

The Process to Up Staffing





Talking points

- Promotions
- Hiring of Firefighters
- Staffing Location Considerations
- Alternative Squad to Engine Company Consideration
- Funding Considerations
- Consolidation Feasibility Timeline & Consideration
- January Board Meeting - Staff 's Recommendation



Promotions

- Need to promote:
 - 3 Captains
 - 3 Engineers
- Time frame to promote: 4 months*
- Application & Process (2 months): December / January
- Testing & Interviews (2 months): February / March
- Best cast (perfect world*) April 1, 2021
- ** Possibility of not having enough successful applicants for fill all positions.*



Hiring

- Need to hire:
 - 6-9 Firefighters
- Time frame to get firefighters on line: 8 months*
- Application & Interview Process (2 months): December / January
- Background & Medicals (2 months): February / March
- Training / Academy (4 months): April- July**
 - **Outside training- dependent on other agencies timelines
- Best cast (*perfect world) August 1, 2021



Staffing Location Considerations

- Station 55
 - Current admin and prevention building
 - A new location for admin and prevention would need to be identified
 - Needs approximately \$200- 500,000 to get operationally ready
 - Operationally resources are needed in Oakley and Brentwood (74% of calls-2019)
- Station 52 / 53
 - Behind 52-Installing a “single wide” modular type home
 - Inside Station 52/ 53 privacy considerations
- Station 54
 - Installing a “single wide” modular type home next to 54



Alternative Squad to Engine Company Consideration

- Timeline to up staff to a 4th Engine Company (8-16 months*)
- Squad consideration
 - Does not require additional hiring
 - The up staffing would occur as staffing allows
 - Staffed out of Station 53
 - Start date- February 1, 2021



4th Engine or Squad Funding Considerations

- 4th engine company cost: \$
 - \$2,836,047 – Hire 9 firefighters to operate out of an existing station (52 or 53)
 - \$3,858,334 – Hire 9 firefighters and open Station 55*
 - *Station 55 impacts need to be considered

- Squad Cost: \$1,967,427

- Possible Revenue Sources:
 - ECCFPD one Time Funds
 - Ad Hoc Discussions
 - Measure X Funds
 - Other?



Consolidation Feasibility Timeline & Consideration

- Phase 2 Feasibility Conclusion: July 1, 2021
- Consolidation Up Staffing: March 2022



January Board Meeting Staff's Recommendations

- Fund Squad out of Station 53 : February 1, 2021
- Fund via ECCFPD one time funds / reserves
- Complete the application process for both Promotions (3 Captains / Engineers) and the Hiring (9 Firefighters) and reassess the outcomes at the February 2021 Finance Meeting