

TO: City Council  
FROM: Brian Hurley, Fire Chief  
DATE: January 16, 2023  
SUBJECT: Fire Department Staffing Adjustment

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1) Recommended Action:

Authorize a temporary increase in the number of allowed Fire Department FTE's from 53 to 56 as recommended by the Public Health and Safety Committee at their January 9, 2024 meeting.

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2) Background:

The 2023-24 City budget authorized 53 total FTE's for the Fire Department. The Department currently has 53 FTE's. In 2024 we anticipate at least three staff retirements in the May through September timeframe. Considering the time required to onboard and train new staff, the Department is requesting approval to temporarily increase the maximum number of FTE's to 56 for the remainder of the biennium. This will enable the Department to bring replacement employees on board for academy training prior to the anticipated retirements. Having trained staff fill the open positions will not only help minimize strain on staff but also minimize overtime costs through the transition.

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3) Policy Support:

Strategic Priorities and Goals 2023-24: Provide and Sustain Quality Public Safety Services

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4) Alternatives:

☐ Do not authorize

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5) Fiscal Notes:

The Department had several open positions in 2023 with some salary savings carrying over into 2024. It is believed that the cost of the additional positions during the transitions can be covered under the current budget allocation. If there are additional costs a budget amendment will be requested in 2024.

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6) Attachments:

A. None