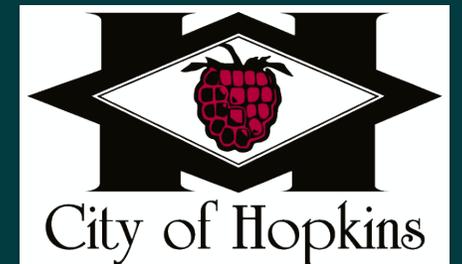




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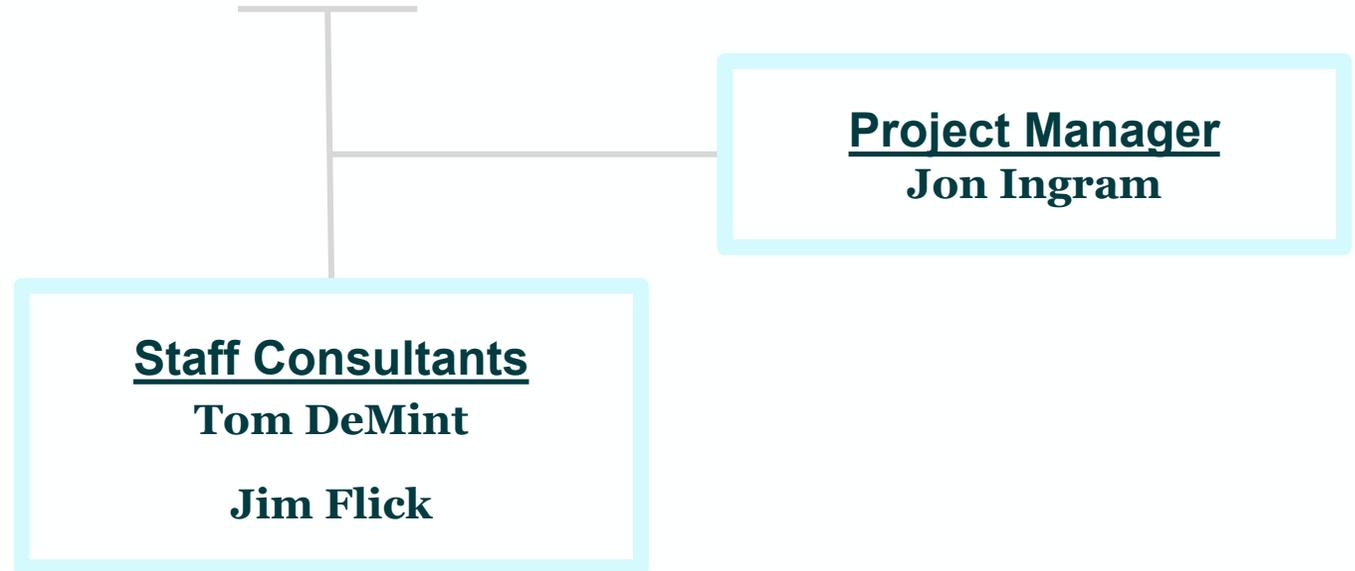
Fire Department Organizational Structure and Staffing Assessment Community Engagement Session

June 2023



Our Team

City of Hopkins



Goals for Today



- Share project overview, context, goals, and schedule
- Define the current model, service delivery challenges, and discuss alternative models
- Provide opportunities for community input around key questions

Project Overview



Project Purpose



Analyze the operations, staffing, and structure of the Hopkins Fire Department.



Identify challenges and opportunities to service delivery.

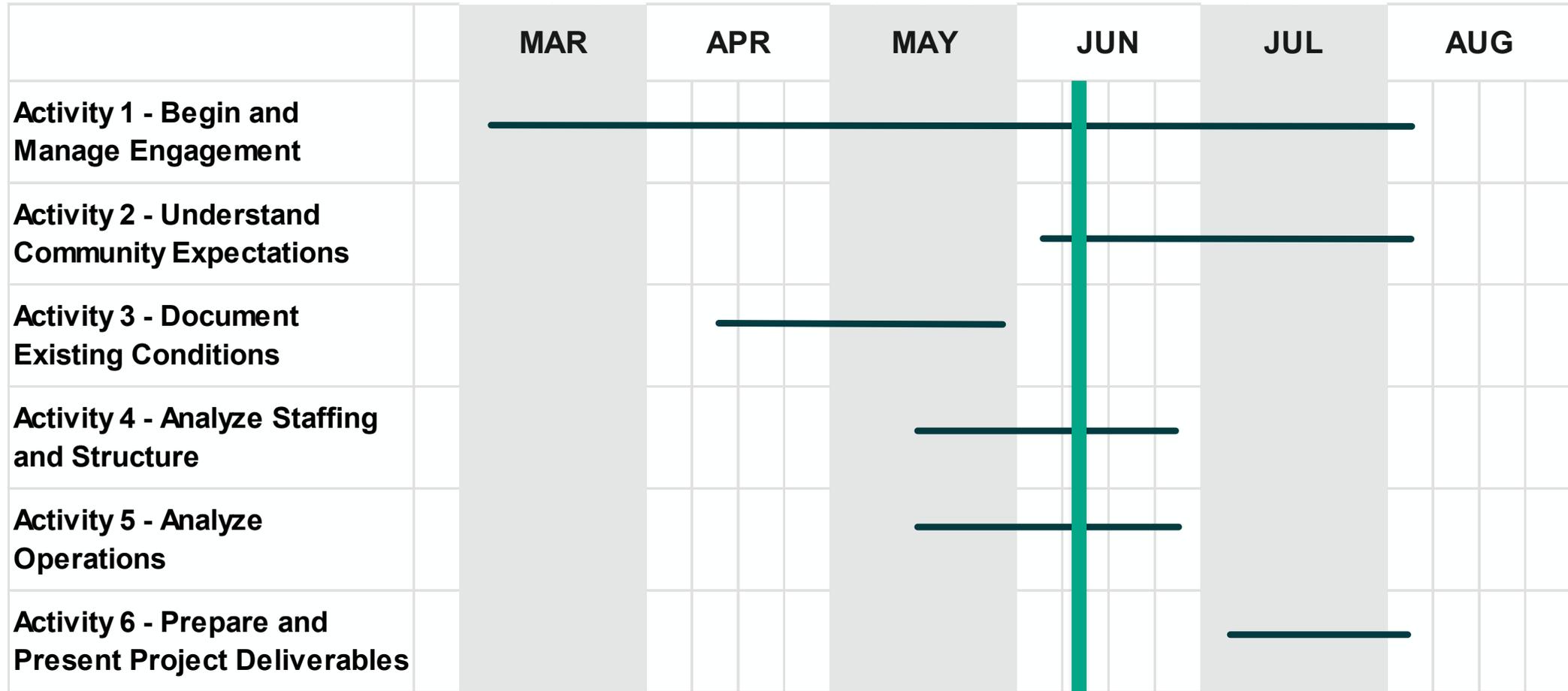


Identify best practices for fire service and solicit feedback from the Hopkins Community.



Define recommendations to promote efficiency, effective fire service delivery, and ensure sustainable long-term operations.

Project Schedule



Service Models





Current Service Model

Provides fire suppression, fire prevention, and community relations services to the City of Hopkins through a mix of full-time and paid-on-call/part-time firefighters.

Strengths to Build Upon



High Morale in Department



Respected Leadership



Long Rich History



**Well Trained & Engaged
Firefighters**



Well Equipped Department

Challenges and Opportunities



Organizational Structure and Staffing



Staff Capacity for Operations Management



Recruitment and Training of Paid-On-Call Firefighters



Staff Capacity for Inspections and Fire Prevention Activities



Technology to Improve Efficiency

Long-term Viability of the Current Model

- Challenges
 - › Maintaining 24-hour station coverage
 - › Ensuring adequate response times and levels to calls for service
 - › Providing capacity for:
 - Operations support
 - Fire prevention activities
 - › Paid-on-call recruitment:
 - Limit area to recruit from
 - Changes in volunteerism



Alternative Service Models

Optimizing Current Model

- Continue utilizing paid-on-call
- Addition of a limited number of new full-time staff
- Optimization of shift schedule

Full-Time Department

- All full-time staff for administrative and fire operations
- 24-hour coverage through shifts

Regional Department

- Regional approach
- Share operations with a neighboring jurisdiction(s)

Option 1: Optimizing the Current Model

How the model addresses current challenges

- Hiring limited new full-time staff for 24-hour station coverage and operations and fire prevention activities
- Optimize the inspection schedule
- Improving efficiency through technology
- Optimizing shifts ensure adequate response
- Enhancing recruitment efforts for paid-on-call

Option 1: Optimizing the Current Model

Considerations

- Salary and benefits for a limited number of new full-time firefighters
- Costs for new technology
- Modification of paid-on-call policies
- Limited need for facility improvements
- Questionable sustainability long-term of paid-on-call structure

Option 2: Shifting to a Full-Time Department

How the model addresses the challenges

- Hiring full-time staff for 24-hour station coverage
- Dedicating full-time support to assist operations and fire prevention activities
- Utilizing technology to help improve efficiency

Option 2: Shifting to a Full-Time Department

Considerations

- Salary and benefits for new full-time staff
- May require facility improvements/investments
- Costs for new technology

Option 3: Pursuing a Regional Department

How the model addresses the challenges

- Providing 24-hour coverage and adequate response by merging operations with neighboring jurisdiction(s)
- Forming a new administrative body to share oversight and decision-making authority
- Combining operations, staff, and equipment
- Taking a regional approach to fire service

Option 3: Pursing a Regional Department

Considerations

- Identification and participation of partner jurisdiction
- Short-term and long-term budget implications due to sharing of resources
- Impact on response times
- Regional v. local approach

Community Input





What are the strengths of the Hopkins Fire Department?



What are some opportunities for the Hopkins Fire Department to improve service to the community?



Have you or someone you know had an interaction with the Fire Department? If so, tell us about it.



How would you feel if fire service was provided by a neighboring community or under a combined department?



**What are your thoughts on the
alterative service models?**

Next Steps





Next Steps

- **Incorporate feedback into analysis and recommendations**
 - **Operating models**
 - **Financial impact**
 - **Advantages/Disadvantages**
- **Phased implementation plan and path forward**



Thank you!

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