

# STAFF REPORT



**SUBJECT:** Fire Department Reorganization

**DEPARTMENT:** Fire Department

**STAFF CONTACT:** Robert Isbell

## RECOMMENDATION:

Consider a reorganization of the fire department executive and command staff.

## BACKGROUND:

Currently the department operates with an assistant chief (vacant), fire marshal, and a training captain.

This proposal would allow a consistent focused management of department operations. Maintaining regulated training, equipment testing, and policy updating, inspection and compliance demands full time attention in many areas. I recommend the assistant chief position, fire marshal, and training captain be reclassified as division chiefs. The three divisions would have focused duties while allowing some crossover for consistent management. The three divisions would be Administration, Operations, and Prevention. These positions would report directly to the fire chief

Two battalion chiefs manage the current structure of the three operational shifts. The third battalion chief is a vacant position, previously held by the former assistant chief. I recommend the elimination of the battalion chief positions through attrition. This would cause the shift management to move to the current captains and overseen by the newly created operations division.

At the time the battalion chiefs are eliminated through attrition, I recommend the backfill of firefighters.

## FISCAL IMPACT SUMMARY:

With the elimination of high-ranking positions, this reorganization will result in a salary savings.

## ALTERNATIVES

Continue with existing structure of assistant chief/battalion chief.