



Agenda Item: Reclassification of Assistant Fire Chief to Deputy Fire Chief

October 10, 2024, Meeting

Action Requested: Move to authorize changing job title of Assistant Fire Chief to Deputy Fire Chief

Justification:

1. **Enhanced Leadership and Management:** The Deputy Fire Chief title often reflects a higher level of authority and responsibility, which can be crucial for effective leadership and decision-making within the fire department.
2. **Alignment with Duties:** The Assistant Fire Chief is already performing tasks that are more aligned with those of a Deputy Fire Chief, reclassification ensures that the job title accurately reflects the scope of work and responsibilities.
3. **Operational Efficiency:** A clearer command structure can improve operational efficiency, streamline decision-making processes, and enhance the department's ability to respond to emergencies and manage resources effectively.
4. **Competitive Positioning:** Aligning job titles with industry standards can help the city attract and retain top talent, ensuring that the fire department remains competitive with other jurisdictions.

Discussion and Alternatives:

Options for the Commission include:

- Authorize the reclass as proposed
- Modify and authorize the reclass as proposed
- Do not authorize the reclass as proposed

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