



THE PRINCE GEORGE'S COUNTY GOVERNMENT

Fire/EMS Department Headquarters

Angela D. Alsobrooks
County Executive

Office of the Fire Chief

June 7, 2024

Mr. Kyle J. Snyder
Town Manager, Town of Berwyn Heights
5700 Berwyn Road
Berwyn Heights, Maryland 20740

Dear Mr. Snyder,

Thank you for your correspondence regarding career staffing at Station 814 (Berwyn Heights Volunteer Fire Department & Rescue Squad, Inc.).

As you know, the Fire/EMS Department faces a critical staff shortage that is exacerbated by scheduled vacation leave, which peaks between May and September each year, as well as unscheduled leave such as sick callouts, injuries, and FMLA. Mandatory overtime, such as holdovers and callbacks, has become extreme, creating concern for personnel's health, safety, and wellness. In calendar year 2023, firefighters were required to work a total of 45,601 hours of mandatory overtime, compared to just over 20,000 hours in calendar year 2021. Over 47% of those mandatory overtime hours, or 21,484 hours total, were worked during peak leave season. Not only is this detrimental to the health and well-being of our Department's career firefighters, but it is extremely costly.

While 53 new firefighters started with the Department on Monday, June 3, 2024, and the Department received approval to hire 150 more firefighters in Fiscal Year 2025, a temporary summer staffing reallocation was needed to relieve some of the burden on our firefighters during the summer months.

An analysis was conducted to identify stations eligible to reallocate career personnel from certain stations with minimal impact on emergency service delivery. This analysis utilized historical incident data from the calendar year 2023 and a drive-time analysis from surrounding stations.

One (1) out of the four (4) stations identified in this analysis as having a minimal impact on service delivery is Station 814 (Berwyn Heights). Emergency service delivery to this area is covered within eight (8) minutes from the time of dispatch by surrounding stations within a five (5) mile radius, which meets a metric supported and recommended by our consultants, Fitch & Associates.

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Station 814 (Berwyn Heights) - 8811 60th Avenue, Berwyn Heights, MD 20740

Staffing Model: Daywork (Mon-Fri, 7 AM to 3 PM) by career personnel

Number of Career Personnel Assigned: 6

Coverage by other surrounding stations within 8 minutes: 807, 811, 812, 813, 831, 848

Station Ownership: Berwyn Heights Volunteer Fire Department & Rescue Squad, Inc.

Number of Operational (Fit Tested) Volunteer Members: 109

Emergency Response Resources: Ladder Truck, Rescue Squad, BLS Ambulance

The Fire/EMS Department plans to mitigate the impact of career staff reallocation by coordinating with the volunteer leadership of the station for deployment and coverage by operational, fit-tested volunteer firefighters, both for the above-identified station and surrounding fire stations. The Berwyn Heights Volunteer Fire Department and Rescue Squad, Inc. has a total of 109 operational and fit-tested volunteer members that can staff apparatus during the “daywork” shifts (7:00 am to 3:00 pm on weekdays) to which career personnel are typically assigned. Additionally, beginning in July, one additional firefighter will be assigned to Station 812 (College Park), to ensure increased, dedicated staffing at neighboring fire stations. The Fire/EMS Department will continue to evaluate the need for additional firefighter assignments at surrounding fire stations. The Department will continue to utilize the “Move Up” analysis software to identify service gaps and strategically redeploy resources throughout the County into high-demand areas. Finally, Surge Units and Peak Units will be deployed in accordance with our Departmental General Orders and as operationally necessary to ensure optimal EMS coverage during peak demand.

The **effective date** for reallocating career staffing from this station is **Sunday, June 30, 2024**. If you have any questions or concerns during this temporary staffing reallocation, please don't hesitate to reach out to me. Thank you for your cooperation in ensuring that our Department can continue to provide efficient and effective service while simultaneously prioritizing the health and safety of our members.

Sincerely,



Tiffany D. Green
Fire Chief