



THE CITY OF FOND DU LAC, WISCONSIN IS SEEKING FIREFIGHTER/PARAMEDICS

The Community

Fond du Lac is a beautiful and thriving community of 44,678 located at the foot of Lake Winnebago, Wisconsin's largest inland lake. Fond du Lac is renowned for its abundance of outdoor recreational opportunities, including a nearby trail system with over 50 miles for hiking, running, cross-country skiing, and bicycling, as well as 293 miles of state-funded snowmobile trails. Local festivals include Light Up the City, Taste of Fond du Lac, Fondue Fest, and Walleye Weekend Free Family Festival. Residents also enjoy the Children's Museum of Fond du Lac, the Thelma Sadoff Center for the Arts, youth sports, and much more! Fond du Lac boasts a high quality of life, low cost of living, and easy navigation through the City allowing you to spend less time in the car and more time doing what you love to do, such as exploring its picturesque downtown area, visiting the historic lighthouse, and having a picnic at the 400-acre Lakeside Park.

The Fond du Lac School District serves approximately 7,000 students at 15 schools. Higher education options include the University of Wisconsin–Oshkosh, Fond du Lac Campus, Marian University of Fond du Lac, and Moraine Park Technical College. The largest employer in Fond du Lac is the world headquarters of Mercury Marine, employing 2,500 people. Fond du Lac has one hospital, SSM Health St. Agnes Hospital.

Fond du Lac is only an hour away from Green Bay, Milwaukee, and Madison and their amenities. Commercial airline service is provided through the Fond du Lac County Airport and Fond du Lac Area transit is the city's local public transit operator.

The Organization

Fond du Lac has a Council-Manager form of government with a seven-member City Council elected for two-year overlapping terms. City Council establishes policy, enacts ordinances, adopts the annual budget and appoints a City Manager to oversee the administration of the City. Prior to adopting policies, the City Council solicits the advice of the City Manager, various advisory boards, and City departments, in addition to conducting its own study of the issues. City Council also solicits input from the citizens at its public Council meetings. Fond du Lac's current City Manager has been with the City since September 2012.

The City of Fond du Lac is a full-service city providing Public Works (including Engineering, Water and Wastewater, Fleet and Electrical, Transit, Parks and Trees, Construction and Maintenance, and Solid Waste), Public Safety, and Community Development (including a Senior Center). The City's 2022 Adopted Budget provides for all operational and capital departmental requirements, except for personnel additions to Police and Fire/Rescue. The City has an all-funds budget of \$122 million, a Capital Improvement Plan averaging about \$32 million annually, and employs a workforce of around 380 employees.

The Department

The Fond du Lac Fire/Rescue Department is responsible for providing emergency operations including fire suppression, hazardous materials mitigation, vehicle extraction, technical rescue and water rescue, treating and transporting patients at the advanced life support (ALS) level and inspection of commercial and industrial property and arson investigation to more than 43,151 residents in a community spanning over 20 square miles and contracted areas throughout the county. The City has three colleges/universities, a large retail and service industry, and many major employers, thereby causing the daily service population to be significantly higher. The Fire/Rescue Department is internationally accredited and ISO Class I rated. The citizens of FDL voted in favor of increasing the levy to add six Firefighters in the referendum in April 2021. The 2022 budget will preserve and build upon the multi-year capital investment strategy in providing the very best fire protection, fire prevention, pre-hospital emergency care, hazard mitigation, and rescue. The motto Duty - Honor - Pride - Tradition serve as the foundation of the commitment to everyone served.

The Position

The City of Fond du Lac Fire Rescue is seeking applicants for a Fire Fighter/Paramedic. The Fire Fighter/ Paramedic position is an entry level, dual role responsibility in Fond du Lac Fire/Rescue. The Fire Fighter/ Paramedic is a Fire Fighter, who, in addition to performing routine firefighting duties, also is trained to provide Advanced Life Support medical care. The position is part of a team that serves the Fire Rescue mission to provide efficient response to all emergencies and improve public safety for those we serve.



Mission Statement

To provide an efficient response to all emergencies and improve public safety to those we serve.

Values Statement

- We, the members of Fond du Lac Fire/Rescue, recognize that our community is the reason for our existence.
- We value the trust placed upon us, maintaining transparency in all endeavors.
- We strive for professionalism in everything we do; valuing honesty, integrity, open communication and embrace diversity.
- We are committed to supporting the mental and physical well-being of our membership.
- We strive for continuous improvement through education and training for the safety of our members as well as the community.
- We respect our traditions while remaining open to change in order to meet future challenges.

Service Values

The members of the Fond du Lac Fire/Rescue Department serve the community with DUTY - HONOR - PRIDE - TRADITION while being accountable to actions to ourselves, our department and our community.



The Fire/Rescue Department operating budget for fiscal year 2022, is \$10.1 million and the capital budget is \$575,000. Primary revenue sources include the tax levy and patient billings for ambulance services. Ambulance service revenues, net of required Medicare/Medicaid write-offs, average approximately \$2 million annually.

As part of the Center for Public Safety Excellence (CSPE) accreditation process, a community-driven strategic planning process took place which created a 5 year strategic plan for FDLFR.

Strategic Plan Goals 2020-2025

Goal 1 - Review/Update needs assessment to develop a workforce plan based on need, develop training and on-boarding to implement the workforce plan, promote, recruit and hire as needed based on the workforce plan. The next Fire Chief will hire officers who reflect the demographics of the City, provide quality training, and promote excellent members to fill current vacancies.

Goal 2 - Using survey and other data, formulate a plan for more effective communications, to both internal and external stakeholders. Train FDL Fire/Rescue membership on the communications plan.

Goal 3 - Improve the fleet program to ensure operational readiness and reliability.

Goal 4 - Analyze the current wellness program to identify member needs. The department requires a leader that will balance fiscal responsibility, community interests, and the mental and physical health of members.

Goal 5 - Develop effective training programs based on the analysis of training needs.

Vision - Fond du Lac Fire/Rescue's vision is to continue to be known as an internationally accredited, mission-focused organization that always personifies its organizational core values. We commit to providing an efficient response to all emergencies and improving public safety for those we serve.



Desired Capabilities, Qualifications and Experience

- ✚ Legally entitled to work in the United States.
- ✚ At least 18 years of age.
- ✚ Possess a High School Diploma or Equivalent.
- ✚ Possess a current EMT-Paramedic license by date of hire.
- ✚ Possess at least 15 college credits in a related field by date of hire.
- ✚ Possess a Firefighter I, Firefighter II, Fire Inspector I and Haz Mat Operations certificate by date of hire.
- ✚ Successful completion of CPAT within 12 months of application and/or proof of full-time employment with paid Fire Rescue.
- ✚ Possess a valid Wisconsin driver's license.
- ✚ Have vision in each eye correctable to 20/20 with compatibility with fire rescue equipment such as breathing apparatus.
- ✚ Sign the no-tobacco use agreement.
- ✚ Be of sound mental & physical health and meet all established standards.
- ✚ Successfully completed training in NIMS 100, NIMS 200, NIMS 700, and NIMS 800.
- ✚ Possess current CPR certification.
- ✚ Possess current Advanced Cardiac Life Support (ACLS) certification.

Compensation and Benefits

The City of Fond du Lac understands that a career is so much more than a job. It offers a place to grow personally and professionally, while providing the resources that can help to

support the needs of family. Fond du Lac encourages a healthy work/life balance that includes the flexibility of hours in positively serving the residents of the City.

Relocation assistance is available.

Qualified candidates - please visit our website for details: <https://www.fdl.wi.gov/hr/job-opportunities/>

For more information, please contact Jackie Braatz at jbrazz@fdl.wi.gov or 920-322-3624.

For more information about the City of Fond du Lac Fire/Rescue Department, visit <https://www.fdl.wi.gov/fire/>.

The City of Fond du Lac is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the City will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

