

# Department of Fire, Rescue, and Emergency Management (FREM) Career Development Program

*“One goal, one vision – provide the best service possible to our citizens, while becoming one of the Nation’s premiere combination fire and EMS systems.”*

# Recruitment and Retention

## Calendar Year 2013

- FREM lost 15 employees
- 13 of 15 were Advanced Life Support (ALS) providers

## Calendar Year 2014 (1<sup>st</sup> Qtr)

- FREM lost 9 employees
- 5 of 9 were ALS providers

\*If this trend continues, FREM could lose a total of 36 providers during 2014, with 20 of those being ALS providers. FREM cannot sustain these losses and continue to provide critical emergency medical care to our citizens.

EMT-Intermediates and EMT-Paramedics (ALS providers) possess a unique and highly sought after certification/qualification that is in short supply and high demand.

# ALS Stipends

- In an effort to reduce ALS turnover, a stipend program was developed to provide additional compensation to ALS providers:
  - Released FT Firefighter/Medic: \$3,000
  - Released FT Medic: \$3,000
  - Released FT ALS Officer: \$2,000
- The proposed cost for FY15 is \$216,000 (including taxes and retirement contribution) which funds 45-ALS FF/Medic stipends and 21-ALS Officer stipends.

# Career Ladder Program

- The Career Ladder Program establishes a higher career recognition level and rewards employees for performance.  
*(Based on the employee's evaluation, length of County service, completion of college coursework, completion of additional training hours, certifications, and competencies.*
  - Master Firefighter \$2,500
  - Master Firefighter/Medic \$2,500
- The proposed cost for FY15 is \$67,084. A reduction in turnover from 15 employees to 13 will fund approximately \$60,000 of this request.

# Plan Funding

- This plan requires no new money.
- Funded partially
  - through existing EMS revenue recovery funds.
  - through reduction in overtime funding/costs.
  - through reduction in turnover funding/costs.
- The program invests in employees on the front end to reduce turnover costs on the back end.
- Turnover costs are estimated as high as \$.5 million annually.