

RESOLUTION NO. 2024-129

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MARINA AUTHORIZING FUNDING FOR THE TWO VACANT AUTHORIZED FIREFIGHTER POSITIONS AT A FULLY BURDENED COST OF \$270,000 ANNUALLY.

WHEREAS, it is important for the city to provide basic fire protection services, and;

WHEREAS, the hiring of two vacant Firefighters is necessary to staff our Fire Truck and to assist with staffing and deployment capabilities in order to respond to emergencies, assuring that our communities have adequate protection from fire and fire related hazards, and;

WHEREAS, the staffing will support our department's efforts to meet the minimum staffing as defined in National Fire Protection Agency (NFPA) 1710 and 1720, as well as OSHA Respiratory standard 29 CFR 1910.134(g)(4)(ii), and;

WHEREAS, the fire department is requesting that the City Council authorize filling the two vacant Firefighter positions, and;

NOW, THEREFORE, BE IT RESOLVED, that the City Council of the City of Marina does hereby:

1. Adopt Resolution No: 2024- authorize the hiring of two firefighters to fill two authorized vacant firefighter positions, and;
2. The fully burdened cost for fiscal year 24/25 is estimated to be \$135,000 and \$270,000 annually and;
3. Authorize the Finance Director to make necessary accounting and budgetary entries to fund two (2) vacant Firefighter positions.

PASSED AND ADOPTED at a regular meeting of the City Council of the City of Marina duly held on the 19th day of November 2024 by the following vote:

AYES: COUNCIL MEMBERS: McAdams, McCarthy, Biala, Visscher, Delgado

NOES: COUNCIL MEMBERS: None

ABSENT: COUNCIL MEMBERS: None

ABSTAIN: COUNCIL MEMBERS: None

Bruce C. Delgado, Mayor

ATTEST:

Anita Sharp, Deputy City Clerk

November 11, 2024

Item No. **10f(1)**

Honorable Mayor and Members
of the Marina City Council

City Council Meeting
of November 19, 2024

**CITY COUNCIL TO CONSIDER ADOPTING RESOLUTION NO. 2024-
AUTHORIZING FUNDING FOR THE TWO VACANT AUTHORIZED
FIREFIGHTER POSITIONS AT A FULLY BURDENED COST OF \$270,000
ANNUALLY.**

RECOMMENDATION:

It is requested that the City Council:

1. Consider adopting Resolution No: 2024- authorizing funding for the two vacant firefighter positions; and
2. The fully burdened cost for fiscal year 24/25 is estimated to be \$135,000 and \$270,000 annually; and
3. Authorize the Finance Director to make necessary accounting and budgetary entries to fund the two Firefighter positions.

BACKGROUND:

In 2020, Emergency Services Consulting International (ESCI) conducted a comprehensive Standards of Cover and Deployment analysis for the Marina Fire Department. The ESCI study analyzed the community and the associated risk and identified the need for two staffed engine companies, one station to cover the south end of the city and one to cover the north, with overlapping coverage throughout central Marina.

In 2021, City Gate Associates conducted a Fire Station Location Study in conjunction with the City of Seaside to explore the possibility of a joint station to serve both Cities. The study identified the need for a second staffed Marina Fire station. The study also concluded that a joint station would not provide the necessary coverage for the City of Marina.

The Marina Fire department operates on a three-shift schedule to provide coverage twenty-four hours a day, seven days a week. These shifts consist of three personnel at Station One and two personnel at Station Two. Staffing at Station One is sufficient for a “fully staffed engine company” while the limited staffing at Station Two constitutes “staffing for a squad”. This staffing model does not allow the Marina Fire Department to meet the OSHA Respiratory standard 29 CFR 1910.134 until automatic aid or mutual aid is received. In addition, the staffing is needed to help meet the minimum staffing as defined in National Fire Protection Agency (NFPA) 1710 and 1720.

At the regularly held meeting on December 19, 2023, the City Council approved Resolution 2023-140, authorizing the staffing allocation plan to be amended adding 2 additional Division Chiefs and 3 Firefighter positions. The resolution also authorized the hiring of the 2 Division Chiefs and One Firefighter. For the other two firefighter positions, staff was authorized to apply for a Staffing for Adequate Fire and Emergency Response Grants (SAFER) grant and if not awarded, to come back to the City Council for funding.

ANALYSIS:

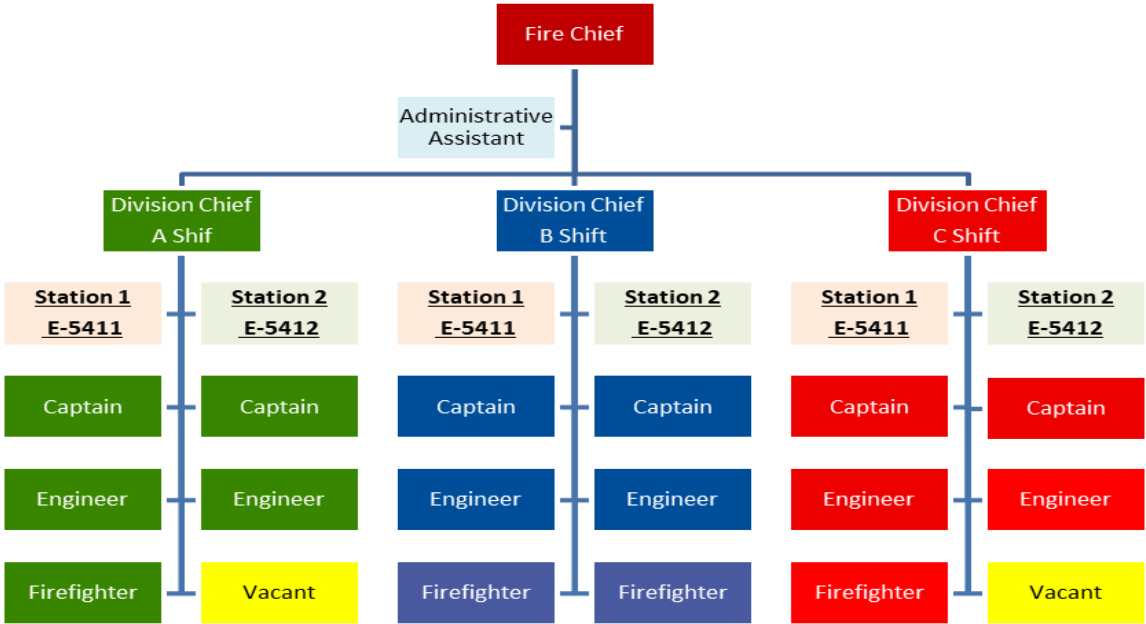
The City of Marina has made great strides towards providing the staffing and equipment necessary to provide basic fire protection for the citizens and visitors to the City of Marina. Some of the notable milestones include upgrading and expanding its aging fleet with new, modern fire apparatus, the purchasing of a new Fire Truck and the hiring of critical staffing necessary to perform our mission. The

hiring of the two Division Chiefs has made a momentous leap forward in our goal of providing adequate protection from fire and fire-related hazards as well as proper and adequate professional development for staff. Additionally, the Division Chiefs have also allowed us to enhance the level of service to the public by responding to additional emergency calls for service that we were unable to in the past. Fire departments depend on adequate staffing and deployment capabilities to respond to emergencies effectively and safely. With adequate staffing levels, the citizens and residents of our community will experience a reduction in response times and trained personnel assembled at the incident scene.

The City of Marina is a rapidly growing city. With the steadily increasing population along with the new hotels, business, homes, etc, the Fire Department has experienced a steady increase in calls for service. Over the past 10 years the calls for service have increased 72% and have doubled since 2008. As development comes to fruition, the calls for service only increase more rapidly. The Department has also experienced a steady increase in overlapping calls (calls in which an engine company is committed, and a second call comes in.) As the call volume increases, so do the number of overlapping calls. In the last 10 years we have seen a 305% increase in the number of overlapping calls due to this increase in population and new construction.

The statistical data shows the yearly increase in calls for service correlates to extended response times. The National Fire Protection Association (NFPA) standard response time for a medical aid is 5 minutes and for a fire is 5 minutes and 20 seconds. Our average response time is 7 minutes. We are also experiencing an increased demand for Inspections, Prevention Activities, Community Safety, School Education and Safety, Community Risk Reduction, Pre-Fire Planning, Training and Maintenance.

These two firefighter positions are important for the necessary staff needed for our department to provide essential services to the community. The firefighters will staff the 2nd engine company thereby providing the city with two fully staffed engine companies. Engine companies with the proper staffing allows Firefighters to provide proper lifesaving services and engage in fire suppression efforts to extinguish fires with a minimum loss of life, damage to the environment and to minimize property damage. The firefighters are also needed for the Truck staffing, the Truck cannot be put in service with only 2 people for staffing. The two Firefighters will fill the vacant positions as shown in yellow on the organizational chart below.



FISCAL IMPACT:

The estimated fully burdened salary impact to the Fiscal Year 24/25 budget is \$135,000, the estimated annual fiscal impact is \$270,000. The mid-cycle budget identified the firefighter positions and the costs. At that time, it was estimated that there would be approximately \$1 million in revenues to support new on-going expenditures. If this item is approved this evening, along with the requests for the public works asset management and citizen relationship management (CRM) software systems; and the Police Body-Worn and Vehicle Camera Project, the revised estimated on-going operating surplus is projected to be \$485,000.

CONCLUSION:

This request is submitted for City Council consideration and possible action.

Respectfully submitted,

Doug McCoun
Fire Chief
City of Marina

REVIEWED/CONCUR:

Tori Hannah
Finance Director
City of Marina

Layne P. Long
City Manager
City of Marina