



Richfield Civil Service Commission Agenda

August 27, 2026 -- 8:00 AM

Richfield Municipal Center
Bartholomew Conference Room
6700 Portland Avenue South

- 1. Call to Order**
- 2. Roll Call**
- 3. Approval of Agenda**
- 4. Approval of Minutes**
 - a. Approval of the minutes from July 30, 2026
- 5. Open Forum**
- 6. Regular Business Items**
 - a. Fire Chief Recruitment Process
- 7. Other Business**
- 8. Fire Chief's Report**
- 9. Next Meeting**
- 10. Adjournment**

Auxiliary aids for individuals with accessibility needs are available upon request. Requests must be made at least 96 hours in advance to the City Clerk at 612-861-9739.

Materials relating to these agenda items can be found in the Civil Service Commission agenda packet located at the main table within the conference room. The Civil Service Commission agenda packet is also available electronically on the [City of Richfield's website](#).

RICHFIELD FIRE CIVIL SERVICE COMMISSION

MEETING #299 **JULY 30, 2026**

MEMBERS PRESENT:

Jeffrey Bruzek	President
James Frechette	Vice President
Britnie Thomas	Secretary

OTHERS PRESENT:

Eddie Odendahl	Firefighter
Tracie Bohlsen	Firefighter
Alex Swiggum	Firefighter
Tim Haider	Firefighter
Ryan Wolf	Local 1215 Treasurer
Sharon Christiansen	City Council Liaison
Amy Zenanko	HR Generalist II
Maria Flores	Administrative Assistant
Katie Rodriguez	City Manager
Rodger Coppa	Interim Fire Chief
Mike Ziskovsky	Interim Deputy Fire Chief

I. CALL TO ORDER

The meeting was called to order by President Bruzek at 8:00 a.m.

II. APPROVAL OF AGENDA

J/Bruzek motion, J/Frechette second to approve the agenda.

Motion carried 3-0

III. APPROVAL OF MINUTES OF THE CIVIL SERVICE COMMISSION MEETING OF December 17, 2025.

J/Bruzek motion, J/Frechette second to approve the minutes.

Motion carried 3-0

IV. OPEN FORUM

A/Zenanko stated no one on the list for the Open Forum

V. Regular business items

A/Zenanko presented the eligibility register to the commission for approval and stated that if approved the list will expire on July 30, 2028.

J/Bruzek listed candidates from the final list

J/Frechette motion, B/Thomas second to approve the eligibility register

Motion carried 3-0

VI. OTHER BUSINESS

None

VII. FIRE CHIEF REPORTS

R/Koppa provided an update on the hiring process/ recruitment for the new Fire Chief. R/Koppa estimated a start date of three months from when the process begins.

VIII. NEXT MEETING

A/Zenanko stated that a meeting to present the Chief Hiring Process would be in the next two to three weeks.

IX. ADJOURNMENT

J/Bruzek, J/Frechette motion to adjourn the Civil Service Commission meeting at 8:14 a.m.

Motion carried 3-0

Draft by:

Maria Flores
Administrative Assistant

Submitted by:
Katie Rodriguez
City Manager

Date of Approval:

Jeffrey Bruzek, President

James Frechette, Vice President

Britnie Thomas, Secretary



Civil Service Commission Meeting 8/27/2026

Agenda Section: Regular Business Items

Agenda Item: 6.a.

Report Prepared By:

Kate Croteau, Human Resources Director

Department Director:

Kate Croteau, Human Resources Director

Item for Consideration:

Fire Chief Recruitment Process

EXECUTIVE SUMMARY

The City needs to recruit for the position of Fire Chief. Currently, we have a contracted Interim Fire Chief in place who has worked to lead operations while also helping in the recruitment of a permanent full-time Fire Chief. Human Resources and Interim Chief Coppa have prepared the following documents for review; an updated job description, recruitment brochure, and outline of the process and proposed recruiting timeline. These documents detail the qualifications, knowledge, skills and abilities required and preferred for our next Fire Chief.

The draft job description was updated to include minimum qualifications that match industry standards and include ten (10) years of progressively responsible fire service experience, including at least five (5) years in a chief officer position within a career or combination fire department. It also requires a Bachelor's Degree, valid licensure as a Firefighter by the State of Minnesota and additional NFPA certifications and current EMT certification or higher. Preferred qualifications include a Master's degree in Fire Administration or a closely related field, as well as experience in labor relations, blue card incident command certification, Minnesota Certified Emergency Command certification and National Fire Academy Executive Fire Officer (EFO) designation. The successful candidate will also need to comply with the NFPA 1582 medical standards and is expected to perform emergency services as required, while focusing primarily on administrative functions.

The draft job description also outlines the primary roles of the Fire Chief, including strategic leadership, administration and overall oversight of all operations of a full-time fire department consisting of two fire stations and 32 employees. The position reports to the City Manager and is responsible for all aspects of the Fire Department's approximately \$6.4M budget, organizational planning, workforce development, labor relations and regulatory compliance. The recruitment brochure goes on to highlight the salary range of the position, grade 20 (\$142,480 - \$186,867), which is competitive within the market and equitable to internal department director positions, and lists the application deadline as September 21, 2026. The recruitment timeline lists the various job posting sites that the announcement will appear including the International Association of Fire Chiefs as well as job boards in Minnesota and neighboring states. The job will also be advertised via LinkedIn and social media platforms to communicate the position opening broadly.

Included in the Outline for Fire Chief Process document, the proposed process is described, including how applications will be scored, the interview panels, commission list approval, department meet and greet, candidate leadership assessment and final interview with the City Manager. This process includes input from leadership, department directors, an external Fire Chief, Fire Command, IAFF union representative and other fire department members. The proposed process includes scoring the applications separately from the panel interviews and assigns 100 points for the application review and 50 points to both the department directors panel and the fire professionals panel.

We hope to have a new Fire Chief in place by the end of the year. We feel the proposed process is thorough and balances industry best practices with the current needs of the Richfield Fire Department.

RECOMMENDED ACTION

By Motion: Approve the Fire Chief Recruitment Process.

HISTORICAL CONTEXT

The Richfield Fire Department was founded in 1939 and has continued to meet the demand for emergency services since that time. Currently, the career department consists of a Fire Chief, Deputy Fire Chief, Assistant Chief, three Captains, three Lieutenants and 22 full-time firefighters and an administrative assistant. All Richfield Firefighters are certified EMT's and the department first responds for a county-based ambulance service. The full-time permanent position of Fire Chief has been vacant since May 2026.

EQUITABLE OR STRATEGIC CONSIDERATIONS OR IMPACTS

The City of Richfield is an equal opportunity employer and does not discriminate against any employee, job applicant, or contractor on the basis of race, color, creed, religion, national origin, ancestry, sex, sexual orientation, gender identity or expression, disability, age, marital status, genetics, status with regard to public assistance, veteran status, familial status, or membership on a local human rights commission.

POLICIES (RESOLUTIONS, ORDINANCES, REGULATIONS, STATUTES, ETC.)

The Civil Service Commission is guided by the Civil Service Rules and Regulations (dated August 2019) and Minnesota Statutes, Chapter 420 (Firefighters' Civil Service Commissions).

CRITICAL TIMING ISSUES

Our current Interim Fire Chief is working via contract. The timing of this recruitment process allows for his assistance with recruitment, selection and onboarding, which was included in the scope of the contract.

FINANCIAL IMPACT

The Fire Chief position is budgeted and in-line with other department director positions within the City.

LEGAL CONSIDERATIONS

ALTERNATIVE RECOMMENDATION(S)

The Commission can choose to amend or defer the recommended process. It is possible that major amendments or deferral would result in delays in filling the Fire Chief position.

ATTACHMENTS

1. JS Fire Chief 2026 DRAFT
2. Richfield Fire Chief Packet v9
3. CSC Outline for Fire Chief Process 2026
4. Fire Chief Timeline



THE CITY OF RICHFIELD, MINNESOTA
FIRE CHIEF/FIRE SERVICES DIRECTOR
Fire Services Department

Status	Job Code	Grade	FLSA	EEO-4	WC
FT	FIREDR	20	Exempt	A - Officials and Administrators	7706

NATURE OF WORK

The Fire Chief is a director-level position that reports directly to the City Manager and serves as the executive leader of the Richfield Fire Department. The Fire Chief is responsible for the strategic leadership, administration, and overall operation of a full-time fire department consisting of two fire stations and 31 employees. This position provides visionary leadership to ensure the department is prepared to respond effectively to emergencies while delivering high-quality, customer-focused services to the community. The Fire Chief is responsible for organizational planning, fiscal stewardship, workforce development, labor relations, and regulatory compliance. As the department's chief executive, the Fire Chief serves as the primary representative of the department with elected officials, City leadership, community organizations, regional partners, the media, and other public safety agencies to foster collaboration and advance the City's public safety mission.

This position must meet the physical standards as outlined in NFPA 1582 (as detailed in physical requirement section below) , but will work primarily in an office setting indoors (approximately 90%) with some outdoor exposure (10%), including temperature extremes. This position requires evening, non-business hour meetings, and training events. This is an FLSA exempt and non-represented position. Typical workweek is Monday through Friday; however hours worked may exceed 40 hours per week and may include evenings, weekends and extended hours.

ESSENTIAL DUTIES

- Provide strategic leadership, direction, and administration for all Fire Department operations. Establish departmental priorities, goals, and objectives consistent with City policies and strategic initiatives, subject to the direction of the City Manager.
- Direct emergency response operations and provide senior-level incident command and operational support during fire, EMS and other emergency incidents.
- Ensure appropriate staffing levels, workforce deployment, scheduling, and operational readiness to meet service demands.
- Foster a positive organizational culture that emphasizes communication, accountability, collaboration, employee engagement, professionalism, and continuous improvement.
- Develop, mentor, supervise, and evaluate department personnel. Promote professional development through coaching, succession planning, leadership development, and training opportunities.
- Develop, administer, and monitor the department's annual operating and capital budgets. Ensure effective stewardship of personnel, equipment, facilities, and financial resources.
- Collaborate with elected officials, City leadership, regional partners, and other agencies to develop long-range plans, organizational strategies, and service delivery models that meet current and future fire and emergency medical service needs.
- Ensure compliance with applicable federal, state, and local laws, labor agreements, accreditation and professional standards, and City policies and procedures.
- Oversee department training programs to ensure personnel maintain required certifications, operational proficiency, and compliance with current safety standards and best practices.
- Oversee fire prevention activities, including fire inspections, code enforcement, fire investigations, public education, and community risk reduction initiatives.

- Prepare and present reports, recommendations, and policy proposals to the City Manager, City Council, and other governing bodies.
- Serve as the department spokesperson and represent the City on professional associations, advisory boards, committees, emergency management organizations, and regional partnerships.
- Perform fire suppression, emergency medical care, technical rescue, hazardous materials response, ventilation, rescue, salvage, overhaul, extrication, and other emergency response duties when operationally necessary.
- Perform other duties as assigned by the City Manager.

COMPETENCIES

- Thorough knowledge of the principles and practices of modern fire service administration, including fire suppression, emergency medical services, technical rescue, hazardous materials response, fire prevention, public education, community risk reduction, and emergency management.
- Knowledge of applicable federal and state laws, labor agreements, National Fire Protection Association (NFPA) standards, National Incident Management System (NIMS), and industry best practices governing career fire departments.
- Experience directing departmental administrative functions, including budgeting, payroll, records management, inspections, training, policy development, and strategic projects.
- Demonstrated ability to develop, administer, and manage departmental budgets and allocate resources effectively.
- Strong business writing, presentation, and public speaking skills, with the ability to prepare and present technical reports and recommendations to executive leadership and the City Council.
- Demonstrated leadership in organizational development, employee engagement, innovation, strategic planning, problem-solving, and sound decision-making.
- Ability to lead personnel effectively during emergency operations while providing consistent leadership, coaching, mentorship, and accountability during routine operations.
- Ability to build collaborative relationships with City leadership, employees, bargaining units, community members, business leaders, elected officials, and partner agencies.
- Experience working in a unionized environment, including labor relations and collective bargaining.
- Strong interpersonal, communication, and conflict-resolution skills.
- Ability to enforce policies, procedures, and regulations fairly, consistently, and professionally.
- Ability to respond to emergencies in a timely manner while off duty as operational needs require.
- Obtain the following within one year of employment:
 - a. ICS-300 and ICS-400 certifications.
 - b. Blue Card Incident Commander certification.

MINIMUM QUALIFICATIONS

- Licensed or eligible for licensure as a Firefighter by the State of Minnesota.
- Minimum of ten (10) years of progressively responsible fire service experience, including at least five (5) years in a chief officer position within a career or combination fire department.
- Bachelor's degree in Fire Administration, Fire Science, Emergency Management, Public Administration, Personnel Management, or a closely related field.
- Current National Registry EMT certification or higher.
- IFSAC or Pro Board Firefighter II certification (NFPA 1001).
- IFSAC or Pro Board Hazardous Materials Operations certification (NFPA 472 or NFPA 1072).
- IFSAC or Pro Board Fire Officer I certification (NFPA 1021).
- IFSAC or Pro Board Fire Instructor I certification (NFPA 1041).
- NIMS ICS 100, ICS 200, and ICS 700 certifications.
- Valid Minnesota driver's license or the ability to obtain one upon hire.

PREFERRED QUALIFICATIONS

- Master's degree in Fire Administration, Public Administration, Business Administration, or a closely related field.
- Blue Card Incident Commander certification.
- Minnesota Certified Emergency Manager designation.
- Experience in labor relations and collective bargaining.
- National Fire Academy Executive Fire Officer (EFO) designation.

PHYSICAL REQUIREMENTS

- NFPA 1582 medical standards apply.

Lifting and Carrying Requirements (while wearing SCBA & PPE)

May be required to lift very heavy loads.

- Ground to Waist Level – 100 lbs.
 - Dragging/removing fire victims
 - Advancing hose lines at fires.
 - Carrying fans, rescue tools, foam containers
- Waist to Shoulder Level – 50 lbs.
 - Opening/closing hydrant valves.
 - Making hose connections.
 - Lifting/carrying ladders, hose bundles and other equipment.
- Above Shoulders – 35 lbs.
 - Placing ladders against buildings.
 - Pulling ladder halyard to raise ladder.
 - Using axe and other equipment to ventilate.
 - Lifting items onto fire apparatus.

Pushing/Pulling Requirement (while wearing SCBA & PPE)

- 75 lbs. of hand over hand pulling force for ladder halyard raise
- 55 lbs. pushing/pulling force to raise and support ladder
- 100 lbs. pulling for advancing charged hose lines

Walking and/or Mobility Requirements (while wearing SCBA & PPE)

- Must be able to walk and crawl while carrying or lifting.
- Must be able to ascend and descend stairs and ladders while carrying heavy loads.
- Must be able to balance and possess the ability to steady oneself and keep from falling when walking, standing, crouching, crawling on narrow, slippery or erratically moving surfaces.
- Must be able to work in confined spaces.
- Must be capable of:
 - Reaching (extending hands or arms in any direction);
 - Handling (seizing, holding grasping, turning or otherwise working with the hands while carrying items of substantial weight, i.e., fans, rescue equipment, foam containers, ladders and using axes, sledgehammers, hydrant wrenches, pulling ladder halyards or using rope to lift heavy items, dragging victims and hose lines.)
 - Fingering (picking, pinching or otherwise working with the fingers while manipulating items such as SCBA valves, apparatus controls, small monitoring equipment, alarm panel controls.)
 - Must be able to use rope and tie knots.
 - Feeling (must be able to discriminate differences in items by feeling. Must be able to determine the difference between hot and cold by touch. Must be able to feel a patient's pulse.)
- Must be capable of applying a leg lock with either leg upon a ground ladder to provide a safe anchor when operating hose lines or performing rescue work.

Administrative Environment

While this position is housed in the fire department and can be exposed to extraneous and hazardous environments that require the above physical requirements, this position is primarily administrative in nature.

Typical work involves:

- Regularly sits, stands, walks, uses a computer, and operates standard office and communication equipment.
- Communicates effectively in person and by telephone, radio, and electronic platforms.

WORK ENVIRONMENT

- Works primarily within an office environment where they are sitting and standing at a desk for extended periods of time.
- Works both inside where there may be protection from the weather conditions and outside where there may be no effective protection from the weather. May encounter extreme fluctuations of temperature.
 - May work in extreme cold where the temperature is sufficiently low to cause marked bodily discomfort and variations in temperature, which accompany extreme cold and are sufficiently marked and abrupt to cause marked bodily reaction.
 - May be required to work in extremes of heat where temperatures are sufficiently high to cause marked bodily discomfort and variations in temperature which accompany extreme heat and are sufficiently marked and abrupt to cause marked bodily reaction.
 - Encounters wet conditions and high humidity where atmospheric conditions have a moisture content sufficiently high to cause marked bodily discomfort.
- Will frequently encounter noise and/or vibration exceeding 80 decibels, constant or intermittent, to cause marked distraction.
- Will encounter a variety of physical hazards, including but not limited to, moving mechanical parts, electrical shock, working on high places, bodies of water, confined spaces, exposure to radiant energy, explosives, toxic chemicals and biological agents.
- Will work in above conditions while wearing various levels of personal protective equipment causing mobility impairments and high temperatures.
- May be required to make critical, time-sensitive, complex problem-solving decisions during physical exertion in stressful, hazardous environments, including hot, dark, tightly enclosed spaces, that is further aggravated by fatigue, flashing lights, sirens, and other distractions.

AN AFFIRMATIVE ACTION/EQUAL/EQUITABLE OPPORTUNITY EMPLOYER/MFD

The City of Richfield is an equal opportunity employer and does not discriminate against any employee, job applicant, or contractor on the basis of race, color, creed, religion, national origin, ancestry, sex, sexual orientation, gender identity or expression, disability, age, marital status, genetics, status with regard to public assistance, veteran status, familial status, or membership on a local human rights commission.

This statement applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

Now Hiring: **Fire Chief**

Seeking a forward-thinking fire service leader with a passion for public service, relationship building, and organizational excellence.



Annual salary range: \$142,480- \$186,867

Applications close September 21, 2026



About the Richfield Fire Department

The Richfield Fire Department is an all-hazards department that operates out of two stations providing fire suppression, emergency medical services, hazardous materials response, vehicle extrication, ice rescue, fire prevention, inspections and public education.

The department was founded in 1939 after city leaders recognized that a growing population required trained firefighters, dedicated equipment and reliable communications. Following World War II, a housing boom increased the demand for emergency services. To meet these challenges, the department transitioned to career staff, improved training, modernized its equipment and adopted nationally recognized firefighting practices.

Today, we are a career department led by a Fire Chief, Deputy Chief, Assistant Chief, three Captains, three Lieutenants, along with 22 full-time firefighters and an administrative assistant. The line officers and firefighters are represented by IAFF Local 1215. All Richfield Firefighters are certified EMTs and the department first responds for a county-based ambulance service. Two of our members are certified Fire Investigators and several RFD personnel are members of Minnesota Task Force One, a Level III Urban Search and Rescue team trained to respond to high-angle, trench, confined-space and structural collapse rescues.

In 2025, we responded to 5,140 calls for service (76% medical, 24% fire). The average response time was 3 minutes, 52 seconds, with 90% of calls receiving a response within 5 minutes, 58 seconds. The department holds an ISO Class 4 rating.

APPLY AT [RICHFIELDMN.GOV/JOBS](https://richfieldmn.gov/jobs) BY SEPTEMBER 21, 2026



The Position

Richfield is seeking a visionary and collaborative Fire Chief to lead a dedicated team committed to protecting and serving the community. As Fire Chief, you will:

- Provide strategic leadership for all aspects of the department including emergency fire and EMS response, fire prevention, organizational development, and community risk reduction.
- Work closely with City leadership, regional partners, and the community to ensure the department remains responsive, innovative, and prepared to meet evolving public safety needs.

Qualifications

- Ability to be licensed by the State of Minnesota as a firefighter.
- At least ten years of progressively responsible fire service experience, with at least five years serving in a chief officer role in a combination or career department.
- Bachelor's degree in Fire Administration, Fire Science, Emergency Management, Personnel Management, Public Administration or related field.
- Current on all required certifications as outlined in the job posting.

Salary

This position has an annual salary range of \$142,480- \$186,867 and comes with generous paid leave, medical insurance, dental insurance and retirement plans.



READ THE FULL JOB
DESCRIPTION AT
RICHFIELDMN.GOV/JOBS

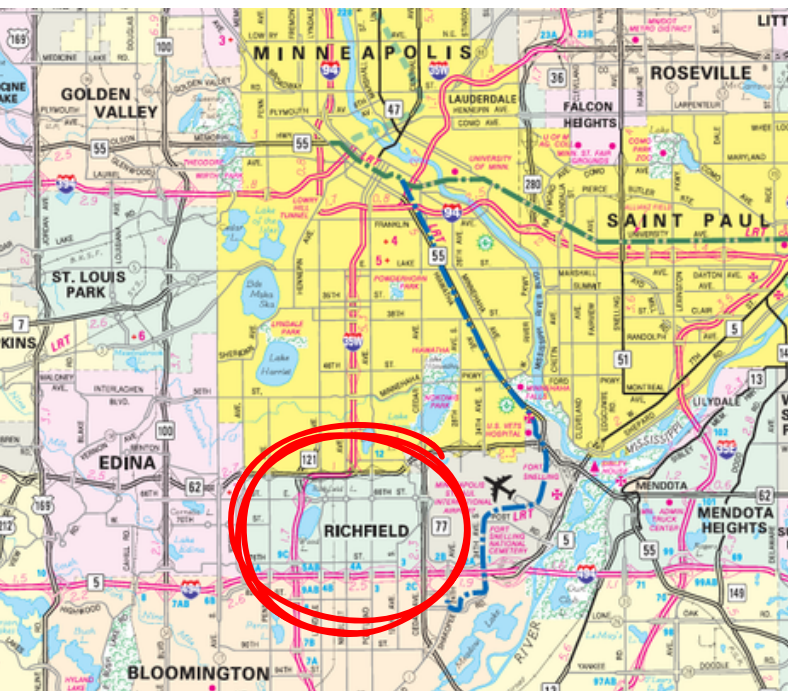


Why Richfield?

Richfield is a vibrant, diverse community of nearly 39,000 residents located just south of Minneapolis. ***Known as The Urban Hometown, Richfield offers the convenience of an urban community while maintaining a strong small-town spirit where neighbors know and care for one another.***

Within seven square miles, Richfield is home to welcoming neighborhoods, schools, businesses, more than 460 acres of parks and open space. The city has a wide range of recreational and community facilities, including Wood Lake Nature Center, an outdoor pool, ice arena and farmer's market.

Richfield's location near Minneapolis, MSP International Airport and the Mall of America provides easy access to the region's many cultural, recreational and entertainment opportunities.



Outline for Fire Chief Process 2026

Will be posted for 21 days-external

Minimum Requirements:

- Licensed or eligible for licensure as a Firefighter by the State of Minnesota.
- Minimum of ten (10) years of progressively responsible fire service experience, including at least five (5) years in a chief officer position within a career or combination fire department.
- Bachelor's degree in Fire Administration, Fire Science, Emergency Management, Public Administration, Personnel Management, or a closely related field.
- Current National Registry EMT certification or higher.
- IFSAC or Pro Board Firefighter II certification (NFPA 1001).
- IFSAC or Pro Board Hazardous Materials Operations certification (NFPA 472 or NFPA 1072).
- IFSAC or Pro Board Fire Officer I certification (NFPA 1021).
- IFSAC or Pro Board Fire Instructor I certification (NFPA 1041).
- NIMS ICS 100, ICS 200, and ICS 700 certifications.
- Valid Minnesota driver's license or the ability to obtain one upon hire.

Desired Qualifications:

- Master's degree in Fire Administration, Public Administration, Business Administration, or a closely related field.
- Blue Card Incident Commander certification.
- Minnesota Certified Emergency Manager designation.
- Experience in labor relations and collective bargaining.
- National Fire Academy Executive Fire Officer (EFO) designation.

Process:

STEP	Narrative of the step / Overview	Points
1.	Application review, Preferred Qualifications and Veteran's Preference	100
2a.	Panel interview with Fire Chief, External Fire Chief, Deputy Fire Chief, HR Generalist and IAFF L1215 representative	50
2b.	Panel interview with department directors and HR Director	50
3.	Creation of list for Civil Service Commission approval	
4.	Fire department meet and greet facilitated by HR	Not Scored - Feedback to CM
5.	Top two candidates are sent for management/leadership assessment	Assessment results to CM
6.	Interview with City Manager for final selection	

Tabulation of scores will be done by Human Resources. The number of qualified applicants and natural break in scoring will determine how many candidates move on to the next step. Scores will determine who moves on and will not carry over into the next step. Steps 2a and 2b happen on the same day and scores from both groups are combined to score candidate.

Draft Fire Chief Recruitment and Hiring Timeline

August 27

- Civil Service meeting to approve process

August 31

- Recruitment open (three weeks- 8/31 to 9/21)

August 31

- Post on sites and include recruitment flier where appropriate

 - League of Minnesota Cities

 - International Association of Fire Chiefs

 - Minnesota State Fire Chiefs

 - Wisconsin State Fire Chiefs

 - Iowa State Fire Chiefs

 - Illinois State Fire Chiefs

 - North Dakota State Fire Chiefs

 - South Dakota State Fire Chiefs

 - Hennepin County Fire Chiefs Association

 - Metro Fire Chiefs Association

 - FireJobs.com

 - Linked-In

 - City social media post #1

September 7

- City social media post #2

- Linked-In

September 14

- City social media post #3

- Linked-In

September 21

- Posting closes

September 22-25

- Application review and scoring

October 6, 7, or 8

- Panel Interviews

 - Panel 1- Fire Chief, external Fire Chief, Deputy Fire Chief, HR Generalist and IAFF L1215 representative

 - Panel 2- Department directors and HR Director

October 15

- Civil Service meeting to approve list

October 20

- Facilitated firefighter meet and greet

Draft Fire Chief Recruitment and Hiring Timeline

October 22

Candidate management/leadership assessment

October 27, 28, or 29

City Manager interview

October 30

Conditional offer

November 2-27

Background (up to four weeks for fingerprints to come back from the BCA)

Medical evaluation

Physical assessment

November 30

Final offer

Notice period for previous employer

December

Start date 12/14 if two-week notice

Start date 12/21 if three-week notice (Christmas week)

Start date 12/28 if four-week notice (work one week in 2026?)

Start date 1/4 to keep it ultra clean for payroll

Timeline for posting

Anticipated Timeline:

Panel Interviews- Week of October 5th

Facilitated Firefighter Meet and Greet- October 20th

Candidate Leadership Assessment- October 22nd

City Manager Interview- Week of October 26th

Assessments and Background- November 2nd to November 30th

Start Date- Early to Mid-December