



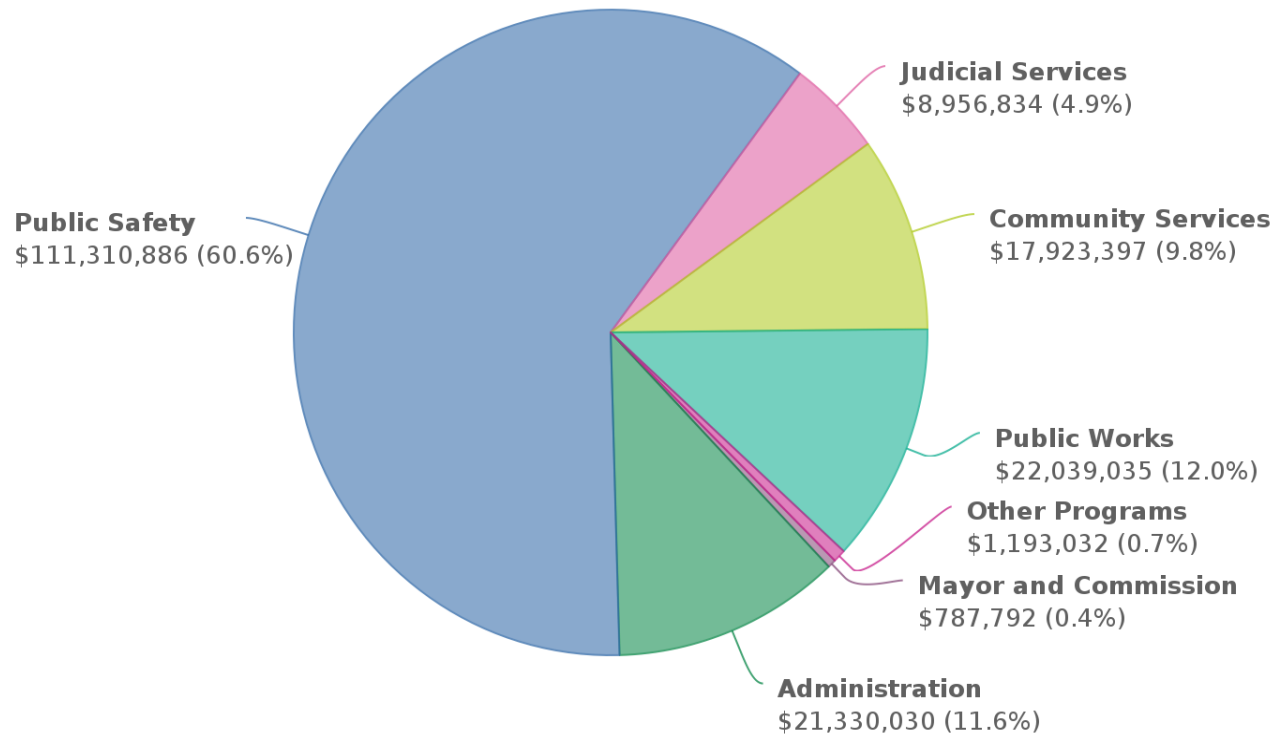
April 28 Special Session: FIRE STUDY UPDATE



Public Safety Budget Trends

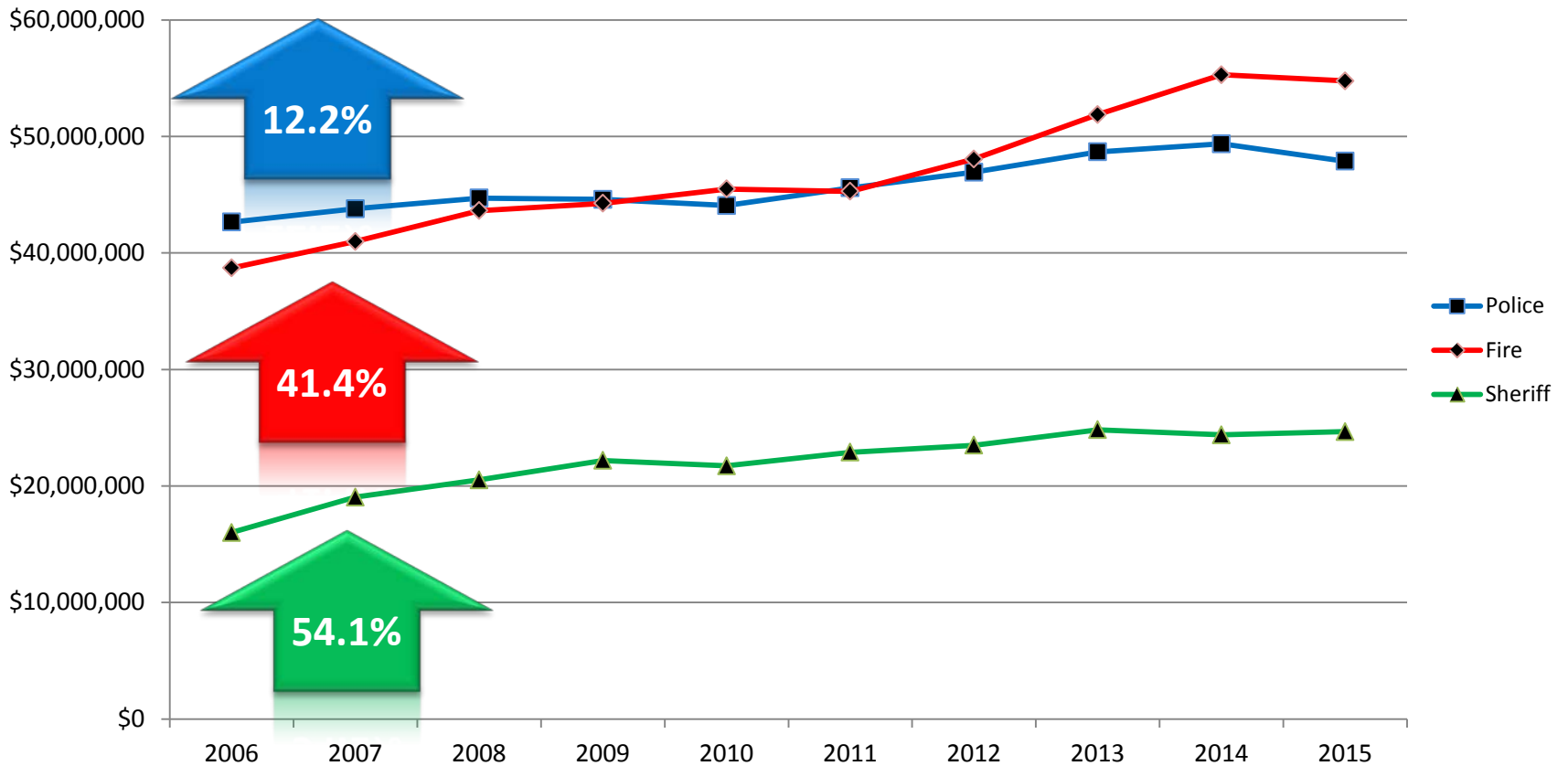
Wyandotte County and Kansas City - Departments 2016 Budget

Export generated on 04/19/2016





Public Safety Annual Budget Trends





FACETS FIRE DEPARTMENT STUDY

**Unified Government Wyandotte County
– City of Kansas City, Kansas**



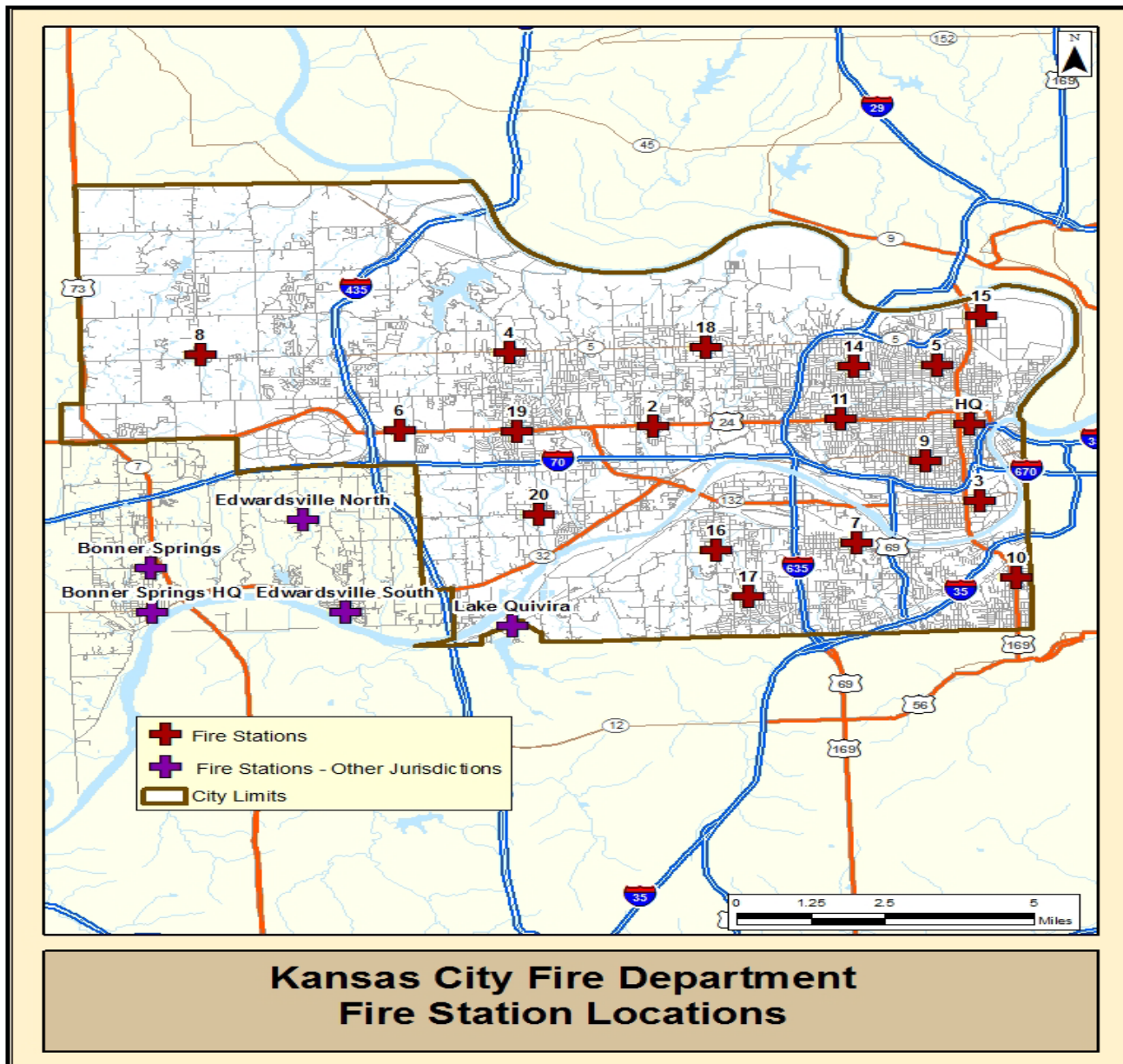
**Municipal Services Review – Fire
Suppression and Fire-Based EMS
Services**

(Please note that this draft is for review and comment. Input is requested on areas that may contain factual errors or be in need of additional information. The final version of the report will be professionally formatted and include larger versions of all graphics contained in this draft.)



Municipal Services Review – Fire Suppression and Fire-Based EMS Services
Report Draft – October 13, 2015 – Page 1

- UG commissioned comprehensive department study
- Collaborative effort including UG Administration, Fire Command Staff, and IAFF Local 64
 - Developed study specifications
 - Interviewed applicants and selected FACETS to complete the study





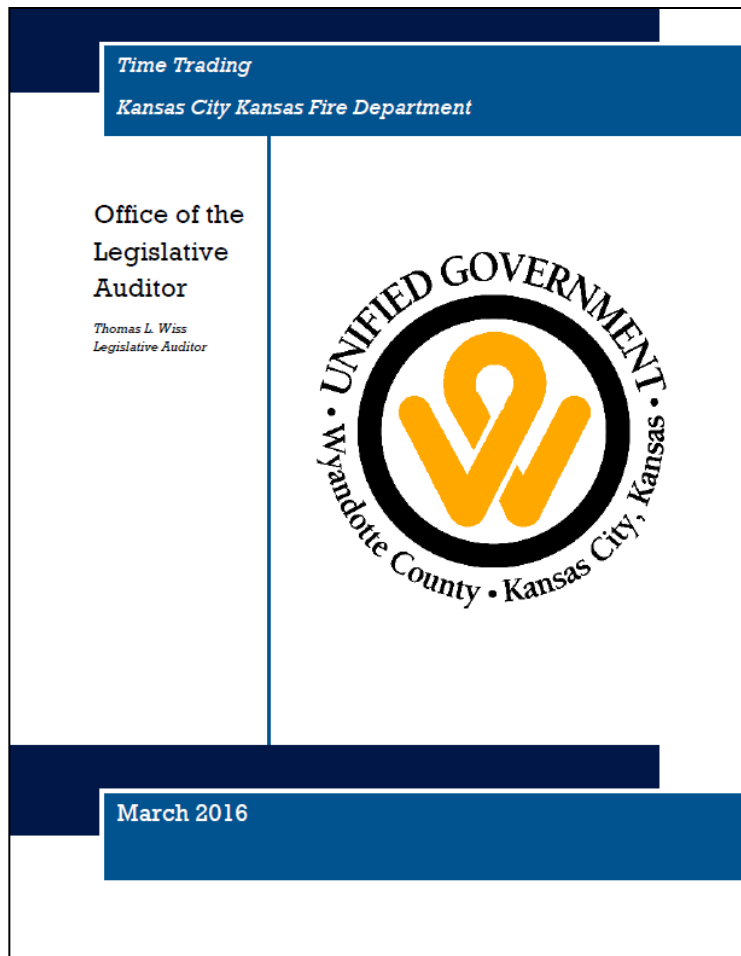
Peer City Comparisons

	KCK	Olathe	Independence
Population served	146,000	133,000	117,000
Square miles covered	129	60.42	78.25
# of stations	18	7	10
# of uniformed employees	426	102	157
FD budget cost / resident	\$293.62	\$125.49	\$140.44

*Data source: pages 26-30 of FACETS Fire Study



LEGISLATIVE AUDIT TIME TRADING PRACTICES



- County Administrator requested an audit of the Fire Department Shift Exchange/Time Trading practices
- Released March 2016
- Audit Findings
 - Need for enhanced approval and tracking procedures
 - Antiquated time accrual and year-end payout procedures



What is Shift Exchange/Trading Time?

- Prevalent practice among Fire Departments
- Two scenarios:
 1. Firefighter exchanges shift with another Firefighter
 2. Firefighter works another Firefighter's shift without reciprocating



Shift Exchange Scenario #1

- Practice whereby a Firefighter exchanges shifts with another Firefighter
 - Firefighter **A** works Firefighter **B's** shift
 - Firefighter **B** receives regular pay
 - Firefighter **B** reciprocates and works **A's** shift
 - Firefighter **A** receives regular pay
- Allowed under FLSA and current labor contract provisions



Shift Exchange Scenario #2

- Practice whereby a Firefighter works another Firefighter's shift without reciprocating
 - Firefighter **A** works Firefighter **B's** shift
 - Firefighter **B** receives regular pay
 - Firefighter **B** does not reciprocate
- Permitted by current and past practice
- Allowed under FLSA
- Not specifically addressed in labor contract



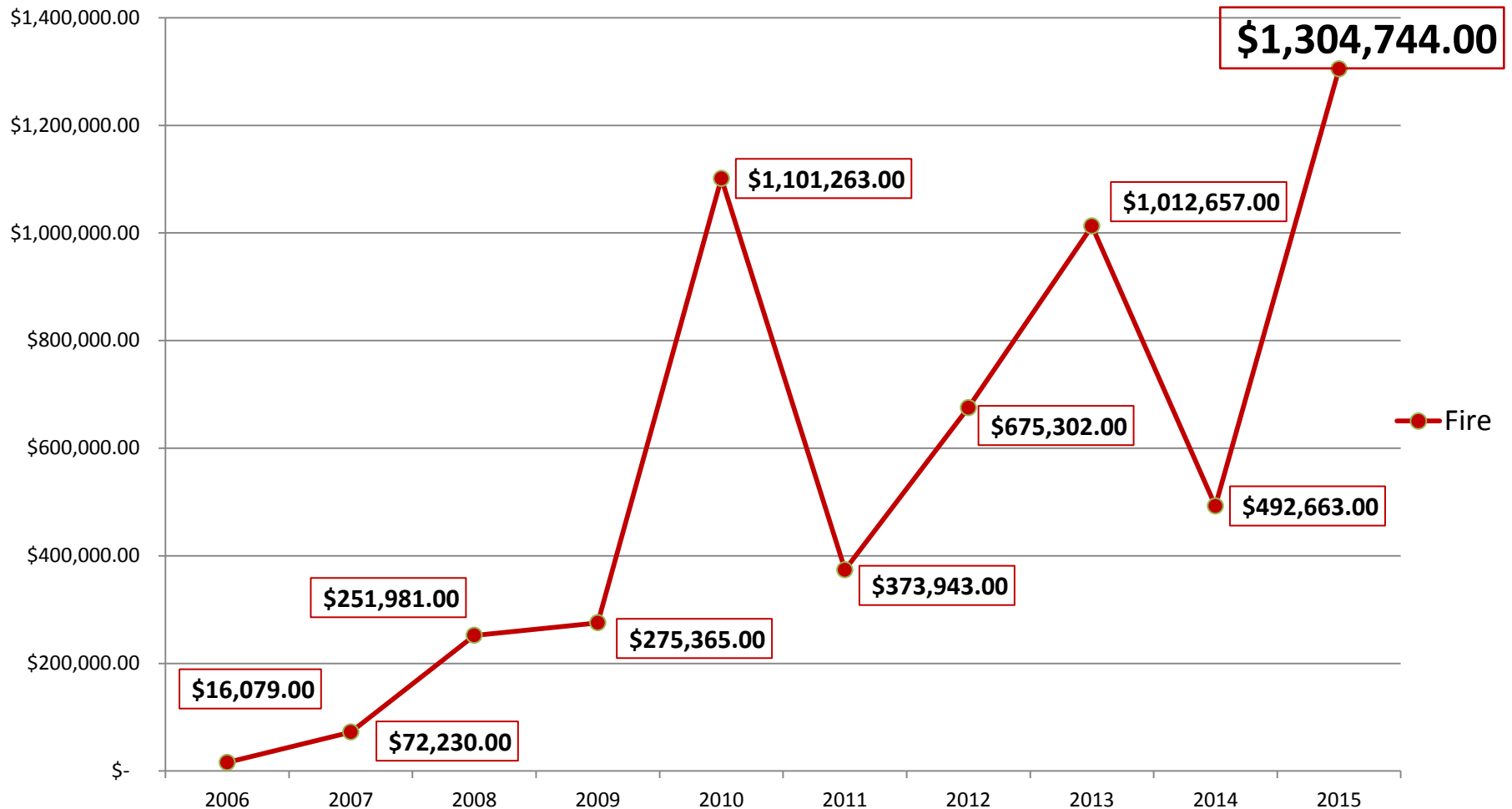
Legislative Audit Findings

- Report illustrates an exchange imbalance
 - Trade does not mean trade
 - **3,154** total shifts traded
 - **1,770** shifts were not traded back
 - **\$1M** paid to Firefighters who did not work
 - Includes **\$250k** paid in overtime to Firefighters who did not work
 - Assumption that cash payments were made to Firefighters who did the work



FIRE OVERTIME PAY

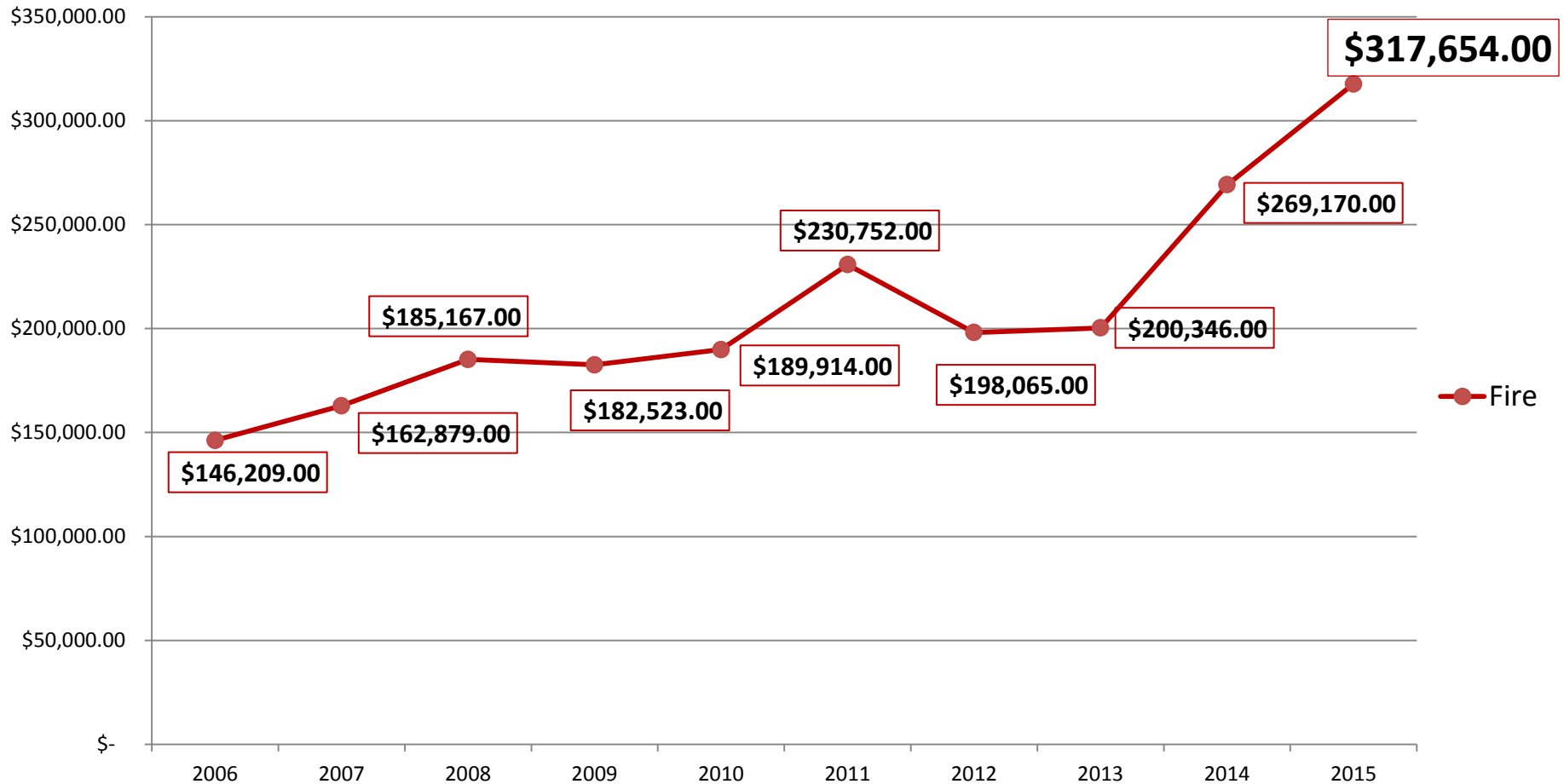
FISCAL YEARS 2006 - 2015





FIRE OUT OF CLASS PAY

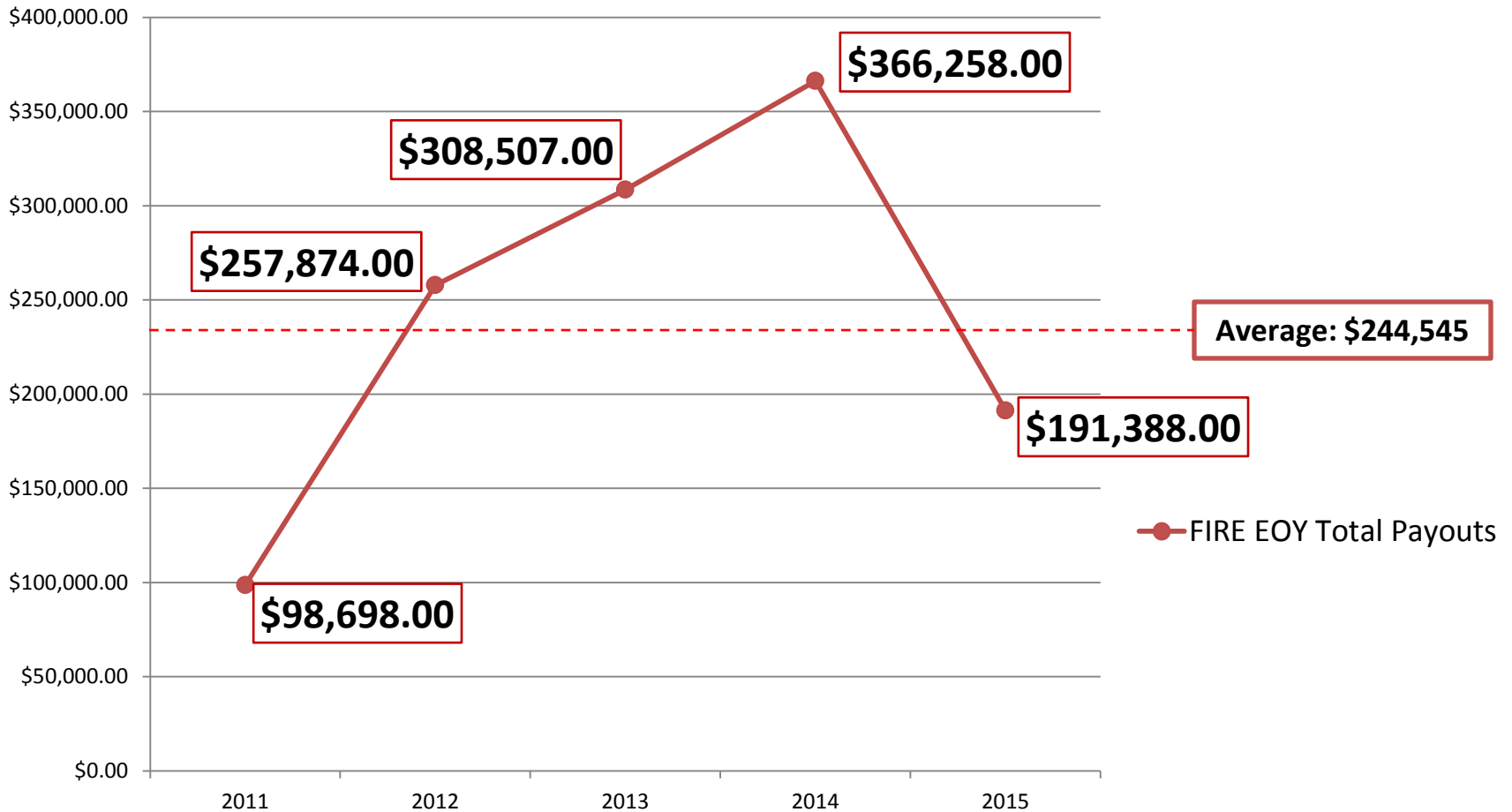
FISCAL YEARS 2006 - 2015





FIRE Annual EOY Total Payouts

Fiscal Years 2011-15

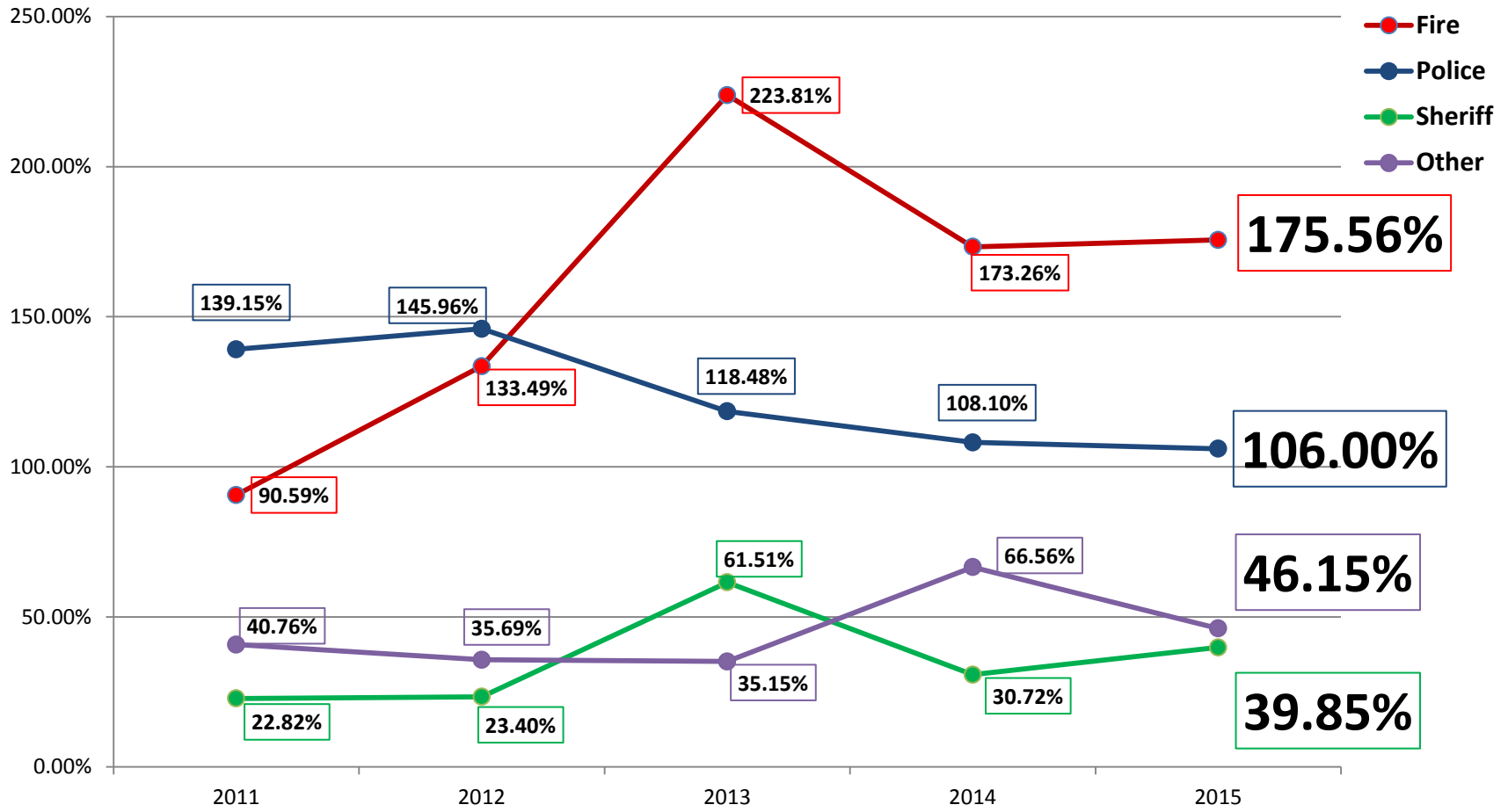


*Values represent Vacation, Kelly Days, and Holidays



Average Retirement Payouts as % of Base Pay*

Fiscal Years 2011-15



*Figures include KPERS penalty payments made by the UG



Retirement Payouts

- In 2015, **96** UG employees retired
- In 2015, the UG paid **\$3.7M** to retire **26** Firefighters
- In 2015, the UG paid **\$3.4M** to retire the remaining **70** UG employees*

*Figures comprised of Police, Sheriff/Jail, and non-Public Safety Employees

FACETS FIRE STUDY UPDATE