



City of Maricopa

Legislation Text

File #: MISC 17-36, Version: 1

The Mayor and City Council shall discuss and possibly take action on the reallocation of a vacant EMS Coordinator position to Fire Captain in the Fire Department. Discussion and Action.

Background: The Training/ EMS Coordinator position was a position and classification that was inherited when the Fire District joined the City. As such, the Fire Department did not have an opportunity to assess the overall staffing needs of the department and determine the whether the minimum qualifications should include a sworn background.

Salary Range for Training/EMS Coordinator	\$57,317	to	\$79,013
Salary Range for ALS Fire Captain	\$81,605	to	\$91,848

The incumbent had been at the top of her salary range, so the first year increase in cost due to the classification change will be minimal (\$2,592/ year). At the top end of the salary range this change represents a 14% increase in salary cost.

Discussion: The reallocation of the vacant Training/EMS Coordinator to an Advanced Life Support-certified Fire Captain would provide several advantages currently lacking in the Fire Department. Replacing the non-sworn position with a fully trained and functional sworn fire position would provide more versatility in that the incumbent could be assigned to a truck during difficult staffing situations. The addition of a Fire Captain position also offers greater career opportunities within the department which assists with succession planning. A Captain would have instant credibility with the firefighters, understand the local policies and procedures and add stability to the position. The Fire Department has experienced stagnation due to a lack of position and personnel movement; converting this position into a sworn ALS Captain position offers a promotional opportunity. While this reallocation adds some personnel costs, the benefits afforded due to the increase in staffing flexibility outweigh the increase in cost.

This position will continue to be responsible for analysis, planning, design, and implementation of Emergency Medical Services (EMS) programs as well as other department-wide and community oriented programs, including Advanced Life Support (ALS), Basic Life Support (BLS), Continuous Quality Improvement (CQI), immunizations, problem resolution and certification and recertification of both EMS instructors and providers. The Fire Department recommends the reallocation of the Training/EMS Coordinator to an ALS Fire Captain. The HR Director has reviewed the request and is supportive from a classification perspective.

Staff recommends approval of the reallocation of a budgeted, vacant Training / EMS Coordinator position to Fire Captain.