



| STUDENT DATA COLLECTION |         |          |                    |          |                  |          |                |          |              |          |                   |          |                 |          |                 |          |                |          |                 |        |  |
|-------------------------|---------|----------|--------------------|----------|------------------|----------|----------------|----------|--------------|----------|-------------------|----------|-----------------|----------|-----------------|----------|----------------|----------|-----------------|--------|--|
| Day                     | Day     | S. Hours | Glowzinski Surveys | R. Hours | Golditch Surveys | J. Hours | Gumina Surveys | B. Hours | Isom Surveys | R. Hours | Milestone Surveys | J. Hours | Solomon Surveys | C. Hours | Steffen Surveys | M. Hours | Welter Surveys | T. Hours | Wormley Surveys | Hours  |  |
| Day 1                   | 6-7-94  | 7.0      | 22                 | 3.0      | 11               | 1.5      | 11             | 0.0      | 0            | 0.0      | 0                 | 5.0      | 16              | 5.0      | 8               | 4.0      | 15             | 5.0      | 9               |        |  |
| Day 2                   | 6-8-94  | 5.5      | 18                 | 0.0      | 0                | 0.0      | 0              | 0.0      | 0            | 0.0      | 0                 | 4.0      | 12              | 5.0      | 12              | 4.0      | 16             | 5.0      | 15              |        |  |
| Day 3                   | 6-9-94  | 7.0      | 22                 | 3.0      | 11               | 0.0      | 0              | 0.0      | 0            | 6.0      | 14                | 4.0      | 12              | 5.0      | 11              | 4.0      | 12             | 5.0      | 9               |        |  |
| Day 4                   | 6-10-94 | 0.0      | 0                  | 0.0      | 0                | 0.0      | 0              | 0.0      | 0            | 6.0      | 20                | 4.0      | 11              | 0.0      | 0               | 0.0      | 0              | 5.0      | 14              |        |  |
| Day 5                   | 6-11-94 | 6.0      | 24                 | 6.0      | 23               | 0.0      | 0              | 0.0      | 0            | 6.0      | 14                | 5.0      | 20              | 0.0      | 0               | 6.0      | 23             | 0.0      | 0               |        |  |
| Day 6                   | 6-13-94 | 3.0      | 16                 | 0.0      | 0                | 2.5      | 8              | 0.0      | 0            | 6.0      | 17                | 4.0      | 15              | 5.0      | 7               | 3.0      | 13             | 5.0      | 16              |        |  |
| Day 7                   | 6-14-94 | 0.0      | 0                  | 0.0      | 0                | 0.0      | 0              | 4.0      | 8            | 0.0      | 0                 | 0.0      | 0               | 0.0      | 0               | 0.0      | 0              | 4.0      | 11              |        |  |
| Day 8                   | 6-15-94 |          |                    |          |                  |          |                |          |              |          |                   |          |                 |          |                 |          |                |          |                 |        |  |
| Day 9                   | 6-16-94 |          |                    |          |                  |          |                |          |              |          |                   |          |                 |          |                 |          |                |          |                 |        |  |
| Day 10                  | 6-17-94 |          |                    |          |                  |          |                |          |              |          |                   |          |                 |          |                 |          |                |          |                 |        |  |
| Day 11                  | 6-18-94 |          |                    |          |                  |          |                |          |              |          |                   |          |                 |          |                 |          |                |          |                 |        |  |
| Day 12                  |         |          |                    |          |                  |          |                |          |              |          |                   |          |                 |          |                 |          |                |          |                 |        |  |
| Day 13                  |         |          |                    |          |                  |          |                |          |              |          |                   |          |                 |          |                 |          |                |          |                 |        |  |
| Day 14                  |         |          |                    |          |                  |          |                |          |              |          |                   |          |                 |          |                 |          |                |          |                 |        |  |
| Day 15                  |         |          |                    |          |                  |          |                |          |              |          |                   |          |                 |          |                 |          |                |          |                 |        |  |
| Day 16                  |         |          |                    |          |                  |          |                |          |              |          |                   |          |                 |          |                 |          |                |          |                 |        |  |
| Day 17                  |         |          |                    |          |                  |          |                |          |              |          |                   |          |                 |          |                 |          |                |          |                 |        |  |
| Day 18                  |         |          |                    |          |                  |          |                |          |              |          |                   |          |                 |          |                 |          |                |          |                 |        |  |
| Day 19                  |         |          |                    |          |                  |          |                |          |              |          |                   |          |                 |          |                 |          |                |          |                 |        |  |
| Day 20                  |         |          |                    |          |                  |          |                |          |              |          |                   |          |                 |          |                 |          |                |          |                 |        |  |
| Day 21                  |         |          |                    |          |                  |          |                |          |              |          |                   |          |                 |          |                 |          |                |          |                 |        |  |
| Sub Total               |         | 28.5     | 102                | 12.0     | 45               | 4.0      | 19             | 4.0      | 8            | 24.0     | 65                | 26.0     | 86              | 20.0     | 38              | 21.0     | 79             | 29.0     | 74              | 0.0    |  |
| Rate                    |         | \$7.00   | 3.6                | \$7.00   | 3.8              | \$7.00   | 4.8            | \$7.00   | 2.0          | \$7.00   | 2.7               | \$7.00   | 3.3             | \$7.00   | 1.9             | \$7.75   | 3.8            | \$7.75   | 2.6             |        |  |
| Total                   |         | \$199.50 |                    | \$84.00  |                  | \$27.65  |                | \$28.00  |              | \$168.00 |                   | \$182.00 |                 | \$140.00 |                 | \$182.75 |                | \$224.75 |                 | \$0.00 |  |
| F.I.C.A.                |         | \$12.37  |                    | \$5.21   |                  | \$1.71   |                | \$1.74   |              | \$10.42  |                   | \$11.28  |                 | \$8.68   |                 | \$10.09  |                | \$13.93  |                 | \$0.00 |  |
| Frenge                  |         | \$10.67  |                    | \$4.49   |                  | \$1.48   |                | \$1.50   |              | \$8.99   |                   | \$9.74   |                 | \$7.49   |                 | \$8.71   |                | \$12.02  |                 | \$0.00 |  |
| Grand Total             |         | \$222.54 |                    | \$93.70  |                  | \$30.84  |                | \$31.23  |              | \$187.40 |                   | \$203.02 |                 | \$158.17 |                 | \$181.55 |                | \$250.71 |                 | \$0.00 |  |

| EMPLOYER DATA |         | S.       | Glowzinski | B.      | Isom    | J.      | Solomon | C.      | Steffen | M.       | Welter  | T.      | Wormley | Totals   |         |
|---------------|---------|----------|------------|---------|---------|---------|---------|---------|---------|----------|---------|---------|---------|----------|---------|
| COLLECTIO     | Day     | Hours    | Surveys    | Hours   | Surveys | Hours   | Surveys | Hours   | Surveys | Hours    | Surveys | Hours   | Surveys | Hours    | Surveys |
| Day 1         | 6-20-94 | 6.0      | 17         | 6.0     | 15      | 0.0     | 0       | 6.0     | 7       | 7.0      | 10      | 0.0     | 0       | 25.0     | 49      |
| Day 2         | 6-21-94 | 7.0      | 20         | 0.0     | 0       | 3.0     | 7       | 1.0     | 2       | 0.0      | 0       | 7.0     | 10      | 18.0     | 39      |
| Day 3         | 6-22-94 | 7.0      | 14         | 6.0     | 8       | 3.0     | 6       | 0.0     | 0       | 5.0      | 8       | 0.0     | 0       | 21.0     | 36      |
| Day 4         | 6-23-94 | 6.0      | 2          | 0.0     | 0       |         |         | 1.0     | 2       | 0.0      | 0       | 2.0     | 3       | 9.0      | 7       |
| Day 5         | 6-24-94 |          |            |         |         |         |         |         |         |          |         |         |         | 0.0      | 0       |
| Day 6         |         |          |            |         |         |         |         |         |         |          |         |         |         | 0.0      | 0       |
| Day 7         |         |          |            |         |         |         |         |         |         |          |         |         |         | 0.0      | 0       |
| Day 8         |         |          |            |         |         |         |         |         |         |          |         |         |         | 0.0      | 0       |
| Day 9         |         |          |            |         |         |         |         |         |         |          |         |         |         | 0.0      | 0       |
| Day 10        |         |          |            |         |         |         |         |         |         |          |         |         |         | 0.0      | 0       |
| Day 11        |         |          |            |         |         |         |         |         |         |          |         |         |         | 0.0      | 0       |
| Day 12        |         |          |            |         |         |         |         |         |         |          |         |         |         | 0.0      | 0       |
| Day 13        |         |          |            |         |         |         |         |         |         |          |         |         |         | 0.0      | 0       |
| Day 14        |         |          |            |         |         |         |         |         |         |          |         |         |         | 0.0      | 0       |
| Day 15        |         |          |            |         |         |         |         |         |         |          |         |         |         | 0.0      | 0       |
| Day 16        |         |          |            |         |         |         |         |         |         |          |         |         |         | 0.0      | 0       |
| Day 17        |         |          |            |         |         |         |         |         |         |          |         |         |         | 0.0      | 0       |
| Day 18        |         |          |            |         |         |         |         |         |         |          |         |         |         | 0.0      | 0       |
| Day 19        |         |          |            |         |         |         |         |         |         |          |         |         |         | 0.0      | 0       |
| Day 20        |         |          |            |         |         |         |         |         |         |          |         |         |         | 0.0      | 0       |
| Day 21        |         |          |            |         |         |         |         |         |         |          |         |         |         | 0.0      | 0       |
| Sub Total     |         | 26.0     | 53         | 12.0    | 23      | 6.0     | 13      | 8.0     | 11      | 12.0     | 18      | 9.0     | 13      | 73.0     | 131     |
| Rate          |         | \$7.00   | 2.0        | \$7.00  | 1.9     | \$7.00  | 2.2     | \$7.00  | 1.4     | \$7.75   | 1.5     | \$7.75  | 1.4     |          | 1.8     |
| Total         |         | \$182.00 |            | \$84.00 |         | \$42.00 |         | \$56.00 |         | \$93.00  |         | \$69.75 |         | \$526.75 |         |
| F.I.C.A.      |         | \$11.28  |            | \$5.21  |         | \$2.60  |         | \$3.47  |         | \$5.77   |         | \$4.32  |         | \$32.66  |         |
| Freng         |         | \$9.74   |            | \$4.49  |         | \$2.25  |         | \$3.00  |         | \$4.98   |         | \$3.73  |         | \$28.18  |         |
| Grand Total   |         | \$203.02 |            | \$93.70 |         | \$46.85 |         | \$62.47 |         | \$103.74 |         | \$77.81 |         | \$587.59 |         |



***EMERGENCY PUBLIC SERVICES***  
***Needs Assessment***

Prepared by:

**Office of Institutional Planning & Analysis**

August, 1994

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## EXECUTIVE SUMMARY

- This assessment was conducted in order to assist the Curriculum Committee in its evaluation of the emergency public services program proposal. Through a combination of courses from existing programs in Law Enforcement, Emergency Medical Technology, and Fire Fighter Technology, the new program would offer students an opportunity to earn an associate degree in emergency public services. This program would not replace existing programs or courses but would supplement current offerings.
- OCC faculty feel that a community need exists for emergency service workers with combined training. Increasingly, communities are turning to one or two agencies to provide all emergency services; at the national level, 70% of all fire departments currently provide emergency medical services. This need could benefit graduates of a combined program by giving them an advantage over other applicants in the hiring process. Ultimately, this could translate into higher salaries and increased advancement opportunities.
- Currently, no comparable programs exist in the state of Michigan. Lake Superior State University offers a four-year Public Safety program which combines fire, law enforcement, and emergency medical training, but no two-year institution has yet combined all three programs into one. Representatives of several national emergency service organizations were contacted and none were aware of another two-year program anywhere in the country.
- While 69% of employers reported satisfaction with the general level of employee preparation, many cited a lack of hands-on training in new employees. While the combined program would offer students exposure to all three emergency service fields, it would not give them additional practical experience.
- In southeast Michigan, the primary qualification for employment in an emergency service field is state certification. In law enforcement and fire fighting, this certification takes place in training academies. While the combined program would certify students in Basic EMT, fire and police academy courses are not included in the proposed curriculum. Students interested in receiving state certification would still be required to enroll in an academy.
- While just over half (53%) of the employers surveyed feel the combined program is a good idea, an additional 28% are opposed, and the remaining 19% are uncertain. Those in favor of the program tend to feel that additional education and training could only serve to benefit the student and the employee. Many of those opposed feel that the proposed program is too broad to provide students with sufficient training in any one area, and that employees would still have to provide extensive on-the-job training.
- The majority (79%) of students surveyed feel that the combined program is a good idea. However, only 34% would definitely consider enrolling, while 23% would definitely not enroll. The remaining 43% are uncertain.
- Student comments echo employer comments that what is most needed in OCC's emergency public service programs is more hands-on training and practical experience.

# Oakland Community College Emergency Public Services Needs Assessment

## INTRODUCTION

The purpose of this report is to evaluate community need for a combined emergency public services program. The proposed program would include courses from the three existing programs in fire fighter technology, emergency medical technology, and law enforcement. This report is designed to identify employer needs as well as current trends in the field which could influence the effectiveness of the proposed program.

The following assessment incorporates a review of related literature, employment statistics (provided by The Occupational Outlook Handbook, Michigan Employment Security Commission, and the Michigan Occupational Information System) and information supplied by employers, OCC students, and professional associations. In addition, program coordinators and faculty members involved with similar programs at other institutions were contacted.

### Background of Proposed Program

OCC faculty members have proposed a combined program because they feel that a real need exists in local communities for employees jointly trained in EMT, fire fighting, and law enforcement. Furthermore, faculty members feel that graduates with the breadth of training provided in the combined program would have an advantage over other candidates in the job application process. Once hired, this advantage could potentially translate into higher salaries and enhanced opportunities for career advancement. Models of similarly designed programs are rare; the only program in Michigan offering formal training in EMT, firefighting and law enforcement leads to a B.S. from a four-year institution. Therefore, the feasibility of providing OCC students with sufficient training in all three areas in a two-year program has not been tested elsewhere.

OCC faculty members feel that the combined program will attract new students with a career interest in emergency public services as well as established professionals wishing to enhance their chances for career advancement or salary increases. They also anticipate that some students will enroll to meet employer requirements. For example, some fire departments require new hires without previous certification to enroll in Basic EMT courses. A graduate of a combined program could be a more attractive candidate as the department would not have to fund supplemental training.

Phone interviews with representatives of various emergency public service associations at both the state and the national level have revealed very little concerning the likelihood of success of such a program. While most of the individuals contacted felt that combined training could theoretically enhance a graduate's chances of employment or career advancement, none knew of an existing program. Several of those interviewed raised the issue of salaries for employees with combined training, saying that while graduates of this program might in fact qualify for higher salaries, current restrictions in state and local funding for emergency services might result in difficulty in attaining higher-paying positions. Whether the proposed program would improve a graduate's chance of being hired--regardless of salary--is difficult to predict without existing models. None of the professional association representatives felt able to comment on this possibility.

A representative of the Michigan Law Enforcement Officers Training Council feels that graduates of a combined program have the best chance of employment in Public Safety offices. The issue then becomes whether there are enough Public Safety offices in the area to absorb the supply. Furthermore, it is estimated that in Michigan, funding will be an issue of increasing importance. Departments are likely to face cutbacks rather than increases and this is bound to affect hiring, particularly if potential employees qualify for higher salaries due to advanced training.

OCC faculty are aware of the potential difficulties in developing this program given the lack of existing models. There is a sense that the combination they are proposing would be on the cutting edge of emergency services training. However, they also acknowledge the challenges inherent in fitting all three areas into a two-year program. It is unlikely that the courses necessary for certification could be made to fit into the two-year model if non-emergency service courses beyond the General Education requirements were included in the curriculum.

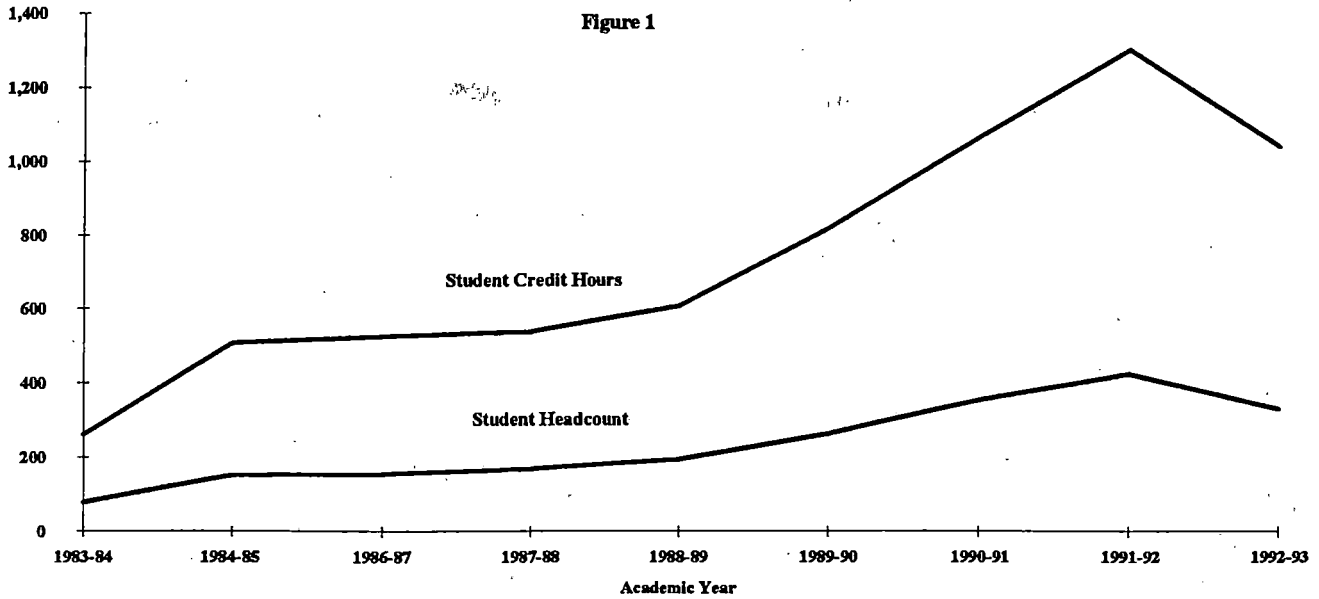
While the proposed program will include courses from all three areas, it is not intended to replace any existing offerings. Currently, students may choose from five programs within the three areas. Enrollment trends for each of the three areas are outlined below:



**Table 1**  
**Trends in Annual Student Headcount and Annual Student Credit Hours\***  
**Emergency Medical Technology**

Table 1 and Figure 1 depict total annual student enrollment (duplicated headcount) and total student credit hours for a ten year period. Data is based on the official count date for each EMT course which was offered throughout the academic year.

|                      | Academic Year |         |    |         |         |         |         |         |         |         | Percent Change<br>Ten Year |
|----------------------|---------------|---------|----|---------|---------|---------|---------|---------|---------|---------|----------------------------|
|                      | 1983-84       | 1984-85 | ** | 1986-87 | 1987-88 | 1988-89 | 1989-90 | 1990-91 | 1991-92 | 1992-93 |                            |
| Student Headcount    | 77            | 150     | ** | 155     | 168     | 194     | 262     | 352     | 423     | 329     | 327.3                      |
| Student Credit Hours | 260.0         | 505.0   | ** | 524.0   | 538.0   | 605.0   | 817.0   | 1,062.0 | 1,298.0 | 1,038.0 | 299.2                      |

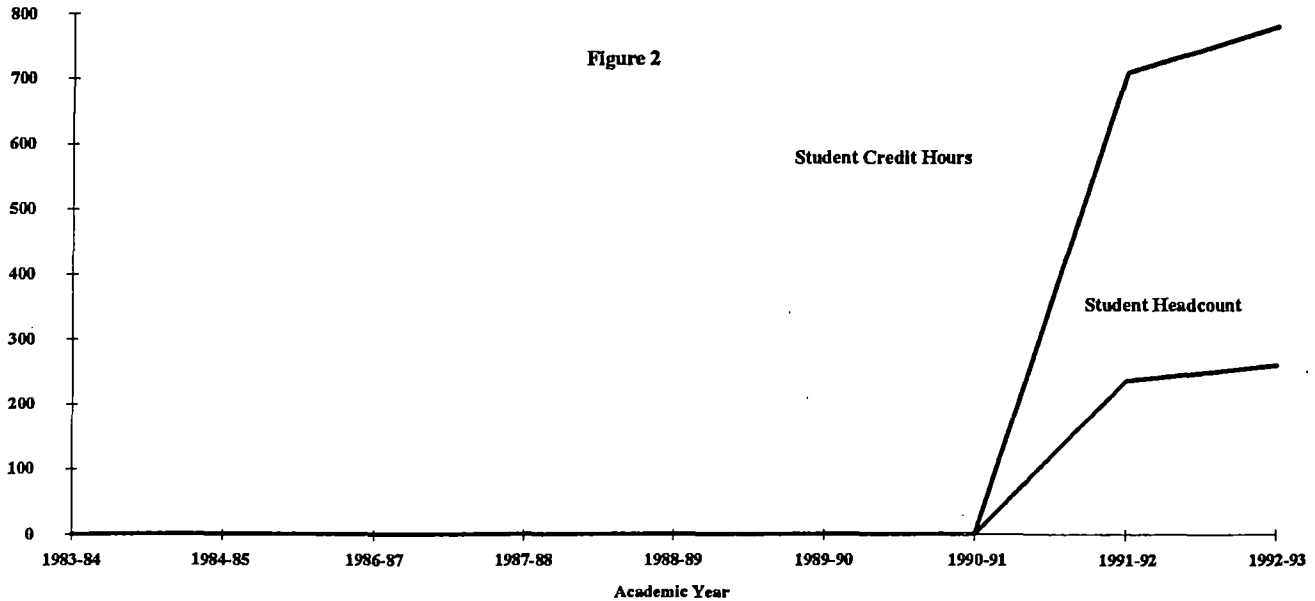


\*Students represent annual duplicated headcount.  
 \*\* Data for academic year 1985-86 is not available.

**Table 2**  
**Trends in Annual Student Headcount and Annual Student Credit Hours\***  
**Fire Fighter Technology**

Table 2 and Figure 2 depict total annual student enrollment (duplicated headcount) and total student credit hours for a two year period. Data is based on the official count date for each FFT course offered throughout the academic year.

|                      | Academic Year |         |    |         |         |         |         |         | Percent Change |         |           |
|----------------------|---------------|---------|----|---------|---------|---------|---------|---------|----------------|---------|-----------|
|                      | 1983-84       | 1984-85 | ** | 1986-87 | 1987-88 | 1988-89 | 1989-90 | 1990-91 | 1991-92        | 1992-93 | Five Year |
| Student Headcount    | 0             | 0       | ** | 0       | 0       | 0       | 0       | 0       | 236            | 260     | -         |
| Student Credit Hours | 0.0           | 0.0     | ** | 0.0     | 0.0     | 0.0     | 0.0     | 0.0     | 708.0          | 780.0   | -         |

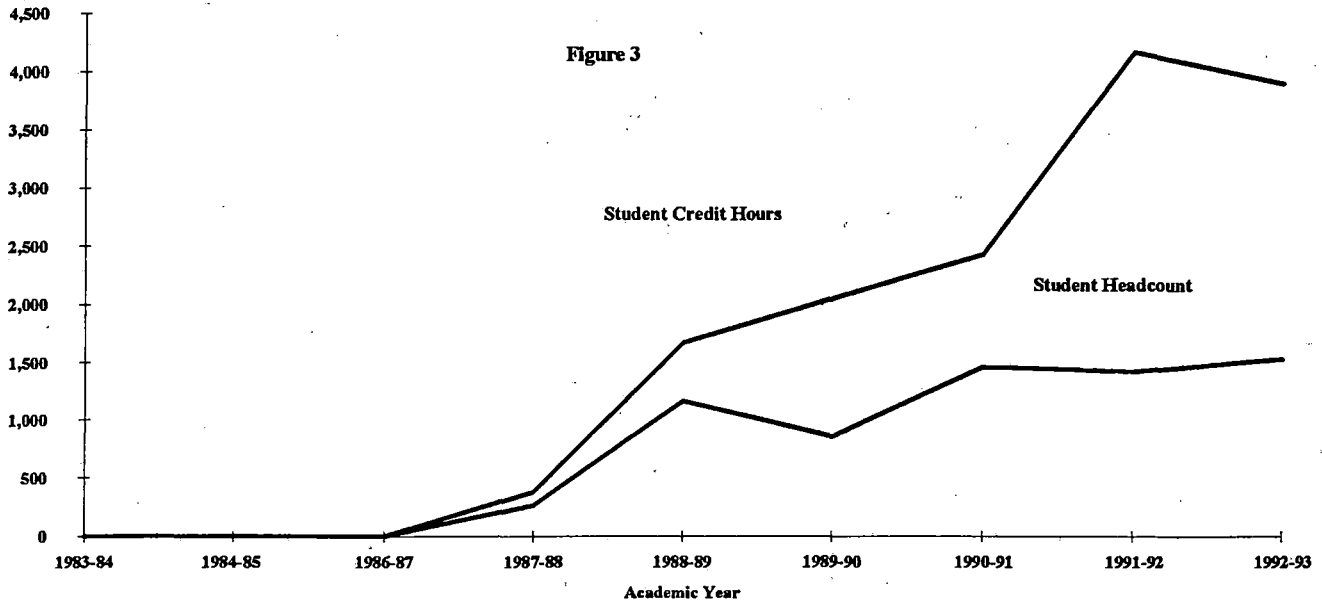


\*Students represent annual duplicated headcount.  
 \*\* Data for academic year 1985-86 is not available.

**Table 3**  
**Trends in Annual Student Headcount and Annual Student Credit Hours\***  
**Fire Technical Institute**

Table 3 and Figure 3 depict total annual student enrollment (duplicated headcount) and total student credit hours for a six year period. Data is based on the official count date for each FTI course offered throughout the academic year.

|                      | Academic Year |         |    |         |         |         |         |         |         |         | Percent Change<br>Five Year |       |
|----------------------|---------------|---------|----|---------|---------|---------|---------|---------|---------|---------|-----------------------------|-------|
|                      | 1983-84       | 1984-85 | ** | 1986-87 | 1987-88 | 1988-89 | 1989-90 | 1990-91 | 1991-92 | 1992-93 |                             |       |
| Student Headcount    | 0             | 0       | ** | 0       | 262     | 1,160   | 853     | 1,456   | 1,418   | 1,527   | 3,886                       | 31.6  |
| Student Credit Hours | 0.0           | 0.0     | ** | 0.0     | 380.0   | 1,666.0 | 2,044.0 | 2,424.0 | 4,160.0 | 3,886.0 |                             | 996.3 |

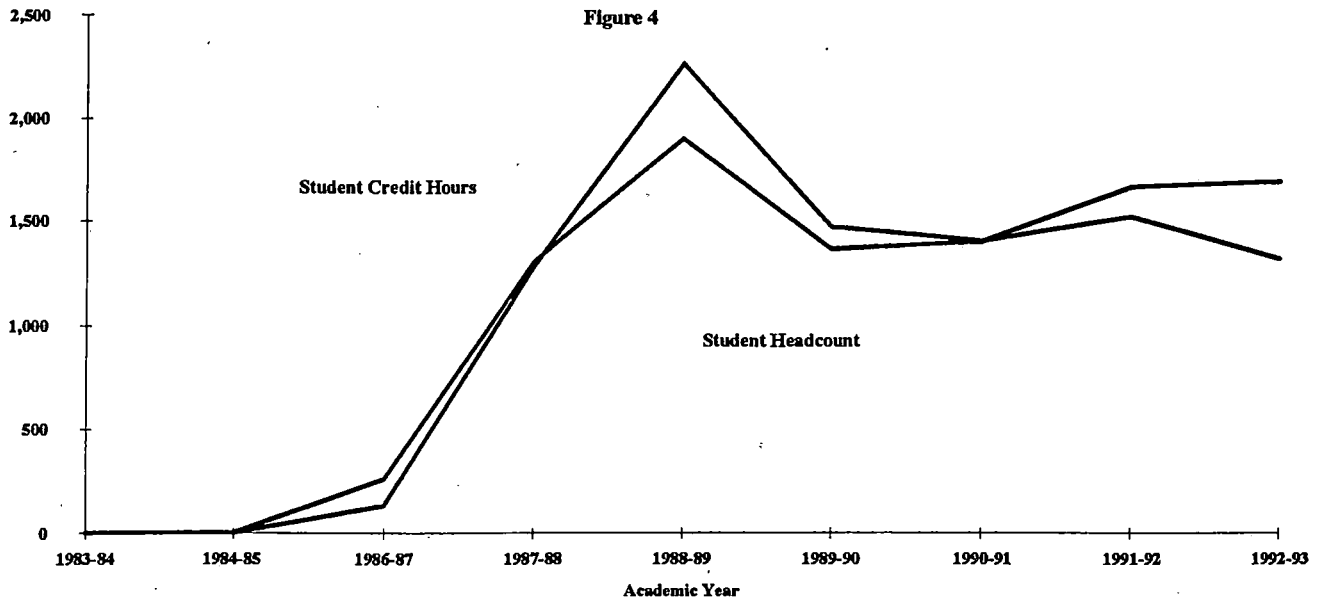


\*Students represent annual duplicated headcount.  
 \*\* Data for academic year 1985-86 is not available.

**Table 4**  
**Trends in Annual Student Headcount and Annual Student Credit Hours\***  
**Police Academy Science**

Table 4 and Figure 4 depict total annual student enrollment (duplicated headcount) and total student credit hours for a seven year period. Data is based on the official count date for each PAS course offered throughout the academic year.

|                      | Academic Year |         |    |         |         |         |         |         |         |         | Percent Change<br>Five Year |
|----------------------|---------------|---------|----|---------|---------|---------|---------|---------|---------|---------|-----------------------------|
|                      | 1983-84       | 1984-85 | ** | 1986-87 | 1987-88 | 1988-89 | 1989-90 | 1990-91 | 1991-92 | 1992-93 |                             |
| Student Headcount    | 0             | 0       | ** | 261     | 1,299   | 1,894   | 1,359   | 1,396   | 1,661   | 1,690   | -10.8                       |
| Student Credit Hours | 0.0           | 0.0     | ** | 132.9   | 1,278.0 | 2,256.0 | 1,465.0 | 1,397.0 | 1,520.0 | 1,315.0 | 18.9                        |

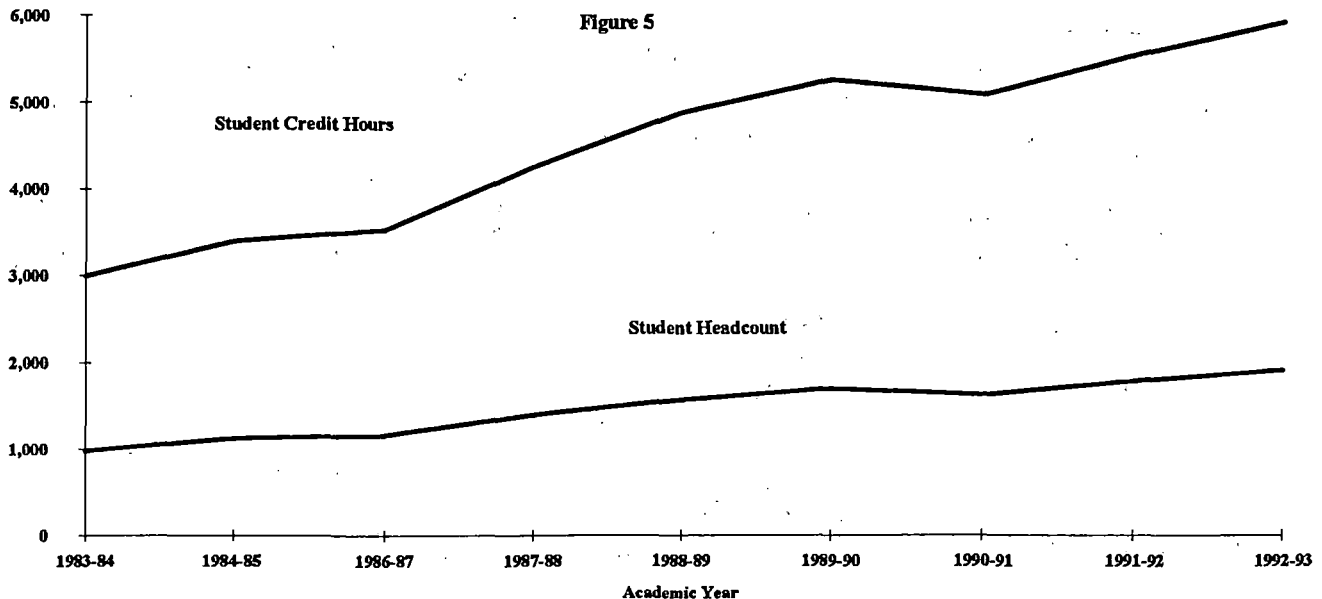


\*Students represent annual duplicated headcount.  
 \*\* Data for academic year 1985-86 is not available.

**Table 5**  
**Trends in Annual Student Headcount and Annual Student Credit Hours\***  
**Law Enforcement**

Table 5 and Figure 5 depict total annual student enrollment (duplicated headcount) and total student credit hours for a ten year period. Data is based on the official count date for each PLS course offered throughout the academic year.

|                      | Academic Year |         |    |         |         |         |         |         |         |         | Percent Change<br>Ten Year |
|----------------------|---------------|---------|----|---------|---------|---------|---------|---------|---------|---------|----------------------------|
|                      | 1983-84       | 1984-85 | ** | 1986-87 | 1987-88 | 1988-89 | 1989-90 | 1990-91 | 1991-92 | 1992-93 |                            |
| Student Headcount    | 979           | 1,116   | ** | 1,157   | 1,394   | 1,559   | 1,693   | 1,621   | 1,781   | 1,905   | 22.2                       |
| Student Credit Hours | 2,994.0       | 3,389.0 | ** | 3,524.0 | 4,239.0 | 4,862.0 | 5,239.0 | 5,057.0 | 5,517.0 | 5,889.0 | 30.1                       |



\*Students represent annual duplicated headcount.  
 \*\* Data for academic year 1985-86 is not available.

### Description of Existing OCC Programs

Currently, the EMT program offers three levels of courses: Basic EMT, Advanced EMT I, and Advanced EMT Paramedic. Admission to the College does not insure admission to the EMT program; students must have completed the appropriate prerequisites for each level of training. Completion of the program requires in excess of 72 credit hours and has therefore been designated as an Extended Associate Program. All levels are designed to prepare the student to pass state licensure and practical examinations, as well as to improve the delivery of prehospital emergency care.

Like the EMT program, the fire fighter technology program (FFT) leads to an associate degree in Applied Science. However, students may opt to apply for a certificate after completing the ten courses which comprise the major requirements. This program is designed to supply students with the educational background necessary for employment in the fire science field. Students seeking employment as fire fighters are often required by employers to enroll in the fire academy for additional non credit coursework. However, less populated areas continue to rely on volunteer fire departments, which are often staffed by part-time paid-per-call volunteers who are provided with on-the-job training only.

Law Enforcement courses comprise the core for several program options: Law Enforcement, Criminal Justice, and Police Evidence and Technology. All three programs lead to associate degrees, although students may apply for a certificate after completing a certain number of core courses. Students seeking employment as police officers must enroll in a police academy after completing an associate degree.

Description of Proposed Program

The combined program in emergency services will not replace any existing programs but will instead offer students an additional option. The program will be divided into three parts with 15 credit hours in each area. Additionally, students will enroll in 19 credits of General Education and 4 credit hours of First Aid/First Responder. Completion of 68 credit hours will be required to earn an associate degree. Currently, no other Michigan community college offers a program which combines training in all three areas. National emergency service organizations were not aware of any similar programs in any state; a representative of the International Fire Chiefs Association expressed uncertainty as to the feasibility of combining all three areas in a two year program. Four year models are also rare; the only Michigan institution offering a baccalaureate degree in combined emergency public services is Lake Superior State University. The composition of the proposed OCC curriculum is as follows:

Major Requirements

|                                |                                     |           |
|--------------------------------|-------------------------------------|-----------|
| EMT 100                        | Rescue/Extrication                  | 1         |
| EMT 141.1                      | Basic Clinical Field Exp.           | 1         |
| EMT 154.1                      | Basic EMT I                         | 5         |
| EMT 155.1                      | Basic EMT II                        | 5         |
| EMT 110.3                      | Medical Terminology                 | 3         |
|                                |                                     |           |
| FFT 151                        | Intro to Fire Protection            | 3         |
| FFT 152                        | Fundamentals of Fire Protection     | 3         |
| FFT 153                        | Fire Arson Investigation            | 3         |
| FFT 154                        | Hazardous Materials                 | 3         |
| FFT 155                        | Fire Protection Equipment & Systems | 3         |
|                                |                                     |           |
| PLS 101                        | Intro to Criminal Justice           | 3         |
| PLS 103                        | Police Communications               | 3         |
| PLS 111                        | Police Patrol Admin & Procedures    | 3         |
| PLS 112                        | Criminal Law & Admin of Justice     | 3         |
| PLS 122                        | Criminal Evidence & Procedure       | 3         |
| PER 254                        | First Aid/First Responder           | 4         |
|                                |                                     |           |
| General Education Requirements |                                     | 19        |
|                                |                                     |           |
| <b>Total Credits</b>           |                                     | <b>68</b> |

The courses selected for inclusion in the combined program represent the first five courses from each of the three emergency service areas. Because the courses are meant to provide students with an equal grounding in EMT, fire fighting, and police training, students will not have the opportunity to study any one area in depth.

## METHODOLOGY

### Methods of Data Collection

In June 1994, 135 emergency public service agencies in Southeast Michigan were contacted to answer questions regarding employment opportunities, candidate qualifications, and the concept of a combined program. Types of agencies surveyed include municipal police and fire departments, public safety offices, private ambulance services, and hospitals. A similar survey designed to gauge student opinion was also carried out in June 1994. Of the students enrolled in an emergency public services course at OCC during the past four academic terms, 533 responded to the survey.

### Methods of Data Analysis

Frequency distributions and correlations were used in the quantitative analysis of the survey data. Narrative responses from both students and employers were analyzed and appear verbatim in Appendices B and D.

## ANALYSIS

### Occupational Outlook

Although all three programs can be categorized as emergency public services, there are significant differences between the occupations for which students are prepared at OCC. Summaries of The Occupational Outlook Handbook's (1990) entries are provided in the following paragraphs.

As a nation, the United States employed over 280,000 fire fighters in 1990. Nine in ten (90%) were employed by municipal fire departments. While a fire science certificate or degree will often improve chances for employment, most departments do not require college level training, although some offer incentives (often in the form of tuition reimbursement or higher pay) to employees who undertake advanced educational training. Experience continues to be the primary qualification for employment as a fire fighter. However, technological improvements in fire fighting techniques and equipment are rapidly increasing the complexity of the job, and fire departments around the country are beginning to expect employees to participate in on-the-job training if they do not possess the necessary skills and knowledge. Although the profession is expected to grow at a rate similar to other occupations due to increasing demand for services, the market is becoming more competitive. It is expected that the greatest expansion in services will be in small but growing communities, which in the past may have depended on limited services provided by a volunteer-augmented staff. Little growth is projected in large urban areas, due primarily to financial restrictions rather than a decrease in demand for services.

According to The Occupational Outlook Handbook, 89,000 EMTs were employed nationally in 1990. Of this number, 40% worked for private ambulance services, 33% for municipal, fire, police or rescue departments, and 27% in hospitals. However, it is relevant to note that many EMTs, particularly in small towns and rural areas, are unpaid volunteers. EMTs are employed at one of three levels: Basic, Advanced I (intermediate) and Advanced/Paramedic. Training is measured in hours, with class time ranging from 80 hours for Basic EMT up to 2,000 for Paramedics. Employment opportunities for EMTs will continue to

grow at an average rate through 2005. Although the aging population is requiring more emergency medical services, these demands are tempered by increasingly restrictive budgets.

Law enforcement officers, including police, detectives, and special agents, numbered 665,000 in 1990. Approximately 85% are employed by local government. Civil service regulations govern hiring procedures in almost all states and in many cities. While successful completion of a police academy program is a prerequisite for state certification, an increasing number of departments are requiring some level of college training. Like the fire fighting field, experience is also extremely important in the hiring process, as are stamina, strength, and agility. Like careers in fire fighting and emergency medical services, law enforcement employment opportunities are expected to increase at an average rate through the next decade.

According to the Careers in Emergency Medical Services supplement to the Journal of Emergency Medical Services, the majority of emergency medical service in the United States is currently provided by fire departments. This is the case in 35% of the nation's 200 most populated cities, as well as in many small towns and most rural areas, where many fire departments are staffed and operated by volunteers. Seventy percent of the 34,000 fire departments in the United States now provide some level of emergency medical services in their communities. As a result of this trend in combined EMT and fire services, many departments across the country are noting the development of two separate career paths within the field. Those with extensive EMT training, particularly at the Paramedic level, are finding increased opportunities for career advancement. On a related note, a survey of entry level EMTs reveals that the most common career goal is to become a firefighter. OCC faculty have noted the trend toward separate career paths, and cite it as a justification for proposing a combined program which could result in increased marketability of graduates.

### Salary and Employee Benefits

According to The Occupational Outlook Handbook, national salary averages for all three emergency service areas span a wide range. Entry level salaries in fire fighting and emergency medical services range from 19,200 to 19,700 nationally. However, fire fighters in urban areas with significant work experience can earn up to 31,400, while experienced Paramedics can earn up to 27,300. Law enforcement salaries range from 18,900 to 37,700, depending on location, training, experience, and job title.

In southeast Michigan, average entry-level salaries are comparable. According to the Michigan Employment Security Commission, the average 1993 salary for a Basic EMT is 22,848. In 1993, the Michigan Municipal League Survey found that entry-level police officers in southeast Michigan earn from between 21,000 (Bay City) to 27,856 (Detroit). Fire fighters' starting salaries range from 27,856 (Detroit) to 29,412 (Ann Arbor). However, the Michigan Municipal League Survey notes that, in service areas with populations of less than 25,000, fire department salaries are likely to be considerably lower.

Careers in all three emergency service fields offer attractive benefits packages. Particularly in law enforcement agencies and urban fire departments, employers offer pension plans, early retirement options, and life insurance as well as paid vacation time and health insurance. EMT benefits vary widely from employer to employer, although most receive health benefits and paid vacations.



### Opportunities for Women and Minorities

National data published in the Journal of Emergency Medical Services (JEMS) in 1990 indicate that women in EMT careers are most underrepresented in fire departments. Women comprise just 3.4% of supervisors, 5.7% of paramedics, and less than 4% of EMTs. A survey of 97 organizations serving 23 million citizens indicates that representation of women in some fire departments may actually be decreasing. In private ambulance services and hospitals, the figures increase significantly. Over 20% of supervisors are women, as are more than one-third of paramedics and EMTs. Although showing improvement in recent years, figures for minority women in emergency service careers are even lower.

Overall, OCC enrollment data support the national figures. Over three-quarters (76.6%) of all students enrolled in an emergency services course during the 1992-93 academic year are male, and 89.7% are white. While white males constitute the majority in all three areas of emergency service courses at OCC, this trend is most pronounced in both the credit and non-credit courses offered through the police academy. Women and African-American students are most commonly found in EMT courses. The 1992 Journal of Emergency Medical Services supplement reported that fire departments in Salt Lake City and San Diego as well as the state of Oregon are beginning to take steps to remedy the lack of women and minorities in the field. JEMS reports that, assuming credentials are equal, members of these groups will have a significantly better chance of being hired than will other candidates. These affirmative action hiring procedures are a first step to balancing the race, gender and ethnicity ratios in emergency service agencies.

### Currently Available Training

While many Michigan community colleges offer two-year certification or degree programs in EMT, fire or police training, none currently offer a program combining all three. Often, however, community colleges will include EMT training as part of their fire or police program. Lansing Community College, for example, offers associate degree programs in both EMT and fire science. Recently, the leadership of both programs was assigned to one Dean (Rexine Finn), although the programs currently remain separate and the Dean does not foresee any combination of offerings in the near future. However, she acknowledges considerable overlap between the programs, citing the fact that students commonly begin in one area and shift their focus to the other after a term or two. At LCC, the law enforcement program is entirely separate and is overseen by another individual.

The only known program in Michigan combining EMT, fire and police training is offered at Lake Superior State University in Sault Sainte Marie. The four-year program was developed in the mid-80's in response to the Program Coordinator's perception that Public Safety Offices in the area would welcome employees trained in all three areas of emergency public services. Although the program is four-year and leads to a Bachelor of Science in Public Safety, the fire science component was modeled upon Macomb Community College's two-year program. Currently, the B.S. in Public Safety is LSSU's fastest-growing program. Employer response to the program has been favorable thus far. James Blashill, the Program Coordinator, is not aware of a comparable program--four or two-year--anywhere in the country. He reported that LSSU has had to make adjustments to their curriculum in order to fit all necessary courses into the four-year time period. Given their difficulties, he feels that it is unrealistic to fit all three areas of training into a two-year program. Due to the unique nature of the program, LSSU has been able to attract students from as many as 12 states. Approximately 40 students are currently enrolled as Public Safety majors, although the coordinator estimates that as many as 100 more are enrolled in a Public Safety course.

The curriculum at LSSU is broader than that which has been proposed at OCC. While students are required to take the courses necessary for certification or enrollment in a police or fire academy, the program also incorporates a wider variety of academically oriented courses. For example, first year students in the LSSU program are required to enroll in English Composition, American Government, and Speech, as well as Introduction to Fire Science and Police Process. During the second and third years, students are required to take Abnormal Psychology and a course entitled Races and Minorities in addition to courses in fire fighting systems, criminal justice, and pre-hospital emergency care. The result is that while students graduate with considerable emergency service training, they have also received exposure to the related academic disciplines. Given the time constraints on a two-year program, OCC would not be able to offer this degree of breadth.

Another approach to emergency service training is under consideration at two other Michigan institutions. Eastern Michigan University and Macomb Community College are currently working together to develop a B.S. program through Macomb's University Center. Designed to attract MCC fire, police and emergency services graduates, the program will take an interdisciplinary approach through individualized program planning. Students will enroll in a basic studies core designed to impart general knowledge in the areas of communications, science and technology, social science, and arts and humanities. The student's interdisciplinary concentration will be determined by his or her own interest as well as the nature of the two-year degree. Tentatively, students will have a choice between at least four areas of concentration, including interdisciplinary communications, interdisciplinary administration, management technologies, and interdisciplinary technologies. By basing the program at MCC's University Center, EMU can target students who otherwise might not have enrolled due to the commute. Because students enrolling in EMU's program have already completed a two-year emergency services program, they have the flexibility to broaden their focus beyond emergency public services.

Currently, OCC's emergency services faculty and administrators are considering the development of a public services consortium to link OCC's programs with those at nearby institutions. Presently, consortium plans include Schoolcraft and Macomb Community College. The rationale is that by pooling resources, the three institutions will be able to provide a higher quality education at a lower cost. A key element in the consortium is to be the construction of a "Sim City" training facility which would provide students an otherwise unavailable opportunity for extensive hands-on training.

A recent study of public safety curriculum conducted at Evergreen Valley State College in San Jose, California, revealed a general perception that public safety programs in the state are not cooperating satisfactorily with external training organizations. As a result, training is duplicated, and resources are wasted. Furthermore, the three elements of the public safety programs--fire, police, and EMT training--are failing to work together to provide the most effective program possible. Within the California system, educators and practitioners alike feel that curricular offerings must be regulated so that duplication of content can be avoided. Public safety program coordinators must establish working relationships with training institutions to ensure that state guidelines for employment and certification are met in a timely fashion. The forward to the final San Jose report states that

many colleges, two-year as well as four-year, work only peripherally with those training organizations. This results in unnecessary duplication of coursework and allows for some gaps in overall education. The second problem is that Corrections, Fire Science and Law Enforcement have defined themselves as separate entities (even when Corrections and Law Enforcement are housed under an "Administration of Justice" department) thereby losing the educational and political support they are in a position to provide one another. The umbrella of Public Safety education is one that

encourages the three disciplines to borrow one another's pedagogical tools and join together to promote their shared political agenda.

Similar concerns have been voiced by the OCC faculty, although the three programs operate in close conjunction with one another. However, there is some duplication of coursework which could potentially be eliminated through a combined program. The end result would be greater cost-effectiveness, which would free up funding to improve other aspects of the program. However, cost-effectiveness as well as improved training could also be achieved through the proposed consortium.

### Employment Opportunities

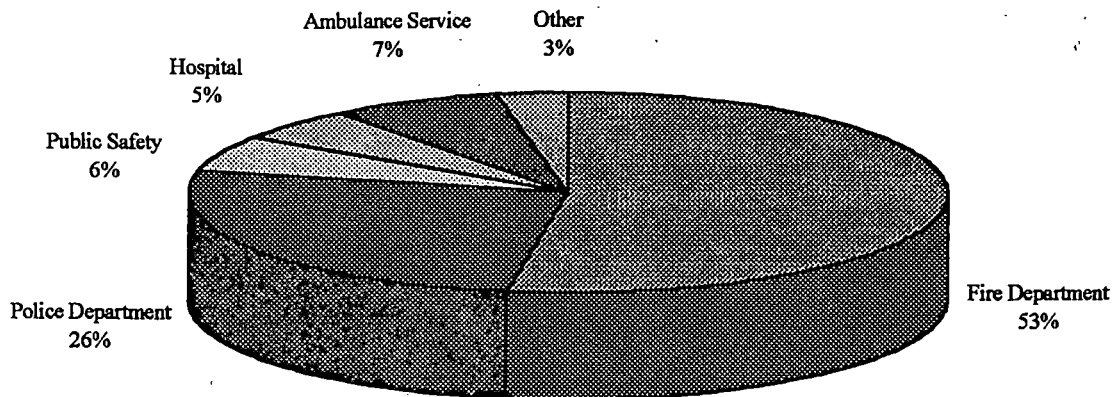
In order to determine current and projected needs of emergency service employers in southeastern Michigan, agencies employing law enforcement officers, fire fighters, and EMTs were included in the employer survey. Employers were questioned about current hiring needs and employment qualifications as well as the concept of a combined emergency services program. A total of 135 employers serving southeastern Michigan responded to the survey. Following is the breakdown of respondents by employer type:

**Table 6**

**Type of Employers Surveyed**

| <i>Employer Type</i> | <i>Number</i> | <i>Percent</i> |
|----------------------|---------------|----------------|
| Fire Department      | 71            | 52.6           |
| Police Department    | 35            | 25.9           |
| Public Safety        | 8             | 5.9            |
| Hospital             | 7             | 5.2            |
| Ambulance Service    | 10            | 7.4            |
| Other                | 4             | 3.0            |
| <b>Total</b>         | <b>135</b>    | <b>100.0</b>   |

**Figure 6**

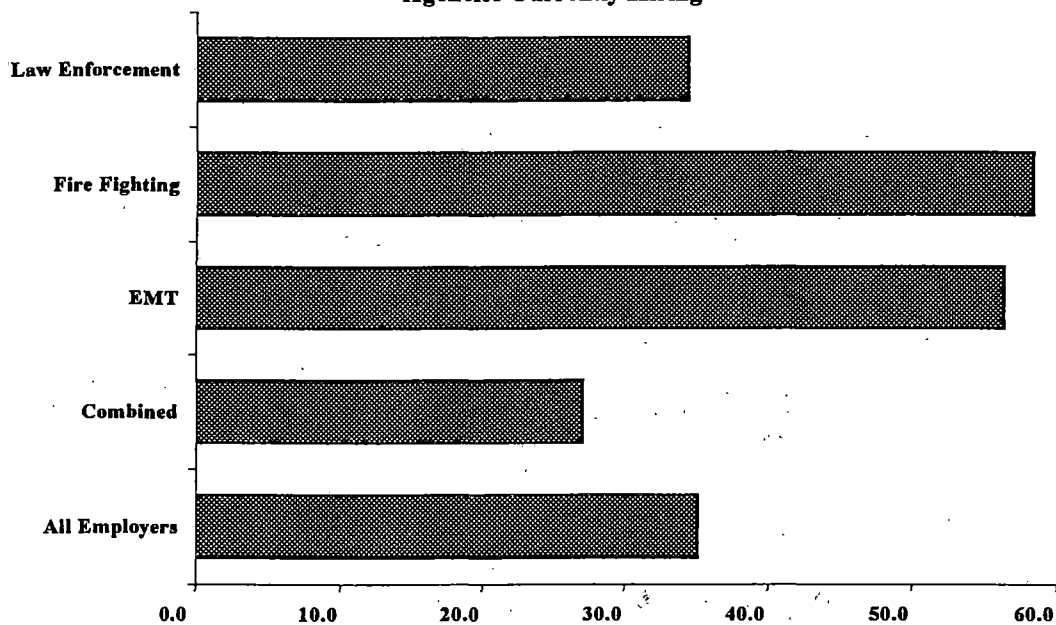


Locally, the majority of emergency service employers are not currently hiring. Of the 135 employees surveyed, 64.9% reported that their agency is not currently hiring. The following graph illustrates the breakdown by agency type.

**Table 7**  
**Employees Currently Hiring**

| <i>Employer Type</i> | <i>Hiring</i> | <i>Not Hiring</i> |
|----------------------|---------------|-------------------|
| Law Enforcement      | 34.4          | 65.6              |
| Fire Fighting        | 58.3          | 41.7              |
| EMT                  | 56.3          | 43.8              |
| Combined             | 27.0          | 73.0              |
| All Employers        | 35.1          | 64.9              |

**Figure 7**  
**Agencies Currently Hiring**



Currently, local fire fighting (58%) and EMT agencies (56%) are most likely to be looking for new employees. Law enforcement agencies (34%) and public safety offices (27%) are least likely to be hiring at the present time.

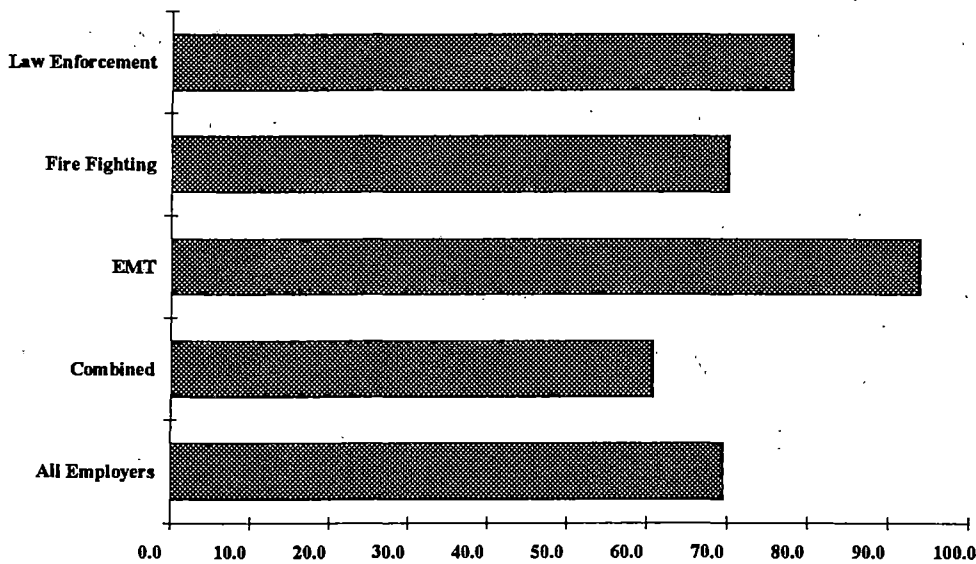
Employers were also asked to consider three reasons for which new employees are typically hired: an increase in local need for services, employee turnover, and a need for employees with additional training. On average, the most commonly listed factor is employee turnover (86%). However, significant differences exist in the responses to the other two reasons. Although 57% of EMT agencies cited a need for additional training as being a primary factor in hiring, not a single law enforcement or fire agency listed this reason. Overall, 30.4% cited an increase in local demand for services as a primary motivation for hiring.

Overall, local employees are satisfied with the training of entry-level employees. Over two-thirds (69.4%) stated that their employees are adequately trained, while 30% percent were dissatisfied with the level of training.

**Table 8**  
**Perceived Preparation Levels of Entry-Level Employees**

| <i>Employer Type</i> | <i>Adequately Prepared</i> | <i>Not Adequately Prepared</i> |
|----------------------|----------------------------|--------------------------------|
| Law Enforcement      | 77.8                       | 22.2                           |
| Fire Fighting        | 70.0                       | 30.0                           |
| EMT                  | 93.8                       | 6.3                            |
| Combined             | 60.6                       | 39.4                           |
| All Employers        | 69.4                       | 30.6                           |

**Figure 8**  
**Percent Adequately Prepared**



Despite the fact that the majority of employers reported overall satisfaction with their entry-level employees' training, many acknowledged that additional on-the-job training is required for new hires, even when the employee is a graduate of an emergency services program. Typical responses to the issue of employee preparedness are as follows:

**Fire department responses:**

They lack knowledge and training in using equipment.

I find that Fire Fighting I and II are not adequate--no practical experience. Simulation exercises don't provide a realistic type of training.

We must send 50% of our new hires to the fire academy.

Most are adequately trained, but many suffer from culture shock--they need a little more realistic idea of what it's really like on the streets.

**Police department responses:**

Most do not have the training required by law--we must train them.

We send them to the police academy for necessary training.

They do not have a good perception of what the job requires. They have the knowledge but no skills to do the job.

**EMT agency responses:**

When hiring EMT Specialists and Paramedics, we find that they are book smart but cannot apply knowledge to the job. They need more clinical and road experience.

It is unrealistic to expect a new person to operate on their own. They need at least six months' training with a senior person.

From the above comments as well as others, it is clear that much employer dissatisfaction stems from a lack of practical experience on the part of the employee. Many employees receive training on the job, and even those with advanced "book training" are often paired with an experienced co-worker in order to receive the necessary practical experience. When considering the curriculum of the proposed program, it is unlikely that employers would view the absence of advanced academic courses as problematic. From their perspective, employees lack preparation in the practical aspects of the job, not academically oriented coursework. In terms of preparation for employment, the graduate of the combined program would not have a significant advantage over another applicant with the same level of practical experience. The exception to this rule may be fire departments, in which employees are often required to undergo basic EMT training either before or after being hired. In these cases, the combined degree could potentially be advantageous.

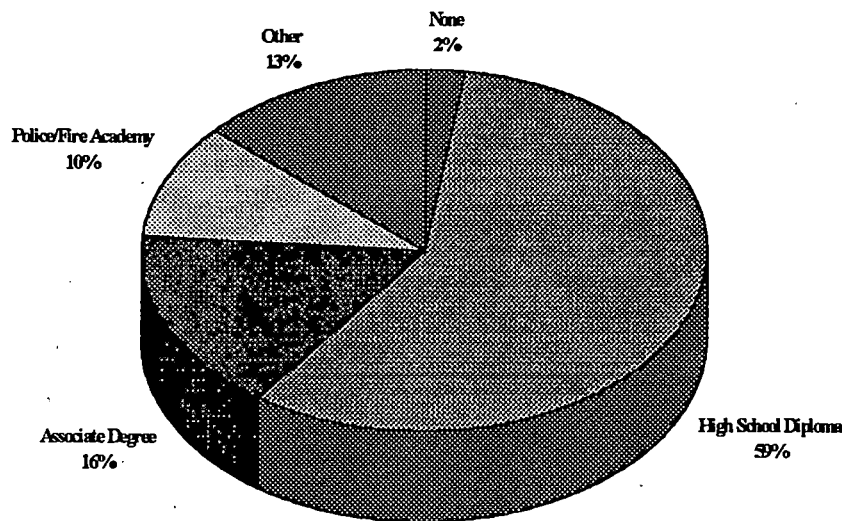
Over half (58.2%) the employers responded that the minimum educational requirement for hiring is a high school diploma. The breakdown by degree type is presented in the following graph.

Table 9

Minimum Educational Requirements of Entry-Level Positions

| <i>Education</i>    | <i>Number</i> | <i>Percent</i> |
|---------------------|---------------|----------------|
| None                | 3             | 2.2            |
| High School Diploma | 78            | 57.8           |
| Associate Degree    | 22            | 16.3           |
| Police/Fire Academy | 14            | 10.4           |
| Other               | 18            | 13.3           |
| <b>Total</b>        | <b>135</b>    | <b>100</b>     |

Figure 9



In the case of municipal fire and police departments, hiring procedures are driven by state standards. Again, students with a combined degree would have no significant advantage over other applicants as both would still be required to complete police academy training before being hired. However, many townships and other less populated areas still depend upon volunteer fire departments to provide services. In these cases, employees are paid on a per-call basis if at all, and are often not formally trained fire fighters. While employers in all three areas of service expressed the sentiment of "the more knowledge, the better", there is no evidence in their comments that additional educational training would be an advantage to the employee in the hiring process. A possible exception is in fire departments, where some employers commented that an advanced degree-holder might receive more points on the academic credit section of the scale used during the interviewing process.

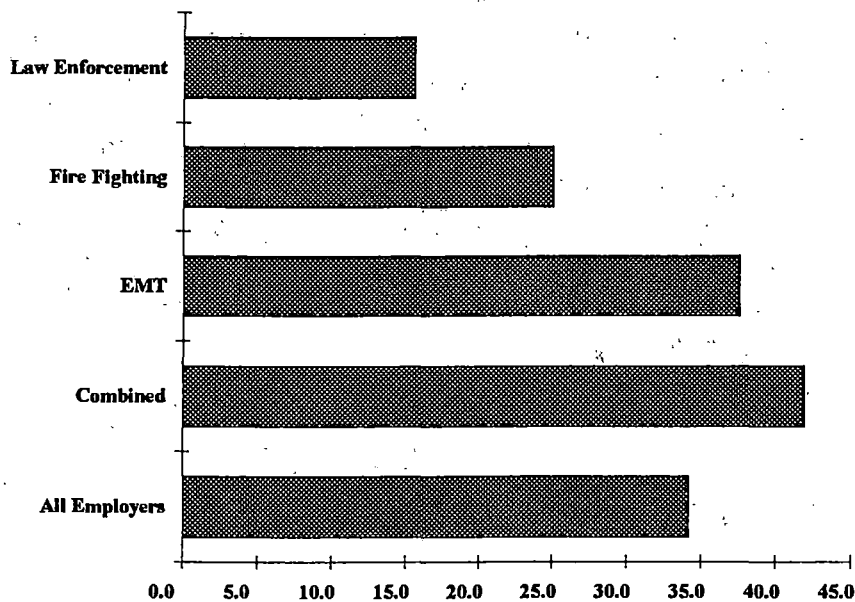


When asked whether they felt a combined degree would give graduates an advantage over others in the hiring process, over half (60.4%) stated their agencies would show no preference for potential employees with a combined program. Thirty-four percent felt that graduates of a combined program would have some advantage over others.

**Table 10**  
**Perceived Advantage of Combined Program in Hiring**

| <i>Employer Type</i> | <i>Advantage</i> | <i>No Advantage</i> |
|----------------------|------------------|---------------------|
| Law Enforcement      | 15.6             | 81.3                |
| Fire Fighting        | 25.0             | 66.7                |
| EMT                  | 37.5             | 62.5                |
| Combined             | 41.9             | 50.0                |
| All Employers        | 34.1             | 60.0                |

**Figure 10**  
**Advantage of Combined Program**



However, the nature of this advantage was difficult to determine. The following comments are representative of employer responses:

The more you know about emergency services the better.

Someone with more knowledge or experience would be at an advantage.

They would be more well-rounded and knowledgeable.

**Those opposed to the combined program were more specific:**

No advantage in our department. We only provide one type of service.

Maybe an advantage to a public safety office, but not to us (fire and police departments).

Students would have a little bit of everything but not a solid background in one discipline. You would be shortchanging the student and the employer.

Every job is now so specialized that a combined degree may be too general. Every job needs state certification and I doubt this could be accomplished.

Although few employers would be likely to disagree with the notion of "the more knowledge the better", this response does not address the issue of practical training and experience in the field. These are the primary concerns of those who responded that there would be no advantage to a combined degree. A significant number of employers also acknowledged that, given the current breakdown of emergency service responsibilities among three or more separate agencies per town, an individual with combined training would be unlikely to find a market for his or her skills. Additionally, some employers felt that students would be gaining the advantages of breadth at the expense of depth.

The breakdown of responses by agency type reveals that the combined degree would carry the least advantage in law enforcement agencies and the greatest advantage in EMT operations or agencies offering multiple services.

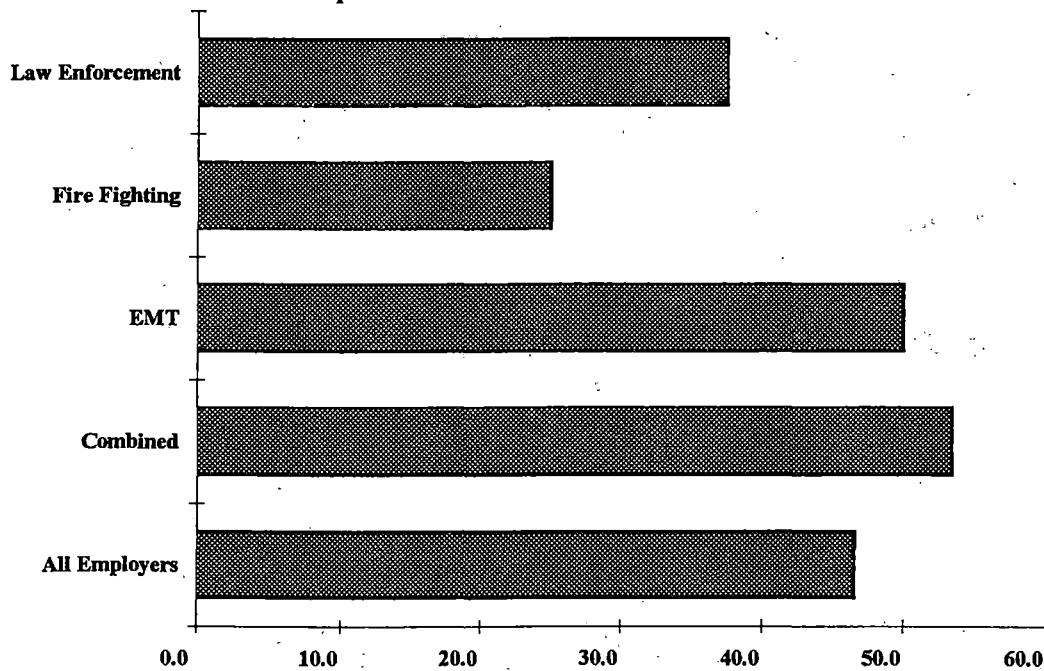
On the question of whether combined program graduates have a better chance for career advancement than those who do not, employers are almost equally split, with 47.4% stating that chances for advancement would be the same and 46.6% saying the combined program graduate would have a better chance. Chances for advancement are best in agencies offering combined services as well as EMT agencies. A combined program would be least helpful in career advancement in fire departments.

**Table 11**

**Improved Chances for Career Advancement with Combined Program**

| <i>Employer Type</i> | <i>Better Chance</i> | <i>Same Chance</i> |
|----------------------|----------------------|--------------------|
| Law Enforcement      | 37.5                 | 59.4               |
| Fire Fighting        | 25.0                 | 75.0               |
| EMT                  | 50.0                 | 37.5               |
| Combined             | 53.4                 | 39.7               |
| All Employers        | 46.6                 | 47.4               |

**Figure 11**  
**Improved Chances for Career Advancement**

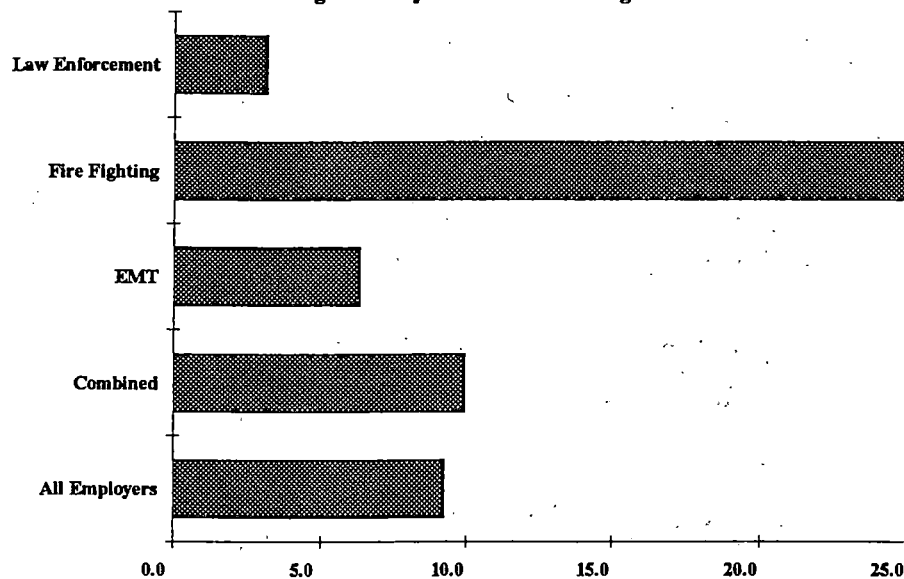


Less than 10% of employees surveyed felt that an employee or applicant from a combined program would qualify for a higher salary than would others. This belief is strongest in law enforcement agencies, where 93.8% of respondents stated that employees from combined programs would receive the same salary as others. The breakdown of responses by agency type shows that fire departments would be more likely to consider a combined program when determining salary than would any other emergency public service agency.

**Table 12**  
**Higher Salary with Combined Program**

| <i>Employer Type</i> | <i>Higher Salary</i> | <i>Same Salary</i> |
|----------------------|----------------------|--------------------|
| Law Enforcement      | 3.1                  | 93.8               |
| Fire Fighting        | 25.0                 | 75.0               |
| EMT                  | 6.3                  | 68.8               |
| Combined             | 9.9                  | 74.6               |
| All Employers        | 9.2                  | 78.6               |

**Figure 12**  
**Higher Salary with Combined Program**



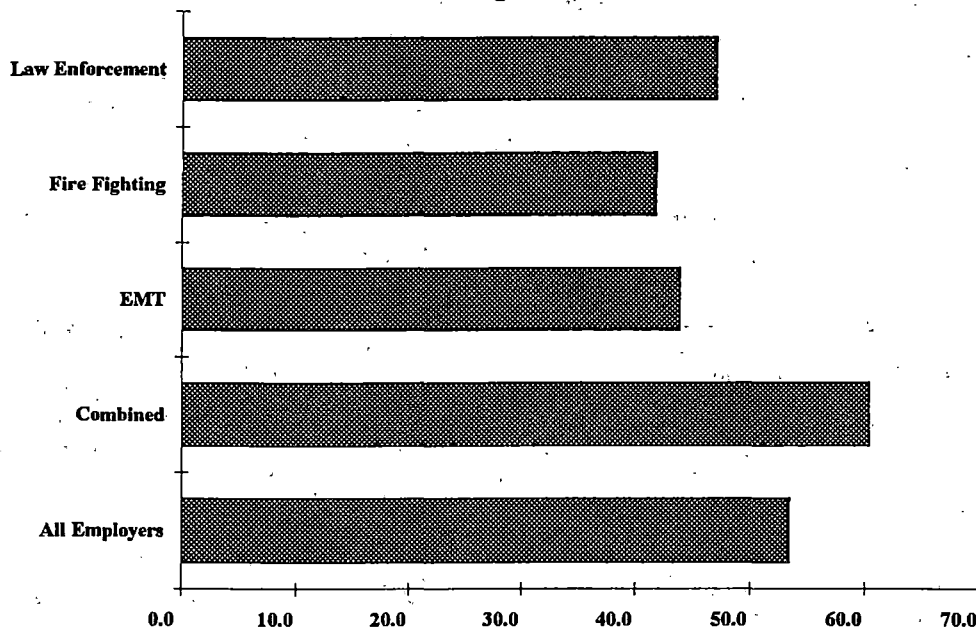
An interview with a representative of the Michigan Law Enforcement Officers Training Council revealed concerns that graduates of a combined program may expect to qualify for higher salaries than other applicants. Given that the majority of the agencies surveyed are publicly funded, and are currently facing budget restrictions, a candidate expecting to earn more may actually be at a disadvantage than others who meet only the minimum qualifications.

Finally, 53.4% of responding employees felt that a combined program would be a good idea, while 27.7% felt that it would be unwise to initiate a new program at this time. Almost one-fifth (18.8%) of respondents were unsure as to whether implementing a combined program was a good idea or not. Much of this uncertainty appears to stem from the perception that such a program "might be beneficial to some departments, but not to ours." Many of the employers expressing uncertainty about the combined program felt that it would be beneficial if their department offered multiple services. Currently, however, most local departments offer only one or two of the three services. Many employers justified their responses--positive as well as negative--with verbal explanations. These narratives have been included in Appendix B for review. The greatest opposition to the combined degree program comes from law enforcement agencies, in which 34.4% of respondents were opposed and 46.9% favored a combined program.

**Table 13**  
**Is Combined Program a Good Idea?**

| <i>Employer Type</i> | <i>Yes</i> | <i>No</i> |
|----------------------|------------|-----------|
| Law Enforcement      | 46.9       | 34.4      |
| Fire Fighting        | 41.7       | 25.0      |
| EMT                  | 43.8       | 31.3      |
| Combined             | 60.3       | 24.7      |
| All Employers        | 53.4       | 27.8      |

**Figure 13**  
**Combined Program a Good Idea**



It is important to note that, while over half of employers responded that the combined program is a good idea, hiring standards will continue to be set by state requirements in most of the responding agencies. Although many responded favorably to the concept of a combined program, it is unlikely that the state's requirements will be changed to reflect this preference. From the comments of employers, it seems that employment opportunities in emergency services are determined primarily by state requirements and prior experience in the field. It is unlikely that a combined degree would detract from a candidate's potential employability, but also unlikely that it would be a significant advantage.

These conclusions are supported by information provided by state and national associations. A representative of the Michigan Law Enforcement Training Council felt that graduates of a combined program would find the best chances for employment in a public safety office. The problem, he believes, is not whether graduates would be adequately trained for these positions, but whether there are enough offices to provide employment. However, only 27% of local employers offering a combination of services (primarily public safety offices) are currently hiring.

#### Profile of OCC Emergency Public Service Students

Interviewers contacted 533 students recently enrolled (Summer 1993-Winter 1994) in a law enforcement, fire fighter, or EMT course at OCC. These students are among the 2,151 who have taken at least one emergency public service courses during the last four academic terms. Of the responding students, the most commonly declared OCC program of study is Criminal Justice (30.3%), followed by Law Enforcement (27.9%), Fire Fighter Technology (10%), and EMT (7.6%). Seven percent listed the police academy as their OCC program of study; .5% listed the fire academy. The remaining students enrolled in the emergency public service course(s) as an elective for another program of study or out of personal interest. The most commonly declared non-emergency public service majors declared include Nursing (2.9%), General Studies (2.1%), and Corrections (1.4%) Five percent of those responding are currently undecided.

Responding students were asked to list all the reasons for their enrollment in an emergency service course at OCC. When asked to identify the most important reason for enrolling in an emergency public service course, 22.5% of students cited preparation for a new career. Nineteen percent stated an intention to obtain a degree, while 16% wanted to enhance their knowledge or technical skills.

Sixty-nine percent of responding students are currently employed full-time, and an additional 19.4% are working part-time. Eleven percent are unemployed and currently seeking employment, while 2.8% are unemployed by choice. The most common job title among respondents working in emergency service-related careers is police officer, accounting for 17.6% of those currently employed. Fourteen percent work as full or part-time fire fighters, and 1.1% are EMTs. These figures increase significantly when including related fields such as security, corrections, nursing, and general health care.

Over one-third (37.5%) stated that their current jobs are "not at all related" to their emergency service courses, while 26.9% feel their work is "highly related" to their OCC course(s) in emergency services. Of those who responded that their jobs are somewhat or highly related to their coursework, 73.5% have not been required to undertake additional training beyond what they learned at OCC. Some of the 23.5% who felt that OCC did not prepare them adequately provided specific examples. These are included in narrative form in Appendix D. The most frequent responses expressed the belief that "there are certain things you can only learn on the job" and that more practically-based, hands-on training would make OCC's programs stronger. Typical comments include:

Some things you can't learn from a book.

I did not receive a lot of hands-on skills for police work. The book work has really applied in my job, but you can't go out on the streets with book work alone. They need to offer more hands-on courses.

Education can only give you the basics. There are things you must learn on the job that can't be taught in a classroom.

When asked their opinion on the proposed combined emergency services program, 79% responded that it was a good idea. One-third of those in favor of the combined program would "definitely consider" enrolling in it, and an additional 25.8% "might consider" it.

Table 14

Combined Program A Good Idea?

| <i>Student Response</i> | <i>Number</i> | <i>Percent</i> |
|-------------------------|---------------|----------------|
| Yes                     | 402           | 79.0           |
| No                      | 76            | 14.9           |
| Don't Know              | 31            | 6.1            |
| Total                   | 509           | 100.0          |

Figure 14

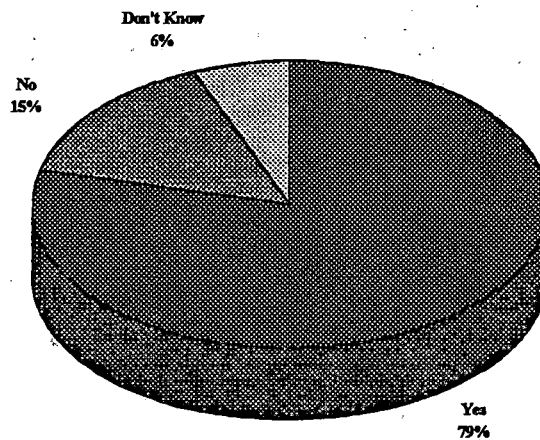
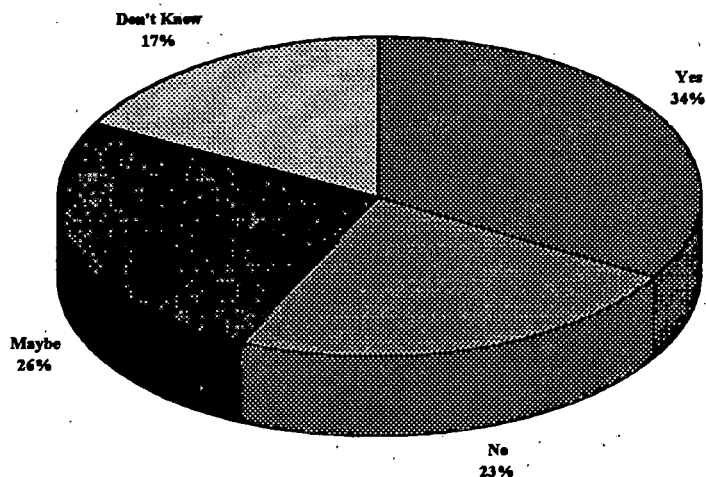


Table 15

Consider Enrolling in Combined Program?

| <i>Student Response</i> | <i>Number</i> | <i>Percent</i> |
|-------------------------|---------------|----------------|
| Yes                     | 169           | 33.6           |
| No                      | 118           | 23.5           |
| Maybe                   | 130           | 25.8           |
| Don't Know              | 86            | 17.1           |
| Total                   | 503           | 100.0          |

Figure 15



At the end of the survey, students were given an opportunity to comment on the concept of a combined program as well as the existing emergency service courses at OCC. The following represent the most frequent responses:

Current OCC program, instructors and courses are good.

More hands-on training should be incorporated into current program.

Three areas are too broad and diverse to combine.

Police/fire/EMT combination could increase employability.



## CONCLUSION

### Summary

In general, student responses support employers' claims that, regardless of whether the combined program is introduced, more practical, hands-on training should be incorporated into the existing programs. While both students and employers responded favorably to the concept of a combined program (79% of students and 53.3% of employers), these percentages dropped considerably when students were asked if they would enroll (33.6% would not) and employers were asked whether or not the combined degree would be an advantage in the hiring process (60 saw no advantage).

### Issues

While it seems nothing is to be lost through the addition of a combined program, it is not clear that there is anything to be gained. However, the trend toward public safety offices rather than individual fire, police and EMT departments could indicate a future increase in demand for employees with joint training in two or more emergency service areas. Currently, however, the OCC area is served primarily by individual agencies. Police and fire departments continue to heavily outweigh public safety offices in Oakland County. While some responding employers noted that a combined degree could be an advantage in a public safety office, many stated the opinion that the various agencies in their area would remain separate, at least in the foreseeable future.

Although the consortium plans are not a part of the combined program proposal, many of the goals overlap. Both are meant to increase the marketability of students through providing better preparation while making the best possible use of available resources. Employer responses to questions of employee preparation indicate that the lack of practical hands-on training continues to be a hiring issue. Student comments on both the combined program and existing programs support these conclusions. At this point, the strategy and rationale of the consortium speak most directly to the needs of students and employers alike.

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**APPENDIX A**  
**Emergency Public Services**  
**Employer Survey**

# Emergency Public Services

## *Employer Survey*

1. Is your agency primarily involved in law enforcement, fire fighting, or emergency medical services?

- 1  law enforcement/police
- 2  fire fighting
- 3  emergency medical services (EMS/EMT)
- 4  combination (specify) \_\_\_\_\_

2. What is the approximate population of the community your agency serves?

- 1  500,000 or greater
- 2  250,000 to 500,000
- 3  100,00 to 250,000
- 4  25,000 to 100,000
- 5  less than 25,000

3. Is your agency **currently** hiring any emergency services personnel?

- 1  Yes
- 0  No (*Skip to #5*)
- 9  No response

4. What are your reasons for hiring new employees? (*circle all that apply*)

|  | Yes | No |
|--|-----|----|
| Increase in local need for services .....        | 1   | 0  |
| Employee turnover .....                          | 1   | 0  |
| Need for employees with additional training..... | 1   | 0  |

Other (describe): \_\_\_\_\_

5. When hiring new employees, do you find that most have adequate training, or are most inadequately prepared for the requirements of the position?

- 1  Adequately trained (*Skip to 7*)
- 0  Not adequately trained (*Go to 6*)
- 9  No response

6. What kind of problems do you encounter?

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7. What is the minimum **educational** qualification required by your agency for entry level personnel in emergency services? (*Check ONLY ONE*)

- 1  No specific educational requirement
  - 2  High School or equivalent
  - 3  Associate's degree in EMT/law enforcement/fire science
  - 4  Police/fire academy certification
  - 5  4 year degree (Please specify field of study):
- 
- 6  Other education or degree, not listed. Please explain:
- 

8. Which of the following certifications do you require or prefer for entry level emergency services personnel?

|                                     | <i>Require</i> | <i>Prefer</i> | <i>No</i> |
|-------------------------------------|----------------|---------------|-----------|
| a Police academy certification..... | 3              | 2             | 1         |
| b Fire academy certification .....  | 3              | 2             | 1         |
| c Basic EMT certification.....      | 3              | 2             | 1         |
| d Advanced EMT certification .....  | 3              | 2             | 1         |
| e EMT/Paramedic certification ..... | 3              | 2             | 1         |
| f Other certification.....          | 3              | 2             | 1         |

Please specify other:

9. Oakland Community College is considering the development of an associate degree program which would combine training in fire science and law enforcement as well as Basic EMT. If a prospective employee held an associate's degree of this type, would he or she have an advantage over someone with a degree in only one of these areas, or would their chances for employment be roughly the same?

1  Advantage  
0  No advantage  
8  Not sure

WHY or WHY NOT?

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10. Do you feel that a person with a combined degree would stand a better chance for career advancement or would their chances be about the same?

1  Better chance  
0  Same chance  
7  Not sure

11. Would the additional training of a combined degree translate into a higher salary or would their salary level be about the same?

1  Higher salary  
0  Same salary  
7  Not sure

12. Given what you know about community need for emergency public service, do you feel a program of this type is a good idea or not?

1  Yes  
0  No  
7  Not sure

Please elaborate:

---

13. Would you be willing to assist Oakland Community College in developing an emergency services program?

1  Yes  
2  No

Thank you for your time and assistance. We appreciate your help and believe that your responses will help to influence what happens at OCC in the future. If you have any further questions please contact the Office of Planning and Analysis at (313) 471-7746.

**APPENDIX B**  
**Emergency Public Services**  
**Employer Survey Narrative Responses**

## EMPLOYER SURVEY NARRATIVE RESPONSES

### Question 6: What problems do you encounter with inadequately trained employees?

fire departments:

1. Finding interested people to work at fire department--on-call volunteers are difficult to find.
2. No life support skills--no fire fighting skills.
3. Don't come pre-trained.
4. Most are community people and have no experience.
5. Not prepared in emergency medical services--lacking fire fighting skills.
6. Basic emergency training--fire fighting skills.
7. Paid-on-call applicants seeking experience.
8. Basic emergency training and fire fighting skills lacking.
9. Lack knowledge and training in using equipment.
10. Can't find enough people with state certification to work. Also, with volunteers, paid on call, we can't find enough people to work nine to five.
11. Most people applying aren't trained--they come in hoping to get trained.
12. Untrained people: we send volunteers to classes for First Responder, EMT, and Fire Fighter I and II.
13. Little to no education in fire or medical field.
14. Attrition of on-call people; lack of familiarity in field.
15. No training in fire and EMT.
16. Many drop out after making commitment; they do not realize the amount of training needed before going out on calls.
17. Have no background in confined space, hazardous materials, or high-angle rescue.
18. Not trained in fire suppression firefighting. I find that Fire Fighting I and II are not adequate--no practical experience. Oakland County won't let fire departments set practice fires for guys to train on. Simulation exercises don't provide realistic type of training.
19. Lack of formal training; fire officer classes, administrative classes.
20. Local problem--most applicants only have high school education and we would really prefer people who already have Fire Fighter I and II.
21. We must send 50% of new hires to the fire academy.
22. We want people who can read and write at the college level.
23. On-call departments must train on-call employees at their own time and expense.
24. Adequately trained, but many suffer from culture shock--they need a little more realistic idea of what it's really like on the streets. This might be accomplished by lectures from people working in the field.
25. Need building inspection knowledge.

EMS

26. When hiring EMT Specialists and Paramedics, we find that they are book smart but cannot apply knowledge to the job. They need more clinical and road experience.
27. Unrealistic to expect a new person to operate on their own--minimum of six months training with a senior person.
28. Employees need further training to meet this company's "premier" standards.

LAW

29. First Responder; Hazardous Materials; Defensive Driving; Breathalyzer Operator
30. Law classes--good basic handwriting and writing skills.
31. We send them to police academy.
32. Some need police academy training.
33. Lacking "softer skills" like interacting with people, controlling temper and dealing with stress.
34. Need additional training for certification--skills like communication and report writing are necessary, as are arrest procedures and handcuffing skills.
35. Do not have a good perception of what the job requires. Have knowledge but no skills to do the job.
36. For police officers, the city requirement is 60 hours of college credit (no particular subject; can be anything.)
37. Certification in Corrections and Law Enforcement.



38. Most do not have the training required by law--we must train them.
39. Police academies just give basic training and every police department is different. Have to give specific training to new officers.
40. 9 week fire academy must be attended by all new hires.

**Question 9: Would this combined degree give graduates an advantage in the hiring process and why or why not?**

1. Depends on the position in question.
2. The employee who has the most knowledge is at a greater advantage.
3. No police or fire experience is needed here.
4. If all other factors in interview were equal it could be a deciding factor.
5. Slight advantage--shows commitment and that one can start a project and stick with it.
6. Always hire applicants with associate degree first. The more education one has, the better able to deal with new and unique situations.
7. No response.
8. No advantage for getting hired, but we do have specialty cars where a person with more qualifications would have a better chance for some advancement and full-time shift work.
9. No--they don't have to attend to police matters.
10. No--this is an ambulance service company.
11. The more knowledge you have is always good.
12. In our type of operation, their police and fire skills would be wasted. They would also want more money.
13. Yes-- this would fulfill the needs of our department.
14. Hard question to answer--education is just one criteria. The way they present themselves in the interview is a big factor.
15. No--law enforcement is not part of our service.
16. No--we need basic EMT--someone with a law enforcement background wouldn't be helpful taking blood pressure.
17. Yes, because of the broader background and range of experiences they bring along.
18. Doesn't apply--employees must have advanced EMT to be hired as a paramedic here.
19. It depends on the other applicants and the degree of experience an individual has.
20. Experience has a lot to do with hiring.
21. No, we don't have the combination.
22. All things being equal, the person with the most education would have an advantage, but attitude is the most important.
23. Especially for small agencies, the more cross-training you have, the more employable you are.
24. Two-year degree doesn't get it-- a certificate is more important.
25. No advantage in our department.
26. No. We are not a public safety department--we recently split from public safety to become an individual department.
27. We don't handle these types of emergencies--we are only law enforcement.
28. We just do the law enforcement aspect so we just look for certification.
29. From a resume standpoint, oral and written boards are most important.
30. No--police officers may require a more specialized concentrated training program.
31. No--our only requirement is 60 credit hours.
32. No--hiring is done on the basis of test scores.
33. Skills and knowledge in these areas would be beneficial to anyone.
34. Yes--it would be nice to have this kind of light shed on an individual.
35. No--volunteer fire department bylaws specify that a person cannot be in both police department and fire department because of time constraints.
36. No--not for a public safety department.
37. More of a selling point to communities with public safety offices.
38. No response.
39. No--we are a separate police agency.
40. No--scoring on tests determines acceptance.
41. Unsure--would have to see the program.
42. Looking for the most training--the more the better.
43. No--separate departments; city policy dictates that we cannot be both. EMT training might help.
44. No--we find that candidates need reading and writing skills at the 14th year level.

45. No--separate departments.
46. No--entrance is based on test scores.
47. No response.
48. No--we don't fight fires.
49. No--we are not a public safety department. Police do not do paramedic work.
50. No--no need for fire or EMT background here.
51. No--we are not a public safety agency.
52. We are not public safety--this would have no advantage for us.
53. No--not in our department.
54. This would be an advantage to my department.
55. No--we don't deal with fire.
56. No--we require an associate degree. Written and oral tests are considered and must be passed first.
57. No--first responder only --not our duties.
58. No--we are strictly law enforcement.
59. The more training the better--people with medical experience have a better idea of practical experience.
60. No--we are not a dual department. Fire and EMT are not a big advantage--we are not public safety.
61. Yes--we would not have to provide inservice training--this would save us time and money.
62. With police academy certification, the increased background education would help.
63. Two departments have to work together but it's a bad mix. In trying to save dollars, communities are combining law enforcement with fire fighting and I don't think it works. EMT and fire combination is OK.
64. We don't care if they go to OCC or not--we are a volunteer fire department.
65. The more you know about a program always puts you at an advantage.
66. Yes, because they have more knowledge.
67. The more you know about emergency public services the better.
68. Someone with more knowledge or experience would be at an advantage.
69. The need for EMS personnel is always there, so someone holding an higher degree would be at an advantage.
70. Unsure--each field (police, EMT, and fire) is still very different.
71. No--we are a volunteer fire department.
72. Someone knowing each area of emergency public services would always be considered first.
73. Unsure--we are a paid oncall fire department.
74. No response.
75. No--all that is required in a GED.
76. An advantage for us, but not with police training.
77. No response.
78. No--they would get a little bit of everything but not a solid background in one discipline. Shortchanging the student and the employer.
79. No--our departments are not structured that way.
80. No--we have no pay scale--all volunteer.
81. Unsure--for management or full time fire fighter positions, this would weigh in, but not for part time positions.
82. No--every job now is so specialized that a combined degree may be too general. Every job needs state certification and I doubt that this could be accomplished.
83. Residents of community have first priority. After that the better qualified would have the advantage.
84. Would help when being interviewed by the oral panel. Person with a combined degree would rate higher.
85. Increased education would help when taking the Civil Service exam. Would not guarantee extra points. Degree would be taken into consideration during the oral exam.
86. The more training a person has the better.
87. Ultimately, depends on the job applicant--how he presents himself.
88. Not in this community--we get applications from Civil Service, take all qualified names and put them into a hat, then select the number we need.
89. He would have a more limited number of agencies he could apply to, but definitely an advantage employment wise.
90. No--we have district police and fire departments with our own requirements.
91. At present no advantage, but possibly in the future.
92. For advancement it is necessary.
93. No advantage for volunteer positions.
94. Yes--applicant receives points for additional training.

95. Degree program is an all-around education. Involves speech and communication abilities which enhance the individual.
96. At entry level the chances are equal--it would be an advantage for promotion.
97. We have separate fire department and police department. Need different training for both.
98. If applicant knew how to expound on it during the oral exam, may get more points in interview process.
99. No--we have separate departments.
100. Eliminates the cost of sending them to school. It's a burden on the budget and productivity is limited until requirements are completed.
101. No--they don't need a police background here. A paramedic background would be best.
102. No--we are not a combined public safety office.
103. Yes--we are a combined operation.
104. Yes, but not tremendous--points are issued for various levels in hiring.
105. No--police experience is no help--we offer no medical services.
106. No, we are not a combined public safety office. Law enforcement portion would do us no good.
107. Yes--the best educated would be hired.
108. Because we have a paid-per-call fire department, a person of this kind would not be working for us but for a regular fire department. We have only 3-4 full-time employees and the firefighters and EMT people have other full-time jobs.
109. Yes--better rounded in training.
110. No law enforcement background is needed in this department.
111. No--associate degree looks good on paper, but if a person has Firefighter I and II and Ist Responder, these certifications carry more weight.
112. During an oral interview it might be a plus.
113. An extensive education including liberal arts gives a wider background to draw from.
114. No advantage for a law enforcement agency.
115. No--we are not looking at law enforcement in this department--it doesn't apply.
116. No--we just focus on the fire fighting aspect.
117. Testing is a greater determining factor in hiring than type of degree held.
118. Unsure--we're not a public safety department and it seems like too much to combine into one degree.
119. No--we're not a combined fire and police department.
120. No--it might even be disadvantageous.
121. No--we are not a combined department.
122. Yes--picked up in oral interview.
123. No--moot point as long as meeting basic requirements.
124. No--we don't require all these areas. We are a volunteer paid-on-call department.
125. No--these are two separate departments.
126. No, we do not deal with law enforcement.
127. No--basic certification is all that is needed.
128. Fire science degree gives applicant 25 preference points. Our hiring practice allows 25 points for Fire Fighter I and II. Cross training would have no bearing on fire fighter points.
129. Prefer to hire trained people. If untrained are hired, it takes 4-6 months before that individual can go on the job. We sometimes train untrained new hires, but it is very costly to the community.
130. No--law enforcement is immaterial to fire department.
131. No response.
132. No--they are three separate disciplines.
133. They'd be more well-rounded and knowledgeable.
134. No--individual degrees are advantageous.
135. Yes--we give points for previous training. This degree would increase an applicant's points.

**Question 12: Is the combined program a good idea or not?**

1. The three programs are all very different.
2. It should work well in some areas.
3. A police-EMT combination and a fire-EMT combination might be a good idea but not a three-way combination.
4. I don't know how you would do that. It takes 2 years each for paramedic, firefighter, or police and would only benefit a small amount of people.
5. This type of training would be a stepping stone toward additional advancement.

6. EMS is a brand new field. As more education is brought into the field, it will gain more respect from hospitals and clients.
7. I'm not sure about the needs of the community.
8. People with fire science or police backgrounds would be better able to handle the increasingly different problems we face on the streets.
9. The more education you get, the better off you'll be.
10. Our company does no law enforcement or fire fighting.
11. I'm not sure at this time--maybe in the near future this program would be very helpful.
12. Definitely--more communities are going to public safety officers to save money. Also I think it's good for the public if whoever is first on the scene is equipped to deal with it.
13. Tax funded municipalities would cost the tax payer less.
14. Nice idea conceptually but in reality probably won't work with cities who already have fire and police departments in place. Might work with newer and smaller communities.
15. Try to combine a person with all three certifications--a person could not maintain all three certifications and help the community. He would be in school all the time.
16. It's not going to matter a whole lot. From a hospital's point of view they need people with medical training--a background in law enforcement or firefighting is not needed.
17. Further evaluation is needed.
18. No response.
19. Provides better educated individuals and people coming into the medical field.
20. No response.
21. Hospitals are more specialized.
22. Any additional education is always good.
23. Time goes on with cost of fire and police going up--cross training would be beneficial and less costly--there will be a greater need in the future for public safety.
24. If nothing else, a two-year degree is a base for a four-year degree. Running the police academy with added classes for two-year degree would be more helpful.
25. For public safety departments it would be on target but not for police.
26. The medical portion might help but not the fire.
27. No response.
28. There is a trend toward public safety around the state--does seem a lot to cram into a two-year degree.
29. Market restricted for this type of degree. In some instances, overtraining occurs. For example, if you want to be a police officer, training in fire and police might cause restrictions.
30. The police/law enforcement part of the program would have to be approved by the Michigan Law Enforcement Council. Based on community need the program is a good idea. Fire fighters are being required/mandated to have additional training in these areas. If they had this training up front it would be an advantage to the community.
31. Can foresee for the future that it would make a person more marketable. Presently it would not do a lot of good.
32. More communities are switching or contracting to private ambulance companies for EMS.
33. Believe anybody in field who is a first responder to a scene has skills and knowledge in these areas and knows how to use them to benefit the public. They can attend to the emergency instead of waiting for someone to come to the scene.
34. It would be nice to have a community college or four-year school offering this type of degree.
35. For communities with public safety departments, this would be a good idea.
36. It would not be good for police but might be excellent for dual departments.
37. You can never have enough training.
38. No response.
39. Good for public safety but not police.
40. Performance is the main factor in advancement, but combined training would be beneficial to the department.
41. Lack of practical ability.
42. The more training and education, the better the opportunities for job placement.
43. Good idea for other communities but not for us.
44. Police department use educational skills to the max. Fire fighter education lacks significant managerial skills.
45. For some communities a good idea, but does not meet our needs as a police department.
46. The more knowledge coming in, the better off you are.
47. Might be good for other communities but not for us.

48. More available options for the students but the employers will get students with less concentrated background.
49. As an instructor at a police academy, I think that a four-year degree requirement will be the future trend.
50. Can't fit three occupations into one.
51. It might be good for public safety.
52. Sounds great for departments that use public safety.
53. With new trends, it would be a good idea.
54. If certifiable, it would cut costs to train an individual for his job.
55. No response
56. Any training is a plus. EMT training would help and can't hurt.
57. Would give the benefits of additional training plus the regular training.
58. Fine for public safety, but not for our department.
59. Based on experience with public safety--those guys are fantastic, especially at accidents.
60. Good idea for public safety. For strictly police work, there is no advantage.
61. More demand for emergency response due to more violent environment, also more transportation of hazardous materials.
62. Would give a person a broader perspective. Would give a person the ability to move laterally which seems to be the coming trend in public safety departments.
63. A little bit of knowledge of the other guy's job doesn't hurt, but I don't think the law enforcement element should be joined together with the fire department.
64. I don't feel it's necessary.
65. The program sounds good. It will be very helpful in some areas.
66. Yes, it is a very good idea. We would not have to do any training for these people.
67. We could better serve the community if we (EPS) have knowledge or experience in all these areas.
68. When combining the three emergency public services we can better serve the community.
69. Some communities are already considering this. I feel it is a good idea.
70. No response.
71. This program would be very helpful in small communities.....
72. It's a good idea but each of the three areas are very different.
73. Someone holding this type of degree would be very helpful in small communities.
74. All three areas are different in some way.
75. Education helps you day to day. Practical abilities are not needed as all is based on written tests.
76. Misleading that the jobs are plentiful when they are not. Departments are downsizing.
77. Would be a higher qualified fire fighter.
78. Too big of a difference between the areas to combine.
79. No response.
80. Anything to improve services.
81. Not in our community. Police services are contracted to Macomb Sheriff Department. See no public services operation for this community in the near future.
82. Good idea--if it could ever be applied is another matter.
83. Any additional training is super and can never hinder the individual who has it.
84. Good idea but more than one person can handle. Knowledge of the job is one thing but carrying it out (by one person) would be impossible.
85. If one is interested in this field, added education is a good background. The problem is that there are few openings in this field. Getting education does not guarantee getting hired.
86. Fire and EMT should be combined, but not police.
87. There is definitely a trend toward public safety offices in many communities.
88. Law enforcement and fire fighting are totally different occupations.
89. As a fire chief for 37 years and former police officer, I'm in favor of this. I think many smaller communities (less than 10 square miles) will be using cross-trained personnel or public safety officers. This degree would not work in a larger community where there are distinct differences between police and fire departments.
90. Cross-training will prepare people for jobs as public safety officers, which some cities are changing to. It's a good idea that both police and fire personnel have some appreciation for what is involved in the other's job.
91. It doesn't affect us, but some cities are hiring public safety officers. The only problem may be that it may scare off career fire fighters who see a push to combine fire science with police.
92. Two different jobs--need two different types of mindsets.
93. No law enforcement. Knowledge training needed for this department.
94. Individual would better provide the public with a well-rounded person for community service.

95. Vehemently opposed. Employees must have education in one or the other. There is no way one can do both jobs.
96. Have not looked at program--anything that expands the knowledge of an individual would be helpful. Cannot speak about the law enforcement because I am not a police officer.
97. No response.
98. Two separate jobs--these should be separate degrees.
99. Does not meet our requirements or needs.
100. Consolidation is the trend today to contain costs. Departments have eliminated "macho" fire fighters in favor of educated fire fighters in the past ten years.
101. Police and fire fighter training should be kept separate. Each area is too big to be combined into one degree program.
102. For public safety offices, this is great, but not for pure fire departments.
103. It provides employees with a better foundation. Well-rounded people are more desirable.
104. Public safety combination (i.e., fire fighting and EMT) is a good idea.
105. A central location where these would be offered would be advantageous--like Highland Lakes. A definite need--it needs an academy.
106. Two totally separate jobs--completely different ends of the spectrum.
107. When we receive the employees they are already trained. We do not need to spend a year training them before putting them into service.
108. A person with this type of degree could be a public safety officer--knows a little bit about everything.
109. There is interest in this program.
110. Some communities would welcome this because more have combined public safety offices these days.
111. Not applicable to Ecorse because both fire and police departments already exist, but might be good for other places.
112. Law enforcement isn't applicable to fire departments--it would be a good idea for a city like Oak Park that has a public safety department.
113. Degree training makes for more rounded experiences.
114. Would educate individual in both aspects of law enforcement and fire fighting. They should learn to coexist.
115. I think it's helpful all the way around but especially for cities with public safety departments. Chief told me that OCC should provide better schedule for fire officer classes. Tues-Wed classes are inconvenient and cost the department overtime. Tues-Thurs classes would be better.
116. People are more professional with more education.
117. Many communities do not have police departments--the calls are fielded through sheriff or state police.
118. Too much to learn at the entry level.
119. Cross training in three different fields would be very difficult.
120. Further evaluation is needed. I appreciate what the colleges are trying to do to prepare people for employment, but until fire fighters get together and impose uniform minimal requirements for hiring, there will be no one solution to the problem.
121. No one could be adequately trained in both fields in "on call" situations like ours.
122. This would help fire fighters achieve a higher level of expertise.
123. Law enforcement is a moot point. We are not public safety.
124. Trend toward more advanced training. More training the better the advantage for employment with less travel time. Better help can be given to individuals.
125. Trend is increasing towards the medical level--medical runs 3 to 1 over fire.
126. Combined systems--each department looks for their own not for combined systems.
127. I cannot see combined fire and law enforcement. It's impossible.
128. Do not agree with a combined public service department. Fire fighting and police work are too highly technical to combine. Both require full time persons who will only concentrate on one or the other. See no benefit to the proposed program. Combining departments is not a good policy.
129. This community has two separate fire and police departments. In our contract the fire marshall is required to attend the police academy.
130. In this area, no cities are employing public safety officers.
131. The more education a person can accumulate the better he will probably be. As far as my department goes, this degree wouldn't give any specific advantages.
132. It's like asking the plumber to fix the lights as long as he is already there. It'll save time and money, but people don't want to do this. They'll do the one job they have passion for well, but will do only enough to get by with the other.

133. The more options you offer students, the better.
134. Needs for fire suppression and EMS are so specific that a combined degree would sell short the necessary requirements.
135. This department is involved in police, fire and ambulance. If an employee is trained, education-wise, all we need to do is on-the-job training. We can put an employee on the job more quickly.

**APPENDIX C**  
**Emergency Public Services**  
**Student Survey**



## EPS STUDENT SURVEY

Student's Name: \_\_\_\_\_

Student's Social Security Number: \_\_\_\_\_

1. What are/were your reasons for taking emergency public service courses at OCC? *(Do not read list, circle all that apply. Probe for specifics.)*

|  | Yes | No |
|--|-----|----|
| a. To obtain an OCC certificate .....                                    | 1   | 0  |
| b. To obtain a degree .....  | 1   | 0  |
| c. To qualify for entrance into a police/fire academy .....              | 1   | 0  |
| d. To complete courses necessary for transfer to another college .....   | 1   | 0  |
| e. To prepare for a new career.....                                      | 1   | 0  |
| f. To improve knowledge, technical skill or competency for your job..... | 1   | 0  |
| g. To comply with your employer's requirements.....                      | 1   | 0  |
| h. To increase your chances for a raise and/or promotion.....            | 1   | 0  |
| i. Other (describe).....   | 1   | 0  |

2. What was the single most important reason? *(Indicate letter from above question)*

\_\_\_\_\_

3. Did you major in an EMT, fire or police training program at OCC?

- 1 \_\_\_\_\_ Yes
- 0 \_\_\_\_\_ No
- 9 \_\_\_\_\_ No response

4. What is/was the name of your major program?

\_\_\_\_\_

5. What is your current employment situation?

- 0 \_\_\_\_\_ Self employed *(Go to question 6)*
- 1 \_\_\_\_\_ Employed full-time. *(Go to question 6)*
- 2 \_\_\_\_\_ Employed part-time. *(Go to question 6)*
- 3 \_\_\_\_\_ Unemployed. Actively seeking employment *(Go to question 9)*
- 4 \_\_\_\_\_ Not employed and not seeking employment, *because of choice, illness, full time study, retirement, pregnancy or any other reason.*  
*(Go to question 9)*
- 9 \_\_\_\_\_ No response

6. What is your current job title? *(Be specific)* \_\_\_\_\_

7. On a scale from one to ten, with ten being "highly related" and one being "not at all related", to what extent is your current employment related to the coursework you have taken in emergency services? *(if 4 or lower, skip to 9)*

Not at  
 Highly  
 all related

1    2    3    4            5    6    7    8    9    10

*related*

8. Have you found that your current job has required specific knowledge and skills which you did not receive as part of your OCC training?

- 1 \_\_\_\_\_ Yes
- 0 \_\_\_\_\_ No
- 9 \_\_\_\_\_ No response

If yes, please specify.

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9. In addition to the current programs, OCC is considering developing a combined program in EMT, fire and police training which would lead to an associate degree in Applied Science. Given what you know about the skills necessary for employment in the field of emergency services, do you think this program is a good idea or not?

- 1 \_\_\_\_\_ Yes
- 0 \_\_\_\_\_ No (if no, skip to 11)
- 7 \_\_\_\_\_ Don't know

10. Taking your own experience at OCC into account, would you consider/have considered enrolling in this new combined program or not?

- 3 \_\_\_\_\_ **Would definitely consider**
- 2 \_\_\_\_\_ **Might consider**
- 1 \_\_\_\_\_ **Would not consider**
- 7 \_\_\_\_\_ *Don't know*

11. Are there any other comments you would like to make about the emergency service courses at OCC?

---



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*(Continue on back if necessary)*

"Thank you very much for your time and assistance. We sincerely appreciate your help."

Interviewer Signature: \_\_\_\_\_

Date: \_\_\_\_\_

**APPENDIX D**  
**Emergency Public Services**  
**Student Survey Narrative Responses**

## STUDENT SURVEY NARRATIVE RESPONSES

**Question 8:** Have you found that your current job has required specific knowledge and skills which you did not receive as part of your OCC training?

### LAW students:

1. Certain things you can only learn on the job--maybe an internship program.
2. It was a while ago--but the methods they were using were a decade or two out of date. I'm not sure it's better now.
3. Managing people; public relations.
4. Practical experience is missing.
5. Emergency training.
6. Youth gang recognition or gang intervention.
7. I know there were some areas that were more introductory, and I had to learn more in-depth on the job.
8. Program doesn't teach logical thinking.
9. It would be nice to have plainclothes operations training.
10. There are always things you have to learn on the job.
11. Drafting.
12. The only specific skills would be those that you can only get on the job.
13. More hands-on practical training is necessary.
14. Specialties that have to be acquired elsewhere.
15. Certain classes like "History of Police Work" should be optional--they're pretty irrelevant.

### POL students:

16. Working the streets; what to look for when dealing with gangs.
17. More in-depth training in first aid and first responder.
18. Did not spend enough time on handcuffing and dealing with arraignments.
19. A lot you learn out in the street, like dealing with people effectively. The courses at the academy just dealt with laws.
20. Civil liability.
21. Access control (metal detections; x-rays).
22. OCC gave the basic knowledge of what is needed on the job.
23. It depends on the instructor. If you have a good instructor then you gain the appropriate skills. Some of the professors are prosecutors. They really did not teach the courses very well.
24. Certain things are more hands-on--you can only learn them from being on the job.
25. Education can only give you basics. There are things you must learn on the job that can't be taught in a classroom (especially in law enforcement.)

### CRJ students:

26. Just hands-on training, but the college cannot give you that. You learn that on the job.
27. Just some of the hands-on training in police work. But OCC can't teach you that. You have to learn it when performing on the job.
28. Everyday skills. They should offer a class for police in public relation skills.
29. Personal communication tactics; crisis prevention.
30. It did not teach public relations in classes. But I feel you then would learn it on the job.
31. It's impossible to get all of your training at school.
32. Need more emphasis on firearms training and laws and regulations.
33. A bachelor's degree would have provided me with that extra knowledge I needed.
34. Already had skills--I think the CRJ classes give more of an overall view rather than the specifics I deal with at work.
35. Gave generalized type of classes--need more specific training.

EME students:

36. Some things you can only learn from on the job training.

FFT students:

37. Hazardous material: new courses offered; very basic course. Update the course for people already employed in the field, offer chemistry.
38. Should have some management classes added.
39. Codes, statutory laws, legal issues, prosecution of criminals, systems tests for highrise buildings. Should also include: calculus, chemistry, legal courses on how to deal with attorneys as it relates to fire services.
40. A better management background with people--classes should cover more topics.
41. Doesn't deal with confined spaces--specific ordinance as per Air Force requirements.
42. Some learning is just on the job, not in college.
43. Can't teach field experience.

other students:

44. Took first responder course--I though it was good but I fine-tuned it with an EMT Paramedic course.
45. I did not receive a lot of hands-on skills for police work. The book work has really been applied in my job, but you can't go right on the streets with book work alone. They need to offer more hands-on courses.
46. I wanted people skills, something you can't learn out of the book. They should have more hands-on training for people skills.
47. Investigating accidents.
48. Some things you can't learn from a book.
49. Hands on experience and practical experience missing.
50. More medical knowledge needed.
51. Fire administration programs.
52. I did not gain any skills on how to handle prisoners. I would like to have learned more communication skills.
53. More practical application needed.
54. Class was related but didn't cover all aspects of firefighting.
55. My field (deputy sheriff) is way too diverse--nothing can prepare you for everything, besides practical experience. Some instructors are totally incompetent.

**APPENDIX E**  
**Emergency Public Services**  
**Employer List**

**Bold=Willing to assist OCC in developing  
EPS program**

**American Ambulance Service  
Detroit, MI  
(313) 963-2000**

**Scott Pearl, Supervisor  
Medic One Ambulance Service  
Dearborn, MI  
(313) 271-9933**

**Bob Wyatt, Operations Manager  
TriHospital EMS Corp  
Port Huron, MI 48060  
(313) 985-7116**

**Stan Smith, Operations Manager  
Medstar Ambulance  
Mount Clemens, MI  
(810) 465-7080**

**Peter Forester, Associate Administrator  
Survival Flight-U of M Hospital  
Ann Arbor, MI  
(313) 936-6020**

**Arthur Mize  
ALS Coordinator  
Metro EMS  
Lincoln Park, MI  
(313) 928-0006**

**Diana Ricker  
Program Director  
Kalitta Flying Service  
Ypsilanti, MI  
(313) 484-0088**

**Dawn Knapp  
Personnel Director  
LC Taylor Ambulance Service  
Detroit, MI  
(313) 875-9309**

**Tom Ayers, Education Coordinator  
Huron Valley Ambulance Service  
Ann Arbor, MI  
(313) 971-4420**

**Ron Matthews, Director of Personnel  
Universal Macomb Ambulance Service  
Sterling Heights, MI  
(810) 773-4860**

**Jeff White, Chief  
Richmond Life EMS  
Richmond, MI  
(313) 727-2184**

**Paul Rumelis, Manager  
Meda Care Ambulance Service  
Dearborn, MI  
846-6600**

**Sgt. Ray Lumpford  
Willow Run Airport Safety Department  
Ypsilanti, MI  
(313) 942-3596**

**Dave Medley, Personnel Manager  
Canton Township Public Safety Department  
Canton, MI  
397-5435**

**Robert Gair, Deputy Director  
Frasier Department of Public Safety  
Frasier, MI  
(810) 293-1425**

**Chief Smolen  
Van Buren Department of Public Safety  
Van Buren, MI  
(313) 699-8900**

**Mary Poole  
Human Resources Generalist  
Mercy Hospital  
Detroit, MI (313) 579-4000**

**Michelle Abrahms, Manager of Employment  
North Oakland Medical Center  
Pontiac, MI  
(313) 857-7123**

**Laura Hollander, Human Resource Specialist  
Providence Hospital  
Southfield, MI  
(810) 424-3000**

**Human Resources  
Detroit Medical Center  
Detroit, MI  
745-3000**

**Judy Wales, Senior Employment Assistant  
Harper Hospital  
Detroit, MI  
745-8040**

**Cindy Long, Human Resources Rep  
Crittenton Hospital  
Rochester, MI  
(810) 652-5000**

**Chief Deputy Thompson  
Monroe County Sheriff  
Monroe, MI  
(313) 243-7075**

**Chief DeVore**  
Clarkston Police Department  
Clarkston, MI  
(810) 625-0088

**Sergeant Penn**  
Berkley Police Department  
Berkley, MI  
541-9000

**Detective Sergeant Goodrich**  
Rochester Hills Police Department  
Rochester Hills, MI  
(810) 858-4995

**Doreen Olko**  
Deputy Chief of Police  
Auburn Hills Police Department  
Auburn Hills, MI  
(810) 370-9448

**Chief Goralski**  
St. Clair Police Department  
St. Clair, MI  
(313) 329-5710

**Gary Kraus, Chief**  
Fowlerville Police Department  
Fowlerville, MI  
(517) 223-8711

**Lieutenant Woodward**  
Oak Park Police Department  
Oak Park, MI  
691-7520

**Curt B. Seditz, City Manager**  
Rockwood Police Department  
Rockwood, MI  
(313) 379-9496

**Sergeant Skip Ampezzan**  
Taylor Police Department  
Taylor, MI  
(313) 287-6611

**Beverly Plough**  
Executive Secretary to Chief  
Wayne Police Department  
Wayne, MI  
(313) 721-1414

**Sergeant Ernest Milligan**  
Washtenaw County Sheriff  
Ann Arbor, MI  
(313) 971-3911

**James Meyers, Inspector**  
Redford Fire Department  
Redford, MI  
(313) 537-3030

**William Barron, Lieutenant**  
Grosse Ile Police Department  
Grosse Ile, MI  
676-7100

**Corporal Laurain**  
Training and Development  
Dearborn Police Department  
Dearborn, MI  
943-2240

**Lieutenant Patterson**  
Huron Township Police Department  
New Boston, MI  
(313) 753-4411

**Deputy Chief Hunt**  
Ecorse Police Department  
Ecorse, MI  
(313) 381-0900

**Sergeant Matthews, Administrative  
Commander**  
West Bloomfield Police Department  
West Bloomfield, MI  
(810) 682-1555

**Loa Stansilowski, Police Administrator**  
Ferndale Police Department  
Ferndale, MI  
(810) 541-3650

**Lieutenant Skotarczyk**  
Harper Woods Police Department  
Harper Woods, MI  
(313) 343-2530

**Sharie Gregory, Personnel Administrator**  
Ypsilanti Police Department  
Ypsilanti, MI  
(313) 483-1242

**Chief Glynn**  
Rochester Police Department  
Rochester, MI  
(810) 651-9621

**Doug Fouty, Personnel Director**  
St. Clair Shores Police Department  
St. Clair Shores, MI  
(313) 445-5222

**Carol Lainer, Personnel Analyst**  
Southfield Police Department  
Southfield, MI  
354-1000



Lieutenant Smick  
Ferndale Police Department  
(313) 541-3650

Inspector Toro  
Allen Park Police Department  
Allen Park, MI  
(313) 386-7800

Mike Walsh, Chief  
Clawson Police Department  
Clawson, MI  
435-5000

Commander Studt  
Birmingham Police Department  
Birmingham, MI  
644-3405

Ernest Miller, Inspector  
Farmington Hills Police Department  
Farmington Hills, MI  
474-6181

Lieutenant Harris  
White Lake Police Department  
White Lake, MI  
(313) 698-4400

Lieutenant Cramb  
Livonia Police Department  
Livonia, MI  
421-2000

Chief Hansmeier  
Holly Police Department  
Holly, MI  
(810) 634-8221

Chief Piche  
Bloomfield Hills Police Department  
Bloomfield Hills, MI  
644-4200

Chief Jim Leach  
Lake Orion Police Department  
Lake Orion, MI  
(810) 693-8321

Captain Schuelte  
Shelby Township Police Department  
Shelby Township, MI  
(313) 731-2121

Sergeant Porrett  
Port Huron Police Department  
Port Huron, MI  
(810) 984-8415

Inspector Stein  
Roseville Police Department  
Roseville, MI  
(313) 775-2100

Corporal Cuthbertson  
New Baltimore Police Department  
New Baltimore, MI  
(313) 725-2192

Chief Bissonnette  
Utica Police Department  
Utica, MI  
(810) 731-2345

Chief Brophy  
Melvindale Police Department  
Melvindale, MI  
389-2890

Chief Lawrence Howell  
Romeo District Ambulance Service  
Romeo, MI  
(810) 752-3587

Nat Greer, Battalion Chief  
Huron Township Fire Department  
Huron Township, MI  
782-1648

Bill Beaudoin, Chief  
St. Clair Fire Department  
Ct. Clair, MI  
(313) 329-3360

Rick Donahue, Sergeant  
Madison Heights Fire Department  
Madison Heights, MI  
(810) 588-3605

Ken Hoffmann, Supervisor  
Scio Township Fire Department  
Ann Arbor, MI  
(313) 665-6001

Jim Payer, Fire Marshall  
Pittsfield Township Fire Department  
Ann Arbor, MI  
(313) 996-3063

Rob Gibbons, Supervisor  
Northfield Township Fire Department  
Whitmore Lake, MI  
(313) 449-2385

**Chief Manuel**  
Ann Arbor Charter Township Fire Department  
Ann Arbor Charter Township, MI  
(313) 741-5900

**Jack Hartman, Training Coordinator**  
Clinton Township Fire Department  
Mount Clemens, MI  
263-8008

**Rick Smith, Volunteer Coordinator**  
Raisinville Volunteer Fire Department  
Raisinville, MI  
(313) 57-7245

**Tim Winters, Volunteer Fireman**  
Superior Township Fire Department  
Ypsilanti, MI  
(313) 482-6308

**Manchester Township Fire Department**  
Manchester, MI  
(313) 428-2090

**Mr. Hirt, Director of Human Resources**  
Hazel Park Fire Department  
Hazel Park, MI  
(313) 546-4086

**Ron Rayner, Fire Chief**  
Pontiac Fire Department  
Pontiac, MI  
(810) 857-7665

**William Creenslait, Chief**  
Romulus Fire Department  
Romulus, MI  
(313) 941-8585

**Lieutenant Chief Nicholson**  
Taylor Fire Department  
Taylor, MI  
(313) 287-6550

**Richard Featherston, Fire Marshall**  
Trenton Fire Department  
Trenton, MI  
(313) 675-6500

**Dave Yarber, Assistant Chief**  
Waterford Township Fire Department  
Waterford, MI  
(313) 673-6665

**Captain Kemp**  
West Bloomfield Fire Department  
West Bloomfield, MI  
626-5391

**John Bofia, Assistant Chief**  
Bedford Township Fire Department  
Temperance, MI  
(313) 847-6791

**Richard Koss, Operations Chief**  
Macomb County Fire Department  
Macomb, MI  
(313) 286-0030

**Kevin Burke, Dispatcher**  
Bruce Township Fire Department  
Romeo, MI  
(810) 752-2520

**Marvin Wolack, Supervisor**  
Armada Fire Department  
Armada, MI  
(313) 784-5200

**Dan Hagen, Fire Chief**  
Eastpointe Fire and Rescue  
Eastpointe, MI  
(313) 775-4400

**Gragory Bodkin, ALS Coordinator**  
Sterling Heights Fire Department  
Sterling Heights, MI  
(810) 726-7000

**Robert Beck, Fire Chief**  
Utica Fire Department  
Utica, MI  
731-1313

**Bill Zhmendak, Fire Chief**  
Northville Fire Department  
Northville, MI  
348-5807

**Robert Rynicki, Battalion Chief**  
Livonia Fire Department  
Livonia, MI  
421-1000

**Alan Matthews, Fire Chief**  
Plymouth Fire Department  
Plymouth, MI  
453-1234

**Tom Cesko, Personnel Director**  
Redford Township Fire and Police  
Redford, MI  
531-3110

**Tim Dosman, Fire Marshall**  
Riverview Fire Department  
Riverview, MI  
281-4265

Dennis Brooks, Training and Equipment  
Coordinator  
Frenchman Township Fire and EMS  
Monroe, MI  
(313) 241-8853

Calvin Schmitt, Fire Inspector  
Monroe Township Volunteer Fire Department  
Monroe, MI  
(313) 241-6061

Mark Ross, Director of Training  
Harrison Township Fire Department  
Harrison Township, MI  
(810) 466-1450

Roger Krings, Fire Captain  
Shelby Township Fire Department  
Utica, MI  
(313) 731-3476

Lieutenant Alan Wolfe  
Monroe City Fire Department  
Monroe, MI  
(313) 241-1626

James O'Sullivan, Fire Fighter  
Roseville Fire Department  
Roseville, MI  
(810) 445-5444

Chief Michael Coyle  
Mount Clemens Fire Department  
Mount Clemens, MI  
(313) 469-6840

Carol Lainer, Personnel Analyst  
Southfield Fire Department  
Southfield, MI  
354-1000

James Frantz, Fire Chief  
Brandon Fire Department  
Ortonville, MI  
(810) 627-4000

Lieutenant Mike Cummings, EMS Coordinator  
Bloomfield Township Fire Department  
Bloomfield Township, MI  
(810) 433-7745

Captain Bryant  
Ferndale Fire Department  
Ferndale, MI  
546-2508

Hugh Cox, Director  
Beverly Hills Department of Public Safety  
Beverly Hills, MI  
540-3400

Lieutenant Shurtleff, Training Director  
Farmington Hills Fire Department  
Farmington Hills, MI  
(810) 553-0740

Chuck Spencer, Fire Chief  
Wixom Fire Department  
Wixom, MI  
(810) 624-1055

Lieutenant Ron Johnson, Training Officer  
Novi Fire Department  
Novi, MI  
(810) 349-2162

H.W. Thorton, Fire Chief  
Rochester Hills Fire Department  
Rochester Hills, MI  
(810) 656-4650

Joette Freeland, Fire Department Secretary  
Brownstown Fire Department  
Brownstown, MI  
(313) 675-5900

Lieutenant John Moore  
Oxford Fire Department  
Oxford, MI  
(313) 628-2525

Darral Sharnetsky, Captain  
Ford Motor Company Fire Department  
Dearborn, MI  
337-8000

Sergeant Reginald Dalton  
Ecorse Fire Department  
Ecorse, MI  
381-0720

Kenneth Hines, Fire Chief  
Garden City Fire Department  
Garden City, MI  
422-1416

Rich Rayburn, Fire Chief  
White Lake Fire Department  
White Lake, MI  
(810) 698-3335

Gerald Penkfszik, Assistant Chief  
Hamtramck Fire Department  
Hamtramck, MI  
(313) 876-7760

Robert Delor, Fire Chief  
Harper Woods Fire Department  
Harper Woods, MI  
343-2555

**John Ichesco, Fire Marshall**  
Ypsilanti City Fire Department  
Ypsilanti, MI  
(313) 482-9778

**Gerald Alward, Fire Chief**  
Washington Township Fire Department  
Washington, MI  
(810) 781-6161

**John Jeffries, Officer**  
Marysville Municipal Fire Department  
Marysville, MI  
(313) 364-6611

**George Cafego, EMS Coordinator**  
Dearborn Fire Department  
Dearborn, MI  
943-2217

**Chief Lewis**  
Dearborn Heights Fire Department  
Dearborn Heights, MI  
277-7730

**Bill Vack, Chief**  
Flat Rock Fire Department  
Flat Rock, MI  
782-2455

**Captain Walters**  
Ypsilanti Township Fire Department  
Ypsilanti Township, MI  
(313) 483-4225

**Lieutenant Tim Hoeft**  
Detroit Metro Fire Department  
Romulus, MI  
(313) 942-3604

**Bob Smith, Fire Inspector**  
Orion Township Fire Department  
Lake Orion, MI  
(810) 373-4660

**Chief Turner**  
St. Clair Shores Fire Department  
St. Clair Shores, MI  
(810) 445-5360

**Deputy Chief Dahlman**  
Wayne Fire Department  
Wayne, MI  
(313) 722-1111

**Theodore Dziengelewski, Fire Chief**  
Wyandotte Fire Department  
Wyandotte, MI  
(313) 246-4500

**Robert Harris, Fire Chief**  
Melvindale Fire Department  
Melvindale, MI  
(313) 928-7667

**Matthew Zambo, Fire Marshall**  
River Rouge Fire Department  
(313) 842-1717

**Victor Boulanger, Fire Chief**  
Inkster Fire Department  
Inkster, MI  
563-9874

**James Wright, Fire Chief**  
Fowlerville Fire Department  
Fowlerville, MI  
(517) 223-8561

**Richard Shinske, Fire Chief**  
Brighton Fire Department  
Brighton, MI  
229-6640

**Roger Young, Fire Chief**  
Brighton Township Fire Department  
Brighton Township, MI  
(313) 229-0565

## TYPE Type of Organization

| Value Label       | Value | Frequency | Percent | Valid Percent | Cum Percent |
|-------------------|-------|-----------|---------|---------------|-------------|
| Municipal police  | 2     | 35        | 25.9    | 25.9          | 25.9        |
| Municipal fire    | 3     | 71        | 52.6    | 52.6          | 78.5        |
| Public safety     | 4     | 8         | 5.9     | 5.9           | 84.4        |
| Private ambulance | 5     | 10        | 7.4     | 7.4           | 91.9        |
| Hospital          | 6     | 7         | 5.2     | 5.2           | 97.0        |
| Other             | 7     | 4         | 3.0     | 3.0           | 100.0       |
|                   |       | -----     | -----   | -----         |             |
|                   | Total | 135       | 100.0   | 100.0         |             |

Valid cases 135 Missing cases 0

## AGENCY Agency primarily involved in:

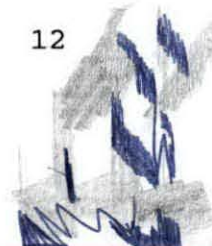
| Value Label          | Value | Frequency | Percent | Valid Percent | Cum Percent |
|----------------------|-------|-----------|---------|---------------|-------------|
| Law enforcement/poli | 1     | 32        | 23.7    | 23.9          | 23.9        |
| Fire fighting        | 2     | 12        | 8.9     | 9.0           | 32.8        |
| Emergency medical se | 3     | 16        | 11.9    | 11.9          | 44.8        |
| Combination          | 4     | 74        | 54.8    | 55.2          | 100.0       |
| No response          | 9     | 1         | .7      | Missing       |             |
|                      |       | -----     | -----   | -----         |             |
|                      | Total | 135       | 100.0   | 100.0         |             |

Valid cases 134 Missing cases 1

## SIZE Approximate population of the community

| Value Label        | Value | Frequency | Percent | Valid Percent | Cum Percent |
|--------------------|-------|-----------|---------|---------------|-------------|
| 500,000 or greater | 1     | 5         | 3.7     | 4.1           | 4.1         |
| 250,000-500,000    | 2     | 3         | 2.2     | 2.4           | 6.5         |
| 100,00-250,000     | 3     | 4         | 3.0     | 3.3           | 9.8         |
| 25,000-100,000     | 4     | 52        | 38.5    | 42.3          | 52.0        |
| Less than 25,000   | 5     | 59        | 43.7    | 48.0          | 100.0       |
| No response        | 9     | 12        | 8.9     | Missing       |             |
|                    |       | -----     | -----   | -----         |             |
|                    | Total | 135       | 100.0   | 100.0         |             |

Valid cases 123 Missing cases 12



## HIRING Agency currently hiring?

| Value Label | Value | Frequency     | Percent | Valid Percent | Cum Percent |
|-------------|-------|---------------|---------|---------------|-------------|
| No          | 0     | 87            | 64.4    | 64.4          | 64.4        |
| Yes         | 1     | 48            | 35.6    | 35.6          | 100.0       |
|             |       | -----         | -----   | -----         |             |
|             | Total | 135           | 100.0   | 100.0         |             |
| Valid cases | 135   | Missing cases | 0       |               |             |

## INCREASE Increase in local need

| Value Label | Value | Frequency     | Percent | Valid Percent | Cum Percent |
|-------------|-------|---------------|---------|---------------|-------------|
| No          | 0     | 32            | 23.7    | 69.6          | 69.6        |
| Yes         | 1     | 14            | 10.4    | 30.4          | 100.0       |
| No response | 9     | 89            | 65.9    | Missing       |             |
|             |       | -----         | -----   | -----         |             |
|             | Total | 135           | 100.0   | 100.0         |             |
| Valid cases | 46    | Missing cases | 89      |               |             |

## TURNOVER Employee turnover

| Value Label | Value | Frequency     | Percent | Valid Percent | Cum Percent |
|-------------|-------|---------------|---------|---------------|-------------|
| No          | 0     | 6             | 4.4     | 13.6          | 13.6        |
| Yes         | 1     | 38            | 28.1    | 86.4          | 100.0       |
| No response | 9     | 91            | 67.4    | Missing       |             |
|             |       | -----         | -----   | -----         |             |
|             | Total | 135           | 100.0   | 100.0         |             |
| Valid cases | 44    | Missing cases | 91      |               |             |

## ADDTRAIN Need for additional training

| Value Label | Value | Frequency | Percent | Valid Percent | Cum Percent |
|-------------|-------|-----------|---------|---------------|-------------|
| No          | 0     | 39        | 28.9    | 86.7          | 86.7        |
| Yes         | 1     | 6         | 4.4     | 13.3          | 100.0       |
| No response | 9     | 90        | 66.7    | Missing       |             |
|             |       | -----     | -----   | -----         |             |
|             | Total | 135       | 100.0   | 100.0         |             |

Valid cases 45 Missing cases 90

## FIND Adequate training or inadequately prepar

| Value Label          | Value | Frequency | Percent | Valid Percent | Cum Percent |
|----------------------|-------|-----------|---------|---------------|-------------|
| Not adequately train | 0     | 38        | 28.1    | 30.6          | 30.6        |
| Adequately trained   | 1     | 86        | 63.7    | 69.4          | 100.0       |
| No response          | 9     | 11        | 8.1     | Missing       |             |
|                      |       | -----     | -----   | -----         |             |
|                      | Total | 135       | 100.0   | 100.0         |             |

Valid cases 124 Missing cases 11

## EDUCATE Educational qualification requirement

| Value Label         | Value | Frequency | Percent | Valid Percent | Cum Percent |
|---------------------|-------|-----------|---------|---------------|-------------|
| No specific         | 1     | 3         | 2.2     | 2.2           | 2.2         |
| High School         | 2     | 78        | 57.8    | 57.8          | 60.0        |
| Associates degree   | 3     | 22        | 16.3    | 16.3          | 76.3        |
| Police/fire academy | 4     | 14        | 10.4    | 10.4          | 86.7        |
| Other education     | 6     | 18        | 13.3    | 13.3          | 100.0       |
|                     |       | -----     | -----   | -----         |             |
|                     | Total | 135       | 100.0   | 100.0         |             |

Valid cases 135 Missing cases 0

## CERT1 Police academy cert

| Value Label | Value | Frequency | Percent | Valid Percent | Cum Percent |
|-------------|-------|-----------|---------|---------------|-------------|
| No          | 1     | 84        | 62.2    | 68.3          | 68.3        |
| Prefer      | 2     | 11        | 8.1     | 8.9           | 77.2        |
| Require     | 3     | 28        | 20.7    | 22.8          | 100.0       |
| No response | 9     | 12        | 8.9     | Missing       |             |
|             | Total | 135       | 100.0   | 100.0         |             |

Valid cases 123 Missing cases 12

## CERT2 Fire academy cert

| Value Label | Value | Frequency | Percent | Valid Percent | Cum Percent |
|-------------|-------|-----------|---------|---------------|-------------|
| No          | 1     | 63        | 46.7    | 51.6          | 51.6        |
| Prefer      | 2     | 27        | 20.0    | 22.1          | 73.8        |
| Require     | 3     | 32        | 23.7    | 26.2          | 100.0       |
| No response | 9     | 13        | 9.6     | Missing       |             |
|             | Total | 135       | 100.0   | 100.0         |             |

Valid cases 122 Missing cases 13

## CERT3 Basic EMT cert

| Value Label | Value | Frequency | Percent | Valid Percent | Cum Percent |
|-------------|-------|-----------|---------|---------------|-------------|
| No          | 1     | 53        | 39.3    | 40.8          | 40.8        |
| Prefer      | 2     | 30        | 22.2    | 23.1          | 63.8        |
| Require     | 3     | 47        | 34.8    | 36.2          | 100.0       |
| No response | 9     | 5         | 3.7     | Missing       |             |
|             | Total | 135       | 100.0   | 100.0         |             |

Valid cases 130 Missing cases 5



## CERT4 Advanced EMT cert

| Value Label | Value | Frequency | Percent | Valid Percent | Cum Percent |
|-------------|-------|-----------|---------|---------------|-------------|
| No          | 1     | 87        | 64.4    | 67.4          | 67.4        |
| Prefer      | 2     | 28        | 20.7    | 21.7          | 89.1        |
| Require     | 3     | 14        | 10.4    | 10.9          | 100.0       |
| No response | 9     | 6         | 4.4     | Missing       |             |
|             |       | -----     | -----   | -----         |             |
|             | Total | 135       | 100.0   | 100.0         |             |

Valid cases 129 Missing cases 6

## CERT5 EMT/Paramedic cert

| Value Label | Value | Frequency | Percent | Valid Percent | Cum Percent |
|-------------|-------|-----------|---------|---------------|-------------|
| No          | 1     | 83        | 61.5    | 65.4          | 65.4        |
| Prefer      | 2     | 28        | 20.7    | 22.0          | 87.4        |
| Require     | 3     | 16        | 11.9    | 12.6          | 100.0       |
| No response | 9     | 8         | 5.9     | Missing       |             |
|             |       | -----     | -----   | -----         |             |
|             | Total | 135       | 100.0   | 100.0         |             |

Valid cases 127 Missing cases 8

## ADVANT Have advantage with combined degree?

| Value Label  | Value | Frequency | Percent | Valid Percent | Cum Percent |
|--------------|-------|-----------|---------|---------------|-------------|
| No advantage | 0     | 81        | 60.0    | 60.0          | 60.0        |
| Advantage    | 1     | 46        | 34.1    | 34.1          | 94.1        |
|              | 7     | 8         | 5.9     | 5.9           | 100.0       |
|              |       | -----     | -----   | -----         |             |
|              | Total | 135       | 100.0   | 100.0         |             |

Valid cases 135 Missing cases 0

BETTER Better chance for career advancement?

| Value Label   | Value | Frequency | Percent | Valid Percent | Cum Percent |
|---------------|-------|-----------|---------|---------------|-------------|
| Same chance   | 0     | 63        | 46.7    | 47.0          | 47.0        |
| Better chance | 1     | 62        | 45.9    | 46.3          | 93.3        |
| Not sure      | 7     | 9         | 6.7     | 6.7           | 100.0       |
| No response   | 9     | 1         | .7      | Missing       |             |
|               |       | -----     | -----   | -----         |             |
|               | Total | 135       | 100.0   | 100.0         |             |

Valid cases 134 Missing cases 1

SALARY Higher salary?

| Value Label   | Value | Frequency | Percent | Valid Percent | Cum Percent |
|---------------|-------|-----------|---------|---------------|-------------|
| Same salary   | 0     | 104       | 77.0    | 78.8          | 78.8        |
| Higher salary | 1     | 12        | 8.9     | 9.1           | 87.9        |
| Not sure      | 7     | 16        | 11.9    | 12.1          | 100.0       |
| No response   | 9     | 3         | 2.2     | Missing       |             |
|               |       | -----     | -----   | -----         |             |
|               | Total | 135       | 100.0   | 100.0         |             |

Valid cases 132 Missing cases 3

IDEA Feel it is a good idea?

| Value Label | Value | Frequency | Percent | Valid Percent | Cum Percent |
|-------------|-------|-----------|---------|---------------|-------------|
| No          | 0     | 37        | 27.4    | 27.6          | 27.6        |
| Yes         | 1     | 72        | 53.3    | 53.7          | 81.3        |
| Not sure    | 7     | 25        | 18.5    | 18.7          | 100.0       |
| No response | 9     | 1         | .7      | Missing       |             |
|             |       | -----     | -----   | -----         |             |
|             | Total | 135       | 100.0   | 100.0         |             |

Valid cases 134 Missing cases 1

WILLING Employer willing to assist OCC

| Value Label | Value | Frequency | Percent | Valid Percent | Cum Percent |
|-------------|-------|-----------|---------|---------------|-------------|
| Yes         | 1     | 70        | 51.9    | 52.6          | 52.6        |
| No          | 2     | 63        | 46.7    | 47.4          | 100.0       |
| No response | 9     | 2         | 1.5     | Missing       |             |
|             |       | -----     | -----   | -----         |             |
|             | Total | 135       | 100.0   | 100.0         |             |

Valid cases 133 Missing cases 2

(810) (313) I. Ikhon - Fluor - Bingham not lawrence

notes from reading

So. to A<sup>2</sup> - Monroe

--are the social benefits of comprehensive training for emergency public services recognized outside of the college? i.e., will the program be well-received by public safety departments and citizens?

--is emergency services department intended to entirely replace existing 3 programs? if not, how will they be affected?

--how does the law enforcement program fit in? what are the current regulations/requirements which justify its inclusion? firefighters are required to become EMTs; is there a similar requirement for law enforcement?

--what exactly are the current state requirements for all three areas? what training/certification is necessary to get a job? are changes in requirements/standards anticipated?

--what is the proposed role of the consortium between Oakland, Monroe, and Schoolcraft?

--is the program designed to grant associate degrees, certificates, both? unclear from reading. also, do current programs grant both? consortium info. mentions certification programs as well as continuing professional education.

--is there articulated need from local public safety departments for comprehensive programs, or is justification for combining internal?

--will graduates of comprehensive program be have/expect greater earning potential than other candidates who onyl met minimum requirements? implications for local public services budgets?

--is the proposed program based upon a parrticular model implemented elsewhere? if so, what info is available?

Program proposal:

To provide comprehensive education, training, and service for public service professionals in southeast Michigan through combining three existing programs (EMT @AH, FFT @Southfield, and PLS @AH) into a comprehensive Emergency Public Services program.

justification:

1. Cost effectiveness: current programs duplicate training and services (specifics on current costs/anticipated costs for new program after necessary renovations?)

Convey back other programs

Stud. survey to committee  
noon Fri.  
fix comments back by tomorrow if possible  
to comm.

are due to retirement or from employees leaving voluntarily  
salary range: 19,700 (beginning with no or little experience) to  
31,400 (in urban areas with experience)

### police/law enforcement

--multiple duties. necessary for employees to be trained in  
emergency services, especially in small communities with fewer  
specialized services. need for first aid training important, as  
police are often the first on the scene of an accident. fire  
training becoming more common but not yet as significant as  
emergency medical training.

--665,000 police, detectives, and special agents in 1990. about 85%  
employed by local government.

--civil service regulations govern hiring procedures in almost all  
states, and in most cities.

--rigorous physical and personal requirements for employment

--high school diploma is often the main educational requirement.

--a growing number of departments are requiring some college  
training. many departments encouraging employees to get some kind  
of certification.

--some hire law enforcement certificate students as interns while  
still in school.

--experience also extremely important

--employment increasing at average rate. pop. increase and growing  
need for services will be tempered by budget restrictions.

--salary range: (officers) 22,400-28,700

police and detective sergeants 18,900-37,300.

### EMTS

--89,000 paid EMTs in 1990

--2/5 worked for private ambulance services

--1/3 worked for municipal, fire, police or rescue departments

--1/4 in hospitals

--many volunteer EMTs

formal basic training (80-120 hours in class, 10 hour internship)  
required.

--intermediate training (35-55 additional hours)

--EMT-Paramedics (about 540 total in 1990) 750-2000 hours total

--registration every 2 years to maintain certification

--average employment growth through 2005

--aging pop requiring more services will be tempered by budget  
restrictions

--salary range: 19,200 (basic certification) to 27,320 (Paramedic)

### Related programs

#### EMT

Lake Superior St. U--Criminal Justice (BA) with concentration in  
Public Safety

Lansing CC--Emergency Medical Services (A) ?

2. Increased quality of education: coordinated program will allow for improved interpretation and implementation of state requirements (why??)

3. Greater employment opportunities for students: graduates of new program will have advantage over applicants with minimum training.

4. Inadequacy of current training facilities: pooling resources of three programs (how will this affect autonomy of individual programs if they are not to be replaced?) will allow for improvements and updates.

Student data:

student headcount for 91-92 academic year:

EMT 425 (up 27.6% 10 yr; 76.3% 5 yr)

FFT 236 (est. 91-92)

PLS 1781 (up 76.3 10 yr; 27.8% 5 yr)

associate degrees awarded 91-92:

EMT 2 (down 33.3% 5 yr)

PLS 31 (up 10.7% 5 yr)

FFT ?

Occupational Outlook Handbook notes

firefighting occupations

--billions in losses per yr

--jobs more complicated in recent years--technology advancing

--many firefighters required to assume additional responsibilities:

EMT training, natural disaster preparedness, etc.

--280,000 firefighters in 1990--9 out of 10 employed by municipal fire departments

--qualifications for fire fighters include:

--various tests of strength, stamina, agility, and medical evaluation

--fire science certificate or degree may improve chances of employment. experience still the most important factor.

--an increasing number of departments have a 3-4 year apprenticeship program combining technical experience with on the job training

--many departments offer incentives (tuition reimbursements/higher pay) for advanced training (2 or 4 year degree in fire science)

outlook for the profession:

--increasing competition for openings

--employment will increase at average rate (similar to other occupations) through 2005 as a result of growing population, etc...

--most growth expected in small but expanding communities--

professionals will augment volunteers (more need for competitive training?) little growth expected in large urban departments

--turnover rate low/layoffs uncommon generally. most new openings

Wayne Cty CC--EMT (A) ?  
Henry Ford CC EMT (A/C)  
Lake Michigan CC EMT (C)  
Delta EMT (C)  
Kalamazoo Valley CC EMT (C)  
Kellogg EMT (C)  
Macomb EMT (C/A)

fire science/services

Washtenaw fire protection tech (A)  
Henry Ford fire science (A)  
Jackson (A)?  
Kellogg (C)  
Lake Superior St. U (BS)  
Macomb (C/A)  
Madonna (C/A)  
MidMich CC (A) ?  
Kirtland (A)  
Kal. Valley (C/A)  
Delta (A)

law enforcement

Alpena (A)  
Delta (A)  
Glen Oaks (C/A)  
Henry Ford (A)  
Jackson (C/A)?  
Kal. Valley (A)  
Kellogg (A)  
Lake Michigan College (A)  
Lake Superior St. U (BS/C)  
Macomb (C/A)  
Monroe (A)  
Northwestern Michigan College (A/C)  
Schoolcraft (A)  
West Shore (A)  
Washtenaw (C)  
Madonna (A/C)

Lake Superior St. U: Public Safety program (BS in Criminal Justice with concentration in Public Safety)

phone conversation with James Blashill, Coordinator

--theirs is a 4 year program. feels it would be very difficult to cover all the material necessary for a 3-way certification in 2 years and possibly even in 3.

--the fire science element of their program is modeled after Macomb's program. the rest of the program was their own. although the program does have a 100 hour EMT training requirement (check bulletin--not listed in 1990 versions) they don't have a separate

EMT certification or degree program. they do have separate Associate programs in fire science, criminal justice/law enforcement, and criminal justice/corrections. in addition to the Public Safety BS, there are 5 other related BS programs with the Criminal Justice dept.

--they started the combined program in the mid-80's. they already offered a 4-yr degree in law enforcement--used Macomb model to develop a fire science program with the intention of combining it with law enforcement program.

--this is currently their fastest growing degree. they officially have about 40 students enrolled, although the coordinator estimates that there are up to 2-3 times as many taking pub. safety courses from other depts. currently enrolled students came to the program from 12 states.

--responses from employers so far have been "excellent." coordinator has received calls from numerous Directors of Public Safety asking about the training process, etc.

--despite the successes of the program so far, theirs is the only program in the country of which the coordinator is aware. the demand for graduates with combined training already exists, and the coordinator foresees a growth in similar programs over the next few years.

Agencies to contact:

Karen Tarrant, Executive Director  
Office of Highway Safety Planning  
Department of State Police  
300 South Washington Square Suite 300  
Lansing, MI 48913 (517) 334-5210

Patricia Cuza, Director  
Office of Criminal Justice  
Department of Management and Budget  
Lewis Cass Building, 2nd Floor  
P.O. Box 30026  
Lansing, MI 30026 (517) 373-6655

R.T. Davis, Director  
Department of State Police  
714 South Harrison Road  
East Lansing, MI 48823 (517) 332-2521

Municipal Agencies (Public Safety Departments)

Joseph Thomas, Director of Public Safety  
112 West Cass  
Albion, MI 49224 (517) 629-2609

*— referral to Michigan Law  
Enf. Officers Training Council*

*contacts  
for  
employer  
survey*





Dennis McGee, Director of Public Safety  
1827 North Squirrel  
Auburn Hills, MI 48326 (313) 370-9444

Robert L. Houghtaling, Director of Public Safety  
115 South Uldriks  
Battle Creek, MI 49017 (616) 965-4343

Sam Watson, Jr.  
Director of Public Safety  
P.O. Box 648, 200 Wall Street  
Benton Harbor, MI 49022  
(616) 927-8414

William Rechlin  
Director of Public Safety  
2395 West 12 Mile Rd  
Berkley, MI 48072 (313) 541-9000

Hugh A. Cox  
Director of Public Safety  
18600013 Mile  
Birmingham, MI 48025 (313) 540-3400

Ronald E. Davis  
Director of Public Safety  
603 Andrew St.  
Jaskson, MI 49202 (517) 788-4223

David Piche  
Director of Public Safety  
45 East Long Lade Rd. 48103 (313) 644-4200

Robert Denslow  
Director of Public Safety  
200 Lake St  
Cadillac, MI 49601 (616) 775-3491

John Santomauro  
Director of Public Safety  
1150 South Canton Center Road  
Canton, MI 48188 (313) 397-3000

Gerald Solai  
Director of Public Safety  
7550 East Ten Mile Road  
Center Line, MI 48015 (313) 757-2203

John McAuliffe  
Director of Public Safety  
Central Michigan UIniversity  
Mount Pleasant, MI 48859 (517) 774-3081

*contacts  
for  
employer  
survey*



Kurt R. Jones  
Director of Public Safety  
P.O. Box 39 403 Norht Huron  
Cheboygan, MI 49721 (616) 627-4322

Peter J. Gallagher  
Director of Public Safety  
770 Lakeside Drive SE  
East Grand Rapids, MI 49506 (616) 949-7010

Murray Switzer  
Director of Public Safety  
620 Cliff  
Battle Creek, MI 49017 (616) 968-3084

Wayen Heikkila  
Director of Public Safety  
1900 Third Avenue North  
Escanaba, MI 49829  
(906) 786-5911

Frank Lauhoff  
Director of Public Safety  
23600 Liberty  
Farmington, MI 48024 (313) 474-4700

Stanley Dinius  
Director of Public Safety  
20500 Fiftenn Mile Road  
Big Rapids, MI 49307 (616) 796-2454

Ron Wolber  
Director of Public Safety  
33000 Garfield  
Fraser, MI 48026 (313) 293-1425

Randall Walters  
Director of Public Safety  
1100 Delta Avenue  
Galdstone, MI 49837 (906) 428-3131

Richard Steele  
Grand Rapids Junior College  
Director of Public Safety  
143 Bostwick NE  
Grand Rapids, MI 49503-3299  
(616) 771-2100

Bruce Schnepf  
Direcotr of Public Safety  
415 South Lafayette  
Greenville, MI 48838 (616) 754-9161

Bruce Kennedy

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contracts*



Director of Public Safety  
17145 Maumee  
Grosse Pointe, MI 48320 (313) 886-3200

Robert K. Ferber  
Director of Public Safety  
90 Kerby Road  
Grosse Pointe Farms, MI 48236 (313) 885-2100

Richard J. Caretti  
Director of Public Safety  
15115 East Jefferson  
Grosse Pointe Park, MI 48230 (313) 822-7400

Daniel J. Healy  
Director of Public Safety  
795 Lakeshore  
Grosse Pointe Shores, MI 48236(313) 881-5500

Jack L. Patterson  
Director of Public Safety  
20025 Mack Avenue  
Grosse Pointe Woods, MI 48236 (313) 343-2400

David Danaher  
Acting Director of Public Safety  
12755 Eleven Mile Road  
Huntington Woods, MI 48070 (313) 541-1180

Roger Frazee  
Director of Public Safety  
Ionia, MI (616) 527-4431

LeRoy Johnson  
Director of Public Safety  
123 West McLeod  
Ironwood, MI 49938 (906)932-1234

Edward P. Edwardson  
Director of Public Safety  
215 West Lovell  
Kalamazoo, MI 49007 (616) 385-8111

Allen Anderson  
Director of Public Safety  
510 South Westwood  
Kingsford, MI 49801 (906) 774-2525

Ronald E. Roush  
Lansong Community College  
Director of Public Safety  
422 North Washington Square Rm. 250B  
Lansing, MI 48901 (517) 483-1800

*employment  
survey  
contacts*



Gary G. Evans  
Macomb Community College  
Director of Public Safety  
14500 12 Mile Road  
Warren, MI 48093 (313) 455-7135

Robert Hornkohl  
Director of Public Safety  
70 Maple  
Manistee, MI 49660 (616) 723-2533

William Reno  
Director of Public Safety  
300 North Maple  
Manistique, MI 49854 (906) 341-2133

Dr. Bruce L. Benson  
Director of Public Safety  
Michigan State University  
87 Red Cedar Road  
East Lansing, MI 48824 (517) 355-2221

Martin Trombley  
Director of Public Safety  
804 East High Street  
Mount Pleasant, MI 48858 (517) 773-7971

Ray LeCornu  
Director of Public Safety  
6277 West Michigan  
Ann Arbor, MI 48108 (313) 996-3063

Zane L. Rybkowski  
Director of Public Safety  
2250 Pierce Road  
Saginaw, MI 48710 (517) 790-4141

Rollin G. Tobin  
Director of Public Safety  
26000 Evergreen  
Southfield, MI 48076 (313) 354-4208

Leo Heatley  
Director of Public Safety  
University of Michigan  
525 Church Street  
Ann Arbor, MI 48109 (313) 764-1817

Dallas C. Schneider  
Director of Public Safety  
Wayne State University  
76 West Hancock  
Detroit, MI 48202 (313) 577-2222

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Lake Superior State University: B.S. in Public Safety

Curriculum:

1st Year

1st Semester

|                                  |    |
|----------------------------------|----|
| Introduction to Criminal Justice | 3  |
| Police Process                   | 3  |
| English Composition              | 3  |
| Introduction to Fire Science     | 3  |
| Elective                         | 3  |
| Total                            | 15 |

2nd Semester

|                     |    |
|---------------------|----|
| American Government | 4  |
| Legal Process       | 3  |
| Speech              | 3  |
| Natural Science     | 4  |
| RA Elective         | 1  |
| Total               | 15 |

2nd Year

1st Semester

|                            |    |
|----------------------------|----|
| Firearms                   | 1  |
| Hazardous Materials        | 3  |
| Fire Protection Hydraulics | 3  |
| Intro to Psychology        | 4  |
| Res. Pap. Proc (?)_        | 3  |
| Elective                   | 3  |
| Total                      | 17 |

2nd Semester

|                  |   |
|------------------|---|
| LE/LC Internship | 3 |
|------------------|---|

rest of program? see course catalog 94

5.16 phone conversations:

Rexine Finn, Lansing Community College (517) 483-1448

--LCC offers associate degrees in fire science and EMT training. they also have a fire academy.

--although she was recently put in charge of both fire sciences and EMT programs at LCC, they do not offer a combined program. there is some overlap between fire and EMT training at the program level in that students sometimes start in one area and end up shifting their focus to the other. however, there is no official combination of program. as far as she knows, there is no overlap at all with the law enforcement program.

--she knows of no other program which offers the type of curriculum OCC is considering. she has heard a little about LSSU's program and feels that it is unrealistic to expect to train students adequately in all three areas in a two-year program (also the opinion of the LSSU program coordinator.)

Mary Gillespie, Program Director at Davenport College, Grand Rapids (offers EMS program which sends grads to work for police and fire departments) 800-632-9569 --course catalog/program description sent 5.17

call back 5.17:

Michigan Law Enforcement Officers Training Council (MLEOTC) 517 322-1946 (reference from Michigan Association of Chiefs of Police) preservice training division (also try tomorrow: 322-5624: Resource Center)

Michigan Fire Chiefs Association (Dan Hagen, Acting Chief--call back 5.18 after lunch)

Michigan Association of Ambulance Directors --Brian Lovellette, Executive Director--call back 5.16

*doesn't know*

*doesn't know*

Michigan Law Enforcement Training Council: phone conversation

funding of police academies: although funding has not been cut, appropriations have not increased since 1971. the training council is given about 545,000 a year which has to cover training costs (they reimburse 1400 of 2000 average costs) for up to 300 trainees a year. In 1971 when the appropriations were made, funding was sufficient to cover all costs, including graduation, etc. today, they can just cover instructional expenses.

graduates of a combined program are most likely to be employed by a public safety agency, where employees are usually trained in at least two of these areas to start and often receive training in the third area after being hired. doesn't know how this would affect salary, although he guesses that graduates would on average make more money. however, the problem is whether there is enough demand in public safety offices around the state to absorb the supply

*can  
can  
can*

of graduates. also, he guesses that funding will be an issue--departments facing cutbacks will not be likely to hire someone who will earn more money, even if they are more qualified to serve public needs than applicants with the minimum qualifications.

phone conversation with International Association of Fire Chiefs (5.17): unaware of any similar programs anywhere, either two or four-year. they do not do employment tracking, surveying and suggested checking library sources.

*Ch...*

Literature notes 5.16.94

EMS Salary Survey: JEMS, January 1990

salary survey answered by 97 organization servicing 23 million Americans (9% of population)

between 1988 and 1989, EMT salaries increased an average of 6.7% paramedics 4.0%, EMT-1s 1.6% and dispatchers 4.6% within each categories, the highest salaries are found in fire departments. These employees had the lowest wage increases during the time period surveyed (ranging from 2.3% to-3.4%) but were significantly highed paid to start (ranging from 6850 to 11970 more than those employed by private organizations)

women in EMS: clearest discrepancy between male and female employees is in fire departments. women make up only 3.4% of supervisors, 5.7% of paramedics, 1.5% of EMT-1s and 2.2% of EMTs. (private organizations: over 20% of supervisors, 34% of paramedics, 33% of EMT-1s and 25% of EMT Basics are women). most recent data suggests that women continue to be underrepresented in fire departments and may in fact be losing ground.

employee benefits: most commonly provided benefit is medical coverage--provided by 90.7% of employers. other benefits commonly provided: life insurance(84.5%) uniform allowance (83.5%) liability insurance (81.4%) retirement/pension (79.4%) and EMS tuition reimbursement (78.4%) partial.major medical for employees and families (71.1%) (see benefits chart in article)

Metropolitan Matters: an update on key issues facing greater Detroit Spring 1994, no. 4

Weighing the options: fire service in Macomb county

Macomb county is considering developing a multi-municipality fire service in order to combat decreasing funding and increasing citizen demand for services. increasingly, citizens are expecting local fire departments to provide emergency medical services. In 1992, almost 60% of all calls were EMS requests. this increase, combined with the fact that current budget restrictions necessitate reserving a full 90% of funding for salaries alone means that changes must take place to maintain the availability and quality of services in the area.

The economics of EMS employment: JEMS supplement, Careers in Emergency Medical Services 92

majority of EMS in Unites States is currently provided through fire departments. this is true in 35% of thecountry's 200 most populated cities, as well as in many small towns and most of rural America, where most fire departments are run by volunteers.

in some areas, the perception that EMS careers are relatively recession-proof is resulting in increasing numbers of people signing up for EMT courses. in San Diego, applicants outnumber spots by 5x for classes. competition for training and jobs is particulary intense for those interested in working for a fire department. Salt Lake City fire department reports 1200 applicants for 40 openings. For women and minorities, however, chances of employment are



improved.

in Oregon, fire department applicants must have paramedic certification as well as an associate degree in fire science to be seriously considered for hiring. again, women and minorites stand a significantly improved chance of getting a job, assuming they have the proper paramedic credential.

for those becoming EMTs as a first step in EMS careers, the most common goal is to eventually be employed as a fire fighter.

### Careers 91:supplement to JEMS

#### Climbing the fire service EMS ladder

mid-70's: growth of EMS as part of fire departments expanding rapidly.

currently, 60-80% of the 34,000 fire departments in the US provide some level of EMS in their communities. 60-80% of the activity of these departments is EMS related, most of it highly visible in the community.

"career ladder" for fire fighters with extensive EMS training is becoming increasingly separate from those who are not sufficiently trained, career advancement and enhancement opportunities exist for EMS trained employees in most departments.

### Public safety curriculum project final report: Evergreen Valley College, San Jose, CA

This study of public safety programs at California colleges, both two and four-year, was undertaken in response to dissatisfaction with current curricula. The general perception is that public safety programs are not cooperating with training organizations which exist outside the school. The result is that duplication of content is occurring. Furthermore, the three elements of public safety--fire, law enforcement, and EMS--are failing to work together to provide the most effective public safety program.

Findings of the study are as follows: educators and practitioners feel strongly that the curricular offerings must be regulated so that duplication of content can be avoided. Also, public safety program coordinators must begin to improve coordination with training institutions and state guidelines established for certification and employment. Finally, the various elements which comprise public safety need to improve articulation.

Study recommendations: public safety programs should consider integrating their offerings with those of local training programs to better serve students. Faculty in two and four year institutions need to work together to create well-articulated programs which will allow transfer students to complete their degrees as efficiently as possible.

notes from meeting with Joe Macri and Dick Osgood (5.10.94)

fire and police academies: students must go through them if they want to get state license (necessary for employment in MI)

85-90% of students in academies are "preservice" meaning that they will get licensed eventually. process is as follows: they get a certificate upon completion of the academy program, and then have one year to get a job with an appropriate agency and have it stamped, which equals state certification.

courses in police and fire academies are currently non credit. there is some overlap (first two courses) with the FFT and PLS programs. as a result, many students are opting to skip these two courses in the regular program, as they can take them in the academy later at no cost. this is creating problems within the department, because students are enrolling in upper level courses without having had the basics. the new program will deal with this problem in some way--as yet undetermined. possibly giving credit toward the academy reqs. when taken as part of degree program...this way academy time could be shortened and students would have incentive to enroll for credit as part of their regular program. for OCC students only. this combination of credit/noncredit courses would be an extended degree program.

**\*\*students must have already earned an associate degree to get into an academy\*\***

curriculum would be 15 hours in each area: EMT, FFT, and PLS. an additional 15 hours of general education would be required. this will give graduates increased marketability, as they have three career directions to choose from. however, students wishing to become police or firefighters are still required to go through the academy program.

neither Osgood nor Macri are aware of any other models other than LSSU. Macri called back on 5.12 to let us know that EMU has recently developed a similar program. he talked to their department about articulation with their proposed program and discovered many similarities between the two. their program is part of the university center at Macomb. he is forwarding all the information they gave him to our office. Lansing CC has a combination EMT and Fire program which appears to have similarities. the director is named Lexine Finn.

anticipated students for OCC program: Osgood and Macri feel that many of the students who will be interested in enrolling in this program are professionals already established in the field who wish to earn a combined degree for one of several reasons: either to enhance their chances for career advancement, or to make more money due to expanded skills, or to meet new requirements of their employer. this last reason is not as likely as the first two, although some public safety departments in MI are now requiring multiple types of training for their employees.

there is strong faculty support for the combined program in all three existing areas. according to Macri and Osgood, the faculty are in agreement that the existing program could be more cost effective (duplication of courses, etc) and could better serve the

needs of the community if a joint program existed. identified examples of this need: basic EMT training is currently a requirement for hiring in many fire departments. qualifying students for employment in the academies is expensive to the state. why not offer this same training (or part of it) in a degree program and save money and time through avoiding repetition. (this is true at least with the police academy, where the state pays training expenses)

**\*\*find out if state funding/budget allocation for training academies has declined over recent years\*\***

a consortium with Macomb and Schoolcraft is also being considered, although this does not affect the proposed joint program. this would be a resource sharing consortia through which all three community college could utilize resources available on other campuses. the current proposal includes building a "Sim City" with commercial and residential buildings as well as a fire tower at OCC/AH campus. Macomb Community College would construct a burn building on county-donated land. electronic communication provided by Ameritech through the Schoolcraft tower, and a driving track at the Chrysler Tech Center in Oakland County. Providing all of these services at all three campuses would be impractical and expensive. The proposed consortium is a way of pooling resources to make the most recent technological developments available to students.

Thomas A. Hendrickson, Executive Director  
Michigan Association of Chiefs of Police  
Suite H  
2248 Mount Hope Road  
Okemos, MI 48864 (517) 349-9420

Carl Gerds, Secretary and Treasurer  
Michigan Fire Chiefs Association  
16370 Nine Mile Road  
East Detroit, MI 48021 (313) 445-5056

Brian P. Lovellette, Executive Director  
Michigan Association of Ambulance Services  
Suite 2  
209 Seymour  
Lansing 48933 (517) 485-3376

*no info. on programs*

#### Dictionary of Occupational Titles

Firefighter (any industry): training period 1-2 yrs (SVP)

--common benefits include: firefighting clothing/equipment; overtime for extra hours; pension plan and disability benefits; early retirement options; paid vacations and sick leave; paid holidays. (health insurance? not listed)

Police: average training period 1-2 years

--common benefits include: paid sick leave, medical and life insurance, retirement plans (often after as few as 20 years service with half salary)

EMT: average training period 6 mos-1 year

--benefits vary widely depending on type of employer, but most have paid holidays, sick leave, and health insurance.

survey notes:

credit vs noncredit programs  
intentions/goals/employment, etc

all students enrolled in courses for past 12 years--trend reports from data book

find course prefix for each (credit and noncredit)

course prefixes:

EMT (1)

fire (2) FFT (fire science--degree program); FTI (fire technical institute--non credit academy)  
police (4) PLS (law enforcement--degree program); PAS (police academy science--non credit  
academy); criminal justice and police evidence technology (codes?)

survey topics to cover:

--reasons for taking courses?

--current employment?

--current job title? (be specific)

--level of relatedness to OCC courses?

--were these courses part of your OCC major?

--did you receive an associate degree in one of the following areas: EMT training, fire science,  
law enforcement, police evidence, or criminal justice? did you graduate from the police or fire  
academy?

--if yes, and your current job is related, did you need to acquire additional training outside of  
OCC to become employable? (how well were you prepared for you job by your OCC courses?)

--how would you rate these courses in terms of applicability to the work world?

--level of satisfaction with facilities available for training purposes at OCC?

--would a combined program (associate degree) in EMT training, fire science, and law  
enforcement be useful to you? why or why not?

--for students who received an OCC associate degree and went on to enroll in the fire or police  
academy: was there overlap between the two programs?

STUDENT.

Survey questions:

(other prefix codes?)

1. What were your reasons for enrolling in an EMT/FFT/PLS course at OCC?
2. What is your current employment situation? fulltime, parttime, unemployed (seeking employment or not?)
3. What is your current job description/title? (be specific.)
4. How related are these courses to your current job? ( if unrelated, skip to #6)
5. If highly related, to what degree did the OCC courses qualify you for employment? <sup>?</sup> Did your employer require you to undertake additional training? <sup>TWO QUESTIONS</sup>
6. How would you rate the OCC training facilities utilized in these courses? <sup>SPECIFICS - BUILDINGS, EQUIPMENT ETC.</sup>
7. (7 and 8 for graduates of EMT/PLS/FFT programs and PAS/FTI academies only) Did you find duplication in the content of your courses at OCC? If so, which courses?
8. If available, would you have chosen a program which combined EMT training, fire fighter technology, and law enforcement Why or why not?

Need more explanation

11th courses

lit reviews:

Improving public support for the fire service through EMS: Fire Engineering 136: 55-6 November 1983

Fire departments which provide EMS services have been common for many years. Since 1970, many fire departments have had the resources to provide advanced pre-hospital care to trauma victims. Up to 70% of fire departments in America are providing some level of EMS. The question of how much service is provided is determined by a number of factors, including citizen opinion/desire, local politics with other community service providers, funding and resources, and the attitude and capability of fire fighters.

Particularly in rapidly developing urban areas, combined EMS and fire services are a way of coping with the increasing demand for services.

Potential problems in the merging of fire and EMS services include a split between fire only and EMS/fire employees which could affect the work atmosphere as well as the increased costs of upgrade fire vehicles to level necessary for basic life support services. Furthermore, there is a public perception that emergency medical services are more valuable than fire services, and if costs increase, many citizens are likely to feel that their tax dollars will be better spent on EMS support. Fire departments willing to branch out into advanced EMS services will be able to tap into the considerable public support existing for these services. "The time has come for the fire service to deliver to the public what they want, not what we think they want or would like to give them; otherwise, the fire service soon may discover firsthand the experience of the American auto industry."

Southfield

01/93

OAKLAND COMMUNITY COLLEGE

PROPOSAL TO IMPROVE EMERGENCY SERVICES EDUCATION

VERY ROUGH DRAFT

I. PROBLEM

The lack of coordinated instruction, facilities and staffing of the four emergency services programs (Criminal Justice Programs, Emergency Medical Technology Program, Fire Science Program, and the Police Academy) limits the potential for these programs. The full viability of all programs is limited by the resources provided to each program.

There are inadequate college facilities to conduct training simulations for the PFEC group. These several entities are restricted to lecture and discussion modes for many areas of training. Such training is insufficient for real life and emergency situations. For example, we cannot realistically train police in a classroom for barricaded gunmen, hostage negotiations, building searches and arrests, crime scene investigations and many other scenarios. Such training cannot be conducted in a classroom for the same reasons that one cannot teach a subject like chemistry without a laboratory. This lack of proper facilities is inconsistent with the college's commitment to proper facilities in all other areas of training. The situation is incompatible with quality training and should be corrected.

II. PARTICIPANTS IN THE EMERGENCY SERVICES PROGRAMS

Auburn Hills Campus

- ✓ Joel Allen, Criminal Justice Programs 6089-
- ✓ John Domm, Oakland Police Academy
- ✓ Jack Franks, Criminal Justice Programs 6504-
- ✓ Richard Osgood, Emergency Medical Technology Programs
- ✓ Richard Tillman, Oakland Police Academy

Southfield Campus

- Joseph Macri, \_\_\_\_\_ 2075
- ✓ Matt Sobel, Fire Science Program

2636

16640



### III. PROPOSED SOLUTION

We are proposing that appropriate facilities be constructed/converted, so that students enrolled in PFEC courses would be able to simulate real life and emergency conditions. We could call such facilities "PFEC Simulation Areas" or simply "Sim- City". These facilities would include:

1. Two, one-story frame dwellings
2. One, two story frame dwelling
2. A garage to work on vehicles in inclement weather.
3. A crime lab (an existing classroom in J Bldg would be converted).
4. A fire tower

### IV. BENEFITS TO STUDENTS

Proper facilities would allow for hands-on, realistic training that would result in a more professional service to our students and to the community.

Recent tragic incidents in Los Angeles (Rodney King) and in Detroit (Malice Green) are highly publicized results of inadequate training and supervision. But many less publicized incidents commonly occur in police departments that result in both trauma and liability to both citizens and the police officer. These incidents could be reduced or eliminated entirely with the more realistic training that could be accomplished in simulation exercises.

"PFEC Simulation Areas" has the potential to be a national model for such training. There is no such model in Michigan presently. This model would draw a much larger audience of both students and agencies seeking more professional training and serve to offset the costs of the proposal.

### V. PROGRAM INNOVATIONS

VI. BENEFITS TO THE COMMUNITY

VII. SPECIFICS OF ORGANIZATIONAL REQUIREMENTS

An Emergency Services Department at Oakland Community College is long overdue. The three programs, Emergency Medical Technician, Fire Science, and Law Enforcement would be best served by combining them into one department and have each Director report to one Dean who will be over the Emergency Services Department.

These three programs fit hand-in-hand with each other. Nearly all firefighters must be E.M.T.'s and many fire departments will not accept employment applications unless the applicant is already a licensed Emergency Medical Technician. There are seven Public Safety Departments in Oakland County alone. This means that those employees will eventually have to go through all three of our programs in one form or another.

The efficiency and quality of training will increase since the Directors of each program will be working together. Collaborative efforts will help to pinpoint the exact training needed to meet and exceed state certification. Duplication of training will be eliminated through better scheduling, and this will allow us to be more cost effective.

In all three programs, some of the same training is required, such as Hazardous Materials training. Again, by pulling together all available resources, the same training can be accomplished more efficiently and at the same time save money.

## VIII. SPECIFICS OF CAPITAL REQUIREMENTS

### Facility:

1. Expansion of equipment storage. Need to double existing space.
2. Need at least one additional classroom close to lab storage area.
3. Building simulation area. Must have a two story building with a variety of stairways and hallways (some narrow with sharp turns,) and rooms for practical simulations.
4. Garage area for storage of ambulance and practice of lifting and loading skills during inclement weather.
5. Office space for two plus adjunct faculty, conference room, and record storage area.
6. Drivers education training course.

### Equipment:

Room mounted AV equipment. One large video screen, or two video monitors with VCR deck (able to tie into local EMS education network), 35 mm slide projector with remote control from any point in the room, cassette tape player, overhead projector, and 16 mm film projector availability.

Appropriate seating and tables for "Academy Style" classes. For classes and seminars that may run from four to eight hours in length.

## IX. SPECIFICS OF STAFFING REQUIREMENTS

MEMORANDUM

TO: MARTIN ORLOWSKI

FROM: DICK OSGOOD

SUBJECT: NEEDS STUDY FOR PROPOSED "EMERGENCY PUBLIC SERVICE"  
ASSOCIATE DEGREE CURRICULUM

DATE: APRIL 27, 1993

Attached you will find information regarding the proposed Emergency Public Service Associate Degree Curriculum. As the proposal indicates this would lead to an Associate Degree that combines the basics of Police Administration/Law Enforcement, Emergency Medical Services, and Fire Science. It is also hoped that articulation agreements can be worked out with four year institutions to provide a smooth transfer of the Associate Degree to a Bachelor Degree. This Associate's Degree would not replace existing degrees in Law Enforcement, EMT, or Fire Science. As you can see by the support information under "proposal" there is a need for some public safety personnel to have some cross education in each of the three public safety areas. In Genesee, Ingham, Kent, and Ottawa counties sheriff deputies also function as paramedics. This is also true with several cities in the western part of the state. Many fire departments have fire fighters function as paramedics as well as first responders. In some departments some public safety departments wear all three hats. I have highlighted some municipal agencies that have their officers responding as police officers and first responders, and in some cases as firefighters. It should also be noted that in the coming year all individuals applying to police academies will have to have an associate's degree. Please keep me informed of when the needs study will be completed so that we can start it through the curriculum approval process as soon as possible. If you need more information please call me. (340-6640)  
Thank you very much.

DRAFT\*\*\*DRAFT\*\*\*STARTING POINT FOR DISCUSSION\*\*\*SUBMITTED BY DICK  
OSGOOD 4/22/93

Blueprint for Development of a consortium of Emergency Public  
Services Programs at Oakland Community College:

1993-94

Facilities:

**Seek** funding for Sim-City (\$256,000 enough???)  
Multiple Buildings  
Fire Tower  
Live Burn Simulation (does this increase cost?)  
Stairways

**Seek** funding for Crime Lab (\$75,000 enough???)  
(does this include equipment and renovation?)

*Current* Personnel:

**Police** Academy & CE Program  
2 full-time coordinators (Domm, Tillman)  
2 full-time secretaries  
2 part-time classroom coordinators

**Fire** Science  
1/2 time program coordinator (Sabol)  
1 full-time secretary  
2 part-time classroom coordinators (this is what you  
have now. Right?)

**EMT**  
1/4 time program coordinator (Osgood's supplemental  
to pay for until July 1993, then increase to a  
part-time position (15 hrs.\wk.)

20 part-time permanent lab parapro

Retention of current secretarial services

**Law** Enforcement

3 credit hour supplemental contract for program  
coordination or equivalent part-time position.

retention of current secretarial services

1994-95

Facilities:

Construction of Sim-City  
Renovation of J-122 for Crime Lab  
Renovation of Alter Energy Lab/Office area for Fire  
Science/EMT/Law Enforcement offices & Conference  
Room  
Expansion of EMT Equipment Storage Area (Possible  
consider some type of in room cabinet storage.(J115)

Personnel:

Police Academy & CE Program

Retain 1993-94 personnel levels

Fire Science

Retain 1993-94 personnel levels  
Add 10 hr. part-time permanent parapro

EMT

Increase part-time program coordinator to 20 hrs/wk.  
Add additional part-time parapro (10 hrs/wk)

Law Enforcement

Add 10 permanent part-time parapro (10 hrs/wk) for  
Crime Lab

(Fire Science/EMT/Law Enforcement)

2 full-time secretaries to be shared. Law  
Enforcement and EMT would give up existing  
secretarial services and a new one would be  
added but be shared by all three areas.

1995-96

Facilities:

Construction of a storage garage for fire truck and ambulance. Area would also be used for crime scene simulations, investigations, EMS scene & lifting practical, etc.. Two bays in the diesel lab would work as an alternative. We have one now for the ambulance.

Reallocation of J Building classrooms as primary priority for Emergency Public Service Program classes. This could be coordinated with anticipated expansion of classrooms on the Auburn Hills Campus through \$10 million renovation of F Building.

Personnel: additions at this point are to be based on cost recovery and program growth.

Police Academy & CE Program

Add 20 hour part-time permanent parapro

Fire Science

Increase part-time permanent parapro to 20 hrs./wk.

EMT

Increase part-time permanent parapro to two 20 hr/wk positions

Law Enforcement

Increase part-time permanent parapro for Crime Lab to 20 hrs/wk.

**ASSOCIATE DEGREE PROGRAM  
EMERGENCY SERVICES TECHNOLOGY**

This program, leading to an Associate Degree in Applied Science, gives the student educational background for employment in Public Service & Safety as an Emergency Public Safety Officer. Students who satisfactorily complete the program will exhibit competency in fire safety, law enforcement, and emergency medical services.

**Major Requirements**

|           |  |   |
|-----------|--|---|
| EMT 100   | Rescue/Extrication                                   | 1 |
| EMT 141.1 | Basic Clinical Field Experience                      | 1 |
| EMT 154.1 | Basic EMT I  | 5 |
| EMT 155.1 | Basic EMT II   | 5 |
| EMT 110.3 | Medical Terminology                                  | 3 |
|           |  |   |
| FFT 151   | Introduction to Fire Protection                      | 3 |
| FFT 152   | Fundamentals of Fire Prevention                      | 3 |
| FFT 153   | Fire Arson Investigation                             | 3 |
| FFT 154   | Hazardous Materials                                  | 3 |
| FFT 155   | Fire Protection Equipment & Systems                  | 3 |
|           |  |   |
| PLS 101   | Introduction to Criminal Justice                     | 3 |
| PLS 103   | Police Communications                                | 3 |
| PLS 111   | Police Patrol Administration and Procedures          | 3 |
| PLS 112   | Criminal Law and Administration of Justice           | 3 |
| PLS 122   | Criminal Evidence and Procedure                      | 3 |
| PER 254   | First Aid and Emergency Services/<br>First Responder | 4 |

**General Education Requirements** (19 Credits)

See graduation requirements for an Associate in Applied Science Degree on Pages 33, 34, 36.

Three credit hours in each of the following discipline: Social Science; Fine Arts/Humanities; Math/Science; and English Communications. Plus POL 151; one PER credit (check approved list); and one written communications course.

Total Credits **68**

49  
128



## D R A F T

### Ideas for Public Services Consortium

The following items comprise the initial consideration of actions and intent to position OCC at the center of a strategic plan to provide comprehensive education, training and service for the public service professions in Southeast Michigan.

#### VISION STATEMENT

OCC will plan and implement the means for the public protective services, i.e., law enforcement, fire service and EMT, to obtain entry level certification, degree completion (associate and baccalaureate) and continuing professional education. Credit and non-credit, multi-site, classroom instruction and practical exercises characterize the delivery system. OCC will also serve regional departments and municipalities as research center, testing site and record keeper for public services personnel.

#### ORGANIZATIONAL STRATEGY

A consortium comprised of Oakland, Macomb and Schoolcraft Colleges will cooperatively plan, acquire and operate the essential elements and facilities necessary to achieve this vision. Endorsement and support will be sought from state training councils, from state licensure agencies and from both local and regional police and fire chiefs associations. Each participating college will also secure the support and participation of their respective advisory councils.

#### RATIONALE

A consortium must be comprehensive in purpose and participation for one dominant reason: no single entity, whether college, municipality, profession or association, can successfully fulfill the need and legislative mandates for education and training of the public service personnel. None has sufficient numbers, particularly in the numerous sub-specialties, to warrant individual training enterprises. In addition, the facilities and equipment are expensive, often dangerous, include vehicles, weapons, chemicals, noise and air hazards. The technology and instructional delivery modes are evolving rapidly. Electronic communications, simulation and virtual reality, in combination with practical application, describe future training methods. Finally, the regulatory and support agencies are not unique to a community, a college or a professions. Already they are frustrated at the attempts to coordinate, replicate among competing training centers and distribute scarce resources. A consortium would consolidate the effort, elevate quality, and qualify for increased resources from both public and private funding sources.

## ESSENTIAL TRAINING FACILITIES

- Two Story Tower and "SIM City" including both residential and commercial building configurations - OCC, at AH Campus
- Burn Building - in Macomb County, on land donated by County to Macomb Community College
- Driving Track - in Macomb County, at SANG; in Oakland County, at Chrysler Technology Center
- Electronic Communication - provided by Ameritech Transmission Tower at Schoolcraft College, and Cable Television Consortium in agreement with Oakland Community College

Note: Utilization of interactive video, high speed data transmission, Internet, and virtual reality provide for research, record-keeping, simulation, delivery of national training programs, and most importantly, allow participation from any site, at any time, for individual and group participation without utilizing additional space or incurring travel costs.

- Classrooms - all participants

## EDUCATIONAL/TRAINING LEVELS

- Pre-service academies - all colleges
- Associate Degree - all college offer law enforcement, fire science, EMT; OCC is considering combination degree program
- Professional Continuing Education (Advanced Training) - coordinated by Consortium
- Baccalaureate (Articulation Agreements) - already arranged or in process at OCC with LTU, Siena Heights College, EMU, MSU, Concordia College.

Dr. Martha R. Smydra  
March 28, 1994

## PROPOSAL

### PROPOSAL

To Develop an Emergency Services Educational Department at Oakland Community College.

### CONCEPT

An Emergency Services Department at Oakland Community College is long overdue. The three programs, Emergency Medical Technician, Fire Science, and Law Enforcement would be best served by combining them into one department and have each Director report to one Dean who will be over the Emergency Services Department.

These three programs fit hand-in-hand with each other. Nearly all firefighters must be E.M.T.'s and many fire departments will not accept employment applications unless the applicant is already a licensed Emergency Medical Technician. There are *seven* Public Safety Departments in Oakland County alone. This means that those employees will eventually have to go through all three of our programs in one form or another.

The efficiency and quality of training will increase since the Directors of each program will be working together. Collaborative efforts will help to pinpoint the exact training needed to meet and exceed state certification. Duplication of training will be eliminated through better scheduling, and this will allow us to be more cost effective.

In all three programs, some of the same training is required, such as Hazardous Materials training. Again, by pulling together all available resources, the same training can be accomplished more efficiently and at the same time save money.

## JOINT USE FACILITY

Each one of these programs require considerable hands on training. The Fire Training Institute has always had to beg, borrow, and steal equipment from fire departments throughout the county in order to put on proper practical training classes.

Each program would like to have its own training facility, however, this is not cost effective. A joint-use facility could be cost effective. We are looking at 4 or 5 concrete clock buildings that could be set up to any configuration that is desired.

The Auburn Hills campus, centrally located within the county is a perfect choice. J-Building at the Auburn Hills campus could be solely dedicated to the Emergency Services Department. This building will provide ample office and classroom space with a minimum amount of change. In addition, there is enough space at the Auburn Hills campus to add a joint-use facility for *practical training* at a later date.

This concept has unlimited potential. With all three programs willing to work together, Oakland Community College should be able to take the lead in emergency services training, not just in Oakland county or the State of Michigan, but across the country. This very well could be a model program and pave the way for this type of education department at community colleges for the 21st century.