



Windsor Heights Fire Department
1133 66th Street
Windsor Heights, Iowa 50325
Office: 515-279-9450
Fax: 515-279-7760

To: City Administrator Klein
Re: Request for waiver of residency requirement for fulltime firefighter
Date: 29 June 2015

As you are aware, the Windsor Heights Fire Department has been actively recruiting to hire two fulltime firefighter/EMTs. I am pleased to report that several good candidates submitted application materials and have gone through the testing and evaluation process. The top candidate in this selection process is an individual named James Mease. Mr. Mease is a part-time employee of the Clive Fire Department and a fulltime detention officer for the Polk County Sheriff's Office. James serves in the capacity of a Lieutenant on the Clive FD where he has served since 2009. He holds a significant amount of fire certifications that exceed the minimum requirements for our position. He has also successfully completed seven online courses with the National Fire Academy and has an array of credentials from the Emergency Management Institute.

Mr. Mease resides in Truro, Iowa which is roughly forty minutes from Windsor Heights. He has children established in the school system there and is also heavily involved in that community including serving the Truro Fire Department as their Assistant Fire Chief. He has requested consideration for an exemption to Windsor Heights's residency requirement due to these factors and the potential financial impact and costs associated with relocating for this position.

Mr. Mease's background and skill set have been vetted thoroughly. He has the capabilities to step into this organization and make an immediate, positive impact. Additionally, there have been no signs of tardiness or commuting issues brought forward during his background investigation. At this time I am recommending the City grant Mr. Mease a waiver to the residency requirement. He understands the expectations that come with this waiver and is committed to serving the Windsor Heights community as our newest firefighter/EMT.

Respectfully,

A handwritten signature in blue ink that reads "D.W. McDaniel".

Dennis W. McDaniel
Chief of Police & Fire Services
City of Windsor Heights

Cc: Mayor and City Council

The Windsor Heights Fire Department's mission is to deliver excellent EMS and fire service to the public through continuous training, rapid response, public education, and fire prevention