



Department Source: Fire

To: City Council

From: City Manager & Staff

Council Meeting Date: December 19, 2016

Re: Amendments to FY 17 Classifications and Pay Plan

Executive Summary

The Columbia Fire Department is requesting to delete position F9 Battalion Chief of Training and F8 Captain of Training and create two (2) F9 positions Chief Training Officer.

Discussion

Increased training requirements for a fire department of our size have indicated that a change in the structure of our Training Division is needed. The current linear, multi-rank structure creates work flow issues. Converting the two existing positions into two equally-ranked positions will better facilitate the division of work and responsibility. The Chief Training Officer's position has the requirement and responsibility to supervise, conduct and ensure all department personnel are trained to meet federal, state, and local requirements. In order to effectively accomplish Emergency Medical, Fire, Rescue, Hazmat and Safety training; they need to be of sufficient rank to properly supervise in the learning environment. Additionally these positions directly supervise fire recruits while in the Basic Recruit Schools. During these times, the Training Division personnel are responsible for developing new recruits into fully functional Fire Fighters over the course of each twelve week school.

Fiscal Impact

Short-Term Impact: \$10, 689 in increase to Chief Training Officer. This position will go from over-time eligible to exempt resulting \$5,000 not used out of overtime budget in the Training Division, \$5,689 will come from temporary positions in Suppression, resulting in a net financial impact of \$0. For Battalion Chief going to Chief Training Officer no financial impact as this is a job reclassification.

Long-Term Impact: No anticipated costs for years beyond two as the increase to permanent positions and decrease in Over-Time and temporary positions will remain for future year budgets.

Vision & Strategic Plan Impact

Vision Impacts:

Primary Impact: Not Applicable, Secondary Impact: Not Applicable, Tertiary Impact: Not Applicable

Strategic Plan Impacts:

Primary Impact: Operational Excellence, Secondary Impact: Not Applicable, Tertiary Impact: Not Applicable



City of Columbia

701 East Broadway, Columbia, Missouri 65201

[Comprehensive Plan Impacts:](#)

Primary Impact: Not Applicable, Secondary Impact: Not applicable, Tertiary Impact: Not Applicable

Legislative History

Date	Action
N/A	N/A

Suggested Council Action

Staff recommends passage of the legislation to add 2.0 Chief Training Officers to Fire Department Training Division, delete Battalion Chief of Training and Captain of Training.