Fire Department



Timothy Reynolds
Fire Commissioner

The East Haddam Fire Department protects lives and property from fire and hazardous incident damage and provides timely emergency medical services in for the town. The Fire Department incorporates up-to-date and efficient fire prevention, fire suppression, hazardous incident mitigation, and emergency medical technologies into its procedures, equipment and methods.

Staffing

CURRENT STAFFING			
Position	**Status**	**Budgeted Hours**	**Elected/Union/Non-Union**
Firefighters/EMT Full Time (4)	Hourly	42 hours per week each	Union
Firefighter/EMT Part or Full Time	Hourly	86 hours per week total	Non-Union
Firefighter Volunteer (56)	Volunteer	As needed	n/a

Performance Measures

Description	2023	2022	2021	2020	2019
Calls for Service (does not include EMS)	213	226	234	227	199
EMS R-1 Services to supplement Ambulance Association	389	397	314	248	255

Fiscal Year 2023-2024 Major Service Level Accomplishments

- **Recruitment and Retention** – The department has added (12) six new personnel to the roster with an additional (5) five other candidates currently in the process. The department has a total of 63 personnel: (56 volunteers and 7 career staff). 32 personnel are certified as EMR or EMT.
- NEW PERSONEL:
- - FIRE POLICE – DANIEL BARRY
  - FIREFIGHTER – STEVEN DARVEAU
  - FIREFIGHTER – MICHELLE FORBES
  - FIREFIGHTER – STEVEN FREEDMAN
  - FIREFIGHTER – MATTHEW LUTTON
  - FIREFIGHTER – ERIC WALKER
  - JUNIOR FIREFIGHTER – RYAN SOLOVEI
  - EMT – BOB GAUDIO
  - EMT – MELANIE KOLEK
  - EMT – MICHAEL LABAN
  - JUNIOR EMS – BRIDGET KENNEDY
  - JUNIOR EMS – ISABELLA LABAN

- **Public Relations** – A new team of 4 for 2023: Captain Neil Mosig, Captain of EMS Toni Myers, LT Kane Bryan and LT Blakely Hewes host the following events: East Haddam Day, Summer Palooza, Fire Department Open House, Project Safe Halloween, Easter Egg Hunt, Tree Lighting, Breakfast with Santa, Fire Prevention Week, Pasta Dinners, Car wash, Fathers Day/ Mothers Day brunch, and Number sign campaign. Captain Myers handles the department's publicity exclusively through ads in local papers, Recruitment brochures, and post bills for events.
- **Career Staff –** The career staff supplement the volunteer personnel base with the following make-up: 1 FT Captain and 1 Per-diem Lieutenant, 2 full-time firefighters/EMTS, and 3 per diem firefighter/EMTs. The Career staff work Monday through Friday from 6am to 6pm or 8am to 4pm with typically (4) four staff on per day. These personnel answer calls for service for both fire and EMS.
- **Chain of Command –** The department currently has the following officers in place: Chief of Department, Deputy Chief of Department, (6) six Captains, and (7) seven Lieutenants. All officers are assigned additional duties based on their skill set. The department functions as one cohesive unit with all information going through the Chief of Department. New for 2023: The department added (1) Assistant Chief of EMS, (1) EMS Captain, and (1) EMS Lieutenant. With the expansion of the Medical R-1 program, it was only appropriate to add these officers in order to better manage the (32) thirty two EMS certified personnel.
- **Training 2023 –** Two Firefighters became certified as firefighter one, Two firefighters became certified as Firefighter two, one firefighter became a certified apparatus driver, one firefighter became certified as EMR (Emergency Medical Responder), (6) six officers attended classes at officer weekend at the National Fire Academy. The department maintains (3) three to (4) four in house trainings per month with (2) two mandatory live burn trainings, (1) annual physical, (1) hazardous materials refresher, and (1) one blood borne pathogens refresher. (32) thirty two personnel are certified as EMR or EMT.
- **EMS (Emergency Medical Services) –** The department continues to provide R-1 services to the town of East Haddam to supplement the East Haddam Ambulance. The fire department was dispatched to 389 R-1 calls in YTD 2023 versus 347 calls in 2022. As stated above, a slate of officers has been established to better manage the R-1 program and personnel. The department has a total of (11) eleven defibrillator devices on fire apparatus and added (5) five this year. The department also added (1) one Lucas Device from a generous donation from Consumer reports to the (2) two other lucas devices in our cache.
- **SOPS (Standard Operating Procedures) –** The department continues to update operating procedures on a yearly basis to reflect the changing world of firefighting.
- **Apparatus –** A continued maintenance plan has been enforced by Lieutenant Matt Swol and Lieutenant Ryan Miner. All aging apparatus and equipment are inspected yearly for defects through preventative maintenance inspections. This is to include pump testing, ladder testing, compressor inspections, hose testing, and routine maintenance.
- **Capital Expenditure –** The fire Chief and BOFC have prioritized equipment for replacement over the next (10) ten years. This will maintain fiscal responsibility with high-quality service for the residents of East Haddam. The Capital plan is a living, breathing document which is maintained in the Clear-Gov program.
- **New Brush Truck –** For the 2023-2024 the 2005 Engine 6-15 is to be replaced. Engine 6-15 is a 2005 Ford F-550 chassis with a refurbished (2005) 1979 Pierce body. This makes the truck as whole is 44 years old. Engine 6-15 currently has body rust with 20,539 miles. The department would retain Brush 15 a 2006 Ford F-350 but request a larger brush truck in the amount of $325,000 in order to more successfully fight brush / forest fires in the many wooded and area parks of East Haddam.

- **ESO Software –** The department continues to utilize the year old ESO system to input fire department data for all emergency calls. The information from the call entered are traced by NFIRS (National Fire Incident Reporting System). All personnel (Volunteer and Career) are trained on data entry.
- **Vector Check Inventory Management Software –** This year-old software is a database that personnel (Volunteer and Career) utilize during weekly / monthly inspections to include: inventory, mechanical defects, fuel management, and mileage.

Fiscal Year 2022 - 2023 Major Service Level Accomplishments

- **Recruitment and Retention** – The department has added (6) six new personnel to the roster with (4) currently in the process. The department has a total of 61 personnel: (51 volunteers and 10 career staff). 32 personnel are certified as EMR or EMT.
- **Public Relations** – Captain Kevin Rutty and Lieutenant Dombroski have retained their position of Public Relations CO chairman who host the following events: East Haddam Day, Project Safe Halloween, Easter Egg Hunt, Tree Lighting, Breakfast with Santa, Fire Prevention Week, Spaghetti Dinners, Fathers Day and Mother Day brunch, Number sign campaign.
- **Career Staff –** The career staff supplement the volunteer personnel base with the following make-up: 1 FT Captain, 1 PT Lieutenant, 1 Per-diem Lieutenant, 2 full-time firefighters/EMTS, and 5 per diem firefighter/EMTs. The Career staff work Monday through Friday from 6am to 6pm or 8am to 4pm with typically (4) four staff on per day. These personnel answer calls for service for both fire and EMS.
- **Chain of Command –** The department currently has the following officers in place: Chief of Department, Deputy Chief of Department, (5) five Captains, (6) six Lieutenant. All officers are assigned additional duties based on there skill set. The department functions as one cohesive unit with all information going through the Chief of Department. An Additional (3) three personnel have been appointed to the position of Engineer to supplement the Lieutenants in conducting apparatus checks.
- **Training 2022 –** One Firefighter became certified as firefighter two and one firefighter to become certified as EMR. The department maintains (3) three to (4) four in house trainings per month with (2) two mandatory live burn training, (1) annual physical, (1) hazardous materials refresher, and (1) one blood borne pathogens refresher. (32) thirty two personnel are certified as EMR or EMT.
- **EMS (Emergency Medical Services) –** The department continues to provide R-1 services to the town of East Haddam to supplement to the East Haddam Ambulance. The fire department was dispatched to 417 medical R-1 calls in 2022 versus 337 calls in 2021. A Volunteer EMS Coordinator has been in position since 2021. The coordinator conducts monthly EMS drills, maintains All medicals supplies on apparatus, and maintains all EMS paperwork. The department has a total of (5) five defibrillator devices on fire apparatus. (3) three defibrillator devices were added this year.
- **SOPS (Standard Operating Procedures) –** The department continues to update operating procedures on a yearly basis to reflect the changing world of firefighting.
- **Apparatus –** A continued maintenance plan has been enforced by Lieutenant Matt Swol. All aging apparatus and equipment are inspected yearly for defects through preventative maintenance inspections. This is to include pump testing, ladder testing, compressor inspections, hose testing, and routine maintenance.
- **Capital Expenditure –** The fire Chief and BOFC have prioritized equipment for replacement over the next (10) ten years. This will maintain fiscal responsibility with high-quality service for the residents of East Haddam. The Capital plan is a living, breathing document which is maintained in the Clear-Gov program.
- **New Brush Truck –** For the 2023-2024 the 2005 Engine 6-15 is to be replaced. Engine 6-15 is a 2005 Ford F-550 chassis with a refurbished (2005) 1979 Pierce body. This makes the truck as whole is 44 years old. Engine 6-15 currently has body rust with 20,539 miles. The department would retain Brush 15 a 2006 Ford F-350 but request a larger brush truck in the amount of $325,000 in order to more successfully fight brush / forest fires in the many wooded and area parks of East Haddam.
- **Communications –** Commissioner Craig Mansfield is currently in the process of applying for a $39k grant / town to match $2k for a (2) two radio base stations for Company # 1 and # 2.
- **ESO Software –** The department continues to utilize the year old ESO system to input fire department data for all emergency calls. The information from the call entered are traced by NFIRS (National Fire Incident Reporting System). All personnel (Volunteer and Career) are trained on data entry.
- **Vector Check Inventory Management Software –** This year-old software is a database that personnel (Volunteer and Career) utilize during weekly / monthly inspections to include: inventory, mechanical defects, fuel management, and mileage.

Fiscal Year 2024-2025 Major Service Level Goals

- Continue to increase our volunteer base by building a more effective recruitment campaign (15 personnel goal)
- Continue to increase and maintain our department training as stated above.
- Continue to maintain the Capital working document in clear gov to reflect changes and updates for future apparatus and equipment purchases with input from all staff and BOFC.
- Continue to maintain and expand on the working relationship with Volunteer and Career personnel thorough consistent touch bases, drills, and supportive leadership
- Continue to research and apply for federal grants in order to reduce town spending on large ticket items: I.E., fire apparatus, appliances, gear, etc.

- FISCAL 2022-2023 MEASURABLE GOALS

- **INCREASE VOLUNTEER PERSONNEL BASE Captain Kyle Mosig – Recruitment/Retention**
- TASK RECRUITMENT OFFICER WITH CREATING AN AGGRESSIVE RECRUITMENT CAMPAIGN INCLUDING: ADVERTISING, RECRUTING AT SOCIAL EVENTS, AND RECRUTING AT SCHOOLS
- ADDING (15) VOLUNTEER PERSONNEL
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- **DEPARTMENT TRAINING Deputy Chief Ray Swol – Training Officer**
- CONTINUE DEPARTMENT TRAINING WITH SCHEDULED (3) THREE- (4) FOUR DRILL PER MONTH.
- (4) PERSONNEL TO COMPLETE FIREFIGHTER 1, (4) PERSONNEL TO COMPLETE FIREFIGHTER (2), (6) PERSONNEL TO COMPLETE EMT / EMR, (2) TWO PERSONNEL TO COMPLETE FIRE INSTRUCTOR ONE, (4) FOUR PERSONNEL TO COMPLETE AERIAL OPERATOR TRAINING, (4) FOUR PERSONNEL TO COMPLETE FIRE POLICE TRAINING, ALL INTERIOR PERSONNEL TO COMPLETE LIVE BURN TRAINING (TWICE PER YEAR), (6) SIX PERSONNEL TO COMPLETE Q RESTRICTION COURSE, (6) SIX PERSONNEL TO ATTEND OFFICERS WEEKEND TRAINING.
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- **CAPITAL PLAN Chief Brian J. Auld / BOFC**
- CONTINUE MONTHLY INVENTORY OF ALL EQUIPMENT ON APPARATUS
- CONTINUE ROUTINE MAINTENANCE ON ALL EQUIPMENT ON APPARATUS AND IN FIREHOUSES.
- CONTINUE YEARLY MAINTENANCE ON ALL APPARATUS AND EQUIPMENT: TO INCLUDE BUT NOT LIMITED TO – VEHICLES, HOSE, LADDERS, PUMP, MOTOR, SCBA, EXTRICATION TOOLS, COMPRESSORS, ETC.
- CONTINUE TO MAINTAIN CAPTIAL PLAN OF APPARATUS REPLACEMENT, IDENTIFYING APPARATUS WITH AGE, MIELAGE, TARGET REPLACEMENT DATE, AND MILEAGE.
- CREATE WORK GROUPS FOR UPCOMING APPARATUS / EQUIPMENT REPLACEMENT.
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- **FEDERAL GRANTS FF Steve Dorfman / Career Staff**
- FIRE ACT GRANT APPLICATION – (2) TWO NEW BASE STATIONS FOR COMPANY # 1 / # 2 – (TARGET GRANT $39K / TOWN TO MACCH 2K)
- FEMA GRANTS (under discussion to determine 2023 timing)
- SAFER GRANTS (under discussion to determine 2023 timing)
- CAREER STAFF – To continue to research potential grants for apparatus, gear, etc.
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- **ISO (Insurance Service Office) Captain Kyle Mosig/FF Liam Duncan/BOFC**
- A PRELIMINARY PLAN THAT IDENTIFIES EAST HADDAMS MOST LIKELY OPPORTUNITIES
- CONTACT ISO DEPARTMENT AND SOLICIT INFORMATION TO LOWER EAST HADDAM'S ISO RATING.
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- **VOLUNTEER AND CAREER STAFF Chief Brian J. Auld/Captain Chris Leidemer**
- SURVEY VOLUNTEERS AND CAREER STAFF SOLICTING THEIR VIEWS OF CURRENT STATE
- REVIEW SURVEY RESULTS AND BUILD AN ACTION PLAN TO BUILD SYNERGY

Additional Budget Information

Salaries: Full-time firefighter's increase is 2.25% in accordance with their collective bargaining agreement. Increase for non-union and clerical employees in accordance with the clerical contract. For the fiscal year 2024, the increase is 2.50%.

Expenditures by Expense Type

There is a $20,000 adjustment that will be removed by the BOF before sending to Town Meeting.

Name	Account ID	FY2022 Actual	FY2023 Actual	FY2024 Budgeted	FY2025 Budgeted	FY2024 Budgeted vs. FY2025 Budgeted (% Change)	FY 23-24 Approved Budget vs. FY 24-25 Budget ($ Change)
Expense Objects							
REGULAR EMPLOYEES	10542030-51510	$234,220	$191,821	$290,744	$303,463	4.4%	$12,719
Firefighter/ENT Full Time Cptn	*10542030-51510*	*$0*	*$0*	*$60,800*	*$62,331*	*2.5%*	*$62,331*
Firefighter/EMT Full-time (2)	*10542030-51510*	*$0*	*$0*	*$109,602*	*$168,517*	*53.8%*	*$168,517*
Firefighter/EMT Part-time (several per diem)	*10542030-51510*	*$0*	*$0*	*$116,532*	*$71,114*	*-39%*	*$71,114*
Extra DutyHours	*10542030-51510*	*$0*	*$0*	*$3,810*	*$1,500*	*-60.6%*	*$1,500*
OVERTIME	10542030-51530	$17,069	$25,486	$15,000	$15,000	0%	$0
PHYSICALS	10542030-53080	$3,535	$4,184	$4,500	$6,400	42.2%	$1,900
IN SERVICE	10542030-53220	$5,431	$17,804	$20,000	$36,044	80.2%	$16,044
REPAIRS & MAINTENANCE	10542030-54300	$59,100	$77,721	$80,000	$80,000	0%	$0
BUILDING MAINTENANCE	10542030-54301	$39,011	$27,184	$30,000	$25,000	-16.7%	-$5,000
TELEPHONE/CELL PHONE	10542030-55305	$2,319	$3,608	$2,000	$3,300	65%	$1,300
CABLE TELEVISION	10542030-55520	$0	$123	$0	$135	N/A	$135
SUPPLIES	10542030-56010	$21,341	$7,820	$3,000	$8,000	166.7%	$5,000
ELECTRICITY	10542030-56220	$17,553	$16,770	$17,000	$17,000	0%	$0
BOTTLED GAS	10542030-56230	$4,346	$4,313	$4,800	$4,800	0%	$0
GASOLINE	10542030-56260	$6,411	$14,142	$12,000	$12,000	0%	$0
HEAT	10542030-56270	$16,545	$16,341	$15,500	$16,000	3.2%	$500
UNIFORMS	10542030-56299	$12,208	$11,574	$12,000	$15,000	25%	$3,000
OTHER SUPPLIES	10542030-56900	$0		$5,000	$7,000	40%	$2,000
LAND & LAND IMPROVEMENTS	10542030-57100	$9,587		$8,000	$8,000	0%	$0
EQUIPMENT	10542030-57300	$56,723	$72,654	$50,000	$55,000	10%	$5,000
FIRE DEPARTMENT COMMUNICATIONS	10542030-57705	$4,961	$9,286	$10,000	$10,000	0%	$0
DUES & FEES	10542030-58100	$186	$595	$800	$800	0%	$0

Name	Account ID	FY2022 Actual	FY2023 Actual	FY2024 Budgeted	FY2025 Budgeted	FY2024 Budgeted vs. FY2025 Budgeted (% Change)	FY 23-24 Approved Budget vs. FY 24-25 Budget ($ Change)
Total Expense Objects:		**$510,547**	**$501,427**	**$580,344**	**$622,942**	**7.3%**	**$42,598**