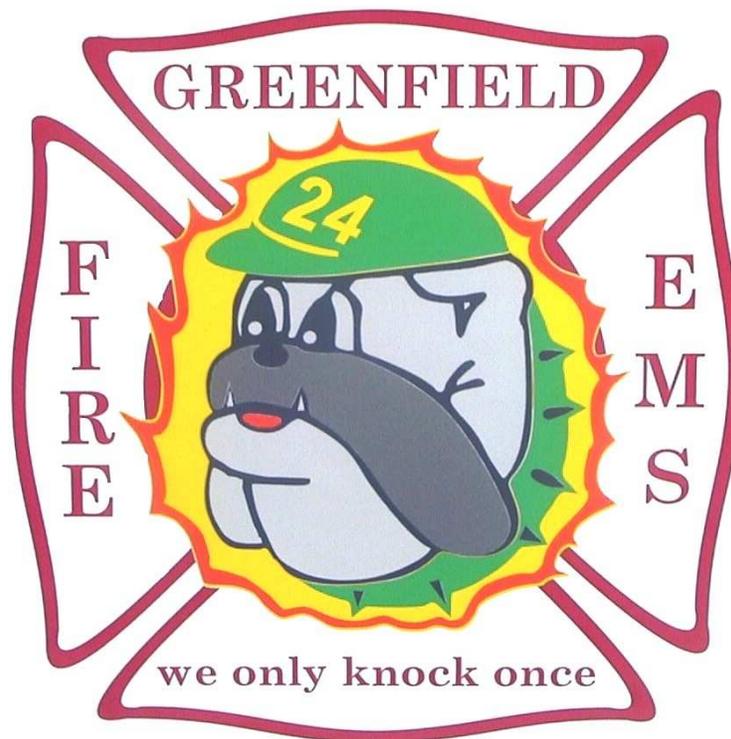


Greenfield Township Volunteer Fire Company

424 Route 106, Greenfield Township, PA 18407



2008 Annual Report

January 1, 2009



**Greenfield Township Volunteer Fire Company
2008 Annual Report**

Greenfield Township Board of Supervisors
424 Route 106
Greenfield Township, PA 18407

January 1, 2008

I am pleased to provide you with the following report of the Greenfield Township Volunteer Fire Company activities for the year 2008.

Response Experience

During 2008, we responded to 364 calls for assistance, which is a decrease from the previous years 393 calls with no significant shift in the call volume by type. However, this represents nearly 30 less calls than we experienced in 1997.

This is largely due to decrease in storm related incidents such as trees and power lines being down. However, it is a 180% increase from 1994, when we first began keeping detailed reports.

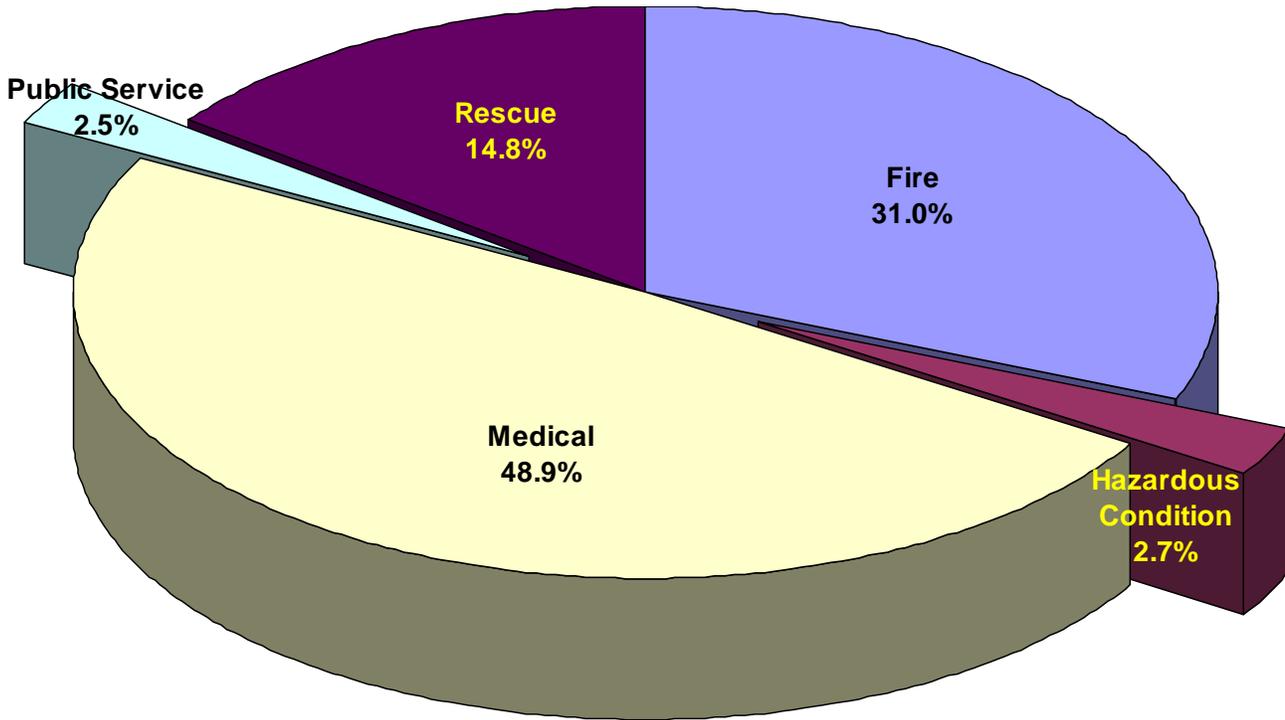
The responses for 2008 are summarized as follows:

Fire	Type	Count	%	Hazardous Conditions	Type	Count	%
	Brush Fire	10	2.7%		Chemical Spill	1	0.3%
	Building fire	35	9.6%		Haz Mat Investigation	2	0.5%
	Chimney, Furnace Fire	9	2.5%		Power line down	2	0.5%
	Vehicle Fire	12	3.3%		Steam leak	3	0.8%
	Rubbish Fire	8	2.2%		Trees Down	2	0.5%
	False Alarm	35	9.6%	Sub total		10	2.7%
	Relocate to Another Station	4	1.1%				
Sub total		113	31.0%				
Medical				Public Service			
	EMS Stand By	6	1.6%		Lock-out	1	0.3%
	Medical Emergency	172	47.3%		Public service (pump, lifting, etc)	7	1.9%
Sub total		178	48.9%	Sub total	Assist police	1	0.3%
Rescue						9	2.5%
	Animal rescue	1	0.3%				
	Rescue from Machine	1	0.3%				
	Vehicle Accident	52	14.3%				
Sub total		54	14.8%				

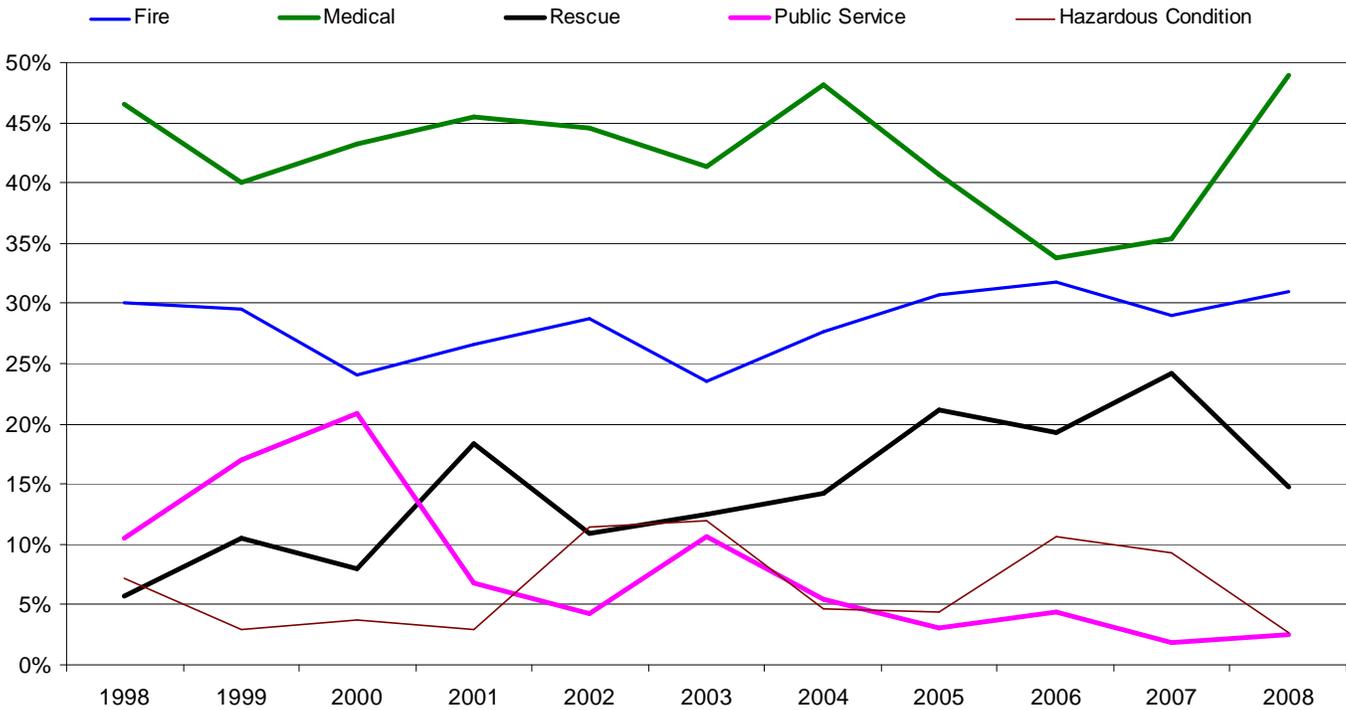


Greenfield Township Volunteer Fire Company 2008 Annual Report

2008 Incidents by Major Type



10 year Incident Trend, by Major Category





**Greenfield Township Volunteer Fire Company
2008 Annual Report**

Mutual Aid

We continue to work closely with surrounding fire departments to share resources and maximize the service provided to the public. By pooling resources, we have been able to maintain a high level of service while minimizing operational expenses. Because of these strong working relationships, 44.8% of our responses are outside of the Township.

Out of Township Response Profile**			
Community		of Responses	
Greenfield Township	55.2	Carbondale Township	1.4
Clifford/Lenox Township	29.9	City of Carbondale	1.1
Scott Township	5.2	Gibson Township	1.1
Waymart Township	1.6	Other*	4.4

*represents responses to 11 other communities

**percentage of total responses

While Greenfield Township Volunteer Fire Company does use its resources to support other communities, they in turn support our citizens. With the decline in volunteers over the last decade, communities must join forces, to provide service.

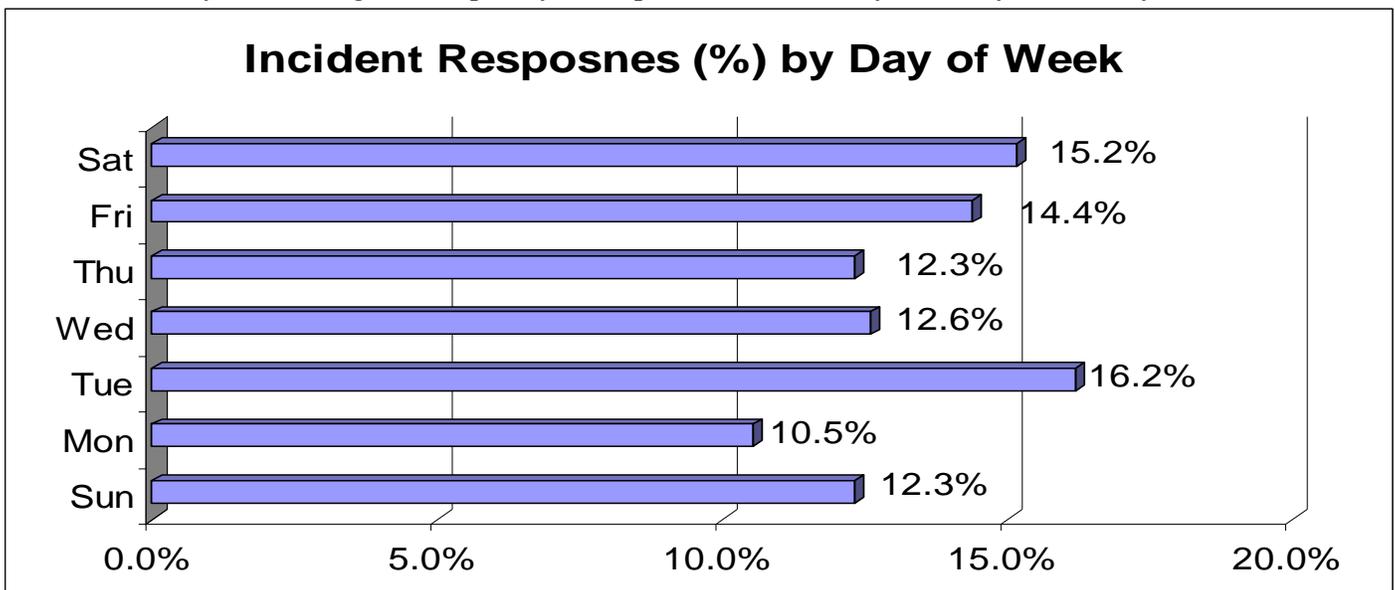
The following is a list (not all-inclusive) of the organizations routinely responding to assist Greenfield in 2008.

Carbondale City Fire Department
Clifford Fire Co
Community Life Support Paramedics
Cottage Hose Co Paramedics
Fleetville Fire Company

Forest City Fire Department
Lack County Emergency Management Agency
Wm Walker Hose Co. Mayfield
Meredith Hose Company
Uniondale Fire Company

Call Distribution

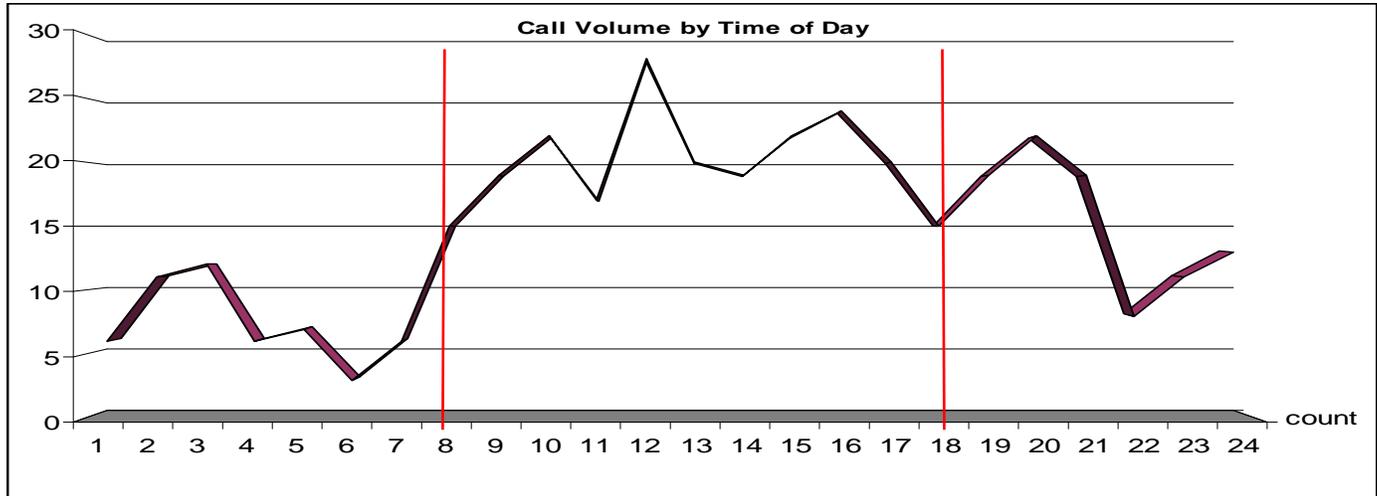
In 2008, Tuesday had the highest frequency of responses, followed by Saturday and Friday.





Greenfield Township Volunteer Fire Company 2008 Annual Report

Historically our greatest call volume has occurred during the day light hours (8am through 4pm). However, in 2008, we saw a slight broadening of that time span to be 8am until 6pm. This period represents a significant challenge in that the lowest staffing period for the volunteer fire service is the traditional 1st shift period (i.e. day light hours).



Response Profile

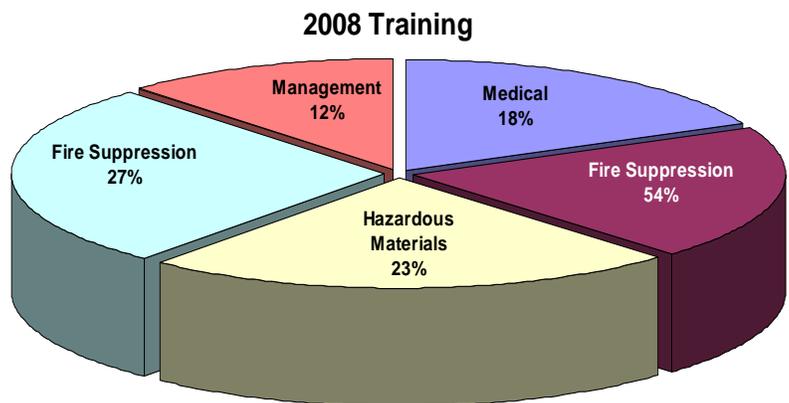
In reviewing occupancy classes of our response volume, we find that:

- 83.7% of the medical emergencies occur in residential buildings.
- 72.2% of the rescue calls were on I81.
- 72.7% of the fires were in residential buildings.
- 82.6% of the false alarms occurred in residential buildings.
 - 47.8% of the false alarm responses were outside of Greenfield Township.
 - 17.4% of the false alarms responses were in the Newton Lake Region.
 - 82.6% of the false alarms were found to be a malfunctioning alarm system.

Training

Our training was focused on sharpening skills in fire suppression, preparing for certification, and hazardous materials response. Our members participated in a wide variety of programs, each designed to enhance the response capabilities of the Township.

These efforts resulted in membership completing 1,256.2 hours of training during 2008.





**Greenfield Township Volunteer Fire Company
2008 Annual Report**

Certifications

Greenfield Township Volunteer Fire Company has long been an advocate of emergency responder certification. We are exceptionally pleased to report that our members collectively achieved certifications in 30 different areas and levels. This is more than any other department in Lackawanna County and includes:

National Board on Fire Service Professional Qualifications (NBFSPQ)

The NBFSPQ provides recognition and certification of fire fighters and other related emergency responders. Certification shows that the fire fighter has demonstrated proficiency and an ability to do the job in accordance with nationally recognized standards published by the National Fire Protection Association (NFPA).

Certification	# of Members*
NFPA 1001, Fire Fighter - Level 1	19
Fire Fighter - Level 2	16
NFPA 1002: Driver/Operator - Pumper	12
Driver/Operator - Tanker	5
NFPA 1006, Rescue Technician - Vehicle and Machinery	12
Rescue Technician - Confined Space	12
Rescue Technician – Trench	1
NFPA 1021: Fire Officer - Level 1	2
Fire Officer - Level 2	2
Fire Officer - Level 3	1
Fire Officer - Level 4	1
NFPA 1041: Fire Service Instructor - Level 1	5
Fire Service Instructor - Level 2	6
Fire Service Instructor - Level 3	1
NFPA 472: Responder to Hazardous Materials Incidents - Awareness	31
Responder to Hazardous Materials Incidents - Operations	21
Responder to Hazardous Materials Incidents - Technician	3
Responder to Hazardous Materials Incidents – Incident Commander	1
NFPA 1031, Fire Inspector - Level 1	1
Fire Inspector - Level 2	1
NFPA1035, NFPA 1035, Public Fire and Life Safety Educator	1
NFPA 1521, Incident Safety Officer	2
Health and Safety Officer	2

National Fire Protection Association (NFPA)

The NFPA provides recognition and certification of professionals involved in fire protection and inspection through certification programs. Certification shows that the fire service professional has demonstrated advanced proficiency, knowledge, and skills in the field of fire protection and prevention.

Certification	# of Members*
Certified Fire Protection Specialist Board (CFPS)	1
Certified Fire Inspector (CFI)	1



**Greenfield Township Volunteer Fire Company
2008 Annual Report**

International Codes Council (ICC)

The ICC provides recognition and certification of professionals involved in fire protection and inspection through certification programs. Certification shows that the fire service professional has demonstrated advanced proficiency, knowledge, and skills in the field of fire protection and prevention.

Certification	# of Members*
Fire Inspector I	1
Fire Inspector II	1

Pennsylvania Department of Health - Emergency Medical Services

The Department of Health is the lead agency for emergency medical services (EMS) providing training and certification of emergency medical service providers. Certification shows that the fire service professional has demonstrated proficiency, knowledge, and skills in pre-hospital emergency care.

Certification	# of Members*
Emergency Medical Technician (EMT)	15
Basic Vehicle Rescue Technician	10
Emergency Medical Technician - Paramedic (EMT-P)	1

Pennsylvania Emergency Management Agency (PEMA)

PEMA is the lead agency for emergency response to the release of radiological materials, providing training and certification of responders. Certification shows that the responder has demonstrated proficiency, knowledge, and skills for responding to radiological incidents.

Certification	# of Members*
Radiological Monitor	7
Radiological Monitoring Officer	3

* Many members hold multiple certifications, thus total do not reflect the total number of active company members.

100% Certified

The Greenfield Twp. Volunteer Fire Co. has been recognized by the Office of the State Fire Commissioner, for successfully certifying 100% of its fire fighters to national Professional Qualification Standards. This recognition is part of the Commonwealth of Pennsylvania's Voluntary Fire Fighter Certification Program was created by Act 112 of 1989, and amended by Act 61 of 1995. Commonwealth emergency responders, 18 years of age or older have an opportunity to participate in and be recognized as a certified fire professional at various levels in accordance with nationally recognized and sanctioned professional qualification standards.

The purpose of this program is to identify and recognize emergency service personnel whose accomplishments in training and education meets or exceeds nationally recognized standards. The NFPA standards for Fire Service Professional Qualifications identify the minimum requirements for a person at a particular level of progression. A person certified to one of the Fire Service Professional levels will have demonstrated competency in the knowledge and skills required to perform at a particular level. The service that can be offered to the citizens, visitors, and communities of the Commonwealth will be enhanced by the professional competency attained through this certification process.

Greenfield holds the distinction of being the 1st fire company in Pennsylvania to be formally recognized, in September of 2000, for certification of its members. To date Greenfield fire fighter hold certifications in 30 different areas and levels. Elevation to 100% status is extremely challenging for a volunteer fire department, and the officers and member are very proud of the efforts made by the responders to provide this level of service to the public



Greenfield Township Volunteer Fire Company 2008 Annual Report

QRS and Rescue Certifications

The Officers and Membership of the Greenfield Township Volunteer Fire Co are proud to announce that Engine 24 is now certified by the PA Department of Health as a licensed/certified Quick Response Service (QRS) and as a Rescue at the responder level through the PA voluntary rescue certification program. This certification process is unique in that most fire engines in our area are not certified as QRS or Rescue vehicles.

Greenfield responds to, on average, an emergency call every day. As such, there have been times when we have had “back to back” emergencies in the Township. When that occurs, neighboring communities respond to assist us (likewise, when it happens to them we reciprocate). The QRS recognition allows Engine 24 to patient care, prior to the arrival of a mutual aid ambulance, when Greenfield Ambulance is unavailable for any reason (e.g., such as another call or maintenance).

While there were some significant costs to meet the ridged requirements of the PA Department of Health (PA DOH), the membership felt that the ever-increasing demand for Greenfield Ambulance warranted alternate protection inside the Township makes the QRS a valuable service. In order to be licensed/certified, Greenfield had to apply for the program through the PA DOH. The process required months of work by the officers and members. This included the application, documentation of training and certifications for all department members, driver rosters, operational policies, mutual aid agreements, vehicle inspection documents as well as checklists for all equipment carried.

In addition to required equipment, Greenfield firefighters had to prove that they met the extensive training requirements for both medical care and rescue responses. Greenfield has always taken the position that fire and ambulance staff should be cross-trained. That cross training coupled with our dedication to voluntary fire fighter certification provided the springboard to the QRS and Rescue license and certification.

The members of the Greenfield Township Volunteer Fire Company are very proud to meet the requirements to participate in the Voluntary Rescue Service Program. We also would like to thank the Staff of the Emergency Medical Services Council of Northeastern PA Regional (EMSNP) for their assistance in guiding us through the process and encouraging us to strive for excellence. Special thanks to Bucks County Community college for providing the training and national certifications that helped us meet this challenge and will allow us to better serve our community.

Equipment

Haz Mat Computers

In September, we placed 1 laptop and three hand held hazardous materials database and response computers in service. The equipment was part of a federal grant provided by the Commercial Equipment Direct Assistance Program (CEDAP), which is administered by the Department of Homeland Security. As part of the grant package (estimated at \$23,000), Training and Safety Officer Bruce Evans, Jr. traveled to Raleigh to be trained, along with roughly 200 other firefighters from around the country. The training included methods for deployment of the computers, which include the cumulative information provided in the 10 reference guides we were carrying. One portion of the software will predict the travel of a release and the estimate injuries from the release.

The computers were one of only two such CEDAP grants awarded in the northeastern part of Pennsylvania (i.e., Wayne, Pike, Lackawanna, Susquehanna, and Wyoming Counties), as part of the 2008 CEDAP Grant



**Greenfield Township Volunteer Fire Company
2008 Annual Report**

Program. The other was for a night vision binoculars which the fire department wrote for the Greenfield Township Police Department.

Apparatus

Response Profile

Greenfield Township equipment responded to calls for assistance as follows:

Unit	Total Responses	Total Hours	Total Miles
Ambulance 24-9	250	258.63	4,278.4
Car 24	43	64.1	543.5
Decon unit	1	3.15	30
Engine 24	140	208.89	1,545
Tanker 24	63	126.69	738.5

This response profile is similar to the response profile for previous years with slight adjustments in individual unit usages.

Fleet Status

Overall, the fleet is sound. The Decon unit, Chiefs car, and ambulance are in good condition. Tanker 24 has completed its upgrade, as outlined below. The largest area of concern is the repair of damage to engine 24, which is address below.

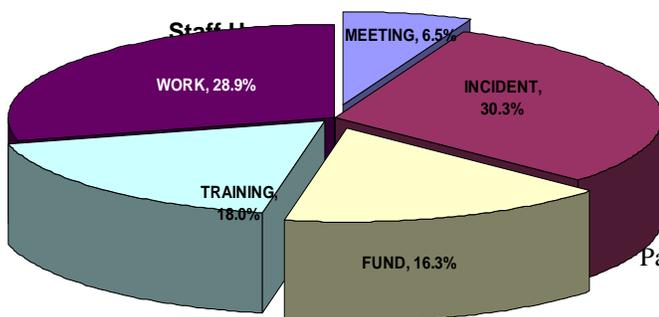
Engine 24

Engine 24 was involved in an accident on I81, in December of 2007, that caused damage to the body and pump assembly. Simply, put gravity, the basic laws of physics, and a slippery access ramp; led to the engine sliding sideways into a flat bed truck. No one was injured during the accident, to which we are very grateful. However, the damage to our engine was significant. Due to the damage, the engine was removed from service and shipped to up state New York for repair. In the interim, we purchased a 1972 Hahn Fire Engine from Dickson City. When the engine was retuned in March, we held the 1972, as there were other departments in our area in need of a loner.

In September, we donated the 1972 Hahn to Bucks County Community College, for their fire-training center. Bucks has been a long time supporter of our training efforts. We were able to negotiate an agility agreement, with Bucks, where by we will expected future facility use and training costs in advance.

Membership

One of the greatest challenges facing the emergency services is the declining volunteer base. The members donated 7,428 hours of their time to provide services to the residents of Greenfield Township during 2008.





Greenfield Township Volunteer Fire Company 2008 Annual Report

By comparison, no other civic organization gives as many or as difficult hours as the members of our company.

This is equal to 3.5 full time equivalent employees. Based on the average wage and benefit rate for the fire service these members have saved the community approximately \$196,000.

Currently, the members expend as much time trying to raise operating funds as we do in training. Such a pace will cause the existing membership to burn out and stop responding. Further, the time spent fund raising is a counter incentive to recruitment of young members. Several studies, including *Retention and Recruitment for the Volunteer Emergency Services, Challenges, and Solutions* published by the U.S. Fire Administration, have shown that young people who are asked to train and provide a service to their community are more likely to do so if they are not required to raise money.

The concern of the decline in volunteerism is the subject of the report, *Retention and Recruitment for the Volunteer Emergency Services, Challenges, and Solutions*, published by the U.S. Fire Administration. Greenfield Township is referenced within the body of the report, concerning the decline in the emergency services volunteers and the impact such a decline has on fire fighter safety.

“In 2004, Pennsylvania experienced 17 line-of-duty deaths, the most of any State in the country. At the same time, Pennsylvania has two-thirds fewer firefighters than it did 30 years ago. Many have questioned if the lower number of members have been a cause for some of the deaths. Chief Fred Bales of the Greenfield Township Fire Department has stated that fewer personnel on the fireground can force firefighters to do the work of two or more people in emergency situations. Pennsylvania Fire Commissioner Ed Mann reports that 9 of the 17 deaths were caused by heart attacks. He further commented that it is possible some of those nine were working too hard to make up for a lack of firefighters.”

Several key points were noted in the report including:

- “Although the recruitment and retention challenges continue to grow, some volunteer organizations maintain good membership while others continue to function with reduced numbers. Those organizations that seek solutions and adapt to our changing personnel environment are successful.”
- “The surge in the number of two-income families since the early 1970s has meant that people have very little time to volunteer.”
- “The consensus of fire chiefs from across the country is that the public’s expectations of the fire department are greater today than in years past. The public expects the fire department to provide assistance for emergencies that include fires, fire alarms, carbon monoxide alarms, broken water pipes, natural gas leaks, medical emergencies, vehicle accidents, hazardous materials spills, mysterious odors, structural collapse, extrications, water rescue, and even bomb threats or terrorist incidents.”

Another area that was a focus of the report includes the increase in actual call volumes:

- “During the same time in which the number of volunteers has declined, the volunteer fire service has had to contend with an increase in the volume of emergency calls due to the lack of education on when to call 9-1-1.”
- “The public has not only grown to expect a wider range of services from the fire department, but also has grown to rely more heavily on the fire department.”

The report is available to residents of the United States, at no charge through the USFA Website at <http://www.usfa.dhs.gov/applications/publications>.



Greenfield Township Volunteer Fire Company 2008 Annual Report

Positive news

In the spring of 2008, we were awarded a recruitment and retention grant as part of the *Staffing for Adequate Fire and Emergency Response Grant* (SAFER) program, provided by the Office of Domestic Preparedness. Greenfield is the first and only fire department in our area to receive this grant. While not the end all to our recruitment problem, it will provide us with funding for advertising and incentives for retaining members. Additionally, the Commonwealth has approved a tax rebate plan for 2009, for “Active” volunteers in Pennsylvania. While the qualification levels to obtain the rebate are high and the rebate is low, it is a first step to a statewide solution to recruitment.

Targeted Goals for 2009

We have one primary goal for 2009, in addition to providing continued service to the Township and our surrounding communities.

Recruitment

Recruitment of additional members is a critical concern for the Township. We see that our ability to provide trained firefighters at least 80% of the time is limited to an average of 3 persons during the day light shift (6 am until 6 pm); which is less than the minimum required by NFPA 1720. As a non-hydranted community, a major portion of our incidents use a water tender operation. As such to meet the staffing requirements of the FSRs we need an additional one additional person to manage the tanker. During our night periods (6 pm until 6 am), our average responding firefighters is slightly higher at 5, but still below the 6 needed for NFPA 1720 and the 7 needed to maintain sufficient water supply for initial attack.

Of the current 38 members, only 20 are responders and of those, 14 are qualified firefighters. The remaining are administrative personal and EMT's, and similar support staff. Typically volunteers are pro-rated on a 1/3 basis, thus in order to average 1 firefighter per call there should 3 available (see FSRs staffing calculations). Thus, to meet the minimum for NFPA 1720, we would need 18 qualified firefighters or 24 to meet the FSRs. Keeping in mind that this staffing does not allow for additional operations such as ventilation.

This lack of staffing sets the stage for a dangerous scenario, where initial operations put the driver in the position of being the Incident Commander and Safety Officer in addition to running the pump. Two firefighters are deployed into buildings with out the protection of a backup team. Such operations are not only in direct violation of both NFPA 1500 guidelines and in OSHA's 2 in 2 out rule; they are extremely dangerous and will lead to a firefighter death. After several near misses, where fire conditions worsened and placed the crews in peril, Greenfield adopted a stance of non-entry unless a savable life exists or sufficient personal are on scene to provide rapid rescue in the event of a firefighter emergency occurring.

Without an influx of new members, both for administrative and tactical duties, the fire company will not be able to keep pace with the increasing demand for services (an average of 3.6 increase in call volume each year). The Greenfield Township Volunteer Fire Company will be using the funds from the *Staffing for Adequate Fire and Emergency Response Grant* (SAFER) program to assist in enhancing our recruitment and retention efforts, by providing funding to implement a focused campaign, aimed at recruitment of new firefighters', supported by an aggressive recognition program aimed at retention of existing and future members. We are hoping that seed money from that program will allow us to develop and implement a comprehensive retention and recruitment program.

Several elements of the retention program also act as a recruitment incentive, such as the salary protection provisions of an accident and disability policy. Coupled with provision for preventative care such as



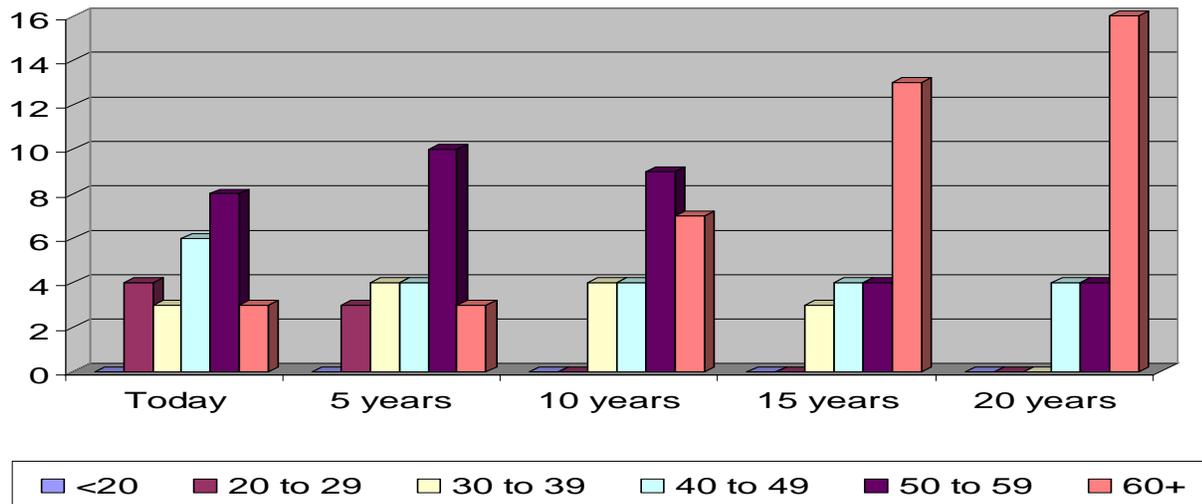
Greenfield Township Volunteer Fire Company 2008 Annual Report

physicals, we will place a focus on value for time spent and a sense of belonging. As such, we see the retention projects to be focused on the elimination of out of pocket expense for image related items such as uniforms. Further, these image items act as rewards for performance and as a marketing tool to the public.

Concern to Safety

One of our primary concerns is that the membership is aging at a rate greater than the new people coming in. As you can see by the chart below, the majority of our members are in their 40's and 50's. In very basic terms, this is an age where fire fighters are killed in the line of duty. Putting 40 and 50 year fire fighters into buildings repetitively is dangerous. As we move 5 years out, we that will become an even greater threat.

Age of Members



We need all the support that we can get from the Supervisors to recruit, train, and retain fire fighters in the less than 30 age group. While as an organization we have a need for new members in all age groups, the critical duties of fire fighting dedicate a push for 18-30 year olds.

To support us, we would be very pleased if the Township Supervisors would select a day in 2009 as Fire Department Day, market the same to the community, and present some symbolic token of support to the Department that we can use to expand our media coverage. What, and how to organize such an event, can be discussed at some latter date, if the supervisors are so inclined.

Training

Our training focus for 2009 will be at development of the new recruits and national certification for existing members, in support of the recruitment efforts. As always, we will continue to maintain our professional certifications in Hazardous Materials and Emergency Medical Care. We will be placing a significant amount of resources toward mutual aide training programs designed to enhance our interpretability with our supporting fire and ems departments.

Closing

It has become increasingly more difficult to recruit members and even harder to retain them. We need every citizen to step forward now, and give a little of his or her time.



Greenfield Township Volunteer Fire Company 2008 Annual Report

The members and officers are grateful that we have enjoyed a strong relationship with the Township Supervisors. In closing, I would like to thank you for the support, trust, and encouragement that you have given to the Fire Company.

Respectfully submitted

A handwritten signature in black ink that reads "Fred M. Bales".

Fred M. Bales, CFPS, CFI
Chief – Greenfield Township Volunteer Fire Company.