



MONICA ZOLTANSKI
MAYOR

SHANE E. PACE
CHIEF ADMINISTRATIVE OFFICER

M E M O R A N D U M

DATE: August 5, 2022
TO: City Council
FROM: Deputy Mayor Kimberly Bell
Fire Chief Bruce Cline
RE: Fire Department Staffing

Background:

Administration and the Fire Department will be providing additional information on the immediate needs for the Fire Department for FY 23. We will also provide an overview of the short-term and long-term strategies to sustain the 3-2 staffing level that was implemented by the Mayor on July 8, 2022.

Next Steps:

Administration and the Fire Department will focus on the following short-term strategies:

1. Recruitment:

- Recruitment strategies to fill existing openings and new positions
- Accelerate recruitment strategies for laterals from comparable communities
- Focus on out of state transfers

Below is a chart referencing the Salt Lake Fire Academy and our proposed training plan for recruits:

SL Fire Academy	Start Date	Completion Date	# of Sandy recruits
	August 8, 2022	November 18, 2022	3
	February 13, 2023	May 26, 2023	12

*The number of recruits sent to the academy may fluctuate based on recruitment efforts



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2. Short-term Revenue strategy (recommended priority)

- Fire Department personnel savings FY 23
- Fire department carryover savings FY 22
- Wildland Fire Special Purpose Fund
- City Council operating contingency
- FY 22 surplus revenue
- Citywide Capital contingency

3. FY 23 One-time Requests

Overtime/Gap to Achieve Staffing Needs	\$387,000
Travel for Fire Marshal, Prevention Staff, and NFA	3,500
Uniforms / PPE	
Existing Staff Needs	
Turnout Gear – second set (81)	265,000
Turnout Gear – replacements (7)	23,000
Turnout Boots (20)	9,000
Station Pants (65)	13,500
Station Boots (30)	10,000
New Recruit Needs (17)	139,400
Sub-total	459,900
Training for 17 Recruits	30,600
Furniture and Equipment	
Smart TV (one per station)	5,000
Laptops (two additional per station)	18,000
Subtotal	23,000
Ambulance Supplies	18,000
Total	922,000



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4. Long term strategy - FY 24 Ongoing Requests (Preliminary Estimates)

Personnel costs (New recruits)	\$712,500
PPE Replacements (5 year replacement cycle)	60,000
Increase Training/Travel	10,000
Increase Station Uniform Replacements	40,000
Increase Ambulance Supplies	18,000
Station Amenities	10,000
Total	\$850,500

5. Long term Revenue Strategy

- a. General revenue growth
- b. Fee increases
- c. Property tax increase
- d. Special public safety assessment
- e. Wildlands deployment

6. Other Ongoing Needs

- Fire Station 31 building replacement
- Specialty training & GAP/OT
 - Wildland
 - Hazmat
 - Leadership
 - Mental health & peer support
 - Create leadership/incentive compensation for specialized training

We plan to continually update the council on Fire Department staffing issues as we move forward with the 3-2 staffing and further discussions with the council. Please let either of us know if you have any questions.

Thank you.