



# City of Grand Island

Tuesday, September 25, 2012

Council Session

## Item I7

**#2012-279 - Consideration of Approving Appointment of Cory Schmidt as Fire Chief**

Staff Contact: Mayor Jay Vavricek

# **Council Agenda Memo**

**From:** Mayor Jay Vavricek

**Meeting:** September 25, 2012

**Subject:** Appointment of Fire Chief

**Item #'s:** I-7

**Presenter(s):** Mayor Jay Vavricek

## **Background**

The City of Grand Island currently has a vacancy in the position of Fire Chief. Division Chief Russ Blackburn is presently serving as Interim Fire Chief through September 30, 2012. The position was vacated when previous Chief Troy Hughes accepted a position in Los Alamos, New Mexico.

## **Discussion**

The Fire Chief position is covered under the Civil Service. Civil Services rules require a competitive testing process to fill open Civil Service positions. The City advertised and accepted applications. The City hired CPS, HR Consulting to handle the screening of applicants and the competitive exam which was an assessment center. The initial process included a job analysis conducted by Fire Chief Mullikin from Salina, Kansas and Fire Chief Byers from Council Bluffs, Iowa. Three additional fire chiefs acted as subject matter experts for the assessment center. Fire Chief McDonnell from the City of Omaha, Fire Chief Huff from the City of Lincoln and Fire Chief Pederson from the City of North Platte, Council members Donaldson, Minton and Nickerson and community members Nicki Stoltenberg and Carlos Barcenass assisted the City with the assessment center.

Civil Service was presented with the test scores and certified the results as well as the top three candidates that would be forwarded to the Mayor for an appointment. Three candidates were present at City Hall on September 17<sup>th</sup> for interviews with the interview committee. The interview committee consisted of Council members Donaldson, Minton and Nickerson, Mayor Vavricek, City Administrator Brown, Human Resources Director Sutherland, as well as IAFF President, Scott Kuehl, Civil Service Commissioner John Schultz and community member Glenn Wilson. Extensive background checks were conducted on the finalists.

After careful consideration and continued dialog with candidates, I have determined Cory Schmidt to be the successful candidate to bring forward for City Council approval. Cory has been employed with the City of Grand Island since 1996. Cory is currently a Fire Captain with the Grand Island Fire Department. Schmidt has an Associate's degree in fire protection technology from Southeast Community College in Lincoln, Nebr., and a Bachelor's degree in Business Administration/Management from Peru State College in Peru, Nebr.

Schmidt was hired as a Firefighter/EMT-B in 1996 and was later promoted to Fire Captain in 2000. Schmidt is also a business owner in St. Paul, Nebr., owning Hard Core 4x4 since 2008 and opening Schmidt Realty in 2011.

Prior to working for the Grand Island Fire Department, Schmidt served as a fire protection specialist for the United State Air Force for four years.

I am confident that Cory's exceptional work ethic, integrity and commitment to this fire department and community will ensure his success as the City of Grand Island's next Fire Chief.

If approved by Council, Cory will assume the duties of Fire Chief on October 1, 2012. He will start at step one of the Fire Chief pay scale which is \$72,063.42 annually and as outlined in the Personnel Rules be eligible for step movement after successful completion of the introductory period.

### **Alternatives**

It appears that the Council has the following alternatives concerning the issue at hand. The Council may:

1. Move to approve
2. Refer the issue to a Committee
3. Postpone the issue to future date
4. Take no action on the issue

### **Recommendation**

I recommend the approval of the appointment of Cory Schmidt as Fire Chief.

### **Sample Motion**

Recommend approval of the appointment of Cory Schmidt as Fire Chief.

RESOLUTION 2012-279

WHEREAS, under City Code, 2 – 31, the position of Fire Chief for the City of Grand Island, Nebraska, is an appointed position; and

WHEREAS, the Mayor, with the approval of the City Council, may appoint the position of Fire Chief; and

WHEREAS, the Mayor has recommended the appointment of Cory Schmidt as Fire Chief effective October 1, 2012; and

WHEREAS, Mr. Schmidt will be compensated at step one of the current Fire Chief pay scale in compliance with the City Personnel Rules.

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND COUNCIL OF THE CITY OF GRAND ISLAND, NEBRASKA, that Cory Schmidt is hereby duly appointed the Fire Chief for the City of Grand Island, Nebraska,

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Adopted by the City Council of the City of Grand Island, Nebraska, and September 25, 2012.

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Jay Vavricek, Mayor

Attest:

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RaNae Edwards, City Clerk

Approved as to Form	☐ _____
September 21, 2012	☐ City Attorney