Town of Bozrah  
Public Safety Advisory Committee

The Town of Bozrah Public Safety Advisory Committee met on Tuesday September 25, 2018 at 7:00 P.M. at the Bozrah Town Hall Meeting Room.

MINUTES

1) Call To Order: Meeting called to order t 7:01 P.M. by Chairman Lang

2) Attendance: Full PSAC Committee in attendance
   Three members of the public

3) Review and approve minutes of September 11, 2018:
   MOTION: Zickwolf SECONDED: Potter PASSED with one ABSTENTION: Tarasevich

4) Report from Ad Hoc Sub-Committee on standardized questions to be utilized for area towns surveys:
   Member Potter presented two consolidated documents entitled: Public Safety Advisory Committee Fire Chief Interview Questions (EXHIBIT-09/25-“A”) and Public Safety Advisory Committee (EXHIBIT-09/25-“B”) and led a discussion on the merging of the previously submitted documents from September 11, 2018 meeting resulting in these two documents. Minor verbiage and adjustments were made. Fred Potter to draft a cover letter to notify area FD’s in concert with notifications to First Selectmen/Mayors by Chairman Lang prior to actual face to face interviews. Email review by Committee members will also take place.

5) Discussion/action on possible additional questions for Mayor(s)/First Selectmen:
   The committee discussed some important questions, mostly evolving around employment matters, for the CEO of the towns to be surveyed, which will be included under the actions to be taken under Agenda Item #4 above.

6) Other discussion and/or action as required:
   Earl Lathrop presented the attached prepared document (EXHIBIT-09/25- “C”) which he explained were concerns of “town folk” regarding the matter at hand. It was the action of the committee to include some of the items so mentioned as part of the final report/work product of this committee.
Fred Potter re-distributed a letter that he presented to the Board of Finance during the FY18/19 budget hearing process for this committee to review. See attached (EXHIBIT-09/25-“D”).

7) **Establish future meeting date(s):** Next meeting date is Tuesday October 23, 2018 at 7PM at the Bozrah Town Hall.

8) **Public Comment(s): On audio recording/Town website:**
   1) Raymond Barber Goshen Road Bozrah, CT
   2) Andrea Adelman formerly of Bozrah Street, Bozrah, CT now Groton, CT

9) **Adjourn:** Meeting adjourned at 8:07 P.M.

Respectfully Submitted,

Glenn S. Pianka
Town of Bozrah
Public Safety Advisory Committee Fire Chief Interview Questions

What are the most difficult times of the day and/or week to get volunteers for fires and ambulance calls in your town?

What are the pros and cons of running both fire and ambulance service with volunteers in your town?

Do you have any part-time paid personnel in your department? If yes: How did you decide to make this move? If no, are you considering it?

If you have paid staff, are they full-time or part-time employees?

How is Workman’s Compensation for the paid staff handled?

How are the salaries funded, and what is the annual cost?

Does your department have concerns with the amount of mutual aid (both fire and EMS) that you provide to Bozrah?

Does your department have concerns with the amount of mutual aid (both fire and EMS) that you receive from Bozrah?

Are the paid staff certified in both firefighting and EMT?

How has having paid personnel affected the volunteers’ morale? Are there any conflicts?

Have you seen a reduction in volunteers? If yes, do you attribute that to having paid staff.
Town of Bozrah
Public Safety Advisory Committee Questionnaire

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<thead>
<tr>
<th>Town:</th>
<th>Chief Name:</th>
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<tbody>
<tr>
<td>Population:</td>
<td>Town CEO Name:</td>
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<tr>
<td>Do you employ paid staff?</td>
<td>If yes, # hours/week:</td>
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<td>If yes, during what days/hours?</td>
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<tr>
<td>Do you utilize automatic mutual aid for ambulance calls?</td>
<td>If yes, mutual aid provider:</td>
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<td>If yes, during what hours/days?</td>
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<table>
<thead>
<tr>
<th># Volunteer Firefighters</th>
<th>Calendar Year 2017</th>
<th>2018 (Jan 1-June 30)</th>
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<tr>
<td># Volunteer EMT's</td>
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<tr>
<td># Volunteer Firefighter/EMT's</td>
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<td># Support Staff</td>
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<td># Fire Calls</td>
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<td># EMS Calls (excluding MVA’s)</td>
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<td># MVA’s Requiring Extrication</td>
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<tr>
<td>Total # Emergency Calls</td>
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<td># Times mutual Aid Ambulance Transported (where your ambulance did not get out.)</td>
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<td># Qualified Drivers (Engine, Tanker, Ladder)</td>
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<td>Property Tax Abatement</td>
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<td>Pay Per Call (Ambulance)</td>
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<td>Pension Program</td>
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<td># New Members</td>
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<td>Volunteer Fire/EMS Recruitment Methods Utilized</td>
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Bozrah Public Safety Advisory Committee

September 25, 2018

To All:

I would like to ask the following questions in regard to the Fire Company volunteers.

1. The minimum age to join the Cadets and the functions they can perform? The range of ages that apply? Retention factor?
2. Minimum age to join as a regular and the training required? Retention factors?

Funding for the Fire Company:

3. Is it in the best interest of the Town to do away with EMS/Ambulance Service and have Fire coverage only?
4. If Fire coverage only will volunteers be able to support or will paid part-time still be required?
5. Will volunteers be able to support an outside EMS coverage? (i.e. Auto Accident Scene, industrial accident, etc)
6. What is the cost to the Town to maintain the Fire Company because of the lost revenue to the Fire Company if No Ambulance Billing Revenue?
7. Is it more cost effective to hire two part time Firemen/EMS personnel to maintain effective Fire and EMS service to the town than to provide more funding with no EMS?

These are questions that the taxpayers of Bozrah deserve to have answered. I believe we should be looking at the long-term issues of Fire/EMS services not a Band-Aid approach.

I think we should be looking at how to best serve the citizens and industry of this town with the best services while being cost effective. I believe that questions should be addressed and included in the final report.

Earl Lathrop

[Signature]
Good Evening,

I'm Fred Potter 106 Gager Road Bozrah. I appreciate the opportunity to share my concerns with Item # 2 on tonight's agenda: Paid staff for the Bozrah Volunteer Fire Company. Let me say from the outset - there is no doubt that there is a problem with responding to ambulance calls. My concern is solely with the solution presented and my belief that others were not considered. It may be characterized as Firefighter/EMT positions, but the actual problem is with ambulance response. Any fire takes more than 2 people to mitigate, and a fire of any substantial magnitude warrants a mutual aid response regardless. This is an EMS problem and EMS calls are the overwhelming percentage of their calls.

First, a little background on myself. I've been involved in fire and EMS for some 38 years now. I've been a paramedic since 1983 and am still a CT licensed paramedic working at L+M Hospital. I'm also a retired career fire officer. I served as Backus Hospital's EMS Coordinator from 2006-2014 where I worked closely with 29 EMS services that Backus provides medical control for. I've been a member of the Bozrah Volunteer Fire Company since 1991 where I've served several leadership positions including Chief from 1996-2003 and President for a few years after that. I served as Bozrah's Emergency Management Director from 2000-2014, and have been a member of the CT EMS Advisory Board since 2013. I offer this information because I want you to understand that I am a knowledgeable resident of Bozrah in this area.

It's my understanding that there was a committee within the BVFC and that is what this proposal is a product of. I'm most interested what other options were considered, or was this the only solution considered? I thank you for this opportunity for taxpayer input. With little effort I was able to develop this list of options to solve this problem that I emailed to both Mike and Glenn in December:

1. Form a multi-town free standing ambulance service. Bozrah is not the only town with this problem. 3-4 neighboring towns could reassign the ambulances from the fire departments and form a "third service." That free standing EMS service could have paid staff 24/7 - perhaps even their own advanced life support staff. With each town contributing their current ambulance, and likely some minimal initial funding, there would be enough revenue from the call volume between the towns to fund that service independently. The result would be timely responses to all EMS calls.

2. Utilize the current arrangement that the Town of Franklin has with American Ambulance Service, Inc. That arrangement, I'll call it the Franklin model, is a dual response to EMS calls during the daytime hours. If the Franklin Volunteer Fire Department is able to get a crew to respond, American is cancelled. The result would be timely responses to all EMS calls. I would suggest that it's actually even easier for AASI to cover Bozrah than Franklin. This is the easiest solution to implement - it could be done with a phone call tomorrow morning. It costs zero.

3. Contracting with an EMS staffing company such as Vintech or Emergency Resource Management. These are companies experienced in solving this exact problem. I've done some research of one of them (ERM) and the cost is about $25/hour. This price includes all benefits, social security, and Workers Compensation. It also includes all required OSHA training, EVOC certification, EMT Refresher costs, and uniforms. If someone calls out for the
shift -they worry about filling it. The result would be timely responses to all EMS calls, but perhaps at a higher cost. But likely not when the included items I mentioned are factored in.

4. The Town of Bozrah hires paid staff. This solution does result in timely responses to EMS calls, but at a significant cost to the Town of Bozrah. Additionally, mutual aid calls to contiguous communities will likely increase because of Bozrah’s assurance of having a crew to provide to them. This negatively impacts the Town of Bozrah and inhibits their ability to respond to all calls in Bozrah when they are at a call in a neighboring community. There is also the strong potential for both favoritism and nepotism with this type of solution. It also represents the most costly solution to the taxpayers.

I’ve listed these in what I would believe to be the order of preference of anyone objectively looking for a solution to the Bozrah EMS response problem. While I believe that #1 is the best solution, I don’t feel that there is an appetite for a solution that is such a significant change from the current model in any local Town, including Bozrah. That leaves #2, as the next best solution. It represents a zero cost to the Town of Bozrah and accomplishes exactly what is needed: an ambulance response to each EMS call request. Reality is that American is already on scene as the Advanced Life Support PSA holder for the Town of Bozrah anyway, and therefore are already responding to Bozrah in an ambulance for each serious call (chest pain, difficulty breathing, altered mental status, etc.) This solution would simply add them for non-life threatening calls during the daytime hours. It could easily be expanded further if needed over time. If the BVFC is able to get a crew, then American is canceled without any issue. I would again emphasize that there is no cost associated with this solution. There is also no effect to the Bozrah BLS Primary Service Area as this would remain with the Bozrah Volunteer Fire Company, Inc. It can realistically only be changed by an action by the Town of Bozrah to the CT Department of Health anyway so it is a non-issue unless the Town of Bozrah wanted change.

At a time where State funding to municipalities is being severely impacted, it’s hard to believe that solutions other than the costliest wouldn’t be seriously considered by the Town of Bozrah.

In closing, what troubles me the most is not only the $80K price tag to the taxpayers -which is sure to escalate over time (look no further than the Town of Preston who is now adding EMS staff from 10p-6a.) It is a fact that this problem could be solved tomorrow by implementing the Franklin model. Instead, this known serious and potentially life threatening problem is allowed to continue in the hopes of getting paid staff.

I’m asking you to reconsider Agenda item #2 and carefully review each of the options that I have presented tonight for a better and more cost effective solution to solve this EMS response problem.

Thank you for your time tonight, and for serving the Town of Bozrah on your respective Boards.

Fred K. Potter
106 Gager Road
Bozrah, CT