

# Mayor and Council Communication

DATE: 09/27/22

M&C FILE NUMBER: M&C 22-0725

LOG NAME: 03FIRE FY2023 STAFFING ORDINANCE

**SUBJECT**

(ALL) Adopt Ordinance Amending Fire Department Staffing Effective October 1, 2022, to Increase the Number of Authorized Civil Service Positions in the Specified Classifications by a Total of Six 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, 2022; and
2. Adopt the attached ordinance prescribing the salaries for all civil service personnel in the Fire Department effective October 1, 2022.

**DISCUSSION:**

The purpose of this Mayor and Council Communication (M&C) and the attached ordinances is to take actions associated with the recently adopted Fiscal Year (FY) 2023 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 adopted FY2023 budget. Approval of this M&C will make a net increase of six new positions.

On September 13, 2022, the City Council adopted Ordinance 25733-09-2022 to temporarily increase the number of authorized positions by eleven (11) Firefighter positions needed to accommodate all of the graduating members of Fire Recruit Class 91, who graduated on August 26, 2022 and became Firefighters as of August 27, 2022. The adopted FY2023 budget included funding for ten (10) additional Firefighter positions on an ongoing basis; so ten of the eleven added positions will be retained and converted from temporarily authorized, or "overage", positions into ones that are part of the department's budgeted, ongoing authorized strength.

After Firefighter vacancies are realized, a revised staffing ordinance will be presented to restore the intended authorized strength as noted on the table below and eliminate the one (1) overage position that will remain.

The chart below reflects authorized strength levels from the adoption of the FY22 staffing ordinance (Ordinance 25130-09-2021) through the changes included in today's action.

Classification	Authorized Strength per Ordinance 2xxx-09-2022	Temporary Authorized Position(s)	Change in Today's Ordinance	Revised Authorized Strength Following Adoption	Remaining Temporary Authorized Position(s)	Intended Future Authorized Strength
Assistant Chief	3			3		3
Deputy Chief	6			6		6
Battalion Chief	27			27		27
Captain	89		1	90		90
Lieutenant	130		2	132		132
Engineer	214		3	217		217
Firefighter	505	11	"convert" 10	505	1	504

<b>TOTAL</b>	<b>974</b>	<b>11</b>	<b>Net 6 new</b>	<b>980</b>	<b>1</b>	<b>979</b>
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The four-year term of the Collective Bargaining Agreement (CBA) between the City of Fort Worth and the Fort Worth Professional Firefighters Association, IAFF Local 440 (CSC No. 52862), expires on September 30, 2022, and the "evergreen" period of up to one-year will commence on October 1, 2022. During the evergreen period, the pay structure from the fourth year of the contract remains in effect.

The attached salary ordinance readopts the same pay structure for FY2023 as was in place for FY2022. This ordinance and salary structure will remain in effect until a new CBA is signed or the evergreen period ends, whichever comes first. If a new CBA gets signed, staff will present a revised salary ordinance for City Council consideration.

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, funds will be available in the Fiscal Year 2023 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.

**Submitted for City Manager's Office by:** Reginald Zeno 8517

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**Additional Information Contact:**