



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 *msn*

Re: Department of Human Resources Report – Finance and Debt Oversight Committee Hearing – November 1, 2023

Police and Fire positions update

- Police Officer: The 2023 class started on Friday, April 7th. A total of 42 individuals started in the class, with 29 graduating this Friday, November 3rd. Recruitment for the next 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 March.
- 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, with 50 remaining. Recruitment for the 2024 class started on August 28th and will end on November 28th. Currently no anticipated start date for 2024.
- Fire Promotional: Current eligibility lists were established in July 2022 and will more than likely be exhausted by September 2023. Therefore, we are in process of developing new tests along with our vendor.

Wellness Program

- A total of 18 events were held at multiple locations where employees could get biometric screenings as well as flu shots.

Training

- HR training staff conducted multiple sessions of customer service training during Customer Service Week (October 2nd through October 6th). Nearly 500 employees attended the sessions. Feedback on the training so far has been positive.

Upcoming Legislation

- Currently reviewing bids for the safety shoe program. Legislation for the selected vendor is expected in November.
- Participated in final vendor demonstrations for the HCM solutions software. Along with the Department of Information Technology, staff is currently reviewing references and ratings of the vendors.