



# Austin Police Staffing

---

February 28, 2023

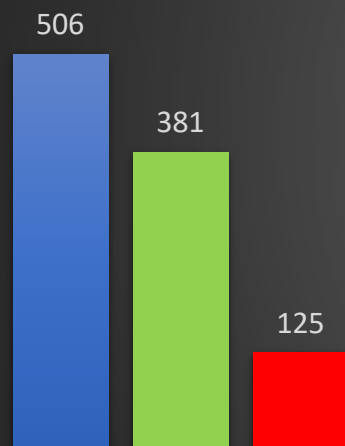
Public Safety Committee



# Civilian Staffing

## Civilian Positions

■ Authorized ■ Filled ■ Vacant



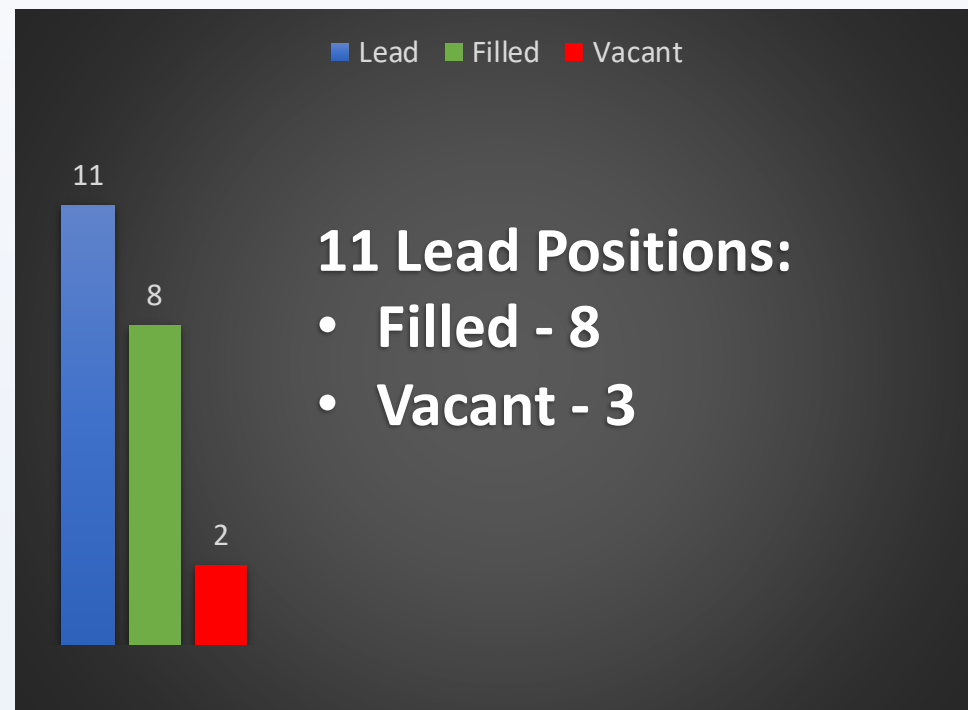
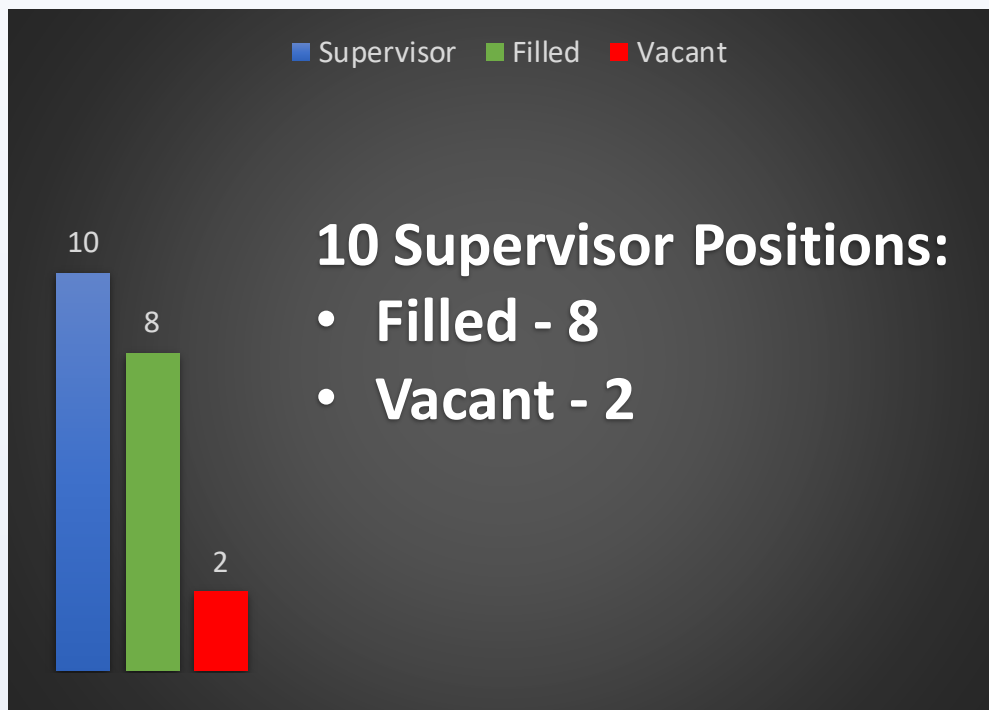
- Total Authorized - 506
- Total Filled - 381
- Total Vacant - 125

Data accurate as of 2/11/23 at 8:00am



# E-Comms Staffing

143 Authorized Positions

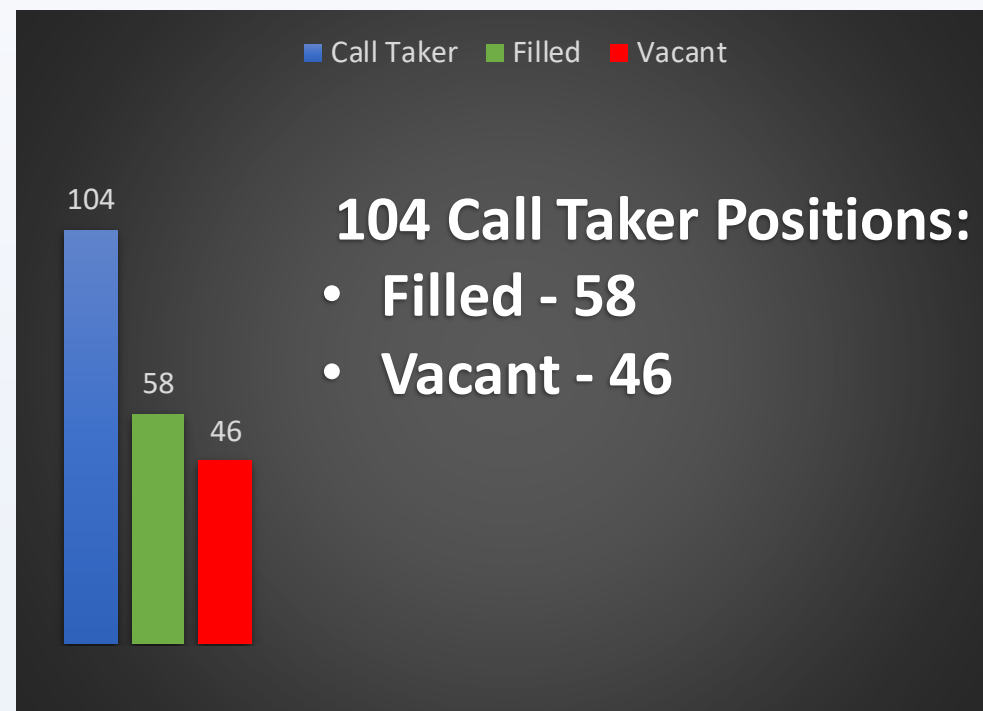
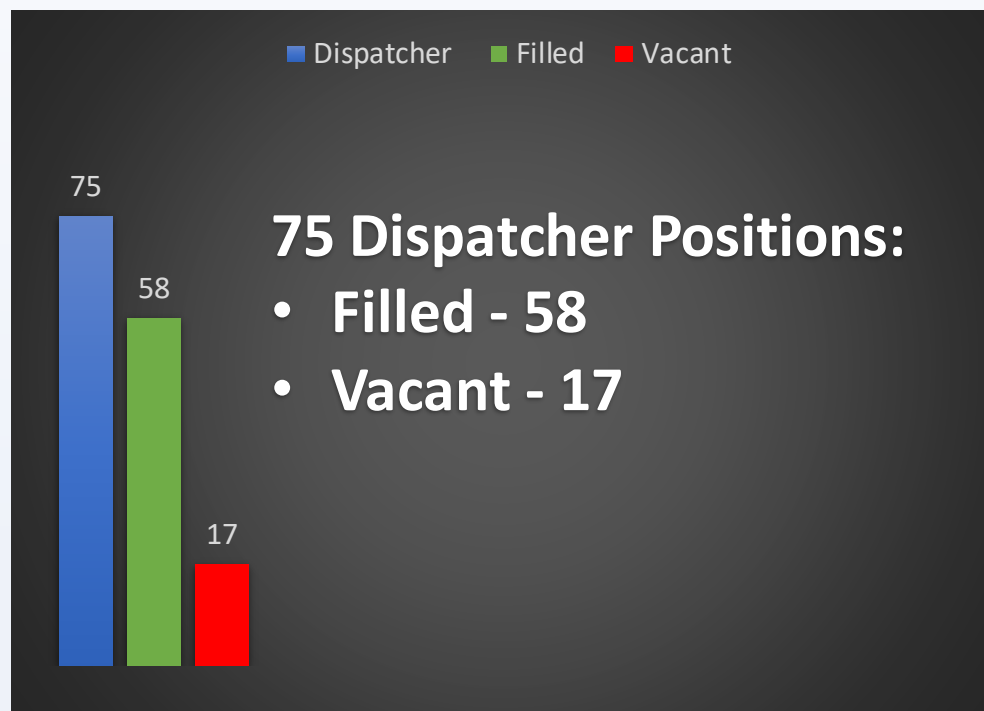


Data accurate as of 2/11/23 at 8:00am



# E-Comms Staffing

143 Authorized Positions



Data accurate as of 2/11/23 at 8:00am

# E-Comms

Emergency  
Communications



17 Currently Training

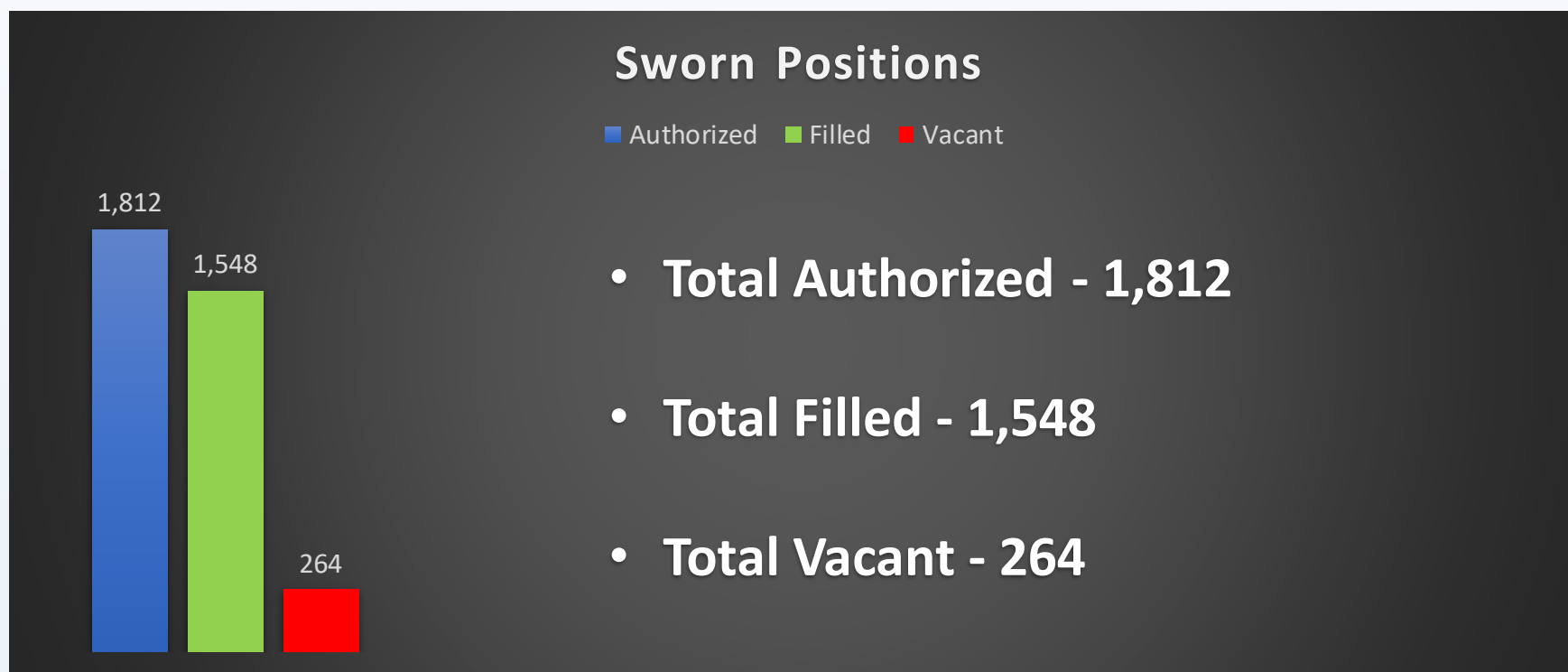
Dispatchers - 11

Call Takers - 6

Data accurate as of 2/27/23 at 8:00am



# Sworn Staffing



Data accurate as of 2/27/23 at 8:00am



# Sworn Separations

---

2023 Total Separation Notices Received YTD - 57

- 49 Retirements
- 8 Resignations

Since February 13, 2023

- 17 Retirements
- 1 Resignation

---

Data accurate as of 2/27/23 at 8:00am



# Cadet Staffing

68 Currently Training

## 147<sup>th</sup> Cadet Class

- Week 20
  - Cadets Started: 55
  - Current: 38
  - Graduation: May 19<sup>th</sup>

## 148<sup>th</sup> Cadet Class

- Week 4
  - Cadets Started: 34
  - Current: 30
  - Graduation: Sept. 8<sup>th</sup>





# Austin Police Staffing

---

February 28, 2023

Public Safety Committee



# AUSTIN FIRE DEPARTMENT

PUBLIC SAFETY COMMITTEE

FEBRUARY 28, 2023

## STAFFING UPDATE

# Civilian Positions

as of 02/17/23

- Budgeted FTEs = 154
- Vacancies = 27 (17.5%)
- Difficulty hiring
  - ✓ IT professionals (2)
  - ✓ Engineers and Plans Examiners (11) in the Fire Marshal's Office
  - ✓ New program to prepare Admins processing permits to advance into Plans Examiner positions (growing our own)
- Wildfire Division vacancies (7) held for job title reclassification and Division reorganization
- Remaining vacancies (7) from various job titles - recent turnover



# Uniformed Positions

as of 02/17/23

- Authorized strength = 1,266
- Vacancies = 74 (5.8%)
- Military deployments = 6
- Retirement rate = 4 per month
- Cadets = 90
  - estimate graduating 43 in May and 40 in July 2023
  - Hiring process this summer - begin taking applications March 2023
  - Recruiting → 3,811 candidate interest cards for ~200 positions over next 2 years
  - No new cadets graduating until May 2024



# Current Staffing – Includes Unfunded Needs

## FY23

- Loop 360 station opening in March with one Engine (16 FTEs)
- Unfunded need – Ladder staffing at Loop 360 and Del Valle stations (32 FTEs)
- Unfunded need – Task Force staffing
- GRADUATE approx. 83 cadets this summer
- FY23 year-end VACANCIES will be as close to zero as we've seen in a long time



Mandatory 4-Person Staffing on all emergency apparatus is necessary for safety reasons, but it drives AFD overtime expenditures. The following factors impact our ability to meet budget obligations:

- Backfill for vacant positions (doing well right now)
- Backfill for firefighters unable to work each shift
  - incumbent firefighters attending training
  - downtown safety initiatives (task force staffing)
  - 10-15 per shift on leave for injuries and/or parental bonding
  - cadet training instructors taken from Operations
  - other special assignments like committees
- Backfill for TX Task Force deployments when the reimbursement doesn't arrive in the same fiscal year

# Staffing Projections – Includes Unmet Needs

## FY24

- Goodnight Ranch station opening in January 2024 (16 FTEs)
- Task Force positions (18 FTEs)
- Command Techs (12 FTEs)
- Dispatchers (4 FTEs)
- Annual retirements/separations (52 FTEs)
- GRADUATE 70 cadets in FY24
- FY24 year-end estimate 32 VACANCIES

## FY25

- Canyon Creek station opening in July 2025 (16 FTEs)
- Task Force positions (18 FTEs)
- Command Techs (12 FTEs)
- Annual retirements/separations (52 FTEs)
- GRADUATE 90 cadets in FY25
- FY25 year-end estimate 39 VACANCIES





# EMS Staffing

---

PUBLIC SAFETY COMMITTEE

FEBRUARY 28<sup>TH</sup>, 2023

# Current EMS Vacancies

Vacancies - Sworn		
	Authorized Sworn Staffing By Rank	Data in Banner BW 04 (Pay period 01/29/2023 - 02/11/2023)
Assistant Chief	4	0
Division Chief	9	0
Commander-Field	38	0
Commander-Comm	5	0
Captain-Field	77	2
Captain-Comm	11	0
Clinical Spec-Field	277	73
Clinical Spec-Comm	29	7
Medic-Field	201	47
Medic-Comm	14	11
TOTAL VACANCIES		140
Total Filled		525
Total Uniform	665	665

Vacancies - Civilian	
	Data in Banner BW 04 (Pay period 01/29/2023 - 02/11/2023)
TOTAL VACANCIES	18
Total Filled	71.5
Total Civilian	89.5

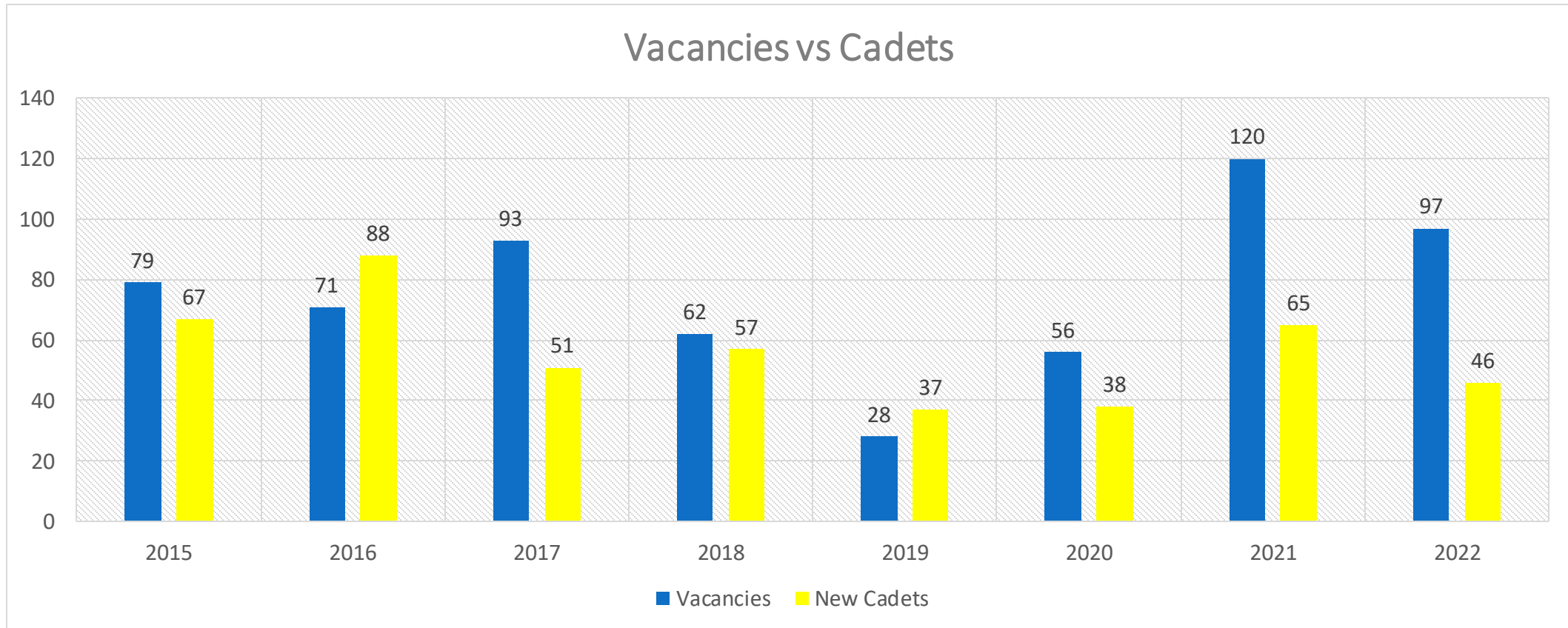
21% sworn vacancy rate

20% civilian vacancy rate

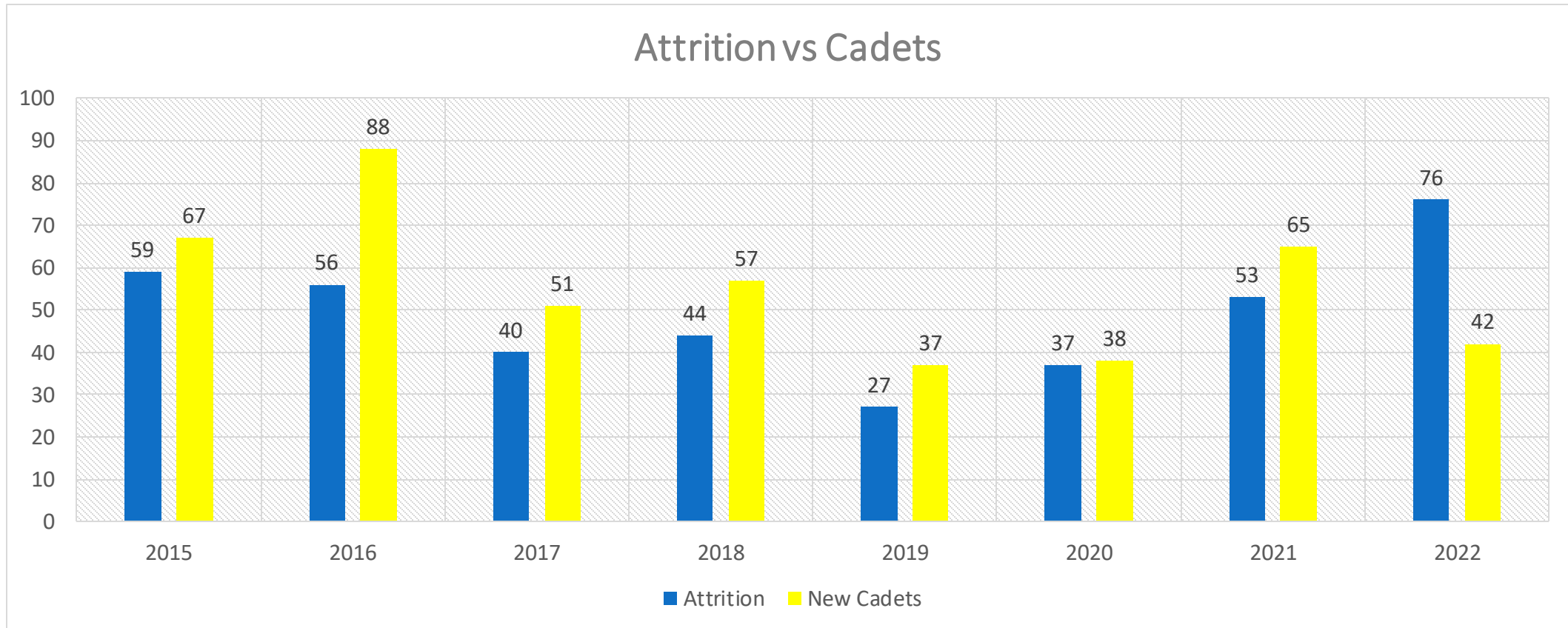




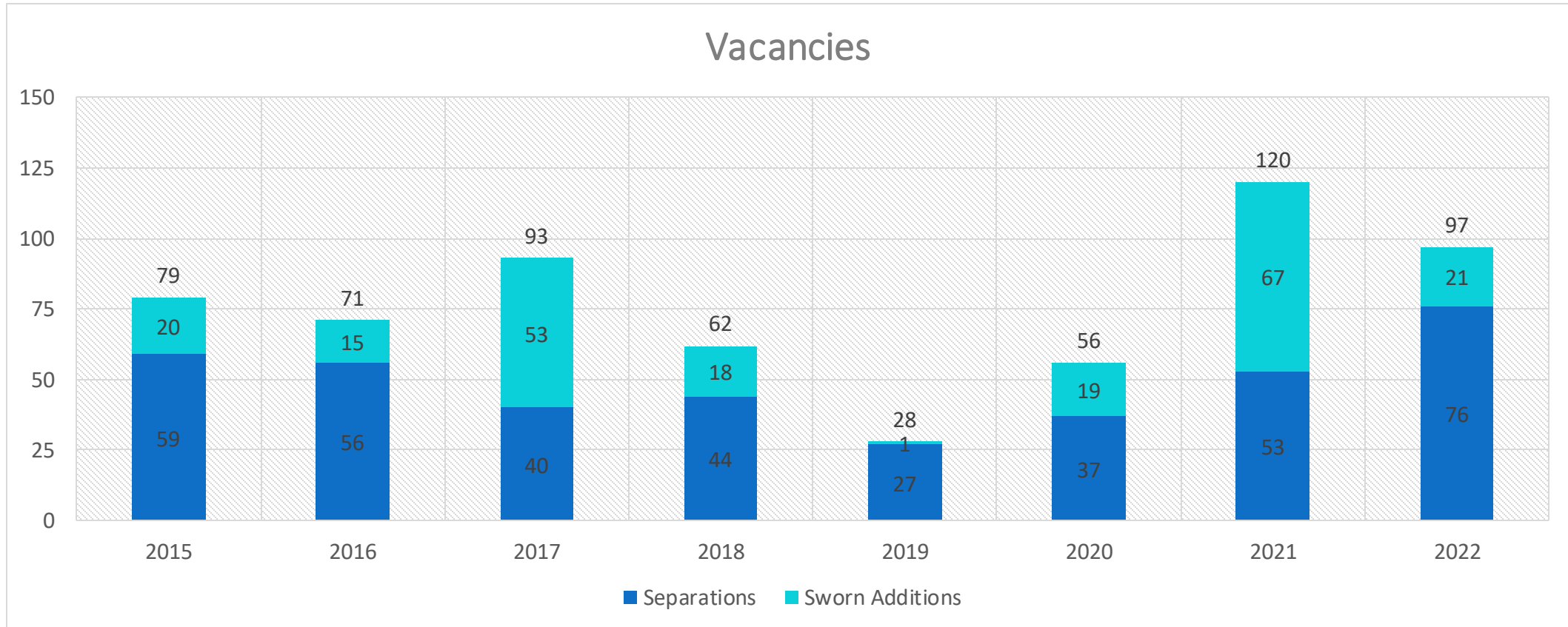
# History of Vacancies and New Hires



# Yearly Sworn Attrition and New Hires



# EMS Separations and New Funded FTEs per year



# Steps to Address Entry-Level Vacancies

---

- Increased from 3 to 4 entry-level Academies per year:
  - January 30<sup>th</sup>
    - 22 Field Medic, 1 Communications Medic
  - April 24<sup>th</sup>
  - July 17<sup>th</sup>
  - October 9<sup>th</sup>
- Developing plan for Telecomm Intern Program for Communications vacancies
- Upon Academy graduation April 7<sup>th</sup>, 30 cadets move into sworn FTEs and reduce vacancy rate



# Steps to Address Clinical Specialist Vacs.

---

- Continue Field Clinical Specialist Promotion processes for internal staff
  - Every 120 days
- Department paramedic class
- 2 Lateral Clinical Specialist Academies:
  - January 30<sup>th</sup>
    - 7 Field Clinical Specialists
  - July 17<sup>th</sup>



# Projected Vacancy Rate

---

- Average turnover rate for past 3 months ~ 1%
  - No turnover for month of January
- 4 Academies for FY 2023
  - Goal is to hire 80 for FY 23
- Estimated number of separations for FY 23 ~ 35
- End of year vacancy rate estimated ~ 10%



# Recruiting Opportunities

---

- ECA Telecomm Intern Program
- Military
- Industry conferences
- International contacts



# Recruiting and Training Challenges

---

## Recruiting staff

- 2 Civilian positions – 1 is vacant
- Evaluating need for full-time sworn positions

## Training

- Up to 60 – 70 employees in training concurrently in 3 – 4 separate processes
  - Equipment
  - Field Training Officers
  - Facilities

