

CITY OF SANTA ROSA
CITY COUNCIL

TO: MAYOR AND CITY COUNCIL
FROM: SCOTT WESTROPE, FIRE CHIEF
JIM AREND, ADMINISTRATIVE SERVICES OFFICER
FIRE DEPARTMENT
JEREMIA MILLS, DEPUTY DIRECTOR HUMAN RESOURCES
HUMAN RESOURCES DEPARTMENT
SUBJECT: AMENDMENT TO THE CITY CLASSIFICATION AND SALARY
PLAN TO ADD 6.0 FTE LIMITED TERM FIREFIGHTERS AND 1.0
FTE FIRE CAPTAIN POSITIONS IN THE FIRE DEPARTMENT TO
STAFF THE INRESPONSE TEAM

AGENDA ACTION: RESOLUTION

RECOMMENDATION

It is recommended by the Fire Department and Human Resources Department that the Council, by resolution, amend the City Classification and Salary Plan to add 6.0 FTE Limited Term Firefighters and 1.0 FTE Fire Captain in the Fire Department to staff the newly established *inResponse Team*; to be phased in from December 2021 through July 2022.

EXECUTIVE SUMMARY

The inResponse program was born from the community desire to provide additional mental health resources to the emergency response system within the City of Santa Rosa. The program models programs seen in areas such as Eugene, Oregon (CAHOOTS); San Francisco (SCRT); and Oakland (MACRO). The focus of the inResponse program is to provide greater support for mental health crises and homeless related emergencies, with the goal of providing a higher and more specialized level of care to the community.

The Fire Department is submitting a request to add the following positions utilizing the following phase-in approach:

December 2021: Add two Limited Term Firefighters ending June 30, 2023 and one Fire Captain (Supervisor)

March 2022: Add two Limited Term Firefighters ending June 30, 2023

July 2022: Add two Limited Term Firefighters ending June 30, 2023

AUTHORIZATION TO ADD POSITIONS TO SUPPORT THE INRESPONSE TEAM
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The phase in will result in a fully staffed model of six Firefighters and one Fire Captain to support the program 24 hours per day, 7 days per week in July 2022.

BACKGROUND

To support this new crisis management program, this additional staffing will be required from the Fire Department to ensure we have a trained Firefighters whenever the *inResponse Team* is active.

PRIOR CITY COUNCIL REVIEW

Not applicable.

ANALYSIS

This item, if approved, will authorize the addition of 6.0 FTE Limited Term Firefighter positions and 1.0 FTE Fire Captain to in the Fire Department. These new positions will be assigned exclusively to the *inResponse Team* for mental health emergency response to be phased in from December 2021 through July 2022.

FISCAL IMPACT

These positions will be included the Fire Department budget and 100% charged out to the Santa Rosa *inResponse* model in the Police department budget. Each Firefighter position is budgeted at \$174,679 for a total of \$1,048,074 and the Fire Captain position will be added \$311,600 for a total cost of \$1,359,674 when fully staffed in July 2022. These personnel costs are part of the full \$2,340,983 estimated annual program cost.

This program is eligible for ARPA funds which will cover the costs for two to three years. After that, the *inResponse* program costs will need to be covered by the General Fund when the external funding runs out.

ENVIRONMENTAL IMPACT

Not applicable.

BOARD/COMMISSION/COMMITTEE REVIEW AND RECOMMENDATIONS

Not applicable.

NOTIFICATION

Not applicable.

ATTACHMENTS

- Resolution

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