



Department Source: Fire  
To: City Council  
From: City Manager & Staff  
Council Meeting Date: April 19, 2021  
Re: FY21 Classification and Pay Plan Amendments

## Executive Summary

The ordinance adopts mid-year amendments to the FY21 Classification and Pay Plan. The Fire Department is requesting to add one (1) position as well as reassign three (3) positions.

## Discussion

The FY21 changes to the Classification and Pay Plan reflect a new classification and three (3) reassignments:

Classification Added: F9 Training and Safety Captain-1055

Reassignments:  
(1) F9 Chief Training Officer to F10 Chief Training Officer  
(1) F9 Chief Training Officer to F9 Training and Safety Captain  
(2) F5/F6 Firefighter I/II to F9 Training and Safety Captain

Increased training requirements for a fire department of our size have indicated that a change in the structure of the Fire Training Division is needed. This request also follows the recommendation issued by the National Institute of Occupational Safety and Health following an incident that claimed the life of one of our fire officers on February 22, 2014. A report, F2014-07, released January 26, 2015, contained nine recommendations, six of them dealing with personal and incident safety.

The Chief Training Officer's position has the requirement and responsibility to supervise, conduct, and ensure all department personnel is trained to meet federal, state, and local requirements. To effectively accomplish Emergency Medical, Fire, Rescue, Hazmat, and Safety Training; they need to be of sufficient rank to supervise in this learning environment. Additionally, the creation of the Training and Safety Captain for each of the three shifts, will be responsible for facilitation and delivery of company and multiple companies training on their respective shifts, serve as Incident Safety Officer on multiple unit responses or as requested, and serve as Field Training Officer for probationary firefighters.

The training and safety of our department will be immediately enhanced by this endeavor. This request is also supported by the Columbia Professional Firefighters Local 1055.

## Fiscal Impact

Short-Term Impact: No impact due to vacancies in Fire Emergency Services and Training budgets for FY2021.

Long-Term Impact: N/A



## Strategic & Comprehensive Plan Impact

### Strategic Plan Impacts:

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

### Comprehensive Plan Impacts:

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

## Legislative History

Date	Action

## Suggested Council Action

Staff recommends approval of this ordinance to authorize the amendment to the FY21 Classification and Pay Plan.