

6.2 Scheduled Replacement of Fire Apparatus

6.2.1 Reduction and Replacement Schedule of Fire Apparatus Fleet

Currently the Fire Apparatus Fleet for Lower Allen Fire Company is composed of 2 Engines, a Squad, a Truck, and a Rescue for a fleet of five frontline fire apparatus. With the reduction in volunteer staffing, increased cost of fire apparatus, and adjusting the design of fire apparatus (for dual purposes) the fire Apparatus fleet can be reduced to four frontline fire apparatus, while still meeting the fire/rescue needs of the Township.

The fire apparatus fleet has also aged to the point that return on investment for resale of the fire apparatus has decreased substantially. It is for that reason, changes in technology, and reduced maintenance costs that it is recommended that the fire apparatus fleet be placed on a replacement cycle of 10-15 years. Also, with the fire rescue needs changing in the West Central portion of the Township there is a growing need for a multi-purpose fire apparatus to be purchased in 2021 to address the access and aerial fire apparatus needs for that area.

6.2.2 Recommendation:

F-4 Goal – Assess the Fire Apparatus Replacement Schedule for Lower Allen and Lisburn to ensure that the Operational/Functional fire/rescue service needs of Lower Allen Township are met.

- **F4.1 Objective** – Provide recommendations on apparatus replacement based on economic feasibility, industry standards, and benefit to the township.
 - Task - Reduce fire apparatus fleet from 5 to 4; not inclusive of Lisburn Fire.
 - Task - Strive for an apparatus replacement cycle of 10-15 years based upon considerations of maintenance costs, technology, and cost/benefit analysis.
 - Task - Purchase fire apparatus in 2021 that meets the emergency service needs of the township.
 - Result - Requires purchase of an Engine/Aerial apparatus to provide coverage for West Central portion of township (Arcona, Meridian).

Section 7 – Public Safety

7.1 Optimal Deployment of Resources

7.1.1 Three Response Locations Currently for Fire/EMS in Lower Allen Township

- Station 1 – Municipal Building on Gettysburg Road – primary response location for three pieces of fire apparatus by Lower Allen Volunteer Fire Company and all EMS advanced life support and basic life support.
- Station 2 – Located on Rupp Ave as a response location for two pieces of fire apparatus by Lower Allen Volunteer Fire Company.
- Lisburn Fire Company – Located on Main Street in Lisburn is the response location for the pieces of fire apparatus from the Lisburn Volunteer Fire Company.

With the growing commercial district in the area of Route 15 and Lower Allen Drive, as well as the Arcona development, the Ritter Road commercial area, and other developing locations, the question arises as to whether the traditional legacy station locations for emergency response of EMS and fire remain optimal or whether other options would more adequately serve the community?

To understand these questions requires an analysis of such data as volunteer response to station zones, historical call locations, response times, hazard/risk assessments for given areas, response capabilities, among other factors. This analysis is beyond the resource capabilities of current public safety staff and requires an outside objective review.

This review, analysis, and any subsequent findings should be budgeted as a part of the 2020 General Operating Public Safety Budget and commenced in January 2020 with a report deadline by early summer of that year. Since the current Ad Hoc Committee diligently studied the Fire and EMS resources and systems in place, it would be beneficial to reconvene this same Committee summer of 2020 to hear the consulting findings and issue a supplemental report to the Board of Commissioners specific to that study for consideration in 2021 and beyond.

7.1.2 Recommendation:

PS-1 Goal – To ensure optimal deployment/distribution of Public Safety Resources within Lower Allen Township in order to achieve service level goals.

- **PS1.1 Objective** – In 2020 Assess facility adequacy to ensure optimal deployment/distribution of Public Safety Resources in order to achieve service level goals.
 - Task – Seek recommendations on facility distribution/location and the need for rehab/renovation/replacement of current facilities or the addition of any new facility location.
 - Task – Have study conducted by consultant to explore needs and current or prospective future needs for public safety facilities.

- Task – Reconvene the Public Safety Ad Hoc Committee, comprised of current or any new/changed members to consider the finding of the consultant and adopt strategic recommendations to the Board of Commissioners that may impact the 2021-2024 budget cycles or beyond.
 - Results – Obtain recommendations for future facility strategic planning.

7.2 Future Public Safety Planning for 2025-2029

7.2.1 Appointment of a Follow-Up Ad Hoc Committee in 2024

The Ad Hoc Committee formed by the Board of Commissioners February 2019 thoroughly reviewed the current state of public safety services for Lower Allen Township meeting fifteen times over seven months. The result of those meetings, presentations by public safety staff, and discussions resulted in this final report.

Although an extensive review with collective recommendations for 2020 through 2024, situations dynamic over time and what was objectively known in 2019 will potentially change within the next 4-5 years. It is therefore essential that ongoing reviews and data-driven analysis continues to occur to provide for optimal cost effective and efficient public safety services are delivered to the Lower Allen Township community.

To achieve this outcome, another Ad Hoc Committee should be appointed by the Board of Commissioners in 2024 to look back at the 2020-2024 period and look forward to the 2025-2029 five-year time period. How have the Township's public safety services evolved, what have been their strengths, weaknesses, threats, and what are their opportunities looking at the next five-year service delivery period.

7.2.2 Recommendation:

PS-2 Goal – Reconvene an Ad Hoc Committee in 2024 to develop a revised plan for 2025-2029

- **PS2.1 Objective** – In the final year of the 2020-2024 Ad Hoc Committee report and recommendations, provide of a review, report, and recommendations for the following 5 years; i.e., 2025-2029.
 - Task - Recommend Board of Commissioners, in 2024, authorize, empanel, and convene another Public Safety Ad Hoc Committee to study Township Public Safety services capabilities and provide a report with recommendations to the Board by September of 2024.
 - Results – Provides updated and renewed information of the status of public safety resources over the course of the 2020 – 2024 time period with recommendations for the next 5 years thereafter.

Section 8 - Summary and Conclusion

8.1 Summary

Public Safety for the Lower Allen community is critical. Everyone deserves to live without fear from harm where they and their family can work, play, and thrive with an unwaveringly high standard for their quality of life. To achieve that desired outcome requires certain dedicated public safety services at the municipal level that remain prepared to plan and respond when needed.

It has been suggested that most citizens would say, when asked about their expectations of public safety, “Be There When We Need You!” Getting from that expectation as a concept to implementing it as a reality are often very different realities. Those services charged with the expectation of delivering community services are dependent on staffing, equipment, vehicles, etc. to fulfill their mission.

Delivering public safety services requires a host of operational necessities in capabilities to prepare, plan, and respond to requests for service from the community. The level of service they can provide is completely dependent upon the level of the operational necessities provided.

In this report, the Committee has reviewed the Public Safety Levels of Service in terms of operational capabilities. They looked at current levels of service provided, and the desire to remain at those service levels while striving to possibly attain higher levels over time as needed. Since services require funds to accomplish them, the Committee chose to base their recommendations at maintaining or achieving the described “C” level as the most cost effective for reasonable service delivery. Given that, it is realized that there will be times when services are strained for delivery.

Where public safety services required additional staff, vehicle, or vital equipment, the acquisition of those assets were recommended to be implemented over the next five-year time frame. Annual assessments will continue to be made over that time frame to measure implementation successes and monitor that there have not been any significant changes that would warrant changes in the five-year plan evolution.

8.3 Conclusion

The work of the Ad Hoc Public Safety Committee was accomplished by a dedicated group of professionals in the public safety community as well elected official, Township management, and very committed community members and business leaders. This FINAL REPORT is the culmination of their review, analysis, deliberations, findings, and recommendations.

The Committee thanks the Lower Allen Township Board of Commissioners for their foresight and leadership in approving this Ad Hoc Public Safety Committee’s appointment and work, and we respectfully submit this FINAL REPORT to the Board of Commissioners.

Section 9 – Appendices

Appendix A – Committee Members

Public Safety Ad Hoc Committee		
Name	Representing	Role
David Holl, Coordinator	Lower Allen Township Department of Public Safety	Director
Members:		
Black, Ed	Township Resident	Chairman, LA Board of Commissioners
Bonneville, Richard	Township Resident	Community Representative
Crone, Leon	Police Department	Police Captain
Deaven, Tony	Emergency Medical Service	EMS Captain
Hammon, Dick	Township Resident	Community Representative
Holtzman, Carolyn	Township Resident	LA Township Commissioner
Kutz, Thomas	Township Resident	Community Representative
Lenker, Terry	Township Resident	Community Representative
Murdoch, Dave	Township Resident	Lower Allen Fire Company Fire Chief
Ortenzio, John	Township Resident	Business Stakeholder
Pushart, Chris	Township Resident	Community Representative
Smith, Don	Capital City Mall	Business Retail Stakeholder
Stoltz, Todd	West Shore School District	Superintendent
Trone, Erin	LA Economic Development	Asst LA Township Manager
Vernau, Tom	Lower Allen Township	Township Manager
Villone, Dean	Township Resident	LA Township Commissioner
Williamson, Frank	Lisburn Fire Company	Fire Chief
Wirth, Frank	Lower Allen Public Safety	Fire Captain
Young, Ped	Lower Allen Township Resident	LA Township Commissioner

Appendix B – Definitions

Average Officer Workload – the number of police activities, per PATROL officer, on average, over a defined time span.

Minimum Staffing – that level of staffing that must be filled by patrol officers on any given shift. This will be filled with overtime where leave use or other circumstances create a situation where staffing would be at less-than minimum for a shift.

Obligated Time – Time spent by officer actively engaged in the handling of a call for service, including transports, preparing charges for on-view arrests, etc.

Police Activities – calls for service, traffic stops, directed patrols – any activity that is dispatched, self-initiated, or otherwise has a mandatory documentation requirement.

Probability of Saturation (POS) – The chance, in terms of a percentage, that, when a call for police service is made, a Lower Allen officer will NOT be available to answer the call.

UCR – Uniform Crime Reporting system, which involves criminal cases, only, and does not include “routine” calls for service or other police activities.

Unobligated Time – Time where officers are NOT actively committed to a call for service or activities that cannot be abandoned. This time is used for follow-up, report writing, traffic enforcement, patrol, community policing initiatives, addressing quality of life issues, or any other activity that does not involve active response to a call for service or mandated activity that commits an officer.

Appendix C – Acronyms

Acronym	Acronym Term	Section	Page	
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UCR (Uniform Crime Reporting) system - involves criminal cases, only, and does not include “routine” calls for service or other police activities.

POS (Probability of Saturation) – The chance, in terms of a percentage, that, when a call for police service is made, a Lower Allen officer will NOT be available to answer the call.

Appendix D – Figures

Task Force on Optimal Public Safety Answering Point Architecture (TFOPA) Figures Included in Report		
Figure	Title	Page
P-1	Police Staffing History vs Dispatched Calls	13
P-2	Criminal Arrests and UCR Cases	14
P-3	Probability of Saturation	14
P-4	2, 3 and 4 Officer Minimum Staffing	15
P-5	Additional Workload Minimum Staffing	15
E-1	EMS as an Integrated Component of Public Health	21
E-2	EMS Requests for Service 2001-2018	22
E-3	2015-2018 Population Growth vs EMS Requests for Service	27
E-4	The Vision: People Centered EMS System	30
F-1	Lower Allen Fire Staffing and Age	30
F-2	Regional Salary Comparison – PSOs to Career Firefighters	31

Appendix E – Police Levels of Service Staffing Chart



POLICE Levels of Service Staffing Chart							
	A	B	C	D	E**	F**	
2016	28	24	22	18	14	10	
2019	30	26	24	20	16	12	
2020	32	27	25	21	17	13	
2021	34	28	26*	22	18	14	
2022	34	28	26	22	18	14	
2023	34	28	26	22	18	14	
2024	34	28	26	22	18	14	
2025	34	28	26	22	18	14	
2026	34	28	26	22	18	14	
2021 Breakdown							
	A	B	C	D	E	F	
Patrol	24	22	20	16	14	10	
CI	4	4	3	3	2	2	
SRO	1	1					
Command	3	3	3	3	2	2	
Flex	2	2					
Total	34	32	26	22	18	14	
* Current recommendation proposed to the Board from the 2018 study							

Appendix F – Police Levels of Service Narratives

A: Never a time when all officers are tied up on incidents. Ample staffing to address all traffic complaints. Zero wait time for an officer to clear a call and respond to another. 5-minute response time max. Every criminal case followed-up until all leads are exhausted and in a timely manner. Proactive enforcement levels are high. Quality of life issues can be addressed easily (dogs off leash at park, fireworks, etc.). Community engagement is high, community support obvious and 100% positive. Time taken to engage in problem solving is high. Totally self-sufficient regarding special services (forensics, lab services, special equipment, trained personnel, school resource officer). Retention rate 100%. Training at a high level in all aspects of job performance, including forecasted needs. Able to take the time to forecast agency and community needs and act preemptively. No complaints about officer performance and demeanor. Supervisors are well trained and have adequate time to observe, review, and audit agency activities with several layers of redundancy. Supervisors are highly trained, continually updating skills, and have a robust and regular. Ideal ratio of 1/3 obligated time, 2/3 unobligated time maintained or exceeded 24/7, 365.

B: Officers occasionally delayed in response to calls for service. Able to respond to active criminal matters without undue delay. Some time to address traffic concerns and quality of life issues throughout even the busier parts of the day. Most criminal matters are followed up on, though some delay is expected on protracted investigations and follow-up on some less serious investigations may be delayed, but not un-done. Community engagement is frequent. Extra time taken to engage in problem solving is frequent but reduced due to needs to respond to other calls. Highly self-sufficient for all but the most complex needs. High level of retention – almost never lose employees to other agencies or careers. Training addresses all high-liability areas and many procedural and social issues relevant to high-level job performance. Rare complaints about officer performance and demeanor. Supervisors are generally well-trained in advanced leadership and management training and conduct reviews, observation, and auditing on a frequent, but irregular basis. Able to maintain ideal ratio of 1/3 obligated time, 2/3 unobligated when at full staffing.

C: Officers usually able to respond to calls for service, though delays and stacked calls are more-than-occasional occurrences. Nearly always able to break away for active incidents. Minimal attention able to be given to traffic concerns and quality of life issues during normal load. Must be selective during high-demand times, if able to address at all. Most serious criminal matters followed up in a timely manner. Follow-up on less serious investigations is prioritized. Some matters that could be followed up on are not, due to staffing and workload issues. Occasional community engagement as staffing allows. Calls for service sometimes rushed. Problem solving beyond basic service is occasional, but rare. Self-sufficient in most routinely encountered situations and some more complex ones as well. Decent level of retention – occasionally lose employees to other agencies or careers. Training in high-liability areas is accomplished. Some pro-active training, but most is reactive to hot-button issues or the result of recent less-than-satisfactory performance. Occasional complaints about officer performance and demeanor. Supervisors have some more advanced leadership and management training and conduct reviews, observation, and auditing on a catch-as-catch-can basis. Able to maintain less-than-ideal ratio of 1/2 obligated time, 1/2 unobligated when at full staffing.

D: Most traffic concerns go unaddressed. Follow-up not completed on serious crimes in a timely manner. Less serious crimes may receive little to no follow-up. Callers often must wait for response from officers. Stacked calls are a frequent occurrence. Overflow to the next shift is a regular occurrence.

Very little community engagement. Time taken for problem solving beyond basic service is nearly non-existent. Self-sufficiency is low. Rely on external resources for all but the simplest cases. Training only covers officer certification and minimum legal requirements in other areas. More frequent complaints about officer performance and demeanor. Supervisors have very basic, if any, training, but occasionally are able to observe, review, and direct agency activities. Very little auditing is done. Unobligated time routinely less than 1/3 of total time.

E: Non-Active UCR reports not taken same shift/same day. Delays in handling active incidents. No problem solving beyond the immediate. Report takers only. No follow-up where there should be. No traffic enforcement. No proactive work. Totally rely upon potentially sub-par external resources for all forensic, lab, special equipment, special investigative needs. Retention difficult – struggle to retain employees- loss to other agencies or careers. Training only covers maintenance of officer certification. More frequent and more serious complaints about officer performance and demeanor. Supervisors are untrained and fail to or lack the time to monitor, observe, review, or audit any activities. They are supervisors in name only. Little to no unobligated time.

F: Active UCR reports not taken. Unable to respond to crimes in progress. No proactive enforcement. No quality of life enforcement. No community engagement. Police activity contributes to the decline of the community. Seen as occupying force instead of community partners and problem solvers. Lacks the relationship or knowledge to engage external resources for special needs. Poor level of retention – frequently lose employees to other agencies or careers. Failure to train to minimum standards. Steady stream of complaints about officer performance and demeanor. There is no supervision. Negative on unobligated time.

Appendix G – Police Statistical Recap

Situational Awareness:

- Agency has experienced a more than 229% increase in calls for service over two decades.
- Staffing has remained relatively steady over that time period with some highs and lows, but never over 22.
- Population increase to close in on 20,000 in 2021.
- Patrol activities per patrol officer expected to increase by 567 by 2021

Obligated Time vs. Unobligated Time recap:

- IACP recommendation of 1/3 obligated time, 2/3 unobligated time
- LAPD Current ratios

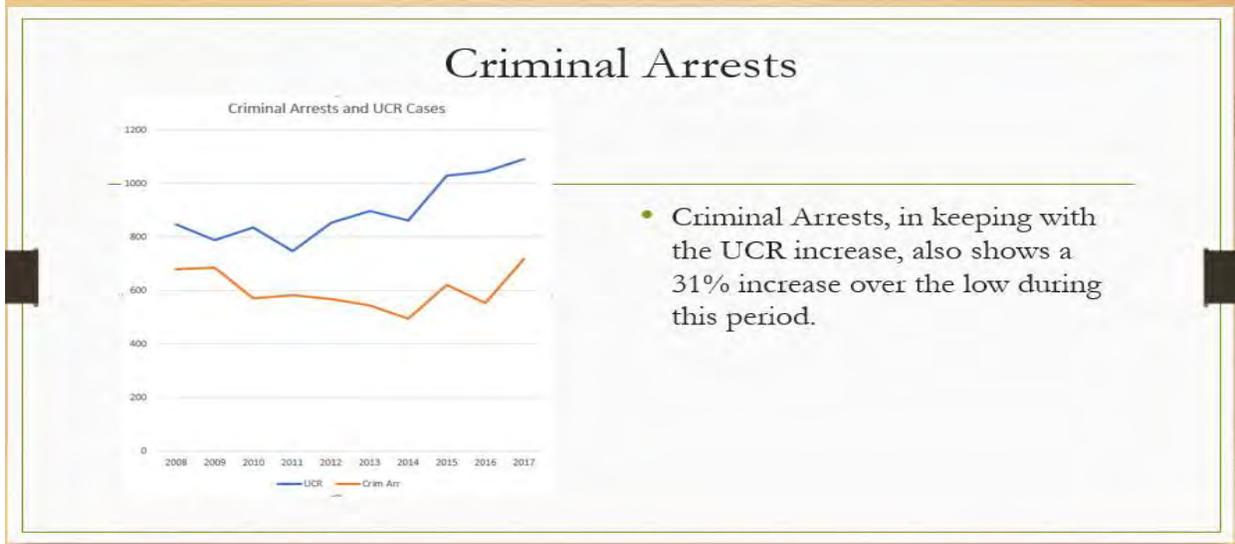


- Leaves agency with zero unobligated time and even negative time in 2021 with current staffing and two-officer minimums.
- LAPD Proposed ratios with 3 officer minimum staffing



Activity Levels:

UCR Crime is the blue line, Criminal Arrests are the orange line

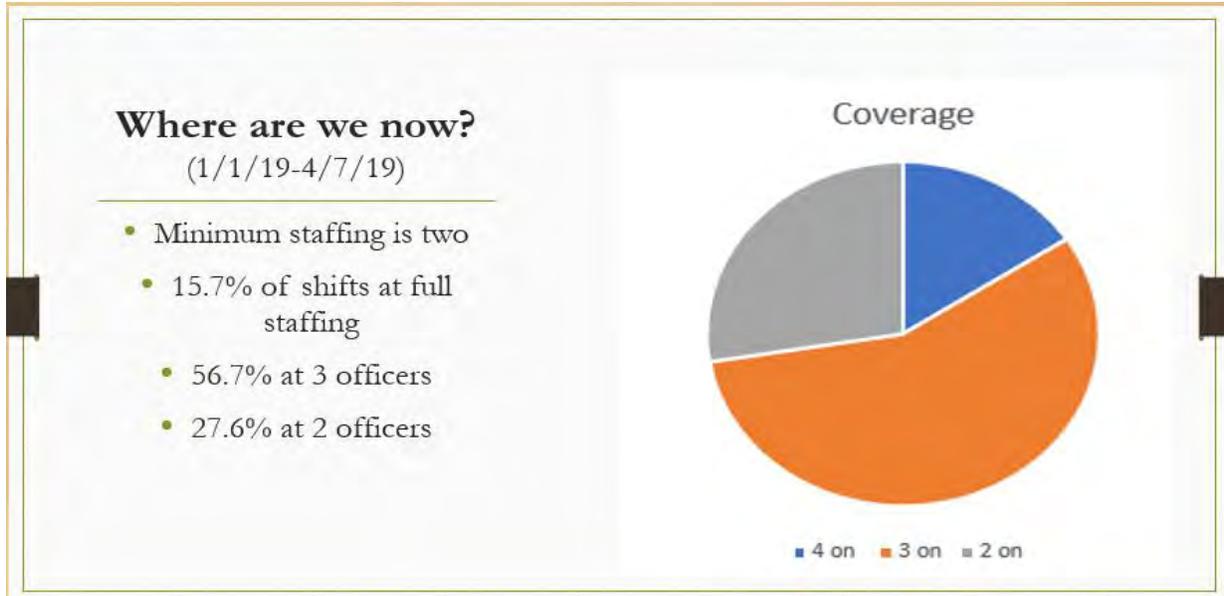


Calls for Service vs. Staffing

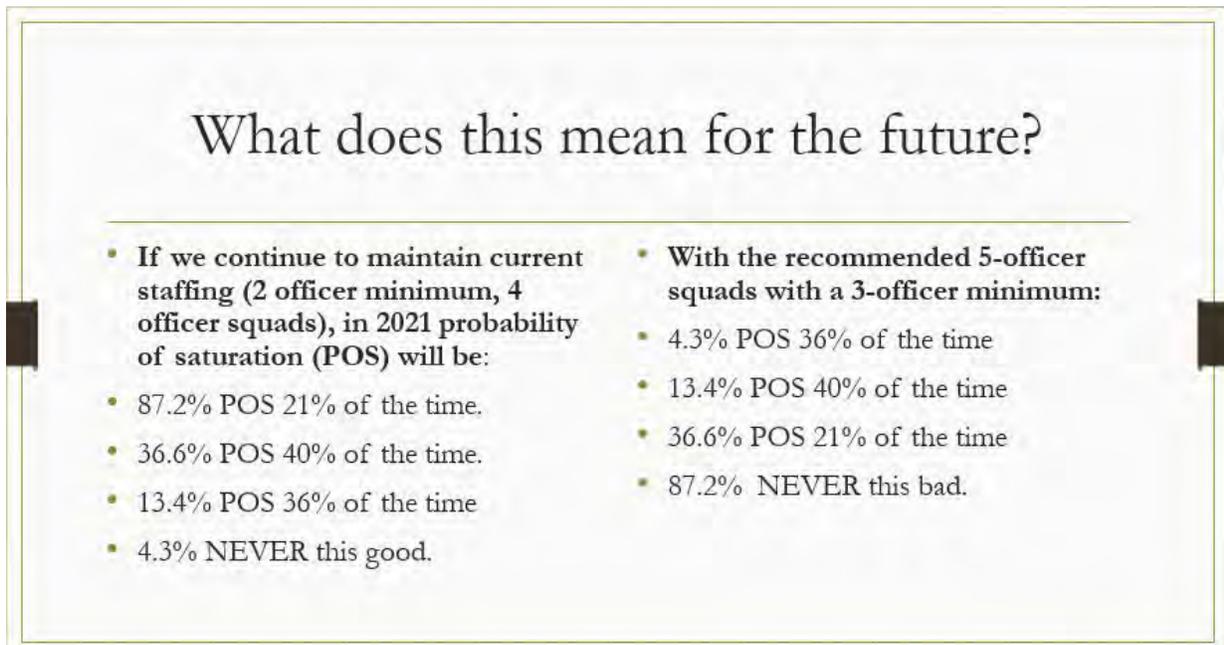


Probability of Saturation:

- Current situation: There are more shifts at the minimum staffing than there are at maximum staffing



- 5-Officer shifts with 3-officer minimum eliminates the probability of having more than a 36.6% chance of saturation.



Appendix H – EMS Staffing and Unit Matrix

Lower Allen Township EMS Unit Matrix Level **E+** Service 2019-2020

Current Unit Deployment = 1; 24/7 Advanced Life Support Unit (MICU), 1 12/7 Basic Life support Unit (BLS)

Required FTE count: **12** (8 EMT's, 4 Medics)

Current FTE count: 10.5 (7 EMT's, 3.5 Medics)

Open FTE's: 1.5 (120 hours of open shifts every 2 weeks)

Minimum staffing: Daylight; 1 Paramedic squad, 1 Basic Life Support (BLS) Night Shift; 1 MICU

ALS UNIT	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
MICU 24/7							
0700-1900	EMT 1	EMT 2	EMT 2	EMT 1	EMT 1	EMT 2	EMT 2
0700-1900	Medic 1	Medic 2	Medic 2	Medic 1	Medic 1	Medic 2	Medic 2

BLS UNIT	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
AMBULANCE 12/7							
0700-1900	EMT 5	EMT 6	EMT 6	EMT 5	EMT 5	EMT 6	EMT 6
0700-1900	EMT 7	EMT 8	EMT 8	EMT 7	EMT 7	EMT 8	EMT 8

MICU 24/7	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1900-0700	EMT 3	EMT 4	EMT 4	EMT 3	EMT 3	EMT 4	EMT 4
1900-0700	Medic 3	Medic 4	Medic 4	Medic 3	Medic 3	Medic 4	Medic 4

Risk: The current risk is the inability to fulfill the DOH required minimum staffing due to the number of ALS staff. ALS staffing is dependent upon Part-time Paramedics to fill **1** FTE (84hours)

Solution: Convert the current open EMT FTE to an ALS FTE as soon as possible. Recruit a Paramedic Float position to fill **1** FTE (84 hours). The remaining (**-0.5 FTE**) 36 hours would be at the BLS level and available for Part-time and overtime. In the 4th quarter of 2020 a current staff member is expected to successfully complete paramedic school. Convert the staff member to a Paramedic for the remainder of 2020.

Lower Allen Township EMS Unit Matrix Level **D-** Service 2021

2021 Unit Deployment = 1; 12/7 Advanced Life Support Unit (Squad), 1 12/7 IALS (AEMT) Unit, 1 12/7 Basic Life support Unit (BLS)

Required FTE count: **14** (8 EMT's, 2 AEMT's, 4 Medics)

Minimum Staffing: Daylight; 1 MICU, 1 Basic Life Support (BLS) Night Shift; 1 MICU

FTE Request 2021: 2 AEMT FTE's requested 2nd quarter 2021

ALS SQUAD 12/7	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
0700-1900	Medic 1	Medic 2	Medic 2	Medic 1	Medic 1	Medic 2	Medic 2

A-EMT 12/7	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
0700-1900	EMT 1	EMT 2	EMT 2	EMT 1	EMT 1	EMT 2	EMT 2
0700-1900	AEMT 1	AEMT 2	AEMT 2	AEMT 1	AEMT 1	AEMT 2	AEMT 2

BLS	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
AMBULANCE 12/7							
0700-1900	EMT 3	EMT 4	EMT 4	EMT 3	EMT 3	EMT 4	EMT 4
0700-1900	EMT 5	EMT 6	EMT 6	EMT 5	EMT 5	EMT 6	EMT 6

MICU 12/7	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1900-0700	EMT 7	EMT 8	EMT 8	EMT 7	EMT 7	EMT 8	EMT 8
1900-0700	Medic 3	Medic 4	Medic 4	Medic 3	Medic 3	Medic 4	Medic 4

**Lower Allen Township EMS
 Unit Matrix
 Level D Service 2022**

2022 Unit Deployment = 1; 24/7 Advanced Life Support Unit (Squad), 1 12/7 IALS (AEMT) Unit, 1 12/7 Basic Life support Unit (BLS)

Required FTE count: 16 (8 EMT's, 4 AEMT's, 4 Medics)

Minimum Staffing: Daylight; 1 MICU, 1 Basic Life Support (BLS) Night Shift; 1 MICU

FTE Request 2022: 2 AEMT FTE's requested 3rd quarter 2022

	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
ALS SQUAD 24/7							
0700-1900	Medic 1	Medic 2	Medic 2	Medic 1	Medic 1	Medic 2	Medic 2
1900-0700	Medic 3	Medic 4	Medic 4	Medic 3	Medic 3	Medic 4	Medic 4

	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
A-EMT 24/7							
0700-1900	EMT 1	EMT 2	EMT 2	EMT 1	EMT 1	EMT 2	EMT 2
0700-1900	AEMT 1	AEMT 2	AEMT 2	AEMT 1	AEMT 1	AEMT 2	AEMT 2
1900-0700	EMT 3	EMT 4	EMT 4	EMT 3	EMT 3	EMT 4	EMT 4
1900-0700	AEMT 3	AEMT 4	AEMT 4	AEMT 3	AEMT 3	AEMT 4	AEMT 4

	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
BLS AMBULANCE 12/7							
0700-1900	EMT 5	EMT 6	EMT 6	EMT 5	EMT 5	EMT 6	EMT 6
0700-1900	EMT 7	EMT 8	EMT 8	EMT 7	EMT 7	EMT 8	EMT 8

**Lower Allen Township EMS
 Unit Matrix
 Level C Service 2024**

2024 Unit Deployment = 1; 12/7 Advanced Life Support Unit (Squad), 1 12/7 IALS (AEMT) Unit, 1 24/7 Basic Life support Unit (BLS)

Required FTE count: 20 (10 EMT's, 4 AEMT's, 4 Medics)

Increased Part-time staffing to cover 2 FTE'S

Minimum Staffing: 1 ALS Squad, 2 BLS Units

FTE Request 2024: 2 EMT FTE's requested 3rd quarter 2024

	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
ALS SQUAD 24/7							
0700-1900	Medic 1	Medic 2	Medic 2	Medic 1	Medic 1	Medic 2	Medic 2
1900-0700	Medic 3	Medic 4	Medic 4	Medic 3	Medic 3	Medic 4	Medic 4

	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
A-EMT 24/7							
0700-1900	EMT 1	EMT 2	EMT 2	EMT 1	EMT 1	EMT 2	EMT 2
0700-1900	AEMT 1	AEMT 2	AEMT 2	AEMT 1	AEMT 1	AEMT 2	AEMT 2
1900-0700	EMT 3	EMT 4	EMT 4	EMT 3	EMT 3	EMT 4	EMT 4
1900-0700	AEMT 3	AEMT 4	AEMT 4	AEMT 3	AEMT 3	AEMT 4	AEMT 4

	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
BLS AMBULANCE 24/7							
0700-1900	EMT 5	EMT 6	EMT 6	EMT 5	EMT 5	EMT 6	EMT 6
0700-1900	EMT 7	EMT 8	EMT 8	EMT 7	EMT 7	EMT 8	EMT 8
1900-0700	EMT 9	EMT 10	EMT 10	EMT 9	EMT 9	EMT 10	EMT 10
1900-0700	EMT 11	EMT 12	EMT 12	EMT 11	EMT 11	EMT 12	EMT 12

**Lower Allen Township EMS
 Unit Matrix
 Level C Service 2024**

2024 Unit Deployment = 1; 12/7 Advanced Life Support Unit (Squad), 1 12/7 IALS (AEMT) Unit, 1 24/7 Basic Life support Unit (BLS)

Required FTE count: 20 (10 EMT's, 4 AEMT's, 4 Medics)

Increased Part-time staffing to cover **2 FTE'S**

Minimum Staffing: 1 ALS Squad, 2 BLS Units

FTE Request 2024: 2 EMT FTE's requested 3rd quarter 2024

	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
ALS SQUAD 24/7							
0700-1900	Medic 1	Medic 2	Medic 2	Medic 1	Medic 1	Medic 2	Medic 2
1900-0700	Medic 3	Medic 4	Medic 4	Medic 3	Medic 3	Medic 4	Medic 4

	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
A-EMT 24/7							
0700-1900	EMT 1	EMT 2	EMT 2	EMT 1	EMT 1	EMT 2	EMT 2
0700-1900	AEMT 1	AEMT 2	AEMT 2	AEMT 1	AEMT 1	AEMT 2	AEMT 2
1900-0700	EMT 3	EMT 4	EMT 4	EMT 3	EMT 3	EMT 4	EMT 4
1900-0700	AEMT 3	AEMT 4	AEMT 4	AEMT 3	AEMT 3	AEMT 4	AEMT 4

	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
BLS							
AMBULANCE 24/7							
0700-1900	EMT 5	EMT 6	EMT 6	EMT 5	EMT 5	EMT 6	EMT 6
0700-1900	EMT 7	EMT 8	EMT 8	EMT 7	EMT 7	EMT 8	EMT 8
1900-0700	EMT 9	EMT 10	EMT 10	EMT 9	EMT 9	EMT 10	EMT 10
1900-0700	EMT 11	EMT 12	EMT 12	EMT 11	EMT 11	EMT 12	EMT 12

Appendix I – EMS Levels of Service Narratives

Lower Allen Township Emergency Medical Services Level of Service

The levels of service outlined in this document provide a guide to ensure the health and safety of the residents of Lower Allen Township.

Level A

Lower Allen Township Emergency Medical Services possesses the personnel and resources to meet the needs of the residents in all areas of EMS (Public Health, Health care and Public Safety) 100% of the time. Lower Allen Township EMS is a single Tier 3 (Advanced Life Support) system. Lower Allen Township EMS is decentralized operating from multiple locations with response times less than 4 minutes in Lower Allen Township. EMS resources can fulfill all emergency request for service 100% of the time. EMS is fully integrated with fire and all personnel are fully cross trained to all fire standards. Public Health and Health care are provided 24/7/365. EMS resources can handle natural and man-made disasters within the township. Lower Allen Township EMS meets all the fourteen (14) attributes defined in the 2050 EMS Agenda for the future. Revenue recovery is maximized with Lower Allen Township EMS possessing a comprehensive knowledge of expenditures and revenue. Data collection, benchmarking and performance improvement are comprehensive in all areas of Lower Allen Township EMS. Technology is used to its maximum potential to ensure the highest quality of clinical excellence and revenue recovery.

- 3 24 Hour MICU's (Dual Paramedic)
- 1 24 Hour ALS (Paramedic) Squad
- Ability to expand ALS hours with Part-time staff to cover identified peak hours
- Minimum Staffing 2, 24 Hour MICU's 1 ALS Squad

Level B

Lower Allen Township Emergency Medical Services possesses the personnel and resources to meet the needs of the residents in all areas of EMS (Public Health, Health Care and Public Safety) 90% of the time. Lower Allen Township EMS is a single Tier 3 (Advanced Life Support) system. Lower Allen Township EMS is decentralized operating from multiple locations with response times less than 6 minutes to all residents in the township. EMS resources can fulfill emergency request for service 90% of the time. EMS is fully integrated with fire with 75% of personnel cross trained to all fire standards. Public Health and Health care are provided 24/7/365. EMS resources

can handle natural and man-made disasters within the township. Lower Allen Township EMS can handle the peak call volume in Lower Allen Township and surrounding municipalities with missed calls below 3%. within Lower Allen Township. LATEMS possesses the ability to meet most of the fourteen (14) attributes defined in the 2050 EMS Agenda for the future. Revenue recovery is maximized with Lower Allen Township EMS possessing a comprehensive knowledge of expenditures and revenue. Data collection, benchmarking and performance improvement are comprehensive in all areas of Lower Allen Township EMS. Technology is used to its maximum potential to ensure the highest quality of clinical excellence and revenue recovery.

- 2 24 Hour Intermediate Advanced Life Support (IALS =AEMT)
- 1 24 Hour ALS (Paramedic) Squad
- Ability to expand IALS hours with Part-time staff to cover identified peak hours
- Minimum Staffing 1 MICU 24 hours and 1 IALS unit 24 hours

Level C

Lower Allen Township Emergency Medical Services possesses personnel and resources capable of providing EMS for Public Safety, Public Health and Health Care. Lower Allen Township EMS provides Basic Life Support and Advanced Life Support services to the residents of Lower Allen Township 24/7/365. Basic Life Support and Advanced Life Support services have resources to meet the demands during peak hours 80% of the time. A strong EMS system exists with Tier 1 (First Responders), Tier 2 (Basic Life Support) and Tier 3 (Advanced Life Support) services being provided with a high level of competency, flexibility and adaptability. Lower Allen Township EMS provides Community Paramedicine and effective outreach programs supporting g the overall health of the residents in Lower Allen Township.

Lower Allen Township EMS requires minimal if any support from other Departments within the Lower Allen Township Department of Public Safety to maintain staffing during peak hours. Lower Allen Township EMS is actively working to achieve full integration with the other divisions of the Department of Public Safety. Response times and capabilities are consistent. Lower Allen Township EMS is decentralized operating from multiple locations with responses times consistently averaging at or below 8 minutes. Lower Allen Township EMS can handle the peak call volume in Lower Allen Township and surrounding municipalities with missed calls below 7%. within Lower Allen Township. Lower Allen Township EMS resources are capable of handling regularly occurring natural and manmade disasters without support. Lower Allen Township EMS possesses the ability to meet most of the fourteen (14) attributes defined in the 2050 EMS Agenda for the future. Revenue recovery is maximized with Lower Allen Township EMS possessing a comprehensive knowledge of expenditures and revenue. Data collection, benchmarking and performance improvement are comprehensive in all areas of Lower Allen Township EMS. Technology is used to its maximum potential to ensure the highest quality of clinical excellence and revenue recovery. Lower Allen Township EMS is accredited by the Commission on Accreditation of Ambulance Services (CAAS).

- 1 24 Hour Intermediate Advanced Life Support (IALS =AEMT)

- 1 24 Hour BLS Unit
- 1 24 Hour ALS (Paramedic) Squad
- Ability to expand BLS hours with Part-time staff to cover identified peak hours
- Minimum Staffing
 - Daylight 1 ALS Squad, 1 IALS Unit
 - Nightshift 1 ALS Squad, 1 BLS Unit

Level D

Lower Allen Township Emergency Medical Services possesses personnel and resources capable of providing EMS directly related to Public Safety. Lower Allen Township EMS has no ability to provide Public Health or Health Care related services to the residents. Lower Allen Township EMS provides Basic Life Support services to the residents of Lower Allen Township 24/7/365. Basic Life Support Services have limited resources resulting in a high missed call volume during peak hours of demand. Advanced Life Support Services are provided by contract with a limited ability to control quality, effectiveness and efficiency. Lower Allen Township EMS relies heavily on staffing from other Departments in Public Safety to maintain staffing during peak hours. A minimal EMS system exists with Tier 1 (First Responders), Tier 2 (Basic Life Support) and Tier 3 (Advanced Life Support) services being provided. No flexibility and adaptability exist within the EMS system. EMS has minimal integration with the other divisions within the Department of Public Safety. Response times and EMS capabilities vary widely depending on service demands. EMS is centralized with response times exceeding 9 minutes. The demand for service in Lower Allen Township and surrounding municipalities causes significant stress and daily occurrences of NO EMS coverage and missed calls above 10% within Lower Allen Township. LATEMS resources are capable of handling small regularly occurring natural and manmade disasters without support. LATEMS possesses the minimal ability to meet a few of the fourteen (14) attributes defined in the 2050 EMS Agenda for the future. Revenue recovery is provided by Lower Allen Township with no oversight and limited input from Lower Allen Township EMS.

- 1 24 Hour MICU (ALS)
- 1 12 Hour BLS
- Minimum Staffing:
 - Daylight; 1 Paramedic squad, 1 Basic Life Support (BLS)
 - Night Shift; 1 MICU

Level E

Lower Allen Township Emergency Medical Services possesses minimal personnel and resources and is only capable of providing EMS directly related to Public Safety. Lower Allen Township EMS has no ability to provide Public Health or Health Care related services to the residents. No formal EMS systems exist. Lower Allen Township EMS provides Basic Life Support services to the residents of Lower Allen Township 24/7/365. EMS has limited staffing and relies heavily on staffing from other Departments in Public Safety to maintain operations. EMS is not integrated

with other divisions within the Department of Public Safety. Response times and EMS capabilities vary widely depending on service demands. EMS is centralized with response times exceeding 10 minutes. The demand for service in Lower Allen Township causes significant stress and daily occurrences of NO EMS coverage within Lower Allen Township. EMS resources are inadequate to handle regularly occurring natural and manmade disasters without support. LATEMS does not possess the ability to meet the fourteen (14) attributes defined in the 2050 EMS Agenda for the future. Revenue recovery is provided by Lower Allen Township with no oversight or input from Lower Allen Township EMS.

- 1 24-hour Basic Life Support Unit (BLS)
- 1 12-hour Basic Life Support Unit (BLS)
- Minimum Staffing
 - 1 BLS unit

Level F

Emergency Medical Services are not provided by Lower Allen Township. Emergency Medical Services are contracted with a non-township agency. Lower Allen Township has no direct decision-making or involvement in the administration and operation of Emergency Medical Services. Lower Allen Township supervision is limited to the provisions of the contract. Lower Allen Township receives **NO** revenue offsetting the cost of EMS services. EMS resources are inadequate to handle natural and manmade disaster within the township without support.

- No units
- No minimum staffing

Appendix J – EMS Vehicles and Staff Deployment 2020-2024

Lower Allen Township EMS Unit and Staff Deployment 2020 to 2024

The Lower Allen Township EMS projected needs for the future are based explosive population aging because of the baby boomers, increasing call volume trends over the last 5 years and population growth.

- The current service level is E+.
- The outlined growth in personnel and EMS units will achieve level C service in 2024.
- LATEMS will be operating understaffed with 11 personnel, in 2020 in an effort to reduce future cost. The personnel shortage will covered by part-time staff.
- The intent is to develop a strong and stable part-time staff capable of meeting the needs of LATEMS.
- The use of part-time staff is fiscally beneficial to the citizens of Lower Allen Township.
- The risk of part-time personnel is a failure to meet the C, level of service.
- The personnel projections in 2023 and 2024 are estimated and may increase or decrease, depending on data and actual experience.
- Growth beyond the 2024 projection is not anticipated or likely based on the available data.

The number and type of units based on available Personnel

	2019	2020	2021	2022	2023	2024
Required Personnel (FTE's)	12*	12*	14	16	18	20
Mobile Intensive Care Unit (ALS)	1	1	1			
Basic Life Support Unit (BLS)	1	1	1	1	2	1
AEMT Unit			1	1	1	1
ALS Squad			1	1	1	1

**EMS is operating understaffed with 11 FTE's to assist with overall public safety, fiscal needs*

The number of units available per shift

	2019	2020	2021	2022	2023	2024
Number of units available daylight (0700-1900)	2	2	3	3	4	3
Number of units available nightshift (1900-0700)	1	1	1	2	2	3

Appendix K – Community Paramedicine

Lower Allen Township Example:

On August 21, 2019 EMS was requested class ALS Emergency for a fall victim. The arriving EMS personnel found the patient was not experiencing a serious medical problem but had fallen and was unable to get off the floor. The crew requested assistance from the Fire Department. The Fire Department responded with the squad and rescue and assisted EMS with lifting. The paramedic recognized the patient had social needs and had no assistance in the home, potentially creating an on-going need for unnecessary emergency services.

On August 22, 2019 the same Paramedic was dispatched to the same patient and requested the ability to use a Community Paramedicine approach, to prevent an on-going issue. The patient again required assistance with getting off of the floor. The paramedic then began determining the patients social and medical needs along with the patient's available support network. The patient had no family or friends able to provide the required support. The patient has recently been released from a local in-patient rehab facility and was recently released to an outpatient status. The paramedic was able to identify and contact the patients assigned case worker. The case worker scheduled an immediate in-home evaluation to determine the patient's needs.

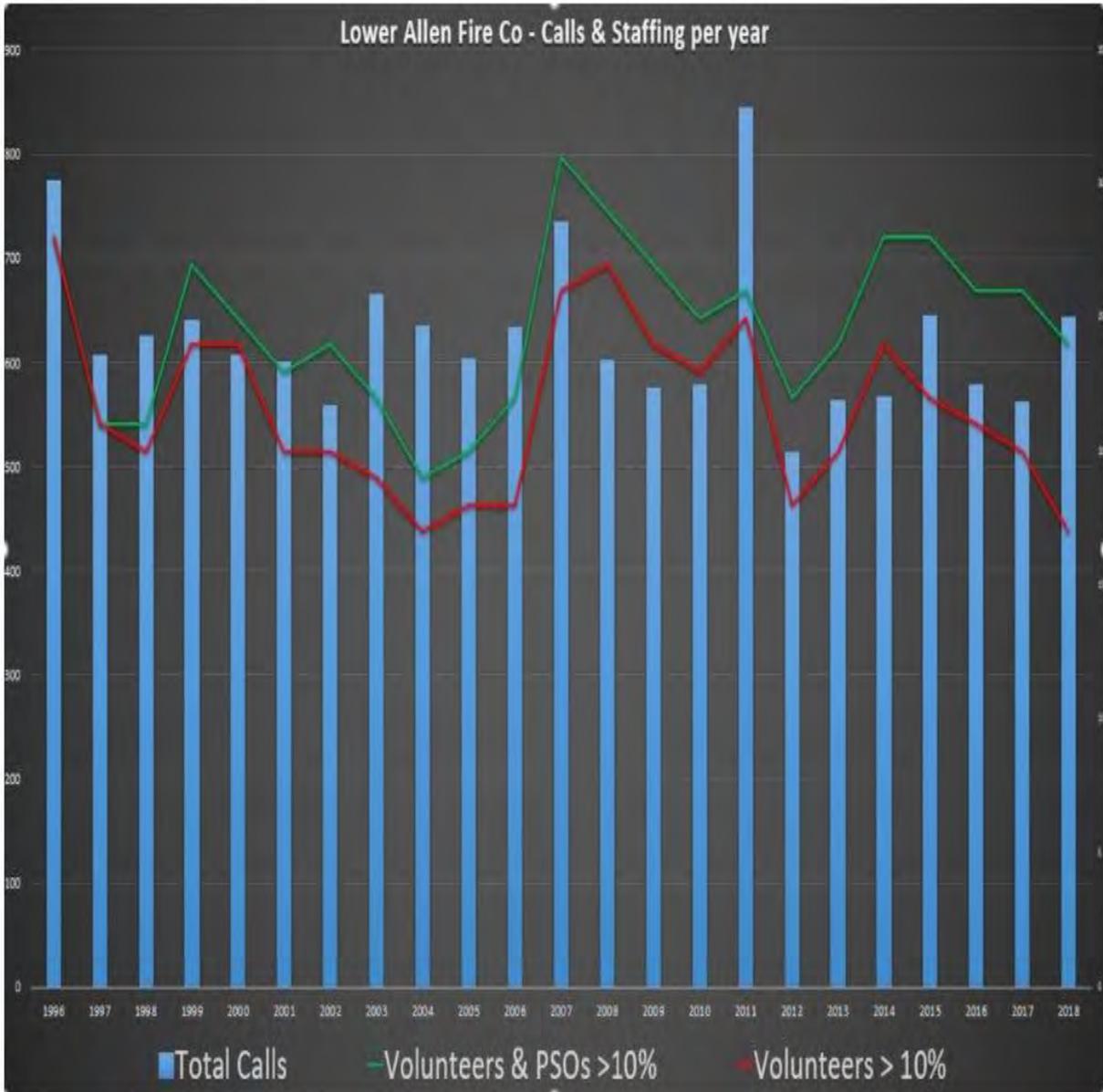
Patient follow-up was done to ensure the patient's needs had been met. The case worker evaluated the patient and adjusted the services being provided and the patient is doing extremely well and able to live independently.

A traditional approach with the patient would have resulted in an ALS transport with a bill as well as an ER admission and bill. Significant resources and expense were avoided using the Community Paramedicine approach.

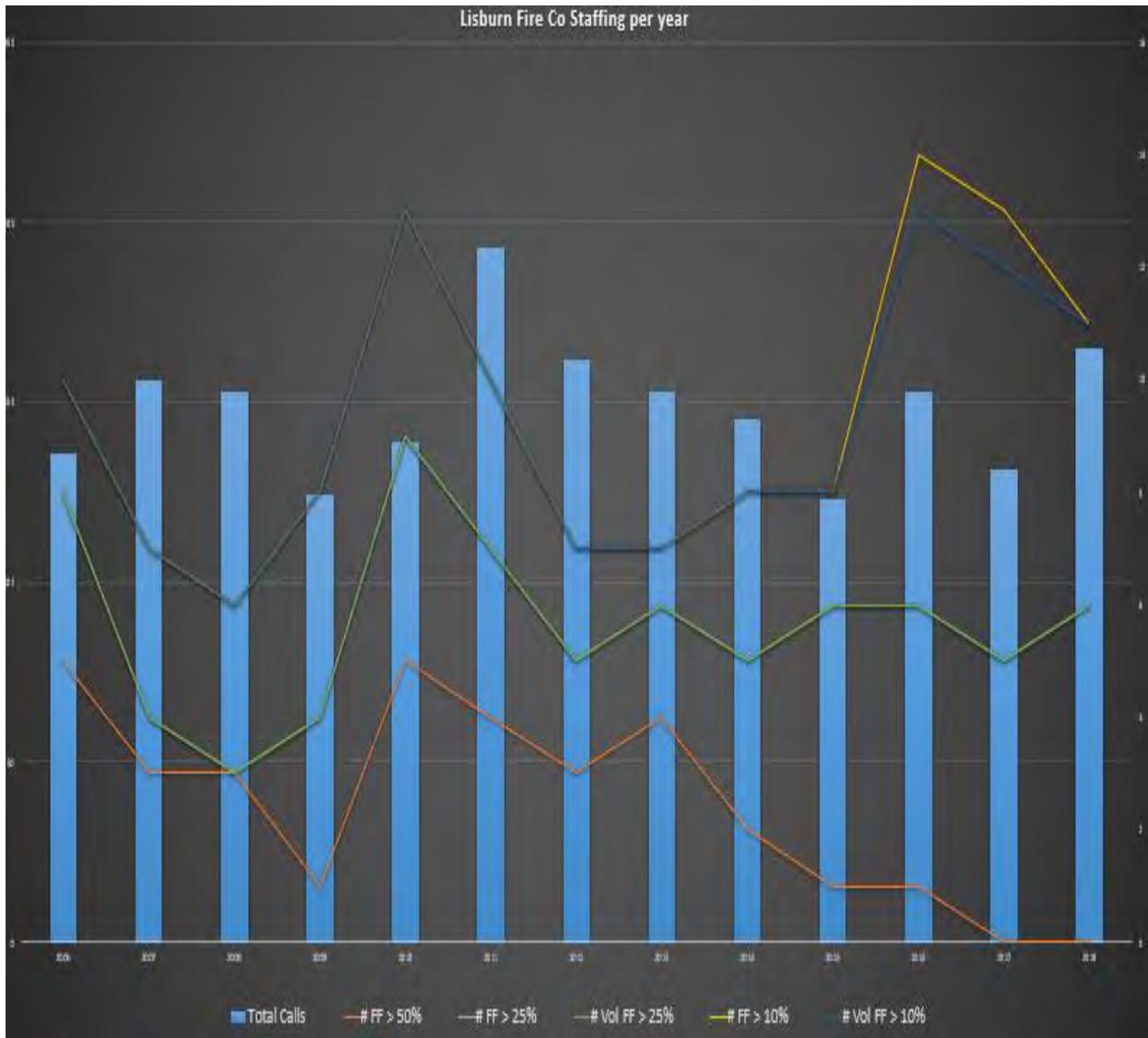
LATEMS does not have a formal community paramedicine program in place, however, does have several personnel on staff who have community paramedicine experience and community paramedicine program development experience.

Community paramedicine programs focused exclusively on Lower Allen Townships are a future goal as resources permit.

Appendix L – Lower Allen and Lisburn Fire Calls and Staffing Per Year



Lisburn Fire Calls and Responders 2006-2019														
Year	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019 (9)
Total Calls	136	156	153	124	139	193	162	153	145	123	153	131	165	138
# FF > 50%	5	3	3	1	5	4	3	4	2	1	1	0	0	2
# FF > 25%	8	4	3	4	9	7	5	6	5	6	6	5	6	
# Vol FF > 25%	8	4	3	4	9	7	5	6	5	6	6	5	6	6
# FF > 10%	10	7	6	8	13	10	7	7	8	8	14	13	11	
# Vol FF > 10%	10	7	6	8	13	10	7	7	8	8	13	12	11	5
Ave Responders per Incident	4.1	2.95	2.67	2.81	5.72	4.98	4.02	3.75	3.01	3.26	4.08	3.49	3.35	4.32



Appendix M- Fire Levels of Service Narratives

Fire Department Levels of Service

NFPA Standard 1710 – 2016 Edition

Operating Unit Staffing

	Minimum	High # of Incidents	High Hazard Occupancies
Supervisory Chief	2 (Chief Officer and Aide)	2 (Chief Officer and Aide)	2 (Chief Officer and Aide)
Engine Company	4 on-duty personnel	5 on-duty personnel	6 on-duty personnel
Truck Company	4 on-duty personnel	5 on-duty personnel	6 on-duty personnel
Quint Fire Apparatus	4 on-duty personnel	5 on-duty personnel	6 on-duty personnel

1st Alarm Minimum Staffing and Capabilities

	IC	Water Supply	Fire Attack	Initial Staffing	Working Fire Staffing	Other Capabilities
Single-Family Dwelling	1	400 GPM/30 Minutes	300 GPM/2 Hoselines	15	19	Search and Rescue, Utility Control, Forcible Entry, Ground Ladders, IRIC
Open-Air Strip Mall	2	Total of 1000 GPM from 2 water sources	500 GPM/3 Hoselines	26	26+	Search and Rescue, Utility Control, Forcible Entry, Ground Ladders, RIC, EMS
Apartment Complex	2	Total of 800 GPM from 2 water sources	300 GPM/3 Hoselines	26	26+	Search and Rescue, Utility Control, Forcible Entry, Ground Ladders, RIC, EMS
High-Rise	2	750 GPM to Standpipe System	750 GPM/3 Hoselines	36	36+	Search and Rescue, Utility Control, Forcible Entry, Ground Ladders, RIC, EMS, Entry Point, Evacuation Teams, Elevator Operator, ISO, Interior Staging Manager, Rehab, Ventilation, Lobby Operations, Logistics,

Level of Service A (NFPA 1710 – Career Fire Department) (High Hazard Occupancy Response)

Capabilities: Offensive Fire Attack – Interior and Exterior Firefighting Operations of residential, commercial, and high-rise buildings. Vehicle rescue and extrication capabilities with power or no power equipment and provide Operations Level Hazardous Materials Response.

Personnel Required to Respond: 36 (Staffing of six per fire apparatus, with exception of tanker, being one)

Equipment (Meeting NFPA 1901): 3 Engines, 1 Truck, and 1 Support Vehicle, NFPA compliant Personal Protective Equipment and Self-Contained Breathing Apparatus for all personnel. Addition of 1 Tanker for areas with no hydrant within 1000' of structure in the township.

Expectations: Ability to extinguish a fire and save life and property up to and including a high-rise structure. The ability to extricate a person from a motor vehicle accident efficiently. Also, to identify and provide an Operations Level Hazardous Materials Response.

Expectations: 80 second turnout time, 4-minute arrival of first fire unit on scene, 8-minute arrival of first alarm assignment on scene, 90 percent of the time. For High Rise Structures – 10 minute and 10 second arrival of first alarm assignment on scene. Improvement in ISO rating for township.

Level of Service B (NFPA 1710 – Career Fire Department) (Apartment/Strip Mall Response)

Capabilities: Offensive Fire Attack – Interior and Exterior Firefighting Operations of both residential and commercial buildings. Vehicle rescue and extrication capabilities with power or no power equipment and provide Operations Level Hazardous Materials Response.

Personnel Required to Respond: 26 (Staffing of five per fire apparatus, with exception of tanker, being one)

Equipment (Meeting NFPA 1901): 3 Engines, 1 Truck, and 1 Support Vehicle, NFPA compliant Personal Protective Equipment and Self-Contained Breathing Apparatus for all personnel. Addition of 1 Tanker for areas with no hydrant within 1000' of structure in the township.

Expectations: Ability to extinguish a fire and save life and property. The ability to extricate a person from a motor vehicle accident efficiently. Also, to identify and provide an Operations Level Hazardous Materials Response.

Expectations: 80 second turnout time, 4-minute arrival of first fire unit on scene, 8-minute arrival of first alarm assignment on scene, 90 percent of the time. Improvement in ISO rating for township.

Level of Service C (NFPA 1720 – Combination/Volunteer Fire Department) (Meets current ISO requirements)

Capabilities: Offensive Fire Attack – Interior and Exterior Firefighting Operations of both residential and commercial buildings. Vehicle rescue and extrication capabilities with power or no power equipment and provide Operations Level Hazardous Materials Response.

Personnel Required to Respond: 15 (Staffing of four per fire apparatus, with exception of tanker, being one)

Equipment (Meeting NFPA 1901): 2 Engines, 1 Truck, and 1 Support/Rescue Vehicle, NFPA compliant Personal Protective Equipment and Self-Contained Breathing Apparatus for all personnel. Addition of 1 Tanker for areas with no hydrant within 1000' of structure in the township.

Expectations: Ability to extinguish a fire and save life and property. The ability to extricate a person from a motor vehicle accident efficiently. Also, to identify and provide an Operations Level Hazardous Materials Response.

Time Limits: Arrive on scene within 9 minutes of dispatch, 90 percent of the time.

Level of Service D

Capabilities: Offensive Fire Attack – Interior Firefighting Operations for a room and contents fire and small buildings under 10,000 square feet. Vehicle rescue and extrication capabilities with power or no power equipment and provide an Operations Level Hazardous Materials Response.

Personnel Required to Respond: 10

Equipment (Meeting NFPA 1901): 2 Engines, NFPA compliant Personal Protective Equipment and Self-Contained Breathing Apparatus for all personnel. Addition of 1 Tanker for areas with no hydrant within 1000' of structure in the township.

Expectations: Ability to extinguish a structure fire involving multiple rooms and contents on the same floor. Any fire of greater magnitude will revert to a Defensive Fire Attack with Exterior Firefighting Operations (Protection of Exposures). The ability to extricate a person from a motor vehicle accident efficiently. Also, to mitigate a Hazardous Materials Incident using defensive operations within the scope of Hazardous materials training. Possible loss of Class 4 ISO Rating, Insurance Rates would possibly increase, Fire

Loss will increase (Reduced ability to save life and property)

Time Limits: Arrive on scene within 10 minutes of dispatch, 80 percent of the time.

Level of Service E

Capabilities: Offensive Fire Attack – Interior Firefighting Operations for a room and contents fire and small buildings under 5,000 square feet. Also, vehicle extrication capabilities with little or no power equipment.

Personnel Required to Respond: 6

Equipment (Meeting NFPA 1901): 1 Engine; NFPA compliant Personal Protective Equipment and Self-Contained Breathing Apparatus for all personnel. Addition of 1 Tanker for areas with no hydrant within 1000' of structure in the township.

Expectations: Ability to extinguish a structure fire involving a room and contents. Any fire of greater magnitude will revert to a Defensive Fire Attack with Exterior Firefighting Operations (Protection of Exposures). The ability to extricate a person from a motor vehicle accident efficiently. Loss of Class 4 ISO Rating, Insurance Rates will increase, Fire Loss will increase (Reduced ability to save life and property).

Time Limits: Respond within 9 minutes, plus travel time

Level of Service F

Capabilities: Defensive Fire Attack – Exterior Firefighting Operations (Protection of Exposures) No Rescue Services

Personnel Required to Respond: 4 - All Volunteer

Equipment (Meeting NFPA 1901): 1 Engine, Addition of 1 Tanker for areas with no hydrant within 1000' of structure in the township.

Expectations: Protect Surrounding exposures, Loss of involved property, No Search and Rescue operations unless confirmed entrapment. Loss of Class 4 ISO Rating, Insurance Rates will increase, Fire Loss will increase (Reduced ability to save life and property)

Time Limits: None

Appendix N – Volunteer Incentive Program

Oversight

1. The Volunteer Incentive Program is under the administration and sole discretion of the Public Safety Fire Captain. The Public Safety Fire Captain or designee will have the discretion to modify or amend the program at their leisure.
2. The Public Safety Fire Captain or designee will review and approve all incentive disbursements.
3. All disbursements will meet Federal, State and Local Tax withholdings and other tax requirements concerning volunteer incentives.
4. The disbursements of incentives will be distributed quarterly with thirty (30) days after the qualifying quarter.
 - a. January thru March – Dispersed in April
 - b. April thru June – Dispersed in July
 - c. July thru September – Dispersed in October
 - d. October thru December - Dispersed in January
5. Any entries into the reporting database for incentives must be completed within seven (7) days ending the given month.
6. Any volunteer found falsifying documents or any records to obtain incentives will be subject to discipline in accordance with his/her departments bylaws.
7. Any volunteer found to be in violation of item 6 will forfeit all privileges of the incentive program for a period of one (1) year.
8. All training requirements will meet the standards as set forth by the Incentive Program Committee. The committee will be made up of volunteers from both fire companies and members of the Public Safety staff.
9. Township paid employees while on duty are ineligible for the program.

Eligible Participants

1. Junior Firefighter: (14 to 17 years old)
 - a. First Aid / CPR / AED
 - b. Township Bloodborne Pathogens Training
 - c. NIMS 100, 200, 700, 800
 - d. Modules A through C
 - e. Completion of Position Task Booklet
2. Probationary Firefighter: (New Members)
 - a. First Aid / CPR / AED
 - b. Township Bloodborne Pathogens Training
 - c. NIMS 100, 200, 700, 800
 - d. Modules A through D
 - e. Hazmat Operations
 - f. Completion of Position Task Booklet

3. Interior Firefighter
 - a. All Items in Probationary Firefighter unless grandfathered
 - b. Basic Vehicle Rescue - Technician
4. Firefighter I:
 - a. All items in Interior Firefighter
 - b. Firefighter 1
5. Firefighter II:
 - a. All items in Firefighter 1
 - b. Firefighter 2
6. Fire Police
 - a. First Aid / CPR / AED
 - b. Township Bloodborne Pathogens Training
 - c. NIMS 100, 200, 700, 800
 - d. EVOG
 - e. Basic Fire Police Course

Incentive Program

The incentive program is a point-based system with benchmarks established in three (3) tiers. These tiers include call participation, training, station staffing (coverage) and the individual's current certification level.

- A. Certification Category of disbursement yearly maximums
 - a. Firefighter II \$2400
 - b. Firefighter 1 \$1800
 - c. Interior / Driver Operator \$1200
 - d. Probationary \$600
 - e. Junior \$500
 - f. Fire Police \$5 per hour with maximum of \$600

Note: You may only qualify for one (1) category.

B. Point System

- A. Lower Allen Fire Department
 - a. Calls: 1 point per call
 - b. Training: 1 point per in-house training hour
 - i. 16-hour Training Class: 10 points
 - ii. 24-hour Training Class: 15 points
 - iii. 40-hour Training Class: 20 points
 - c. Standby: 5 points per 4-hour block of continuous standby on station
 - d. Years of service: 1-3 years 3 points, 4-7 years 4 points, 8-12 years 5 points, 12+ 6 points
 - e. Community Event/Fundraiser: 1 point per hour
 - f. Committee Work: 1 point per hour
- B. Lisburn Community Fire Company
 - a. Calls: 2 points per call

- b. Training: 1 point per in-house training hour
 - i. 16-hour training class: 10 points
 - ii. 24-hour training class: 15 points
 - iii. 40-hour training class: 20 points
- c. Standby: 5 points per 4-hour block of continuous standby on station
- d. Years of service: 1-3 years 3 points, 4-7 years 4 points, 8-12 years 5 points, 12+ 6 points
- e. Community Event/Fundraiser: 1 point per hour
- f. Committee work: 1 point per hour

C. Points must be obtained in 2 categories in sub-point A-C to qualify for the benefit.

D. Tier System Monthly Disbursements

1. Lower Allen Fire Department

a. Basic Incentive – Participant earns between 20 and 39 points during any calendar month. FFII \$100 / FFI \$75

b. Mid Incentive – Participant earns between 40 and 59 points during any calendar month. FFII \$150 / FFI \$100

c. Incentive – Participant earns 60 or more points during any calendar month. – FFII \$200 / FFI \$150

2. Lisburn Community Fire Company

a. Basic Incentive – Participant earns between 20 and 29 points during any calendar month. FFII \$100 / FFI \$75

b. Mid Incentive – Participant earns between 30 and 39 points during any calendar month. FFII \$150 / FFI \$100

c. Incentive – Participant earns 40 or more points during any calendar month. – FFII \$200 / FFI \$150

Budget

Category	# Requesting	Cost each	Total
Firefighter II	15	2400	36,000
Firefighter I	10	1800	18,000
Interior / D/O	15	1200	18,000
Probationary	10	600	6,000
Junior	5	500	2,500
Fire Police	3	500	1,500

Total Request \$82,000

Appendix O – Lower Allen Fire College Live-In Tuition Reimbursement and Stipend Program



2020 College Live In Program Proposed		
Proposed Changes		
1. Total of 8 College Live-ins		
2. Increase in weekly living expense allowance in place of working a job. Based upon AmeriCops monthly living allowance of \$1,200/month.		
3. Increase in college tuition costs to support other schools in addition to HACC. (PSU Harrisburg \$7,603 for each 12 credit semester 2019-2020 school year)		
4. Increase in college tuition reimbursement % rate		
5. Program funding to be reviewed and adjusted annually for tuition costs changes, living cost adjustments and revised actual and forecasted program participants.		
Goals:		
1. Increase live-in staffing		
2. Monies allocated only spent if there is a participant in the program.		
Requirements		
1. Must be full time student		
2. GPA 2.5 or >		
3. Active Fire Co Member		
4. May not work other jobs during school semesters		
5. Each class must pass with 2.0 or > to receive reimbursement		
Tuition Reimbursement		
Spring 2020 Semester		
Live-in count	1st Semester 75% up to \$57	2nd Semester and beyond 100% up to \$7603.00
1	\$5,702.03	Forecasted
2		\$15,206.00 Current Live-ins
Living Stipend		
Live-in count	\$250/week/15 week semester	
3	\$11,250.00	
Fall 2020 Semester		
Live-in count	1st Semester 75% up to \$57	2nd Semester and beyond 100% up to \$7603.00
3		\$22,809.00 2 Current + 1 anticipated from Spring
5	\$28,510.15	Forecasted new live-ins for fall 2020
Living Stipend		
Live-in count	\$250/week/15 week semester	
8	\$30,000.00	
Total Program		\$113,477.18