

S.A.F.E.R.

Staffing for Adequate Fire and Emergency Response

Priority Objectives of S.A.F.E.R.

To assist local fire departments with achieving the necessary minimum staffing and deployment capabilities to respond to emergencies and ensure that communities have adequate protection from fire and fire-related hazards

To fulfill traditional missions of fire departments, which includes ambulance/emergency medical services, prevention, risk reduction, and public education.

National Standards

N.F.P.A. 1710 / 1720

National Fire Protection Association

MINIMUM STAFFING LEVELS



Minimum of fifteen firefighters on the initial building fire assignment to accomplish all needed fireground tasks.

ASSITANCE FROM OUTSIDE



The department has worked towards addressing this by entering into automatic mutual aid agreements with surrounding communities.

History of Staffing Requests



In the early 1980's the fire department was staffed with a Full-Time Chief and two day-time Firefighters (8am-8pm).

By the early 1990's increased call volume demanded 24/7/365 coverage.

This resulted in having two firefighters working 24-hour shift, supplemented by two firefighters working day shift as well as a very robust and active call-member force.



In 1999, the department upgraded from providing Basic to Advanced Life Support ambulance service.

The goal at that time was to have a staffing level of one officer and three firefighters working 24-hours a day.

This staffing level was finally achieved in 2009.

History of Staffing Requests

2002

Chief Durgin requested an increase in staffing to six members per shift

2009

According to department records six firefighters were requested as a result of the Avalon Bay and Northborough Crossing development.

These positions were approved and funded initially through fees imposed on the builder.

These positions were never filled.

2013

Chief Durgin asked to increase on-duty staffing to one officer and seven firefighters. He also requested the hiring of a deputy chief and a full-time fire prevention officer

2015 Staffing Study

After this request the town contracted with an agency to conduct a study on public safety staffing levels and operations.

The study, which was completed in 2015 recommended increasing the on-duty staffing to one officer and four firefighter/paramedics 24 hours a day, hiring a deputy and construction of a new fire station.

This recommendations were based on several items including population, calls for service, ambulance transports, and unit workload.

History of Staffing Requests

2018

Final compliance with line staffing

2017

Chief Parenti advised then Town Administrator of the need for additional staff and advised him our intention to apply for the SAFER grant. Members dedicated numerous hours compiling data and drafting the application. When presented for approval the Town Administrator would not sign-off on the grant

2017 - 2023

Several times since 2017, Chief Parenti spoke with the Town Administrator about increasing staffing and submitted several supplemental budget requests

2023

In June of this year, Chief Parenti advised the then Interim Town Administrator of a critical need for personnel. Our members were beginning to exhibit signs of physical and mental health impacts due to the workload and as a result we needed to adjust our daily staffing.

2023

Chief Parenti also advised him at that time that it was his intent to apply for the SAFER grant in 2024. It was the Chiefs understanding that the memo was forwarded to the Selectboard

Benefits to Northborough



Most importantly, Improvement in our firefighters' health, wellness and safety, translating into enhanced services provided to our community



The ability to respond to additional and overlapping calls



The ability to attract and retain highly qualified firefighters and paramedics



An anticipated increase in ambulance fee collection (estimate: \$120,494 annually)

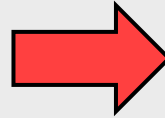


Adding two additional members per shift (= 7 members per shift) gives us the option as necessary to drop shift staffing by one member before filling a vacancy with overtime while maintaining minimum basic services. This will result in an estimated overtime cost savings of \$254,030.

Fire Department Emergency Response Data

2015

- ▶ Population: 14,155
- ▶ Calls for service: 2,025
- ▶ Calls per day: 5.5
- ▶ Overlapping Emergency Calls:
 - ▶ 2 or more: 216 times
 - ▶ 3 or more: 22 times
 - ▶ 4 or more: 2 times
- ▶ Ambulance Transports: 962
- ▶ Workload per unit: 3,224 Runs



2022

- ▶ Population: 15,741 (2020)
- ▶ Calls for service: 2,553
- ▶ Calls per day: 7.0
- ▶ Overlapping Emergency Calls:
 - ▶ 2 or more: 373 times
 - ▶ 3 or more: 54 times
 - ▶ 4 or more: 13 times
- ▶ Ambulance Transports: 1,446
- ▶ Workload per unit: 4,352 Runs

Fire Department Non-Emergency Activity Data - 2022

- ▶ Training Hours: 2,034
- ▶ Non-Emergency Details: 941
- ▶ Inspections Conducted: 1,048
- ▶ Permits Issued: 1,116
- ▶ Senior SAFE programs/SAFE (youth/school) programs: 72 events with 4,504 interactions

S.A.F.E.R. Grant Overview

