

PSFSS COMMITTEE AGENDA: 10/17/24
ITEM: (d)1.



Memorandum

TO: PUBLIC SAFETY, FINANCE
AND STRATEGIC SUPPORT
COMMITTEE

FROM: Robert Sapien, Jr.

SUBJECT: Fire Department Staffing,
Recruitment, Hiring, and
Bilingual Services Annual
Report

DATE: October 2, 2024

Approved

A handwritten signature in blue ink, appearing to read "J. Chemturi".

Date: 10/8/2024

Table 2: Separations and Hiring Experience
(Fiscal Year 2018-2019 to Fiscal Year 2023-2024)

Fiscal Year	Authorized Positions	Retirements (Service and Disability)	Other Separations	Total Separations	Total Hires	Actual Staffing as of 6/30/24
2018-2019	710	21	6	27	50	690
2019-2020	711	19	6	25	22	689
2020-2021	707	27	3	30	24	681
2021-2022	719	36	15	51	47	677
2022-2023	720	38	13	51	27	652
Fiscal Year	Authorized Positions	Retirements (Service and Disability)	Other Separations	Total Separations	Total Hires	Actual Staffing as of 6/30/24
2023-2024	723	32	16	48	34	647

Table 5: Santa Clara County Fire Agencies Staffing to Population

Fire Agency	Population Served	Sworn Personnel	Staffing to Population
San José*	969,491	723	0.75 per 1,000
Santa Clara County	225,000	248	1.10 per 1,000
Sunnyvale DPS**	157,566	85	.54 per 1,000
Santa Clara	132,048	125	.94 per 1,000
Mountain View	86,535	80	.92 per 1,000
Milpitas	81,773	75	.92 per 1,000
Palo Alto	67,973	93	1.36 per 1,000
Gilroy	61,033	42	.69 per 1,000

*Excludes population within 26.81 square miles of Santa Clara County Zone 1 Contract coverage area.

**Sunnyvale Department of Public Safety provides both law enforcement and fire protection.

Table 9: Staffing to Population in Largest U.S. Cities (Population >800,000)

City	Estimated Population	Sworn Personnel	Staffing to Population
New York, New York	8,097,282	15,225	1.88 per 1,000
Los Angeles, California	3,795,936	3,510	0.92 per 1,000
Chicago, Illinois	2,638,159	5,160	1.95 per 1,000
Houston, Texas	2,319,119	3,897	1.68 per 1,000
Phoenix, Arizona	1,662,607	1,978	1.18 per 1,000
Philadelphia, Pennsylvania	1,533,828	3,000	1.95 per 1,000
San Antonio, Texas	1,513,974	1,893	1.25 per 1,000
San Diego, California	1,388,996	1,021	0.73 per 1,000
Dallas, Texas	1,302,753	2,097	1.60 per 1,000
Jacksonville, Florida	997,164	1,257	1.26 per 1,000
Fort Worth, Texas	996,756	1,784	1.78 per 1,000
Austin, Texas	984,567	977	.99 per 1,000
San José, California	956,433	723	0.75 per 1,000
<u>Charlotte, North Carolina</u>	<u>923,164</u>	<u>1,638</u>	1.77 per 1,000
Columbus, Ohio	915,427	1,104	1.20 per 1,000
Indianapolis, Indiana	876,665	1,270	1.44 per 1,000
San Francisco, California	788,478	1,564	1.98 per 1,000

Positions Civilianized and Apparatus Closures

1985 to 1991 *SJFD 1992 Yearbook

SJFD staffing- 770 members

2010

-75 Positions eliminated

2011

-28 sworn positions eliminated through Truck and Urban Search and Rescue daily staffing

-5th person eliminated on the Truck and USAR

2018 Positions Civilianized:

Public Information Officer, Facilities Captain, Apparatus Captain, Bond Captain, EMS BLS Captain. Department Safety Officer (Battalion Chief)

2024

MED 30 eliminated

Apparatus Permanently Closed

- Truck 3
- Engine 33
- Hazardous incident team (HIT) 29. Cross staffed, unavailable if T29 is unavailable.



2025 FIREFIGHTER CAREER EXPOS

SATURDAY
April 5th

FCTC Sacramento
11 am - 2 pm

Current Eligibility for Statewide Eligibility List: 4000 EMTs 550 Paramedics



NOW HIRING

See which fire departments are hiring now and requiring placement on the FCTC Statewide Eligibility List (SEL)!

Be sure to upload a valid copy of your EMT or Paramedic license into your FCTC profile to qualify for specific department requirements.



WRITTEN TEST

Candidates have 2.5 hours to complete 100 multiple choice questions. The general knowledge test evaluates candidates' ability to think critically and process information and is specifically tailored to the job of an entry-level firefighter in California.



CPAT

The Candidate Physical Ability Test (CPAT) is the recognized standard for measuring an individual's ability to handle the physical demands of being a firefighter in California. The timed test measures how candidates handle eight separate events, all designed to mirror the on-the-job tasks of an entry-level firefighter.



STATEWIDE ELIGIBILITY LIST (SEL)

FCTC maintains a list of eligible candidates that is used by over 170 California fire departments in their hiring processes. Candidates on the SEL are considered for employment by fire agencies across the state.

Please [CONTACT US](#) with any questions or concerns.

PUBLIC SAFETY, FINANCE AND STRATEGIC SUPPORT COMMITTEE Pg. 11

EMT Certification and Paramedic Licensure

To deliver advanced life support services on all response resources, the Department maintains **94 EMTs and 173 paramedics in the Firefighter rank**. At the end of Fiscal Year 2023-2024, there were **35 Firefighter/Paramedic vacancies**. Firefighter Recruit EMT applicants far exceed paramedic applicants, and the Department continues to hear of Firefighter/Paramedic recruitment challenges across the state from other fire agencies. Presently, the Department is evaluating recruitment and internal staffing options to increase the number of available paramedics to reduce mandatory overtime assignments. The Department has expanded the number of Support Paramedics, reinstating paramedic status within the Fire Engineer and Fire Captain ranks to expand coverage of paramedic functions along with Firefighters. As the number of Support Paramedics increased, mandatory call-back hours for Firefighter/Paramedics significantly reduced.

34% Vacancy Rate for Firefighter Paramedics

PUBLIC SAFETY, FINANCE AND STRATEGIC SUPPORT COMMITTEE Pg. 12

Department Status on Recruitment and Hiring

The Department engages in ongoing recruitment and training efforts to maintain authorized non-sworn and sworn staffing levels. In Fiscal Year 2023-2024, staff conducted a variety of entry-level and lateral hiring as well as promotional recruitments that filled 150 sworn vacancies. Each classification has unique job requirements and minimum qualifications and requires a separate recruitment process. External recruitments are conducted for the entry-level Firefighter rank, and internal recruitments are conducted for promotion to non-management sworn ranks. Ongoing career development and training are critical to delivering safe, efficient, and effective responses to all community risks, including fire, rescue, hazardous materials releases, and emergency medical services requests. The Department provides ongoing training that assists sworn personnel in achieving their career development goals. Department staff are engaged in all sworn recruitments in coordination with the Human Resources

Department. Communication and marketing for external recruitments are supported by the Public Information Manager in the Office of the Fire Chief. The Department is committed to advancing initiatives toward increasing the number of qualified female candidates who apply for entry-level and lateral positions.

Through the Fiscal Year 2024-2025 Proposed Operating Budget, funding was approved to hire a consultant specializing in fire service recruitment to evaluate current hiring practices and recommend a strategic plan informed by industry best practices to increase the representation of women in the Fire Department. This Request for Proposal process is currently underway.

PUBLIC SAFETY, FINANCE AND STRATEGIC SUPPORT COMMITTEE Pg. 12 & 13

Recruitment Marketing and Outreach

The Department's goal is to optimize recruitment marketing and outreach efforts within its limited resource capacity. These efforts leverage interest from employee resource groups, educational institutions, non-profit organizations, social media, webpages, and advertising platforms. In Fiscal Year 2023-2024, the Department conducted enhanced recruiting efforts through the following actions:

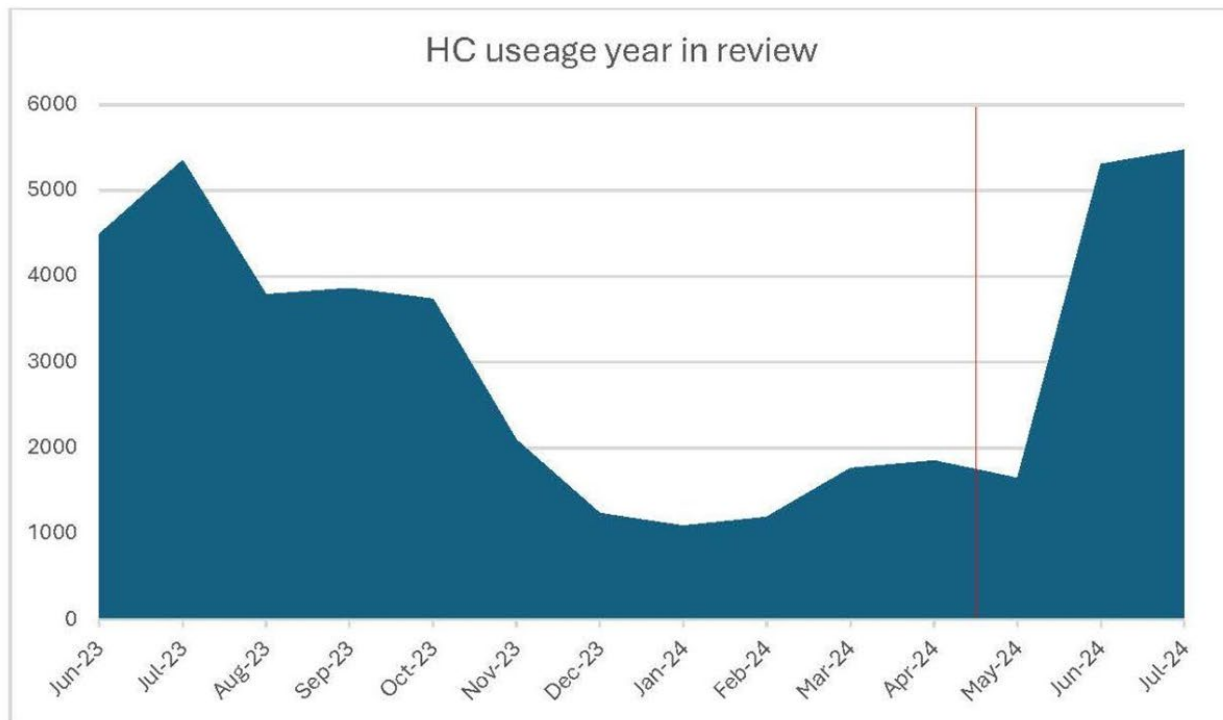
- Participated in over 30 job/career fairs;
- Held the 5th Annual San José Fire Department *Women's+ Boot Camp*
- Advertised open recruitments across multiple online and social media platforms, as well as through Citywide messaging and fire station banners.

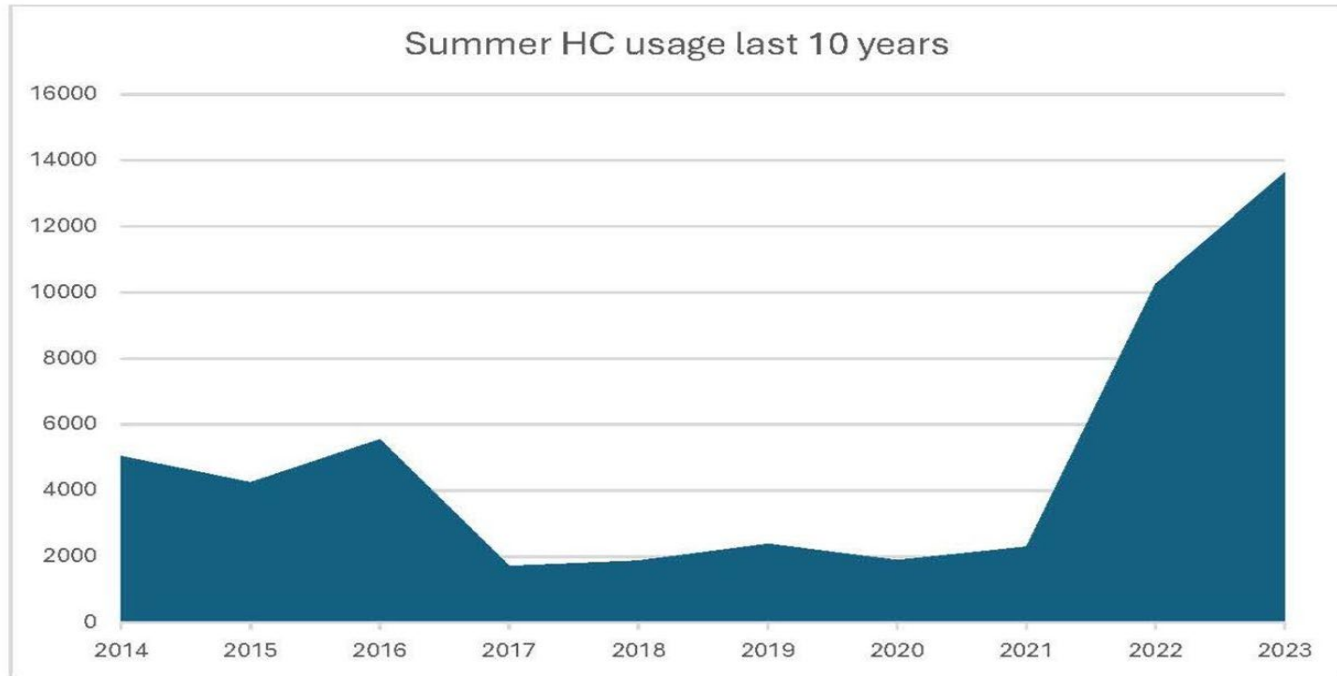
"The Department strives to reflect the community it serves by attracting a diverse and qualified candidate pool through extensive outreach and recruitment activities. In Fiscal Year 2023-2024, **935** applicants expressed interest in joining the Department, of which **528** were considered qualified to continue the recruitment process. Table 11 below illustrates the demographic data of the total qualified candidates by ethnicity."

Higher Classing for the Position of Fire Captain

COMPARISON LIST

Department	Task Book	MQ Requirement	Minimun Experience	Supervisor Recommendation
Alameda County	Yes	No	5 years	Yes
Santa Clara County	Yes	Yes	based on MQs	No
Oakland	No	Yes	based on MQs	Yes
Berkeley	Yes	Yes	based on MQs	Yes
Mountain View	Yes	No	3.5 years as an Engineer	Yes
Contra Costa	Yes	No	Engineer off probation	No
San Francisco	Only HC for	vacancies of	at least 30 days	Yes
San Jose	No	No	4 years	No





Date Eligible	Employee	HC hours	Normal hours	Percentage of HC'ing
10/6/2023		650	382	63%
10/6/2023		786	499	61%
3/24/2023		1112	1314	46%
3/24/2023		1535	1829	46%
3/24/2023		1512	1804	46%
3/24/2023		1568	2007	44%
3/24/2023		1343	1695	44%
10/6/2023		651	921	41%
3/24/2023		1266	1980	39%
10/6/2023		655	1116	37%
10/6/2023		775	1310	37%
7/6/2018		3969	6960	36%
10/6/2023		753	1505	33%
10/6/2023		655	1529	30%
10/6/2023		309	795	28%
5/12/2017		4414	12868	26%
10/6/2023		572	1669	26%
7/17/2014		4664	18687	20%
3/24/2023		642	2548	20%
10/6/2023		354	1437	20%
3/8/2017		2899	12311	19%
10/6/2023		349	1463	19%
10/6/2023		358	1713	17%
10/6/2023		299	1468	17%
7/17/2014		3659	20919	15%
#####		3949	24932	14%
7/17/2014		2187	17123	11%
3/9/2012		2440	22958	10%
3/3/2017		998	9672	9%
10/6/2023		144	1488	9%
6/10/2005		3042	33082	8%
#####		2449	31292	7%
6/11/2000		2181	34446	6%
1/2/2005		2208	33930	6%
#####		1631	31927	5%
#####		1143	22043	5%
2/13/2016		850	16030	5%
#####		1100	30815	3%
7/17/2014		269	15699	2%
1/4/2007		84	32369	1%
#####		309	26267	1%
3/3/2017		0	17966	0%

Appendix B. EMS Personnel Data

Table 1.

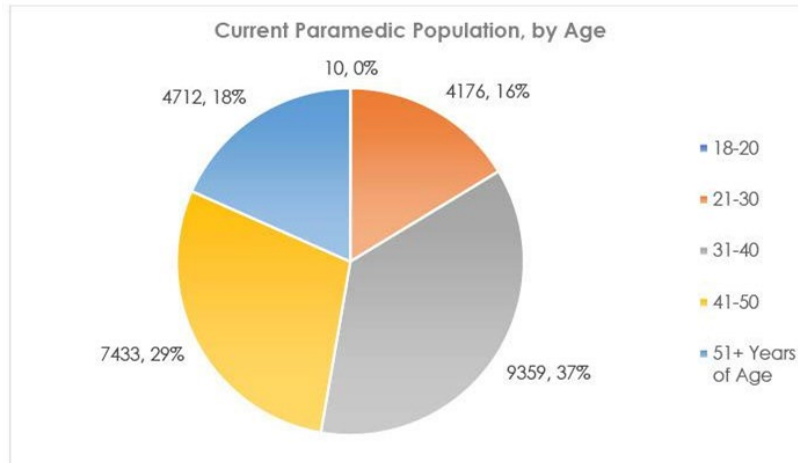
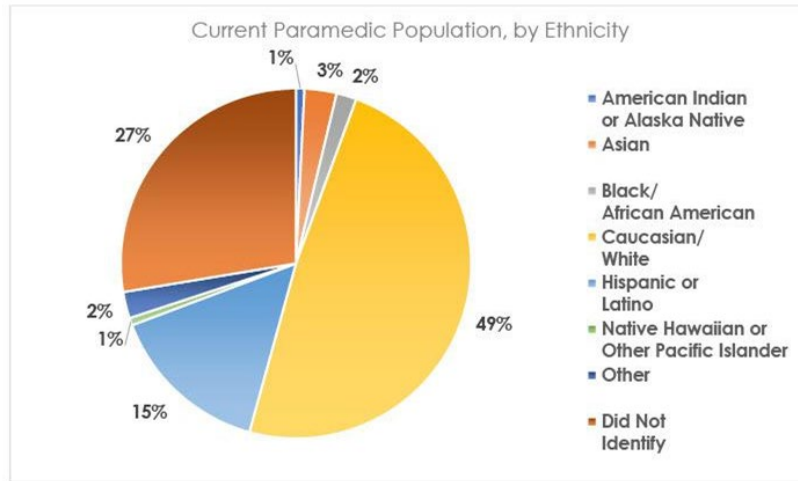
2019-2024 Fiscal-Year Summary Data, Paramedic				
Year	Paramedic Renewal	Paramedic Reinstate	Paramedic Initials	Paramedic Current
2019	10,120	261	1,238	23,882
2020	10,964	304	1,143	23,841
2021	13,479	317	1,326	24,211
2022	10,673	342	1,543	24,760
2023	11,353	276	1,581	25,401
Annual Average	11318	300	1366	24419

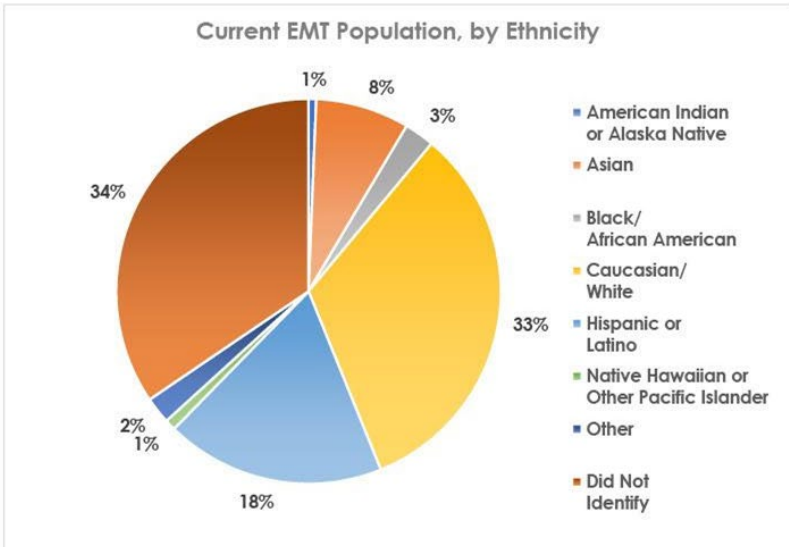
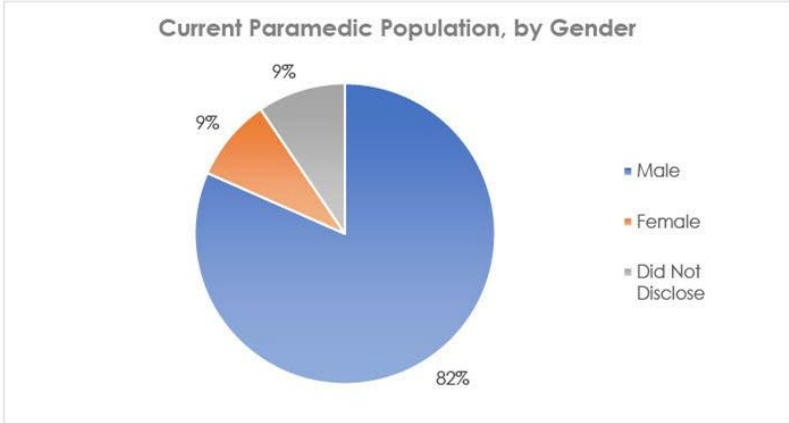
Table 2.

2019-2024 Fiscal-Year Summary Data, EMT				
Year	EMT Renewal	EMT Reinstate	EMT Initials	EMT Current
2019	17,085	3,455	8,322	66,475
2020	21,963	4,394	8,869	64,618
2021	17,843	4,245	8,820	65,215
2022	19,222	4,254	9,515	65,087
2023	18,034	4,356	10,792	67,413
Annual Average	18829	4141	9264	65762

Table 3.

2019-2024 Fiscal-Year Summary Data, AEMT				
Year	AEMT Renewal	AEMT Reinstate	AEMT Initials	AEMT Current
2019	31	13	11	121
2020	19	20	23	118
2021	25	12	14	113
2022	26	12	12	99
2023	23	10	19	101
Annual Average	25	13	16	110





Barriers to Recruitment

3 Hour Living Requirement

Subject to 96 Hour Forced Mandatory Work Week

No Sworn Recruitment Division

No Sworn Down Payment Assistance Loan Program

Impacts from SF Measure H Retirement Benefits for Firefighters

Comprehensive Cancer Screening (Full body MRI Scans, Ultrasounds, enhanced blood panel screening, heavy metal screening)