

COUNCIL ACTION FORM

SUBJECT: TEMPORARY INCREASE IN FIRE DEPARTMENT PERSONNEL AUTHORIZATION

BACKGROUND:

As part of the 2008-09 budget, the City Council authorized an increase in Fire Department staffing by three firefighters to address growth in emergency responses. Individuals have been recruited to fill those positions, and the department is now making plans to train and bring those new recruits on board. During the time period from August 17 through 30, a total of five other Ames probationary firefighters will be attending a firefighter recruit academy at the Fire Service Training Bureau.

In addition to the staffing additions noted above, one current firefighter will retire on September 1. An individual is being hired to fill that position and begin employment on that date. If this individual were hired two weeks earlier, that person could also attend the firefighter recruit academy with the other five probationary employees and be better prepared to replace the firefighter retiring on September 1. It should also be noted that the salary savings incurred by the firefighter retirement will more than offset the costs incurred by the two week addition of one FTE.

City Council's authorization to augment the Fire Department's FTE count by one over normal staffing levels during the period from August 17 to September 1 is requested.

ALTERNATIVES:

1. Authorize a temporary increase in fire department staffing by one FTE between August 17 and September 1, 2008.
2. Do not authorize a temporary increase fire department staffing by one FTE between August 17 and September 1, 2008.

MANAGER'S RECOMMENDED ACTION:

By authorizing an additional FTE 15 days prior to scheduled employment, this new firefighter will be able to attend the new firefighter recruit academy with five other Ames Firefighters. Therefore, it is the recommendation of the City Manager that the City Council adopt Alternative No. 1, thereby approving the temporary increase in fire department staffing by one FTE between August 17 and September 1, 2008.