



STAFF REPORT

DATE: August 15, 2023

CONSENT

AGENDA ITEM: Hire four (4) Career Firefighters

SUBMITTED BY: Karissa Goers, Administrative Services Director

BACKGROUND:

The Lake Elmo Fire Department Operational Audit received in 2020 provided recommendations for reorganizing the Fire Department and adding career positions. The Lake Elmo Fire Department started reorganization towards a combination fire department utilizing career and paid-on-call staff in 2022, with two (2) full-time firefighter positions. Four (4) additional full-time firefighters were approved with the 2023 Budget. We received thirty-six (36) applicants with our job posting. Chief Kalis, Assistant Chief Svoboda, White Bear Lake Fire Assistant Fire Chief, City Administrator Handt, and Administrative Services Director Goers conducted interviews with the twelve (12) finalists.

ISSUE BEFORE COUNCIL:

Should Timothy Anders, Peter Haveman, Michael Ohrt, and Michael Redman be hired as Career Firefighters at the terms described below?

PROPOSAL DETAILS/ANALYSIS:

The recommendation is to hire these individuals at grade 5, step 1. Tentative start dates would be between late August and September 2023.

- Timothy Anders has over twelve (12) years of experience as a firefighter with the City of Woodbury.
- Peter Haveman is a current Paid-on-Call (POC) firefighter with the City of Lake Elmo. He has been with the city since 2021.
- Michael Ohrt has fourteen (14) years' experience as a firefighter with the City of Cottage Grove.
- William Redman has over twelve (12) years of experience as a firefighter with the Red Wing Fire District.

FISCAL IMPACT:

Four additional Career Firefighter position salaries have been included in the 2023 budget.

OPTIONS:

1. Hire Timothy Anders, Peter Haveman, Michael Ohrt, and William Redman at the terms described below.
2. Offer the job to these individuals under different terms.
3. Re-advertise the position.

RECOMMENDATION:

If removed from the consent agenda:

Motion to Timothy Anders, Peter Haveman, Michael Ohrt, and William Redman with salary at grade 5, step 1.

ATTACHMENTS:

None