

Proposals

1	Staffing efficiencies previously adopted by Council	\$950,000
2	Cut One Battalion, reassign personnel to engine companies	\$713,431
3	Eliminate P1 position (4 th FF on ME231)	\$150,000
4	Eliminate Dispatch Supervisor	\$100,000
5	Eliminate discretionary money	\$82,000
6	Eliminate vacant Fire Prevention Officer	\$83,000
7	Consolidate fire and city mechanic shops (building lease amount \$60k, staff, utilities, economy of scale)	60,000 - ???
8	Eliminate EMS Coordinator position	\$100,000

Efficiencies to Eliminate / Defer Administrative Expenses

- 1 Reduce Firefighter overtime by filling Vacant Firefighter positions
- 2 Extend Current Promotional Lists until exhausted
- 3 Train new firefighters during shift training, instead of a Fire Training Tower

Proposals

- 2 Cut One Battalion, reassign personnel to engine companies

This will reduce the fire departments ability to respond a second chief officer to an incident, and possibly, other administrative duties may fall behind. The administrative responsibilities would need to be prioritized, and assistance from other qualified department personnel would be implemented. Incident Command responsibilities would continue to operate effectively, as the Engine Company Captain would assume these responsibilities until the arrival of the Shift Battalion Chief, unless a person is trapped and is in need of rescue. All Captains are currently certified and proficient as Incident Commanders. This initial assignment would reduce the initial attack capability by one person, rather than the 'Brown Out' alternative, which reduce the initial fire attack by one engine and **THREE** firefighters, eliminating any possibility of rescuing a person in need. By initially eliminating only one firefighter, versus three for an extended duration of the event, firefighters will be able to perform duties more efficiently (safely and effectively) thereby reducing the city to the exposure of worker injury.

- 3 Eliminate P1 position (4th FF on ME231)

The elimination of the firefighter assigned to ME231 will reduce the engine companies effectiveness on the shift he is currently assigned (38% less effective). The engine will no longer be able to deploy sufficient firefighters inside a burning building upon arriving; to look for survivors (2 in / 2 out OSHA rule) until an additional engine company arrives. With three personnel, the engine company will **ONLY** be able to enter a burning building once it **HAS BEEN DETERMINED** that a person is indeed trapped in the fire. The firefighter injury rate increases as much as 36% when staffing is reduced from 4 to 3.

4 Eliminate Dispatch Supervisor

The current dispatch supervisor would be reduced to senior dispatcher and would be assigned to a dispatch console. There is currently a Shift Battalion Chief who is assigned as the administrator of dispatch who can remain responsible to oversee administrative operations, and the on duty Battalion Chief would be able to make day to day decisions, similar to when the current dispatch supervisor goes home at the end of the shift.

5 Eliminate Discretionary Money

6 Eliminate Vacant Fire Prevention Officer

The position is currently vacant and the duties have been effectively reassigned.

7 Consolidate Fire and City Mechanic Shops (building lease amount \$60k, staff, utilities, economy of scale)

The current building being used by fire maintenance costs \$60,000 per year. With the consolidation of the City and Fire operations, several cost savings can be realized. Fire mechanics would be specifically utilized for fire pumps and other fire engine specific equipment, but all mechanics would be able to work on all vehicles oil, tires, engines, etc. The utilities, maintenance, specialized equipment, stock of parts and supplies, and re-evaluation of mechanics and supervisors all will benefit from economy of scale.

8 Eliminate EMS Coordinator Position

The EMS Coordinator position responsibilities can be accomplished with on duty personnel. Several firefighters are local and nationally certified instructors, are responsible to precept new paramedic students from outside colleges, and have been actively involved with the FD EMS Committee work. Two current Station 221 Captains have performed the work of EMS Coordinator in the past, and will be able to provide the same level of attention the duties require. In addition, EMD should become the responsibility of the EMS Coordinator and Committee with the elimination of the dispatch supervisor.

Efficiencies to Defer Administrative Expenses

1 Reduce Firefighter Overtime by Filling Vacant Firefighter positions

If vacant firefighter positions are filled with permanent employees, existing firefighters overtime will be reduced by 4,800 hours per month.

2 Extend Current Promotional Lists until exhausted

Currently, there is an active promotional list for Captain, Engineer, and a hiring list for new

firefighters. By extending the lists until all candidates have been exhausted, the department will defer or eliminate the expense of re-testing when qualified members are available.

3 Train new firefighters during shift training, instead of a Fire Training Tower

Since 2006, the department has hired small groups of firefighters and provided orientation and basic training through a 'Tower' lasting as little as four weeks to as much as eight weeks. Although this method of training is preferred, it is very costly. The tower provides the basic training and then sends the candidates to the field (on shift) for practice and testing (of the same material covered during the tower). All candidates are certified and licensed by the state as Paramedic or EMT, so no medical training is performed. While on shift, the Captains are responsible to insure the new employees are following procedure and performing skills according to department evaluations. The new employees are tested by the department training personnel (truck companies) at 3 month intervals over the entire scope of training. The elimination of the formal tower training will reduce the firefighter overtime by a minimum of 360 hours per person, and not modify shift training or quarterly evaluations.