



MIAMI TOWNSHIP FIRE AND EMS



2025 Annual Report



WELCOME TO THE 2025 ANNUAL REPORT

Miami Township Fire and EMS is proud to present its 2025 Annual Report, highlighting a year of continued dedication, progress, and commitment to serving our community. Throughout the year, we stayed focused on our mission to protect lives and property through fire suppression, emergency medical services, rescue operations, and public education. Our members worked tirelessly to respond to emergencies, improve preparedness, and promote a culture of safety across Miami Township, ensuring high-quality service for everyone who lives, works, and travels through our community.

2025 was a record-breaking year marked by significant progress and meaningful achievements. Through hiring and strategic promotions, we strengthened our team and enhanced our ability to meet the needs of our community. Additionally, the successful completion of several major projects increased our operational efficiency and reinforced our ongoing commitment to providing high-quality, professional service.

As you explore this report, please reflect on the innovation, dedication, and teamwork that drive our department forward. Thank you for your trust and support as we make Miami Township a safe, thriving place to Live, Work, and Play.

ORGANIZATIONAL OVERVIEW

Department Structure

The department is organized to provide excellent service through a well-coordinated and highly skilled team of professionals. Our organizational structure is carefully designed to support our mission by promoting efficiency, improving operational readiness, and encouraging collaboration at all levels. This setup ensures that all aspects of emergency response and community engagement work smoothly, allowing us to deliver the best possible service to residents and visitors.

The department functions within a unified labor-management system, merging essential services such as fire suppression, emergency medical services (EMS), technical rescue, hazardous materials response, and public education. All department members work together to ensure quick, effective emergency responses while focusing on prevention and preparedness efforts.

We focus on professional development, ongoing training, and resource allocation to sustain operational excellence. Leadership at all levels is dedicated to enhancing the department's capabilities through innovation, inter-agency collaboration, and data-driven decision-making. This dedication to continuous improvement strengthens our ability to protect lives and property, reinforcing Miami Township Fire and EMS as a trusted and resilient emergency service provider.

Personnel Demographics and Staffing

Our department has a diverse team of highly skilled individuals dedicated to public safety. In 2025, we employed 82 staff members, including full-time, part-time, and volunteer personnel. The department values inclusivity and aims to mirror our community, with team members from various backgrounds and experiences contributing to our collective strength.

Our daily staffing averaged 16.3 personnel, strategically positioned across four fire stations to deliver comprehensive emergency coverage. Each station is equipped with an ambulance and a fire apparatus, allowing us to respond quickly and effectively to various incidents. These stations are located to maximize efficiency, reduce response times, and improve service to the community. This staffing arrangement ensures we have the necessary resources while prioritizing firefighter safety and operational readiness.

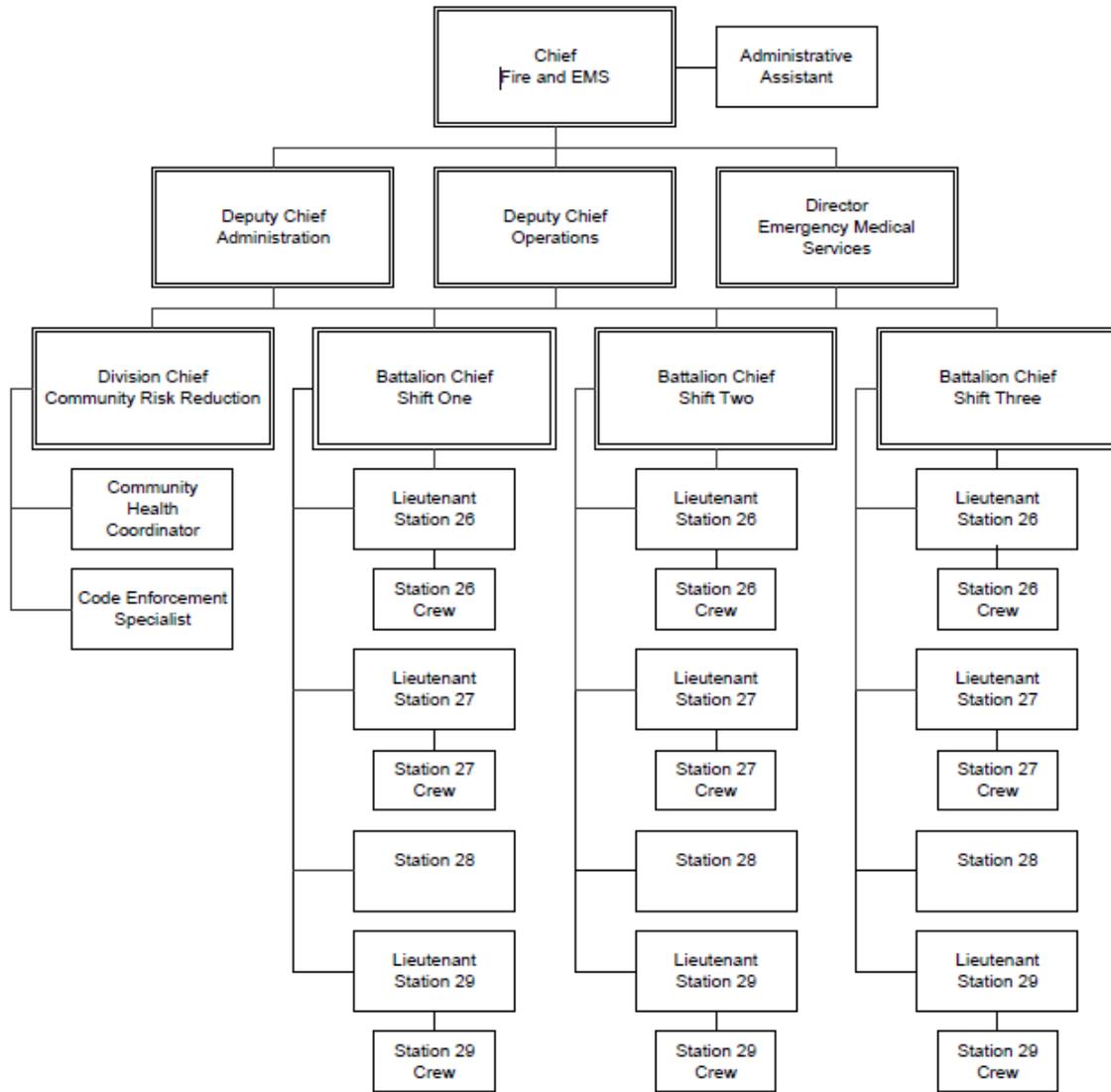
The dedicated professionals engaged in daily community contact include a full-time staff of 63 personnel. They are divided into three operational shifts that perform essential, hands-on field tasks, working a 24/48-hour (one day on, two days off) schedule. The team members in these roles include:

- Battalion Chiefs – 3 (one per shift)
- Lieutenants – 9 (three per shift)
- Firefighter/EMT/Paramedics – 51 (17 per shift)

The Community Health Coordinator and Fire Inspector work 40 hours a week, Monday through Friday, to support the shift staff. Thirteen part-time team members, two volunteers, and three seasonal members supplement our full-time staff and are essential in supporting our operations and achieving our mission's success.

The fire department executive team includes six key positions responsible for strategic oversight and guidance: Fire Chief, Deputy Chief of Administration, Deputy Chief of Operations, Director of EMS, Division Chief of Community Risk Reduction, and Administrative Assistant.

Organizational Chart



Workforce Evolution

Maintaining consistent staffing levels is essential for ensuring a dependable emergency response, retaining institutional knowledge, and avoiding excessive overtime and fatigue, all of which directly affect personnel safety and the quality of service delivered to the community. In 2025, the



department underwent significant personnel changes requiring careful planning and management. We hired four full-time and eight part-time employees, and promotions included the appointment of a Community Health Coordinator. During this time, three retirements occurred, including two Lieutenants and two full-time Firefighter/Paramedics, resulting in the loss of over 150 years of combined experience. Additionally, five resignations, three full-time and two part-time, further impacted the workforce. These hiring, promotion, retirement, and resignation activities collectively reflect a year of substantial workforce change, highlighting the importance of succession planning, training, and proactive workforce management to maintain operational readiness.

Community Landscape

The Township's over 33 square miles of varied landscape and infrastructure impact the fire department's emergency response. The combination of flat and rolling terrain, wet meadows, and nearly 200 open water areas presents unique challenges, especially in firefighting, water rescues, search-and-rescue operations, and vehicle accidents. The five miles of the Little Miami River require specialized training and equipment for swift water rescues. Meanwhile, the five-mile stretch of Interstate 275 and hundreds of other roadways within our jurisdiction result in a high volume of traffic-related incidents, including multi-vehicle crashes and vehicle fires. Rapid access to these emergency calls for coordinated response efforts are strategically located stations to reduce response times. These geographic factors require ongoing training, specialized equipment, and collaboration with nearby agencies to ensure our department can manage the wide range of emergencies in our diverse community.

EMERGENCY RESPONSE

In 2025, the fire department responded to 7,284 calls for service, a 9.2% increase from 2024, showcasing our steadfast dedication to safeguarding lives and property. Calls ranged from fire incidents and specialized rescues to medical emergencies, which made up most of our responses. This trend is common across the industry, with EMS calls accounting for the majority of emergency responses.

The charts below illustrate a detailed breakdown of these incidents, providing a clear view of the scope and nature of our emergency responses throughout the year.

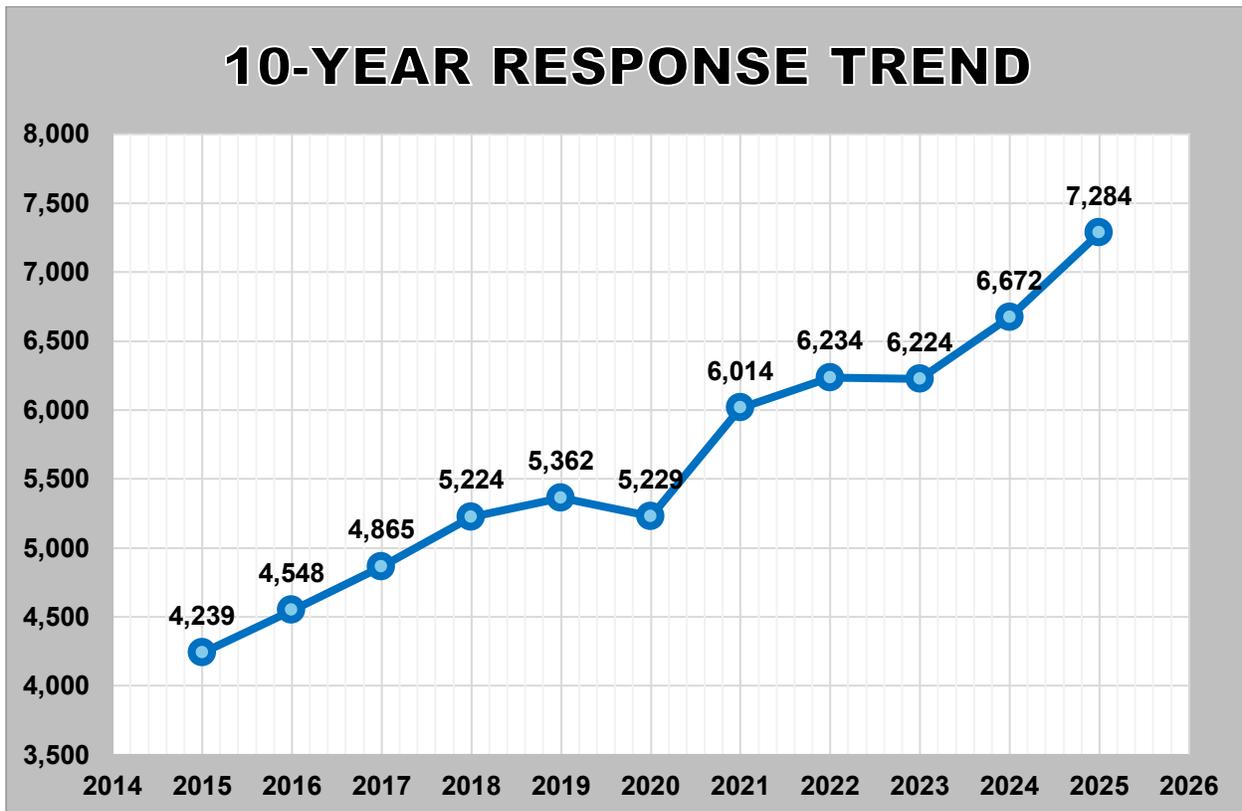
FIRE, EMS, FIRE RESPONSES													
	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
FIRE	102	71	114	142	69	121	112	92	89	84	71	90	1,157
EMS	477	447	467	433	421	424	460	466	485	528	464	518	5,590
MVA	22	19	23	35	37	19	36	30	34	47	43	25	370
Community	2	9	12	11	2	20	17	13	31	15	22	13	167
TOTAL	603	546	616	621	529	584	625	601	639	674	600	646	7,284

Average Responses per Day = 19

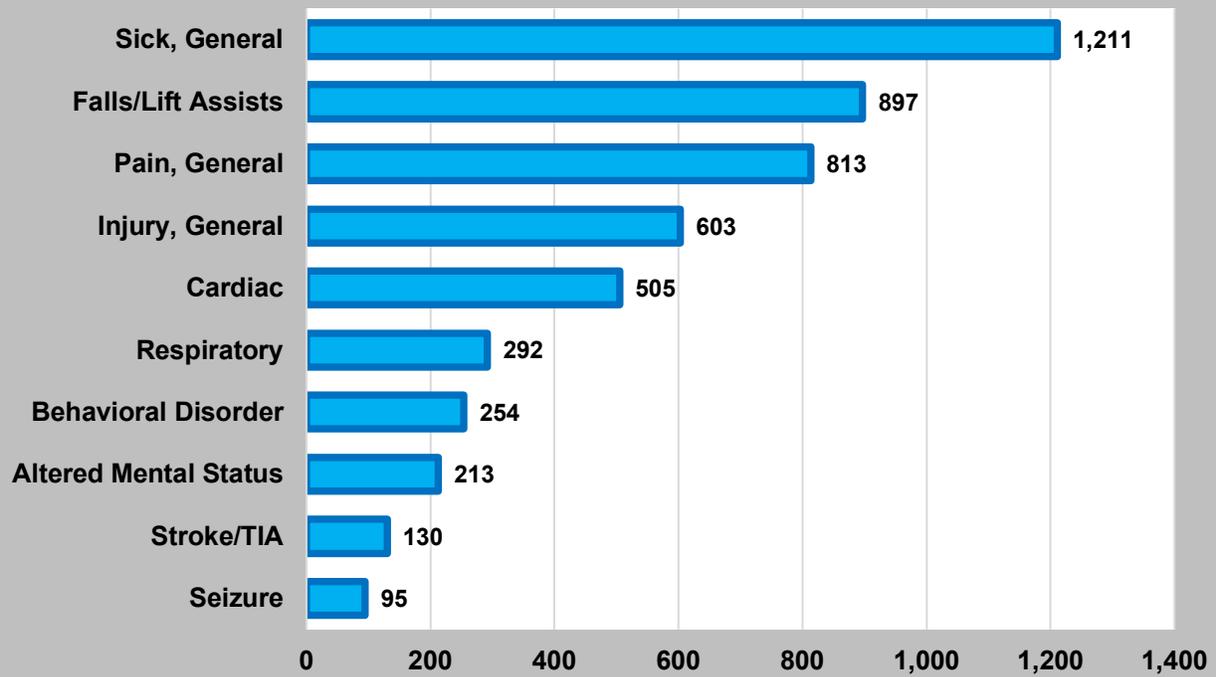
Average Responses per Month = 607

EMS Response percentage total = 84.1%

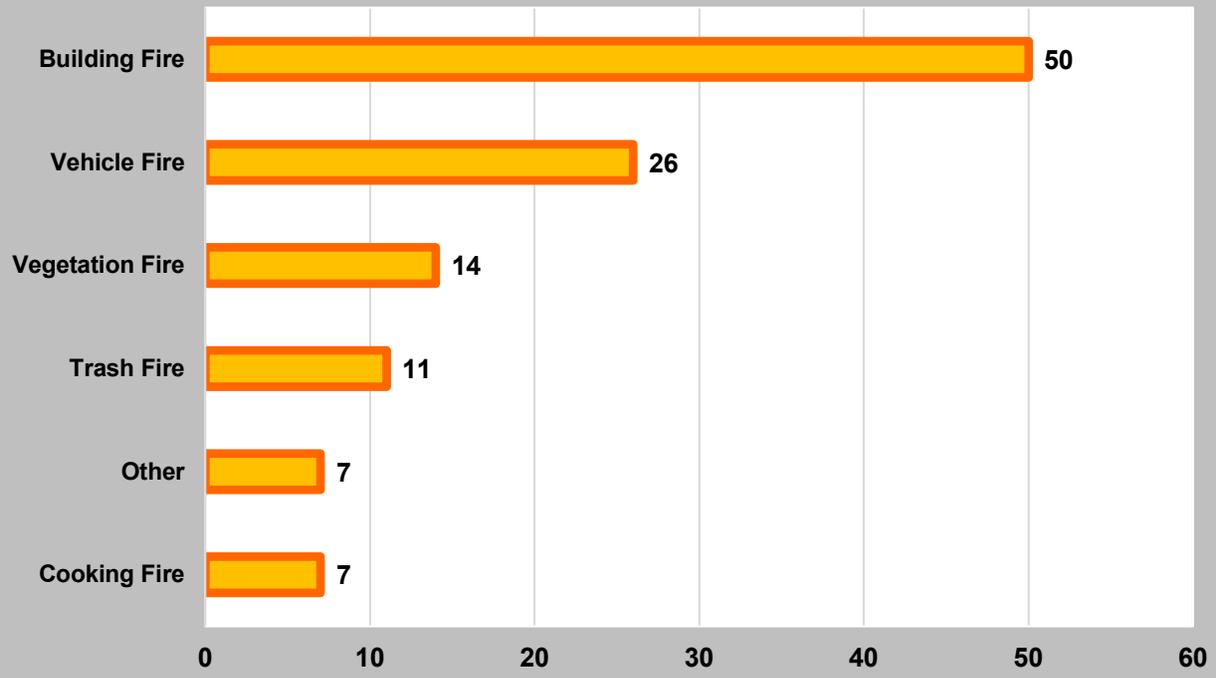
Fire Response percentage total = 15.9%



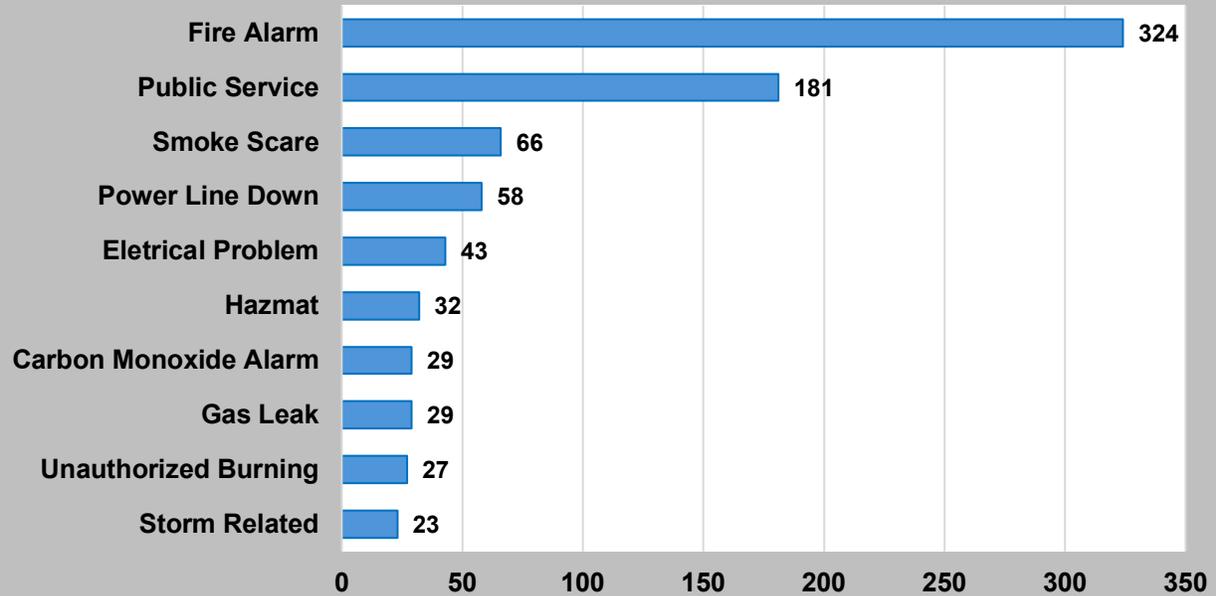
TOP 10 EMS RESPONSES



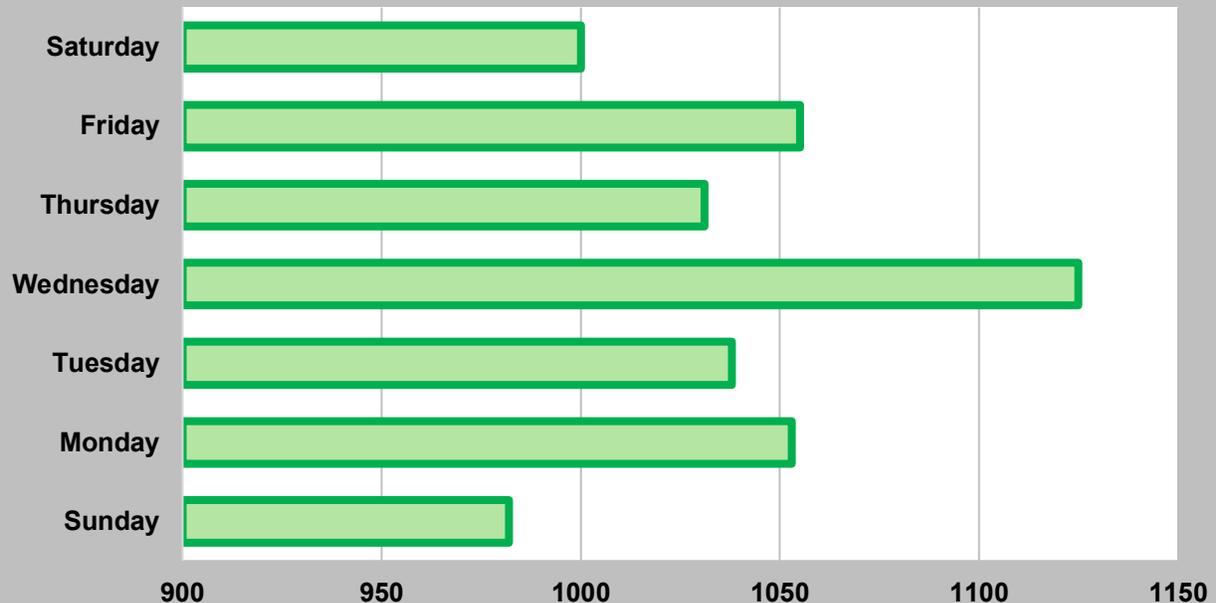
FIRE RESPONSES



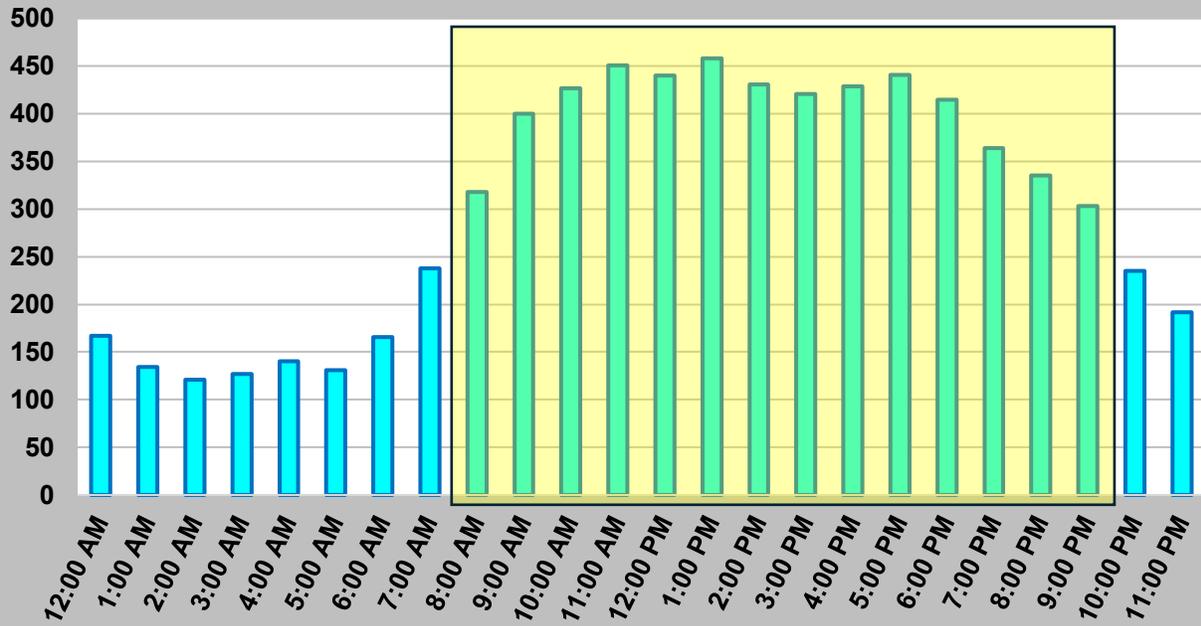
OTHER FIRE-RELATED RESPONSES



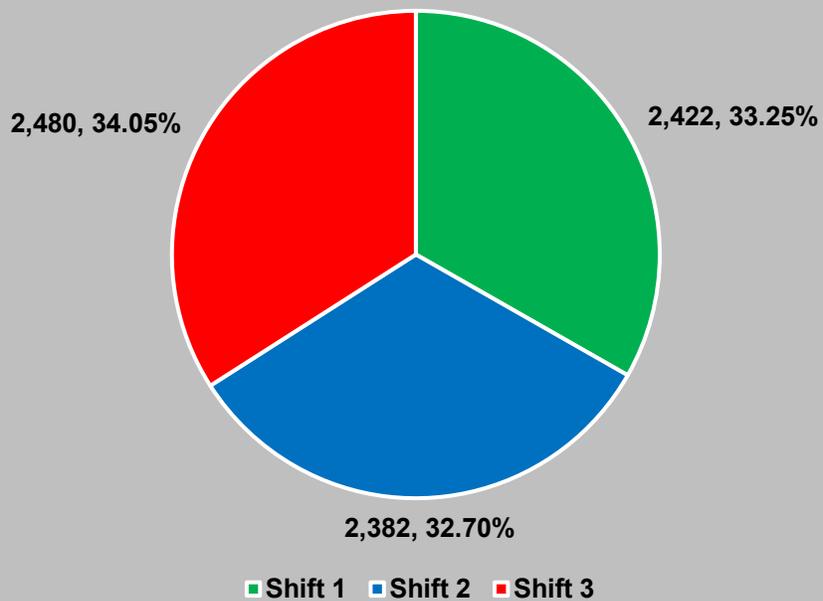
RESPONSES BY THE DAY OF THE WEEK



RESPONSES BY THE TIME OF THE DAY



SHIFT RESPONSE TOTALS



OPERATIONS

Miami Township Fire and EMS is committed to maintaining high operational readiness and safety. We adhere to established procedures, protocols, and standards that emphasize continuous improvement to ensure we provide efficient and effective service during all emergencies. Key initiatives and activities in our operations included:

Operating Procedures

Operating procedures provide clear, standardized guidance for fire suppression, emergency medical services, and rescue operations, ensuring consistent, efficient, and safe emergency responses. Throughout 2025, the Operating Procedures Committee met regularly to review, revise, and update existing procedures to stay current with best practices, operational needs, and regulatory standards. The committee also developed new procedures to fill identified gaps and address emerging needs, while continuing work on additional updates that directly affect daily operations. These efforts support operational consistency, improve safety, and help the department stay adaptable to changing service demands.

EMS Protocol

Our EMS protocols are designed to deliver consistent, high-quality care during medical emergencies. Developed in line with state regulations and best practices, these protocols cover a broad range of scenarios, from basic life support to advanced medical procedures. They help our personnel make crucial decisions quickly and effectively, ensuring patient safety and the best possible outcomes in the field.



The department has continued to improve prehospital care by adding new medications and capabilities, including IV nitroglycerin, IV Labetalol, surgical cricothyrotomy, expanding smoke inhalation kits to fire trucks, and equipping staff vehicles with Automated External Defibrillators (AED). A key highlight is our leadership in the Prehospital Blood Administration Program, which provides life-saving blood products during critical, life-threatening emergencies. This program makes Miami Township Fire & EMS one of the few agencies in the Greater Cincinnati and Northern Kentucky area offering this advanced level of care.

The program is made possible through a strong partnership with the Hoxworth Blood Center, which supplies blood products, and close coordination with mutual-aid partners to ensure seamless integration across jurisdictions. Our initiative has received significant regional and community recognition, including coverage by local media and a feature on a Hoxworth podcast that highlights the department's leadership in prehospital blood administration. To better serve community needs, the department hosted its first Hoxworth blood drive, with the potential to save 93 lives through donations, and plans to continue hosting future drives to replenish the regional blood supply.

Significant Responses



In 2025, our department responded to numerous emergencies, demonstrating our commitment to saving lives and protecting property. These incidents included serious vehicle crashes, fires, complex medical emergencies, technical rescues, and other events. Each response showcased our personnel's skill, dedication, and teamwork, reinforcing our ability to handle high-stakes situations with precision and professionalism.

The most significant incident was a trench collapse that involved over 100 personnel from 18 agencies, requiring extensive specialized resources and coordination. Two victims were successfully rescued and taken to a local hospital, while a third victim was tragically declared dead after being recovered from the trench. The incident was uncommon and underscored the complexity, scale, and seriousness of technical rescue operations.



EMS Continuous Quality Improvement (CQI)

The EMS CQI Committee plays a crucial role in improving the quality of emergency medical services in our department. The committee regularly reviews EMS protocols, response times, and patient care outcomes to identify areas needing improvement. By analyzing data and feedback from each incident, including high-acuity cases such as Rapid Sequence Intubation (19), cardiac arrest (82), myocardial infarction (13), blood administration (4), and childbirth (2), the committee develops targeted training programs and updates protocols. It introduces new strategies to maintain the highest standards of care. This proactive approach helps ensure compliance with state and national guidelines and promotes a culture of continuous learning and excellence throughout the department.

Fitness and Wellness

Fitness and wellness are vital for the overall health, readiness, and resilience of all personnel. Each year, employees undergo thorough medical and physical assessments that include a detailed medical history review, physical examination, extensive blood work, tuberculosis screening, vision test, pulmonary function testing, audiogram, 12-lead EKG, PSA testing for males over 40, vascular screening, multi-cancer screening, and blood-borne pathogen screening. These evaluations provide a comprehensive overview of each employee's health and help detect and treat potential issues early. Along with medical monitoring, a professional fitness trainer offered regular fitness programs to encourage safe, consistent physical activity, helping reduce injury risk.

The department also continued participating in the International Association of Fire Fighters/International Association of Fire Chiefs Wellness-Fitness Initiative assessment, reinforcing nationally recognized best practices for firefighter health. These combined efforts show a sustained commitment to supporting our personnel's physical and mental well-being and maintaining a healthy, capable workforce ready to meet the demands of the profession.

Our Peer Support Team promotes the mental, emotional, and professional well-being of personnel through confidential guidance, early intervention, and referrals. In 2025, the program expanded incident response, improved training and procedures, increased wellness initiatives, and strengthened partnerships, emphasizing its crucial role in personnel resilience and operational readiness. The team also enhanced education and awareness of mental health resources across the department, helping to reduce stigma and encourage early use of support services. Continued investment in training, partnerships, and proactive wellness initiatives is planned for 2026 to further boost workforce resilience and departmental effectiveness.

Health and Safety

In 2025, the Health and Safety Committee investigated 14 incidents involving personnel injuries and near-misses. The investigations' findings include recommendations for prevention or improvement.

Vehicle Crash/Damage	7
Training-Related	4
Slip, Trip, or Fall	1
Respiratory Protection	1
Vehicle Mechanical Issue	1

The department continues to support the annual Firefighter Safety Stand Down Week. Organized by the International Association of Fire Chiefs, the National Volunteer Fire Council, and the National Fire Protection Association, this event emphasizes firefighter safety for one week. During this period, non-emergency activities are temporarily paused to allow crews to focus on the standdown. 2025's Safety Stand Down theme was "Break the Stigma: Behavior Health RESET." Throughout the week, educational sessions covered techniques to improve mental health, reduce trauma-related issues, and address sleep disruptions.

On-Duty Injuries

The fire and EMS profession is inherently dangerous, and the safety and well-being of our personnel remain a top priority. We proactively implement as many precautions as possible to prevent and reduce job-related injuries and illnesses, recognizing the physical and mental demands placed on our workforce. In 2025, the department recorded 10 on-duty injuries, resulting in 103 days of missed work. Each incident was carefully reviewed to identify contributing factors, strengthen safety practices, and reduce future risks. This ongoing focus on safety helps ensure our personnel can perform their duties effectively while safeguarding their long-term health and well-being.

Technical Rescue Program

The department's Technical Rescue Program handles high-risk, low-frequency incidents that need specialized skills, equipment, and training, including lost-person searches, ice and water rescues, rope rescues, and trench incidents. In 2025, the department responded to 20 incidents requiring technical rescue skills. These included two rope rescue incidents, eight motor vehicle accidents needing extrication, eight swiftwater rescue responses, five of which were mutual aid requests, and one complex trench rescue. Additionally, the department provided swiftwater rescue personnel and resources to support a United States Secret Service protection detail for the Vice President, showing the program's flexibility and regional importance.

Training and preparedness remain the foundation of the Technical Rescue Program. Earlier this year, seven of the eleven members involved in the in-house rescue program who were not yet certified completed the swiftwater operations and watercraft technician courses. This training significantly increased the number of fully certified responders and improved the department's ability to handle rare but high-risk rescue incidents safely and effectively. Ongoing training investment ensures the department remains ready to respond to these challenging events while maintaining the highest standards of public and responder safety.



Urban Search and Rescue (USAR)

Miami Township Fire & EMS has four members assigned to the Hamilton County Urban Search and Rescue (USAR) Team, a specialized multi-agency resource serving Southwest Ohio. In 2025, the team responded to five incidents, including four missing-person searches and a trench collapse within Miami Township, while the Aerial Reconnaissance Unit supported nine additional callouts with three trained department drone pilots. Personnel maintained a high level of readiness through seven training sessions, with four members certified as rescue technicians and two serving as instructors. Several members also serve on the Aerial Reconnaissance Unit and as instructors, further expanding the department's technical expertise. This regional involvement boosts advanced rescue capabilities and improves safety for both responders and the community.

In 2025, two department members were selected as Rescue Technicians for Ohio Task Force One, a FEMA Urban Search and Rescue team that deploys nationally and internationally for large-scale disasters. They are participating in ongoing specialized training and will complete an advanced structural collapse course in 2026, after which they will be eligible for deployment.

Equipment Acquisitions

In 2025, the fire department made significant upgrades to equipment to enhance safety and efficiency. Major acquisitions included vital tools and updates, ensuring our team remains well-equipped to serve the community effectively.

Mobile Data Computers	\$66,875
Power Cot System	\$65,500
Turn-out Gear	\$60,000
Cardiac Monitor	\$38,500
Blood Program	\$19,700
Ventilator	\$16,500
Automated External Defibrillators	\$15,250
Intersection Control Modules	\$10,950
Fire hose	\$8,600
Technical Rescue Equipment	\$7,200
Portable Radio	\$6,760
Portable Lights	\$5,000
Thermal Imaging Cameras	\$5,000
SCBA Air Cylinder Testing	\$4,000
Gas Monitors	\$4,900
Tablets	\$3,300

Hydrant Maintenance Program

Working with the Clermont County Water Resources Department, which owns and maintains the Township's hydrants, the fire department ensures each hydrant remains reliable and ready for emergencies. Through the Hydrant Maintenance Program, seasonal workers inspected over 2,670 hydrants in 2025, clearing obstructions and doing regular checks to keep a vital part of the community's fire response system in good shape.

PUBLIC RELATIONS AND EDUCATION

A key focus of Miami Township Fire and EMS is building strong community connections through public education and outreach. Our Community Risk Reduction (CRR) program continues to make notable progress in improving safety and awareness. This initiative aims to identify and reduce risks within the community before they lead to emergencies, ultimately decreasing the frequency and severity of incidents. By addressing potential hazards early, the CRR program enhances public safety and the overall well-being of residents. In 2025, we exceeded our 2024 achievements and successes in our Community Risk Reduction efforts.

A notable outcome of the Elementary School Fire Safety Education Program was evident during a house fire, when the situation was detected early thanks to the quick, calm actions of a young girl in the home. She was the first to notice the fire, immediately alerted her family, and called 911. Her awareness and composure highlight the importance of fire safety education. This young hero was honored by the fire department with a *Youth Firefighter Award*.



Contact with the public extends far beyond neighborhood visits and station tours. In 2025, the department continued to use social media as a vital tool for community engagement, sharing timely updates on emergency incidents, safety tips, public education programs, and departmental initiatives. These platforms allowed us to reach a wide audience, with our content receiving more than 2,507,542 views throughout the year. Social media also provides a two-way channel, allowing residents to ask questions, report concerns, and engage directly with firefighters and EMS personnel, strengthening transparency, trust, and community relationships.

CPR and First-Aid Program

The department's CPR Program aims to equip community members with life-saving skills through comprehensive training sessions. Led by certified instructors, the program teaches vital techniques for adults, children, and infants, ensuring participants are prepared to respond effectively during emergencies. This effort reflects our commitment to public safety and fostering a well-trained community. In 2025, the CPR Program certified 310 individuals. The outreach classes engaged members of local churches, the library, daycares, schools, and businesses, as well as several residents who attended one of the monthly sessions.

Public Relations Events

Our department's public relations and public education programs are essential in engaging the community and promoting prevention, preparedness, and safety. In 2025, the department took part in 215 public education and public relations events, resulting in over 65,000 meaningful interactions with residents focused on safety awareness and risk reduction.

Several in-house initiatives had a clear and measurable impact. The car seat installation program helped 55 families ensure proper child passenger safety. The department also hosted a Child Passenger Safety Technician Certification Course, welcoming participants from across the region who trained alongside department staff. In collaboration with community partners, two rapid-access key box events were held, resulting in the installation of 42 key boxes. These boxes are essential tools that enable fire and EMS personnel to access buildings quickly and safely during emergencies, bringing the total number of key boxes installed across the community to 203.

Additionally, the department conducted a smoke detector blitz in a local multi-family residential area in partnership with property management, during which about 40 percent of apartments were found to have missing, malfunctioning, or defective smoke and carbon monoxide alarms. This underscored the importance of ongoing education and prevention efforts. The smoke detector installation program also completed numerous home visits throughout the community in 2025.



Safety education continued through a variety of outreach efforts, including township summer camps, senior safety programs, and homeowner association meetings. Over 878 visitors toured the fire stations, with others stopping by for spontaneous visits. Our partnership with the Miami Township Police Department remained strong through joint initiatives like 3rd Grade Seatbelt Safety presentations, H2O with the 5-0, National Night Out, and the Shop with a Hero program. A new and successful outreach effort in 2025 was the Neighborhood Pop-Up program, where fire and police personnel visited neighborhoods across the township to engage residents and showcase public safety services. Another highlight was the Public Safety Open House, which became a new department tradition, paving the way for another event in 2026. Additionally, the Elementary School Fire Safety Education Program completed its fifth year, reinforcing key fire safety lessons while fostering positive, lasting connections with students throughout the community.



Other notable programs in 2025 included the expansion of the Milford Schools' Cardiac Emergency Response Teams, which established a quick, coordinated, and effective response to medical emergencies on school grounds. Developed in partnership with school officials, the program provides staff with a clear action plan and the training needed to respond immediately to life-threatening situations. Since its launch, school staff have reported increased confidence and preparedness in responding to medical emergencies. The program's success was demonstrated when a response team quickly addressed a suspected cardiac arrest on a school athletic field, emphasizing the importance of being prepared even when the incident was ultimately not related to the heart. The fire department collaborated with community organizations to support residents facing food insecurity and other basic needs. Together, they organized a community food drive that received strong participation from residents and volunteers. This effort helped replenish local food pantry supplies and ensured continuous access to essential resources.

Fire Inspections, Code Enforcement Activities, Plan Reviews

In 2025, Miami Township Fire & EMS continued its efforts to prevent fire risks, injuries, and fatalities through code enforcement, inspections, and education. Our fire inspection team completed 716 activities, including plan reviews, occupancy inspections, fire alarm and suppression system assessments, re-inspections, and site meetings, helping to identify and address hazards before they become dangerous. A total of 229 plan reviews were conducted for permitted projects valued at \$52,405,118 and covering 1,378,730 square feet. The department also worked to educate property managers, collaborate with building partners, and implement the new Ohio Fire Code, which is still being integrated. In 2025, many key lock boxes were added throughout the community to improve quick access for emergency responders.

Notable projects included the Pebble Brook Apartments (smoke alarm blitzes, ongoing construction, and code compliance), the opening of Milford Middle School, and the temporary closure of the Hilton Garden Inn due to structural problems. Long-term inspections of senior living and nursing facilities helped identify areas for improvement, while special events, such as the Harry Potter Event at Cub World, required coordinated planning and follow-up inspections. Additionally, Impacting Tomorrow completed construction and became fully operational.

Fire Investigations

Fire investigations are essential for identifying fire causes, preventing future fires, and safeguarding public safety. Determining whether a fire is accidental or intentional helps protect lives, property, and resources while supporting legal and insurance processes. Our department actively collaborates with the Clermont County Fire Investigation Team, utilizing their expertise and resources to conduct thorough investigations. Over the past year, we conducted 16 internal and 15 external fire investigations to determine the origins and causes of the fires. Collaborating with an allied agency, such as the Clermont County team, is vital. Their specialized expertise, investigative tools, and collaborative approach enhance our ability to identify patterns, manage fire risks, and support any necessary legal actions. These partnerships enhance our investigative skills and reinforce our dedication to community safety and fire prevention.

COMMUNITY HEALTH

The Miami Township Fire & EMS Community Health Program is a proactive effort to improve community health in Miami Township and throughout Southwest Ohio. By prioritizing wellness checks, managing chronic diseases, preventing falls, and linking residents to critical healthcare and social services, the program aims to lessen medical emergencies and boost overall well-being. It collaborates closely with 9-1-1 services, TriHealth Population Health, Adult Protective Services, Clermont Senior Services, the Council on Aging, People Working Cooperatively, the Mobile Crisis Team, and the Miami Township Police Department. A primary focus is on addressing social determinants of health, such as food insecurity, transportation issues, home safety, utility assistance, and social isolation.

In 2025, the program reached several milestones, including improved interagency coordination to enhance care for high-risk residents, consistent screenings for social determinants of health (SDOH), and the organization of a township-wide food drive to address rising food insecurity. The department implemented the ImageTrend Community Health Module, which strengthened documentation, case management, and data analysis, and launched the “Stop the Scam” education campaign to raise awareness about resident safety and fraud prevention.

Throughout the year, the program received 160 referrals, mainly from EMS, and conducted 447 activities, including on-site visits, coordinating with partner agencies, resident outreach, wellness checks, peer support, public engagement, and administrative and training efforts. The most common interventions included fall prevention, SDOH support, joint visits with Adult Protective Services, and chronic disease management.

The program also faced challenges, such as a rising number of complex, high-need residents requiring multi-agency coordination, limited resources for homelessness support, housing, and home repairs, and the need to improve referral pathways and data sharing among hospitals, clinics, and primary care providers. Key strategic developments in 2025 included drafting next-generation community health protocols, contributing to regional standardized protocols, completing the Community Paramedicine Academy to strengthen clinical and community-based skills, and working with Jobs and Family Services to develop a regional record for food crisis response. Collectively, these efforts reinforce the program’s vital role in improving resident health, addressing social needs, and supporting departmental readiness and resilience.

TRAINING AND DEVELOPMENT

Training and professional development remain essential to Miami Township Fire and EMS, ensuring our personnel stay skilled, knowledgeable, and fully prepared to respond to the wide range of emergencies our community faces. In 2025, the department continued its balanced approach to EMS, fire, and technical rescue training, emphasizing both core competencies and advanced skill development. This year’s training program was enhanced by several key opportunities, including access to donated structures for realistic scenarios, the continued use of the Human Patient Simulator for advanced medical training, a review of active shooter incidents, and the introduction of new programs aligned with how we operate within and serve our community. These hands-on experiences improved readiness, strengthened decision-making under pressure, and reinforced the department’s commitment to ongoing improvement.



In 2025, our staff completed 9,804 training hours across all disciplines, demonstrating a strong commitment to maintaining top service standards and ensuring that every responder is prepared to meet Miami Township's changing needs.

Department Training	
Fire-Related	3,148 hours
EMS-Related	1,884 hours
Rescue-Related	762 hours
New Employee Orientation	920 hours
Officer Development	186 hours
Driver/Operator	310 hours
External/Off-Site	2,594 hours

EMS Simulation Team

Our inaugural EMS Simulation team, consisting of four members from Shift 3, showcased their skills at the prestigious JEMS Clinical Competition in Indianapolis last year at the Fire Department Instructor's Conference. This is a demanding and educational event that brings together EMS personnel from around the world to deliver exceptional and compassionate patient care. Throughout the competition, they demonstrated outstanding skill, professionalism, and teamwork.



2025 Challenges



Shift team members participate in performance-based challenges designed to improve operational readiness, teamwork, and overall job performance. In 2025, the focus areas were the *Make the Stretch* challenge and a *Training Hours* challenge. The *Make the Stretch* challenge tracked every instance in which fire hose was deployed. Collectively, shifts deployed more than 50,000 feet of hose during the year, with Shift 1 leading by deploying nearly 28,000 feet. The *Training Hours* challenge promoted on-duty training across all disciplines, resulting in nearly 6,000 total training hours completed department-wide, with Shift 1 narrowly earning the top spot. These challenges fostered friendly competition while directly supporting preparedness, skill mastery, and operational excellence.



Other noteworthy ventures for the department included the launch of our inaugural Journal Club in 2025 as an off-duty professional development opportunity for members. This event brought personnel together to review and discuss notable EMS incidents, break down clinical details, and reflect on operational decision-making and outcomes. Also, several members from each shift participated in the department's first Officer Development Academy, a program specifically designed around the operational needs, expectations, and leadership demands unique to Miami Township Fire and EMS. This grassroots effort focused on preparing current and aspiring officers to lead within our staffing model, response profile, and organizational structure.

Ohio Fire Executive Program

Several team members have enrolled in and/or completed the Ohio Fire Executive Program, a recognized leadership development initiative that lasts approximately two and a half years and includes over 300 hours of advanced instruction. This rigorous program improves strategic leadership, critical thinking, and the ability to manage complex operational, organizational, and community challenges. Participation is required for executive staff and serves as a key professional development pathway for preparing future leaders of the department, enhancing decision-making, operational effectiveness, and long-term organizational success.

Acquired Structure Training

In 2025, the department was fortunate to conduct training in three acquired structures, allowing personnel to practice fire, rescue, and EMS scenarios in realistic settings. Hundreds of training hours and scenario-based exercises were conducted. The year concluded with a rare opportunity to train at Milford Junior High School before its demolition, providing exposure to a large, complex occupancy type. We sincerely appreciate the cooperation of the property owners who made these opportunities possible, as hands-on training is essential for refining tactics, improving safety, and boosting operational readiness across various building types.

Incident Command Training

Our personnel completed or renewed their Incident Command certification, a nationally recognized program focused on incident command and emergency operations management. Effective incident command is crucial for firefighter safety, resource coordination, and positive outcomes during dynamic emergency scenes. The incident command training offers a standardized, disciplined approach that improves situational awareness, communication, and decision-making under pressure. This certification ensures our officers are well prepared to manage high-stress incidents.

FLEET

Miami Township Fire and EMS depends on a diverse fleet of vehicles to effectively perform its operations. In 2025, each vehicle played a vital role in our overall response efforts, with 4,306 responses involving fire apparatus and 6,244 for ambulances.

Total Fleet Responses

	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTALS
STATION 26 RESPONSES (STATE ROUTE 28 AND MCPICKEN DRIVE)													
QUINT 26	171	118	145	153	114	125	124	143	136	154	153	156	1,702
MEDIC 26	217	197	188	181	180	178	197	209	202	223	212	219	2,402
DISTRICT 26	131	97	106	114	87	105	104	100	94	133	113	113	1,297
ALS 26	4	49	37	62	61	46	56	41	48	39	52	27	522
TOTAL	523	461	476	510	442	454	481	493	480	549	530	514	5,913
STATION 27 RESPONSES (BRANCH HILL GUINEA PIKE AND WARDS CORNER ROAD)													
ENGINE 27	103	87	114	106	87	119	105	108	102	127	98	117	1,273
MEDIC 27	119	137	137	132	119	121	127	127	128	168	130	146	1,591
TOTAL	222	224	251	238	206	240	232	235	230	295	228	263	2,864
STATION 28 RESPONSES (US ROUTE 50)													
ENGINE 28	15	20	12	12	11	13	10	8	14	20	18	13	164
MEDIC 28	80	30	62	71	61	62	75	74	71	62	53	60	770
TOTAL	95	50	74	83	72	75	85	82	85	82	71	73	934
STATION 29 (SUGAR CAMP ROAD)													
ENGINE 29	100	81	83	115	75	90	102	113	115	110	81	102	1,167
MEDIC 29	117	108	126	118	118	114	124	113	139	134	133	137	1,481
TOTAL	217	189	209	233	193	204	226	226	254	244	214	239	2,648
STATION TOTALS COMBINED													
	1,057	924	1,010	1,064	913	973	1,024	1,034	1,049	1,170	1,043	1,098	12,359

Fleet Maintenance and Repair

The department's fleet is essential to our operations and requires regular maintenance and repairs to ensure reliability and efficiency. We have struggled more with fleet maintenance due to aging vehicles, higher repair costs, and longer out-of-service periods. In 2025, our maintenance and repair expenses reached \$130,458.61, and our fleet was unavailable for a total of 390 days. This amount of downtime greatly affects our operational readiness. The chart below shows the status of our fleet in miles and hours, including days out-of-service and costs for maintenance and repairs.

Unit	Mileage (End of Year)	Hours (End of Year)	Out-Of-Service (Days)	Cost
Ambulance 13*	203,647	8,204	99	\$13,374.05
Ambulance 14	173,137	10,469	52	\$22,199.24
Ambulance 15	183,562	10,984	24	\$18,355.45
Ambulance 16	114,473	7,580	24	\$10,777.92
Ambulance 17	45,662	2,776	12	\$7,970.43
Quint 1	34,018	4,242	15	\$9,989.06
Engine 9	43,379	3,643	56	\$8,928.35
Engine 10	101,407	9,272	57	\$28,591.58
Engine 11	43,769	4,202	28	\$1,355.74
Engine 12	62,085	6,028	18	\$8,319.21
Engine 13	100,079	8,607	5	\$597.58

* Note – Ambulance 13 was removed from service in November due to age and the high cost of repairs.

Maintaining a consistent preventive maintenance program is challenging, especially with an aging fleet and reliance on external vendors, which can cause costly delays and extended downtime. We have reached a point where adding an in-house fleet mechanic would improve fleet reliability. A dedicated mechanic would enable prompt maintenance, decrease repair costs, and prolong the life of our vehicles. This proactive approach would improve service quality, reduce breakdowns, and ensure our fleet remains operational and ready for emergency response.

An issue we face each year is the effect of diesel emissions on the reliability and availability of fire apparatus. This has caused increased maintenance needs, unexpected downtime, and higher operating costs. To address these issues, we have begun switching our ambulances to gasoline engines, a choice not available for the fire apparatus.

Fleet Hours and Mileage

Each unit logged a combined total of 12,932 hours of operational use, accumulating 166,632 miles, reflecting the high demand for our services.

Unit	Miles	Hours
Ambulance 13	16,574	1,045
Ambulance 14	19,671	1,300
Ambulance 15	25,748	1,692
Ambulance 16	25,780	1,825
Ambulance 17	38,431	2,405

Unit	Miles	Hours
Quint 1	10,467	1,347
Engine 9	3,560	412
Engine 10	10,778	1,168
Engine 11	2,594	253
Engine 12	10,640	1,232
Engine 13	2,389	253

Emergency service vehicles spend a significant amount of time idling to stay ready for immediate response and to support on-scene operations. Fire apparatus often keep engines running to power essential equipment during emergencies or prolonged incidents. Idling also helps maintain climate control for personnel and patients and safeguards sensitive equipment from temperature extremes. However, idle time affects vehicle wear: one hour of idling is roughly equivalent to 30 miles of driving.

New and Future Fleet Acquisition

The department added a much-needed ambulance, Ambulance 18, to the fleet and ordered two additional units to replace aging vehicles, improving our operational readiness. We also received a new supervisor’s vehicle, designed to enhance incident command and on-scene management coordination.



An advanced life support (ALS) response vehicle was introduced to reduce wear and tear on the ladder truck, which is the department's most expensive piece of equipment. This initiative has significantly decreased the ladder truck's workload, helping extend its service life and ensuring it remains available for critical incidents by reducing its call volume by 50 responses per month, while still providing prompt, high-quality patient care. Overall, this change has improved operational efficiency and service delivery.



Our current fire apparatus and ambulance inventory is shown in the chart below:

Ambulance 13	Braun	2016	Quint 1	E-ONE	2022
Ambulance 14	Braun	2017	Engine 9	Rosenbauer	2013
Ambulance 15	Braun	2018	Engine 10	Rosenbauer	2013
Ambulance 16	Braun	2020	Engine 11	Rosenbauer	2014
Ambulance 17	Braun	2023	Engine 12	E-ONE	2018
Ambulance 18	Braun	2025	Engine 13	E-ONE	2007

Fleet Replacement Schedule

A fleet replacement schedule is crucial for keeping our department's vehicles reliable and efficient. Planning for timely replacements helps us avoid costly repairs, reduce vehicle downtime, and ensure our personnel have access to safe, dependable equipment when responding to emergencies. A well-organized replacement schedule also helps manage long-term costs, extend vehicle lifespans, and ensure our fleet adapts to the changing needs of the department and community.

Apparatus	Year	Year of Replacement	Age at Replacement
Ambulance 13	2016	2025	9
Ambulance 14	2017	2026	9
Ambulance 15	2018	2026	8
Ambulance 16	2020	2027	7
Ambulance 17	2023	2029	6
Ambulance 18	2025	2033	8
Quint 1	2022	2037	15
Engine 9	2013	2031	18
Engine 10	2013	2030	17
Engine 11	2014	2032	18
Engine 12	2018	2033	15
Engine 13	2007	2026	19

FACILITIES

In 2025, the department continued to prioritize the maintenance and improvement of its facilities to ensure they support the department's mission and provide a safe environment for our personnel. As the department grows and evolves, so too must our facilities, with ongoing maintenance, necessary repairs, and plans for upgrades and expansion to meet the demands of our community.



Routine inspections and maintenance are vital to keeping fire department facilities mission-ready. In 2025, annual HVAC maintenance ensured effective climate control, while generator upkeep and refueling guaranteed reliable emergency power. The fire extinguishers received their annual service, the fire alarm systems were tested, and the backflow preventers were recertified. Additionally, hood suppression systems underwent yearly inspections to meet fire prevention standards in station kitchens.

Facility Maintenance and Repair

In 2025, the department handled several routine maintenance tasks along with unexpected repairs at multiple fire stations. These efforts were essential to maintain the safety, reliability, and operational readiness of our facilities.

Overhead door repairs	Stations 26, 27, 29	\$17,800
HVAC repairs	Stations 26, 27, 28, 29	\$6,280
Appliance repair or replacement	Stations 26, 27, 28, 29	\$3,000
Electrical panel upgrade	Station 26	\$4,500
Repair to front apron	Station 26	\$7,000
Water heater replaced	Stations 26, 27	\$7,300
Electric shoreline upgrade	Station 27	\$4,760
Standby generator repair	Station 29	\$9,735

Facility Concerns and Needs

The fire department's facilities are generally in fair to good condition, but some are deficient and require improvements. The ages of the fire department facilities are as follows: Stations 26 and 27 are 38 years old; Station 28 is 36 years old; Station 29 is 8 years old; and the Training Center is 31 years old.

Despite regular maintenance and upgrades, some ongoing facility issues persist and are likely to continue. Addressing these problems remains a priority to ensure all facilities meet the department's operational and safety standards. A comprehensive Facility Condition Assessment was conducted in 2025 for all Township facilities, including the four fire stations and training center.

A summary of the report’s findings and recommendations, along with other anticipated needs to support the department’s growth and operational efficiency, includes the following chart:

Item	Station	Cost
Bay door motor repair or replacement. 16 motors.	Stations 26, 27, 28	\$3,000 per unit
Bay heating unit replacement. 12 units.	Stations 26, 27, 28	\$2,000 per unit
Bay and exterior door paint.	Stations 26, 27, 28	\$9,600
HVAC system replacement.	Stations 26, 27	\$30,000 each
Hot water boiler and circulation pump replacement.	Station 26	\$3,000
Public entry refurbish.	Station 26	\$3,000
Standby generator replacement.	Station 26	\$40,000
Electric shoreline upgrade.	Station 26	\$7,000
Pavement resurfacing around the fire station, police station, and service department campus.	Station 26	\$180,000
Asphalt roof replacement.	Stations 27, 29	\$35,000 each
Electric shoreline upgrade.	Station 28	\$4,000
Retaining wall replacement.	Station 29	\$5,000
Exterior siding replacement.	Station 29	\$250,000
Wood deck and stairs	Training Center	\$5,000
Window repair or replacement.	Training Center	\$3,000

Stations 26 and 27 have been at capacity or inadequate for the current staffing and operational setup. This needs to be addressed in the future. An architectural firm's 2024 assessment outlined a plan to either renovate or replace Station 27.

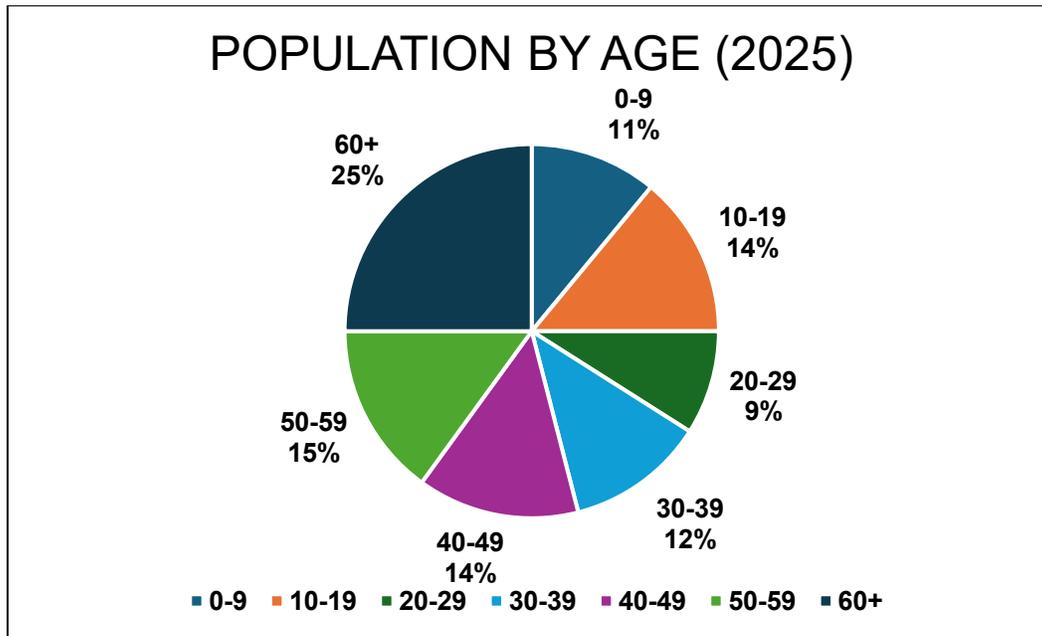
Station 28’s bay space is limited, but it is used for most apparatus repairs and for housing vehicles while they wait for service, causing congestion and inefficiencies. Building a separate, climate-controlled barn for additional vehicles and equipment would free up bay space, improve workflow, and better protect department assets. The estimated cost for this project is \$40,000.

COMMUNITY PROFILE

As Miami Township expands, increased residential and commercial development leads to higher call volumes and more complex emergency responses. This expansion impacts response times, staffing, apparatus use, and the need for ongoing training to handle new building types and operational challenges. Proactive planning, equipment upgrades, and close coordination with Township development efforts are vital to maintaining dependable, high-quality emergency services and ensuring the community's continued safety.

Developments planned and/or under development include:

Project	Type	# of Homes	Location	Status
Blue Heron Subdivision	Single-Family	8 (\$1 million)	Wards Corner Road	In Process
Grove Park Subdivision	Single-Family	238	Deerfield Road	In Process
Hawley Farms Subdivision	Single-Family	53	Todd Farm Lane	In Process
Hills Development	Multi-Family	335	Montclair Boulevard	In Process
Legacy Estates	Single-Family	5 (\$1 million)	Branch Hill Guinea Pike	Planned
Metropolitan	Multi-Family	315	Business 28	Planned
Miami Reserves	Single-Family	25 (\$1 million)	Wards Corner Road	Planned
Parkview Development	Multi-Family	284	Hilltop Way	In Process
Primrose Subdivision	Single-Family	47	Branch Hill Guinea Pike	In Process
Redwood Development	Multi-Family	189	State Route 28	In Process
Rise Development Business Campus	Commercial	8	US Route 50	In Process
Stillbrook	Single-Family	42	Dry Run Road	Planned
Trailside	Single-Family	22	Wards Corner	Planned
Villas at Meadowside	Multi-Family	197	Deerfield Road	In Process
Wawa Convenience Store	Commercial	1	State Route 28	In Process
		1,769		



* Information obtained from <https://censusreporter.org/profiles/06000US3902549322-miami-township-clermont-county-oh/>

- The estimated population for 2025 was 44,193.
- 24% of households have children under 18.
- The average family size is 3 people per household
- The median age of our residents is 43.4 years.

- There are 17,492 housing units in which our residents are dispersed.
 - Owner occupied = 84%; Renter occupied = 16%
 - Occupied = 98%; Vacant = 2%
 - Single Family Residence = 85%; Multi-Family = 13%; Mobile Home = 1%

High-Frequency Occupancies

A few facilities in our response area account for most of our calls for service. These locations generate many incidents, requiring frequent responses from our team. Our data indicate that each of these sites receives at least one call per person per year. Because of the steady demand, it is important to monitor trends at these facilities to ensure we allocate resources properly and keep operational readiness. Recognizing patterns in call volume can help us develop proactive measures, such as enhanced fire prevention, safety education, or working with facility management to lower repeat incidents.

Nursing Homes			
Arbors of Milford	139 Beds	337 Calls	13.46% of the total EMS calls.
Laurels of Milford	159 Beds	357 Calls	
Florentine Gardens	70 Beds	122 Calls	
Otterbein	50 Beds	163 Calls	
Angel's Care	27 Beds	22 Calls	
Senior Apartments			
AHEPA Senior Living	48 Apartments	61 Calls	7.66% of the total EMS calls.
St. Mark's Manor Senior Living	40 Apartments	54 Calls	
Fieldchase Senior Apartments	122 Apartments	43 Calls	
Pinebrook Senior Living	126 Apartments	182 Calls	
Pinebrook Memory Care	28 Beds	47 Calls	
Magnolia Springs Senior Living	121 Apartments	170 Calls	
Urgent Care / Medical Facilities			
Bethesda Group Practice		11 Calls	2.12% of the total EMS calls.
Christ Primary Care		12 Calls	
Davita Dialysis		7 Calls	
Doctor's Urgent Care		22 Calls	
Fresenius Kidney Care		24 Calls	
Hometown Urgent Care		28 Calls	
Mercy Urgent Care		50 Calls	

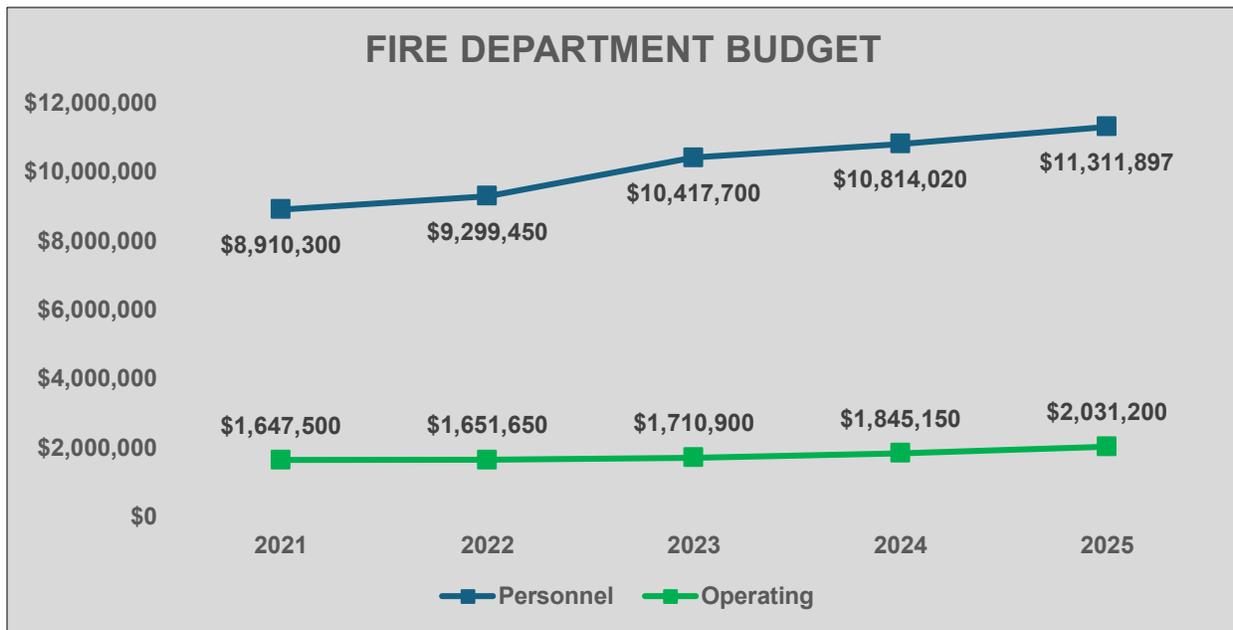
BUDGET AND FINANCIAL OVERVIEW

Various revenue sources, including local government funding, EMS billing, and grants, supported Miami Township Fire and EMS's 2025 budget. These funds are carefully allocated to cover expenditures such as personnel, training, equipment, fleet, and facilities. The department ensures continued service excellence while planning for future needs and operational growth through prudent financial management and pursuing additional funding.

The fire department’s 2025 budget allocated \$11,311,897 for personnel and \$2,031,200 for operations, to meet growing demands and rising costs of emergency services. This funding supports staff and infrastructure necessary to provide excellent service, including four fire stations, a dedicated fitness center, and a training facility. The budget also maintains an extensive fleet comprising five ambulances, five fire engines, one ladder truck, a rescue apparatus, a brush truck, two boats, and staff vehicles, ensuring readiness for a variety of emergencies.

Inflation and increasing costs for equipment, maintenance, and operations have greatly affected the department’s budget needs. From maintaining a modern fleet to providing competitive wages and benefits for highly skilled personnel, the expenses of running a fire department keep rising. Despite these obstacles, strategic planning and efficient resource use have enabled the department to uphold its commitment to high-quality service while preparing for future challenges.

The chart below shows the budget trend for the last five years:



Revenue Sources and Expenditures

Residential property taxes account for 85% of the fire department’s funding, providing the vital resources for emergency response. This amount is strategically supplemented by EMS billing (12%) and grants (3%), which help offset costs and lessen the financial burden on taxpayers. EMS billing covers operational expenses, while grants enable targeted investments in equipment, training, and innovative programs. These funding sources ensure the fire department remains well-equipped to serve the community effectively and efficiently.

- EMS Billing

In 2025, Miami Township Fire & EMS experienced a modest increase of over \$60,000 in EMS billing compared to the previous year, driven by the rise in emergency medical calls. EMS billing remains a vital part of our revenue, supporting operational costs and equipment purchases.

EMS Billing	
Basic Life Support Transports	906
Advanced Life Support Transports	2,759
Advanced Life Support Transports (Level II)	91
Total Transports	3,847
Charges	\$3,330,735
Revenue Received	\$1,678,465
Capture Rate	49%

- Grants and Other Funding

The department obtained several grants and other funding to support specific initiatives, helping to reduce costs and finance new equipment or training programs.

- The department received \$2,915.48 from the State Board of Emergency Medical, Fire, and Transportation Services Grant Program, managed by the Ohio Department of Public Safety, Division of Emergency Medical Services.
- The department received a \$109,600 FEMA Assistance to Firefighters Grant to buy and upgrade fitness equipment at all four stations.
- The department received a generous donation of \$55,500 from the Day Heights' Memorial Firefighters' Association.
- The department partners with the Sourcewell purchasing group, which offers about a 10-15% discount on certain equipment
- The department used OneOhio funds to help cover part of, and reduce costs for, providing services that meet program requirements and address community needs related to substance use and overdose response.
- The department also achieved more cost savings through manufacturer buyback programs and trade-in allowances, further lowering total replacement and operating costs.

ACCOMPLISHMENTS AND HIGHLIGHTS

Every year brings important events, and 2025 has been no different. We are extremely grateful for our team's dedication and commitment, which have been crucial in reaching our department's goals. Some remarkable events and achievements this year include:

- While off duty, two department members were playing pickleball when they suddenly witnessed a man collapse and immediately stepped in. They found him in cardiac arrest, quickly started CPR, and used an on-site AED to deliver a shock, successfully restoring his heart rhythm. This incident underscores the vital importance of CPR and public access AEDs, and it was especially meaningful to later see a reunion between the firefighters and the man they saved, an uncommon moment where the impact of their work truly comes full circle.
- 
- A former department member was recognized for their work with Peer Support at the annual Chamber of Commerce's Salute to Leaders Awards banquet.
 - Two members celebrated new additions to their families and the fire department family.
 - Four full-time employees hired to fill vacancies caused by attrition.
 - Promoted five individuals to three different ranks.
 - Successfully introduced the ALS 26 concept into the department's operations.
 - Reached a record number of emergency responses.
 - Responded to a complex trench rescue that resulted in rescuing two victims.
 - Two members joined the Ohio Task Force 1 Urban Search and Rescue Team.
 - Updated EMS protocol with new medications and procedures.
 - The first fire department in the area to introduce prehospital blood administration, establishing the benchmark for other departments to follow in implementing a pre-hospital blood program.
 - Hosted the first Hoxworth Blood Drive as part of the department's blood program.

- Successfully assisted with two childbirths in the field.
- Implemented a new software program to track inventory, enhancing accuracy, accountability, and efficiency in managing equipment and supplies.
- Implemented an EMS vending machine to enable quick access to essential medical supplies and effectively manage inventory.
- Received a new ambulance and ordered another.
- Introduced a new supervisor's vehicle, emphasizing incident command.
- Participated in numerous public relations events, reaching 65,000 contacts.
- We continued our focus on community health and risk reduction through education, public service announcements, partnerships, podcasts, and other activities. A few of our initiatives gained the attention of news agencies and reached a broader audience.
- Collaborated with the police department on the first Neighborhood Pop-Up events and the inaugural Public Safety Open House.
- Presented a Youth Firefighter Award to a young resident for her brave actions in responding to a fire at her home.
- Completed 9,804 hours of training.
- The first EMS Competition Team participated in the JEMS Clinical Competition in Indianapolis.
- Resumed the annual shift challenges.
- A member was invited to speak at a regional education conference.
- Launched the first Journal Club.
- Launched the department's Officer Development Academy.
- Collected record EMS billing fees.

FUTURE GOALS, INITIATIVES, AND OPPORTUNITIES

Miami Township Fire and EMS consistently plans ahead to continue providing exceptional service. We have identified several proactive and forward-looking goals, initiatives, and opportunities for 2026. Each is designed to address emerging challenges, enhance our operational capabilities, and ensure we are prepared for our community's needs. Through advance planning, we aim to strengthen our services, improve safety, and support the long-term growth of our department.

- Align a strategic plan for the fire department with that of the township, ensuring a unified approach to meeting community needs, resource distribution, and long-term goals.
- Implement a Prehospital Ultrasound Program to improve our ability to evaluate critical conditions in the field and enhance treatment decisions and patient outcomes.
- Review the response operations to identify opportunities to reduce unnecessary wear and tear on apparatus while maintaining effective and timely emergency service delivery.
- Continue to engage with our residents where they live through targeted programs such as neighborhood visits, school and public events, and smoke alarm installations. This approach provides evidence of our services and helps improve the safety of our residents.



ANTICIPATED CHALLENGES

The new year will bring both challenges and opportunities, both new and existing, that will influence the fire department's direction. As we navigate the changing public safety landscape, we expect challenges such as rising call volumes, resource management issues, and the need to adapt to new technologies and regulatory updates.

- As service demand continues to grow, the fire department faces the ongoing challenge of maintaining sufficient staffing, resources, and response capabilities to meet the community's needs while ensuring operational safety and efficiency.
- Aging facilities pose a major challenge for the fire department, requiring more maintenance, upgrades, and potential renovations to keep them functional, safe, and able to meet the changing needs of our personnel and community.

- The increased demand on our fleet puts extra stress on vehicles, making regular maintenance and prompt replacements necessary to keep them safe, reliable, and prepared for emergency response at all times.
- Securing sufficient funding remains difficult as operational costs, service demands, and facility needs continue to increase. Although grants and other funding sources help supplement the budget, the department must navigate an uncertain financial future to ensure long-term sustainability and provide high-quality emergency services.
- As we face roster vacancies due to retirements, a key challenge will be finding qualified individuals to fill these critical positions. Staffing shortages could affect our ability to maintain service levels, making it essential to focus on recruitment, retention, and workforce development to ensure the department remains fully staffed and ready to meet community needs.
- Although the dedicated training facility has been postponed, it remains crucial for maintaining personnel skills and operational readiness. High call volumes make it challenging to send on-duty crews to neighboring areas for training, emphasizing the need for a local facility that supports consistent, hands-on training.
- The aging self-contained breathing apparatuses (SCBAs) pose an increasing challenge, as maintenance costs have risen now that they are out of warranty. With higher repair costs and the risk of equipment failure, we need to plan for their replacement soon to ensure the safety of our personnel and maintain operational efficiency. The annual service costs to keep the SCBAs ready continue to grow. In 2025, more than \$23,000 was spent.

ACKNOWLEDGMENTS

Thanks to everyone who contributed to this year's annual report, including members of our fire department and staff from other township departments who helped gather information. Special thanks go to the team members who collected data, wrote content, and provided crucial support. Their hard work ensures our community stays informed about our ongoing efforts to deliver exceptional service.

Collective Bargaining Unit

Thanks to the members of the International Association of Fire Fighters, Local 3768, which represents 64 full-time members. A key part of this relationship is the Labor-Management Committee, which offers a forum for union and management to work together to resolve issues and develop practical solutions.



CLOSING REMARKS

As we reflect on the achievements and challenges of 2025, Miami Township Fire and EMS remain committed to providing outstanding service to our community. Important milestones were reached in 2025, thanks to the dedication and professionalism of our team, who continually go above and beyond in their duties. We are proud of the progress we have made in public safety, training, and community engagement, all of which have enhanced the quality of life for the residents we serve.

Looking ahead to 2026, we understand that although challenges remain, many opportunities will arise to grow and improve. From enhancing our response capabilities to exploring innovative solutions, we are dedicated to adapting to the constantly evolving public safety landscape. We will continue prioritizing the health and safety of our community and ensure every initiative aligns with the needs of Miami Township residents.

Our commitment to service excellence remains strong, and we look forward to future opportunities. With continued support from the community, our staff, and partners, we are confident in our ability to handle the challenges of the upcoming year and beyond. Thank you for your trust and cooperation as we work together to make Miami Township a safer, healthier, and livelier place to live, work, and play.