

Master Plan 2019 Summary for Philomath Fire & Rescue

This 2019 Master Plan Summary describes what Philomath Fire & Rescue (hereafter, the District) plans to accomplish in the next 10 years. This plan addresses the seven areas that the District has determined are vital operational areas for change. These areas are facilities, staffing, apparatus, equipment, programs, funding, and customer service. Detailed information regarding this plan is available in the full Master Plan document. The Master Plan also provides background information for various factors that influenced the contents of this Master Plan Summary.

1. Facilities

Key Findings:

- 201 - remodeled in 2017 to accommodate current staffing and future growth; the structure was also hardened for seismic activity.
- 202 - strategic location for response to the west side of the District and Benton County, as well as mutual aid with Blodgett, Kings Valley, and Lincoln County.
- 203 – well-constructed and geographically positioned for future population growth; requires some changes to house two Resident Volunteers and function as a manned station.

Goals:

Improve existing facilities to meet the changing needs of the District.

202 – Establish Living Quarters

1. 3 Years - Purchase temporary living quarters at Station 202, establish within the structure or adjacent to.
2. 5 Years - Implement plan to construct new apparatus bay to meet future vehicle needs.
3. 10 Years - Rebuild station to accommodate water tender and permanent residence.

203 – Improve Livability

1. 3 Years -
 - a. Improve air-handling system.
 - b. Redesign exhaust system in bay to better accommodate a tender.
 - c. Update living-room and bedroom furniture.
2. 5 Years - Add laundry facilities and upgrade appliances.
3. 10 Years - Consistently house two Resident Volunteers.

2. Personnel

Key Findings:

- Good leadership is a strength of the District.
- An investment in training is required for new personnel and for recertification of veteran personnel. These costs are substantial and ongoing. The District needs to strive to retain all personnel in order to provide the best service to the community.
- There is a degree of competition for volunteers within the City of Philomath and with other fire and rescue districts and departments.

Goals:

Personnel Retention:

3 Years -

1. All Officer Trainees will achieve Lieutenant status through training and experience.
2. Perform annual evaluations on all Officer Trainees. Work with personnel to develop career goals through education and promotional advancement.
3. Continue to provide opportunities for leadership training.
4. Incentivize volunteer advancement.
5. Increase volunteer leadership staffing and their qualifications to strengthen after-hours response.
6. Increase qualified after-hours response from Resident Volunteers. Develop more responsive training programs to accommodate new personnel, improving transition from Senior Resident Volunteers to new recruits.
7. Add one full-time firefighting position to cover vacations and absences of Shift Lieutenants and staff absences due to off-site training, and to increase daytime response at Station 201.

5 Years -

1. Perform annual evaluations for all personnel.
2. Increase qualified after-hours response from volunteers. Work with volunteers toward leadership and instructor roles as their ambitions and abilities change.
3. Increase qualified after-hours response from paid personnel.

3. Apparatus

Key Findings:

- The District's Apparatus Reserve Fund does not have enough funding for future replacement purchases and the outlook for the growth of this fund using revenue from property taxes to meet needs for replacement purchases is not promising.
- The projected working life of District apparatus exceeds recommendations of the National Fire Protection Agency.
- Voters approved in 2016 a general obligation bond in the amount of \$3.5 million. This was used to purchase new and replacement apparatus and equipment.
- The District prioritizes maintenance and preventive services of apparatus in order to maximize lifespan.

Goals:

3 Years -

1. Develop replacement plan for apparatus and evaluate funding requirements.
2. Replace 265 and 291.

5 Years -

- Replace 293 and 263.

10 Years -

1. Replace 233, 231 and 224 (if patient transport program established).
2. Purchase new 242 Tender for Station 202.
Purchase new 233 for Station 203.

4. Equipment

Key Findings:

- Between 2014 and 2024, the District projects that maintenance and replacement costs for existing equipment will be \$730,000.
- The cost of replacing turnouts, the vital protective gear firefighters put on before responding to an incident, is \$20,000 to \$25,000 per year.

Goals:

- Continue to evaluate upgrades and replacements to equipment based on need, use, and changing industry standards. Continue to seek grants for equipment needs.

3 Years -

1. Purchase new extrication tools for 232.
2. Upgrade sets of self-contained breathing apparatus.
3. Continuously upgrade turnouts and other personal protective equipment as needed.

5 Years -

1. Establish a program using drone technology, including purchase of one drone and certification for personnel to operate it legally.
2. Purchase new extrication tools for 233.

5. Programs

Key Findings:

- Public education programs are effective tools for increasing community safety.
- The District's training program is one the most effective ways to maintain and improve the District's level of service and to keep District personnel safe.

Goals:

3 Years -

1. Maintain and grow training with online and hybrid programs that are flexible for needs of personnel.
2. Recruit outside instructors to teach courses in-house and to keep personnel in the District for availability for response to emergency calls.

5 Years -

1. Develop a District disaster plan.
2. Develop an inspection program for bridges by designating leadership for such a program and by training volunteers and paid staff to assist with program implementation.

10 Years -

1. Secure a grant to strengthen the program of bridge inspection by committing personnel to this project as an essential function of their job description.

6. Funding

Key findings:

- The District is recognized for good fiscal management and is evaluated annually by third party auditors and the Board.
- The District population is projected to increase in the coming years.
- Increased call volume trend has resulted in multiple back-to-back calls throughout the year.

Goals:

3 Years -

1. Evaluate transport as revenue stream.
2. Consider bonds, levies, and grants for funding operations and capital outlay.
3. Consider implementation of fire-prevention fees, and if implemented, develop a fee schedule.
4. Develop growth and funding trends and compare them with similar districts.
5. Participate in master planning by the City of Philomath.
6. Consider funding a program for bridge inspection that includes a cost-share with property owners.
7. Establish a funding strategy to pay for construction projects and additional personnel.

7. Customer Service

Key Findings:

- The District meets expectations of the community by maintaining ongoing National Fire Protection Association Standards for response.
- The District provides appropriate leadership onsite for after-hours response.
- The District provides auto-aid to neighboring departments strengthening the county-wide response.

Goals:

- Continue to find balance between paid and volunteer personnel for District coverage in all stations
- Work with the Blodgett-Summit and Hoskins-Kings Valley Volunteer Fire departments to improve coverage
- Improve station staffing:

201:

3 Years - Continue robust retention programs for Volunteers and Resident Volunteers. As revenue increases, start nighttime part-time firefighter program.

5 Years - Hire full-time daytime firefighter.

10 Years - Provide two personnel (Lieutenant, Firefighter) 24 hours per day.

202:

3 Years - Actively recruit Volunteers in the Wren area and recruit a Resident Volunteer for quicker response.

5 Years - Increase Resident Volunteer staff to two personnel.

10 Years - Provide one 24-hour Firefighter and two Resident Volunteers for evening and weekend shifts.

203:

3 Years - Establish a Resident Volunteers on-site.

10 Years - Consistently house two Resident Volunteers.