

**AGENDA
CITY OF CEDAR FALLS, IOWA
SPECIAL MEETING, CITY COUNCIL
THURSDAY, FEBRUARY 20, 2020
6:00 PM AT CITY HALL**

Call to Order by the Mayor

Roll Call

New Business

1. Resolution approving continued implementation of the Public Safety Program.

OR

Resolution approving immediate implementation of the Public Safety Program including reorganization of the Public Safety Department.

Adjournment

Public Safety Services



History

1995	Reserve Program
2005	POC (Paid On Call)
2014	PSO (Public Safety Officer)
2016	PSO–New Hires
Today	Majority are PSOs



Public Safety – Past

City of Cedar Falls Public Safety

Director of Public Safety
Services/Police Chief

Assistant Public Safety
Director - Fire Chief
POC Police

Lieutenant

Assistant Public Safety Director/
Asst. Police Chief/ Public
Safety Officer

Code Enforcement
Officer

Computer Oper.

Fire Captain

Batt. Chief

Batt. Chief

Batt. Chief

Captain
Investigations

Captain - 1st Shift

Captain - 2nd Shift

Captain - 3rd Shift

Fire Captain

Fire Captain

Fire Captain

Investigator

Lieutenant

Lieutenant

Lieutenant

Lieutenant

- Firefighter

- Firefighter
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- Firefighter

- Investigator
- Investigator
- School Resource Officer
- Investigator
- Investigator
- Investigator
- Investigator

- Police Officer

- Police Officer
- Police Officer
- Police Officer
- Police Officer
- Police Officer
- Police Officer
- Police Officer
- Police Officer

- Mid Shift
- Mid Shift

- Police Officer

Reserves

Community Service

Public Safety – Current

City of Cedar Falls Public Safety

Director of Public Safety

Assistant Public Safety
Director - Fire Chief

Assistant Public Safety Director/
Police Chief

Battalion Chief

PSS Lieutenant

PSS Lieutenant

PSS Captain

Battalion Chief

Battalion Chief

Captain
Investigations

Captain - 1st Shift

Captain - 2nd Shift

PSS Captain - 3rd Shift

PSS Lieutenant

PSS Lieutenant

Fire Captain

Fire Captain

PSS Lieutenant

Police Officer

Police Officer

School Resource PSO

PSO

PSO

PSO

PSO

PSS Lieutenant

PSS Lieutenant

PSO

PSS Lieutenant

Lieutenant

Police Officer

PSO

PSS Lieutenant

PSS Lieutenant

PSO

- Firefighter
- PSO
- PSO
- PSO
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- PSO
- PSO

- Firefighter
- PSO
- PSO
- PSO
- PSO
- PSO

- Firefighter
- Firefighter
- Firefighter
- Firefighter
- Firefighter

- Police Officer
- Police Officer
- School Resource PSO
- PSO
- PSO

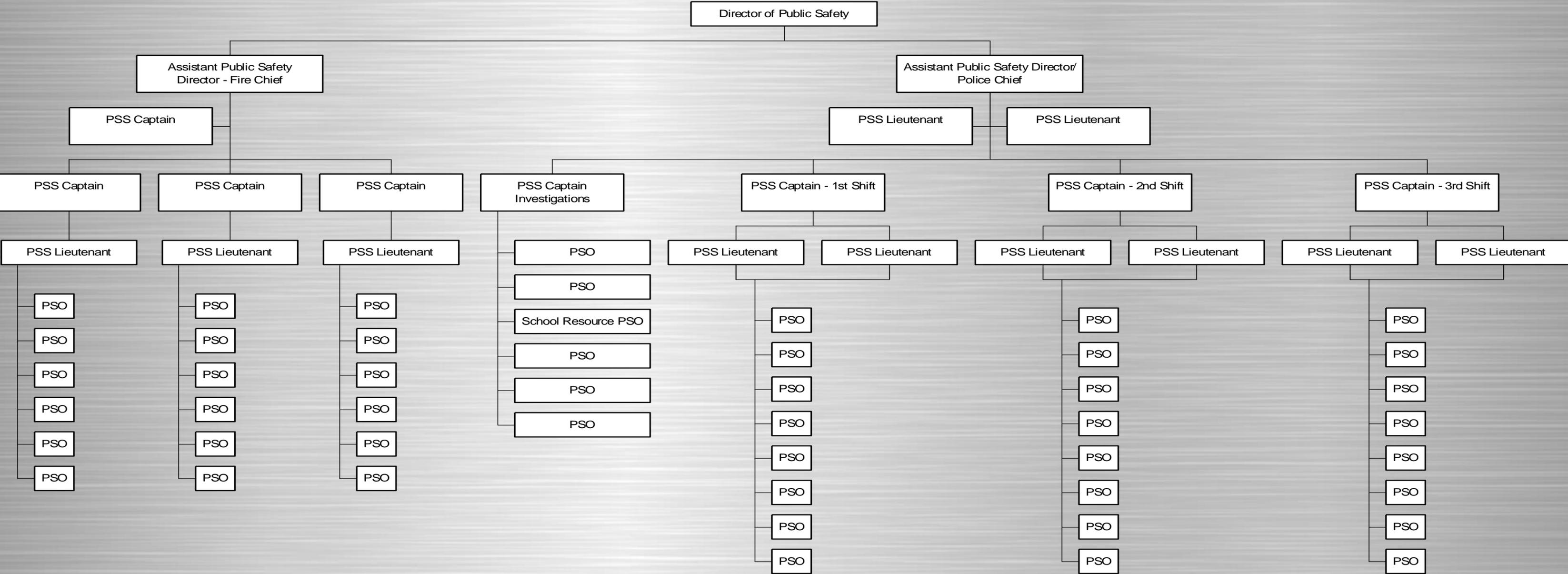
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- Police Officer
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Public Safety – Future

City of Cedar Falls Public Safety



City of Cedar Falls Goal Setting Report

2018

City of Cedar Falls, Iowa Goal Setting Report

2017

5. Continue Public Safety staffing initiatives:

- Continue to grow the PSO program
- Continue Council support for aggressively moving forward w PSO program

**CITY OF CEDAR FALLS
CITY COUNCIL GOALS, SHORT TERM FINANCIAL PLAN & WORK PROGRAM
FOR FISCAL YEAR 2019**

FY19 Detailed Objectives:

- Expand the City's Public Safety Officer (PSO). Review the need for expanding the Paid-on-Call (POC) program appropriately for each division as the PSO program's success may change the needs on the fire side. Review and expand other cross-training programs, such as the police reserve program.
 - Actively solicit and encourage Police and Fire employees to participate in the POC and PSO program or other cross training programs because their availability from shift increases the range of time they are readily available.
 - Expand the use of PSO's and POC's to adequately staff fire stations without adding full-time staff or overtime expenses.
 - Ensure that all PSO's, POC's, reservists, Community Service Officers (CSO) and volunteers are treated as equals and with respect.

Advantages Recap

- More firefighters arriving at fire scene (2x).
- More police officers on each shift.
- Firefighter PSO's helping w/police duties during their down time leaving police officers on the street, report writing or other duties. (Efficient use of employees.)
- Cost effective model providing more service for less cost of separate departments.



PSO Firefighter Training

Year	# Personnel	Total # of PSOs
2005	3	3
2006	1	4
2007	1	5
2014	2	7
2015	5	12
2017	9	21
2018	14	35
2019	15	50

Public Safety Staffing

2019		Fire	PSOs	Total
Mar. 4	House Fire	6	7	13
Mar. 15	Oven Fire	8	15	23
Apr. 2	Kiln Fire	7	16	23
Apr. 15	Mobile Home Fire	7	8	15
July 26	Garage Fire	7	5	12
Sept. 12	Kitchen Fire	7	9	16

PSO Model vs Traditional

- To provide same service response levels, Public Safety model uses less staff than traditional model
- Traditional model would use 98 employees at a cost of \$9.1 million.
- PSO model would use 70 employees at a cost of \$7.1 million.

Summary: 28 fewer employees at a annual cost differential of \$2 million.

PSO Model vs Traditional

- Fewer people in Public Safety delivering more efficient service with built in personnel for future growth.

Options

1. Current Practice – Hire PSO as employees retire or resign.
2. Reorganization
 - a) Maintain fire supervisory positions and eliminate firefighter position.
 - b) Assist firefighters with other employment in the city. (PSO and other city positions)
 - c) If a firefighter chooses to leave employment with the city we offer a separation package of six months pay and six months health insurance.

