

Nags Head Fire Rescue

Staffing Presentation



Introduction

- Discussion initiated at the 2022 Board of Commissioners Retreat
- September 2023- Staff presented a memo to the Board of Commissioners recommending a staffing workgroup be established
- Staffing workgroup worked together to understand the needs of the fire department and to evaluate national standards, laws and regulations regarding fire department staffing

Why is this important?

- A staffing analysis has not been completed since Station 21 was brought online in 2006
- A fire department must have the appropriate number of firefighters to safely and effectively deliver services.

Current Fire Staffing

- Station 16
 - Fire Chief
 - Deputy Fire Chief
 - Office Manager
 - Three Fire Captains
 - Three Fire Lieutenants
 - Three Engineers/Driver Operators
 - Three Firefighters
- Station 21
 - Three Fire Captains
 - Three Fire Lieutenants
 - Three Engineers/Driver Operators
 - Three Firefighters

Apparatus Types

Quint or Ladder Truck

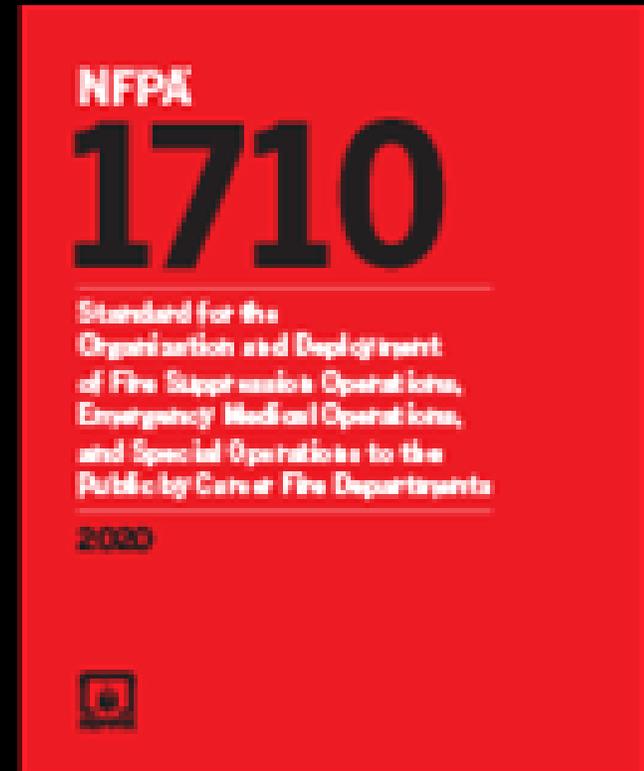


Engine or Pumper



NFPA 1710

- Standard for the Organization and Deployment of Fire Suppression Operations, Emergency Medical Operations, and Special Operations to the Public by Career Fire Departments.
- NFPA 1710 recommends a fire engine or quint be staffed with a minimum of four firefighters



Staffing data

- 8 personnel per day+ Chief and DC
- Minimum of 6 per day due to leave
- Minimum daily staffing of 6
- 21/22- 878.4 overtime hours
- 23/24- 1323.75 overtime hours
- NFPA 1710 Recommends 4 firefighters on a pumper or ladder truck
- 2023- 34 fire calls- 626 Rescue and or EMS calls- 51 hazardous condition calls for service
- 60.9% of the annual call volume

FY 2021/2022 Staffing

- Daily staffing of eight
- Minimum daily staffing of six
- Total scheduled annual hours 62,400
- Total annual leave- 7167.9 hours= 3045.76 due to sick leave
- Coverages due to illness or extended leave filled using off duty firefighters through strategic staffing and overtime.
- Overtime is not a planned amount based on an anticipated leave amount
- 878.42 overtime hours used to ensure minimum staffing was met

Response areas



Past

- Nags Head Fire Began as a Volunteer Fire Department in 1959
- Transitioned into a combination department- Initially with two personnel per shift- Late 80's
- Staffing increased to four firefighters per shift mid 90's



Needs Analysis

- Station 16 responds to 74% of the calls for service in the Town
- Highest populated areas
- Density of properties
- NFPA 1710 recommends that a minimum of 17 personnel be on scene within an eight-minute travel time for a structure fire of up to 2000 square feet

Changes in response needs

- Homes sizes increased
- Population density increased
- Call volumes increased
- Traffic increased



Station 16 First Due Response Area



Call Volume

- Approximately 1100 Responses annually
- 2019/ 1103- 2020/853 (Covid) 2021/1081- 2022/1017- 2023/1168
- Increase of 8.7% in 2023
- Three-year average of fire calls = 3.85%

Leave Analysis

- Annual leave includes vacation, sick, bereavement, school and FMLA
- Annual leave amounts average 10%
- 2022 and 2023 Incurred higher leave amounts due to several long term FMLA situations

National Standards

- National Fire Protection Association- NFPA 1710
- National Institute of Standards and Technology- Fireground study of 22 essential tasks
- Occupational Safety and Health Association (OSHA)- Two in two out

On average 4-person crews are 25% faster than three person crews

- Studies show that a room can become fully involved in as little as 200 seconds or 3.3 minutes
- Four person crews are 6% faster than three person crews to get water on a fire
- Four person crews 25% faster to set ground ladders and begin ventilating
- Four person crews are 6% faster than three person crews when initiating a search of a structure

Mutual Aid Assistance



Staffing

2022/2023

- Total staffed hours- 58052
- Total training hrs. away- 2357.75
- Total overtime hours- 1323.75
- Vacation- 3336.37
- Sick- 3243.81
- Misc. leave- 962.5
- Leave 12%

2021/2022

- Total staffed hours- 59565.96
- Total training hrs. away- 1662
- Total overtime hours- 868.42
- Vacation- 4001.15
- Sick- 2689
- Misc. leave- 478
- Leave 11.48%

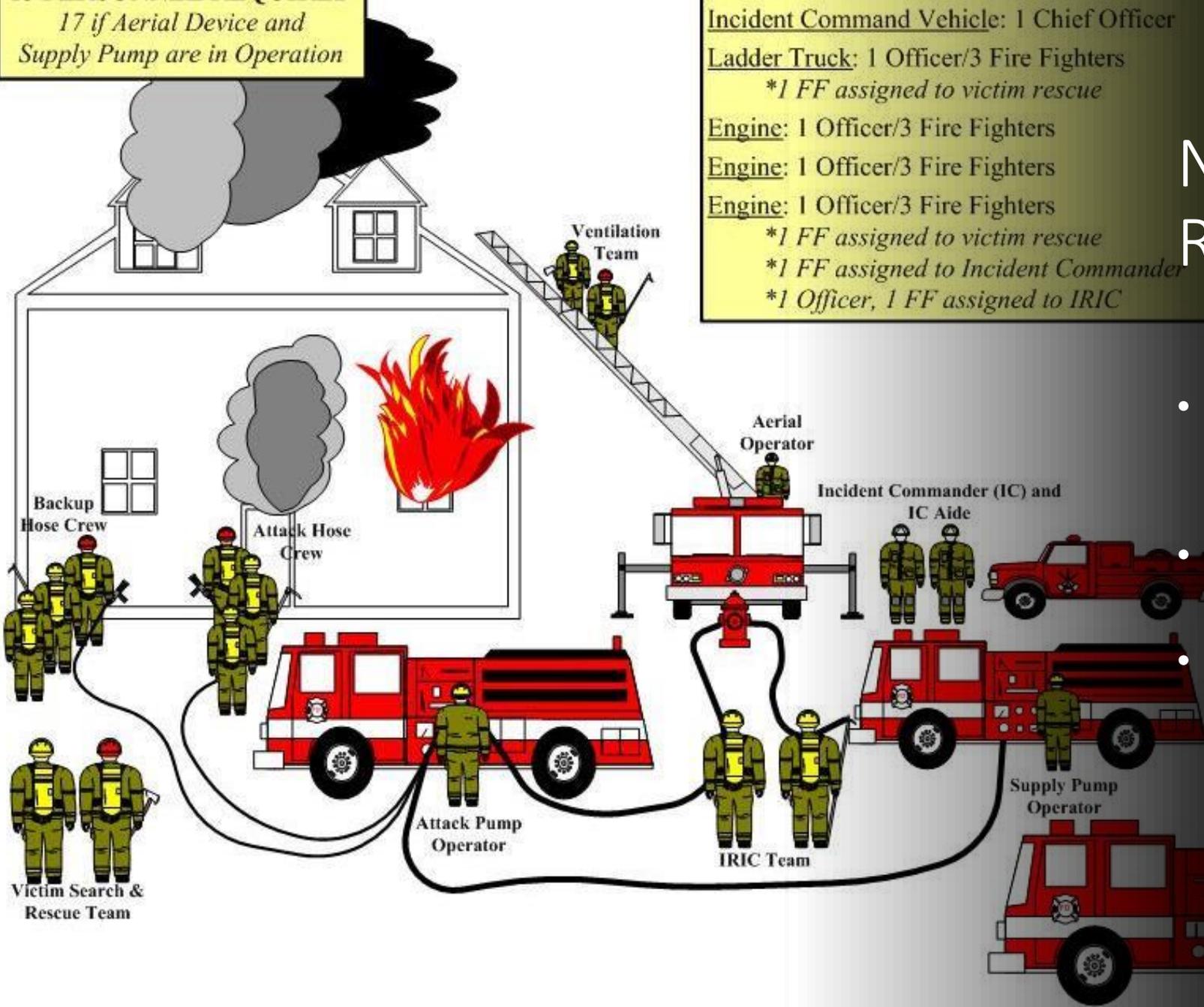
46 Total Occupants Sleeping When this Fire Started



17 if Aerial Device and
Supply Pump are in Operation

Incident Command Vehicle: 1 Chief Officer
Ladder Truck: 1 Officer/3 Fire Fighters
*1 FF assigned to victim rescue
Engine: 1 Officer/3 Fire Fighters
Engine: 1 Officer/3 Fire Fighters
Engine: 1 Officer/3 Fire Fighters
*1 FF assigned to victim rescue
*1 FF assigned to Incident Commander
*1 Officer, 1 FF assigned to IRIC

NFPA Recommendations



- NFPA 1710 recommends 15 personnel for a 2000 square foot residential structure fire
- This number increases to 17 if an aerial device is needed
- The recommendation includes an 8-minute travel time 90% of the time



What can Nags Head Fire Currently Provide?

Other duties

- Fire inspections
- Public education
- Training
- Home inspections as requested
- Apparatus maintenance
- Station maintenance
- Continuing education for numerous certifications



What does the future hold?

- Continued population increase-tourism and year-round residents
- Continued renovation of existing residential and commercial properties
- Volunteerism?
- New technology?
- Additional hazards?

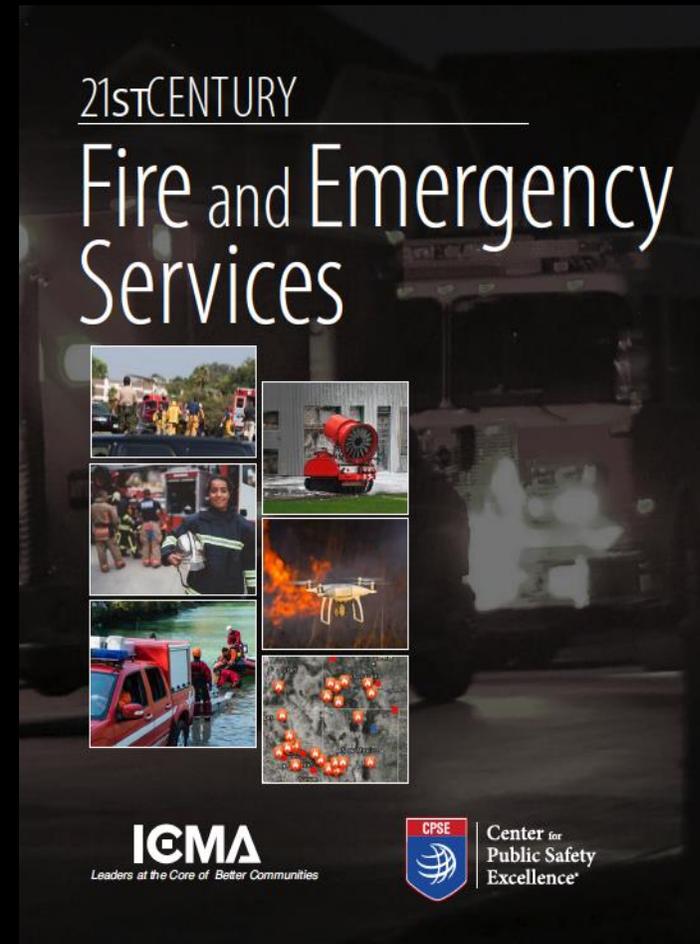


Part Time and Volunteer Staff

- Currently employ four part time fire staff
- Capped at 1000 hours annually- Or by budgeted funds
- 2.6 PT= 1 full time
- Scheduling can be difficult
- Volunteer staff
- Currently four suppression firefighters
- Two administrative
- Volunteer fire staff are declining nationwide

Volunteer Decline

- The Center for Public Safety Excellence shows that “The volunteer fire service has struggled in the last decade in many parts of the United States to recruit and retain enough volunteers to provide adequate services” (Center for Public Safety Excellence, 2020 p.21).



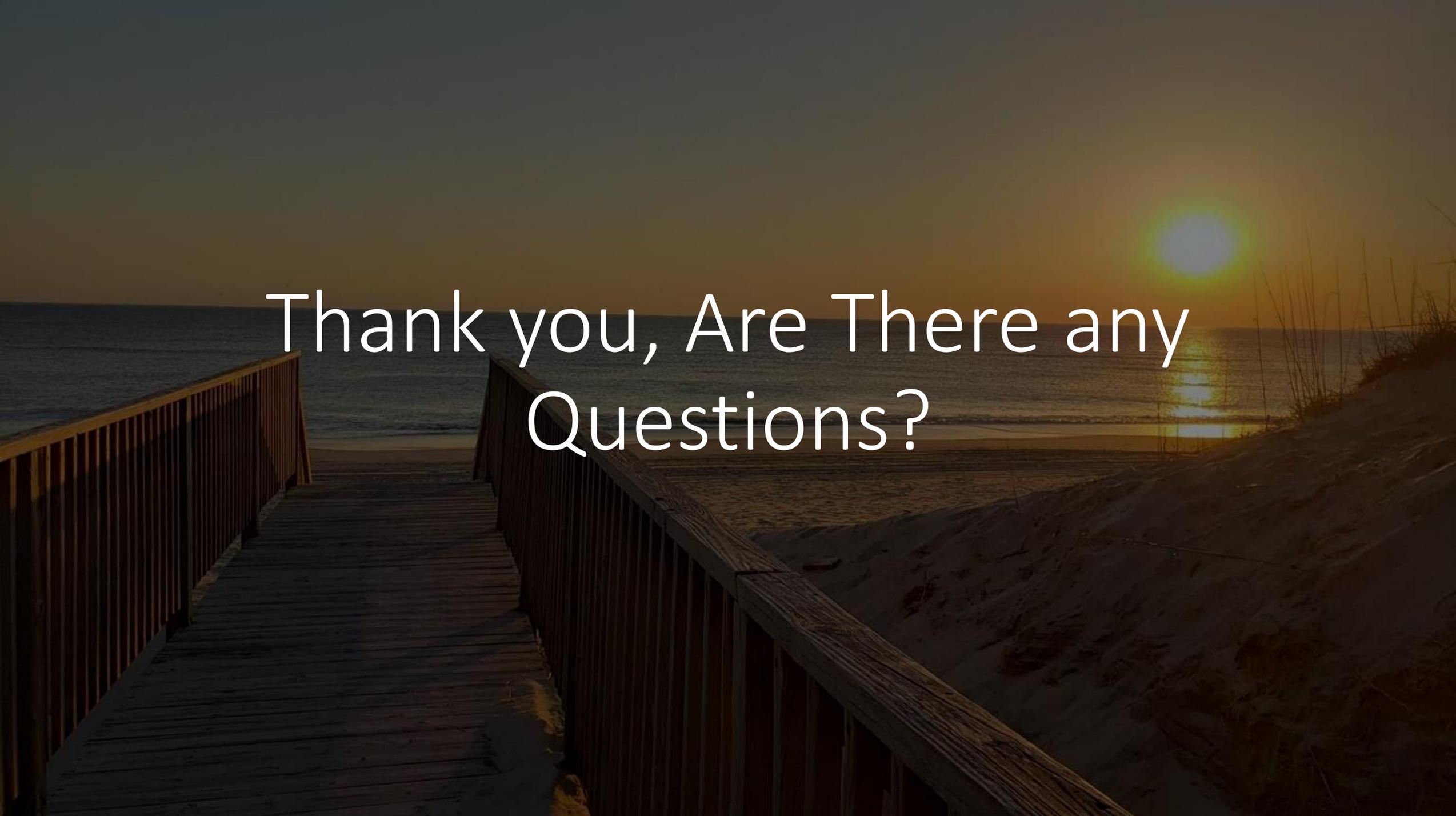
Grant Opportunities

SAFER Grant



Staffing Group Recommendations

- Maintain minimum staffing at no less than four personnel at Station 16 and three at Station 21
 - Seven firefighters would be available everyday
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- Establish three additional positions
 - One position assigned to each shift- A-B-C
 - Nine personnel would be assigned- Two leave positions allowed daily

A wooden boardwalk with railings leads from the foreground towards a sandy beach and the ocean. The sun is setting on the horizon, casting a warm, golden glow over the scene. The sky is a mix of orange and blue, and the water reflects the light of the setting sun. The overall mood is peaceful and serene.

Thank you, Are There any
Questions?