

Emergency Services Advisory Council
April 6, 2022 - Staffing Meeting Minutes

Members Present: Rick Baker, Director Michael Robinson, Commissioner Richard Weaver, Dan Plunkert, Michael Karolenko, David Coe, Dr. John Murphy, Eddie Ruch, Linas Saurusaitus, Eugene Curfman (virtual), Robert Buckley (virtual)

Members Absent: Dr. Mike DiNapoli, Commissioner Steve Wantz, Bruce Fleming, Lynn Karr-Kratz, Suzanne Swisher

Guests: Susan Mott 1st VP CCVESA, George Wentz 2nd VP CCVESA

Chairman Baker opened the meeting at 19:02 with the Pledge of Allegiance.

Commissioner Comments:

- Commissioner Weaver expressed his support for Director Robinson.
- The Commissioner is concerned with the rollout of CCDFEMS staffing.
- He does not want a plan that leaves any of the 14 fire departments behind.
- Commissioner Weaver asked for ESAC to agree on a plan tonight that he can recommend to the other Commissioners in tomorrow's (April 7, 2022) budget session.

Director's Comments:

- Director Robinson urged the group to focus on where we need to go and the objective, to provide 24/7 staffing and meet community's needs.
- The Director acknowledged the great job currently being done on fires, but that the demands and demographics are changing. He discussed the need to be competitive, flexible and to build the new combination fire department incrementally.

Chairman Baker asked if any council representatives had comments. The following members had comments:

-Michael Karolenko commented that the county should recognize the Director's expertise in the area of Human Resources and hiring.

-Dr. Murphy commented that all citizens need access to fire and EMS services and he does not want to see anyone left out.

-Dan Plunkert expressed concern with only having six days to review the Director's staffing plans before meeting tonight to make a recommendation. Some fire departments have not had a chance to meet to discuss the plans. Chairman Baker shares these concerns.

-Commissioner Weaver responded that there will be time to make changes. He just needs an overall plan.

Review of the Staffing Plans:

- Plan A
- Plan B
- Plan C
- Plan D
- Plan E
- Plan ESAC
- New plan

The group reviewed and discussed the pros and cons of each plan. Most were agreeable to the new plan which puts county staff at every station (except Harney) within two years, with hiring occurring every six months.

The group proposed the following changes to the new plan:

- Move floaters from year 3 to year 1
- Add an additional chase vehicle in year 1, increasing the number of chase vehicle positions from 8 to 12

-The volunteer system is distressed and assistance is needed now.

-This plan will take the burden of EMS and HR off the volunteer companies while doing no harm to the current fragile system.

Chairman Baker made a motion to recommend the new plan with today's changes to the Board of County Commissioners for the staffing of CCDFEMS for FY23 and FY24. Dr. Murphy seconded. All members agreed. The motion was passed.

The meeting was adjourned at 21:37.

Plan A	FY 23	FY 24	FY 25	FY 26	
	<i>Year 1</i>	<i>Year 2</i>	<i>Year 3</i>	<i>Year 4</i>	
Supervisors	4				
Admins	2				
Westminster	32				
Taneytown	12				
Manchester	12				
Sykesville			32		
Reese			12		
Hampstead			12		
Mt Airy				32	
New Windsor				12	
Pleasant V				12	
Union Bridge					12
Lineboro					12
Winfield					12
Gamber					12
TOTAL	62	56	56	48	222
	2 Floaters included in Westminster per shift	2 Floaters included in Sykesville per shift	2 Floaters included in Mt Airy per shift		



	FY 23	FY 24	FY 25	FY 26	FY 27	FY 28
Salary/Benefits	4.9	10.4	16.5	22.2	23.5	24.7
Ongoing Operating	2.0	2.1	2.4	2.6	2.6	2.7
One-Time	0.4	0.3	0.3	0.2	-	0.0
Revenues	(3.2)	(6.3)	(8.2)	(10.8)	(10.9)	(11.1)
Total General Fund Needed	4.1	6.5	10.9	14.3	15.2	16.3
Prior Planned GF	4.1	5.9	8.2	10.7	11.3	
TOTAL NEW GF REQUIRED	(0.0)	0.6	2.7	3.6	3.9	

Plan-A:



Pros:

- Address three of five high volume regions.
- Provides consistent revenue source.
- Provides shift supervision and ALS enhancement (supervisor)
- Staffing enhancement with two “floater” personnel

Cons:

- Only provides county staffing for three of 13 stations (year 1)
- Limited coverage by only a single ALS “chase” vehicle
- Does not address current staffing issues of other stations
- Staffing challenges/turnover

Plan B	FY 23	FY 24	FY 25	FY 26	
	<i>Year 1</i>	<i>Year 2</i>	<i>Year 3</i>	<i>Year 4</i>	
Supervisors	4				
Admins	2				
Chase Vehicles	8				
Westminster	32				
Taneytown	12				
Sykesville			32		
Manchester			12		
Reese			12		
Mt Airy				32	
Hampstead				12	
New Windsor				12	
Pleasant V				12	
Union Bridge					12
Lineboro					12
Winfield					12
Gamber					12
TOTAL	58	56	68	48	230
	2 Floaters included in Westminster per shift	2 Floaters included in Sykesville per shift	2 Floaters included in Mt Airy per shift		



	FY 23	FY 24	FY 25	FY 26	FY 27	FY 28
Salary/Benefits	4.6	10.1	17.3	23.1	24.4	25.7
Ongoing Operating	2.0	2.1	2.4	2.6	2.7	2.7
One-Time	0.8	0.3	0.3	0.2	-	0.0
Revenues	(2.5)	(5.5)	(8.2)	(10.8)	(10.9)	(11.1)
Total General Fund Needed	4.9	6.9	11.8	15.2	16.1	17.3
Prior Planned GF	4.1	5.9	8.2	10.7	11.3	
TOTAL NEW GF REQUIRED	0.8	1.0	3.6	4.5	4.8	

Plan B:



• PROs:

- Address 2 of 5 high volume regions
- Allows for flexible deployment/coverage
- Provides ALS “chase car” coverage countywide
- Two ALS providers to meet national recommendations on high acuity responses

• CONs:

- Only provides staffing for 2 of 13 stations (year 1)
- Staffing turnover of paramedics as they are hired by CCDFEMS
- Ongoing issues with stations unstaffed by CCDFEMS to support their HR costs

Plan C	FY 23	FY 24	FY 25	FY 26	
	<i>Year 1</i>	<i>Year 2</i>	<i>Year 3</i>	<i>Year 4</i>	
Supervisors	4				
Admins	2				
Chase Vehicles	8				
Westminster	32				
Taneytown	12				
Manchester	12				
Sykesville		32			
Reese		12			
Hampstead		12			
Mt Airy			32		
New Windsor			12		
Pleasant V			12		
Winfield			12		
Union Bridge				12	
Lineboro				12	
Gamber				12	
TOTAL	70	56	68	36	230
	2 Floaters included in Westminster per shift	2 Floaters included in Sykesville per shift	2 Floaters included in Mt Airy per shift		

	FY 23	FY 24	FY 25	FY 26	FY 27	FY 28
Salary/Benefits	5.7	11.2	18.5	23.1	24.4	25.7
Ongoing Operating	2.0	2.2	2.4	2.6	2.7	2.7
One-Time	0.9	0.3	0.3	0.2	-	0.0
Revenues	(3.2)	(6.3)	(8.9)	(10.8)	(10.9)	(11.1)
Total General Fund Needed	5.4	7.3	12.3	15.1	16.1	17.3
Prior Planned GF	4.1	5.9	8.2	10.7	11.3	
TOTAL NEW GF REQUIRED	1.2	1.4	4.1	4.4	4.8	

Plan C:



• PROs:

- Address 3 of 5 high volume regions
- Allows for flexible deployment/coverage
- Provides ALS “chase car” coverage countywide
- Two ALS providers to meet national recommendations on high acuity responses

• CONs:

- Only provides staffing for 3 of 13 stations (year 1)
- Staffing turnover of paramedics as they are hired by CCDFEMS
- Ongoing issues with stations unstaffed by CCDFEMS to support their HR costs

Plan D	FY 23	FY 24	FY 25	FY 26	
	<i>Year 1</i>	<i>Year 2</i>	<i>Year 3</i>	<i>Year 4</i>	
Supervisors	4				
Admins	2				
Chase Vehicles	8				
Westminster	32				
Taneytown	12				
Sykesville	32				
Mt Airy		32			
Manchester		12			
Reese		12			
Hampstead			12		
New Windsor			12		
Pleasant V			12		
Winfield			12		
Union Bridge				12	
Lineboro				12	
Gamber				12	
TOTAL	90	56	48	36	230
	2 Floaters included in Westminster per shift	2 Floaters included in Sykesville per shift	2 Floaters included in Mt Airy per shift		

	FY 23	FY 24	FY 25	FY 26	FY 27	FY 28
Salary/Benefits	7.5	13.1	18.5	23.1	24.4	25.7
Ongoing Operating	2.1	2.2	2.4	2.6	2.7	2.7
One-Time	1.0	0.3	0.2	0.2	-	0.0
Revenues	(4.1)	(6.4)	(8.9)	(10.8)	(10.9)	(11.1)
Total General Fund Needed	6.5	9.2	12.2	15.1	16.1	17.3
Prior Planned GF	4.1	5.9	8.2	10.7	11.3	
TOTAL NEW GF REQUIRED	2.3	3.3	4.0	4.4	4.8	

Plan D:



• PROs:

- Address 3 of 5 high volume regions
- Allows for flexible deployment/coverage
- Provides ALS “chase car” coverage countywide
- Two ALS providers to meet national recommendations on high acuity responses
- Initial revenues are enhanced
- 4 “floaters” to allow additional units to be placed in-service daily

• CONs:

- Only provides staffing for 3 of 13 stations (year 1)
- Staffing turnover of paramedics as they are hired by CCDFEMS
- Ongoing issues with stations unstaffed by CCDFEMS to support their HR costs
- Increased staffing challenges for remaining stations

Plan E	FY 23	FY 24	FY 25	FY 26	
	<i>Year 1</i>	<i>Year 2</i>	<i>Year 3</i>	<i>Year 4</i>	
Supervisors	4				
Admins	2				
Chase Vehicles	8				
Westminster	32				
Taneytown	20				
Sykesville	32				
Mt Airy	32				
Manchester	20				
TOTAL	150	0	0	0	150
	2 Floaters included in Westminster per shift	2 Floaters included in Sykesville per shift	2 Floaters included in Mt Airy per shift		
*Does not include funding for 8 other stations					

	FY 23	FY 24	FY 25	FY 26	FY 27	FY 28
Salary/Benefits	12.8	13.5	14.2	15.0	15.8	16.7
Ongoing Operating	2.0	1.9	1.9	2.0	2.0	2.1
One-Time	1.3	-	-	-	-	0.1
Revenues	(10.2)	(10.4)	(10.6)	(10.8)	(10.9)	(11.1)
Total General Fund Needed	5.8	4.9	5.6	6.2	6.9	7.7
Prior Planned GF	4.1	5.9	8.2	10.7	11.3	-
TOTAL NEW GF REQUIRED	1.7	(1.0)	(2.6)	(4.5)	(4.4)	7.7

Plan E:



• PROs:

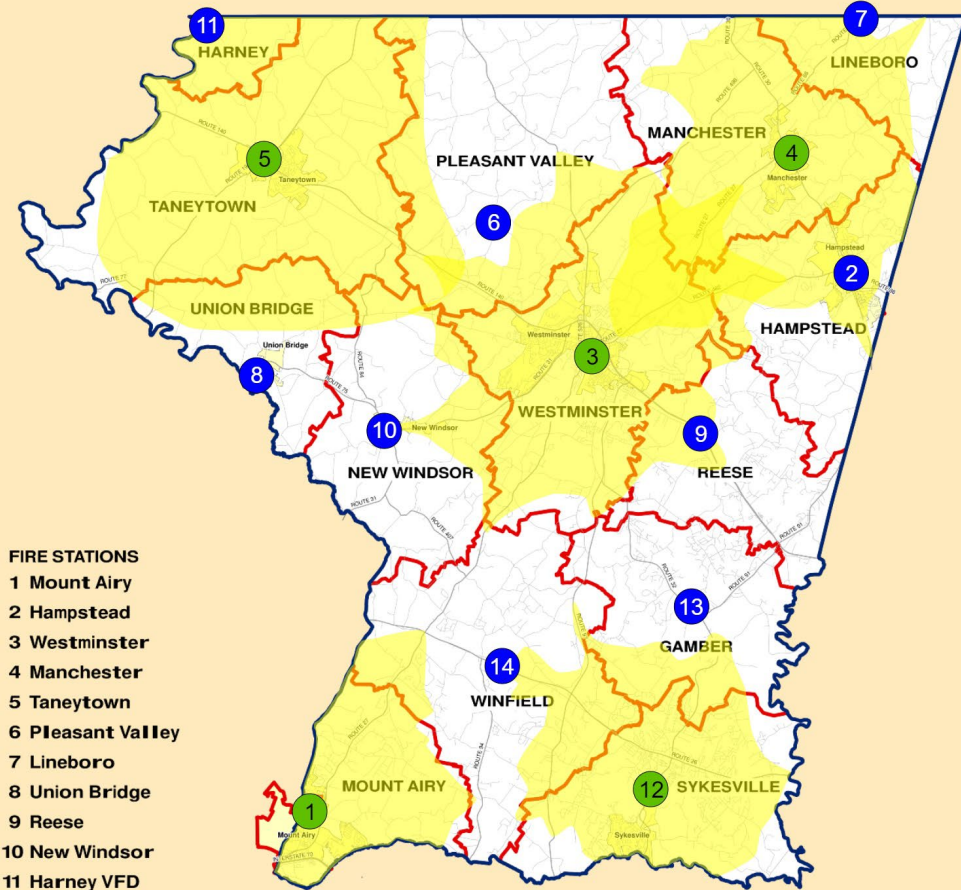
- Address 5 of 5 high volume regions
- Places 150 personnel into the system
- Provides ALS “chase car” coverage countywide
- Two ALS providers to meet national recommendations on high acuity responses
- Initial revenues are enhanced
- 6 “floaters” to allow additional units to be placed in-service daily

• CONs:

- Only provides staffing for 5 of 13 stations (ever).
- System is “built out” initially with no future planned growth.
- Ongoing issues with stations unstaffed by CCDFEMS or CCVESA.
- Increased staffing challenges for remaining stations.
- 8 stations to remain unstaffed/unfunded.
- Multiple deployment issues

Carroll County, Maryland

Coverage by 10 Minute Drive Time



- FIRE STATIONS**
- 1 Mount Airy
 - 2 Hampstead
 - 3 Westminister
 - 4 Manchester
 - 5 Taneytown
 - 6 Pleasant Valley
 - 7 Lineboro
 - 8 Union Bridge
 - 9 Reese
 - 10 New Windsor
 - 11 Harney VFD
 - 12 Sykesville Freedom
 - 13 Gamber
 - 14 Winfield

● -FEMS Staffed Stations
 ● -Volunteer Corporation

1 Mount Airy Volunteer Fire Department	702 N Main Street	Mount Airy	21771	301-826-0100
2 Harney Volunteer Fire Company	130 North Main Street	Harney	21074	410-228-4280
3 Westminister Fire Engine and Ice Cut	28 John Street	Westminister	21157	410-846-1800
4 Manchester Volunteer Fire Department	3500 Main Street	Manchester	21102	410-228-2250
5 Taneytown Volunteer Fire Company	38 East Robinson Street	Taneytown	21787	410-796-6253
6 Pleasant Valley Community Fire Company	2520 G Pleasant Valley Rd	Westminister	21102	410-246-1979
7 Lineboro Volunteer Fire Department	4224 Main Street	Lineboro	21102	410-374-2197
8 Union Bridge Volunteer Fire Company Inc	8 West Lovett Street	Union Bridge	21791	410-776-7400
9 Reese Volunteer Fire Company	1745 Baltimore Blvd	Westminister	21157	410-846-7172
10 New Windsor Fire Company	101 High Street	New Windsor	21776	410-846-5233
11 Harney Volunteer Fire Company	5130 Harney Road	Taneytown	21787	410-796-8464
12 Sykesville Freedom Center Fire Dept	Freedom Ave & MD Route 32	Sykesville	21784	410-796-5013
13 Gamber and Community Fire Company	3530 Nover Road	Pineland	21048	410-796-3443
14 Winfield Community Volunteer Fire Dept	1300 West Liberty Road	Sykesville	21784	410-796-1330

0 1 2 4 Miles

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Carroll County, MD
Office of Public Safety
GIS Support Services
225 North Center Street
Westminister, MD 21157



PLAN E:

- Coverage for 5 stations
- 75% of county call volume
- No staffing for 8 stations
- Response impact on critical events?

Plan ESAC	FY 23	FY 24	FY 25	FY 26	
	<i>Year 1</i>	<i>Year 2</i>	<i>Year 3</i>	<i>Year 4</i>	
Supervisors	4				
Admins	2				
Chase Vehicles	8				
Westminster	40				
Taneytown	12				
Sykesville	32				
Mt Airy	32				
Manchester	12				
TOTAL	142	0	0	0	142
	2 Floaters included in Westminster per shift	2 Floaters included in Sykesville per shift	2 Floaters included in Mt Airy per shift		
*Includes continued funding for 8 stations to maintain their own staff					
*Consideration of County employment at 8 stations still developing					

	FY 23	FY 24	FY 25	FY 26	FY 27	FY 28
Salary/Benefits	12.8	13.5	14.2	15.0	15.8	16.7
Ongoing Operating	2.0	1.9	1.9	2.0	2.0	2.1
One-Time	1.3	-	-	-	-	0.1
Revenues	(4.2)	(4.3)	(4.4)	(4.5)	(4.6)	(4.7)
Total General Fund Needed	11.8	11.0	11.8	12.5	13.3	14.1
Prior Planned GF	4.1	5.9	8.2	10.7	11.3	-
TOTAL NEW GF REQUIRED	7.7	5.1	3.6	1.8	2.0	14.1

	FY23	FY24	FY25	FY26
	<i>Year 1</i>	<i>Year 2</i>	<i>Year 3</i>	<i>Year 4</i>
Supervisors		4		
Admins		2		
Chase Vehicles		8		
Westminster		32		8
Taneytown		12		
Sykesville		24		
Mt. Airy		32		
Manchester		12		8
Reese			12	
Hampstead			12	
New Windsor			12	
Winfield			12	
Pleasant Valley			12	
Union Bridge			12	
Lineboro			12	
Gamber			12	
TOTAL		126	96	16
	58 in the first half of FY23	48 in the first half of FY24	2 1st Battalion Floaters at Manchester	
	68 in the second half of FY23	48 in the second half of FY24	Staffing 3rd ambulance at Westminster?	
	2 2nd Battalion Floaters at Westminster			
	2 3rd Battalion Floaters at Mt. Airy			