



**Office of the Fire/EMS Chief**  
312 W. Whitewater Street  
Whitewater, Wisconsin 53190

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[www.whitewater-wi.gov](http://www.whitewater-wi.gov)  
Telephone: (262) 473-0116

Date: June 8, 2026

To: Common Council

John Weidl, City Manager

From: Kelly Freeman, Fire/EMS Chief

Re: Request for Temporary Full-Time Position

The Fire/EMS Department respectfully requests authorization to add one temporary full-time position to our staffing complement. This request is intended to allow the department to take advantage of a unique opportunity in today's competitive hiring environment.

A former member of our department has expressed interest in returning to the organization. During his previous tenure, he demonstrated a high level of professionalism and strong skills as a firefighter/paramedic. His experience with our personnel, operations, equipment, and response protocols would allow him to quickly reintegrate into the department immediately.

Although the department is currently fully staffed, staffing changes are an inevitable part of Fire/EMS operations. Based on historical trends, we anticipate future vacancies through normal attrition. Authorizing a temporary position would allow us to bring this highly qualified candidate onboard now rather than risk losing him to another agency while waiting for a vacancy to occur.

This approach offers operational benefits:

- Preserves institutional knowledge and operational readiness.
- Eliminates the need for an extended recruitment and onboarding process when a future vacancy occurs.

When the next full-time vacancy becomes available, the department's intent is to transition the employee into that position and eliminate the temporary position, resulting in no long-term increase to staffing levels.

The ability to secure an experienced and proven paramedic is a rare opportunity in today's competitive hiring environment. Approval of this request will help ensure the department remains fully prepared to provide high-quality fire and EMS services while proactively addressing future staffing needs.

Thank you for your consideration of this request.

Kelly Freeman  
Fire/EMS Chief