



Fire Service Review

Fire Service Review

Recommendations

- 1 Adopt Updated Deployment Policies and Response Time Standard
- 2 Distribution of Fire Stations
- 3 Multiple-Unit ERF for Serious Emergencies
- 4 Hazardous Materials Response
- 5 Technical Rescue
- 6 Fire Stations



Fire Service Review

Recommendations completed:

- 7 Duty Crews – Paid on Call (POC)
- 8 Chief Officers
- 9 Ladder truck reduction



Effective Response Force (ERF)

The effective response force of 15 firefighters is for small to medium single-family dwellings and is not adequate for commercial, high-rise, or large apartment buildings.



Fire Department Staffing

Adequate Staffing continues to be a critical issue.

- Ideal number of active firefighters in **155**
- Current active firefighters **91** (as of 4/28)
- Active Chiefs **7**
- Active Total **98**
- Total Staff **113**

Measure	January 2022	February 2022	March 2022
Total Calls	403	344	350
Code 3 Calls	332	263	294
Met total response time	63%	63%	65%
Rolled with only 1-2 firefighters	104	75	87
All Rookie Crew	31	32	33



Fire Department Staffing 2015 vs 2021

2015

- A unit rolled staffed with only 2 personnel **222** times
- * An assigned unit to a call was unable to respond due to lack of staff **52** times (Fewer units arrived than the recommended response.)

2021

- A unit rolled staffed with only 2 personnel **1,333** times
- * An assigned unit to a call was unable to respond due to lack of staff **586** times (Fewer units arrived than the recommended response.)



* **All calls were responded to. No calls went unanswered.**



Fire Department Staffing

Examples - 3 Working Fires in March:

Rich Rd – 16 minutes and 41 seconds to get 15 firefighters on the fireground. (Goal is 11:30 for the entire multiple unit effective response force.)

- One unit rolled with 1

Nine Mile Creek Circle – 12 minutes and 37 seconds to get 15 firefighters on the fireground. (Goal is 11:30 for the entire multiple unit effective response force.)

- Three units rolled with 2

Kell Ave. – 8 minutes and 46 seconds to get 15 firefighters on the fireground – made our goal due to a prior call and had several trucks already on the road. (Goal is 11:30 for the entire multiple unit effective response force.)

- 2 units rolled with 2





New Firefighter Training Requirements

EMS Training – Emergency Medical Services Regulatory Board (EMSRB) Required

- Emergency Medical Technician (EMT) – 110 hours initial
- Blood/Air Borne Pathogen (BBP) - 4 hours initial

Fire Training – Minnesota Board of Fire Training and Education (MBFTE) required

- Firefighter 1 (160 hours), Firefighter 2 (80 hours) – basic minimum requirement to meet response standards

Hazmat Training – OSHA required

- Operations level (48 hours)

Employee Right To Know – OSHA required

Tech Rescue – OSHA required

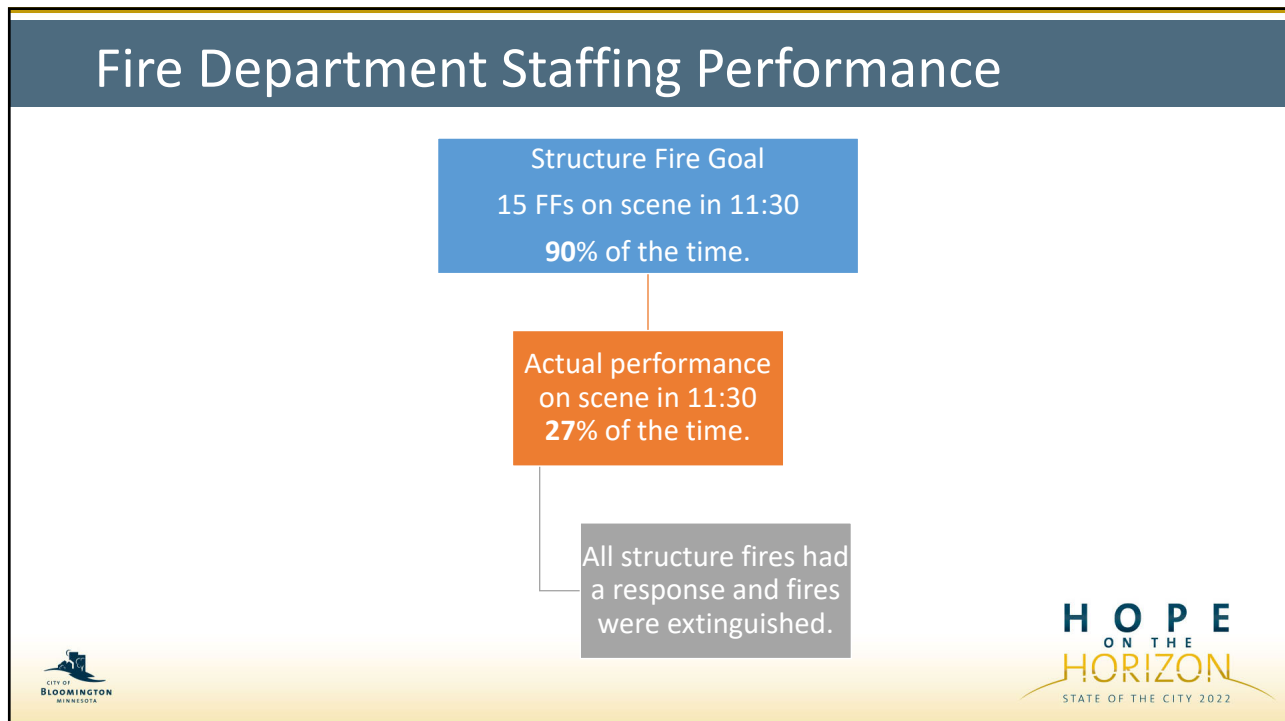
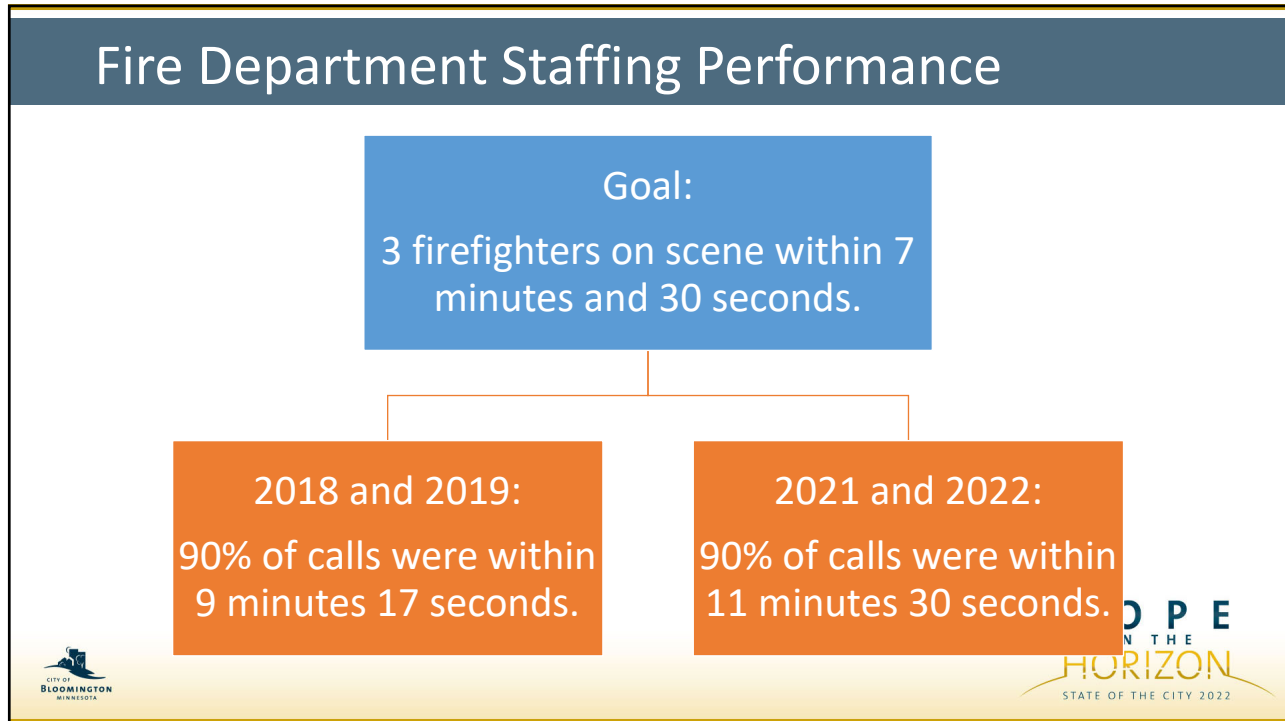
- Confined Space
- Ropes

Incident Command System (ICS) – Hazard Zone Management

Annual Firefighter Training Requirements

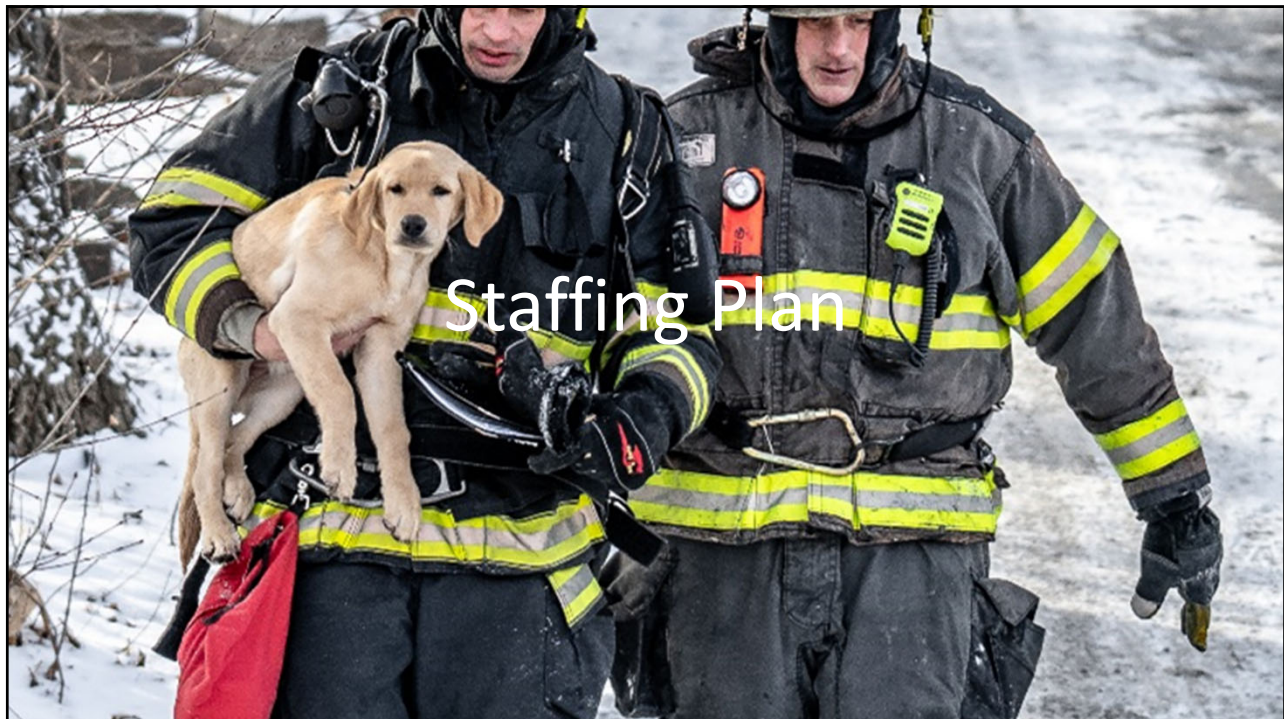
- Blood Borne Pathogens
- Employee Right to Know
- Confined Space Awareness
- Respiratory Protection Respiratory Protection – Minimum quarterly training - SCBA, APR, N95, SAR
- Lock out/ Tag out
- Portable Extinguishers
- Confined Space Rescue Annual OSHA/NFPA
- Hazardous Materials Operations Annual OSHA/NFPA 8 hours annually
- Fire Brigade Annual OSHA/NFPA Live Fire requirements – Annual requirement for training in structure fires with fire
- Fire Ground Operations / Technical Rescue (Auto X, Ropes, Con Space, etc.) / Emergency Vehicle Operation / Pump Operations / Incident Command
- Emergency Medical Technician (EMT) 2 years EMSRB 40 hours





Fire Department Performance Models

- Not just in Bloomington
 - Nationwide/Statewide issue for recruiting paid on call and career firefighters
- Neighboring All Career Departments
 - Richfield, Edina, St. Louis Park, Burnsville, Eagan, Brooklyn Park, Woodbury, Minneapolis, St. Paul
- Neighboring Combination
 - Eden Prairie, Inver Grove Heights, Apple Valley, Savage, Shakopee, Minnetonka



2022 Staffing Plan

- Add 4 full-time Fire Fighter/Fire Inspectors
 - Address current duty crew shortages
 - Address current code inspection backlog
 - 2022 cost \$210,000 for 6 months- reallocation of existing dollars



Long-Term Staffing Plan

Create a hybrid model: 75 full-time and 60 paid-on-call

Hire 6 firefighters per year over 10 years

Maintain 60 paid-on-call firefighters

- Current roster
- New recruits



Long Term Staffing Plan

Approximate additional annual cost **about 1% increase** to the overall property tax levy

2023 (+6) \$660,000

2024 (+6) \$696,000

2025 (+6) \$734,000

Approximate future cost for crew supervisors beginning in 2025

2025 + \$60,000

Advancing 6 existing FTE Fire Fighters to Fire Captains.



Staffing Plan – SAFER Grant

SAFER = Staffing for Adequate Fire and Emergency Response



Would provide funding for **18** Full-time Firefighters for **3** years ('23-'25).



Announcement expected in fall *after* preliminary levy set.

