

Alexandria Fire Department

Updates:

- Station 210 Engine Staffing
- Dual-Role Program Implementation

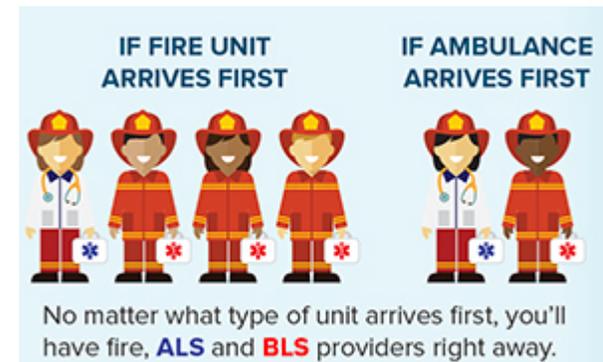
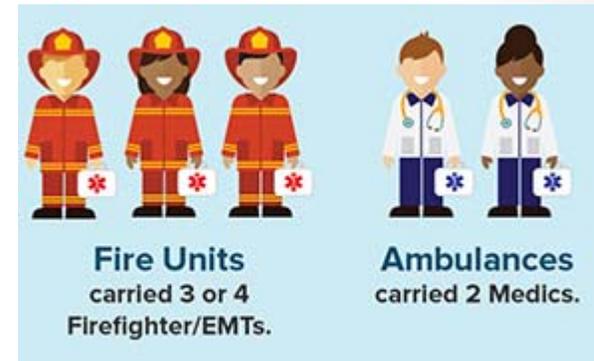
September 8, 2015

Station 210 Staffing Update

- Class of 12 began in August w/ existing certifications
 - 6 Firefighter/Medics
 - 6 Firefighter/EMTs
 - Remaining overhires & vacancies will start in December
- 
- A photograph of the Station 210 building, a modern structure with red and grey panels, a flagpole, and a paved area in front.
- Some combined classes with Arlington & MWAA
 - On schedule to put Engine 210 in service in December; will join Medic 210 already in service

Dual-Role Program Update

- **Old “single role” model**
(2014 and prior)
 - 3 or 4 Firefighter/EMTs on Engine (Fire +BLS)
 - 2 Paramedics (“Medics”) on Ambulance (ALS + BLS)
 - 6 of 10 stations had ALS ambulances
- **New “dual role” model**
(Transition beginning 2014)
 - 1 Firefighter/Medic & 3 Firefighter/EMTs on Engine (Fire + ALS + BLS)
 - 1 Firefighter/Medic & 1 Firefighter/EMT on Ambulance (Fire + ALS + BLS)
 - All 10 stations will have ALS providers





Dual-Role Program Update

- Fire unit is first to arrive to EMS call ~45% of the time, but had no ALS provider under old model
- Under new model, nearly every first arriving unit will have an ALS provider
- ALS calls will still receive 2 ALS providers, same as before
- All treatment protocols remain the same





Dual-Role Program Update

- Fire engines and ladder trucks carried 3 or 4 firefighters under old model
- Under new model, all engines and trucks will carry 4 firefighters, which is safer and more effective
- Reallocating existing staff saves almost \$3 million per year versus hiring additional staff



Dual-Role Program Update

- 26 Firefighter/EMTs have started or completed Medic cross-training
- 12 Medics have started or completed Firefighter cross-training



Firefighter/EMTs

- Have at least 240 hours of training to fight fires.
- Have an additional 240 hours of training to provide **BLS** care.

Firefighter/Medics

- Have at least 240 hours of training to fight fires.
- Have an additional 781 hours of training to provide **ALS** and **BLS** care.





Dual-Role Program Update

- Station 207 (Duke & Quaker) now in service with fully cross-trained staff on all three shifts
 - Fire + ALS + BLS on Engine 207
 - Fire + ALS + BLS on Medic 207
- Single-role Medics were reassigned to ambulances at other stations





Dual-Role Program Update

- No existing Firefighter/EMT or Medic is required to cross-train
- No risk to anyone's employment
- Reassignments will keep pace with voluntary cross-training and attrition
- Staff who choose to cross-train will receive:
 - New promotional opportunities
 - Salary increases of 10% to 20%
 - Additional disability benefits and retirement pay



Dual-Role Program Update

- Single-role Medics work an average of 8 days per month / 42 hours per week
- Firefighter/EMTs & Firefighter/Medics work an average of 10 days per month / 56 hours per week
- All schedules include overtime pay as required by FLSA



Dual-Role Program Update

- Since 2010, all men and women hired have passed the same Candidate Physical Assessment Test (CPAT)
- Staff hired before 2010 are not required to take the CPAT to cross-train
- No difference in hiring or promotional standards for men vs. women



Dual-Role Program Update

- Prior to transition:
 - 45.6% of Medics female (vs. 29% national average)
 - 17.7% of Firefighter/EMTs female (vs. 4% average)
 - *Department wide = 24%*
- Cross-training:
 - 17% of staff have chosen to cross-train so far
 - 26% of those are female



Dual-Role Program Update

- New FAQs and infographic to explain and clarify dual-role model
- New workgroup to address future staffing needs and opportunities, implementation timeline
- Need to review regional pay competitiveness

The screenshot shows a webpage from the City of Alexandria Fire Department. The page title is "Dual-Role Provider Frequently Asked Questions & Infographic". It includes a news release dated 9/2/15, a section titled "What types of personnel provide fire and emergency medical response in Alexandria?", and an infographic titled "A Better Way to Serve You". The infographic compares "The Old Way" (single-role providers) with "The New Way" (dual-role providers) and lists "What's Not Changed".

City of Alexandria Virginia
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Home Fire Department Dual-Role Provider Frequently Asked Questions & Infographic

Fire Department

Page updated Sep 2, 2015 2:10 PM Share RSS Print

Dual-Role Provider Frequently Asked Questions & Infographic

In 2014, the Alexandria Fire Department began transitioning from a single-role staffing model to a dual-role or "all-hazards" model. The primary purposes of this transition are to provide a higher level of service to our community by ensuring that at least one member of every fire or ambulance crew will be certified to provide Advanced Life Support (ALS) care, and that all fire engines and trucks will have a crew of four instead of three.

News Release (9/2/15): Alexandria Fire Department Provides Update on Improved Service Delivery Model

What types of personnel provide fire and emergency medical response in Alexandria?

The Alexandria Fire Department includes three types of first responders:

- **Firefighter-EMTs** have at least 240 hours of training to fight fires, and at least 240 hours of additional training as Emergency Medical Technicians. EMTs can provide **Basic Life Support (BLS)** care, which includes performing CPR, controlling bleeding, administering automatic defibrillation, and providing oxygen support.
- **Firefighter-Medics** have at least 240 hours of training to fight fires, and at least 781 hours of training as Paramedics. Medics can provide **Advanced Life Support (ALS)** care, which includes starting IVs, administering medications, and performing advanced emergency medical procedures.
- **Paramedics ("Medics")** have at least 781 hours of training to provide ALS care, but do not have training to fight fires.

Firefighter-EMTs and Firefighter-Medics are known as "dual-role providers" because they are trained and certified to provide both fire and emergency medical response. Medics are known as "single-role providers" because their focus is emergency medical response only.

Along with Firefighters, both EMTs and Medics are critical first responders, and all are truly heroes in our community. All meet the same high standards of professionalism and public service, and all have an important place in any emergency medical response system. Still, Medic certification is substantially more time-intensive and expensive to obtain and maintain, and many emergencies do not require ALS care. That's why it's not necessary for every provider to be a Medic, and why it's important for EMTs and Medics to be distributed throughout the system in an efficient and cost-effective manner.

A Better Way to Serve You

Meet Our Providers

Emergency Medical Technician (EMT)	Paramedic ("Medic")
• Provide Basic Life Support (BLS) care, including CPR, bleeding control, and oxygen administration.	• Provide Advanced Life Support (ALS) care, including IVs, medications, and advanced life support.
• Respond to fire and medical emergencies.	• Respond to fire and medical emergencies.

Here's What's Changed

The Old Way	The New Way
• A fire engine crew of three (Firefighter, EMT, Driver) could only provide BLS care.	• A fire engine crew of four (Firefighter, Medic, EMT, Driver) can provide ALS care.
• A fire engine crew of three (Firefighter, EMT, Driver) could only provide BLS care.	• A fire engine crew of four (Firefighter, Medic, EMT, Driver) can provide ALS care.

Problem | **Solution**

What's Not Changed

Same high quality of	Same excellent	Same
• Firefighter-EMTs	• Firefighter-Medics	• Paramedics