



Human Resources

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To: Chairperson George Sarantou and Members of Toledo City Council

From: Michael Niedzielski, Acting Director, Department of Human Resources *MN*

Re: Department of Human Resources Report – Finance and Debt Oversight Committee Hearing – November 29, 2023

Police and Fire positions update

- Police Officer: Recruitment for the 2024 class started on March 2nd and ended on July 17th. The eligibility list was established on August 16th. The candidates have started the background process. The anticipated start date for the 2024 class is in early June.
- Police Promotional: Current eligibility lists expire in October 2023. New Police Sergeant and Police Lieutenant tests were administered on Saturday, September 16th. Eighty-seven (87) candidates took the Police Sergeant exam, and twenty-eight (28) candidates took the Lieutenant exam. Eligibility lists were established, with 62 candidates for Sergeant and 23 for Lieutenant.
- Firefighter: The 2023 class started on Friday, July 28th. A total of 50 individuals started in the class, and 25 of them recently went to the line. Recruitment for the 2024 class started on August 28th and ended on November 28th. The anticipated start date for the 2024 class is in September.
- Fire Promotional: Current eligibility lists were established in July 2022 and have been exhausted. Therefore, we are in process of developing new tests with our vendor.

Wellness

- 346 employees completed their biometric screenings.
- 263 employees are participating in the current gratitude challenge.
- 192 employees have met their monthly step goals.

Training

- HR training staff recently conducted a workshop for management staff at the Department of Public Service to develop a mission statement and goals for the Department.

Upcoming Legislation

- Currently reviewing bids for the safety shoe program. Legislation for the selected vendor(s) is expected in December.
- Participated in final vendor demonstrations for the HCM solutions software. Along with the Department of Information Technology, staff reviewed references and rated the vendors. Legislation for the selected vendor is expected in December.