

**City of Roseville (City) and the Roseville Firefighter's Association (RFF)
2018 Negotiations**

**City's Position on Disputed Issues Re: Ladder Truck Negotiations
Impasse Meeting**

Disputed Issue	City's Proposal	RFF's Proposal	City's Position
Reducing number of firefighters on the ladder truck from four (4) to three (3) is a reasonable use of City's limited resources.	The City proposes to establish a one-year Pilot Program that will reduce the staffing on the ladder truck from four (4) personnel to three (3) personnel.	RFF rejected the City's proposal and did not provide a counter proposal.	<p>RFF argues there will be delays in response time in arriving on scene and the City will not reach Effective Response Force on scene if ladder truck staffing is reduced.</p> <p>Reducing the number of firefighters on the ladder truck is a reasonable use of the City's limited resources and still provides for an Effective Response Force. As set forth in the revised policies and procedures, an additional engine will be added to the response. The three firefighters on the ladder truck, along with the personnel assigned from the other response units, can perform the necessary task of venting the roof on a structure fire as a unit and then move on to the next task. The risk of delay in response time is low as the ladder truck is just one of many response units dispatched to a fire. Further, any safety risks will be mitigated by additional training provided to the firefighters.</p>
Whether the City's cost estimate is accurate.	The City proposes to establish a one-year Pilot Program that will reduce the staffing on the ladder truck from four (4) personnel to three (3) personnel.	RFF rejected the City's proposal and did not provide a counter.	<p>RFF argues that the City could staff the relief pool by hiring an additional six firefighters rather than staff the relief pool with the personnel taken from removed from the ladder truck. .</p> <p>RFF's analysis inaccurately calculates the costing of hiring</p>

Disputed Issue	City's Proposal	RFF's Proposal	City's Position
			<p>six additional firefighters as only one-third of the cost of the City's analysis. The total cost of RFF's most recent analysis has a cost to the City of \$245,474.37.</p> <p>The total estimated cost of the City's most recent analysis is \$834,151.00</p> <p>Please refer to the City's letter of April 19, 2018 for the detailed costing analysis.</p>
<p>The City's proposal allows for effective use of the relief pool which reduces the amount of overtime to be paid.</p>	<p>The City proposes to establish a one-year Pilot Program that will reduce the staffing on the ladder truck from four (4) personnel to three (3) personnel.</p>	<p>RFF rejected the City's proposal and did not provide a counter.</p>	<p>RFF contends that the savings from the staffing reduction on the ladder truck will be reduced by overtime costs and travel time from the Relief Pool.</p> <p>Reducing the number of firefighters on the ladder truck from four to three allows six firefighters to be reassigned to Relief Pool. This will allow the department to continue to prioritize use of the Relief Pool for filling vacancies that are known in advance and longer than 24 hours. Assigning Relief Pool firefighters/paramedics to 24-hour shifts would limit the costs raised by RFF.</p>