



**Fire Chief Matt Furlot**

# Staffing Assessment

# Staffing Gaps

Current staffing model does not fully align with operational demand:

## **Suppression:** Structural gap

- Staffing model is too small for the work required

## **Fire Prevention:** Functional gap

- Scope of work exceeds current capacity

# Current State

## **Suppression:**

- Structural gap: staffing model is too small for the work required
- 29 firefighters today / 32 or full structural alignment
- Goal: predictable, reliable staffing without dependence on overtime

## **Fire Prevention:**

- Functional gap: scope of work exceeds current capacity
- 0 inspectors today / 1 required
- Goal: complete the fire prevention cycle and reduce community risk

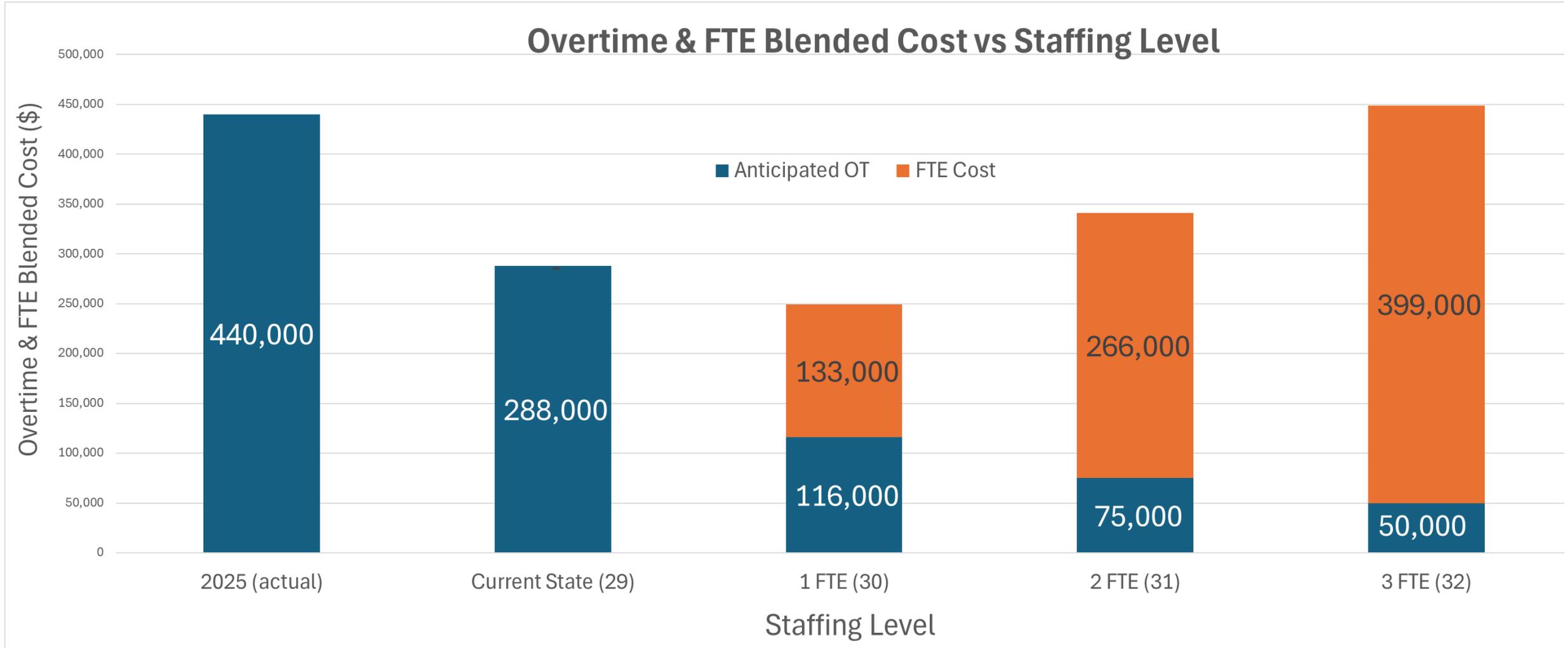
# Trial: Design & Baseline

## Pre-Trial State: 29 Firefighters

A-Shift	B-Shift	C-Shift	D-Shift
Captain	Captain	Captain	Captain
Lieutenant	Lieutenant	Lieutenant	Lieutenant
Firefighter	Firefighter	Firefighter	Firefighter
Firefighter	Firefighter	Firefighter	Firefighter
Firefighter	Firefighter	Firefighter	Firefighter
Firefighter	Firefighter	Firefighter	Firefighter
Firefighter	Firefighter	Firefighter	Firefighter
		Firefighter	
(7)	(7)	(8)	(7)

Reliable staffing target: 8 per shift (to consistently deliver 6 on-duty positions)

# Trial: What the model shows at different staffing levels



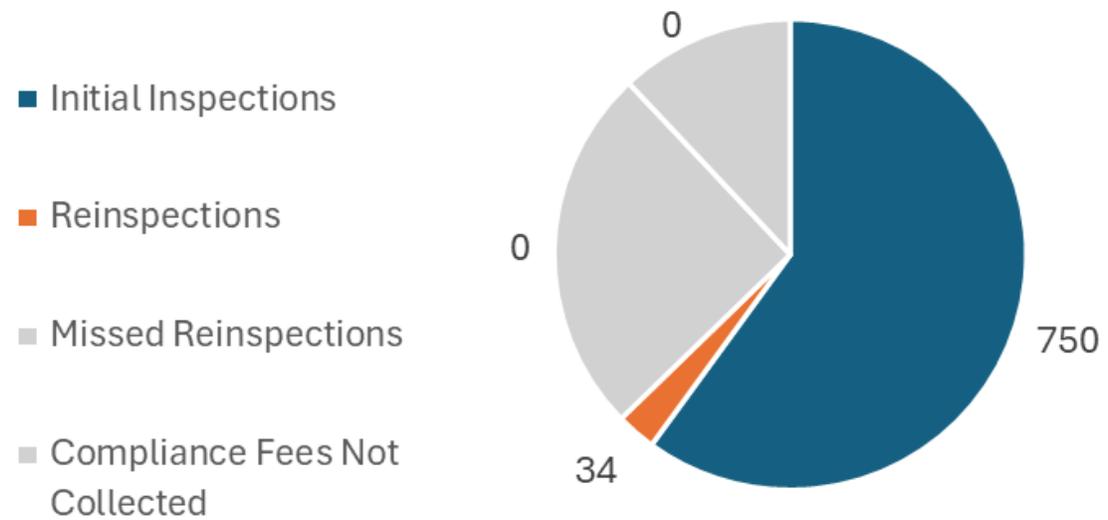
# Staffing Trade-Offs:

## Financial Impact & Structural Alignment

- **29–30 FTE**
  - High overtime demand
  - Structural gap across shifts
  - Lower immediate budget impact
- **31 FTE**
  - Overtime significantly reduced
  - One shift remains structurally short
  - Moderate budget impact
- **32 FTE**
  - Overtime limited to operational variability (\$50K)
  - All four shifts structurally aligned
  - Higher base budget impact

# Fire Prevention 2025 RESULTS

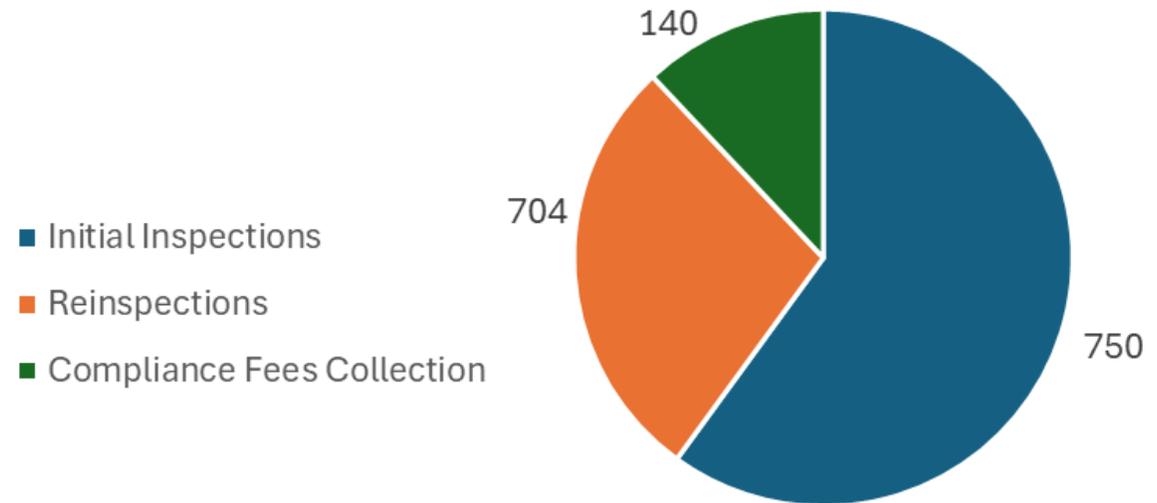
Fire Prevention Capacity: Current State



# Fire Prevention

## 2026 with an Inspector

Fire Prevention Capacity: Adding an Inspector



Questions?