

# Mayor and Council Communication

DATE: 09/19/23

M&C FILE NUMBER: M&C 23-0783

LOG NAME: 03FY24 FIRE STAFFING ORDINANCE

**SUBJECT**

(ALL) Adopt Ordinance Amending Fire Department Staffing Effective October 1, 2023, to Reflect Increases in the Number of Authorized Civil Service Positions in the Specified Classifications and Adopt Ordinance Prescribing Salaries for the Fire Department

**RECOMMENDATION:**

It is recommended that the City Council:

1. Adopt the attached ordinance to reflect Civil Service staffing in the Fire Department effective October 1, 2023; and
2. Adopt the attached ordinance prescribing the salaries for all Civil Service personnel in the Fire Department effective October 1, 2023.

**DISCUSSION:**

The purpose of this Mayor and Council Communication (M&C) and the attached ordinances is to take actions associated with the adopted Fiscal Year (FY) 2024 Budget for the Fire Department.

Adoption of the first ordinance will revise Civil Service staffing in the Fire Department to reflect staffing changes included in the FY2024 budget. The number of permanent authorized positions will be increased by 70, which includes “converting” 23 firefighter positions that had previously been added on a “temporary” basis to accommodate new recruits and adding forty-seven new positions.

**Temporary Overage Background**

In connection with the adoption of the Fiscal Year 2023 budget, the City Council adopted a staffing ordinance on September 27, 2022 (Ordinance 25734-09-2022, M&C 22-0725) to increase Fire’s total authorized positions to 980, which included a single position that was only intended to be temporary to accommodate a recent academy graduate.

Throughout the Fiscal Year, Fire added twenty-two (22) additional temporary positions to accommodate other recent recruit class graduates, bringing the total authorized positions to 1,002 (M&Cs 22-0931 & 22-1074; Ordinances 25843-11-2022 & 25913-12-2022).

**FY2024 Staffing Ordinance**

The adopted fiscal year 2024 budget approved funding for seventy additional permanent positions in the Fire Department at all ranks from firefighter through battalion chief. Adoption of the first ordinance reflects those increases, which include “converting” the 23 firefighter overages into permanent positions and adding 47 new positions, bringing the Department’s total authorized strength to 1,049.

The chart below reflects authorized strength levels from the adoption of the FY23 staffing ordinance (Ordinance 25913-12-2022) through the changes included in today’s action.

Rank	Staffing thru Ordinance 25913-12-2022	Changes to Authorized Strength	FY2024 Authorized Strength (Following Adoption of 1 <sup>st</sup> Attachment)
Fire Assistant Chief	3	0	3
Fire Deputy Chief	6	0	6
Fire Battalion Chief	27	+3	30
Fire Captain	90	+2	92

Fire Lieutenant	132	+11	143
Fire Engineer	217	+11	228
Fire Fighter	527 (inc 23 "overage")	Convert 23, +20 Total impact 43	547
<b>Total Count</b>	<b>1002</b>	<b>+47</b>	<b>1049</b>

**FY2024 Salary Ordinance**

A new four-year Collective Bargaining Agreement (CBA), CSC No. 52862, between the City of Fort Worth and the Fort Worth Professional Firefighters Association, IAFF Local 440 was approved on October 25, 2022 (M&C 22-0878) and expires on September 30, 2026. That agreement included salary schedules, with FY24's schedule attached to the proposed salary ordinance as Addendum A.

Adoption of the second attached ordinance would prescribe the salaries for each classification of personnel in the Fire Department in accordance with state law and the adopted labor agreement.

A Form 1295 is not required because: This M&C does not request approval of a contract with a business entity.

**FISCAL INFORMATION / CERTIFICATION:**

The Director of Finance certifies that upon approval of the above recommendations and adoption of the Fiscal Year 2024 Budget by the City Council, funds will be available in the Fiscal Year 2024 operating budget, as appropriated, in the General Fund. Prior to an expenditure being incurred, the Fire Department has the responsibility to validate the availability of funds.

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