



## Legislation Text

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**File #:** 0104-2014, **Version:** 1

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**BACKGROUND:** Over the course of the last year, Mayor Michael B. Coleman and Councilmember Michelle M. Mills have made improving diversity recruiting a priority. The City's current recruitment process creates unnecessary barriers for some highly qualified applicants, especially women and people of color. Removing unnecessary barriers will allow us to build on our successes, for the benefit of every Columbus neighborhood.

Earlier this year, the Safety Recruiting Working Group began to meet to discuss areas where the recruitment process can improve to make sure that our citizens know about Fire and Police tests and are prepared to take them. A three-day camp for adult Columbus residents was one of the ideas that came out of the Working Group discussions.

This three-day camp will be held at the Ohio Fire Academy. It will give Columbus residents interested in a career with the Division of Fire a better idea of what the job entails. Participants will have the opportunity to become certified in CPR and First Aid and they will receive basic firefighting training. Through keynote speakers and seminars, questions can be answered and any misconceptions about job duties can be eliminated. This camp will also allow more targeted recruiting. Furthermore, the participants will have the opportunity to sign up for the Fire test in the spring. Finally, the camp will increase awareness of the upcoming Fire testing.

The City is competing with the private sector for the best and the brightest. This camp will showcase that public service is a great opportunity for our Columbus citizens.

This legislation authorizes the appropriation and expenditure of \$30,000 from the Columbus City Council Public Safety Initiative Fund to hold an introduction to the Columbus Division of Fire camp for Columbus residents.

**FISCAL IMPACT:** This ordinance authorizes an appropriation and expenditure from the Columbus City Council Public Safety Initiative Fund.

To authorize the Director of the Department of Public Safety to enter into contract with the State Fire Marshal to provide an introduction to firefighting camp for Columbus residents at the Ohio Fire Academy; to authorize the appropriation and expenditure of up to an amount not to exceed \$30,000.00; and to declare an emergency. (\$30,000.00)

**WHEREAS,** Columbus City Council believes that one of our community's greatest strengths is our diversity and that diversity should be reflected in the ranks of those who protect us; and

**WHEREAS,** the Safety Recruiting Working Group is pushing to modernize our recruitment process, while maintaining our rigorous standards of excellence; and

**WHEREAS,** removing unnecessary barriers in our recruiting process will allow us to build on our successes for the benefit of every Columbus neighborhood; and

**WHEREAS,** the City must take the next step by increasing diversity in our Public Safety divisions; and

**WHEREAS,** funding adult camps for Columbus residents will begin to help the City reach the Safety Recruiting Working Group's goal to recruit and hire the most qualified applicants for our safety forces with a focus on mirroring the community they serve; and

**WHEREAS**, an emergency exists in the usual daily operations of the Columbus Department of Public Safety, Division of Fire in that it is immediately necessary to authorize a contract and associated expenditures with the State Fire Marshal in order to create an adult fire camp for Columbus residents interested in a career with the Division of Fire, thereby helping to improve our recruiting process; now, therefore

**BE IT ORDAINED BY THE COUNCIL OF THE CITY OF COLUMBUS:**

**SECTION 1.** That the Director of the Department of Public Safety is hereby authorized to enter into contract with the State Fire Marshal for the purpose of providing an adult camp for Columbus residents interested in a career with the Division of Fire.

**SECTION 2.** That the City Auditor is hereby authorized to appropriate funds within the Columbus City Council Public Safety Initiative Fund (Fund 016) as follows:

**Div 30-04|Fund 016| Obj. Lvl (01) 03|OBJ. Lvl (03) 3336|OCA # 300416|Amount \$30,000**

**SECTION 3.** That for the purpose as stated in Section 1, the expenditure of \$30,000.00 or so much thereof as necessary, be and is hereby authorized to be expended as follows:

Fund 016|Div 30-04|OCA Code 300416|Object Level One 03|Object Level Three 3336|Amount \$30,000.00.

**SECTION 4.** That this contract is awarded pursuant to Section 329.15 of the Columbus City Codes, 1959 as amended.

**SECTION 5.** That for the reasons stated in the preamble hereto, which is hereby made a part hereof, this ordinance is hereby declared to be an emergency measure and shall take effect and be in force from and after its passage and approval by the Mayor or ten days after passage if the Mayor neither approves nor vetoes the same.