

Pros and Cons of Current FIRE and EMS models vs Fulltime option

Current Model – Pros:

Fire:

- Significantly more manpower available per call (average 18 to 23)
- More firefighters staffed per apparatus – Safer response model
- Duty Officer program eliminates over 350 full department responses per year
- More staff available for TROT and HazMat callouts without depleting on shift staff
- Vested interest in your community – Employees are residents
- Years of experience in Hudson – Knowledge of our community
- Cost effectiveness – Total budget in 2021 of \$1.7 million

EMS:

- Staff dedicated to EMS; personnel specialized and don't have to do both
- Staffing not depleted when there is a fire call
- Years of experience in Hudson – Knowledge of our community
- Cost effectiveness – Total budget in 2022 of \$2 million

Current Model – Cons:

Fire:

- Full department response delayed by 3-4 minutes compared to Fulltime staffing
- Staffing model designed for a single station which causes longer travel/response times
- Limited time available for training together as a team
- Not all firefighters are cross trained as fire/medics

EMS:

- Sustainability of volunteers
- Experience level of personnel new to the career
- Response time of 3rd crew call in squad
- Staffing can be inconsistent due to availability of part-time or volunteer employees
- Steppingstone department, harder to keep (new) long-term employees
- Current pay scale for part-time employees not equal to area departments

Fulltime Model – Pros:

- Response times faster by 3-4 minutes – Not responding from home
- Designed for a multi-station model allowing for shorter travel time
- Shifts working together on a 24 of 48 basis have significant opportunity to train together as a team
- All personnel would be required to be a fire/medic
- Response time for 3rd ambulance
- Able to mandate hours and shifts
- Response times for 3rd ambulance

Fulltime Model – Cons:

- Significant up front capital investment for 2 new satellite fire stations (\$8 million)
- Significant increase to annual personnel cost budget (\$6 million)
- Total depletion of current Fire/EMS fund in less than 1.5 years
- Does not guarantee improved ISO rating without fire hydrant improvements (\$44 million)
- Unlikely to have residency requirement or community personal connection by members
- Lack of community knowledge (First 5 years)

ISO Score / Requirements:

- See separate ISO attachment

Station locations:

- Recommend replacing the current Safety Center soon, in a similar centrally located position
- Recommend a satellite station on the west side of town in the area of Laurel Lake/Danbury
- Recommend a satellite station on the south side of town in the area of Rt 91 and Terex Rd.
- Satellite station cost including property, design, construction, furnishing + contingency = +/- \$4 million

New Equipment/Vehicles needed:

- We currently have all the fire apparatus needed to transition to a Fulltime model
- If the decision is made to try to reduce the ISO rating to 2/2y without the installation of the new fire hydrants, then purchasing a third fire engine would need to be completed. (Est. - \$950,000)
- We currently have just enough ambulances (4) if we were to transition to a Fulltime model
- Purchasing one additional ambulance to have as a spare/reserve unit whenever a vehicle is down for service or is damaged would be a logical expense to consider (Est. \$350,000)

Personnel:

- Staffing model of 16 scheduled per shift at 3 stations was used for the Fulltime model calculations.
- This allows for the following distribution of 12 personnel per shift with vacations and PTO days.
 - Station 1 = (1- Shift Captain), (1- Lieutenant), (4- Fire/Medics)
 - Station 2 = (1- Lieutenant), (2- Fire/Medics)
 - Station 3 = (1- Lieutenant), (2- Fire/Medics)

Shifts:

- Shifts would be the standard on 24 of 48 with an earned PTO day once every 3 weeks
- At the end of the year this will equal a 40-hour work week

Training:

- Most of the training is done while on shift, as a team
- Satellite station crews would typically return to the main station so all shift crews can train together

What do other communities our size in Summit County have for Fire and EMS:

- See separate Fire Department comparison chart attachment

What do we offer that they do not:

- Child Car Seat Inspection and Installation
- Fire Safe Senior Program – Free Knox Boxes and CO Detectors
- Loaner Wheelchairs, Crutches, and Walkers
- Code Red emergency (Phone/Text) alerting system
- Free Business/Industry fire extinguisher training
- In-house, State of Ohio, accredited EMT certification class
- Medical Director that routinely responds to incidents from home
- Community First Aid/CPR classes
- RUOK Senior Citizen Program

Can we stage an ambulance at our highest area of calls:

- We do not have enough consistency in call locations to do that at this time
- We could consider requiring an EMS only station be built at a future facility
 - Hospital or large Senior Care Facility location

Does anyone else in our area do this:

- Private ambulance services may, but I am not aware of any fire departments in our area that do

Should we put another station at Laurel Lake:

- This is the general area of where one of the satellite stations would currently be recommended

Could we expand and absorb other areas with a fulltime model to include Valley and Peninsula for example:

- Due to the large area covered by those districts (26 additional sq. mi.)
- The limited personnel they currently have available on their rosters
- The limited funding that they would be able to bring to the table, based on the fact that 80% of property in those districts are Federal Park land and therefore do not pay into the tax base
- I do not think trying to absorb Valley and Peninsula would either improve or enhance Hudson's Fire/EMS response capabilities at this time
- I spoke with Chief Riedel from Valley Fire and he agrees with this assessment