

# Mayor and Council Communication

DATE: 09/13/22

M&C FILE NUMBER: M&C 22-0712

LOG NAME: 36TEMPORARY STAFFING OVERAGE - CLASS 91

**SUBJECT**

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

**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 eleven effective August 27, 2022, thereby increasing the total authorized civil service positions from 963 to 974 effective August 27, 2022; and effective until superseded by future ordinances.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 11 in order to have sufficient Firefighter positions for all of the members of Fort Worth Fire Recruit Class 91 who graduated on August 26, 2022 and promoted to Firefighter on August 27, 2022.

There were 29 graduates in Recruit Class 91 but only 18 Firefighter vacancies at the time of graduation. 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 August 27, 2022 in accordance with Section 143.021(b) even though the ordinance adding positions had not been adopted as of that date.

The need to add these positions is a result of the Department's 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 anticipated to graduate in Class 91, the Department is seeking to temporarily increase the number of authorized positions in the classification of Firefighter.

On September 28, 2021, 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 10, prescribing the total number of authorized positions for each classification of sworn personnel and providing for a total of 963 civil service positions (M&C 21-0771; Ordinance 25130-09-2021).

Approval of the attached ordinance would result in new temporary authorized staffing levels as follows:

Adding 11 Firefighter Positions for Class 91, effective August 27, 2022.

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	89		89		89

Lieutenant	130		130		130
Engineer	214		214		214
Firefighter	494	+11	505	11	505
<b>TOTAL</b>	<b>963</b>	<b>+11</b>	<b>974</b>	<b>11</b>	<b>963</b>

\*The "Future Intended Authorized Strength" figure is based off of Staffing levels as of the adopted FY2022 budget.

NOTE – The staffing numbers shown in this M&C are tied to the adopted Fiscal Year (FY) 2022 budget. They do not reflect any staffing adjustments associated with the FY2023 proposed budget or the recent Citygate staffing review. A separate M&C and ordinance will be brought forward for any adjustments to authorized strength stemming from the staffing review and budget adoption.

Funding for the eleven additional positions is available under the budgeted amount for Fire Battalions in the Fire Department rollup within the General Fund.

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.

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Expedited