

# Career Staffing...Two Local Case Studies

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# Disclaimer

- My opinions may or may not be shared with others from either organization.
- My opinions are derived from 30+ years of fire service experience, with 25+ years in the career service and 22 years as a Chief officer.

# A Little About Me

## Warrington Township

2007 Hired as the Fire Inspector  
2011 Promoted Director of Code Enforcement /  
EMA Coordinator  
2014 Promoted to Director of Emergency Services  
(Career Deputy Chief)

## Horsham

1992 Joined the Fire Company  
1995 Promoted to Lieutenant  
2002 Promoted to Assistant Chief  
2005 Promoted to Deputy Chief  
2015-Current Fire Chief

# Vision

- The job of a fire administrator no matter their capacity in the organization is to put QUALIFIED and WILLING firefighters in the seats to serve the public.
- If we can't find people to volunteer to provide this service, then we must compensate them for their time, qualifications, and willingness to perform the necessary tasks of a firefighter.
- I have never told volunteers not to respond or that they were not needed. In fact, the opposite is very true. The issue is the shortage of volunteers.

# QUESTION???

- How long are you willing to wait for qualified and willing firefighters to arrive and help you in YOUR time of need? 4 Minutes, 5 Minutes, 12 Minutes, Longer?

# Horsham Case Study

- Career staff started in 1980
- Two Firefighter drivers (Daytime) to drive the apparatus to the emergency scene with volunteer staffing
- 1984 Addition of one Firefighter Paramedic to staff the ambulance and be a third firefighter for daytime response
- 1988 A second Firefighter Paramedic was Hired for nighttime response
- 1995 A third Firefighter Paramedic was hired for the 3-11 shift
- 1997 A fourth was hired for around the clock coverage

# Horsham Case Study

- Early 2000's added additional daytime staffing
- Today we have 24/7 coverage with Two firefighter Paramedics/EMT's in each station and weekdays we have a total of 7 people working.
- They are responsible for responding to all fire and EMS calls that are dispatched with a first call/first response policy.

# Horsham Case Study

- How do we pay for this?
  - Through our tax allocation
  - The township acts as our payroll service
  - All the employees are Fire Company employees



# Warrington Case Study

- 2012 The volunteer fire company came to the township and stated they needed staffing help weekday/daytime
- 2014 four positions were hired: 2 Full-time Firefighters/2 Part-time Firefighter positions and a pool of 16 Part-time firefighters to support vacations and the 2 positions.
- The shift is Monday-Friday 0630-1630 (4:30 PM)
- 2017 Added a fifth position staffed by a part-time Firefighter
- 2018 Converted one part-time position to a full-time position
- 2021 Converted a fourth position from part-time to full-time

# Warrington Case Study

- Today
- Monday-Friday 5 Positions Covered by 4 Full-time Firefighters and a Part-time firefighter pool.
- There is One Full-time Battalion Chief, 2 Captains
  - These positions have different responsibilities that keep the operation running smooth.
- In addition to Fire/Rescue Duties, these individuals are our EMA staff, Conduct pre-fire Inspections, Conduct post Fire Investigations, provide public education to any group that requests ranging from school age to Age restricted communities.

# Warrington Case Study

- In addition to all of the responsibilities listed previously Warrington is the ONLY Advanced Life Support Quick Response Unit in the County.
  - We put this program together to aid Warrington in the Paramedic shortage we are experiencing.
  - One of the firefighters assigned to the Rescue is a paramedic.

# Warrington Case Study

- How do we pay for this?
  - Tax money
  - The employees are Township Employees

# Closing

- We have discussed two ways or providing career staffing to support the fire companies in your municipality.
- There are other ways; you may need to be creative.
- My suggestion is that you measure the degree of need and match the staffing model that addresses that need.
- There are people that have presented today and will soon be presenting, that can help you with a path. Ask us? None of us did this alone! We can help you!

Questions???