



# Fire: Addition to Staff, Including Benefits

Article Number 7

# Summary

- Seeking support in the hiring of full time staff members for increased coverage on nights and weekends.
- By adding the additional 1 EMT/FF in January 2022, 50% of our shifts now have the appropriate coverage of three members per shift
- Current staffing model still only has the two person shift of one full time EMT/FF and one per diem EMT/FF for the other 50% of the time.
- This current 2 person staffing model was implemented in 1988.
- When called to service on these two person shifts, 100% of staff is engaged in the emergency, leaving the town uncovered for any additional emergencies.

# Call Comparison

	<b>1988</b>	<b>2020</b>	<b>2021</b>
Population	~3300	~5100	~5500
Total Calls	525	1362	1482
Medical Calls	Not Available	513	573

SAFER



Staffing for Adequate Fire &  
Emergency Response Grants



FEMA

## Solution: SAFER Grant

*(Staffing for Adequate Fire & Emergency Response)*

- 3-Year Federal Funding for 2 Full-Time EMTs/Firefighters
  - Salary
  - Health Benefits
  - Fringe Benefits (retirement, Medicare, etc.)
  - Uniform Allowance
- Grant applied for and pending

# Staffing Models for EMTs/Firefighters

## Current Staffing

Mon-Fri (day shift 50% of the time)



Nights/Weekends (50 % of Time)



## Proposed Staffing

24/7/365



For each **Full-Time** EMT/Firefighter



For each **Per Diem** EMT/Firefighter

# Staffing Model Comparison

## Two Person Shift

- Any call for service, ties up the entire duty crew until they are able to clear a scene.
- Average time of a medical call is approximately one hour.
- For fire calls, it does not leave a firefighter on the outside of the building to perform critical safety functions.

## Three Person Shift

- Ability would exist to respond to a 2<sup>nd</sup> medical with call/mutual aid personnel, getting personnel to the scene quicker.
- For fire calls, leaves the officer in charge outside the building to make critical decisions based on their scene size-up.

# 3 vs 2



# Possible Scenario Based on Grant Outcome and Support of this Article

## IF SAFER GRANT AWARDED

- Increases to minimum of three person staffing on ALL shifts.

### Funding this article

- Not Applicable and funds will be returned to free cash.

## IF SAFER GRANT NOT AWARDED

- Half of shifts remain as 2-person shifts on nights, without additional funding.

### Funding this article

- Covers the addition of a Full Time EMT/Firefighter, effective January 1, 2023, leaving only one 2-person shift.



# 2022 SAFER Grant Opportunity: 2 Full-Time EMT/Firefighters

	<b>Grant Reimbursement</b>	<b>Town Cost</b>
Year 1 *	<b>100%</b>	0%
Year 2	<b>100%</b>	0%
Year 3	<b>100%</b>	0%
Year 4		50%
Year 5		100%

\*Grant Reimbursement follows the Calendar Year.

Year 4 is 50% of the cost because of the January start date



*Please support the safety of our residents, our neighbors, and our staff.*

