


Carroll County Volunteer Emergency Services Association



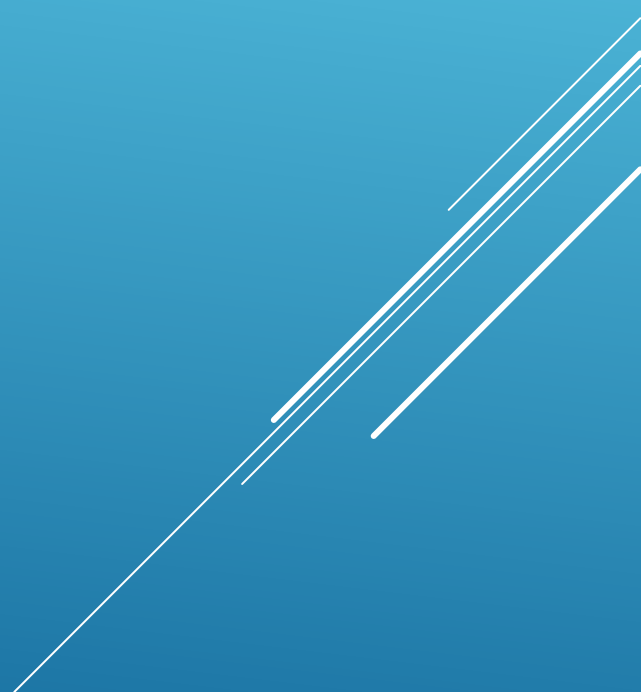
CCVESA WORKGROUP PROGRESS REPORT

Thursday February 7, 2019

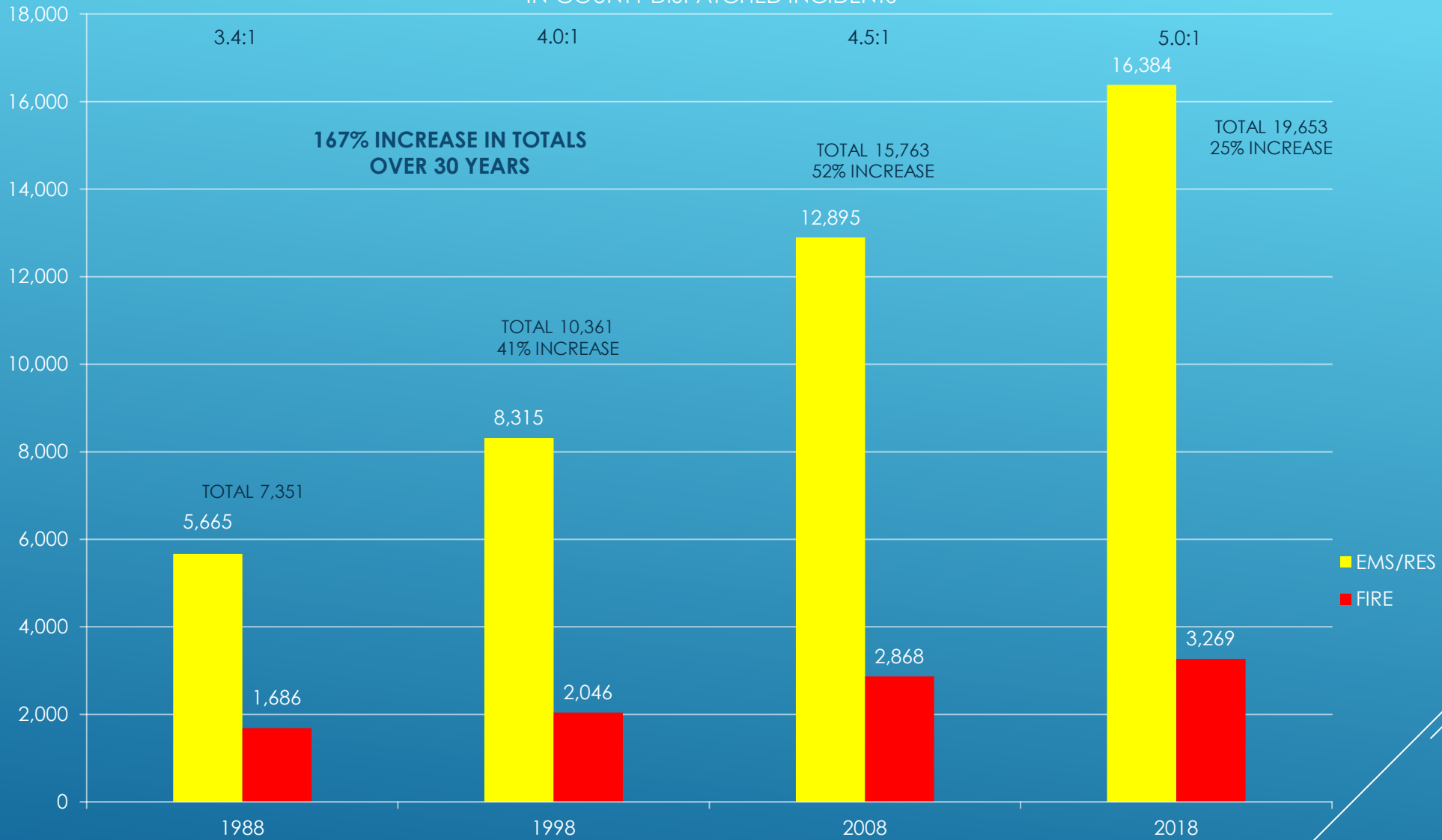
INTRODUCTION OF WORKGROUP MEMBERS

- ▶ Dennis Beard Sykesville Freedom District Fire Department
 - ▶ Tim Brown Gamber and Community Fire Company
 - ▶ Tom Coe New Windsor Fire Department
 - ▶ Perry Jones Union Bridge Fire Company
2nd Vice President of CCVESA
 - ▶ Don Love Reese and Community Volunteer Fire Company
 - ▶ Scott Campbell Director of Public Safety
 - ▶ Douglas Brown Deputy Director of Public Works
 - ▶ Ted Zaleski Director of Management and Budget
 - ▶ Lynn Karr Senior Budget Analyst
 - ▶ Kim Frock Director of Human Resources
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ISSUES FACING THE CARROLL COUNTY FIRE SERVICE

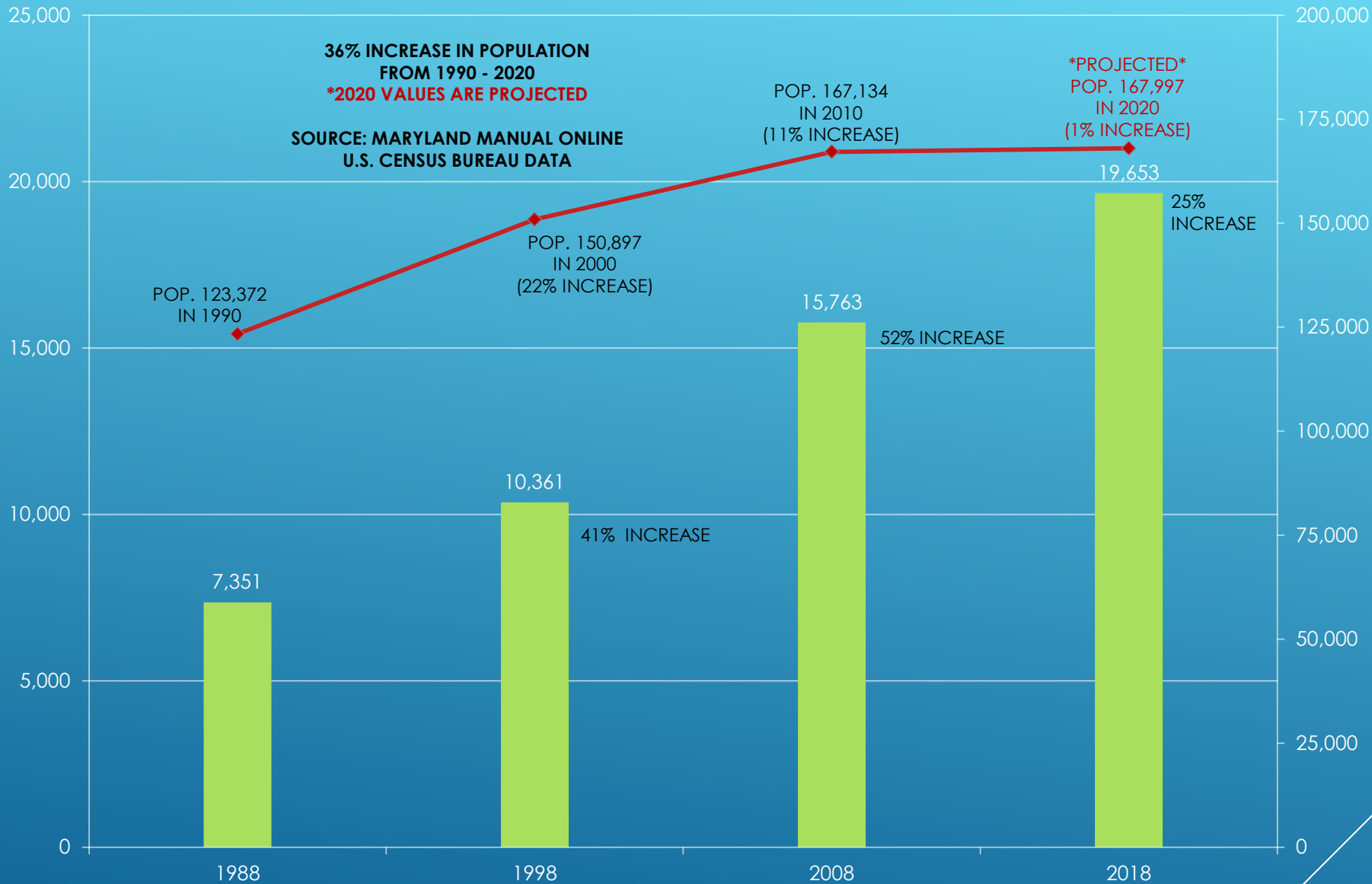
- ▶ Decreasing number of volunteers
 - ▶ An aging volunteer response force
 - ▶ Retention of volunteers
 - ▶ Increasing training demands
 - ▶ Increasing call volume
 - ▶ Increasing demand on volunteers
 - ▶ Increasing requests for additional staffing support
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IN-COUNTY DISPATCHED INCIDENTS



A CHANGING COMMUNITY


TOTAL IN-COUNTY DISPATCHED INCIDENTS



**36% INCREASE IN POPULATION
FROM 1990 - 2020**
***2020 VALUES ARE PROJECTED**
**SOURCE: MARYLAND MANUAL ONLINE
 U.S. CENSUS BUREAU DATA**

RATE OF INCREASE COMPARISON

CURRENT CAREER SUPPORT FOR FIRE SERVICE

- ▶ There are currently 95 Full Time and 254 Part Time employees managed by 13 of the 14 County Fire Departments
 - ▶ 13 Different Employers
 - ▶ Different Pay Rates
 - ▶ Different Benefit Packages
 - ▶ Different Policies and Procedures
 - ▶ Unable to share “personnel resources” between stations
 - ▶ Many stations are primarily staffed by a part-time workforce
 - ▶ The “well” of prospective employees is running dry
 - ▶ Carroll County Departments are used as a stepping stone
 - ▶ Lack of a defined career progression ladder
 - ▶ Lack competitive salaries
 - ▶ Lack supervision in most stations
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CCVESA WORKGROUP


Purpose:

To look at the future organization of the Fire, Rescue and Emergency Medical Services in Carroll County to address current issues while maintaining/growing the volunteer system.


▶ Goals:

- ▶ 1. Identify County Government's authority, role and responsibility in the provision of Fire, Rescue and Emergency Medical Services in Carroll County.
- ▶ 2. Establish the leadership of a County Based COMBINATION Fire, Rescue and Emergency Medical Services.
- ▶ 3. Create a more efficient model for career Fire, Rescue and Emergency Medical staffing to support the COMBINATION Fire, Rescue and Emergency Medical Services.

JOINT WORKGROUP HISTORY

- ▶ Established after the February 9, 2017 Board of County Commissioner / CCVESA Quarterly Meeting.
 - ▶ CCVESA initiative with County staff support from Planning, Public Safety and Budget.
 - ▶ Identified that County Government is one of the primary funding sources of the 14 Fire Departments.
 - ▶ Identified that County Government currently has no responsibility or authority over the provision of Fire, Rescue or Emergency Medical Services in the county.
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JOINT WORKGROUP HISTORY

- ▶ Identified that change would require enabling legislation.
 - ▶ Championed enabling legislation for the Carroll County Fire Service during the 2018 Maryland Legislative Session.
 - ▶ Worked to establish an Advisory Committee with representation of 2 members of each volunteer department to ensure consensus building and allow a platform for input.
 - ▶ Constructed a draft County Code for the Fire Service as well as Charter and Bylaws for an Emergency Services Advisory Council.
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SENATE BILL 542 (2018)

“(1) THE COUNTY COMMISSIONERS MAY AUTHORIZE OR CREATE AN ENTITY OR BODY WITH THE PURPOSE OF ADMINISTERING THE COUNTY’S AFFAIRS RELATING TO FIRE, RESCUE, AND EMERGENCY MEDICAL SERVICES AND ASSOCIATED ACTIVITIES WHILE MAINTAINING THE VOLUNTEER EMERGENCY SERVICES. THE COUNTY COMMISSIONERS MAY ADOPT AND IMPLEMENT ORDINANCES AND OTHER MEASURES NECESSARY TO ADEQUATELY AND APPROPRIATELY MANAGE, DIRECT, AND REGULATE FIRE, RESCUE, AND EMERGENCY MEDICAL SERVICES.

(2) IF THE COUNTY COMMISSIONERS AUTHORIZE OR CREATE AN ENTITY UNDER PARAGRAPH (1) OF THIS SUBSECTION, THE COUNTY COMMISSIONERS SHALL ESTABLISH AN EMERGENCY SERVICES ADVISORY COUNCIL TO PROVIDE THE CARROLL COUNTY COMMISSIONERS WITH RECOMMENDATIONS REGARDING THE OPERATIONS OF FIRE SUPPRESSION, EMERGENCY MEDICAL, AND HAZ-MAT SERVICES IN CARROLL COUNTY.”

- Signed by Governor Larry Hogan on April 24, 2018
- Went into effect on October 1, 2018

The key to the successful creation of a combination service is the ability of the County's 14 volunteer corporations to ***maintain their individual corporate identity and autonomy*** as a community focal point, while at the same time ensuring accountability and consistency ***within a countywide system.***




DRAFT COUNTY CODE

- ▶ Establishes rights, roles and responsibilities of Volunteer Fire, Rescue and EMS Corporations in Carroll County.
 - ▶ A volunteer Fire, Rescue or EMS company shall operate in compliance with system-wide policies, procedures, rules and regulations.
 - ▶ Established and incorporated Carroll County volunteer Fire, Rescue or EMS corporations shall:
 - ▶ Manage their corporate administrative affairs in accordance with the “Articles of Incorporation”.
 - ▶ Be governed internally by duly elected or appointed officers.
 - ▶ Have the right to raise and expend monies in accordance with applicable laws, regulations and company policies that govern such activities.
 - ▶ Manage the company’s internal budget.
 - ▶ Control the expenditure of the volunteer company funds.
 - ▶ Control the expenditure of county provided funding in accordance with established county policies.
 - ▶ Have the right to own real property, fixed and mobile equipment.
 - ▶ Manage their volunteer members and corporation employees.

DRAFT COUNTY CODE

- ▶ Establishes the Carroll County Department of Fire and Rescue Services.
 - ▶ This Department shall consist of both career and volunteer members and shall be responsible for the full scope of fire prevention, fire suppression, hazardous materials, EMS and other related public safety functions provided to Carroll County and its municipalities.
 - ▶ The “umbrella” organization that the 14 volunteer fire departments fall under.
 - ▶ Lead by a single system-wide Chief


DRAFT COUNTY CODE

- ▶ Establishes the Chief of Fire and Rescue Services
 - ▶ Director level position within County Government
 - ▶ Appointed by and serve at the pleasure of the Board of County Commissioners
 - ▶ The “face” of the fire service representing and advocating for the service on a daily basis.
 - ▶ Has overall responsibility and full authority for all operational units, with the advice and cooperation of the Emergency Services Advisory Council
 - ▶ Shall enforce the rules, regulations, policies and procedures
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DRAFT COUNTY CODE

- ▶ Establishes the Emergency Services Advisory Council (ESAC)
 - ▶ Ensures that Fire, Rescue and EMS System stakeholders have a voice in the management of Fire, Rescue and EMS services
 - ▶ Made up of:
 - ▶ System Utilizers (citizens)
 - ▶ Volunteer Representatives
 - ▶ Career Representatives
 - ▶ Management

DRAFT COUNTY CODE

- ▶ Codifies key system items to include:
 - ▶ Minimum standards for Fire, Rescue and EMS Companies and Special Operations Teams
 - ▶ The mechanism to handle a department's failure to meet minimum standards
 - ▶ Singular Unified Chain of Command
 - ▶ Qualifications of Operational Officers
 - ▶ Minimum Response Criteria
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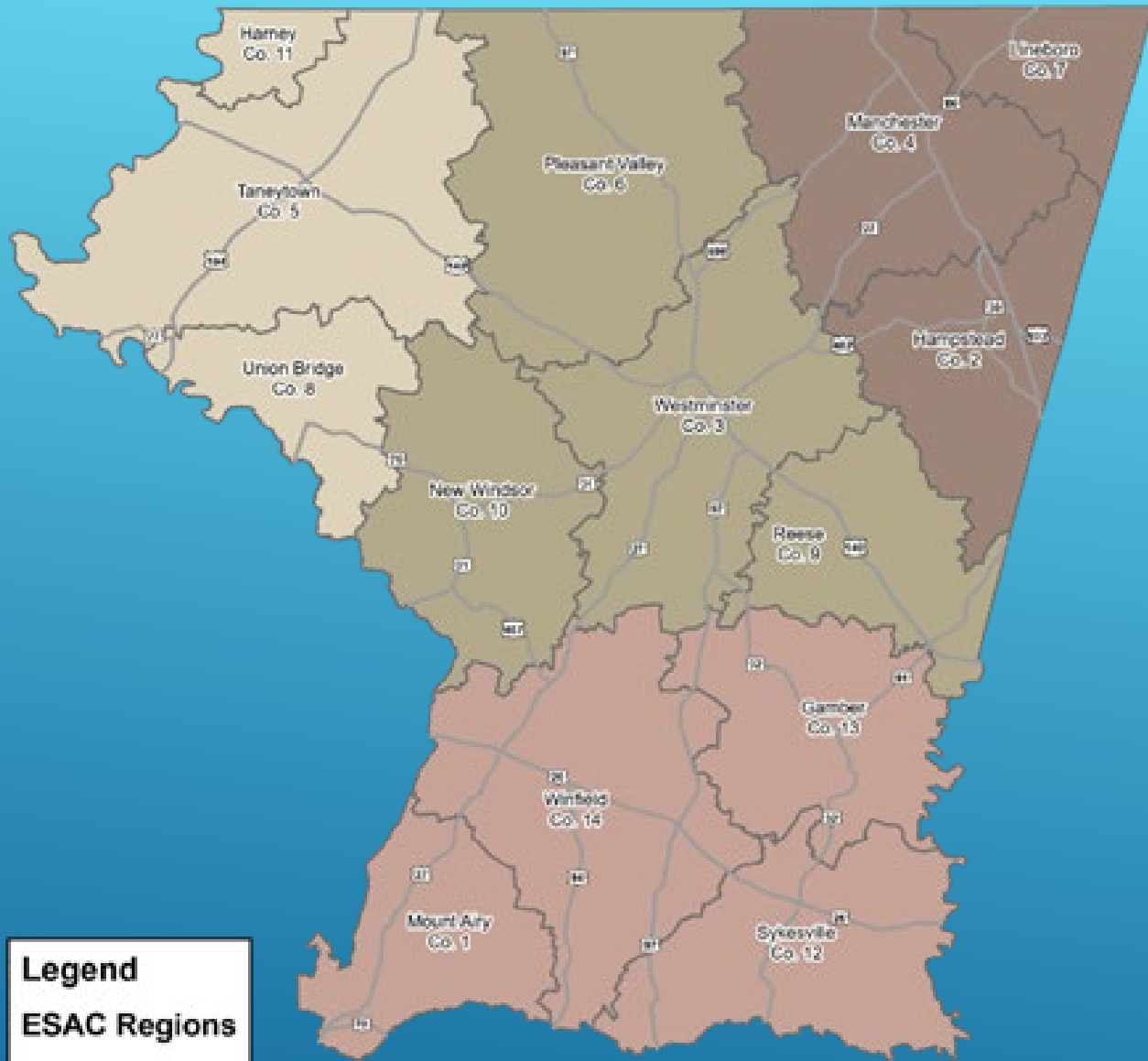
CHARTER AND BYLAWS OF THE EMERGENCY SERVICES ADVISORY COUNCIL

The purpose of the ESAC is to provide a functional management structure that ensures that input from volunteer, career, and citizen stakeholders is provided and considered during the policy making and policy review process and to keep stakeholder representatives engaged in the management of an integrated, Countywide combination Fire, Rescue and Emergency Medical Service (EMS) System.

- ▶ ESAC is also tasked with:
 - ▶ Ensuring compliance with County Code, Fire, Rescue and EMS policies and standards,
 - ▶ Endorsing annual Fire, Rescue and EMS budgets
 - ▶ Keeping the Board of County Commissioners (BCC) abreast of current Fire, Rescue and EMS issues.

CHARTER AND BYLAWS OF THE EMERGENCY SERVICES ADVISORY COUNCIL

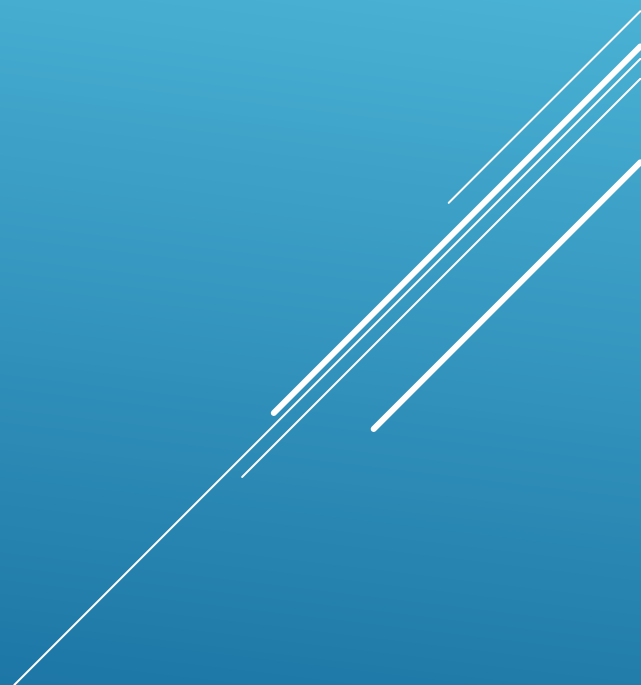
- ▶ Membership includes:
 - ▶ 4 Regional Representatives of Volunteer Corporations
 - ▶ Chairperson of the Fire/Rescue Operations Committee
 - ▶ Chairperson of the EMS Operations Committee
 - ▶ 2 Career Employee Representatives
 - ▶ 3 Citizen Representatives
 - ▶ Representative of the Board of County Commissioners (Ex-Officio)
 - ▶ Chief of the Department of Fire and Rescue Services (Ex-Officio)
 - ▶ Jurisdictional Medical Director (Ex-Officio)
 - ▶ President of the Carroll County VESA (Ex-Officio)



Legend
ESAC Regions

Region


- Central
- East
- South
- West




CHARTER AND BYLAWS OF THE EMERGENCY SERVICES ADVISORY COUNCIL

- ▶ The Charter and Bylaws also address:
 - ▶ Appointment Procedures
 - ▶ Term Limits (Staggered)
 - ▶ Election of Officers
 - ▶ Quorums and Voting
 - ▶ Handling of Procedural Issues
 - ▶ How to Amend the Bylaws


COUNTY CODE AND ESAC DOCUMENTS

- ▶ Drafted by the Workgroup and Advisory Committee
 - ▶ Reviewed by the County Attorney's Office
 - ▶ In line with the findings of the County's Long Term Advisory Committee
 - ▶ Endorsed by the Carroll County Volunteer Emergency Services Association
 - ▶ 13 Departments in Favor – 1 Department Against
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CURRENT EFFORTS OF THE WORKGROUP AND ADVISORY COMMITTEE

- ▶ Working with Human Resources
 - ▶ Job Descriptions
 - ▶ Classification of Positions
 - ▶ Refining a plan for phased implementation in FY20, 21 & 22
 - ▶ FY20 request for mid-year funding of the Chief and administrative assistant
 - ▶ Costing out the system
 - ▶ Funding the system
 - ▶ Cost Reductions due to consolidation
 - ▶ Revenue sharing through consolidated EMS Billing
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THE JOINT WORKGROUP IS REQUESTING:

- Concur with the proposed draft addition to the County Code, as well as the Emergency Services Advisory Council's Charter and Bylaws, and move them toward adoption.
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