

**A SPECIAL MEETING TO HOLD A BUDGET HEARING OF THE CITY COUNCIL OF THE CITY OF ORANGE TOWNSHIP HELD IN THE COUNCIL CHAMBERS, CITY HALL, 29 NORTH DAY STREET, ORANGE, NEW JERSEY, ON SATURDAY, JUNE, 8, 2019 AT 9:11 A.M.**

**Roll Call:**

**Present:**

Councilman Tency A. Eason, North Ward (arrived @ 9:16)  
Councilman Christopher Jackson, At-Large  
Councilman Harold Johnson, Jr. West Ward  
Councilwoman Jamie Summers-Johnson., South Ward  
Councilwoman Donna K. Williams, At-Large  
Councilwoman Adrienne Wooten, At-Large  
Council-president Kerry Coley, East Ward

**Also Present:**

Madeline Smith, City Deputy Clerk  
Chris M. Hartwyk, Business Administrator  
Gracia R. Montilus, Acting City Attorney  
Kenneth Douglas, Fire Director  
Adrian Mapp, Finance Director  
Todd Warren, Police Director  
Megan O'Hanlon, Assistant Budget  
Quinn Fields, Senior Clerk

**Absent:** Councilwoman Jamie Summers-Johnson., South Ward

The Chair asked all to stand for a Moment of Silence.

The Deputy City Clerk announces that the requirement of N.J. S.A. 10:4-9 et. Seq., "Sunshine Law" has been met. A notice of this meeting was sent to the *Orange Transcript-Record* and printed on Friday, May 24, 2019 and also to the *Star Ledger* printed on Tuesday, May 29, 2019 posted on the Bulletin Board in City Hall and filed in and filed in the Office of the City Clerk.

**MATTERS FOR DISCUSSION**

**Calendar Year Budget 2019 – Budget Hearing (1)**

- **Police**
- **Fire**
- **Finance**

Police Department started their presentation at 9:11 a.m.

Police Department - Director Warren made his opening statement and read their mission statement.

- Captain Vitiello reported that there are 15 new recruits; there are more officers now, which has decreased crime in the city. The force would need 157 officers for a population of 30,000. Reported on overtime and sick time statuses; hoping that overtime would be under 1 million dollars this year. He reported on the current staffing of the department.
- The police department has tried to be cost effective with the purchase of vest and equipment. The Director will check to see if there are grants for Bullets Proof vest and facility improvements
- Police Captain Vitiello thanked the Council for passing the Constable Legislation. The constables will have all the same rights and privileges as an regular officer, it was also stated that constables are in covered by the cities Health Benefits. New fleet of Police cars will arrive by middle of July; a K-9 unit will be implemented along with City cameras.
- Captain Vitiello took questions from the CBAC representatives. Ms. Wakefall of the CBAC suggested a tour of the Police department, Fire Department and City Hall for the CBAC. The Council went through the budget for the Police Department and then Director Warren and Captain Vitiello answered their questions.
- Director Warren made a closing statement.

Their presentation finished at 10:18 a.m. Exhibit A is the presentation given by the Police Department.

City Attorney Montilus left after the presentation.

10:22 Fire Department- Director Douglas made an opening statement.

- Director Douglas he reported on the department's 2018 accomplishments.
- Fire Director Douglas spoke about the Fire Departments accomplishment.
- The Director mentioned having strong community footprint on fire prevention.
- The Director stated he would to have all firefighters train as Fire Inspector to cover the Inspectors that are retiring.
- Some things the director will like to change – aging fleet, challenges with IT Manpower
- The Fire Director stated that he would like to eliminate pass practices, have more skilled, trained supervisors, dependable Fire equipment
- Captain Piserchio. stated that the recruits need constant training.
- The Washington St station will be closed until further notice
- Captains Spearman and Piserchio read their 2019 Budget presentation (see exhibit B)

The Council reviewed their budget plan and asked questions regrading their vehicles and parts.

The CBAC representative Ms. Wakefall asked about their SOP, closing of the firehouse and can one firehouse protect the city. The overtime report seems to be at its limit and how will they not go over it. The Director stated that the new recruits will help with the overtime issues. Director Douglas made his closing statement and the presentation was finished at 11:45 a.m.

**12:00 Noon Finance Department** – Director Mapp came to the podium with the Tax Collector, Tax Assessor and a number of the Finance Department staff. Director Mapp did not have an opening statement. He reported that Mr. Nile Clements will be in charge of the Petty Cash Fund. The online payment will be active soon and the collection rate is above 94%. He remarked that the purchasing system has become tighter within the city and that County appeals are being worked on. The Council reviewed the department budget and asked about Capital Improvements cost. Council reminded Director Mapp that Comcast is only showing one channel for the city and they had agreed upon 2 channels. The Business Administrator will look into it. The Business Administrator Mr. Hartwyk answered questions about the NJ Environmental Infrastructure Trust – What it is and what it is used for. Ms. Wakefall from the CBAC asked about the salary and wages for new hires. Mr. Mapp gave a closing statement and the presentation was finished at 1:05 p.m.

Motion to adjourn by Councilman Johnson, Jr., seconded by Councilwoman Williams.

**The meeting was adjourned by a unanimous vote at 1:05 P.M.**

**Approved:**

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**Joyce L. Lanier**  
City Clerk

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**Kerry J. Coley**  
Council President

Exhibit A – Police Department

Exhibit B – Fire Department

EXHIBIT A

# ORANGE, NEW JERSEY POLICE DEPARTMENT

## ORANGE MUNICIPAL COUNCIL

*Police Director  
Todd R. Warren*



*Chief Law Enforcement Officer  
Captain Vincent Vitiello*

*Mayor*

*Dwayne D. Warren, Esq.*



# ORANGE POLICE DEPARTMENT

## 2019 Budget

### *Presented*

*Saturday, June 8<sup>th</sup>, 2019*



# **OPD MISSION STATEMENT**

**Our mission is to provide a professional community oriented police service. We are committed to creating and maintaining an active community partnership and assisting citizens in identifying and solving problems to improve the quality of lives in our neighborhoods. We are apart of the community, not a part from it. To achieve this goal our emphasis is on mutual cooperation between our citizens, city employees, our schools and our churches.**

- **Hold Police Personnel Accountable to the Citizens of the City of Orange Township**
- **Address Crime & Quality of Life through Proven Police Tactics & Community Involvement**
  - **Establish Empowerment Precepts**
  - **Commitment**
  - **Accountability**
  - **Performance**
- **Ensure Integrity of Police Personnel**
- **Fair and Equitable Enforcement of the Law**
- **Ensure Police Resources & Equipment are Maintained For the Optimum Delivery of Service**

# **OPD MISSION STATEMENT CONTINUED**

- ✓ **Maintain Peace And Order**
- ✓ **Regulate Vehicle And Pedestrian Traffic**
- ✓ **Suppress Crime**
- ✓ **Protect Lives And Property**
- ✓ **Remove Nuisances From The Streets & Other Public Places**
- ✓ **Maintain Dispatch, Communications & Records Functions**

# CURRENT STAFFING OF OPD

Rank	Total Number of People
Captain	5
Lieutenants	19
Sergeants	28
Patrolman	77
Specials	11
Communications	9
Civilians	23
Total	172



# **PERSONNEL PROJECTIONS**

The following are our new personnel projections for the remainder of the FY 2019.

- There are fifteen (15) new recruits scheduled to graduate on June 12, 2019, and have been trained to meet necessary requirements.

CPT. VITELLO  
DID the presentation  
on OVERTIME/SICK

# **OVERTIME / SICKTIME** **REDUCTION PROTOCOL**

Regarding overtime and sick days, we are implementing certain protocols to curb the costs of overtime this includes:

- Recently graduated officers have helped to reduce overtime
- Our sick time policy will be followed strictly
  - o Weekly meetings between Captains, lieutenants, to discuss sick hours
  - o Supervisors are now being held to strict accountability for continued sick time abuse
  - o Professional standards will investigate those habitual offenders and issue proper sanctions accordingly
- Managerial prerogative will be used to place officers in the best positions
- Desk shortages will be filled with administrative patrolmen when available
- Meeting with court administrator to schedule appearances efficiently
- Staff court security with Special Police Officers to reduce staffing costs
- Review of manpower and overtime
  - o These reports are generated on an adhoc basis, detailing the nature and purpose of the extra allotted hours
- Improved tracking of overtime hours broken down by unit and special detail

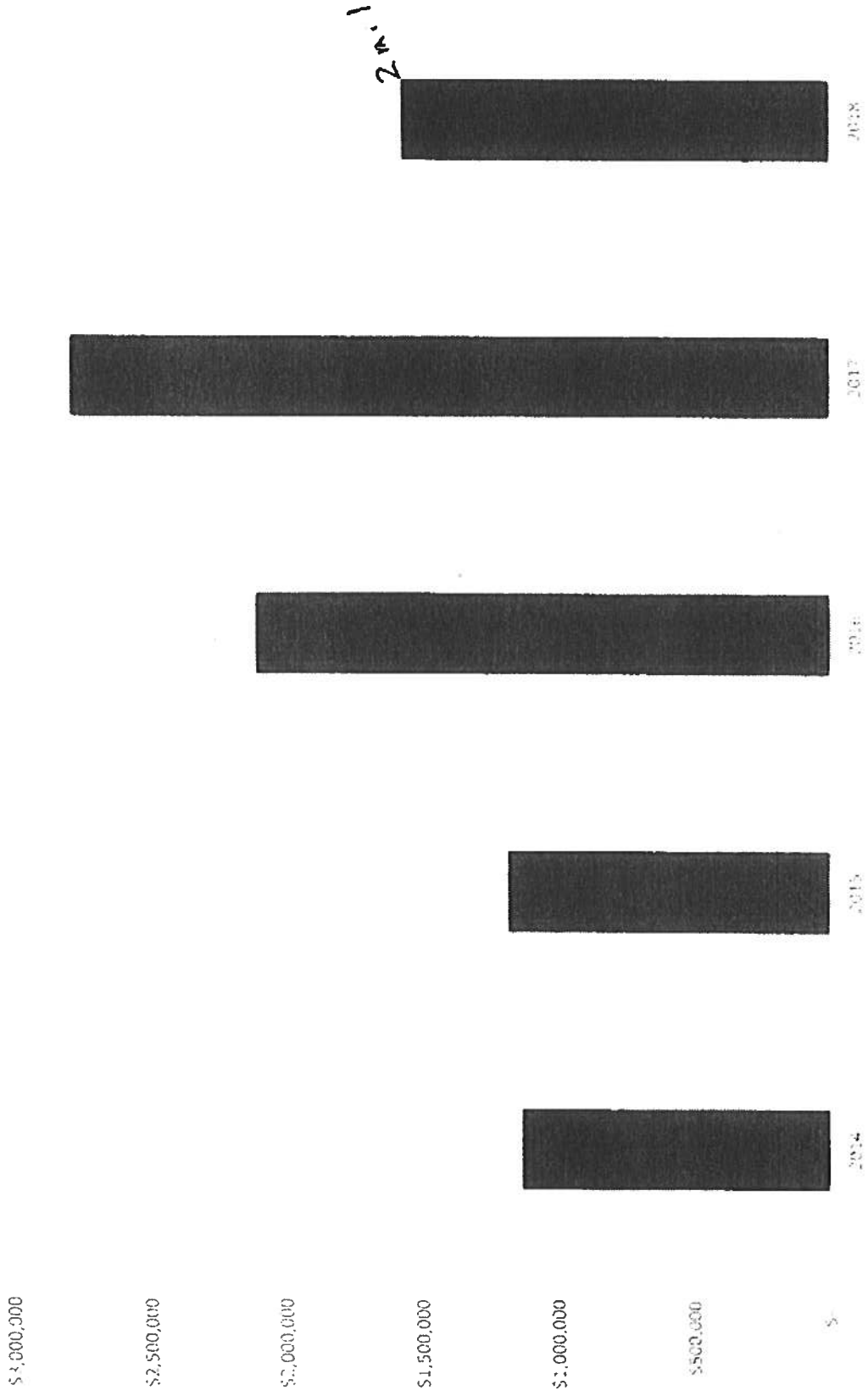
# **ORANGE POLICE DEPARTMENT**

## **SPECIALS**

### **11 SPECIALS COVERED THE FOLLOWING EVENTS IN 2018-THRU PRESENT 2019:**

- **COVERAGE AT ORANGE PUBLIC LIBRARY**
- **ST. PATRICK'S DAY PARADE**
- **MEMORIAL DAY**
- **F.A.M.E. DAY**
- **ELECTIONS**
- **POLICE AND FIRE EXPO**
- **HEALTH FAIR EXPO**
- **COVERED SCHOOL EVENTS**
  - \*Career Day
  - \*Field Day Events
  - \*Police Athletic League Events
- \*Color Run
- \*Kids to Work Day
- \*Read In Programs

# OPD OVERTIME 2014-2018



## **OPD CAPITAL IMPROVEMENT NEEDS**

- The OPD capital improvement needs have been discussed and reviewed with the Business Administrator. Through collaborative efforts, between the City and OPD. We are working together to acquire these much needed items.
  
- The following essential items, which have been detailed in the OPD Citywide Strategic Plan, will assist the department run in a more efficient and effective manner.
  - Citywide Cameras and ALPR's
  - Vehicles
  - K9 Unit
  - Voice Recorder (Phone and Radio)
  - New CAD System
  - E-Ticket

**City of Orange Township**  
**Fire Department**

**2019 Budget Presentation**



**Presented By:**

**Kenneth M Douglas**

Director

City of Orange Township Fire Department

**Alvin Spearman Jr.**  
Administrative Deputy Chief

**Matthew Piserchio Jr.**  
Administrative Deputy Chief, Training Officer

**Elvin Padilla Jr.**  
Administrative Captain, Procurement and Accountability Officer



# City of Orange Township Fire Department

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## **MISSION STATEMENT**

**The City of Orange Township Fire Department exists to Protect the quality of life for the residents of Orange Township and its visitors from fires, natural disasters, and all hazardous incidents by providing effective and efficient emergency and medical services to those in need.**

**We empower our community through prevention and education programs and provide a work environment that values cultural diversity, free of harassment and discrimination.**

**This is achieved by providing excellent and compassionate services in an atmosphere that encourages innovation, professional development and**

**DIVERSITY.**



# Overview

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- **OFD Mission**
- **Overview**
- **2018 Accomplishments**
- **S.W.O.T. Analysis**
- **Organization Structure**
- **Manpower and Staffing**
- **Fleet Management**
- **Key Areas of Responsibility**
  - Manpower and Staffing
  - Operations
  - Fire Prevention
  - Training
  - EMS (Emergency Medical Service)
  - OEM (Office of Emergency Management)
  - Community Relations
- **Budget Overview**
  - 2017 / 2018 / 2019

## FINAL RECOMMENDATIONS





## 2018 Accomplishments

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- Fire Safety Paraphernalia (English, Spanish and French Creole)
- Save a Heart Save a Life Day
- Orange High School Emergency and Clinical Care Class, CPR/AED and First Aid training
- Smoke Detector Install (North, East and South Wards)
- Citywide Fire Safety Presentations (Spring and Fall)
- Orange Junior Public Safety Academy (24 Children from OPS)
- Fire Safety Expo / Live Burn Demonstration
- After the Fire Presentation (Seton Hall Survivors for OHS Seniors)
- OFD “ISO Rating” Maintained a Tier #2 Rating
- OFD “Gift to Give Thanksgiving Feast” 700 meals served
- OFD “Gift to Give Toy Giveaway”
- 44% Reduction in Structure Fires
- 40% Reduction in False Alarms



## S.W.O.T. Analysis

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This SWOT Analysis required the members of the Orange Fire Department to look candidly at its strengths and weaknesses and to identify opportunities and threats that it face in its current operations. The Planning Team spent time analyzing these internal and external issue facing the organization and then focused on those issues considered most critical to its effectiveness and welfare.

### **STRENGTHS**

It is important for any organization to identify their strengths in order to assure they are capable of providing the services requested by customers and to ensure that strengths are consistent with the issues facing the organization. Through a consensus process, the strengths of Orange Fire Department were identified.

- Strong Community Footprint on Fire Prevention and Community Education
- Members who desire improvement in department
- Variety of expertise on staff – Certifications, Qualifications, Continuing Education skillset and Experience
- NFPA Compliances being met
- Administration conscious of the department's well-being ISO and accredited department
- Talented and diverse staff (outside skills are brought to the table) and experienced command staff
- Certified Training Staff



- Recognized CPR/AED and First Aid Training Facility recognized by the American Heart Association
- Relationship with the bordering towns / mutual aid partners

## **WEAKNESSES**

Performance or lack of performance within an organization depends greatly on the identification of weakness and how they are confronted. For any organization either to begin or to continue to move progressively forward, it must not only be able to identify its strengths, but also those areas where it functions poorly or not at all. These areas of needed enhancements are not the same as threats, but rather those daily issues and concerns that may slow or inhibit progress.

- Past Practices
- Inter Social and Cultural Divide
- Manpower (Future Attrition / Reduction of Experienced Staff)
- Skilled and Certified Fire Inspectors, losing revenue due to uncertified staff
- Aged Fleet (aged, repairs hamper budget)
- Facilities in Need of Major Improvements
- Challenges with IT
- Dated Policies, Rules and Regulations, SOP's and SOG's



## **OPPORTUNITIES**

The opportunities for an organization depend on the identification of strengths and weaknesses and how they can be enhanced. The focus of opportunities is not solely on existing service, but on expanding and developing new possibilities both inside and beyond the traditional service area.

- Eliminate Past Practices
- Continue to become a progressive department
- Gain more stakeholders in the overall improvements of department
- Skilled and Properly Trained Supervisors
- Dependable Fire Equipment / Minimum Down Time
- Have Sufficient Personnel at incident
- Reduction of Overtime
- Increased revenue from by hiring certified inspectors
- Improve Facilities, lowers overall department expenditures
- Budget in line with financial needs and improvements of the department
- Improved and dependable technology / security
- Improved operations and overall department functions



## **THREATS**

To draw strength and gain full benefit of any opportunity, the threats to the organization, with their new risks and challenges, must also be identified. By recognizing possible threats, an organization can greatly reduce the potential for loss

- Over expenditures in budget line items (Apparatus Repair, Building Maintenance, Overtime)
- No Increase in Revenue (Improve in-house services)
- Injuries
- Staff Reduction Through Attrition



# Organization Structure

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The OFD is operated as a unified command organization that is structured as a paramilitary organization that has a chain of command system. The titles and duties are below.

## DEPARTMENT STAFF

- Fire Director (Civ.)

## ADMINISTRATIVE POSITIONS:

- Adm. Deputy Chief
- Adm. Deputy Chief / Training Officer
- Adm. Captain / Accountability and Procurement Officer / OEM
- Firefighter: Administrative Support
- Fire Official (Uniformed Captain)
- Assistants & Confidential Secretaries (Civ.)

## OPERATIONS DIVISION

- Deputy Chiefs (Tour Commanders)
- Captains (Apparatus Commanders)
- Firefighters (Line Operations Personnel)

**There are two (2) fire stations located within the City of Orange Township**

- Fire Headquarters  
419 Central Avenue
- Washington St. Station (Closed)  
257 Washington St.

**OFD IS PART OF THE ESSEX COUNTY MUTUAL AID AGREEMENT**





## Fleet Management

There is still a need to purchase new apparatus and a used reserve Ladder and Engine Company. By doing so, this will not only bring our fleet current to operating standards, you will see reduction in our maintenance and repair budget.

APPARATUS	YEAR	MODEL	CONDITION	NOTES
<b>ENGINE 1</b>	2005	Spartan	Fair	<b>OOS/Consider replacement plan</b>
ENGINE 2	2016	Ferrara	Good	Active preventive maintenance program
<b>ENGINE 3</b>	1996	Spartan	Fair	<b>Consider replacement plan</b>
ENGINE 4	1996	Spartan	Poor	<b>OOS/Needs to be replaced with newer used apparatus</b>
<b>ENGINE 5</b>	2006	American LaFrance	Fair	<b>Consider replacement plan</b>
LADDER 1	2016	Ferrara	Good	Active preventive maintenance program
STAFF	2014	Chevrolet	Good	No current issues
STAFF	2014	Chevrolet	Good	No current issues
STAFF	2014	Chevrolet	Good	No current issues
<b>STAFF</b>	2004	Durango	Fair	<b>OEM vehicle consider replacement plan</b>
<b>STAFF</b>	2006	Durango	Fair	<b>Consider replacement plan</b>
<b>STAFF</b>	2006	Durango	Fair	<b>Consider replacement plan</b>
PICK-UP	2014	Chevrolet	Good	No current issues
AIR UNIT	2015	Ford	Good	Currently awaiting repairs



# Key Areas of Responsibility

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The Orange Fire Department has five basic functional responsibilities which are described below.

## 1. Manpower and Staffing

The Orange Township Fire Department has a full-time paid fire department consisting of 83 Uniformed Personnel and 4 Civilians:

### Staff in Administration:

- Director – (Civilian) – 1
- Administrative Officer / OEM, Procurement, Training, Accountability (Deputy Chief -2 & Captains -1)
- 
- Fire Official (Deputy Chief) – 1
- Training Officer (Deputy Chief)
- Confidential Secretary / Clerk (Civ.) – 1
- Administrative Asst. Clerk-1 (Civ.) – 1
- Keyboarding Asst. Clerk-1 (Civ.) -1

### Total Uniformed Personnel:

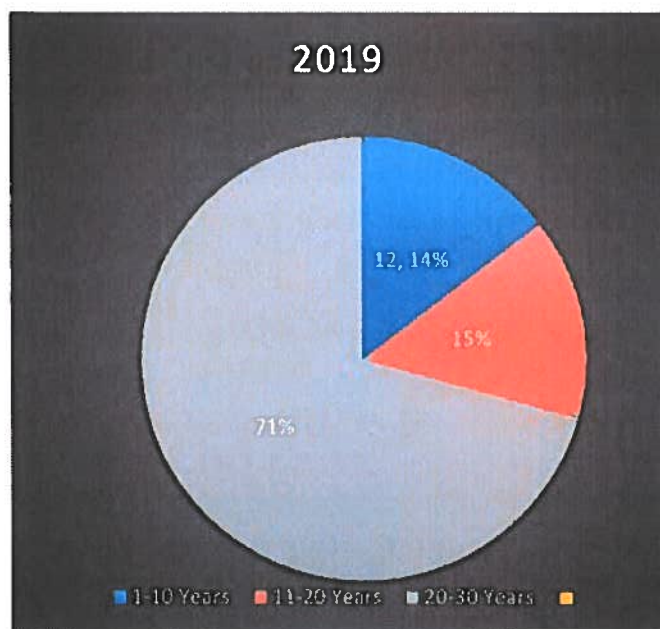
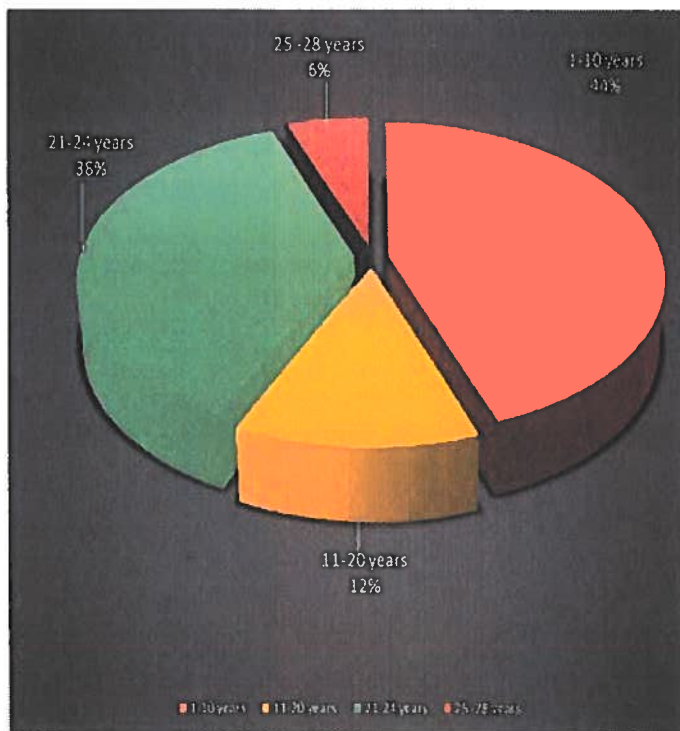
- Deputy Chiefs – 6
- Captains – 19
- Fire Fighters – 58





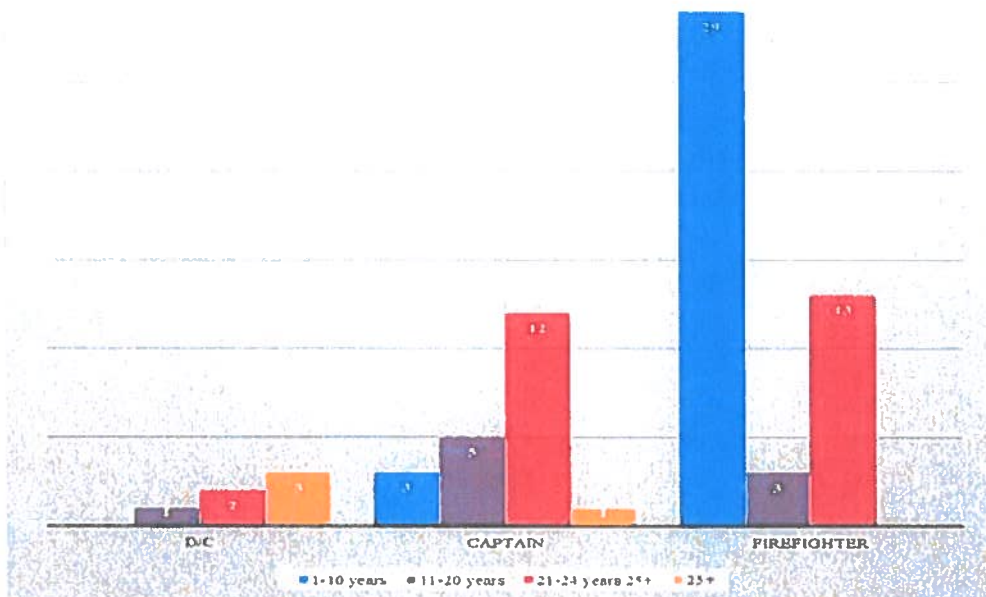
## Years of Service

### 2016

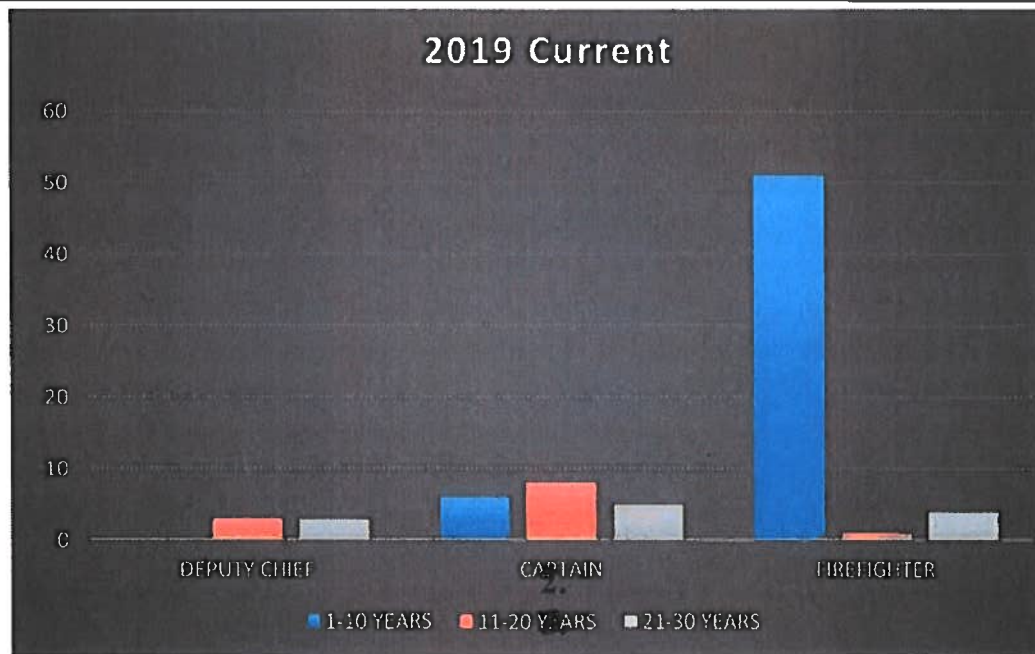




	1-10 years	11-20 years	21-24 years	25+
D/C	0	1	2	3
Captain	3	5	12	1
Firefighter	29	3	13	0



	1-10 Years	11-20 Years	21-30 Years
Deputy Chief		3	3
Captain	6	8	5
Firefighter	51	1	4





## 2. Operations

**Fire Operations:** includes residential and any fire related incidents. Fire Department practices fast attack firefighting in order to minimize risk to life, property and the environment. Once a fire has been extinguished, thorough salvage operations are conducted to preserve property, the environment and return structures to a habitable condition as quickly as possible.

### Summary of Responses

	2016	2017	2018
Fires (Structure/Outside)	119	81	55
Vehicle Fires	12	14	33
Brush Fire	18	22	25
MVA's	20	25	33
First Responder	945	1374	894
False Alarms	220	575	320
Misc.	1196	824	1208
Mutual Aid Give	81	50	35
Mutual Aid Rec.	2	12	32
<b>Total</b>	<b>2612</b>	<b>2977</b>	<b>2653</b>

MISC



### 3. Fire Prevention

Responsible for hazard abatement enforcement, approval of building plans, public education, and environmental protection and fire safety inspections. The small number of structure fires fought annually in Orange is an indication of the prevention bureau's efficiency. Fire Code Enforcement has been consistent for the last 3 years, but 80% of the certified inspectors retired. Revenue gains have shown some increase over the last 3 years.

#### REVENUE

##### 2016

-LHU Violations: 178

-Certificates Issues: 38

-NLHU Certificates: Issued 954

-Certificates Issued: 29

**Revenue Collected:** LHU's: \$31,905 / Non-LHU's \$59,100

##### 2017

-LHU Violations: 173

-Certificates Issued: 30

-NLHU Violations: 521

-Certificates Issued: 28

**Revenue Collected:** LHU's: \$33,913 / Non-LHU's \$60,775

##### 2018

-LHU Violations 178

-Certificates Issued 41

-NLHU Certificates Issued 953

-Certificates Issued 53

**Revenue Collected:** LHU's: \$39,120 / Non-LHU's \$66,365





As most of the department will have to go through training after successfully completing the state board test, it is in my professional opinion to hire experienced, civilians

- **DCA Standards and Recommendation**
- **Keeps Line Personnel in Operations / No drop in numbers due to inspections**
- **Annual Completion Inspections on time without interference or interruptions**
- **Increased revenue**
- **Works can justify salary**



## 4. Training

The training of the Orange Fire Department personnel is conducted in accordance with county, state and federal standards. Firefighters receive updates on advances in techniques and technology, and participate in continuing education. To control costs, training is conducted in-house with in department trained instructors whenever possible



### Instruction

- Hands on / Practical Skills
- Power Point/ Lecture
- P.U.T's. – Pop Up Trainings

### Basic Skills

The Training Division considered a refresher in Basic Skills for members of the department. These skills are used at the majority of incidents that we respond to. Training on these basic skills reduces the chances of a firefighter getting hurt or injured and also increases the firefighter's knowledge of each operation.

- Aerial Ladder & Ground Ladders
- Pump Training
- Stretching Hose lines

### High Rise Fire Operations

Members performed hands- on training at selected High Rise buildings across the city which included:

- Stretching hose lines
- Standpipe Operations
- Lobby Procedures and Command Operations
- **City wide Elevator Training.** Members were scheduled to go various buildings to practice using elevators in emergency situations. Ex. Fires



### **PEJIF**

OFD has been working closely with PEJIF to become OSHA compliant and taking advantage of the training they provide.

- CEVO 3 (Classroom & Driving Course)
- Fire Extinguisher Training
- Blood born Pathogen
- Hearing Protection
- Right to Know

### **Mutual Aid**

- Coordinated pump training with surrounding towns such as East Orange, Millburn, and Newark.
- NJ Transit Rail Safety Training with South Orange Fire Department
- Due to the current Mutual Aid Agreement, all departments respond to each other's fire incidents.
- OFD is a part the **Essex County Decon Task Force**. Annual Decon Training with other departments assigned to the task force.

### **Red Alert**

Fire Department main Computer Program used for Incident Reporting, Personnel Records, and Equipment Inventory.

- Administrative Staff Training
- Training all Officers and Firefighters on the system
- Constant Updates on the system to improve data entry and operations.

### **CPR/AED**

- Offered to citizens of Orange
- In the process of training all city workers
- Provided CPR/AED training to OHS Students who are pursuing a career in the Health field. Students received college credits from Rutgers University. OFD had the opportunity to train the OHS Students 2 years in a row.



### **Northern NJ Training Officers Association**

- OFD Training Division is a member of the Northern NJ Training Officers Association.
- Department share ideas and training within the network to improve each department's ability to train its members.

### **Training Goals for 2018 to 2019**

- 1<sup>st</sup> Level Supervisor Training for New Fire Captains
- Instructor Certification Course for New Captains

### **5. OEM / Office of Emergency Management:**

OEM includes Emergency Preparedness for the township, and Community Emergency Response Team training of citizens, helping neighborhoods prepare for disaster recovery.



- Increased OEM Coordinator Training
- County and Statewide Team Training
- NJCEM Certification



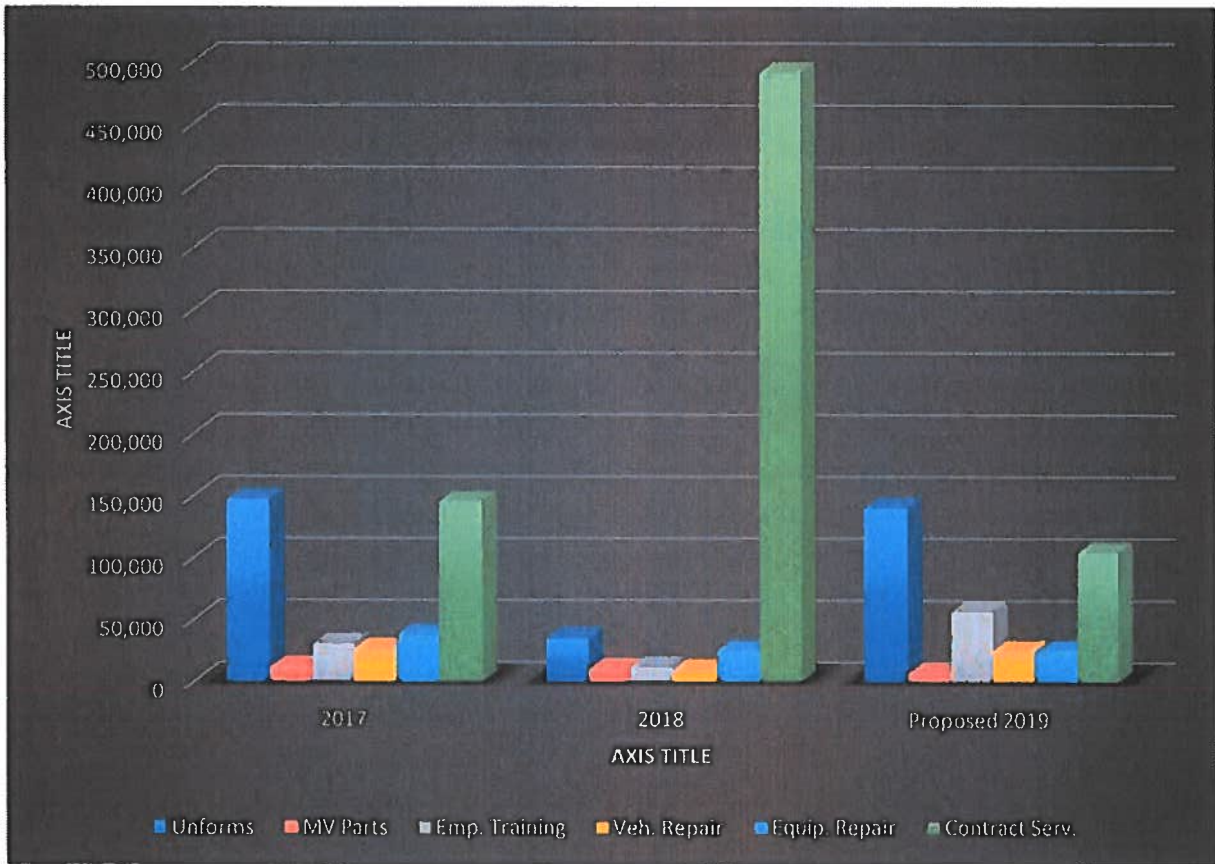


## **7. Community Relations:**

To assist in better preventing or reducing fires in the city, the OFD has taken measures to better educate the community in fire safety and fire awareness.

- Implementing and Emergency Services Initiative to address the lack of attention felt by elderly and disabled citizens who do not reside in monitored housing by visiting homes of the elderly.
- Conducted Safety Seminars two time a year for seniors in monitored housing.
- Visit Orange Public Schools twice a year promoting fire safety and prevention.
- 2016 Give to Give, Thanks Giving Feast and Toy drive in Firehouse in partnership with USMC.
- Built up stock of accessible smoke detectors for residents to almost 300 with a continuous supply from partnering with the American Red Cross.
- Installed 120 smoke detectors in 2018
- 2<sup>nd</sup> Annual “Save a Heart, Save a Life Day”. Partnership with EOGH.
- Continue to collaborate with OPD with the Jr. Public Safety Academy.

## **.Budget Overview**

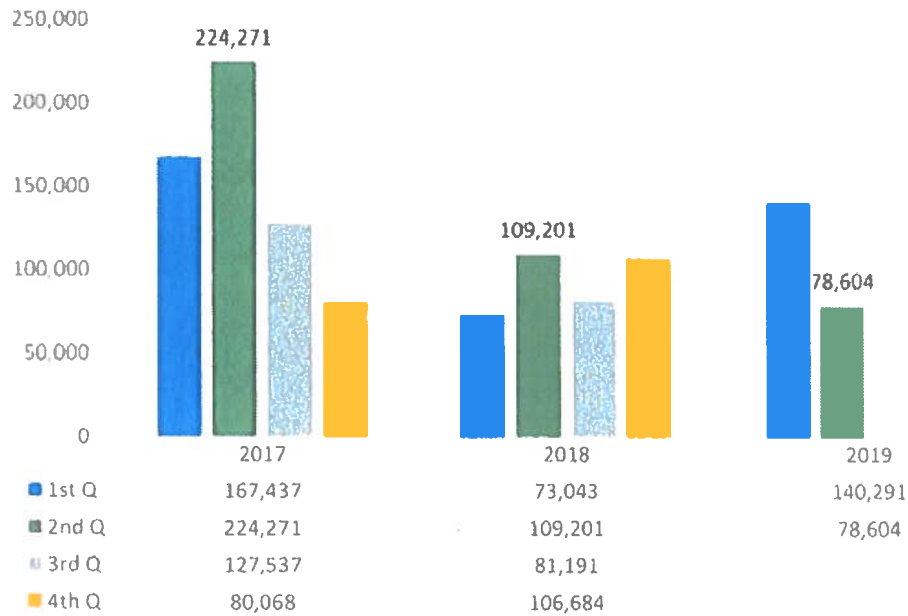


Measures have been taken to control overtime spending but operating expenses will increase due to aging equipment and needed upgraded and repairs to both fire department structures.



# Overtime Report

The OFD has strategically kept the Overtime Budget within the given range that Was approved. In 2017, there was a rise due to the no closing of a firehouse or Brown out. In the year 2018, the Overtime budget was at its lowest in Ten years Due to the hiring of New Firefighters and promotions. The three year statistical Chart shows the cost saving.



### Summary

2017	2018	2019 (Inc.)
<b>599,315</b>	<b>387,159</b>	<b>218,896</b>



## **Final Recommendations**

All recommendation request is to ensure that the OFD will provide professional and the most efficient service to the residents and visitors of The City of Orange Township. It is my sworn duty as the Fire Director and the 76 members of the Orange Fire Department to promote the vision of Mayor Dwayne D. Warren Esq. and the Orange Municipal Council in continuing to Move Orange Forward.

- Hiring of a Firefighter class every two to three years
- Increased Training for Fire Personnel
- Community Training Academy Initiative
- Central Dispatch / Communications for Fire and Police
- Purchase or Lease of New / Used Fire Apparatus

**Respectfully**

**Kenneth M Douglas  
Director**

**Alvin Spearman Jr.  
Administrative Deputy Chief**

**Matthew Piserchio Jr.  
Administrative Deputy Chief, Training Officer**

**Elvin Padilla Jr.  
Administrative Captain, Procurement and Accountability Officer**

**CITY OF ORANGE TOWNSHIP FIRE DEPARTMENT**