

#### CURRENT DEPARTMENT OPERATIONS

- 3 Full time employees – All are ALS providers
  - Fire Chief
  - Assistant Fire Chief
  - Fire Prevention Captain
- 37 Part Time employees
- 7 Paid per call personnel

#### CERTIFICATIONS

- 32 Professional Firefighter II – remainder are Firefighter I
- 16 Paramedics – 4 Advanced EMT – 20 EMT
- Engine Drivers – 26 (65% of department is certified driver – off probation)
- Aerial Drivers – 16 (40% of department is certified aerial driver – this vehicle is also not first to respond out).

#### COMMUNITY RISK REDUCTION PROGRAMS

- Fire Safety Inspections – Through our dedicated fire prevention bureau fire inspections of all inspectable occupancies are scheduled to be inspected on an annual basis. (4 CFSI).
- Pre-Incident Planning for commercial / Industrial occupancies
- Safety Township Program
- Fire Extinguisher Training Classes – Fire extinguisher training is provided annually to several businesses in our community (nursing homes, Johns Manville) and others as requested.
- Smoke Detector / Carbon Monoxide Detector program for residents
- Stop the Bleed / First Aid & Public CPR classes are provided to our community.

#### EMERGENCY MEDICAL SERVICES

- Each ambulance is equipped for Advanced Life Support transport capability. The equipment is state of the art to include Physio Control Life Pak 15 cardiac monitor/defibrillator. Our primary response Engine is also fully equipped to provide Advanced Life Support with Physio Control Life Pak 15. All life Pak's are capable of transmitting 12 lead EKG to the receiving hospital from the field by our paramedics and EMT's.
- LUCAS Automatic CPR devices are carried in each ambulance. Our department is one of the few that initiates the LUCAS device early consistently on cardiac arrests. In the past year our department has experienced a 20% Return of Spontaneous Circulation for cardiac arrest patients.
- All response vehicles in the department fleet are equipped to provide, at a minimum Basic Life Support on a first response basis. This includes the administration of certain medications pursuant to the State of Ohio Scope of Practice and medical direction.
- Each ambulance is equipped Stryker Power Load Ambulance cot load systems to reduce potential of injury to our firefighters.
- Our Medical Director is Dr. Thomas Boggs, a resident of Monclova Township and an experienced emergency department physician. Dr. Boggs has been our Medical Director for many years and has been active in our EMS continuing education training program and has afforded the

township with very aggressive medical protocols for all EMT, Advanced EMT and Paramedics. Dr. Boggs was among the first medical directors in the area to develop Medication Facilitated Intubation protocols, Spinal Motion Restriction protocols.

- All members have access to protocols through smart phone app. Department is transitioning to a more enhanced capability through the Hand Tevy app.

#### SPECIALIZED EQUIPMENT / TEAMS – Shared Services

- Water Rescue Team – Our department has the capability to perform surface water rescue and we are currently able to deploy sub-surface on a limited basis. We have been working to grow this capability by partnering with Anthony Wayne area departments and Toledo Fire Special Operations.
- Rescue Task Force – Our department was among the first in the area to train our entire department, obtain equipment and develop RTF SOP's. In fact, instructors from our department have been responsible for the training that has been delivered regionally.
- Regional Special Operations Teams - We have partnered with Air National Guard, Waterville, and Whitehouse fire departments to establish a Western Lucas County Regional Special Operations Teams.
  - Hazardous Materials Team –Two years ago four (4) members from our department along with members from partner departments completed 84 hours of standardized HazMat Technician level training.
  - Confined Space Rescue – This capability is in development for future.
  - High / Low Angle Rope Rescue – This capability is in development for future.
- 2023 Levy Operating Budget - \$1,369,543 with current 4 part time firefighters
- Replace two part time positions with full time firefighter paramedics (\$58k)–
  - \$303,480 additional
    - Additional Wages - \$46,275      [Updated figures on page 5](#)
    - Additional taxes - \$70,439
    - Additional health Benefits - \$186,763
  - Hiring 6 full time will increase 2023 operating budget to \$1,673,023
    - \$2,100,000 generated from proposed levy renewal with increase
    - \$426,977 surplus from 2023 levy + 1,700,000 from levy carry-over
  - Hiring 9 full time will increase 2023 operating budget to \$1,853,931
    - \$52,377 surplus from 2023 levy + \$1,700,000 levy carry over.
- Benefits
  - Ensures always have firefighter / paramedic on each ambulance
  - Enhances continuity in department operations
  - Provides for a minimum of two certified engine / aerial ladder drivers on shift.
  - Reduce the revolving door of part time personnel leaving for full time employment in other departments.

- Eliminates the staffing shortfall we have experienced with reliance on part time personnel.
- With less reliance on PT to cover the department full time, we will be able to reduce the minimum commitment from our part time employees.
- Moving Forward
  - Obtain approval from Board of Trustees to transition to hiring 6 or 9 full time firefighter II / paramedics. (2 or 3 FT – f per shift.)
  - With Board approval, develop & submit for approval position description for full time firefighter paramedic based on 48 hour work week.
  - Advertise internally and externally for open position. External avenues could include
    - Email chain through Ohio Fire Chief's District Directors as well as job board
    - Social Media
    - Township Website
    - Public Safety Employment websites
  - Move forward expeditiously with interviews and testing of applicants
  - Recommend applicants to Board of Trustees for conditional offers subject to backgrounds, physical, etc.
  - Scheduling of orientation (external applicants) and initial training on apparatus, etc.
  - Continue open communications between Trustees and Fire Department on staffing & equipment needs moving forward.
  - Develop Strategic Plan with citizen involvement as recommended by the OFCA Study.

- Interim Plans
  - Continue to recruit good part time and paid per call employees
  - Modify the application process order to eliminate waiting time for applicants.
    - Review application / resume, Schedule interview of qualified applicants prior to physical agility testing.
  - HB 377 – this bill was signed into law on June 29<sup>th</sup> by the Governor and will allow townships to allow part time firefighters to be scheduled to work in excess of the 1500 hours (28/wk), up to 1976 hours (38/wk) before having to provide health insurance. This will allow our permanent part time personnel to be scheduled more hours reducing some of the current holes in the schedule.
  - Develop Fire Apparatus Operator classification with a pay incentive for line personnel who achieve and maintain certification to drive operate the fire apparatus of the department.
  - We have previously streamlined the process for personnel who come to us from other departments with driver experience, to become certified on our fire apparatus.
  - Earlier this year when discussing wage increases with the Board of Trustees, we recommended development of step wage increase schedules. This is still being worked on for review and approval by the Board this fall.
  - Board of Trustees increase wages for all fire department employees
  
- Specialized Equipment / Teams

	Annual	Extended
1 Fire Chief	\$83,148	\$83,148
1 Asst Chief	\$79,950	\$79,950
1 Capt. Fire Prev.	\$60,000	\$60,000
6 Firefighter Paramedics	\$60,000	\$360,000
Part Time Staffing		400000
1 Paid Per Call Costs		45000
## Overtime Budget		\$86,500
0 OBWC Costs	\$1,114,598	\$19,143.22
## Medicare	\$1,114,598	\$16,161.67
## F.I.C.A.	\$1,114,598	\$69,105.08
## Police & Fire Pension	\$641,408	\$153,937.87
9 Med Mutual Medical	\$2,439.00	\$263,412.00
9 Delta Dental	\$85.28	\$9,210.24
9 VSP Vision	\$29.66	\$3,203.28
9 Life Insurance	\$40.00	\$4,320.00
Personnel Costs		\$1,114,598
Taxes / Pension		\$258,348
Health Benefits		\$280,146
		<b>\$1,653,091</b>
Tax Collection		18400
Training Services		43400
Repairs & Maintenance		90853
Utilities		30000
Contracted Services		105000
Payment to another Political Subd.		1500
Property Insurance Premiums		15000
Operating Supplies		80000
Small Tools & Minor Equip		47600
Other Expense		12100
Machinery, Equipment & Furniture		323240
<b>TOTAL 2023 BUDGET</b>		<b>\$2,420,184</b>