

Integration: Police/Fire/EMS

131 Fully Integrated Departments

2 Integrated departments in Ohio - Oakwood and Amberly Village (different types)

Oakwood

Budget 6.4 Million

Population 9,572

Square miles: 2.2

Public Safety Personnel: 29 Employees to cover all three disciplines 21 PSO's, 4 LT's, 2 Captains, 1 Detective, 1 Public Safety Director (does not include in house dispatch)

3 shifts of 7 on a 24/48 hours rotation, 1 supervisor (Lt.) every 24 hours to cover all 3 disciplines

Average PSO salary: \$97,947.20, PSO's average a 20% premium on wages vs.

Pros/Cons/Obstacles

Obstacles with integration - finding a balance of qualified individuals from both disciplines willing to cross train (should be as close to 50/50 as possible)

Upfront costs of training, operations, wages

Time to cross train each discipline: Police to EMT 17-20 weeks, Police to Fire 6-12 weeks, EMS/Fire to Police 9 months minimum

Difficult to find the right schedule for midnight police coverage (see schedule handout)

By far a cost saving strategy. Do more with less. Higher quality service. Oakwood estimates between the three disciplines the cost reduction is around 30%+ (dividing disciplines would require an addition 50-60% more personnel etc.)

Cost Considerations

PSO Pay premiums - on average PSO's salaries are at a 20% premium to that of their counterparts

Training

Police Academy \$5,500-\$6,100 (2022)

Fire Academy \$2,500-\$5,000 median \$3,500 (2022)

EMT Basic/Basic II \$1,500-\$2,000 (2022)

MINIMUM STAFFING

EMS 2

Fire 3-4

Police 1-2

Total minimum shift 6-8

An estimate on projected personnel needs to fulfill minimums would be 7 employees. Operating with a 24 on 48 off schedule that would require 3 shifts (21 PSO'S) excluding administration.

Based on these estimations:

- 7 Estimated Police Requiring 23-32 weeks of training at an estimated cost of \$28,000-\$49,000
- 7 Estimated Fire Requiring 53-56 weeks of training at an estimated cost of \$49,000-\$56,700
- 7 Estimated EMT requiring 42-48 weeks of training at an estimated cost of \$56,000-\$77,700

Excluding administration wages are an \$1,715,133.64

Estimated cost of wages/training expenses total:\$1,848,133.64 - \$1,898,533.64 in first year

****THESE ESTIMATES DO NOT INCLUDE FRINGE BENEFITS ETC.**