

Southwest Shiawassee Emergency Services Alliance



Annual Report 2024

MISSION AND VISION



MISSION

Perry Area Fire Rescue is committed to providing the highest level of customer service to our community through safe and rapid response to all fire, EMS, and Hazardous Materials; to save lives, protect property and preserve the environment.

VISION

Perry Area Fire Rescue will uphold this mission by promoting safety and maintaining a well-equipped, highly trained, and motivated team of professional firefighters and EMS personnel, while promoting fire prevention and public safety education programs. We will continually strive to meet the changing needs of our community, by providing a modern, progressive, and safe department. We will accomplish this by maintaining the highest degree of readiness and focus on the professional development and training of all personnel.

LETTER FROM THE CHIEF

Community Members, Board of Directors, Partners, and SSESAs Personnel,

As we reflect on 2024, this year has been one of stabilization, growth, and progress for the Southwest Shiawassee Emergency Services Alliance (SSESA). Our primary focus has been on strengthening the foundation of our department to ensure long-term sustainability, enhance the safety of our personnel, and deliver the highest quality service to the community we proudly serve.

Safety remained our top priority in 2024. We placed significant emphasis on station safety, equipment inspections, maintenance, and upgrades. To enhance operational readiness, we implemented new technologies, training initiatives, and strategic improvements aimed at supporting our workforce. Recognizing that training is the backbone of a high-performing department, we launched a comprehensive annual training program for fire and EMS personnel, ensuring compliance with regulatory requirements and maintaining the highest standards of emergency response, firefighting and patient care.

To strengthen our financial position, we engaged a third-party billing company to maximize EMS billing revenue while ensuring compliance with reimbursement policies. These efforts have positioned us to make future investments in personnel, equipment, and infrastructure that will benefit both our department and the community. This investment in 2024 created a positive capital position for SSESA as we begin FY25.

In addition to operational improvements, we prioritized community engagement and internal communication. We introduced a department newsletter to keep personnel informed and connected. We also hosted public education events focused on fire safety, EMS awareness, and community preparedness, fostering stronger relationships with those we serve. These initiatives have reinforced public trust, encouraged collaboration, and demonstrated our commitment to transparency and responsiveness.

In 2024 SSESA made significant advancements in modernizing technology and communication systems. Our investments in cybersecurity, operational efficiency, and emergency coordination have improved our ability to serve the community while safeguarding sensitive information and optimizing response times.

As we look ahead, SSESAs are well-positioned for continued growth and service excellence. The progress made in 2024 has laid a solid foundation for a well-organized, highly effective department that will continue to serve our community with dedication, professionalism, and excellence for years to come.

I extend my sincere gratitude to our dedicated personnel, community partners, and leadership team for their unwavering commitment to the mission of SSESAs. I look forward to building upon this strong foundation in the years ahead.

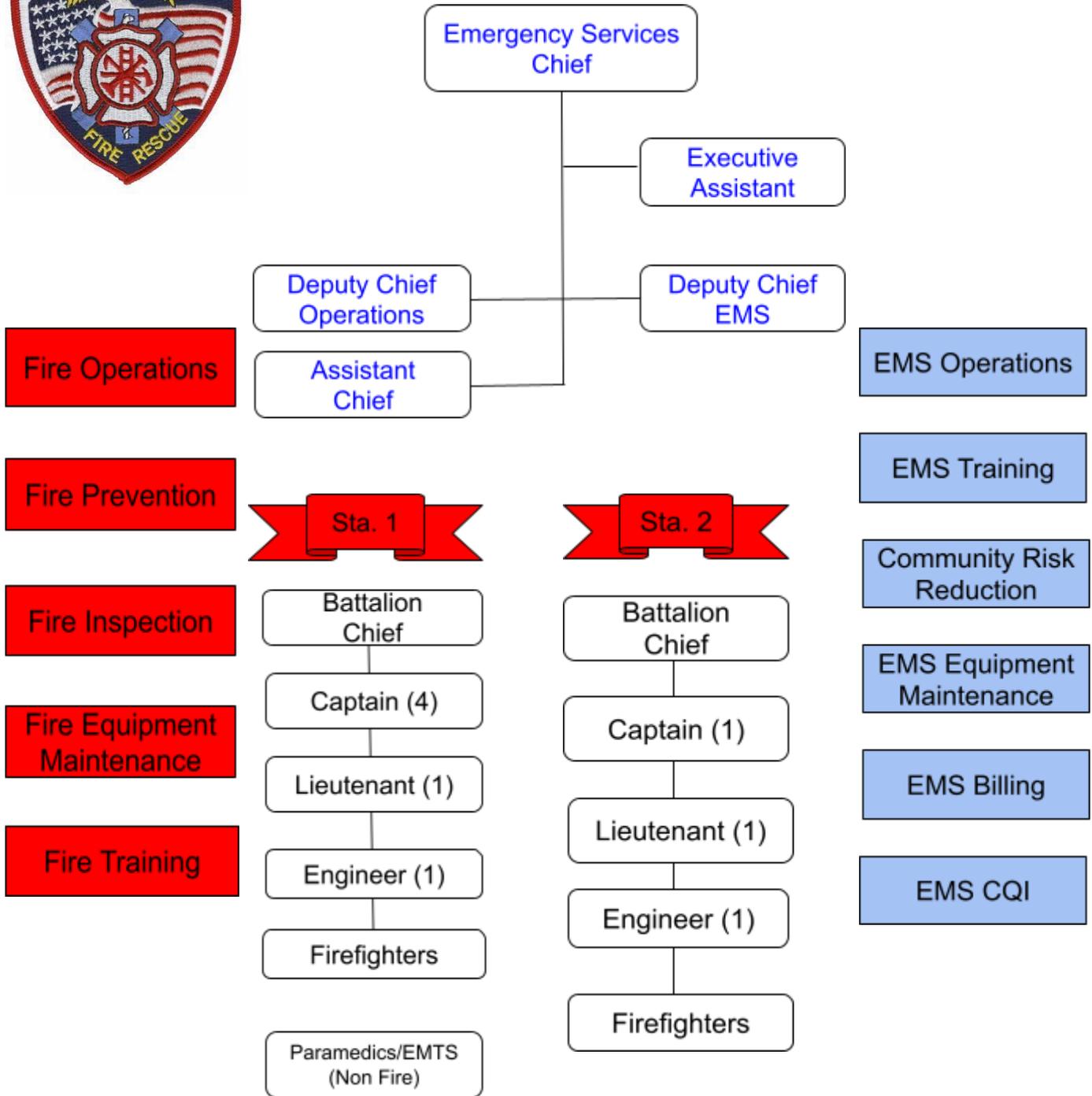
Sincerely,

Trent Atkins

Emergency Services Chief

Southwest Shiawassee Emergency Services Alliance

ORGANIZATION CHART



PERSONNEL



Chief Officers:

Emergency Services Chief- Trent Atkins

Deputy Chief of EMS- Dan Munro

Deputy Chief of Fire-Scott Grinnell

Executive Assistant to the Chief

- Susan McGahey

Assistant Chief of Fire

- Brian Pfeifle (Jan-April / Retired)

Assistant Chief- Data/IT/Medical

Records Request

- William Jackson

Battalion Chiefs

- John Munro
- Jeff Tobias

Captains

- Nathan Shelley, EMS/FF
- Daniel Bannister, EMS/FF
- Eric Lardie, EMS/FF
- Greg Irwin, EMS/FF
- Brandon Fall, EMS/FF
- Forrest Harris, Fire
- Gene Munro, Fire

Lieutenants

- Bill Iler
- Basam Malik

Engineer

- Chad Fuller

Firefighters

- Jeff Cole, Fire Prevention Officer (Jan-Sept) Retired
- Margaret Allen / EMT
- Dylan Atkins (Probationary)
- Kyle Atkins
- Ashlyn Bell / Medic
- Jeff Butcher / Medic
- Matt Carpenter
- Marissa Caudill / EMT
- Josh Cone
- Mike Connell
- Garrett DeLau
- Gavin DeLau / EMT
- Anthony Delucia / Medic
- Michelle Harris, Fire Training Coordinator /EMT

- Emily King / EMT
- Hunter King
- Michael Lehman / Medic
- Warren Mayhew / Medic
- Austin Munn / Medic
- Abigail Munro / EMT
- Averi Munro
- Chad Nickels / EMT
- Ben Pankey / Medic
- Dan Sadowski / EMT
- Kyle Seymour (Probationary)
- Amber Streu / Medic
- Jeffrey Ziola

Paramedics

- Lois Szostak, EMS Training Coordinator
- Tiffany Kovacs

SSESA BOARD

Chairperson -Tim DeLau (City of Perry)

Vice Chairperson - Janet Sprague (Vernon Township)

Secretary - Lori Godfrey (Antrim Township)

Treasurer - Troy Parmalee (Perry Township)

Trustees

- Tom Deming (Burns Township)
- Phyllis Dickerson (Village of Morrice)
- Mark Fraser (Perry Township)
- Bob Peterson (Village of Morrice)
- Bob Porter (City of Perry)
- Nick Spaniola (City of Durand)

Member At Large

- Jeff Harris (Perry Township)



Southwest Shiawassee Emergency Services Alliance (SSESA) - 2024 Accomplishments

Building a Stronger, More Efficient Department

- Developed a complete set of policies and procedures that meet all regulatory requirements for operating and managing a fire department, its personnel, fire protection, Emergency Medical Services (EMS), and rescue operations.
- Created and implemented a comprehensive Employee Handbook and New Employee Orientation to streamline onboarding and ensure clarity on department expectations.
- Implemented a modern payroll and HR system to meet all labor regulatory requirements and improve efficiency in personnel management.

Enhancing Fireground Safety and Operations

- Implemented a fireground accountability system to improve firefighter tracking and on-scene safety.
- Developed and implemented a vehicle inventory, inspection, and maintenance program to ensure the readiness and safety of all department apparatus.
- Updated station safety requirements, including critical electrical system updates and equipment improvements, to enhance workplace safety and compliance.

Advancing Training and Professional Development

- Designed, implemented, and completed a 12-month training program for fire and EMS personnel, meeting all regulatory requirements and ensuring the highest standards of emergency response and patient care.

Optimizing Financial Management and Revenue Generation

- Hired and implemented a third-party billing company to increase billing revenue, ensure compliance with EMS reimbursement policies, and maximize financial sustainability.

Strengthening Community Engagement and Public Safety

- Launched a department newsletter to improve internal communication and keep personnel informed of important updates.
- Held multiple public education events to promote fire safety, EMS awareness, and community preparedness.

Improving EMS Quality and Patient Care

- Implemented an EMS Quality Assurance Program to review patient care reports, identify areas for improvement, and ensure high standards of medical response.

Modernizing Technology and Communications

- Implemented and updated computer and communications technology and security systems to enhance operational efficiency, cybersecurity, and emergency response coordination.



STATIONS AND APPARATUS



Station 1
145 S. Main St.
Perry, MI

Station 2
401 Main St
Morrice, MI



Station 4
1100 N. Saginaw
Durand, MI



FIRE

Engine 1, 2000 E One
Engine 2, 2015 Rosenbauer
Engine 3, 1992 Spartan
Tanker 1, 2020 Freightliner/Spartan
Tanker 2, 1995 International
Grass Rig 1, 1985 Chevy Pickup 4x4
Grass Rig 2, 1984 Chevy Pickup 4x4

EMS

A-7, 2013 Chevy
A-9, 2016 GMC
A-10, 2016 GMC
A-11, 2019 GMC
A-12, 2016 GMC
R-210, 2016 Chevy

EMS TRAINING

Lois Szostak- EMS Training Coordinator

We are pleased to share that 2024 was a year of significant milestones and accomplishments for SSES. Below are some of the key highlights:

Major Achievements

1. First-Ever MFR Program Completed and Filed
 - Our Medical First Responder (MFR) program was successfully completed and filed with the state.
2. Matriculated EMT Program Approved
 - The first-ever matriculated Emergency Medical Technician (EMT) program has been approved by the state.
 - The license to teach this program is valid until 2027, after which renewal will be required.

Continuing Education Classes

We have a total of 15 approved continuing education classes that can be taught at any time. We host monthly education courses for all staff.

The classes include:

- TXA
- Soft Restraints
- Pump
- Pediatric Med
- LVAD
- Lifting/Moving
- Ketamine
- Infant Safe Sleep
- I-Gel Airway
- History of SVT
- EPI Administration
- End-Tidal CO2
- Death Communication
- CSRs
- CPAP



Classes /Topics	Attendance	Hours
MFR Program 2/13/24- 4/6/24	12	70 Hr
Lifting & Moving 2/15/24	8	1 Hr
Scene, Pt Assessment, Resp Emergencies 2/20/24	5	4 Hrs
Pt Assessment, Medical, Diabetic 2/22/24	5	4 Hrs
Death Communication 3/1/24	4	1 Hr
Medical 3/5/24	4	4 Hrs
Spinal, Cervical, Tissue 3/19/24	5	4 Hrs
Death Communication 3/22/24	5	1 Hr
MCI/Hazmat 3/23/24	7	6 Hrs
Lifting & Moving 4/24/24	7	1 Hr
Lifting & Moving 4/26/24	4	1 Hr
Lifting & Moving 4/27/24	10	1 Hr
Stroke Assessment 5/18/24	11	1 Hr
Peds Med Admin 5/30/24	5	1 Hr
Igel 6/5/24	8	1 Hr
Igel 6/17/24	5	1 Hr
Igel 6/18/24	7	1 Hr
Igel 6/19/24	6	1 Hr
TXA 7/9/24	2	1 Hr
TX 7/12/24	2	1 Hr
Peds Med Admin 8/22/24	1	1 Hr
Peds Med Admin 9/6/24	2	1 Hr
Epi Admin 9/16/24	5	1 Hr
Epi Admin 9/17/24	6	1 Hr
Epi Admin 9/24/24	5	1 Hr
Epi Admin 9/25/24	2	1 Hr
CSRS 10/11/24	7	1 Hr
Soft Restraints 10/11/24	7	1 Hr
CSRS 10/16/24	5	1 Hr
Soft Restraints 10/16/24	5	1 Hr
Peds Med Admin 10/29/24	1	1 Hr
CSRS 10/30/24	2	1 Hr
Soft Restraints 10/30/24	2	1 Hr
Peds Med Admin 11/6/24	1	1 Hr
		120Hrs

Specialist Training

- Stroke Assessment Training
- Dr. from McLaren Flint provided our crew with training on the New FAST ED Stroke Assessment.

Quality Improvement Initiatives

- A Quality Improvement and Quality Control Committee has been established.
- The committee meets monthly to review statistics and runs to ensure compliance and provide top-notch care

Education Audit

- We completed an internal education audit to ensure compliance with the state with success.

FTO Program

- Field training program allowing a smooth transition for new hires. Assigned FTO Ben Pankey and Lois Szostak to help ensure proper training clearance.

FIRE TRAINING

Michelle Harris- Fire Training Coordinator

- 1/14/2024- CPR & Bloodborne Pathogens- 4 hrs.
- 2/11/2024- Special Rescue-Ice Water Rescue - 4 hrs.
- 3/10/2024- PAFR Wildland Firefighter Response and PAFR Department Severe Weather Response - 4 hrs.
- 4/14/2024- Utilities Consumers 1st Responder Electrical Response Training - 2 hrs.
- 4/14/2024- Water Supply Operations and Hose Deployment Training - 2 hrs.
- 4/27/2024- Rescue 42 Stabilization Training- 2.5 hrs.
- 5/19/2024- Fire-ground Tactics&Communications with Haz-Mat ERG Training - 3 hrs.
- 5/19/2024- Mental Health Awareness - 1 hr.
- 6/9/2024- Emergency Traffic Management - 4 hrs.
- 7/14/2024- Driver Training Course & Tanker 1 Pre-Connect Deployment - 4 hrs.
- 7/18/2024- Ground Ladders - 1.5 hrs.
- 7/19/2024- Hose Advancement Training - 2 hrs.
- 7/21/2024- SCBA Confidence Training - 1.5 hrs.
- 7/26/2024- Firefighter Air Consumption, Air Management, Confined Space Awareness - 1.5 hrs.
- 8/8/2024- Fire Hydrant Operations and Water Supply Management - 1.5 hrs.
- 8/11/2024- RIT/Mayday & Down FF CPR - 4 hrs.
- 9/3/2024- Firefighter Survival , Confined Space, Thermal Imaging Operations - 2 hrs.
- 9/15/2024- Down and Dirty Ground Ladders Training - 5 hrs.
- 9/23/2024- Draft Training - 1.5 hrs.
- 9/29/2024- Ropes & Knots - 1 hr.
- 9/29/2024- Pump Operations Training (Basic) - 1 hr.
- 10/13/2024- Pressurized Water Can Operations & Search Techniques - 3 hrs.
- 10/13/2024- EMS Operations - 2 hrs.
- 10/16/2024- HazMat Awareness-Mutual Aid Training with Fowlerville Fire Department - 3 hrs.
- 10/17/2024- Forcible Entry - 2 hrs.
- 10/19/2024- Forcible Entry - 8 hrs.
- 11/10/2024- Fire Extinguishers, Chainsaw Maintenance & Ops, Lockout Tagout - 3.5 hrs.
- 12/8/2024- Alternative Fuel Vehicle Emergency Response- 4 hrs.



**Total Fire Training
Hours- 83**



PUBLIC EDUCATION

March 20, 2024

Experience at Byron Elementary! We had the pleasure of sharing our knowledge of Basic first aid and giving a tour of our Ambulance to some wonderful Girl Scouts.

It's always great to connect with our Community and inspire future lifesavers!



May 13, 2024

Perry Area Fire Rescue had a fantastic time visiting Morrice Elementary! We brought along our fire truck and ambulance to show the kids. They were thrilled to see what a firefighter looks like in full turnout gear and even got to explore the ambulance and fire truck.



October 19, 2024

Some of our Fire and EMS staff had a blast visiting Morrice and Perry Elementary Schools. We got to hang out with some amazing kids and talk about some super important stuff:

Smoke Alarms: We showed the kiddos how these little life-savers work and why they're so important.

Firefighter Gear: The students got up close and personal with our gear. Some even tried on our helmets - future firefighters in the making!



COMMUNITY EVENTS

PERRY AREA FIRE RESCUE
PRESENTS...

SUMMER SAFETY JAMBOREE
JUNE 8TH, 2024
11AM-3PM

INCLUDES FREE HELMET GIVEAWAY!

BIKE SAFETY COURSE

TOUCH-A-TRUCK

FREE FOOD & DRINKS

FREE SMOKE DETECTOR

SAFETY FIRST

OTHER AMENITIES INCLUDE:

- Blood Pressure Check Station: Compare your at-home blood pressure equipment with our monitors for accuracy.
- Infant Safe Sleep Info: Learn about essentials of infant safe sleep practices.

And Much More... Come Join The fun!

145 S. Main St. Perry, MI, 48872 | <https://perryareafire.com/>

June 8, 2024

Summer Safety Jamboree

July 17, 2024

Perry Area Fire Rescue
Brought a splash of fun
to Perry Summer Fun
Night with Engine 1!



October 27, 2024

Thanks to everyone who joined us for Sweets for Treats on the Streets this afternoon. It was great to see so many families out enjoying the cider, donuts, and festivities.



Perry Area Fire Rescue presents:

GUIDING SIRENS

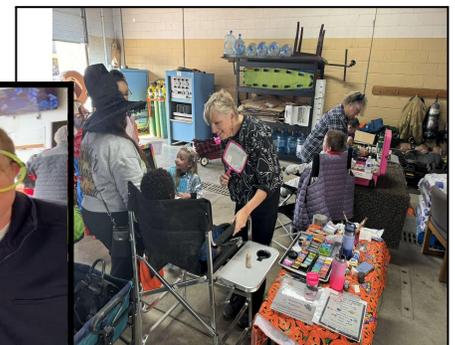
A women's advocacy event and program supporting women pursuing careers in the First Responder Field.

- Meet your local First Responder Ladies and ask questions
- Learn about the history of women in Fire and EMS
- Meet and make new friends while exploring something new

For more info, contact:

Michelle Harris
Fire Training Coordinator
e: mharrisapfr.org

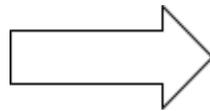
Lois Szostak
EMS Coordinator
e: lszostakapfr.org



SPECIAL RECOGNITIONS

Perry Area Fire Rescue Paramedic Lois Szostak has received recognition from the Michigan Bureau of Emergency Preparedness, EMS, and Systems of Care, as an exemplary provider who has gone above and beyond in her field to support her profession and to reduce risk within her community. Lois has organized CPR classes for residents, non-profit organizations, and government agencies; thereby empowering individuals with life-saving skills. She also has done outreach initiatives for pediatric care and promotes programs such as Infant Safe Sleep and other classes that help to prevent these emergencies.

Congratulations Lois!



May 18, 2024
PERRY AREA FIRE RESCUE promoted Brandon Fall to the rank of Captain. Captain Fall is very passionate about the fire service and will provide positive leadership within our team. Congratulations Captain Fall!

June 29, 2024

PAFR had a badge presentation ceremony for Firefighter/EMT Marissa Caudill who successfully completed her one year probationary period. It was a great privilege to share this ceremony with several of Marissa's family members as well!

Congratulations Firefighter/ EMT Caudill!



March 10, 2024
We proudly announce the promotion of Bill Iler to the rank of Lieutenant. We kindly ask that you join us in congratulating Lt. Iler on this well-deserved recognition.



September 18, 2024
Introducing PAFR's newest FF/EMT. Abby Munro passed her Firefighter 1&2 along with her EMT test recently. Congratulations Abby and welcome aboard.

COMMENDATIONS



Firefighter of the Year
Chad Fuller



EMT of the Year
Marissa Caudill



Administration Commendation
Lois Szostak & Michelle Harris



March 31, 2024 - Car Fire

The **Unit Commendation Award/Bar** is awarded to a group of personnel who have performed service to the department in a highly commendable manner. This award acknowledges your dedication, teamwork, and exemplary service that reflects great credit upon yourselves, your colleagues, and the Southwest Shiawassee Emergency Services Alliance.

Awarded to:

Scott Grinnell, Dan Munro, Brian Pfeifle, Jeff Tobias, Basam Malik, Chad Fuller, Dan Shay, Nathan Shelley, Greg Irwin, Averi Munro, Bill Iler and Abby Munro



Assistant Chief Brian Pfeifle, who retired June 1, 2024, was recognised for 35 years of service at Perry Area Fire Rescue!

NEWSWORTHY

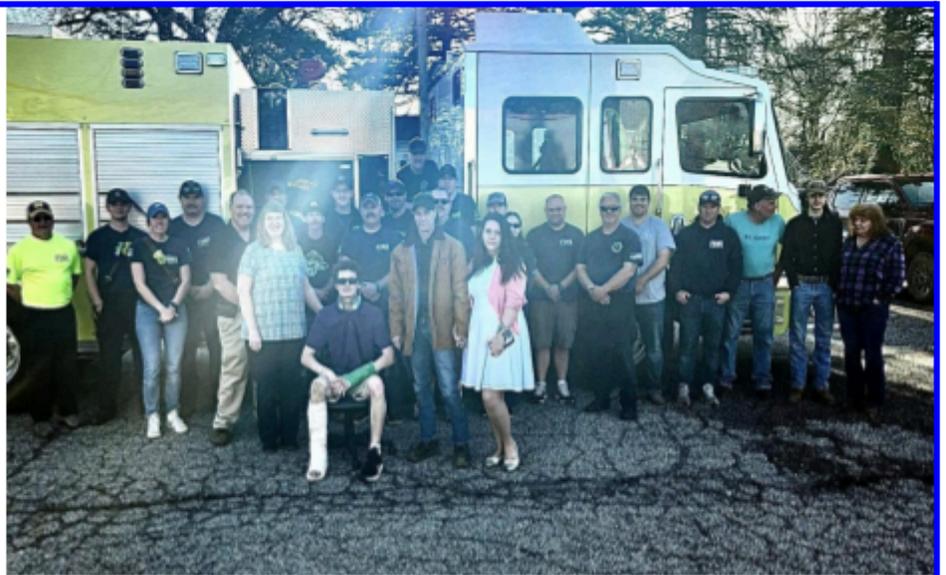


No one ever wants to have to utilize the services of their local fire department, but in the aftermath of the EF-1 tornado that hit Perry last August, John and Wilma Snyder did.

Their house wasn't on fire, but it was filled with carbon monoxide — an emergency every bit as potentially deadly.

Thanks to the efforts of Perry Area Fire Rescue, the Snyders made it through the scrape unscathed. Unsurprisingly, they are quite grateful.

On Sunday, the couple expressed their gratitude with a sizable donation of \$5,600, meant to reimburse the department for the purchase of a new, battery-powered ventilation fan. (February 13, 2024 The Argus Press)



It was a great honor today to recognize Mr Ken Davis, presenting him with the SSES-PAFR "Citizen Life Saving Award." Mr Davis risked his life to pull an occupant from a vehicle that had crashed and caught fire.

Davis said he heard the driver — the vehicle's sole occupant — yell, "Help me, help me!" He directed his girlfriend to call 911 and drove to the scene.

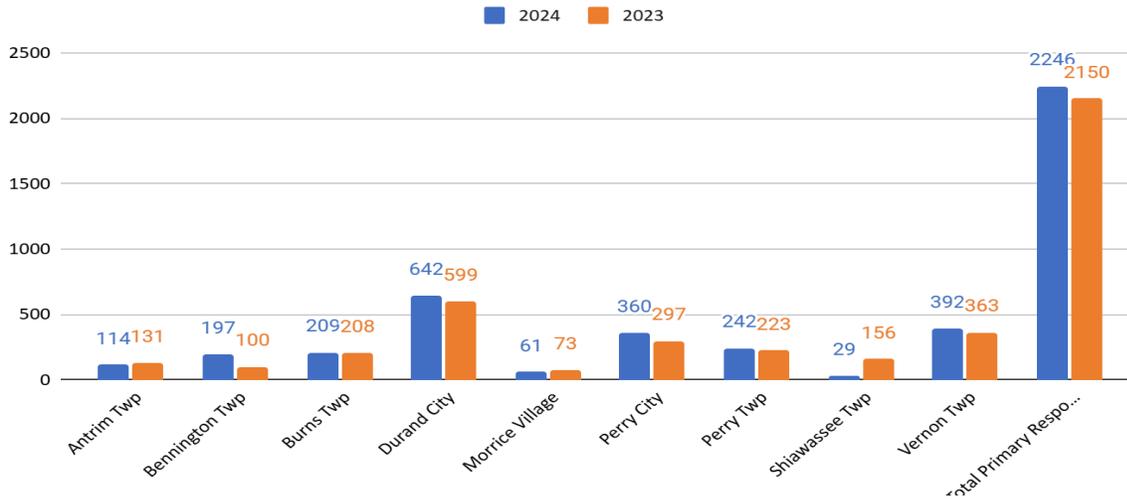
"I saw his feet starting to catch on fire. I went to all of the doors around the car, and the car was squished right together, and none of the doors would open at all," he said. "I ran back to my truck and grabbed a pair of gloves and started punching the back window until it broke. The engine of the car was right in the kid's lap — I never would've been able to get him out if he had a seatbelt on."

Thanks to Mr Davis and his heroic actions, the occupant survived.

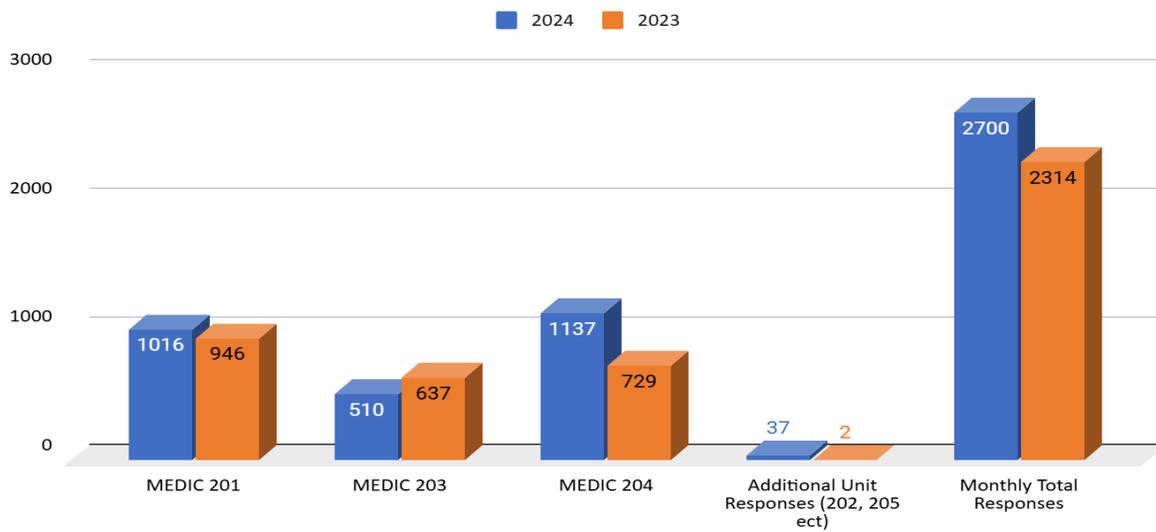
Ken Davis has since received the Carnegie Medal for his actions that day!

INCIDENT RESPONSE DATA

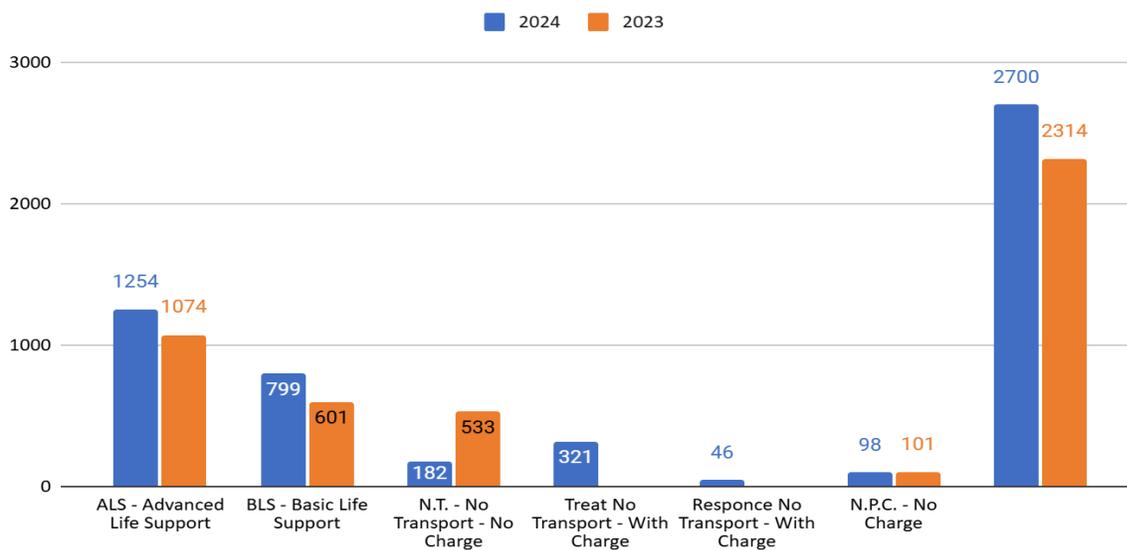
Call Volume by Municipality Year End 2024



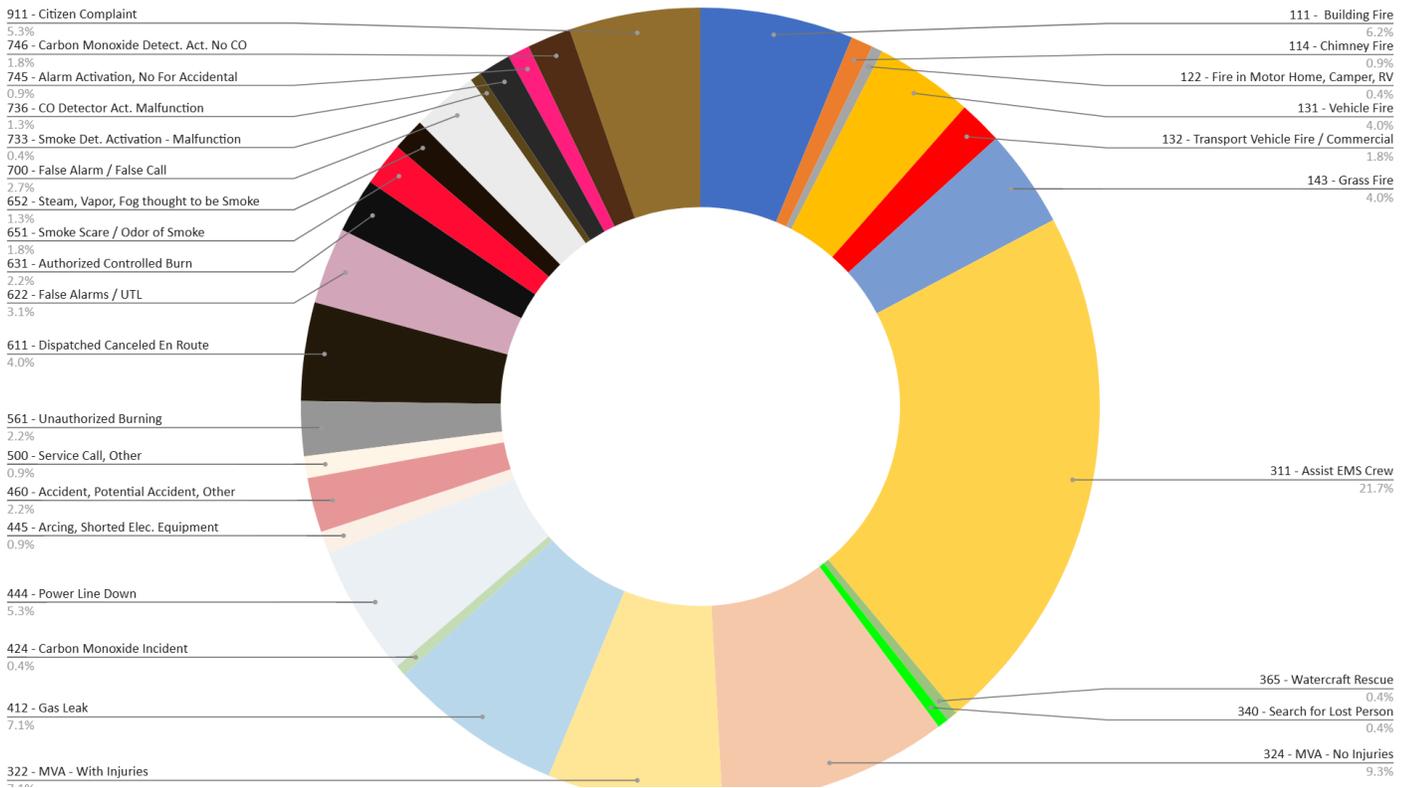
Call Volume by Unit Year End 2024



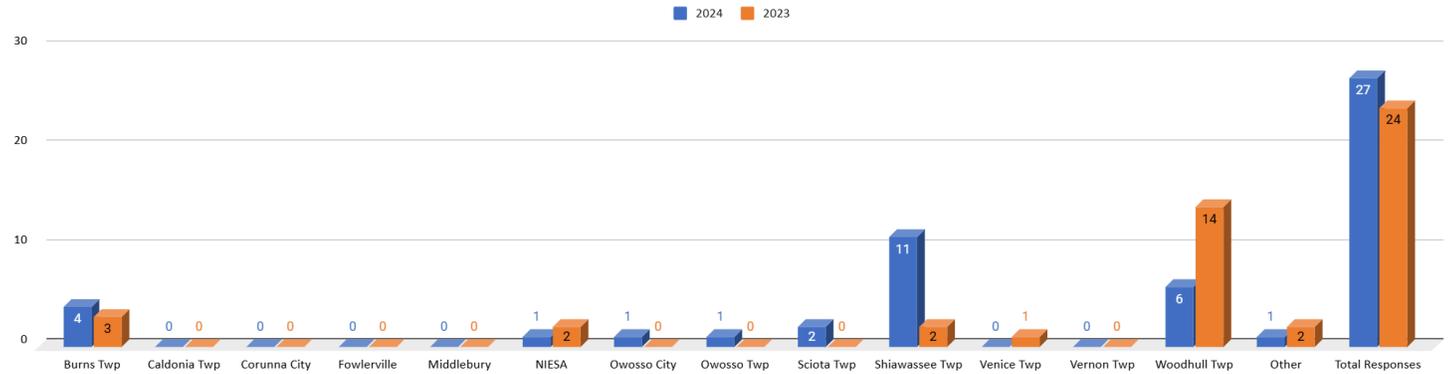
Call Volume by Level of Service Year End 2024



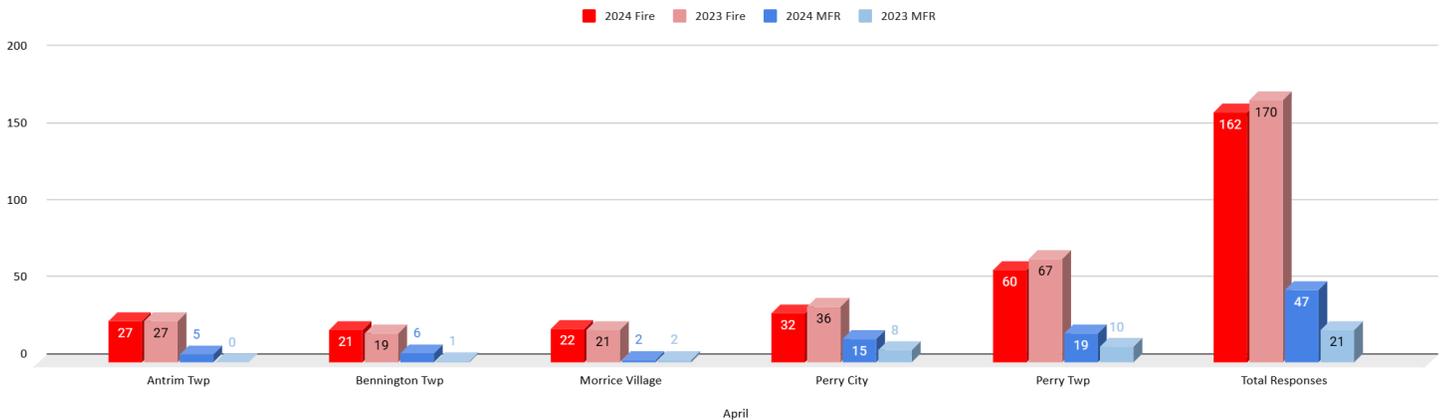
Fire Call Type by NFIRS Classification Year End 2024



Call Volume Fire Mutual Aid Year End 2024 vs 2023



Calls by Municipality Fire & MFR Year End 2024 vs 2023



CONCLUSION

Strategic Plan Update – 2024

In 2023, Perry Area Fire Rescue, a key component of the Southwest Shiawassee Emergency Services Alliance (SSESA), embarked on a comprehensive strategic planning initiative aimed at enhancing its operational effectiveness and ensuring continued excellence in service delivery. The plan focused on key areas including human resources, operations, vehicles and equipment, training, finance, safety, and community engagement.

Through dedicated efforts and a commitment to continuous improvement, the department successfully met all the strategic goals outlined in the plan, reinforcing its ability to provide high-quality emergency services to the community.

Key Accomplishments in 2024

- **Human Resources:** Successfully implemented a Recruitment and Retention Plan, an Employee Orientation Program, and formalized administrative policies, procedures, and guidelines (PPGs). A new scheduling and time-off tracking system improved workforce management.
- **Operations and Fireground:** Standard Operating PPGs were developed and adopted, and a fireground accountability system was put in place to enhance safety and efficiency.
- **Vehicles and Equipment:** A structured vehicle and equipment status reporting system was implemented, ensuring consistent inspection, maintenance, and readiness.
- **Station and Facilities:** A comprehensive station condition assessment was conducted, leading to improved maintenance programs.
- **Training and Development:** The department successfully developed an annual training plan, recruited and trained instructors, and implemented a professional development framework to support career growth and skill enhancement.
- **Finance and Budgeting:** EMS billing opportunities were audited, a third party billing company was hired, and a structured revenue plan was developed to support long-term financial sustainability.
- **Department Management:** A formalized meeting schedule was established, and employee communication was enhanced.
- **Marketing, Public Relations, and Public Information:** A marketing plan was created, public engagement strategies were enhanced, and public education initiatives were successfully implemented to increase community awareness and safety.
- **Safety and Risk Management:** Safety audits were conducted, a risk reduction plan was developed, and employee health and safety programs were expanded to ensure a safer work environment.
- **EMS:** EMS certification audits were completed, and a Continuous Quality Improvement (CQI) program was implemented to maintain high standards of patient care.
- **Technology:** Electronic reporting capabilities were expanded, and a technology requirement and replacement plan was introduced to keep pace with evolving operational needs.
- **Grants:** A dedicated Grant Coordinator was appointed, and funding opportunities were actively pursued, leading to the successful acquisition of additional resources for the department.

Looking Ahead

The completion of all strategic objectives in 2024 marks a significant milestone for Perry Area Fire Rescue. The department's commitment to proactive planning, continuous evaluation, and adaptability has positioned it well for future challenges and opportunities. As Perry Area Fire Rescue moves forward, it will continue to build upon these successes, ensuring that it remains a leader in fire, EMS, and emergency response services for the community.

Through collaboration, innovation, and a steadfast dedication to its mission and vision, Perry Area Fire Rescue remains committed to safeguarding lives, protecting property, and serving with excellence.