



Public Safety and Neighborhood Services Committee

**Hearing - Filling Vacancies for Urgent
Public Safety Positions**

San Francisco Fire Department

January 23, 2020

Summary

- With support from the Board of Supervisors and Mayor's Office, the Fire Department has seen a successful implementation of a hiring plan for entry-level firefighters
 - Given budget and hiring environment challenges, the Department has had various issues with filling/retaining other job classifications, both Uniform and Civilian
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Emergency Medical Services



- Given continued demand for services with the huge growth of San Francisco, the Department has seen increased challenges in providing 911 EMS services

Emergency Medical Services

- Department has been forced to rely on more overtime and per diem resources, not always available
 - Shortage of EMS personnel (EMTs/Paramedics), including in the Bay Area
 - Nature of the job has changed and become more challenging:
 - Opioid epidemic resulting in more unpredictable patients
 - Additional threats as part of the job (Active shooter, etc.)
 - Difficulties resulting in increased burn out and stress for personnel
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Fire Prevention

- Difficulty in attracting Fire Protection Engineers, responsible for complex plan review of building projects
 - These positions are needed for responsive review of building plans for projects such as new housing
 - Limited pool of qualified individuals region-wide
 - Competition with surrounding communities due to cost of living
 - Unable to earn overtime due to “Z” Classification
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Civilian Workforce

- Given the current status of the economy in San Francisco, the Department has had difficulties filling IT-related positions, challenges facing all other City Departments
 - Lack of resources has led to delays in filling numerous civilian positions
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