



Sacramento Fire Department Vacancy Presentation

Local 522

February 2026



Introduction



- Vacancies within the fire department present unique challenges that must be handled differently than most other city departments
- Every vacancy, must be filled daily
- Vacancies are filled in 3 ways:
 - Hiring of new firefighters
 - Hiring process including fire academy – up to 13 months
 - Voluntary overtime
 - Mandatory overtime – forcing firefighters to work under the potential threat of discipline



Types of Vacancies



- Vacant FTE's – Ongoing
 - Retirement
 - Separation
 - Promotion
- Daily Vacancies
 - Vacation
 - Sick Leave
 - Injury
- Regardless of the type and duration of the vacancy it must be filled daily



Daily Affects of Vacancies



Fire Department Staffing

- Each fire engine or truck is staffed with 4 personnel
- 34 Fire companies operating out of 24 fire stations
- 15 Ambulances staffed with 2 FF's
- Total daily staffing needs for suppression and ambulance companies
 - 166 total (Firefighters, Engineers, and Captains)



Daily Affects of Vacancies



Vacation

Sick Leave



Retirement

Injury



Daily Affects of Vacancies



Fire Department Staffing

- When attempts to fill vacancies through voluntary and mandatory overtime are exhausted, the vacancy goes unfilled and staffing on the fire engine is reduced
- When the number of vacancies exceed a fire engine's ability to function effectively, the company is closed for the day. (Brownout)
- In 2024, fire engines or trucks were browned out **152** times
- In 2025, brownouts occurred **128** times
- Frequently, multiple brownouts occur on the same day resulting in a significant increase in response times to the effected community



Mandatory Hours



2015

15,424

1.7 – 24 hour shifts per day

2025

54,573

6.2 – 24 hour shifts per day

2024

57,960

6.6 – 24 hour shifts per day



Detail Pool



- Additional FF FTE's above the daily staffing requirements
- Fills daily and ongoing vacancies without using overtime
- Current average vacancies per day - 24
- Current number of total detail pool firefighters – 80
- Needed number of detail pool firefighters - 125



Injury Vacancies



- Calls for service to the Sacramento Fire Department have increased sharply in the past 10 years.

2015

83,701 Calls for Service

2025

106,985 Calls for Service



Injury Vacancies



- With zero new first responder resources, this 27% rise in call volume represents a direct workload increase to Firefighters.
- As of February 1, 2025, there are currently 43 Firefighter's off due to injury

Increased Call Volume = Increased Workload
Increased Workload = Increased Injury Rates



Solution



- Sacramento Fire Department Health and Wellness Initiative
 - Comprehensive wellness program to reduce costs to the City associated with vacancy rates caused by injury's
 - Focus on injury prevention and reduced treatment times resulting in employees returning to work faster
 - Approve budget request to fund FTE's for non-budgeted position's
- Additional First Responder resources
 - Data driven by City Gate study
- Continued expansion and improvement of the single role ambulance program