

# Mayor and Council Communication

**DATE:** 12/13/22

**M&C FILE NUMBER:** M&C 22-1074

**LOG NAME:** 36ADDITIONAL TEMPORARY STAFFING OVERAGE - CLASS 92

**SUBJECT**

(ALL) Adopt Ordinance Temporarily Increasing the Number of Authorized Positions in the Classification of Firefighter in the Fire Department by Two

**RECOMMENDATION:**

It is recommended that the City Council adopt the attached ordinance prescribing the number of authorized sworn positions in each classification in the Fire Department, temporarily increasing the number of authorized positions in the classification of Firefighter by two, thereby increasing the total authorized civil service positions from 1,000 to 1,002 effective November 19, 2022, and effective until superseded by future ordinances.

**DISCUSSION:**

The purpose of this Mayor and Council Communication (M&C) and the attached ordinance is to temporarily increase the number of authorized positions in the classification of Firefighter in the Fort Worth Fire Department by a total of 2 in order to have sufficient Firefighter positions for all of the members of Fort Worth Fire Recruit Class 92 who graduated on November 18, 2022 and promoted to Firefighter on November 19, 2022.

There were 25 graduates in Recruit Class 92 with a projection of five Firefighter vacancies. On November 8, the City Council adopted an ordinance to add 20 positions to field those graduates (M&C 22-0932; Ordinance 25734-11-2022). Unfortunately, attrition did not occur as anticipated, and only three vacant Firefighter positions existed as of November 18.

To ensure all graduates were treated the same and had consistent seniority and commissioning dates, all of the graduates were commissioned in substantial compliance with Local Government Code Chapter 143 as of November 19, 2022 in accordance with Section 143.021(b) even though an ordinance adding the two additional positions had not been adopted as of that date.

The need to add these positions is a result of the Department not generally carrying vacancies. In an effort to ensure that calls for service are met with optimum response times, the Fire Department strives to keep the number of Firefighter vacancies as close to zero as reasonably possible. To accomplish this goal, Academy classes are scheduled to correspond with projected vacancies, including retirements and promotions. Because the necessary vacancies in the Firefighter classification were not officially available to accommodate all graduates in Class 92, the Department is seeking to temporarily increase the number of authorized positions in the classification of Firefighter by an additional two (2).

On November 8, 2022, the City Council adopted its most recent authorized staffing ordinance for the Fire Department, which increased the total number of authorized positions in the classification of Firefighter by 20, prescribing the total number of authorized positions for each classification of sworn personnel and providing for a total of 1,000 civil service positions (M&C 22-0932; Ordinance 25734-11-2022).

Approval of the attached ordinance would result in new temporary authorized staffing levels effective November 19, 2022 as follows:

Position	Current Authorized Positions	Change	Revised Authorized Positions	Temporary Authorized Positions	Future Intended Authorized Strength*
Assistant Chief	3		3		3
Deputy Chief	6		6		6
Battalion Chief	27		27		27
Captain	90		90		90
Lieutenant	132		132		132

Engineer	217		217		217
Firefighter	525	+2	527	23	504
<b>TOTAL</b>	<b>1,000</b>	<b>+2</b>	<b>1,002</b>	<b>23</b>	<b>979</b>

\*The "Future Intended Authorized Strength" figure is based off of Staffing levels as of the adopted FY2023 budget.

NOTE – The staffing numbers shown in this M&C are tied to the adopted Fiscal Year (FY) 2023 budget.

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 recommendation, funds are available in the current operating budget, as previously appropriated, in the General Fund. Prior to an expenditure being incurred, the Fire Department has the responsibility to validate the availability of funds.

**Submitted for City Manager's Office by:** Valerie Washington 6199

**Originating Business Unit Head:** Jim Davis 6801

**Additional Information Contact:** Mark Rauscher 6803

Expedited