

UPPER  
MORELAND  
TOWNSHIP  
PUBLIC  
HEALTH &  
SAFETY  
COMMITTEE

NOVEMBER 27, 2023



# **PUBLIC SAFETY IS OUR HIGHEST PRIORITY**

## Goal:

Protect Public and Property by creation of a **Combination Fire Department** - a mix of Career (paid) and Volunteer First Responders

## **Then**

- Volunteer corps supplemented by career firefighters

## **Now**

- A career corps supplemented by Volunteers

# THE PROBLEM

***Greatly decreased participation by Volunteers***

Willow Grove Fire Co - 60 total members

- Only 16 Certified Firefighters (as of November)
- In 2023, on average **6** Volunteers per month are responding at or above 25% level

# RESPONSES PER MONTH (2023)

January

# RESPONSES PER MONTH (2023)

February

Willow Grove Volunteer Fire Company													
Running Year: 2023			Indicates F.F. / Jr. [Blue]			Indicates Military: [Light Blue]			Non Firefighter [Pink]				
Month: February			Indicates Medical Leave / Injury: [Light Blue]			Non Firefighter [Pink]			Non Firefighter [Pink]				
Monthly Total Calls: 36			Below 25% 36 out of 72 Fire calls			Non Firefighter [Pink]			Non Firefighter [Pink]				
<i>Yearly Percentage = Minimum of 25% of Fire Calls to be entitled to Incentive Benefit</i>													
			Fire Response			Additional Hours			Training				

# RESPONSES PER MONTH (2023)

March

## Willow Grove Volunteer Fire Company

Running Year:

2023

Month:

March

Indicates F.F. / Jr.  Indicates Military: 

Indicates Medical Leave / Injury:  

Monthly Total Calls:

36

Non Firefighter

Yearly Percentage = Minimum of 25% of Fire Calls to be entitled to Incentive Benefit

Member I.D.	Member Name	Status	Fire Response		Additional Hours		Training		Additional F.C. Activity			TOTALS		
			# of Fire Calls Responded	Monthly Percentage of Fire Calls Responded	Hours Performed	Points Earned for Hours Performed	In House Training	Additional Training / Bonus	Fire Company Monthly Meetings	Fire Co. Meetings Board & Relief Board	Group Meetings	Community Events Hours Performed	Community Event Earned Points	Total Points
			F.F.	4	11%	0.00	0	0	0			0	4.00	11%
			F.F.	16	44%	0.00	3	1	1	1		0	22.00	61%
			F.F. / Prob	1	3%	0.00	0	1	0	1		0	3.00	8%
			Photo	6	17%	0.00	3	0	1	1		0	11.00	31%
			F.F.	10	28%	0.00	0	5	0			0	15.00	42%
			F.F.	5	8%	0.00	3	3	1	1		0	10.00	28%
			F.F.	24	67%	0.00	2	2	1	2		0	31.00	86%
			F.F.	18	50%	0.00	3	1	1			0	23.00	64%
			F.F.	21	58%	0.00	2	2	1	2		0	28.00	78%
			F.F.	14	39%	0.00	2	2	1			0	19.00	53%
			F.F.	10	28%	0.00	0	0	0			0	10.00	28%
			F.F.	25	69%	0.00	3	0	1			0	29.00	81%
			F.F.	11	31%	0.00	4	1	0			0	16.00	44%
			F.F.	9	17%	0.00	2	0	1			0	9.00	25%
			F.F.	16	44%	0.00	3	2	1	1		0	23.00	64%
			F.F.	7	19%	0.00	0	2	1			0	10.00	28%
			F.F. / Prob	1	3%	0.00	4	5	1			0	9.00	25%
			F.F.	8	8%	0.00	3	2	1			0	9.00	25%
			F.F.	16	44%	0.00	3	1	1			0	21.00	58%
				0%		0.00						0	0.00	0%
				0%		0.00						0	0.00	0%
0				0%		0.00						0	0.00	0%
				0%		0.00						0	0.00	0%
				0%		0.00						0	0.00	0%
				0%		0.00						0	0.00	0%
				0%		0.00						0	0.00	0%
				0%		0.00						0	0.00	0%
			F.F.	0%		0.00						0	0.00	0%
			F.F. / Retired	0%		0.00						0	0.00	0%
			F.F. / Retired	0%		0.00		1		1		0	2.00	6%

# RESPONSES PER MONTH (2023)

April

Willow Grove Volunteer Fire Company																						
Running Year:		2023	Indicates F.F. / Jr.		■	Indicates Military:		■	Indicates Medical Leave / Injury:		■	Non Firefighter										
Month:		April	Monthly Total Calls:		42																	
Yearly Percentage = Minimum of 25% of Fire Calls to be entitled to Incentive Benefit																						
Fire Response																						
Member I.D.		Member Name		Status		# of Fire Calls Responded		Monthly Percentage of Fire Calls Responded		Hours Performed		Points Earned for Hours Performed		In House Training	Additional Training / Bonus	Fire Company Monthly Meetings	Fire Co. Meetings Board & Relief Board	Group Meetings	Community Events Hours Performed	Community Event Earned Points	Total Points	Total Activity Percentage

# RESPONSES PER MONTH (2023)

May

Non Firefighter														
Yearly Percentage = Minimum of 25% of Fire Calls to be entitled to Incentive Benefit														
		Fire Response		Additional Hours		Training		Additional F.C. Activity						
Member ID.	Member Name	Status	# of Fire Calls Responded	Monthly Percentage of Fire Calls Responded	Hours Performed	Points Earned for Hours Performed	In House Training	Additional Training / Bonus	Fire Co. Monthly Meetings	Fire Co. Meetings Board & Relief Board	Community Events Hours Performed	Community Event Earned Points	Total Points	Total Activity Percent
		F.F.	2	7%	0.00	0	0	1			0	4.00	10%	
		F.F.	10	24%	0.00	0	0	0	1		0	16.00	39%	
		F.F. / Admire	0	0%	0.00	0	0	0			0	0.00	0%	
		Phone	4	10%	0.00	0	0	0	1		0	5.00	12%	
		F.F.	10	24%	0.00	0	0	1			0	18.00	44%	
		F.F.	8	20%	0.00	0	0	1	1		0	13.00	33%	
		F.F.	22	54%	0.00	0	3	1	2		0	31.00	76%	
		F.F.	18	44%	0.00	0	3	5	1		0	28.00	68%	
		F.F.	15	37%	0.00	0	2	1	1	2		21.00	51%	
		F.F.	8	20%	0.00	0	1	1			0	11.00	27%	
		F.F.	2	5%	0.00	0	0	0			0	5.00	12%	
		F.F.	15	37%	0.00	0	1	7	1		0	24.00	59%	
		F.F.	3	8%	0.00	0	0	0			0	2.00	5%	
		F.F.	2	5%	0.00	0	2	0	0		0	4.00	10%	
		F.F.	16	39%	0.00	0	3	0	1		0	20.00	49%	
		F.F.	12	29%	0.00	0	2	3	1		0	18.00	44%	
		F.F. / Prob	2	5%	0.00	0	0	0	0		0	2.00	5%	
		F.F.	8	20%	0.00	0	3	7	1		0	15.00	32%	
		F.F.	10	24%	0.00	0	1	7	1		0	19.00	46%	
				0%	0.00						0	0.00	0%	
				0%	0.00						0	0.00	0%	
				0%	0.00						0	0.00	0%	
				0%	0.00						0	0.00	0%	
				0%	0.00						0	0.00	0%	
				0%	0.00						0	0.00	0%	
				0%	0.00						0	0.00	0%	
				0%	0.00						0	0.00	0%	
				0%	0.00						0	0.00	0%	
		F.F.		0%	0.00						0	0.00	0%	
		F.F. / Retired		0%	0.00						0	0.00	0%	
		F.F. / Retired		0%	0.00						0	0.00	0%	

# RESPONSES PER MONTH (2023)

June

# RESPONSES PER MONTH (2023)

July

Willow Grove Volunteer Fire Company															
Running Year:			2023	Indicates F.F. / Jr.			■	Indicates Military:			■	Indicates Medical Leave / Injury:			■
Month:			July												
Monthly Total Calls:			69												
<i>Yearly Percentage = Minimum of 25% of Fire Calls to be entitled to Incentive Benefit</i>															
			Fire Response			Additional Hours			Training			Additional F.C. Activity			
			# of Fire Calls Responded	Monthly Percentage of Fire Calls Responded	Hours Performed	Points Earned for Hours Performed	In House Training	Additional Training / Bonus	Fire Company Monthly Meetings	Fire Co. Meetings Board & Relief Board	Group Meetings	Community Events Hours Performed	Community Event Earned Points	Total Points	Total Activity Percentage
			FF	14	20%	0.00	0					0	17.00	35%	
			FF/Military	0	0%	0.00	0					0	0.00	0%	
			Photo	4	6%	0.00	1	1				0	6.00	9%	
			FF	20	29%	0.00	1	3				0	24.00	35%	
			FF	3	4%	0.00	5					0	7.00	10%	
			FF	32	46%	0.00	3					0	35.00	51%	
			FF	21	30%	0.00	3					1	0	35%	
			FF	32	46%	0.00	2					0	36.00	52%	
			FF	29	42%	0.00	2					1	0	31.00	45%
			FF	26	38%	0.00	0					0	26.00	38%	
			FF	12	17%	0.00	2					1	0	14.00	20%
			FF	22	32%	0.00	3					0	26.00	38%	
			FF	5	7%	0.00	0					0	5.00	7%	
			FF / Prob	10	14%	0.00	5					0	15.00	19%	
			FF	1	1%	0.00	2					0	3.00	4%	
			FF	12	17%	0.00	1					0	13.00	19%	
					0%	0.00						0	0.00	0%	
					0%	0.00						0	0.00	0%	
					0%	0.00						0	0.00	0%	
					0%	0.00						0	0.00	0%	
					0%	0.00						0	0.00	0%	
					0%	0.00						0	0.00	0%	
					0%	0.00						0	0.00	0%	
			F.F.		0%	0.00						0	0.00	0%	
			F.F. / Retired		0%	0.00						0	0.00	0%	
			F.F. / Retired		0%	0.00						0	0.00	0%	
			F.F.		0%	0.00						0	0.00	0%	
			F.F.		0%	0.00						0	0.00	0%	
			F.F.		0%	0.00						0	0.00	0%	
			F.F.		0%	0.00						0	0.00	0%	

# RESPONSES PER MONTH (2023)

August

# RESPONSES PER MONTH (2023)

# September

Yearly Percentage = Minimum of 25% of Fire Calls to be entitled to Incentive Benefit															
			Fire Response		Additional Hours		Training		Additional F.C. Activity				TOTALS		
Member ID.	Member Name	Status	# of Fire Calls Responded	Monthly Percentage of Fire Calls Responded	Hours Performed	Points Earned for Hours Performed	In House Training	Additional Training / Bonus	Fire Company Monthly Meetings	Fire Co. Meetings Board & Relief Board	Group Meetings	Community Events Hours Performed	Community Event Earned Points	Total Points	Total Activity Percentage
			P.F.	3	3%	0.00	0	0	0			0	2.00	3%	
			P.F./Miner	5	5%	0.00	2	0				0	5.00	8%	
			Photo	3	5%	0.00		0	1			0	4.00	7%	
			P.F.	7	11%	0.00	4	0				0	11.00	18%	
			P.F.	2	3%	0.00	1	1	1			0	7.00	11%	
			P.F.	33	54%	0.00	2	2	1	2		0	40.00	66%	
			P.F.	21	34%	0.00	2	3	1			1.5	0.5	27.50	45%
			P.F.	31	51%	0.00	1		1	2		1.5	0.5	35.50	58%
			P.F.	17	28%	0.00	2		1			1.5	0.5	20.50	34%
			P.F.	19	31%	0.00	2	1	1			0	23.00	38%	
			P.F.	9	15%	0.00	2		1			0	12.00	20%	
			P.F.	24	39%	0.00	3	2	1	1		0	31.00	51%	
			P.F.	6	10%	0.00	2		0			0	8.00	13%	
			P.F./Prob.	14	18%	0.00	SPPJ	PFI				0	11.00	18%	
			P.F.	0	0%	0.00	0	1	0			0	1.00	2%	
			P.F.	15	21%	0.00	1	3	0			0	17.00	28%	
					0%	0.00						0	0.00	0%	
					0%	0.00						0	0.00	0%	
0					0%	0.00						0	0.00	0%	
					0%	0.00						0	0.00	0%	
					0%	0.00						0	0.00	0%	
					0%	0.00						0	0.00	0%	
					0%	0.00						0	0.00	0%	
					0%	0.00						0	0.00	0%	
					0%	0.00						0	0.00	0%	
					0%	0.00						0	0.00	0%	
					0%	0.00						0	0.00	0%	
					0%	0.00						0	0.00	0%	
					0%	0.00						0	0.00	0%	
					0%	0.00						0	0.00	0%	
					0%	0.00						0	0.00	0%	
			P.F.		0%	0.00			1	1		0	2.00	3%	
			Retired		0%	0.00			1	1		0	2.00	3%	
			F.P./Retired		0%	0.00			1	1		0	2.00	3%	
			Retire		0%	0.00			1	2		0	3.00	5%	
			Retire		0%	0.00			1	2		0	3.00	5%	
			Retire		0%	0.00					Absent Med	0	0.00	0%	

# RESPONSES PER MONTH (2023)

## October

# THE PROBLEM

***Total Members: 60***

***Total Certified Members: 16***

***Avg. Responses: 2-3***

# EFFECTIVE RESPONSE

- Fewer Volunteers means slower response time
  - *Can't respond until there are enough Volunteers to man the truck*

**2021 - 23.77%** = 2 or less responders for WGFC calls (nights and weekends)

**2022 - 43.5%** = 2 or less responders for WGFC calls (nights and weekends)

**2023 - 61%** = 2 or less responders for WGFC calls (nights and weekends)

- Average Volunteer Response Times
  - 2021: 10.16 minutes
  - 2022: 11.17 minutes
  - 2023: 10.62 minutes

# TOWNSHIP ACTION

*Declining Volunteer participation forces Township to hire more Paid (Career) Firefighters*

- Since April 2022, hired 1 new Full-Time and 17 new Part-Time Firefighters
- Taxpayer Impact: \$451,000 for new hires

## VOLUNTEER RECRUITMENT AND RETENTION

- Since 2021, Willow Grove Fire Company has recruited **1** new Volunteer
- Since 2021, Willow Grove Fire Company has lost **3** Volunteers

## **SULLIVAN REPORT ON RECRUITMENT/MORALE**

Sample comments of Volunteers on challenges confronting WGFC:

- *“Leadership”*
- *“Recruit new members”*
- *“Some attitudes destroying good members (hostility)”*
- *“Treat members as you wish to be treated”*
- *“Stop bullying”*
- *“Stop chasing people away”*

# **TOWNSHIP ACTION TO DATE**

- Hired Fire Chief (Top Recommendation)
- Hired more Full and Part-Time Firefighters
- New Incentives for Volunteers:
  - 1) Stipend of \$100 per firefighter for 6 p.m.-6 a.m. on-call at firehouse
  - 2) \$1,000 rebate on property taxes for all ACTIVE WGFC members
  - 3) \$1,250 stipend for each Volunteer responding to 25% or more of calls

Source: Sullivan Report

# SOLUTIONS

***To ensure continued protection of public and property, we must act NOW to address the problem***

## Options

1) *Hire more Full and Part-Time Firefighters*

- Estimated **additional** cost to fully staff a paid Fire Department: \$750,000-\$1 million/yr.

2) *Seek support for creation of Regionalized Fire Response*

- Difficult to build consensus with other communities

3) *De-commission WGFC and rebuild Combination Model*

- Recruit existing and new volunteers, minimize need for additional paid staff

## **PUBLIC SAFETY IS TOWNSHIP'S TOP PRIORITY**

- Current staffing/response issues demand immediate action
- We will not wait to address the problem