

OVERVIEW OF THE

UNIVERSITY CITY FIRE & RESCUE DEPARTMENT-A (UCFR)

University City Fire & Rescue Department
1000 Rescue Drive
University, IA 50436

Telephone: (514) 911-0129

City Demographics:

The city has 212,162 residents.

Population estimates base	212,162
Population, percent change over past two years	1.8%
Persons under 5 years, percent	7.1%
Persons under 18 years, percent	24.0%
Persons 65 years and over, percent	20.4%
Female persons, percent	55.2%
White persons, percent	60%
Black persons, percent	12%
American Indian and Alaska Native persons, percent	1.0%
Asian persons, percent	10.0%
Native Hawaiian and Other Pacific Islander, percent,	1.0%
Persons reporting two or more races, percent,	4.0%
Persons of Hispanic or Latino origin, percent,	12%
Living in same house 1 year & over, percent,	80.4%
Language other than English spoken at home, percent age 5+	16.6%
High school graduate or higher, percent of persons age 25+	89.0%
Bachelor's degree or higher, percent of persons age 25+	23.5%
Veterans	22,994
Mean travel time to work (minutes), workers age 16+	22.1
Housing units	98,005
Homeownership rate	51.5%
Housing units in multi-unit structures, percent,	38.2%
Median value of owner-occupied housing units	\$228,500
Households	96,819
Persons per household	2.18
Per capita money income in the past 12 months	\$25,821
Median household income	\$50,387
Persons below poverty level, percent	15.5%

The City of University City has 18 fire stations staffed with 280 personnel. The department's jurisdiction is 90.60 square miles. The city has 212,162 residents. Generally, fire suppression personnel work 24 hour shifts. There are 3 shifts.

Administration, Fire Prevention and Training personnel generally work 8-5, Monday – Friday.

A local union chapter exists within the department. Through an agreement, the chapter became recognized by the department three months ago.

- **Administration**
 - Fire Chief,
 - Assistant Chief of Administration
 - Assistant Chief of Operations
 - Confidential Administrative Assistants (Fire Chief Administrative Assistant)
 - Administrative Assistant (one for both Assistant Chiefs)
- **Fire Prevention Bureau**
 - Fire Prevention Chief [equivalent to Battalion Chief rank]
 - Administrative Assistant
 - Senior Fire Investigator
 - Fire Investigator-II
 - Fire Investigator -I
 - Senior Fire Safety Educator
 - Fire Safety Educator –II
 - Fire Safety Educator –I
 - Senior Fire Inspector
 - Fire Inspector-II
 - Fire Inspector-I
 - Fire Inspector-I

NOTE: All fire safety education personnel are civilians.

- **Training Bureau**
 - Chief of Training [equivalent to Battalion Chief rank]
 - Administrative Assistant
 - Senior Training Officer - [equivalent to District Chief rank]
 - Training Officer – II [equivalent to Captain rank]
 - Training Officer – II [equivalent to Captain rank]
 - Training Officer [equivalent to Lieutenant rank]
 - Training Officer [equivalent to Lieutenant rank]
 - Training Officer [equivalent to Lieutenant rank]

NOTE: All training personnel serve as Incident Safety Officer when needed.

- **Fire Apparatus, vehicle, and Equipment Maintenance**
 - Maintenance Supervisor/Master Mechanic
 - Administrative Assistant
 - Maintenance Technician-II
 - Maintenance Technician
 - Maintenance Technician
- **Fire Suppression, Rescue & Emergency Medical Services**
 - Battalion Chief (one for each of the 3 shifts)
 - District Chief (3 per shift)
 - Each of the 18 fire stations has the following positions for each shift
 - Captain
 - Lieutenant
 - Driver/Operator
 - Fire Fighter-I
 - Stations 1, 4, 7, 10, and 14 have an ambulance, rescue truck, and the following additional personnel for each shift:
 - Rescue Specialist –II [equivalent to Captain rank]
 - Rescue Specialist –I [equivalent to Lieutenant rank]

NOTE: Rescue Specialists provide Advanced Life Support (non-transport), water rescue, auto extrication, rope rescue, and confined space rescue

Station 1 has a fully-equipped hazardous material apparatus. Each Suppression Lieutenant performs as a Haz-Mat Technician if needed

The department organized as a career fire department in 1933. The department's Insurance Services Office (ISO) rating is Class 3.

BASE SALARIES

Fire Chief	\$103,400
Assistant Chief – Administration	\$91,600
Assistant Chief – Operations	\$91,600
Confidential Administrative Assistant	\$33,200
Administrative Assistant	\$29,700
Fire Prevention Chief	\$76,400
Senior Fire Investigator	\$58,100
Fire Investigator-II	\$54,100
Fire Investigator-I	\$52,200
Senior Fire Safety Educator	\$41,500
Fire Safety Educator –II	\$37,500
Fire Safety Educator - I	\$33,500
Senior Fire Inspector	\$58,500
Fire Inspector –II	\$54,100
Fire Inspector – I	\$52,200
Chief of Training	\$76,300
Senior Training Officer	\$71,500
Training Officer –II	\$63,500
Training Officer – I	\$54,500
Maintenance Supervisor/Master Mechanic	\$56,500
Maintenance Technician-II	\$41,500
Maintenance Technician	\$34,500
Battalion Chief –Fire Suppression	\$76,500
District Chief – Fire Suppression	\$71,900
Captain –Fire Suppression	\$63,700
Lieutenant – Fire Suppression	\$53,900
Driver/Operator	\$47,400
Fire Fighter-I	\$40,100
Rescue Specialist –II	\$67,500
Rescue Specialist –I	\$57,500

Fire Department's Diversity Statement

Definition - As understood in the workplace today, diversity implies differences in people based on their identifications with various groups. Diversity involves the process of acknowledging differences through action and going beyond one's comfort zone to be inclusive of all. In organizations, this means developing a variety of initiatives at both the management and organizational levels and at the interpersonal levels.

Vision - The continued excellence of the University City Fire and Rescue Department is largely dependent upon the ability to attract, develop, and retain highly skilled, talented, and motivated members. An essential element in maintaining this quality of service is the recognition of the value of a diverse work force. Characteristics such as: age, culture, ethnicity, gender, race, religious preference, sexual orientation, and the expression of unique philosophies and ideas provide the opportunity to better understand each other. This understanding strengthens the efficiency and productivity of the University City Fire and Rescue Department; whose primary objective is to provide excellent service to a diverse community.

Mission- The mission of the University City Fire and Rescue department is to respond to fires, medical emergencies, disasters, and other calls for service, the University City Fire and Rescue Department protects the lives and property of its customers (residents and visitor).

Goals - The goals of the University City Fire and Rescue Department with regard to diversity are:

- Uphold all federal, state, and local laws, and the University City Fire and Rescue Department's rules and regulations regarding employment.
- Attract and retain qualified individuals from diverse backgrounds who are committed to the continued excellence of the University City Fire and Rescue Department.
- Achieve and accept a diverse work force in terms of age, culture, ethnicity, gender, race, religious preference, sexual orientation, and the expression of unique philosophies and ideas.
- Provide all employees the opportunity for development and growth at every rank in the University City Fire and Rescue Department.
- Expect that all employees will treat each other with dignity and respect, regardless of perceived differences.

Fire Department's Budgeting and Financial Issues

The department's fiscal year began on September 1 and ends on August 31 of each year. The department receives funds from federal grants. These grants are managed by federal fiscal year that begin on October 1 and ends on September 30 of each year.

Purchasing

Items costing 0 - \$200 must have a verbal quote from at least two vendors/manufacturers. Items costing \$201 - \$3,000 must have a written quote from at least two vendors/manufacturers. Items costing more than \$3,000 must be purchased through the bidding system. The purpose of the bidding system is to help ensure the department has the opportunity to purchase the most cost effective product/service. The bidding system also helps ensure each vendor/manufacturer is given a fair opportunity to market his product/service to the department.

REFERENCE:

This document was created and revised by Steven Bardwell, Director of Waldorf Fire Science Administration Program. 10/17/16