

# Lebanon Fire & EMS

**UPDATE**



# The mission of Lebanon Fire & EMS

- The mission of the Lebanon Fire & EMS department is to safeguard the residents and visitors of our community by promptly and professionally providing quality fire suppression, fire prevention, public education, and emergency medical services.
- We will accomplish this mission by promoting safety and maintaining a well-equipped, highly trained, and motivated force of professional firefighters and EMS personnel held to the highest level of integrity, commitment, teamwork, and community engagement.

# Lebanon Fire & EMS Department Status/Staffing

- Lebanon Fire and EMS is staffed 24/7/365.
- In addition to the Chief, the daily schedule is composed of 3 personnel during the day and 2-3 at night depending on qualifications and employee availability. (Including weekends)
- Other members still respond from home when needed and / or requested if available.
- EMS levels of care may vary from day to day depending on staffing.
- With the Chief being on duty during the weekday hours, the department provides Paramedic level care.
- The Chief also responds from home to provide that same level of care if operationally reasonable depending on incident location.

# 23 personnel currently on the roster:

- Firefighter (BLS minimum): 8
- Firefighter 1: 1
- Firefighter 2: 13
- EMT-B: 8
- FF/AEMT: 5
- AEMT: 1 (NON-Firefighter)
- FF/Paramedic: 1 + Chief

# Lebanon Fire & EMS Department Status/Staffing

- Staffing Model is as follows: 3 on duty (7a-7p)
- 1) Shift officer: Firefighter /EMS provider (EMT-B/A/P)
- 2) EMS provider / Firefighter (EMT-B/A/P)
- 3) FF/EMT or FF/Driver
- In addition to the 3 personnel on duty:
- Chief / FF-Paramedic (40+ hours per week)
- Deputy Chief / FF-EMT-B (Per-diem: hours vary)

# Lebanon Fire & EMS Department Status/Staffing

- Staffing Model is as follows: 2 on duty: (7p-7a)
- 1) Shift officer: (Lieutenant or higher) Firefighter /EMS provider (EMT-B/A/P) or Firefighter / EMS provider (EMT-B/A/P)

**-AND-**

- 2) FF/EMT or FF/Driver
- Chief: (On call) (hours vary)
- Deputy Chief: (On call) (hours vary)

# What is the ideal staffing level for the department?

- Engine company of 4 personnel is most efficient.
- NFPA 1710 guidelines say that a first arriving company must consist of 4 fire fighters and arrive within 4 minutes of the initial 911 call.
- While this is ideal, it is not practical for all communities to meet this standard.
- This is largely in part to geographical response areas, funding, and lack of personnel.

# What is the OSHA “2 in 2 out” standard ?

- The safety of firefighters engaged in interior structural firefighting is the major focus of paragraph (g)(4) of the OSHA Respiratory Protection standard.
- This provision requires that at least two employees enter the Immediately Dangerous to Life or Health (IDLH) atmosphere and remain in visual or voice contact with each other at all times.
- It also requires that at least two employees be located outside the IDLH atmosphere, thus the term, "two in/two out". This assures that the "two in" can monitor each other and assist with equipment failure or entrapment or other hazards, and the "two out" can monitor those in the building, initiate rescue, or call for back-up.
- 2 out function as an initial rescue crew should the initial interior crew become trapped, injured, etc..
- One of the "two out" can initially be assigned another role such as incident commander.

# What if “2 in 2 out” isn’t met?

- Without the “2 in 2 out” being in place, no firefighter shall enter any IDLH (immediate danger to life and health) environment.
- The only exception is to attempt to perform a rescue of a likely viable victim. This decision is based on many factors such as building construction, fire growth, fire stage, interior conditions and risk vs benefit analysis.
- The Lebanon Fire-EMS department does not meet this OSHA standard with our current staffing model of 3 /2 until additional personal arrive on scene.
- In order to meet this standard, 4 need to be on duty at any given time.

# What it actually looks like with apparatus and staffing

- 3 personnel on duty during the day allows the following assignments:
- Incident types and needs may vary. The designated apparatus response may change based on call type.
- Example: Structure Fire:
- Engine company (2 personnel) (Current response is delayed due to crew location at Merchants Row and the engine being at station 1.
- Ambulance (1 personnel)

# What it actually looks like with apparatus and staffing

- 2 personnel on duty during the night allows the following assignments:
- Example: Structure Fire:
- Engine company (1 personnel) (Current response is delayed due to crew location at Merchants Row and the engine being at station 1.
- Ambulance (1 personnel)
- This is a very dangerous scenario for everyone, especially the occupants of a building that is on fire.

# What it actually looks like with apparatus and staffing

- 2 personnel on duty during the night allows the following assignments:
- Example: Motor Vehicle accident with multiple patients and entrapment:
- Engine company (1 personnel) (Current response is delayed due to crew location at Merchants Row and the engine being at station 1.
- Ambulance (1 personnel)
- 2 personnel arrive on scene with 2 pieces of apparatus. With multiple patients and reported entrapment, this is well beyond what 2 individuals can accomplish alone.

# Motor Vehicle Accidents:

- 2 recent fatal accidents. In total, 7 patients presented between the 2 incidents.
- Accident #1: Route 202, 1930 hours.
- 2 vehicles, 4 total patients, 1 deceased (entrapped)
- Lebanon A1, E-5, B-8, C-6 and Car-1. (7)
- Acton A-1 and C-1 (3)
- Sanford Heavy Rescue 7 and A-1. (6)
- Total personnel on scene: 16 + York County Sherriff Deputies x4

# Motor Vehicle Accidents:

- Accident #2: Milton Mills Rd, 1030 hours.
- 1 vehicle, 3 total patients, 1 critical (entrapped)
- Lebanon A1, E-5, C-2, C-1 (5)
- Sanford Heavy Rescue 7, A-1, C-3 (7)
- Life Flight of Maine to the scene (2)
- Tow truck operators (2)
- Total personnel on scene: 16 + York County Sherriff Deputies x4
- Extrication efforts took in excess of 90 minutes due to vehicle location, instability and level of entrapment. The patient was transported to SMHC Sanford then air-lifted to MMC. She later succumbed to her injuries the following day.

# What is the acceptable minimum staffing level?

- **NFPA 1710** recommends that each company be staffed with four firefighters, including a company officer, and that the company officer must remain as part of the company; they can't stay outside the building as command.
- During operations within an IDLH environment, an Incident commander must be outside to oversee operations and conditions.
- What does that mean for us?

# We are constantly short staffed and under funded

- 3 personnel on duty during the day only provides for a 3-person engine company. (If all are available) 2 in 2 out is met with the Chief and Deputy Chief being on scene. (5 personnel on scene)
- Night shifts do not meet the 2 in 2 out standard.
- Most fatal fires occur in the late-night hours between 10pm and 6 am.
- We do not meet the 2 in 2 out standard at night.
- How can we improve staffing?
- Volunteerism is not as strong as it was years ago. This is also largely due to the increased criteria and mandatory training for Fire/EMS personnel at federal, state and local levels.
- Most people are working multiple jobs and are seldom available.

# 12/7/2023: 75 Merchants Row, Dumpster Fire.

## Dispatch information:

- 23- 109491
- PSAP 1154 Phone - STRUCTURE FIRE Extinguished 1
- Call Taker: 2347
- Location/Address: [LEB 32] LEBANON TRANSFER STATION - 75 MERCHANTS ROW
- FMS Determinant: 69D03 - COMMERCIAL/INDUSTRIAL building. Chief Complaint: Structure Fire. Problem: dumpster fire
- C-2 arrived on scene at 11:58
- **Engine response is delayed due to staff and equipment being separated by 8 minutes of travel time to station 1.**

## Unit information:

- **LEBA1-Lebanon Ambulance 1**
- Disp-11:55:33 Enrt-11:56:49 Arvd-12:02:44 Clrd-13:17:44
- InQrtsUnavl-13:27:12 InSrvce-13:27:12
- **LEBE5-Pumper-Lebanon Engine 5**
- Disp-12:03:03 Enrt-12:03:05 Arvd-12:06:47 Clrd-13:17:58
- **RCHENG-Pumper-Rochester Engine 7 (tanker)**
- Disp-11:55:32 Enrt-12:01:20 Arvd-12:14:04 Clrd-13:05:40
- 12/06/2023 1201: canceling all incoming resources with the exception of rochester. Cancel page sent

# Slow and steady wins the race...

- Lebanon Fire & EMS is a combination department.
- Comprised of full time, per-diem and on call personnel.
- All of the above personnel are also call members that respond to incidents when available and called upon.
- The Chief is on duty 40+ hours per week and on call 24/7.
- The Deputy Chiefs' availability varies
- Other department officers / personnel are also available from home to respond when called upon.

# Slow and steady wins the race...

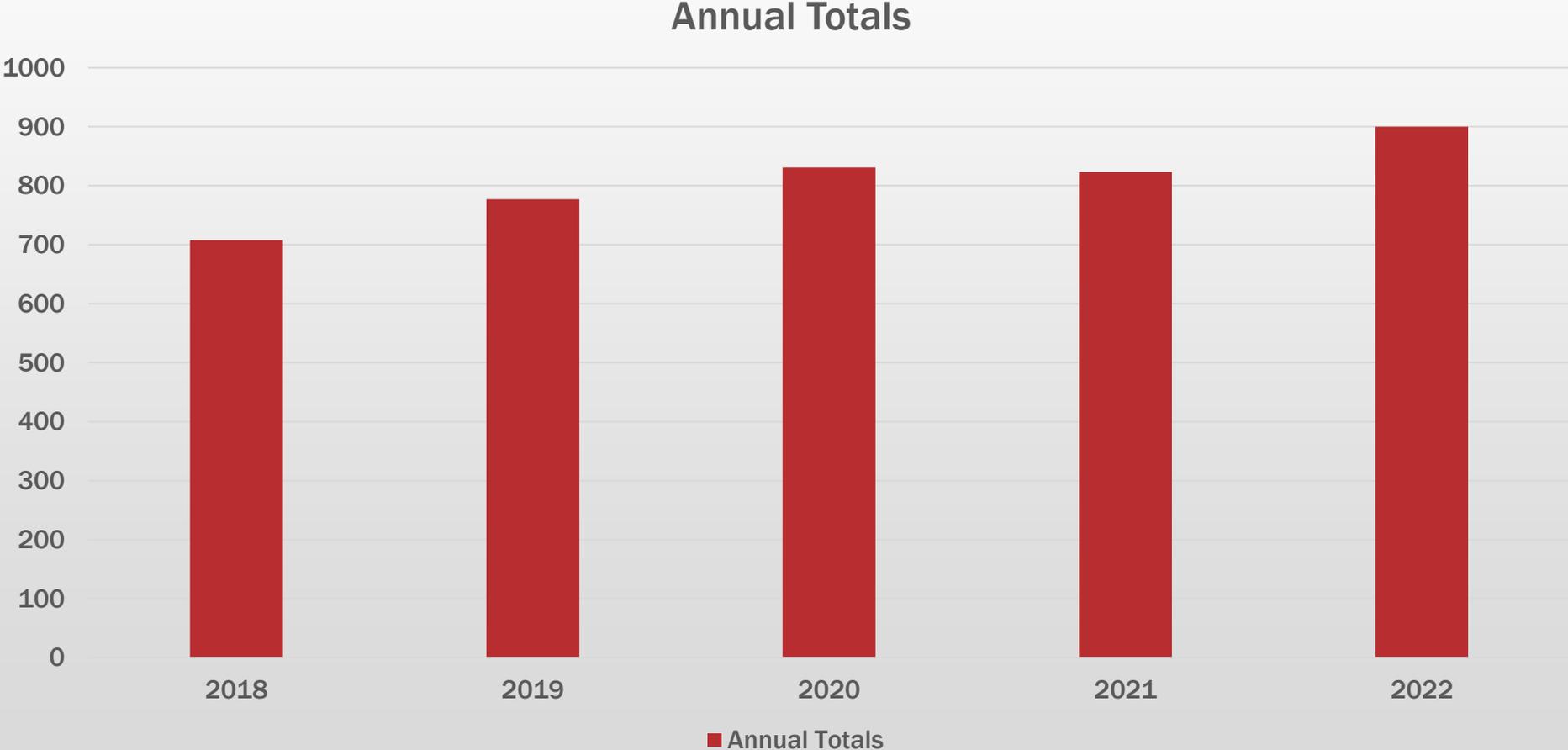
- The first full time Firefighter Paramedic position was funded in FY2023-2024.
- This was in addition to the full time Chiefs position.
- With the growth of the town and the department, future full-time positions should be considered so that the department can meet the demand placed on services with the anticipated growth of the town.

# Comparable Departments in York County in 2022

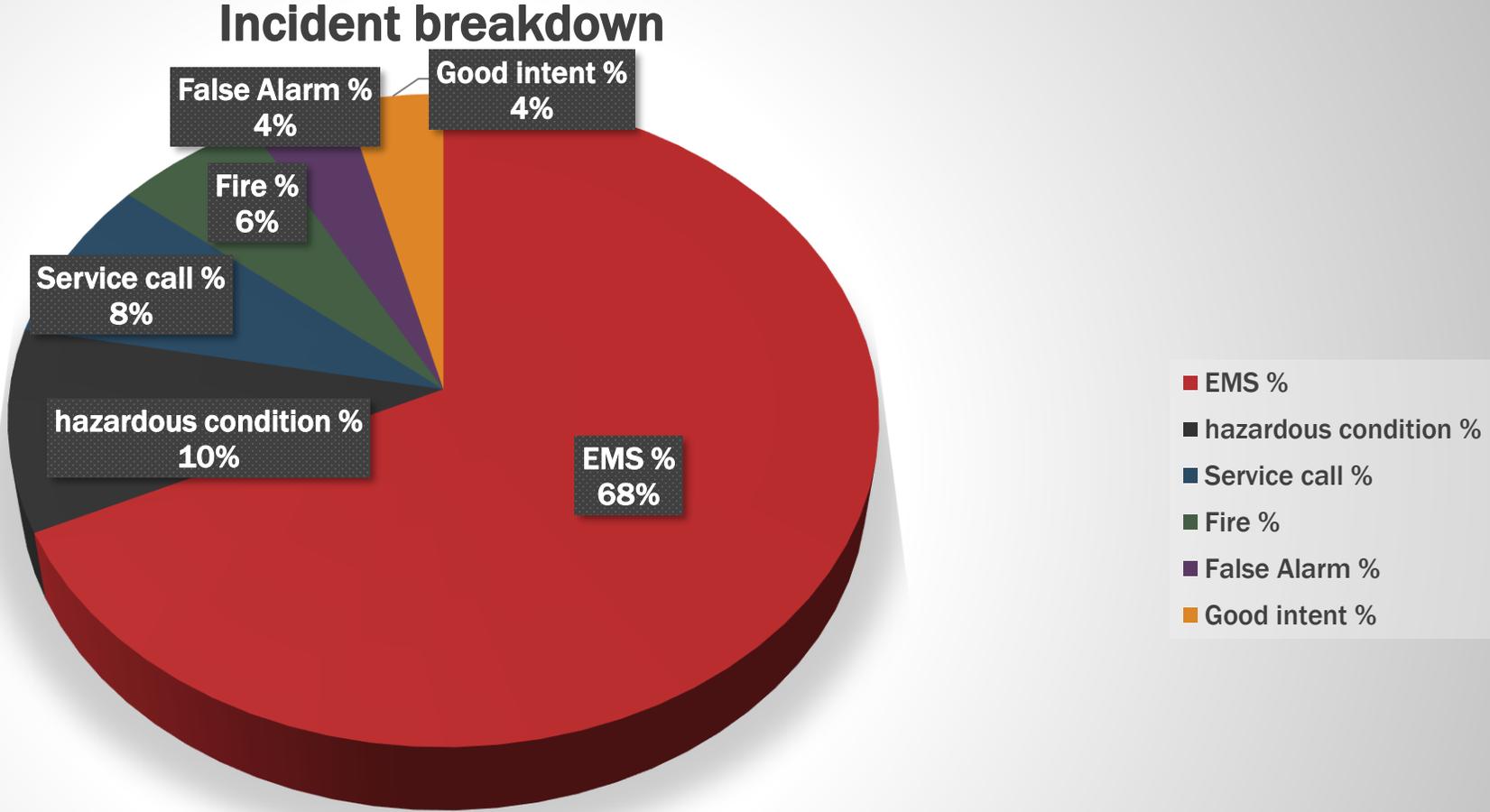
- Data taken from the Maine State Fire Marshals' annual report.
- Average State-wide call data reported as follows:
  - Fires: 3%
  - Good intent calls: 5.2%
  - Hazardous condition 5.8%
  - Rescue / EMS Calls 69.2%

Lebanon Fire	Waterboro FD	Goodwins Mills
900 calls	946 calls	893 calls
Berwick Fire		York Beach
1,027 calls		791 calls

# Annual Incident Totals: 2018 - 2022

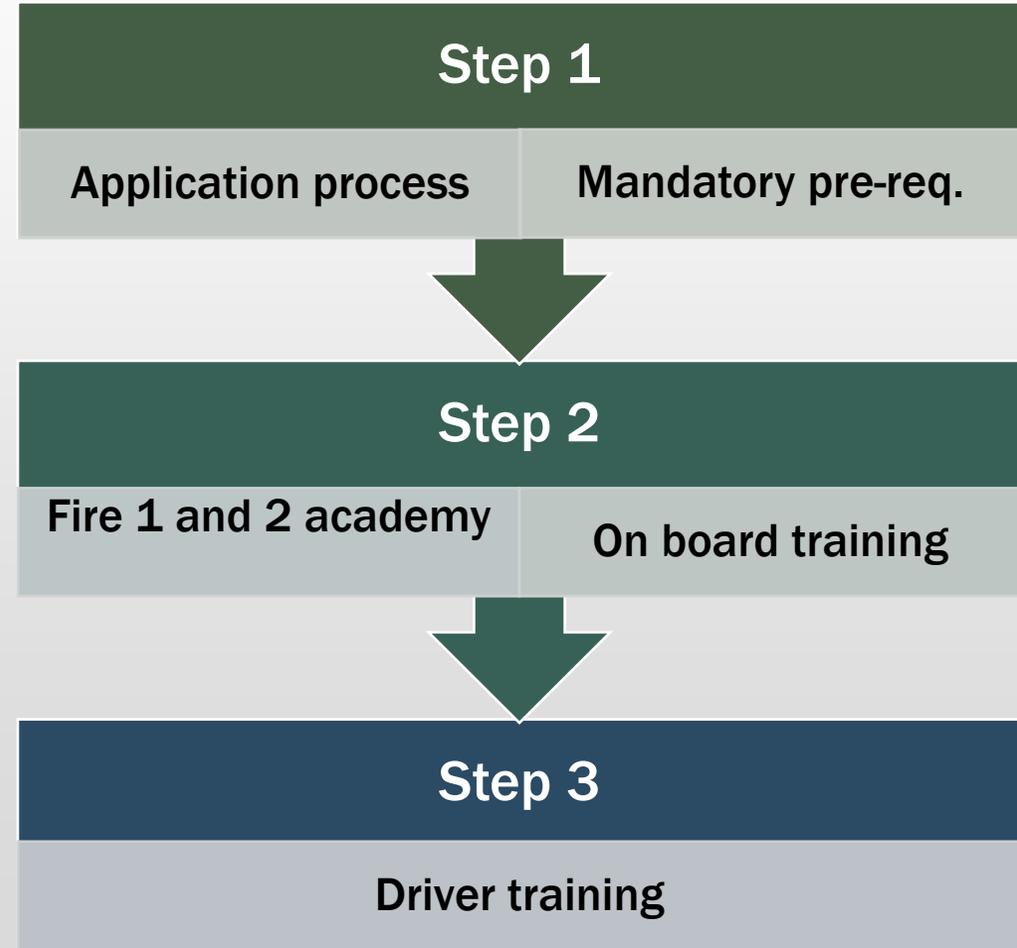


# Annual Incident type:



# Volunteer requirements for firefighting have increased:

- Mandated State and OSHA annual training requirements
- Physical exams / respiratory clearance
- Proper training
- Maintaining proficiency and skills
- Continuing education
- Minimum requirements
- Responding to incidents



# Volunteerism has decreased:

## Volunteer firefighting

- Declined from 350,000 to under 70,000 reported in 2016
- Decreased volunteers due to increased requirements
- Market factors
- Career changes and family dynamics

## Impacts of Volunteer Firefighter/EMS provider

- Delayed response
- Extended response times
- Limited resources
- Decreased level of services compared to staffed departments.



**Annual training requirements:**

# Annual OSHA and State requirements:

## Annual / initial OSHA training:

- Respiratory protection
- Blood borne pathogens
- Slips/trips/falls
- Back safety
- fire safety (extinguisher)
- Lock out/tag out
- sexual harassment training
- HAZMAT refresher training
- Hazardous communications
- Traffic flagger



# EMS Training:

- Amount of required training varies with each level of care. (EMT-Basic, Advanced EMT, Paramedic)
- Each level has set amounts of hours in various categories to complete each recertification cycle.
- EMS class costs vary between various agencies that offer the training.
- Only certain courses are available at specific times.



- **Eligibility Requirements: ACLS and PALS**
- **Maine Resident**
- **High school diploma or equivalent**
- **At least 18+ before the start of the training**
- **Proof of current & active licensure: paramedic, physician, dentist, physician assistant, nurse practitioner, registered nurse, and/or respiratory therapist**
- **May not have previously used Maine Jobs & Recovery Funding for training course**

# YCCC EMS training

**ACLS (Advanced Cardiac Life Support) – Paramedic Level Course**

**PALS (Pediatric Advanced Life Support)-Paramedic Level Course**

**\*\*Seats are limited. Applicants must provide proof of advanced practice practitioner, nurse, paramedic, respiratory therapist license upon application. \*\***

**\*\*Above information taken from the YCCC website.**

- **1. A copy of your Maine EMS EMT license**
- **a. Used to measure your entry level qualification and the number of years you have been licensed**
- **2. Proof of membership/employment by a York County, Maine Emergency Medical Service agency, if applicable.**
- **a. Any one of the following:**
- **i. Sponsorship form**
- **ii. A copy of your Agency Picture Identification**
- **iii. Pay stub form the Agency**
- **iv. Letter from the Agency**
- **3. Proof of residence in York County, Maine, if applicable.**
- **a. Anyone of the following:**
- **i. Copy of Maine Driver's license or State identification**
- **ii. Utility Bill**
- **iii. Property Tax Bill**

# YCCC EMS training Advanced EMT

**Cohort FULL - Applications Closed**

**Spring 2023 Details**

**Program Length: 24 Weeks**

**Orientation Date: 5/02/2023**

**Start Date: 5/09/2023 - End Date:  
10/27/2023**

**Eligibility Requirements**

**-Maine Resident**

**-18+ years of age**

**-High School Diploma or equivalent**

**-Must have current Maine EMT License**

# EMS training courses

## CERTIFICATION COURSES:

EMT BASIC: \$1,500

ADVANCED EMT: \$2,500

PARAMEDIC: \$13,000



# Continuing Education courses

## Course name:

- CPR (health care provider)
- ACLS (Advanced Cardiac Life Support)
- PALS (Pediatric Advanced Life Support)
- PHTLS (Pre-hospital Trauma Life Support) BLS and ALS
- EMS FTO (FTEP Program)

## Cost:

- (Free) In house
- (Free) WDH EMS education
- (Free) WDH EMS education
- Provider course \$250; recert \$175
- \$450

# Continuing Education certification courses

## Course name:

- ITLS (International Trauma Life Support)
- PEEP (Pediatric Education for Pre-hospital Professionals)  
ALS/BLS hybrid
- GEMS (Geriatric Education for Emergency Medical Services)
- Advanced Medical Life Support

## Cost:

- \$250-300
- \$125-150
- \$80 – 125
- \$100

# Firefighter Training and development

## Firefighter Courses and cost:

- Firefighter I/II \$750.00
- Fire Instructor I/II \$350.00
- Fire Officer I/II \$500.00
- Fire Officer III/IV \$1,350
- Note\* Fire instructor I and II are pre-requisites for Fire Officer I/II.

## Additional Courses and cost:

- Basic Pumps: \$150.00
- EVOC: \$150.00
- 1<sup>st</sup> Due Boss: \$100.00
- Swift Water Rescue Tech: \$450.00
- Car-seat installation tech: \$95.00

# Additional line items that are not presently funded:

## Structural PPE:

- Structural coat/pants \$3500.00
- Helmet: \$500.00
- Hood: \$75.00
- Gloves:\$100.00
- Boots: \$500.00
- Total: \$4675.00

## Radios: (mobile and portable)

UHF portable radios

Dual band portable radios (Long term)

Mobile radios (apparatus)

# Why were certain line items increased?

## Training budget: Why the increase?

- The training budget has remained untouched at 9,500.00 annually for the last 4 budget cycles.
- The software “Fire Rescue One Academy” is an online education platform. This provides us with online mandatory training and other continuing education options for Fire and EMS. (Not to be confused with certification courses)

## Training Budget amount increased to \$12,500 (requested amount)

- The previous program locked Lebanon Fire & EMS out. (Previous admin.)
- This is when we transitioned to Fire Rescue One Academy for online training. Cost: \$2,940.00
- Post Maine Bureau of Labor & Safety / Safety works visit and assessment for proper employee training and record keeping.

# Why were certain line items increased?

## Vehicle Maintenance budget:

**Current budget amount: \$30,000**

**Requested amount: \$40,000**

The last 3 budget cycles have seen above the \$30,000 budget amount.

**2021: \$39,930.73**

**2022: \$45,980.87**

**2023: \$38,490.59**

**3 year average is equal to \$41,467.40**

## Why are we asking for an increase?

Age of apparatus is increasing which correlates to higher maintenance costs.

Ambulance 2 utilized nearly 30% of the total maintenance budget since July 1, 2023. (\$9,179.88)

The maintenance budget has historically been set too low which results in overspending of that line annually.

# Why were certain line items increased?

## Uniform budget:

- **Current budget amount:** \$0
- **Requested amount:** \$5,000
- The department should offer and supply uniforms to the employees. Uniforms are often ruined during normal course of duty.
- This will increase the professionalism and standards we are promoting and fostering as a service.
- It shows the employees that they are valued. It is a basic necessity for our profession.

## Why are we asking for an increase?

- Pride and professionalism.
- Imagine the representatives of your Fire & EMS department wearing other department's uniforms or street clothes. This does not portray a professional image among our peers. It has also been a topic of discussion for years at the area hospitals.
- To improve morale by showing the employees that they have the towns support.
- Employees should not have to purchase items such as uniforms, radios, flashlights or other protective gear that every other department provides as a standard issue item.

# Why were certain line items increased?

## Travel expenses: Why \$500.00 ?

- EZ-pass toll payments for highway travel
- Travel cost assistance when serving as a representative of the town acting in official business capacity (Long distance)
- Possible lodging if required

## Long distance Travel:

Members of the Lebanon Fire & EMS department and a Selectboard member traveled to East Litchfield Connecticut to inspect Engine 2 prior to purchase.

We had to travel back a few months later to pick up the engine and drive it back to the town.

# What have we been up to ?

We are currently located at 184 Merchants Row.

- This has allowed us to have the basic amenities such as running water, showers, toilets, cooking abilities and a healthy atmosphere to work.
- There is a delay in our response during the winter months as fire apparatus can not be left outside in sub freezing temperatures.
- Average delay is the travel time to station 1 (8-9 minutes)

During winter months and cold temperatures:

- Fire apparatus must be kept indoors at station 1 to prevent pumps and components from freezing.
- The ambulance has a portable heater plugged in keeping the interior climate at 68 degrees. All fluids and medications are removed as a precaution during night hours.

# Training and Education:

- Several employees have completed various training courses:
- 3 Employees and 1 junior member completed their basic fire fighting course.
- 2 employees are engaged in the York County Firefighter 1 and 2 academy
- 3 employees are testing for their EMT-B
- 1 Employee is currently in Paramedic school which includes didactic and clinical hours.
- Chief has completed the EMS FTO FTEP administration / FTEP field preceptor course and NIMS ICS 400.
- 1 employee applied to the “Free” YCCC EMT class and was denied due to scheduling conflict (active-duty United States Navy)

# Training and Education:

- Several employees are attending online CEH courses
- EMS Documentation training (Service specific)
- EMS protocol update training (Maine EMS)
- EMS Narcan leave behind program training and implementation
- First Due training and system management (free)
- Car seat installation technician course (\$95.00 per student)
- SCBA Maintenance Technician course (free) Travel to Tyngsborough
- Grant writing course (Chief is actively writing a FEMA AFG grant for a new combination pumper/tanker)

# Training and Education:

- 2 employees attended RIT (Rapid Intervention Team) training at Sanford Fire Department.
- P. Gagnon provided LP gas training
- Automobile extrication training
- SCBA / Search and Rescue training
- Vehicle operations/ driver training
- Pump operator training

# Administration, Operations and Deployment:

- Overall department needs assessment which identified several deficiencies was completed by the Chief.
- Bureau of Labor Standards / Safety works courtesy inspections completed at the request of the Chief with corrections completed.
- Complete policy and procedure review for consistency and compliance
- Operational restructure and deployment of services
- Preventative maintenance program implemented for apparatus and equipment.

# Administration, Operations and deployment:

- Increased the amount of ALS providers on the department
- EMS Committee has been formed which includes our Medical Director.
- EMS CQI committee was created largely in part due to identified deficiencies in previous EMS documentation and CQI processes.
- EMS Training programs and schedules are currently being created.
- Increased inter-agency cooperation (training) discussions are underway.

# Administration, Operations and Deployment:

- Increased roster with highly trained individuals in various aspects of emergency services.
- Created a promotional process for Lieutenant positions which included a written exam, practical skills assessment and oral board interview.
- Promoted Lieutenants and assigned various responsibilities to each.
- Further education and training for officers is being planned and coordinated.

# Community outreach and involvement:

- Prevention and inspection division has been created and is active.
- Increased community engagement and involvement.
- Increased our presence in schools for fire safety and education
- Public event participation “Trunk or Treat” and Toy drive
- Working with York County EMA to promote the RAVE program for communications and notifications to residents.
- Improved shelter capabilities and operations.
- We have more community outreach programs in the works!

# Where should we be with funding the Fire & EMS department?

- What is still needed?
  - Increase staffing minimum to 4 per shift.
  - New and updated fire apparatus (AFG Grant application in process) To replace Engine 4 and Tank 7.
  - Uniforms for personnel
  - Structural fire fighting gear/ PPE
  - Boots, helmets, gloves, hoods and flashlights.
  - Portable (UHF/VHF) radios (dual band)
  - Plan for replacement ambulance

## **THE LEBANON FIRE & EMS DEPARTMENT WOULD LIKE TO THANK THE FOLLOWING:**

**The Ray and Ela Claire Gosselin foundation for their donation of Engine 5. If it wasn't for their generosity, this town would not have an NFPA compliant piece of modern fire apparatus.**

**The Ryders for their \$1,000.00 donation to the East Lebanon Fire Corporation to purchase uniform shirts.**

**The Church family for their unwavering support and dedication to the town.**

**The citizens and voters of Lebanon.**