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Employee Input Committee Report:  
Fire Department Report

TO: GCSO Board of Directors  
FROM: John Armstrong  
DATE: April 2, 2011  
SUBJECT: Fire Department Employee Input Report

COMMITTEE MEMBERS: Herman Schaap, GCSO Director, Chair  
John Armstrong, GCSO Director

Directors Herman Schaap and John Armstrong met and talked with all employees of GCSO. The results from the Fire Department interviews are described in the following report.

The Fire Department runs very well and all employees have stated that they are very satisfied with their careers. There was mention of room for improvement in a few areas within the department. Response to medical calls could be improved by implementing an ALS system. (Advanced Life Support) Groveland has only one ambulance that utilizes an ALS system and when the ambulance is out on a medical call transporting a patient to the hospital, Groveland does not have a second ambulance to respond to subsequent calls with ALS capabilities. Only BLS (Basic Life Support) is available for any subsequent medical emergency calls received by the Fire Department. Subsequent medical emergencies do happen from time to time in Groveland and when this occurs, we do not have ALS capabilities to handle the medical emergency. Therefore, the patient will not get the definitive care needed to save their life or sustain their life until they arrive at the hospital.

**RECOMMENDED ACTION**

1. Groveland Fire should look into placing paramedics (ALS) on the fire engine. This would provide ALS to our customers even if the ambulance is in use. In most cases, the fire engine arrives at the scene of medical emergencies before the ambulance arrives. By Groveland Fire going to an ALS engine, our customers would receive a much higher quality of care.
2. Groveland Fire should look into taking over the ambulance service in the Groveland area. All property owners in the Groveland area pay a special tax for the ambulance service which provides one ambulance for the Groveland area. If Groveland Fire took over the ambulance service, the tax could be received by Groveland Fire. This in turn could provide for better customer service to our community in more than one way. If Groveland Fire received the taxes for the ambulance, the Fire Department could possibly hire more full-time firefighters. This would help satisfy the two in and two out policy and provide a better fire response (more personnel on the fire ground) and a better medical response for our customers. (A back up ambulance for the subsequent medical emergencies) GCSO would have to complete a study to see if taking over the ambulance service would be feasible.

## **TRAINING**

It was brought to our attention that there is a need for a training facility. Training is one of the most important activities that firefighters do day to day. Having the proper training facilities is very important. Our county has no training tower or grounds to train firefighters. When training, it is important to run through company standards so when firefighters arrive at the scene of a fire, vehicle accident, hazmat, rescue, etc., firefighters know what is to be done and how to do what is expected of them.

## **RECOMMENDED ACTION**

Groveland Fire should look into building a training ground with tower props to facilitate training. This could be partially paid for or entirely paid for by some of the up coming projects; like the development of the scar. Groveland could also rent out the facility to other agencies to help offset the upkeep on the training facility and pay for the facility.

## **CAL PERS**

It was brought to our attention that the fire department employee Cal Pers is at a lower rate then the rest of the employees at GCSD. The firefighters should have Safety Pers and their multiplier should be higher than other employees in the district. Firefighters are safety employees and run a higher risk of on the job injury and death then do other employees at GCSD.

## **RECOMMENDED ACTION**

Look into revising Cal Pers accordingly in order to bring GCSD firefighters up to the standard of other firefighters.

## **GROVELAND FIRE ADMINISTRATIVE ASSISTANT**

Kathy was hired as a part-time administrative assistant to answer the phone and assist Chief Warner. Kathy is now employed full-time and is performing duties that are not part of her job description when she was hired. She is satisfied overall with her duties, but would like the Board to look into a compensation plan for her type of work.

Respectfully submitted,

John Armstrong, Director  
Herman Schaap, Director-Chair