

REQUEST FOR COUNCIL ACTION

Date: 10/10/11
Item No.: 12 . b

Department Approval

City Manager Approval

Timothy O'Neill

W. Mahinen

Item Description: Approve Fire Department Reorganization

BACKGROUND

The Fire Department over the course of the last two years has made significant changes to our command structure. Through the transition of the Fire Chief position, we chose to eliminate the position of Assistant Fire Chief as well as recently choosing not to fill two vacant fulltime firefighter positions.

As an organization we have now reached the point in which we need to make structural changes which will provide for additional daytime staffing, better distribute responsibilities and duties, provide more focused commitment to our Emergency Medical Services (EMS) system, and help bolster the fire department succession plan for the future.

The reorganization plan would make changes to two current positions within the department, the Fire Marshal and Shift Commander. These two positions would become Battalion Chief of Fire Prevention and Battalion Chief of Operations, respectively. The additional position being added to the fire department would be a Battalion Chief of Emergency Medical Services. The EMS and Operations Battalion Chief's would provide daytime shift supervision Sunday-Friday from 6:00AM until 6:00PM. These positions would also assume the responsibilities of co-emergency managers for the city. Included with this RCA is an example of the new fire department organizational structure, as well as updated job descriptions for all positions effected.

FINANCIAL IMPACTS

With the elimination of the Assistant Fire Chief position in the 2011 fire department budget, as well as not filling the two vacant firefighter positions, we are able to recognize significant savings. The proposed 2012/13 budgets has been structured assuming the approval of the reorganization.

The reclassification of the Fire Marshal and Shift Supervisor position will result in a grade change for both positions, moving them from a current grade 12 to a grade 13. The new Battalion Chief position would also be hired at grade level 13 which is \$65,000-78,312.

STAFF RECOMMENDATION

Staff recommends the City Council authorize the fire department to complete its reorganization as described in this RCA including reclassification of the current Fire Marshal and Shift

33 Commander positions in addition to creating the new Battalion Chief of EMS position.
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35 **REQUESTED COUNCIL ACTION**

36 Authorize the fire department to complete the reorganization as described, including
37 reclassification for the Fire Marshal and Shift Commander positions while establishing a new
38 position titled Battalion Chief of Emergency Medical Services.
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Prepared by: Timothy O'Neill, Fire Chief