

Plan to Implement Fire Ad Hoc Staffing Recommendations

August 24, 2023

Budget Workshop Presentation

Presentation Overview

- Fire Ad Hoc Committee staffing recommendation
- Recruit class start and completion timeline
- FY24 Authorized Strength
- FY 24 Projected Attrition and plan to stay ahead

Fire Ad Hoc Committee Recommendations

- Hire 70 sworn firefighter positions and six (6) civilians
- Established baseline staffing for Fire's Non-Operational divisions

Division	Positions	Description
Fire Preventions Bureau	11	Fire Inspectors
Fire Investigations	9	Arson/Bomb
Fire Training Division	15	Fire Instructors
Fire Alarm Office	6	Fire Dispatch
Fire Chief's Office	2	PIO/Chaplain
Executive Services	2	Professional Standards/Hiring
Operations Admin	4	Medic 1/Supervisor
Community Risk Reduction	1	Hope Team Supervisor
Fire Operations	20	Batt 8 (3), Gear 1 (3), VR (14)
Total Sworn	70	
Civilians	6	
Total Civilians	6	
Total Fire Position Recommendation	76	

FWFD Hiring Needs and Projected Attrition- FY24

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|-------------------------|-------------------------------------|
| • CY23 Attrition | 25 Positions (14 current vacancies) |
| • CY24 Attrition | 25 Positions |
| • Ad Hoc Staffing Study | 70 New Positions |
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| • Grand Total | 120 Positions to fill in FY24 |

Timeline to Implement Recommendations

- September 25, 2023- Recruit Class 93/94 Begin
 - 60 Recruits (10 fast-track certified (Class 93), 50 certification course (Class 94))
 - Remaining eligible candidates will be moved to next recruit class
- Fall 2023- Civil Service Exam Administered
- February 2024- Recruit Class 95/96 Begins
 - 60 Recruits (10 fast-track certified (Class 95), 50 certification course (Class 96))
 - Remaining eligible candidates will be moved to next recruit class (FY25)
- May 2024- Recruit Class 94 graduation
 - Actual department strength increased to 1014
- September 2024- Recruit Class 96 graduation
 - Actual department strength increased to 1049

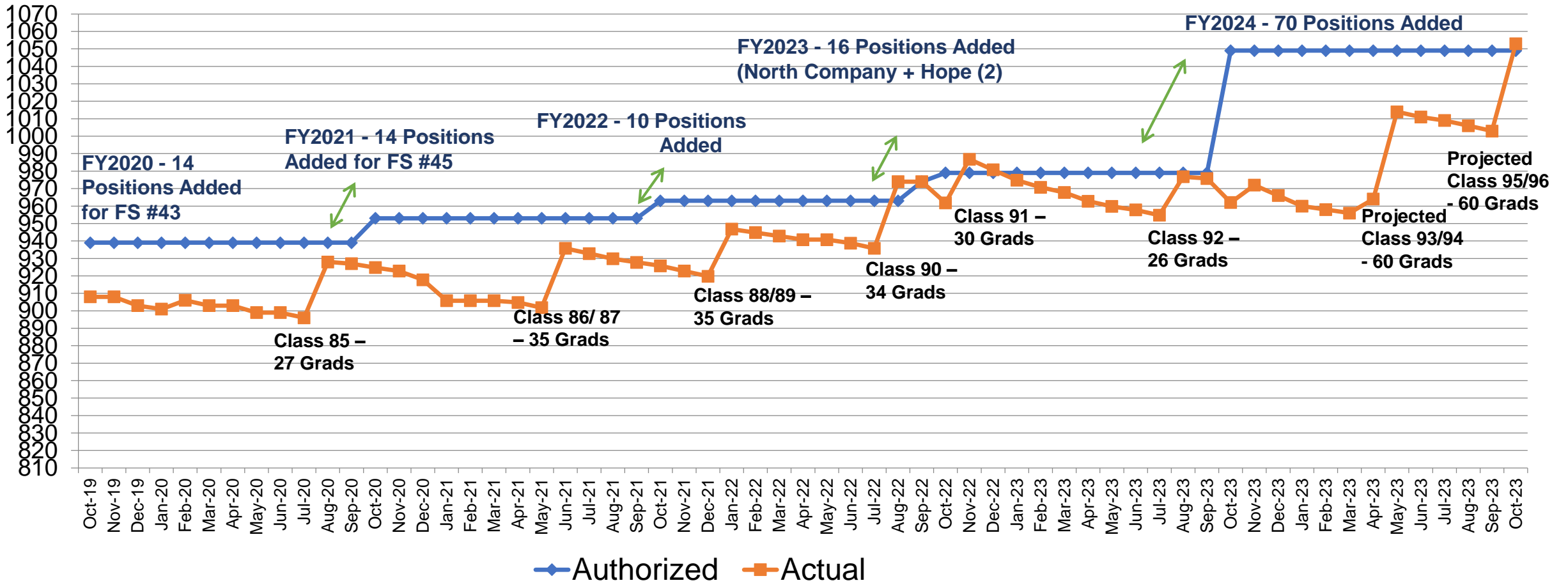
FY24 Authorized Strength

- Fire is projected to be fully staffed at authorized strength by September 30, 2024

	FY23	New Positions	FY24
20% Vacation Relief Ratio	133	14	147
Operations	744	6	750
Total Operations	877	20	897
Total Non-Operations	102	50	152
Total Sworn Authorized Strength	979	70	1,049



FWFD Civil Service Staffing – History



Next Steps

- Complete hiring process for Class 93/94
- Monitor department attrition and recruit drop-out rate
- Prep for next entrance exam and hiring process for Class 95/96

Thank you!