



City of Port Angeles
Clallam County Fire District #2

Functional
Consolidation of
Volunteer Firefighter
Programs

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The Vision

- In 2002, the following statement was agreed to during a joint leadership meeting
 - “Discuss the feasibility of a more efficient combined (cross) utilization of volunteer firefighters”
- Cooperative milestones
 - 2000 - Implementation of automatic aid agreement
 - Expanded in 2005
 - 2003 - Utilization of cross-over volunteers
 - 2005 - Consolidation of volunteer EMS training



Why Consider Consolidation

Provides a synergistic effect

*Combines the strengths of both departments,
providing an outcome that exceeds what could
be accomplished individually*

Resulting efficiencies:

- **Lower Cost** through reduced duplication
- **Improved Operations** through the best utilization of resources





Current Challenges

- Increasing work load
 - In the past 10 years, CCFD #2's calls for service increased by an additional 78%
 - In the past 10 years, PAFD's calls for service increased by an additional 33%
- Initial training requirements
 - EMT course – 120 hours
 - Vol. Firefighter Recruit Academy – 180 hours
- On-going training requirements
 - Mandated annual training – 30 hours
 - Excludes EMS training



National Trend

- It is becoming increasingly difficult to recruit and retain volunteer firefighters
 - Increasing time commitment
 - Changing social values
 - Two-wage earners are more prevalent
 - Busier life styles
 - Family priorities



Recommended Direction

- Functionally consolidate District 2's and the City's volunteer firefighter programs.

What does this mean?

- Both volunteer firefighter programs are merged into a single program
 - Joint recruitment
 - Standardized training
 - Three station tiered response



Joint Recruitment

- Avoid competition for the area's limited number of recruits
 - Utilize best practices from both departments to most effectively recruit



We are all fishing from the same pond



Standardized Training

- Training is more consistent between the two departments
 - Increased familiarity with personnel and equipment
 - More effective operations
 - Safer operations
- Recent examples where standardization played a critical role:
 - 2003 - Elks fire
 - 2005 - Interfor Pacific fire



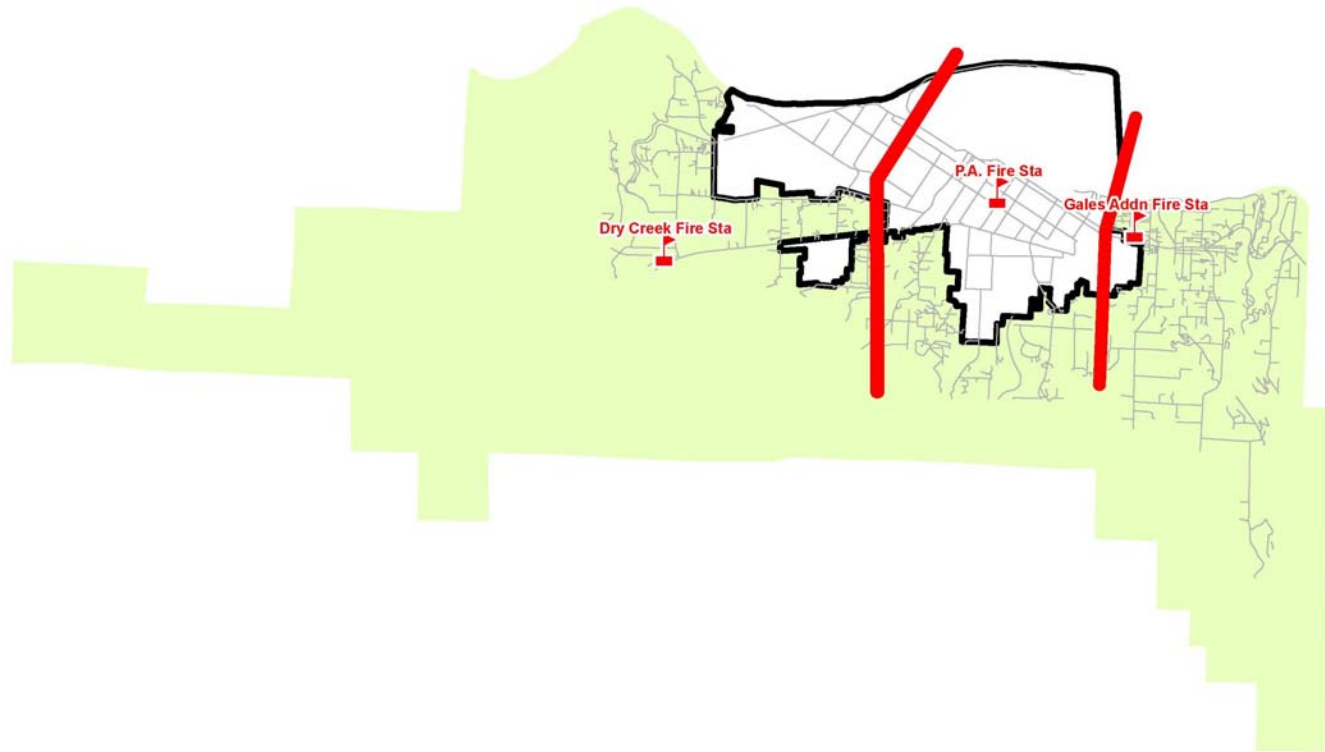


Three Station Tiered Response

- Works like any other multi-station jurisdiction
 - Initially, the closest station is dispatched
 - If additional personnel are needed, the next closest station is dispatched
- Outcomes
 - Reduced response times
 - Increased pool of volunteer personnel
 - Possible improvement in WS&RB rating



Three Station Tiered Response





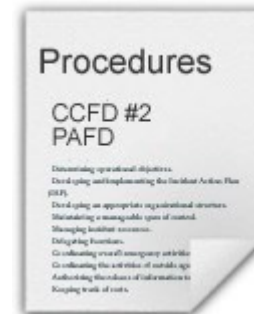
Interlocal Agreement

- **Volunteer Personnel**
 - **Transfer** – All District volunteers will become volunteer members of the City and all City volunteers will become volunteer members of the District
 - Existing personnel have the right to maintain sole department affiliation
 - **Sponsored Personnel** – Both agencies agree to sponsor the number of volunteers currently approved
 - **Preference Credit** – All joint volunteers will be eligible for Civil Service preference points when applying for career firefighter positions in the City



Interlocal Agreement

- Joint Procedures
 - Required by the Agreement and delegated to the Fire Chiefs
 - May be amended from time to time by mutual agreement
 - Procedures shall include:
 - Standardized enrolling practices
 - Personnel policies
 - Radio communications
 - Response protocols
 - Combined training





Interlocal Agreement

- Compensation
 - **Emergency Response** – compensated by the agency requesting the volunteer response
 - **Non-Emergency Participation** – compensated by the sponsoring agency and requires pre-approval
 - **Rate-of Pay** – Uses the District's pay scale.
Adjusted periodically as part of the budget process



Interlocal Agreement

- Training
 - Provided in accordance with State law and national standards
 - Requires centralized training records to ensure compliance
- Command Responsibility
 - Command rests with the jurisdiction where the incident has occurred



Proposal is not Unique

- Kitsap County
 - In 1986, there were 21 separate fire jurisdictions
 - Today, there are 6 separate fire jurisdictions
- Jefferson County
 - Port Townsend and its adjoining fire district (JCFD #1) are in the process of combining departments



What's Next?

- Continue to explore joint programs where operational, financial or organizational efficiencies can be achieved
- Potential areas:
 - Shared space
 - Shared administrative responsibilities



Questions ?