



# SHREVEPORT FIRE DEPARTMENT

## **Critical Needs**

- Competitive Pay Plan For Entire Department
- Apparatus / Equipment Replacement

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# SFD Competitive Pay Plan & Equipment Replacement

- Solution
  - Establish a Competitive Base Pay
  - Increase Paramedic Pay
  - Establish an Equipment Replacement Plan
- Funding Options
  - Dedicate revenue generated by SFD (EMS and Fire Insurance Rebate)
  - Increase sales tax
  - Public Safety Fee
  - Ordinance for fee for service
  - Sin Tax
  - Reorganize the department
  - Combination of above
- Goals
  - Increase Base Pay Department wide to be competitive within the Region
  - Retention of Highly Trained Firefighters
  - Recruitment of more Diverse Firefighters
  - Enact Lateral Transfer Legislation at the State Level (Revised Statutes)
  - Increased Moral of entire department
  - Replace Aged & Unsafe Equipment
- Challenges
  - Sustainable Funding Source
  - Attrition Rate of Firefighters
    - 2019 (33) 2.75 a month
    - Jan-Aug 2020 (25) 3.2 a month
    - Reasons for leaving
  - Age of Fleet
  - Increased Maintenance Cost

# Base Pay Increase & \$1,200 year EMT-P Increase

POSITION / RANK	CURRENT PAY SCALE					NEW BASE PAY SCALE (4% Base Increase) and \$1,200.00 EMT-P Increase					NEW BASE PAY SCALE (17% Base Increase) and \$100.00 monthly EMT-P Increase (BCPD - \$37,416)				
	CURRENT BASE	Base with EMT	Base with AEMT	Base with EMT-P	New Base	New Base with EMT	New Base with AEMT	New Base with Increased EMT-P	New Base	New Base with EMT	New Base with AEMT	New Base with Increased EMT-P			
Fire Recruit	\$ 27,781.20	\$ 28,381.20	\$ 29,161.20	\$ 30,181.20	\$ 28,832.45	\$ 29,452.45	\$ 30,272.45	\$ 33,052.45	\$ 32,504.00	\$ 33,124.00	\$ 33,824.00	\$ 36,124.00			
Firefighter	\$ 32,179.26	\$ 32,779.26	\$ 33,559.26	\$ 34,579.26	\$ 33,466.43	\$ 34,066.43	\$ 35,446.43	\$ 37,666.43	\$ 37,649.73	\$ 38,249.73	\$ 39,029.73	\$ 41,249.73			
Fire Engineer	\$ 35,401.14	\$ 36,001.14	\$ 36,781.14	\$ 37,801.14	\$ 36,817.19	\$ 37,417.19	\$ 38,797.19	\$ 41,017.19	\$ 41,419.33	\$ 42,019.33	\$ 42,799.33	\$ 45,019.33			
Fire Captain / Division Officer	\$ 40,224.63	\$ 40,824.63	\$ 41,604.63	\$ 42,624.63	\$ 41,833.62	\$ 42,433.62	\$ 43,813.62	\$ 46,033.62	\$ 47,062.82	\$ 47,662.82	\$ 48,442.82	\$ 50,662.82			
Emergency Vehicle Technician II	\$ 42,696.63	\$ 43,296.63	\$ 44,076.63	\$ 45,096.63	\$ 44,404.50	\$ 45,004.50	\$ 46,384.50	\$ 48,604.50	\$ 49,955.06	\$ 50,555.06	\$ 51,335.06	\$ 53,555.06			
Battalion Chief / Assistant Division Chief	\$ 45,050.10	\$ 45,650.10	\$ 46,430.10	\$ 47,450.10	\$ 46,852.10	\$ 47,452.10	\$ 48,832.10	\$ 51,052.10	\$ 52,708.62	\$ 53,308.62	\$ 54,088.62	\$ 56,308.62			
Assistant Chief / Division Chief	\$ 52,112.85	\$ 52,712.85	\$ 53,492.85	\$ 54,512.85	\$ 54,197.36	\$ 54,797.36	\$ 56,177.36	\$ 58,397.36	\$ 60,972.03	\$ 61,572.03	\$ 62,352.03	\$ 64,572.03			
Deputy Fire Chief	\$ 60,400.23	\$ 61,000.23	\$ 61,780.23	\$ 62,900.23	\$ 62,816.24	\$ 63,416.24	\$ 64,796.24	\$ 67,016.24	\$ 70,668.27	\$ 71,268.27	\$ 72,048.27	\$ 74,268.27			

Initial Cost to City (Base Pay & Paramedic) - 4 % Base Pay Increase - \$1,451,563 / 17% Base Pay Increase - \$5,179,317

Firefighter Base Pay Monthly Increase - (4%) \$108.00 (17%) \$456.00  
 COST TO CITY INCLUDES: BASE, EMT-P, 2% LONGEVITY, and FRS (34.5%)

# SFD Competitive Pay Plan Cost

## 4% Base plus \$100 month for EMT-P      17% Base plus \$100 month for EMT-P

- 4% Base Increase - \$837,000.00
- EMT-P Increase - \$222,000.00
- 2% Longevity Increase - \$21,000.00
- FRS (34.5% blended rate) - \$372,400.00
- **TOTAL COST for 2021 - \$1,452,400.00**
- 17% Base Increase - \$3,553,300.00
- EMT-P Increase - \$222,000.00
- 2% Longevity Increase - \$75,500.00
- FRS (34.5% blended rate) - \$1,328,500.00
- **TOTAL COST for 2021 - \$5,179,300.00**

# Trends

## 2020

- 44,000 Emergency Responses
- 598 Authorized Firefighters
- 183,819 Population
- \$56,810,600 Budget
- 3.2 FFs per 1000 citizens
- Revenue Generated by SFD

## 2010

- 36,802 Emergency Responses
- 589 Authorized Firefighters
- 200,976 Population
- \$48,000,000 Budget
- 2.9 FFs per 1000 citizens
- Revenue Generated by SFD
  - EMS - \$5,371,624
  - Fire Ins - \$700,000

**Responses, Revenues Generated, Budget, Age of Equipment**

TYPE	AVERAGE	0-5 YRS	6-10 YRS	11-15 YRS	16 YRS
Fire Engine	20	9	4	16	

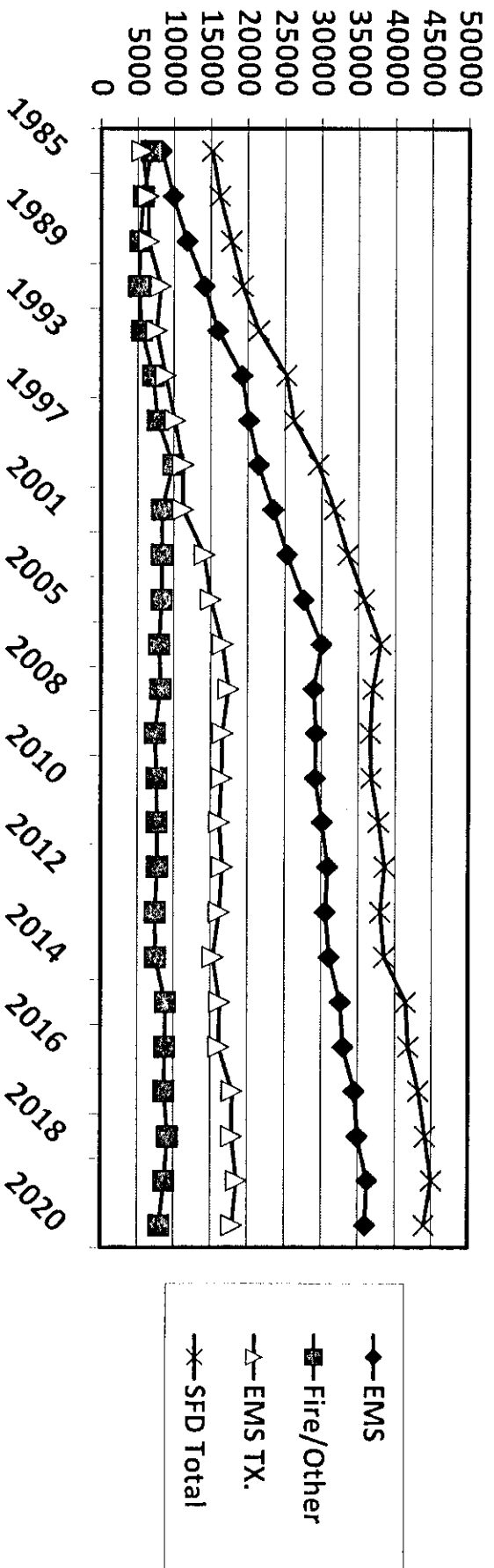
Ladder Truck	15	4	1	3	
Heavy Rescue	16	1	2	0	

TYPE	AVERAGE AGE	0-5 YRS	6-10 YRS	11-15 YRS	16 YRS
Medic Units	5.8	6	8	1	0

Staff Vehicles	12.5	6	14	26	21
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Fire Department	Base Firefighter Pay Only
Shreveport, La	\$32,179
Bossier City, La	\$37,416
Benton, La	\$33,400
Plano, TX	\$76,180
Farmers Branch, TX	\$73,000
Bay Town, TX	\$67,000
Fort Worth, TX	\$53,477
Dallas, TX	\$52,692

# SFD Calls for Service 1985 - 2020



# Proposed Revenue Sources

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# Dedicated Revenue

- EMS - \$16,020,000

- Fire Ins - \$738,402

- Dedicate Department Revenue by Ordinance
  - \$3,000,000 of Department generated revenues
  - \$1.5 million for 4% increase and \$100 for paramedics
  - \$1.5 million for rolling note payment for apparatus replacement plan

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# Sales Tax

- Sales Tax Increase – April 2021 Election
- Would have to be approved by voters
- A 1/4 cent sales tax would produce \$11.3 million.
  - **Current SPD/SFD ¼ cent sales tax collects over \$11.3 million**
- Blanchard (Caddo Fire District One) just recently passed a one cent sales tax dedicated to public safety.
  - Their base pay for FF is now more than Shreveport.

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# Public Safety Fee

- Many Municipalities have this including Bossier City
- Recycle Fee-????--\$2.50
  - \$7.50 per month Residential \$5.58 million (Current \$2.50 +\$5.00)
  - \$15.00 per month Commercial \$1.4 million (Current \$2.50 +\$12.50)
    - **TOTAL \$7,000,000.00**
  - \$10.00 per month Residential \$7.4 million (Current \$2.50 +\$7.50)
  - \$20.00 per month Commercial \$2 million (Current \$2.50 +\$17.50)
    - **TOTAL \$9,400,000.00**
- Could potentially provide raises for fire and police and city employees
- No Citizen would ever receive an EMS Bill and Report Fees

# Fee for Service Ordinance

- Several Louisiana Municipalities are using this now
- St. Tammany Fire Protection District One Ordinance
- Fees for emergency services provided and charged to insurance company
  - Built in to most insurance plans
- Three Tier Level Billing System
  - Tier 1 – lowest amount billed

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# "Sin Tax"

- Tax on alcohol, cigarettes, and smokeless tobacco
- I don't have figures on annual sales in Shreveport on these type items.

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~~NEW~~ NEW PROPERTY TAX — Nickeason suggests  
11 Depressives TAXES  
Regressives