



STAFF REPORT

DATE: July 16, 2019

ITEM #:

TO: City Council

FROM: Greg Malmquist, Fire Chief

AGENDA ITEM: Move 3 Probationary Part Time Firefighters, Nate Wagner, Brian Talcott and Katie Hawke from Probation status.

REVIEWED BY: Kristina Handt, City Administrator

BACKGROUND:

These 3 PT FF's are the first to complete the 6 month Probationary Period required of City Employees since we began the PT FF shift coverage. While the PT FF's are hired under different criteria than our POC (Paid on Call) Firefighters, we would like to acknowledge them in the same manner we have done with our POC's. They're start dates are as follows: Nate Wagner – 10/24/17, Brian Talcott – 11/26/18 and Katie Hawke – 12/22/18. This is the first opportunity to get them together for this acknowledgement along with their fellow POC FF's, which is the reason for the staggered 6 month end dates.

ISSUE BEFORE COUNCIL:

Should the Council recognize the 3 PT FF's having completed their Probationary period?

PROPOSAL DETAILS/ANALYSIS:

Staff is recommending the Council acknowledge the 3 Probationary PT Firefighters and allow them to take the "Firefighter Oath" alongside their fellow POC Firefighters. As part of our continuing efforts to build a "team" mentality that Firefighters are Firefighters amongst our PT and POC FF's we would like to acknowledge them in the same manner as we have done with our POC's by standing side by side with them and taking the Firefighter Oath to serve the community and being presented with their badge. Both of these actions show the Pride and Dedication it takes to earn this position. We also believe that this public ceremony helps with our recruiting efforts.

FISCAL IMPACT:

Future costs of training, uniforms and wages. While personnel are on probation, we minimize uniform and equipment purchases as much as possible. We feel the benchmark of completing probation is somewhat of an indication they may be with us for some time and we now move forward with the purchase of badges, new helmets, gear and uniforms.

OPTIONS:

- 1) Acknowledge the completion of probation by these 3 personnel.
- 2) Do not acknowledge.

RECOMMENDATION:

Acknowledge the completion of probation by the 3 Part Time Firefighters and invite them to take the Firefighter Oath.

ATTACHMENTS: