



**Intergovernmental
Agreement
Establishing
Southern Ozaukee
Fire & EMS**

Overview

- December- MOU executed by Mequon & Thiensville
- Established Working Group to examine creating a unified fire department
- MOU outlined numerous tasks
- Initial discussions w/ City & Town of Cedarburg
- Proposed IGA recommended for approval



Guiding Principles

- Improve services/stabilize staffing
- Maintain identity/traditions
- Preserve existing staff
- Mitigate expenses
- Enhanced community relations
- Maintain a hybrid staffing model
- Reduce equipment redundancies
- Scalability

Ozaukee Staffing

| | |
|-----------------|---|
| Cedarburg | 3 |
| Fredonia | 1 |
| Grafton | 3 |
| Mequon | 7 |
| Port Washington | 2 |
| Saukville | 2 |
| Thiensville | 2 |

Rising 9-1-1 call loads, recruitment struggles put Wisconsin fire and EMS agencies on shaky ground, new report says

Alexa Jurado Milwaukee Journal Sentinel

Published 6:01 a.m. CT Dec. 27, 2021

Western Lakes Fire District considering referendum

Report to be released next week

By Dan Colton - Enterprise Staff
Mar 3, 2022

PLEASANT PRAIRIE

Pleasant Prairie voters approve \$1.6 million public safety referendum; Kedrow unseats Williamson in only contested board race

Terry Flores

Apr 6, 2022



Dodge Co. fire departments merge after staffing shortages



Fire departments in Milwaukee County are working together more than ever. Retiring Chief Rohlfing sees consolidation as next step.

Elliot Hughes Milwaukee Journal Sentinel

Published 6:30 a.m. CT Oct. 19, 2020

West Bend Fire Department study presented to council

Future options include potential staff increases, closing or replacing one station

By Melanie Boyung - Special to the Daily News Dec 8, 2021 Updated Jan 31, 2022

Hello Paramedics and Future Applicants!

Sun Prairie EMS is expanding its service area, and is currently seeking highly motivated and clinically adept paramedics to join our team!

*Immediate openings exist for **full-time** and **part-time** Paramedic positions to begin work in May 2022.*

Other opportunities for up to **7 additional full-time Paramedics** are expected later in 2022.

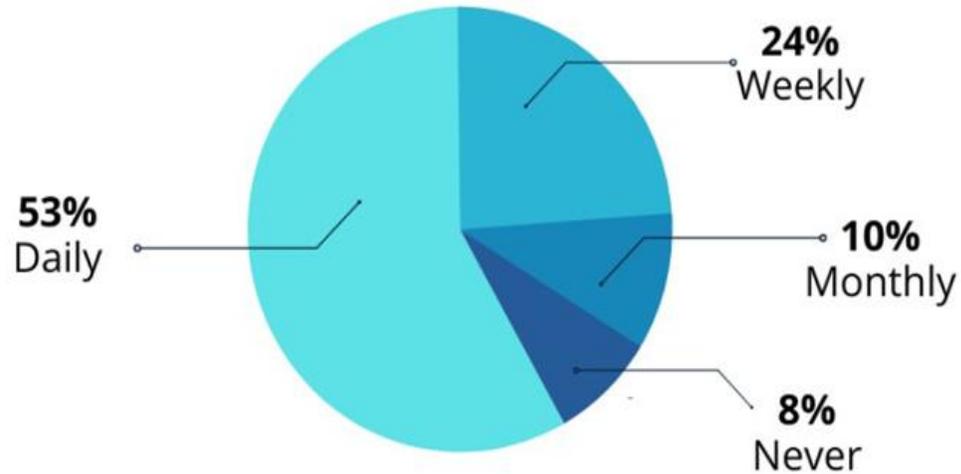
Sun Prairie intends to hire immediately to meet its need for May 2022 and then to create an eligibility list from which additional staff will be hired later in 2022.

Staffing Shortages

EMS 1 Poll of 700 Respondents - April 8:

<https://tinyurl.com/5353k3nv>

How often does your service have no available units to respond?





TFD

551

TWINHILLS FIRE DEPT.
PARAMEDIC SERVICE

AMBULANCE

GMC

551

ROUND T
NOW OF
SUNDAY

Resuscitation Demo



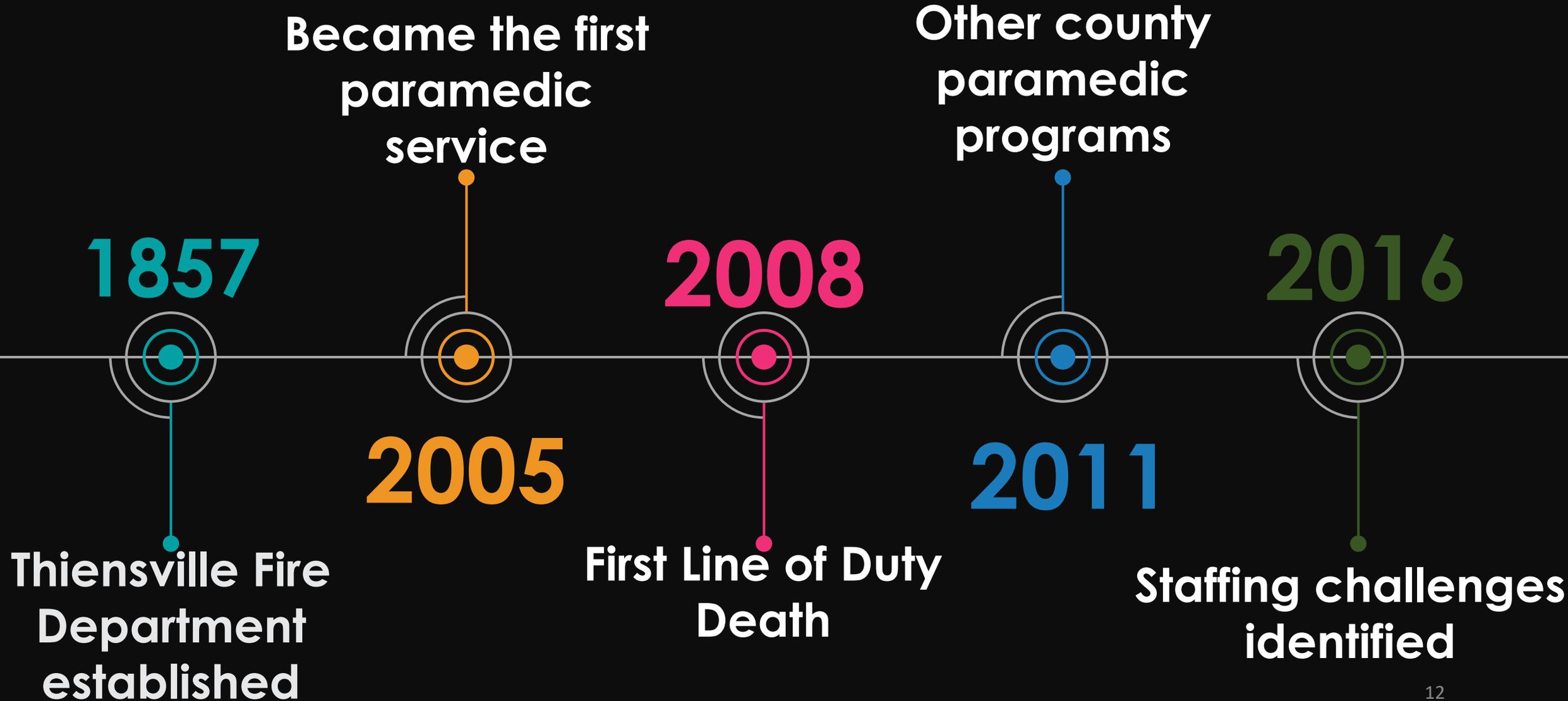
THIENSVILLE
FIRE DEPARTMENT



Industry Challenges

- Baby Boomers retiring
- Declining volunteerism
- Labor market
- Training requirements
- Recruitment- more members/fewer hours
- Recurring staffing gaps

Thiensville Fire Department History



Recent Years

Analyzed options
First full-time
employee

WPF Study complete
JTFS/Website update
Compensation

2016

2020

2022

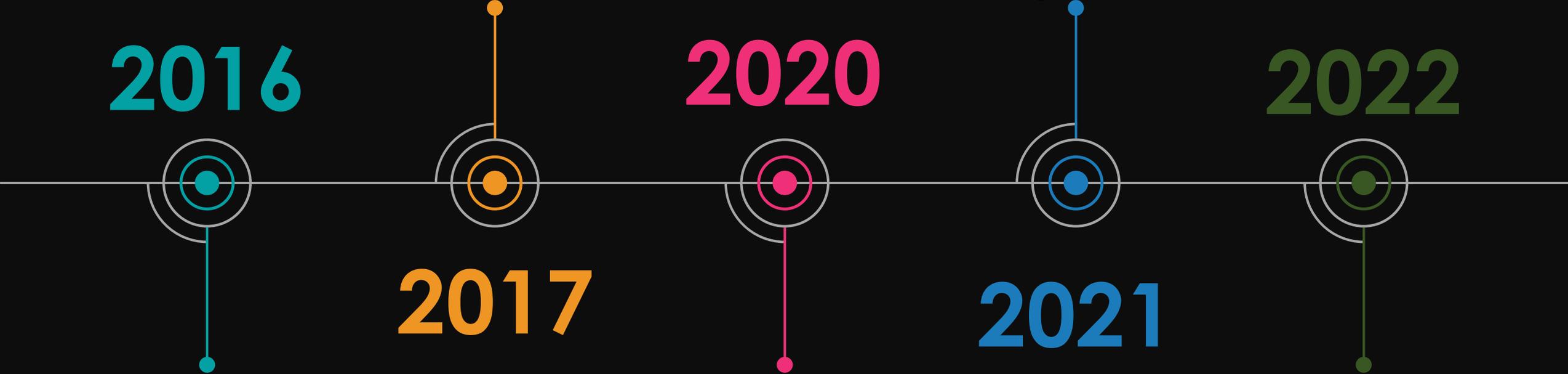
2017

2021

Compensation
adjusted

COVID
WPF Study began
Staffing all time low

Second FT
Research
Solutions



2022 Staffing

- 34- members (6 inactive)
- 12- Local residents
- 22- Non-residents
- 6- Not certified
- 21- Firefighters
- 17- EMT-Basic
- 10-Paramedic (2 inactive)

**Firefighter
1**

- Perform fire suppression
- 120-hour class (14 hours/week)

EMT-Basic

- Provide basic emergency medical care and transportation
- 180-hour class(increasing in 2023)(25 hours/week)

Paramedic

- Provide advanced emergency medical care for critical patients
- 1,800-hour class (44 hours/week)

RECRUITMENT



THIENSVILLE VOLUNTEER
FIRE DEPARTMENT
"In the history of our city, there is no record,
prior to the purchase of this bell, and no evidence all
the way to the end of the world, of a person, a place
or any other thing, which has ever been, or shall
ever be, the end of the world."
ORGANIZED 1837

Live Local - Serve Local
JOIN OUR TEAM
ThiensvilleFD.com

THIENSVILLE
FIRE DEPARTMENT

55

Applications

Interviewed

Approved

Hired

No Certifications

37

Applications

Interviewed

Approved

Hired

No Certifications

28

Applications

Interviewed

Approved

Hired

No Certifications

15

Applications

Interviewed

Approved

Hired

No Certifications

6

Applications

Interviewed

Approved

Resigned

No Certifications

7

Applications
Interviewed
Approved
Hired

No Certifications

5

Applications
Interviewed
Approved
Hired

No Certifications
Local

15

Applications

Interviewed

Approved

Hired

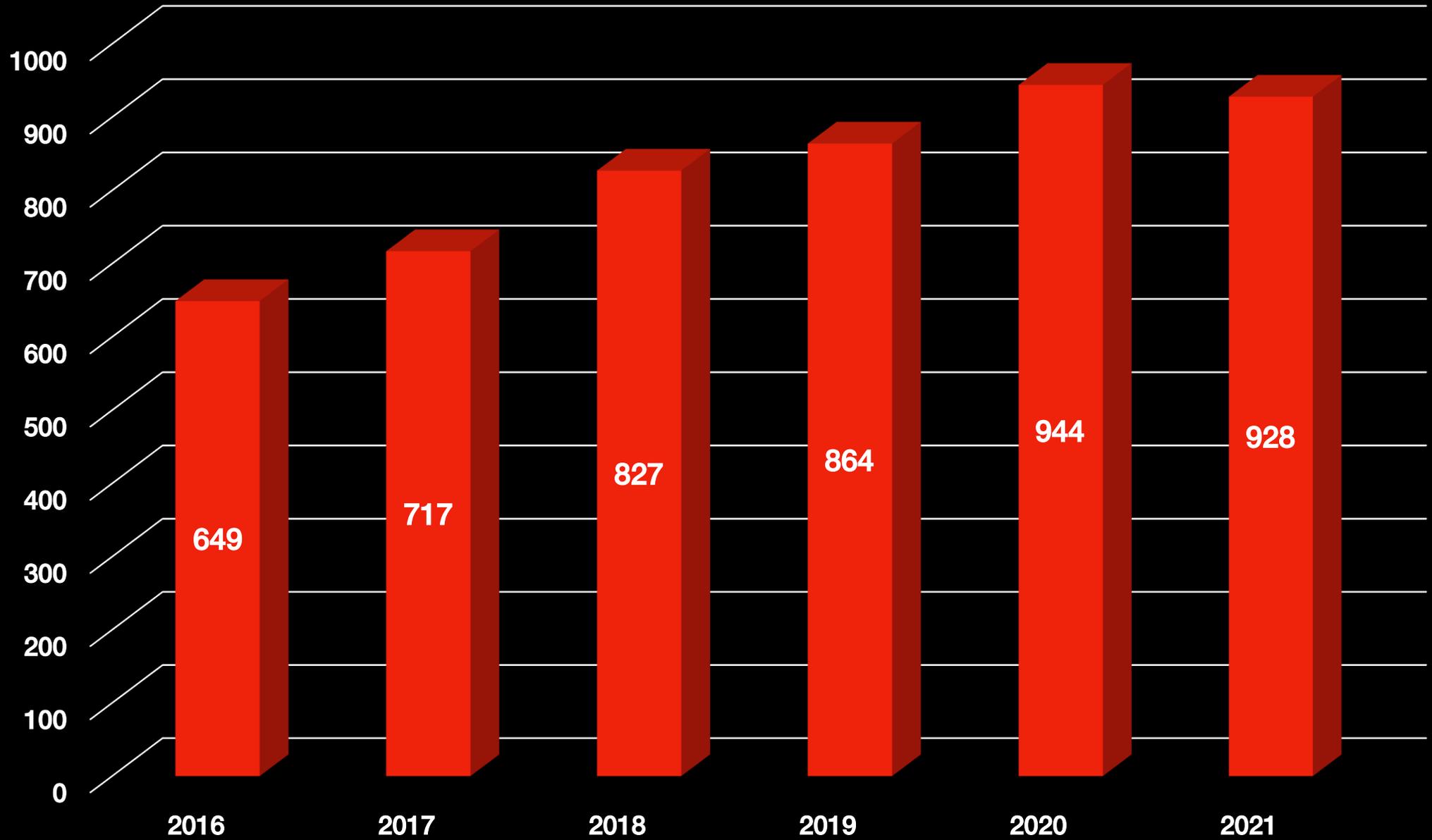
No Certifications

2

**Applications
Interviewed
Hired**

**No Certifications
Local**

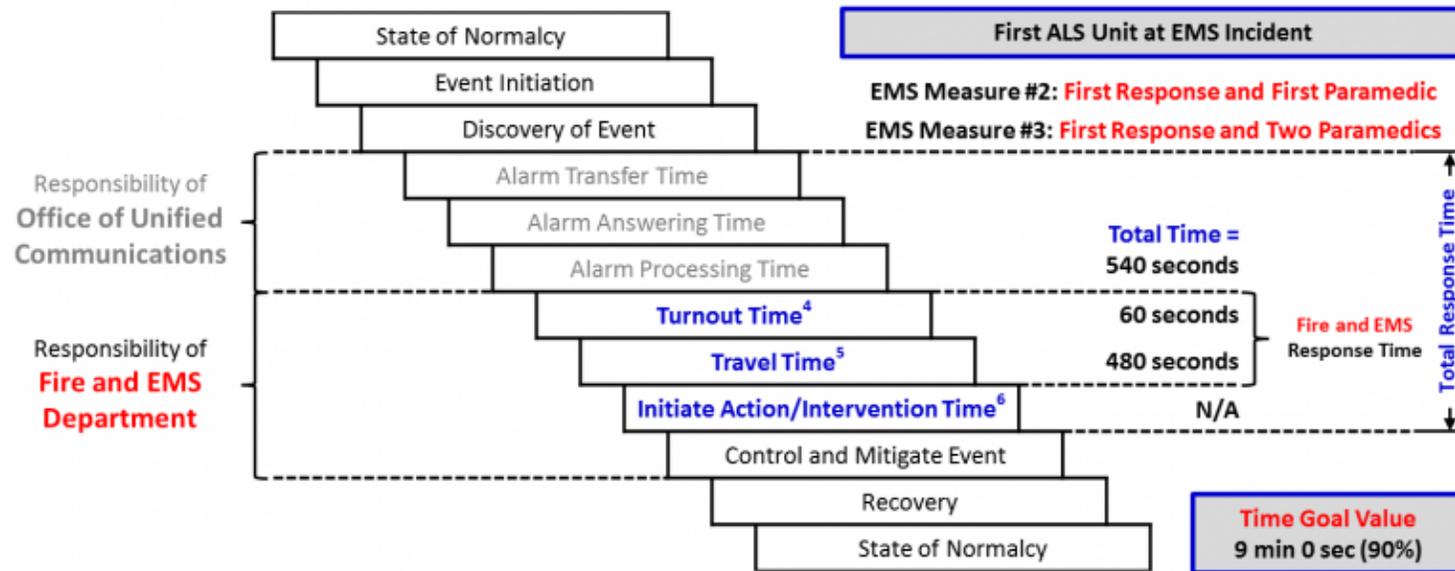
Calls for Service



■ Calls for Service

Response Times

EMS First Response and First ALS (NFPA Standard 1710)



(4) Turnout Time – 4.1.2.1(2) and 4.1.2.4

The fire department shall establish the following objectives: (2) **80 seconds** for turnout time for fire and special operations response and 60 seconds turnout time for EMS response. (...not less than 90 percent for the achievement of each turnout time and travel time objective specified in 4.1.2.1.)

60 seconds (90%)

(5) Travel Time – 4.1.2.1(7) and 4.1.2.4

The fire department shall establish the following objectives: (7) **480 seconds** or less travel time for the arrival of an **advanced life support (ALS) unit at an emergency medical incident... provided a first responder with AED or basic life support (BLS) unit arrived in 240 seconds or less travel time...** (...not less than 90 percent for the achievement of each turnout time and travel time objective specified in 4.1.2.1.)

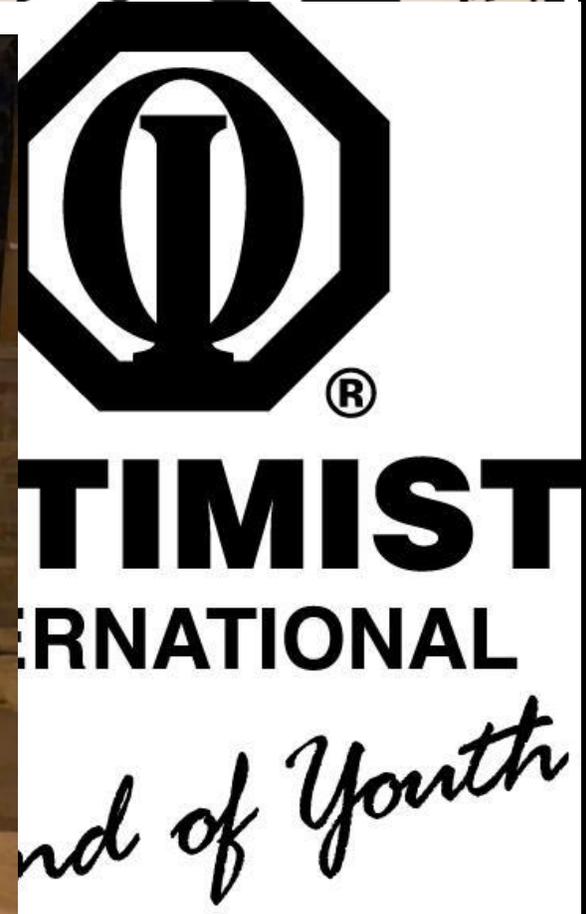
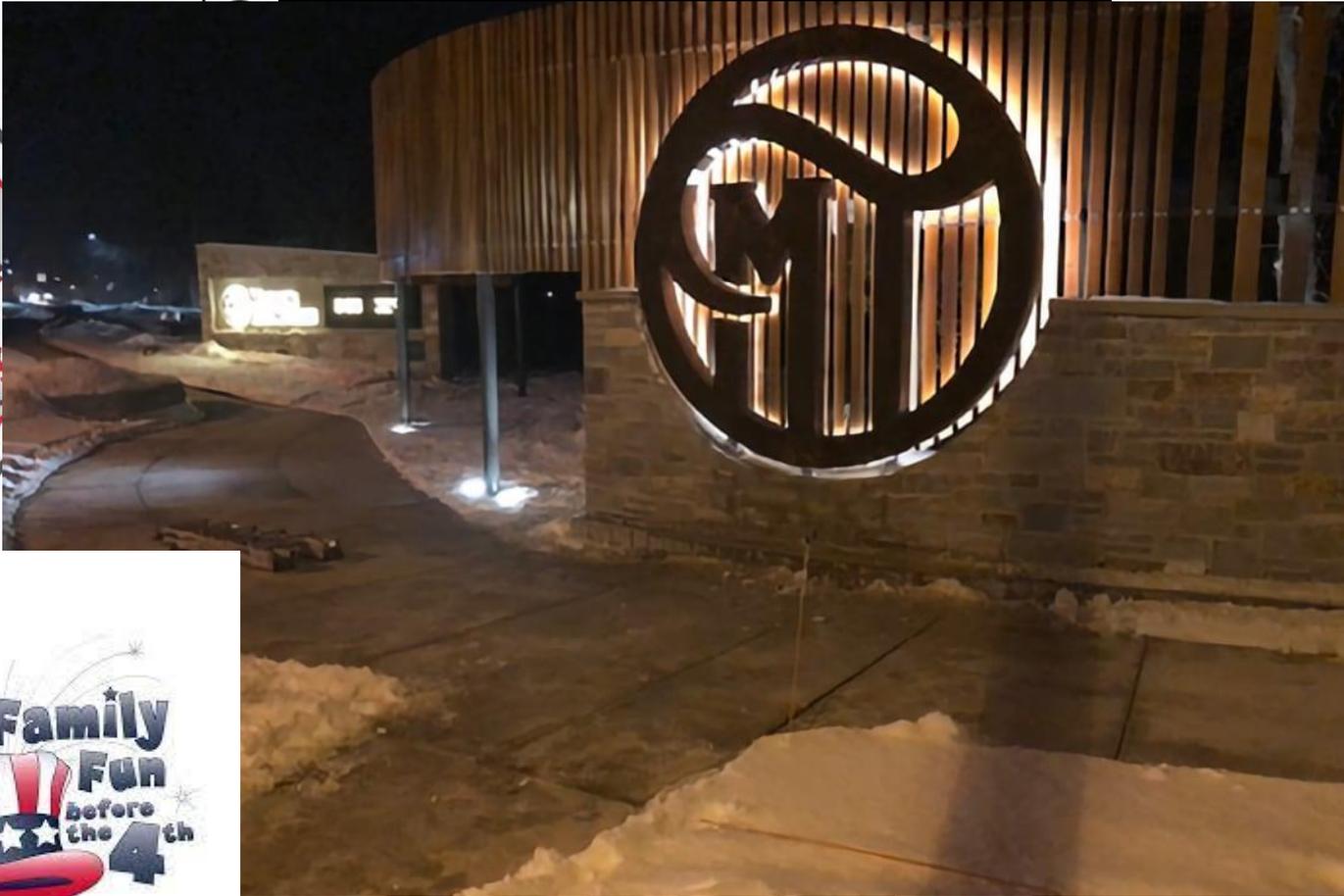
480 seconds (90%)

(6) Initiate Action/Intervention Time – N/A

A.3.3.5.3.5. A benchmark time frame isn't set to initiate a mitigating action or take other steps to intervene in resolving the issue that created the incident.

N/A

Thiensville-Mequon Lions Club



Thiensville
Youth Baseball







FIRST RESPONSE

*Addressing fire and emergency medical
service challenges in Ozaukee County*



Ozaukee Grant for Staffing

- Eligible for \$200,000/year
 - Demonstrate improved response times
 - Sustainability plan
- Consolidate- additional \$100,000/year
- If 3 or more consolidate- \$100,000 capital award

IGA Key Provisions

- Two out of five Board of Directors
- Increased full-time staff
- Quorum
- Voting- requires representation
- Funding- 15.6%
- Term 5.5 years

Fire Chief

Administrative Assistant .65

Deputy Fire Chief

Battalion Chief

Battalion Chief

Battalion Chief

**Captain/
Intercepts**

**Fulltime
FF/Paramedic**

2027 Staffing Plan

Funding

| | 2022 | 2023 | 2024 | 2025 | 2026 | 2027 |
|---------------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Expenditures | \$2,830,165 | \$3,111,724 | \$3,191,581 | \$3,60,493 | \$3,963,613 | \$4,273,478 |
| Fire/EMS Revenue | \$1,140,019 | \$1,198,549 | \$1,255,600 | \$1,315,448 | \$1,378,230 | \$1,444,094 |
| Tax Revenue | \$1,690,145 | \$1,913,174 | \$1,935,981 | \$2,315,045 | \$2,585,383 | \$2,829,383 |
| Total Revenue | \$2,830,165 | \$3,111,724 | \$3,191,581 | \$3,60,493 | \$3,963,613 | \$4,273,478 |
| Net | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Ozaukee Grants | \$100,000 | \$100,000 | \$100,000 | \$150,000 | \$150,000 | \$150,000 |
| Adjusted Taxes | \$1,590,145 | \$1,813,174 | \$1,835,981 | \$2,165,045 | \$2,435,383 | \$2,679,383 |
| Mequon (84.4%) | \$1,342,560 | \$1,530,863 | \$1,550,119 | \$1,827,947 | \$2,056,194 | \$2,262,203 |
| Thiensville (15.6%) | \$247,586 | \$282,311 | \$285,862 | \$337,097 | \$379,189 | \$417,180 |

Staffing

- 11 FTE's
 - 1 - Full-time Fire Chief
 - 3 – Full-time Lieutenants
 - 6 – Firefighter/Paramedics
 - 1 – FTE of Paid-on-Premise
- Supplemented with Paid on Call Staff

Salary Ranges

- Fire Chief - \$85,500 - \$102,000
- Lieutenant - \$69,000 - \$81,000
- Firefighter/Equipment Operator - \$66,500 – \$75,000
- Firefighter/Paramedic - \$55,000 - \$70,000
- Paid-on-Premise - \$15.00/hour
- Paid on Call - \$111,400 (This amount may be lower due to FT staffing coverage)

Fringe Benefit Ranges

- Fire Chief - \$43,969 – \$47,257
- Lieutenant - \$40,677 - \$43,070
- Firefighter/Equipment Operator - \$40,180 - \$41,874
- Firefighter/Paramedic - \$37,886 - \$40,862
- Paid-on-Premise - \$35,653
- Paid on Call - \$21,935

Operational Expenses

- Assumption of 11% of salary and benefits
- \$139,698 - \$155,920

Capital Expenses

Include \$175,000 annual capital contribution for ongoing fixed asset purchases

Total Annual Fire Department Budget

- High - \$1,748,380
- Mid - \$1,686,501
- Low - \$1,584,681

Village Levy = \$2,388,167

Current Fire Department Budget = \$411,867

Thiensville 2023 Forecasted Financial Impact

| | POC | (Hybrid) TFD Independent | (Hybrid) Southern Ozaukee |
|------------------------------|----------------|--------------------------------|---------------------------------|
| Budgeted Expenditures | \$411,867.00 | \$1,748,380.00 | \$3,111,724.00 |
| Budgeted Revenues | (\$176,000.00) | (\$181,280.00) | (\$1,298,549.00) |
| Funded by Tax Levy | \$235,867.00 | \$1,567,100.00 | \$1,813,175.00 |
| Thiensville Portion | \$235,867.00 | \$1,567,100.00 | \$282,311.35 |
| Projected Increase | | \$1,331,233.00 | \$46,444.35 |

Milestones

2022: IGA approved; operations combined

2023: New organization created; new budget effective

2024: Equipment/apparatus combined

2025: Facilities plan implemented

2026-27: EMS division fully staffed

Key Actions in 2022

| | |
|-------------------------------------------------------------------|-----------------|
| Fire-Related Ordinance Amendments Adopted | June 12 |
| Staffing, Command & Operational Service-Sharing Start | July 1 |
| Application for Ozaukee Co. ARPA Funding Filed | July 1 |
| Ambulance Billing Under One Vendor | Aug. 1 |
| Secure Benefits & Insurance Pricing for 2023 | Aug. 15 |
| New MABAS Agreements Approved | Sept. 1 |
| 2023 Fiscal Year Budget Approved by Fire Board | Sept. 15 |
| Fiscal Year 2023 Budget Adopted by Village & Board | Nov. 14 |
| Vehicle/Apparatus Items Finalized (Lettering, Title, Etc.) | Dec. 1 |

Local Fire Departments

| Agency | Population | Area | Call Volume | FT Staff | Daily Minimum | Budget (mil.) |
|--------------------|---------------|-----------|--------------|-------------|---------------|---------------|
| Caledonia | 25,761 | 45 | 3,175 | 50 | 10-12 | \$5.8 |
| Beaver Dam | 20,000 | 100 | 2,900 | 25 | 6-8 | \$3.6 |
| Brookfield | 41,000 | 27 | 3,848 | 58 | 16 | \$10.5 |
| Cudahy | 18,271 | 5 | 2,400 | 25 | 8 | \$3.1 |
| Germantown | 20,000 | 34 | 2,373 | 13 | 5 | \$2.5 |
| New Berlin | 39,700 | 37 | 5,100 | 49 | 12 | \$5.6 |
| Oak Creek | 36,000 | 28 | 4,558 | 54 | 16 | \$5.9 |
| Pewaukee | 24,152 | 26 | 2,900 | 37 | 10 | \$5.5 |
| S. Milwaukee | 21,000 | 5 | 3,390 | 25 | 6-8 | \$3.6 |
| So. Ozaukee | 28,432 | 49 | 2,991 | 27.5 | 8 | \$4.3 |
| South Shore | 33,534 | 38 | 4,500 | 71 | 16-17 | \$8.0 |
| West Bend | 31,596 | 15 | 4,759 | 33 | 13-15 | \$5.0 |





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Fire & EMS**