





LFD Staffing

- 22 Engine Companies
- 7 Ladder Companies
- 9 Emergency Care Units
- 1 Heavy Rescue Company
- 1 Hazardous Materials Team Leader



Daily Required Staffing

1.13.13		required	assigned
Engines	22	66	75
Ladders	7	21	24
Buggies	9	27	26
RS1	1	3	3
210	1	1	0
220	1	1	1
Float officers			5
Staff	6	6	3
		124	137
Shift Margin			13



“Magic Number”

Shift Margin			13
LD, DL, SW, FMLA			
Firefighter A	DL	1	
Firefighter B	FMLA	1	
Firefighter C	ML	1	
Firefighter D	LD	1	
Firefighter E	LD	1	
Firefighter F	LD	1	
			6
MAGIC NUMBER			7
CBA mandates	21 Benefit	FF, Lt. Capt	
CBA mandates	3 Benefit	Major, Batt. Chief	



SAPA Plan

- No more than 3 Engine Companies taken out of service each day due to staffing shortages
- Ladder Companies and Emergency Care Units (Advance Life Support Ambulances) are exempt.
- Engines taken out on rotating basis
- Distribution of companies out of service designed to avoid more than one Engine Company for any given Structure Fire assignment at a time.



Rotation order

		Date	Hours			Date	Hours			Date	Hours
Engine 12	Blue	07/21/12	0700-0700	Engine 12	Green	07/29/12	0700-1900	Engine 12	Green	08/07/12	0700 - 0700
Engine 5	Red	07/22/12	0700-0700	Engine 5	Blue	07/30/12	0700-1900	Engine 5	Blue	08/08/12	0700-0700
Engine 18	Red	07/22/12	0700-0700	Engine 18	Blue	07/30/12	0700-0700	Engine 18	Blue	08/08/12	0700-0700
Engine 23	Red	07/22/12	0700-0700	Engine 23	Blue	08/05/12	0700-0700	Engine 23	Green	08/19/12	0700-0700
Engine 8	Green	7/23/2012	0700-0700	Engine 8	Green	08/01/12	0700-1600	Engine 8	Blue	08/08/12	0700-1900
Engine 20	Green	7/23/2012	0700-0700	Engine 20	Blue	07/30/12	0700-0700	Engine 20	Red	08/09/12	0700-0700
Engine 1	Blue	7/24/2012	0700-0700	Engine 1	Red	07/31/12	0700-0700	Engine 1	Red	08/09/12	0700-2400
Engine 22	Blue	7/24/2012	0700-0700	Engine 22	Red	07/31/12	0700-0700	Engine 22	Red	08/09/12	0700-0700
Engine 9	Red	7/25/2012	0700-0700	Engine 9	Blue	08/02/12	0700-1900	Engine 9	Green	08/10/12	0700-2400
Engine 10	Red	07/25/12	0700-0700	Engine 10	Blue	08/02/12	0700-0700	Engine 10	Green	08/10/12	0700-0700
Engine 15	Red	07/12/25	0700-0700	Engine 15	Blue	08/02/12	0700-0700	Engine 15	Green	08/10/12	0700-0700
Engine 6	Green	07/26/12	0700 - 0700	Engine 6	Red	08/03/12	0700-0700	Engine 6	Blue	08/11/12	0700-0700
Engine 16	Green	07/26/12	1600 - 0700	Engine 16	Red	08/03/12	0700-0700	Engine 16	Blue	08/11/12	0700-0700
Engine 13	Blue	07/27/12	0700-0700	Engine 13	Red	08/03/12	0700-0700	Engine 13	Blue	08/11/12	0700-0700
Engine 17	Blue	07/27/12	0700-0700	Engine 17	Green	08/04/12	0700-0700	Engine 17	Red	08/12/12	0700-0700
Engine 11	Red	07/31/12	0700-0700	Engine 11	Green	08/04/12	0700-0700	Engine 11	Green	08/13/12	0700 - 0700
Engine 7	Red	07/28/12	0700-0700	Engine 7	Blue	08/05/12	0700-0700	Engine 7	Red	08/12/12	0700-2200
Engine 19	Red	07/28/12	0700-0700	Engine 19	Blue	08/05/12	0700-0700	Engine 19	Red	08/12/12	0700-0700
Engine 2	Red	07/28/12	0700-0700	Engine 2	Red	08/06/12	0700-0700	Engine 2	Green	08/13/12	0700 - 2100
Engine 14	Green	07/26/12	0700-0700	Engine 14	Red	08/06/12	0700-0700	Engine 14	Blue	08/14/12	0700-0700
Engine 21	Green	07/29/12	0700-0700	Engine 21	Red	08/06/12	0700-0700	Engine 21	Red	08/15/12	0700-0700
Engine 4	Green	07/29/12	0700-0700	Engine 4	Green	08/07/12	0700-1200	Engine 4	Red	08/15/12	0700-1200



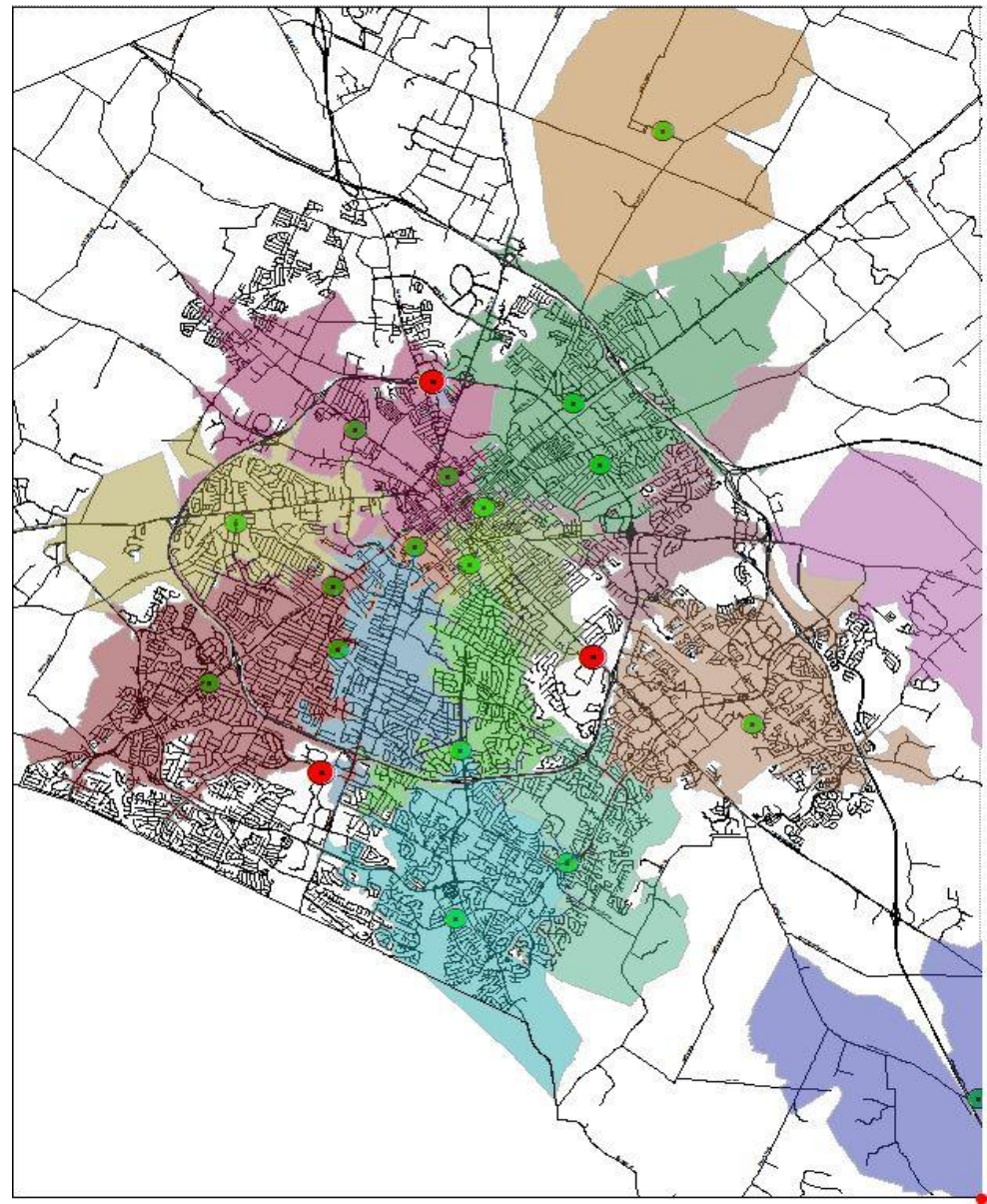
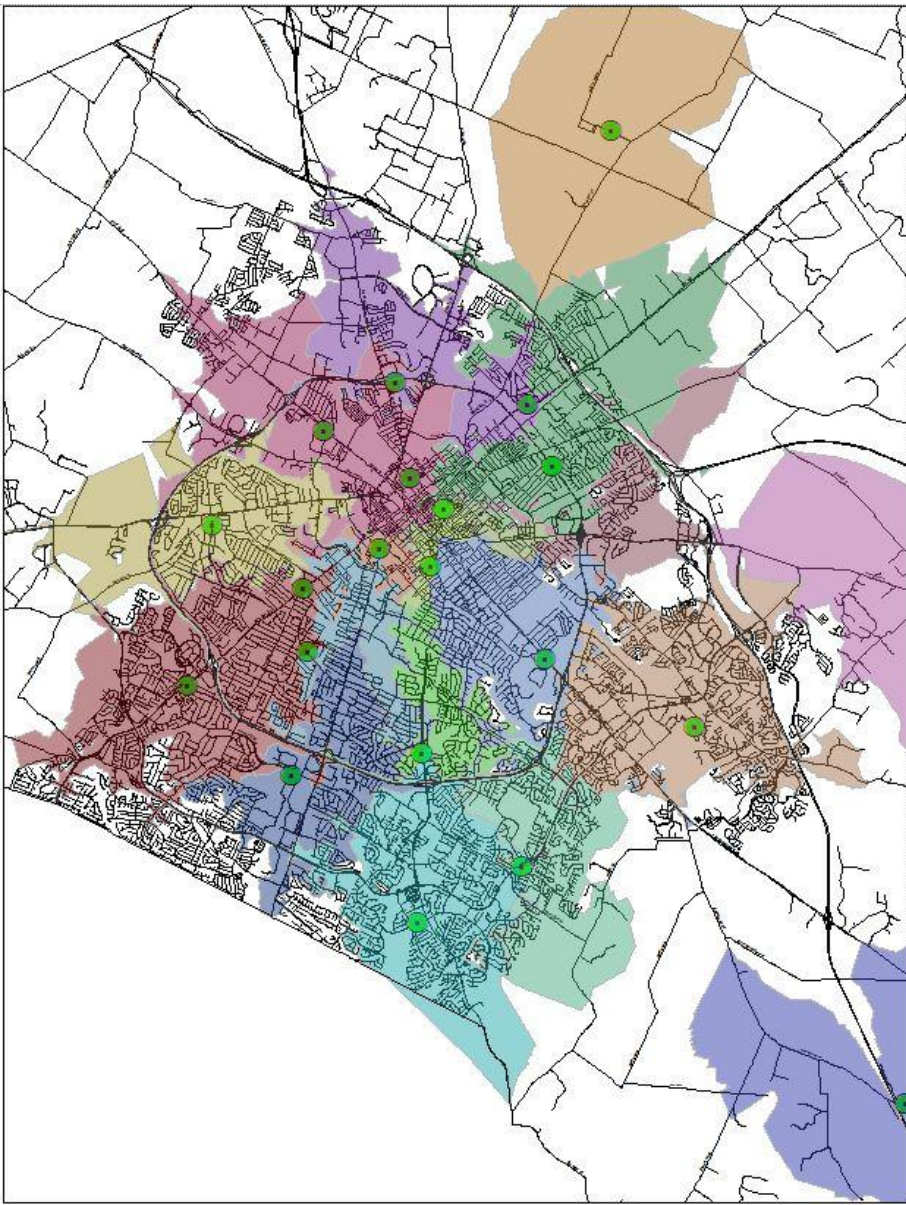
Out Of Service Days

- During calendar year 2012, companies were out of service due to being understaffed 13,738 hours
- Daily average of 37.64 hours per day
- Average of just over 1 ½ companies out of service per day



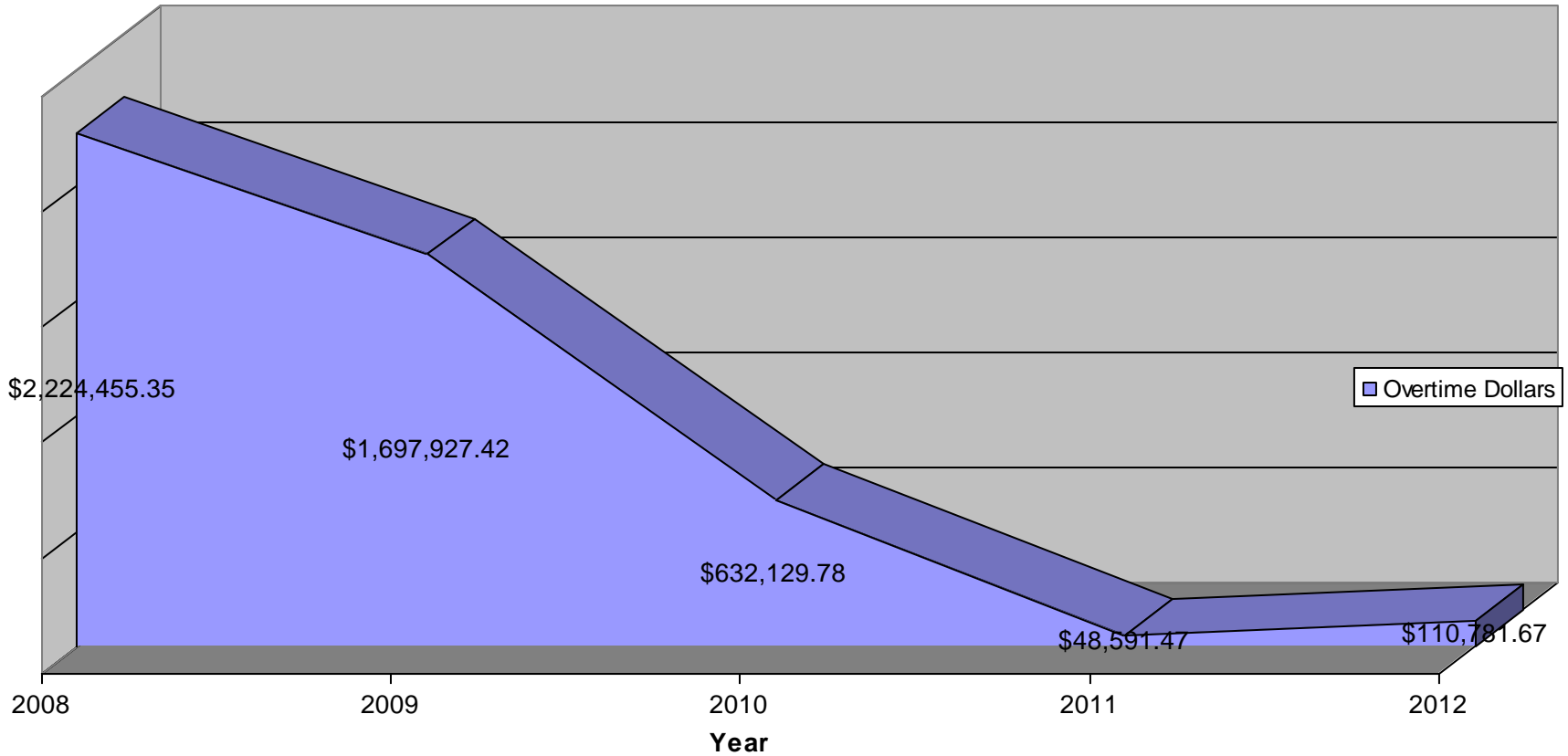
SAPA effect

10 AUG 12 Eng. 9, 10, & 15 oos



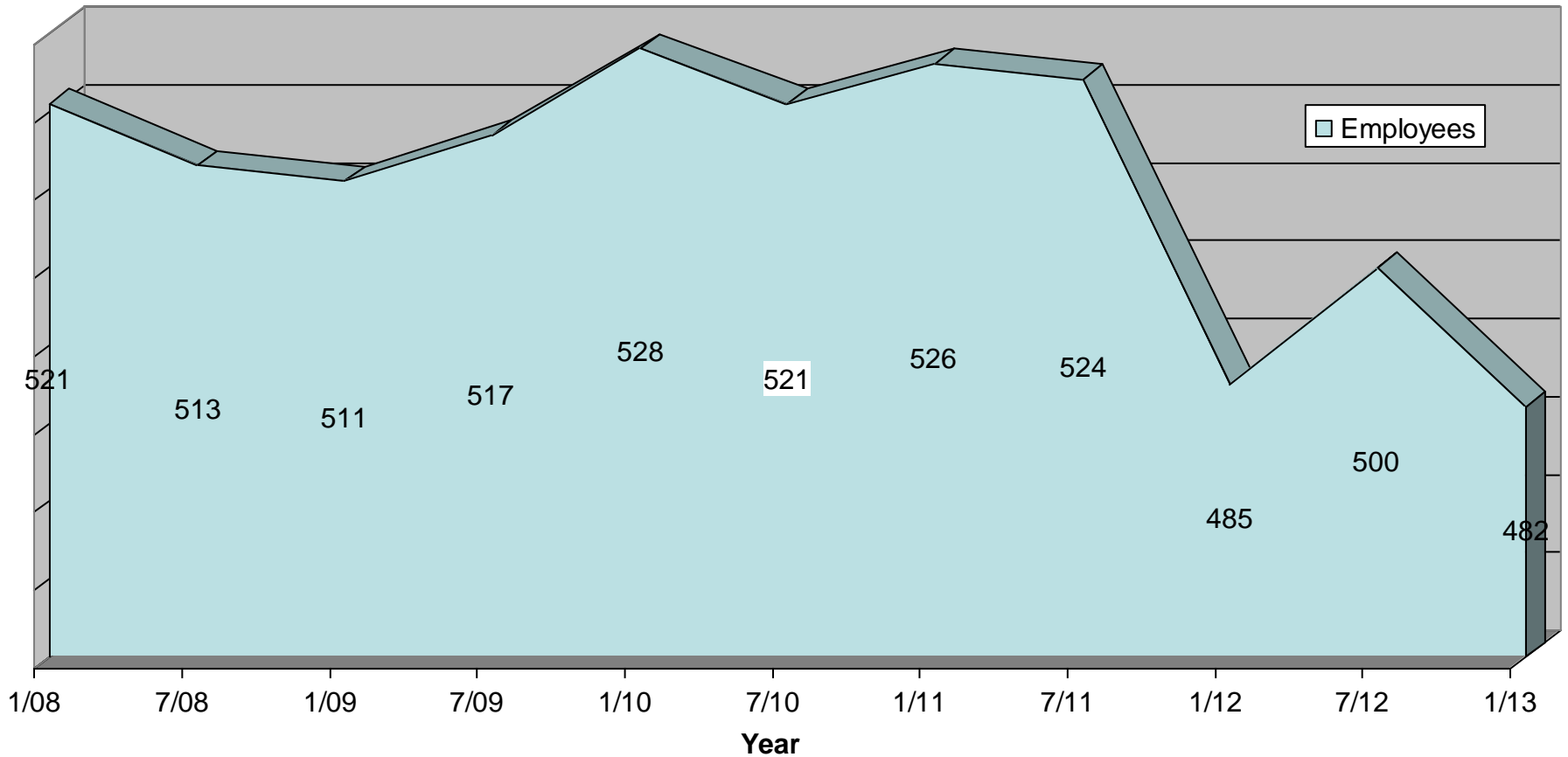


Overtime Dollars 2008 – 2012



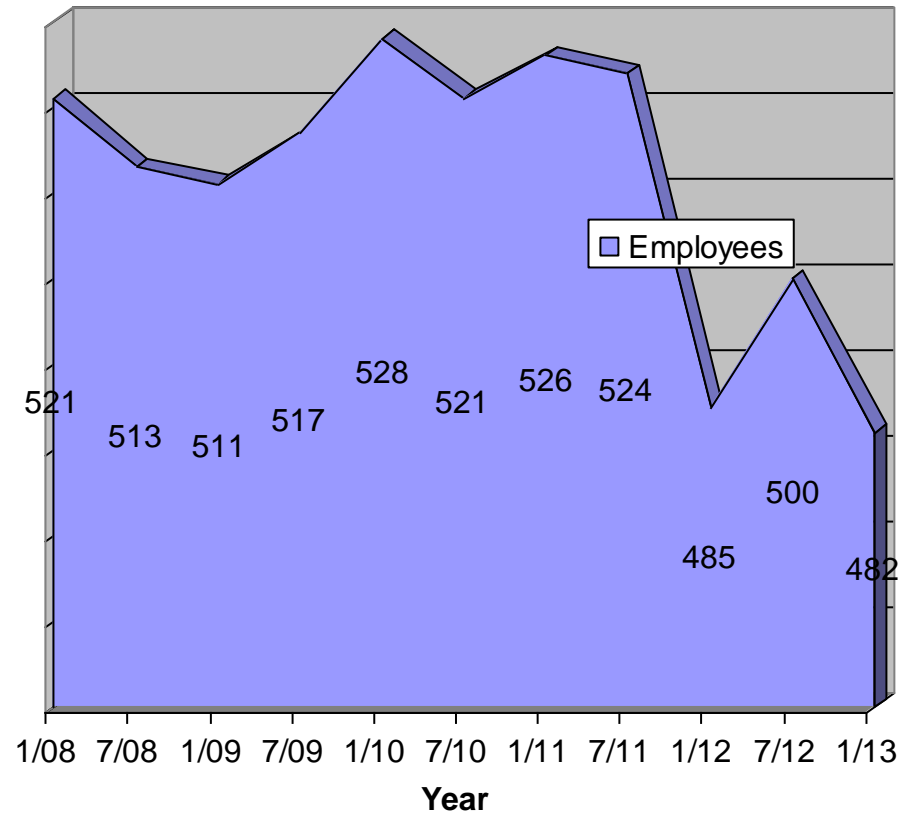
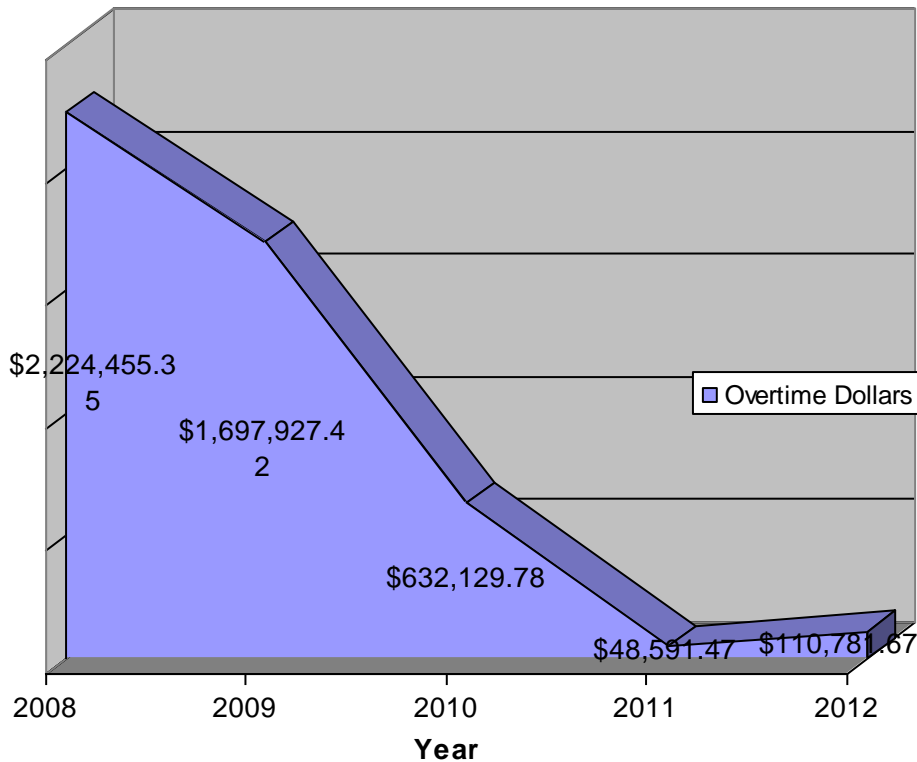


Number of Employees





Overtime and Staffing





Overtime vs. Hiring

- In order to staff one fire company for an entire year (1 captain, 2 lieutenants, 6 Firefighters) with Unscheduled Overtime, the annual cost is \$1,171,534, or \$130,170 avg. per person.
- SAFER Grant estimated annual compensation and benefits for a entry level Firefighter is \$45,352.
- For every unscheduled overtime member, 2.87 new firefighters can be funded. ($\$130,170 / \$45,352 = 2.87$)



Summary

- 2011 LFD reassigned many sworn members from support positions to fire line positions. Support programs have suffered.
- Emergency Response units require personnel to fulfill their mission.
- Sustained staffing by overtime is expensive.
- Hiring and maintaining appropriate staffing is the cost effective way to assure adequate staffing and eliminate service reductions.