



AGENDA REPORT

Department: Fire Department
Prepared by: Scott Robinson, Battalion Chief
Meeting Date: Tuesday, December 2, 2025
Approved by: Alejandro Hernandez, Acting City Manager

SUBJECT:

New Full-Time Equivalent Position of Fire Battalion Chief

RECOMMENDATION:

Adopt a Resolution Entitled, "Resolution of the City Council of the City of National City, California, Adding 1.0 FTE to the Fire Department's Authorized Position Count for a New Full-Time Position of Fire Battalion Chief and Authorizing an Increase of \$188,000 to the Fire Department's Fiscal Year 2025-2026 Personnel Budget."

BOARD/COMMISSION/COMMITTEE PRIOR ACTION:

Not Applicable.

EXPLANATION:

On November 18, 2025, the City Council accepted the Emergency Medical Services (EMS) Transportation & Optimization Study conducted by AP Triton and adopted a resolution directing staff to pursue development of a Municipal Ambulance Transport System.

To align with this Council direction, the National City Fire Department is requesting the addition of one full-time equivalent ("FTE") Fire Battalion Chief to lead the development, coordination, and management of an in-house Ground Emergency Medical Transport (GEMT) Program. The Fire Battalion Chief will be responsible for preparing a comprehensive implementation plan outlining the proposed operational, financial, and administrative components of the GEMT Program.

This work will include establishing explicit implementation benchmarks and deliverables such as:

- Development of a complete budget for program build-out, operational start-up
- Creation of the GEMT enterprise account
- Preparing revenue and expense projections
- Identification and securing of adequate funding
- Procurement of necessary durable equipment, including ambulances and all needed items for operational effectiveness

The complete proposal, including program design and implementation milestones, will be presented to the City Council at an upcoming Council meeting, no later than February 2026.

FINANCIAL STATEMENT:

The Financial Impact to the City consists of the cost for one Full-Time Equivalent (FTE) Fire Battalion Chief for the remainder of FY 2026, estimated at approximately \$188,000. General Fund appropriations of \$188,000 are requested to fund the position for the remainder of the FY 2026.

This will be offset by \$300,000 received from the dissolution of the Regional Cooperative Care Program (RCCP).

Contingent upon City Council approval of the in-house Ground Emergency Medical Transport (GEMT) Program, ongoing funding for this position will transition to a GEMT enterprise account supported by program-generated revenues. If the GEMT Program is not approved by the City Council, the position will be left unfilled and the employee temporarily assigned to this role will revert to their previously held rank.

RELATED CITY COUNCIL 2020-2025 STRATEGIC PLAN GOAL:

Public Safety

ENVIRONMENTAL REVIEW:

This is not a project under CEQA, and is therefore, not subject to environmental review. CCR15378; PRC 21065.

PUBLIC NOTIFICATION:

The Agenda Report was posted at least 72 hours before the Regular Meeting date and time, and 24 hours before a Special Meeting in accordance with the Ralph M. Brown Act.

ORDINANCE:

Not Applicable

EXHIBIT:

Exhibit A - Resolution