



**BACKGROUND PAPER FOR PROPOSED
ORDINANCE**

COUNCIL MEETING DATE: July 25, 2022

TO: President Heather M. Graham and Members of City Council

CC: Nicholas A. Gradisar, Mayor

VIA: Marisa Stoller, City Clerk

FROM: Barb Huber, Fire Chief
Marisa Pacheco, Human Resources Director

SUBJECT: AN ORDINANCE AMENDING THE FISCAL YEAR 2022 STAFFING
ORDINANCE BY TEMPORARILY ADDING TWO (2) FIREFIGHTER
POSITIONS WITHIN THE FIRE DEPARTMENT

SUMMARY:

The Fire Department requests to adjust its staffing by temporarily adding two additional Firefighter positions.

PREVIOUS COUNCIL ACTION:

On December 28, 2021, Ordinance No. 10085 was approved by City Council. This Ordinance provided authorized staffing for Fiscal Year 2022.

BACKGROUND:

The Fire Department is requesting to temporarily add two additional Firefighter positions to authorized staffing. The additional positions will allow the department to begin recruitment for another Fire Academy that is of a sufficient size.

The Fire Department currently has authorized staffing of thirty-eight (38) Firefighters. There are currently seven (7) Firefighter vacancies. There are currently two (2) vacancies in the Emergency Medical Officer rank/classification. It is anticipated that the Emergency Medical Officer vacancies, which are promotions, will be accomplished through the promotion of existing Firefighters. This will result in a total of nine (9) vacancies in the Firefighter classification when these promotions are ultimately accomplished.

However, Firefighter selection activities and extension of employment offers for the next Fire Academy will occur just before these promotions occur. Therefore, without this temporary increase in staffing, only seven candidates can be selected vs. the nine to fill the vacancies that will actually exist once the promotions occur. In the spirit of managing City resources most efficiently, an academy of nine is far more desirable than holding an academy of seven now and then a second one later when these vacancies were anticipated in advance. This will also allow the Department to maintain optimum staffing levels and move trained recruits onto the floor as soon as operationally feasible. Finally, this is also important to maintain the required staffing levels under the SAFER grant.

Therefore, in anticipation of these promotions, and in order to run an efficient upcoming Fire Academy, the Fire Department requests City Council approval to temporarily add two (2) Firefighter positions to authorized staffing for a total of forty (40). The additional Firefighter positions will be abolished once the promotions occur.

FINANCIAL IMPLICATIONS:

This request is budget neutral. No additional funding is needed to accomplish this change for 2022 as the Fire recruits will start employment after the promotions have occurred and the funding will therefore be available. This ordinance just allows for the extension of employment offers to an additional two Firefighter candidates.

BOARD/COMMISSION RECOMMENDATION:

None.

STAKEHOLDER PROCESS:

None.

ALTERNATIVES:

The no action alternative would be to retain current staffing levels which result in a smaller, less efficient Fire Academy and will cause staffing vacancies until the next academy, which is operationally and financially less ideal.

RECOMMENDATION:

Approval of the Ordinance.

ORDINANCE NO. _____

AN ORDINANCE AMENDING THE FISCAL YEAR 2022
STAFFING ORDINANCE BY TEMPORARILY ADDING TWO (2)
FIREFIGHTER POSITIONS WITHIN THE FIRE DEPARTMENT

WHEREAS, it is necessary to revise the position for the ultimate efficiency and functionality for the Fire Department; NOW, THEREFORE,

BE IT ORDAINED BY THE CITY COUNCIL OF PUEBLO, that: (brackets indicate matter being deleted, underscore indicates matter being added)

SECTION 1.

The following section captioned "Fire" of Ordinance No. 10085, being the 2022 Staffing Ordinance, is amended as follows:

Fire

Fire Chief	1
Deputy Fire Chief	2
Assistant Fire Chief	3
Fire Captain	33
Emergency Medical Officer	31
Fire Engineer	36
Fire Inspector	3
Firefighter	[38]40*
Administrative Technician	1
Senior Office Assistant	1
Total	[149] 151

*2 Firefighter FTEs added temporarily due to upcoming promotions by Ordinance on 08/22/2022. Firefighter staffing level will revert back to 38 once the promotional ranks are filled. This will allow a more realistic hire number for the next fire Academy to maintain staffing and operational efficiency.

SECTION 2.

The officers and staff of the City are authorized to perform any and all acts consistent with the intent of this Ordinance to implement the transactions described therein.

SECTION 3.

This Ordinance shall be deemed to amend the Fiscal Year 2022 Budget with respect to the allocation of positions within the Fire Department and shall become effective on the date of final action by the Mayor and City Council.

Action by City Council:

Introduced and initial adoption of Ordinance by City Council on _____.

Final adoption of Ordinance by City Council on _____.

President of City Council

Action by the Mayor:

Approved on _____.

Disapproved on _____ based on the following objections:

Mayor

Action by City Council After Disapproval by the Mayor:

Council did not act to override the Mayor's veto.

Ordinance re-adopted on a vote of _____, on _____.

Council action on _____ failed to override the Mayor's veto.

President of City Council

ATTEST

City Clerk