

Ok. I Think there is going to be some speakers for public comment, and I think alot of the people in attendance have a very valid question which is "What are we going to do now?" I truly hope that the city can work with us and explore the options of staffing the department ourselves. I think with proper staffing our fire department can be perfect for our community and the surrounding communities, unlike it has been for some time.

What I don't want is to see personal attacks and arguing. At the end of the day this is a very large issue in our community, and it needs to be about what we can do to change it together because if we don't work together, we will stay grid locked like this and nothing will get done and we cannot let that happen.

While full-time staffing provides stability and preserves institutional knowledge, a fully full-time model is not fiscally sustainable for South Beloit at this time.

To provide 24/7/365 coverage with only full-time personnel, SBFD would require:

- **18 full-time line staff** (to cover ambulance and engine across 3 shifts)
- **2–3 command-level officers**

At current salary and benefit rates, this model would result in **\$2.5–3 million annually** in personnel costs well beyond the department's current and foreseeable budget.

Additionally, with the department's call volume (approximately **80% EMS / 20% fire**), the workload does not justify a fully full-time staffing model.

A **hybrid model** allows the department to remain operationally ready while maintaining financial responsibility.

Proposed Solutions

1. **Reinstate Leadership**- Hire a **full-time Fire Chief** and a **Deputy Chief of Administration** to provide structure, vision, and continuity.
2. **Rebuild Line Staff**-Employ **3 Full-Time Lieutenants** and **3 Full-Time Firefighter/Paramedics** to ensure baseline ALS coverage and consistent supervision.

3. **Enhance Recruitment & Retention**- Offer **competitive wages and professional development opportunities** to attract and retain high-quality part-time responders.
4. **Standardize Operations**- Implement **clear shift structures, daily duties, and ongoing training expectations** to improve performance, accountability, and morale.
5. **Utilize Jump Company Model**- Continue the **jump company response style**, ensuring efficient resource deployment in line with call volume and community needs.

Proposed Staffing Model

Command Staff

- Fire Chief (Full-Time) – 1
- Deputy Chief – Administration (Full-Time) – 1

Line Staff

- Lieutenants / Firefighter-Paramedics (Full-Time) – 3
- Firefighter-Paramedics (Full-Time) – 3
- Part-Time Firefighters / EMTs / Paramedics – Flexible pool

Closing Statement

The City of South Beloit and its citizens deserve a fire department that is **dependable, professionally staffed, and prepared to meet the growing needs of the community.**