



STAFF REPORT

DATE: March 21, 2017

CONSENT

ITEM #: 12

TO: City Council

FROM: Greg Malmquist, Fire Chief

AGENDA ITEM: Conditional Job Offer to New Recruits, Tanner Dalzell and Thomas Hilpisch

REVIEWED BY: Kristina Handt, City Administrator

BACKGROUND: Both Tanner and Thomas have met the requirements of the hiring process to date. They attended three training drills, successful background check, ability test and interview. The next steps to complete the hiring process are both a psychological and physical exam.

Thomas Hilpisch was previously a Lake Elmo Firefighter for 15 months from 2013 – 2015. He left us to pursue a Fulltime career with St. Paul FD and is now a Fulltime FF/Paramedic with St. Paul and has moved back into our area. At the time of his initial hire with us, he completed a psychological exam, therefore we are recommending we waive that for him. Tanner Dalzell is a resident of Oakdale, is within our response time requirements and will require both.

Neither Thomas or Tanner are able to attend the Council Mtg. to be introduced as they work afternoons and/or evenings, or rotating shifts. The good news is they will be daytime responders.

ISSUE BEFORE COUNCIL:

Should the Council make a conditional job offer to Tanner Dalzell and Thomas Hilpsch, pending the outcome of medical and psychological exams?

FISCAL IMPACT: Psychological Exam = \$415.00 x 1, Preplacement Physical Exam = \$245.60 x 2 for a total of \$906.20 to complete the hiring process.

OPTIONS:

- 1) Approve a conditional job offer to Tanner Dalzell and Thomas Hilpsich
- 2) Approve one conditional job offer
- 3) Do not approve any conditional job offers

RECOMMENDATION:

If removed from the consent agenda:

“Motion to approve conditional job offers for Tanner Dalzell and Thomas Hilpsich, pending the outcome of medical and psychological exams.”

ATTACHMENTS:

None