

DEPARTMENT INFORMATION

ALEXANDRIA

LOCAL 2141

COMPENSATION

How to Read

- **Normalized = salaries adjusted for hours worked, puts everyone on 56-hour work week. This is the accepted way to compare salaries.**
- **Red = How far away we are from average**
- **Green = Above average**
- **NOVA Comparators = Fairfax County, Arlington, Loudoun, and Prince William County**
 - What council as move to as comparators in the past 3 years.
- **Approved Comparators = Fairfax County, Arlington, Montgomery County, Prince Georges County**
 - What has historically been used.

COMPENSATION

Alexandria vs. NOVA Region

| Classification Title | Source | FY19 | | | FY19 Normalized | | |
|---|------------------|---------|----------|---------|-----------------|----------|---------|
| | | Minimum | Midpoint | Maximum | Minimum | Midpoint | Maximum |
| FIRE CHIEF | ALL | -15.91% | -14.35% | -14.27% | -22.22% | -21.08% | -20.46% |
| ASSISTANT FIRE CHIEF | ALL | -11.35% | -8.44% | -6.22% | -24.41% | -20.74% | -18.71% |
| DEPUTY FIRE CHIEF | ALL | -6.62% | -5.2% | -5.3% | -18.65% | -17.92% | -17.51% |
| FIRE BATTALION CHIEF | ALL | -1.13% | 0.29% | 1.08% | -12.03% | -10.72% | -9.67% |
| FIRE CAPTAIN | ALL | -0.11% | 0.79% | 1.52% | -11.88% | -10.77% | -10.14% |
| FIRE LIEUTENANT | ALL | 0.58% | 1.98% | 2.76% | -10.91% | -9.65% | -8.94% |
| FIRE FIGHTER IV | ALL | 4.67% | 8.14% | 10.10% | -5.47% | -2.83% | -0.09% |
| FIRE FIGHTER III | ALL | -7.44% | -1.62% | 1.30% | -7.44% | -1.62% | 1.30% |
| FIRE FIGHTER II | ALL | -3.77% | -0.67% | 1.09% | -3.77% | -0.67% | 1.09% |
| FIRE FIGHTER I | ALL | -7.44% | -3.1% | -0.1% | -7.44% | -3.1% | -0.1% |
| EMS OPERATIONS MANAGER | ALL | | | | | | |
| EMS CAPTAIN | ALL | 10.44% | 9.51% | 8.99% | -19.41% | -20.65% | -21.35% |
| EMS LIEUTENANT | ALL | 8.85% | 8.62% | 8.50% | -21.53% | -21.83% | -22.00% |
| MEDIC IV | ALL | 26.87% | 26.67% | 26.57% | 2.4% | 2.3% | 2.0% |
| MEDIC III | ALL | | | | | | |
| MEDIC II | ALL | | | | | | |
| Alexandria Deviation-Fire & Medic Classificatio | 16 Jobs Surveyed | -0.24% | 1.64% | 2.69% | -12.54% | -10.70% | -9.66% |

COMPENSATION

Average compensation across all ranks

FY19 BENCHMARK SURVEY - SUMMARY OF FIRE RESULTS

Deviation for all surveyed classifications

| Classification Group | # of Classifications Surveyed | Average - FY19 Adopted Budget | | | Average - FY19 Normalized | | |
|----------------------|-------------------------------|-------------------------------|----------|---------|---------------------------|----------|---------|
| | | Minimum | Midpoint | Maximum | Minimum | Midpoint | Maximum |
| Approved Comparators | 16 | 2.81% | 0.91% | -0.12% | -13.40% | -16.45% | -18.20% |
| NOVA Only | 16 | -0.24% | 1.64% | 2.69% | -12.54% | -10.70% | -9.66% |

COMPENSATION

Starting Salary

| Northern Virginia Starting Firefighter Salaries | |
|---|---|
| Department | Salary for 56-hour Work Week |
| City of Alexandria | \$49,293.92 |
| Arlington County* | \$55,723.00 |
| Fairfax County* | \$56,173.99 |
| Loudoun County** | \$57,047.00 |
| Prince William County* | \$57,249.00 |
| Average of Comparators | \$56,548.24 |
| Percent Lower than 100% of the Average | 14.7% |
| *Proposed for FY2020 | |
| **Loudoun County Normalized for 56 hour work week | |
| Arlington | 5% increase in starting salary |
| Fairfax | 1% increase in starting salary |
| Prince William | Adjusted pay scale to new 56-hour work week |

WHY IS THIS IMPORTANT

We are not able to RETAIN firefighters and paramedics

- **Costs**
 - ~\$100,000 to train and outfit 1 Firefighter
 - ~\$8,000 for a Paramedic Certification
- **Resignations to work for other departments**
 - 7 in 2016
 - 7 in 2017
 - 6 in 2018
 - Leaving for FFxC and DC
- **More than half the department has less than 10 years**
 - ~ 1/3 have less than 5 years

SAFE STAFFING LEVELS

Why we are asking for 4 firefighters on all fire trucks.

January 1 – July 1 of 2019

- **E206 – 1,742**
- **E208 – 1,629**

ADVANCED LIFE SUPPORT



ALS STAFFING RESEARCH

NIST EMS Field Experiment September 2010

- Montgomery County and Fairfax County
- 3 Scenarios
 - Patient Access and Removal
 - Trauma
 - Cardiac Arrest

ALS STAFFING RESEARCH FINDINGS

- 4 person engine crew and 2 person ambulance crew with 1 ALS provider on the engine and 1 on the ambulance was the best staffing model.
 - All tasks were completed more efficiently
 - Less time spent on scene
 - Limited Injury potential to all personnel
 - Significant finding – completed trauma tasks 2 minutes and 15 seconds faster than other crew configurations

RESIDENTIAL BUILDING FIRE TASKS



SUPPRESSION STAFFING RESEARCH

NIST Residential Fire Ground Experiments April 2010

- Montgomery County and Fairfax County
- 22 Residential Fire Ground Tasks

SUPPRESSION STAFFING RESEARCH FINDINGS

- 4 person crews completed tasks 5.1 minutes (25%) faster than 3 person crews

HIGH RISE FIRE TASKS



SUPPRESSION STAFFING

NIST High-Rise Fire Ground Field Experiment April 2013

- Arlington, Alexandria, Fairfax, Prince William, District of Columbia, Montgomery, Howard, Fairfax City, Prince George's, Loudoun, MWAA, Manassas, Stafford
- Covered 14 different tasks associated with high-rise firefighting

SUPPRESSION STAFFING

Findings

- 3 person crews took 12 minutes longer than 4 person crews
- Having more personnel on the first arriving units was more effective and efficient than getting those additional people by sounding larger alarms

REGIONAL STAFFING

Arlington

- 4 person staffing on all suppression units
 - FF/Med on all engines
- Dedicated rescue staffing
- 1 ALS and 1 BLS - medic units
 - Can up-staff to 2 ALS providers

DC

- 4 person engines
 - FF/Med on some engines
- 5 person trucks/ rescues
- Dedicated rescue staffing
- BLS - ambulances
- 1 ALS/1 BLS - medic units
- 2 ALS - medic units

Alexandria

- 3-4 person engines
 - FF/Med on 3 engines and sometimes 4 engines
- 4 person trucks
- 4 person rescue
- 1 ALS and 1 BLS – medic units
 - Can up-staff to 2 ALS providers

REGIONAL STAFFING

Fairfax City

- 4 person staffing on all suppression units
 - FF/Med on all suppression units
- 4 person rescue staffing
- BLS - ambulances
- ALS - medic units

Fairfax County

- 4 person staffing on all suppression units
 - FF/Med on all engines
- Dedicated rescue staffing
- 1 ALS/ 1 BLS - medic units

Loudoun County

- 3 person engines
 - 1 engine with a FF/Med
- 4 person trucks/rescue squad
- 1 rescue with dedicated staffing
- 3 rescues cross staffed
- 1 ALS and 1 BLS medic units

Alexandria

- 3-4 person engines
 - FF/Med on 3 engines and sometimes 4 engines
- 4 person trucks
- 4 person rescue
- 1 ALS and 1 BLS – medic units
 - Can up-staff to 2 ALS providers

REGIONAL STAFFING

Montgomery County

- 4 person staffing on all suppression units
 - FF/Med on all engines
- 3 person rescue staffing
- BLS - ambulances
- 1 ALS/1 BLS - medic units
- ALS - medic units

Prince George's County

- 3-4 person staffing on all suppression units
 - FF/Med on most engines
- 4 person rescue staffing
- BLS - ambulances
- 1 ALS/1 BLS - medic units
- ALS - medic units

Prince William County

- 4 person staffing on all suppression units
 - FF/Med on all engines
- 4 person rescue staffing
- BLS – ambulances
- 1 ALS/1 BLS - medic units

Alexandria

- 3-4 person engines
 - FF/Med on 3 engines and sometimes 4 engines
- 4 person trucks
- 4 person rescue
- 1 ALS and 1 BLS – medic units
 - Can up-staff to 2 ALS providers

REGIONAL RUN DATA

FY 2018 Data

| Average Calls Per Unit Type (per year) | | | | | Busiest Units (per Year) | | | |
|--|-------|--------|-------|--------|---------------------------------|------------|------------|------------|
| | Medic | Engine | Truck | Rescue | Medic | Engine | Truck | Rescue |
| Alexandria | 2794 | 1994 | 1857 | 1594 | 206 = 3370 | 208 = 3408 | 205 = 2152 | 206 = 1594 |
| Fairfax | 1918 | 1931 | 1700 | 1455 | 422 = 2894 | 409 = 3565 | 429 = 2424 | 413 = 2343 |
| Arlington | 2454 | 2755 | 2144 | 2429 | 104 = 2986 | 105 = 3562 | 104 = 2828 | 104 = 2764 |
| | | | | | Second Busiest Units (per Year) | | | |
| | | | | | Medic | Engine | Truck | Rescue |
| | | | | | 208 = 3360 | 205 = 3092 | 208 = 1976 | N/A |
| | | | | | 430 = 2765 | 410 = 3514 | 425 = 2170 | 426 = 1714 |
| | | | | | 102 = 2930 | 102 = 3400 | 106 = 1832 | 109 = 2094 |

FY 2019

January 1 – July 1 Busiest Units in Alexandria by Unit Type

- E206 – 1,742
- M206 – 1,697
- R206 – 1,155
- T205 – 1,030