



# Police and Fire Commission Meeting Report from the Fire Department



October 13, 2025

---

## Action Item:

### 2026 Hiring Process:

- **2026 Hire List – Initial Appointment**

- Chief Carbon recommends approval of twenty-four (24) candidates for hire from the eligibility list and additional candidates from the eligibility list as a contingent hiring list. Upon approval, conditional job offers will be made to the twenty-four (24) candidates pending the results of a medical examination. The tentative date of appointments for recruit class 63 is January 5, 2026.

### Personnel Investigations: Six (7)

- MFD policy 11.13 – Lateness for work. MFD rule 39 – strictly on time to the minute.
- MFD policy 11.13 – Lateness for work. MFD rule 39 – strictly on time to the minute.
- MFD policy 11.13 – Lateness for work. MFD rule 39 – strictly on time to the minute.
- MFD Rule 18 – Members must not neglect their duty and shall hold themselves in readiness, at all times, to answer the calls. Rule 25 – Members shall devote their time and attention to business of the department and city when on duty. APM 2-33 – Employees will meet performance expectations.
- MFD Rule 19 – Drivers, when responding to an emergency call, shall exercise judgment and care with due regard to the safety of life and property. MFD rule 39 – Members must conform to and promptly obey all laws. MFD Rule 18 – Members shall conform to the rules and regulations of the department, observe the laws,
- APM 3-5 – We expect all employees to treat members of the public in a welcoming, fair, respectful, and equitable manner. APM 2-33 – Employees will be courteous and respectful to all customers, co-workers, and members of the public. Employees will create and maintain a welcoming, respectful, and inclusive work environment... MFD Rule 51 – Members shall at all times conduct themselves so as not to bring the Department in disrepute.
- APM 2-33 – (Rules of Conduct) and drug free workplace provisions. APM 2-23 (Drugs, controlled substances and alcohol use and testing policy)

cc Jenna Rousseau, PFC Counsel  
Chris Carbon, Fire Chief  
Andrew Schauer, Asst. City Attorney