

MEMORANDUM



TO: VICTOR CARDENAS, INTERIM CITY MANAGER
FROM: TIA GRONLUND-FOX, DIRECTOR OF HUMAN RESOURCES
SUBJECT: PART-TIME FIRE RECRUITMENT EFFORTS
DATE: MARCH 28, 2023

Mayor and Council –

Please see an update below on the City's effort to boost the Paid On-Call Fire ranks.

- Victor

Over the past 12 weeks, Human Resources has kicked off the new part-time Fire Fighter Recruitment Campaign with the assistance of Fire Chief Johnson, Assistant Chief Martin, and the Community Relations team.

Initiated by the Mayor and City Council, these efforts have included recruitment bonuses, the proliferation of recruitment postcard mailings, and visits to various schools, fire academies, and recruitment events. The postcards were mailed to seven (7) communities;

- Farmington,
- Farmington Hills,
- Livonia,
- Milford,
- Redford,
- Troy,
- Walled Lake,
- Wixom

To date, these efforts have resulted in receiving and processing 66 new applications. In addition, the City's Public Safety Recruiter, Brady Wing, has conducted 45 interviews, with more scheduled for next week. The City's largest hurdle is getting candidates to pass the Candidate Physical Ability Test (CPAT). We are working with Fire Administration to develop strategies to address this roadblock.

Brady has recruitment visits scheduled over the next several weeks and is working on visits with Catholic Central High School, Schoolcraft College, Oakland Schools Technical Campus, and Novi and Walled Lake High Schools.

We are optimistic about these initiatives and will continue to explore new and innovative recruitment efforts as we move forward.

We will keep you updated on our progress.