



TO: MAYOR AND CITY COUNCIL
FROM: VICTOR CARDENAS, CITY MANAGER
SUBJECT: PAID ON-CALL AND AUX FIREFIGHTER RECRUITMENT EFFORTS
DATE: MAY 1, 2024

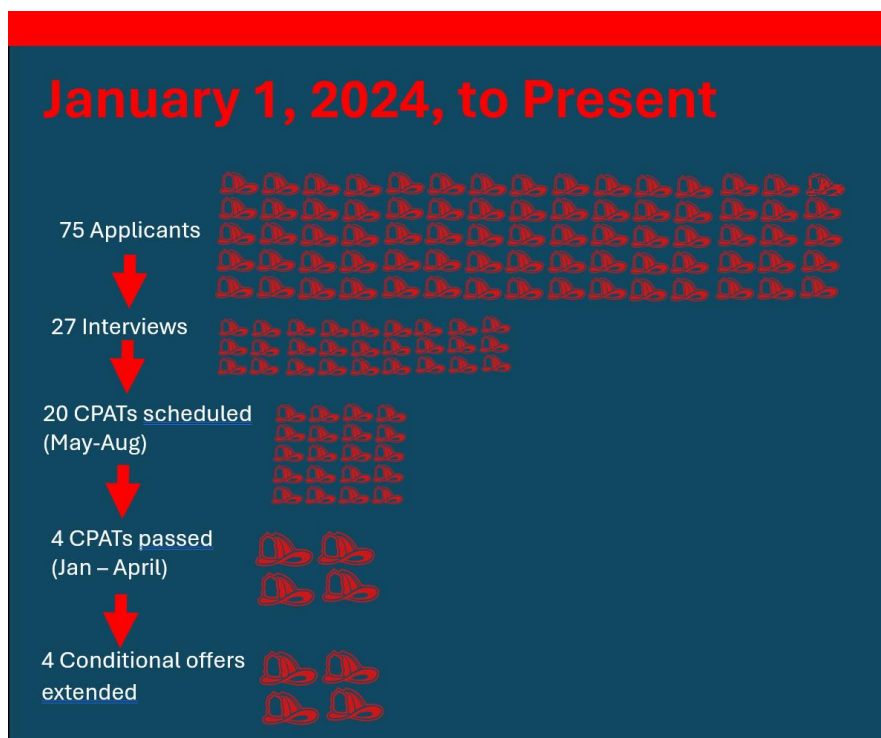
MEMORANDUM

Mayor and Council –

A quick update on our recruitment efforts for POC/AUX firefighters. Additionally, Council's efforts earlier this year have paid off as we have four (4) Police officers from other departments currently in the background phase to join the Novi PD – i.e. using the lateral transfer option.

- Victor

The purpose of this memorandum is to provide the Council with an update on the City's efforts to recruit new paid-on-call (POC) and auxiliary (AUX) firefighters. Since January 2022, we have hired 27 new POC/AUX. Of that 27, six (6) have left the department for full-time positions at other departments and nine (9) have transitioned to full-time with the Novi Fire Department. We currently have four (4) in the training process, four (4) others with conditional offers, and two (2) who have completed their training and are available for shifts. As of today, two (2) members (a POC and an AUX) have completed the pre-employment process and are starting employment in May. We'll continue to update Council on our progress in these efforts.



27 Hired since January 2022

6 have left the department for full-time positions at other departments

9 have transitioned to full-time with the Novi Fire Department

4 in the training process

4 others with conditional offers

2 who have completed their training and are available for shifts

Averaging 2 years to get completely trained and available for shifts