

Master Plan for Philomath Fire and Rescue **Adopted January 2015**

This 2015 Master Plan is a summary of what Philomath Fire and Rescue (hereafter, the District) plans to accomplish in the next 15 years. This plan addresses the six areas that the District has determined are vital operational areas for change. These areas are facilities, staffing, apparatus, equipment, programs, and funding. Detailed information that supports this plan is available in a supplementary document called Master Plan Supplementary Information. The Master Plan Supplementary Information also provides background information for various factors that influence the contents of the Master Plan.

Facilities- See Section 5-Facilities of the Master Plan Supplementary Information.

- **Key Findings**
 - Station 201 was completed in 1976 when the District had one full-time employee and responded to 75 emergency calls.
 - In 2014, the District has seven full-time employees and responds to over 700 emergency calls.
 - Workforce growth has resulted in inadequate office space for employees.
 - The District's meeting room does not meet requirements of the Americans with Disability Act for public access.
 - The employee's locker rooms for men and women serve as public restrooms.
 - An increase in dormitory space is needed to accommodate career shift employees and an expanded Resident Volunteer program.
- **Goals**
 - Improve existing facilities to meet changing needs.
 - Expand District facilities to include a single-story building adjacent to Station 201 in Philomath to provide a combination of office space and a public meeting room.
 - Remodel the existing second-story space in Station 201 to serve as dormitory and locker rooms.
 - Remodel the existing first-story space in Station 201 to serve as day room and office space.
 - Expand and improve the existing training facility located adjacent to Station 201.
 - Add a new draft site for water in the area of Peterson Road and Ervin Road.

Personnel- See Section 6-Personnel of the Master Plan Supplementary Information

- **Key Findings**
 - Volunteer emergency leadership in the District has decreased for a variety of reasons creating a need to fill that role with career staff.
 - Assigning career staff District Lieutenants to 24-hour shifts creates problems with leave coverage.
 - Any changes to the District's current staffing model need to be negotiated with the Union that represents some District staff.

- The average length of service for volunteer firefighters in the United States is three to five years.
- Between 2000 and 2013 District turnover of volunteers was consistent with national trends. Over 100 volunteers left the District during this time period.
- Since 2004, the number of volunteers at Station 201 varied from 25-35.
- A wide variety of factors influence volunteer recruitment and retention nationally and at the District level.
- For the District, a small workforce of Resident Volunteers provides the most cost-effective means for rapid response after normal staffing hours. Primary limitations to development of this workforce are:
 - The District's approach is inadequate for recruiting the necessary number of Resident Volunteers.
 - The District lacks adequate dormitory and living space to increase the number of Resident Volunteers.
- **Goals**
 - Increase the number of District career Firefighters/Lieutenants from three to four.
 - Move three Firefighters/Lieutenants to 24 hour on/48 hour off duty cycle.
 - Provide leadership for emergency response with career staff 24 hours each day every day of the week.
 - Provide personnel for emergency response during the day.
 - Provide maintenance for district facilities and equipment.
 - Provide administration for District operations.
 - Increase the Resident Volunteer workforce to six positions on duty at Station 201.
 - Implement changes to increase the number of Resident Volunteers that include financial and educational incentives.
 - Continue to recruit volunteers to serve as firefighting and emergency medical responders.
 - Fund the District's Length-of-Service Award Program and Volunteer \$100,000. Accidental Death and Dismemberment plan with District revenue from property taxes
 - Fund a District multi-media recruitment program for volunteers.
 - Fund a volunteer incentive program as determined by the District's Volunteer Association.
 - Provide the necessary support for volunteers to function as Home Responders and to serve shifts at the District's stations.

Apparatus-See Section 7-Apparatus of the Master Plan Supplementary Information

- **Key Findings**
 - The District's number and type of staff vehicles do not meet District needs.
 - The District's Apparatus Reserve Fund does not have sufficient funding for future replacement purchases and the outlook for the growth of this fund to meet needs for replacement purchases is not promising.
 - The projected working life of District apparatus exceeds expectations of the National Fire Protection Association.

- **Goals**
 - Add at least two more staff cars to the District's fleet.
 - Develop a 5-, 10- and 15-year apparatus purchase plan.

Equipment- See Section 8-Equipment of the Master Plan Supplementary Information

- **Key Findings**
 - Between 2014 and 2024, the District projects that maintenance and replacement costs for existing equipment will be \$730,000.
 - The District's Equipment Reserve Fund will not meet the projected needs for equipment replacement.
 - Replacement of existing equipment is important to personnel safety and to maintain adequate service.
- **Goals**
 - Continue to evaluate upgrades and replacements to equipment based on need and use.
 - Maintain all equipment that is still adequate for District operations.
 - Evaluate changes in technology and implement innovations when appropriate.
 - Continue to seek grants for equipment needs.

Programs- See Section 9-Programs of the Master Plan Supplementary Information

- **Key Findings**
 - District programs, (such as standby at community events, CPR/First Aid training, public education), have a positive effect on the safety of the community served by the District.
 - The Volunteer Association is very active in the community and finds it difficult to take on additional commitments.
 - Increased community involvement in providing public education would have a beneficial effect to the District and the community served.
 - Public education programs are effective tools for increasing community safety.
 - The District's training program is an effective way to maintain and improve the level of District service and to keep District personnel safe.
- **Goals**
 - Expand the District's school curriculum for public education to include grades 7, 9, and 11.
 - Support the District's Employee Wellness Program.
 - Create a District auxiliary support team to help with public education and non-operational community contact.
 - Form a Critical Incident Team.
 - Provide leadership training for career and volunteer personnel.
 - Develop first-responder training for community groups.
 - Actively promote disaster preparedness in the community served by the District.

Funding- See Section 10-Funding of the Master Plan Supplementary Information

- **Key Findings**
 - Grants are becoming increasingly more competitive and focused.
 - The projection is that the statutory permanent tax rate and assessed value of the District will continue to fund the day-to-day operations of the District at 2014 levels for several years into the future.
 - Increases in staffing identified in this plan will require funding beyond current District revenue associated with property taxes.
 - The permanent tax rate assessment will not provide necessary funding for the Apparatus Replacement schedule and Equipment Replacement schedule.

- **Goals**
 - Propose levy and bond measures to voters for new sources of District funding.
 - Raise District funds through grants and other proposals submitted to federal, state, or private foundations.
 - Acquire equipment through state and federal surplus property programs.
 - Accept donations from local companies and residents.
 - Charge fees for services provided to non-residents of the District.

Reference

Philomath Fire and Rescue. 2015. Master Plan Supplementary Information. Philomath, Oregon. 25 pages.