

HIGHLAND TOWNSHIP PRESENTS

*Learn about Emergency
Service and Funding in
Highland Township*

Talk of the Town

FEATURING

FIRE CHIEF

NICK GEORGE

AND

TREASURER

JENNIFER FREDERICK

JANUARY 27

6:00 PM

Highland Township Auditorium
205 N. John Street



Learn about projects and initiatives in Highland Township



MISSION STATEMENT

Highland Township Fire Department Mission

It is the mission of the Highland Township Fire Department to provide the highest level of public safety to the community by providing an ALL-Hazard response to protect lives and property through fire suppression, emergency medical response, rescue, disaster management, fire prevention, public education, and code enforcement.



Core Values

Integrity – We are honest, trustworthy, and accountable. Honor guides our actions.

Respect – Valuing each other and acknowledging the diversity and worth that is inherent within all individuals.

Teamwork – We each bring our own skills and experience, yet we recognize that we are better together. We support and depend on each other to achieve our goals –both as an organization and as individuals. Synergistic interactions are critical. This also includes communication, both vertically (up and down) and laterally.



Core Values Continued...

Compassion – Empathy is just the beginning of putting yourself in someone else’s shoes. Compassion goes a step further and you course-correct depending on how you anticipate your actions impacting others. This means we think before we speak, and we carefully consider all viewpoints.

Professional – Professionalism is the culmination of competence, knowledge, resourcefulness, quality, attitude, and cooperation related to how we provide our services within the community and at all levels of the organization. This professionalism allows us to appropriately interface with each other and the public. Being professional also encapsulates the goal of doing right and being nice.

Highland Fire Department

Township



DEPARTMENT HISTORICAL INFORMATION

1941 - 2026



1941 thru 1990

- Volunteer or Paid On Call Fire Department
- Fire Response ONLY

1990 thru 1999

- Paid On Call Fire Department
- Began responding to car accidents (Jaws of Life)
- Limited MFR (Medical First Response)

1999 thru 2017

- Hired a Full Time Fire Chief
- Began staffing minimal hours (staffing hours increased over the time period)

Highland Fire Department

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DEPARTMENT HISTORICAL INFORMATION



2017 thru 2019 (July)

- Began staffing 24/7 (1-2 personnel)
- Hired Fire Marshall/Ordinance Officer

2019 (July) thru 2020 (January) (2 Full Time Fire Staff)

- Added (2) Full Time Training Officers (M-F) assist with day staffing

2020 thru 2021 (4 Full Time Fire Staff)

- Hired (2) FT employees (to create 24 hr. personnel)
- Staffed (1) Paramedic 24/7
- Began Advanced Life Support (ALS) transport for the community (August 2020)

Highland Fire Department

Township



DEPARTMENT HISTORICAL INFORMATION



2021 thru 2022 (6 Full Time Fire Staff)

- Hired (2) FT employees to meet ALS transport needs
- 3 person staffing impossible

2023 thru 2024 (12 Full Time Fire Staff)

- Hired (6) FT employees (3 first of year, 3 in October) to staff 2 ambulances 24/7

2025 to Today (12 Full Time Fire Staff)

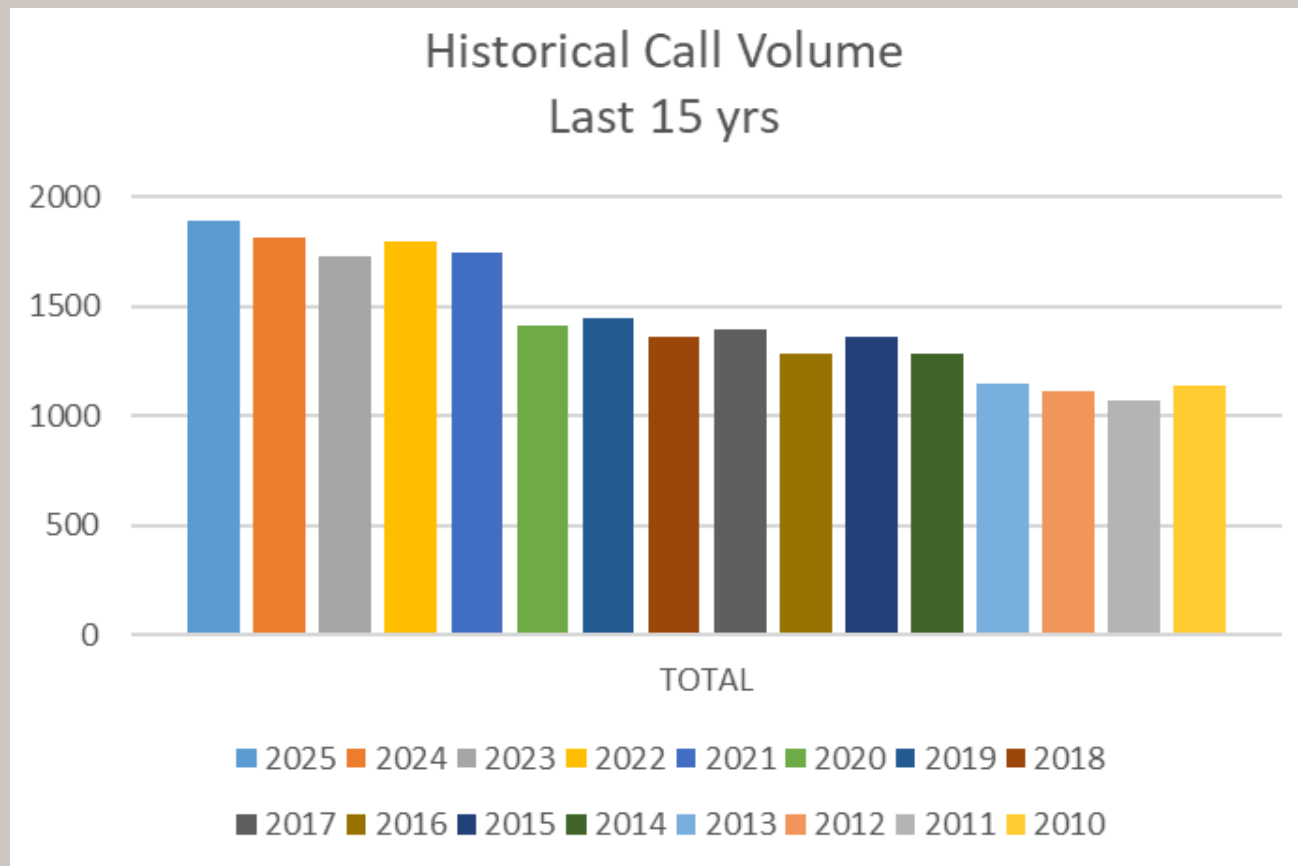
- Hired Administrative assistant that is shared with ordinance department.

Highland Fire Department

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2010 thru 2025



Highland Fire Department

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VOTED	MILLAGE	EXPIRES
2010	1.4372	2016
2016	1.4295	2022
2018 CAPITAL	1.0000	2037
2022	1.8500	2026
2026	?	2032

Highland Fire Department

Township

HIGHLAND TOWNSHIP FIRE DEPARTMENT TODAY 2026

Our department is made up of 32 dedicated men and women

- 3 Full Time Administrators
- 12 Full Time Firefighters
- 18 POC (Paid On Call) or Part Time (12 are Probationary)

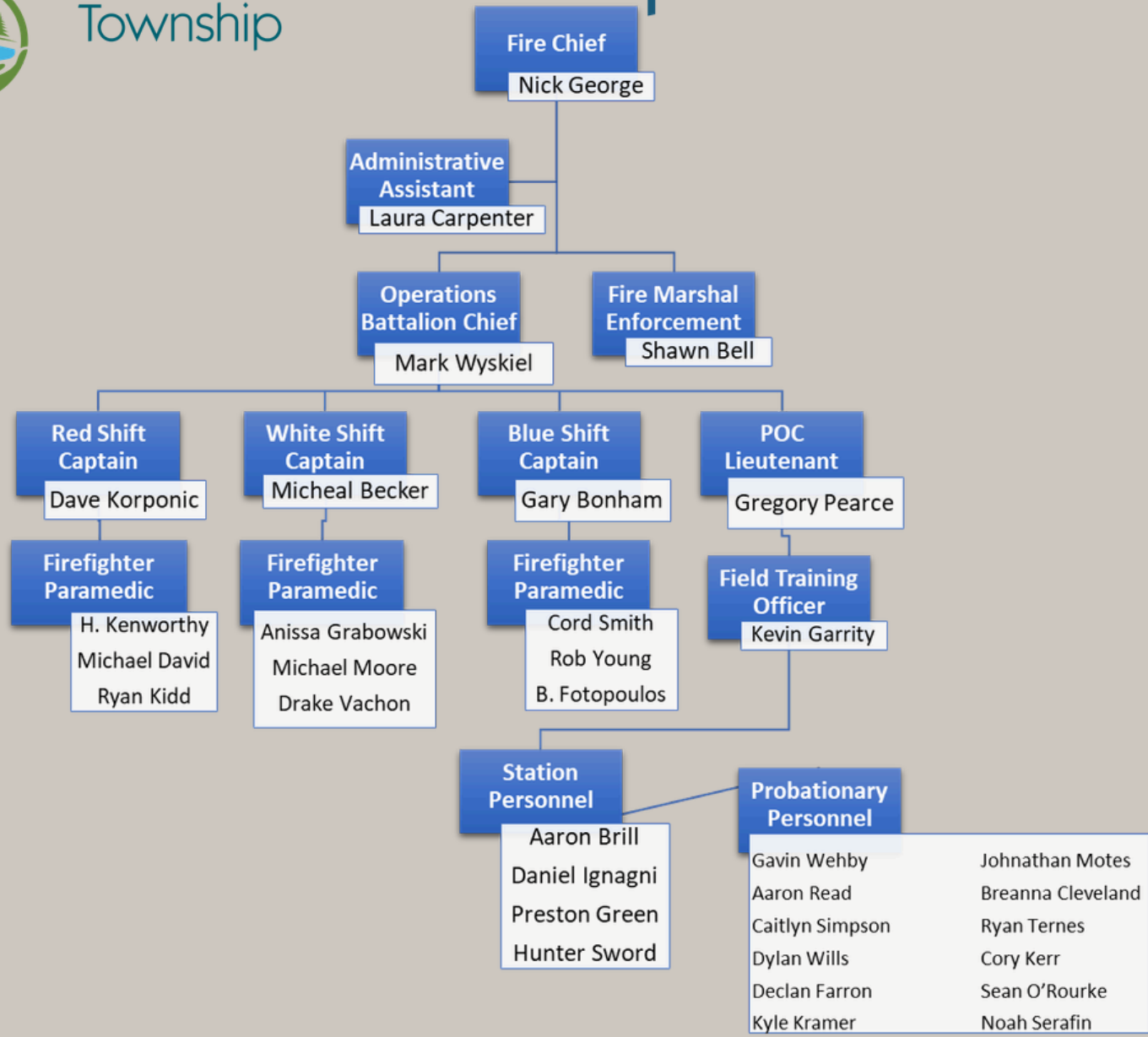
Our 32 employees operate under 4 divisions

- Administration
- Operations
- Training
- Code Enforcement and Public Education



Highland Fire Department

Township

Highland Fire Department

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ADMINISTRATION

Coordinate all divisions of the department

Ensure the divisions are in compliance with State of Michigan as well as Federal standards for Fire Department operations

- MIOSH / OSHA
- NFPA

Assess the needs of Highland Township residents

- Staffing
- Hazzard Analysis

Plan for future hazards and/or hindrances

- Cost Increases
- Recruitment of future staff

Management of the Fire Fund

- Annual budget planning and management
- Invoice workflow and entry



Highland Fire Department

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OPERATIONS

Fire Division

Structure Fires
Extrication
CO Investigations

EMS Division

Medical
Trauma
Lift Assist

Special Response

Police Assist
Citizen Assist



2025

1,884 Calls for Service
1,507 Involving EMS



Highland Fire Department

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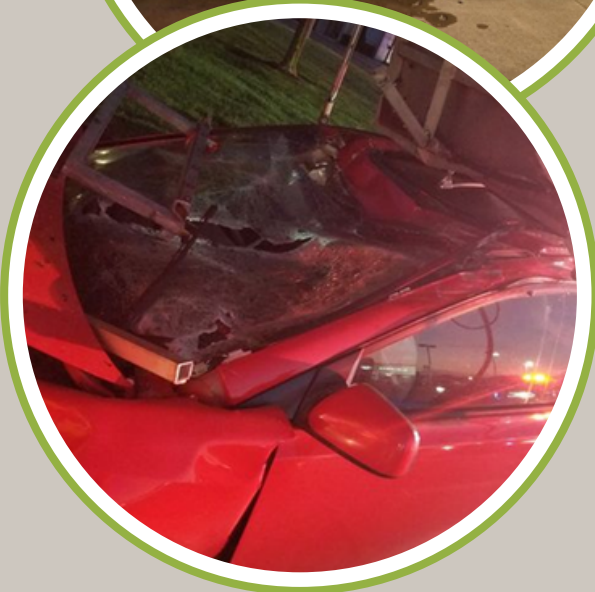
ALL HAZARD OPERATIONS



Highland Fire Department

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EMS



Highland Fire Department

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24 HOUR STAFFING

Maximum Staffing 5 Personnel

Station 1 Staffed – 1 Captain 2 Firefighters

Station 2 Staffed - 2 Firefighters



Highland Fire Department

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Fire Based EMS

- Ambulances dedicated for Highland Township incidents.
- Transport revenue stays local to support fire department operations.
- The patient services are provided by the Fire Department, the department has a vested interest in our community.
- The vested interest provides a customer oriented service model to our citizens.



Highland Fire Department

Township



14 Fleet Vehicles Fire Station #1 Fire Station #2 Fire Station #3

ENGINE (4) 2 1 1

TANKER (1) 1

AMBULANCE (3) 1 1 1

BRUSH TRUCK (2) 1 1

UTILITY (1) 1

CHIEF & FM (2) 2





TRAINING

State and County Training Requirements

- Bureau of Fire Services Requirements
- MIOHSA PART 74 – Fire Fighting
- OCMCA (Oakland County Medical Control Authority)
- On-Line Training
- FTO Program (Field Training Officers)
- County IMT, Haz-Mat and Technical Rescue teams
- Regional Training

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**Air
Monitoring**



**Ice
Rescue**



**Hazardous
Materials**



Highland Fire Department Township

Welcome to the 2018 Fire/EMS Service

NFPA 3000 ASHER standard
(Active Shooter Hostile Environment Response)
TACTICAL EMS





CHALLENGES

Highland Fire Department

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The Fire Service Is Forever Evolving



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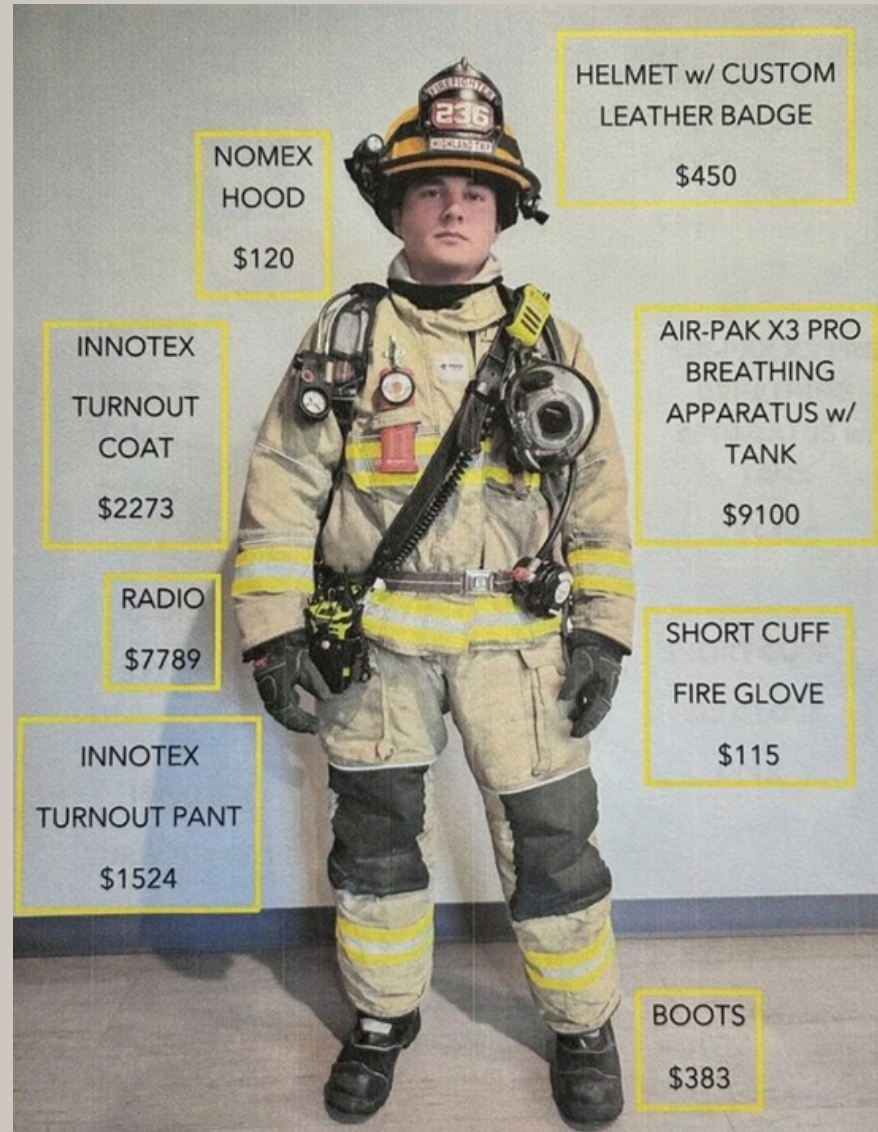


Highland Fire Department Township



\$21,754

Capital Cost of Turnout Gear PER Firefighter



Highland Fire Department

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NFPA 1710

C.4.2 Given expected fire-fighting conditions, the number of on-duty members should be determined through task analysis considering the following criteria:

- (1) Life hazard protected population
- (2) Safe and effective performance
- (3) Potential property loss
- (4) Hazard levels of properties
- (5) Fireground tactics employed

C.5 Company Staffing (Crew Size) On Duty.

Engine: 4 minimum

High-volume/geographic restrictions: 5 minimum

Tactical hazards dense urban area: 6 minimum

Truck: 4 minimum

High-volume/geographic restrictions: 5 minimum

Tactical hazards dense urban area: 6 minimum

C.5.1 Initial alarm deployment (number of firefighters including officers):

Low hazard: 15

Medium hazard: 28

High hazard: 43

An initial alarm is personnel, equipment, and resources ordinarily dispatched upon notification of a structure fire.

C.3 Performance Objectives.

C.3.1 Alarm answering time:

15 sec (95 percent)

40 sec (99 percent)

C.3.2 Alarm processing time:

64 sec (90 percent)

106 sec (95 percent)

C.3.3 Turnout time:

60 sec EMS

80 sec Fire

C.3.4 First-arriving engine on scene time:

240 sec (4 min)

C.3.5 Second-arriving company on scene time:

300 sec (5 min)

C.3.6 Initial full alarm (low and medium hazard) time:

480 sec (8 min)

C.3.7 Initial full alarm — high hazard/high-rise time:

610 sec (10 min 10 sec)

Highland Fire Department

Township



MIOSHA-STD-1151 (06/19)
14 Pages



For further information
Ph: 517-284-7740
www.michigan.gov/mioshastandards

DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS

DIRECTOR'S OFFICE

GENERAL INDUSTRY SAFETY AND HEALTH STANDARD

Filed with the Secretary of State on November 3, 1977, (as amended January 11, 1988)
(as amended August 2, 1993) (as amended December 20, 1999) (as amended November 27, 2001)
(as amended April 17, 2013) (as amended June 5, 2013) (as amended April 19, 2016)
(as amended June 14, 2019)

These rules take effect immediately upon filing with the secretary of state unless adopted under section 33, 44, or 45a(6) of the administrative procedures act of 1969, 1969 PA 306, MCL 24.233, 24.244, or 24.245a.

Rules adopted under these sections become effective 7 days after filing with the secretary of state.

(By authority conferred on the director of the department of licensing and regulatory affairs by sections 16 and 21 of the Michigan occupational safety and health act, 1974 PA 154, MCL 408.1016 and 408.1021, and Executive Reorganization Order Nos. 1996-2, 2003-1, 2008-4, and 2011-4, MCL 445.2001, 445.2011, 445.2025, and 445.2030)

R 408.17405 and R 408.17426 of the Michigan Administrative Code are amended as follows:

GENERAL INDUSTRY SAFETY AND HEALTH STANDARD
PART 74. FIRE FIGHTING

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NFPA 1021

Choose another Code/Standard

Receive Email Alerts

View in CodeFinder®

Standard for Fire Officer Professional Qualifications

NFPA 1500™

Choose another Code/Standard

Receive Email Alerts

View in CodeFinder®

Standard on Fire Department Occupational Safety, Health, and Wellness Program

NFPA 1521

Choose another Code/Standard

Receive Email Alerts

View in CodeFinder®

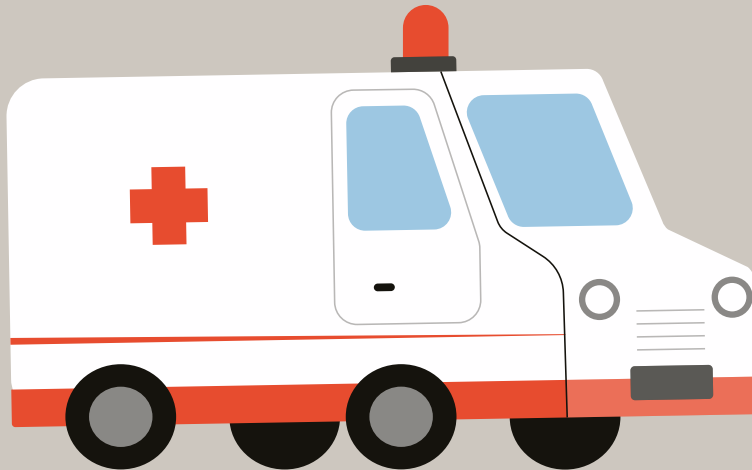
Standard for Fire Department Safety Officer Professional Qualifications

Highland Fire Department

Township



This is a National Crisis



gov1.com

<https://www.gov1.com/articles/as-first-responders-d...>

As First Responders Dwindle, Cities Must Prepare - Gov1

Dec 26, 2019 — "If you're talking about a sudden large-scale disaster, there will never, ever, ever be enough professional first responders right when they're ... [Read more](#)



Quora

30+ answers · 6 years ago

If a major disaster happened where a hospital's emergency ...

Those who will survive if treated immediately are stabilized. After that, those with major but not life threatening injuries are treated. When ... [Read more](#)

30 answers · Top answer: What you are describing is known as a "Mass Casualty Event" and we train f...

Can first responders not show up when called due to a ... 4 answers Feb 28, 2024

If there's a situation where medical responders are ... 14 answers Apr 27, 2022

More results from www.quora.com



Reddit · r/NoStupidQuestions

4 comments · 2 years ago

How would emergency services handle more ordinary ...

They call in resources from neighboring areas if the disaster overwhelmed the local emergency services. [Read more](#)

4 answers · Top answer: They call in resources from neighboring areas if the disaster overwhelmed the...

Understanding Second and Third Responders, and how ... 8 answers May 8, 2018

What is the solution to our extreme staffing crisis of ... 87 answers Jan 21, 2024

More results from www.reddit.com



Shelterforce

<https://shelterforce.org/Posts>

When Disaster Hits, Your First Responder Probably will Not ...

Oct 4, 2017 — But it turns out not all the chaos is bad. Neighbors running around without an incident commander is essential to rescue and recovery. Social ... [Read more](#)

Highland Fire Department

Township



FUTURE

2026

February or March, invest in new ambulance to ensure our township maintains a total of four. This will enhance our emergency services.
Seek millage approval to support this essential initiative

2027

Millage approved
Hire 9 shift employees
Hire 1 Admin Employee
Consume Fire Marshal and Admin Asst positions

2028

End of 2027 and beginning of 2028
Receive 2 ambulances to replace 2 in fleet

2029/30

Evaluate needs of the department (new staffing levels vs run volume increases)
Ensure ongoing improvement in responses to citizens.



QUESTIONS?



**HIGHLAND TOWNSHIP
FIRE RESCUE**

Serving & Protecting since 1941

Highland Township Treasurer

Jennifer Frederick

HTtreasurer@highlandtwp.org

248-887-3791 x 4

Highland



Township

Warm inside. Great outdoors.

What does a Township Treasurer Do?

The Michigan Township Treasurer is an elected official responsible for managing all township funds, collecting real and personal property taxes, and acting as a voting member of the Township Board. They ensure financial integrity by depositing funds in approved institutions, investing, and providing accurate financial records.

Key responsibilities include:

- *Tax Collection: Acting as the agent for collecting property, delinquent personal property, and mobile home taxes.*
- *Financial Management: Receiving, depositing, and investing township funds with a focus on safety.*
- *Record Keeping: Maintaining accurate records of receipts and expenditures.*
- *Board Participation: Serving on the Board of Trustees, voting on all required issues, and participating in policy implementation.*
- *Compliance: Ensuring financial oversight in accordance with state laws.*

Comparisons in Oakland County

*The average home value increases from 2023 to now:
Highland's home values are ranked 4th in surrounding communities.*

	2023	NOW	INCREASE
Highland	\$356,552	\$370,990	\$14,438
Milford	\$411,736	\$461,252	\$49,516
White Lake	\$362,863	\$377,502	\$32,345
Rose Twp	\$164,000	\$158,600	\$14,639
Holly	\$292,364	\$301,282	\$8,918
Village – Holly	\$221,000	\$235,000	\$14,000
South Lyon	\$429,678	\$452,946	\$23,268
Commerce	\$366,990	\$389,586	\$22,596

Approximate property taxes you would have paid for 2024 based on a Taxable Value of \$185,000.00 (Home Value \$375,000.00) with 100% P.R.E. Homestead.

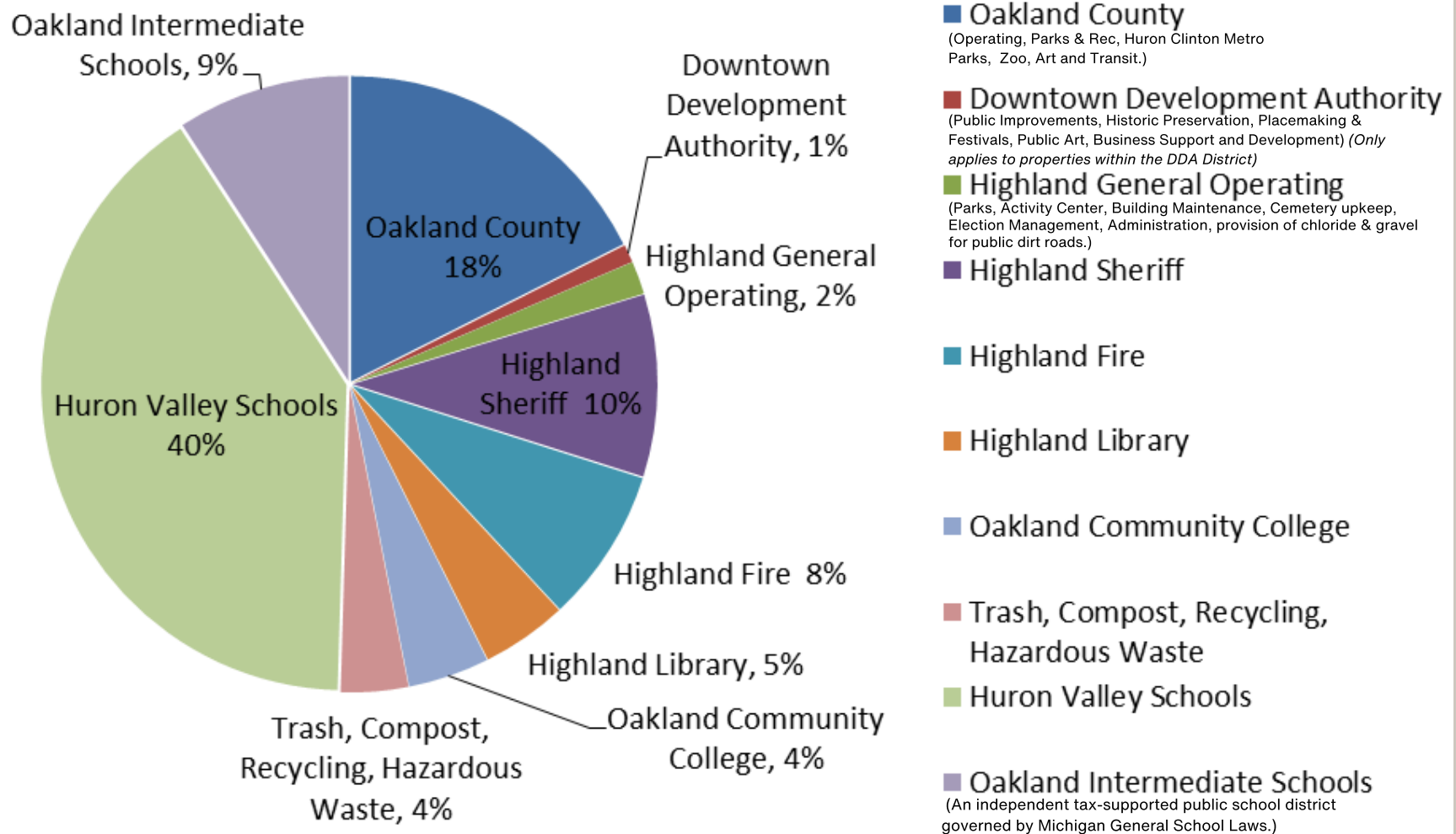
2024

Highland	32.8548 mills	\$6,078
Milford	34.3551 mills	\$6,355
White Lake	34.7372 mills	\$6,426
Commerce	33.0238 mills	\$6,109
Holly	31.6174 mills	\$5,849
South Lyon	42.3929 mills	\$7,842
Rose Twp	29.6410 mills	\$5,483

Where do my tax dollars go?

In 2024, Highland residents paid an average of \$6,400 in property taxes and special assessments. Those with homes valued above \$375,000 typically paid more, while those with lower valued homes paid less. Of the total amount paid, \$1,795 (29%) went directly to Highland covering Highland General Operating, Sheriff Services, Fire Services, Public Library and Trash Services.

MY 2024 HIGHLAND TAX DOLLARS



Financial Dashboard

Visit our website *highlandtwp.net* and search Financial Dashboard for information including:

- The 2026 Budget
- Graphs and Data Discussing Revenue and Expenditures
- Financial Reports

This dashboard is designed to provide you with easy-to-use, visual data regarding the Charter Township of Highland, as well as other Michigan communities.

QUESTIONS?



Contact:

Highland Township Treasurer

Jennifer Frederick

(248) 887-3791 ext. 4



Contact:

Highland Fire Department Non

Emergency

(248) 887-8688
