



ELIGIBLE LIST:

Fire Equipment Welder (MFD)

FPC Meeting
Thursday, January 24, 2019

Marti Cargile, Human Resources Representative **AND**
Jamie Heberer, Management Trainee

Fire Equipment Welder

Purpose

- ▶ Under the direction of the Fire Fleet and Equipment Manager, the Fire Equipment Welder designs, fabricates, installs, maintains, and repairs apparatus and equipment related to Milwaukee Fire Department (MFD) operations using tungsten inert gas (TIG) welding, metal inert gas (MIG) welding, stick welding, brazing, and soldering, including custom equipment and mountings on fire apparatus and in engine houses.
-



Fire Equipment Welder

Minimum Requirements

- ▶ Minimum requirements included three years of welding experience.

Equivalent combinations of education and experience were also considered.



Fire Equipment Welder

Application Period & Selection Process

- ▶ The position was open for applications:
 - ▶ October 19, 2018-November 16, 2018
- ▶ 15 people applied, of whom 11 met the minimum requirements.
- ▶ The selection process consisted of a **Performance Exam developed by DER & MFD together:**
 - ▶ 11 people were invited
 - ▶ 3 people withdrew
 - ▶ 1 candidate did not pass
 - ▶ 7 candidates passed



Fire Equipment Welder

Eligible List

- ▶ The 7 people on the Eligible List before you are being referred to MFD for additional hiring steps, including interviews and background investigations.



Fire Equipment Welder

Demographic Information

| | Black | Hispanic | White | Native American Indian/ Alaska Native | Asian/ Pacific | Male | Female | Total |
|--|-------|----------|-------|---|-------------------|------|--------|-------|
| # Applied | 3 | 4 | 7 | 0 | 1 | 15 | 0 | 15 |
| # Did Not Meet Minimum Qualifications | 3 | 1 | 2 | 0 | 1 | 7 | 0 | 7 |
| # Did Not Pass Selection Process | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 |
| # Passed Selection Process/ Eligible List | 0 | 2 | 5 | 0 | 0 | 7 | 0 | 7 |

