Alexandria Fire Department

Updates:
• Station 210 Engine Staffing
• Dual-Role Program Implementation
Station 210 Staffing Update

• Class of 12 began in August w/ existing certifications
  • 6 Firefighter/Medics
  • 6 Firefighter/EMTs

• Remaining overhires & vacancies will start in December

• Some combined classes with Arlington & MWAA

• On schedule to put Engine 210 in service in December; will join Medic 210 already in service
Dual-Role Program Update

• **Old “single role” model**
  (2014 and prior)
  - 3 or 4 Firefighter/EMTs on Engine
    (Fire + BLS)
  - 2 Paramedics (“Medics”) on Ambulance (ALS + BLS)
  - 6 of 10 stations had ALS ambulances

• **New “dual role” model**
  (Transition beginning 2014)
  - 1 Firefighter/Medic & 3 Firefighter/EMTs on Engine
    (Fire + ALS + BLS)
  - 1 Firefighter/Medic & 1 Firefighter/EMT on Ambulance
    (Fire + ALS + BLS)
  - All 10 stations will have ALS providers
Dual-Role Program Update

- Fire unit is first to arrive to EMS call ~45% of the time, but had no ALS provider under old model
- Under new model, nearly every first arriving unit will have an ALS provider
- ALS calls will still receive 2 ALS providers, same as before
- All treatment protocols remain the same
Dual-Role Program Update

• Fire engines and ladder trucks carried 3 or 4 firefighters under old model

• Under new model, all engines and trucks will carry 4 firefighters, which is safer and more effective

• Reallocating existing staff saves almost $3 million per year versus hiring additional staff
Dual-Role Program Update

- 26 Firefighter/EMTs have started or completed Medic cross-training
- 12 Medics have started or completed Firefighter cross-training
Dual-Role Program Update

• Station 207 (Duke & Quaker) now in service with fully cross-trained staff on all three shifts
  • Fire + ALS + BLS on Engine 207
  • Fire + ALS + BLS on Medic 207

• Single-role Medics were reassigned to ambulances at other stations
Dual-Role Program Update

- No existing Firefighter/EMT or Medic is required to cross-train
- No risk to anyone’s employment
- Reassignments will keep pace with voluntary cross-training and attrition
- Staff who choose to cross-train will receive:
  - New promotional opportunities
  - Salary increases of 10% to 20%
  - Additional disability benefits and retirement pay
Single-role Medics work an average of 8 days per month / 42 hours per week

Firefighter/EMTs & Firefighter/Medics work an average of 10 days per month / 56 hours per week

All schedules include overtime pay as required by FLSA
Dual-Role Program Update

• Since 2010, all men and women hired have passed the same Candidate Physical Assessment Test (CPAT)

• Staff hired before 2010 are not required to take the CPAT to cross-train

• No difference in hiring or promotional standards for men vs. women
Dual-Role Program Update

• Prior to transition:
  • 45.6% of Medics female (vs. 29% national average)
  • 17.7% of Firefighter/EMTs female (vs. 4% average)
  • Department wide = 24%

• Cross-training:
  • 17% of staff have chosen to cross-train so far
  • 26% of those are female
Dual-Role Program Update

• New FAQs and infographic to explain and clarify dual-role model

• New workgroup to address future staffing needs and opportunities, implementation timeline

• Need to review regional pay competitiveness