

Fitchburg Fire Department NEWSLETTER



FACILITATING GROWTH AND ORGANIZATIONAL CULTURE:

In January, the Fitchburg Fire Department hosted a leadership and organizational culture seminar. Much of what we do in emergency services is dependent on the impression we have on internal and external stakeholders. Further, different generational approaches impact the methods in which work is accomplished.

Frank Viscuso, a nationally acclaimed speaker, author, and coach facilitated a multi-faceted approach to this training session. In 2023, he provided information and training that outlined his philosophies and lessons. All Fitchburg fire department personnel were provided one of Frank's books on organizational leadership/culture- this offered our members an opportunity to review course content and curriculum in advance of the seminar (maximizing learning potential through directed discussion).

Then, during the seminar, Frank was able to reinforce many of the proven concepts that are outlined in his published books. The first day of his seminar was open to everyone. Firefighters from around the State participated in the presentation. The second day of the seminar was only open to members of the Fitchburg Fire Department- as it confidentially concentrated on the culture and nuances of our organization. Together, we were able to identify our operational and interpersonal strengths - while identifying pitfalls and future opportunity.

All-in-all this was a tremendous way to gauge what is needed for personal, professional, and community growth.

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CHIEF'S MESSAGE

As many are aware, I was recently offered (and have accepted) the Fire Chief's appointment for the Village of Menomonee Falls (Waukesha County, just west of Milwaukee). This offer provides me an opportunity to move close to the community where I grew-up and allows me to be closer for anticipated family needs.

This was one of THE most difficult decisions I ever made. In my time in Fitchburg, I established a community network that was needed (organizationally, professionally, and personally) and I made a home. I am very grateful to be associated with the Fitchburg Fire Department.

However, as with anything in life, change is inevitable, choices have to be made, and opportunities need to be capitalized.

Growth=Change and progression challenges the status-quo. These concepts are symbolized in Fitchburg's growth (and its effect on emergency services).

As an emergency response organization, we can not expect that methods and models that existed during our incorporation will be pertinent today. As identified in previous newsletters, the Fitchburg Fire Department is constantly adapting to service demands and community risk. The City of Fitchburg must continue to staff this need appropriately and with the urgency required.

Although I am leaving FFD, I remain committed to advocating for the following operational needs:

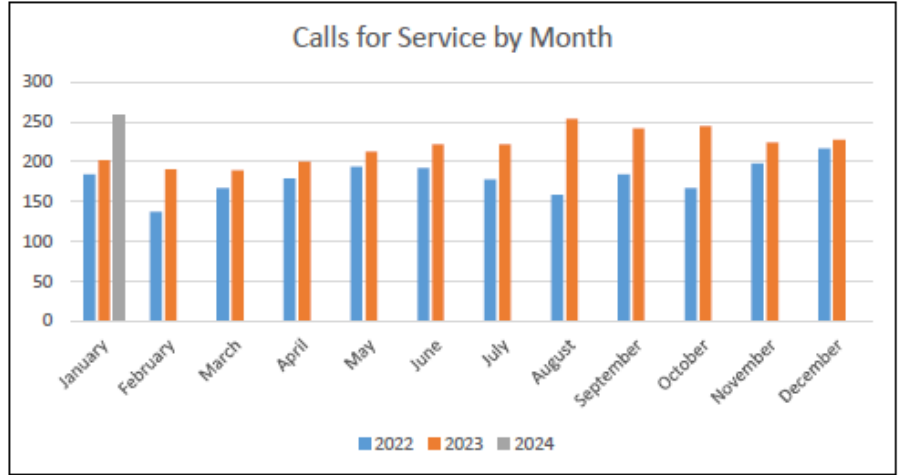
- Hiring more Career Staff
- Part-time incentives
- Company Officer promotions
- Shift-based Command Staff
- Fire/EMS delivery model
- Regional team development



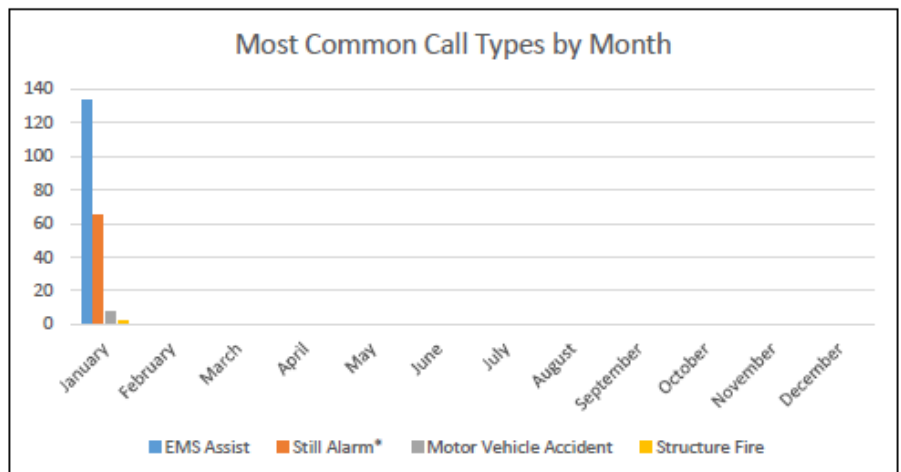


OPERATIONS

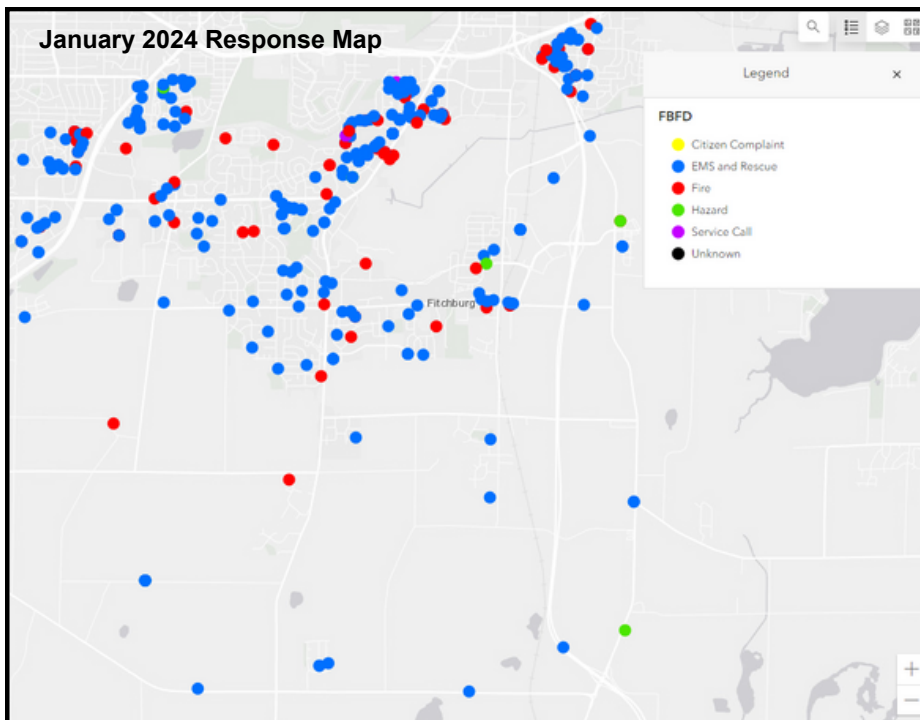
Calls for Service by Month				
Month	2022	2023	2024	Change
January	184	202	259	28%
February	137	190		-100%
March	167	189		-100%
April	179	200		-100%
May	194	213		-100%
June	192	222		-100%
July	178	222		-100%
August	158	254		-100%
September	184	242		-100%
October	167	245		-100%
November	198	224		-100%
December	217	228		-100%
Total	2155	2631	259	127%
Projection				



Most Common Call Types by Month				
Month	EMS Assist	Still Alarm*	Motor Vehicle Accident	Structure Fire
January	133	65	8	2
February				
March				
April				
May				
June				
July				
August				
September				
October				
November				
December				



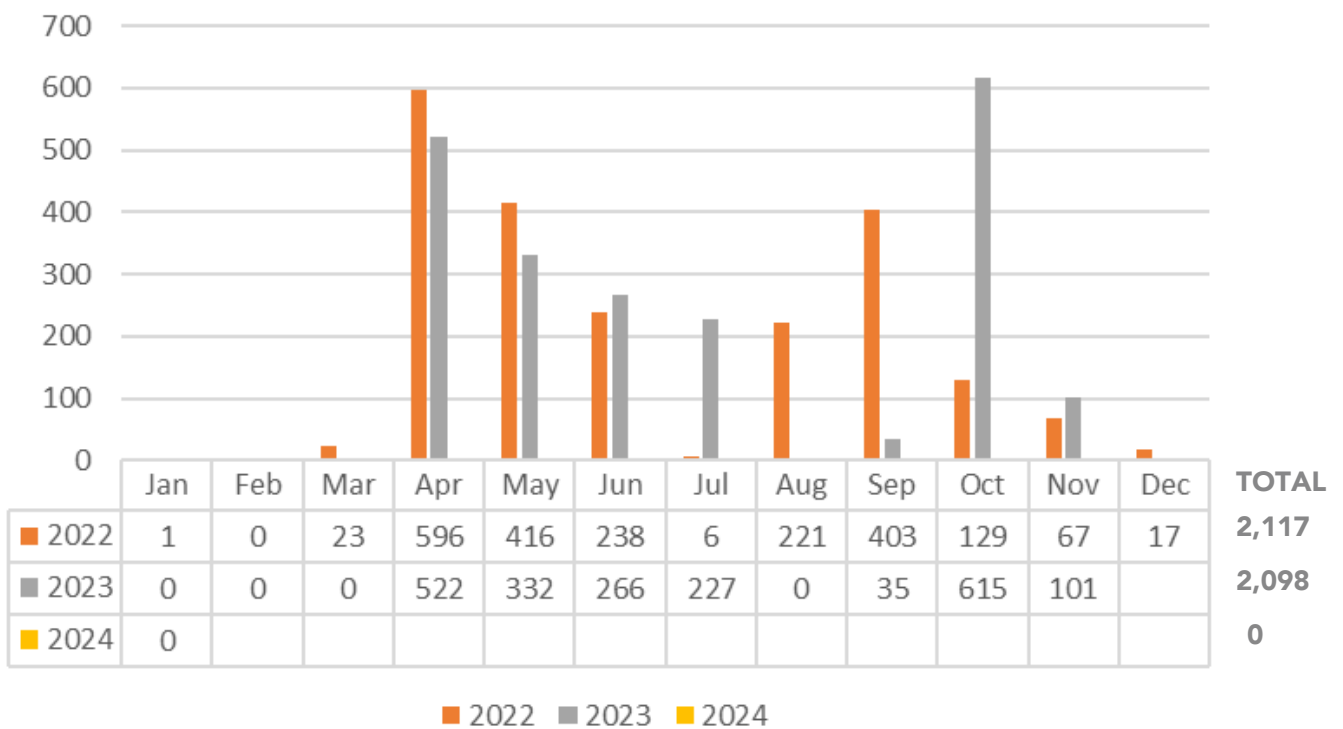
*Still Alarms include: Alarm Sounding, Car Fires, Odor Investigations



PREVENTION AND INSPECTION



INSPECTIONS COMPLETED BY MONTH:



0
INSPECTIONS

0
CORRECTED
VIOLATIONS

120
RE-INSPECTIONS

PREVENTION AND INSPECTION

HOW TO OPERATE A FIRE EXTINGUISHER:

It is important to know how to operate a fire extinguisher. By using the acronym P.A.S.S., you can easily remember how to use your fire extinguisher in the event of a fire.

P: Pull the safety pin from the handle.

A: Aim the extinguisher nozzle or hose at the base of the fire. (not directly at the flames)

S: Squeeze the handle slowly to discharge the agent.

S: Sweep from side to side, while maintaining a safe distance from the fire.

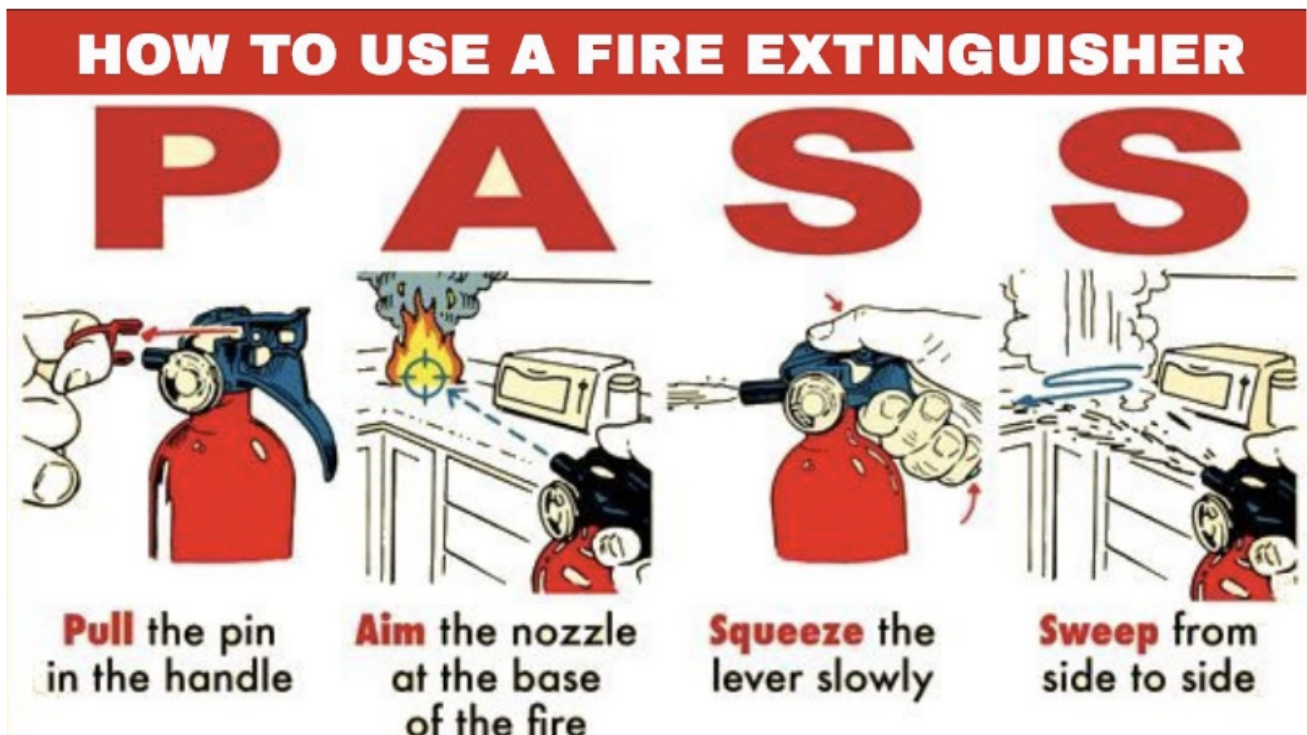
All Amerex extinguishers are furnished with a detailed "Owners Manual" containing valuable information.

The manual contains information on the installation, use and maintenance of the extinguisher.

The extinguisher nameplate (label) contains specific information on "HOW TO USE" the particular extinguisher. The label instructions vary slightly according to type and size. All potential operators should be totally familiar with the instructions on any extinguisher they might be required to use.

Remember:

- Hold Fire Extinguisher upright while pulling safety pin
- Start back 8-10 feet from fire
- Aim at base of fire
- Squeeze lever
- Sweep side to side



JANUARY 2024

STAFFING REPORT



STAFFING AS OF FEBRUARY 8, 2024

	Authorized Headcount	Current Number of Members	Light Duty / On Leave	TOTAL	+/- Headcount
Career Staff	18			19	
Chiefs	4	4	0	4	0
Lieutenants	3	3	0	3	0
Firefighters	10	11	0	11	1
Support Staff	1	1	0	1	0
Part-Time Staff	66			42	
Chiefs	2	2	0	2	0
Lieutenants	3	0	0	0	-3
Firefighters	45	25	2	27	-18
Intern Staff	6	6	0	6	0
Support Staff	10	7	0	7	-3
Total	84	59	2	61	-23

FIRE DEPARTMENT STAFFING DEMOGRAPHICS

	M/F	Black	Hispanic	Asian	Two or More
Career Staff					
Chiefs	4 / 0	0	0	0	0
Lieutenants	3 / 0	0	0	0	0
Firefighters	11 / 0	0	2	0	0
Support Staff	0 / 1	0	1	0	0
Part-Time Staff					
Chiefs	2 / 0	0	0	0	0
Lieutenants	0 / 0	0	0	0	0
Firefighters	22 / 4	0	0	0	1
Intern Staff	5 / 1	1	0	0	0
Support Staff	6 / 1	0	0	1	0
Total	53 / 7	1	3	1	1

PERSONNEL NOTES

- Leave of Absence: Stewart, Meyers

RECRUITMENT

- No new recruitment

PROMOTIONS

- No new promotions



OVERTIME BREAKDOWN

OPEN SHIFTS TAKEN VOLUNTARILY BY CAREER

Month	# of 10 hour shifts	# of 14 hour shifts	# of 24 hour shifts	Total # of shifts
Jan	10	2	4	16
Feb				
Mar				
Apr				
May				
Jun				
Jul				
Aug				
Sep				
Oct				
Nov				
Dec				

PAID ON CALL FIREFIGHTER OVERTIME

Month	Overtime Hours
Jan	272.5
Feb	
Mar	
Apr	
May	
Jun	
Jul	
Aug	
Sep	
Oct	
Nov	
Dec	

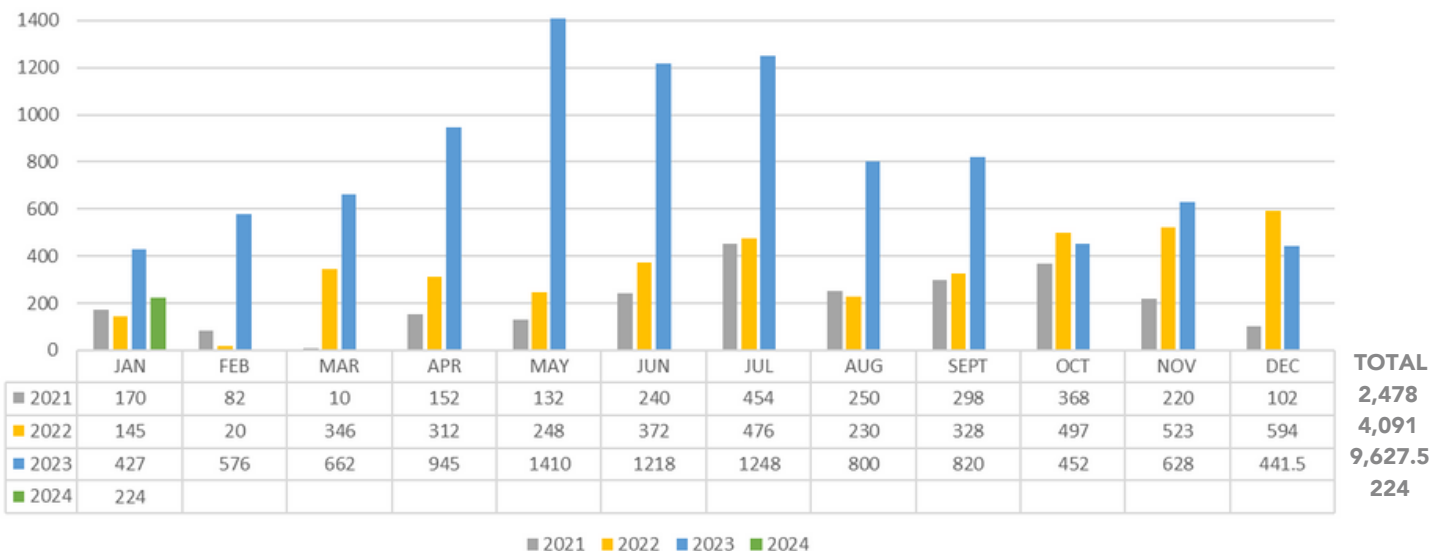
VOLUNTEER SHIFTS VS MANDATED SHIFTS FOR CAREER

Month	# of Voluntary Shifts	# of Mandated Shifts	Total # of shifts
Jan	16	0	16
Feb			
Mar			
Apr			
May			
Jun			
Jul			
Aug			
Sep			
Oct			
Nov			
Dec			

CAREER FIREFIGHTER OVERTIME (HOURS)

Month	Voluntary Hours	Mandated Hours	Total Hours
Jan	224	0	224
Feb			
Mar			
Apr			
May			
Jun			
Jul			
Aug			
Sep			
Oct			
Nov			
Dec			

OVERTIME, BY MONTH AND YEAR



FEBRUARY 2024 PERSONNEL



BIRTHDAYS IN FEBRUARY:



**Wayne Aeschbach,
February 1**



**Kaylin Bergum,
February 3**



**Jeff Berman,
February 9**



**Donald Sparby,
February 11**



**Emily Schwarzenberger,
February 15**



**Dana Collins,
February 18**



**Cody Didier,
February 25**



FRANK VISCUSO SEMINAR:

On January 27th and 28th, we had the opportunity to host a seminar on Leadership and Team building taught by retired Fire Chief, Frank Viscuso. Chief Viscuso is a career firefighter from Kearny, New Jersey and is a nationally recognized instructor and speaker, and the author of 6 books including industry bestsellers Step Up and Lead and Step Up Your Teamwork. Over the past decade Chief Viscuso has spoken to audiences (in and out of the fire service) on many topics that include officer development, leadership, team building, and customer service.

We had about 70 fire service members join us from Fire Departments all over Wisconsin! Thank you to all who made the trip to Fitchburg and special thank you to Frank Viscuso for such an informative and motivating seminar.

