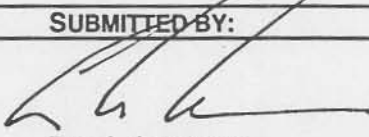


OFFICE OF THE CITY MANAGER
DES MOINES, IOWA

CITY COUNCIL COMMUNICATION 96-017
JANUARY 15, 1996 AGENDA

SUBJECT:	TYPE:	PREPARED BY:	SUBMITTED BY:
REVISED JOB SPECIFICATION— FIREFIGHTER	◆ RESOLUTION ORDINANCE RECEIVE/FILE	LYNN D. LESLIE PERSONNEL	 ERIC A. ANDERSON CITY MANAGER

SYNOPSIS —

Changes in the minimum qualifications for the position of *firefighter* have been prepared.

FISCAL IMPACT —

It is estimated that this change will save approximately \$114,000 in recruitment, training and salary expenses for each firefighter selection and training process. The position will remain assigned to Range 20 (\$26,093 - \$31,092) of the Des Moines Association of Professional Fire Fighters pay plan.

RECOMMENDATION —

Approval.

BACKGROUND —

Presently all newly-hired firefighters are trained as first-responder providers of emergency medical services (EMS) and must achieve EMT-A certification. This certification is part of a 17-week recruit training program provided by the City after they are hired and before being assigned to duties involving EMS services. In addition, recruits are required to possess a *Class D* chauffeur's license upon completion of drill school training. Significant training time and dollar savings can be gained by revising the minimum qualifications for *firefighter* to include possession of such certification and license prior to beginning work for the City as a firefighter. This change will reduce the training program by five weeks.

In connection with the first recruitment following the revision of the job specification, to assure that potential candidates have a fair opportunity to secure the required certification, both Mercy Hospital and Des Moines Area Community College have agreed (provided there is sufficient enrollment) to have emergency medical technician training classes available during the recruitment process which will enable interested candidates to become EMT-A certified by the time new firefighters are appointed. This will also provide sufficient time for candidates to study for and obtain a *Class D* chauffeur's license on their own.

Special advertising and public relations activities are planned so that potential firefighter candidates will be made aware of this change.