

Recruitment, Retention and Salary Adjustments

# South Salt Lake Fire

# Fire Department Daily Operation

- 46 Full time firefighters
- 4 Administrative staff positions
- 25 Part time firefighters
- Minimum daily staffing
  - 13 Full time firefighters
  - 1 Part time firefighter
  - 1 Battalion Chief
  - Two engines, one ladder truck, two ambulances, one BC truck

# Fire Department Daily Operation



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# Fire Department Daily Operation



# Similar Issues

- Wages
- Legislative changes with URS pension
- Improved economy
- Burn-out/demographics
  - Work load – Per-capita we are the busiest department in the state
- Work/life balance (56 hrs/wk for SSLFD and 20 hrs/wk at a part time job)
- Initial cost of training one employee to begin their career is \$12k

# Different Issues

- Public perception
  - National news media coverage
  - Public generally has positive interactions with FD
- Recruitment
  - Applicant numbers are down significantly
  - Making efforts to recruit diversity
- Retention
  - Fire service is not recruiting employees between agencies presently

# Different Issues

- Part Time Firefighters
  - Hire our full time firefighters from our part time program
  - Since July of 2014 we have lost 21 part time firefighters.
  - Have gone to other full time departments

# Employee Example

- 2008 Unified Fire did a FF/PM hire, offering one-for-one seniority and wages
  - SSLFD lost eight FF/PMs

# Employee Example

- 2015 SSLFD FF/PM is at a step 5 in our pay scale and he should be at step 11
  - Annual salary is \$50,544 – step 5
  - Annual salary should be \$63,168 – step 11

# Employee Example

- 2015 Unified Fire FF/PM annual salary is \$61,000 (UFA is not highest in the valley)
- A difference of \$10,456

# What Have We Done

- Formed the Metro Fire Consortium consisting of South Salt Lake, Murray, Sandy, West Jordan, South Jordan, West Valley, Bluffdale
  - Some protection from the large fire agencies
  - Combined purchasing power
  - Joint training
  - Joint recruitment

# Results of our Efforts

- Since 2008 we haven't lost a full time firefighter to another Salt Lake valley agency
- 2013 Unified Fire did another FF/PM hire & SSLFD employees turned down job offers (they want to work here)

# What We Need To Do

- Make up for missed step increases
  - Sworn personnel only (38 of our 50 sworn personnel need adjusting)
  - Small percentage will go to senior staff
- \$376,224 for the remaining FY
  - Large number is the result of dedicated employees staying with the city through hard times