

Fire - Rescue Staffing

AFG - SAFER Grant Proposal

Assistance to Firefighters Grant Program (AFGP)

FY 2018 Staffing for
Adequate Fire and
Emergency Response
(SAFER) Grant Program



What is the purpose of SAFER?

The purpose of SAFER is to provide funding directly to fire departments and volunteer firefighter interest organizations to assist in increasing the number of firefighters to help communities meet industry minimum standards and attain 24-hour staffing to provide adequate protection from fire and fire-related hazards, and to fulfill traditional missions of fire departments.

SAFER Grant Details

How much funding is available for the FY 2018 SAFER Grant Program?

- ▶ A total of \$350,000,000 has been appropriated for the FY 2018 SAFER Grants.
- ▶ This activity provides three-year grants to assist fire departments by paying a portion of the salaries and benefits of the SAFER-funded positions.

SAFER Grant Requirements

- ▶ Based upon NFPA 1710 standards
- ▶ Standard for the Organization and Deployment of Fire Suppression Operations, Emergency Medical Operations, and Special Operations to the Public by Career Fire Departments sets staffing and response time standards for fire departments

Staffing Definitions

- ▶ Normal Daily Staffing - the number of seated positions required for operations each day.
- ▶ Full Time Equivalent (FTE) - The number of people that must be hired to fill a single seat.
- ▶ Staffing Relief Factor (SRF) - is a calculation used to account for vacation days, Kelly days, and sick days.

(USED TO AVOID OVERTIME COSTS)

- | | |
|------------------------------|--------------------------|
| ▶ Hallandale Beach, FL = 4.3 | Broward County, FL = 4.3 |
| ▶ Scottsdale, AZ = 4.3 | Houston, TX = 4.3 |
| ▶ San Francisco, CA = 4.3 | |

Current Staffing - Fire Engines



- 1 - Captain
- 1 - Driver Engineer

Current Staffing - Rescues



- 1 - Rescue Supervisor
- 2 - Firefighter Paramedics

Current Staffing - Ladder / Quint



- 1 - Captain
- 1 - Driver Engineer

NFPA Recommended Fire Engine Staffing

- ▶ NFPA 1710 Chapter 5.2.3.1.1 recommends:
- ▶ “these companies shall be staffed with a minimum of four on-duty members”

7



2



2



3



1

90



3

Current Staffing
= 16 Positions

60



2



3

Current Problem



1 - Captain



1 - Driver
Engineer

- ▶ NFPA 1710 Chapter 5.2.4.1.1(3)
- ▶ “each hand line shall be operated by a minimum of two members to effectively and safely maintain the line”



Solution



1 - Captain
Add a Firefighter



1 - Driver
Engineer

NFPA 1500

- ▶ Chapter 8.6.4:
“members operating in hazardous areas at emergency incidents shall operate in crews of two or more”
- ▶ Chapter 8.6.7:
“at least 2 members shall be present outside the hazardous area available for assistance or rescue at emergency operations. (2 in - 2 out rule)”

7



90



Proposed Staffing
= 19 Positions

60



Current Staffing

- ▶ Current Daily Staffing: 16 positions
- ▶ To determine appropriate total Department staffing:
 - ▶ Daily Positions 16
 - x 4.3 Staffing Relief Factor
 - = 68.8 (69) Total Dept. Personnel
- ▶ Current Total Department Staffing = only 67
- ▶ We're short 2 position prior to the grant.

Proposed Staffing

- ▶ Add 1 firefighter position per fire truck
- ▶ Equals 3 additional positions per shift (3 fire trucks)

▶ Current Daily Staffing 16

▶ New Positions + 3

New Daily Staffing 19

Proposed Staffing

▶ New Daily Staffing of	19
▶ Multiplied by SRF	<u>x 4.3</u>
▶ New total Dept staffing	81.7 (81)

Proposed Staffing

- ▶ New total Dept. Staffing of 81
- ▶ Current total Dept. Staffing - 67
= 14 personnel
- ▶ We need 14 additional personnel

Applying for the SAFER grant

SAFER Grant Funding, Match and Other Costs Estimate

1 Position (Years 1-3)

Year	Base Salary	Benefits	Base + Benefits	Grant Request	Mandatory Match	Equipment	COLA & Merit	Total	Actual City Share
1	58,656	76,878	135,534	101,651	33,884	3,500	-	3,500	37,384
2	61,589	80,722	142,311	101,651	33,884	-	6,777	6,777	40,660
3	64,668	84,758	149,426	47,437	88,097	-	13,892	13,892	101,989
	184,913	242,358	427,271	250,738	155,864	3,500	20,669	24,169	180,033

1 Position (Year 4 - Cost after Grant)

Year	Base Salary	Benefits	Base + Benefits
4 [6]	67,902	88,996	156,898
	67,902	88,996	156,898

14 Positions (Year 1-3)

Year	Base Salary	Benefits	Base + Benefits	Grant Request	Mandatory Match	Equipment	COLA & Merit	Total	Actual City Share
1	821,184	1,076,292	1,897,476	1,423,107	474,369	49,000	-	49,000	523,369
2	862,243	1,130,107	1,992,350	1,423,107	474,369	-	94,874	94,874	569,243
3	905,355	1,186,612	2,091,967	664,117	1,233,359	-	194,491	194,491	1,427,851
	2,588,783	3,393,011	5,981,793	3,510,331	2,182,097	49,000	289,365	338,365	2,520,462

14 Positions (Year 4 - Cost after Grant)

Year	Base Salary	Benefits	Base + Benefits
4	950,623	1,245,943	2,196,566
	950,623	1,245,943	2,196,566

Financial Summary

▶ Calculations based on annual cost per position of:	\$135K
▶ Federal Funding Request:	\$3.5M
▶ Mandatory City Match (salary & benefits only):	\$2.2M
▶ Other City Costs (equipment, COLA, merit increases):	\$340K
▶ Total City's Share:	\$2.5M
▶ Total Cost of 14 positions: (\$3.5M + \$2.2M + \$340K)	\$6M
▶ Estimated Year 4 Cost, after the grant ends:	\$2.2M