

# County of Roanoke Fire/Rescue Department Staffing

Board of Supervisors Work Session

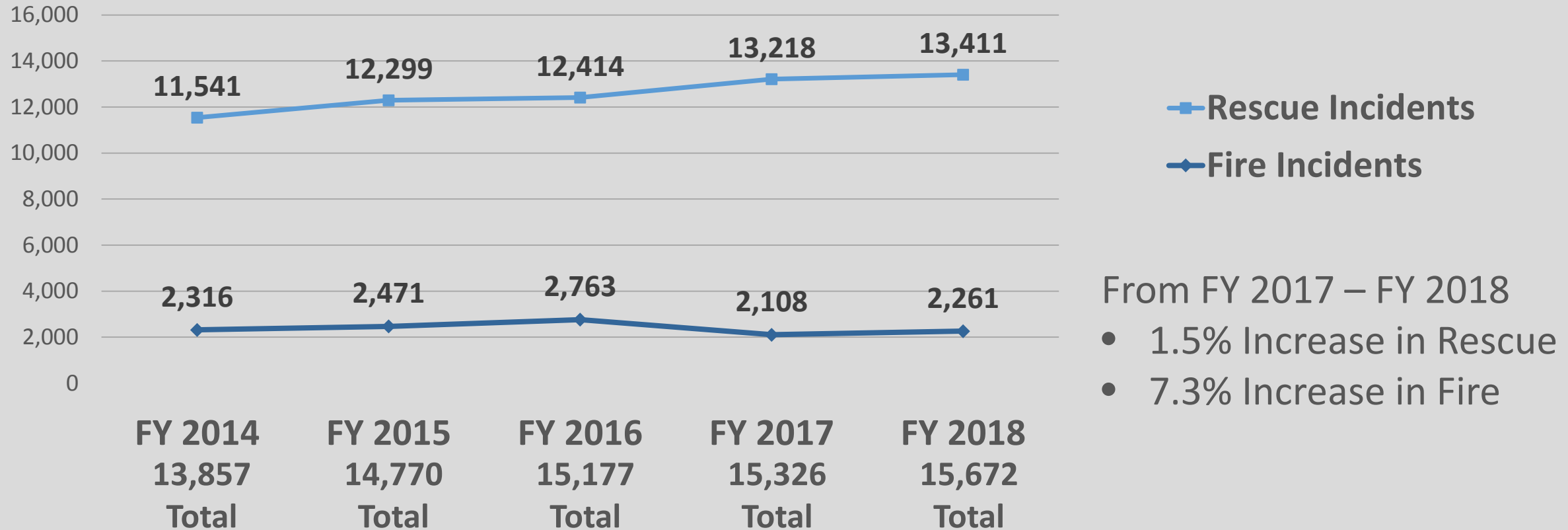
November 7, 2018

# Work Session Agenda

- Review of Incident Information
- Career Staffing
- Volunteer Staffing
- Future Staffing Needs

# Review of Incident Information

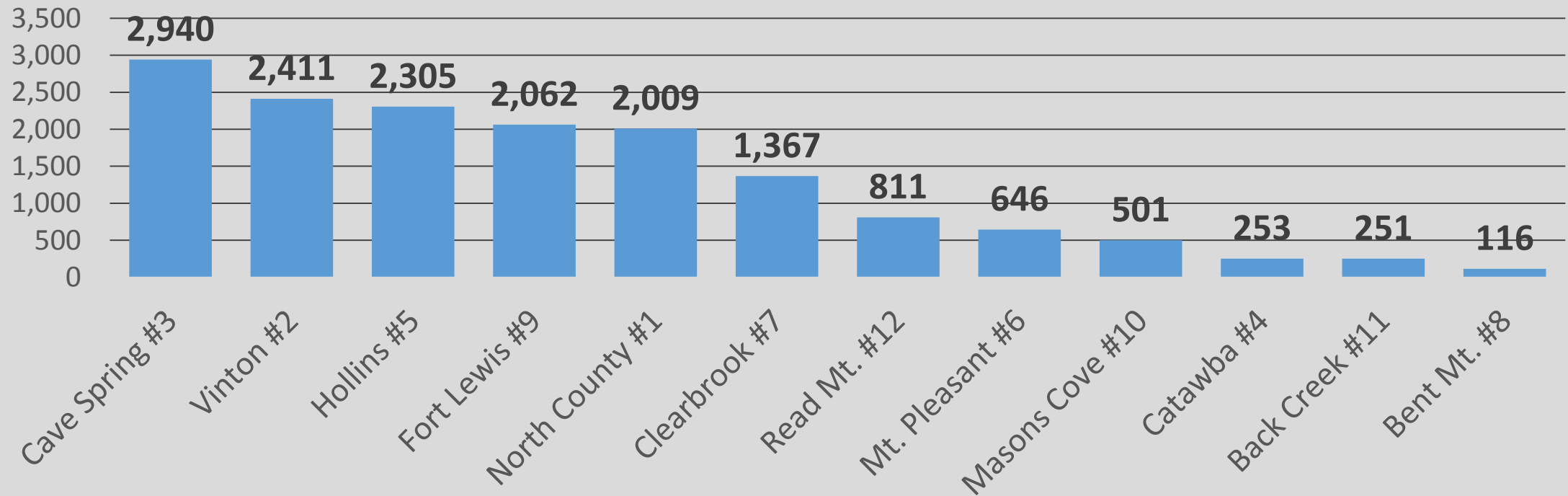
# 5-Year Incident History



*In FY 2017, a major CAD upgrade occurred, which created new reporting categories.*

# FY 2018 Summary by Station

FY 2018 Incidents by Station  
Total Incident Count: 15,672



*\*Additional Incident Information by Station can be found in Attachment B*

# Career Staffing

# Fire/Rescue Career Shifts

- Four Separate Shifts for Fire/Rescue Personnel
  - 8 Hour, Monday – Friday: 8 AM – 5PM
  - 12 Hour, Monday – Friday: 6 AM – 6 PM
  - 24 Hour (4.5), Monday 6 AM – Friday 6 PM
  - 24 Hours, Nights and Weekends
- Shifts have been adjusted to meet staffing level needs

# Administration Business Week Shift

- Monday – Friday: 8:00 AM – 5:00 PM (8 Hours)
- 20 Full Time Positions
  - Administration
  - Fire Marshal's Office
  - Training Division
- Responsibility of Shift expanded greatly, but amount of staff assigned has been reduced
- Deputy Chief positions were reduced from 4 to 2 in 2016



# Five 12 Hour Shifts

- Monday – Friday: 6:00 AM – 6:00 PM (12 Hours)
- 11 Full Time Field Positions\* for:
  - 1 Fire Engine
  - 2 ALS Ambulances
- Least efficient of the three operational shifts
- Need to cover stations on a 24 hour basis has become a challenge with decline in volunteers

\*Includes 2 Vinton Personnel

# Four 24 and One 12 Hour Shifts

- Monday 6:00 AM – Friday 6:00 PM
- 20 Full Time Field Positions for:
  - 2 Fire Engines
  - 1 Ladder Truck
- Covers stations during weekdays to allow volunteer to cover weekends, when they have more availability
- Shift is cost neutral but increases hours of coverage by 44%

# Seven 24 Hour Shifts

- Sunday – Saturday, 24 Hours/Day including Nights and Weekends
- 138 Full Time Field Positions\* for:
  - 5 Fire Engines
  - 1 Ladder Truck
  - 9 ALS Ambulances
- Majority of uniform personnel work this shift
- Most cost effective based on over-time requirements associated with the Fair Labor Standards Act

\*Includes 9 Vinton Personnel

# Current Career Staffing

Station Name	Fire Coverage	EMS Coverage	Second Ambulance or Ladder
Station #1 North County	24 / 7	24 / 7 ALS	24 / 7
Station #2 Vinton	24 / 7 ALS	24 / 7 ALS	12 / 5 (NO LADDER)
Station #3 Cave Spring	24 / 4.5	24 / 7 ALS	24 / 4.5
Station #4 Catawba		12 / 5 Days	
Station #5 Hollins	24 / 7	24 / 7 ALS	
Station #6 Mount Pleasant		24 / 7 ALS	
Station #7 Clearbrook	24 / 7	24 / 7 ALS	
Station #8 Bent Mountain		12 / 7 Days	
Station #9 Fort Lewis	24 / 4.5	24 / 7 ALS	24 / 4.5
Station #10 Masons Cove	12 / 5 days	24 / 7 ALS	
Station #11 Back Creek	24 / 7	24 / 7 ALS	
*Station #12 Read Mountain	24 / 4.5	24/7 ALS	

\* Jointly Staffed by Botetourt/Roanoke Counties

# Volunteer Staffing

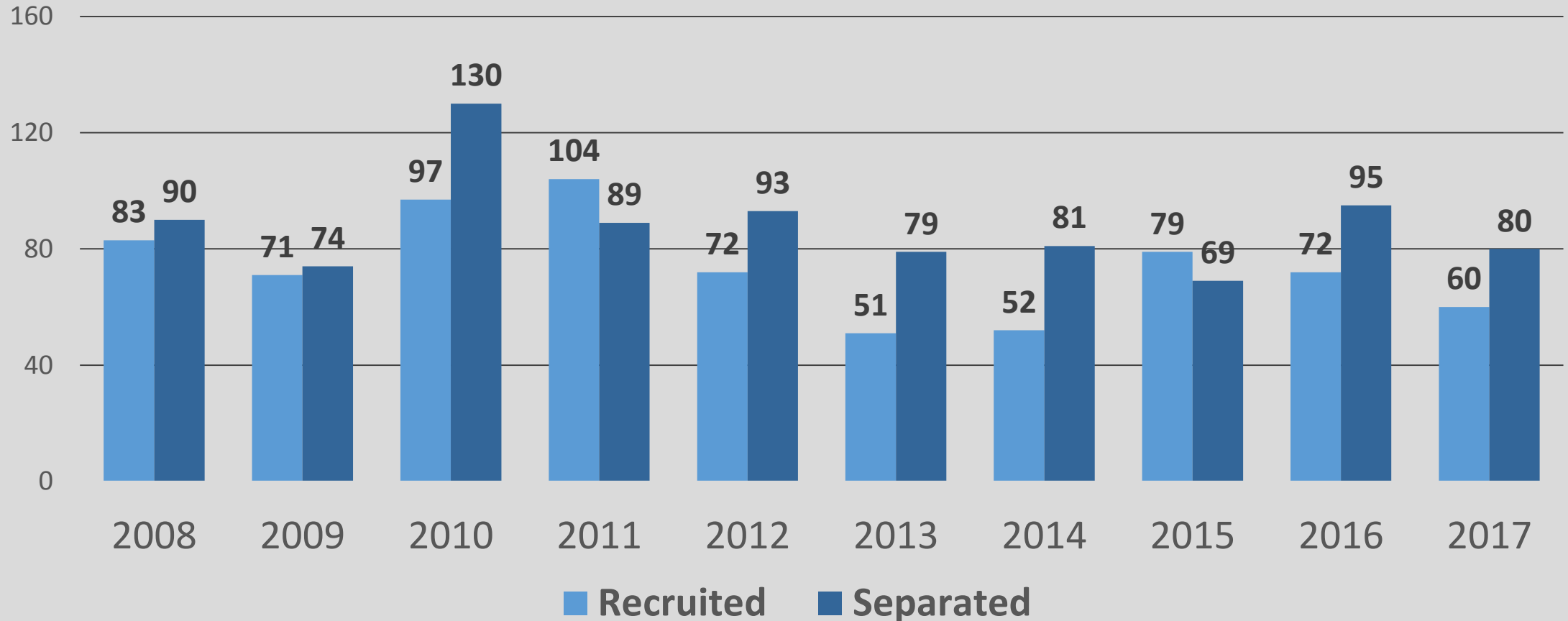
# Volunteer Recruitment and Retention

- Continued decline in volunteerism nationally and especially in the fire/rescue service
- Catawba/Masons Cove Rescue Squad closed October 2018
- Reduction in available time a volunteer can provide

# Changes to the Volunteer Force

- Difficult to attract younger members due to:
  - Increased demands on people's time
  - Longer commuting distances to and from work
  - The prevalence of two-income households
  - Increased training requirements
- As people have less time to volunteer, the training required to volunteer has become more intensive.

# 10 Year Volunteer Trends





# Volunteer Rescue Participation

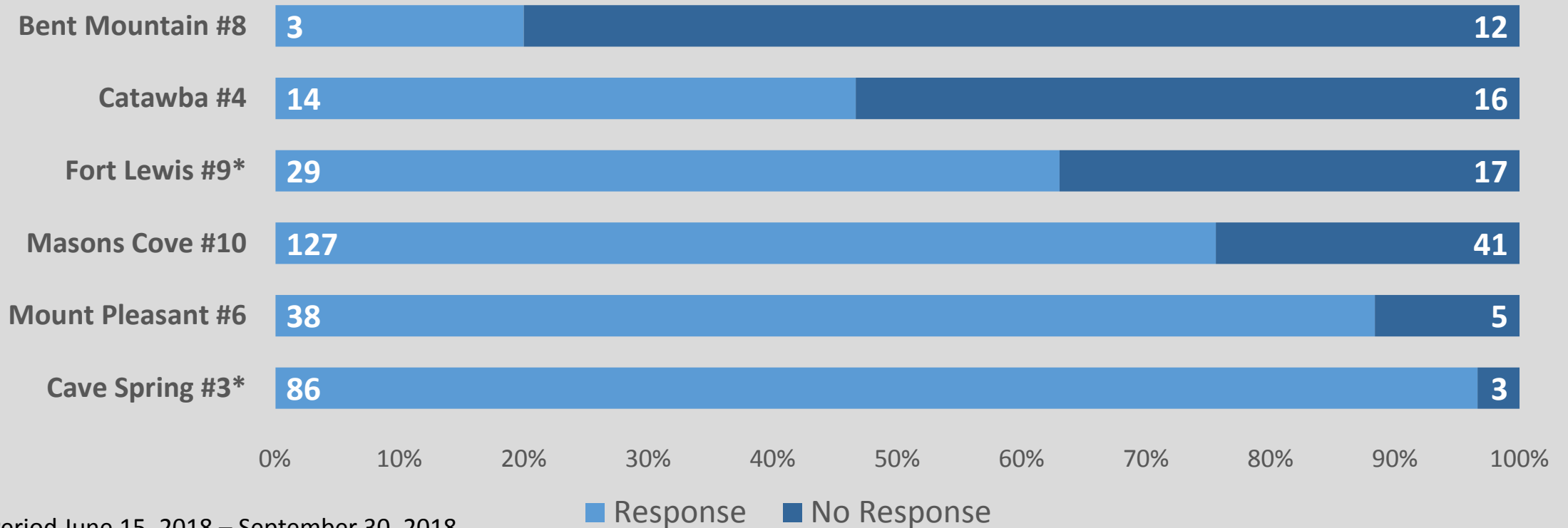
Vol. Org #	Volunteer Organization Name	Total Volunteers	2017 VIP Earners
C5	Hollins Volunteer Fire & Rescue	30	14
C12	Read Mountain Volunteer Fire & Rescue Company	11	5
R2	Vinton Volunteer Rescue Squad	59	34
R3	Cave Spring Volunteer Rescue Squad	57	24
R8	Bent Mountain Volunteer Rescue Squad	12	5
	<b>TOTALS</b>	<b>169</b>	<b>82</b>

# Volunteer Fire Participation

Vol. Org #	Volunteer Organization Name	Total Volunteers	2017 VIP Earners	MSA-SCBA Certified
C2	Vinton Volunteer Fire Company	16	3	9
C3	Cave Spring Volunteer Fire Company	50	30	24
C4	Catawba Volunteer Fire Company	19	9	8
C5	Hollins Volunteer Fire & Rescue	27	9	18
C6	Mount Pleasant Volunteer Fire Company	23	9	14
C8	Bent Mountain Volunteer Fire Company	13	9	10
C9	Fort Lewis Volunteer Fire Company	32	18	14
C10	Masons Cove Volunteer Fire Company	12	8	10
C11	Back Creek Volunteer Fire Company	16	10	10
C12	Read Mountain Volunteer Fire & Rescue Company	38	12	12
	<b>TOTALS</b>	<b>246</b>	<b>117</b>	<b>129</b>

# Fire Protection – Volunteer Coverage

## Fire Responses During Volunteer Staffed Times FY 2018: July 1, 2017 – June 30, 2018



# Department Staffing Needs

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## Firefighters Needed to Maintain Full Staffing Coverage

Firefighters Needed	Station	Shift	Priority
5	Fort Lewis #9	24/7	Immediate
6	Masons Cove #10	24/7	Immediate
6	Read Mountain #12	24/7	Future
8	Mt. Pleasant #6	24/4.5	Future

# Questions & Comments

Attachment: B  
 Fire Rescue Department Staffing Work Session  
 November 7, 2018

**Summary by Station FY 2018**

<b>Station</b>	<b>Incident Types</b>	<b>Count by F&amp;R</b>	<b>% of Total by F&amp;R</b>	<b>Count by Station</b>	<b>% Total by Station</b>
North County #1	Fire	249	1.59%	2,009	12.82%
	Rescue	1,760	11.23%		
Vinton #2	Fire	295	1.88%	2,411	15.38%
	Rescue	2,116	13.50%		
Cave Spring #3	Fire	481	3.07%	2,940	18.76%
	Rescue	2,459	15.69%		
Catawba #4	Fire	45	0.29%	253	1.61%
	Rescue	208	1.33%		
Hollins #5	Fire	322	2.05%	2,305	14.71%
	Rescue	1,983	12.65%		
Mt. Pleasant #6	Fire	90	0.57%	646	4.12%
	Rescue	556	3.55%		
Clearbrook #7	Fire	205	1.31%	1,367	8.72%
	Rescue	1,162	7.41%		
Bent Mt. #8	Fire	31	0.20%	116	0.74%
	Rescue	85	0.54%		
Fort Lewis #9	Fire	268	1.71%	2,062	13.16%
	Rescue	1,794	11.45%		
Masons Cove #10	Fire	133	0.85%	501	3.20%
	Rescue	368	2.35%		
Back Creek #11	Fire	56	0.36%	251	1.60%
	Rescue	195	1.24%		
Read Mt. #12	Fire	86	0.55%	811	5.17%
	Rescue	725	4.63%		
<b>Total Incidents</b>		<b>15,672</b>			