

WAKE COUNTY FIRE COMMISSION

Subject: Agenda for Thursday July 19, 2018
Location: Wake County Emergency Services Education Center
Time: 7:00 PM

Agenda

◆ Meeting Called to Order: Chairman Chief McGee

- Invocation
- Pledge of allegiance
- Roll of Members Present

◆ Items of Business

- Approval of Agenda
- Approval of Minutes March 15, 2018 Meeting
- Approval of Minutes April 26, 2018 Special Called Meeting

◆ Public Comments:

- Comments from the public will be taken at this time. Members of the public are invited to make comment to the Commission, with a maximum of 3 minutes per person. A signup sheet for those who wish to speak during the public comments section of the meeting is located at the entrance of the meeting room.

◆ Regular Agenda

- Insurance District Realignment and Station Closure Presentation
- Swift Creek Fire Request
- Administrative Committee Scope
- Administrative Committee Membership

◆ Information Agenda

- Sub Committee Reports as needed
- Fire Services Report

◆ Other Business

◆ Adjournment – Special Called Meeting TBD

Fire Services

**WAKE COUNTY
FIRE COMMISSION
Thursday, March 15, 2018**

Draft Minutes

(Audio Replays of the meeting are available upon request)

A meeting of the Wake County Fire Commission was held on Thursday, March 15, 2018, 7:00 PM, Wake County Emergency Services Education Center, Rogers Lane, Raleigh, North Carolina.

CALL MEETING TO ORDER

Commission Chair Billy Myrick called the meeting to order.

The following members were present: Chair Billy Myrick (Citizen Consumer), Vice Chair Lucius Jones (Town of Wendell Appointed), Judge Keith Gregory (Citizen/Consumer), Matt Calabria (Wake County Commissioner), Chief Chris Perry (East Region Alternate), Chief Garland Johnston (West Region Alternate), Chief Rodney Privette (East Region), Chief Tony Mauldin (South Region), Chief Matt Poole (South Region Alternate), Chief David McNulty (North Region Primary), Chief Tim Pope (North Region Alternate), Lee Price (Firefighters Association President) Satish Garimella (Citizen/Consumer) , Bob Stagg (Citizen Consumer), and Nancy Anderson (Citizen Consumer Alternate).

The following member was absent: Chief Keith McGee (West Region).

The following County officials and staff were present: Fire Services Director Nick Campasano, County Manager David Ellis, Deputy County Manager Johnna Rogers, Deputy Fire Services Director Darrell Alford, Budget and Management Analyst Michael James, Fire Services Training Manager David Zoltoski, Fire Services Logistics Manager Ben Griffin and Sr. Accounting Technician Diana McBride.

Chairman Billy Myrick called the meeting to order at 7:00pm. Chief Chris Perry gave the invocation and Chairman Myrick led the group with the pledge of allegiance. Chairman Myrick welcomed and introduced David Ellis, the new County Manager and new Fire Commission member Satish Garimella. Chairman Myrick appointed Nancy Anderson as the alternate to fill a vacancy as a voting member.

ITEMS OF BUSINESS

ADOPTION OF MINUTES FOR NOVEMBER 16, 2017, REGULAR MEETING

A motion was made to adopt the November 16, 2017 regular meeting minutes by Bob Stagg and seconded by Lee Price. The motion was approved unanimously by the Fire Commission.

ANNUAL ELECTION OF CHAIRMAN AND VICE CHAIRMAN

Fire Services Director, Nick Campasano opened the floor for the Fire Commission Chair nominations. Bob Stagg nominated Chief Keith McGee of the Apex Fire Department. Lucius Jones nominated incumbent Chairman Billy Myrick. The motion was seconded by and closed by the Commission. The vote was seven to three, Chief McGee and two abstain.

The floor was then opened to accept vice chairman nominations. Chief Privette nominated Lucius Jones and Bob Stagg nominated Lee Price. The vote was seven to three, Lee Price and two abstain.

Newly elected Vice Chairman Lee Price chaired the meeting due to newly elected Chairman Chief Keith McGee being absent, per the Rules of Procedure.

APPROVAL OF AGENDA

Deputy Director, Darrell Alford requested an amendment and addition to the agenda. A request to add East Region Appointments to the agenda was made. A motion to approve the March 15, 2018 amended agenda was made by Bob Stagg and seconded by Chief Tony Mauldin. The motion was approved unanimously by the Fire Commission.

PUBLIC COMMENTS

None.

REGULAR AGENDA

RECOMMENDATION FOR SUB-COMMITTEE CONSOLIDATION

Wake County Fire Services Director Nick Campasano requested that the Fire Commission accepts the revised recommendation of the consolidation of the Administrative, Staffing and Compensation and Steering subcommittees that was proposed at the November 16, 2017 regular agenda Fire Commission meeting. Director Campasano reviewed the revised Administrative Subcommittee scope, membership, the proposed meeting schedule (4th Wednesday of the month, 1:30pm) and the revision to the Rules of Procedure. Chief Rich will hold the Chair position; the regional positions will be made amongst the various regions. Lucius Jones made a motion to approve the revision to the Fire Commission standing committees and corresponding page in the Fire Commission Rules of Procedure. The motion was seconded by Tony Mauldin. The motion was carried unanimously by the Commission.

NORTH REGION COMMITTEE APPOINTMENTS

Wake County Fire Services Deputy Director Darrell Alford requested Vice Fire Commission Chair Price to appoint the recommended personnel to the North Region Subcommittee.

Committee	NORTH - PRIMARY	NORTH - ALTERNATE
Administrative/Steering/Staffing	Ron Early - WF	David McNulty - DH
Apparatus	Daryl Cash - WF	Tim Pope - NW
Budget	David McNulty - DH	Tim Pope - NW
Communications	Marcus Wells - WF	Tyler Knickerbocker - DH
Equipment	Justin Schwenk - WF	Brian Rimmer - NW
Facilities	Don Adams - NW	Ron Early - WF
Training	A. Hawkins - DH	Dennis Gaither - NW
Volunteer Recruitment	Tom Sri - NW	Mac Schultz - DH

Vice Fire Commission Chair Price made the appointment as requested by Deputy Alford. The North Region Subcommittee rotates members every two years.

SOUTH REGION COMMITTEE APPOINTMENTS

Deputy Director Darrell Alford requested Vice Fire Commission Chair Price to appoint two primary members, Matt Poole and Tim Herman to the Administration Committee. He also requested the appointment of Leroy Smith as the primary for the Budget Committee and Hunter Byars as the Alternate.

Chief Mauldin added previous discussions of having multiple regional representation due to the quantity of work tasked from the committee. Bob Stagg encouraged the Commission to recruit citizens.

Vice Chairman Price appointed South Region sub-committee members as requested.

EAST REGION SUBCOMMITTEE

Deputy Director Alford requested Vice Fire Commission Chair Price to appoint the following:

Administration Committee – Primary-Brian Staples and Alternate-Jimmy McCauley
Equipment Committee – Alternate – Matthew White
Facility Committee – Primary- Wayne Dupree and Alternate – Brian Staples

Vice Fire Commission Chair Price made the appointment as requested.

APPARATUS 2-1 REPLACEMENTS AND POSSIBLE RELOCATIONS

Deputy Director Alford reviewed the 2-1 replacement of the Garner ladder, the Town of Fuquay-Varina 2-1 ladder/rescue replacement with rescue returned to county for reallocation, the Town of Zebulon ladder/rescue funding with rescue returned to the county for reallocation and the Northern Wake 2-1 ladder replacement with rescue returned to the county for reallocation. This was presented as a PowerPoint presentation and a separate recommendation for each proposal was

requested.

Commissioner Calabria made a motion for the Fire Commission to recommend the cost share purchase of a rescue and engine towards a ladder/rescue purchase for the Garner Fire Department. The motion was seconded by Bob Stagg and carried unanimously by the Commission.

Mr. Bob Stagg made a motion to accept the recommendation of receipt of a 2012 medium duty rescue to be relocated to Wake County for use in the Tax District and the FY19 cost share purchase amount of an engine and heavy rescue towards a ladder/rescue truck for the Town of Fuquay-Varina Fire Department. The engine and rescue will be removed from the Wake County replacement schedule, and the ladder/rescue will be added. The motion was seconded by Chief Garland Johnston and carried unanimously by the Commission. This is subject to the Town board's approval.

Mr. Bob Stagg made a motion to accept the recommendation of acceptance of a 2009 Medium Duty Rescue to be either re-allocated within the tax district or kept as a reserve, and fund the FY19 cost share percentage of a heavy rescue towards the purchase of a new ladder truck for use within the Town of Zebulon and Wake County. The ladder/rescue truck will be added to the County replacement schedule and the replacement cost share amount will be capped at the price of a heavy rescue. This is subjected to the Town board's approval. The motion was seconded by Chief Garland Johnston and carried unanimously by the Commission.

Mr. Bob Stagg made a motion to accept the recommendation of receipt of a 2008 Heavy Rescue to be re-allocated to Wake County for use in the Tax District and purchase of a new ladder/rescue for Northern Wake Fire Department. The motion was seconded by Chief Garland Johnston and carried unanimously by the Commission.

COUNTY PURCHASE OF TOWN OF FUQUAY-VARINA TANKER

Deputy Director Alford requested that the Fire Commission move forward with the purchase of the Fuquay-Varina 1995 Tanker for a price of \$30,000.00. The 1995 tanker will be utilized by the Holly Springs Fire Department until it is determined that it is no long needed. At that time, the tanker will be surplus by Wake County or used as a reserved apparatus. A motion to move forward with the purchase was made by Lucius Jones and seconded by Chief Garland Johnston, motion carried unanimously by the Commission.

INFORMATION AGENDA

FIRE TAX DISTRICT FINANCIAL REPORT

Wake County Budget and Management Analyst, Michael James reported that revenues from property tax collected, since the last Fire Commission meeting is on target for what was budgeted for the year. The Commission did not have any questions for Michael.

WAKE COUNTY FIRE TAX DISTRICT
FY 2018 SYSTEMWIDE OPERATING FINANCIAL REPORT
As of 3.15.2018

Revenue Source	Adopted Budget	Amended Budget	PTD Actual	Commitments (excluding pending)	YTD Actual	Total Commitments + YTD	Amended Budget Less YTD Actual	YTD % of Amended Budget
T127 NC DMV Taxes	-	-	1,255,680	-	1,255,680	1,255,680	(1,255,680)	0.00
T128 Refunds of NC DMV Taxes	-	-	(7,350)	-	(7,350)	(7,350)	7,350	0.00
T200 Special District Taxes	25,860,000	25,860,000	23,768,042	-	23,768,042	23,768,042	2,091,958	91.91
N132 Interest - NCDOT - DMV Taxes	-	-	1,099	-	1,099	1,099	(1,099)	0.00
N140 Market vs Cost Investment Difference	-	-	7,544	-	7,544	7,544	(7,544)	0.00
N150 Interest Income/Pooled Funds	15,000	15,000	43,273	-	43,273	43,273	(28,273)	288.49
A370 Appropriated Fund Balance	621,000	621,000	-	-	-	-	621,000	0.00
Total Revenues	26,496,000	26,496,000	25,068,288	-	25,068,288	25,068,288	1,427,712	94.6%

Expenditure Object	Adopted Budget	Amended Budget	PTD Actual	Commitments (excluding pending)	YTD Actual	Total Commitments + YTD	Amended Budget Less YTD Actual	YTD % of Amended Budget
2118 MEDICAL SERVICES - EMPLOYEE MEDICAL EXAM	250,000	250,000	69,077	142,776	69,077	211,853	38,147	27.63
2406 CONTRACTED SERVICES	85,121	85,121	15,716	-	15,716	15,716	69,405	18.46
3162 Vehicle Upfitting Parts	9,095	9,095	567	-	567	567	8,528	6.24
3301 AIRFARE	-	-	5,338	-	5,338	5,338	(5,338)	0.00
3312 Lodging	-	-	1,878	-	1,878	1,878	(1,878)	0.00
3617 DISPATCH SERVICE	275,585	275,585	196,685	78,901	196,685	275,585	-	71.37
3714 MAINTENANCE AND REPAIR OF EQUIPMENT	15,966	15,966	3,799	216	3,799	4,015	11,951	23.80
4208 CITY OF RALEIGH HAZMAT PROGRAM	79,788	79,788	79,788	-	79,788	79,788	0	100.00
4224 NC DEPT OF NRCD - FORESTRY	66,046	66,046	39,771	26,275	39,771	66,046	-	60.22
4409 POSTAGE/CHARGES FROM GS	-	-	68	-	68	68	(68)	0.00
4428 MISC CHARGES FROM OTHER DEPT/DIV	343,279	343,279	-	-	-	-	343,279	0.00
4446 800mhz charges from other dept	177,659	177,659	126,895	-	126,895	126,895	50,764	71.43
4447 CAD charges from other dept	10,170	10,170	2,542	-	2,542	2,542	7,628	25.00
4758 MV Tax Collection Costs	51,500	51,500	30,953	-	30,953	30,953	20,547	60.10
7102 LEASE PRINCIPAL - DEBT SERVICE	-	-	149	843	149	992	(992)	0.00
9103 TRANSFER TO C/P CO CONSTRUCTION FUND	-	1,876,000	1,876,000	-	1,876,000	1,876,000	-	100.00
9109 TRANSFER TO D/S FROM TAX DISTRICT FUND	1,141,000	1,141,000	-	-	-	-	1,141,000	0.00
9128 Transfer to Debt Service (Fire CIP)	1,876,000	-	-	-	-	-	-	0.00
Department Appropriations (see details on next page)	22,114,791	22,114,791	14,777,197	7,337,594	14,777,197	22,114,791	-	1
Total Expenditures	26,496,000	26,496,000	17,226,422	7,586,605	17,226,422	24,813,027	1,682,973	65.0%

**WAKE COUNTY FIRE TAX DISTRICT
FY 2018 DEPARTMENT APPROPRIATIONS
As of 3.15.18**

Department Name	Adopted Budget	Amended Budget	PTD Actual	Commitments (excluding pending)	YTD Actual	Total Commitments + YTD	Amended Budget Less YTD Actual	YTD % of Amended Budget
Apex FD	1,099,783.00	1,099,783.00	733,188.64	366,594.36	733,188.64	1,099,783.00	0.00	66.67
Cary FD	58,000.00	58,000.00	43,500.00	14,500.00	43,500.00	58,000.00	0.00	75.00
Durham Highway FD	919,397.00	919,397.00	612,931.36	306,465.64	612,931.36	919,397.00	0.00	66.67
Eastern Wake FD	1,814,930.00	1,814,930.00	1,209,953.36	604,976.64	1,209,953.36	1,814,930.00	0.00	66.67
Fairview FD	1,588,575.00	1,588,575.00	1,059,050.00	529,525.00	1,059,050.00	1,588,575.00	0.00	66.67
Fuquay Varina FD	1,771,738.00	1,771,738.00	1,181,158.64	590,579.36	1,181,158.64	1,771,738.00	0.00	66.67
Garner FD	2,027,915.00	2,027,915.00	1,351,943.36	675,971.64	1,351,943.36	2,027,915.00	0.00	66.67
Holly Springs FD	641,997.00	641,997.00	427,998.00	213,999.00	427,998.00	641,997.00	0.00	66.67
Hopkins FD	944,926.00	944,926.00	629,950.64	314,975.36	629,950.64	944,926.00	0.00	66.67
Morrisville FD	846,120.00	846,120.00	564,080.00	282,040.00	564,080.00	846,120.00	0.00	66.67
Rolesville FD	808,556.00	808,556.00	539,037.36	269,518.64	539,037.36	808,556.00	0.00	66.67
Swift Creek FD	910,748.00	910,748.00	622,892.91	287,855.09	622,892.91	910,748.00	0.00	68.39
Wake-New Hope FD	1,606,961.00	1,606,961.00	1,071,307.36	535,653.64	1,071,307.36	1,606,961.00	0.00	66.67
Wake Forest FD	1,048,206.00	1,048,206.00	698,804.00	349,402.00	698,804.00	1,048,206.00	0.00	66.67
Wendell FD	1,743,142.00	1,743,142.00	1,162,094.64	581,047.36	1,162,094.64	1,743,142.00	0.00	66.67
Western Wake FD	693,416.00	693,416.00	462,277.36	231,138.64	462,277.36	693,416.00	0.00	66.67
Zebulon FD	583,445.00	583,445.00	388,963.36	194,481.64	388,963.36	583,445.00	0.00	66.67
Northern Wake FD	3,006,936.00	3,006,936.00	2,018,065.64	988,870.36	2,018,065.64	3,006,936.00	0.00	67.11
Total	22,114,791.00	22,114,791.00	14,777,196.63	7,337,594.37	14,777,196.63	22,114,791.00	0.00	66.8%

**WAKE COUNTY FIRE TAX DISTRICT
CAPITAL FUND BALANCE REPORT
3.15.18**

Division 8420 Fire Facilities

Unit	Unit Name	Appropriation Unit	Budgeted Revenues	Actual Revenues to Date	Revenues (Over) / Under Budget	Current Expenditure Budget	Actual Expenses to Date	Commitments	Pending Expenses	Actual Expenses to Date with Commitments and Pending	Remaining Expenditure Budget	Remaining Expenditure Authority (actual balance)
026F	Stony Hill Remediation	8420V0100	\$827,348.00	\$827,348.00	\$0.00	\$827,348.00	\$619,177.41	(\$0.00)		\$619,177.41	\$208,170.59	\$208,170.59
050F	Wendell Falls Station, Fire Tax Porti	8420V0100	\$809,869.10	\$809,869.10	\$0.00	\$809,869.10	\$91,685.09	\$250,370.00		\$342,055.09	\$467,814.01	\$467,814.01
057F	Fire Planned Facility Repairs	8420V0100	\$1,232,230.95	\$1,232,230.95	\$0.00	\$1,232,230.95	\$986,269.28	\$118,282.29	\$0.00	\$1,104,551.57	\$127,679.38	\$127,679.38
072F	Fire Facility Condition Assessments	8420V0100	\$167,000.00	\$167,000.00	\$0.00	\$167,000.00	\$147,633.22	\$7,770.00		\$155,403.22	\$11,596.78	\$11,596.78
Total Division 8420 Fire Facilities			\$3,036,448.05	\$3,036,448.05	\$0.00	\$3,036,448.05	\$1,844,765.00	\$376,422.29	\$0.00	\$2,221,187.29	\$815,260.76	\$815,260.76

Division 8430 Fire Fighting Equipment

Unit	Unit Name	Appropriation Unit	Budgeted Revenues	Actual Revenues to Date	Revenues (Over) / Under Budget	Current Expenditure Budget	Actual Expenses to Date	Commitments	Pending Expenses	Actual Expenses to Date with Commitments and Pending	Remaining Expenditure Budget	Remaining Expenditure Authority (actual balance)
041F	CONTINGENCIES & GRANT MATCH	8400P0100	\$131,603.00	\$131,603.00	\$0.00	\$131,603.00	\$114,508.54	\$0.00		\$114,508.54	\$17,094.46	\$17,094.46
044F	TURNOUT GEAR	8430V0300	\$2,727,686.00	\$2,727,686.00	\$0.00	\$2,727,686.00	\$2,117,706.64	\$203,911.35		\$2,321,617.99	\$406,068.01	\$406,068.01
060F	Fire 800MHZ - Omnilink Upgrade	8430V0300	\$4,537,000.00	\$4,537,000.00	\$0.00	\$4,537,000.00	\$3,736,971.43	\$726,081.19		\$4,463,052.62	\$73,947.38	\$73,947.38
061F	Fire Air Bottle Replacement	8430V0300	\$309,000.00	\$309,000.00	\$0.00	\$309,000.00	\$75,228.00	\$0.00		\$75,228.00	\$233,772.00	\$233,772.00
062F	Fire Defibrillators	8430V0300	\$366,979.00	\$366,979.00	\$0.00	\$366,979.00	\$196,147.78	(\$0.00)		\$196,147.78	\$170,831.22	\$170,831.22
063F	Fire Thermal Imaging Cameras	8430V0300	\$382,683.00	\$382,683.00	\$0.00	\$382,683.00	\$273,372.17	\$0.00		\$273,372.17	\$109,310.83	\$109,310.83
066F	Fire SCBA's	8430V0300	\$1,750,290.53	\$1,750,290.53	\$0.00	\$1,750,290.53	\$1,612,472.46	\$0.00		\$1,612,472.46	\$137,818.07	\$137,818.07
073F	Pager Replacements	8430V0300	\$858,000.00	\$827,000.00	\$31,000.00	\$858,000.00	\$4,646.23	\$301,215.00		\$305,861.23	\$552,138.77	\$521,138.77
090F	Fire Small Capital - FY17	8430V0300	\$210,000.00	\$210,000.00	\$0.00	\$210,000.00	\$179,620.55	\$0.00		\$179,620.55	\$30,379.45	\$30,379.45
092F	Fire Small Capital - FY18	8430V0300	\$202,000.00	\$202,000.00	\$0.00	\$202,000.00	\$117,266.45	\$82,224.55		\$199,491.00	\$2,509.00	\$2,509.00
Total Division 8430 Fire Fighting Equipment			\$11,475,241.53	\$11,444,241.53	\$31,000.00	\$11,475,241.53	\$8,427,940.25	\$1,313,432.09		\$9,741,372.34	\$1,733,869.19	\$1,702,869.19

Division 8440 Fire Apparatus

Unit	Unit Name	Appropriation Unit	Budgeted Revenues	Actual Revenues to Date	Revenues (Over) / Under Budget	Current Expenditure Budget	Actual Expenses to Date	Commitments	Pending Expenses	Actual Expenses to Date with Commitments and Pending	Remaining Expenditure Budget	Remaining Expenditure Authority (actual balance)
054F	General Fire Apparatus	8440V0100	\$220,915.82	\$222,252.82	(\$1,337.00)	\$220,915.82	\$58,817.13	\$24,729.38		\$83,546.51	\$137,369.31	\$138,706.31
056F	Fire Small Vehicles	8440V0100	\$921,322.04	\$921,322.04	\$0.00	\$921,322.04	\$655,706.97	\$4,512.32		\$660,219.29	\$261,102.75	\$261,102.75
085F	FY16 Large Apparatus - Municipal	8440V0100	\$278,337.00	\$277,000.00	\$1,337.00	\$278,337.00	\$194,337.00	\$0.00		\$194,337.00	\$84,000.00	\$82,663.00
086F	FY16 Large Apparatus - Rural	8440V0100	\$500,455.00	\$500,455.00	\$0.00	\$500,455.00	\$502,461.00	\$0.00		\$502,461.00	(\$2,006.00)	(\$2,006.00)
087F	FY17 Large Apparatus - Municipal	8440V0100	\$301,316.00	\$301,316.00	\$0.00	\$301,316.00	\$84,000.00	\$0.00		\$84,000.00	\$217,316.00	\$217,316.00
088F	FY17 Large Apparatus - Rural	8440V0100	\$1,660,161.00	\$17,003.00	\$1,643,158.00	\$1,660,161.00	\$8,000.00	\$1,659,254.00		\$1,667,254.00	(\$7,093.00)	(\$1,650,251.00)
089F	Apparatus Emergency Repairs	8440V0100	\$150,000.00	\$150,000.00	\$0.00	\$150,000.00	\$46,595.37	\$0.00		\$46,595.37	\$103,404.63	\$103,404.63
091F	FY18 Large Apparatus - Rural	8440V0100	\$1,294,581.00	\$456.00	\$1,294,125.00	\$1,294,581.00	\$0.00	\$1,294,581.00		\$1,294,581.00	\$0.00	(\$1,294,125.00)
997F	Fire CIP - 2017 Installment Proceeds	8440V0100	\$0.00	\$1,294,125.00	(\$1,294,125.00)	\$0.00	\$0.00	\$0.00		\$0.00	\$0.00	\$1,294,125.00
999F	Fire CIP - Installment Proceeds	8440V0100	\$0.00	\$1,643,158.00	(\$1,643,158.00)	\$0.00	\$0.00	\$0.00		\$0.00	\$0.00	\$1,643,158.00
Total Division 8440 Fire Apparatus			\$5,327,087.86	\$5,327,087.86	\$0.00	\$5,327,087.86	\$1,549,917.47	\$2,983,076.70		\$4,532,994.17	\$794,093.69	\$794,093.69

Division 8499 Fire Capital Uncommitted

Unit	Unit Name	Appropriation Unit	Budgeted Revenues	Actual Revenues to Date	Revenues (Over) / Under Budget	Current Expenditure Budget	Actual Expenses to Date	Commitments	Pending Expenses	Actual Expenses to Date with Commitments and Pending	Remaining Expenditure Budget	Remaining Expenditure Authority (actual balance)
096F	Fire Preexisting Department - Debt S	8490V0100	\$762,954.70	\$762,954.70	\$0.00	\$762,954.70	\$734,744.76	\$27,595.84		\$762,340.60	\$614.10	\$614.10
098F	Garner Station #4 Interlocal Agreem	8490V0100	\$180,500.00	\$152,500.00	\$28,000.00	\$180,500.00	\$0.00	\$0.00		\$0.00	\$180,500.00	\$152,500.00
099F	Fire Capital Uncommitted	8490V0100	\$3,929,459.02	\$1,653,023.78	\$2,276,435.24	\$3,929,459.02	\$4.48	\$0.00		\$4.48	\$3,929,454.54	\$1,653,019.30
Total Division 8499 Fire Capital Uncommitted			\$4,872,913.72	\$2,568,478.48	\$2,304,435.24	\$4,872,913.72	\$734,749.24	\$27,595.84		\$762,345.08	\$4,110,568.64	\$1,806,133.40
Total Department 84 Fire And Rescue CIP			\$24,711,691.16	\$22,376,255.92	\$2,335,435.24	\$24,711,691.16	\$12,557,371.96	\$4,700,526.92	\$0.00	\$17,257,898.88	\$7,453,792.28	\$5,118,357.04
Total Fund: 4400 Fire CIP			\$24,711,691.16	\$22,376,255.92	\$2,335,435.24	\$24,711,691.16	\$12,557,371.96	\$4,700,526.92	\$0.00	\$17,257,898.88	\$7,453,792.28	\$5,118,357.04

STANDING COMMITTEE UPDATES

Administrative Sub-Committee:

No report.

Apparatus Sub-Committee:

The Apparatus Subcommittee met on February 22nd and received an update from the County on the two Rosenbauer tankers and pumpers. The apparatus is in the final preparation stage at C. W. Williams in Rocky Mount and should be ready by the end of March. The Committee also received an update on the County's plan to replace six brush trucks over the next three years.

The Apparatus Subcommittee unanimously approved the apparatus replacement plan and the relocation plan Deputy Alford reviewed during his presentation.

The Apparatus Subcommittee also approved modifications to the trip requirements when conducting final inspection on a new apparatus. The department receiving the apparatus can now send one additional personnel for the final inspection.

Budget Sub-Committee:

Chief Matt Poole reported that the Budget Subcommittee held its kickoff meeting on Monday. The subcommittee will review Department's requests and hear the County's recommended staff's budget. The next meeting will take place March 26th.

Lucius Jones inquired and requested that 401k contributions for small departments that does not fall under the State's plan be increased from the 9.875% established some years ago. Michael James reports that expansion request will have to be submitted and he has seen request from for the FY19 budget.

Communications Sub-Committee

Chief Perry reported that the committee is currently monitoring ongoing projects: CAD replacement, radio replacement, pager replacement and the P25 radio system upgrade.

Fire Commission member Satish Garimella inquired about the First Net project. Chief Perry advised that the First Net project is a part of the County's horizon plans and are waiting on additional information and project release to the State.

Chief Tony Mauldin inquired about the status of BDAs placed in schools. He shared that the department became aware of a BDA device at a recently built school in Fuquay Varina from the police department. Commissioner Calabria recommended a regular process be put in place for the school system to notify local fire departments of the BDA install. Commissioner Calabria requested that Director Campasano facilitate the matter with Deputy County Manager, Johnna Rogers who sits on the Joint Facilities Committee between the County and the school system.

Equipment Sub-committee:

In Chief Amerson absence, Fire Services Logistics Manager, Ben Griffin reported that the group met in February. The PPE wear test is ongoing; the subcommittee plans to finalize specifications by August 2018. Ben welcomed feedback from the group.

The Town of Cary will issue the contract for the Consortium, it is expected to be on the street by September 2018. The Wake County bid ends December 2018.

Ben is looking to replace four gas monitors and is currently researching past purchases.

Chief Spain recommended the standardization of helmet colors to white, red and black and probationary be yellow and or orange for the safety of individuals on the fire ground. Billy Myrick made a motion to accept the standardization of the helmet colors. The motion was seconded by Bob Stagg and carried unanimously by the Commission.

Facility Sub-Committee:

Deputy Director Alford, reported that the Facility Subcommittee met, reviewed and prioritized expansion requests submitted by the departments. It looks likely that all expansions can be accommodated. The estimate from facility condition assessment is approximately \$2.5 million, the committee is also looking at those items.

The design of the joint Wendell Falls EMS/Fire station is on the Commissioners agenda.

Staffing and Compensation Sub-Committee:

Deputy Director Alford, reported that the Staffing and Compensation Subcommittee met and reviewed personnel expansion request to report back to the Budget Subcommittee.

Steering Sub-Committee:

No report.

Training Sub-Committee:

Chief Leroy Smith reported that the Training Subcommittee met February 15 and provided feedback on the proposed hiring agility test. The next Training Subcommittee meeting will take place April 19.

Volunteer Recruitment & Retention Committee:

Chief Clapp reported that the group met February 22 and discussed the Volunteer Pilot Program. The Commission has earmarked a thousand dollars to department to support the program. Chief Spain informed the Commission that the event was a success with over 40 calls that day, 20 potential fire fighters and 17 applications with 15 being in process.

The group also discussed the Volunteer Workforce Solutions grant and decided to pursue the grant. Wake County Fire Services will be the central agency applying for the grant. The grant assists with retention, recruitment, marketing and GIS modeling.

CHAIR REPORT

No report.

FIRE SERVICES DIRECTOR REPORT

ImageTrend record management software began receiving data from CAD on March 8th. That data will be reviewed and a second set of classes will be held to ensure we are capturing the needed information to complete reports.

Wake County will no longer serve as the passthrough for the City of Raleigh HazMat contract.

TRAINING DIRECTOR REPORT

Wake County Fire Services Training Center Manager, David Zoltoski reported that applications for Academy 10 is now being accepted through June 9th. Academy 10 will start in July 2018. Essential School and Hazmat starts in April.

OPERATIONS DIRECTOR REPORT

Fire Chiefs were invited via email to attend the April 3rd meeting with Tritech CAD representatives . Tritech will answers any questions and discuss response plans.

LOGISTICS MANAGER REPORT

No report.

OTHER BUSINESS

None.

ADJOURNMENT

Being no further business, Lucius Jones made a motion to adjourn, the motion was seconded by Chief McGee and the meeting was adjourned.

**WAKE COUNTY
FIRE COMMISSION
Thursday, April 26, 2018
SPECIAL CALLED**

Draft Minutes

*(Audio Replays of the meeting are available upon
request)*

A meeting of the Wake County Fire Commission was held on Thursday, April 26, 2018, 7:00 PM, Wake County Emergency Services Education Center, Rogers Lane, Raleigh, North Carolina.

CALL MEETING TO ORDER

Commission Chair Chief Keith McGee called the meeting to order.

The following members were present: Chair Chief Keith McGee (West Region), Vice Chair Lee Price (Firefighters Association President), Chief Chris Perry (East Region Alternate), Chief Garland Johnston (West Region Alternate), Chief Matt Poole (South Region Alternate), Chief David McNulty (North Region Primary), Chief Tim Pope (North Region Alternate), Satish Garimella (Citizen/Consumer), Nancy Anderson (Citizen Consumer Alternate) and Susan Ramsey (Citizen Consumer Alternate).

The following member was absent: Chief Tony Mauldin (South Region), Chief Rodney Privette (East Region), Judge Keith Gregory (Citizen/Consumer), Billy Myrick (Citizen Consumer), Bob Stagg (Citizen Consumer), Lucius Jones (Town of Wendell Appointed) and Matt Calabria (Wake County Commissioner).

The following County officials and staff were present: Fire Services Director Nick Campasano, Fire Services Deputy Director Darrell Alford, Budget and Management Senior Analyst Michael James, Fire Services Training Manager David Zoltoski, Fire Services Logistics Manager Ben Griffin and Senior Accounting Technician Diana McBride.

Chairman Chief Keith McGee called the meeting to order at 7:02 pm. Chief Chris Perry gave the invocation and Chairman Chief McGee led the group with the pledge of allegiance. Chairman McGee appointed Nancy Anderson and Susan Ramsey as voting members.

ITEMS OF BUSINESS

APPROVAL OF AGENDA

A motion to approve the agenda was made by Vice Chair Lee Price and seconded by Chief Chris Perry. The motion was approved unanimously by the Fire Commission.

PUBLIC COMMENTS

Chief Brian Staples with the Wendell Fire Department reported that the schematics plans for the Wendell Falls location was unanimously approved by Wake County Board of Commissioners at the March 19, 2018 meeting.

REGULAR AGENDA

PRESENTATION OF THE FY19 RECOMMENDED TAX DISTRICT BUDGET

Wake County Fire Services Deputy Director Darrell Alford, with the assistance of Budget Analyst Michael James presented the recommended 2019 Fiscal budget for the Fire Tax District. Vice Chair Price made a motion to accept the recommended for the 2019 Fire Tax District Budget. The motion was seconded by Satish Garimella. The motion carried with one (1) oppose by Chief David McNulty.

INFORMATION AGENDA

None.

STANDING COMMITTEE UPDATES

Administrative Sub-Committee:

No report.

Apparatus Sub-Committee:

No report.

Budget Sub-Committee:

No report.

Communications Sub-Committee

No report.

Equipment Sub-committee:

No report.

Facility Sub-Committee:

No report.

Staffing and Compensation Sub-Committee:

No report.

Steering Sub-Committee:

No report.

Training Sub-Committee:

No report.

Volunteer Recruitment & Retention Committee:

No report.

CHAIR REPORT

No report.

FIRE SERVICES DIRECTOR REPORT

No report.

TRAINING DIRECTOR REPORT

No report.

OPERATIONS DIRECTOR REPORT

No report.

LOGISTICS MANAGER REPORT

No report.

OTHER BUSINESS

None.

ADJOURNMENT

Being no further business, Chairman McGee made a motion to adjourn, the motion was seconded and the meeting was adjourned.

DRAFT

Item Title:

District Realignment and Station Closure

Specific Action Requested:

The Fire Commission receives presentation by Wake County Fire Services on proposed district realignment and station closure.

Item Summary:

See attached presentations and handouts

Attachments:

1. PowerPoint Presentation
2. Worksheet Handouts

LEADERSHIP PROBLEMS

Many retention and recruitment problems can be traced back directly or indirectly to leadership problems. Effective leadership helps retain members as well as reduce dissatisfaction. Ineffective leadership is the most common reason for a decline in membership.

Poor Leadership and Lack of Coordination--Some of the leadership problems stem directly from the lack of direction given to members, particularly new members. New members need direction, especially in the area of training. If this initial direction is not provided, new recruits often become frustrated and quit. A program of mentoring and coaching needs to be implemented for new members. Incumbent members must be assigned to assist, acquaint, and get the new recruit off to a good start. A department that is progressive and stays on the leading edge tends to have an easier time with recruitment and retention because its members take more pride in the department. Progressiveness, however, requires strong leadership and coordination of members' efforts.

Authoritarian Management Style--Dictatorial leaders drive members out of volunteer fire departments. Volunteers feel they are given enough orders in their day-to-day jobs, and prefer not to have every action dictated around the station. Participative management styles attract and retain members. Volunteer members want to have some "ownership" in the organization. They must have a sense of worth and feel they are using their talents to contribute to the overall good. They cannot be treated poorly or looked down upon. Volunteers also have to understand the need for discipline, the fireground is not the place for democracy.

Failure to Manage Change--Change is inevitable in any fire department, and it can be painful if it is not managed properly. Departments that undergo major changes (such as consolidations) that are not well-managed usually will lose members. One of the most common causes of management problems during periods of change is poor communications. This is an information age and individuals are used to being kept well informed by media and Internet sources. Withholding information will only lead to gossip, hypothesizing, lower morale, and suspicion. Poor communications are generally the sign of an authoritarian manager who is a weak leader. More will be said about this in the section on leadership.

Item Title:

Swift Creek Fire Department request the establishment of a Paid Part-Time Deputy Chief's position.

Specific Action Requested:

The Fire Commission recommends the establishment of a Deputy Chief's position for the Swift Creek Fire Department. Position to be funded by splitting current Fire Chief's allocated funds within the departmental approved budget.

Item Summary:

Upon the request of Chief Gerke of the Swift Creek Fire Department and review by committee, the Administrative Committee unanimously requests the Wake County Fire Commission recommend Swift Creek Fire Department to split the currently appropriated part-time Fire Chief funding for the alternative use of funding a part-time Deputy Chief's position. Due to existing family obligations, Chief Gerke has delegated some of his duties to another volunteer chief officer to maintain the continuity of operations in the organization. Chief Gerke still maintains his role as Fire Chief.

Select Position Title	Annual Scheduled Hours	Hourly Rate	Annual Salary	FICA	
Existing:					
Executive Officer 3 (Fire Chief)	1,300	\$38.78	\$50,414	\$3,857	Current Level Funding
Proposed:					
Executive Officer 3 (Fire Chief)	903	\$38.78	\$35,018	\$2,679	Split Position (Fire Chief)
Officer 2 (Chief Officer)	570	\$26.97	\$15,373	\$1,176	Split Position (Deputy Chief)
Totals (proposed):	1473		\$50,391	\$3,855	
		Cost Difference	(\$23)	(\$2)	No Additional Funding Req.

Attachments:

1. Administrative Committee Item 1

Administrative Committee – Agenda Items for July WCFC Meeting:

Agenda Item #1: Request for the establishment of a Part-time Deputy Chief's position for the Swift Creek F.D. and the related funding method.

Upon the request of Chief Gerke of the Swift Creek F.D. and review by committee, the Administrative Committee requests the WCFC approval to allow Swift Creek F.D. to split the currently appropriated part-time Fire Chief funding for the alternative use of funding a part-time Deputy Chief's position. Due to existing family obligations, Chief Gerke has delegated some of his duties to another volunteer chief officer to maintain the continuity of operations in the organization. Chief Gerke still maintains his role as Fire Chief.

After discussion by the Administrative Committee, it was decided by unanimous vote to recommend the establishment of a part-time Deputy Chief's position for the Swift Creek F.D. with no funding increases (e.g. position will have to be supported with existing PT Fire Chief funding). The funding breakdown is below.

Select Position Title	Annual Scheduled Hours	Hourly Rate	Annual Salary	FICA	
Existing:					
Executive Officer 3 (Fire Chief)	1,300	\$38.78	\$50,414	\$3,857	Current Level Funding
Proposed:					
Executive Officer 3 (Fire Chief)	903	\$38.78	\$35,018	\$2,679	Split Position (Fire Chief)
Officer 2 (Chief Officer)	570	\$26.97	\$15,373	\$1,176	Split Position (Deputy Chief)
Totals (proposed):	1473		\$50,391	\$3,855	
		Cost Difference	(\$23)	(\$2)	No Additional Funding Req.

Agenda Item #2: Request the approval of the Administrative Committee's Scope.

The Administrative Committee's scope was approved by the committee on April 24th, 2018. It is now recommended to the WCFC for approval.

- *To coordinate and assist with development of performance levels and the associated needs of deployment, staffing, compensation, and new facilities; that involve the Wake County Fire Service.*
- *To coordinate and assist with the development of the Strategic Plan for the Wake County Fire Service and related initiatives on behalf of the Wake County Fire Commission.*
- *Provide policy guidance to the Wake County Fire Commission.*

Agenda Item #3: Request the approval of adjustments to the Administrative Committee's membership composition.

The Administrative Committee member composition was approved by the committee on April 24th, 2018. It is now recommended to the WCFC for approval.

- Adjust membership to 2 Primary Members per region, 2 Alternate Members per region.

Item Title:

Scope of the Administrative Committee

Specific Action Requested:

The Fire Commission recommends the below identified Scope of the Administrative Committee as stated;

- *To coordinate and assist with development of performance levels and the associated needs of deployment, staffing, compensation, and new facilities; that involve the Wake County Fire Service.*
- *To coordinate and assist with the development of the Strategic Plan for the Wake County Fire Service and related initiatives on behalf of the Wake County Fire Commission.*
- *Provide policy guidance to the Wake County Fire Commission.*

Item Summary:

At the April 24, 2018 Administrative Committee Meeting, members discussed the committee scope and unanimously recommends the language above to be recommended as the scope for the Administrative Committee

Attachments:

1. Administrative Committee Item 2

Item Title:

Adjustments to the Administrative Committee's Membership Composition

Specific Action Requested:

The Fire Commission recommend an adjustment to the membership of the Administrative Committee to accommodate 2 primary and 2 alternate members per region and amend Section C of Page 17 of the Fire Commission Rules of Procedure with the addition of the following sentence added to the end of the 2nd sentence. "Due to the anticipated workload and complexity of issues, the Administrative Committee is allowed 2 primary and 2 alternate members from each region".

Item Summary:

Based on the merging of multiple committees into a single Administrative Committee, and the complexity of issues that could be sent to this committee for review, the Administrative Committee request an adjustment of its membership as listed above.

Page 17 Section C – Standing Committee Appointments, Fire Commission Rules of Procedure

C. Standing Committee Appointments – The Fire Commission Chair shall make appointments for voting members to Standing Committees. Each committee is composed of one member and one alternate member from each of the Wake County Fire Service Regions. "Due to the anticipated workload and complexity of issues, the Administrative Committee is allowed 2 primary and 2 alternate members from each region".

Attachments:

1. Administrative Committee Item 3

Wake County Fire Tax District FY 19

**Staff & Sub-Committees Recommended
Budget**



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Wake County Fire Tax District FY19

Overview

Wake Fire Services has met with each Department and Fire Commission Sub-Committees to determine needs and budgeting priorities for the FY19 Fire Tax District Recommended Budget.



FY 2019 Budget Development Calendar

- January 19: Budget request forms due to Wake County
- February: Departmental budget meetings
- March 12: Budget Committee #1 - Review budget requests and financial outlook
- March 26: Budget Committee #2 - County staff presents recommended budget
- April 2: Reserve Date for Budget Committee #3 if needed
- April 10: Budget Committee meeting with County Manager
 - Location: Wake County Public Safety Center, Room C170
 - Time: 2:00pm
- April 26: Fire Commission to Recommend Budget
- May 9: County Manager presents Recommended Budget to Board of Commissioners
- May 21: Public hearings on County Manager's Recommended Budget
- June 4: Board of Commissioners vote to adopt FY19 Budget



Wake County Fire Tax District

FY18 Final Model

Revenue Distribution	2018	2019	2020	2021	2022	2023	2024
Operating Budget Tax Rate	8.12	8.48	8.67	9.88	9.88	10.80	10.80
Operating Rate Increase/(Decrease)	0.36	0.19	1.21	-	0.92	-	0.60
Total Operating Tax Rate	8.48	8.67	9.88	9.88	10.80	10.80	11.40
Capital Budget Tax Rate	1.48	1.12	0.93	0.93	0.93	0.93	0.93
Capital Rate Increase/(Decrease)	(0.36)	(0.19)	-				
Total Capital Tax Rate	1.12	0.93	0.93	0.93	0.93	0.93	0.93
Total Tax Rate Increase/(Decrease)	-	-	1.21	-	0.92	-	0.60
Total Fire Tax Rate	9.60	9.60	10.81	10.81	11.73	11.73	12.33



Wake County Fire Tax District

FY19 Model Assumptions

- No Revenue Growth
- Final Year of Cost Share Phase In
- Three percent growth for all operating expenses



Adopted Model for FY 2019

	FY 2017	FY 2018	FY 2019 Model	
	FY 2017 Actuals	FY 18 Adopted Budget	FY 18 Adopted Budget Model For FY19	Growth/(Decline) From FY18 Budget
Revenues				
Property Taxes	25,830,181	25,860,000	25,860,000	-
Interest Income	32,896	15,000	15,000	-
Total	25,863,077	25,875,000	25,875,000	-
Expenditures				-
Debt Service	1,079,954	1,212,000	1,047,000	(165,000)
Capital	2,850,453	1,805,000	1,458,000	(347,000)
Department Appropriations	20,301,143	22,114,791	23,445,418	1,330,627
Systemwide Expenses	1,080,073	1,364,209	1,422,517	58,308
Total Expenditures	25,311,623	26,496,000	27,372,935	876,935
Surplus/(Deficit)	551,454	(621,000)	(1,497,935)	(876,935)

Wake County Fire Tax District

FY19 Operating Growth Assumption

\$ 1.38 million



Wake County Fire Tax District

FY19 Cost Share Percentage Updates

Department	FY18 Cost Share	FY19 Cost Share	Change
Apex	19.20%	18.86%	-.34%
Fuquay Varina	47.06%	46.55%	-.51%
Garner	48.43%	48.04%	-.39%
Holly Springs	17.56%	17.69%	+.13%
Morrisville	17.13%	16.99%	-.14%
Rolesville	55.80%	54.90%	-.90%
Wake Forest	21.91%	22.60%	+.69%
Zebulon	42.36%	42.59%	+.23%



Wake County Fire Tax District

FY19 Total Budget Request

Cost Share Departments - \$ 14,053,771

100% Departments - \$ 22,654,638

Total - \$ 36.1 Million



Wake County Fire Tax District

FY19 Total Budget Request – Cost Shares

Department	FY18 Funded	Fy19 Request	FY19 Recommended	Year 3 CS	Total Increase
Apex	\$1,099,783	\$ 1,381,875	\$ 1,261,546	\$141,064	\$161,763
Fuquay	\$1,771,738	\$ 2,372,209	\$ 1,956,321	\$115,369	\$184,583
Garner	\$2,027,915	\$ 2,499,045	\$ 2,236,416	\$128,087	\$208,501
Holly Springs	\$641,997	\$ 849,930	\$ 659,686	\$7,019	\$17,689
Morrisville *	\$846,120	\$ 1,110,576	\$ 846,120	\$0.00	\$0.00
Rolesville *	\$808,556	\$ 3,972,533	\$ 808,556	\$0.00	\$0.00
Wake Forest	\$1,048,206	\$ 1,284,158	\$ 1,285,607	\$205,620	\$237,401
Zebulon *	\$583,445	\$ 583,445	\$ 583,445	\$0.00	\$0.00
Totals	\$ 8,827,760	\$ 14,053,771	\$ 9,637,697	\$ 597,159	\$ 809,937

* Indicates the Department is HELD HARMLESS

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Wake County Fire Tax District

FY19 Total Budget Request – 100% Departments

Department	FY18 Funded	Fy19 Request	FY19 Recommended	Total Increase
Durham Highway	\$ 919,937	\$ 934,320	\$ 934,320	\$ 14,923
Eastern Wake	\$ 1,814,930	\$ 1,907,395	\$ 1,868,555	\$ 53,625
Fairview	\$ 1,588,575	\$ 7,4141,306	\$ 1,647,456	\$ 58,881
Hopkins	\$ 944.926	\$ 953,375	\$ 972,848	\$ 27,922
Northern Wake	\$ 3,006,936	\$ 5,215,070	\$ 3,220,533	\$ 213,597
Swift Creek	\$ 910,748	\$ 944,288	\$ 922,400	\$ 11,652
Wake New Hope	\$ 1,606,961	\$ 2,131,020	\$ 1,644,878	\$ 37,917
Wendell	\$ 1,743,142	\$ 1,881,744	\$ 1,864,638	\$ 121,496
Western Wake	\$ 693,416	\$ 1,276,120	\$ 817,924	\$ 124,508
Totals	\$ 13,229,031	\$ 22,654,638	\$ 13,893,552	\$ 664,521



Wake County Fire Tax District

FY19 Recommended Total Operating Increase

Departments	FY18 Funded	FY19 Recommended	Total Increase
Cost Share Total	\$8,827,760.00	\$9,637,697.00	\$809,937.00
100% Dept Total	\$13,229,031.00	\$13,893,552.00	\$664,521.00
Combined Total	\$22,056,791.00	\$23,531,249.00	\$1,474,458.00



Operating – Personnel Expansion Requests

12 Departments requested personnel expansions totaling \$ 1,497,630



Operating – Personnel Expansion Request

Department	Request	Cost	County Cost
Apex	Administrative Logistics Coordinator	\$ 78,958.00	\$ 14,891.48
Apex	Part Time Driver Operators	\$ 95,983.00	\$ 18,102.39
Apex	6 New Firefighter Positions	\$ 245,858.00	\$ 46,368.82
Fairview	Part Time Driver Monday - Friday to get 2nd Apparatus Out	\$ 68,197.00	\$ 68,197.00
Fairview	Volunteer Duty Crew Stipend to increase staffing to 4 on nights and weekends	\$ 60,080.00	\$ 60,080.00
Fairview	Assistant Chief Stipend for Station 2	\$ 6,459.00	\$ 6,459.00
Fuquay-Varina	3 New Firefighters at Station 2 to ensure 2nd out vehicle is staffed	\$ 169,860.00	\$ 79,069.83
Fuquay-Varina	New Training Officer to assist with delivery to meet ISO needs	\$ 72,765.00	\$ 33,872.11
Garner	Part Time Administrative Assistant	\$ 15,767.00	\$ 7,576.04
Garner	Administrative Battalion Chief	\$ 76,259.00	\$ 36,642.45
Garner	Firefighter 1st Class Promotions	\$ 9,900.00	\$ 4,756.95
Hopkins	Duty Crew position for Friday Night -Sunday Night to maintain 4	\$ 7,800.00	\$ 7,800.00
Morrisville	Addition of 10 firefighters to have 18 per shift	\$ 805,329.00	\$ 136,825.40
Morrisville	New Assistant Chief Position to assist Chief with work load	\$ 106,943.00	\$ 18,169.62
Morrisville	Deputy Chief Position to provide redundancy when Chief is out	\$ 110,453.00	\$ 18,765.96
Morrisville	Addition of Training/Safety Chief to organize and manage Training	\$ 98,952.00	\$ 16,811.94
Morrisville	New Special Projects Chief to coordinate replacement schedules, data analysis	\$ 106,943.00	\$ 18,169.62
Morrisville	New Staff Review/Accreditation Officer	\$ 88,074.00	\$ 14,963.77
Northern Wake	Close the station staffing gaps at St 2 and St 3 from 6am-6pm on weekends	\$ 175,517.00	\$ 175,517.00
Swift Creek	Increase the Admin 2 position funding to minimum rate set by the County	\$ 7,490.00	\$ 7,490.00
Wake Forest	2 New Battalion Chiefs to add with an existing FTE for a Battalion Chief 24/7 Shift	\$ 169,633.00	\$ 38,337.06
Wake New Hope	New positions to bring all stations up to 4 firefighters 24/7/365	\$ 524,059.00	\$ 524,059.00
Wendell	Additional funds to offset vacation and sick time fill in	\$ 20,000.00	\$ 20,000.00
Western Wake	Paid Part Time Officers and Drivers 24/7/365 in lieu of stipend	\$ 112,949.00	\$ 112,949.00
Western Wake	Increase Duty Crew Stipends from \$ 60 to \$ 75	\$ 11,755.00	\$ 11,755.00
	Total	\$ 3,245,983.00	\$1,497,629.44



Operating – Personnel Expansion Recommended

Department	Request	Cost	County Cost
Fairview	Asst. Chief Stipend Station 2	\$ 6459	\$ 6459
Northern Wake	Staffing gaps St 2 & 3 at nights & weekends	\$ 175,517	\$ 175,517
Swift Creek	Increase Admin funding to minimum rate	\$ 7,490	\$ 7,490
Wendell	Funds to offset vacation and sick time fill in	\$ 20,000	\$ 20,000
Western Wake	Paid part-time officers and drivers 24/7/365	\$ 112,949	\$ 112,949
Western Wake	Increase duty crew stipends from \$ 60 to \$ 75	\$ 11,755	\$ 11,755
Total			\$ 334,170



Operating – Misc. Expansion Request

Department	Request	Cost	County Cost
Eastern Wake	Dependent Healthcare Funding	\$ 72,000.00	\$ 72,000.00
Eastern Wake	Increased Retirement Funding	\$ 25,000.00	\$ 25,000.00
Fuquay Varina	Staffing Scheduler Software	\$ 4,000.00	\$ 1,862.00
Swift Creek	Fire Manager Software	\$ 3,000.00	\$ 3,000.00
	Total	\$ 104,000.00	\$ 101,862.00



Operating – Misc. Expansion Recommendations

- LGERS Equalization \$ 142,000
- Staffing Scheduler Software \$ 4,862



Small Capital Equipment Request

Department	Request	Cost	County Cost
Fairview	Command Box for 2 Vehicles	\$ 8,454.00	\$ 8,454.00
Fuquay Varina	2nd Year of Extrication Equipment Phase In	\$ 12,500.00	\$ 5,818.75
Garner	Active Shooter Bags	\$ 2,425.00	\$ 1,165.21
Northern Wake	Hose and Nozzle Replacement	\$ 18,360.00	\$ 18,360.00
Northern Wake	Safety Vest	\$ 3,600.00	\$ 3,600.00
		Total	\$ 37,397.96



Small Capital Equipment Recommended

Department	Request	Cost	County Cost
Fuquay Varina	2 nd Year phase in of extrication equipment	\$ 12,500	\$ 5,819
Garner	Active Shooter Bags	\$ 2,425	\$ 1,166
Northern Wake	Hose and Nozzle Replacement	\$ 18,360	\$ 18,360
Total			\$ 25,344



* 1 - Fairview Command Box funded from current year budget

Planned Renovations & Repairs Request

Department	Request	Estimated Cost	County Cost
Apex	Station 1 Renovation Design Cost	\$ 170,000.00	
Apex	Station 3 Training Room Remodeling	\$ 50,000.00	\$9,430.00
Apex	Station 3 Day Room Remodeling	\$ 10,000.00	\$1,886.00
Fairview	Station 1 & 2 Gear Lockers and Carpet	\$ 11,000.00	\$11,000.00
Fairview	PPE Dryer	\$ 7,500.00	\$7,500.00
Fuquay-Varina	HVAC Replacement Station 1	\$ 8,000.00	\$3,724.00
Fuquay-Varina	Sealing of Roof Station 2	\$ 30,000.00	\$13,965.00
Fuquay-Varina	PPE Washer/Extractor	\$ 12,000.00	\$5,586.00
Garner	Staion 1 Vehicle Exhaust System	\$ 22,000.00	\$10,571.00
Northern Wake	Flooring Replacement Station 3 (Allergens and mold spores)	\$ 7,000.00	\$7,000.00
Northern Wake	Station 4 Countertops and Cabinet Upgrades in Kitchen	\$ 2,500.00	\$2,500.00
Swift Creek	Sealing of Roof	\$ 22,000.00	\$22,000.00
Wake Forest	Emergency Generator for Station 5	\$ 28,000.00	\$6,328.00
Wendell	PPE Washer/Extractor & Drying Cabinet	\$ 21,500.00	\$21,500.00
Western Wake	Interior and Bay Painting	\$ 8,000.00	\$8,000.00
Eeastern Wake	Vehicle Exhaust System	\$ 14,000.00	\$14,000.00
			\$144,990.00
Fairview	New Station 3 Located in NE Area of District	\$ 5,600,000.00	\$5,600,000.00
Northern Wake	Dutchville New Station	\$ 2,000,000.00	\$2,000,000.00
Rolesville	New Station Located near Forestville Rd	\$ 2,000,000.00	\$1,098,000.00
Rolesville	New Station Located in North Part of District	\$ 2,000,000.00	\$1,098,000.00
Rolesville	New Station Located in South East part of District	\$ 2,000,000.00	\$1,098,000.00
Western Wake	Station Expansion and Renovation	\$ 450,000.00	\$450,000.00



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Planned Renovations & Repairs Recommended

Department	Request	Estimated Cost	County Cost
Apex	Station 1 Renovation Design Cost	\$ 170,000.00	
Apex	Station 3 Training Room Remodeling	\$ 50,000.00	\$9,430.00
Apex	Station 3 Day Room Remodeling	\$ 10,000.00	\$1,886.00
Fairview	Station 1 & 2 Gear Lockers and Carpet	\$ 11,000.00	\$11,000.00
Fairview	PPE Dryer	\$ 7,500.00	\$7,500.00
Fuquay-Varina	HVAC Replacement Station 1	\$ 8,000.00	\$3,724.00
Fuquay-Varina	Sealing of Roof Station 2	\$ 30,000.00	\$13,965.00
Fuquay-Varina	PPE Washer/Extractor	\$ 12,000.00	\$5,586.00
Garner	Station 1 Vehicle Exhaust System	\$ 22,000.00	\$10,571.00
Northern Wake	Flooring Replacement Station 3 (Allergens and mold spores)	\$ 7,000.00	\$7,000.00
Northern Wake	Station 4 Countertops and Cabinet Upgrades in Kitchen	\$ 2,500.00	\$2,500.00
Swift Creek	Sealing of Roof	\$ 22,000.00	\$22,000.00
Wake Forest	Emergency Generator for Station 5	\$ 28,000.00	\$6,328.00
Wendell	PPE Washer/Extractor & Drying Cabinet	\$ 21,500.00	\$21,500.00
Western Wake	Interior and Bay Painting	\$ 8,000.00	\$8,000.00
Eastern Wake	Vehicle Exhaust System	\$ 14,000.00	\$14,000.00
			\$144,990.00



Wake County 2017 Facility Condition Assessment

Department Name	Projected Cost
Swift Creek Fire Department	\$ 240,035.73
Fire Station 1	\$ 240,035.73
Wake New Hope Fire Department	\$ 197,821.02
Fire Station 1	\$ 95,188.94
Fire Station 2	\$ 102,632.08
Durham Highway Fire Department	\$ 284,913.68
Fire Station 1	\$ 233,209.40
Fire Station 2	\$ 51,704.28
Northern Wake Fire Department	\$ 176,228.02
Fire Station 3	\$ 81,221.01
Fire Station 4	\$ 95,007.01
Hopkins Fire Department	\$ 109,045.00
Fire Station 1	\$ 109,045.00
Wake Forest Fire Department	\$ 114,961.68
Fire Station 5	\$ 114,961.68



Wake County 2017 Facility Condition Assessment

Wendell Fire Department	\$ 213,067.15
Fire Station 1	\$ 96,872.64
Fire Station 2	\$ 116,194.51
Eastern Wake Fire Department	\$ 299,005.91
Fire Station 1	\$ 276,114.37
Fire Station 2	\$ 22,891.54
Fairview Fire Department	\$ 143,505.48
Fire Station 1	\$ 120,422.97
Fire Station 2	\$ 23,082.51
Garner Fire Department	\$ 444,292.27
Fire Station 1	\$ 218,675.34
Fire Station 2	\$ 152,904.82
Fire Station 3	\$ 72,712.11
Western Wake Fire Department	\$ 124,813.02
Fire Station 1	\$ 124,813.02
Rolesville Fire Department	\$ 191,345.16
Fire Station 1	\$ 191,345.16

Total Estimated Cost - \$2,539,034*

With cost-share deduction - - \$2,135,564

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Wake County 2017 Facility Condition Assessment

FY19 Recommended Facility Condition Assessment Study Year ONE Items

Facility Condition Assessments 1st Year Priorities (\$ 200,000 per year)				
Department	Category	Description	Total Projected Cost	Projected County Cost
Rolesville	Generators & Transfer Switches	Renew Transfer Switch, Currently not functional	\$ 6,308.00	\$ 3,463.09
Rolesville	Generators & Transfer Switches	Renew Generator	\$ 65,491.00	\$ 35,954.56
Hopkins	Generators & Transfer Switches	Renew Transfer Switch	\$ 4,278.00	\$ 4,278.00
Hopkins	Generators & Transfer Switches	Renew Generator	\$ 55,448.00	\$ 55,448.00
Swift Creek	Generators & Transfer Switches	Renew Transfer Switch	\$ 9,424.00	\$ 9,424.00
Wake New Hope	Generators & Transfer Switches	Renew Transfer Switch, Currently not functional	\$ 5,347.00	\$ 5,347.00
Northern Wake	Generators & Transfer Switches	Renew Transfer Switch	\$ 5,347.00	\$ 5,347.00
Eastern Wake	Generators & Transfer Switches	Renew Transfer Switch, Currently not functional	\$ 4,948.00	\$ 4,948.00
Garner	Generators & Transfer Switches	Renew Transfer Switch	\$ 9,424.00	\$ 4,527.29
Hopkins	Roof Repair and Renewal	Investigate / Repair Leak at Roof-Wall Junction	\$ 904.00	\$ 904.00
Fairview	Roof Repair and Renewal	Investigate / Repair Leak at Roof-Wall Junction	\$ 1,130.00	\$ 1,130.00
Rolesville	Roof Repair and Renewal	Investigate / Repair Rodent Intrusion location in Roof	\$ 848.00	\$ 465.55
Garner	Roof Repair and Renewal	Replace existing single ply roof system	\$ 36,002.00	\$ 17,295.36
Durham Highway	Roof Repair and Renewal	Apply coating on 52 yr old roof, old building	\$ 8,136.00	\$ 8,136.00
Swift Creek	Vehicle Bay Items	Install Vehicle Bay Exhaust Removal System	\$ 67,800.00	\$ 67,800.00
		Total	\$ 280,835.00	\$ 224,467.85



FY19 Recommended Capital Equipment Replacement Schedules Funding

Description	Cost
Full Set Personal Protective Equipment	\$ 290,000
Thermal Imaging Cameras	\$ 54,000
Defibrillators	\$ 76,000
Self Contained Breathing Apparatus	\$ 204,000
Total	\$ 624,000



Capital Expansion Request Totals

- Small Equipment - \$ 25,345
- Planned Renovations & Repairs - \$ 144,490
- Equipment Replacement Schedules - \$ 624,007
- Facility Condition Assessment Repairs - \$ 224,467 (New)



Capital – 7 Year Apparatus Replacement

FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025
GFD Quint (E11/R2)	Apex Engine 22	NWFD E 31	WFFD Eng 1	WFFD Eng 2	HSFD Eng 3	Apex Eng 2
FVFD Quint (E5/R2)	Hopkins E 222	Rolesville E 152	Garner Eng 2	Garner Eng 5	WFFD Eng 5	FVFD Eng 1
WFFD Engine 6	WWFD Eng 191	SCFD Eng 1	SCFD R1 UPFIT	NWFD Tanker 56	DHFD Eng 161	EWFD Eng 1
ZFD Quint (R9)	WWFD Car 190	DHFD Res 16 UPFIT	NWFD UT 10	Apex Tanker 1	Fairview Eng 3	Hopkins Tanker 227
ZFD Engine 91	SCFD Car 1	EWFD Car 20	WNHFD Car 2	Fairview Car 20		
HSFD Car 2	FVFD Car 2	WNHFD Car 1	Zebulon Car 2	EWFD Car 20		
DHFD Utility 16	EWFD Car 1	NWFD Car 10				
FVFD Brush 1	EWFD Brush 6	WFFD Car 4				
Wendell Brush 119	RVFD R15 Upfit	Wendell Brush 114				
NWFD Ladder 15		Hopkins Brush 224				



System Wide – Ongoing Yearly Expenses

	2018 Budget	2019 Budget	2020 Projection
Systemwide Expenditures			
800 MHz Fire Costs (4446)	177,659	143,429	147,732
CAD Fire Costs (4447)	10,170	10,308	10,617
NC Forestry - Wildfire Prevention (4224)	66,046	68,027	70,068
Toner & Voice Pager Maint. (3714)	15,966	16,444	16,938
HAZMAT Program (4208)	79,788	82,182	84,647
RWCC Dispatch Service (3617)	275,585	279,077	287,449
Fire Service Training (4428)	343,279	351,974	362,534
Contracted Services (2406)	25,121	25,875	26,651
DMV Motor Vehicle Tax Collection Fees (4758)	51,500	53,045	54,636
Telematics (3162)	9,095	14,890	20,684
Snow Plow (2406)	60,000	60,000	60,000
Volunteer Pilot		30,000	-
NFIRS Reporting System Support (TBD)		14,000	14,420
MDT Supporting Costs			87,000
MDT Support Personnel			85,000
Medical Exams	250,000	250,000	257,500
Subtotal - Systemwide Expenditures	1,364,209	1,399,251	1,585,876



Wake County Fire Tax District

FY19 Recommended Total Budget

Operating -	\$ 23,591,249
Capital -	\$ 1,567,000
Debt Service -	\$ 978,500
<u>Systemwide Expenses –</u>	<u>\$ 1,399,251</u>
Total Budget -	\$ 27,536,000



Financial Outlook for FY19

	FY 2017	FY 2018	FY 19 Recommended Budget		
	FY 2017 Actuals	FY 18 Projection	Staff Recommended Budget	Growth/(Decline) from FY18 Budget (\$)	Growth/(Decline) from FY18 Budget (Percent)
Revenues					
Property Taxes	25,830,181	26,000,000	26,280,000	420,000	1.6%
Interest Income	32,896	15,000	15,000	-	0.0%
Total	25,863,077	26,015,000	26,295,000	420,000	1.6%
Expenditures				-	-
Debt Service	1,079,954	1,212,000	978,500	(233,500)	-19.3%
Capital	2,850,453	1,805,000	1,567,000	(238,000)	-13.2%
Department Appropriations	20,301,143	22,114,791	23,591,249	1,476,458	6.7%
Systemwide Expenses	1,080,073	1,364,209	1,399,251	35,042	2.6%
Total Expenditures	25,311,623	26,496,000	27,536,000	1,040,000	3.9%
				-	
Surplus/(Deficit)	551,454	(481,000)	(1,241,000)	(620,000)	99.8%

Tax Rate Outlook

Model	2019	2020	2021	2022	2023	2024	2025
FY 18 Adopted Budget							
Operating	8.67	9.88	9.88	10.80	10.80	11.40	N/A – Did not show last year
Capital	0.93	0.93	0.93	0.93	0.93	0.93	
Total Fire Tax Rate (Cents)	9.60	10.81	10.81	11.73	11.73	12.33	
Tax Increase*	-	1.21	-	0.92	-	0.60	
FY 19 Recommended Budget							
Operating	8.67	9.72	9.72	10.64	10.64	11.11	11.11
Capital	0.93	0.93	0.93	0.93	0.93	0.93	0.93
Total Fire Tax Rate (Cents)	9.60	10.65	10.65	11.57	11.57	12.04	12.04
Tax Increase*	-	1.05	-	0.92	-	0.47	-

*Required tax increase to maintain combined operating and capital fund balance of 16% of subsequent year's expenditures assuming annual operating expenditure growth of 3% and no revenue growth

Questions ?



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Ten-Ten/Garner Suburban Fire Insurance Realignment and Station Closure

Presentation to Fire Commission
July 19, 2018



Insurance District Realignment and Station Closure

Background Information

Initial Request to explore county participation in station location

District Changes and Budget Implications

Insurance District Changes

Budget Implication

Background Information

Initial Request to Explore District Realignment

Proposal for co-location of Garner FD & Wake EMS with cost share of rural area.

Met with Town of Garner – March 2017

Discussed with Fairview Fire Chief – March 2017

Discussed with Fairview Board Member - April 2017

Continued meetings and discussions

Potential station design to allow for future expansion and co-location

Background Information

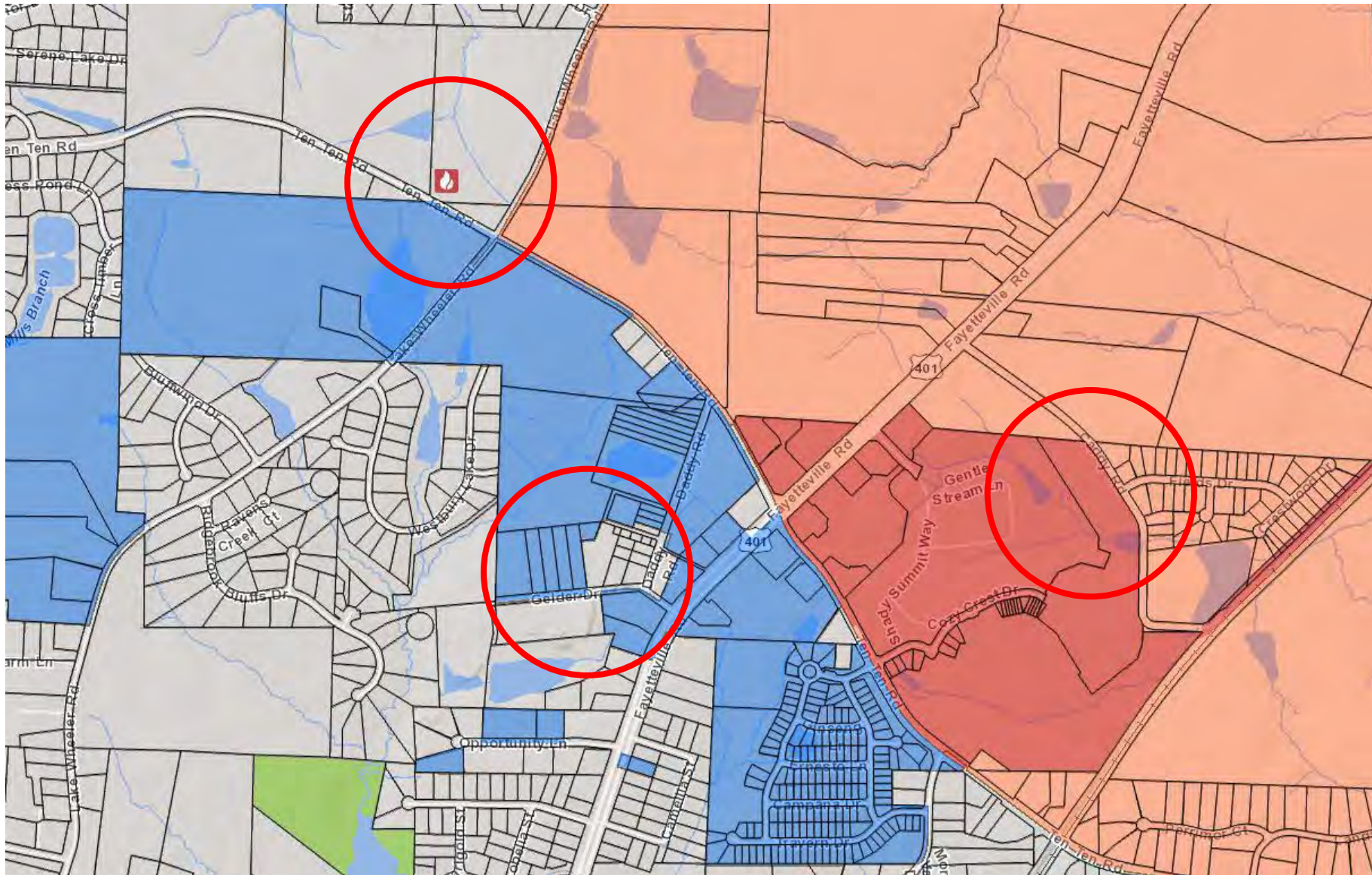
Why Consider Change?

Continued Town Annexations and shrinking Fire Tax revenue

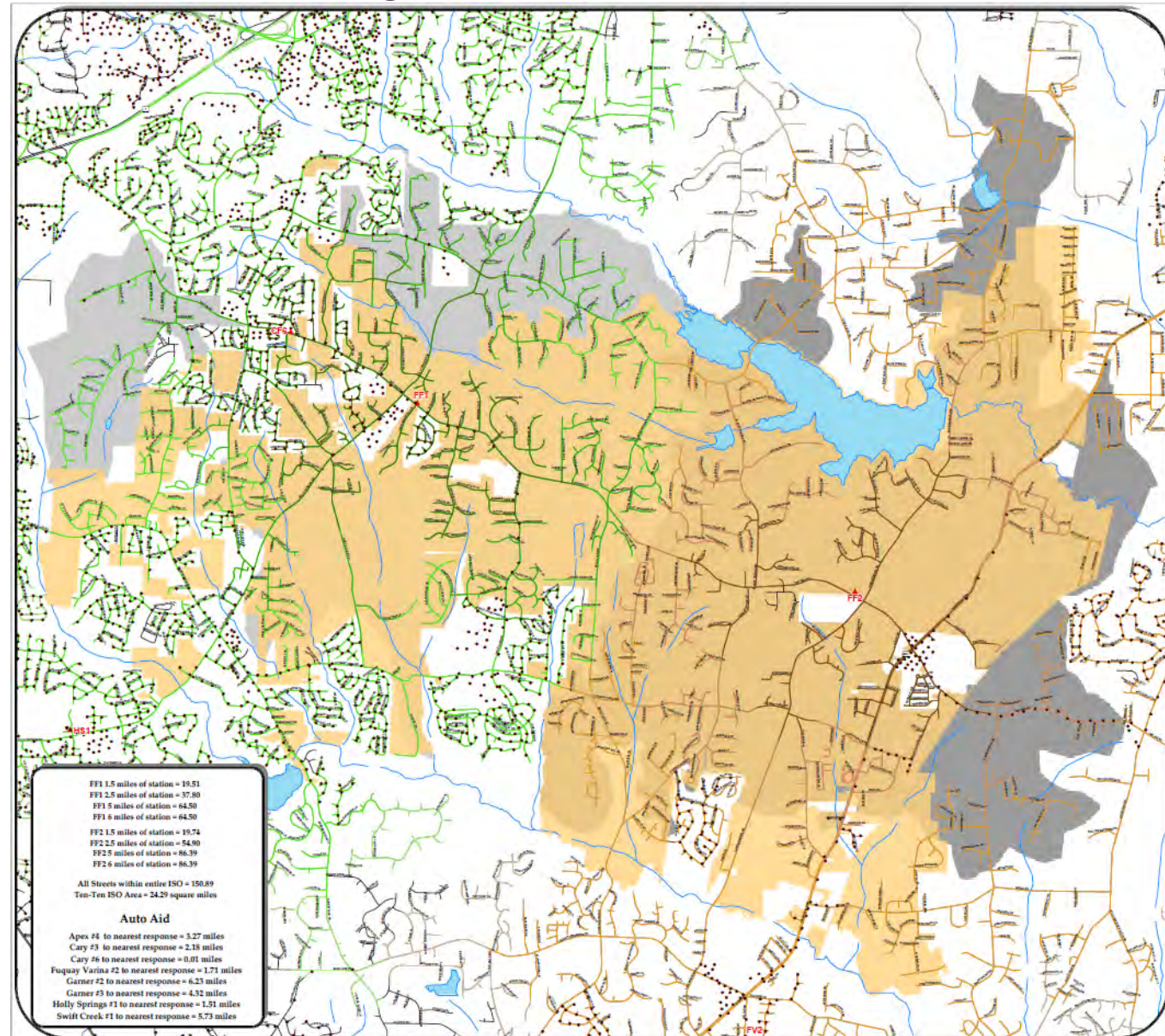
New cost-share formula premised on continued reduction in county share

Opportunity to Leverage Municipal Fire Service to Lower County Costs

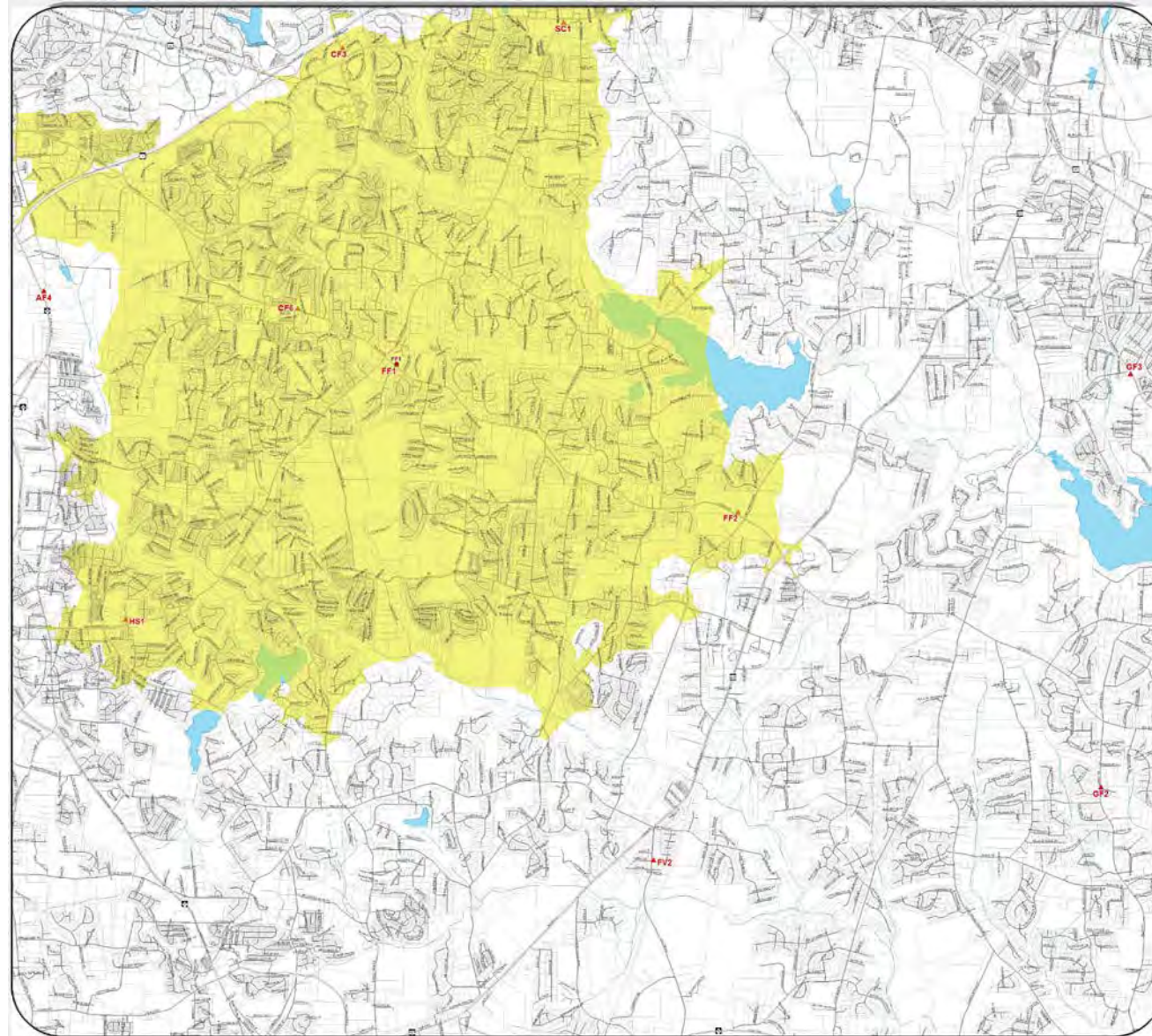
Reduce future station “saturation potential”



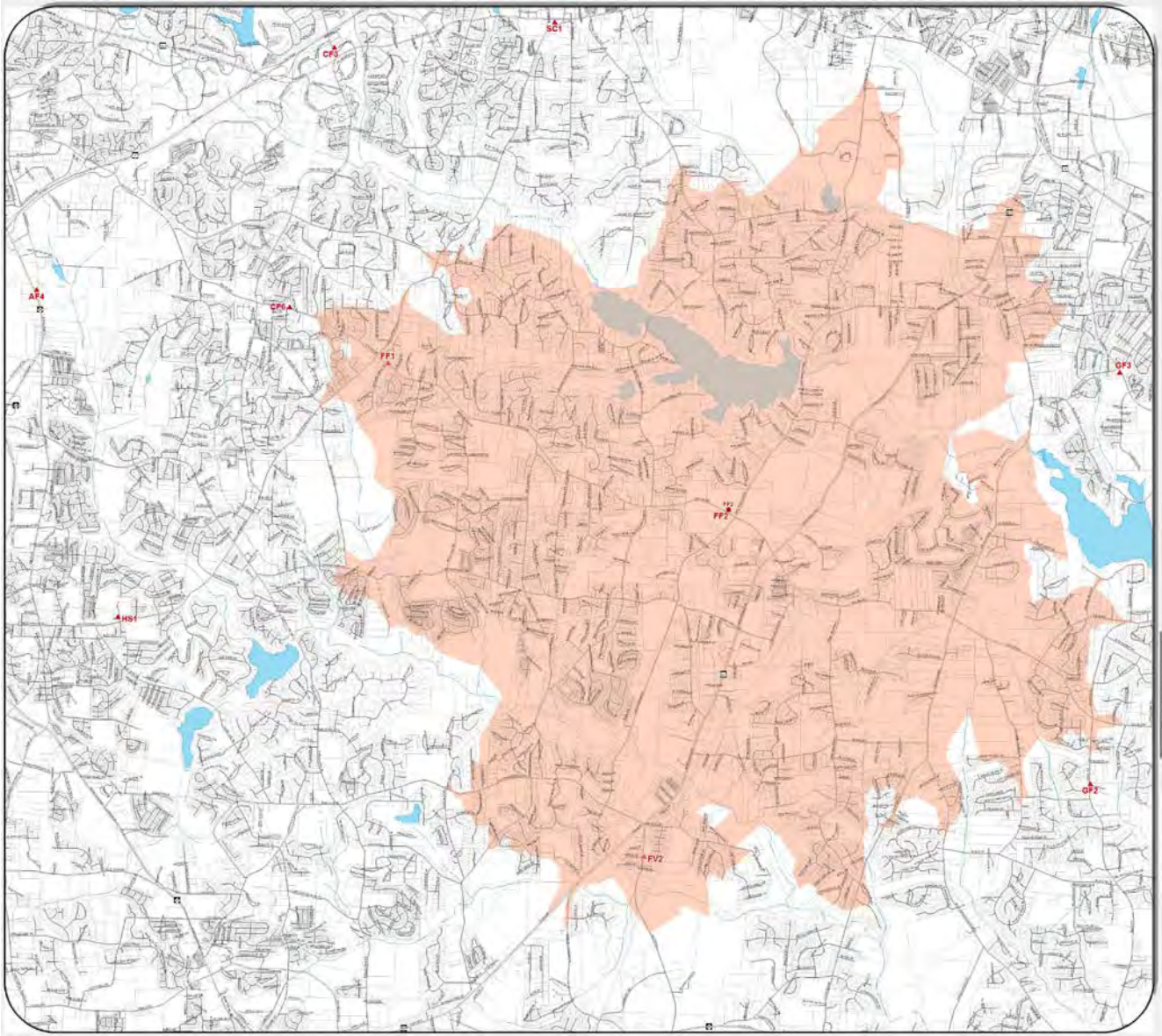
Existing Ten-Ten Fire Insurance District



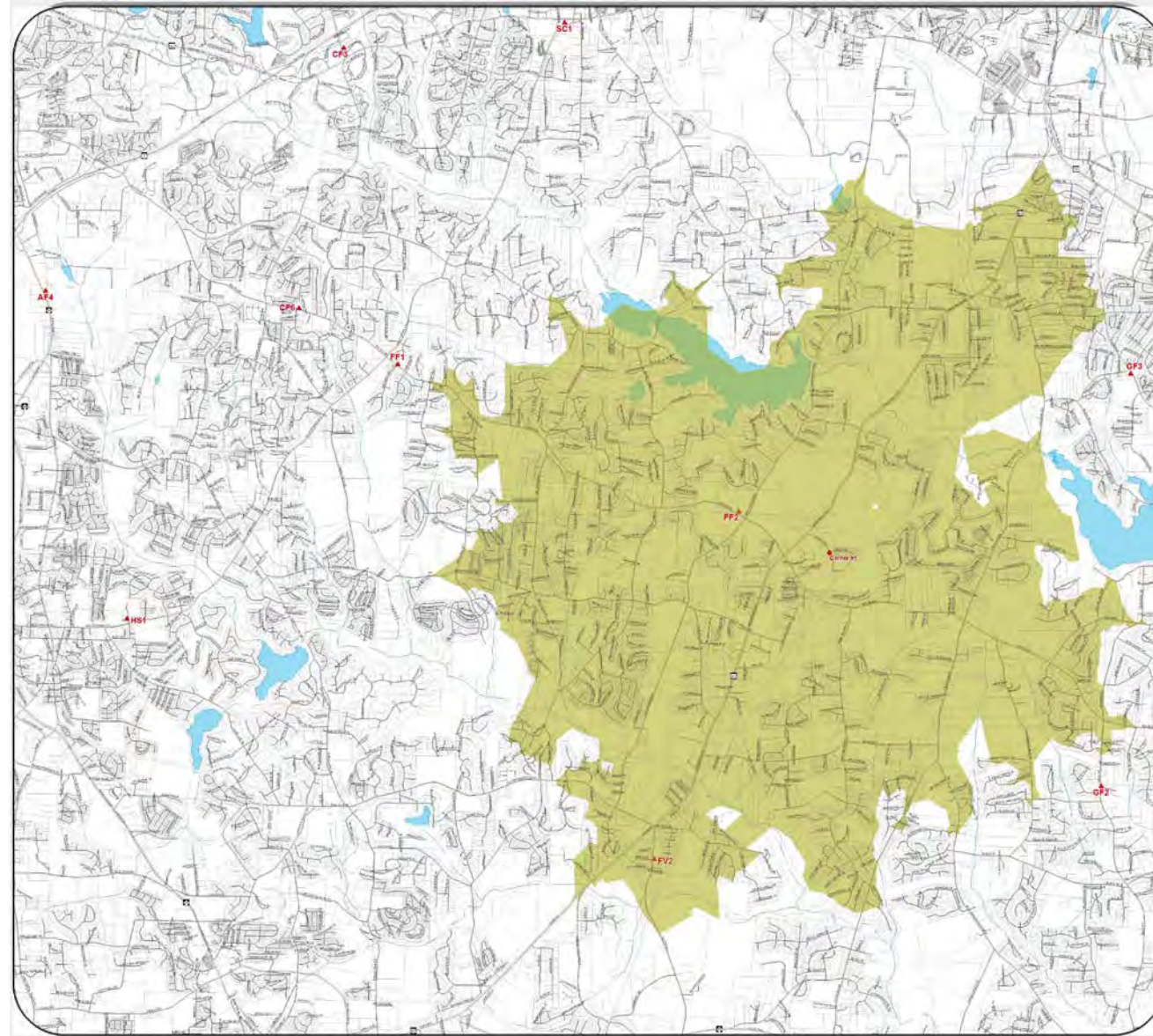
Fairview Station 1 current 5 mile area



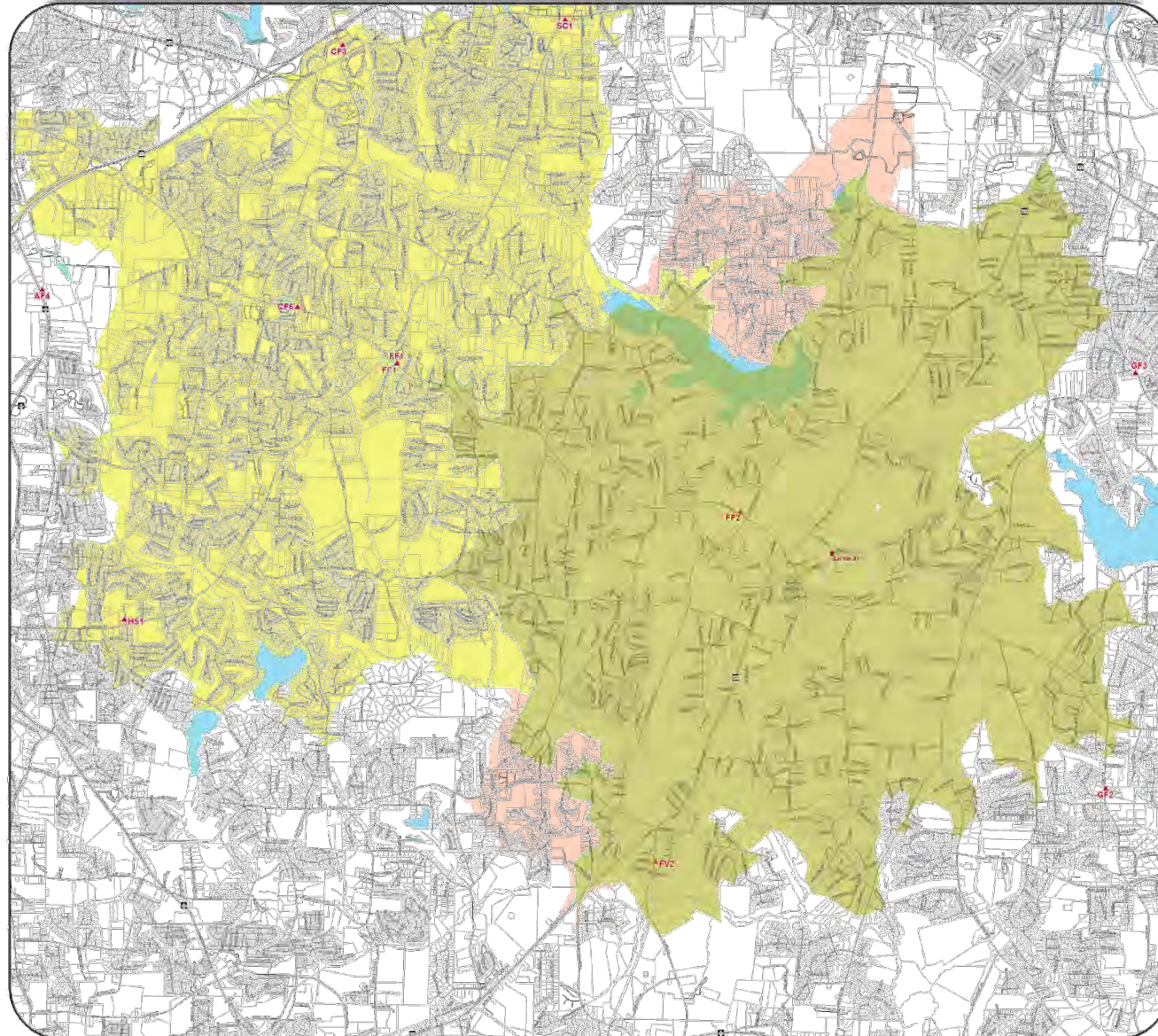
Fairview Station 2 current 5 mile area



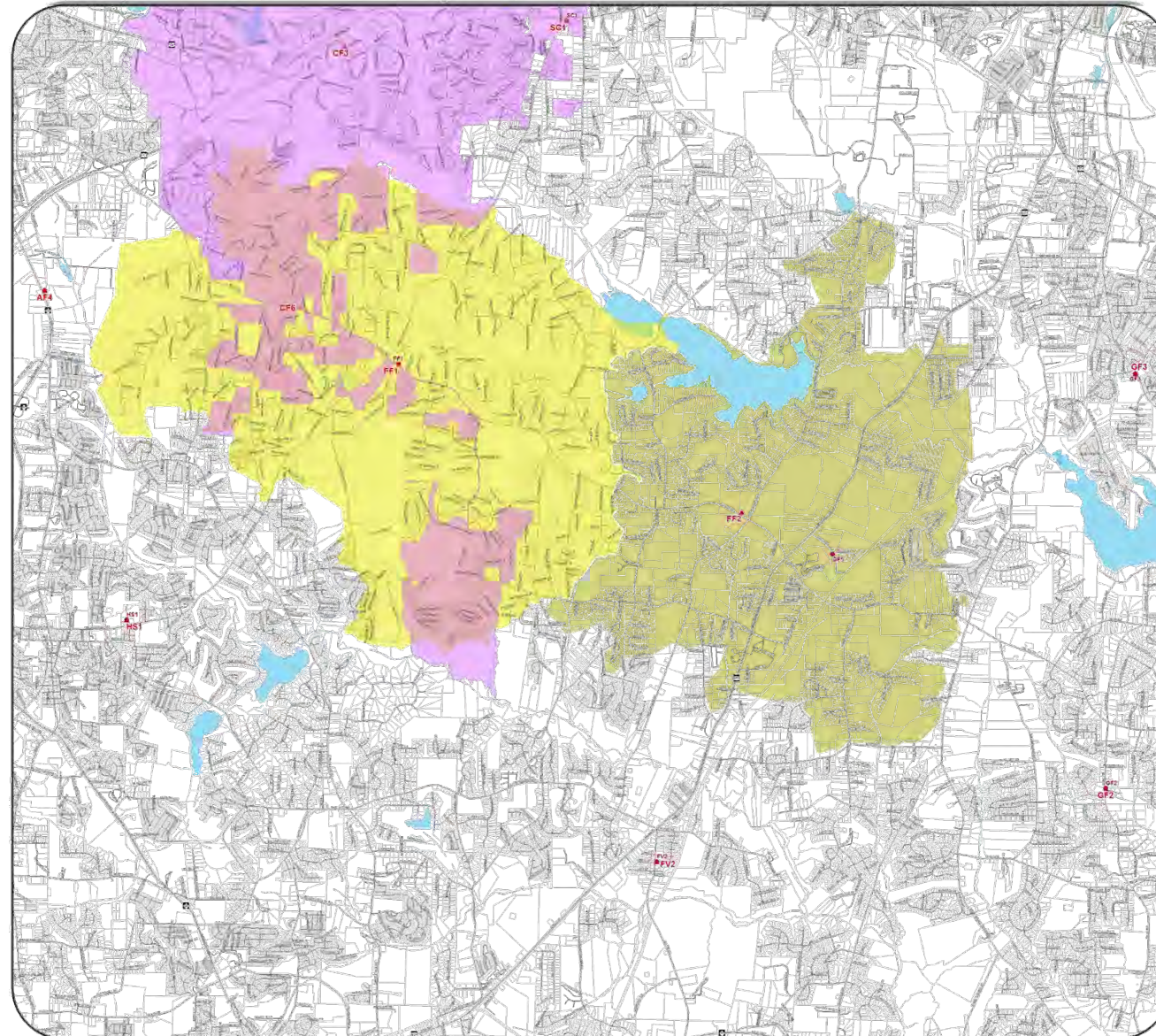
Proposed Garner station 5 mile area



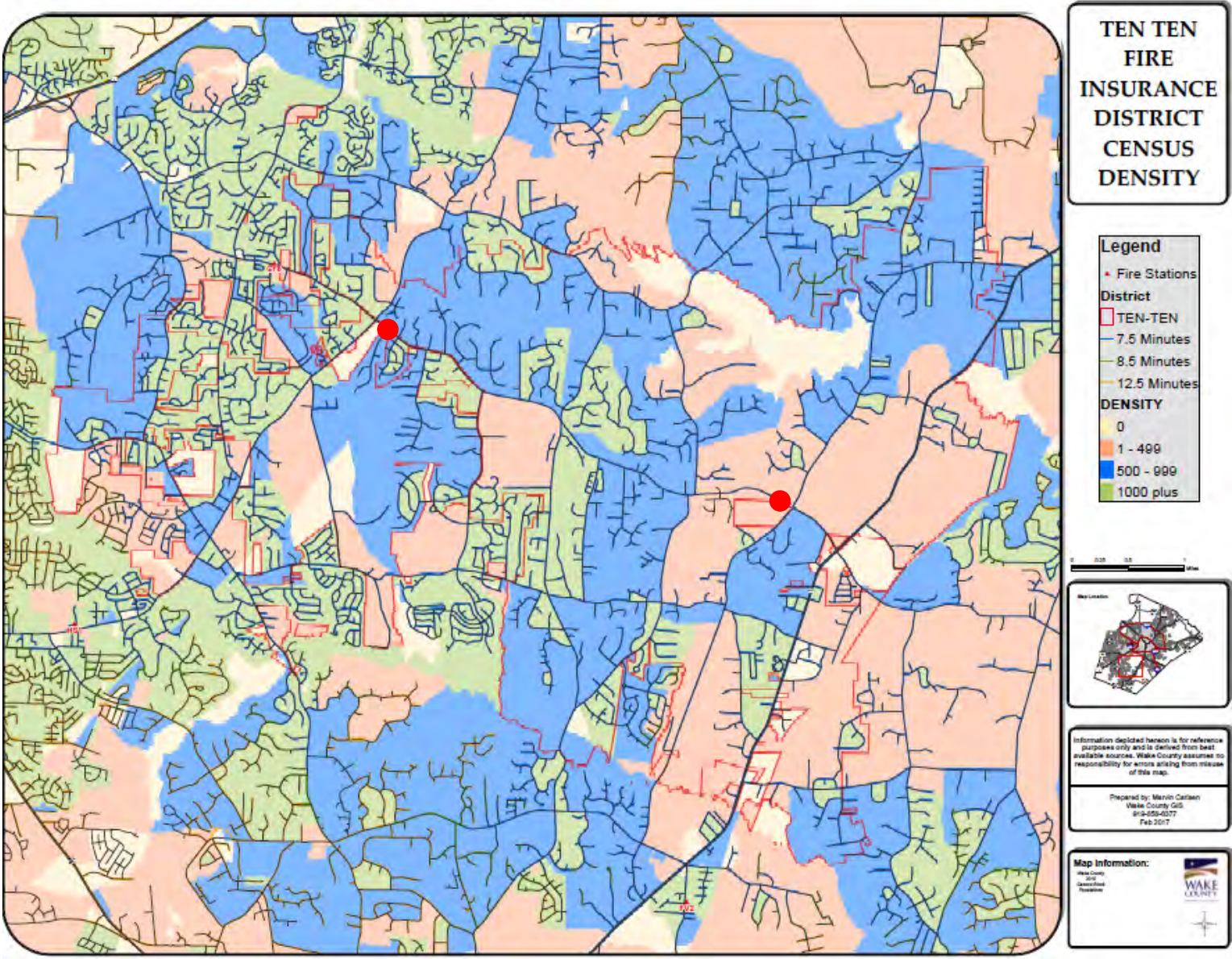
All stations 5 mile overlap



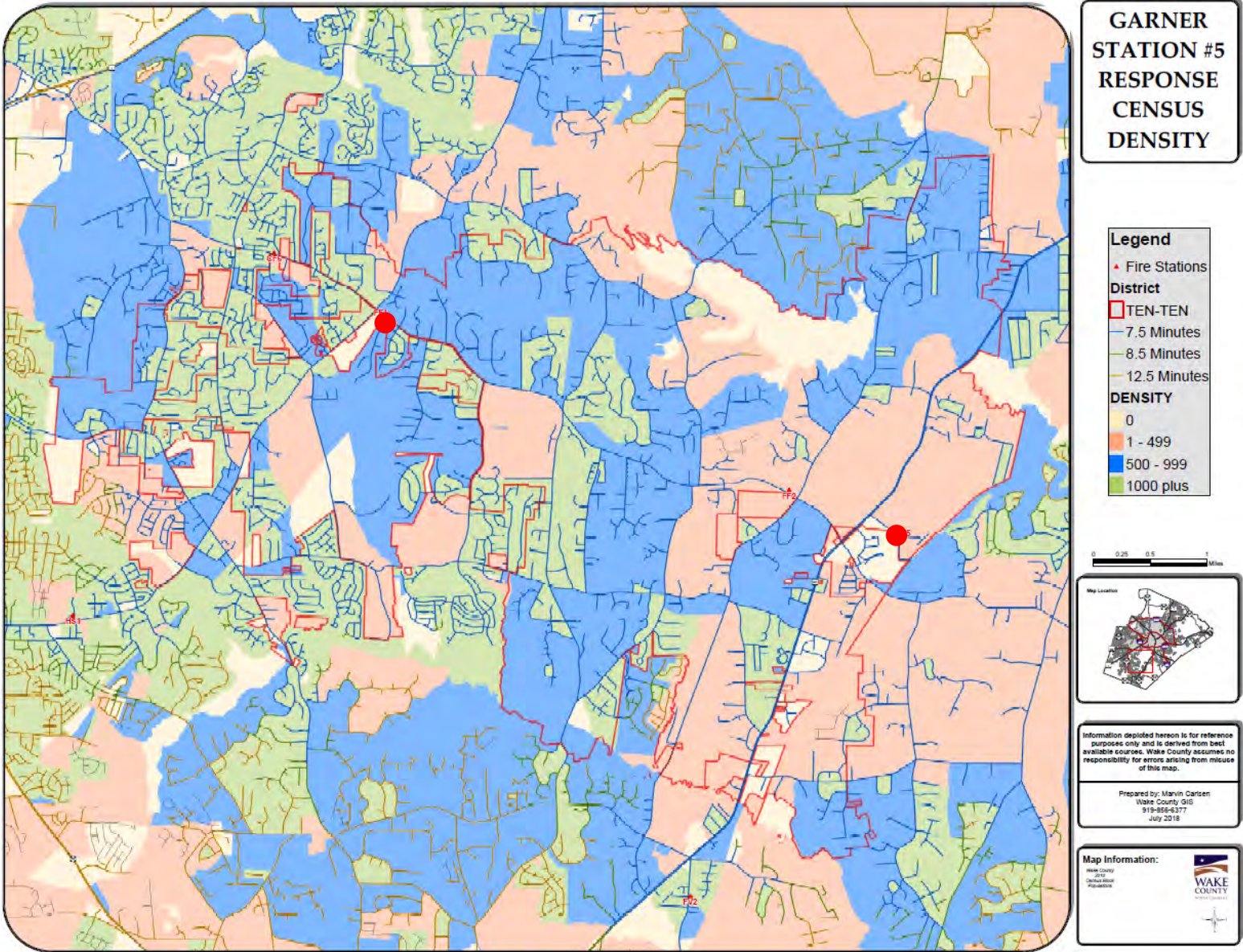
Proposed Ten-Ten / Garner Suburban Insurance Realignment



NFPA 1720 Response Times



NFPA 1720 Response Times



District Changes and Budget Implications

Garner Suburban Fire Insurance District – ISO 2/4

63.7 Square Miles

Total valuation - \$2,758,919,266*

29,310 residents

2,020 calls for service

Ten-Ten Fire Insurance District – ISO 3

24.2 Square Miles

Total valuation - \$2,120,024,742*

17,139 residents

1,647 calls for service

* Includes "Exempt" properties

Fire Insurance District Changes

Garner Suburban Fire Insurance District

Increase of 9.67 square miles to 73.37 square miles

Increase of 4,499 residents to 33,809 residents

Increase in 764 calls for service to 2784 calls for service

Increase in approximately 705 cost share “creditable” calls for service to 2725 calls for service

Ten-Ten Fire Insurance District

Decrease of 9.67 Square Miles to 14.53 square miles

Decrease of 4,499 residents to 12,640 residents

Decrease of approximately 746 calls for service to 935 calls for service

Operating Budget Implications

Garner FD Budget Operating Cost Projections

Salaries and Benefits - \$521,688

Station annual operating costs - \$58,928*

Total annual operating budget cost - \$ 580,616

Ten-Ten Fire Insurance District Station 2 Costs

Salaries, Duty Crews and Benefits - \$514,867

Station annual operating costs – \$52,477*

Total annual operating budget cost- \$567,344

* Includes Fairview vehicle maintenance, removes costs in Garner current budget and removes EMS share of Maintenance cost

Operating Budget Implications

Garner FD Budget Operating Cost Projections

New cost share % - 49.52% from 48.04% = **\$68,124** increase over existing FY19 Budget

Total new annual operating budget cost - \$ 580,616 @ 49.52% = **\$287,522**

Net = **\$355,645** increase in cost to Fire Tax District operating budget

Ten-Ten Fire Insurance District Station 2 Costs

Current FY2019 annual operating budget @ 100% = \$1,651,339

Annual operating budget after Station 2 closure = \$1,138,995

Net = **\$512,344** decrease in cost to Fire Tax District operating budget

Net annual savings to Fire Tax District operating budget = **\$156,699***

District Change Issues



ISO Ratings

Garner Suburban ISO rating of 4

Ten-Ten ISO rating of 3

Effect of Changes on Volunteers

ISO Rating Changes

- Total parcels to move into Garner Suburban – 3,036
- Residential, Vacant, Forestry, etc. – 2,854
- HOA, Cemetery, Exempt – 153 (10 Churches)
- Commercial/Industrial – 29
- Parcels not impacted by ISO change from 3 to 4 – 2,997
- 39 parcels possible premium increase of ~ 1.6% of premium

Example: Annual premium of \$2,500 = increase of ~\$40 per year

Effects on Volunteerism

- Fairview Rural FD volunteers – 23 (NCSFA 2/14/18 roster)
- Roster size similar to other single-station departments with lower calls volumes
- Recruitment and retention root causes
- Leadership's ability to “manage change” is key to retaining volunteers during change

Insurance District Realignment and Station Closure

- Questions?

End of Part 1



Participation in Station Location and Construction

Background Information

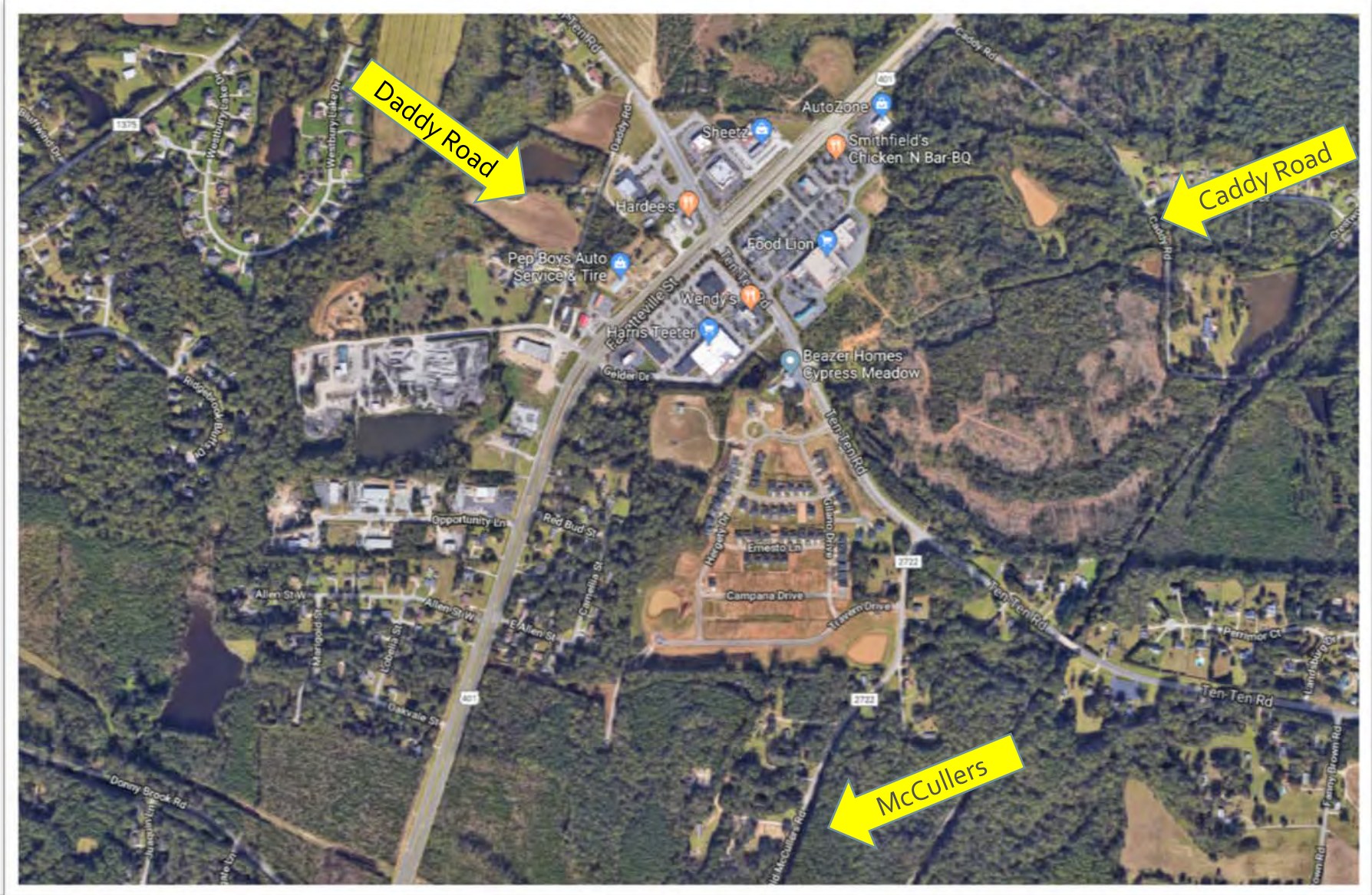
Site Selection

Three locations were identified and studied:

1. McCullers Road
2. Daddy Road
3. Caddy Road

“Ideal” site location – Caddy Road

Site Locations



Capital Budget

Station Participation Considerations

Established Cost Share methodology applies to operating budget and small capital items

Station construction participation is considered on a case-by-case basis

Wake County EMS will participate at ~ 25%

Town of Garner and County will negotiate an equitable cost share

Station Location and Participation

- Questions?

Fairview Rural Fire Department Service Demand Calculations - 2017

2017 Fairview Rural Fire Department Service Demand¹:

- Total “unit” dispatches – 2,600
- Total incident dispatches – 1,681

Station 1

- Total “unit” dispatches – 1357
 - Engine 1 – 568
 - Engine 8 – 158
 - Rescue 1 – 154
 - Tanker 6 – 124
 - Brush 4 – 49
 - Car 1 – 25
 - Car 2 – 276
 - Car 10 - 3
- Total incident dispatches – 936
 - Weekend Incidents – 263
 - Weekday evening calls (18:00 – 06:00) – 232
 - Weekday “day time” incidents (6:00 – 18:00) - 441
 - Municipal incidents – 290
 - Unincorporated area incidents -646
 - Fairview “Beats” incidents – 589
 - Swift Creek “Beats” - 12

Station 2

- Total “unit” dispatches – 1243
 - Engine 2 – 184
 - Engine 3 – 884
 - Tanker 7 – 160
 - Car 20 – 15
- Total incident dispatches – 1046
 - Weekend Incidents – 295
 - Weekday evening Incidents – 262
 - Weekday “day time” incidents - 489
 - Municipal incidents – 176
 - Unincorporated area Incidents - 870
 - Fairview “Beats” incidents – 699
 - Swift Creek “Beats” – 13
- Total incident reduction if Station 2 closes – 746
 - 300 incidents responded to by both Station 1 and Station 2

Incident allotment to Garner cost share:

- Station 2 total incidents – 1046
 - Number of Incidents Garner FD responded to with Fairview FD - 282
 - Garner FD projected service demand increase – 764
- Incidents within unincorporated areas (Cost share eligible) – 876
- Incidents Garner FD responded to with Fairview FD (Already in cost share) – 171
- Projected increase to Garner “Service Demand” cost share element – 705

¹ Service demand calculations based on 2017 RWECC

Ten/Ten/Garner Suburban Fire Insurance Realignment and Station Closure

Fairview Station 2		Garner Station 5		Cost Share	Garner Fire Department		Fairview Rural Fire Department	
Cost reductions		Budget Additions			Proj. Station Costs \$120,040		Est. Station Costs	\$35,402
Captains	(\$209,214)	Captains	\$196,069	49.52%	Cost in current Budget		Vehicle Maint. costs	\$17,075
Driver/Operators	(\$183,504)	Driver/Operators	\$171,310		Membership Dues	(\$3,248)	Total Station cost	\$52,477
FireFighters	(\$122,149)	Firefighters	\$154,310					
Total Staff Cost	(\$514,867)	Total Staff cost	\$521,689	Station Operating	Traing/travel /lodging	(\$16,138)		
Station Operating Cost	(\$52,477)	Staff cost @ cost share	\$258,340		Vehicle Fuel	(\$18,133)		
		Cost Share of Sta. cost	\$29,181	\$58,928	Vehicle Maintenance	(\$17,375)		
Total Reductions	(\$567,344)	Total annual Op	\$287,522		Total	(\$57,194)		
				EMS Share reduction	(\$3,918)			
				Total add. Station Cost	\$58,928			
FY2019 Budget	\$1,651,339	FY2019 Cty Budget	\$4,602,941					
Budget Additions		FY19 Cost @ 48.04%	\$2,211,253					
Part Time FF M-F	\$55,000	New cost share Cost	\$2,279,376					
		Cost increase	\$68,124					
Adjusted Budget	\$1,138,995							
Net annual savings	(\$512,344)	Net Operational Cost	\$355,645					
		Net Savings/Cost	(\$156,699)					

Fairview Rural Fire Department ISO Change Parcel Count

Garner Fire-Rescue has an ISO rating of 2/4

The Garner Suburban Insurance District has an ISO rating of 4

Number of parcels affected by change:

- **Total parcels proposed to move to Garner Suburban – 3036**
- Total number of Residential less than 10 acres – 2196
- Total number of Vacant parcels – 549
- Total HOA, cemetery, or water / sewer system – 75
- Total number of exempt parcels – 65 (45 have 0 heated sq. footage) 10 Churches, 2 clubs
- Total number of Apartment, manufactured home parcels - 22
- Total number of Forestry parcels – 20
- Total number of Acre with improvement, no house – 24
- Total number of Acres greater than 10 with house – 9
- Total number of Agriculture parcels – 29
- Total number of commercial parcels – 18
- Total number of Mobile Home Park parcels – 3
- Total number of Horticulture parcels – 1
- Total number of Industrial parcels – 11
- Total number of Retirement Home parcels -1
- Total number of Part Exempt parcels – 13



U.S. Fire Administration

Retention and Recruitment for the Volunteer Emergency Services

Challenges and Solutions

FA-310/May 2007



FEMA



TABLE 1. Retention and Recruitment Root Causes

SOURCES OF PROBLEMS	CONTRIBUTING FACTORS
Time Demands	<ul style="list-style-type: none"> • the two-income family and working multiple jobs • increased training time demands • higher emergency call volume • additional demands within department (fundraising, administrative)
Training Requirements	<ul style="list-style-type: none"> • higher training standards and new Federal requirements • more time demands • greater public expectation of fire department's response capabilities (broader range of services such as EMS, Hazmat, technical rescue, etc.) • additional training demands to provide broader range of services • recertification demands
Increasing Call Volume	<ul style="list-style-type: none"> • fire department assuming wider response roles (EMS, Hazmat, technical rescue. • increasing emergency medical call volume • increase in number of automatic fire alarms
Changes In The "Nature Of The Business"	<ul style="list-style-type: none"> • abuse of emergency services by the public • less of an emphasis on social aspects of volunteering
Changes In Sociological Conditions (In Urban And Suburban Areas)	<ul style="list-style-type: none"> • transience • loss of community feeling • less community pride • less of an interest or time for volunteering • two-income family and time demands • "me" generation
Changes In Sociological Conditions (In Rural Areas)	<ul style="list-style-type: none"> • employers less willing to let employees off to run calls • time demand • "me" generation
Leadership Problems	<ul style="list-style-type: none"> • poor leadership and lack of coordination • authoritative management style • failure to manage change
Federal Legislation And Regulations	<ul style="list-style-type: none"> • Fair Labor Standards Act interpretation • "2 in, 2 out" ruling requiring four firefighters on scene before entering hazardous environment • Environmental Protection Agency (EPA) live-fire burn limitations
Increasing Use Of Combination Departments	<ul style="list-style-type: none"> • disagreements among chiefs or other department leaders • friction between volunteer and career members
Higher Cost Of Housing (In Affluent Communities)	<ul style="list-style-type: none"> • volunteers cannot afford to live in the community they serve
Aging Communities	<ul style="list-style-type: none"> • greater number of older people today • lack of economic growth and jobs in some towns
Internal Conflict	<ul style="list-style-type: none"> • disagreements among departmental leaders • friction between volunteer and career members

LEADERSHIP PROBLEMS

Many retention and recruitment problems can be traced back directly or indirectly to leadership problems. Effective leadership helps retain members as well as reduce dissatisfaction. Ineffective leadership is the most common reason for a decline in membership.

Poor Leadership and Lack of Coordination--Some of the leadership problems stem directly from the lack of direction given to members, particularly new members. New members need direction, especially in the area of training. If this initial direction is not provided, new recruits often become frustrated and quit. A program of mentoring and coaching needs to be implemented for new members. Incumbent members must be assigned to assist, acquaint, and get the new recruit off to a good start. A department that is progressive and stays on the leading edge tends to have an easier time with recruitment and retention because its members take more pride in the department. Progressiveness, however, requires strong leadership and coordination of members' efforts.

Authoritarian Management Style--Dictatorial leaders drive members out of volunteer fire departments. Volunteers feel they are given enough orders in their day-to-day jobs, and prefer not to have every action dictated around the station. Participative management styles attract and retain members. Volunteer members want to have some "ownership" in the organization. They must have a sense of worth and feel they are using their talents to contribute to the overall good. They cannot be treated poorly or looked down upon. Volunteers also have to understand the need for discipline, the fireground is not the place for democracy.

Failure to Manage Change--Change is inevitable in any fire department, and it can be painful if it is not managed properly. Departments that undergo major changes (such as consolidations) that are not well-managed usually will lose members. One of the most common causes of management problems during periods of change is poor communications. This is an information age and individuals are used to being kept well informed by media and Internet sources. Withholding information will only lead to gossip, hypothesizing, lower morale, and suspicion. Poor communications are generally the sign of an authoritarian manager who is a weak leader. More will be said about this in the section on leadership.

North Carolina Office of State Fire Marshal

North Carolina Response Rating Schedule

Handouts



How does improving your grade affect your citizens?

This chart compares annual insurance premiums for a new wood frame home valued at \$100,000.00 with smoke detectors. This report was provided by an actual agent in Wake County.

ISO CLASS	AGENT 1	AGENT 2	AGENT 3
10	\$470.00	\$514.00	\$585.00
9S	\$376.00	\$411.00	\$469.00
8	\$353.00	\$384.00	\$438.00
7	\$318.00	\$347.00	\$394.00
6	\$259.00	\$283.00	\$320.00
5	\$259.00	\$283.00	\$320.00
4	\$259.00	\$283.00	\$320.00
3	\$259.00	\$283.00	\$320.00
2	\$259.00	\$283.00	\$320.00
1	\$259.00	\$283.00	\$320.00