



Memo

To: Personnel Committee
From: Chief Blaser
Date: October 26, 2023
Re: MFRD FF/PM Job Openings

I would appreciate the opportunity to address the personnel committee to discuss the hiring requirement for the position of entry level firefighter paramedic. The Fire Rescue Department recently held interviews for five current openings within our organization. Interviews were held last month with three candidates showing interest within our organization. Our panel was confident that those who interviewed would be a good fit within our organization.

The challenge we face once again is candidates not meeting minimum requirements of the job posting of being a licensed State of Wisconsin Paramedic and Certified Firefighter 1. Two candidates possess the Firefighter 1 certification but will not complete their paramedic testing until December 2023. Another applicant currently holds a Wisconsin Paramedic licensure but does not possess a current Wisconsin Firefighter 1 certification.

Therefore, I would request the approval to work with HR Director Jessie Lillibridge to provide three offers of employment with contingencies stating within six months of hire the needed certifications be obtained. The request will have no impact on the budget but will address an industry concern of lack of applicants in the public safety career field. Thank you in advance for your consideration.