

CITY OF SALISBURY  
WORK SESSION  
JULY 21, 2014

Public Officials Present

Council President Jacob R. Day  
Mayor James Ireton, Jr. (left - 5:00 p.m.)  
Councilman Timothy K. Spies

Vice President Laura Mitchell  
Councilwoman Eugenie P. Shields  
Councilwoman Terry E. Cohen (teleconferenced - 5:02 p.m.)

In Attendance

City Clerk Kimberly R. Nichols, CMC, City Administrator M. Thomas Stevenson, Jr., Public Works Deputy Director Amanda Pollack, Internal Services Assistant Director – Procurement Jennifer Miller, City Attorney Mark Tilghman, interested citizens and members of the press.

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On July 21, 2014 Salisbury City Council convened in a Work Session at 1:36 p.m. in Council Chambers (Room 301) of the Government Office Building.

**Small Business and Veteran – Owned Small Business Procurement Preference Program**

Internal Services Assistant Director – Procurement Jennifer Miller joined Council at the table to discuss the Small Business and Veteran – Owned Small Business Procurement Preference Program and associated ordinance.

Ms. Miller explained the State of Maryland Small Business Preference Program is the basis for the City's proposed Small Business Preference Program. She provided the following information:

- Procurement will determine which competitively-bid procurements would likely result in maximum small business participation based on availability of qualified small businesses
- Procurement will accept the most favorable responsive bids from responsible small businesses if the bids do not exceed the most favorable responsive bids received from bidders who are not a small businesses by the following percentages: 5% Small Business Preference; 7% Veteran-Owned Small Businesses; and 8% Disabled-Veteran-Owned Small Businesses.

After Council discussion, unanimous consensus was reached to advance the ordinance to legislative session.

**North Prong Presentation**

Dr. Judith Stribling and Amanda Pollack joined Council and presented the North Prong Assessment summary (attached as a PDF file and made part of the minutes).

Dr. Stribling explained the program mission was to gather information for sharing with the public in order to restore the Wicomico River while engaging the public through volunteering.

Amanda Pollack provided the following summary of the City's projects that are reflected in Dr. Stribling's report:

- Part of the Caustic building project at the Paleo Water Plant was including a bio retention area there, and construction should begin next week. Rain barrels were added as part of that project.
- We need to examine municipal facilities for implementation of pollution prevention practices
- Recently the City has received proposals from consultants to do a storm water pollution prevention plan at the City Yard including staff training
- Working on a grant application through the Chesapeake Bay Trust Watershed Implementation Plan funding package to install an underground sand filter at the City Yard as a pollution prevention practice
- In the report, the Plaza is targeted as an area for possible impervious area removal. This will be addressed as part of the Main Street Master Plan.

The presentation was for Council's information only, with no legislative action taken or consensus reached.

### **SWED Quarterly Economic Update**

Council was joined by SWED Director Dave Ryan and President Bob Moore to receive a quarterly update on the local economy. Highlights of the session included the following:

- Service sector jobs seem to be growing rapidly
- The area is in a slow but steady recovery
- The housing market is still coming down slowly
- Salisbury/Wicomico County is fortunate to have a diversified base which includes industries such as poultry, pharmaceuticals, and healthcare
- Salisbury/Wicomico County has people involved in great entrepreneurial efforts

The update was for Council's information only, with no legislative action taken or consensus reached.

### **Resolution of Support for Lodges at Naylor Mill – Phase 2**

Rick Della, representing Interfaith Housing, joined Council at the table and reported the partners are seeking support from the City of Salisbury to obtain financing from the Maryland Department of Housing and Community Development (DHCD) or the Community Development Administration (CDA) for the second phase of the Lodges at Naylor Mill senior apartment facility. The project was previously approved by Council in July 2013 but was not selected by DHCD or CDA for funding. He stated that Interfaith Housing was interested in reapplying for the \$2 million in funding and requested the City's support of the project again this year.

After discussion, Council reached unanimous consensus to advance the resolution of support to the August 11, 2014 Legislative Session.

(Council took an eight minute break and reconvened in Work Session at 3:28 p.m.)

### **Redevelopment Negotiation Process**

David Wilk, the City's Public - Private Partnership consultant, was invited to join Council to discuss the downtown redevelopment process. Mr. Wilk provided his professional background (He was National Chair of Corporate Real Estate and Advisory Services for Sperry Van Ness, Corporate Valuation Advisor and former Adjunct Professor of Real Estate Finance at the University of Delaware Lerner Business School) and told Council this initial report would not have many details yet as the project began only a week or so ago.

Mr. Wilk outlined the following stages in which the real estate development would occur:

1. Idea inception
2. Idea refinement
3. Feasibility (currently this project is in the idea refinement stage, leading towards the feasibility stage)
4. Contract Negotiations
5. Create land disposition contract which will be a development agreement between Harkins and the City
6. Construction will begin
7. Certificate of Occupancies issued
8. Asset management

The update was for Council informational purposes only, with no legislative action taken or consensus reached. Mr. Wilk will return periodically to report on the process.

### **Fundraising Discussion with Presidents of Volunteer Corp.**

Deputy Chief Lee Smith joined Council at the table to discuss the volunteer fire component's time commitments, fundraising, recruiting and retaining personnel.

He discussed the Fire Department's annual fundraiser, a solicited mailing sent out in October each year. Carnivals, gun bashes and bingos are done at other Fire Departments in the County but in most cases alcohol is served, but the Salisbury Fire Department does not serve alcohol. The Salisbury auxiliaries fundraise to support the Fire Department.

Deputy Chief Smith handed out the memo and volunteer status report, which is attached and included as part of these minutes.

The discussion was for Council informational purposes only and no consensus was reached or legislative action required.

## **Complete Streets**

Council President Day reported on the Complete Streets Policy Development work shop he attended in Mt. Rinnier, MD, provided by Smart Growth America for Maryland municipalities.

Mr. Day explained the process would begin with a resolution to adopt a policy. Later, an ordinance would be passed that outlines changes to the street section of the City Code or adopts specific standards through a set of design guidelines. He reported the City currently uses the American Association of State Highway and Transportation Officials (AASHTO) standards, but as a recipient of the Smart Growth America Building Blocks grant, the adoption of the National Association of City Transportation Officials (NACTO) Street Design Guide will be recommended. The drafted resolution includes language stating the City would consider adopting NACTO and the Urban Bike Lane design guide.

Council reached unanimous consensus to advance the resolution to legislative session.

## **Youth Civics Council**

Mr. Day invited Brittany Goff, Youth Civics Council Coordinator, to the podium to introduce the Youth Civics Council members present to present their reports: Cole Davis, Ahmed Osman and Maddy Sherwood.

Messrs. Davis and Osman identified two main recommendations for Salisbury in their PowerPoint presentation: to remove planters on W. Main Street in order to allow healthy two-way traffic flow and to completely overhaul the existing Enterprise Zones in Salisbury.

Ms. Sherwood reported on youth suicide and developing support groups for the youth.

The Council will hear from more Youth Civics Council members on upcoming agendas.

(Council took a ten minute break and reconvened in Work Session at 5:01 p.m.)

## **Election Redistricting**

Council President Day called Councilwoman Cohen, as she had requested to teleconference for the discussion.

Mr. Stevenson reported that Mayor Ireton was requesting Council consideration to amend the City Charter SC1-20 to create (5) election districts in the City of Salisbury. The previous Charter Resolution passed in June 2012 changed the size of the voting districts and provided for the 2015 November election of all Council Members and Mayor for four year terms. He added that the charter change would need to be approved soon in order to allow City Attorney Tilghman enough time to seek additional counsel and schedule the required case with the court.

Planning & Zoning Technical Services Coordinator Frank McKenzie reported on the minority versus non-minority numbers in the two-district map for 2015:

- District 1 – Total population - 12,013 (adjusted Black population – 6,665; - 55.48% )
- District 2 – Total population – 18,594 (adjusted Black population – 3,992; - 21.47%)

Mr. Spies stated he had previously requested a map of the City identifying rental versus owner-occupied properties with overlays of both proposals and had not yet received the map. Mr. Stevenson reported that the completed report contained numerous potential mistakes and was sent back to Munis for review. Once received from Munis, Mr. McKenzie will prepare the map.

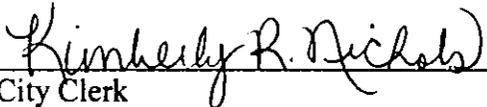
After discussion, Council reached consensus (3 – 2) to advance the legislation for the Charter change to create five election districts. Councilmembers Day, Mitchell and Shields agreed with the proposed legislation; Councilmembers Cohen and Spies preferred the Two District Plan.

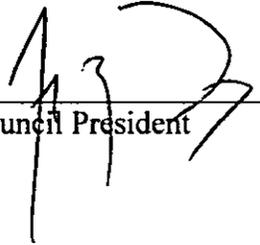
### **Council Discussion**

President Day reported the next Coffee With Your Council was rescheduled from July 23, 2014 to August 20, 2014 at 6:00 p.m.

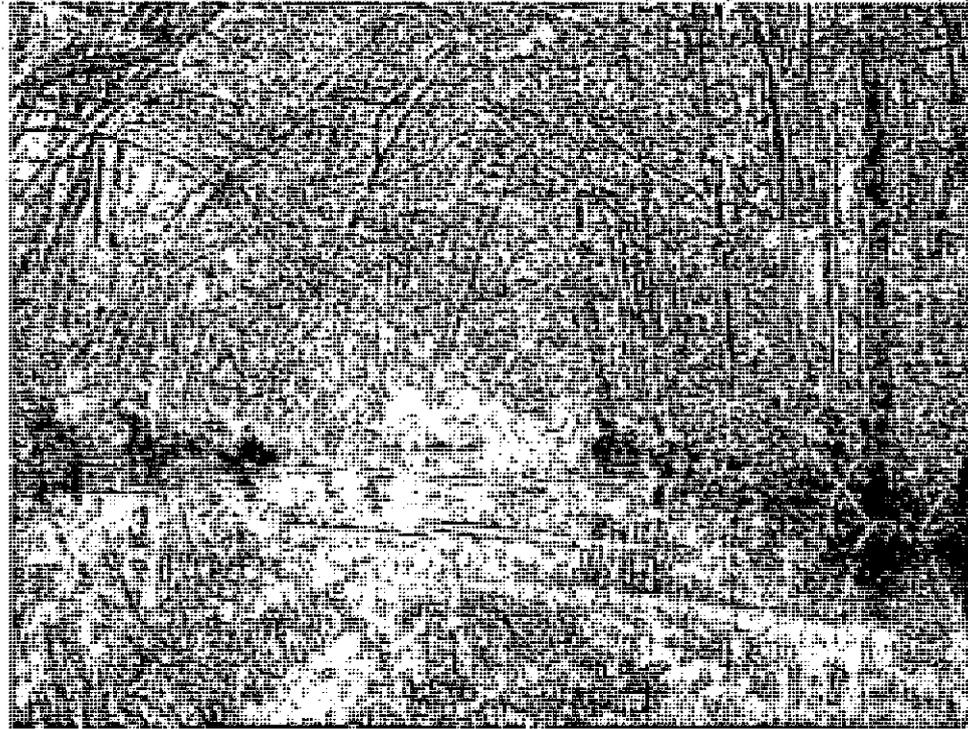
### **Adjournment**

President Day adjourned the Work Session at 6:00 p.m.

  
\_\_\_\_\_  
City Clerk

  
\_\_\_\_\_  
Council President

# Wicomico River Watershed Plan



Final Stakeholder Meeting

6/24/2014

Reid Christianson, PE, PhD

Water Resources Engineer

[rdc@cwpc.org](mailto:rdc@cwpc.org)

410-461-8323 x. 224

# North Prong Assessment History

## **2011: National Fish & Wildlife Foundation grant to Salisbury**

desktop assessment of the entire Wicomico River watershed  
field assessment of the South/East Prong subwatershed\*\*

## **2012: Chesapeake Bay Trust grant to Wicomico Env. Trust**

field assessment of the Tony Tank subwatershed\*\*

## **2013: Chesapeake Bay Trust grant to WET**

Field assessment of the North Prong subwatershed\*\*

Technical work was contracted to the Center for Watershed Protection, which led field assessments and analyzed data. Salisbury employees, WET members and others participated in the field assessments.

\*\*These three subwatersheds have the greatest impacts to the river, encompass the city jurisdiction and have been targeted for restoration.

# About the Center for Watershed Protection

- National non-profit 501(c)3 organization founded in 1992
- 15 full-time professional staff
- Located in Ellicott City, MD

## What we do:

- Distill research into practical tools
- Provide local watershed services
- Train others to manage watersheds
- Center for Watershed Protection Association (CWPA)

[www.cwp.org](http://www.cwp.org)

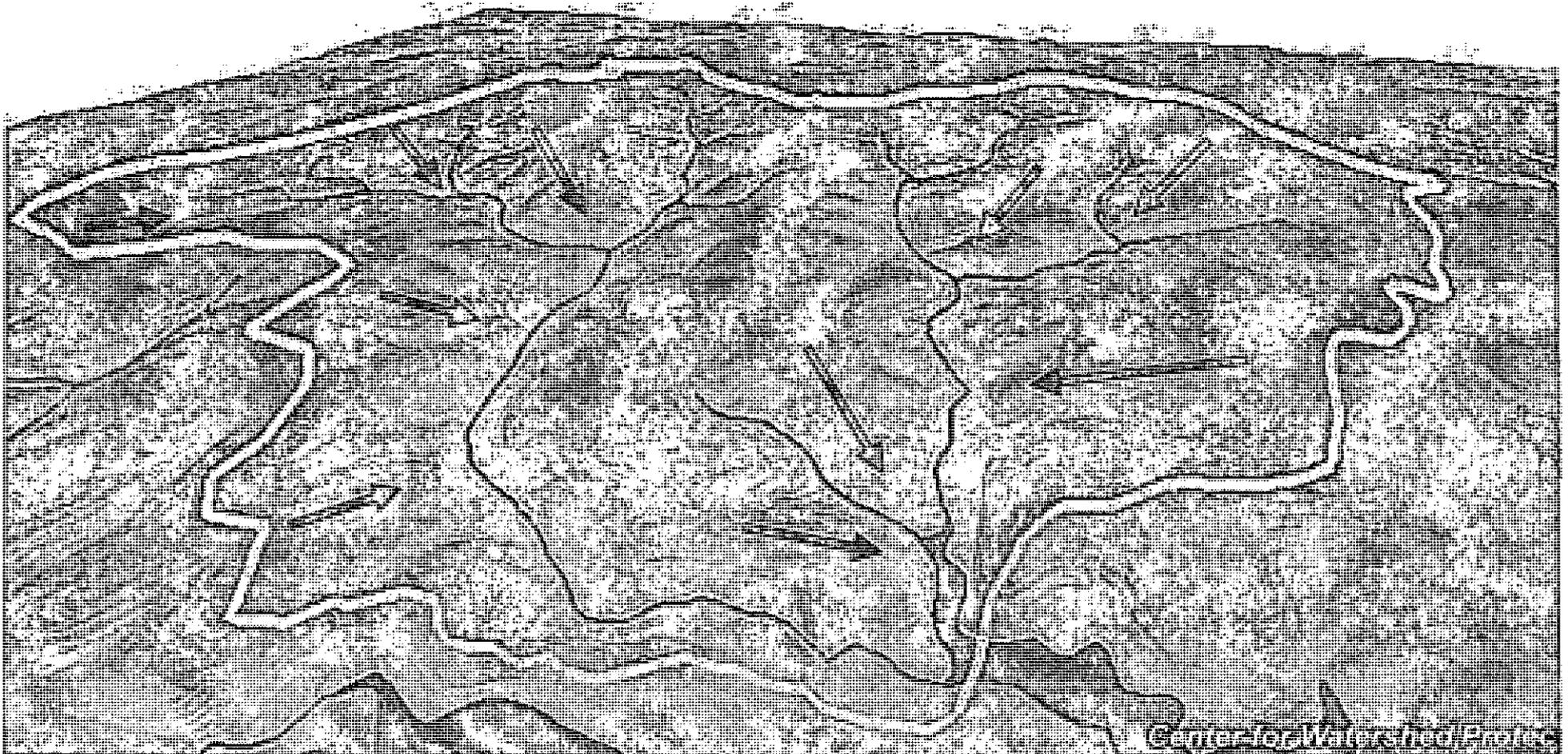
Center for Watershed Protection

CENTER FOR  
**WATERSHED**  
**PROTECTION**

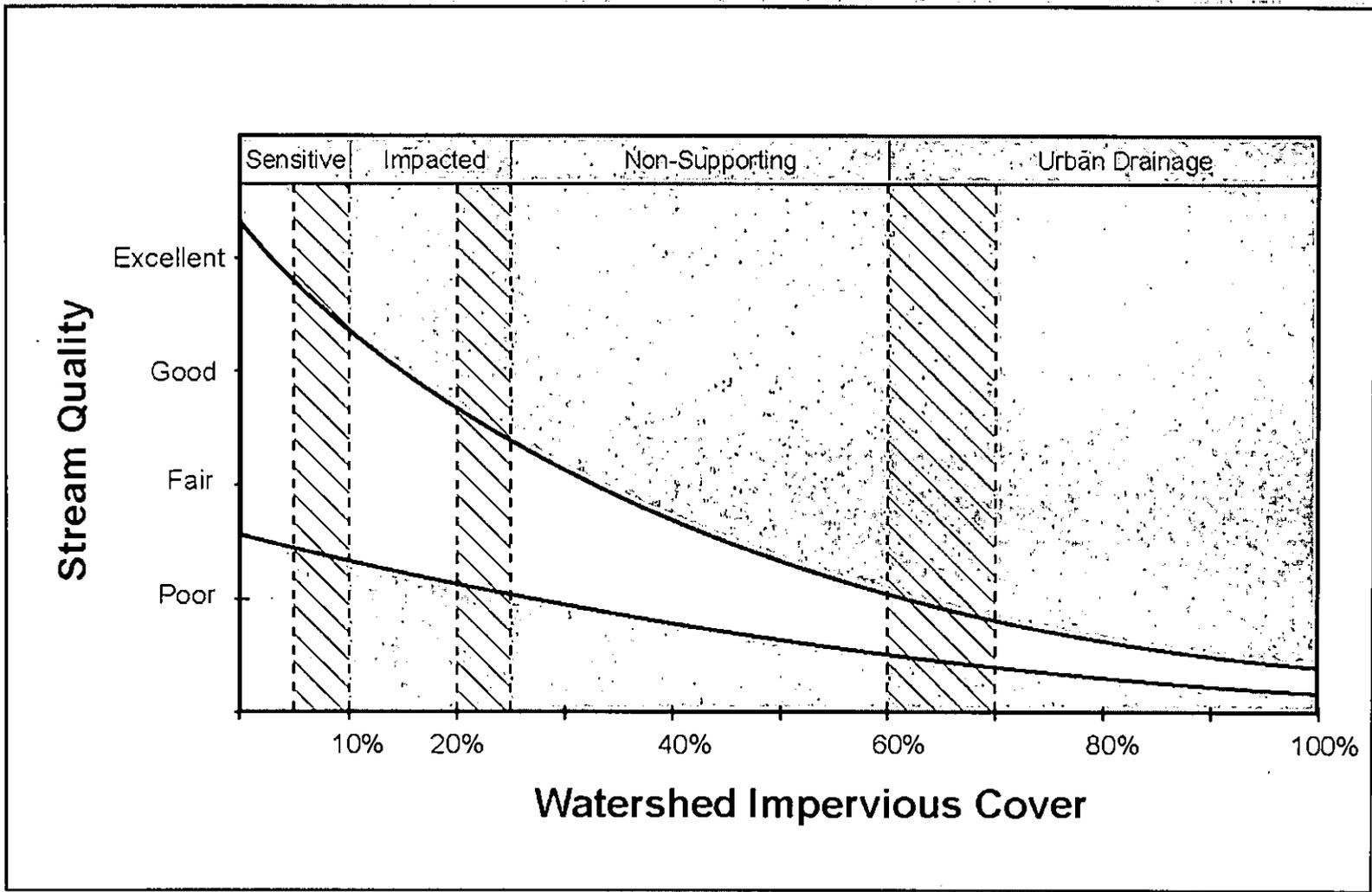
# What Is a Watershed?

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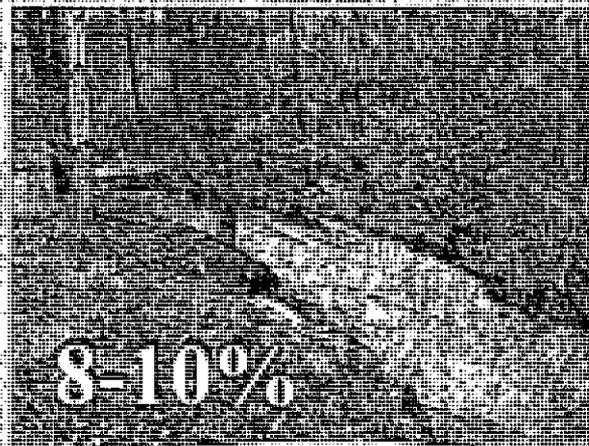
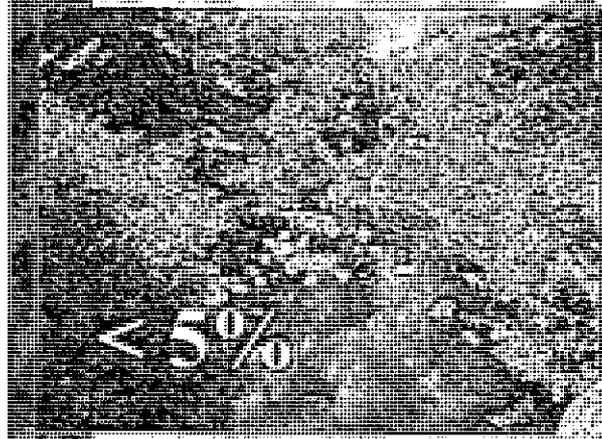
**A watershed is the area of land that drains  
to a particular point along a stream**



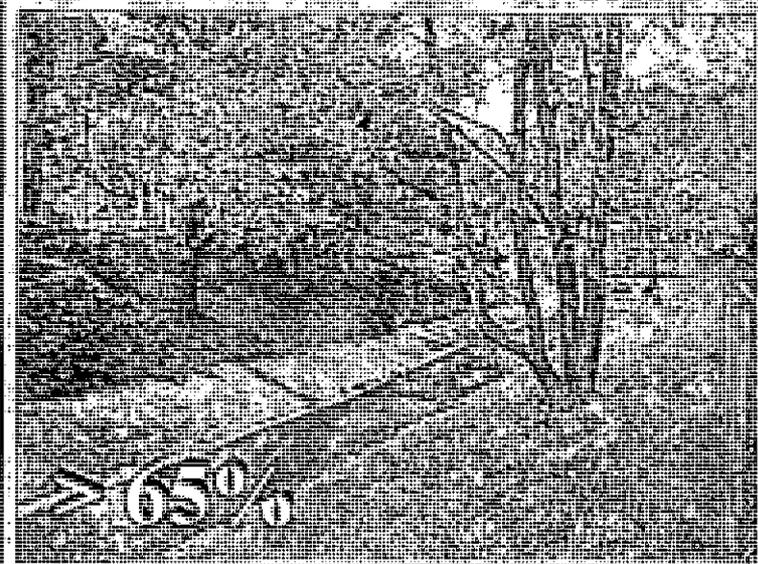
# Relationship Between Impervious Cover & Water Quality



# Stream Impacts



Impervious Cover



# Why do watershed planning?

- Regulatory

- Chesapeake Bay Total Maximum Daily Load (TMDL)
- National Pollution Discharge Elimination System (NPDES)
- Local TMDLs
- CWA Antidegradation Policy
- Wetlands and Floodplains
- Safe Drinking Water Act
- Endangered Species Act

- Local

- Link to comprehensive planning and greenways
- Protect water supply
- Address flooding complaints
- Protect commercial and recreational amenities
- Align with local program goals & ordinances
- Plan capital improvement budget

# Common Outcomes of Watershed Planning

## Actions

- Adopt/update development regulations
- Conserve or acquire critical lands
- Improve watershed awareness & stewardship
- Integrate restoration efforts into municipal operations
- Create a watershed organization

## Projects

- Plant trees in buffers
- Construct stormwater retrofits
- Stabilize streambanks
- Fix illicit discharges
- Maintain/repair clogged culvert

## Other

- **Enhance** local capacity to manage watershed development
- **Improve** or **maintain** quality of water resource

# Watershed Planning Elements



## Desktop Analysis

- Land use/Impervious Cover Analysis
- Evaluate Local Regs & Programs
- Pollutant Load Modeling



## Field Assessment

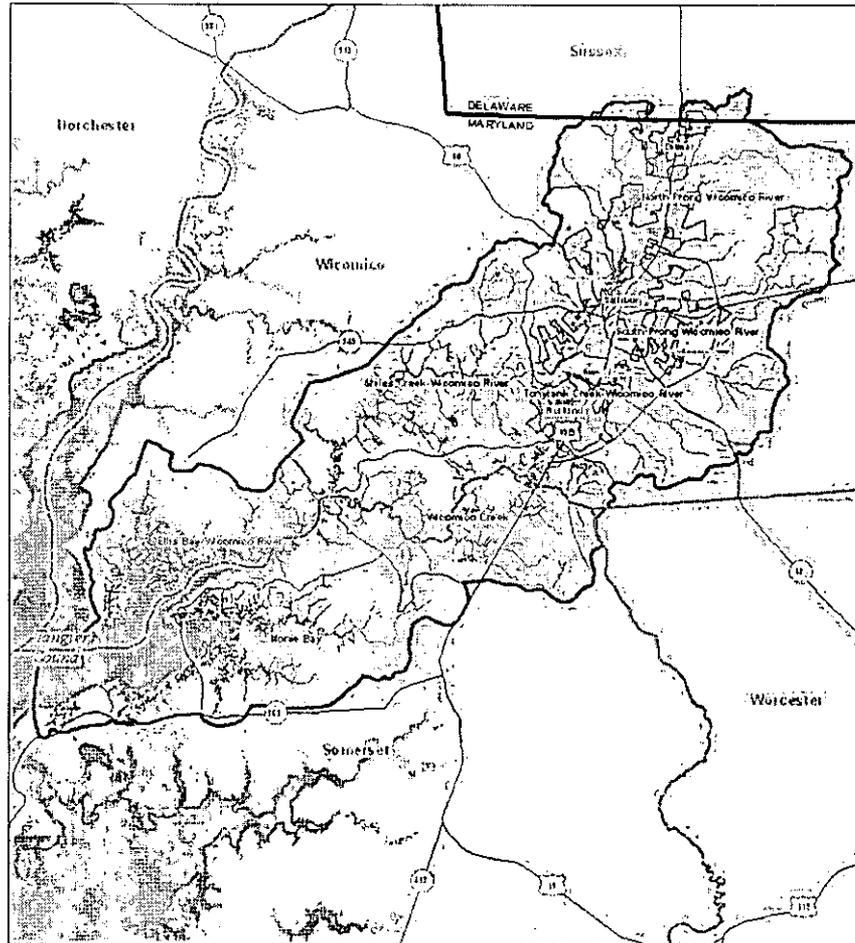
- Stream Assessments
- Pollution Prevention Inventory
- Conservation Area Assessments
- Stormwater Retrofit Inventory



## Writing and Talking

- Stakeholder Meetings
- Baseline Assessments
- Project Ranking Process
- Draft/Final Watershed Plan

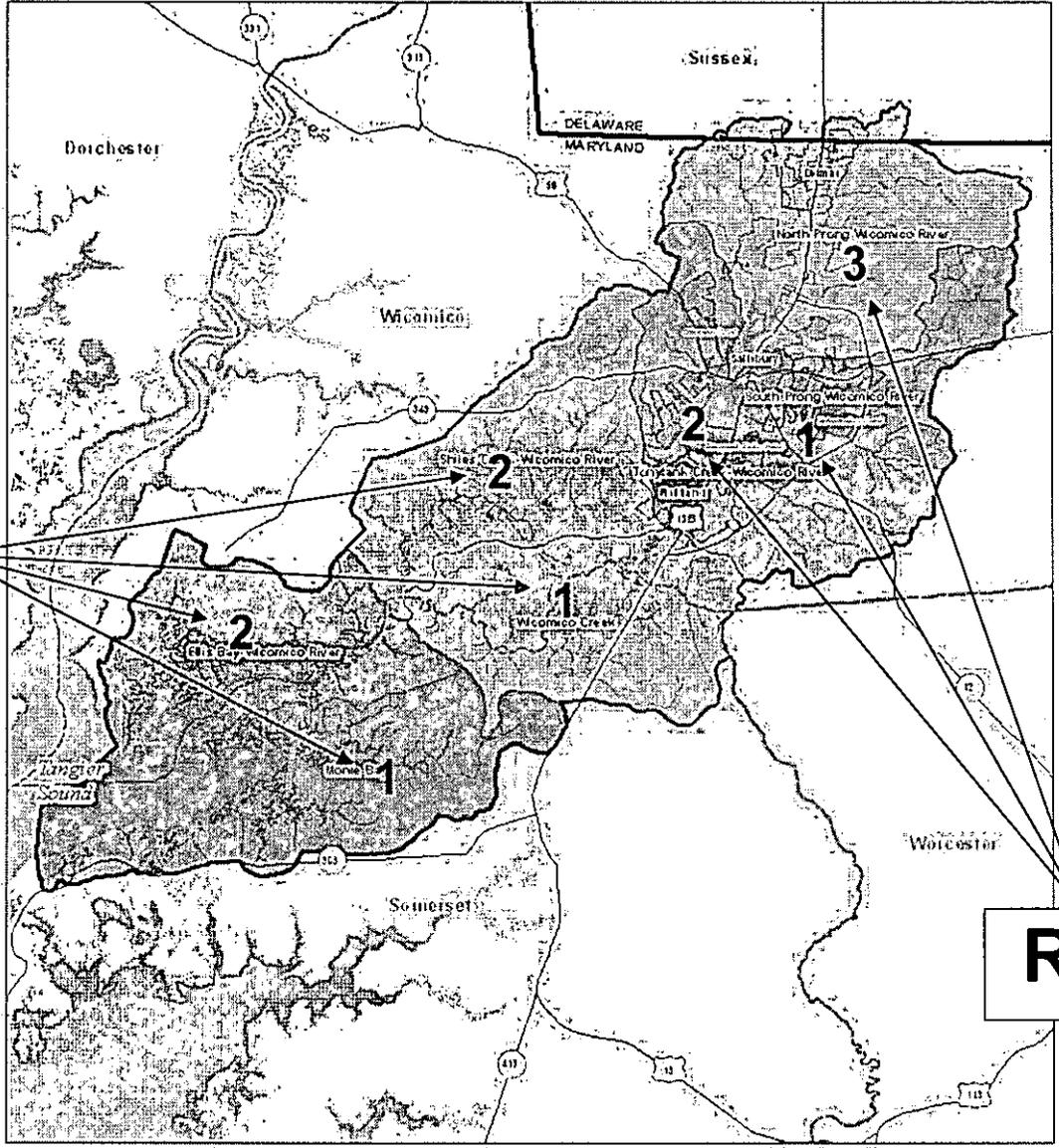
# Wicomico River Watershed



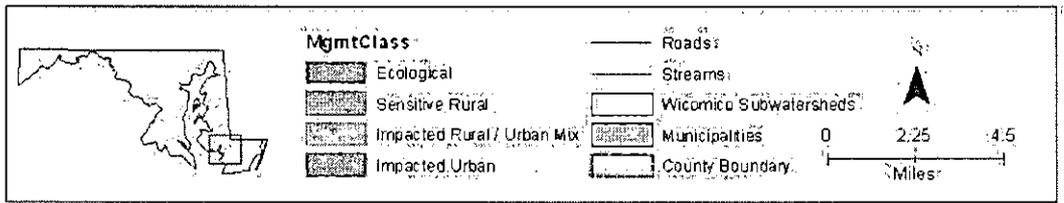
- 230 square miles
- 1% in Sussex County, 30% Somerset County, 69% Wicomico County
- 27% agricultural, 25% wetland, 18% forest, 15% developed & 9% open water
- 22% of stream length is impaired
- 7 subwatershed management units based on USGS data

<b>Management Classification</b>	<b>Definition</b>
Ecological	<p>&lt;5% impervious cover            &gt;60% wetland/forest and &lt;25% crop/pasture            &gt;40% targeted ecological area</p>
Sensitive Rural	<p>&lt;5% impervious cover            &lt;60% wetland/forest and &gt;25% crop/pasture            10-25% stream length impaired</p>
Impacted Rural / Urban Mix	<p>5-10% impervious cover            &lt;60% wetland/forest and &gt;25% crop/pasture            &gt;25% stream length impaired</p>
Impacted Urban	<p>≥ 10% impervious cover            &gt;25% stream length impaired</p>

**PROTECT**

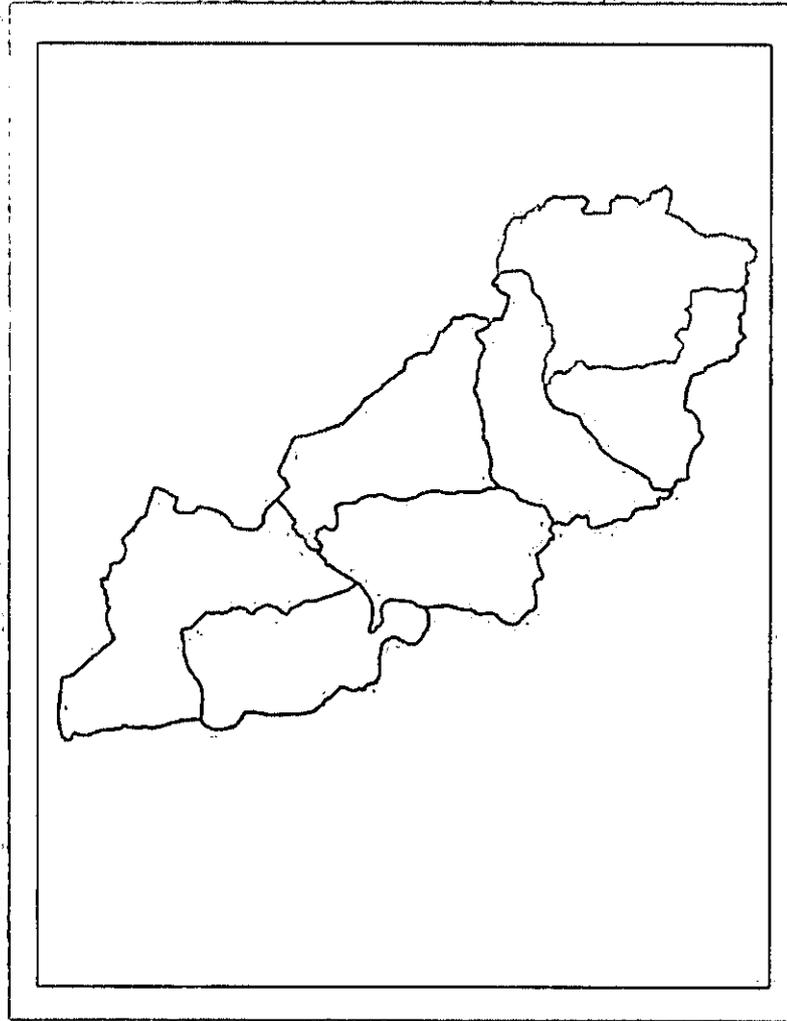


**RESTORE**



Center for Water

# North Prong Action Plan



# North Prong Subwatershed Characteristics

North Prong Subwatershed Characteristics							
	<table border="1"> <tr> <td>Drainage Area</td> <td>24,834 acres (38.8 sq. mi.)</td> </tr> <tr> <td>Existing Impervious Cover</td> <td>1,947 acres (7.84%)</td> </tr> <tr> <td>Stream Miles</td> <td>44.76 miles</td> </tr> </table>	Drainage Area	24,834 acres (38.8 sq. mi.)	Existing Impervious Cover	1,947 acres (7.84%)	Stream Miles	44.76 miles
Drainage Area	24,834 acres (38.8 sq. mi.)						
Existing Impervious Cover	1,947 acres (7.84%)						
Stream Miles	44.76 miles						
2006 Land Use	Developed, Open Space	10.2%					
	Developed, Low Intensity	6.3%					
	Developed, Medium Intensity	4.0%					
	Developed, High Intensity	2.6%					
	Forest / Shrub	28.9%					
	Cropland and Pasture	34.4%					
	Woody & Herbaceous Wetlands	12.0%					
	Jurisdictions as Percent of North Prong	14.2% Salisbury 4.3% Delmar 76% Wicomico County					

# Land Characterizations: South Prong, Tony Tank, and North Prong

- Area:

- South Prong – 14,816 acres (11.2% imp.)
- Tony Tank – 18,564 acres (9.9% imp.)
- North Prong – 24,834 acres (7.8% imp.)

- Dominant Land Use:

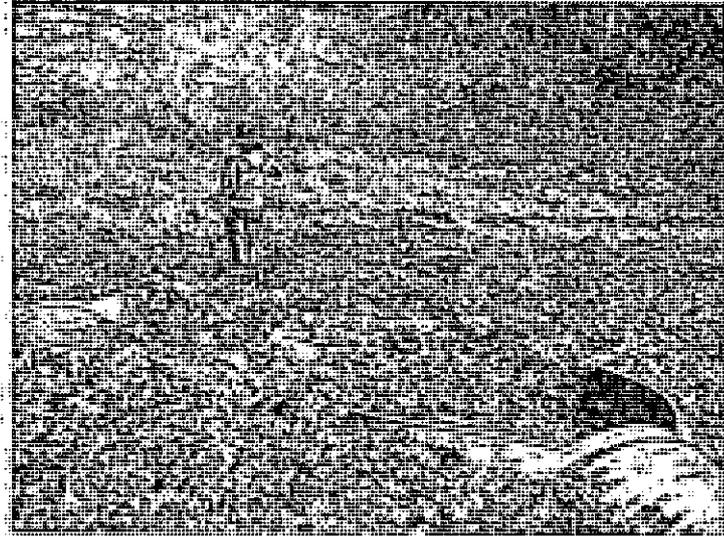
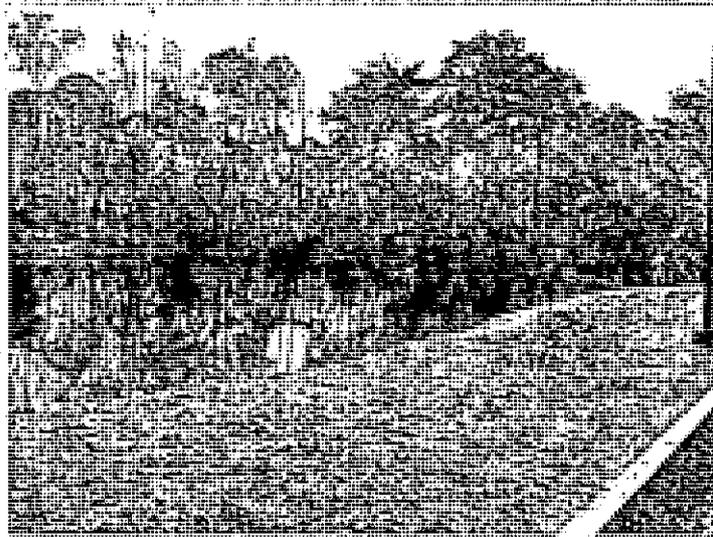
- South Prong – Cropland and Pasture (30.8%)
- Tony Tank – Cropland and Pasture (25.9%)
- North Prong – Cropland and Pasture (34.4%)

# Land Characterizations: South Prong, Tony Tank, and North Prong

- Stream Length:
  - South Prong – 32.8 miles
  - Tony Tank – 37.7 miles
  - North Prong – 44.8 miles
- Primary Jurisdiction:
  - South Prong – Wicomico County (83%)
  - Tony Tank – Wicomico County (73%)
  - North Prong – Wicomico County (76%)

# North Prong Field Assessment

- **November 14-15, 2013**
- **4 teams, each with a CWP staff person and volunteer**



# Searching for Opportunities

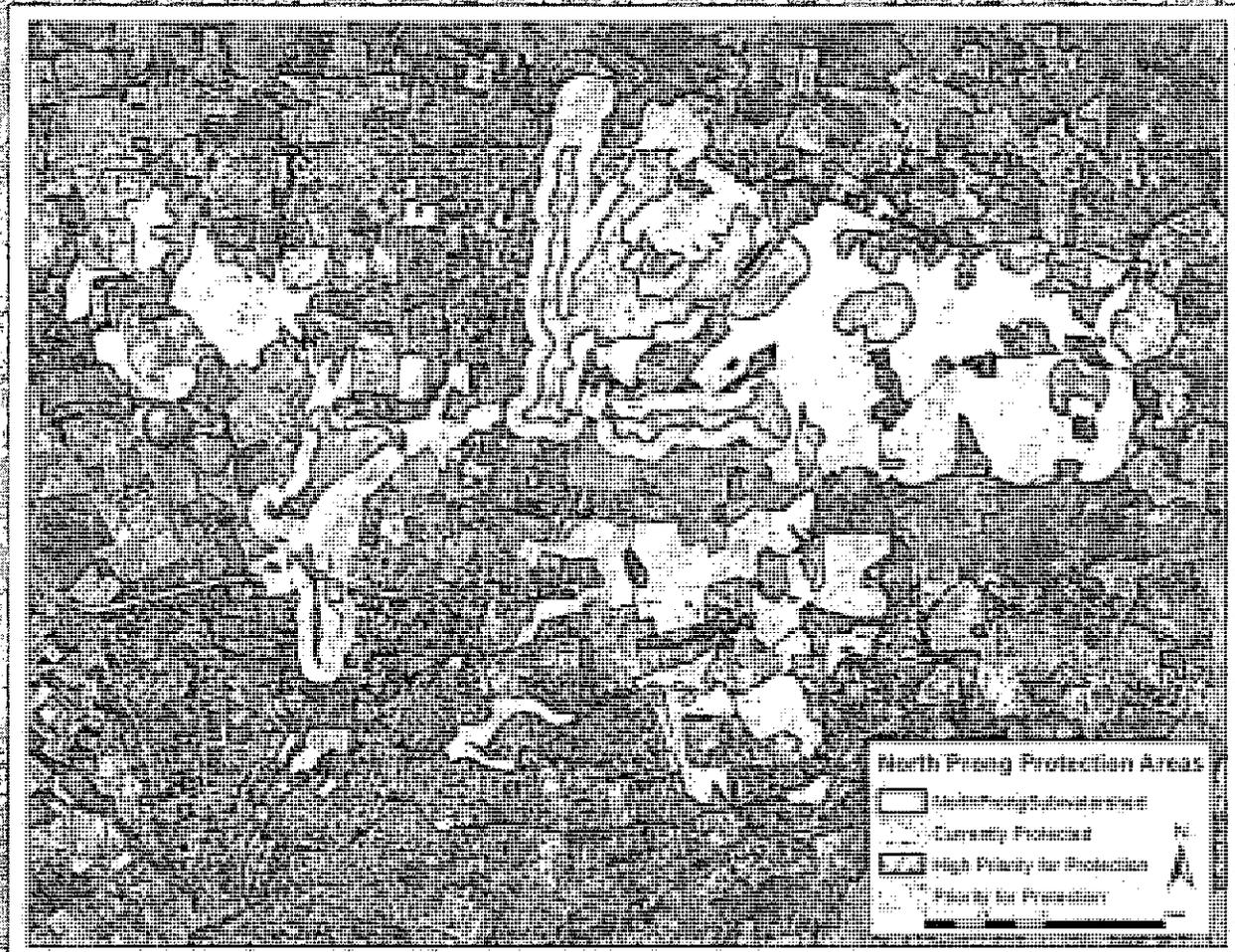
- Streams – Impacts and restoration opportunities
- Neighborhoods – Pollution severity and restoration potential; retrofit opportunities
- Hotspots - Assessment and stormwater retrofit opportunities
- Stormwater retrofits – Restoration opportunities

# Project Prioritization

Project Screening Factor	Total Weight
Cost	20
Community Education and Involvement	12
Visibility	10
Feasibility	15
Water Quality Improvement	30
Ecological Benefit	12
Protection Priority, DNR	15
Wicomico Watershed Goal 1	2
Wicomico Watershed Goal 2	2
Wicomico Watershed Goal 3	2
<b>Total Points</b>	<b>120</b>

# Protection Priorities

- 2,153 acres of high priority area
- 5,783 acres of priority area



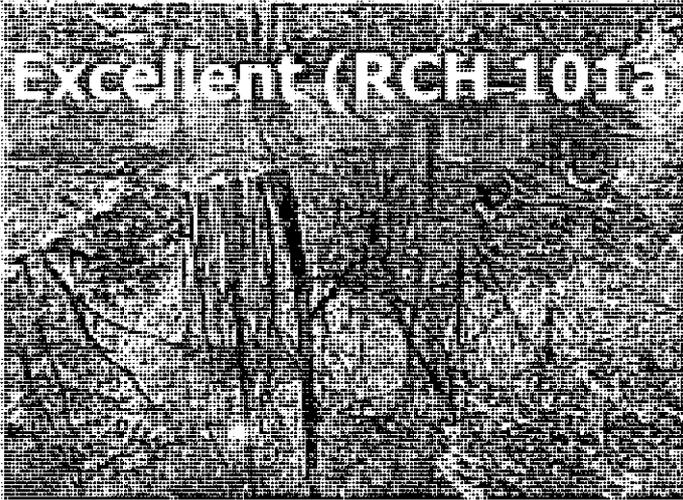
# North Prong Streams General Findings

- Walked 7.8 miles of stream (17%)
- Assessed 19 stream reaches: 7 excellent, 2 good, 6 fair, 2 poor and 2 very poor
- Identified 18 projects



# Stream Reach Rating

Excellent (RCH 101a)



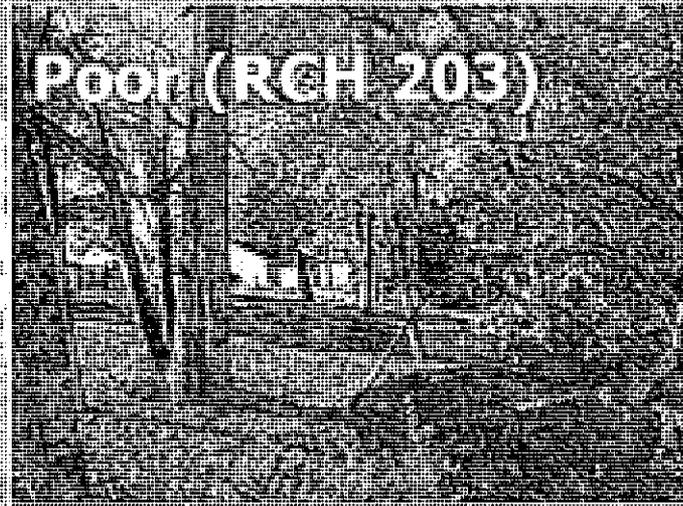
Good (RCH 201a)



Fair (RCH 105)



Poor (RCH 203)



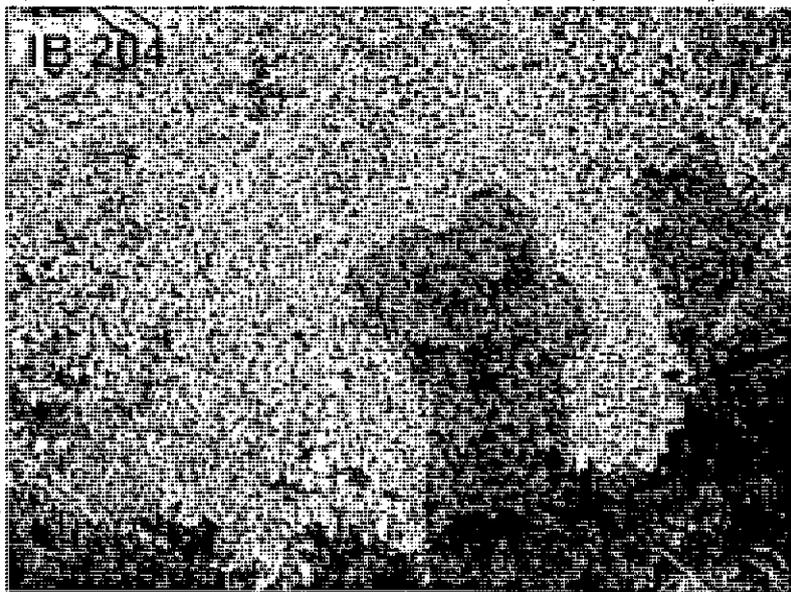
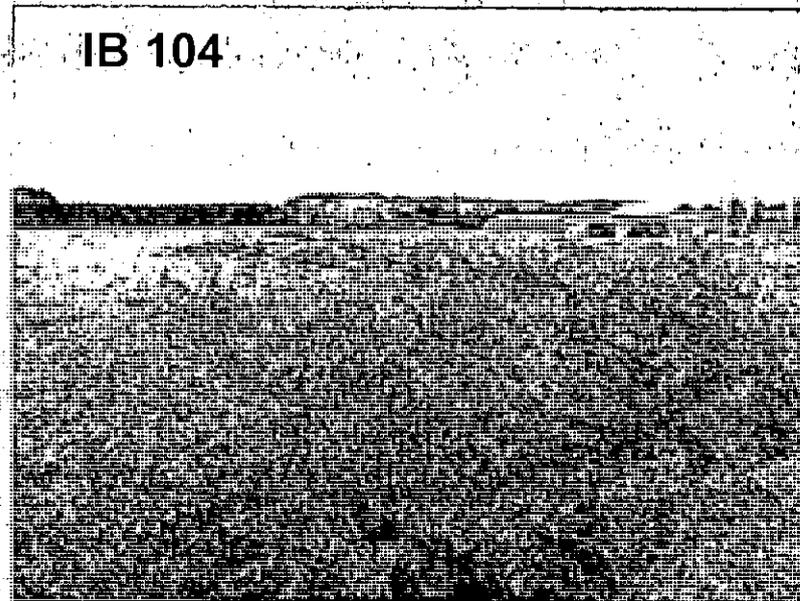
# North Prong Streams

## General Findings Continued

- Lower reaches – trash
- Upper reaches - areas of good habitat but several impacted buffers
- Channel modifications throughout the subwatershed (concrete channels, armored banks, channelized streams)
- Issues with invasive Japanese knotweed

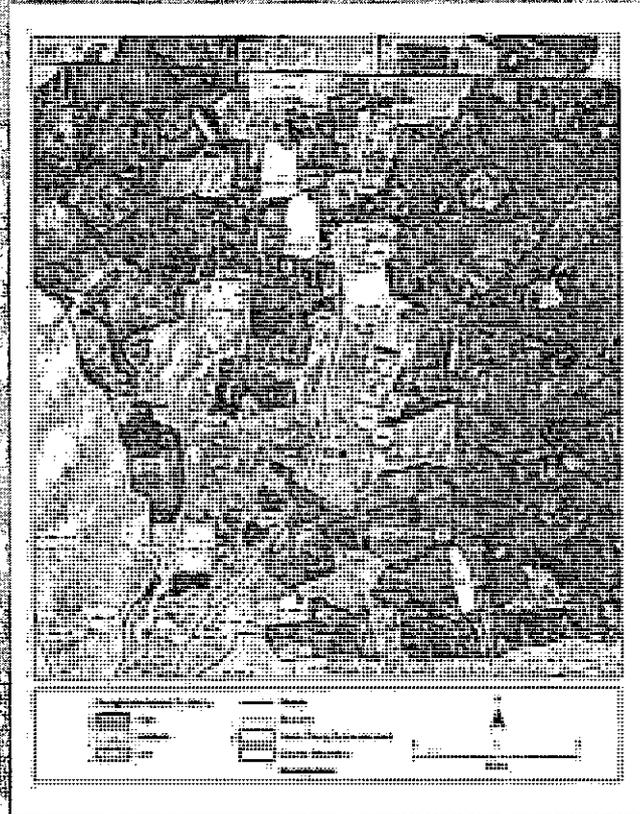
# Priority Stream Projects

- Buffer planting and invasive removal at IB 105 (1 and 2)
- Buffer planting along IB 104
- Invasive species removal along IB 204
- Trash removal along TR 101a, 106\_1, and 204\_2



# North Prong Neighborhoods General Findings

- 35 neighborhoods visited
- Pollution severity index – 14 low, 18 moderate, 3 high
- Restoration potential – 15 low, 20 moderate
- Less opportunity north of Rt. 13 beltway – newer homes



# High Pollution Severity Index

- NSA 15 – potential for better lawn/landscaping practice, tree planting, rain barrels, leaf pickup, and lawn education.
- NSA 19A – potential for better lawn/landscaping practice, better management of common space, pond retrofit, pool education, and tree planting
- NSA 20 – potential for better lawn/landscaping practice, pond retrofit, and septic maintenance

NSA 20



NSA 19A

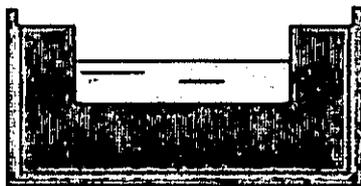
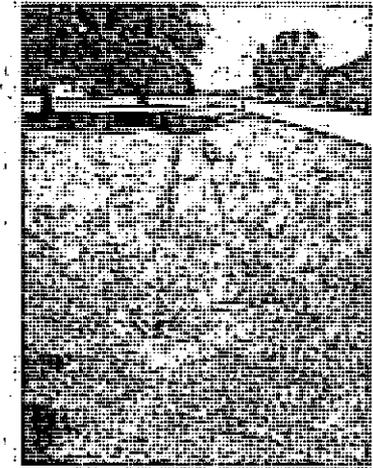


NSA 15



# Other general/potential neighborhood projects

- Ditch Restoration
- Amend soils to promote infiltration (sand/compost)
- Add water control structures (in channel/ditch)
- Install bioretention / constructed wetlands



Rectangular Weir with End Contractions



V-Notch Weir

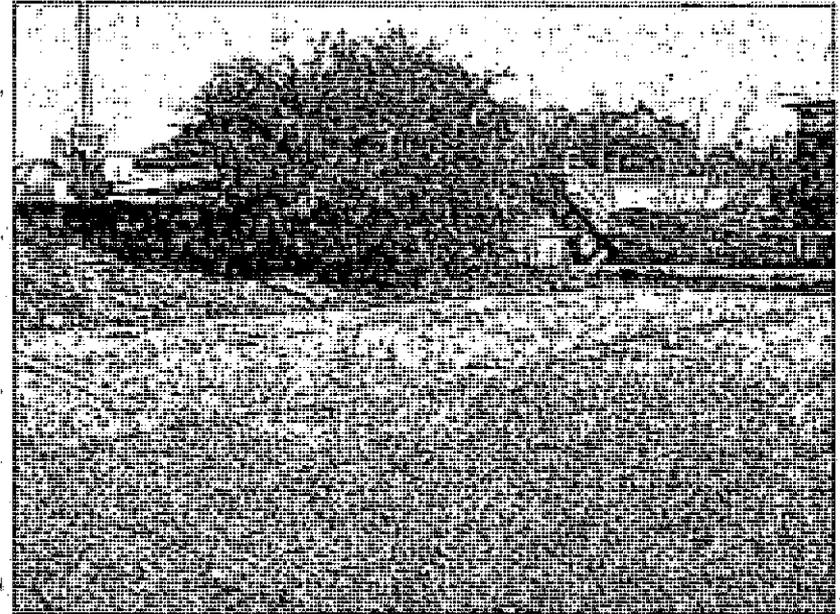
Sharp-Crested Rectangular and V-Notch Weirs

# North Prong Hotspots General Findings

- 29 sites were assessed
- 1 site identified as severe
- 4 sites identified as confirmed hotspots
- 4 sites identified as potential hotspots
- 20 sites were not a hotspot
- Contributors
  - Vehicle operations
  - Outdoor material storage
  - Waste management

# Stormwater Retrofit General Findings

- 70 sites visited
- 51 retrofits identified
  - 33 sites
  - 138 acres treated
- Types of retrofits
  - Bioretention, infiltration, constructed wetland
  - Permeable pavement, impervious cover removal
- Focus on water quality treatment

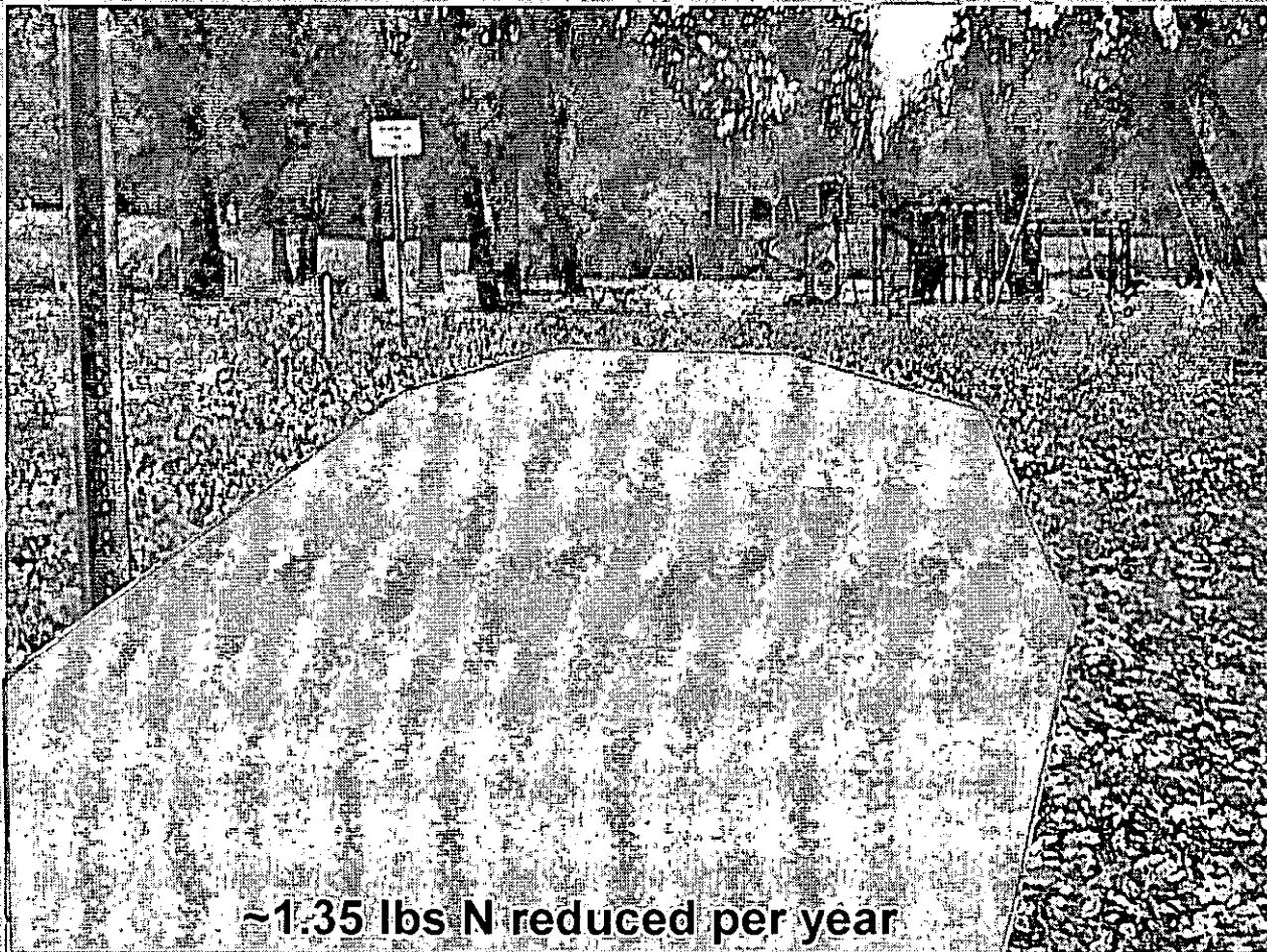




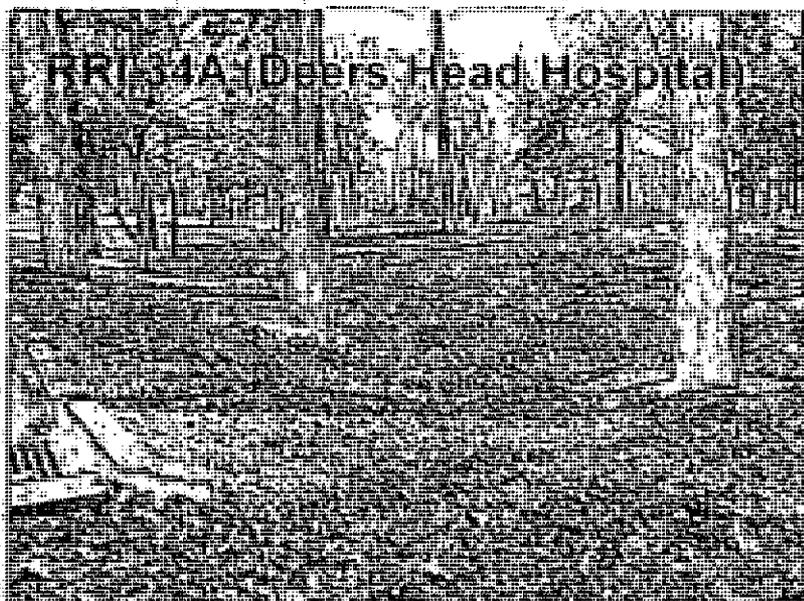
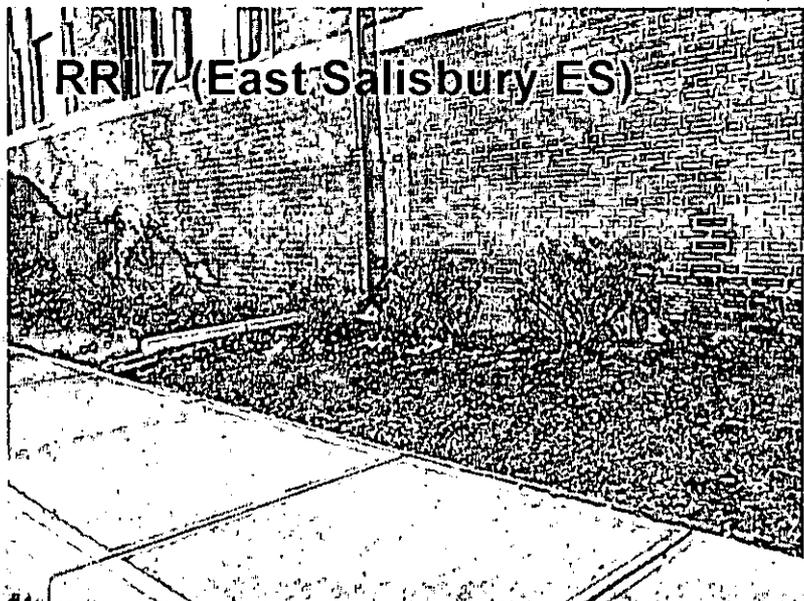
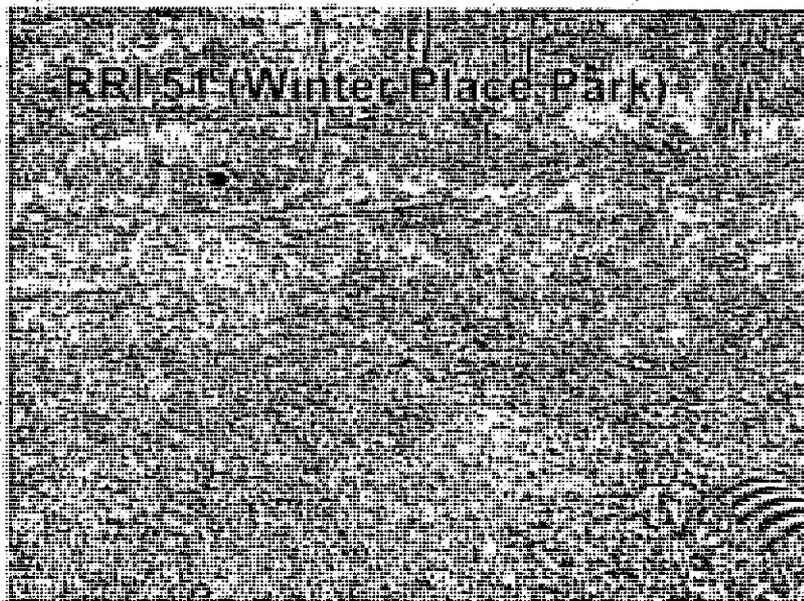
# Priority Retrofit Projects

- Wicomico Tourism Center (bioretention)
- Two at the water treatment plant (bioretention)
- Winter place little league park (infiltration)
- East and North Salisbury Elementary Schools (stormwater planter & infil.)
- Two at Deers Head Hospital (infil. & RSC)
- Doverdale Park (Permeable Pavers)
- Corrections/Detention Center (wetland)

# Wicomico Tourism Center



~1.35 lbs N reduced per year



# **If all new stormwater retrofit projects were implemented:**

- Reduce TN by 325 lb/yr;
- Reduce TP by 29 lb/yr; and
- Reduce TSS by 20,362 lb/yr
- Cost: \$3.9 million
- Potentially more reduction from retrofitting existing practices:
  - 104 lbs/yr TP; 469 lbs/year TN; 12,448 lbs/year TSS

# Questions?

CENTER FOR  
WATERSHED  
PROTECTION

**Reid's contact info:**

**[rdc@cwpp.org](mailto:rdc@cwpp.org) 410-461-8323 x224**



*From the  
Office of the  
Chief*

**To:** Chief Rick Hoppes

**Date:** 06/29/12

**From:** Deputy Chief Lee Smith

**Subject: Re:** Volunteer time commitments

Good morning Chief, I hope that the attached information will be beneficial for the City Council to understand what the Volunteer Fire component means to the City of Salisbury, and realizes the value that these dedicated men and women bring to our organization.

Our Volunteer component is available to respond to emergencies 24 hrs a day, 7 days a week, 365 days a year. They get up out of a warm bed in the middle a cold winter night to help someone in trouble, as well as leave their families from dinner, special events, and holidays to lend a helping hand. Delegate Norman Conway once told me "What other organization can you alert for manpower on a pager, and in a matter of less than 10 minutes have all the help you need to perform the necessary task"? I remember on the tragic event that occurred on September 11, 2001, and we alerted for standby crews at all of Salisbury's stations. In a matter of 10 minutes, we had crews to man all the apparatus that was in the City, ready to respond in the event of further attacks. The Volunteer fire service is committed to serve the public in Salisbury, just as they are in other parts of the United States.

I think that our men and women do an awesome job performing dangerous tasks without due regard for their own personal commitments. I think where we lack sometimes is marketing ourselves, to the citizens to let them know the countless hours that are required to become a volunteer in the City of Salisbury. In addition, we hold our members, and officers to a higher standard than many of our departments in our area. If anyone truly feels that the Volunteer fire service is easy, they should fill out an application, apply, and go through the required training to become a volunteer. Also be prepared to give up many nights away from your family to attend these classes, since they also work full time jobs for their lively hood.

We never know when emergencies are going to occur, however what is important to know is that when we have personnel to respond, we have the proper tools and training to mitigate those situations without loss of life or injuries. Station 1 and Station 2 are not staffed 24 hours per day like Station 16 is, and respond to all calls for service from 7:00 PM to 7:00 AM during the week, and all weekend. Due to budget restraints, Station 2 is completely alerted for a volunteer response. In addition to that, Station 2 runs more calls for service than any other department in Wicomico County.

The members are also required to attend meetings, monthly training drills, as well as fire alarms to maintain their status within the City as well as their own organizations. When a member makes a commitment to become a Volunteer, the first 2 years are very time consuming in gaining the mandatory training required. In addition, they participate in standby crews to fill in for career personnel that are, as well as assist with Fire Prevention, and other fire safety displays. Public image is very important to Salisbury Fire Department, and our staff work hard to uphold that reputation.

Below are a list of the minimum requirements, and time that our Volunteer component is required to achieve, and maintain.

**Firefighter**

Firefighter I training	108 hrs.
Haz Mat Ops	24 hrs.
NIMS 100/200/700	8 hrs.
	140 hrs.

\*\* Training annually, as well as SCBA, CPR/AED, Blood borne Pathogens, and Safety Stand down Safety training. These additional training add in excess of 60 hrs. annually.

**Firefighter/Engineer**

Firefighter I training	108 hrs.
Haz Mat Operations	24 hrs.
Emergency Medical Tech	165 hrs.
Pump Operator	30 hrs.
Emergency Vehicle Operator	39 hrs.
Aerial Apparatus Operator	24 hrs.
Truck Company Operations	24 hrs.
NIMS 100/200/700	8 hrs.
	422 hrs.

\*\* Annual protocol tests required for EMT-B, and also 24 hr refresher every 3 years. Driver operator (FADO) training annually, as well as SCBA, CPR/AED, Blood borne Pathogens, and Safety Stand down Safety training. These additional training add in excess of 60 hrs. annually.

**Lieutenant**

Firefighter I training	108 hrs.
Haz Mat Operations	24 hrs.
Emergency Medical Tech	165 hrs.
Pump Operator	30 hrs.
Emergency Vehicle Operator	39 hrs.
Aerial Apparatus Operator	24 hrs.
Truck Company Operations	24 hrs.
Fire Officer I Class	63 hrs.
Instructor I Class	30 hrs.

NIMS 100/200/700	8 hrs.
NIMS 300/400	48 hrs.
	563 hrs.

\*\* Annual protocol tests required for EMT-B , and also 24 hr. refresher every 3 years. Driver operator (FADO) training annually, as well as SCBA, CPR/AED, Blood borne Pathogens, and Safety Stand down Safety training. These additional training add in excess of 60 hrs. annually.

**Captain**

Firefighter 1 training	108 hrs.
Haz Mat Operations	24 hrs.
Emergency Medical Tech	165 hrs.
Pump Operator	30 hrs.
Emergency Vehicle Operator	39 hrs.
Aerial Apparatus Operator	24 hrs.
Truck Company Operations	24 hrs.
Fire Officer 1 Class	63 hrs.
Fire Officer 2 Class	45 hrs.
Instructor 1 Class	30 hrs.
Instructor 2 Class	36 hrs.
NIMS 100/200/700	8 hrs.
NIMS 300/400	48 hrs.
	644 hrs.

\*\* Annual protocol tests required for EMT-B , and also 24 hr. refresher every 3 years. Driver operator (FADO) training annually, as well as SCBA, CPR/AED, Blood borne Pathogens, and Safety Stand down Safety training. These additional training add in excess of 60 hrs. annually.

**Assistant Chief**

Firefighter 1 training	108 hrs.
Haz Mat Operations	24 hrs.
Emergency Medical Tech	165 hrs.
Pump Operator	30 hrs.
Emergency Vehicle Operator	39 hrs.
Aerial Apparatus Operator	24 hrs.
Truck Company Operations	24 hrs.
Fire Officer 1 Class	63 hrs.
Fire Officer 2 Class	45 hrs.
Instructor 1 Class	30 hrs.
Instructor 2 Class	36 hrs.
Fire Officer 3	60 hrs.
NIMS 100/200/700	8 hrs.
NIMS 300/400	48 hrs.
	704 hrs.

\*\* Annual protocol tests required for EMT-B , and also 24 hr. refresher every 3 years. Driver operator (FADO) training annually, as well as SCBA, CPR/AED, Blood borne Pathogens, and Safety Stand down Safety training. These additional training add in excess of 60 hrs. annually.

### Deputy Chief

Firefighter 1 training	108 hrs.
Haz Mat Operations	24 hrs.
Emergency Medical Tech	165 hrs.
Pump Operator	30 hrs.
Emergency Vehicle Operator	39 hrs.
Aerial Apparatus Operator	24 hrs.
Truck Company Operations	24 hrs.
Fire Officer 1 Class	63 hrs.
Fire Officer 2 Class	45 hrs.
Instructor 1 Class	30 hrs.
Instructor 2 Class	36 hrs.
Fire Officer 3 Class	60 hrs.
Fire Officer 4 Class	60 hrs.
NIMS 100/200/700	8 hrs.
NIMS 300/400	48 hrs.
	764 hrs.

\*\* Annual protocol tests required for EMT-B , and also 24 hr. refresher every 3 years. Driver operator (FADO) training annually, as well as SCBA, CPR/AED, Blood borne Pathogens, and Safety Stand down Safety training. These additional training add in excess of 60 hrs. annually.

We have very dedicated men and women who commit a great deal of time to Salisbury Fire Department, other than responding to emergencies. The training can range from 132 hrs, with annual mandatory training of 24 hrs, to 675 hours for senior officers, as well as the 24 hr. annual training, which we strive to comply with both NFPA, and OSHA:

We can only ask so much from our personnel. It's difficult to ask them to take more time away from their jobs, families. Asking our personnel to spend additional time monthly doing fundraising will force them to make decisions. There are only so many hours in a day, week, and month, and if they commit time doing fundraising, they are not going to make time to attend additional training opportunities to better themselves, as well as the department, or make the decision I can't leave for this emergency because I have already taken off from my job to do fundraising. We recognize their time commitments, as well as the time that everyone has available. There is only so much that we can ask of our volunteers before they say "enough is enough", and we lose them as an individual, but most of all we lose the experience and knowledge which we can't recover. Getting people to volunteer is one thing, keeping them is more valuable to us, and our organization.

**Vol Status**

John Tull

Sent: Monday, July 21, 2014 8:21 AM

To: Lee Smith

Chief,

Based on your request for information, the Volunteers responded to the following:

- January 2013 – December 2013 758 calls
- January 2014 – June 2014 420 calls

Additionally, a breakdown of the County Volunteer Fire Service call volume from January 2013 – December 2013 is as follows:

- Station #3 – 323
- Station #74 – 217
- Station #5 – 198
- Station #6 – 266
- Station #7 – 152
- Station #8 – 87
- Station #9 – 97
- Station #11 – 29
- Station #12 – 70
- Station #14 – 42
- Station #15 – 61

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