



OUR CITY OF MADISON

MPD and MFD Hiring Update

Emaan Abdel-Halim, Deputy HR Director, Recruitment



City of Madison Recruitment and Outreach Activities - All Non-Commissioned Positions



All Job Postings:

- City Bulletin Boards
- Agency Contacts Email Group
- Affirmative Action Email Group
- GovernmentJobs.com
- Outreach Partners (community organizations, workforce programs)
- Dane County Job Center
- Social Media (Instagram, Twitter, Facebook)
- Indeed.com (auto pull of postings)
- Job Interest Card (auto notification)

Targeted/Professional Recruitment:

- Handshake (college/university platform)
- Wiscjobs
- LinkedIn
- Job Fairs, Outreach Events
- Email Blast
- Madison365
- Professional Associations (Professional Ambulance Association of Wisconsin)
- NRTs, Community Outreach Groups

Madison Fire Department Recruitment and Outreach Activities - Commissioned Positions



- Created dedicated position of Deputy Chief of Recruiting & Community Engagement
- Recruitment Open Houses
- Fire/EMS Interview Workshop
- PAT Practice Sessions Feedback
- UW WPP Grant Fire/EMS Internships
- Video Series
- Women Leading WI Conference
- Social Media (Instagram, X, YouTube, Facebook)
- Posters, small flyers, brochures & business cards
- Career Fairs
- Presentations to various Community Partners
- Print Ads
- “Talk to a Recruiter” website feature
- Recruitment Email Auto-Reply
- Television & Radio Ads
- Job Board Postings

MPD Recruitment



**MPD
SUMMER
Internship**

NOW ACCEPTING APPLICATIONS FOR OUR 2026 SUMMER INTERNSHIP PROGRAM!

- APPS DUE MARCH 15TH
- CAN EARN COLLEGE CREDIT
- ASSIGNED TO A DISTRICT, SPECIALTY UNIT OR PERSON ON DEPT. FOR THE SUMMER
- FLEXIBLE SCHEDULE
- GREAT OPPORTUNITY IF YOU ARE INTERESTED IN APPLYING!



MADISON POLICE DEPARTMENT

CAREER FAIRS THIS WEEK!

WESTERN ILLINOIS UNIVERSITY
TUESDAY MARCH 3RD

EDGEWOOD UNIVERSITY
WEDNESDAY MARCH 4TH

UW PLATTEVILLE
THURSDAY MARCH 5TH



Recruiting events/fairs and Internships



Social media presence



Restructure of the hiring process



Lateral transfers



Community events

Hiring Trends for the MFD



- Downward trend in the number of applications each recruitment.
 - This is a national trend; however, MFD is in a better position than most departments.
- Recruit class size has been steadily increasing, as the department has been working to achieve full staffing.
- More FF/EMTs are becoming Paramedics within the first five years on the job.

MPD Hiring Process/Trends

Academy Class Sizes

2024: 32

2025: 37

2026: 29- 41% female

Trends (2025)

Employees with 0-5 years: 43%

Recruited by Social Media: 47%

Retire vs Resign: 50/50%

Average age of PSA: 27

Number of Applicants

2023: 227

2024: 245

2025: 268

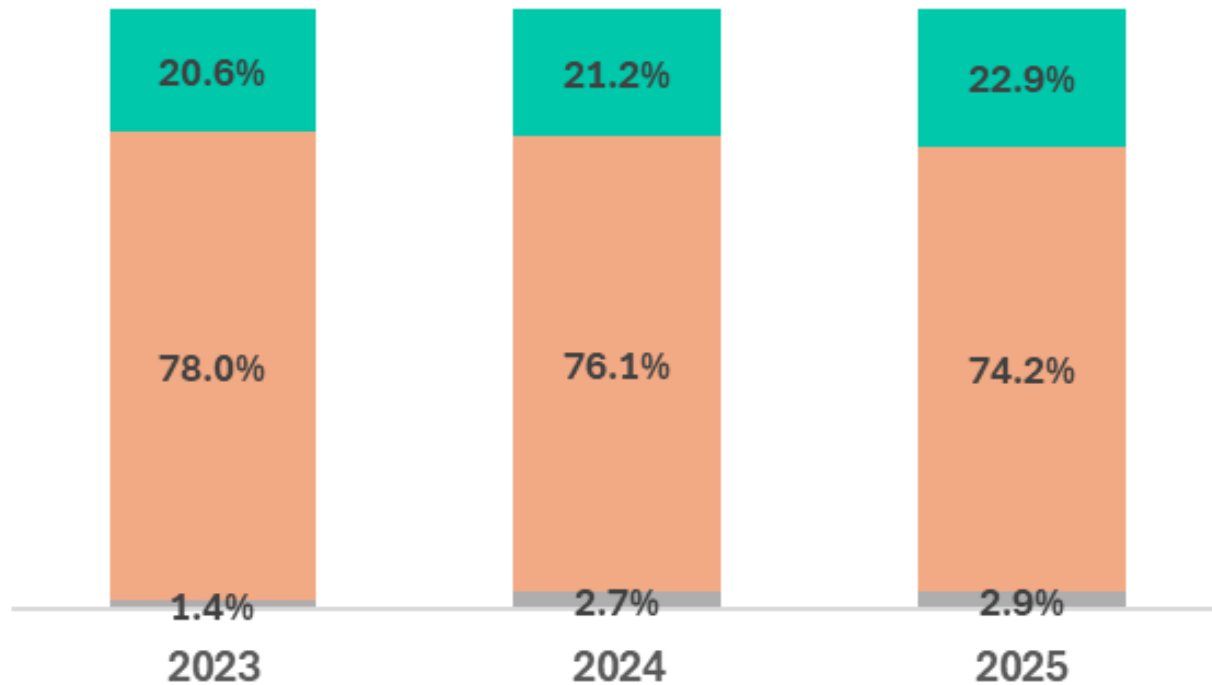
27.4% female commissioned



City of Madison – Staffing by Ethnicity

Citywide Staffing by Ethnicity

■ Unknown ■ White or Caucasian ■ BIPOC



Ethnicity	2023	2024	2025
Asian	113	112	138
Black or African American	328	345	359
Hispanic or Latino	210	242	289
American Indian or Alaskan Native	20	25	27
Other/Multi Racial	103	113	121
Unknown	52	108	119
White or Caucasian	2936	3004	3026
Grand Total	3762	3949	4079

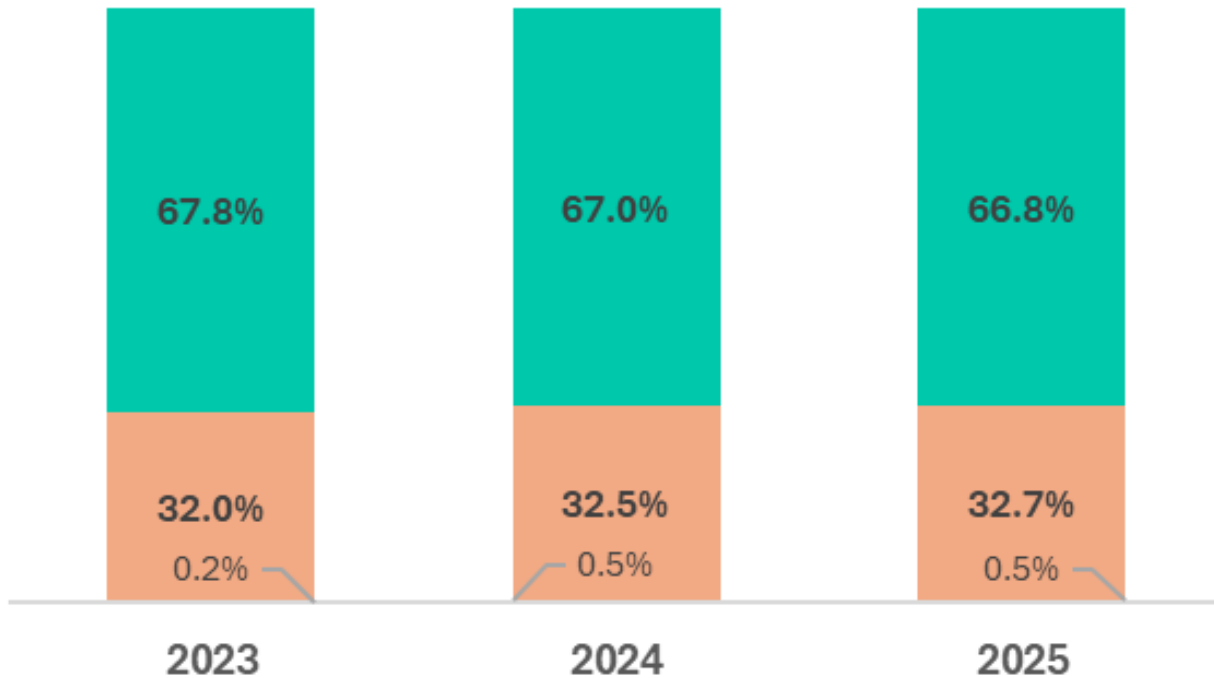
Data extract from MUNIS as of July of year listed



City of Madison – Staffing by Sex

Citywide Staffing by Sex

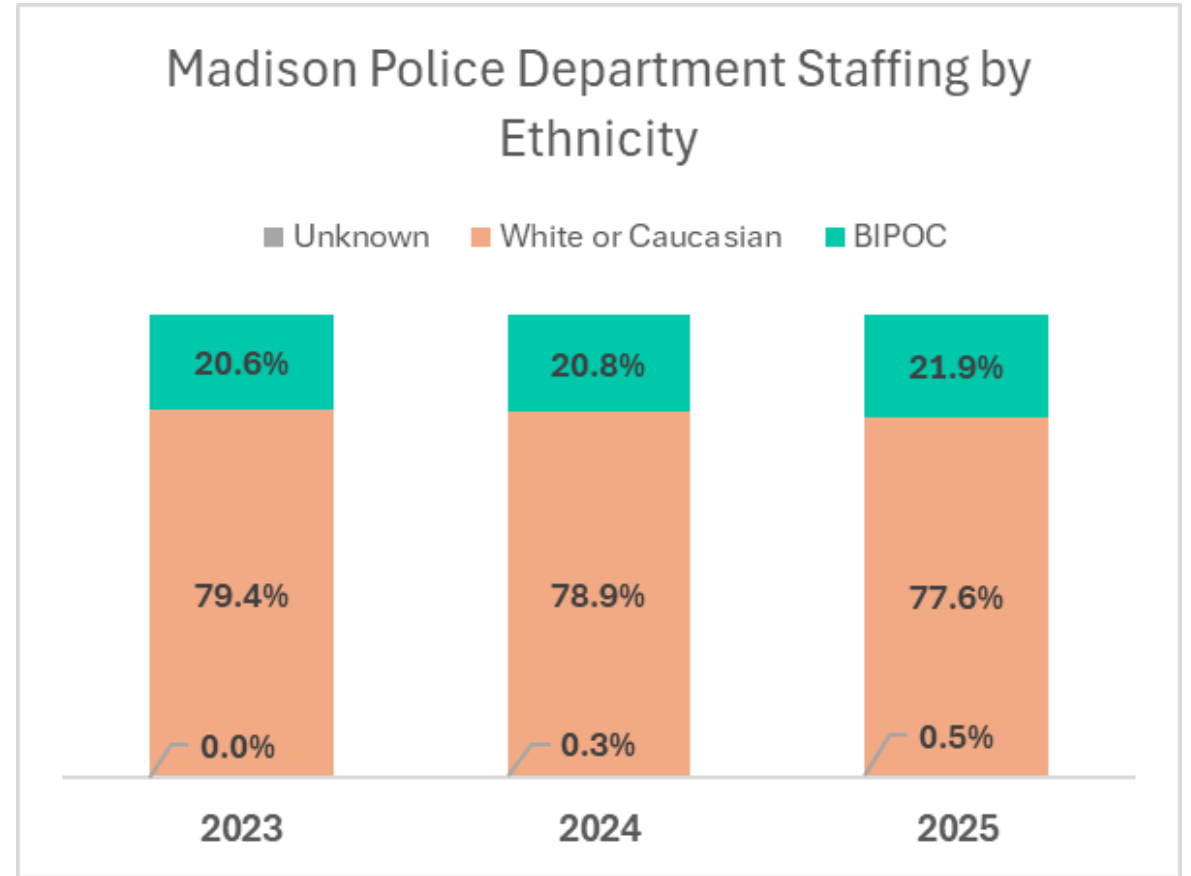
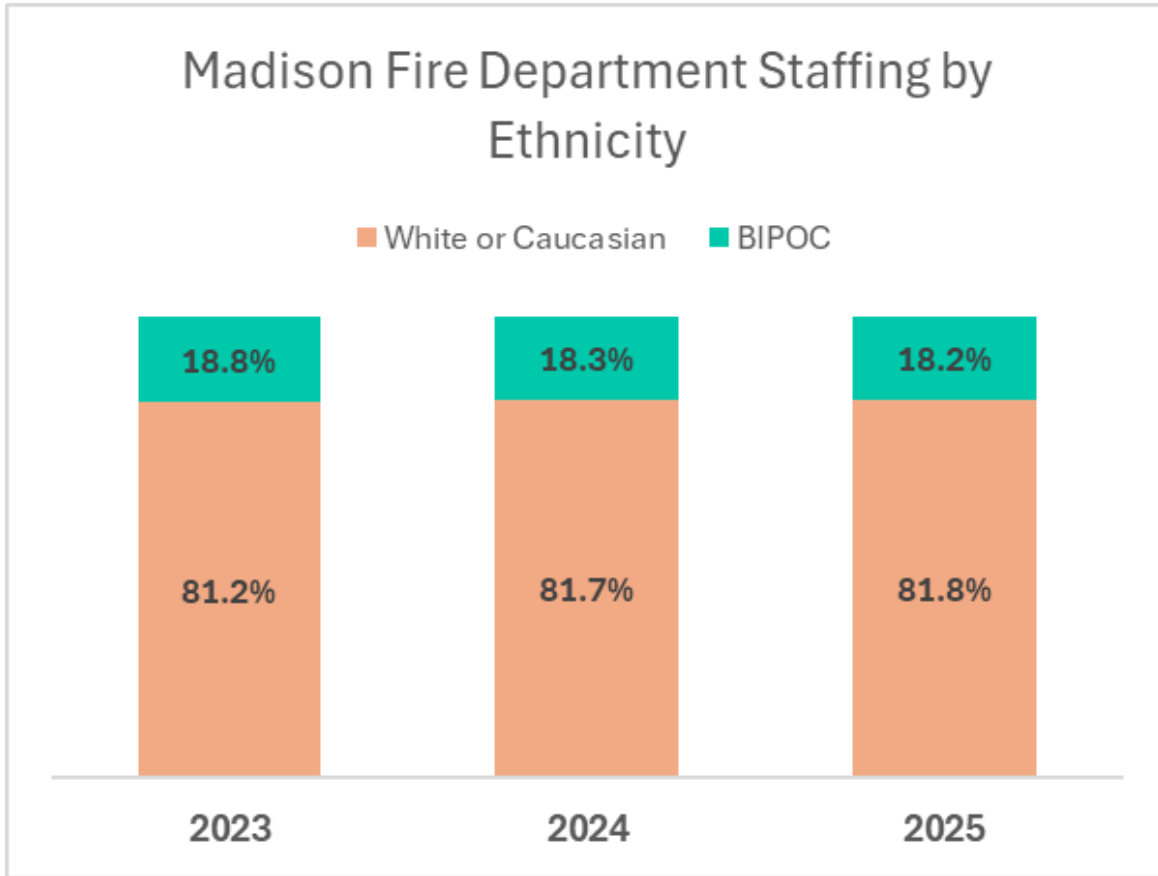
■ Unknown ■ Woman ■ Man



Sex	2023	2024	2025
Unknown	8	19	22
Woman	1204	1284	1332
Man	2550	2646	2725
Grand Total	3762	3949	4079

Data extract from MUNIS as of July of year listed

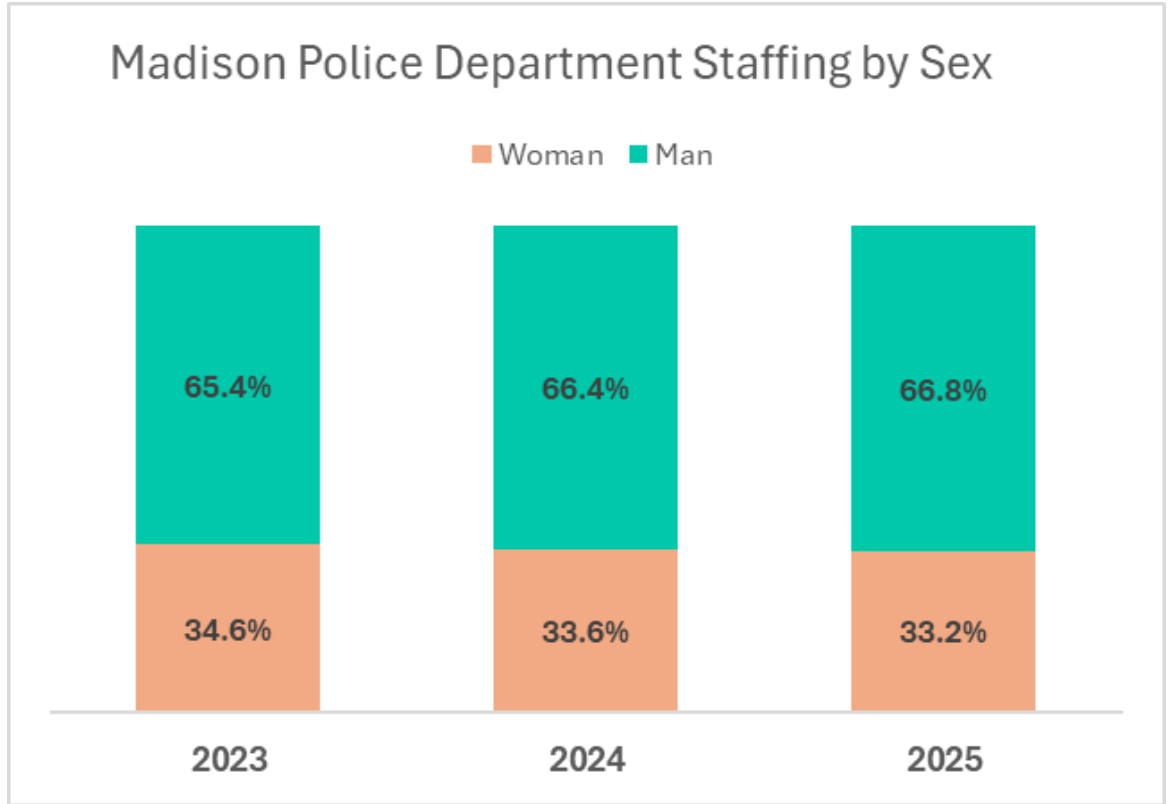
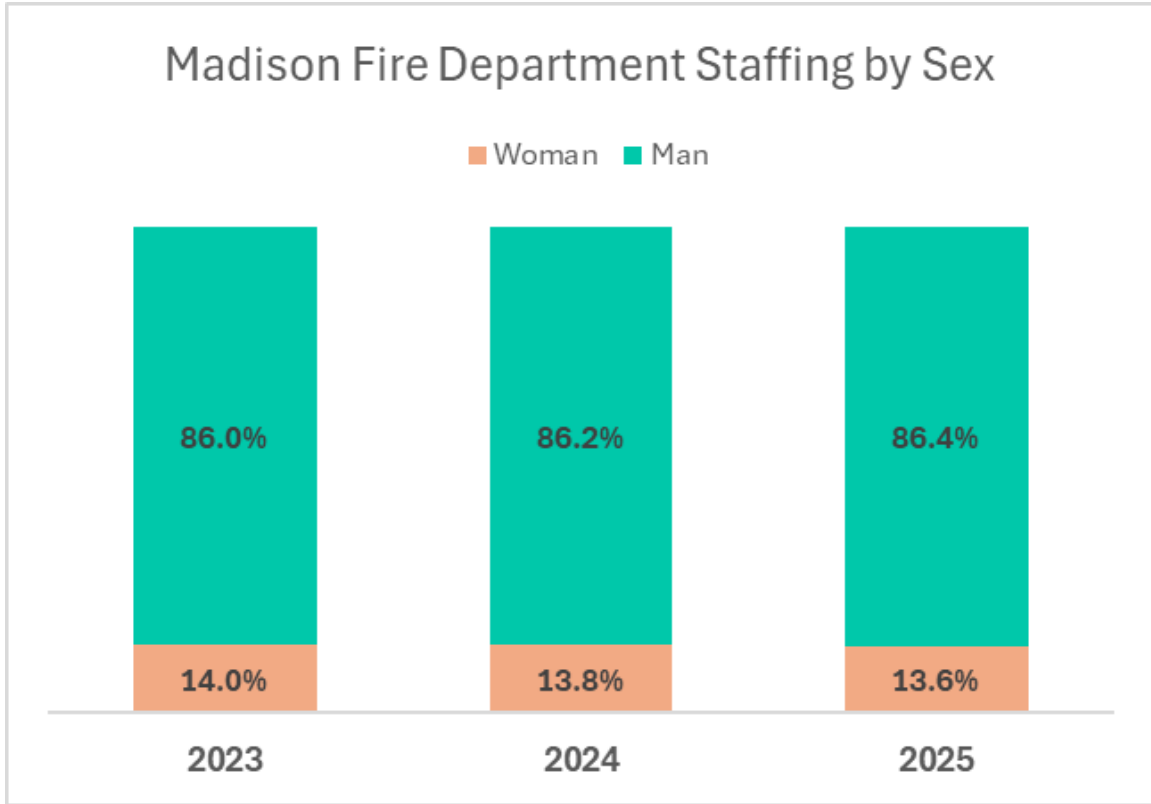
Public Safety – Staffing by Ethnicity



Data extract from MUNIS as of July of year listed



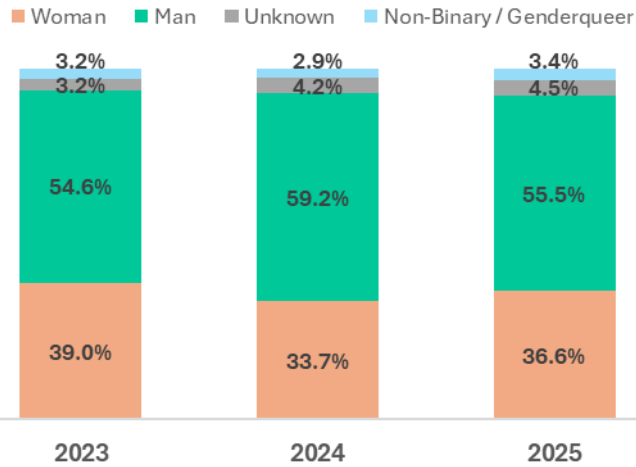
Public Safety – Staffing by Sex



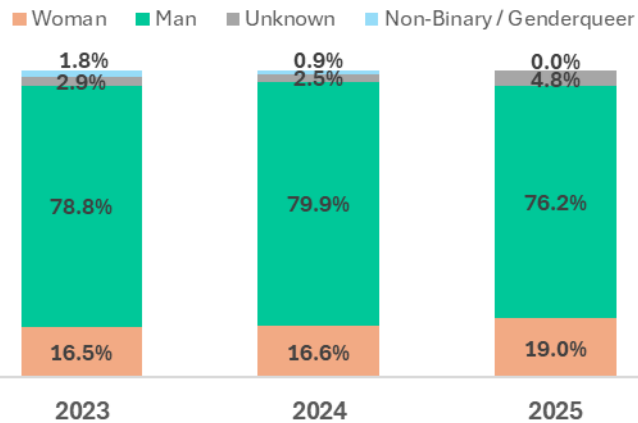


Applications by Gender

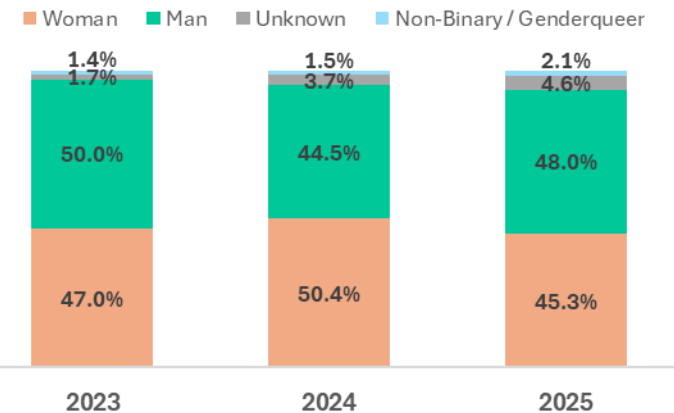
Citywide Applications by Gender



Madison Fire Dept. Applications by Gender



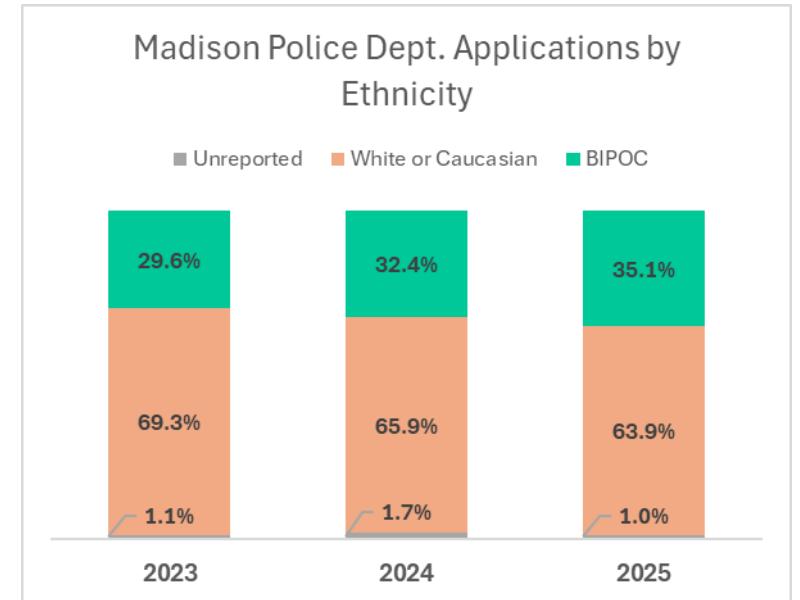
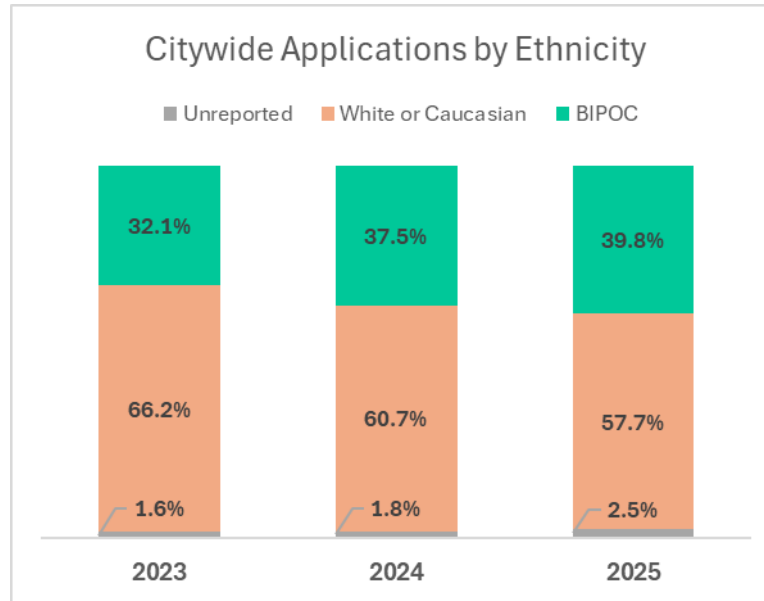
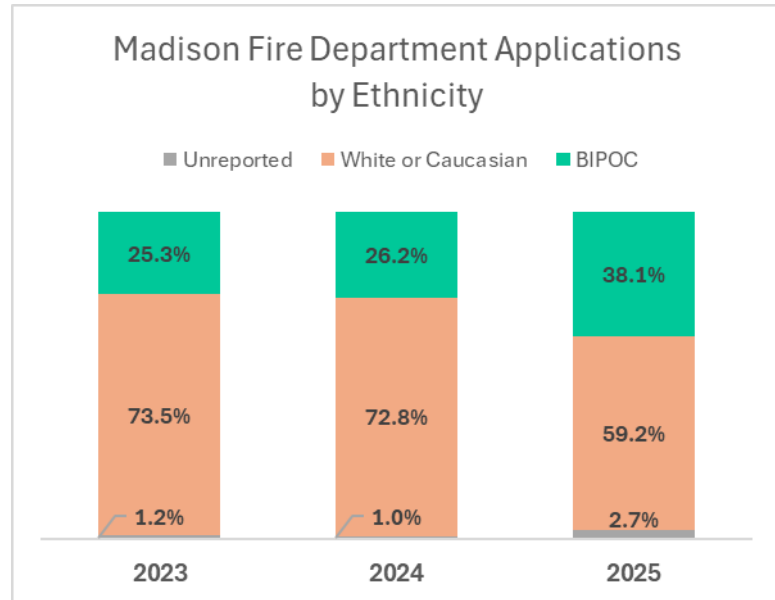
Madison Police Dept. Applications by Gender



Application data for MFD & MPD includes both commissioned and non-commissioned positions.



Applications by Ethnicity



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