



CITY OF NORMAN, OK STAFF REPORT

MEETING DATE: 07/09/2026

REQUESTER: Dannielle Risenhoover

PRESENTER: Kimberly Coffman, Chief Accountant/ Assistant Finance Director

ITEM TITLE: CONSIDERATION OF APPROVAL, REJECTION, AMENDMENT, POSTPONEMENT, AND/OR DISCUSSION ON A RECOMMENDATION TO THE CITY COUNCIL CONCERNING THE ADDITION OF PERSONNEL IN THE FIRE AND POLICE DEPARTMENTS.

BACKGROUND:

During the June 9, 2026 City Council meeting to adopt the FYE 2027 Budget, Council Member Kirby proposed an amendment to add two firefighter positions. In response, City Manager Pyle stated that Council could reduce or add to the personnel head count at any time, but due to flat revenue projections, his direction during budget development was that no new positions would be recommended unless accompanied by a dedicated revenue source. He also noted that the Public Safety Study identified a need for additional fire and police personnel and that the timing of adding those positions could be determined by the City Council.

Council Member Dixon also requested consideration of adding eight police officer positions. During discussion, the Mayor suggested that both requests be referred to the Public Safety Sales Tax (PSST) Oversight Committee for review and a recommendation to the City Council.

The City Attorney advised that the proposed budget could not be amended by an undefined amount and supported referring the matter to the PSST Oversight Committee so that a detailed recommendation, including the total cost and funding requirements, could be developed for Council's consideration.

Council Member Kirby subsequently withdrew his amendment, and the Mayor directed that the requests for additional fire and police personnel be referred to the PSST Oversight Committee for review and recommendation.

DISCUSSION:

The Committee is requested to review the staffing recommendations contained in the Public Safety Study, current Fire and Police Department staffing levels, operational needs, and the estimated fiscal impact of adding personnel.

Estimated salary and benefit costs:

- Estimated annual cost of one firefighter position: \$87,415; two: \$174,830
- Estimated annual cost of one police officer position: \$90,001; eight: \$720,008
- Total estimated annual cost of all requested positions: \$894,838

The cost estimates above reflect current salary and benefits rates for FYE 2027. Ongoing personnel costs are expected to increase by approximately 4% annually to account for anticipated merit increases and related salary adjustments. Actual costs in future fiscal years will vary based on approved compensation plans, benefit rates, and other personnel-related expenses.

The Committee may discuss whether Public Safety Sales Tax revenues are sufficient to support these additional positions and, if so, recommend the number of positions and associated funding for City Council consideration.

RECOMMENDATION:

Following discussion, provide a recommendation to City Council regarding the addition of firefighter and police officer positions, including the number of positions recommended, the proposed funding source, and the estimated fiscal impact. If the Committee determines that no additional positions should be funded at this time, recommend that no changes be made to the adopted staffing levels.