

## AGENDA



Thursday, January 27, 2011

**Fire  
RECOMMENDATION FOR COUNCIL ACTION****Item No. 20**

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**Subject:** Approve an ordinance establishing classifications and positions in the classified service of the Fire Department; creating and eliminating positions; establishing pay rates; and repealing Ordinance No. 20100913-006 relating to Fire Department classifications and positions.

**Amount and Source of Funding:** Funding is available in the Fiscal Year 2010-2011 Operating Budget of the Austin Fire Department.

**Fiscal Note:** A fiscal note is not required.

**For More Information:** Harry Evans, Chief of Staff, 974-0132, Amy Singer, Assistant Director 974-4120

**Prior Council Action:** September 13, 2010 - Classification Ordinance No. 20100913-006 adopted.

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On November 28, 2010, the City received the Hearing Examiner's Award in the promotional bypass of AFD Captain Guy Groomer. The Hearing Examiner ruled that the Fire Chief did not have a valid reason to bypass Captain Groomer to the rank of Battalion Chief and ordered that he be promoted. At the current time, there are no Battalion Chief vacancies. As a result of this Award, the Fire Department has 34 Battalion Chiefs and only 33 Battalion Chief Positions.

In order to comply with the Hearing Examiner's Award, the Department is asking Council to increase the number of Battalion Chiefs by one and decrease the number of Firefighter positions by one. This Firefighter position is vacant. The Department intends to revisit the need for this additional Battalion Chief position at a later date and may ask Council to abolish it at that time.

This new Battalion Chief position will provide initial staffing for planning, research and deployment of the uniform project due to the anticipated closure of the City clothing store. Given the size, scope and complexity of this project, with 1084 firefighters and dozens of uniform items for each firefighter, an FTE will be necessary to guide this project to successful implementation.

The number of positions in the civil service classification of Battalion Chief in this ordinance is an increase of one (1) and a decrease of one (1) Firefighter position from the number in existence before the effective date of this ordinance.

This ordinance is not amending the Operating Budget of the Fire Department but is an unbudgeted expense associated with the reclassification of a vacant firefighter position to a Battalion Chief. The Department estimates the reclassification will require an estimated \$37,000 in FY 2011 with a total estimated annualized cost in FY 2012 of \$56,000. A review by the department has determined vacancy savings in the Operations program will be sufficient to address the increase in personnel costs resulting from this reclassification. Therefore, a budget amendment is not required.

This ordinance repeals Ordinance No. 20100913-006 adopted by Council on September 13, 2010 and establishes all positions in the civil service classifications of the Austin Fire Department. The numbers of positions in each classification are established as follows:

Assistant Chief 5  
Division Chief 5  
Battalion Chief 34  
Captain 69  
Lieutenant 177  
Fire Specialist 196  
Firefighter 598