



STAFF REPORT

DATE: October 1, 2019

CONSENT

TO: City Council

FROM: Greg Malmquist, Fire Chief

AGENDA ITEM: Conditional Job Offer to Paid on Call Firefighter Applicants, Andrew Christianson, Oluwole Awoyinka and Robert Krenz

REVIEWED BY: Kristina Handt, City Administrator

BACKGROUND:

The Lake Elmo Fire Department is continually seeking applicants to fill the Paid on Call ranks. We currently have 16 out of an allowed 32 Paid on Call personnel, with one additional Probationary FF. Paid on Call personnel continue to be a vital part of our overall response coverage in conjunction with the Part Time Firefighters. Paid on Call personnel fill in open shifts, respond on calls outside the 6AM – 6 PM timeframe and for any All Call pages.

ISSUE BEFORE COUNCIL:

Should the Council make a conditional job offer to Andrew Christianson, Oluwole Awoyinka and Robert Krenz to allow them to continue in the hiring process?

PROPOSAL DETAILS/ANALYSIS:

Staff is recommending the Council make the offer to the applicants to allow them to proceed in the process.

The applicants have met the requirements of the hiring process to date. These include attending at least 3 department training drills, complete a background check, successfully completed the Ability Test, and have been interviewed. Upon approval of this Conditional Job Offer, the applicants will move forward in the process. Pending successful completion of the Pre-Placement Physical and Pshychological Evaluation, the applicants will be placed on the department as Probationary Firefighters. During the probationary period, the applicants will complete all required training, Firefighter I & II, HazMat Operations, First Responder and CPR/AED.

FISCAL IMPACT:

Psychological Exam = \$425.00 x 3 and Preplacement Physical Exam = \$393.00 x 3 for a total of \$2,454.00.

Future costs of training, uniforms and wages.

OPTIONS:

- 1) Make conditional job offers to continue with process.
- 2) Do not approve conditional job offers

RECOMMENDATION:

If removed from consent agenda:

Motion of a conditional job offer Paid on Call Firefighter Applicants, Andrew Christianson, Oluwole Awoyinka and Robert Krenz, to allow them to continue with and complete the additional requirements of the hiring process, Pre-Placement Physical and Pshychological Evaluation.

ATTACHMENTS: