

Somerville Fire Department: Overtime Update & Funding Needs



Chief Patrick Sullivan III
March 10th, 2016



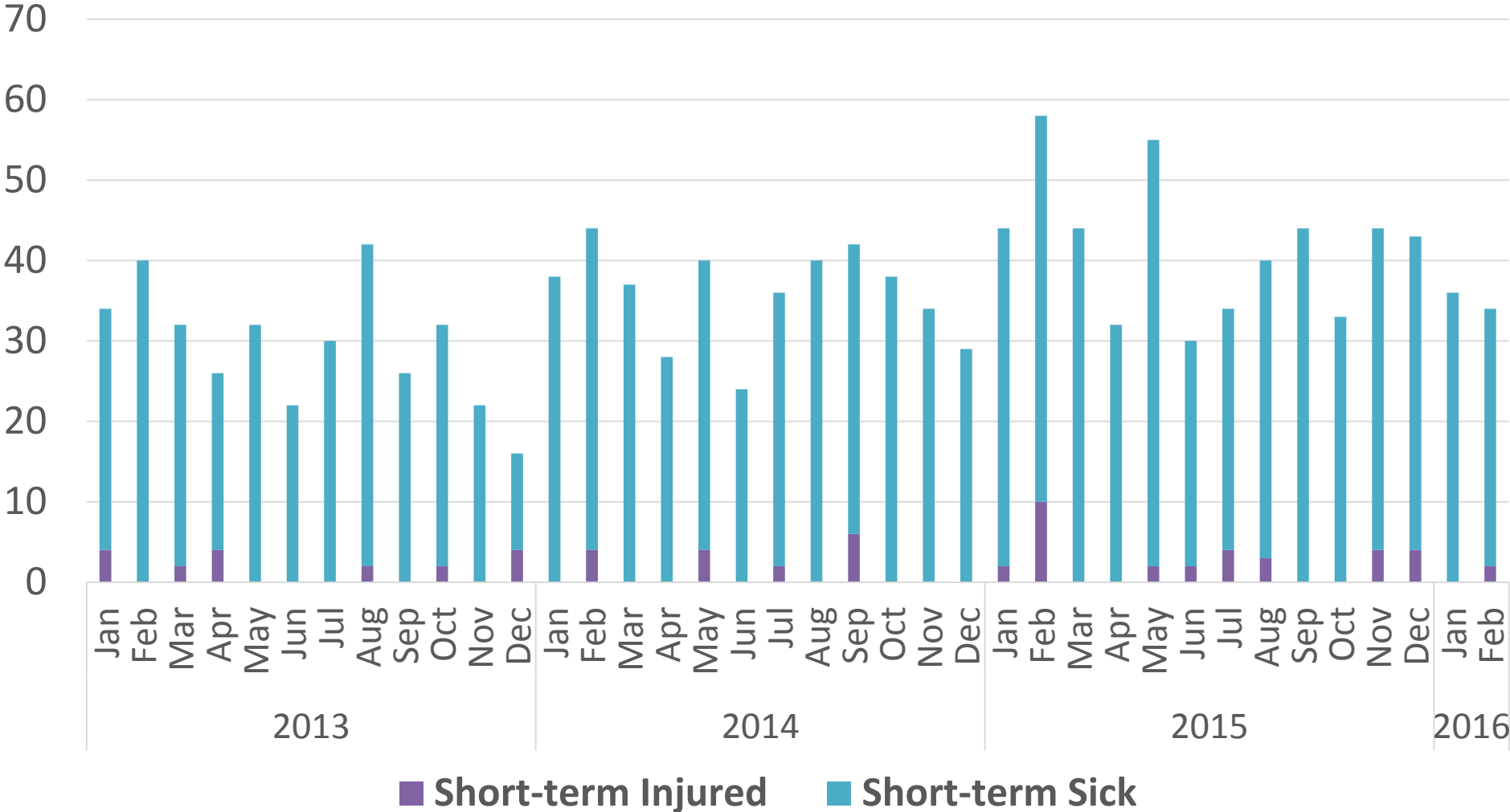
FY16 Fire Dept. Staffing

- **Fire department began with the authorized number of 152 firefighters, including...**
 - 1 member awaiting retirement
 - 10 members out on extended sick and injured
- **Had overwhelming number of members out on extended sick and injury leave**



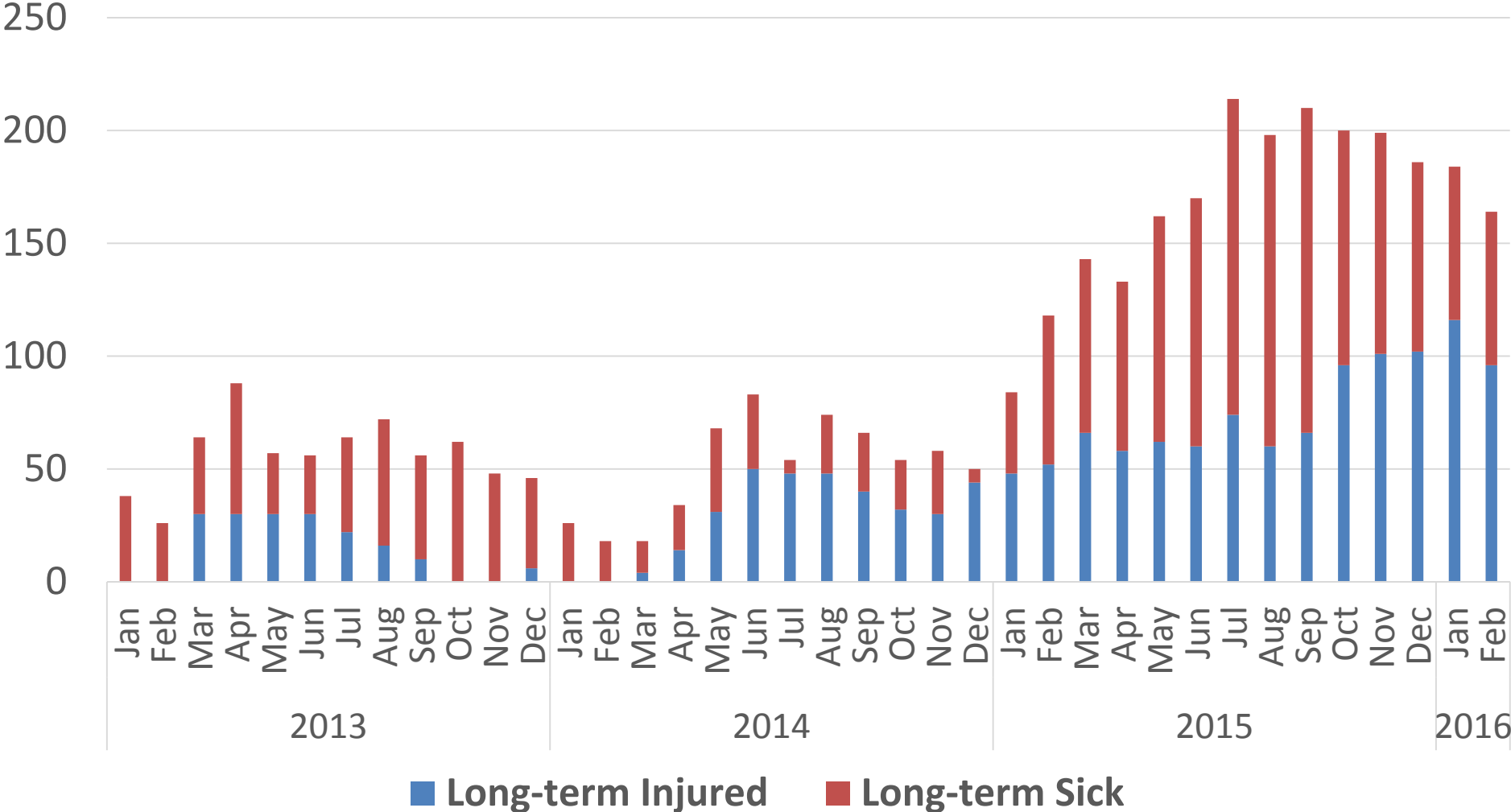
Leave Time

Missed Shifts due to Short-Term Leave



Leave Time

Missed Shifts due to Long-Term Leave



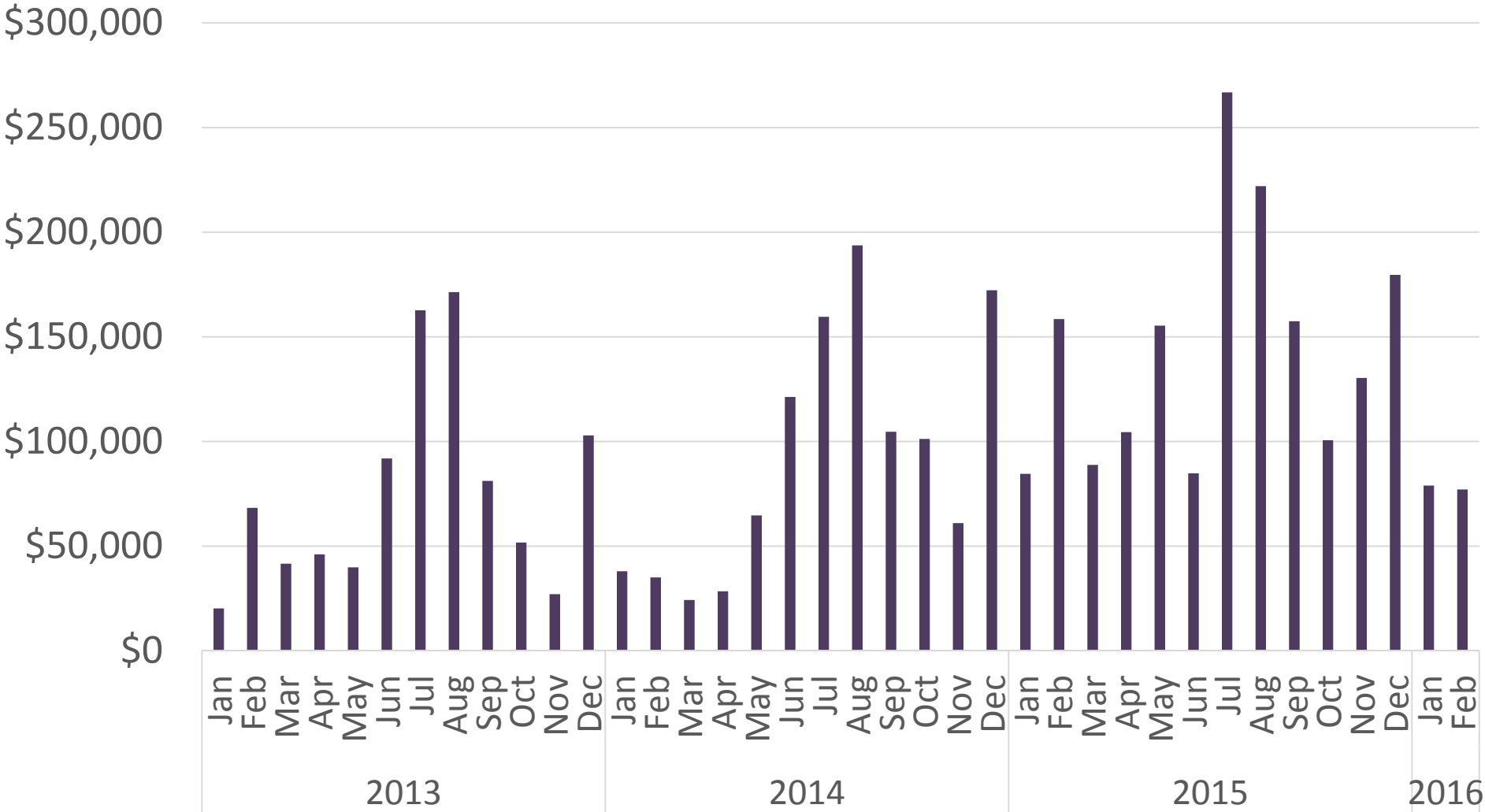
Staffing

- **Avg. vacancies, long term sick and injured per month (July 1st thru February 29th): 16.25**
- **Current Vacancies:**
 - 6 permanent vacancies
 - 3 members awaiting retirement
 - 7 on extended injury/sick leave



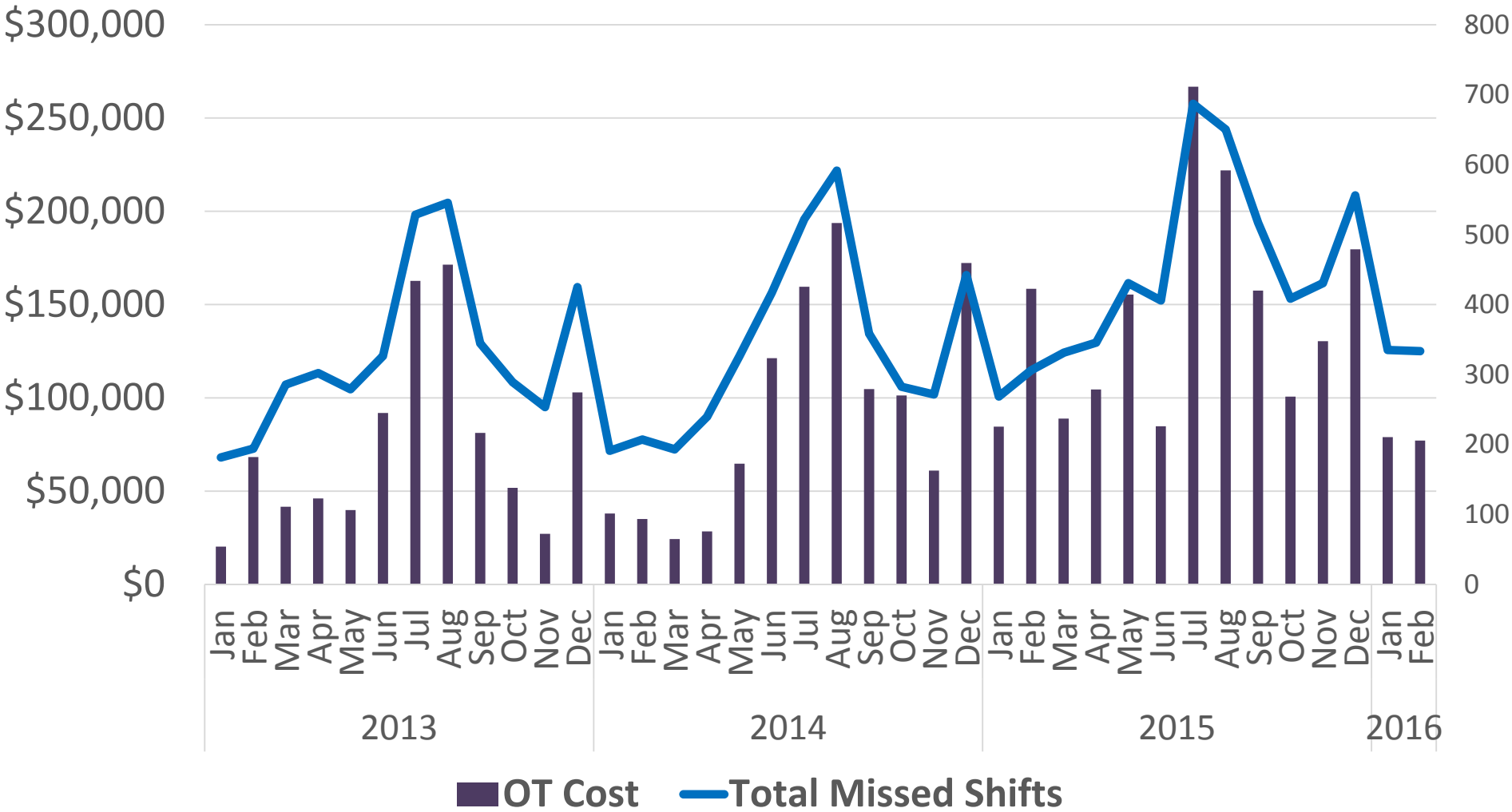
Overtime

Dept. Overtime Cost



Overtime

Dept. Overtime Cost vs. Total Missed Shifts

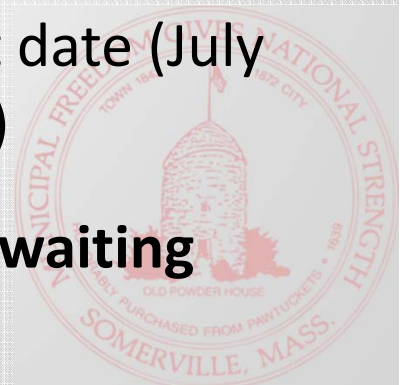


Resolution: A Multi-Pronged Approach



SFD Hiring

- **2 new firefighters hired in late October**
 - Graduated the academy on January 15th
- **1 firefighter hired off reserve list in March**
 - Fire Academy Start: March 21st
 - Graduation: May 20th
- **6 new candidates requested through Board of Aldermen**
 - Awaiting review by Confirmation of Appointments Committee
 - Target: May 2nd Fire Academy start date (July 1st graduation)
- **3 members still awaiting retirement**



Other Measures

- Applied for & received \$50,000 Municipal Staffing Grant
- Identified \$80,000 & moved to overtime account
- Transferred firefighters from various groups to plug excessive opening in depleted groups
- Fully utilizing Meditrol for all Injured on Duty case management





Thank You



ONE CALL to CITY HALL
311
SOMERVILLE