



Easton Fire & Rescue Department Budget Fiscal Year 2017

- **Budget Request for FY17 total - \$4,139,750**
 - Fire -\$3,536,849**
 - Personnel Account :\$3,322,329 Increase of \$128,895
 - All contractual increases**
 - Expense Account :\$214,520 **Net Increase of \$2,000**
 - several line items decreased and several small increases

Ambulance- \$578,801

- Personnel Account :\$471,501 Increase of \$14,500
- All contractual increases**
- Expense Account :\$131,400 Increase of \$9,600



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Staffing level

Fire Chief

Code Enforcement Officer

36 shift personnel

- 24 FF/Paramedics

- 12 FF/EMT's

Shift Staffing- 9 per shift

drop to 8 during 0800-1800 (statistically busiest shift)

drop to 7 during 1800-0800



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Item not funded in the FY17 Budget Request

Deputy Chief- this position is not funded in the budget and has been requested for several years.

Pay Scale C12- \$102,169 plus holiday, career incentive,
Approx. \$112,777, plus benefits

The Deputy Fire Chiefs Position has not been filled since 2002



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	2002	2015
Chief	1	1
Deputy Chief	1	0
FF/EMT's	31	38
Minimum Shift staffing	5/7	5/8/7
Total Calls	2797	4209
Ambulance Transports	857	1567
Ambulance Revenue	\$314,040	\$1,310,675
Fire Budget	\$2,277,266	\$3,536,849
Ambulance Budget	\$ 314,040	\$578,801



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History of Fire Budget

- 1987- 8 FF per shift, Chief, Deputy Chief, FPO = 35
- 1992-2012- Fire station closings on and off during the year
 - 1996-TM votes to increase FD budget to keep stations open
 - 1998- MMA Consulting Hired for Fire Department Study
 - 2001-FD budget cut station closures occur
 - 2004-stations kept open with Bristol County Commissioners surplus for public safety
 - 2006- Operational Override funding for FD
 - 2009- Federal Grant Funding to supplement OT station open
 - 2009- FY10-38 positions in budget, **3 FF's laid off July 2010**
 - 2009- 1 FF hired back with local meals tax
 - 2010- **3 FF's retired- positions frozen, not filled.**



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Staffing level in in 2009 was the same as staffing levels in 1987! 35

2010 Staffing – **33 total**

- 6 Vacant positions – Deputy Chief & 5 FF's

2010-2012 Station Closures continue Selectmen's Study

FY12 - 1 FF added - total 34

FY13 - 2 FF's added- total 36

FY 15- 2 FF's added- total 38



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Since 2012 no station closures have occurred !

No additional OT funding needed to make the FY end!

Why?- Dispatch, 4 firefighters, reorganized how OT is spent

Staffing levels now are the same as they were in 2009 prior to the layoffs- 38 total

Service request have increased by 36% of the total calls, and an increase of 35% in medical emergency calls



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Staffing Challenges

Day shift- 8FF's min, operating 2 ambulance, leaves only 4 FF's

Night Shift-statistically most residential fires occur in the night time when we have 7 on a shift available for calls including fires.

- safety for FF personnel with limited staff
- No outside Incident command- Officers in the building
- When staffing 2 ambulances we have actually lowered our personnel available when both ambulance are committed



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1997- MMA Consulting hire to Study FD Cost-Findings (by Priority 1-3)

-Remove Dispatch Responsibilities from FD (P1) - **Done**

-Mutual Aid with neighboring FD's (P1)- **Done**

-Establish the second Deputy Chief position by upgrading the Fire Prevention Officer (P1)

-At least one EMT-P on duty (P3) 99% of time there are 4-**Done**

-Normal Response to a Structure fire/Box – 2 Engines, Ladder, one Deputy Chief- (P1)



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The 1998 Study recommended 2 Deputy Fire Chiefs as a priority.

The positions would have handled the work load and over seen major responsibilities such as Fire Code Enforcement, Fire Prevention, Fire Investigations/Reports, EMS Operations & Licensing, Fire Operations, Emergency Operations, Policies and Procedures, Fire & EMS Training, Safety/Accountability, Day to Day Operations.

Overtime is used now to assist with most of these duties!

There is no consistency and requires the Chief to make time with each and every aspect of the department.



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Previously without a Deputy or any management level assistance several major issues arose

- The Department lost it's Advanced Life Support License
- The Department Engines were all out of service except 1
- The Fire Alarm system was in dis-repair and is a Liability

It is unfair and unrealistic to expect that I as Fire Chief can effectively manage all aspects of this department and continue to try and progress the Fire & Rescue Dept. and EMA with out any management assistance.



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Major need for a Deputy Fire Chief

- Take over in chief's absence
- Fire Prevention
- Day to Day inter-relations with Staff, morning shift exchange
- Buildings and Facilities
- Liaison with Communications/Dispatch
- Oversight of Fire Alarm
- Training Fire/EMS
- Internal Affairs/Investigations
- Scene Safety



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Other Major Findings

- Call back of personnel not adequate- hit or miss
- Each station should be staffed with no fewer than four responders per shift, one designated as crew supervisor
- A shift Commander/IC is needed on duty at all times-Done
The Shift Commander is a working supervisor on the apparatus



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NFPA 1710 states for a 1 or 2 Family home that there should be a minimum of 15 firefighters on the initial assignment to accomplish all fireground tasks

NFPA 1710 recommends that each company be staffed with four firefighters, including a company officer, and that the company officer must remain as part of the company; they can't stay outside the building as command. The standard further outlines that one firefighter will staff the pump, one firefighter will secure the water supply and two firefighters will advance the hoseline.



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Most times the Officer on a scene has to do both operational mode and act as the incident commander from inside the building until relieved. This is a safety concern.

My Goal is to have two 3-FF engine companies, two staffed ALS Ambulances and a Shift Commander . This would require a minimum of 11 FF's, allowing 2 ambulance to be on calls. Shift Commander would in the Shift Commanders vehicle.



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- Time affects life. By reducing the amount of time it takes to perform fireground tasks—specifically, deploying a hoseline—the better the outcome for the victim and the firefighters.
- Time directly correlates to the number of firefighters available. The more firefighters on the fireground, the less time it takes to complete a task
- Buildings are constructed differently, we have to deal with lightweight construction, more flammable furnishings and fires that burn faster and more toxic.



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I would respectfully request consideration in the override to move toward this additional staffing :

Fund 4 FF's to increase shift staffing to 10 FF's continue to drop to 8 FF's minimum per shift

Cost for 4 FF's= \$225,590 less OT savings of approx.
\$60,000 1/2 year, \$ 120,000 for a full year.

Deputy Chief= approx. \$113,000



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Department	Population	Square Miles	Shifts Strength	Min Shift Strength	Deputy Chief	Fire Prev. Officer	EMS Officer	Training Officer
Bridgewater	26,000	28.23	12	10	1	0	1	0
Canton	25,000	19.6	12	9	1	1	1	1
Easton	23,211	29	9	8/7	0	1	0	0
Foxboro	17,000	22	7	7	1 going to 2	1	1	0
Mansfield	23,184	20.7	8	8**	1	2	0	0
Norton	19,031	28.7	8	6	1	0	0	0
Stoughton	26,613	16.27	12	9	1	1	1	1
Sharon	18,000	24.8	6	6	1	1	0	0
W.Bridgewater	6,900	16.2	4	4	1*	0	0	0



Easton Fire & Rescue Department Budget Fiscal Year 2017

The Demographic of the Town has changed a lot!

- Three over-55 Residential Developments
- Roosevelt Circles Expansion- Residential and Commercial
- 244 Washington St. apartment blgs.- approx. 70 units
- Avalon Apartment Project- 290 units
- Three large Medical Office Building at Roche Bros. Way
- Stonehill College 5- Story Dormitory, Expansion of Public & Regional Schools
- Three retail shopping plazas all in opposite areas of town
- Shovel Shop Apartments
- Residence at 5 Corners Assisted Living
- Urgent Care center Depot Street
- Medical Facility 21 Bristol Drive

All have an impact on the Fire and Rescue Department