



STAFF AND STAFFING IMPACT REPORT ON PROPOSED LEGISLATION

To: Mayor Jared Littmann

From: Yolanda Lewis, City Manager

Date: July 16, 2026

Subject: R-27-26: Fiscal Year 2027 Position Classifications and Pay Plan Update

Purpose of legislation

The purpose of this legislation is to approve an update to the Fiscal Year 2027 annual position classifications and pay plan; and specifying an effective date.

Impact of legislation on operations

During review of the collective bargaining agreements during negotiations, the City and AFSCME union agreed that there were several job classifications that should be part of the bargaining unit but currently weren't. This legislation helps to acknowledge the move of these classifications into the union by changing the pay scale they are on from the N (nonrepresented) scale to the A (AFSCME) scale. The underlying grade limits for these positions are not changing.

In addition, the creation of the peak time medic unit within the Fire Department is accompanied by the creation of several EMS-only job classes. There are five new "Emergency Responder-Paramedic" job classes added that mirror the normal Firefighter series. These new job classes are intended for positions that perform emergency medical services but will not participate in firefighting.

Impact of legislation on staffing needs

This legislation does not change the underlying staffing needs of the City.

Prepared by Victoria Buckland, Deputy City Manager for Administration