

Fire & EMS PT-FT Employee Work Session



1. Convert 12 PT AEMT positions into 12 FT AEMT positions
2. Add 4 FT AEMTs to each 48/96 platoon (A,B,C)
3. Reduce PT staffing requirements daily from 6 to 2
4. Reduce needed PT EMS employees from 60 to 20
5. Consider making some or all of these changes in January 2024



CURRENT STAFFING MODEL

Station 61

Squad 61—2 FT Firefighter/Paramedics; 24/7/365

Ambulance 61—2 PT AEMTs; 24/7/365

Ambulance 63—2 PT AEMTs; 24/7/365

Station 62

Squad 62—2 FT Firefighter/Paramedics; 24/7/365

Ambulance 62—2 PT AEMTs; 24/7/365

Currently SFFE has 58 PT employees. This staffing model requires each PT employee to work an average of 100 hours per month to fulfill staffing requirements.

This situation is not feasible to do in today's Fire & EMS employee market, resulting in apparatus not being staffed. The standard in departments within Utah is a minimum of 48 hours per month.





All assignments shown (12)

Search...

TimelineView

ListView

Bulk Change

More options



today



month

week

day

Next A Shift day

today



A SHIFT

NOTES

Cassidy Thorpe from HR-ride along. 730-5 @61(KH)

is Tour of Station 62 @ 19:30 hours. This is a tour for Mayor Menndennall's wife Amber. Her contact information is 801-



COMMAND STAFF

Administration 4

7:30 - 17 (9 hrs 30 min)

Jason Turner PM FF

Krista Horting AEMT FF

Kristina Reid AEMT FF

Lydia James 08 - 17 (9 hrs)

08 - 17 (8 hrs)

Battalion Chief 1/1

7 - 7 (24 hrs)

Jon Grangroth AEMT BC

+ SCHEDULE YOURSELF

STATION 61

Ambulance 61 2/2

7 - 7 (24 hrs)

Morgan Carter AEMT

Tyler Dudley

Sarah Kwok EMT

+ SCHEDULE YOURSELF

Squad 61 2/2

7 - 7 (24 hrs)

Ann Dearden A Shift PM FF

Bryant Wood A Shift AEMT FF

Ambulance 63 Day* 0/2

7 - 19 (12 hrs)

Open slot

Open slot

+ SCHEDULE YOURSELF

STATION 62

Ambulance 62

7 - 7 (24 hrs)

Sydney Nash AEMT

Westley Parker AEMT

+ SCHEDULE YOURSELF

Squad 62 2/2

7 - 7 (24 hrs)

Jerry Brown A Shift PM FF

AEMT Brendan Jensen

07 - 12 (5 hrs)

AEMT Stefania Fox

12 - 07 (19 hrs)

Engine/Rescue Day

5 - 19 (14 hrs)

+ SCHEDULE YOURSELF

HER ON-DUTY

0

AVAILABILITY

Available to work 0

7 - 7 (24 hrs)

+ SCHEDULE YOURSELF

24 Day Pay Period

0 - 23:59 (575 hrs 59 min)

14 Day Pay Period

0 - 23:59 (335 hrs 59 min)

Employees Off

Eddie Hales (Education Leave)

From assignment: Administration
11/07 07:00 - 11/07 17:00

McKinna Coombs (Sick leave (FT))

From assignment: Squad 62
11/07 07:00 - 11/08 07:00

Tyler Dudley (Trade time)

From assignment:
11/07 07:00 - 11/08 07:00
Morgan Carter

Brendan Jensen (Trade time)

From assignment:
11/07 19:00 - 11/08 07:00
Brian Jensen

+ Add

Chat with an Exp...

CURRENT STAFFING MODEL

Station 61

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Ambulance 61—2 PT AEMTs; 24/7/365

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Ambulance 62—2 PT AEMTs; 24/7/365

Currently SFFE has 58 PT employees. This staffing model requires each PT employee to work an average of 100 hours per month to fulfill staffing requirements.

This situation is not feasible to do in today's Fire & EMS employee market, resulting in apparatus not being staffed. The standard in departments within Utah is a minimum of 48 hours per month.



CURRENT STAFFING MODEL

- 35,040 hours of coverage for two ambulances (61 and 62)
 - A third ambulance (63) is staffed 12 hours / day, if available
 - Roughly 8,760 hours per year
- PT employees required to work a minimum of 48 hours per month
- \$654,271 budgeted for PT hours
- \$66,801 budgeted for PT benefit costs

- \$721,073 budgeted for PT AEMT employees
- Some additional funds used in clothing and gear accounts



Staffing Model With Conversion To 6 FTE's

Station 61

Squad 61—2 FT Firefighter/Paramedics; 24/7/365

Ambulance 61—2 PT AEMTs; 24/7/365

Ambulance 63—2 PT AEMTs; 24/7/365

Station 62

Squad 62—2 FT Firefighter/Paramedics; 24/7/365

Ambulance 62—2 FT AEMTs; 24/7/365



Staffing Model With Conversion To 12 FTE's

Station 61

Squad 61—2 FT Firefighter/Paramedics; 24/7/365

Ambulance 61—2 FT AEMTs; 24/7/365

Ambulance 63—2 PT AEMTs; 24/7/365

Station 62

Squad 62—2 FT Firefighter/Paramedics; 24/7/365

Ambulance 62—2 FT AEMTs; 24/7/365



Current Hours And PT Employees Needed

- Staff three ambulances 24/365
- 52,560 total hours needed to be staffed every year by PT EEs.
 - 6 AEMT Positions
- PT EEs working maximum hours = **36** PT EEs
- PT EEs working minimum hours = **94** PT EEs
- Current experience is that only 4 EMTs work the max.
 - The average SFFE PT EMTs work ~ 75 hours/month
 - We could expect to need **60** PT EEs to meet demand
 - We currently have 58 PT EMT's on staff

These are ideal numbers, with that said we are not meeting minimum staffing regularly with 58 PT EEs.



Initial Employee Cost Experience

- Since August we have hired 19 new PT EMT's
 - 40 Hours Training: \$680.00 (wages) x 19 EE's = \$12,920
 - Outfitting: \$930 (clothing & gear) x 19 EE's = \$17,670
 - Total = \$30,590
 - * Does not include staff cost to interview, conduct physical fitness test, hire, and conduct the 40 hours of training.
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- If we assume that half our PT staff turns over each year:
 - New Hire Training: 30 x \$680 = \$20,400
 - New Hire Outfitting: 30 x \$930 = \$27,900
 - Total = \$48,300



Hours And PT Employees Needed If Converting To 6 FT Employees

- Staff One Ambulance with FT (2 Positions) and Two Ambulances with PT (4 positions)
- 35,040 hours still need to be staffed with PT EEs every year.
- PT EEs working maximum hours = **24** PT EEs
- PT EEs working minimum hours = **61** PT EEs
- SFPE Average Experience of 75 hours / month
 - We could expect to need **40** PT EEs



\$\$ Needed If Converting To 6 FT Employees

- Cost of ONE PT position (at least 6 PT EE's to cover A, B & C Shift)
 - \$183,861 (salary and benefits)
- Cost of ONE FT position (3 FT EE's: A, B & C Shift)
 - \$314,392 Annual (salary and benefits)
 - Difference of \$130,530 per position
- Net Annual Increase to Convert 2 PT Positions to 2 FT Positions
 - \$261,060
 - This would convert at least 12 PT people to 6 FT people
 - The SFFE Average experience would suggest reduced staffing by 20 individuals



Hours And PT Employees Needed If Converting To 12 FT Employees

- Staff TWO Ambulances with FT (4 Positions) and ONE Ambulance with PT (2 positions)
- 17,520 hours still need to be staffed with PT EEs every year.
- PT EEs working maximum hours = **12** PT EEs
- PT EEs working minimum hours = **31** PT EEs
- SFFE Average Experience of 75 hours / month
 - We could expect to need **20** PT EEs



\$\$ Needed If Converting To 12 FT Employees

- Cost of ONE PT position (at least 6 PT EE's to cover A, B & C Shift)
 - \$183,861 (salary and benefits)
- Cost of ONE FT position (3 FT EE's: A, B & C Shift)
 - \$314,392 Annual (salary and benefits)
 - Difference of \$130,530 per position
- Net Annual Increase to Convert 4 PT Positions to 4 FT Positions
 - \$522,121
 - This would convert at least 24 PT people to 12 FT people
 - The SFFE Average experience would suggest reduced staffing by 40 individuals



2023: CONTIGUOUS INCIDENTS IN PROGRESS

Calls in Progress

Jan 01, 2023 12:00 AM to Dec 31, 2023 11:59 PM



Calls in Progress	Occurrences	% of Occurrences	Hours	% of Hours
0 Calls In Progress	1,887	30.60%	4,746.16	64.89%
1 Call In Progress	2,830	45.89%	2,047.52	27.99%
2 Calls In Progress	1,162	18.84%	455.93	6.23%
3 Calls In Progress	244	3.96%	60.60	0.83%
4 Calls In Progress	33	0.54%	3.48	0.05%
5 Calls In Progress	8	0.13%	0.53	0.01%
6 Calls In Progress	2	0.03%	0.14	0%
7 Calls In Progress	1	0.02%	0	0%
Totals	6,167	100%	7,314.37	100%

* Current as of 11/1/2023 at 16:45 hours.

Note: 0 Calls in Progress means 1 unit is on a call.

1 Call in Progress means 2 incidents are happening simultaneously.

2 Calls in Progress mean 3 incidents are happening simultaneously.



1. To find 60 to 94 PT EE's that are fully contributing/experienced assets in today's EMS market is very difficult.
2. Our turnover experience of PT EEs requires constant hiring and training to be done. This in turn takes time away from other staff and their other responsibilities. Continuity of crews allows for
 - a. Better emergency outcomes, and
 - b. Higher EE morale.
3. We have lost 2 FT EEs already due to PT EE staffing issues (i.e., constant turnover, training, and inexperienced staff).
 - a. Feedback from other FT EE's indicate that we can lose more, because they can find more crew consistency at other agencies.



Budget Considerations

- Convert 1 Ambulance (AKA 2 positions) to FT Employees
 - \$261,060 Annual Increase
- Convert 2 Ambulances (AKA 4 positions) to FT Employees
 - \$522,121 Annual Increase
 - Make one of these ambulance and FF/EMT position
 - Additional \$86,175 increase or a total of \$608,296 Annual increase
- Staff Ambulance 63 at 24/365 Level
 - \$183,861 Annual Increase
- Half the Fiscal Year remaining (starting in January)
 - Convert 6 EE's in January and another 6 EE's in March or April
- Estimated \$400k in additional ambulance revenue expected in FY 24



Budget Considerations

- \$721,073 Budgeted for PT AEMT employees
- \$1,711,465 Needed to Staff 2 Ambulances at FT and 1 PT Ambulance - 24/365
- \$1,527,603 Needed to Staff 2 Ambulances at FT and 1 PT Ambulance - 12/365
- Can Fund changes to 4 Positions in January and March with Increased Ambulance Revenue in FY 24
 - Keep Ambulance 63 at 12/365
- Cannot Fully Fund Ambulance 63 in FY 25 at 24/365
 - Can Fund at least 12/365
 - Have 6 Months to understand revenues and priorities to consider adding the other 12 hours



Recommendations

- Fund changes to 4 Positions (Ambulances 61 & 62) or 6 new FT EE's in January and another 6 FT EE's in March with increased Ambulance Revenue in FY 24
 - Keep Ambulance 63 at 12/365
- Take next 6 Months to understand revenues, call needs for Ambulance 63 and city-wide priorities before adding the other 12 hours to Ambulance 63



QUESTIONS?



COST TO CONVERT 12 PTES TO 12 FTES FOR A ½ YEAR & FULL YEAR

[Proposal Form](#)

