

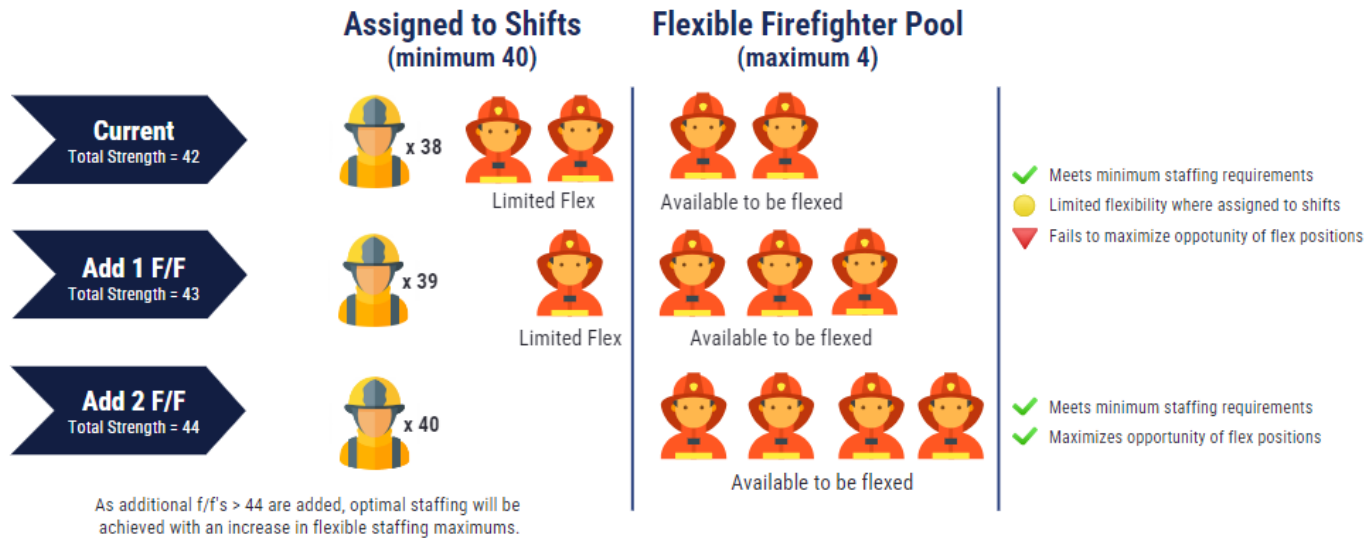


Additional Flexible Firefighter Hiring

Optimal Firefighter Staffing and Deployment

Prepared by Jason Brolund, Fire Chief - August 27, 2024

NOTE: Minimum and Maximum staffing requirements as per IAFF Collective Bargaining Agreement



Financial Implications:

- Ongoing annual cost to hire additional flex f/f = \$120,000
- Estimate of unbudgeted overtime costs offset by a flex f/f is between \$100,000-\$200,000

Note:

- One-time training and onboarding costs of \$41,500
- Ongoing annual costs for additional administrative support of \$35,000