



The Town *of* Davidson

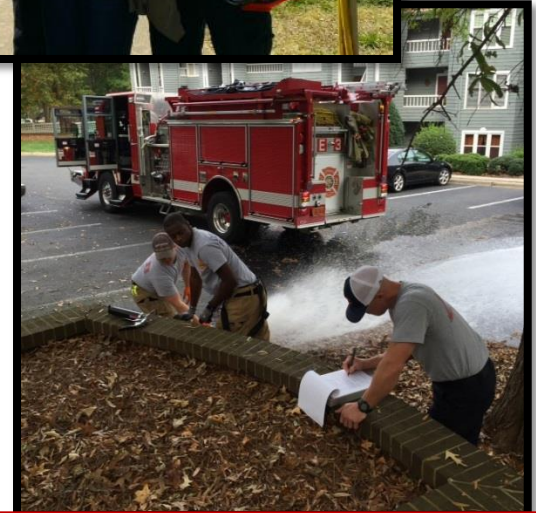
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Davidson Fire Department Staffing Plan

FY 2017 Staffing Needs

Where we are...

- One staffed engine company 24/7
- Staffing consists of:
 - 1 Captain
 - 3 Firefighters
 - One of the three firefighters fills the role of driver/operator



Why Four?

- Four firefighters is a magic number in the fire service
 - ISO requirements
 - OSHA / NFPA “2 in / 2 out” rules
 - Standard fire scene functions
 - EMS protocols for priority patients

Part-Time Staffing Model

- Advantages
 - Lower cost (no paid benefits)
 - Very experienced staffing
 - Members possess required certifications when they are hired

Part-Time Staffing Model

- Disadvantages
 - 1000-hour limitation for part-time employees
 - 12-15 members needed to fill 1 position
 - Currently at 58 part-time employees
 - Costs of equipment
 - Reduced comfort level with apparatus
 - Pick and choose scheduling creates staffing challenges on holidays / weekends

Need For Increased Staffing

- Station 2
 - Target completion date is Summer 2017
 - Requires a minimum of 6 firefighters total at both stations
 - Need to increase staffing prior to Station 2 opening
 - Work out staffing kinks
 - Any staffing shortages need to be corrected before we actually open Station 2
 - Request funding to staff second company beginning January 1, 2017

Need For Increased Staffing

- Cited in 2015 Staffing Study
 - Noted need for full-time drivers in the next 2-3 years
 - Noted need to staff 4 firefighters per company

“The growth in population on the east side of Town will require additional staffing if a second station is opened or a joint facility is built with the Town of Huntersville. While there is no immediate need to staff beyond the second company, the Chief’s plan to add a fourth position to each company in the next year or so is appropriate. The Town will continue to assess the cost of part-time versus full-time staffing, and the appropriate time that adding full-time staff will be cost effective. The Town will also explore the availability of grant funds that might support hiring additional staff for the Fire Department”

Staffing for FY2017

Currently funded staffing

- 1 Engine Company
 - 2 Part-time Captains
 - 3 Part-time Firefighters

Recommended staffing

- 2 Engine Companies
 - 2 Part-time Captains
 - 3 Part-time Firefighters
 - **1 Full-Time Driver / Operator**

Current vs. Recommended

- Five part-time positions currently in FY 2017 budget
- Three firefighters to fill one full-time position = \$165,000
- If additional positions are filled on January 1, 2017, the additional cost would be \$25,500
- Option: 1 additional part-time position = \$114,000
 - Up to 20 new employees + equipment

Beyond FY2017

FY 2018

Station 1

- 1 Engine Company
 - 1 Part-time Captain
 - 1 Part-time Firefighter
 - 1 Full-time Driver / Operator

Station 2

- 1 Engine Company
 - 1 Part-time Captain
 - 2 Part-time Firefighters
 - 1 Full-time Driver / Operator

Any Questions?



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