

Council Work Session

Fire Update

John F. TeKippe

Fire Chief

August 9, 2021

Fire Department Update

- Service Level Expectations
- Solution
- 2015-2021 Efforts
- Service Level with Station 11: The Math

Service Level Expectations

What is the service level expectation?

- 2 simultaneous structure fires and 3 EMS responses

How many people and apparatus does it take to meet service level expectations daily?

- 53 people on 20 of 23 frontline apparatus and shift commanders

Are we meeting the service level expectation?

- Yes

How are we meeting the service level expectation?

- Use of overtime on approximately 35% of shifts due to daily vacancy rates

How many people and apparatus does it take to meet expectations and have all apparatus/stations in service daily?

- 62 people on 23 of 23 frontline apparatus and shift commanders

How many people and apparatus does it take to meet expectations and have all apparatus/stations in service daily and with Station 11 open with a fire engine and a medic unit?

- 64

What is the solution to getting to 64?

Solution

Hire, add 9 Firefighters to Operations, Hire Certified, Report, Repeat

Hire 20-25 (current process - January 2022) (98th Academy)

- Opportunity to assign a portion of academy to stations June 2022
- Graduation/assignment to stations December 2022

Hire 12-18 certified FF-Paramedics June 2022 (99th Academy)

- Would include additional FF positions within FY23 budget adoption
- Reduces recruitment/training by 9 months
- Graduation/assignment to stations August 2022

Hire TBD 2023 based on vacancies/planned retirements (100th Academy)

- Report and continue Fire, CMO, Finance, HR pre-hire vacancies forecasting process

Solution = Fastest rate of hire, training, and station assignment

2015-2021 Efforts

Achieving and sustaining service level:

- Increased authorized strength above 283 (2015-2021)
 - Applied for/received SAFER grant (2016)
 - Authorized retention of SAFER positions (FY19)
 - Authorized 7 additional FF to sustain new medic unit at Station 11 (FY20)
 - Authorized 3 additional FF to sustain fire engine moving to Station 11 (FY21)

Result: Authorized strength increased 283 to 306; Operations increased from 249 to 274

- Created/implemented joint operational agreements for NE portion of the City (2018)
- Identified and achieved new revenue source (LOSST)
- Building new Station 11 (Under Construction)
- Continue to monitor trends/changes in rates of planned/unplanned retirements
- Continue to monitor trends/changes in rates of daily vacancies
- Recognize call volumes will continue to increase

Service Level with Station 11: The Math

Today without COVID delay

$274 - 15 \text{ vacancies} = 259 \text{ Ops Personnel}$

$259 \text{ Ops} / 3 \text{ divisions} = 86.33 \text{ Ops per division}$

$86.33 - 25 \text{ daily vacancies} = 61.33 \text{ available}$

$86.33 - 22 \text{ daily vacancies} = 64.33 \text{ available}$

* At today's daily vacancy rate of 25, an additional 9 firefighter positions gets to 64 FFs available to achieve the service level.

* At the historic daily vacancy rate of 22, there are 64 FFs available to achieve the service level.

Today with COVID delay

$274 - (15 + 17 \text{ in academy}) = 242 \text{ Ops personnel}$

$242 \text{ Ops} / 3 \text{ divisions} = 80.66 \text{ Ops per division}$

$80.66 - 25 \text{ daily vacancies} = 55.66 \text{ available}$

$80.66 - 22 \text{ daily vacancies} = 58.66 \text{ available}$

* Future examples where overall vacancies coincide with an academy and increased daily vacancy rates will result in the use of overtime to achieve the service level.

Council Work Session

Fire Update

- What questions do you have?