

Memorandum

City of Lawrence

Fire Medical

TO: David L. Corliss, City Manager

FROM: Mark Bradford, Fire Chief

**CC: Cynthia Wagner, Assistant City Manager
Diane Stoddard, Assistant City Manager**

DATE: May 13, 2011

RE: Request for additional personnel

Fire Medical is requesting six new firefighter positions: three for staffing Truck 5 to meet national staffing standards and three to cover current staffing accrued leave.

Truck 5 Staffing

Truck 5 replaced the city's only ladder truck, which had been cross-staffed with the technical rescue truck to provide the most efficient service level to the public. Three firefighters were assigned to cross-staff these vehicles; however, we have found that this is not sufficient to support the number of calls we respond to. We do not currently have auto aid nearby to help with staffing these units when situations arise, which may cause a response delay and may result in operations being moved from a rescue effort to a recovery effort.

The cost associated with hiring three EMT-I firefighters is **\$156,033.52** and breaks down as follows:

Salaries	\$127,995.94
Holiday Pay	\$4,747.10
Life Insurance	\$87.00
KP&F	\$21,238.89
Unemployment	\$39.82
FICA	\$1,924.77
TOTAL	\$156,033.52

Current Staffing Accrued Leave

Under our current practices, Extraboards (usually three per shift, when available) are used to cover staffing absences for operations-level members. When the pool of Extraboards has been exhausted, we initiate overtime callback procedures. We frequently must resort to overtime callback in order to meet minimum staffing guidelines. Hiring three additional firefighters will

reduce the amount of overtime needed to meet minimum staffing guidelines and would save the City approximately **\$127,274.96**.

Cost of 8,736 hours of OT @ \$32.43/hr =	\$283,308.48
Minus cost of 8,736 hours of new employee rate =	<u>-\$156,033.52</u>
SAVINGS	\$127,274.96

It is an inarguable fact that it costs less to have a full time employee work a given number of hours than it does a full time employee working overtime for those same number of hours. Hiring three additional full time employees will significantly reduce overtime while maintaining the hour availability for Extraboarders.

Conclusion

The total cost for hiring six firefighters, three to staff Truck 5 and three to address accrual leave issues, is **\$312,067.05**. We are requesting permission to proceed with the plan to hire six additional firefighters.

Salaries	\$255,991.88
Holiday Pay	\$9,494.20
Life Insurance	\$174.00
KP&F	\$42,477.77
Unemployment	\$79.65
FICA	\$3,849.55
TOTAL	\$312,067.05