

Mar 28, 2017



### Fire Chief's Report

- 1) Paramedic hiring update – I received confirmation from Ryan White that he is not leaving to go to Everett so we will only have one paramedic opening this year starting in June. We will be holding our paramedic assessment center on the 29th. My plan is to hold the Chief's interview right after their assessment so we can possibly make an offer to the best candidate this week. My hope is to have them start as soon as possible. The new hire will be on days for a little while so that they get a chance to meet and work with all of the crews and then I will likely assign them to C Shift to complete their FI with Dean S.
- 2) Retirement Survey – Per Commissioner Trembl's request I did a survey of possible retirement plans for all employees. Of most interest was the data for paramedics of which I had responses for 9 of 10. I also had six of eight admin employees. The only paramedic I am missing is Bellia who is likely to be in the 20-25 year range. Data for firefighters is still being gathered. I asked each employee to estimate their retirement date in five year blocks from "Extremely Unlikely" to "Very Likely" on a one to five scale. Just looking at those who ranked their retirement plans at four or above gave the following results:

	<u>Paramedics</u>	<u>Admin</u>	<u>Firefighters</u>
Within the next year	1	0	
Within 5 years	1	2	
5-10 years	5	1	
15-20 years	2	2	
20-25 years	1	1	

So, within the next five years we may have another paramedic retirement. It's likely to be closer to five years than sooner. Contrary to popular belief we are not woefully unprepared for a paramedic exodus.

- 3) Community Paramedic position update – I have reassigned Jim Reinhardt to the position effective May 15<sup>th</sup>. That will give him two weeks to work alongside Ken. Jim has actually been working with Ken for a while so I'm confident that two weeks is long enough. He will also have responsibility for our Public Education program which he has now as well. Moving Jim opens up a position on A Shift. I posted that opening per the CBA and I do have one paramedic interested in moving from C Shift. The paramedic who wants to move is also on the acting officer list which will also help us since at this time I don't have an actor on A Shift.
- 4) Volunteer update – At our last volunteer officer's meeting I asked them to prepare an updated list of who we have and where they stand with respect to completing their requirements. As you know we reached a

low point in our volunteer numbers last year. Not unexpected since we started holding people accountable for meeting minimum requirements.

Eight current volunteers, Nine 2016 probationary volunteers, Eleven 2017 probationary volunteers for a total of 28 volunteers. We plan on bringing on another group this year. That will put us in the 35-45 range which is my goal. We still need to discuss the best way to use our volunteers. I know we have that committee set up to discuss that I just haven't had time to prepare for that group to meet. Hopefully it will be soon.

- 5) MSO position update – I have two individuals so far who have expressed interest in the Lt-MSO position. The application window closes on Friday. Testing will be concurrent with the paramedic student testing being held the end of May.
- 6) Station 4 update – We had another reported water leak at a station, this time it was Station 4.