



## Staff Reports

---

**File #:** 1415-2018, **Version:** 1

---

**To:** Honorable Mayor and Members of City Council

**From:** Jennifer Brizel, Human Resources Director

**Prepared By:** Jennifer Brizel, Human Resources Director

**TITLE:**

Classification Specifications for Firefighter and Firefighter/Paramedic

**RECOMMENDED ACTION:**

Adopt a resolution amending the City Classification Plan by adopting the updated Classification Specifications for the Flexibly Staffed Classifications of Firefighter and Firefighter/Paramedic.

**DISCUSSION:**

The Fire Department has requested classification revisions for the flexibly staffed classifications of Firefighter and Firefighter/Paramedic.

Revisions to both positions include increasing the time to complete the required DMV Firefighter endorsement from eighteen months to twenty-four months to align with the in-depth training program designed by the Fire Department.

The license requirement was updated to eighteen months from one year in September 2016 to allow sufficient time to achieve the DMV endorsement and provide the necessary training and support needed.

Recent trends demonstrate, employees have been hired with limited driving experience. As a result, the Fire Department is modifying its program to allow additional time to comprehensively train employees and ensure the highest standards of performance without added pressure for employees. This process allows employees to master firefighting before taking on the full responsibility as a driver. Months 18-24 of the training program are focused on driving skills. Months 24-30 are focused on pumping (operating the fire apparatus). Full Fire Certification to driver/operator has been extended to Month 30 of the training program. Extending the DMV licensure requirement to 24 months will allow adequate time for employees to receive enough training to qualify for the license.

This recommendation has been provided to the Napa City Firefighter's Association for review. The bargaining group support the recommended changes.

The Civil Service Commission approved the recommended classification changes at their meeting on June 18, 2018.

**FINANCIAL IMPACTS:**

No additional funding is required beyond that already allocated and approved in the City budget.

**CEQA:**

The Human Resources Director has determined that the Recommended Action described in this Agenda Report is not subject to CEQA, pursuant to CEQA Guidelines Section, 15060 (c).

**DOCUMENTS ATTACHED:**

ATCH 1 - Resolution

EX A - Proposed Changes to the Firefighter Classification Specification

EX B - Proposed Changes to the Firefighter/Paramedic Classification Specification

**NOTIFICATION:**

Bargaining Unit - NCFA

Department Directors and Managers