



MAYOR & COUNCIL COMMUNICATION

DATE: May 20, 2014
CONSENT
ITEM – I. d. New Officers
MOTION

AGENDA ITEM: Fire Department – New Officers

SUBMITTED BY: Greg Malmquist, Fire Chief

THROUGH: Public Safety Committee

REVIEWED BY: City Administrator, Dean Zuleger

SUGGESTED ORDER OF BUSINESS:

- Introduction of Item Fire Chief
- Report/Presentation.....Fire Chief
- Questions from Council to Staff..... Mayor Facilitates
- Call for Motion Mayor & City Council
- Discussion..... Mayor & City Council
- Action on Motion..... Mayor Facilitates

POLICY RECCOMENDER: Public Safety Committee

FISCAL IMPACT: Reduction in Officer pay costs by one position. Long term impact will be less likelihood of Officers stepping down and loosing those training dollars spent.

SUMMARY AND ACTION REQUESTED: During the course of fire department structure by the Public Safety Committee, the officer structure was looked at. The structure consisted of 1-Chief, 2-District Chiefs, 4-Captains (only 2 of these positions filled due to low personnel #'s) and 2-Safety Officers. At the recommendation of PS Comm this has been restructured to 1-Chief, 1-Assistant Chief, 4-Captains (only 2 of these positions filled due to low personnel #'s) and 2-Lieutenants.

NOTE: Safety Officers were not a supervisory position, they dealt strictly with Safety matters. The creation of Lieutenants is a Jr. Fire Officer with supervisory responsibility.

Job descriptions were eliminated and rewritten. Each position was posted for 2 weeks followed by an interview process. While there were several applicants for the Station #1 Lt's. position and

it has been filled, we had only one applicant for the Station #2 Lt's. position. The lone applicant then withdrew the application for personal reasons. The dept. officers discussed at length and determined the best course of action was to delay re-posting of the position for 6 months. This will allow us to implement the new position at Station #1, make adjustments and will also stagger the 1 year terms of Lt. which will benefit us into the future.

Introduction and swearing in of new officers before Council.

LEGISLATIVE HISTORY:

BACKGROUND INFORMATION (SWOT):

Strengths	More efficient operation. Creation of Lieutenants positions will build a better prepared and trained officer program.
Weaknesses	Safety responsibilities now fall on all personnel and more specifically the officers. Shift in roles and responsibilities.
Opportunities	Greater opportunities for personnel to try officer role with minimal commitment.
Threats	Adjusting to new roles and responsibilities. Adjusting to Lieutenants role at emergency scenes.

RECOMMENDATION: Recognition of, Oath of Office and pinning of new officers in the fire department

Assistant Chief – Mike Cornell

Station #1 Captain – Nick Witter

Station #1 Lieutenant – Larry Cornell

Station #2 Lieutenant – Re-post in 6 months.