

Monthly Board Meeting Action Item Form

Action Item Title: Full Time Staffing X2 Fire Department

Date of Board Meeting: 10/14/21

The NFSSD Monthly Meeting of the Board is scheduled to be held the first Thursday of every month, with exclusion to holidays or emergent issues such as severe weather conditions. Meeting agenda, dates and times are posted at NFSSD.org and the Utah Public Notice Website.

Person or Entity submitting agenda item: Fire Chief Marsella

Who will to be presenting: Dave Marsella

Outline/Description of Agenda Item:

The fire district would like to add 2 full time fire positions.

Background/Reason/Details of Action Item being presented:

The fire district operates at the absolute minimum staffing level, 2 firefighters. The 2 firefighters are supplemented by the water department, Chief Heart and Chief Marsella. The fire district as well as the fire service in general across the country is experiencing shortages of firefighters. Due to this we have run into problems including our part time staff being sent to large fires outside of our jurisdiction through thier full time employment, staffing personnel shortages elsewhere due to COVID-19, and mandatory holdovers at their full time departments due to staffing shortages at thier full time jobs. This is making it sometimes impossible for them to come up to North Fork for their scheduled fire shift. This has created added pressure added on our current staff especially the water department who have to drop projects during the day to help respond to calls. Chief Hart is the only staff member who lives in the Canyon and has been selflessly responding at all hours of the day and night when needed to help with our staff shortage. Though adding two full time fire employees will not solve all of our staffing problems, I believe it is a big step in the right direction.

Desired outcome:

The hiring of 2 full time positions to the fire district at the first of the year.

Desired start and completion date/time frame:

Hiring process to start in November, interview in December and hiring in January 2022.

Resources to be utilized from District:

Chief Marsella, Chief Hart and Staff as needed

Financial/Budget Sources:

Please see comments below and the 2022 budget for greater detail.

Additional Information:

Full-time labor costs will remain approximately the same, two part time positions will be lost. The full-time benefits are approximately \$34,000 per firefighter which includes health care, retirement, vacation, and all other fringe benefits which have been calculated into the budget for 2022. These benefits will aid in retaining employees long term and succession planning. These costs will be covered by the new 2021-2022 District fire property fees which are estimated to be increased by approximately \$120,000.

We have been depending on the water department a great deal, we appreciate them immensely but they are busy with their own projects and dropping everything to help the fire department, which can be stressful and challenging for them to complete their primary job. The time the water department spends on fire and EMS services is billed to the fire department so these payroll costs can be minimized as well. It is challenging for myself to maintain a healthy life/work balance and use my holiday and vacation time due to these circumstances. Its also unfair for me and the District to place this amount of responsibility on Chief Hart. My mission is always to provide competent, consistent, and efficient emergency services to the residents and guests of North Fork. I believe adding this staff will go a long way in doing that.

Please complete and submit this form along with any supporting documents to the North Fork District Clerk, no later than 3 days prior to the desired board meeting date.