

MEMORANDUM

To: City Council Members

Cc: City Clerk, City Operations Officer, Chief Human Resources Officer

From: Community Safety Commissioner Todd Barnette

Date: March 25, 2026

Subject: Fire Chief classification

The Office of Community Safety worked with Human Resources to provide clarity and address discrepancies following yesterday's (03/24/26) Committee of the Whole meeting regarding the Fire Chief classification (LIMS File 2026-00319).

Regarding the Behavioral Crisis Response program, the Fire Chief position received credit in the classification report for providing oversight of the BCR program. The point value would be the same whether the BCR function is performed in-house or outsourced, and the points assigned in the classification are appropriate in either scenario.

The difference between the headcount number cited by Vice Chair Chughtai and the number of employees reporting to the Fire Chief in the classification report is due to bell-curve hiring practices within the Fire Department. The Fire Department is budgeted at 441 FTEs. When upcoming retirements and attritions are known, the Fire Department will hire full classes (usually 20) rather than training small groups, which sometimes temporarily results with more FTE than budgeted until attrition formally occurs. In addition to cadets, the Fire Department hires EMS pathways interns, usually in classes of 20. A class of cadets and interns could mean their FTE were temporarily at 476+. The figure listed in the classification report, 476+, is therefore accurate.

With these items being addressed and the classification report being confirmed as accurate, the Office of Community Safety and Human Resources support the recommended classification and salary and requests that the City Council approve the classification at tomorrow's (03/26/2026) City Council meeting.

Please contact us if you have any further questions. Thank you!



Todd Barnette
Community Safety Commissioner