

CITY OF SANTA ROSA
CITY COUNCIL

TO: MAYOR AND CITY COUNCIL
FROM: AMY REEVE, DIRECTOR OF HUMAN RESOURCES
HUMAN RESOURCES DEPARTMENT
TRAVERS COLLINS, DEPUTY FIRE CHIEF
FIRE DEPARTMENT
SUBJECT: AMENDMENT TO THE CITY CLASSIFICATION AND SALARY
PLAN CREATING THE CLASSIFICATION OF SINGLE ROLE
PARAMEDIC AND AUTHORIZE THE RECLASSIFICATION OF
THE SIX VACANT LIMITED TERM FIREFIGHTERS TO SIX
LIMITED TERM SINGLE ROLE PARAMEDICS FOR THE
INRESPONSE TEAM

AGENDA ACTION: CONSENT ITEM

RECOMMENDATION

It is recommended by the Human Resources Department and the Fire Department that the Council, by resolution: 1) amend the City Classification and Salary Plan to create the Single Role Paramedic classification with a salary range of \$70,000 to \$85,085 annually in Unit 2 – Firefighters; and 2) authorize the reclassification of the six (6) vacant limited term Firefighter positions to six (6) limited term Single Role Paramedics in the newly established inRESPONSE Team, through June 30, 2023.

EXECUTIVE SUMMARY

Human Resources and the Fire Department are submitting a request to add six, single role Paramedics for the inRESPONSE Team, instead of the originally requested Firefighter/Paramedic classifications to appropriately staff the newly created, mental health support unit.

BACKGROUND

The goals of the inRESPONSE program include reducing the number of Santa Rosa Police and Fire department calls for service related to mental health and homeless-related incidents; reducing the impact on local hospital emergency rooms; and providing a complete and holistic service, focused on an upstream approach that supports the unsheltered residents in our community. In order to create this mental health support team, the City adjusted the staffing model to create a classification specification focused

AUTHORIZATION TO ADD POSITIONS

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exclusively on Paramedic responsibilities. While the City previously attempted to recruit for the inRESPONSE team using the Firefighter/Paramedic classification, the recruitment was unsuccessful in attracting qualified candidates. In evaluating the outcome of the recruitment, it was determined that the limited-term nature of the assignments, as well as the fact that the positions would not perform fire suppression duties, made the positions less attractive to Firefighter/Paramedic candidates. The request for a Single Role Paramedic classification will allow the City to more effectively recruit and retain employees who have the necessary skillset and interest in this assignment.

PRIOR CITY COUNCIL REVIEW

On December 7, 2021, Council approved resolution 2021-214, to add six limited term firefighter/paramedic positions to the Fire Department's position control. The assignments have a current end date of June 30, 2023, pending program performance and funding mechanisms for program continuation.

ANALYSIS

The proposed Single Role Paramedic classification will serve as part of a coordinated City team, who participate in calls for service for mental health, homeless advocacy, social services, and will provide basic and advanced life support medical care and treatment. This is an independent classification that will be assigned to the inRESPONSE team and will work under the direct supervision of the EMS Captain assigned to the inRESPONSE unit within the Operations Division. This classification is required to effectively staff the unit with medically trained employees, who can make critical decisions that impact the safety and well-being of patients and members of the community, during stressful situations. The Single Role Paramedic is expected to execute sound judgment and demonstrate a high level of ethical decision making in the performance of job duties, with and without explicit direction.

FISCAL IMPACT

Replacing the Firefighter/Paramedic positions with a Single Role Paramedic classification will provide a cost savings for the City. These positions will be included in the Fire Department General Fund Position Control budget and 100% charged out to the Santa Rosa inRESPONSE model in the Police department budget. Each Firefighter/Paramedic position was budgeted at \$175,000 for a total cost of \$1,050,000 for the six positions. Each single role paramedic is being budgeted at approximately \$120,000 for a total cost of \$720,000 for the six positions. Approving this resolution will result in a \$330,000 savings to the General Fund annually.

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

This action is exempt from the provisions of the California Environmental Quality Act (CEQA) under CEQA Guidelines Section 15378 in that there is no possibility that the implementation of this action may have significant effects on the environment, and no further environmental review is required.

EQUITY IMPACT

The Council goal of attracting and retaining a diverse workforce is supported with the creation of the Paramedic Classification, because the pool of applicants is likely to be more diverse, with the minimum qualifications being more attainable to a wider audience of applicants. The City hopes this classification will support the department's goal of attracting a wider range of well-qualified applicants, including minority and female applicants to Fire service.

BOARD/COMMISSION/COMMITTEE REVIEW AND RECOMMENDATIONS

Not applicable.

NOTIFICATION

Not applicable.

ATTACHMENTS

- Resolution

CONTACT

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