Fire Department
Comparison to Other Localities
Mission Statement
The mission of the Bristol Fire Department is the protection of lives, property, and the environment from natural and man-made disasters.

Vision Statement
The vision of the Bristol Fire Department is to:

- Strive to earn the public trust by setting a standard of excellence.
- Attract and retain the best employees through career development and education.
- Have an in-depth knowledge of our stakeholder groups in order to provide the best service.
- Provide outstanding customer service in all aspects of our job.
- Be fiscally responsible with public resources through strategic planning.
- Continually seek more effective and efficient ways to succeed at our mission.
- Support the local economy by attracting businesses and residents by achieving the lowest ISO rating.
Fire Department Services

- Fire Suppression: buildings, vehicles, brush, rubbish, etc
- Fire Prevention:
  - Public Education – Schools, businesses, churches, etc
  - Fire Code Enforcement - Businesses
  - Fire Investigation – Suspicious, unknown origin/cause
- Emergency Medical Services- Non Transport
- Special Operations: (VDEM Teams)
  - Hazardous Materials Response
  - Heavy-Technical Rescue
- Emergency Management (Per FY 17 budget-July 1, 2016)
Organizational Structure
Fire Administration

Fire Chief
Secretary
Fire Marshal

Fire Department Comparison to Other Localities
Organizational Structure
Fire Operations

Fire Section 1
Captain
Driver-Operator
Firefighter-EMT

Fire Station 2
Lieutenant
Driver-Operator
Firefighter-EMT

Fire Station 3
Lieutenant
Driver-Operator
Firefighter-EMT

Shift
Battalion Chief
<table>
<thead>
<tr>
<th>NFPA 1710</th>
<th>ISO</th>
<th>Bristol FD</th>
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<tbody>
<tr>
<td>14*</td>
<td>12</td>
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1 - Incident Commander
1 – Apparatus/Pump operator
2 - Fire fighters on attack line
1 - Fire fighter for attack line support
2 - Fire fighters on backup line
1 - Fire fighter for backup line support
2 - Fire fighters for search and rescue
2 - Fire fighters for ventilation
2 - Fire fighters to serve as FF Rescue Team
14 - Total if aerial device not in operation

Daily staffing:
Salem – 16
Bristol – 10
Waynesboro – 10
Staunton – 9
Martinsville – 8

1 - Aerial device apparatus operator *
15 - Total if aerial device is operational
<table>
<thead>
<tr>
<th>Salem</th>
<th>Bristol</th>
<th>Waynesboro</th>
<th>Staunton</th>
<th>Martinsville</th>
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<tbody>
<tr>
<td>Chief</td>
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<tr>
<td>Deputy Chief</td>
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<td>Battalion Chief</td>
<td>Battalion Chief</td>
<td>Captain</td>
<td>Captain</td>
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<tr>
<td>Captain</td>
<td>Captain</td>
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<td>Captain</td>
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<tr>
<td>Lieutenant</td>
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<tr>
<td>Firefighter/EMT</td>
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</table>

**Rank Structure**

Fire Department Comparison to Other Localities
Firefighter Pay Ranges per Locality

**Maximum**
- Salem, 60,528
- Martinsville, 48,969
- Waynesboro, 42,811
- Staunton, 56,579
- Bristol, 46,410

**Mid**
- Salem, 47,414
- Martinsville, 40,808
- Waynesboro, 35,216
- Staunton, 44,455
- Bristol, 40,192

**Minimum**
- Salem, 34,299
- Martinsville, 32,646
- Waynesboro, 27,620
- Staunton, 32,331
- Bristol, 33,973
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<th>Locality</th>
<th>Minimum</th>
<th>Mid</th>
<th>Maximum</th>
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<tr>
<td>Martinsville</td>
<td>41,756</td>
<td>52,195</td>
<td>62,634</td>
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<td>34,944</td>
<td>44,554</td>
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<td>37,422</td>
<td>51,455</td>
<td>65,488</td>
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<tr>
<td>Bristol</td>
<td>40,963</td>
<td>48,382</td>
<td>55,800</td>
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Captain Pay Ranges per Locality

**Maximum**
- Captain Salem, 73,736
- Captain Martinsville, 73,802
- Captain Waynesboro, 60,922
- Captain Staunton, 79,192
- Captain Bristol, 59,874

**Mid**
- Captain Salem, 57,762
- Captain Martinsville, 61,502
- Captain Waynesboro, 50,114
- Captain Staunton, 62,223
- Captain Bristol, 51,673

**Minimum**
- Captain Salem, 41,787
- Captain Martinsville, 49,202
- Captain Waynesboro, 39,305
- Captain Staunton, 45,253
- Captain Bristol, 43,472
<table>
<thead>
<tr>
<th>Locality</th>
<th>Salem</th>
<th>Bristol</th>
<th>Waynesboro</th>
<th>Staunton</th>
<th>Martinsville</th>
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<tr>
<td>Square Miles</td>
<td>15</td>
<td>13</td>
<td>15</td>
<td>20</td>
<td>11</td>
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<td>Population</td>
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<td>21,000</td>
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<td>Paid Personnel</td>
<td>63</td>
<td>46</td>
<td>34</td>
<td>30*</td>
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<td>Volunteers</td>
<td>0</td>
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<td>Fire Stations</td>
<td>3</td>
<td>3</td>
<td>1</td>
<td>2*</td>
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<td>ISO Rating</td>
<td>2</td>
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<td>4</td>
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ISO credits the percentage of the community within specified response distances of:

- Pumpers (1.5 miles)
- Aerial ladder/service apparatus (2.5 miles)
- Properties within 5 miles of a fire station
- Properties within 1000 of a fire hydrant
- First unit on scene within four minutes
- Remaining units on scene within eight minutes
- 90% of all alarms

- As an alternative, may use the results based on CAD history to demonstrate the time for first arriving engine and initial full-alarm assignment.

- The rationale behind this is that a room fire will reach a critical stage in fire development (point of flashover) in about 8 to 10 minutes.

Other items considered in rating:
- Annual Training: Individual, Company, Driver, Officer, Haz-Mat, etc
- Annual Equipment Maintenance and Testing
- Hydrant Maintenance and Flow Testing
- Apparatus Pump Testing and Certification
- Pre-Fire Plan Inspections

ISO (Class 2)
## 10 Year Trend – Call Volume

### Fire Department Comparison to Other Localities

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<td>88</td>
<td>118</td>
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<td>EMS</td>
<td>989*</td>
<td>1598</td>
<td>1583</td>
<td>1398</td>
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<td>1123</td>
<td>1091</td>
<td>988</td>
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<tr>
<td>Haz Mat</td>
<td>42</td>
<td>50</td>
<td>60</td>
<td>62</td>
<td>67</td>
<td>83</td>
<td>79</td>
<td>97</td>
<td>112</td>
<td>79</td>
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<td>Other</td>
<td>555</td>
<td>786</td>
<td>847</td>
<td>945</td>
<td>901</td>
<td>798</td>
<td>803</td>
<td>907</td>
<td>776</td>
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<tr>
<td>Total</td>
<td>1681</td>
<td>2522</td>
<td>2608</td>
<td>2534</td>
<td>2515</td>
<td>2530</td>
<td>2369</td>
<td>2310</td>
<td>2162</td>
<td>1982</td>
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Annual Calls per Locality

- Bristol: 2,321
- Stauton: 3,600
- Waynesboro: 1,977
- Martinsville: 3,018
- Salem: 4,641
City taxes – Primary Source
Virginia Department of Fire Programs: *Aid to Localities* $51,000
Virginia Office of Emergency Medical Services: *Four-for-Life* $14,000

Virginia Department of Emergency Management: *Grants*
  - VDEM – *Haz Mat* $10,000
  - VDEM Heavy-Technical Rescue
  - VDEM Emergency Management - $15,500

Federal Emergency Management Agency: *Grants* (none lately)

Do not bill for service other than VDEM HTR/Haz-Mat reimbursement

**Funding**

Fire Department Comparison to Other Localities
FY 17 Budget

Fire Department FY17 Budget

- Salary: $2,105,838 (58%)
- Fringe: $1,018,041 (28%)
- Operating: $527,654 (14%)

Fire Department Comparison to Other Localities
Annual Equipment Tests

- $1,100.00 Ground ladder test
- $1,200.00 Aerial certification (two trucks)
- $2,500.00 SCBA flow test & certification
- $2,000.00 Pump test (6 units)
- $1,200.00 Breathing Air compressor test
- $720.00 Air sample test for breathing air
- $250.00 Ice machine service plus filters
- $1,220.00 Station generators
- Recertification on training center - burn props
- Tests do not include any repair costs
<table>
<thead>
<tr>
<th>City</th>
<th>FY 17 Budget</th>
<th>Population</th>
<th>Per Capita Cost</th>
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<tbody>
<tr>
<td>Salem</td>
<td>$5,934,629</td>
<td>24,802</td>
<td>$239</td>
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<td>Bristol</td>
<td>$3,579,169</td>
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<tr>
<td>Martinsville</td>
<td>$2,025,632</td>
<td>13,821</td>
<td>$146</td>
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<tr>
<td>Waynesboro</td>
<td>$2,595,064</td>
<td>21,006</td>
<td>$123</td>
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<tr>
<td>Staunton*</td>
<td>$2,321,399</td>
<td>23,746</td>
<td>$97</td>
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</table>
• Staunton benefits from Augusta County Fire Station inside Staunton
• Salem & Martinsville provide fire based ambulance transport
• Both collect EMS transport fees
• High annual lease payment $240k (vs Capital Purchase)

Bristol FD
• Currently do not provide EMS transport (no FD ambulances)
• Currently do not collect fees for services
• Currently no deputy chief
• Consider future fire department based ambulance transport
• Revenue recovery fees for EMS service
• Fees for fire services: plans review, false alarms, etc
• Fill Deputy Fire Chief position

Recommendations
Questions?