



STAFF REPORT

DATE: June 18, 2019

TO: Ronald L. Olson, City Manager

FROM: Eva Bark, Executive Director of Human Resources

SUBJECT: Ordinance To Amend the Fire Department Pay Plan

BACKGROUND AND FINDINGS:

On August 13, 1977, the voters of Killeen adopted the civil service law for the police and fire departments of the City of Killeen. State law required that the City Council, upon the recommendation of the Civil Service Commission, adopt a pay plan for each rank. The pay plans set forth the positions known as rank. Ordinance No 77-58 established the City's first classification plan for the police and fire departments.

The Fire Chief has requested that the City Council approve his appointment of an Assistant Chief of Fire to ensure public safety fire industry best practices by defining responsible authority within the Killeen Fire Department. This action creates a new pay rank of Assistant Chief of Fire and it does not create any new authorizations within the existing staffing. The intent is to provide administrative support and, in the absence of the Fire Chief, maintains definitive authority and span of control over all fire department activities. Duties will include all interdepartmental communications, policies, standard operating procedures, standard operating guidelines, rules compliance, and direction to all fire department divisions as ordered by the Fire Chief.

THE ALTERNATIVES CONSIDERED:

- 1) Not to approve a new pay rank of Assistant Chief of Fire for the Fire Department pay plan.
- 2) To approve a new pay rank of Assistant Chief of Fire for the Fire Department pay plan.

Which alternative is recommended? Why?

Staff recommends the second alternative. This action would ensure continuity of authority/responsibility within the Fire Department and best practices within the Fire Industry. This proposal was also presented to the Killeen Firefighters and Police Officers Civil Service Commission. On March 18, 2019, the Commission recommended approval.

CONFORMITY TO CITY POLICY:

This action is uniformed to city policy.

FINANCIAL IMPACT:

What is the amount of the expenditure in the current fiscal year? For future years?

The pay plan changes will have no fiscal impact.

Is this a one-time or recurring expenditure?

N/A

Is this expenditure budgeted?

N/A

If not, where will the money come from?

N/A

Is there a sufficient amount in the budgeted line-item for this expenditure?

N/A

RECOMMENDATION:

Staff recommends that the City Council approve the ordinance to authorize the change to the Fire Department pay plan to reflect the creation of the Assistant Chief of Fire classification.

DEPARTMENTAL CLEARANCES:

City Attorney Office

Finance

ATTACHED SUPPORTING DOCUMENTS:

Proposed Pay Plan

Ordinance