



## Monthly Report to CCVESA

November 3, 2025

Chief Michael W. Robinson

Attached herein is my monthly report for November 2025. I will attend the meeting should you have any questions or require any clarification.

**M-139 Accident:** Our investigation is continuing in concert with the CCSO and is very complicated given several circumstances. Both personnel remain off and continue to recover from their injuries. Since this was a county owned unit our county insurer LGIT is handling liability coverage, and we are moving forward with a replacement unit. We have purchased a Ford F-550/Horton demo unit from FESCO sales. This unit now having graphics applied, stretcher mounted and some other dealer prep. We will then have our electronics installed by Hankey's. We anticipate delivery in mid-November, and this will be designated as M-139 and assigned to Gamber. Once the investigation is complete, we will draft a final report to identify lessons learned from this incident.

Additionally, Chief Zaney, Dr. Stone and the ECC are working to review EMS call types and once that review is complete, we will be moving towards more non-emergency EMS responses. This will also be vetted through FROPS and ESAC. A similar approach will also be made with fire/rescue responses but that will not occur until we evaluate the EMS portion.

**Apparatus Funding:** On September 30 the Comptroller and the County Administrator provided an informational session on the newly revised process for utilizing the county's tax free bonds for loans towards the purchase of company apparatus. Given the cost of apparatus and the limitation of this program an extensive overview to include a new application process was presented. Many of you were in attendance and there was a good discussion on this program and other options that the county could explore. Any additional funding options would be entirely under the discretion of the commissioners. Such options have been used previously for facility construction and upgrades. The ESAC will be meeting on December 4 with the commissioners and further discussion on alternative loan programs will be brought up.

**Staffing:** We recently hired 3 FADOs and 2 PM or FF/PMs which brings our staffing to 215 which leaves us with 9 vacancies. This reflects several recent resignations and terminations of personnel. We are continuing to advertise and have an ongoing hiring process as well as several paramedics being precepted. M-89 has been restored to an ALS unit and the second Mt. Airy unit will soon follow. Our other challenge is between long term injuries, FMLA usage and pregnancies we are short an additional 7 personnel as of this report. This requires additional overtime and even holdovers. We are addressing the previously approved but not yet implemented "acting" status for positions which would allow qualified personnel to act in a higher capacity. As the hunting and holiday season

approaches we are moving forward with our hiring. Our fire protection specialist Bryan Van Fossen, who does our engineering and plans review functions, has announced his retirement effective in December. We are advertising his replacement which requires Inspector and plans examiner professional qualifications. We have received several applications for the position and will be holding interviews on 11/18. Our goal is to hire for the position and to have a “shadowing/orientation” period under Bryan’s guidance.

**Lieutenant Paramedic promotions:** Went into effect on 10/9/25 and the three ALS cars are now designated as EMS supervisors and will be always staffed with lieutenants for the time being. Eventually we will have acting positions and those must be qualified fully with all job requirements. An orientation was held for the new officers with a focus on their roles and responsibilities which are prioritized as follows: 1. EMS supervision and quality assurance, 2 Response profile is unchanged, 3. Station management responsibilities as assigned (see DC Supko’s map) 4. Initial incident command until relieved by an arriving command officer (volunteer or career) or company officer where appropriate. When not required for incident medical functions, then they may be the best option for incident safety officers as they are all certified to that level. A general order was sent that align their station responsibilities. Please congratulate the following lieutenant paramedics:

1. Lt. Anthony Cavanaugh-EMS 101B
2. Lt. Julio Deras-EMS 103 C
3. Lt. Eddie Godwin-EMS 101 D
4. Lt. Hunter Kime- EMS 102 C
5. Lt. William Kuntz-EMS 102 D
6. Lt. Jason Moore – (Pending medical clearance)
7. Lt. Joshua Myers- EMS 101 A
8. Lt. Christopher Petry- EMS 102 A
9. Lt. Corrine Piccardi- EMS 101 C
10. Lt. Madeline Plaut- EMS 103 D
11. Lt. Briana Stull- EMS 103 B
12. Lt. James Ulrich EMS 103 A

I would also like to acknowledge those paramedics who served diligently as the original chase car paramedics since their inception in 2023. These personnel are now reassigned to medic units and include:

PM Vanessa Kidd EMS 101 transferred to M-49 A  
PM Jason Jackman EMS 102 transferred to M-89 B  
PM Daniel Jones EMS 103 transferred to M-89 D

**EMS Fleet:** The EMS specifications committee and I traveled to the Road Rescue factory in Orlando last week. We completed the final inspection on the new M128, and it has been delivered to Atlantic and once it is completed its final dealer prep, we will receive it and have the electronics installed. As soon as that occurs it will be ready for service at Sykesville. We were very satisfied with the workmanship, attention to detail and quality assurance at road rescue. The new M128 should go in service within the next two weeks. We also had a pre-build conference for our next three units that

are going to be built. Unfortunately, the delivery time is still 24-26 months. Given the status of the current in service medics we are concerned that our fleet will be challenged. Chief Brothers will again perform an analysis of the remaining units, and we are requesting a total of 5 units in the FY-27 and again in the FY-28 budget. Even if we are successful the delivery of all of those units would not be until 2030, and we may have to “deadline” some of our reserves and first line units prior to the delivery of the units. Our option may be to provide some additional demo units in the interim and we are working with fleet and the budget department to develop a solution. We have finalized our specifications and are working on procurement of an F-150 pickup to replace BC-101 and another Tahoe as an EMS supervisor replacement. This will allow us some additional reserve units as we develop that fleet.

**FY-27 Budget:** Our budget preparations for the FY-27 operating budget continue. I had asked the company chiefs for recommendations for career positions at each station and have received the following:

Station 2 (Hampstead)- 4 lieutenants  
Station 3 (Westminster)- 4 FADOs (tower 3)  
Station 5 (Taneytown) – 8 FF/EMTs (second staffed EMS unit)  
Station 6 (Pleasant Valley)- 4 lieutenants  
Station 8 (Union Bridge) – 4 FADOs  
Station 13 (Gamber) 40 hr. daytime lieutenant  
Station 14 (Winfield) 4 lieutenants

**29 positions total**

I acknowledge those companies for recognizing their needs and these have been submitted and would require approximately \$3 million in additional funds to implement.

I have requested our still unfunded 8 floater positions and four 24 hour safety/training lieutenants. These new positions 1/shift would serve as our on duty safety officers and would focus on operational safety as well as compliance training (OSHA) and coordinate training such as drills, PSTC evolutions, driver clearance, PPE inspections and other training coordination. I have also requested a logistics technician position (40 hr. civilian) to be assigned under the quartermaster to streamline and enhance our capabilities in light of our new logistics/warehouse. I am also seeking a rural health grant and working with the health department to secure one paramedic (40hr) position to begin a mobile integrative health (MIH) community paramedicine program. **Total DFEMS positions 14.** All total would be 43 new positions or **\$4.5 million total** for FY-27. I am not optimistic about getting all of these positions but we have a great need for our original staffing plan to be completed with the 8 floaters and the need for a 24/7 safety position needs no explanation. I am going to again request that we be permitted to submit a SAFER grant to fund a portion of these positions. I am working with the commissioners to get approval to move forward or not on that initiative. We have accomplished our EMS staffing objectives. I believe it is now time to consider what the needs are in the area of fire suppression as each company continues to do their best to assure consistent staffing and ongoing recruitment and retention.

**Our capital improvement (CIP)** budget also includes funding for our SCBA upgrade/replacement project which will include replacement of all SCBA (pro rated) by age and will include some yet to be determined enhancements possible including “blue tooth” communications for all officer facepieces. We will also be improving the living quarters/office area for BC-101.

My other budget priority is still to request a “standard of cover” comprehensive study of the county’s current fire protection resources measured against national standards. This would include staffing, station location, apparatus and logistical support. This would provide an external third party validation of what we are seeing each day.

**PSTC improvements/Phase II:** You should have noticed some construction at the entrance and along the parking lot. That is a major project to bring in a water line to our facilities which will be the prerequisite to the long awaited phase II for the PSTC. That will include a new burn facility, new flammable gas/class B outside props and an outdoor classroom with a workshop area (future SCBA repair) The project will also include some repairs to the auditorium and a new resurfaced parking lot. This also includes mandated remediation of our PFAS contaminated ground within the PSTC.

You should also see the progress on our **warehouse/logistics** facilities which are moving forward and should be completed by the first of the year. At that point the quartermaster will move their 3-4 storage areas under one roof in a new climate controlled /secured area for PPE, medical supplies uniforms and for future expansion of other supply needs.

**Commendations Board:** As the calendar year nears its end I would encourage each of you to consider some of the incidents and activities that your stations have been involved with in 2025. We have had some significant fires and rescues that I would think warrant some recognition. So please review the commendations SOP and get your submissions into the board. You can contact Todd Tracey the co-chair for some guidance or to see what has been submitted. I am also part of the Chamber of Commerce public safety awards committee, and we will be using recommendations from the Commendations Board for the Fire/EMS portion of those awards. Their event will be a breakfast awards ceremony on Tuesday, May 19 at Pleasant Valley.

**SOPs:** I recently issued a general order regarding SOP 2.19 Harassment and inappropriate behavior. This was initiated by our Commissioners and HR and applies equally to career and volunteer personnel. Please review this with all of your personnel and there is a training program up on our LMS. I will also get a copy to each station for those administrative members who may not have access to the LMS. Also, as a result of some recent incidents and actions that I have taken. I will be drafting an SOP on “code of conduct” for all personnel and will be sending it to you for review. It is actually a revision of a previously approved policy under the first director. The intent is to provide uniform guidance for those charged with crimes and determine an appropriate course of action when criminal charges are in place or court sentencing is handed down. The goal is to protect all of us and to maintain the reputation of both DFEMS and your organizations.

About an hour ago we issued a General Order on cross staffing of fire apparatus in the first due by DFEMS employees assigned to the medic unit. This is General Order 11-1-2025 and this will be a pilot followed by a new SOP once we have a review of our pilot results. Our goal is to assure a timely response for first due fire boxes using DFEMS personnel as required. Please

review the order and the interim policy for clarity. This was drafted following a committee review and great discussion at the FROPS level. It is now in effect. Also, we have issued 4.1 series SOP that guide our fire/rescue operations and fireground communications. This is also the result of much collaboration between DFEMS staff and FROPS. We have provided training to all career personnel on this and have a “rollout guide” for each company to initiate internal training. We will also be sending this to our mutual aid partners. Our goal is increased accountability, streamlined communications and enhanced safety on the fireground and all IDLH situations.

**Cancer Screening Grant:** Susan Mott is working to secure a cancer screening grant being made available through the MD Department of Health. I am doing a separate grant for our 228 uniformed personnel. If approved, we would add some form of cancer screening to our annual physicals. Occupational cancer should be a concern of anyone engaged in active response and those who were active responders. I can tell you firsthand that there are many forms of cancer that are dormant within our bodies. However, these tests can discover at the molecular level your risk or provide early detection as most cancers, if discovered early are readily treatable. Even without the grant we will be working with COH to see how we can address this screening for all in future annual examinations. The grant will provide testing beyond our annual physicals but coordinated in concert with the current exams. This is competitive with the rest of the state. We determined we could gain more testing capability by splitting this into two individual grant requests.

**Promotional and pinning ceremony:**

On Thursday, November 20, 2025, at 1900 hrs. at the Winters Mill High School. DFEMS will be holding our annual promotion and pinning ceremony. This will honor all new hires from November 2024 as well as promotions for all ranks through battalion chief. Each company should receive an invitation and the requested uniform is Class A. Also, DC Supko will be reaching out to the chiefs to ask for assistance to backfill some positions for about 4-5 hours to facilitate some of our on-duty personnel. Any assistance that you can provide is sincerely appreciated. We have already received offers from some companies, and we are trying to allow those being recognized to attend with their families while minimizing overtime costs. Any assistance is appreciated.

**Job Expo:** Our Human Resources department will be hosting our annual “Job Expo” this Wednesday, 11/5/25 from 1700-1900 hours at the county office building (COB.) The county has a number of positions available including Fire/EMS. If you or any friends or relatives are looking for a career or just a change of jobs, you are welcome to attend. Recently many of the positions within the county have been upgraded and the benefits are many including healthcare, pension, paid time off, tuition reimbursement and many other opportunities.

**Annual Holiday Lighting:** Will be held at the County Office Building on Tuesday, December 2, at 1700 and the public is invited as we bring in the holidays with a Christmas tree and Menorah lighting. Also, this will be the premier of the county employee’s Christmas Chorus. Also, I am looking for a Santa Claus with their own suit for about an hour and you would arrive via an engine and provide holiday cheer to the attendees. Please contact me if you are able to assist with this event as the official county “Santa.”

Respectfully submitted,

*Chief Michael W. Robinson*

MWR/mr

C: file

Presidents

CCVESA executive board