

The Village of Tequesta
Cost Comparison between Interim Firefighter and Firefighter Positions
Fiscal Year Ending 09/30/2019

Benefits	INTERIM FF	FIREFIGHTER
Wages	21,216. (min. wage)	\$46,324
Ed. Stipend	5,000	-0-
Taxes	1470.74	3679.62
Med. Ins.	22,023 (100% by VOT)	22,023 (100% BY VOT)
Pension	-0-	11,267.15
Medic Incentive	3,182.40	6,948.60
BLS / ACLS / PALS	\$250	\$250
	53,142.14	90,492.37
	\$53,141.74	\$90,492.37
	DIFFERENCE: \$37,350.63	

Other Considerations:

Training Hours: Each new hire interim undergoes approximately 104 hours of *new hire training* during the first four (4) months of employment in order to proceed through the “check-off” process. This training not only occupies the time of the new interim, but is provided by a senior Firefighter who could be accomplishing other valuable fire department tasks which would not only aid the Fire Dept., but the Village as well, i.e. Applying for Grants, spearheading Community Service projects, as well as advancing the entire shift’s training as opposed to concentrating on one employee. With the rapid turnover in this position the result is repetitive entry level training for one employee, and a reduction in available time for shift training. Below is a detail of Interim firefighters and their dates of employment and lengths of stay over the past 3 years in alphabetical order:

Aguilar, Luis	6 months	05/02/2016	11/21/2016
Alkurdi, Nour	6 months	07/01/2017	01/23/2018
Baker, Christopher	2.5 months	07/31/2018	10/11/2018
Chance, Christopher	1 year	11/21/2016	11/23/2017
Gallagher, Michael	6 weeks	08/17/2015	09/25/2015
Jasso, Jesus	3 months	03/12/2018	06/13/2018
Johnson, Sean	1 year 2 months	10/13/2015	12/01/2016
Kigel, Paul	3.5 months	03/26/2018	07/07/2018
Kitzi, Joshua	3 years	12/12/2012	11/04/2015
Petrillo, Brian	3.5 months	12/05/2017	03/23/2018
Pica, Christopher	2 weeks	11/20/2017	12/07/2017
Prado, Josh	2.5 months	03/07/2017	05/26/2017
Sanchez, Jimmy	4 months	11/08/2016	03/01/2017
Solensky, Evan	5 months	12/01/2015	04/29/2016

The Village of Tequesta
Cost Comparison between Interim Firefighter and Firefighter Positions
Fiscal Year Ending 09/30/2019

Page 2

With a vast many local Fire Departments hiring now, as opposed to the past when the hiring freeze in the industry made the Interim position a desirable one, a fully certified, talented firefighter can get a full time unionized job and does not have to settle for minimum wage.

Uniforms: Each new hire interim is issued a full set of gear which includes the following:

(PLEASE SEE ATTACHED SPREADSHEET)

As interims resign and move on to other departments, their gear remains the possession of the Village of Tequesta Fire Dept.; however, unless the next interim is similarly sized, that gear is wasted and new uniforms, boots, and equipment must be repurchased. This cycle of outfitting/resigning and repurchasing uniforms at the prices indicated above, wastes precious funds from the Fire Dept. Uniform Budget and prevents the purchase of much needed bunker gear, safety gear, and uniforms for our full time firefighters as required by contract. At present, we are hoping to receive a Federal Grant; however, it is very competitive and cannot be relied upon. To waste these funds on the purchase of equipment and uniforms for revolving-door employees could be put to better use.

Overtime: Turnover time to replace an interim with another one has historically been one (1) month. i.e. time for new hire to give 2 week notice to present employer, plus 2 week on-boarding process for Human Resources. This leaves us 1 firefighter short for a one month period of time each time an interim leaves to accept a Full Time position elsewhere. If this shift shortage should occur in conjunction with Sick Leave, Vacation Time, or FMLA, it leads to excessive overtime costs at the average rate of \$50 per hour. This has a direct budgetary impact as evidenced by the first quarter of this fiscal year wherein FF Baker resigned on 10/11/18 and the replacement interim was not put on shift until 11/7/2018. This shift shortage occurred during a time when we had multiple shift members out on pre-approved vacation and one Firefighter on FMLA. Of a \$77,300. Overtime Budget, the Fire Dept. has already encumbered \$46,008.16 to date (just two weeks beyond the 1st Quarter mark) leaving 72% of the year remaining with only 40% of the funds remaining. Should the current interim we have right now receive a Full Time, unionized offer of employment from one of the many local departments hiring today, we will be repeating this process again.

Cost of outfitting each new-hire							
Per Article 27 (Uniforms)							
Uniforms							
3 Polo's	86.55						
3 work pants	179.97						
3 T-shirts	76.71						
embroidery for (6) shirts	39						
1 Class B-shirt	42.99						
1 Jacket	70						
1 Job shirt/ sweatshirt	38.99						
2 jumpsuits	377.98						
1 belt	20.99						
1 ball cap style hat	25.99						
1 badge	86.5						
1 name tag	11.99						
Serving Since pin	13.99						
Station boots	150						
1 pair P.T. shorts	12.99						
Total:	1234.64						

Bunker Gear							
1 Structural Fire Coat	1,149.71						
1 Structural Fire Pant	887.55						
1 fire Helmet	335.89						
1 pair of structure boots	381.5						
1 pair of gloves	71						
1 set of suspenders	54.9						
1 nomex particulate hood	101.75						
Scott SCBA mask	369						
Total:	3,351.30						

Class A uniform after completion of probation							
Class A Jacket	310						
Class A pants	102.5						
belt	21.99						
shoes	34.99						
Bell hat	69.99						
bell hat badge	25.97						
Class B short sleeve	42.99						
Class B Long sleeve	42.99						
Total:	651.42						

Total upon hire:	4,585.94	This does not include medical, HR costs, drug screening and any other costs the village incurs. This is just required personal protective equipment and uniforms.
Total after completion:	5,237.36	