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Classification Note: [REDACTED]

Prepared by: Clinton County Emergency Management Agency (EMA)

Purpose: Prepared for internal public safety planning. Portions may qualify as security records under R.C. 149.433(A)(1). Any public records request must be routed to EMA for review under R.C. 149.43 and 149.433 (redactions applied where permitted).



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Countywide Fire Service Staffing Trajectory & Sustainability Outlook

Date: 30 November 2025

Purpose:

- Present the growing concern regarding fire service staffing fragility across Clinton County.
- Fireground staffing [REDACTED]
- Establish the rationale and framework for a countywide data-gathering effort to accurately determine operational staffing levels, capability, and sustainability trends.

Background

- Clinton County depends heavily on volunteer firefighters, with several districts [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- Significant new residential, commercial, industrial, or energy-related construction may increase call volume, incident complexity, and life-safety risk faster than responder capacity can grow.
- [REDACTED]
- These trends undermine fireground safety, mutual-aid reliability, and long-term service sustainability.

Problem / Manning Concern

- Current staffing rosters [REDACTED]
- Contributing factors:
 - Individuals listed on multiple departmental rosters; Dual-role responders counted more than once
 - Members who have not responded at all in 2025
 - Increasing age distribution reducing interior firefighting capability

[REDACTED]

Countywide Fire Service Staffing Trajectory & Sustainability Outlook

- Loss of new recruits due to training burden, cost, and time commitments
- District chiefs face understandable pressure to [REDACTED]
- Without definitive, validated data, countywide planning is based on assumptions rather than reality.

Operational Impact

- [REDACTED]
- Automatic mutual aid [REDACTED]
- Districts with [REDACTED]
- A district collapse would place additional load on adjacent districts [REDACTED]

Data Requirement – Basis for the Census

- To understand the manning trajectory and sustainability outlook, the county needs individual-level and district-level data that can be validated and de-duplicated.
- Data collection should include:
 - Operational status (Active in last 6 months / Active in last 6-12 months / No Response in the past 12 months)
 - Firefighter Level I / Level II certification
 - HazMat Technician certification
 - Birth Year and Residence ZIP
 - Primary agency declared by the member
 - Additional agencies where the member also serves
 - Call responses in past 12 months
- A standardized identifier (unique code) is used only for de duplication across rosters. It is collected in a minimized format and is not used for discipline or individual evaluation.
- A draft firefighter census form will be made available via a direct web link ([REDACTED]) and QR code (to the right→) to allow individual members to securely submit and verify their operational status, supporting accuracy, ease of access, and timely data collection.



Approach

- Implement a two-track data collection process:
 1. District Reporting: Chiefs provide roster lists, training levels, apparatus staffing requirements, and district-level concerns.
 2. Individual Member Input: Each firefighter submits a brief, standardized personal operational status web form via QR Code to verify actual availability.
- EMA consolidates both streams into a unified model to determine the County Fire Readiness Baseline.

Benefits

- Provides a factual foundation for understanding true operational staffing levels across the county.
- Supports strategic decisions regarding:
 - Mutual-aid restructuring
 - District-level sustainability planning
 - Recruitment and retention priorities
 - Future training and certification needs
 - Potential restructuring, consolidation, or service-area adjustments
- Creates a defensible dataset to support grant applications and state-level assistance requests.

Way Ahead

- Finalize district and individual data-collection instruments to accurately capture operational staffing, qualifications, and availability.
- Issue formal requests for information to all districts and initiate individual member verification to establish a defensible countywide dataset.
- Conduct a 90-day data-gathering period with EMA coordination, validation, and de-duplication of responses.
- Produce [REDACTED]
- Utilize the County Fire Readiness Baseline as an informational Responder Capability Review input to support internal planning discussions and to inform awareness during consideration of new or significant development projects, particularly those involving higher occupant loads, larger footprints, vertical construction, or specialized hazards. This review is advisory in nature and does not constitute a permitting or approval function. This document is not a standard, rule, or approval criterion and does not create rights or duties for any person or entity