

## Cost to Replace a Firefighter/Paramedic

Firefighter Resigns	Job Posted 1 Month	Hiring Process 1.5 Months			Conditional Offer and Pre-Hire Testing 1 Month	FF Starts / Boot Camp 1 Month	FF Attends Paramedic School 7 Months
	OT Coverage for the Open Position \$8,594.40	OT Coverage for the Open Shift \$12,891.60			OT Coverage for Open Shift \$8,594.40	FF while in Boot Camp \$5,028.80	OT Coverage for the Open Position \$60,160.80
		Written Test \$800.00	OT to Cover PAT \$429.72	OT to Cover Panel Interviews \$2,056.48	Pre-Hire Testing Costs \$2,000.00	OT Coverage while FF is in Boot Camp \$8,594.40	Salary of FF while at Paramedic School \$38,134.83
						OT for Boot Camp Instructors \$6,620.80	
<b>Cost</b>	<b>\$8,594.40</b>	<b>\$16,177.80</b>			<b>\$10,594.40</b>	<b>\$20,244.00</b>	<b>\$98,295.63</b>

### Additional Costs

PPE	Uniform
Helmet \$400.00 Hood \$50.00 Bunker Coat \$1,500.00 Bunker Pants \$1,500.00 Boots \$400.00 Gloves \$50.00 Mask \$100.00 <hr style="border-top: 3px double #000;"/> <b>\$4,000.00</b>	Boot Camp Uniform \$400.00 Pants \$320.00 Polos \$325.00 Workout Shirts \$170.00 Workout Shorts \$170.00 Job Shirt \$105.00 Uniform T-Shirt \$100.00 Station Boots \$250.00 Hats \$50.00 Belts \$70.00 Class A \$765.00 <hr style="border-top: 3px double #000;"/> <b>\$2,725.00</b>

**\$62,335.60** Cost to replace a FF if they are a Paramedic already, including additional costs

**\$160,631.23** Cost to replace a FF if they are only an EMT, including additional costs