

Extra Help Fire Fighter Program Update

Tulare County Fire Department



History of the Extra Help Program

- ▶ The Extra Help (Volunteer) Firefighter has been in existence since the early formation of County Government Services.
- ▶ Until recently, volunteer firefighters performed duties at a time when community service and volunteerism were higher.
- ▶ Extra Help Firefighters, have always been an essential component of the fire department.
- ▶ Utilized to supplement full-time staffed fire stations.
- ▶ EH Personnel are seeking FT Employment
- ▶ Currently, there are some recruitment and retention challenges being faced as people are less inclined to volunteer for the sake of their community.

Extra Help Training History (1996-2014)

- ▶ At the start, the acceptable training standards were controlled more by the employer than by national and state laws and standards.
 - ▶ In 1996, TCFD/CDF did 8 hours of initial training
 - ▶ In 2000, this increased to 16 hours of initial training
 - ▶ Currently, it has increased to 148 hours of initial training
- ▶ Initial Extra Help Training (2007-2014)
 - ▶ Included 84 hours of training time
 - ▶ This still did not meet State and Industry Training Standards and met only some of the CAL-OSHA Standards.
 - ▶ In 2014, it increased to 92 total hours of training time
 - ▶ Live fire training prop was added
 - ▶ California Specialized Training Institute (CSTI) State curriculum was added



Extra Help Training History (2015-Present)

- ▶ Extra Help Academy - Linear set up
 - ▶ Includes 148 hours of training time
 - ▶ Meets the following minimum response requirements:
 - ▶ National Wildfire Coordinating Group (NWCG)/California Incident Command Certification System (CICCS) for Wildland
 - ▶ Title 22 for EMS
 - ▶ CSTI for Hazardous Materials
 - ▶ Basis of our curriculum is modeled after National Protection Association (NFPA) 1001:
 - ▶ Fire Science
 - ▶ Donning and doffing PPE
 - ▶ Basic hose handling
 - ▶ Personnel safety on emergency incidents
 - ▶ Fire service ladders
 - ▶ Traffic accidents and vehicle fires
 - ▶ Vegetation and wildland fires

EH FF Training Maintenance Requirements

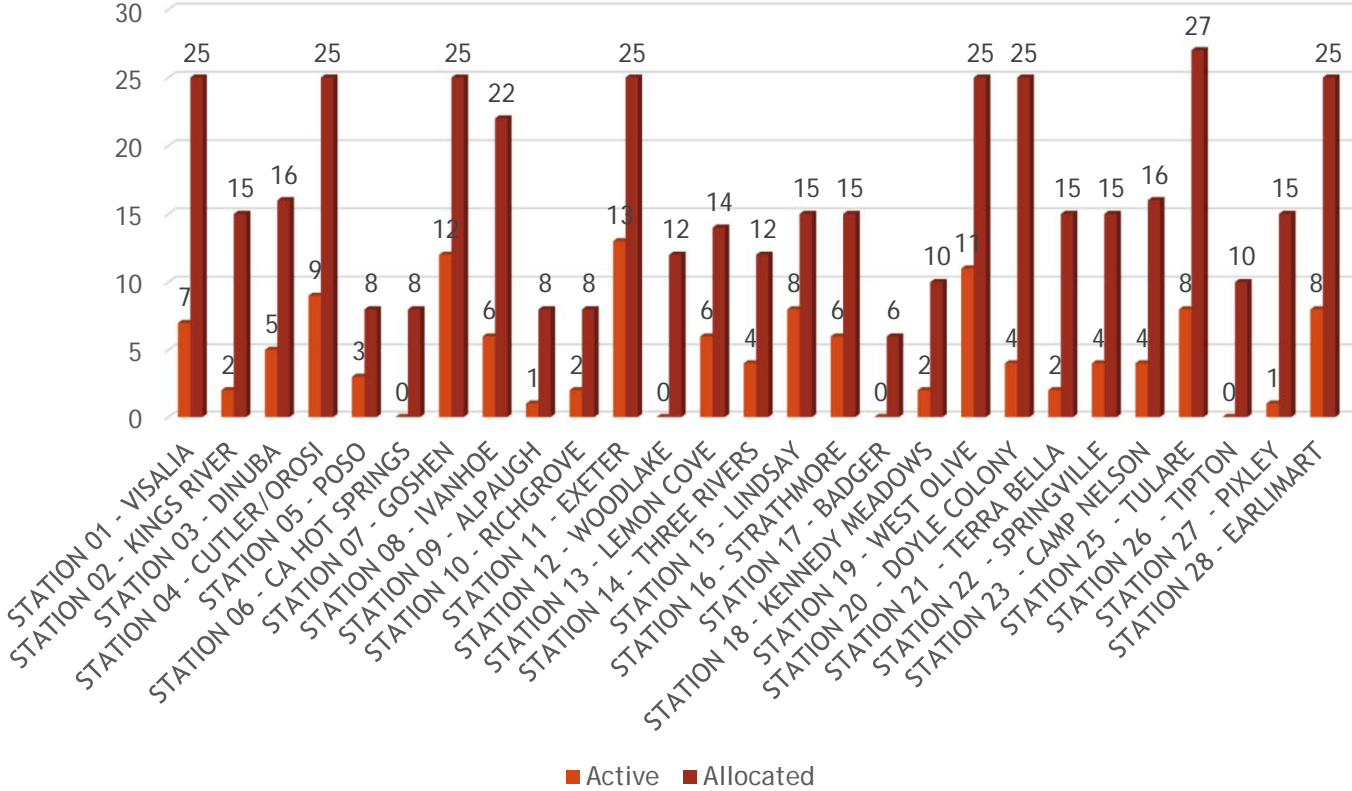
- ▶ Mandatory Monthly Training
 - ▶ 3 hours of training time
- ▶ Quarterly Multi-Company Drill Training
 - ▶ Additional 3 hours of training time
- ▶ *Inconsistent participation can affect Insurance Service Organization (ISO) ratings in the communities
- ▶ Mandatory trainings regulated by law or standards are:
 - ▶ Hazardous Materials (CAL-OSHA)
 - ▶ Wildland Refresher Training (RT-130)



Advanced Training Options for Extra Help

- ▶ Firefighter Step II
 - ▶ Firefighter Step I Position Task Book completion (approximately 1 year to complete)
 - ▶ Low Angle Rope Rescue (24 hours of training)
 - ▶ Confined Space and Swift Water Awareness (8 hours of training)
- ▶ Engineer
 - ▶ State Driver Operator 1a and 1b (80 hours of training)
 - ▶ Command Procedures (16 hours of training)
 - ▶ Station Management (4 hours of training)
 - ▶ Aerial Apparatus Position Task Book (if applicable)

Active Extra Help Personnel vs. Allocated



128 Total Active Extra Help Personnel
 442 Allocated positions for Extra Help Personnel

Fiscal Analysis

- ▶ Initial Investment is \$7,922 (per EH Firefighter)
 - ▶ This includes pre-hire, hire, backgrounds, staff time, recruit academy, PPE, uniforms, instructor overtime, etc.
- ▶ Annual ongoing costs are \$4,470.20 (per EH Firefighter)
 - ▶ This includes minimum training requirements, average annual responses per Extra Help personnel, COW CAP, Unemployment and Workers Comp.
 - ▶ Based off current California minimum wage of \$12.00 per hour (as of 1/1/2019).
- ▶ \$585,208 Annual Costs of Program (5 Year Average)



Accomplishments

- ▶ Extra Help personnel average approximately 83 calls per year
- ▶ Provide Fire and EMS Resources on a large majority of incidents
- ▶ Provide a Farm System/Training Ground for Future FT Recruitment
- ▶ Provide additional Public Education for Community Based Programs
- ▶ Provided Tree Mortality Reduction Efforts

Moving Forward

- ▶ Increase the retention rate for our Extra Help personnel
- ▶ Targeted/Annual Recruitment Efforts
- ▶ Increase Recognition of EH Personnel
- ▶ Increase Activity Levels of EH
- ▶ Increase Membership in Non-Population Centers



Recommended Actions

- ▶ Receive the Report/Update on the Extra Help Firefighter Program
- ▶ Provide any input/comments for future direction

Questions?

