



## STAFF REPORT

DATE: November 16, 2021

### **CONSENT**

**TO:** Honorable Mayor and City Council

**FROM:** Jake Dickson, Assistant City Administrator

**AGENDA ITEM:** Hiring Paid on Call Firefighter

**REVIEWED BY:** Dustin Kalis, Fire Chief

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#### **BACKGROUND:**

The Lake Elmo Fire Department is continually seeking applicants to fill the Paid on Call ranks. We currently have 21 out of an allowed 35 Paid on Call personnel. 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 time-frame and for any All Call pages.

#### **ISSUE BEFORE COUNCIL:**

Should the Council make a conditional job offer to Colin Salchow?

#### **PROPOSAL DETAILS/ANALYSIS:**

Upon approval, a conditional job offer will be made contingent upon Background Screening, Drug Screening, and Abilities Test. Upon meeting those conditions the applicants will be placed on the department as a Probationary Firefighter.

#### **FISCAL IMPACT:**

Pre-placement exams to cost approximately \$600.

Future costs of training, uniforms and wages.

#### **OPTIONS:**

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

#### **RECOMMENDATION:**

If removed from consent agenda:

***“Move to approve conditional job offer to Colin Salchow.”***

#### **ATTACHMENTS:**

None