



CITY OF MANITOWOC

WISCONSIN, USA

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October 2, 2024

Personnel Committee:

The purpose of this correspondence is to propose a change to the job description of Firefighter/Paramedic. As you are aware, the Manitowoc Fire Rescue Department (MFRD) are currently facing several challenges that necessitate a proactive approach to our recruitment strategy.

With multiple openings in our department, a significant increase in Family and Medical Leave Act (FMLA) requests and anticipated retirements in 2025, we predict a shortage of personnel. This situation not only places additional strain on the current staff but also leads to increased overtime costs, which can be detrimental to the budget and overall operational efficiency.

To improve recruitment efforts and attract a larger pool of qualified candidates, an update to the job description of firefighter paramedic is recommended. The proposed change would require non-paramedic employees to obtain their paramedic licensure by their four year anniversary as a condition of employment. The costs associated with this certification as a condition of employment would be covered by the City.

Furthermore, a condition of employment would be made to individuals having a paramedic certification but do not have the firefighter 1 certification upon hire. The condition of employment states the employee has six months to obtain the firefighter 1 certification. This allows the necessary time to complete this requirement while ensuring they receive the support and resources needed for success. The cost of this certification will not be the responsibility of the City.

By making these changes, the MFRD is attempting to position itself as a more attractive employer in a competitive job market, ultimately leading to a more robust and capable workforce. I believe these adjustments will not only help us fill our current vacancies but also prepare us for the future challenges we face.

I look forward to discussing this proposal with you and exploring how we can implement these changes effectively. Thank you for considering this important matter.

Sincerely,

Todd Blaser, Chief of Fire Rescue
City of Manitowoc

FIRE & RESCUE DEPARTMENT

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