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CITY CLERK



TERRE HAUTE FIRE DEPARTMENT

Staffing and Compensation Analysis

Indiana Cities Populations between 50k-100k	Population	Number of Firefighters	Number of Fire Stations	Number of Fire Responses	Number of Emergency Responses for 2015	Ambulances
<u>Anderson</u>	55,545	110	7	180	10,130	3
Bloomington*	83,075	110	5	64	4,000	N/A
<u>Carmel</u>	87,555	142	6	162	6,714	4
<u>Fishers</u>	85,597	134	7	52	4,500	4
<u>Gary</u>	78,013	190	14	289	16,000	5
<u>Hammond</u>	78,526	200	7	76	11,900	3
Kokomo *	58,100	94	6	83	4,875	N/A
Muncie *	70,347	110	7	120	6,500	N/A
<u>South Bend</u>	100,853	266	11	326	20,198	7
<u>Terre Haute</u>	61,085	145	8	126	9,600	3
<u>Fire departments with Ambulance service</u>	* Fire Dept compared to					

Bloomington Fire Department

- 5 Fire Stations
- 110 Personnel
- 4,500 responses
- 83,075 City population
- 26 Square miles
- Overtime Budget, \$250,000
- Indiana University
 - 36,419 students*
- IU pays the salaries for five firefighters and paid half on a Aerial

Kokomo Fire Department

- 6 Fire Stations
- 94 Personnel
- 4,875 Responses
- 56,904 City population
- 36 Square miles
- Overtime budget \$180,000
- Overtime payout \$600,000

Muncie Fire Department

- 7 Fire Stations
- 110 Personnel
- 6,500 Responses
- 70,347 City population
- 34 Square miles
- Ball State University
21,000 students
- BSU contributes \$266,000
- LOIT

Terre Haute Fire Department

- 8 Fire Stations
- 145 Personnel
- 9,600 Responses
- 61,085 City population
- 35 Square miles
- Overtime Budget \$750,000
- Indiana State University
12,448 students
- ISU contributes \$108,000

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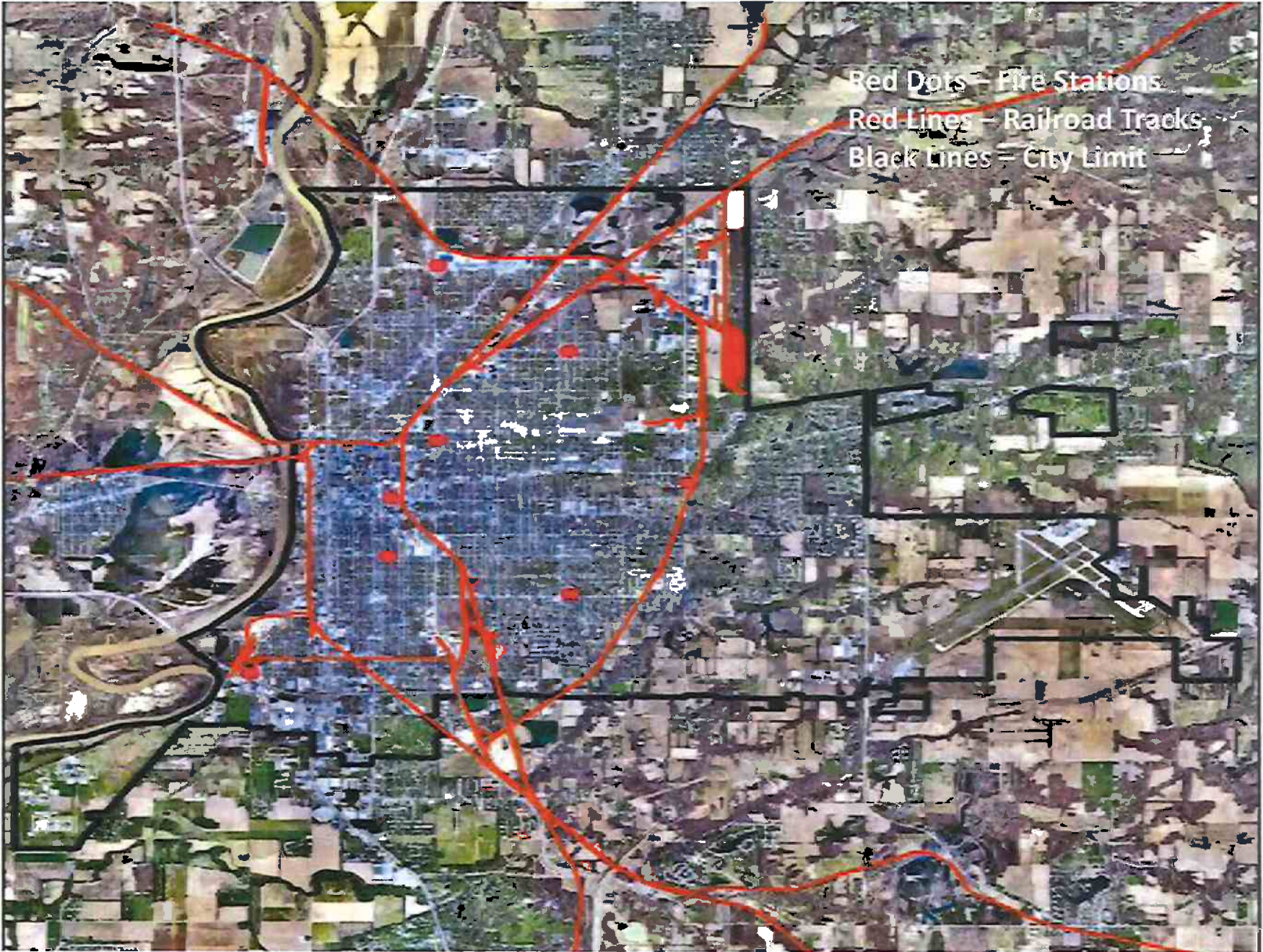
2015 Stats

- 7,431 EMS Responses
- 5,745 Transports
- 469 Fires, structures, trash, brush, etc
- 618 Alarms, commercial, residential, etc
- 1,048 Rescues, elevators, MVA, bomb threats, lifting assist
- 117 Hazmat responses
- 126 Fire Investigated (40 Arson) (24 Arrest)
- 9,600 total responses





Red Dots - Fire Stations
Red Lines - Railroad Tracks
Black Lines - City Limit





Base Pay 2008 - 2016

	2008	2016	Difference	%	Average % Per Year
Probationary Firefighter	\$37,444.18	\$40,830.00	\$3,385.82	9.04%	1.13%
1 st Class Firefighter	\$40,313.85	\$47,239.00	\$6,925.15	17.18%	2.15%

Note:

2010: \$1,125 First Class Firefighter Cert Pay added to Base Pay

2011: \$500 EMT-Basic Cert Pay added to Base Pay

2015: \$600 EMT-Advance Cert Pay added to Base Pay

Base Pay 2008 - 2016

	2008	2016	Difference	%	Average % Per Year
Probationary Firefighter	\$37,444.18	\$40,605.00	\$3,160.82	8.44%	1.06%
1 st Class Firefighter	\$40,313.85	\$45,014.00	\$4,700.15	11.66%	1.46%

Note:

\$1,125 First Class Firefighter Cert Pay

\$500 EMT-Basic Cert Pay

\$600 EMT-Advance Cert Pay

Department (2015)	Base Salary	Longevity	Total Salary
1 Anderson	45,061.00	4,000.00	49,061.00
2 Bloomington	49,227.00	3,250.00	52,477.00
3 Carmel	63,846.00	5,000.00	68,846.00
4 Columbus	45,300.00	7,754.00	53,054.00
5 Fishers	59,485.00	4,000.00	63,485.00
6 Fort Wayne	51,004.61	2,500.00	53,504.61
7 Gary	46,804.00	1,700.00	48,504.00
8 Greenwood	54,277.00	1,500.00	55,777.00
9 Hammond	57,494.00	3,252.00	60,746.00
10 Jeffersonville	47,555.04	9,511.00	57,066.04
11 Kokomo	49,014.00	2,600.00	51,614.00
12 Fort Wayne	51,004.61	2,500.00	53,504.61
13 Mishawaka	52,139.00	0	52,139.00
14 Muncie	42,810.21	2,300.00	45,110.21
15 New Albany	44,048.06	8,809.61	52,857.67
16 Portage	51,592.00	1,805.72	53,397.72
17 South Bend	54,268.00	2,000.00	56,268.00
18 Terre Haute	47,239.00	5,668.60	52,907.60
Terre Haute * 2016	47,239.00 *	8,502.30 *	55,741.30 *
		Average	54,462.19

	FIRE DEPARTMENT	BASE SALARY	LONGEVITY	TOTAL SALARY
1	INDIANAPOLIS-FIRE DEPT	64052.00	5444.00	69496.00
2	CARMEL-FIRE DEPT	63846.00	5000.00	68846.00
3	WAYNE TOWNSHIP-FIRE	62247.00	5291.00	67538.00
4	PIKE TOWNSHIP, MARION COUNTY-FIRE DEPT	62233.00	2934.00	65167.00
5	LAWRENCEBURG-FIRE DEPT	61476.48	3120.00	64596.48
6	FISHERS-FIRE DEPARTMENT	59485.00	4000.00	63485.00
7	WESTFIELD FIRE DEPARTMENT	58899.56	4500.00	63399.56
8	SPEEDWAY-FIRE DEPT	59867.00	2925.00	62792.00
9	HOBART-FIRE DEPT	59302.00	2375.00	61677.00
10	CROWN POINT-FIRE DEPT	60999.90	460.00	61459.90
11	HAMMOND-FIRE DEPT	57494.00	3252.00	60746.00
12	NOBLESVILLE-FIRE DEPT	53813.76	5000.00	58813.76
13	EVANSVILLE-FIRE DEPT	47807.00	10799.00	58606.00
14	BROWNSBURG-FIRE TERRITORY	50199.30	7529.89	57729.19
15	FRANKLIN-FIRE DEPT	48076.28	9615.25	57691.53
16	JEFFERSONVILLE-FIRE DEPT	47555.04	9511.00	57066.04
17	SCHERERVILLE-FIRE DEPT	55255.72	1800.00	57055.72
18	BEECH GROVE-FIRE DEPT	54546.60	2000.00	56546.60
19	ZIONSVILLE-FIRE DEPARTMENT	56541.00	0.00	56541.00
20	SEYMOUR-FIRE DEPT	47092.00	9418.40	56510.40
21	MIDDLE TOWNSHIP-PITTSBORO	49000.00	7350.00	56350.00
22	SOUTH BEND-FIRE DEPT	54268.00	2000.00	56268.00
23	WHITE RIVER TWP FIRE PROTECTION DIST(JOHNSON CO)	54221.00	2000.00	56221.00
24	GREENWOOD-FIRE DEPT	54277.00	1500.00	55777.00
25	WEST LAFAYETTE-FIRE DEPT	55603.86	0.00	55603.86
26	LAFAYETTE-FIRE DEPT	55387.02	0.00	55387.02
27	LAWRENCE-FIRE DEPT	53239.68	2000.00	55239.68
28	VALPARAISO-FIRE DEPT	52775.00	2000.00	54775.00
29	SHELBYVILLE-FIRE DEPT	44137.00	10592.88	54729.88
30	WARSAW-FIRE DEPT	45240.00	9048.00	54288.00
31	FORT WAYNE-FIRE DEPT	51004.61	2500.00	53504.61
32	PORTAGE-FIRE DEPT	51592.00	1805.72	53397.72
33	CITY OF COLUMBUS-FIRE DEPT	45300.00	7754.00	53054.00
34	WHITING-FIRE DEPT	53044.78	0.00	53044.78
35	TERRE HAUTE-FIRE DEPT	47239.00	5668.60	52907.60

Overtime

	Budget	Spent
2008	\$400,000	\$924,000
2009	\$400,000	\$951,000
2010	\$640,000	\$665,000
2011	\$555,000	\$798,000
2012	\$555,000	\$1,279,000
2013	\$600,000	\$1,044,000
2014	\$600,000	\$1,099,000
2015	\$750,000	\$1,482,000
2016	\$625,000	

Why so much OT in 2015?

- Staffing
 - Two Paramedics on each Ambulance.
 - Three Firefighters on each Fire Engine. (NFPA 1710, “4”)
 - Four Firefighters on each Ladder Truck. (NFPA 1710, “5”)
 - 19 personnel on a Structure Fire.
- 16 personnel off duty for an extended amount of time.
 - Illness
 - Injuries
 - Surgeries
- Error with the Fire Merit Commission’s scoring process, which delayed the hiring of new Firefighters.

Manpower 2007 - 2015

	Retire, Resign	Hired
2007	11	11 (August)
2008	3	
2009	5	8 (7-May, 1-December)
2010	4	
2011	4	
2012	6	8 (May)
2013	2	
2014	5	8 (April)
2015	8	10 (September)
	48	45

Times Have Changed...

National Fire Run Statistics 1990-2013

Year	Total Runs	Fires	Medical	Other*
1990	13,707,500	2,019,000	7,650,000	4,038,500
1995	16,391,500	1,965,500	9,381,000	5,045,000
2000	20,520,000	1,708,000	12,251,000	6,561,000
2005	23,251,500	1,602,000	14,375,000	7,276,000
2010	28,205,000	1,331,500	18,522,000	8,351,500
2013	31,644,500	1,240,000	21,372,000	9,032,500
% Chg 1990-2013	130.86 %	- 38.58 %	179.37 %	123.66 %

* Other is specified as: False Alarms, Requests for Mutual Aid, Hazardous Materials, Other Hazardous Conditions (Flood, water rescues, confined space rescues etc.) Other Calls for service.

National Fire Protection Association, (2014). Fire department calls. Retrieved from <http://www.nfpa.org/research/reports-and-statistics/the-fire-service/fire-department-calls/fire-department-calls>

Probationary Firefighter Training

- 20 Hours Technical Rescue Awareness (*prerequisite to test for Firefighter I/II*)
- 40 Hours Hazardous Materials Awareness and Operations
(*prerequisite to test for Firefighter I/II*)
- 480 Hours Mandatory and Firefighter I/II
- 540 total Hours to be certified as Firefighter I/II for the
Terre Haute Fire Department

Additional courses given by THFD

- 160 Hours Emergency Medical Technician
- 40 Hours Driver/Operator Pumper
- 16 Hours EVOC, Emergency Vehicle Operations Certified
- 32 Hours Rope Rescuer Operations Level
- 40 Hours Vehicle/Machinery Rescuer Operations Level
- 80 Hours Hazardous Materials Technician
- 240 Hours On the Job Training

Training & Continue Education

Fire

Department Total	40,328.23 Hours
Average per Person	272.49 Hours

Training & Continue Education

EMS

Level of care	Training Hours	Continue Education Hours
EMT-Basic	Classroom Hours: 144 Clinical Hours: 16	40 Hours
EMT-Advance	Classroom Hours: 190.5 Clinical Hours: Competency Based	56 Hours
EMT-Paramedic	Classroom Hours: 452 Clinical Hours: 548 - 848	72 Hours

THFD

Emergency Medical Responses

Ambulance Responses	7431
Ambulance Transports	5749
ALS Responses	3624
BLS Responses	2108
Treatment/No Transport	17
Other	1664

NOTE:

ALS = Advance Life Support, Paramedic

BLS = Basic Life Support, EMT

EMS

- \$1.5 million
- 5% to the Training Budget
- Five Salaries
- Fire Apparatus & Equipment
 - Ambulance \$ 235,000
 - Fire Engine \$425,000
 - Ladder Truck \$804,000 - \$1.2 million
 - SCBA (Air Packs) \$4,200 each
 - PPE (Fire Gear) \$2,500 per set

Sources & References

Fire Chief Todd Easton, Bloomington Fire Department

Deputy Chief Jayne Washel, Bloomington Fire Department

Fire Chief Nick Glover, Kokomo Fire Department

Fire Chief Edward Bell, Muncie Fire Department

Fire Chief Jamie Cox, South Bend Fire Department

Asst Chief Garry Kotvasz, Gary Fire Department

Police Chief Shawn Keen, Terre Haute Police Department

City of Terre Haute, (2007). Special Ordinance No. 39, 2007, Terre Haute City Clerk's Office

City of Terre Haute, (2015). Special Ordinance No. 29, 2015, Terre Haute City Clerk's Office

Indiana Professional Firefighters Union

City of Terre Haute & IAFF Local 758 Contract Agreement

Terre Haute Fire Department Training Records

Terre Haute Convention & Visitors Bureau

National Fire Protection Association, (2014). Fire department calls. Retrieved from

<http://www.nfpa.org/research/reports-and-statistics/the-fire-service/fire-department-calls/fire-department-calls>

