

PS COMMITTEE #7
May 3, 2010

Worksession

Please bring your packet from the April 12 Public Safety Committee worksession on the FY11 MCFRS operating budget to the May 3 worksession. The packet is available at: <http://www.montgomerycountymd.gov/content/council/pdf/agenda/cm/2010/100412/20100412PS1.pdf>

MEMORANDUM

April 30, 2010

TO: Public Safety Committee

FROM: Minna K. Davidson, Legislative Analyst *MKD*

SUBJECT: **Worksession: FY11 Operating Budget
Montgomery County Fire and Rescue Service (MCFRS)
(continued)**

Those expected for this worksession:

Richard Bowers, Fire Chief, Montgomery County Fire and Rescue Service (MCFRS)
Steve Lohr, Division Chief, Administrative Services, MCFRS
Dominic Del Pozzo, Manager III, Budget Section, MCFRS
Blaise DeFazio, Management and Budget Specialist, OMB

PS Committee Review To Date

The Public Safety Committee reviewed the FY11 MCFRS operating budget on April 12 and 26. The Committee completed a preliminary review of all of the issues identified in the April 12 packet, and all of the Executive's recommended April 22 budget adjustments for MCFRS.

May 3 PS Committee Worksession

At the May 3 worksession, the Committee will need to discuss some of the issues in more detail, and develop final recommendations for the MCFRS budget. Items for Committee consideration are listed below.

Follow up information from April 26: At the April 26 worksession, the Committee requested follow up information on several items. MCFRS responses and attachments are on © 1-23.

Comments from resource organizations: Comments from the MCVFRA are attached on © 24-31. Comments from the IAFF, Local 1664, are attached on © 32-33. The Fire and Emergency Services Commission held a special meeting on the budget on April 28. Their comments will be distributed as soon as they are available.

Executive CIP adjustment for Rockville Station 3: A PDF for Rockville Station 3, which would move \$500,000 in current revenue from FY10 into FY13, is attached on © 34. This issue is discussed in more detail below.

Issues from the April 12 packet: Some of the issues that require further discussion are highlighted below.

The Executive's April 22 budget adjustments for MCFRS: The budget adjustments are attached on © 35. Some of the issues that require further discussion are included in the highlighted issues below.

ISSUES

Rockville Station 3: In FY01, the Council approved a CIP project to provide \$500,000 in current revenue for the renovation of Rockville Fire Station 3. The project was delayed for a variety of reasons, and the funding was shifted to the pending closeout list until the Rockville Volunteer Fire Department finalized its plans for the renovation.

The Executive's budget adjustment would shift the funds from the pending closeout list (where the funds would be available in FY10) to a PDF which programs the funds for expenditure in FY13. The Executive's recommended PDF is on © 34. This budget adjustment would help increase overall fiscal capacity in FY10, and would be consistent with the RVFD's current schedule for the project.

Questions/Issues

1. When the funding for Station 3 was originally approved, it was Council staff's understanding was that it would be a one-time contribution for the project, and that the County did not intend to provide any additional funding over the \$500,000. Is this still what the County intends? If so, the PDF text should say so.
2. The text under "Other" in the PDF appears to be redundant and is somewhat unclear. If the Committee wishes to recommend approval of the PDF, Council staff recommends that the Committee ask Council and Executive staff to clarify the language in the "Other" section.

3. The recommended PDF is an amendment to the FY09-14 CIP. If the Committee wishes to recommend approval, the Committee should also request that Executive staff provide a similar PDF for the FY11-16 CIP so that the FY13 expenditure will be properly accounted for in the FY11-16 CIP.

Council staff recommendation: Approve the Executive's budget adjustment for Rockville Station 3 with any clarifications or amendments requested during discussion of the issues above.

April 12 Issue #2: Reduce Station Staffing at Hyattstown and Hillandale, -\$2,389,070. The Committee wanted to review the maps of service coverage provided by MCFRS. Updated maps are on © 20-23 of this packet. The original maps are on © 33-38 of the April 12 packet.

The Committee had also requested additional information about the agreement for MCFRS to run non-emergency calls between the Germantown Emergency Center and Shady Grove Adventist Hospital. The requested information is on © 41-42 of this packet.

April 12 Issue #3: Reduce Overtime, -\$1,307,650. The table on © 43 shows historical MCFRS overtime expenditures in relation to other personnel costs. The table on © 44 shows expenditures by overtime categories from FY08 – FY10 projected year-end. The table on © 43 indicates that MCFRS has a history of exceeding its overtime budget. For FY10, even though MCFRS has attempted to control the use of overtime in many ways, overtime expenditures will again exceed the overtime budget. Council staff is concerned about plans to further reduce overtime in FY11. The Committee may want to discuss with the Fire Chief whether it is realistic to assume that the proposed FY11 overtime reduction can be achieved in view of the department's overtime history.

April 12 Issue #6 and Executive's April 22 budget adjustment: Delay May 2011 Recruit Class until FY12, -\$671,150. The Committee discussed the implications of this reduction on April 26, and requested an updated attrition chart to see the impact of this reduction on field staffing. An updated chart is on © 3 of this packet.

April 12 Issue #21 and Executive's April 22 budget adjustment: Operating Expenses for MCVFRA Agreement, \$389,910. The Executive's March 15 budget included funds for this item. His April 22 budget adjustments would eliminate all of the funding. At the April 26 worksession, MCVFRA representatives opposed the Executive's budget adjustment, and mentioned some shortcomings with equipment available for volunteers. The Committee requested follow up information on this issue, some of which is attached on © 2 and 4-19. MCFRS is continuing to work with the MCVFRA and the LFRDs to compile the rest of the requested information.

This packet contains:

circle #

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FY11 MCFRS Operating Budget

Follow up Requests from the PS Committee's April 26 Review

Please provide responses by close of business on Wednesday, April 28.

The Committee requested the following:

1. Information comparing injuries in MCFRS with injuries in other fire departments in Maryland. (MCFRS has already provided information about injury rates in DC Metro area fire departments, but most of the jurisdictions are not in Maryland and are subject to different workers compensation rules and practices.)

MCFRS has made inquiries to Frederick, Howard, Anne Arundel, and Baltimore counties; as well as Baltimore City and the City of Annapolis. As of 4/29/2010, only Annapolis F.D. has provided information and the information provided only concerns lost time injuries.

Annapolis: 138 employees
10 lost time injuries in CY09

2. An updated attrition chart showing the impact of the Executive's April 22 recommendation to delay the May 2011 Recruit Class until FY12.

See attached

3. A chart showing the shift of uniformed positions from non-field areas to the field. Please include FY10 and FY11.

MCFRS Uniform Positions

	Field	Non-Field
FY2010	1049	127
FY2011	1048	108
Change	-1	-19

Notes

1. Field positions are those that respond to calls for service.
2. In addition to the net loss of 19 non-field positions, three of the 108 were lapsed.

4. Information from the Fire Chief about the number of volunteers who provide service in the field, the equipment that should be issued to each volunteer, and the current status of equipment that is issued to volunteers. The Committee requested that the Fire Chief work with MCVFRA representatives to try to reach agreement on the numbers involved.

There are 741 personnel qualified at FF/R I or EMS Provider I or higher up to and including certified chief officers. There are 618 Recruit/Candidates that are in their first year or so of membership. These members are in training that requires gear, as well as also running calls as observers and extra staffing on units, but are not minimum staffing qualified. They assist with picking up hose and tools, as well as doing non entry level tasks under supervision.

Each of the IECS personnel qualified for structural firefighting at the rank of FF1 and higher, should be issues a full set of response gear.

For firefighters this would include protective coat and pants, boots, suspenders, two sets of gloves, eye protection, hearing protection, Kevlar/nomex hood, and helmet.

For EMS only personnel, this would include protective coat and pants, boots, suspenders, one set of work gloves, hearing protection, eye protection and helmet.

Current status of gear in the field being utilized by the volunteers is not yet available. MCVFRA has stated they would deliver some information by COB Friday April 30, 2010.

5. Information about the policies regarding the issuance of equipment to volunteers, including any requirements that volunteers must meet before the equipment is issued.

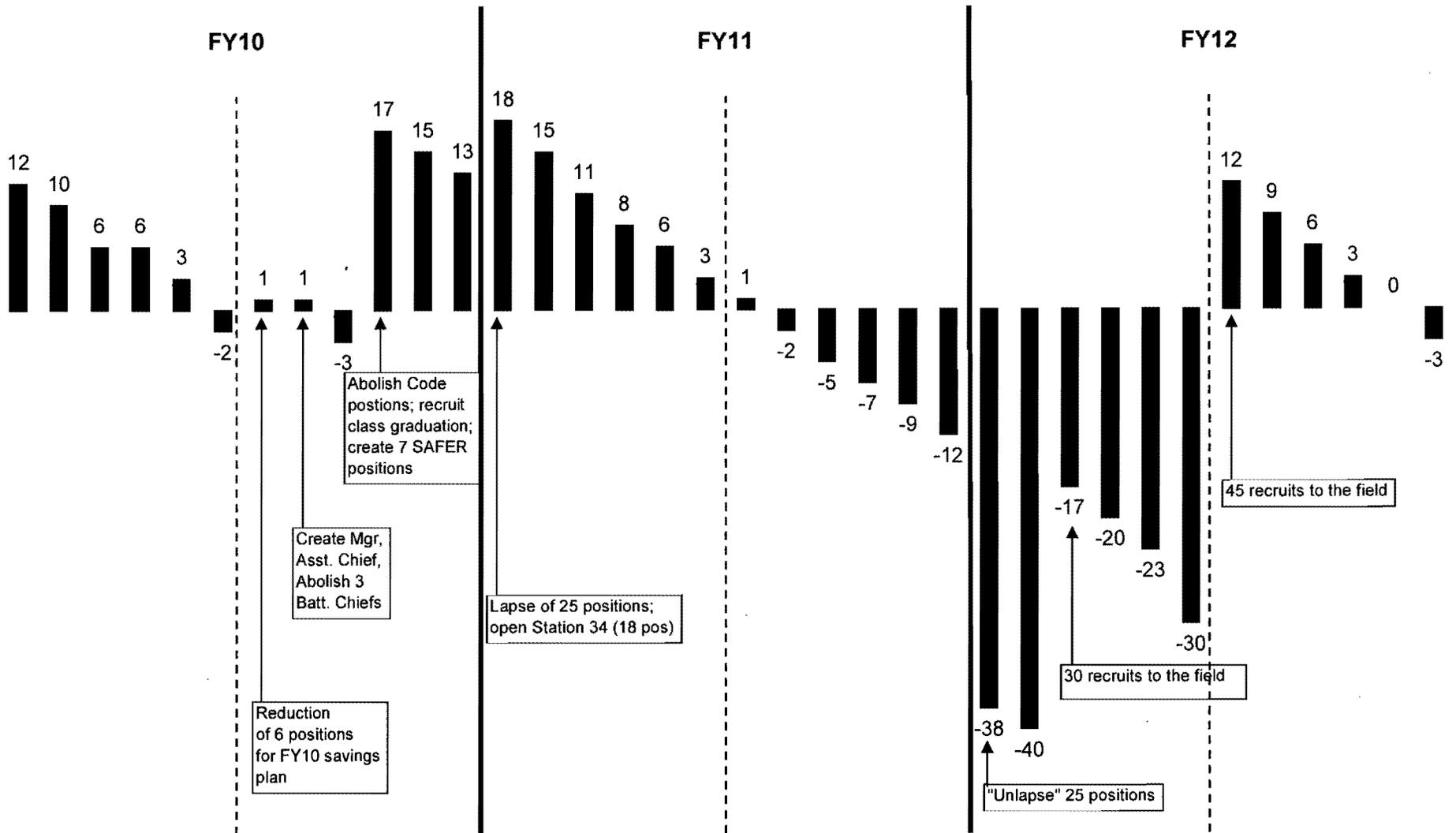
The only County wide requirement is that which is outlined in the MCVFRA Contract and this is a simple eligibility requirement for the benefits contained in the MCVFRA Contract with Montgomery County. This does not address the issuance of protective equipment. Several LFRDs have a policy pertaining to issuance and by whose authority.

See attached examples

6. Revised maps showing changes in ALS, BLS, and Aerial Unit coverage from FY10 to FY11 CE recommended.

See attached

MCFRS Attrition Graph



Article 11

UNIFORMS AND EQUIPMENT

In order to qualify to be issued one winter coat by the Department, a volunteer must be an "active volunteer" as defined in Section 21-21(a) of the Montgomery County Code.

In the event a volunteer no longer qualifies for a winter coat, the appropriate LFRD shall be responsible for collecting the coat and returning such to the Department. Failure of the LFRD to return coats or make its best efforts to return coats to the Department will disqualify the LFRD and its active volunteers from receiving coats under this Article.

Article 12

NOMINAL FEE

An active volunteer as defined in Section 21-21 (a) of the Montgomery County Code shall receive either:

(1) a nominal fee of two hundred (\$200.00) dollars each June 1st;

OR

(2) a nominal fee of three hundred (\$300.00) dollars each June 1st if the active volunteer:

(a) is on the Integrated Emergency Command Structure (IECS) certified list; and

(b) received the maximum allowable Length of Service Awards Program (LOSAP) points for department or station responses as specified in Section 21-21(k)(6) of the Montgomery County Code in the previous calendar year; and

(c) received the maximum allowable LOSAP points for sleep-in or stand-by as specified in Section 21-21(k)(3) of the Montgomery County Code in the previous calendar year.

In addition, the appropriate LFRD President must certify in writing that the volunteer has met the requirements set forth in section one, subsections (a) through (c) of this article.

However, the Association must aid the Department in the development of a standby program for each LFRD to ensure that non-career minimum operational unit positions are staffed on a consistent and continual basis. Once developed and implemented, the active

Article 11
UNIFORMS AND EQUIPMENT
* * *

Section Two. Effective July 1, 2010, the County shall purchase 874 pairs of leather turnout boots in each year of the agreement. The Association shall distribute the boots to active volunteers as defined in Montgomery County Code Section 21-21(a) on the IECS who belong to an LFRD with an approved Stand-by program

Section Three. Effective July 1, 2010, the County will supply 874 gear bags for turn out equipment to the MCVFRA. The Association shall distribute the gear bags to active volunteers as defined in Montgomery County Code Section 21-21(a) on the IECS who belong to an LFRD with an approved Stand-by program;

Article 12
NOMINAL FEE

An active volunteer as defined in Section 21-21 (a) of the Montgomery County Code shall receive either:

(1) [a nominal fee of two hundred (\$200.00) dollars each June 1st]; a nominal fee of: three hundred (\$300.00) dollars July 1, 2009; four hundred (\$400.00) dollars July 1, 2010;

OR

(2) [a nominal fee of three hundred (\$300.00) dollars each June 1st if the active volunteer:] a nominal fee of: five hundred (\$500.00) dollars July 1, 2009; six hundred (\$600.00) dollars July 1, 2010; if the active volunteer:

(a) is on the Integrated Emergency Command Structure (IECS) certified list; and

(b) received the maximum allowable Length of Service Awards Program (LOSAP) points for department or station responses as specified in Section 21-21(k)(6) of the Montgomery County Code in the previous calendar year; and

(c) received the maximum allowable LOSAP points for sleep-in or stand-by as specified in Section 21-21(k)(3) of the Montgomery County Code in the previous calendar year.

In addition, the appropriate LFRD President must certify in writing that the volunteer has met the requirements set forth in section one, subsections (a) through (c) of this article.

[However, the Association must aid the Department in the development of a standby program for each LFRD to ensure that non-career minimum operational unit positions are staffed on a consistent and continual basis. Once developed and implemented, the active volunteers who meet the criteria listed above, shall only receive such nominal fee if the active volunteer's LFRD provides service in accordance with the aforementioned standby program approved by the MCVFRA and the County.]



Glen Echo Fire Department
POLICIES AND PROCEDURES

Number: 406

Effective Date:
11/9/2009

Personal Protective Equipment

Page: 1 of 2

1.0 PURPOSE

To establish responsibility and coordination for Personal Protective Equipment (PPE) used by Glen Echo Fire Department (GEFD) personnel.

2.0 APPLICABILITY

This Standard Operating Procedure applies to all personnel of the Glen Echo Fire Department.

3.0 REFERENCE Reserved

4.0 BACKGROUND Reserved

5.0 DEFINITIONS Reserved

6.0 POLICY

6.1 The membership elected Quartermaster shall coordinate inventories, assign and inspect GEFD issued PPE.

7.0 RESPONSIBILITY Reserved

8.0 PROCEDURE

8.1 PPE will be issued when a member has successfully met all requirements as a Charge/Aide on GEFD ambulances and/or has become a qualified Firefighter II on the Montgomery County Fire/Rescue Service (MCFRS) Integrated Emergency Command Structure (IECS) list.

8.2 PPE shall be issued to members in active status or as otherwise approved by the Fire Chief.

8.3 Members qualified as Firefighter IIs and above will be issued one each of the following:

- a. Structural Firefighting Coat
- b. Structural Firefighting Pants
- c. Structural Firefighting Boots
- d. Structural Firefighting Gloves
- e. Structural Firefighting Helmet (yellow for firefighters and master firefighters, white for officers)
- f. Structural Firefighting Hood

8.4 EMS Only members qualified as EMS Provider Is and above will be issued one each of the following:

- a. EMS Coat
- b. EMS Pants
- c. Helmet (blue)

8.5 Probationary members will utilize the communal Probationary PPE stored in the rear of the apparatus bays only while on duty and while assigned to a piece of apparatus.

8.6 Any probationary member requiring a full complement of Structural Firefighting PPE for a required class will be issued that gear for the duration of the class, and must return the gear to the Quartermaster immediately upon completion of the class.

8.7 Gear Distribution:

8.7.1 Members requesting PPE must submit a GEFD "PPE Requisition Form" to the Quartermaster.

8.7.2 The Quartermaster will set up a schedule for issuing and for receiving PPE being returned.

8.8 Damage to PPE:

8.8.1 Any member who experiences damage to any part of their issued PPE may have it replaced as soon as possible, if the specific equipment is available in the inventory.

8.8.2 At no time is a member permitted to use any defective PPE.

8.8.3 Any member who loses any part of their PPE must fill out a GEFD "Lost Property Form" and a new GEFD "PPE

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Requisition Form." These forms shall be sent to the Quartermaster, with a copy of the forms to the Department Coordinator. If the damage or loss is due to negligence on the part of the individual member, that person may be held responsible for replacement cost.

- 8.8.4** If a member finds that PPE has been stolen, he/she shall:
1. Notify the Officer-in-Charge (OIC) immediately.
 2. Log theft in the station log book.
 3. Fill out the GEFD "Lost Property Form" (if the loss exceeds \$50.00)
 4. Notify the Montgomery County Police and secure a police report number.
 5. Fill out a new GEFD "PPE Requisition Form."
- 8.8.5** Any loss of equipment due to misuse or negligence on the part of the member will be the responsibility of the member to reimburse GEFD.
- 8.9** Equipment Identification:
- 8.9.1** All PPE will be marked with GEFD identification only.
- 8.9.2** Members shall not mark GEFD PPE without permission of the Quartermaster.
- 8.9.3** At no time shall a member put any identification numbers on PPE belonging to GEFD.
- 8.10** PPE shall not leave the property of GEFD except when required to perform authorized functions or duty for GEFD.
- 8.11** It shall be the policy of GEFD during non-emergency operations that a member shall not borrow any individual's assigned PPE without advanced permission.
- 8.12** Another member's PPE may be used for emergency responses if a member's PPE is not available, providing it is immediately returned after use in good condition.
- 9.0** **CANCELLATION** Replaces GEFD "Protective Clothing" Policy #206 dated 5/7/02.
- 10.0** **ATTACHMENT**
- 10.1** GEFD "Lost Property Form"
- 10.2** GEFD "Property Requisition Form"

Approved by Fire Chief:

Date

Herb Leusch, Fire Chief

UNIFORMS AND PROTECTIVE CLOTHING

I. PURPOSE

To establish a policy for uniforms and protective clothing.

II. APPLICABILITY

This policy applies to all Rockville Volunteer Fire Department personnel, excluding career administrative personnel.

III. RESPONSIBILITY

A. The Fire Chief and the Board of Directors shall:

1. Supervise compliance with this policy.
2. Ensure appropriate funds for uniforms and protective clothing through the annual budget.
3. Approve purchases of uniforms and protective clothing as stated in the RVFD Tax Fund Purchasing and Payment policy and procedure (Policy #1320).
4. Supervise the Supply Division's operations to ensure compliance with this policy.
5. Clarify any section regarding the intent of this policy.

B. The Volunteer District Chiefs shall:

1. Approve the initial request for issuance of uniforms and protective clothing for volunteer personnel assigned to their station.
2. Ensure that volunteer personnel assigned to their station return uniforms and protective clothing to the Supply Division when leaving the Department.

C. The Supply Officer (or his designee) shall:

1. Follow the guidelines stated in the RVFD Tax Fund Purchasing and Payment policy and procedure (Policy #1320).
2. Report the operations of the Supply Division to the Fire Chief and the Board of Directors.

3. Prepare and justify the annual budget for uniforms and protective clothing.
4. Issue or repair uniforms and protective clothing for all personnel as needed.
5. Maintain accurate records of uniforms and protective clothing issued to personnel.
6. Assist the District Chiefs with records regarding the return of uniforms and protective clothing for the personnel under their supervision.
7. Return reusable uniforms and protective clothing to the central supply stock.
8. Remove and dispose of uniforms and protective clothing that cannot be reused.

D. The Officers shall:

Ensure that personnel under their supervision comply with this policy.

IV. POLICY

A. The dress uniform shall consist of the following:

1. Navy blue, single-breasted, dress coat with two scalloped breast pockets and badge holder centered above the left breast pocket. The coat shall have gold buttons for officers and silver buttons for non-officer personnel. An RVFD patch shall be centered on the outside of the left sleeve one-half inch from the shoulder seam.
2. Navy blue dress pants, bartacked with 1/4 top pockets and watch pocket, with French-fly and hook closure
3. Black leather belt with a plain gold buckle for officers, a plain silver buckle for non-officer personnel; 1980 RVFD anniversary buckle may be worn
4. Long-sleeved or short-sleeved buttoned dress shirt with convertible collar
 - a. Officers shall wear white pleated shirts bartacked with two double-scalloped breast pockets, with a pencil division in the left breast pocket and a badge holder centered above the left breast pocket.

- b. Non-officer personnel shall wear white cotton-twill type material shirt bartacked with two breast pockets with flaps and a pencil division in the left breast pocket.

NOTE: All dress shirts shall have an RVFD insignia patch centered on the outside of the left sleeve 1/2 inch from the shoulder seam.

- 5. Black tie
- 6. Dress hat, with appropriate rank decorations
- 7. Hat badge, with appropriate rank insignia
- 8. Pair of collar pins with appropriate rank insignia attached 1/4 inch from the outer-edges of each collar point.
- 9. Breast badge
 - a. Officers shall wear the breast badge on the badge holder on the dress coat and shirt.
 - b. Non-officer personnel shall wear the breast badge on the badge holder on the dress coat.

NOTE: The hat badge, collar pins, and breast badge shall be gold for officers and silver for non-officers. The insert insignias for each rank shall be trimmed in red, with the exception of EMS personnel without a rank, whose insignia shall be trimmed in blue.

- c. 75th anniversary badge shall be worn during the 1996 year, if available – then retired.
- 10. RVFD collar pins shall be attached to the lapel of the dress coat – “RV” shall be placed on the right lapel, and “FD” shall be placed on the left lapel. Each collar pin is to be attached 1/4 inch from the bottom of the lapel and 1/4 inch from the outside edge of the lapel. Collars pins shall be gold for officers and silver for non-officer personnel.
- 11. Name tag with optional “Serving Since” pin shall be centered over the right breast pocket and shall be even with the top flap on the dress coat and shirt. Name tags shall be gold for officers and silver for non-officer personnel.
- 12. Black or dark blue socks

13. Black Clearino or leather oxford shoes
 14. Rank stripes
 - a. Line officers ranked at Captain or above shall have 1/2 inch gold braid stripes running from seam-to-seam, beginning immediately above the last button on each sleeve. The stripes shall be spaced 1/8 inch apart, with one stripe for Captains, two stripes for District Chiefs, three stripes for Assistant Chiefs, four stripes for Deputy Chiefs, and five stripes for the Fire Chief.
 - b. Administrative officers shall have one gold braid stripe centered over the top of a red braid stripe. The stripes shall be placed in the same location as those for the line officers, with a 1/2 inch gold stripe on a 3/4 inch red stripe for the Secretary and the Treasurer, a 1 inch gold stripe on a 1-1/4 inch red stripe for the Vice President, and a 1-1/2 inch gold stripe on a 1-3/4 inch red stripe for the President.
 15. Length-of-service star pins, which represent five years of service each, are to be centered horizontally on the outside left sleeve of the dress coat starting 1/2 inch above the officer stripe(s) or 1/2 inch above the last sleeve button for personnel not stated in item 14 of this section. Stars shall be placed 1/2 inch apart.
 16. Special badges, pins, and awards approved by the Fire Chief may be worn by personnel entitled to such items. These awards shall be centered 1/2 inch over the name tag of the dress coat and shirt.
- B. The duty uniform shall consist of the following:
1. Dark blue, cotton twill-type material pants bartacked with 1/4 top pockets.
 2. Black leather belt
 3. Long-sleeved or short-sleeved button duty shirt with convertible collar
 - a. Officers at rank of District Chief and above shall wear the dress shirt as a duty shirt [see Section IV (A) (4) (b)].

- b. Officers at rank of Captain and below shall wear a white, cotton twill-type material shirt bartacked with two breast pockets with flaps and a pencil division in the left breast pocket. An RVFD insignia patch shall be located the same as for dress shirts [see Section IV (A) (4) (b)]. White T-shirt without any logos that may show through dress shirt.
 - c. Non-officer personnel shall wear a dark blue, cotton twill-type material shirt bartacked with two breast pockets with flaps and a pencil division in the left breast pocket. An RVFD insignia patch shall be located the same as for dress shirts [see Section IV (A) (4) (b)].
4. Pair of collar pins [see Section IV (A) (8) and (9)]
 5. Chief officers and administrative officers shall wear breast badges on the duty shirt.
 6. Name tags and optional "Serving Since" pins [see Section IV (A) (11)]
 7. Black or dark blue socks
 8. Pair of black Clearino, leather, or tennis oxford shoes or combat boots with zipper
 9. Special badges, pins, and awards for duty shirts [see Section IV (A) (16)]
- C. If approved by the Station OIC, the work uniform will be the same as the duty uniform with the following exceptions:
1. The duty uniform shirt may be taken off if an approved T-shirt is worn underneath. Approved T-shirts are plain white for officers and plain white or dark-blue for non-officer personnel.

NOTE: T-shirts may have the RVFD insignia.
 2. A plain, dark blue or black sweatshirt may be worn over the duty uniform shirt or T-shirt.

NOTE: Sweatshirts may have the RVFD insignia.
 3. Plain, dark blue coveralls may be worn over the duty shirt, T-shirt or sweatshirt.

4. Plain, dark blue knit or baseball caps may be worn.

NOTE: Caps may have the RVFD insignia centered on the front.

D. The following outer garments may be worn:

1. Winter jacket (issued) shall be dark blue, tuffy-topper type of material with nylon type liner, removable plush pile collar, two breast pockets with flaps, pencil division in the left breast pocket, badge holder over the left breast pocket, zipper front, and two zipper side vents. The jacket shall have gold buttons for officers and silver buttons for non-officer personnel. An RVFD insignia patch shall be located the same as stated for the dress coat [see Section IV (A) (1)].
2. Windbreaker-type jacket shall be dark blue, nylon type material with button front. An embroidered RVFD insignia seal shall be located over the left breast.

E. The following applies to all uniforms, unless stated specifically for one type of uniform:

1. At time of reporting for duty, personnel shall be in the duty uniform.
2. Medic and ambulance crew personnel on duty shall be in the duty uniform when responding on calls.
3. The duty uniform consists of all of the items listed under Section (IV) (B), except for those items that are not initially issued by the Supply Division.
4. The last two weeks in April and the last two weeks in October will be periods of transition during which personnel may wear either short-sleeved or long-sleeved dress or duty uniform shirts. From May 1st until the transition period in October, short-sleeved shirts will be worn. From November 1st to the transition period in April, long-sleeved shirts will be worn.
5. The dress uniform may be worn for funerals and other special details unless otherwise directed by the Fire Chief.
6. Paramedic, Emergency Medical Technician, or approved insignia patches may be centered on the outside right sleeve 1/2 inch from the shoulder seam. The Fire Chief may approve other patches with an appropriate request.
7. Name tags, badges, and pins shall not be worn on any clothing unless stated in this policy.

8. The work uniform shall be worn to details, inspections, or scheduled meetings with the public.
9. All shirts will be tucked into the waistband.
10. Undergarments shall not be visible below the shirt sleeve.
11. Jewelry (i.e., earrings, necklaces, bracelets, rings, and watches) may be worn on duty only if these items do not present a hazard to the individual while carrying out job duties and assignments.
12. Keys, badges, whistles, etc., shall not be worn on the belt unless they are tucked into a rear pants pocket.
13. Only uniform and protective clothing stated in this policy may be worn. However, during inclement weather, the Station OIC may authorize the use of other clothing if necessary for the health of personnel.

F. Protective Clothing

All protective clothing in this policy will be worn as stated in the RVFD Safety Policy or as otherwise directed by the Incident Commander.

VI. ISSUED UNIFORMS AND PROTECTIVE CLOTHING

A. Ownership

1. Issued uniforms and protective clothing shall be the sole property of the RVFD and may be recalled by the Fire Chief or his designee at any time from personnel who violate this policy.
2. Personnel who separate from the RVFD or become ineligible to service the RVFD shall immediately return all issued uniforms and protective clothing to the Supply Division (except for those items listed below) and shall be responsible for the monetary value of said items, or legal action for theft will be taken.

Exceptions:

- a. Issued T-shirts
- b. Any other item approved by the Fire Chief when an appropriate request is submitted.

B. Care and Maintenance

1. Issued uniforms shall be kept clean and presentable at all times.
2. Protective clothing shall be cleaned and maintained in good condition.

C. Authorized Use

1. No part of the issued uniforms and protective clothing or RVFD insignia shall be worn outside of RVFD activities, unless otherwise approved by the Fire Chief. Personnel shall not wear any of the above items in such a place and/or manner as to bring disgrace or discredit upon the RVFD. Personnel who have been suspended from all activities of the RVFD shall not wear any part of the above items during the period of suspension.
2. Medals, buttons, insignia, ribbons, ID tags, etc. not designated by this policy will not be worn on uniforms or protective clothing. Delegates may wear the above items if they are issued at a convention, training class, seminar, etc., for the duration of the activity.
3. Issued uniforms and protective clothing shall conform in style and design stated in this policy, unless otherwise approved by the Fire Chief with an appropriate request.

D. The following uniforms and protective clothing will be issued by the Supply Division.

1. Protective clothing for all personnel except inactive volunteers and maintenance personnel
 - 1 pair short boots
 - 1 pair gloves
 - 1 protective hood
 - 1 pair suspenders
 - 1 turnout coat
 - 1 helmet with rank decal
 - 1 pair turnout pants
 - 2 blue T-shirts with logo
2. Probationary members
 - 1 long-sleeve duty shirt
 - 1 short-sleeve duty shirt
 - 1 pair of pants
 - 2 blue T-shirts

3. Full members

- 2 long-sleeve duty shirts
- 2 short-sleeve duty shirts
- 2 blue T-shirts with logo
- 2 pairs of pants
- 1 pair of collar pins
- 1 windbreaker (if available)
- 1 winter jacket (if available)
- 1 name tag

4. Lieutenants

- 2 long-sleeve white duty shirts
- 2 short-sleeve white duty shirts
- 2 white T-shirts with logo
- 2 pairs of pants
- 1 breast badge with rank
- 1 hat badge with rank
- 1 pair of collar pins

5. Captains

- 2 long-sleeve white duty shirts
- 2 short-sleeve white duty shirts
- 2 white T-shirts with logo
- 2 pairs of pants
- 1 breast badge with rank
- 1 hat badge with rank
- 1 pair of collar pins

6. District Chiefs

- 2 long-sleeve white dress shirts
- 2 short-sleeve white dress shirts
- 2 white T-shirts with logo
- 2 pairs of pants
- 1 breast badge with rank
- 1 hat badge with rank
- 1 pair of collar pins

7. Chief and Administrative Officers

- 2 long-sleeve white dress shirts
- 2 short-sleeve white dress shirts
- 2 white T-shirts with logo
- 2 pairs of pants
- 2 breast badges with rank
- 1 hat badge with rank
- 1 pair of collar pins

E. Marking of Uniforms and Protective Clothing

1. Uniforms and protective clothing shall be marked and identified in the manner prescribed in this section, as approved by the Supply Officer or designee. No other markings shall be used. Markings shall not be altered or removed except by the Supply Officer or his designee.
2. The Supply Division shall mark uniforms and protective clothing with the control number assigned to the person receiving the uniforms and/or protective clothing.
3. Uniforms and protective clothing shall be marked with the assigned control number in the location noted below:

<i>Item</i>	<i>Location</i>	<i>Marking</i>
Short boots	yellow stripe	2" wide with black paint or permanent marker
Turnout coat	inside storm flap	permanent marker
Gloves	top of hands	permanent marker
Helmet with shield	center rear of rim	2" Scotchlite markers
Nomex hood	center front collar 1" from bottom	permanent marker
Windbreaker/ Winter jacket	collar tag	permanent marker
Turnout pants	inside flap	permanent marker
Suspenders	inside right strap 1" above junction of straps	permanent marker

No other markings shall be placed on uniform/protective clothing.

F. Guidelines for Issuing Uniforms and Protective Clothing

1. Probationary personnel will receive used uniform and protective clothing, if available.
2. Members must completely fill out the Uniform and Protective Clothing Request Form before the Supply Division issues or replaces clothing that is lost, stolen or damaged.
3. Members must try on uniforms and protective clothing that have size ranges and are kept in stock at the Supply Division prior to receipt of the item(s). The Supply Division may send out non-sizable clothing.
4. If requested items are not in stock, the Supply Division will notify the member that the items are back ordered and will notify the member when the items are received.
5. Members must return worn or damaged uniforms to the Supply Division to obtain replacements or repairs. If the Supply Division questions the need for replacement or repair of an item, they will refer the request to the Deputy Chief.
6. The Supply Division will replace damaged uniforms as necessary. The Supply Division will replace damaged, worn, or lost protective clothing as necessary.
7. The Supply Division will replace uniforms and protective clothing on a one-for-one basis.
8. Documentation of Loss or Damage
 - a. Personnel who lose or damage issued uniforms or protective clothing shall immediately report such loss or damage in writing to their Station Officer on the back of a Uniform and Protective Clothing Request Form.
 - b. The Station Officer shall sign the "Approved By" section of the request form when the loss or damage is determined to be accidental or from excessive use. If the Station Officer determines that the loss or damage is due to neglect, he shall write his comments on the back of the request form and submit the form to the Deputy Chief.
 - c. The Deputy Chief shall review the request form and investigate the loss or damage to determine if it was caused by the individual's negligence. If the Deputy Chief finds that the loss or damage is accidental or due to excessive use, he will sign the

“Approved By” section of the request form. If the Deputy Chief finds that an individual was negligent in the loss or damage of uniforms or protective clothing, the individual must replace these items at his/her expense.

- d. Uniforms and protective clothing that are worn out or damaged in non-RVFD activities shall be replaced at the individual's expense.
9. Completion of the Uniform and Protective Clothing Request Form
- a. Name -- individual requesting clothing from the Supply Division
 - b. Control Number -- number assigned by the Supply Division
 - c. Rank -- individual's rank within the Department
 - d. Station -- station to which the individual is normally assigned
 - e. Items Requested -- quantity, type, and size of clothing requested
 - f. Date -- date on which form is completed
 - g. Approved By/Date -- signatures of the following personnel, and the date of the signatures
 1. Station Officer -- for the initial issuance of uniforms/protective clothing to volunteer personnel
 2. Station Officer -- for the replacement of clothing, as stated in Section V (F) (8)
 3. Deputy Chief -- for the replacement of clothing, as stated in Section V (F) (8)
 - h. Issued By/Date -- signature of the Supply Officer or his designee, and the date signed
 - i. Received By/Date -- signature of the individual receiving the items, and the date signed
 - j. Back of Form -- comments section, as stated in Section V (F) (8)

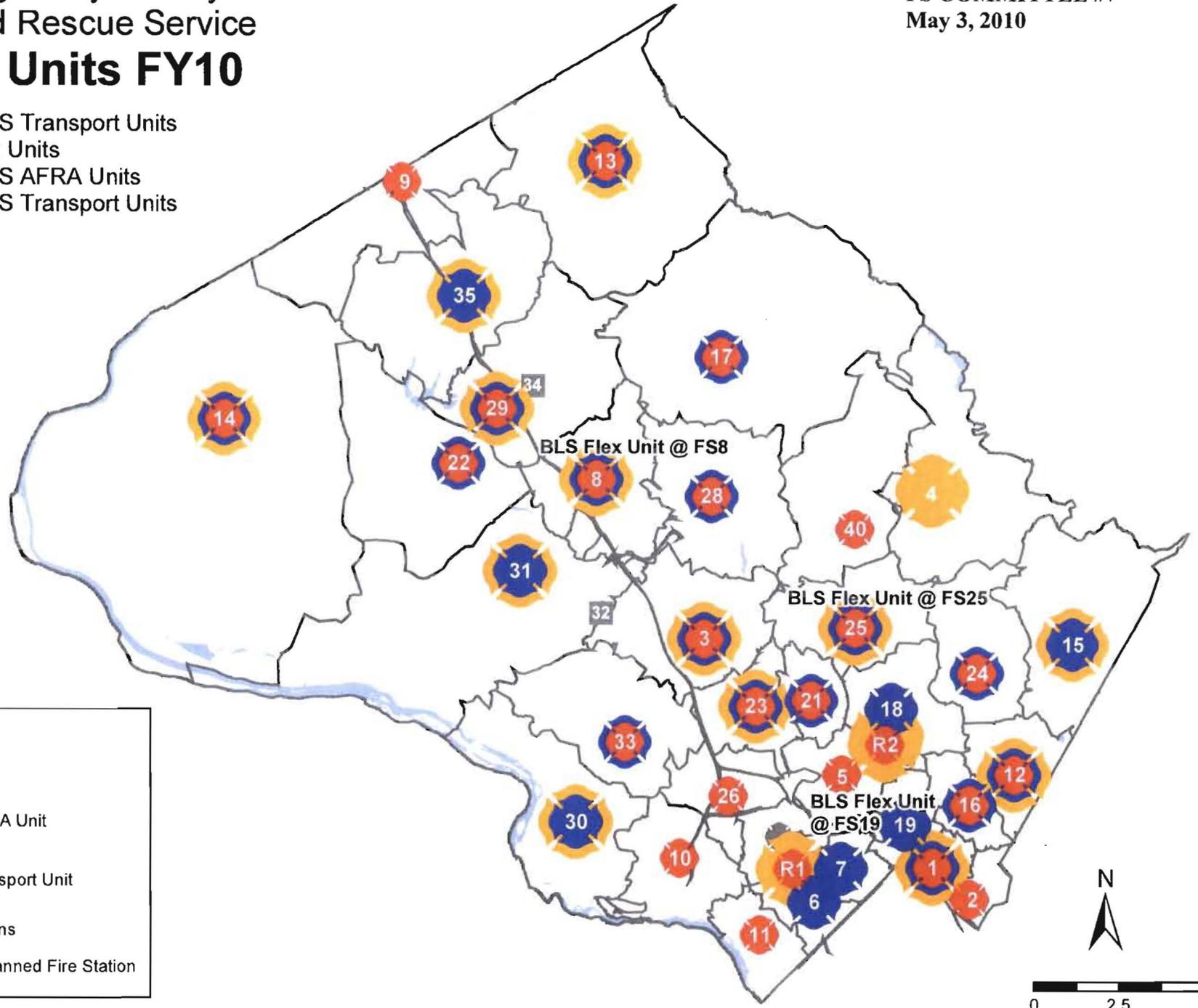
Leonard J. Marco, President

John T. Ferguson III, Fire Chief

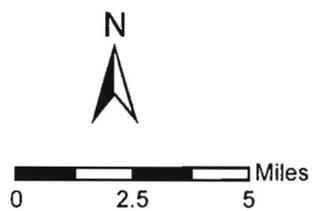
Montgomery County Fire and Rescue Service EMS Units FY10

PS COMMITTEE #7
May 3, 2010

- 25 BLS Transport Units
- 3 Flex Units
- 25 ALS AFRA Units
- 16 ALS Transport Units

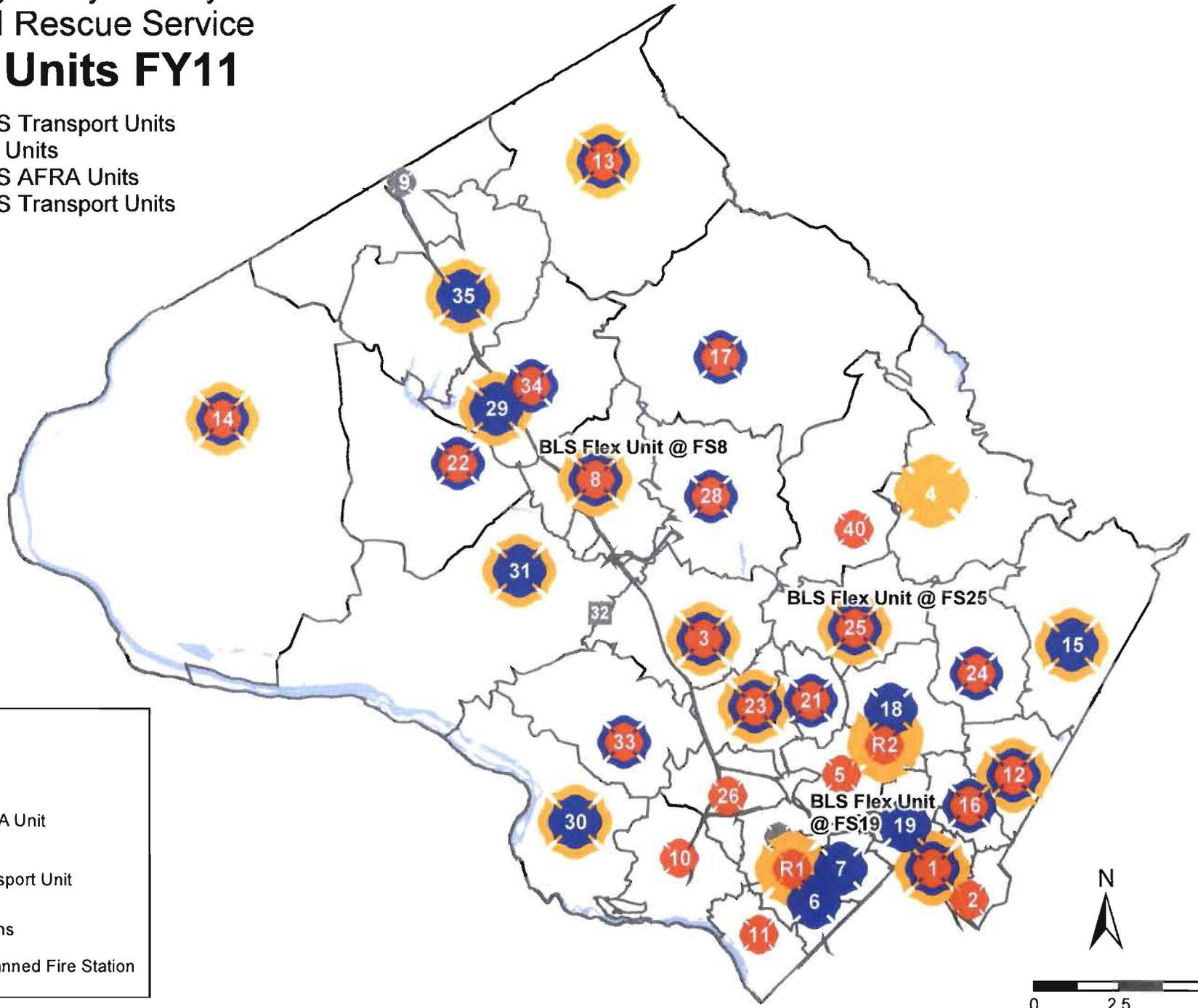


	BLS Unit
	ALS/AFRA Unit
	ALS Transport Unit
	Fire Stations
	Future, Planned Fire Station

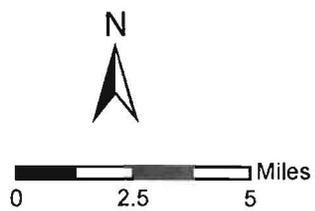


Montgomery County Fire and Rescue Service EMS Units FY11

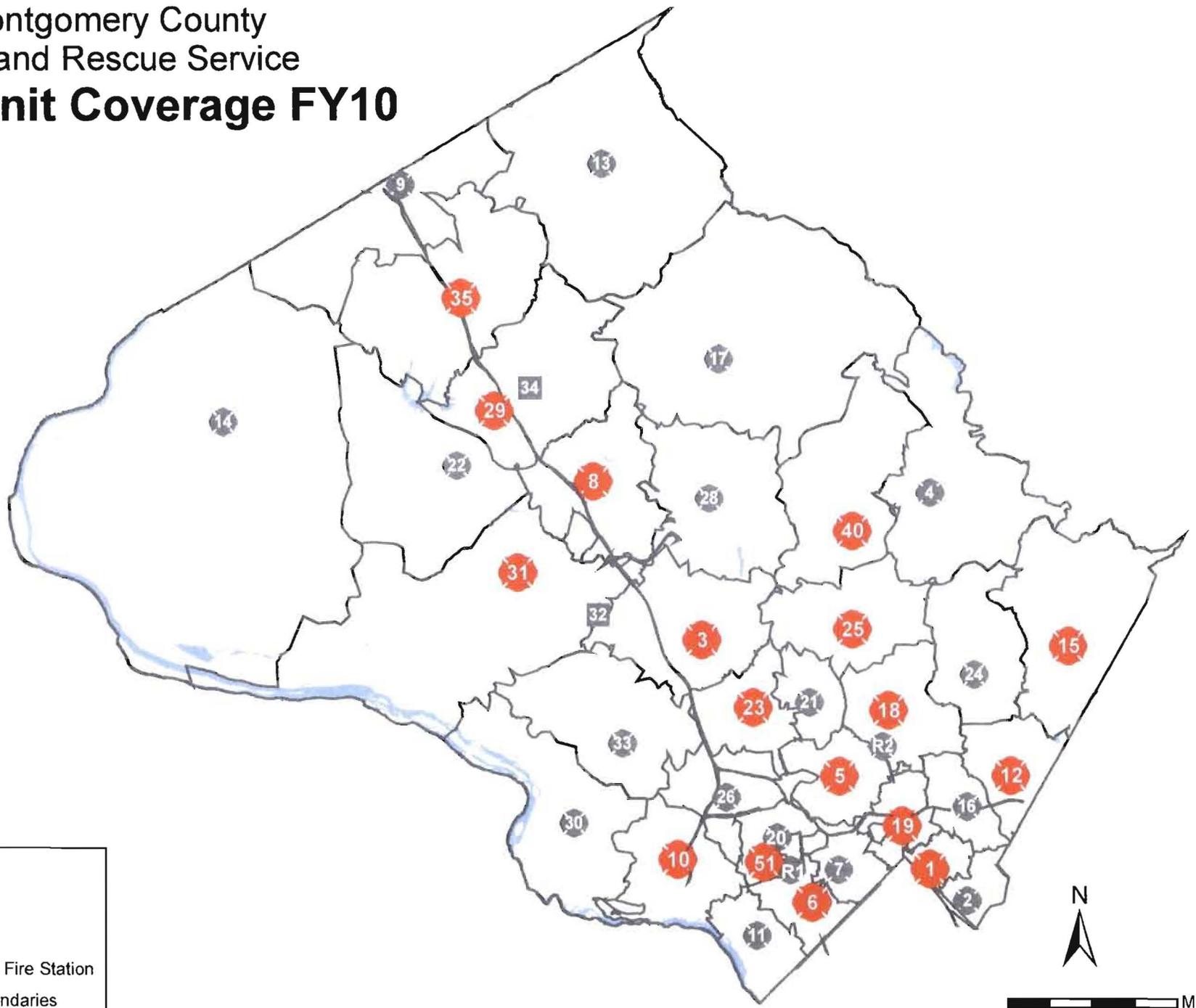
24 BLS Transport Units
3 Flex Units
26 ALS AFRA Units
16 ALS Transport Units



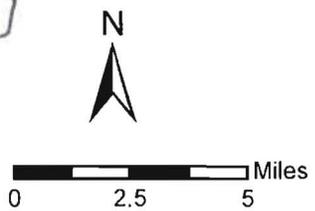
	BLS Unit
	ALS/AFRA Unit
	ALS Transport Unit
	Fire Stations
	Future, Planned Fire Station



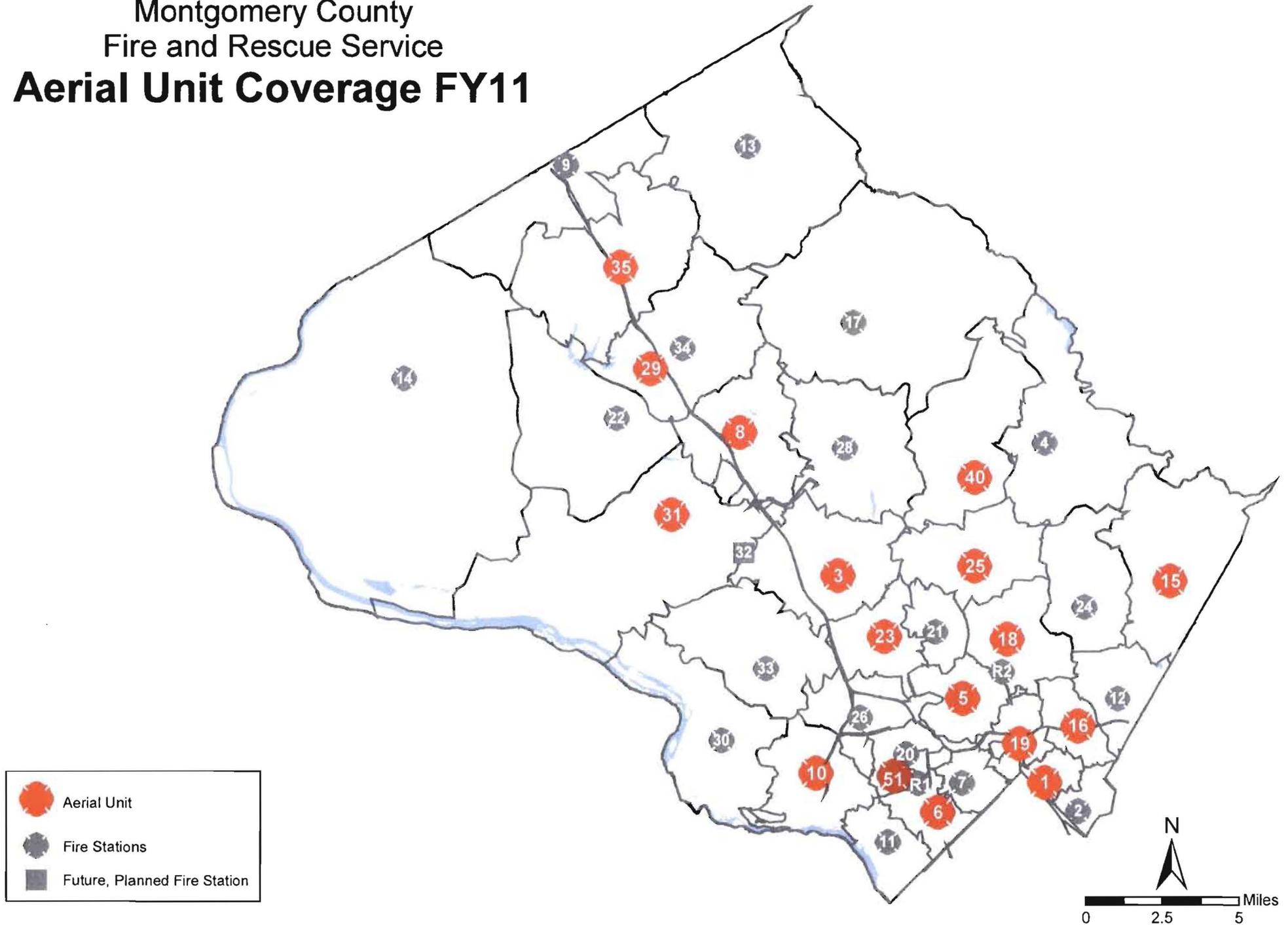
Montgomery County
Fire and Rescue Service
Aerial Unit Coverage FY10



-  Aerial Unit
-  Fire Stations
-  Future, Planned Fire Station
-  Fire Station Boundaries



Montgomery County Fire and Rescue Service Aerial Unit Coverage FY11





Montgomery County Volunteer Fire Rescue Association

380 Hungerford Drive, Rockville, MD 20850; 301-424-1297 phone; 301-294-4721 fax
www.mcvfra.org

MARCINE D. GOODLOE, PRESIDENT
ERIC N. BERNARD, EXECUTIVE DIRECTOR

MCVFRA Responses to MCFRS Budget Submission to the Public Safety Committee of the County Council FY2011

The Association is adding the following responses to the County's comments on our original document. We are raising additional questions that have arisen while the members of the LFRDs have reviewed the documents. It is important to note that the Association is all volunteer, save 1 position, and lacks the basic resources that the MCFRS has at its disposal. We do not have most of the information required to answer the questions and suggestions proposed in the documents.

From the Council package to the MFP committee on 4-19-10:

The contrast with many past County budgets is stark. For example:

- *The FY05-07 tax-supported increases for County Government, reflecting rapid revenue growth, were 11.0, 11.4, and 14.1 percent. The FY08-10 changes, reflecting rapid revenue decline, were 6.7, 1.5, and -2.2 percent. The proposed FY11 change is -6.1 percent.*
- *In FY99-09 base salary increases for County Government employees who had not reached the top of their grade -including general wage adjustments (COLAs) and service increments (steps) but not including increases due to promotions or special pay categories -rose about 100 percent on average, while the CPI was up by 37 percent. By contrast, in FY10 there was no COLA, and the Executive's FY11 budget funds neither COLAs nor steps.*
- *In FY97-07 County Government added 2,200 jobs (28 percent) while population rose 15 percent. MCPS added 5,000 jobs (30 percent) while enrollment rose 7 percent. The tax-supported budget rose 80 percent. Similar increases since then have not been possible.*

According to the Office of Legislative Oversight's Report Number 2007-6 A Base Budget Review of the Montgomery County Fire and Rescue Service, Phase I, personnel costs account for 87% of the total budgeted operating budget expenditures for FY07 (p18). There are at least 67 uniformed positions that are administrative in nature plus 109 civilian positions in MCFRS.

The OLO report goes on further to read:

"While both the size of the MCFRS workforce and MCFRS personnel costs have increased in recent years, they have not grown at a similar pace. Rather, a large disparity exists in the rate of increase for two seemingly related measurements. During the period from FY02 through FY07, the number of MCFRS positions increased by about 17percent. Over the same period, MCFRS personnel costs grew by about 83 percent. The rapid rise in MCFRS personnel costs over the past six years likely evidenced the marked growth in MCFRS per employee compensation cost that has occurred in recent years" (Emphasis added).

Further from the Council package to the MFP on 4-19-10:

COLA reductions for County agencies are rare. In the deep recession of the early 1990s, County Government employees had no COLAs for three consecutive years. In FY04 COLAs for all agencies were deferred for four months. In FY10 they were eliminated (except for Park Police). Agency step increases have always been funded in the past, even in the difficult budget years of the early 1990s, FY04, and FY10.

The Executive's budget does not reflect the arbitration award for FOP Lodge 35, which supported service increments and tuition assistance, or the final year of the contract with IAFF Local 1664, which includes a 3.5 percent COLA, a 3.5 percent pay plan adjustment, and a 3.5 percent service increment.

Overall, the County's excellent benefits cost more than one-third of salary for MCGEO and more than half for the FOP and IAFF.

It must also be noted that many of the suggested cuts and recommendations below have come to us via career members of the service. This is noteworthy since it appears to be taking a career vs. volunteer flavor and that is not the intent.

The following are recommended savings in the fire and rescue budget for the remainder of FY10 and FY2011. The MCVFRA hopes that cuts in essential and emergency services would be a last resort and that cuts in the administrative side of the service would be taken first.

Suggestions:

1. Reduce 4-person staffing units back to 3. This was the practice for many years and NO REDUCTIONS in apparatus responding to calls have been made since the 4-person staffing plan started. The paramedic 1+1 staffing plan can continue with the paramedic being the third person. Council staff has calculated the savings to be \$450,000 per unit to reduce career staffing from 4 to 3. The MCVFRA finds this more acceptable than placing entire units out of service.
 - Return one or more of the SAFER grants that require matching funds for hiring 4 person staffing positions.

NOTE: According to DHS a significant number of jurisdictions are returning SAFER grants due to matching funding requirement difficulties.

2. Eliminate unapproved EMS duty officer position. One is paid with overtime and require back-filling of several captain positions. One was cut last budget but no effort has been made to fill positions with qualified volunteers.
3. Eliminate safety captain positions and response vehicle. The safety position is often times filled with a chief officer in incidents and many times is filled with volunteer chief officers. Begin offering volunteers opportunity to fill positions.
4. Return safety chief to operations and remove vehicle.
5. Eliminate Individual performance Evaluations (IPE) for career members which are not in the contract and done each weekend at the PSTA for a minimum of 6 hours, 2-4 personnel all on overtime.
6. Use volunteer command officers only nights and weekends for battalion chief officers (5 positions – chief officers or a portion of them) and eliminate use of vehicle during volunteer hours.
7. Eliminate duty chief (chief 700) nights and weekends and use only volunteer duty chief 700B nights and weekends.
8. Return career captain in the recruiting section back to the field. Utilize volunteers to assist in recruitment.
9. Use regular employees and volunteers in teaching at the training academy, which is currently almost exclusively done on overtime career personnel.
10. Eliminate operational master firefighter from the SCBA shop and place back in the field.
11. Move all fit testing for personnel to FROMS
12. Move annual physicals for members age 16-25 to every 3 years
13. Move annual physicals for members 26-34 to every 2 years.
14. Move physicals for members 35-39 to every 18 months.
15. Reduce responses of apparatus on certain call types:
 - AFRA unit responses
 - Collisions
 - Auto fires
 - Medical calls
16. Eliminate non-uniformed position in uniform/supply section.
17. Elimination of EVOC-II class as a requirement. We are the only county in the US with such requirements.

18. Reduce use of apparatus and career personnel in non-operational stand-bys:

- County fair
- Tiger Woods golf tournament

19. Use volunteers as safety officers for training burns. Currently ONLY career personnel are “authorized” and is done all on overtime. We have several qualified volunteer chiefs who have been doing them for YEARS until recently. There is currently an “unannounced BAN” of house burns since it is done all on overtime.

20. Allow fire fighter III’s to ride as unit officers as has been the past practice for over 50 years until the union NEGOTIATED in their contract NOT to allow it any longer requiring a master fire fighter or a lieutenant. This is unnecessary and very costly.

21. Review minimum training standards and eliminate non-core fire/rescue courses.

22. Allow volunteer LFRDs to manage NEW fire/rescue stations that are going to be opening shortly. Currently ALL new fire stations are planned to be Montgomery County fire stations and NOT affiliated with an LFRDs. The LFRDs currently manage the administrative operations of all but 2 firehouses handling everything from paying bills, ordering supplies and scheduling repairs.

The process for affiliation a new fire/rescue station to a LFRD is clearly outlined in Chapter 21 Fire and Rescue Services:

Sec. 21-26. Title to assets; sale or disposition.

(g) For purposes of operation, the Chief Administrative Officer, after considering the advice and recommendations from the Commission, must assign fire stations when built or acquired to a local fire and rescue department or, with the concurrence of the County Executive and County Council, to the Fire and Rescue Service. This Section does not preclude the Fire and Rescue Service from operating a fire station as otherwise provided by law. (1980 L.M.C., ch. 64, § 3; 1998 L.M.C., ch. 4, §1; 1999 L.M.C., ch. 12, § 1; 2004 L.M.C., ch. 5, § 1.

23. Review current and future CIP projects and delay of eliminate or have volunteer participation in staffing and management:

- Station at Travilah
- Station 18 – KENSINGTON VFD NOT Glenmont station 18
- Station 23 move (Montrose Road/White Flint project) with the Rockville VFD

24. Issue only 1 set of firefighting gear to new fire fighter recruits hired.

25. Do not change battalion chief position in ECC to assistant chief.

Other Budget Comments:

The three items that are considered cost for any business or government are;

Labor
Land
Capital

Let's look at each of those items.

Labor:

We go into this area not to recommend any changes but to point out the savings that the county is experiencing from fire, rescue, emergency medical, administrative and auxiliary cost saving provided by volunteer firefighters, EMTs, paramedics and administrative volunteers.

Volunteers do not receive:

Salaries
Compensation time
Extra pay for various ranks
Overtime pay
Call back pay
Holiday pay
Compensation for taking training on their days off
Special duty differentials
Committee meeting pay or comp time
Medical spending and dependent care
Prescription drug plan
Specific travel paid
Optical Plan
Overtime compensation for continuing education requirements for paramedics
Special pay differentials on promotion
Crediting of special pay differentials toward fringe benefits
Shirts – short sleeve golf shirts, short sleeve and long sleeve – 5 each
Shoes – Uniform,
Pro Boots
Jackets
2 pairs of fire fighting gloves
Large gear bag
Sweaters
Dress pants

These items are needed for the safety, protection and proper functioning in the service yet the LFRDs budgets do not allow for the majority of these items and primarily go to PPE gear. The Executive is now taking out the safety and protection of the boots from volunteers.

We have listed all of the money benefits provided for the service personnel yet the Executive has the nerve to say that the meager nominal fee that was also approved in

our budget is to be taken away. Volunteers in addition to not received pay, additional pay, and major benefits are paying for various expenses in order to be able to serve that are not covered by either the LFRD or the County. The nominal fee comes nowhere near what it would cost the County if that volunteer was not serving and it is unacceptable and we believe reprisal for our stand on the ambulance fee that we are being attacked.

While we do not have COLAs or raises we do have LOSAP that requires earning 50 points and mainly 25 years of service we gave up negotiations on LOSAP to help the financial situation.

Additionally administrative volunteers perform various functions within that LFRD that otherwise would require more paid administrative staffing.

The Auxiliaries in addition to other tasks run the canteen rehab for the County. These canteens are purchased by the LFRD not County taxes. In addition to the 24/7 rehab for all fire/rescue/EMS personnel, they assist to meet various police needs and other needs of both the county and the LFRDs.

Land:

The volunteer fire and rescue corporations own the majority of stations in Montgomery County. These stations are not only used for providing the County's service but providing offices for career personnel, fitness rooms for all personnel, are used for community needs, multitude of meetings and training, etc.. The LFRDs have never asked for compensation or rent from the County and the LFRDs provide the majority of funding for upkeep and maintenance on the buildings.

The fact that the renovations to volunteer's stations are also for the benefit of the personnel both career and volunteers as well as to accommodate vehicle changes and needed increase service to the county. By law these the County has control over the sale and use of these buildings and any investment in these building will ~~be~~ be for the County's benefit. Here to the volunteers save the County millions upon millions of dollars

In addition the LFRD's though donations and grants continually put money into their stations.

In comparison to the overall MCFRS costs the LFRD's including the MCVFRS are only about one half of a percent of the overall fire and rescue budget, which in no way compares to the millions upon millions of dollars that volunteers save the County.

Capital:

There is even more volunteer savings than the ownership of the land and stations, operating costs, labor cost, administrative, and auxiliary costs.

Let's look at just some other savings and purchases made by the LFRD's using no County tax dollars or funding:

Kensington VFD

\$63,225 – AFG Wellness Equipment
\$105,883 – fire/rescue equipment (2005 alone)
\$396,500 – Fire engine
\$105,000 –AFG gear and equipment
\$961,000 KME Aerial Tower
\$323,540 = Federal SAFER grant for tuition & training

Germantown VFD

2009 Crimson Fire Engine \$600,000 (donations & federal grants)
Damare Rescue Boat and trailer \$40,000
Remodeled kitchen \$60,000 with only 16,000 from the County
Security System \$30,000
Boat support unit \$40,000 grant funds

Cabin John Park VFD

Pumper – \$600,000

These are just a few of the items purchased from community donations and in recent years supplemented by various Federal grants. Otherwise these items that go into millions of dollars that would have to come out of Montgomery County tax funds.

MCFRS Budget Growth FY01 - FY10

Attachment to MCVFRA
Comments on the FY11
MCFRS budget

MCFRS Fire and Rescue Service Budget Growth FY01 to FY10

	FY01	FY02	FY03	FY04	FY05	FY06	FY07	FY08	FY09	FY10
Personnel Costs	85,163,270	85,482,430	92,158,820	101,023,170	115,405,140	127,478,670	149,969,526	165,165,740	163,992,220	163,992,220
Operating Expenses	13,539,110	14,862,050	15,962,940	18,020,010	22,724,090	25,246,350	31,503,473	27,411,710	26,676,790	26,676,790
Capital Outlay	2,117,100	1,511,100	536,100	86,100	159,100	26,100	908,434	26,100	47,100	47,100
Total	100,819,480	101,855,580	108,657,860	119,129,280	138,288,330	152,751,120	182,381,433	192,603,550	195,456,135	193,718,620
Full Time Positions	1,005	1,011	1,012	1,023	1,048	1,073	1,164	1,234	1,246	1,285
Part Time Positions	8	8	7	7	6	5	5	6	7	7
Workyears	1,091.0	1,105.0	1,087.6	1,078.2	1,142.4	1,155.2	1,235.6	1,334.7	1,353.00	1,351.20
Total from Fire Tax						161,259,613	182,907,797	190,020,400		
Total Resources						171,312,060	192,976,985	204,448,480		
LFRD Increases*	0	0	0	0	0	0	0	0	0	0

*The LFRDs have received NO increases in their tax budgets since 1995

According to the Office of Legislative Oversight's Report Number 2007-6 *A Base Budget Review of the Montgomery County Fire and Rescue Service, Phase I*, personnel costs account for 87% of the total budgeted operating budget expenditures for FY07 (p18). There are at least 67 uniformed positions that are administrative in nature plus 109 civilian positions in MCFRS.

The OLO report goes on further to read:

" While both the size of the MCFRS workforce and MCFRS personnel costs have increased in recent years, they have not grown at a similar pace. Rather, a large disparity exists in the rate of increase for two seemingly related measurements. During the period from FY02 through FY07, the number of MCFRS positions increased by about 17%. Over the same period, MCFRS personnel costs grew by about 83%. The rapid rise in MCFRS personnel costs over the past six years likely evidenced the marked growth in MCFRS per employee compensation cost that has occurred in recent years"



LOCAL 1664

Montgomery County Career Fire Fighters Ass'n., Inc.

Councilmember Phil Andrews
Chair, Public Safety Committee
Montgomery County Council
100 Maryland Avenue
Rockville, MD 20850

April 23, 2010

Dear Councilmember Andrews,

At the request of the Chair of the Public Safety Committee, we are providing to you our organizations comments on the County Executive's recommended FY11 operating budget for the Montgomery County Fire and Rescue Service.

Outside of our contractual agreements with the County Executive, which currently he discards with disdain, even our "concessions" seem to be viewed as an "airborne disease" a year after the County Executive and the County Council gave their approval, our most important issue is, the continued funding of four person staffing.

As you know, four person staffing provides for increased safety to fire fighters as well as to the citizens of Montgomery County.

Research shows that with four person crews you can complete the same number of fire-ground tasks, on average, 5.1 minutes faster than with three person crews. That's a 25% reduction in time. You can get water on the fire quicker, you can complete laddering and ventilation of the structure quicker and you can complete a primary search and rescue for trapped occupants quicker.

The smaller the crews the more dangerous the job is. This is due to the increase in workload. The stress of fire fighting keeps heart rates elevated beyond the maximum heart rate for the duration of a fire response, and so the higher heart rates are maintained longer for smaller work crews thereby subjecting these fire fighters to a greater risk of sudden cardiac events such as heart attacks.

Four person staffing is essential to the safety and health of our fire fighters. It is more important to staff the units properly than it is to have more units. Quality over quantity!

We are opposed to the County Executive's recommendation to reduce field overtime by "capping" overtime when leave use exceeds the daily threshold. If implemented the citizens of Montgomery County would be subject to "rolling brown out's". This means that on a rotating basis EMS or fire units would not be dispatched to an emergency call because of a lack of staffing. This in Montgomery County! Baltimore City maybe, but Montgomery County!

The County Council keeps canceling recruit classes and continues to reduce the Department's overtime budget. That's like hitting yourself in the head with a hammer and complaining that it hurts. It just doesn't make any sense.

In closing, we would like to state we are against de-staffing Hyattstown A709 and Hillandale Truck 12. However, as we mentioned earlier, if by staffing these units you would reduce four person staffing elsewhere, then we would rather see A709 and Truck 12 de-staffed.

Additionally, we support the Medical Transport Fee and note that the objections to the fee that its naysayers proclaim are baseless and full of fiction. The County Council has let \$80 million dollars of revenue slip through your hands over the last 6 years. Even in these darkest of times you still debate on whether or not to approve the fee. Shame on you.

Thank you for the opportunity to submit our comments.

Best regards,



John J. Sparks,
President

cc: County Councilmembers
File

CE Rec Budget
Adjustment
4/22/10

Rockville Fire Station 3 Renovation -- No. 450105

Category
Subcategory
Administering Agency
Planning Area

Public Safety
Fire/Rescue Service
General Services
Rockville

Date Last Modified
Required Adequate Public Facility
Relocation Impact
Status

April 21, 2010
No
None.
On-going

EXPENDITURE SCHEDULE (\$000)

Cost Element	Total	Thru FY09	Est. FY10	Total 6 Years	FY11	FY12	FY13	FY14	FY15	FY16	Beyond 6 Years
Planning, Design, and Supervision	0	0	0	0	0	0	0	0	0	0	0
Land	0	0	0	0	0	0	0	0	0	0	0
Site Improvements and Utilities	500	0	0	500	0	0	500	0	0	0	0
Construction	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0
Total	500	0	0	500	0	0	500	0	0	0	0

FUNDING SCHEDULE (\$000)

Fire Consolidated	500	0	0	500	0	0	500	0	0	0	0
Total	500	0	0	500	0	0	500	0	0	0	0

DESCRIPTION

This project provides partial funding for the renovation and enhancement of Rockville Fire Station 3, which was constructed in 1985. The scope of work includes: structural repairs; ADA accessibility improvements; an addition to increase living and bunk space; maintenance bay reconfiguration and conversion to locker area; and improvements in kitchen, living area, administrative area, and bunk rooms. Other facility repairs include replacement of the existing roof and paved parking lot surface. The enhanced station will be built on the existing Station 3 site.

JUSTIFICATION

The present facility does not comply with current building or ADA code requirements for fire suppression sprinklers, HVAC and electrical systems, personnel living quarters, and work space. The consulting structural engineer recommended that a complete renovation to the existing facility would be more cost effective in the long-run than multi-year partial repairs. Architectural plans have been submitted and approved by the Rockville Volunteer Fire Department (RVFD) Board of Directors.

OTHER

The total project cost is expected to be \$5.478 million dollars. This PDF reflects only County-funded expenditures. Costs estimates were developed by the Rockville Volunteer Fire Department via an independent cost estimator. The majority of the project cost will be funded by non-tax funds provide by the Rockville Volunteer Fire Department. Other funding sources will be this project and possibly the State of Maryland Senator William H. Amos Fire, Rescue, and Ambulance fund. The Rockville Volunteer Fire Department, State of Maryland Senator William H. Amos Fire, Rescue, and Ambulance Fund will also partially fund this project in the Operating Budget and PSP, in combination with private non-tax supported funds provided through the Rockville Volunteer Fire Department. The RVFD will be the contract manager. In addition to the County expenditures shown on this PDF, the RVFD will expend additional funds of its own.

FISCAL NOTE

Shift expenditures and funding to reflect current implementation plan.

APPROPRIATION AND EXPENDITURE DATA	COORDINATION	MAP
Date First Appropriation	City of Rockville	See Map on Next Page
First Cost Estimate	Fire and Rescue Commission	
Current Scope	Montgomery County Fire and Rescue Service	
Last FY's Cost Estimate	Department of General Services, Division of Capital Development	
	Rockville Volunteer Fire Department	
Appropriation Request		
Appropriation Request Est.		
Supplemental Appropriation Request		
Transfer		
Cumulative Appropriation		
Expenditures / Encumbrances		
Unencumbered Balance		
Partial Closeout Thru		
New Partial Closeout		
Total Partial Closeout		

Detail on Recommended Budget Adjustments

Tax Supported

DOT-Transit Services

REDUCE: RIDE ON SERVICE	-756,000
The additional \$671,000 in Ride On service reductions is comprised primarily of reductions to service frequency: 16 weekday routes and 3 Saturday routes. In addition, on the route 30 (Medical Center to Bethesda via Pooks Hill) midday service would be eliminated, leaving only peak period service. On the route 33 (Glenmont to Bethesda), the southern portion of the route (Medical Center to Bethesda) would be eliminated.	
INCREASE COST: ENERGY TAX INCREASE	6,980
DECREASE COST: ABOLISH TRANSIT SUPERVISOR	-100,040
Abolish vacant supervisor in Silver Spring.	
DECREASE COST: STAFF FRIENDSHIP HEIGHTS FARE MEDIA STORE WITH TRANSIT AIDES	-50,000
The two Public Administration Aides Transit has for media sales, complaint management and walk ups will move to the Friendship Heights store and respond from there and replace the temporary staff (\$50K).	
DECREASE COST: INCREASE LAPSE	-190,190
Hold position vacancies open for a longer period of time	
ELIMINATE: SILVER SPRING SUPER FARE SHARE	-155,000
Eliminate employer based fare subsidy program in Silver Spring	

Fire and Rescue Service

DECREASE COST: DELAY MASTER LEASE PAYMENTS FOR AMBULANCES AND A TANKER	-371,530
Master lease payments for the tanker will not be needed until FY12 (savings of \$121,530) and only one payment will be needed for 14 replacement ambulances in FY11(savings of \$588,103).	
DECREASE COST: MONTGOMERY COUNTY VOLUNTEER FIRE AND RESCUE ASSOCIATION CONTRACT INCREASES	-389,910
The Executive recommends deferring funding for increases in the contract with the MCVFRA including the following: \$40,000 for a new vehicle for Association business; \$233,350 for leather turn-out boots for active members on the IECS (874); \$39,330 for gear bags for active members on the IECS (874); and \$77,230 for an increase in the nominal fee.	
ELIMINATE: ABOLISH THE COMMUNITY RISK REDUCTION SERVICES DIVISION CHIEF	-193,160
MCFRS will now operate with four divisions and the sections under Community Risk Reduction Services will be moved to other divisions within the department.	
DECREASE COST: LAPSE THE APPARATUS MANAGER POSITION AND A LIEUTENANT POSITION	-237,370
DECREASE COST: FURLOUGH PUBLIC SAFETY MANAGERS	-98,840
The Executive recommends expanding the 80 hour furlough to public safety managers including the Fire Chief, Division Chiefs, and Assistant Chiefs.	
DECREASE COST: DELAY MAY 2011 RECRUIT CLASS UNTIL FY12	-671,150
The Executive recommends delaying the May 2011 recruit class until July 2011.	

Health and Human Services

MEMORANDUM

April 20, 2010

Listed below in the order asked, are responses to Committee questions from the budget review session for Fire and Rescue Services held on Monday, April 12, 2010. I have responded only to the questions directed to the Division of Risk Management.

1. What are the reasons for the \$3.7 million increase in the MCFRS Risk Management contribution for FY11?

There are two reasons for the increase in contributions for MCFRS for FY11 – adverse claims experience and to share in the cost of restoring fund balance of the Self Insurance Fund (SIF) to policy level.

The contribution for claims is established by an annual actuarial study. Since FY06, the pure loss contribution for MCFRS has increased by 27%. Of the \$3.7 million increase in FY11, \$2.0 million is due to claims experience. The balance of \$1.7 is the contribution for the first year of a 3-year restoration of fund balance.

2. To what extent is this increase related to changes in County policies (for example, expanding the presumption for fire/rescue disability), and how much is it related to policies or practices by others?

3. Are the factors that are causing the MCFRS Risk Management contribution to increase one-time events or a trend?

The number of workers' compensation claims resulting in lost time from work (the most expensive claims), are trending higher. A chart has been provided comparing injuries in MCFRS with other fire departments in the D.C. Metro area.

<u>Year</u>	<u># LT Claims</u>
FY06	180
FY07	221
FY08	188
FY09	233
FY10 (projected)	216

Jurisdiction	Employee Number	L/T Cases	% of Emp.
Montgomery County, Md.	1274	232	18.21%
Alexandria, Va.	350	35	10.00%
Washington, D.C.	1800	302	16.78%
Fairfax, Va.	1687	143	8.48%
Prince George's, Md.	704	119	16.90%
Prince William, Va.	509	13	2.55%

4. What is the overall increase for the County's Risk Management contribution in FY11? What percentage of the overall increase is attributable to MCFRS?

The County's portion of the \$14.2 million recommended increase in the contribution to the SIF is \$9.5 million. MCFRS' share of the \$9.5 million is \$3.7 million, or 39%.

5. How much does MCFRS pay into the Risk Management Fund, and how much is paid out for MCFRS claims?

The Risk Management program is funded by contributions of all participating agencies. All costs are allocated to departments and agencies based on their claims experience. In addition to actual claims payments, allocated costs include contract services, taxes and fees assessed by the State, operating expenses of the Division of Risk Management including payroll, and a chargeback for County Attorney litigation support.

Projections of claims costs are set through an actuarial study. Costs for each fiscal year must be projected on an accrual basis in compliance with GASB Statement 10.

For example, for in FY08, the MCFRS portion of the SIF budget was \$8.7 million. \$5.6 million was paid out in claims in that one year (for all claims, all years). The Actuarial study projected \$7.2 million for claims in FY08. The \$1.6 million difference (\$7.2M less \$5.6M) was set aside in the SIF reserves to pay the future exposure for claims incurred in FY08. By the time all claims are closed for FY08, it will cost \$7.2 million.

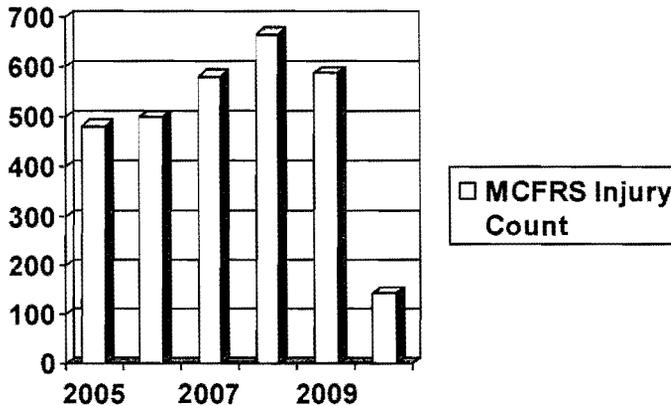
6. What would happen if the County does not fund the full amount of the MCFRS Risk Management Contribution in FY11?

It is projected that at the end of FY10, the SIF fund balance will be (\$6.8 million). MCFRS represents about 20 percent of the entire program. Reserves attributable to MCFRS will be (\$1.36 million). Since the actuary uses a 50 percent confidence level, it means that there is less than a 50 percent chance that the SIF will have sufficient reserves to pay claims that come due.

7. Please provide a breakout of MCFRS workplace injuries and other causes for claims (illness) over the past five years. Please provide actual numbers of incidents and the rate of increase for each type. Please include a breakout of operational vs. non-operational injuries. Committee members want to understand the nature of accidents and illness that result in claims, and the trend line.

MCFRS Injuries 2005 - 2010

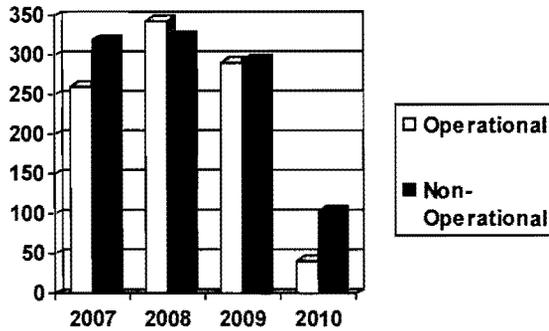
- 2005 – 482 Injuries 17% decrease**
- 2006 – 501 Injuries 4% increase**
- 2007 – 582 Injuries 16% increase**
- 2008 – 666 Injuries 14% increase**
- 2009 – 587 Injuries 10% decrease**
- 2010 – 144 Injuries as of 3/31/2010**



MCFRS Operational vs. Non-operational Injuries

- 2007 – 262 operational injuries & 320 non-operational injuries**
- 2008 – 343 operational injuries & 323 non-operational injuries**
- 2009 – 292 operational injuries & 295 non-operational injuries**
- 2010 – 41 operational injuries & 103 non-operational injuries**

* Data prior to 2007 does not exist



MCFRS Injuries By Nature and Rate of Increase/Decrease 2005 -2010

Sprain Strains

<u>Year</u>	<u>Total</u>	<u>% Increase/Decrease</u>
2005	173	
2006	242	39% decrease
2007	228	5% increase
2008	235	3% increase
2009	210	10% decrease
2010	63*	

*Data as of 3/31/2010

Contagious/Infectious Disease

<u>Year</u>	<u>Total</u>	<u>% Increase/Decrease</u>
2005	60	
2006	43	28% decrease
2007	24	44% decrease
2008	71	66% increase
2009	38	46% decrease
2010	4*	

*Data as of 3/31/2010

Other

<u>Year</u>	<u>Total</u>	<u>% Increase/Decrease</u>
2005	60	
2006	72	16% increase
2007	39	45% decrease
2008	14	64% decrease
2009	13	7% decrease
2010	3*	

*Data as of 3/31/2010

Bruise/Contusions

<u>Year</u>	<u>Total</u>	<u>% Increase/Decrease</u>
2005	43	
2006	46	6% increase
2007	65	29% increase
2008	66	1% increase
2009	72	8% decrease
2010	14*	

*Data as of 3/31/2010

Cuts/scratches/lacerations

<u>Year</u>	<u>Total</u>	<u>% Increase/Decrease</u>
2005	39	
2006	27	30% decrease
2007	44	38% increase
2008	35	20% decrease
2009	41	17% increase
2010	6*	

*Data as of 3/31/2010

+ Above data is from MCFRS Risk Map Program and only reflects career personnel.

8. How does the information in the question above compare with similar information from other jurisdictions?

MCFRS has emailed the all the Fire Departments in the National Capitol Region and requested the information as outlined in question 7.

9. What steps are being taken to reduce the number of injuries in MCFRS?

MCFRS met with County Risk Management and the consultant from Loss Control Innovations (LCI) to discuss updates on the Safety and Health Program Assessment that was conducted in 2006.

The MCFRS Joint Health & Safety Committee (MCFRS Management & IAFF Local 1664) meets on a quarterly basis or more frequently as required and has discussed the injury situation.

The MCFRS Safety Section has reached out to other fire departments in the National Capital Region for injury statistics and information on sprain/strain reduction programs and overall injury reduction programs.

The MCFRS Safety Section is in the planning stages for an injury reduction program. We will be working with Fire Rescue Occupational Medical Section, Training Section and Joint Health and Safety Committee to develop and implement sprain/strain reduction training based on the IAFF Guide to Injury Prevention and is working to reduce EMS related injuries by reviewing current EMT training program for proper patient lifting techniques. Plan to initiate updated and refresher training for all MCFRS personnel on proper lifting techniques.

All MCFRS career staff injuries are investigated by the on-duty Battalion Chief where the employee is working and/or by the on-duty Safety Officer.

The MCFRS Safety Section does quality assurance and data analysis reviews of injuries. The Fire & Rescue Occupational Medical Section (FROMS) provides injury case management for the injured employee.

The Department conducts an annual focus on injuries and collisions through the IAFC/IAFF sponsored Fire/EMS Health, Safety & Survival Week held in June of each year.

GEC Transports

- 1. Does Shady Grove Adventist Hospital charge for non-emergency transports between the Germantown Emergency Center (GEC) and the hospital? If so, how much do they charge?**

No, they are not allowed to charge for an inter-facility transport as the facilities are considered to be the same. This was agreed upon when the GEC first opened.

- 2. Could the hospital hire its own staff and buy its own ambulances to provide non-emergency transports between the GEC and the hospital?**

The GEC attempted to contract with a private company to handle the transports when they first went on line. It was reported to the MCFRS that they had

difficulty finding a company that could meet the time constraints terms and conditions placed on them by the Department of Health and Mental Hygiene (DHMH).

3. What was the basis for determining that the reimbursement for MCFRS non-emergency transports should be \$360,000 per year?

The original negotiation price was based on the cost of running a BLS unit 24/7 with overtime dollars. Chief Carr desired to provide an overall increase in EMS transport capacity for the area. The money was used to place a flex unit in service in the Germantown-Gaithersburg corridor where EMS demand is unusually high.

4. What is the reimbursement rate per transport?

The GEC pays \$360,000 per year, which equals \$90,000 per quarter. During the first quarter of CY10, MCFRS completed 507 transports. This equaled \$177.50 per transport. This amount approximates the per transport cost last year as the number of transports have not significantly changed over time. The recently negotiated Adventist MOU requires additional compensation equal to the one time cost of a new BLS transport ambulance. This amount should be considered when calculating the per transport rate in the future.

5. How does this amount compare with market rates for private ambulance non-emergency transports?

The MCFRS was unable to determine the answer to this question within the established timelines for completion. Staff will gather that information this week and forward it when available.

MCFRS Budgeted and Actual Personnel Costs, FY07-FY11 CE Rec.

	FY07 Budget	FY07 Actual	FY08 Budget	FY08 Actual	FY09 Budget	FY09 Actual	FY10 Budget	FY10 Estimated	FY11 CE Rec
Salaries & Wages	89,795	80,491	88,465	87,643	93,855	92,166	93,989	92,980	89,310
Overtime	5,899	15,277	11,743	15,245	9,515	12,613	10,890	13,000	9,494
Holiday Pay	4,642	3,334	4,853	3,274	5,245	4,125	3,800	3,350	3,580
Social Security	7,110	6,781	7,669	7,225	8,053	7,517	8,112	7,700	7,649
Group Insurance	12,104	12,017	11,923	13,163	14,923	13,182	15,103	13,400	14,938
Retirement	34,719	31,997	36,698	33,387	33,360	31,056	31,919	31,500	31,328
Total	154,269	149,897	161,351	159,937	164,951	160,659	163,813	161,930	156,299

Comparison of Overtime Use by Category FY08-FY10

Overtime Category	FY08 Year-End		FY09 Year-End		FY10 YTD*		FY10 Year-End Est.	
	Hours	\$	Hours	\$	Hours	\$	Hours	\$
Field Operations	179,611	8,041,106	139,046	6,513,005	125,866	5,899,614	157,333	7,374,518
PSTA	47,197	2,294,147	51,639	2,596,220	32,035	1,678,720	40,044	2,098,400
Emergency Communications Center	14,182	773,181	15,484	862,525	13,859	797,793	17,324	997,241
Code Enforcement	10,380	598,310	11,197	668,770	8,191	512,237	10,239	640,296
Unreported or Grant funded	0	0	8,863	388,081	9,116	421,983	11,395	527,479
General - <i>Snowstorms 2010</i>	0	0	0	0	7,290	357,432	9,113	446,790
Fire and Explosive Investigations	9,899	622,350	6,762	427,443	3,997	263,420	4,996	329,275
Program	7,073	303,710	5,607	252,275	2,826	123,535	3,533	154,419
Wellness, Safety, Training	7,130	383,921	3,741	218,849	2,785	161,254	3,481	201,568
Administrative Services	9,871	431,482	4,421	197,494	2,639	116,546	3,299	145,683
Electronic Timesheet Reporting	0	0	623	38,217	1,174	71,043	1,468	88,804
General	2,356	131,177	1,185	66,190	1,140	67,197	1,425	83,996
Apparatus	3,472	165,966	3,168	167,999	1,119	59,535	1,399	74,419
Special Detail or Event	4,919	230,764	487	25,407	632	34,920	790	43,650
Special Operations	3,696	183,857	915	49,536	619	34,010	774	42,513
Volunteer Services	461	22,268	522	26,949	186	10,248	233	12,810
Community Outreach	1,882	101,709	534	35,971	151	10,444	189	13,055
Office of the Fire Chief	610	29,579	225	13,272	121	5,843	151	7,304
Recruiting	2,191	97,213	199	9,416	53	2,002	66	2,503
Inauguration 2009	0	0	935	55,038	0	0	0	0
Total	304,930	14,410,740	255,553	12,612,657	213,799	10,627,776	267,249	13,284,720
*FY10 Overtime through March 27, 2010								

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**ADDENDUM
PS COMMITTEE #7
May 3, 2010**

MONTGOMERY COUNTY FIRE AND EMERGENCY SERVICE COMMISSION

April 29, 2010

The Honorable Phil Andrews, Chair
Public Safety Committee
Montgomery County Council

Dear Mr. Andrews:

On April 28, 2010, the Fire and Emergency Services Commission (FESC), as part of the Montgomery County Fire and Rescue Service (MCFRS), conducted a Special Meeting to review and make recommendations on the County Executive's FY11 MCFRS Recommended Budget to the Public Safety Committee of the County Council. Fire Chief Bowers presented an overview of the budget process to the Commission. The Commission also heard from representatives of Local 1664 of the Montgomery County Career Firefighters Association, and the Montgomery County Volunteer Fire and Rescue Association.

The Commission hereby recommends the following items to the Public Safety Committee:

Apparatus – Four-Person Staffing:

The Commission voted 6-1 in favor of the motion *supporting* the recommendation to continue four-person staffing. The Commission deems this to be vital to the safety of the public and to our emergency service providers. Four person staffing and the ongoing expansion of that program also allows MCFRS to enhance its delivery of Advanced Life Support when such services are necessary.

Lapse Positions on Hyattstown Ambulance and Hillandale Truck Services:

The Commission voted 7-0 in favor of the motion to recommend, to the Public Safety Committee, *not to approve* lapsing the positions for the Hyattstown ambulance and Hillandale truck services in the FY11 MCFRS budget. To do so would represent a cut in service, which would materially decrease MCFRS's ability to deliver firefighting, rescue, and emergency medical care to the public.

10 Furlough Days:

The Commission voted 3-2, with 2 abstentions, in favor of the motion to recommend, to the Public Safety Committee, *not to approve* mandatory furlough days for County employees in the FY11 budget.

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The Honorable Phil Andrews, Chair
Public Safety Committee
April 29, 2010
Page 2

MCVFRA Funds:

The Commission voted 5-2 in favor of the motion to recommend, to the Public Safety Committee, **not to reduce** the negotiated funds in the Collective Bargaining Agreement for the Montgomery County Volunteer Fire and Rescue Association.

EMS Transport Fees:

The Commission conducted a roll call vote on a motion to recommend, to the Public Safety Committee, to **approve** the EMS Transport Fees.

- Commissioners voting **for** the motion: Ron Ogens, Ray Sanchez, Michael McAdams, and Chris Zervas.
- Commissioners voting **against** the motion: Anita Powell, Dr. Joel Buzy, and Paul Lilly.

Commissioner Zervas wants to recommend to the County Council to increase the mileage rate by \$1.50 per mile.

Dedicated MCFRS Fire Tax:

The Commission voted 7-0 **in favor** of the motion to recommend, to the County Council, **to reallocate all fire tax monies back to the MCFRS budget to fully fund the fire and rescue service with County dedicated fire tax funds.**

As a final action on the recommended budget the Commission voted **to support** the proposed budget submitted by the County Executive, **except** as otherwise provided above.

The Commission would like to thank the Public Safety Committee for the opportunity to comment on the FY11 recommended budget.

Sincerely,


Ronald L. Ogens, Chair

Fire and Emergency Services Commission

cc: Minna Davidson
Commissioners
Fire Chief Richard Bowers