



Manitowoc Fire Rescue Department

"Protecting Manitowoc's Quality of Life for 138 years."

Statements

Mission Statement

The Manitowoc Fire and Rescue Department is committed to protecting the people and property within our city. We will be responsive to the needs of our citizens and visitors by providing rapid, professional, humanitarian services essential to the health, safety, and well-being of the city. Our members will work hard every day to maintain the highest professional standards and to earn the public trust through their actions.

Vision Statement

The Manitowoc Fire and Rescue Department is dedicated to remaining a progressive and innovative fire department that ensures a safe community. We shall strive to provide the best public service through innovative training, ongoing education, and cutting edge equipment. Our ultimate goal is to provide excellent fire, rescue, and EMS services.



Core Values

Honor and Respect

We value and respect all members of the organization. We respect those that came before us and will strive to make the organization better for those who follow.

Embrace Diversity

The Manitowoc Fire Rescue Department will embrace the diversity of the community we serve. We are dedicated to reflection and respecting that diversity through our actions and our organization.

Teamwork

Teamwork is essential to the effective delivery of our service. Each member's contribution is important. We will work as a team to cooperate locally and regionally to improve service to the community and surrounding areas.

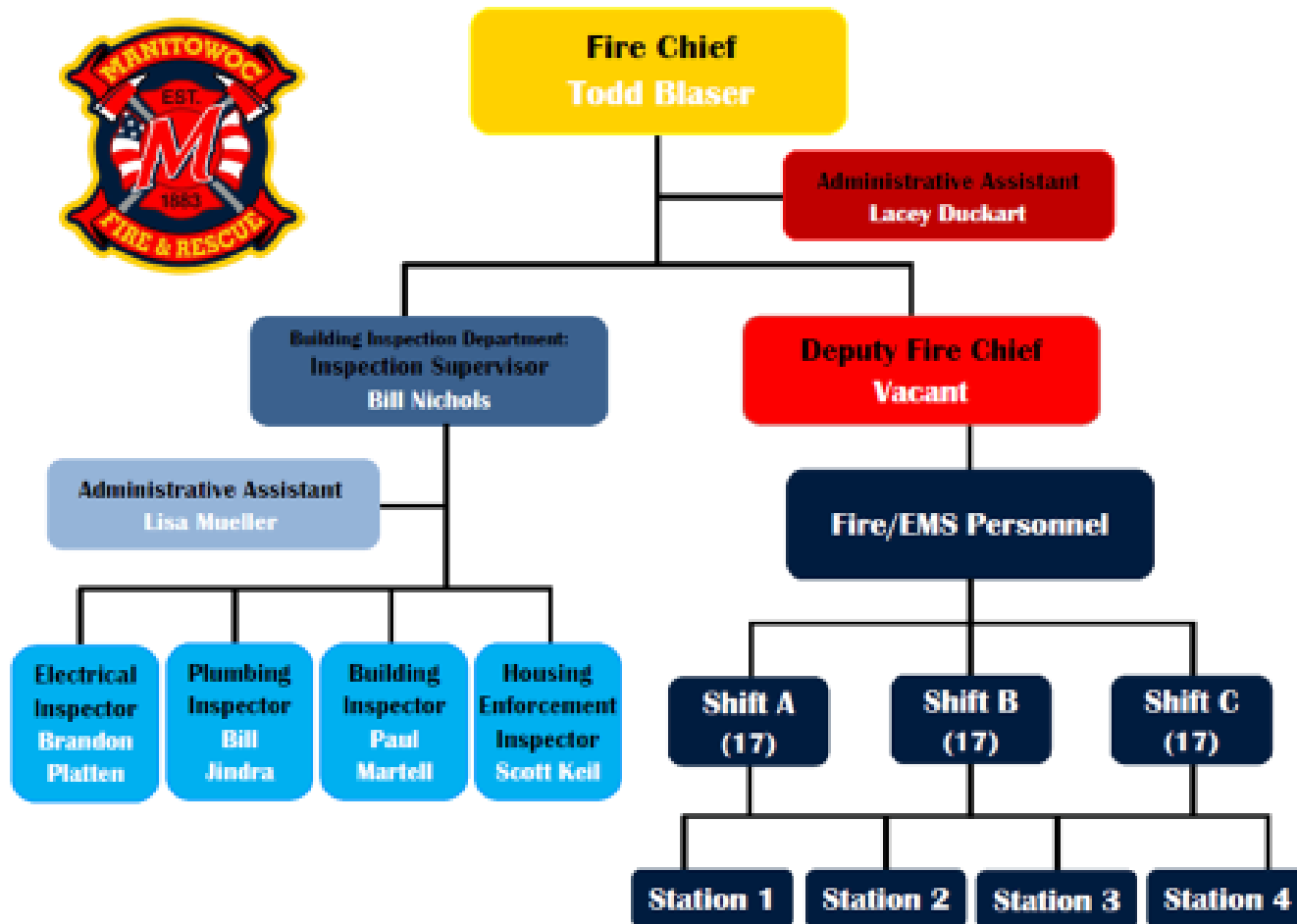
Service with Compassion

Our department is a people oriented service organization focused on helping those in need. Our members will provide the highest level of emergency services with the utmost compassion and care to anyone in need.

Preparation for Duty

Our personnel will do everything possible to ensure that our organization is at optimum state of readiness when called upon to respond at a moment's notice. Our team members will be properly trained, equipped, supported, and focused on safe and immediate response.

Manitowoc Fire Rescue & Building Inspection Department Organizational Chart



Staff Deployment

- Station 1
 - T1/E1: 2-3 personnel
 - M1: 2 personnel
 - Minimum 4 personnel
- Station 2
 - E2 & M2: 2-3 personnel
 - Minimum 2 personnel
- Station 3
 - E3 & M3: 3 personnel
 - Minimum 3 personnel
- Station 4
 - E4 & M4: 3 personnel
 - Minimum 3 personnel



MFRD Service Area

- Skilled Nursing Facilities
- Commercial Buildings
- Single Family Homes
- Multi-family occupancy
- Industrial Park
- Medical Facilities



Staffing Challenges

- Retirements
- Resignations
- Pandemic
- Recruitment



What We Know Today

- Current openings
 - Three current openings
 - One retirement
 - One resignation
 - One COVID opening
- May 2022
 - Three retirements
- Military Leave/FMLA
 - Year long military leave
 - MFRD family continues to grow



What the Crystal Ball Shows

- MFRD Recruitment
 - 10 applicants
- Local Recruitment
 - Green Bay Metro Fire
 - Background on 3
 - Oshkosh Fire
 - Fond Du Lac Fire
 - Hired one after 2021



Request

- MFRD Staffing Levels
 - Approved 51 line positions
 - Currently 48 line positions
 - Hire 3 for current vacancy
- Overlap of MFRD Staffing Levels
 - Request to hire 3 overlap personnel for known vacancy's
 - Recruit class to be held March/April



Financial Impact of Overlap

- Entry Wage:
 - \$4,633 per FF/Paramedic per month
- Benefits:
 - \$970
- Total Cost of Overlap
 - \$5,603 per FF/Paramedic per month
 - \$16,809 per month for 3 FF/Paramedics
- Cost Savings to date
 - \$50,427 YTD
 - \$33,618 Cost savings remaining YTD



THANK YOU!!!

