



Fire Department

October 18th, 2022



Presentation By:
Jesse Alexander, Fire Chief

2021 Staffing for Adequate Fire And Emergency Response (SAFER)

- Term is for 3-years.
- No cost match from the City.
- Award amount: \$1,199,700.00.
- Hire 3 firefighters at Firefighter II wages.
- Purpose is to add a 4th person to the daily Aerial Ladder Truck staffing and increasing daily staffing to 17-personnel.

4-PERSON LADDER TRUCK

- Meet NFPA 1710 staffing levels.
- Allows apparatus to get back in service quicker.
- Increased capacity.
- Increased capabilities.
- Data proven:
 - 2010 NIST Study
 - NFPA 1710
 - 2019 NFPA Research



4-PERSON LADDER TRUCK

➤ Similar Sized Fire Departments

- Chico Fire
- West Sacramento Fire
- Humboldt Bay Fire (Eureka)
- Folsom Fire
- Tracy Fire
- Woodland Fire
- Visalia Fire

Financial Costs

- Recruitment costs: \$7,320 Total (Absorbed in current FY budget)
- Uniforms and PPE costs: \$27,555 Total
 - Uniforms absorbed in current budget, PPE absorbed in anticipated FY 23/24 budget.
- Salary increase due to Local 3793 wage reopener.
 - Approximately \$35,967 in costs for all 3-positions for years 2 & 3.
- Overtime behind the 4th person: Approximately \$19,800 per year.
 - Potential to be absorbed in current and forecast FY budgets.
- **Limited Term position**
 - Recruitment and Retention Issues.

Permanent Staffing

- Financial cost of permanent staffing on the Ladder Truck starting in January 2026: \$483,243 per year.
- Permanent Ladder Truck staffing: General Fund.
- Over Hire: Funds offset through Fire Department's overtime funds.

Grant Conditions

- Must not incur firefighter layoffs of SAFER-funded or non-SAFER-funded positions.
- Must fill all SAFER-funded positions.
- Must maintain the operational staffing number at the level that existed on the date of the award and the number of awarded SAFER positions.

TIMELINE

- 2021 SAFER Grant needs to be accepted or declined by October 21, 2022 (30-days from award notification)
- If accepted, permanent versus limited term needs to be identified for recruitment process.
- Grant requires no more than 180 days from acceptance to filling the positions.
- We expect to receive shipment of the Ladder Truck in January 2023.
- If accepted, we would expect personnel staffing the Ladder Truck in February 2023.

Recommendation

- Accept the 2021 SAFER Grant.
- Authorize the City to hire the individuals as permanent employees with Council having the flexibility to determine a permanent Ladder Truck staffing model or Over Hire staffing model at the conclusion of the grant.