



Chief Patrick Sullivan III
March 10<sup>th</sup>, 2016

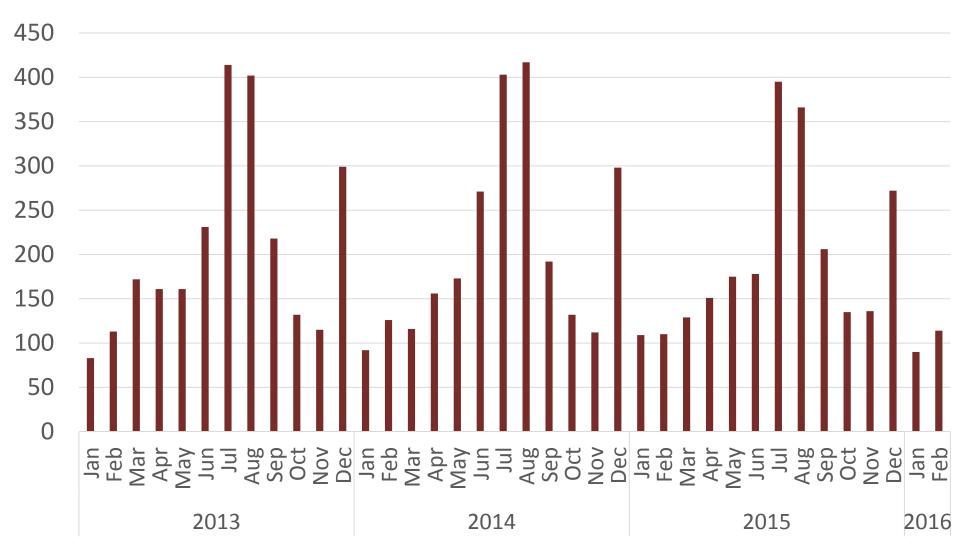


# **FY16** Fire Dept. Staffing

- 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

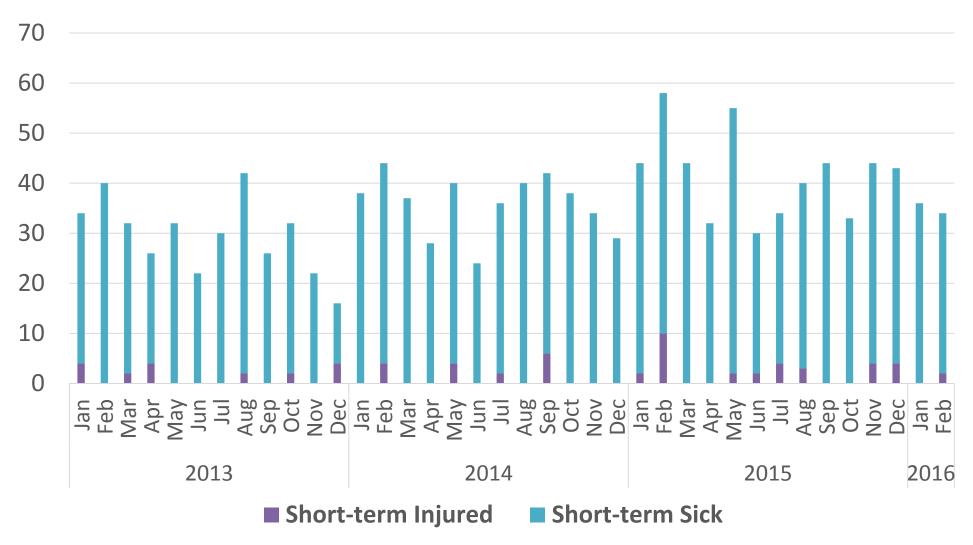
## **Leave Time**

#### Missed Shifts due to Vacation



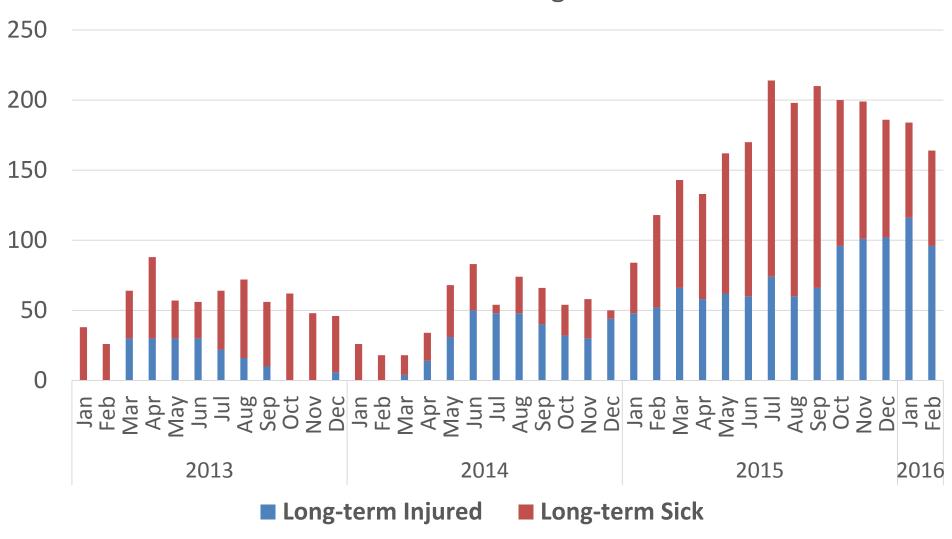
## **Leave Time**

#### 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 1<sup>st</sup> thru February 29<sup>th</sup>): 16.25

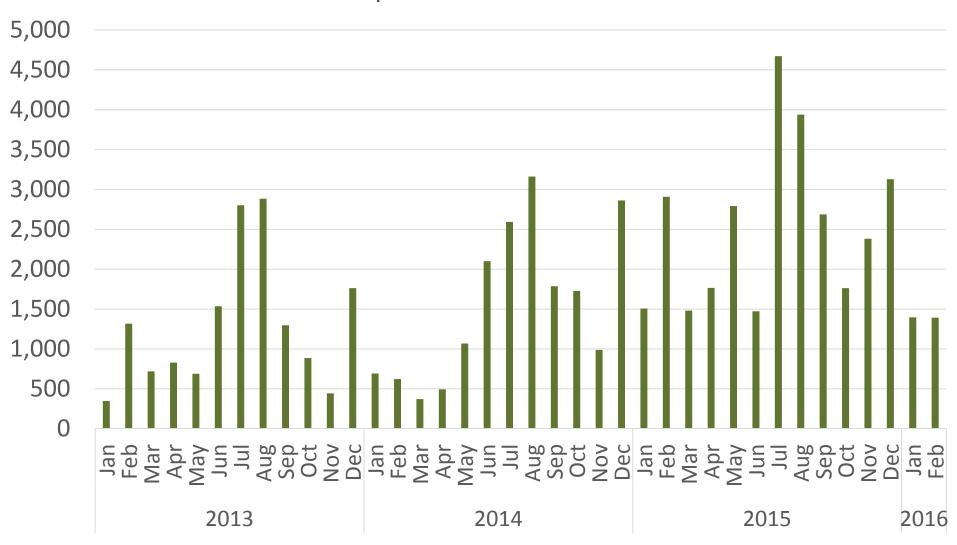
#### Current Vacancies:

- 6 permanent vacancies
- 3 members awaiting retirement
- 7 on extended injury/sick leave



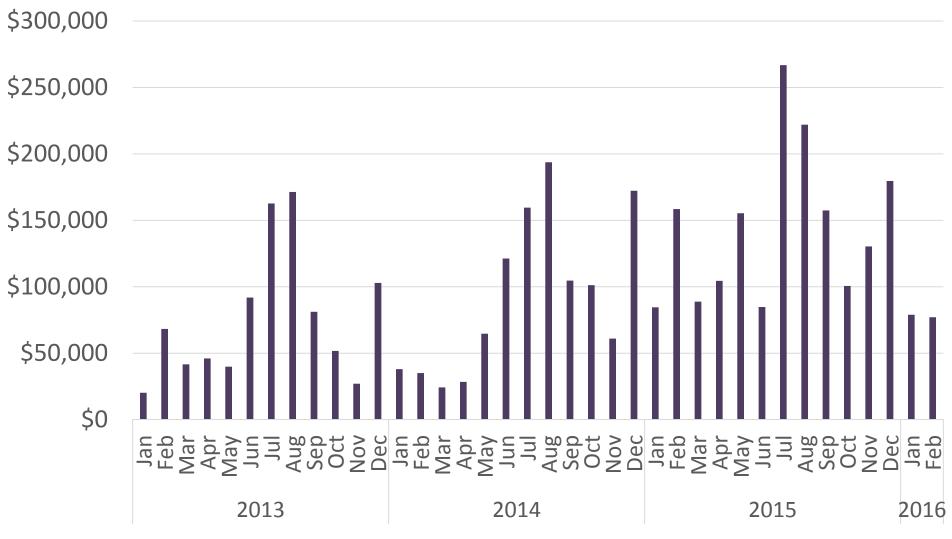
## **Overtime**





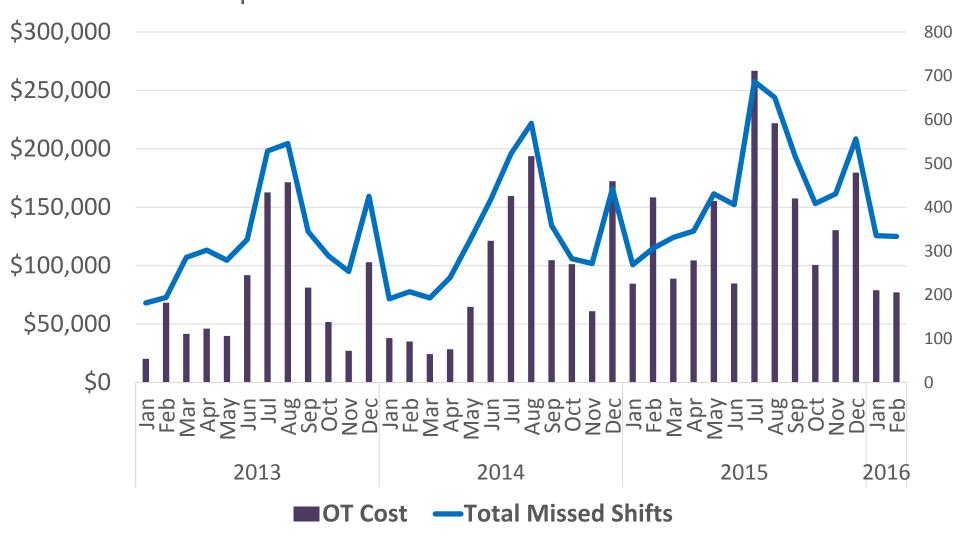
## **Overtime**



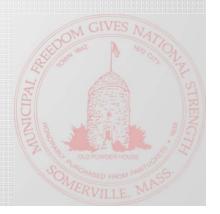


## **Overtime**

#### 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 15<sup>th</sup>
- 1 firefighter hired off reserve list in March
  - Fire Academy Start:
     March 21<sup>st</sup>
  - Graduation: May 20<sup>th</sup>

- 6 new candidates requested through Board of Aldermen
  - Awaiting review by Confirmation of Appointments Committee
  - Target: May 2<sup>nd</sup> Fire
     Academy start date (July 1<sup>st</sup> 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



