



AUSTIN FIRE DEPARTMENT

Vacancy Staffing Plan 2022

Current Staffing Levels

Classification	Vacant	Authorized
ASSISTANT CHIEF	0	5
DIVISION CHIEF	0	8
BATTALION CHIEF	0	37
CAPTAIN	0	72
LEIUTENANT	0	216
FIRE SPECIALIST/DRIVER	0	225
FIREFIGHTER	108*	694
Total	108	1257
CIVILIAN, FULL-TIME	9	143
Department Total	117*	1400

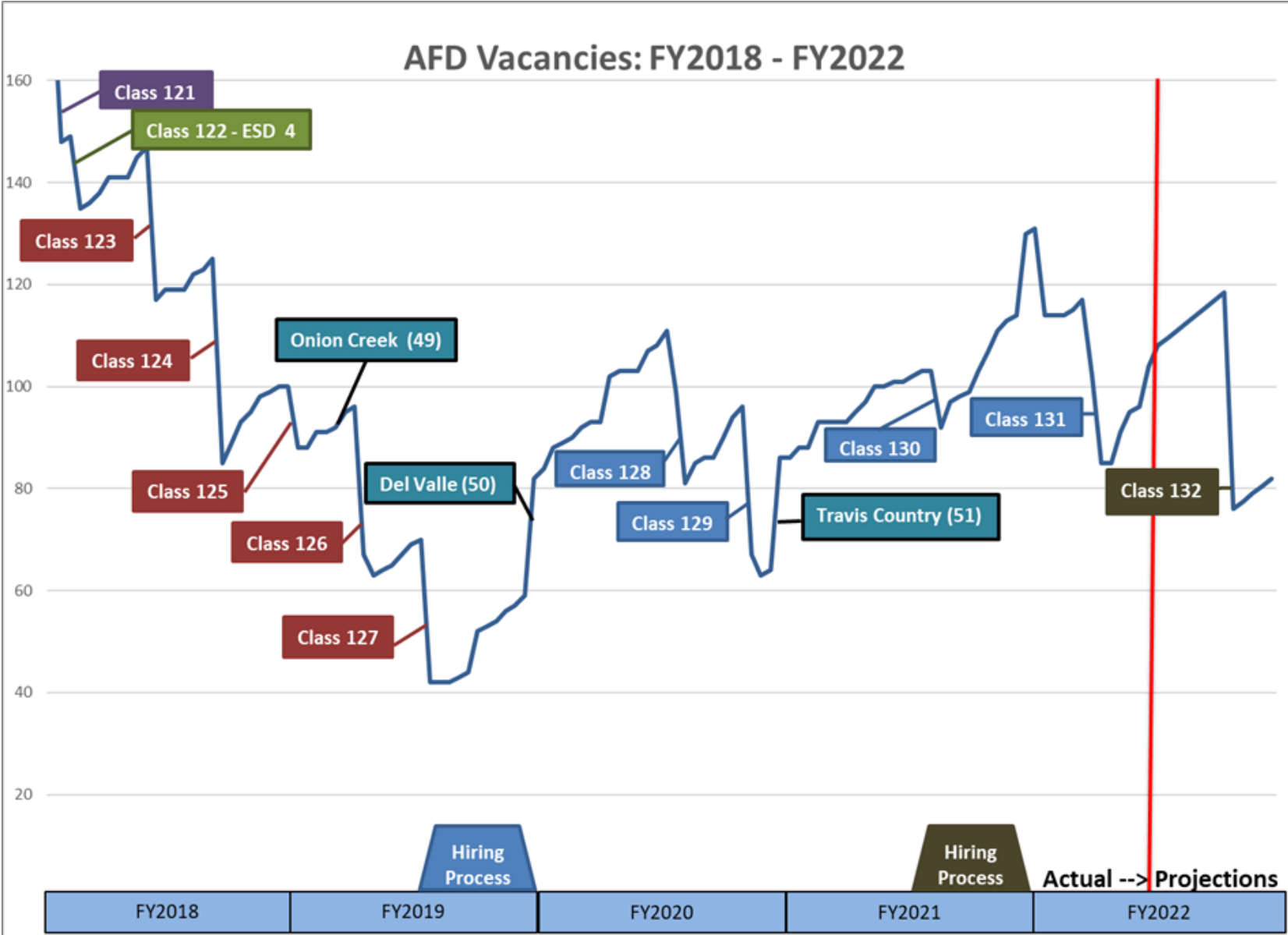


- All sworn vacancies are held at the lowest rank, Firefighter
- Vacancy trends correspond with
 - addition of new FTEs
 - opening of new fire stations
 - the graduation of cadets
 - lag in hiring while cadet testing is conducted
- Current retirement/ separation rate for sworn is 1.5 per pay period

Chart details:

- vacancies as of April 1, 2022
- includes 16 unfunded FTEs for Loop 360 station
- does not include temporary civilians or Fire Cadet FTEs

Past Sworn Vacancies



Recruitment and Retention Challenges

RECRUITING

- Potential adverse impact in the hiring process prompts targeted recruiting.
- Length of time to go through all the steps in the cadet hiring process as they are detailed in the Collective Bargaining Agreement.

RETENTION

Firefighters with less than 10 years of service leaving for other opportunities – new separation rate of 2.0 per pay period possible

CIVILIAN HIRING & RETENTION

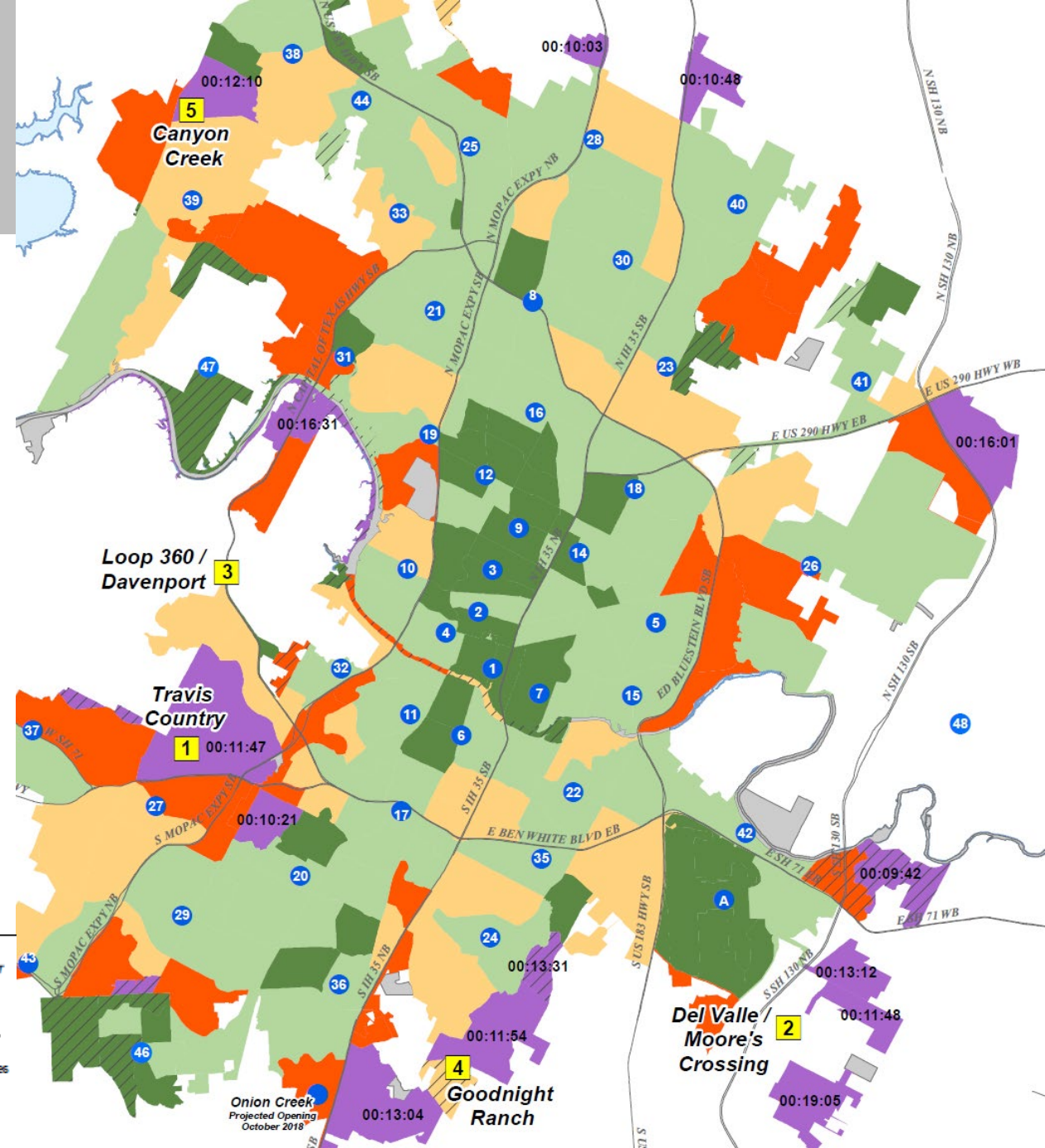
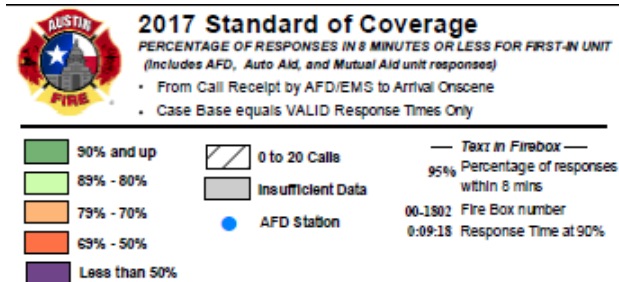
Pay rates for positions in high demand throughout Central Texas – Engineers and Plans Examiners needed for permitting and inspection during the construction/development process



Vacancy Projections

Implementing MMAC March 30, 2018 and RESOLUTION 20180524-035

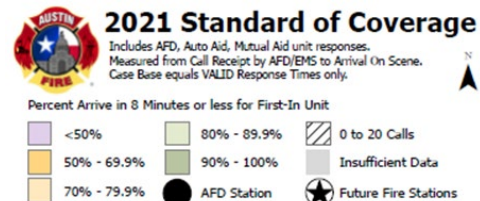
- MMAC describes the need to build and staff five stations with Engines, and two of the five stations also need Ladders
- Resolution directs City Manager to “develop a six-year timeline to fund, construct, and staff five permanent fire stations in the areas of greatest need”
- The five stations are indicated on this 2017 Standard of Coverage map
- Purple areas indicate less than 50% of the time, the AFD response from call receipt to arrival onscene was 8 minutes or less



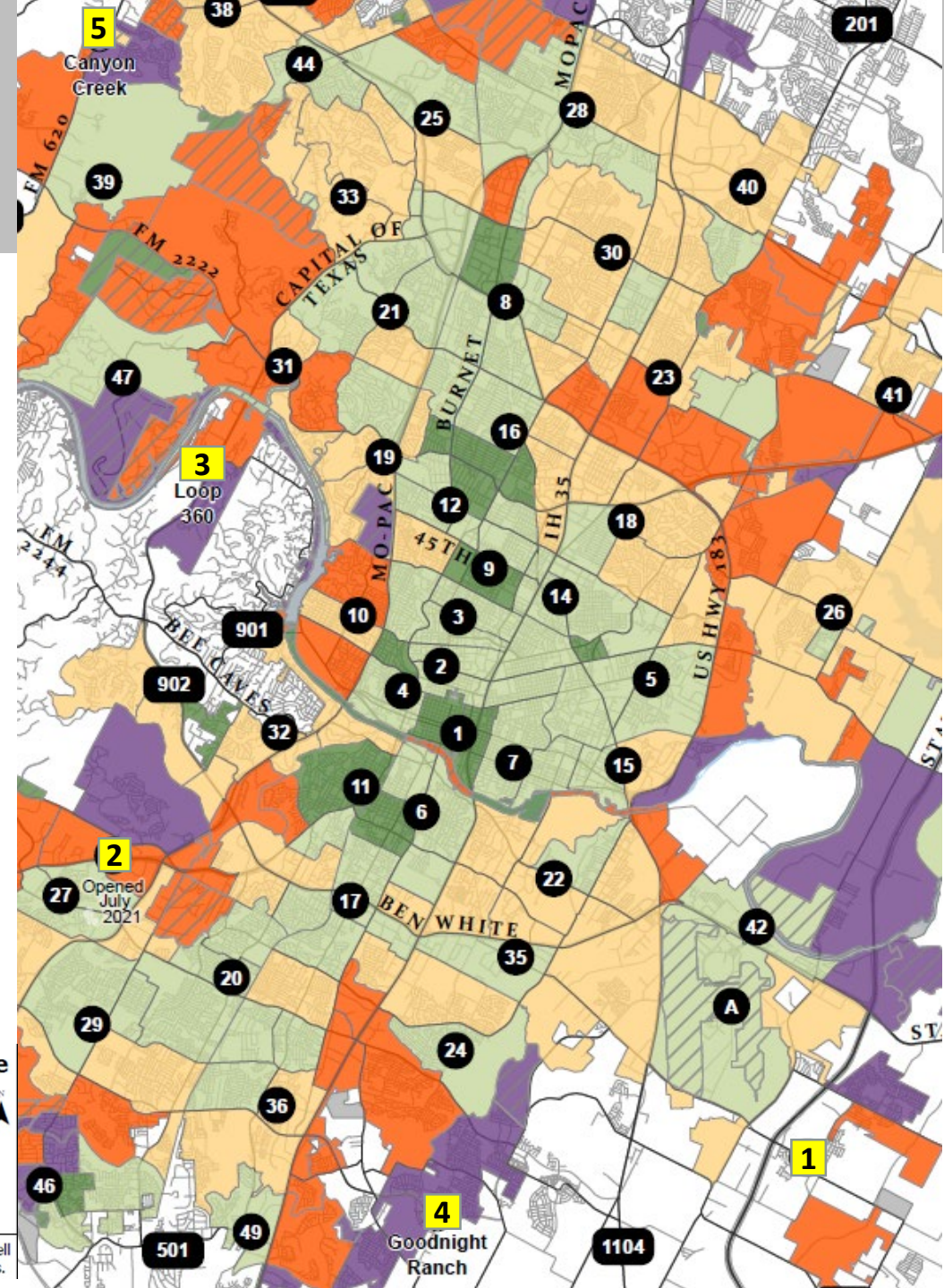
Vacancy Projections

UPDATE

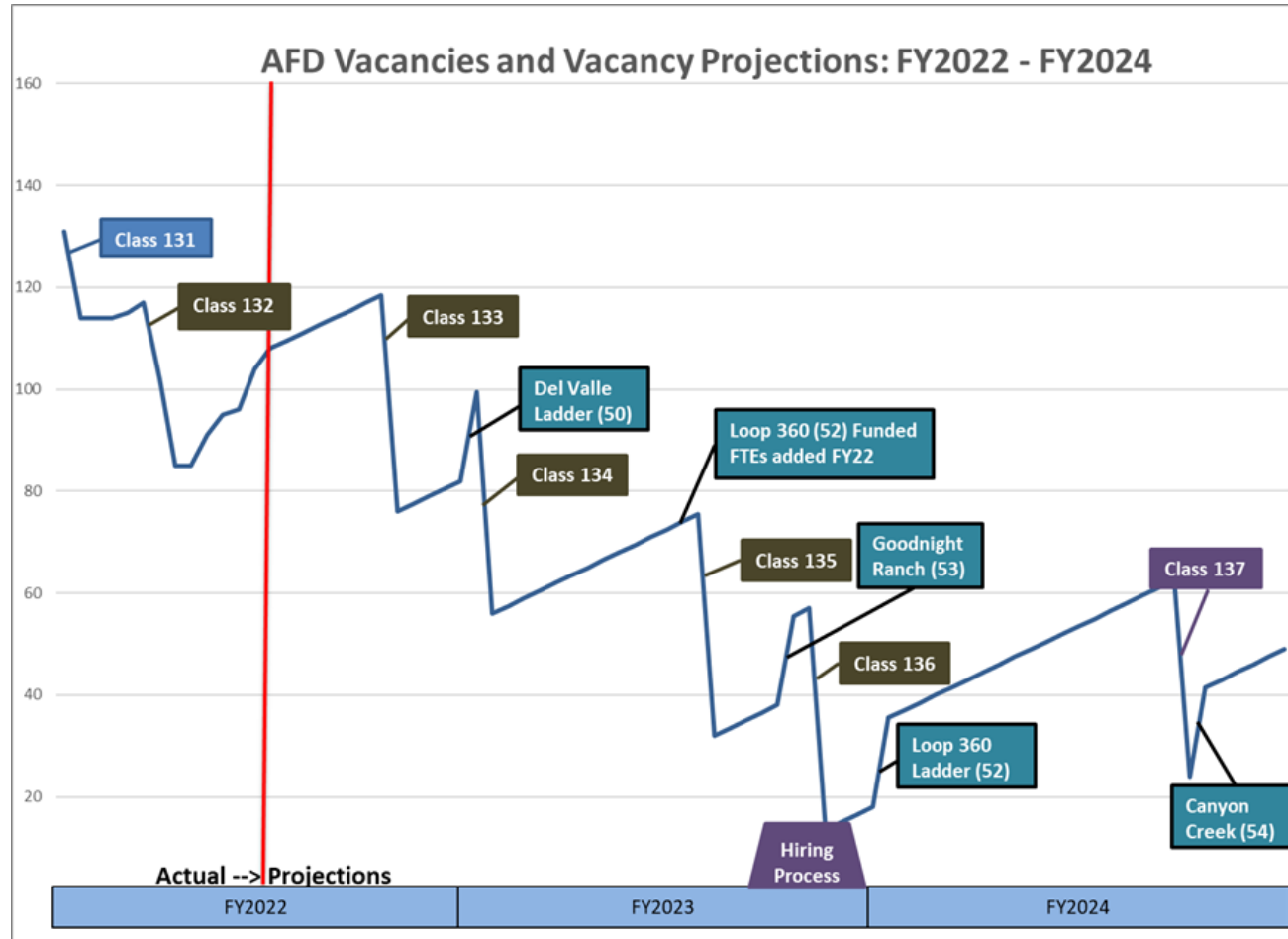
- Same five stations on this 2021 Standard of Coverage map
- Purple areas indicate less than 50% of the time, the AFD response from call receipt to arrival on scene was 8 minutes or less
 1. area around Del Valle station has improved, ISO rating upgraded
 2. Travis Country station opened in July 2021, expect evidence of improvement in 2022
 3. area around Loop 360 has not improved. Station is scheduled to open in March 2023
 4. area around Goodnight Ranch has gotten worse with higher growth rates than other residential neighborhoods
 5. Area around Canyon Creek has not improved



Due to the unprecedented Winter Storm Uri, incidents that fell on Feb 14-19, 2021 were excluded from the 2021 SOC analysis.



Plan to Fill Vacancies



2021 Hiring Process conducted May - Sept

- Class 133: Jan to July 2022, graduates approx. 44 firefighters (FF)
- Class 134: Mar - Oct 2022 with approx. 45 FF
- Class 135: Oct 2022 - May 2023 with approx. 45 FF
- Class 136: Jan - July 2023 with approx. 45 FF

2023 Hiring Process conducted May - Sept

- Class 137: Jan - July 2024 with approx. 40 FF

Projected Staffing Under Review

- Del Valle Ladder (16 FFs)
- Loop 360 Engine (16 FFs)
- Goodnight Engine (16 FFs)
- Loop 360 Ladder (16 FFs)
- Canyon Creek Engine (16 FFs)

Vacancies should remain below 80 if:

- continue bi-annual hiring cycles;
- separation rates stabilize at 1.5 per pay period; and
- the plan for staffing new stations and Ladders is implemented.

FY23 and FY24 Considerations

EXPAND TRAINING FACILITIES to facilitate overlap of two Fire Cadet classes while addressing Police and EMS training needs

2022 Start construction of GOODNIGHT RANCH STATION in August
(item for Council consideration based on support for staffing in FY24)

2023 Staff LOOP 360 Engine in March
2023 Staff GOODNIGHT RANCH Engine in October (FY24)

CIVILIAN HIRING & RETENTION

Update pay rates for positions in high demand throughout Central Texas



QUESTIONS

