

**Town of
Moultonborough
Fire - Rescue
Addendum**

**FIRE DEPARTMENT
STAFFING NEEDS ASSESSMENT**



**February
2023**

There has been much discussion about hiring of additional firefighters in Moultonborough and a lot of misinformation being discussed. It is felt that proper education is key to residents deciding on the future of fire and EMS response within the community. Below is a series of bullet points to help clarify many of these items we have been hearing about as concerns for adding new staffing to the Fire Rescue Department.

- 1) It appears that most of the residents understand the need to have two people on duty 24 hours a day, seven days a week, and many residents thought there currently were people staffing the station 24 hours a day and are surprised to hear otherwise.
- 2) The current fulltime staffing is two firefighter-EMS providers Monday thru Friday 8am to 5PM (not including holidays). Nights, weekends, and holidays are covered by call firefighters who respond from home to the station to take the appropriate piece of equipment to the call. This adds a time delay in getting the resources to a call as demonstrated in the original assessment document.

Current Staffing Model							
	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Midnight							
100							
200							
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700							
800							
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NOON							
100							
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1000							
1100							
Midnight							
	9 Hours	9 Hours	9 Hours	9 Hours	9 Hours	0 Hours	0 Hours
% Covered	38%	38%	38%	38%	38%	0%	0%
% Needed	62%	62%	62%	62%	62%	100%	100%

- 3) On all calls that are lower tier in nature, the on-duty shift will handle the call. For all other incidents the call firefighters will still respond when they are available to do so. This protocol will not change.

- 4) The proposed staffing will provide the community with 24-hour coverage 7 days a week, 365 days a year with two firefighter – EMS providers on duty in the station.

Proposed Staffing 24 hour model starting January 1, 2024							
	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Midnight							
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800							
900							
1000							
1100							
NOON							
100							
200							
300							
400							
500							
600							
700							
800							
900							
1000							
1100							
Midnight							
	24 Hours	24 Hours	24 Hours	24 Hours	24 Hours	24 Hours	24 Hours
% Covered	100%	100%	100%	100%	100%	100%	100%
% Needed	0%	0%	0%	0%	0%	0%	0%

- 5) The misconception that other towns will be calling to use our services when we have fulltime staffing is a moot point. For more than 20 years the department has been staffed weekdays and none of our surrounding towns call us to manage calls in their town unless they need additional help and or have multiple calls going on.
- 6) Surrounding towns use the same dispatch models for incident response. Most of the calls are taken care of by the individual departments. Moultonborough has “Automatic Aid” with all three towns. Automatic aid is called for one of two reasons. The first is that the neighboring town can get to the call quicker than the town the address is actually in. For instance, all of Bean Road and roads off it currently have Center Harbor and, for some areas, Sandwich automatically responding. They respond for all calls for fire and CO alarms, any type of reported fires, smoke conditions etc. They DO NOT respond automatically on medical calls or calls minor in nature. Secondly, all departments automatically start outside resources for calls for fires, smoke in the building, or any other incident that has a high level of potential property damage or loss of life. We are fortunate that this plan has given us help many times when we truly have needed it.

- 7) Moultonborough receives “Automatic Aid” and or “Mutual Aid” nearly ten times more than we give. Regardless of what happens with this proposal this will not change. We value and appreciate the help we receive.
- 8) As part of the Lakes Region Mutual Aid Association, we will always send and receive mutual aid on request and as soon as we can. This does mean we send three to four people out of town and most often have two or more people in town to handle additional calls if needed. We cannot delay sending resources if we have the staffing. We also would like our mutual aid partners to respond to us when we need them without delay.
- 9) We have reviewed other options to staffing models and have come up with a plan to hire six people. That includes a rolling on-boarding process that will allow us to hire two people in July, two in September and two in November providing the community full 24-hour coverage to start January 1st, 2024.

July 1 - 6 new hires start			
	Salary/Ben	Fixed Cost	
6 Firefighters (12 months)	\$ 571,001.52	\$ 30,379.50	\$ 601,381.02
		Holiday	\$ 19,836.48
			\$ 621,217.50
July 1 Rolling start			
2 Firefighter - July (12 M)	\$ 190,333.84	\$ 10,126.50	\$ 200,460.34
2 Firefighter - Sept (10M)	\$ 158,611.15	\$ 10,126.50	\$ 168,737.65
2 Firefighter - Nov (8M)	\$ 126,889.15	\$ 10,126.50	\$ 137,015.65
Holiday			\$ 19,836.48
		TOTAL	\$ 526,050.12

The cost has been reduced by changing the work schedule to have an average of 42 hours a week over an eight-week cycle being worked. Each pair of firefighters will work 24 hour shifts on a rotating basis. Benefits have been updated to FY24 figures provided by the town. One of the largest deductions is health insurance where we have replaced the value of a family plan and inserted a single plan into the calculations. If a family plan is needed, funds will need to be found to cover a dual or family plan from other sources.

Overtime will be encountered for calls going past their end of shift time, coverage for vacations, sick leave, training and for call back for larger scale incidents such as building fires, brush fires, carry outs (injured parties on trails etc.) and serious motor vehicle accidents.

The Partitions Article that is currently being signed and soon submitted will need to be amended on Town Meeting Floor to reduce the overall cost by over 300K. This will still allow us to obtain 24-hour overage with a schedule that works starting in January 2024.

The chart below indicates the cost per thousand for the six (6) new hires and a total cost for taxable valuations at various points.

Adding 6 Firefighters Starting July 1, 2023

Town Taxable value	\$	4,673,942,491.00			
	\$	4,673,942.49			
Total Project Budget	\$	621,217.50			
Annual Cost per 1000	\$	0.13			
				Wk	Day
Cost on \$250,000. Taxable value	\$	33.23	\$	0.64	\$ 0.09
BI annual Tax bill	\$	16.61			
Cost on \$500,000. Taxable value	\$	66.46	\$	1.28	\$ 0.18
BI annual Tax bill	\$	33.23			
Cost on \$850,000 Taxable value	\$	112.97	\$	2.17	\$ 0.31
BI annual Tax bill	\$	56.49			
Cost per million Taxable value	\$	132.91	\$	2.56	\$ 0.36
BI annual Tax bill	\$	66.46			

Adding 6 Firefighters with a rolling start- Starting July 1, 2023

Town Taxable value	\$	4,673,942,491.00			
	\$	4,673,942.49			
Total Project Budget	\$	526,050.12			
Annual Cost per 1000	\$	0.11			
				Wk	Day
Cost on \$250,000. Taxable value	\$	28.14	\$	0.54	\$ 0.08
BI annual Tax bill	\$	14.07			
Cost on \$500,000. Taxable value	\$	56.27	\$	1.08	\$ 0.15
BI annual Tax bill	\$	28.14			
Cost on \$850,000 Taxable value	\$	95.67	\$	1.84	\$ 0.26
BI annual Tax bill	\$	47.83			
Cost per million Taxable value	\$	112.55	\$	2.16	\$ 0.31
BI annual Tax bill	\$	56.27			

10) To hire three firefighter - EMS providers as the Board of Selectmen have currently proposed will **NOT** provide the community 24-hour coverage 7 days a week, but will give 12 hour coverage 7 days a week, leaving one person to work weekdays to cover shifts when needed, do inspections and vehicle maintenance.

This plan is NOT a good idea as it will not provide the needed coverage 24X7.

11) Having an odd number of people does not allow for two person shifts. The staffing model for three new hires added to the current staff will allow 12-hour shift coverage every day, all year long. Incidents happen 24 hours a day and with only half the people, we will only be able to provide half the coverage. The three-person plan has 2 firefighter EMS providers working 12-hour shifts rotating on a 4 on 4 off schedule. This plan has an odd person who will be assigned to workday shifts Monday through Friday who will add coverage, be able to back fill (cutting overtime costs), handle inspections, maintenance and develop a public education component for the department. This is not ideal as the goal is to provide 24-hour coverage sooner than later.

Proposed Staffing 12 hour model starting July 1, 2023							
	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Midnight							
100							
200							
300							
400							
500							
600							
700							
800							
900							
1000							
1100							
NOON							
100							
200							
300							
400							
500							
600							
700							
800							
900							
1000							
1100							
Midnight							
	12	12	12	12	12	12	12
% Covered	50%	50%	50%	50%	50%	50%	50%
% Needed	50%	50%	50%	50%	50%	50%	50%

The Fire Chief and his staff have worked diligently to create documents with solid information in an effort to educate the residents on the need and costs. Twenty-Four-hour coverage is what is needed as calls for service happen 24 hours a day anything less than that is a gamble. The goal is simple.... provide a guaranteed basic response to calls for service all day every day and nothing less. We encourage people to review the material and ask questions. The Chief and his staff are always available to answer questions and to assist people in understanding the risk and benefits of funding the recommendations.

If you have any questions, please email the Chief at dbengtson@moultonboroughnh.gov or call the station 603-476-5658.