



LTFD

Office of the
Fire Chief

Morale Assessment - December 2023

Summary

To check the pulse on the morale and direction of the Lake Township Fire Department, the administration distributed a survey to members in the interest of open and honest feedback.

Method

A Google Form survey was distributed via email and our internal messaging program. The survey was voluntary with the option of remaining anonymous.

Responses

- 23 members replied (46%)
 - 50 members total
 - Does not include chief officers or fire marshal
- 17 of the respondents chose to provide their names (74%)

Qualitative Answers

Shared in Appendix A beginning on page 6.

Quantitative Summary

Overall Mood	
1 = Very Negative	10 = Very Positive
In the last 6 months, RATE your overall mood toward the fire department:	
	9 AVERAGE

Department Direction	
I feel like LTFD:	
Is headed in the right direction	91%
Has not changed much over the last year or two	4%
Is headed the wrong direction	4%

Recommend	
Question	Responses
Would you recommend LTFD to prospective employees?	100% Yes

OVERALL in the last 6 months, what has had the MOST impact on department morale?	
Positive	Negative
Teamwork and support (5)	External social media posts (8)
Open communication (2)	Levy failure (4)
Respect (2)	Lack of community support (2)
Leadership	Station division (2)
Quick response to questions	Lack of accountability (2)
Not tolerating bad attitudes	Personnel issues
	Former personnel issues
	Lack of effective policy enforcement
	Favoritism

FOR YOU PERSONALLY in the last 6 months, what has had the MOST impact on morale?	
Positive	Negative
Leadership (5)	External social media posts (5)
Culture/Environment (5)	Lack of department-wide unity (2)
Personnel (2)	Levy failure
Staffing increases (part-time and paid-per-call)	Burnout for the same people picking up open shifts
	Lack of community support
	Members undermining the mission
	Negative social media posts from members of other departments
	Favoritism
	Lack of appreciation for paid-per-call members

Strengths & Weaknesses	
What is the biggest strength of the LTFD?	What is the biggest weakness of the LTFD?
The people (7)	Resistance to change and improvement, "old school" mentality (2)
Culture of constant improvement (3)	Lack of personal discipline and respect (2)
Heading in a positive direction (3)	Transition phase with young, inexperienced members (3)
Leadership (3)	Internal communication (2)
Teamwork (3)	External communication (2)
Culture of support at all levels (3)	Limited paid-per-call participation, specifically on EMS incidents
Mental health positivity	Members attending PR events but not incidents
Improved staffing, both paid-per-call and part-time	Limited support for paid-per-call members who do respond
Paid-per-call personnel	Retirements of veteran firefighters
Personnel going above and beyond	Limited daytime staffing
Love of the job	Paid-per-call personnel
Love of the community	No fire engine at Station 26
Station 27	External distractions
Communication	Lack of department-wide unity
	Staff on the roster who rarely work/respond
	Favoritism

Frequency Questions	
1 = Never/Not Often 5 = Very Often	
GENERAL	
QUESTION	AVG.
In the last 6 months, how often have you been glad you responded on a call for service?	5
In the last 6 months, how often have you considered recruiting new members?	4
In the last 6 months, how often have you thought about leaving the department?	2
In the last 6 months, how many times have you considered skipping a call for service because of who else may be responding?	1

SUPPORT	
In the last 6 months, how often have you received positive feedback or encouragement from a PEER (same rank)?	4
In the last 6 months, how often have you received positive feedback or encouragement from a SUPERVISOR (higher rank)?	4
In the last 6 months, how many times have members of the community shown gratitude?	4
In the last 6 months, how many times have members of the community shown negative emotions toward you and/or your crew on an incident?	2
SAFETY	
In the last 6 months, how many times have you been concerned for your safety or another members' safety AT THE STATION?	1
In the last 6 months, how many times have you been concerned for your safety or another members' safety ON A SCENE?	2

Support	
Question	Responses
In the past 6 months, have you felt supported by your CHIEF OFFICERS?	91% Yes
In the last 6 months, have you felt supported by your COMPANY OFFICERS?	100% Yes
In the last 6 months, have you felt supported by your PEERS?	96% Yes
In the last 6 months, have you felt supported by your FAMILY?	96% Yes
In the last 6 months, have you felt supported by your TOWNSHIP TRUSTEES?	87% Yes
In the last 6 months, have you felt supported by your COMMUNITY?	43% Yes

Training and Equipment	
1 = Strongly Disagree	5 = Strongly Agree
Statement	Average
I feel we have the proper EQUIPMENT to carry out our fire and EMS responsibilities.	5
I feel we have the proper TRAINING to carry out our fire and EMS responsibilities.	4

Changes	
What would you like to see CHANGED moving forward?	What would you like to see NOT CHANGED moving forward?
Full-time fire/EMS coverage (5)	Maintain three-person crew (8)
Hold members accountable to respond to incidents (3)	Training/Drills (2)
Add another monthly EMS training opportunity (3)	Command staff support of individuals and the department (2)
Regain community support (2)	Maintain current permanent part-time shifts schedule
Address inaccurate information on social media (2)	Continue to be a progressive department
More hands-on training (2)	Maintain video updates from the chief
Address station division (2)	Maintain paid-per-call staffing model
Reassess Station 27 organization	Maintain volunteer responses on EMS incidents
Require attendance to minimum of two live burns a year	Individual station crew get-togethers
More than 3 part-time staff positions per day	Maintain improved communication
Eliminate the "old school mindset"	
Hold members accountable to help cover shifts to take the burden off those who regularly pick up	
Add department banquet	
Require all members to complete annual ride-time with duty crew	
Standardize command staff, FTO meetings	
More general accountability	
More advancement opportunities	
Enforce policies equally	
Pay increase	
Staff station 27 or 28 instead of Station 26	

Appendix A

Qualitative Answers - Unedited

Blank responses removed

OVERALL in the last 6 months, what has had the MOST impact on department morale?
The online stuff I seen affected a lot of people there had been some people that had bad attitudes that were taken care of that brought some people down and or put them on edge
Open door policy. If a question is had, it is answered in timely manners
The Levy and social media
Open communication with everyone. Working together as a team. Supporting eachother during training, calls, special events.
Leadership/personnel
The anti-levy FB group posts/ Failing the levy
Limited individuals playing a dual role by taking personal feelings into politics in a pay for performance job. The fact that these people stay anonymous highlights that they know they are being destructive, yet want to keep a role at the firehouse. There are more mature ways for these anonymous individuals to initiate change.
Believing we don't have the citizens support and still having to remain professional to those citizens who call us for help
All Station unity not being a thing
Fire Levy, social media, stations diversity, communication
When the dept is together as a group
Derogatory and false information about my department and peers.
Respect
Respect
The people on social media, particularly past employees, who spread misinformation or are misleading in their statements because of how they left in the department. Also all the hate that Chief gets online for NO reason.
People have been down due to the community outlook on us
Constant Social Media post against LTFD
Other people on and off the department
Lack of accountability, changing of minds on policy enforcement, laziness
Having everyone come together to do fun things and blow off steam
The volunteers pulling together after the levy failure, taking the time to get to know new people
The Levy
Favoritism/ lack of accountability for all employees the same

FOR YOU PERSONALLY in the last 6 months, what has had the MOST impact on morale?

The captains and chiefs having our backs. Day in and day out and the positive attitude from most of our members
Increased level of staffing
Being a relevant. Wanting to be a asset not a wallflower.
Just the negativity on social media. Also feeling that there are employee(s) that want to be on the department but will let departmental information out to the public.
People I work with.
The anti-levy FB group posts/Failing the levy
Seeing the politics play out originating from other departments, that directly target innocent staff. These people do not understand what they are doing to others.
Medics/EMTs who are burned out picking up so many shifts
Separation between stations
social media, diversity, communication
I don't think much has changed in my morale given said leadership change. Current chief I can talk to prior chief I never felt like I could but he has always been undeniably fair.
Derogatory and false information about my department and my peers.
Stress-free environment
Positive vibes
Seeing all the hard work put in by our captains, assistant chief and Chief Dorner. Seeing our command staff keep working so hard and not giving up gives us hope that things can change.
Chief Dorner's positivity toward everyone!
Constant Social media post against LTFD. feeling disliked by the community.
Just frustration
Policies are made, but never enforced or are based on who it effects
The way that everyone is helpful I never feel afraid to interact with anyone or go to for help when needed.
Coworkers
Favoritism and lack of appreciation for volunteers

What is the biggest strength of the LTFD?

I willingness to want to get better and to be the best we can be day in and out
Positive direction moving forward
It's leadership
We have great employees & staff
Leadership/personnel
Our employees that spend so much extra time here to make sure shifts are covered and things are getting done.
Change. It is inevitable, and being progressive towards it is the best for everyone
Those who still show up and continue to make this department great
The staff that does show up

The unit as a whole and how they respond together
The love of the job and the community we serve.
Teamwork
Team work
The people on the department and their dedication to better themselves with training and continuously updating their knowledge for the community. Yes, quite a few are no longer with the department, but those people were not really in this career for the right reasons anymore.
Having each others back. Also, sticking together.
Mental Health Positivity
Certain people are always there for each other and has a family vibe.
Being progressive and moving forward
Sounds like crazy but how close everyone is and how awesome everyone is for helping the new people out
The volunteers
Station 27
Communication

What is the biggest weakness of the LTFD?

Staff numbers and some people that don't really help out yet they have a slot and don't show up it takes away from people who want to be here
Station 26 not having a mainline fire apparatus. It SHOULD be an engine and since one doesn't fit, move 26 to 27. Minimal impact on TWP due to access of 280 for call response. Especially since most calls are in Walbridge
Being in a transition phase of having new candidates and less members with experience.
Staffing was at one point but we are in a much better place now. I do have one thing but would like to have a face to face conversation to explain better then typed out response.
Outside distractions.
Station Division even after everything that has been tried to unite LTFD.
The people who resist this change and fight it politically with an ultra selfish objective. These folks have forgotten why they joined, and they are the stereotypical "T-shirt firefighters".
Volunteer participation primarily on EMS runs
"Old school" mentality still hanging on and ruining things
the newer personal to LTFD, support of vol. showing up, making PR event not runs.
Loss of very knowledgeable and long tenured firefighters
Lack of discipline and respect.
Communication
Communication
Public information not being as easily accessible. For example, town hall meetings being the same time each month, many community members have expressed that they would attend but are working.
Unsure
Public Information

Two faced individuals
Lack of personnel during the day
Not doing many EMS drills
The volunteers
Time On/Experience
Favoritism

What would you like to see CHANGED moving forward?
Full time more hands on ems drills and me personally with some things I've heard from some people command training for fire scenes or any major incident
Full time fire/ EMS coverage
Better compensation to ALS and BLS employees to keep them around longer to create a more camaraderie.
Maybe throwing an extra CE day in during the month. Most of our calls are medical and could always use the extra CE. One training be a lecture, other training can be hands on/practical. Maybe more focus of this during winter months due to weather.
Every other month or so meetings with command staff, FTO to stay on the same page of things. What can FTO keep an eye out for, assist etc.
Having all employees have some ride time with Medic 26 at some point throughout the year.
Department Banquet. Show appreciation to not only employees but their family as well.
Adding personnel.
Even though I understand it's not possible at the moment, I want to see our employees get full-time opportunities here. We have lost too many GOOD employees to full-time at other places, and we have people here that more than deserve it.
FTO onboarding book. Not focused on certificate competencies alone, but to show other items, such as radio
More contingent medics stepping up.
The mindset for new people coming in hearing of the divide and "old school mindset" still there.
Training - more hand on, Duty crew day and or night running with 2-3people of possible. Min. of 2 live burns. Like have a % goal for runs made and drills with min of 2 drill attendant.
Walbridge structure to change nothing against current officer in charge there she's great but she's admitted she needs help and a bit overwhelmed. Also more advancement opportunities
Full time staffing, holding officers accountable for showing up for runs. Making sure the members signing up for PR events are active running members.
More positivity
More positivity
Addressing more of the conflict on social media. Maybe setting up a suggestion box or google form questionnaire where people can ask things they would normally do at town hall meetings but can't attend. I understand that opens a whole new avenue of risk but not everyone in the community can participate. These people feel as if they are unheard and become frustrated which leads to the drama on Facebook.
Another idea for allowing more people to be heard is maybe a pancake breakfast or some event which the

community can attend and ask these questions but on a weekend and different time of day then the town hall meetings. We all ready have events every month so maybe we need to reiterate that we will be there and can answer those questions.
I understand this takes a lot of work to plan but we have plenty of people on this department.
Getting to be a full time department. Also, getting to the point where we feel as if the whole community is on our side as well!
Social media responses
I'm thinking about that
More accountability, policies being held to everyone, division among stations being fixed
Being able to drive the ambo to being able to go on calls because I've missed a lot by not having anyone to be able to take me.
The volunteers showing up for more runs
Staffing at fire stations instead of 26
All members working together as one department

What would you like to see NOT CHANGED moving forward?
How we run things the way we are scheduled as in abc shifts and command staffs attitude and willingness to always help out
Loss of staffing levels
The compassionate structure of the officers towards their department.
3 person crew on Medic 26 - knowing it all comes down to budget.
Not reducing staffing
Our progressiveness and emphasis on being a department that knows how to correctly operate on both fire and EMS scenes.
Maintain weekly updates
The command staff. We have the right people in those positions who care about the growth of LTFD and the township as a whole.
The amount of response from personnel.
The 3rd person on Station 26
Loss of the 3rd position on the duty crew as it has been proven to be beneficial and a necessity.
The third person on shift. We can't financially support a full crew with benefits as of now, but even just the third person on shift puts less stress on the system. Not only does the response time improve but it offers additional man power until volunteers or mutual aid responds.
We need to keep our officers in their positions. They're great!
Volunteer responses to EMS runs
The third person
Volunteers going away, third position staying
The training
Individual station crew get togethers

Communication. I believe we have went in the right direction on communicating to the smaller guys at the bottom

Share THREE expectations you have for your CHIEF OFFICERS:

Give us harder training hold us accountable keep having our backs

Personal accountability, both for self and crews, being able to perform tasks of privates on calls due to staffing levels. Being appropriate and approachable

Being encouraging to candidates. Being transparent. Diluting the perception of "the good ol boys club"

Open Communication. Open to new ideas.

Honesty, integrity, approachable.

1.) To run the department. 2.) To listen to feedback 3.) To do what is best for the department

Maintain visibility, Trust the team, Discipline or investigate fast

Possibly shutting down rumors. All in all, my chief officers have been wonderful and I have a lot of respect for them

Showing up, helping end the divide, unity

Leadership, fairness, commutation

1. Instill a fitness program with more equipment 2. Advancement opportunities, 3. Keep an open door policy be reachable

Be a chief before friendships. Communicate with your department. Understand youre not always right and there are members that are willing to help.

Respect, Support, Compassion

Support, understanding and communication

Open communication, willingness to listen to the community, an overall love for the job (I feel like all of these are met)

Reliability, trust, support

Clear communications, support, trust

1) make decisions that are well thught out 2) be there for crew members 3) be encouraging and listen to crew members

Transparent communication, support, trust your people.

To be approachable like you already are so we can come to you with questions or concerns

Make time for talking with each stations crew. Have the officers see what is going on around the station, see what could be improved from their perspective. Being active with members, new and seasoned

Engagement, Feedback, Support

Accountability across the board meaning part time or volunteer, trust in the volunteers as much as the part time, show recognition by promoting ones that earn it and put time in.

Share THREE expectations you have for your COMPANY OFFICERS:

Hold accountability show up be ready to work train on the things you are weak in as an officer

See above answer

Be encouraging. Be patient with candidates. Be assertive in helping everyone e better.

Being supportive. Keep station/department morale alive.
Same as the Chief officers
1.) To lead by example 2.) To listen to and address concerns 3.) To promote an environment that leads to success
Same. Maintain visibility, Trust the team, discipline or investigate fast
Same here- I have a lot of respect for these men. Everyone has been stepping up to fill the void the fire department has in the way of personnel issues
Treating everyone the same
Leadership, fairness, commutation
1. Train your members to operate at your level (mostly fire, understanding EMTs can't do medic skills) 2. Help bring back the comradery that dept are supposed to have
Hold your volunteers accountable, be an officer first and a friend second, be present and know your role. Never stop earning your position-show your officers and your peers why you are an officer. Be the person you expect your firefighters to be.
Respect, Support, Compassion
Support, understanding and communication
Constructive criticism/feedback without personal judgement, communicating with department with any updates or changes to policy,
Reliability, trust, support
Same as above
1) be there for crew members 2) be ready to lead and be confident in leading 3) not stir the pot and make situations worse
Show initiative, encourage growth, know the job
The support they continue to show, the open line of communication, leading by example
Same as above
Training, Feedback, Taking Charge
Be a leader, get in there with your people, give recognition and feedback

Share THREE expectations you have for LTFD FIREFIGHTERS:
Have your partners backs like they were your family be ready to work everyday with a positive attitude keep showing the district why we are the best at what we do
Professional, engaged in training/ willingness to learn and improve, self sufficient/motivated
Being a family. Being present. Being consistent.
Staying up-to-date on trainings. Being a team player. Being confident employee of LTFD.
Honesty and professionalism
1.) To be professional 2.) To be well trained and knowledgeable 3.) To take care of each other
Emotional competency, "Good morning", check yourself if in over your head.
Volunteer response for that back-to-back run so we don't have to strongly rely on chiefs pulling a medic unit or outlying department, be open to go to the chief and voice their concerns, remember why they started
Unity, effort, less drama

commitment, initiative, equipment and apparatus knowledge
1. Train harder, 2. Ask questions, 3. Work as a team
Be accountable. Be involved. Show up. Never stop training and striving to be better. Ltheres always something to be learned.
Respect, Support, Compassion
Support, understanding and communication
Open communication when a conflict or issue presents itself and following the chain of command to find a resolution, keeping up to date on continuous education and developments in the medical field and a openness to learning new things (never stop learning), giving effort overall (not cutting corners, participating in truck check, helping out with student ride along)
Reliability, trust, support
Same as above
1) do your job to the best of your capabilities 2) be there for your fellow crew members 3) always train dont get stuck in the same spot
Come on calls, strive to be better, attend training
Responding when needed, continue training, helping others when it comes to training
Making runs, Training, Passion
Work harder than anyone else, have confidence, and be prepared

List THREE expectations LTFD administration has for the department:
Show up ready go work be the best you you can be Train like it is the real thing take responsibility for your actions
Do your job, treat people right, have all in attitude
Professionalism on duty and in public. Loyalty to the department. Consistency in training and response.
Being active. Staying up-to-date on training. Being here for the right reason.
Retention, expansion, future development.
1.) Safety 2.) Making sure everyone has the tools to succeed. 3.) To act like it's your family we're responding to
Maintain buildings, vehicles, and supplies
ALS coverage, 3 man crew, common sense
Unity, community outreach
commitment
Protect life, protect property, show up ready to succeed in the first 2 expectations
First and foremost continue to provide the highest level proffessional service to our citizens. Continue training and excel at your skills. Be present and uphold your commitment to the community. Communicate with your officers any questions or concerns.
Respect for one another regardless of our thoughts on the department or conflict, open communication when issues arise, asking for help/offering help to others (going over Lucas device if unclear, how to operate equipment, where to find certain policies, listening to a peer vent frustrations)
Transparency, honor, and service
Protect and serve the community, Professionalism, Positive community interactions

1) Go on runs 2) always learn 3) be there for the community
Be professional, work harder than any other department, train like your families life depends on it
Everyone to work well with other, to communicate if there are any issues the we have, also to make sure we are putting in the work
Full-time staff, modern/working equipment, competent officers/firefighters
Show up for the citizens as much as possible, treat everyone and thing as it is yours of your family's, and everyone goes home

List THREE expectations the administration has of you as a Lake Twp. firefighter:
So your job the correct way stay professional have a positive attitude no matter the situation and keep your head up when things get rough
Do your job, treat people right, have all in attitude
Same as previous.
Willing to learn. Being an active member. Always be open to change and new ideas.
Honesty, commitment, and skilled professionalism.
1.) To show up on time, ready and prepared to work 2.) To complete assigned tasks 3.) To do my job safely, correctly, and to the standards set.
Professionalism, Attitude, compassion
Proper training, professionalism, brotherhood
Unknown
commitment, initiative, support
Show up, know the job, stay out of legal troubles
Uphold your commitment to the community. Use your chain of command. Train and better yourself.
Respect, Compassion, Professionalism
Respect, professionalism and not making the department look good
Professionalism on and off duty (especially in situations with disgruntled community members), daily duties completed in a timely fashion (roll call, chores, truck check, reports/NFIRS completed before end of shift), showing up/an effort (coming to work on time, participating in drills, going the extra mile)
Trust, dependability, service
Professionalism, respect, understanding of circumstances
1) be there for the Community 2) be competent in your skills and always look to improve 3) go on runs
Show up to calls, show up to training, return investment to the community
Respond to most call, show the commitment to the department, remain loyal, engage in learning when possible
CE, making runs, supportive
Show up as much as possible, show up ready to work, don't do anything to compromise the safety of yourself or the people around

Share any other thoughts you want:

Idk if it can be changed but from the volunteer side I want to see more out of my acting LT I want them to hold us accountable as everyone has said candidates can respond with a carded person we have a few carded people that don't often show up when they can. I understand full time jobs that's one thing but if you're in town or at the station on a run in your district for one don't just go go to the station to stage. I want to see us be the best we can. More hands on training for the candidates especially if there in emt school to help get them through class I'm willing to help out with that when I can. One day when you feel I'm ready I would like to hopefully become an FTO and help train our new people. From the 26 side new members or members who don't pick up often need PT. Contact and should be on the medic and not the rescue especially if they aren't comfortable being alone in district on there own during a transport

The department is moving in the right direction and we are only experiencing growing pains. People who ACTUALLY want to do this job with adjust. Firemen hate two things. The way things are, and change. It's necessary for the department to grow and morph into modern day for the sake of the community. The people who only want to wear the t shirt and drive trucks in parades are the ones who hold the department back from progressing forward to do the job we were originally hired to do. Save lives and property. This isn't culinary school. If we mess up on this job, it's GOING to kill someone. We need people who believe you can never train too much for a job that can kill you. Thankfully, we have quite a few men and women like this. The others will make themselves known.

I personally love the department and all of its members. I'm very proud and humbled to be a part of the department. I think things will only improve with time as we move forward from the failed levy and continue to maintain the great image of the department when we respond to calls in our own communities and mutual aid communities. I look forward to be a member that will help the department grow in this transitional period.

I would just like to say thank you Chief Dorner for taking on the job as our Chief. Yes this year has been a rollercoaster ride but you have moved us forward as a department in the right direction.

Contrary to some apparent belief, I have never felt scared of expressing my opinions to the chief. We have had multiple discussions/disagreements on topics that we felt differently about, and I never once felt in fear of losing my job for disagreeing with him. In the end, agree or disagree, he is the Chief and he is the one that has to answer for the decisions made. I believe him when he says " I care about what is best for the citizens". This department has had a lot of "first in the area" things happen under Chief Dorner, such as "Leave it Behind" and the Oxygen firestop devices, and I know more are coming . "What can we do to make things better for the citizens?" is something I hear a lot. If an employee has an issue, he always asks "what can we do to help". I am happy and proud to be able to be a part of this department and I look forward to what the future may hold.

Some but not all the time micromanaging and favoritism, having fairness to all, and having a position but not 100% ready or committed. For the most part, we all do good there is always a need for improvement. I like to see more training with hand on getting people comfortable for real live events. Think one thing we improve on is hosting an open house for the the community. I think made a good improvement, I don't always agree on everything but that is always good for more improvement or change.

There was alot of change very quickly. Change of any sort will rattle a dept at first till they get use to it. I personally have seen more additional staffing called in during this new regime than I have in the last 10 plus years on this department. It's a good and bad thing it's good because we feel needed and bad because that entails some funding that is hard to come by. I do enjoy this department I can really only contribute in a contingent manner which I do try my best to give the adequate time. I think your doing a great job so far I know people talk but it's like I've told each one of them I've had nothing but positive experiences so far and until I don't I really don't have anything negative to say. Besides we need better fitness equipment that's my only negative

There's too much that I want to say.

I really like the fire department and how supportive everyone is

I think the command staff have been doing a great job this year. There has been so much accomplished to improve the department and make the necessary changes. The determination to the community and department witnessed is unwavering. We hope you all know we appreciate everything you do for this department. We see you and we value you.

Chief Dorner,

If you don't already know, you have been nothing short of an ideal leader. The garbage spread on social media has no footing in the real world. I haven't talked with anyone in the department who truly doesn't respect you and appreciate the work you have put in.

Those of us that show up everyday know how important you are to this department. Thank you.

Proud to serve Lake Township, just wish our residents were a little more appropriate on social media posts regarding the department and our members. I do think it would be great to have a designated public information officer and promote most of the things we do to gain community engagement. In my short time at this department I feel appreciated by my Chief and colleagues

Lake TWP is moving in the right direction as a whole. Equipment and rigs all are up to par with the exception of not having battery extrication equipment on R26. Individual station camaraderie continues to be the biggest moral booster and the reason crews continue to grow more passionate. Station 27 crews get together on off days and hang out outside of work or runs.

It's understood that administration does NOT want a divide between stations, but the divide is inevitable. That said, I strongly believe that neither crew would be excluded from any training, event, get together etc.,.

I also would love to see some form of awards ceremony, department banquet, department outing or something of the sort to recognize individuals. Surrounding departments have these events that bring together the families of firefighters and creates a stronger bond and gives the family a better understanding of where husbands, wives, girlfriends and boyfriends are dedicating so much time to. Recognition for most runs, most drills, senior firefighter, and more are all something to be very proud of and should not go unnoticed.

The levy was a punch in the gut for the department and a lot of firefighters. Even more so because of who the insults, feedback and critiquing were coming from. Lake Twp Fire had an identity formed mostly around the individuals who dedicated so much time to the department and formed relationships with all surrounding stations. Lake is ready for a new identity and should be one as an elite, WELCOMING, proud and very serious department. There is no doubt we do not run as much as our big city department, but we have enough experience, equipment and time to train to reach that level. Chief Dorner, I know you have the knowledge and capability to host big group training events. Let's use you knowledge and skill to host a big training event. Invite every local department to come in for an extrication training 3 months out, or your search training or even lecture. Blend your identity as a knowledgeable, aggressive, modern tactical firefighter into Lake Twp Fire. Capt. Rosebrock does a great job giving us training opportunities but how many trainings are truly pushing us? What is taking Lake Twp to the next level? Have the new candidates learn the basics in class but let the standard exceed the basics while working at Lake. Overall, I'm very happy with department. I have no intention on leaving and honestly, hope to even further my position on the department. That said, the department as a whole should be pushed harder with more in depth trainings and realistic scenarios. Lake can be something great, and I'll be there for when it does.

I think we have made a huge step forward when it comes to communicating down to the people on the front lines however I think when it comes to showing and making volunteers feel they are respected and appreciated as much as the part time or full time employees we went way downhill. We have had multiple promotions on the full time side that took firefighters from privates to captains or above while we have lieutenants and privates that have more time and heart into LTFD that have not been promoted this have definitely had a negative effect, if a volunteer can put multiple years in and have to follow the ranks of promotion but a part time private can go right to captain or above what incentive does a volunteer have for sticking it out with LTFD if the only way to be promoted is to be part time. Yes a big part of why we do what we do is because we want to help the community we also want to see our peers on the volunteer side getting the same promotions are feel appreciated . Our current lieutenant has stayed at the same rank while others by passed the lieutenant rank and now out rank him. The favoritism around the department has really impacted the moral in my opinion. There has been multiple volunteers asked to resign due to lack of runs made or certifications however we have an acting lieutenant that

doesn't make any runs but makes all PR events with their significant other and we have people on the department that are not fully certified in both emt and fire 1. When I joined the department we had to obtain both certifications in 18months or we couldn't continue and multiple volunteers were forced to resign for this but others have not been held to that same standard. I have heard due to schedule conflicts it hasn't worked however we all have full time jobs and were held to that standard and they should not be making the same pay as others that have both certifications . I think way to many changes have been made in less than a year that negatively impacted volunteers I have been trying to see the positive however lately the negative have heavily outweighed the positives. I will continue to look in a positive direction and try to not let the negatives impact my decisions but we need to see change on the volunteer side. LT Degroff has stepped up and has been a big help to the department and continues to make sure members are at their very best he shows appreciation I believe him being in the position hes in has helped multiple people stick it out and push thru all the negatives. I think capt Rosebrock has also been a moral boost he always willing to help and listen, him responding from home to help has been a positive thing for our community I would like to see others that have township vehicles issued follow this same leadership since the township residents are paying for this take home vehicle. I have been doing my best to make the runs I have and will continue to try and make an upward trend but I would like to see change in a positive direction that shows volunteers appreciation.