



## Public Safety Committee

Meeting Date: November 25, 2025

### Approve Changes to the Personnel Policy and Procedures Manual – Firefighter Recruitment and Hiring Policies

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<b>Department:</b>	Fire
<b>Presenter:</b>	Antonio Burden, Fire Chief/EMA Director
<b>Caption:</b>	Motion to approve changes to the Augusta Policy and Procedures Manual, Section 800.001 1 Firefighter I – Recruitment Procedures, Subsection Hiring Procedures #5 for the Augusta Fire Department.
<b>Background:</b>	<p>The Augusta Fire Department (AFD) is requesting a critical revision to PPPM Section 800.011 Firefighter I - Recruitment Procedures, replacing the specific, detailed language regarding the physical agility test (CPAT) with a generalized policy statement. This change is driven by a departmental review which found the current process to be overly lengthy and cumbersome, often resulting in the loss of excellent candidates to faster-moving departments. The proposed generic language grants the AFD the necessary authority to regularly update its selection procedures for optimal efficiency and compliance without requiring formal policy manual amendments.</p>
<b>Analysis:</b>	<p>This proposed change offers two primary benefits: flexibility and efficiency. The existing process is lengthy and cumbersome, often taking up to a year to complete. This protracted timeline has lead to the department losing out on potentially excellent candidates who opt for departments with faster hiring cycles. Furthermore, the existing ridged language makes it difficult to adjust to evolving department needs and shifts in the labor market. The proposed generic language ensures that the Augusta Fire Department can update the firefighter selectin process more regularly without requiring formal policy manual revisions each time.</p>
<b>Financial Impact:</b>	N/A
<b>Alternatives:</b>	N/A
<b>Recommendation:</b>	To approve the Motion to approve changes to the Augusta Policy and Procedures Manual, Section 800.001 1 Firefighter I – Recruitment Procedures, Subsection Hiring Procedures #5 for the Augusta Fire Department.
<b>Funds are available in the following accounts:</b>	N/A

**REVIEWED AND**  
**APPROVED BY:**

Antonio Burden, Fire Chief/EMA Director