

EXECUTIVE SUMMARY:

Fire Academy Training by the City of San Luis Fire Department:

I have attached a short paper which details my findings. The conclusion within this paper is that we have an adequate pool of applicants for Firefighter-EMTs. Our challenge is to recruit adequate numbers of Firefighter-Paramedics. More specifically, recruitment of Firefighter-Paramedics is a problem because we cannot retain our Firefighter-Paramedics and therefore our investment in their training.

To address the training programs needed, their associated fiscal impacts and time needed to reap the harvest of training, education and certification provided by SLFD would also need to include the associated time and investment for Paramedic (CEP) training. This information was not available at the time of my report, but simply stated, adds an additional \$10,000 to the costs included in the attached report and an additional 12 to 16 months of school.

My recommendation, as stated in the attached report, is to continue to recruit needed personnel from the existing and growing, regional labor pool AND to invest in program(s) which;

1. Specifically target our ability to attract and recruit trained, qualified and certificated candidates for our vacant positions. This program might include incentive bonuses for desired certifications, abilities or education (sign on bonuses, relocation bonus, etc.) such as Paramedic, Fire Chief, Emergency Management, etc., and,
2. Retention bonuses paid to existing employees who possess the skills and certifications we desire. This bonus would require a specific commitment to continue to work for SLFD from the time of receipt of the bonus. Should they choose to leave our employment voluntarily before the term of the contract, they would be required to repay the bonus. This would stabilize the exit of our trained for other jobs and protect our investment in employee education.
3. Establish a contract between any existing employees, similar to the one mentioned above, which would require a specific time of continued employment after certification, based upon the cost of training. Again, identical to the item listed above, should they choose to leave SLFD, they would be required to repay our investment in their education.