



# TRUCKEE MEADOWS FIRE PROTECTION DISTRICT

## STAFF REPORT

Board Meeting Date: February 25, 2020

**DATE:** February 7, 2020

**TO:** Truckee Meadows Fire Protection District Board of Fire Commissioners

**FROM:** Charles A. Moore, Fire Chief  
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**SUBJECT:** Recommendation to reinstate three (3) frozen Firefighter/Paramedic positions, three (3) frozen over-hire Firefighter positions. create one (1) additional Firefighter/Paramedic position and two (2) over-hire firefighter/Paramedic positions, each having an annual salary range of \$62,957.44 to \$81,943.68 for a total cost including benefits for all positions for the remainder of FY19/20 is estimated at \$324,000. (All Commission Districts) FOR POSSIBLE ACTION

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### SUMMARY

Recommendation to reinstate three (3) frozen Firefighter/Paramedic positions, three (3) frozen over-hire Firefighter positions. create one (1) additional Firefighter/Paramedic position and two (2) over-hire firefighter/Paramedic positions, each having an annual salary range of \$62,957.44 to \$81,943.68 for a total cost including benefits for all positions for the remainder of FY19/20 is estimated at \$324,000.

### PREVIOUS ACTION

February 19, 2019, The Board approved a reclassification of one (1) Firefighter/EMT position to the position of EMS Coordinator

May 21, 2019, the Board of Fire Commissioners approved freezing of three (3) Firefighter/Paramedic positions and three (3) over-hire firefighter/Paramedic Positions.

### BACKGROUND

The reinstatement of these three (3) frozen Firefighter/Paramedic positions is to open positions within the District that were frozen through attrition, for the purpose of creating temporary cost-savings. The additional creation of one (1) additional Firefighter/Paramedic is to replace this position that was previously reclassified to create the District's EMS coordinator position. The District now has revised fiscal numbers for this year and has determined that filling these positions is financially sustainable and will result in a reduction in overtime that was being caused by filling these vacancies.

The District currently has several other vacancies that have been caused by attrition, so all these positions will collectively be filled through the hiring of new Firefighters that are tentatively scheduled to attend the District's Spring/Summer 2020 fire academy.

In addition, the district is unfreezing three (3) over-hire positions and creating two (2) additional over-hire positions that will allow the District to hire and train several additional firefighters to replace anticipated departures and retirements. The timeframe for on-boarding, completion of the academy, and post-academy orientation that is necessary to have a Firefighter "line ready" is approximately 6 months.

By creating the additional over-hire positions, the District anticipates having all positions filled at the completion of the training process, and possibly deferring any additional academy needs for a longer period of time.

### **FISCAL IMPACT**

The total FY20 cost for the Firefighter/Paramedic Positions is estimated at \$144,000 including benefits which will be paid with one-time cost savings, the over-hire positions total estimated cost, if all are filled is approximately \$180,000 bringing the total estimated cost for all positions not to exceed \$324,000. In FY21, the additional positions will offset overtime once training is complete

### **RECOMMENDATION**

It is recommended that the Board to reinstate three (3) frozen Firefighter/Paramedic positions, three (3) frozen over-hire Firefighter positions. create one (1) additional Firefighter/Paramedic position and two (2) over-hire firefighter/Paramedic positions, each having an annual salary range of \$62,957.44 to \$81,943.68 for a total cost including benefits for all positions for the remainder of FY19/20 is estimated at \$324,000.

### **POSSIBLE MOTION**

Should the Board agree with staff recommendation, a possible motion could be:

*“I move to reinstate three (3) frozen Firefighter/Paramedic positions, three (3) frozen over-hire Firefighter positions. create one (1) additional Firefighter/Paramedic position and two (2) over-hire firefighter/Paramedic positions, each having an annual salary range of \$62,957.44 to \$81,943.68 for a total cost including benefits for all positions for the remainder of FY19/20 is estimated at \$324,000.”*