




MEMORANDUM

Memo #24-31

DATE: June 7, 2024

TO: All Sworn, Civilian and Volunteer Personnel

FROM: Tiffany D. Green 
Fire Chief

RE: Summer Staffing Changes and Reallocations

The Prince George's County Fire/Emergency Medical Services (EMS) Department, in conjunction with the International Association of Fire Fighters (IAFF) Local 1619, continues to actively seek ways to alleviate the burden of mandatory callbacks and holdovers on Departmental personnel. As you know, the Department has suffered from a critical staffing shortage and for the last several years has been working diligently with the County Administration and the County Council to increase our staffing complement. The Department recently received approval from the County Council to hire 150 new firefighters in Fiscal Year 2025. Additionally, 33 members of Career Recruit School (CRS) #67 will have received their assignments in the Emergency Services Command (ESC) in mid-July and CRS #68 which began on June 3, 2024, with 53 recruits is anticipated to be completed later this year.

The Department realizes the significant negative impact that excessive mandatory callbacks and holdovers had on our personnel during last year's peak leave season. Despite the accomplishments for additional staffing, short-term solutions to address our critical staffing shortages and the potential for burnout during this year's peak leave season are necessary. The first phase of the resolutions was introduced in the All Sworn Personnel Memorandum #24-25, *Summer Staffing Mitigation Plan*, which provided a reduction in some of the Department's support functions by temporarily reallocating personnel from other commands into ESC minimum staffing positions. This second phase reallocates career personnel from four stations that were identified through an analysis of historical incident data and a GIS drive-time analysis of surrounding stations as having minimal impact on emergency service delivery.

Effective June 30, 2024, career personnel from the following stations will be temporarily detailed to other station assignments. Additional information regarding these details will be forthcoming through ESC.

- Station 835 (Greenbelt) – 24 shiftwork personnel
- Station 839 (Bowie – Belair) – 5 daywork personnel
- Station 814 (Berwyn Heights) – 6 daywork personnel
- Station 855 (Bunker Hill) – 20 shiftwork personnel



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While maintaining optimal emergency service delivery to our communities is a priority of our Department, so is the health, safety, and wellness of our personnel. Our goal is to continuously monitor our system and make adjustments accordingly to ensure the least impact on emergency service coverage. The Department will be diligently working with the volunteer leadership of Stations 814, 835, 839, and 855, as well as the surrounding stations to support any initiatives to ensure continued service or improve their volunteer operational participation in emergency service delivery. We will continue to utilize the "Move Up" analysis software to identify service gaps and strategically redeploy resources throughout the County into high-demand areas. Surge EMS Units will be deployed as operationally necessary per General Order 05-29, *Ready-Reserve Transport Units* and Peak-Demand EMS Units may be added to enhance EMS coverage during peak-demand periods.

I understand that this temporary change to our staffing model is a challenging one for everyone. However, it is extremely necessary to balance our ability to provide efficient and effective emergency service delivery to our communities with reducing the significant burden of unsustainable mandatory holdovers and callbacks on our personnel.

I would like to extend my sincere gratitude and thanks to our volunteer members and corporations who have been consistently present and ready to provide emergency service delivery.

I also extend a special thank you to our career members for your dedication and commitment to Prince George's County and our Department. Your strength and consistent resilience during these challenging times do not go unnoticed.

Thanks everyone for your continued cooperation. Stay safe.