

Joint Emergency Services Meeting

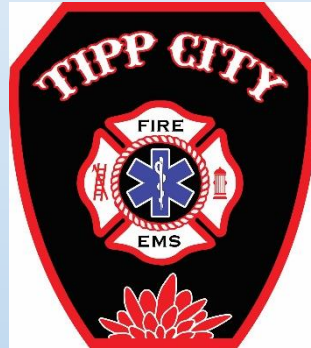
Citizens

City Council

Township Trustees

TCFES - Vision / Mission

The renowned leader in emergency services.



The mission of the Tipp City Fire & EMS Department is to provide the highest quality emergency services to all who call upon us for help and to promote good will in our community.

Answers

- ALS only duties include: per the State of Ohio EMS
 - Cricothyrotomy
 - Ventilator management
 - Transport of a stable pt <16 yo with chronic condition
 - Orotracheal/nasotracheal intubation
 - Bi Pap administration/management
 - Manual defibrillation, cardioversion, transcutaneous pacing, 12 lead
 - Administration of cardiac medications
 - Cardiac monitor strip interpretation
 - Vascular access (IV or IO) and fluid administration
 - Needle decompression
 - Eye irrigation with Morgan Lens
 - Our medical director and GMVEMSC dictates our skills



Answers

- Mutual aid reimbursement
 - Cost neutral
- Private company costs
 - 3 different organizations researched
 - All 3 have funding from Districts whom in turn use levies for funding
- Human capital
 - Recent internal survey results are indicating positively at this time 28 out of 29 responders are proud to work at TCFES
 - Internal work committees, input sought on multiple levels consistently...
 - DISC program on pause (CV-19)
- Trends in volunteers
 - Reduced number of people applying for volunteer positions
 - The department does not have volunteers from other City departments (HX)

TCFES – SWOC Analysis

- Strengths
 - History, core committed responders, cost efficiency, minimal complaints, apparatus & facilities (CIP & TWP Capital)
- Weakness
 - Lack of supervisor on-duty, day time staffing, schedule of volunteers, inconsistency in level of care, response times, ISO rating (staffing, training, & communications (metrics)), resiliency (CV-19, tornados, etc), turnover
- Opportunity
 - Daily consistent shift supervisor, scheduling changes, paramedic care consistently, improve reflex time, combination staffing models on station, training hour increase, communication procedures
- Challenges
 - Staffing, change without recognition (ACA, reduction in volunteers, etc), informal communication, organizational structure, all hospitals are out of our jurisdiction, federal and state mandates

TCFES – OFCA review

- OFCA Study
 - Recommendation #1 transition to 7-8 on-duty positions
 - Start and stop at our choosing
 - Combination is the key with volunteers involved
 - Chief and AC position are not considered on-duty (we supplement as needed)
 - Recommendation #2 establish a dual-certified shift commander
 - Officer development to be included, TCFES just completed FO 1 & 2
 - Recommendation #4 develop organizational performance goals
 - Response times, paramedic on-duty, minimum staffing per day
 - Recommendation #5 work with MCCC (dispatch)
 - In progress with MCFESCA and the MCCC director

TCFES – Staffing Implementation Plan

- Goals of proposed plan
 - Consistent supervisors
 - Timely response
 - Paramedic on first out ambulance
 - Efficient and Resilient
 - Increase staffing on station gradually
 - Maintain the Chief and Assistant Chief positions as FTE and add a administrative secretary
- Reminder 8,760 hours is one position in Operations

TCFES – Staffing Implementation Plan

- Current staffing
 - 4,160 hours full time, 43,800 part time hours, & Volunteer hours
 - Full time (Chief and AC), Part time personnel, & volunteer hours
- Proposed staffing plan in accordance with multiple variables
 - 41,280 hours full time, 26,280 part time hours, & Volunteer hours
 - Full time, part time, and volunteer hours
- Full time department; **example only for reference**
 - 67,560 hours full time

TCFES – Staffing Implementation Plans

- Current staffing

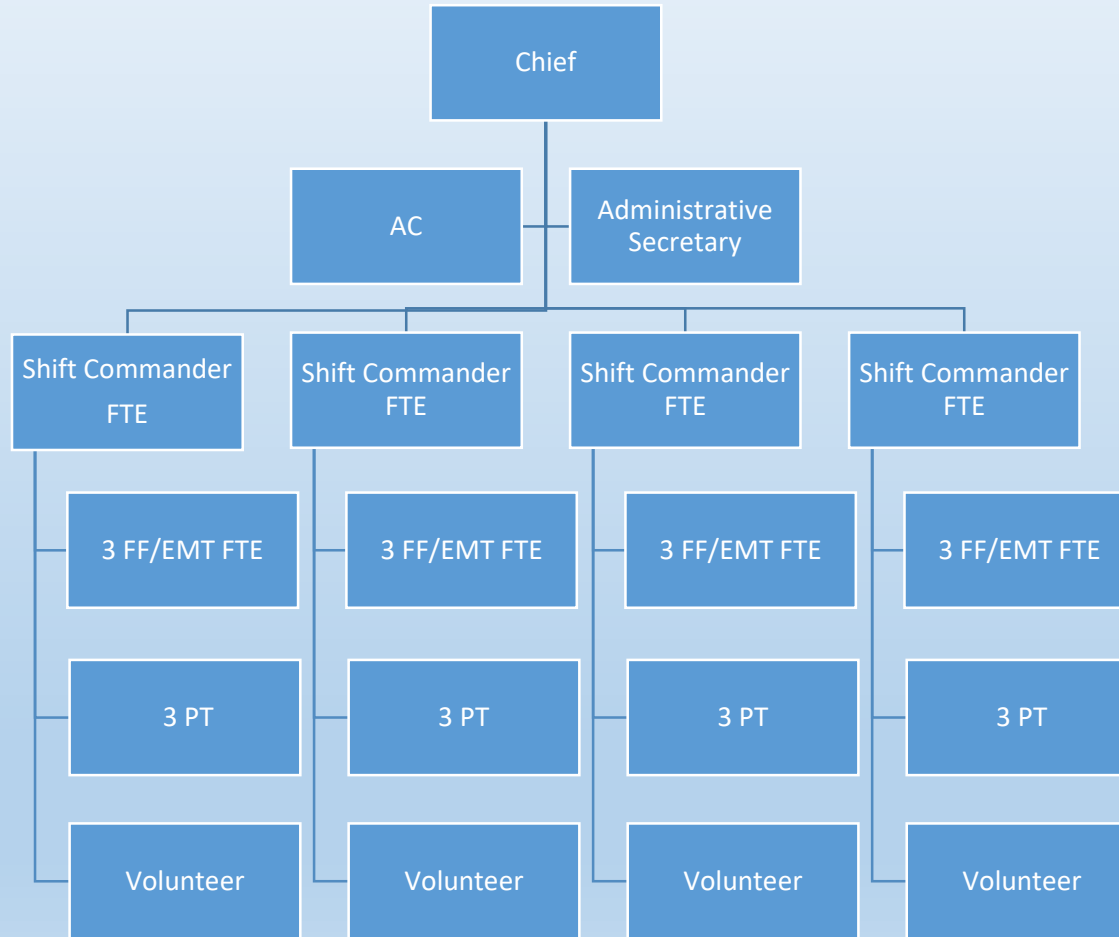
- 4,160 FTE hours, 43,800 PT hours, & Volunteer hours
- Full time (Chief and AC), Part time personnel, & volunteer
- Many personnel identify in multiple categories
 - 8 officers – 3 supervise volunteer fire shifts 6p – 6a
 - 6 single certification (FF)
 - Firefighter only all volunteer fire shifts from 6p-6a
 - 11 single certifications (EMS)
 - Zero EMS roster volunteers
 - 22 dual certifications
 - Scheduling and Certifications



TCFES – Combination staffing plan

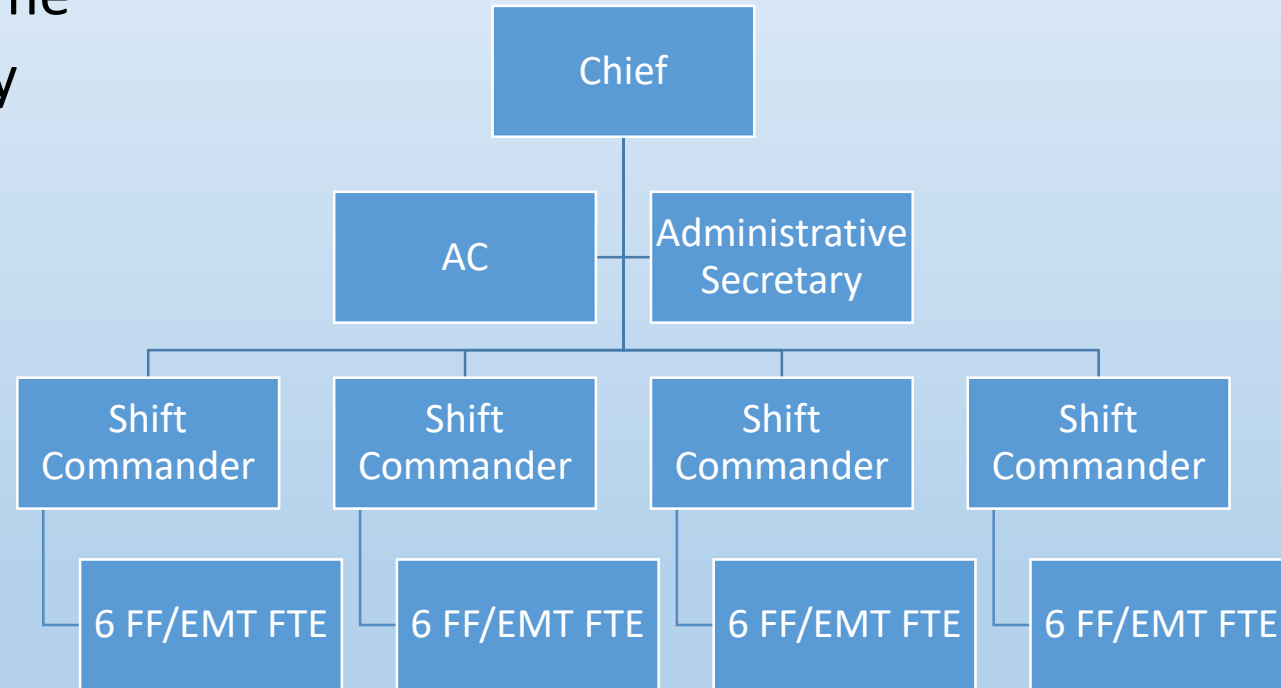
- Proposed staffing to accomplish OFCA recommendations and goals
 - 41,280 hours full time, 26,280 part time hours, & Volunteer hours
 - Full time, part time, and volunteer hours
- Number of employees
 - FTE is 19
 - Part-time 21
 - Volunteer 12; an increase over current number
- Organizational Chart – next page

TCFES – The proposed Combination Org Chart



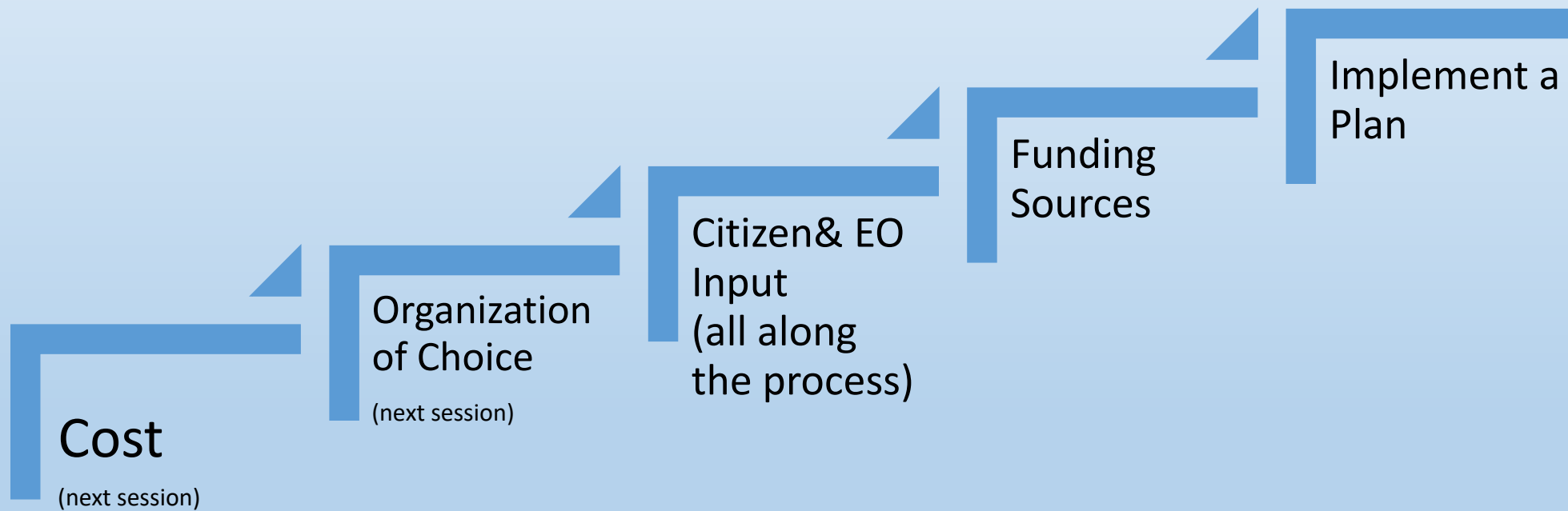
TCFES – What does a full time department look like? example only for reference

- Proposed staffing in accordance with multiple variables
 - 67,560 hours full time
 - Full time exclusively
 - 31 personnel
 - **Example only**



TCFES – Staffing Process

- How do we proceed? (illustration only)



TCFES – Questions

