

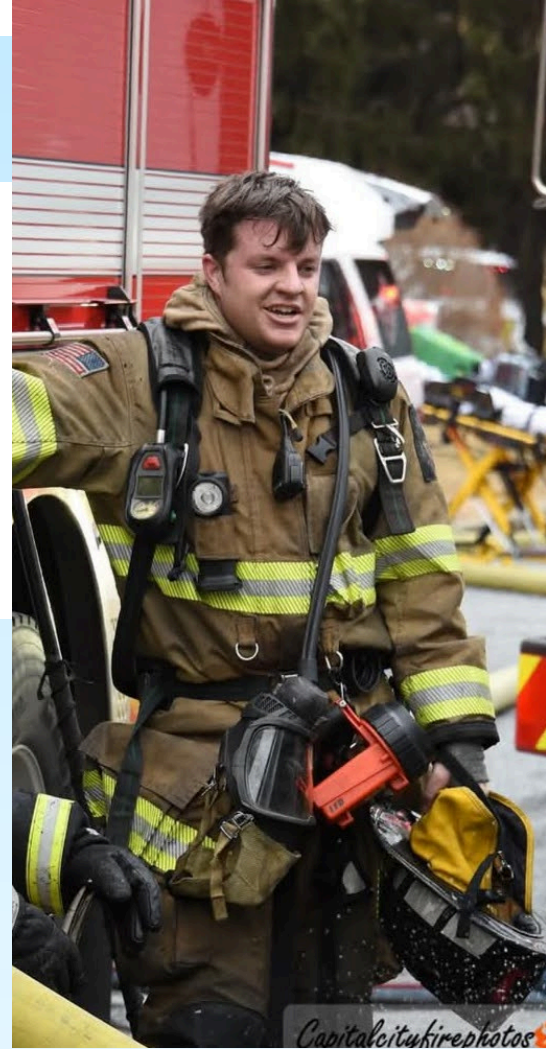
SWATARA FIRE-RESCUE

2025 Year End Report

A comprehensive overview of emergency response, staffing, training, and community service in Swatara Township and Paxtang Borough.



Dustin Weese Photography 2025 ©



Capitalcityfirephotos





Swatara Township Fire & Rescue

MISSION • VISION • CORE VALUES

Our Mission

Swatara Township Fire & Rescue will safely provide the highest level of emergency services which includes fire protection, rescue services, emergency medical services, and emergency management, in addition to providing public education and fire prevention to protect the lives and property of the residents, businesses and guests of our community.

Our Vision

Be an organization who provides excellent **customer service**,
is responsive to changing needs of our community,
is made up of **highly trained** and **motivated professionals**
and that is highly respected by our peers.

Our Core Values



Integrity: We are committed to honest, ethical behavior and hold ourselves accountable.



Professional Excellence: We believe in the pursuit of excellence and ensure the best possible service to our community.



Community Service & Involvement: We are committed to immersing ourselves in our community and assisting wherever we are needed.



Teamwork & Shared Leadership: Well-functioning teams are more effective than individuals working separately. Our organization values leadership at all levels.



Health & Safety: We are committed to providing quality health and safety programs to ensure operational readiness and personal wellbeing.





Swatara Township Fire Rescue

Organizational Chart



Chief
of
Department

Michael Ibberson CH-91



Emergency
Management
Coordinator

Craig Powers



Assistant Chief
of
Strategic Planning

Shane Steele CH 91-1



Assistant Chief
of
Operations

William Skinner CH 91-2



Assistant Chief
of
Health & Safety

Brenden Orth CH 91-3



Fire
Coordinator

Joseph Canulli



Battalion Chief
of
Logistics & IT

Jonathan Kibe CH 91-4



Battalion Chief
of
Training

Mark Bradnick CH 91-6



Battalion Chief
of
Community R&R

Dan Gorenc CH 91-7



Drone
Coordinator

Jack Harlacker



Captain

Jon Reese CAPT 91



Captain

Steve Brubacher CAPT 91-1



Company
Lieutenant

Dakota Shultz LT 91



Company
Lieutenant

Chris Furlong LT 91-1



From the Fire Chief

Serving as the Fire Chief of Swatara Township Fire-Rescue is both an honor and a responsibility I take very seriously. This annual report reflects more than statistics and charts; it represents the commitment, professionalism, and dedication of the men and women who serve our community.

In 2025, Swatara Fire-Rescue experienced the busiest year in the department's history. Our members responded to 1,658 incidents, many of which required simultaneous responses, mutual aid coordination, and complex operational decision-making. Each response represents trained personnel making real-time decisions under pressure to protect life, property, and each other's safety. Their willingness to serve is the foundation of this organization.

As a combination fire-rescue department, our success depends on the strength of both our volunteer members and our career staffing. Volunteers remain the backbone of Swatara Fire-Rescue, providing essential coverage during nights, weekends, and community events. Career staffing plays a critical role in maintaining consistent in-station coverage, improving response times, and ensuring command availability—particularly during weekday daytime hours when volunteer availability is historically lower. Together, this model allows us to meet the growing demands of our community while remaining fiscally responsible.

This report intentionally focuses on data, transparency, and operational reality. Staffing hours alone do not tell the full story. What matters is when and where firefighters are available, how quickly apparatus can respond, and whether we can place properly staffed companies in service when emergencies occur. The information presented here is intended to provide clear insight into those realities and to support informed decision-making as we look ahead.

Training, technology, and prevention remain central to our mission. In 2025, our members invested thousands of hours in training to ensure they are prepared to operate safely and effectively in an increasingly complex response environment. Programs such as our Unmanned Aerial Systems initiative and expanded community risk reduction efforts reflect our commitment to using modern tools and proactive strategies to improve outcomes while reducing risk to both the public and our firefighters.

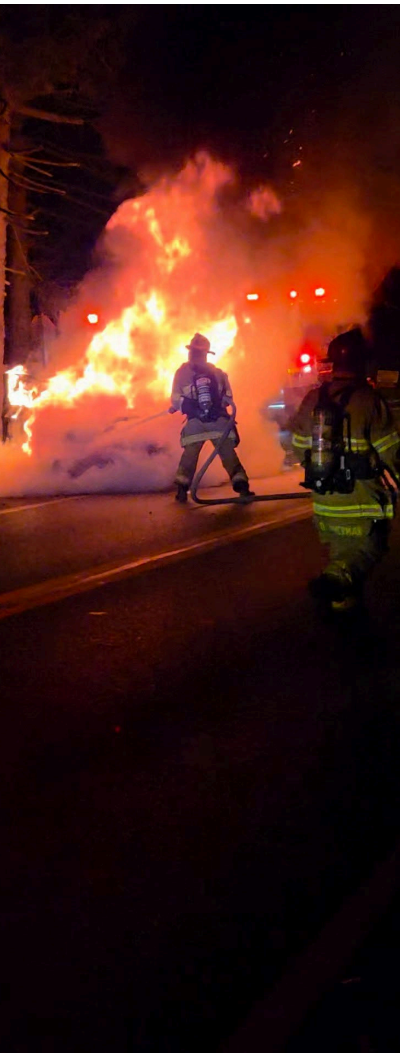
I am proud of the professionalism, resilience, and teamwork demonstrated by Swatara Fire-Rescue members throughout the year. I am equally grateful for the continued support of the Swatara Township Board of Commissioners and the residents we serve. That support enables us to train, equip, and staff this department in line with the expectations of a growing, evolving community.

As we look ahead to 2026, the department's priorities remain focused on maintaining reliable, quick emergency response, strengthening staffing consistency, and continuing to invest in training, firefighter safety, and community risk reduction. The data presented in this report will help guide future discussions around staffing models, resource deployment, and long-term planning to ensure Swatara Fire-Rescue remains prepared to meet the needs of our community. Any future decisions will be grounded in operational data, fiscal responsibility, and the shared goal of providing the highest level of service to our residents.

Thank you for your trust and continued support.

Michael A. Joberson

**Fire Chief
Swatara Township**





Operations

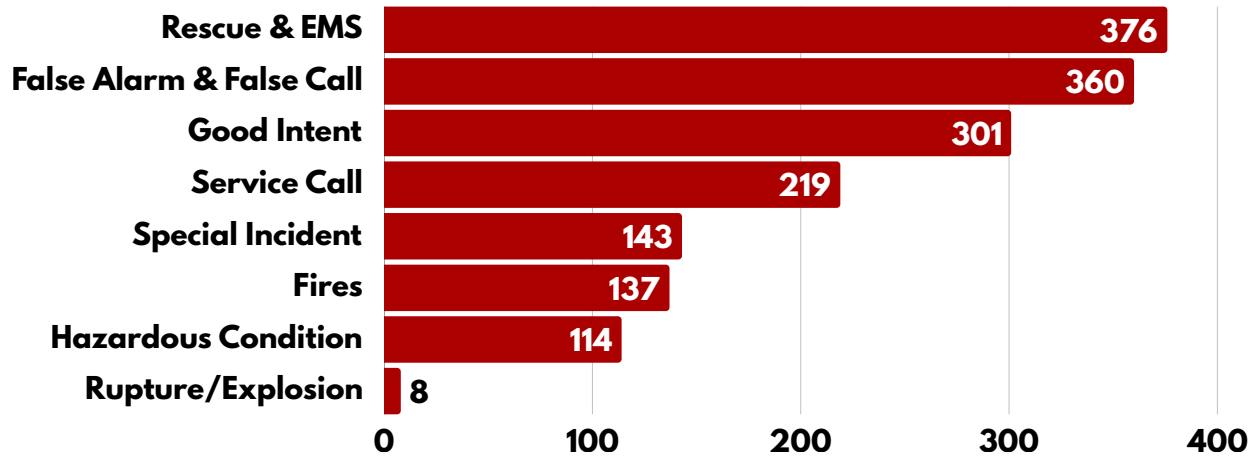
Emergency Response & Service Delivery

1,658

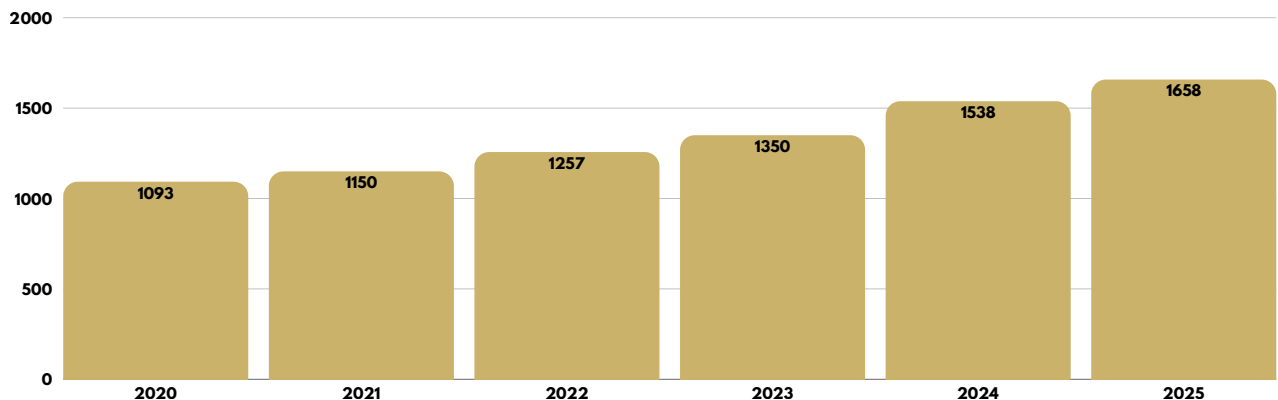
Total Incidents in 2025

In 2025, Swatara Fire-Rescue responded to 1,658 incidents across Swatara Township and surrounding communities. Each incident represents staffing, apparatus availability, training readiness, and coordination with regional partners. This volume of response activity reflects the sustained operational demand placed on the department throughout the year.

2025 Incident Type Breakdown



Total Responses Comparison - Year

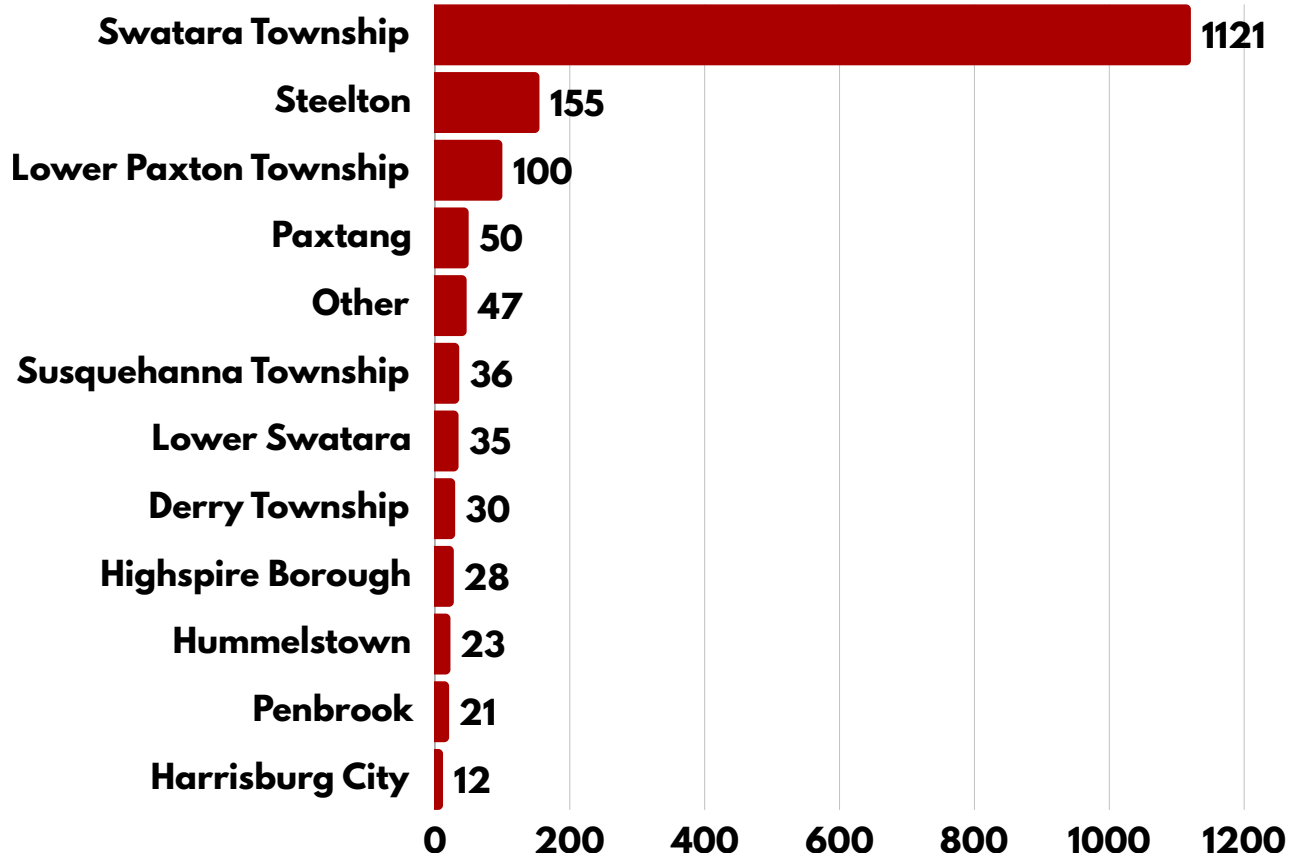




Operations

Emergency Response & Service Delivery

2025 Incidents by Municipality



While the majority of the emergency responses occurred within Swatara Township, Swatara Fire Rescue regularly provided assistance to neighboring municipalities. These responses reflect the department's regional role and contribute to overall operational demand, requiring staffing, apparatus availability, and coordination beyond municipal boundaries.



Operations

Emergency Response & Service Delivery

466

Overlapping Incidents

466 incidents occurred while another emergency response was already in progress

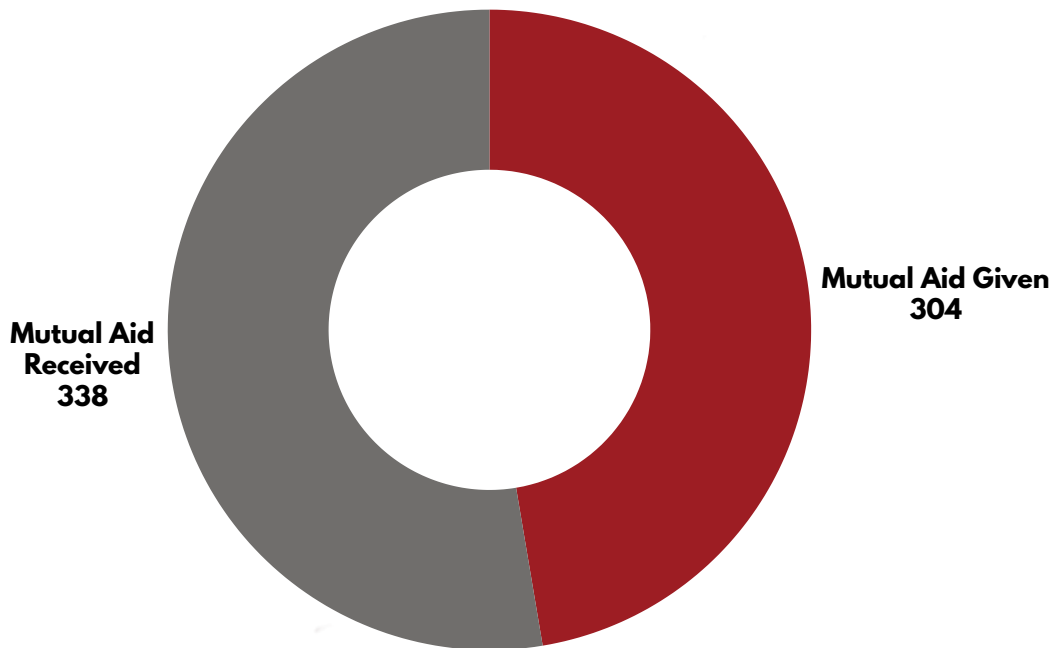
642

Mutual Aid Incidents

642 incidents involved mutual aid, either provided to neighboring communities or received from regional partners

2025 Mutual Aid Breakdown

- Mutual Aid Given
- Mutual Aid Received





Operations

Response Distribution & Demand



Station 91 **1269**



Station 91-3 **17**



Station 91-5 **951**

Apparatus Responses

Engine 91	718 responses
Engine 91-5	425 responses
Rescue 91	402 responses
Rescue 91-5	220 responses
Tower 91	454 responses
Traffic 91	376 responses
Air 91	103 responses
UAS 91	52 responses

Key Incident Statistics



186 Box Alarms



26 working structure fires



7 vehicle extrications



Operations

Response Distribution & Demand

Emergency response activity varies significantly by day and hour. This analysis reflects the actual distribution of incidents throughout the week and across a 24-hour period, providing context for operational planning and resource deployment.

TOTAL INCIDENTS BY DAY

	Sun	Mon	Tue	Wed	Thu	Fri	Sat
	211	195	277	229	234	269	243
12 AM	4	1	2	6	8	2	12
1 AM	4	2	3	3	6	4	4
2 AM	5	2	5	2	3	4	3
3 AM	3	1	3	2	4	6	2
4 AM	3	2	5	5	5	3	1
5 AM	2	3	4	6	8	7	7
6 AM	8	7	9	5	6	8	7
7 AM	5	6	8	11	8	9	6
8 AM	9	8	11	11	16	11	9
9 AM	9	14	18	6	9	20	11
10 AM	5	13	18	14	10	18	12
11 AM	7	11	19	10	12	10	14
12 PM	12	11	18	10	11	12	12
1 PM	19	8	12	16	17	16	13
2 PM	7	8	17	11	17	19	18
3 PM	18	12	17	14	14	14	18
4 PM	15	10	18	10	17	27	6
5 PM	15	13	20	23	11	21	12
6 PM	11	16	18	9	14	11	14
7 PM	11	9	11	13	9	14	20
8 PM	11	7	16	12	9	8	14
9 PM	9	19	9	10	6	13	11
10 PM	12	10	5	13	10	6	7
11 PM	7	2	11	7	4	6	10
	Sun	Mon	Tue	Wed	Thu	Fri	Sat

Lighter shading indicates lower call volume • Darker shading indicates higher call volume



Staffing

Overview

Swatara Fire-Rescue operates as a combination department, relying on the dedication of volunteer members supported by strategically deployed career staffing to provide emergency services across Swatara Township.

While total staffing hours remain an important metric, emergency response effectiveness is driven primarily by turnout time and dispatch-to-arrival time, specifically the department's ability to place a properly staffed apparatus in service immediately upon dispatch

National fire service response benchmarks emphasize that rapid turnout and early arrival of the first-due company are critical to incident stabilization, firefighter safety, and overall outcome. In-station staffing directly supports these principles by eliminating delays associated with call-back, travel time, and variable availability.

When firefighters are already in quarters, apparatus can respond immediately, reducing dispatch-to-arrival times by minutes and allowing crews to intervene earlier in both fire growth and patient care timelines.

Consistent in-station staffing reduces dispatch-to-arrival times by minutes, not seconds, allowing the first-due company to intervene earlier, operate more safely, and significantly influence incident outcomes.

During 2025, Swatara Fire-Rescue personnel contributed 49,018 total staffing hours, reflecting the strong commitment of both volunteer and career members. However, these hours are not evenly distributed across time, stations, or incident demand. Periods with consistent in-station staffing, particularly during weekday daytime hours, demonstrated measurably improved turnout performance and more reliable initial response strength.

Volunteer members remain the backbone of the department, especially during nights, weekends, and community events. Career staffing plays a critical role in supporting nationally recognized response principles by maintaining baseline in-station coverage, ensuring officer and command availability, and stabilizing response capability during periods when volunteer availability is historically lower.

For these reasons, staffing effectiveness cannot be evaluated by total hours alone. It must be assessed based on turnout reliability, dispatch-to-arrival performance, initial company staffing depth, and alignment with incident demand.

National fire service response benchmarks emphasize rapid turnout and early arrival of the first-due company as key factors in incident control, firefighter safety, and overall emergency outcomes.

STAFFING HOURS - 2025

49,018

Total Staffing Hours

 **41,881**
Volunteer Hours

 **7,384**
OIC Hours

 **7,138**
Career Hours

In 2025, Swatara Fire-Rescue transitioned to the First Due records management and analytics platform. This system integrates incident reporting, staffing data, and response analytics into a single operational view. The transition improved data accuracy, consistency, and the department's ability to analyze response reliability, staffing coverage, and operational demand. All data presented in this report is derived from validated incident and staffing records within this system.



Staffing

Key Findings & Operational Implications

Staffing Key Findings - 2025

Swatara Fire-Rescue operates as a combination department, relying on the commitment of volunteer members, supported by strategically deployed career staffing, to ensure a reliable emergency response across Swatara Township.

In 2025, personnel contributed 49,018 total staffing hours. While this total reflects strong overall participation, staffing effectiveness is driven not by total hours alone, but by when and where personnel are available relative to call demand.

- Station 91 met a minimum staffing level of three (3) personnel 92% of the time.
- Station 91-5 met a minimum staffing level of three (3) personnel 9.6% of the time, indicating reduced staffing reliability compared to Station 91.
- Career staffing played a critical role in reducing understaffed responses and complete failures, particularly during daytime hours, preventing a substantially higher number of understaffed responses across both stations.
- Tower 91 and Rescue 91-5 were the apparatus most frequently impacted by understaffed responses, particularly during periods of increased incident complexity.
- There was no single repetitive low-staffing period of time. Staffing levels varied widely throughout the week and overnight, reflecting inconsistent and unpredictable availability rather than a defined staffing pattern.

Modeled Staffing Impact Scenarios

- Adding full-time lieutenants at Station 91 on a 24/72 schedule would provide consistent officer coverage during weekly daytime hours, improving supervisor availability and increasing the percentage of shifts that meet minimum staffing thresholds.
- Assigning career firefighters to Station 91-5 on a 24/72 schedule would stabilize baseline staffing at that station and eliminate understaffed Engine and Rescue for primary responses.
- Combined, these targeted staffing adjustments would reduce understaffed responses, particularly for Tower 91 and Rescue 91-5, while preserving the department's combined staffing model.

Understanding the Staffing Gap

Although overall staffing hours appear substantial, the data demonstrates that coverage gaps persist at unpredictable times and locations. These gaps directly impact initial response strength and the department's ability to safely manage simultaneous or complex incidents.

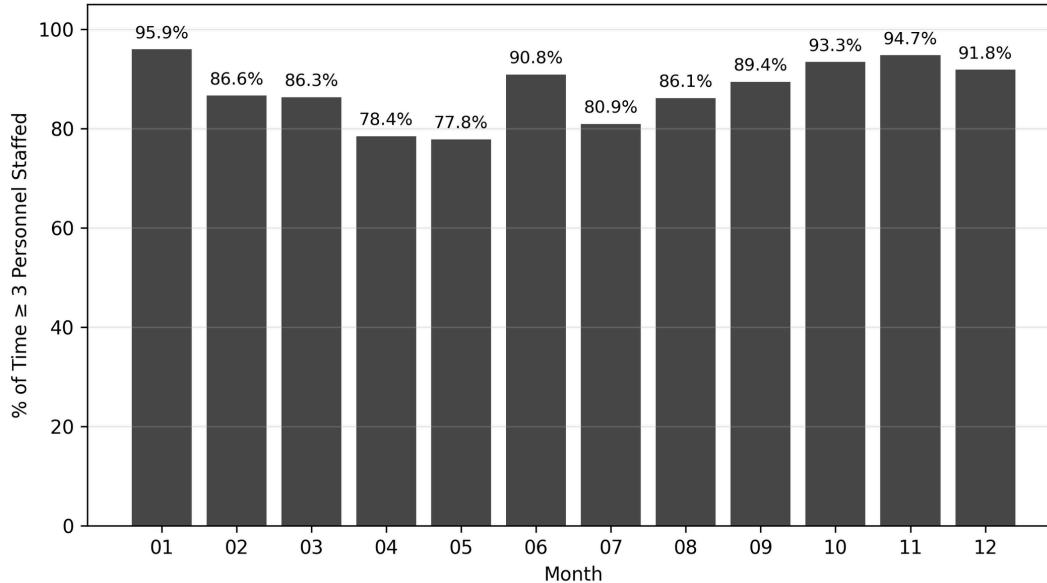




Staffing

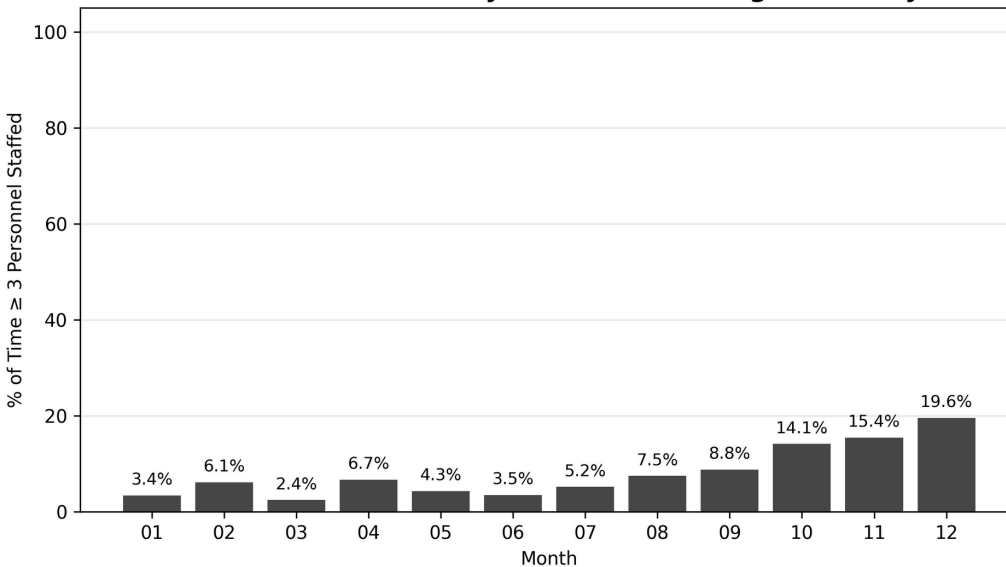
Coverage Reliability

Station 91 - Monthly Minimum Staffing Reliability



Minimum staffing defined as ≥3 personnel. NFPA recommends 4 personnel for initial engine company operations.

Station 91-5 - Monthly Minimum Staffing Reliability



Minimum staffing defined as ≥3 personnel. NFPA recommends 4 personnel for initial engine company operations.

Staffing reliability at Station 91-5 showed measurable improvement during the final quarter of 2025. This improvement was driven by targeted management actions, including the addition of part-time personnel and data-driven adjustments to personnel assignments when operationally feasible. While this progress reflects the department's ability to improve coverage through informed decision-making, staffing reliability at Station 91-5 remains variable and dependent on personnel availability. Sustaining and expanding these gains will require continued monitoring, flexibility, and long-term staffing strategies.

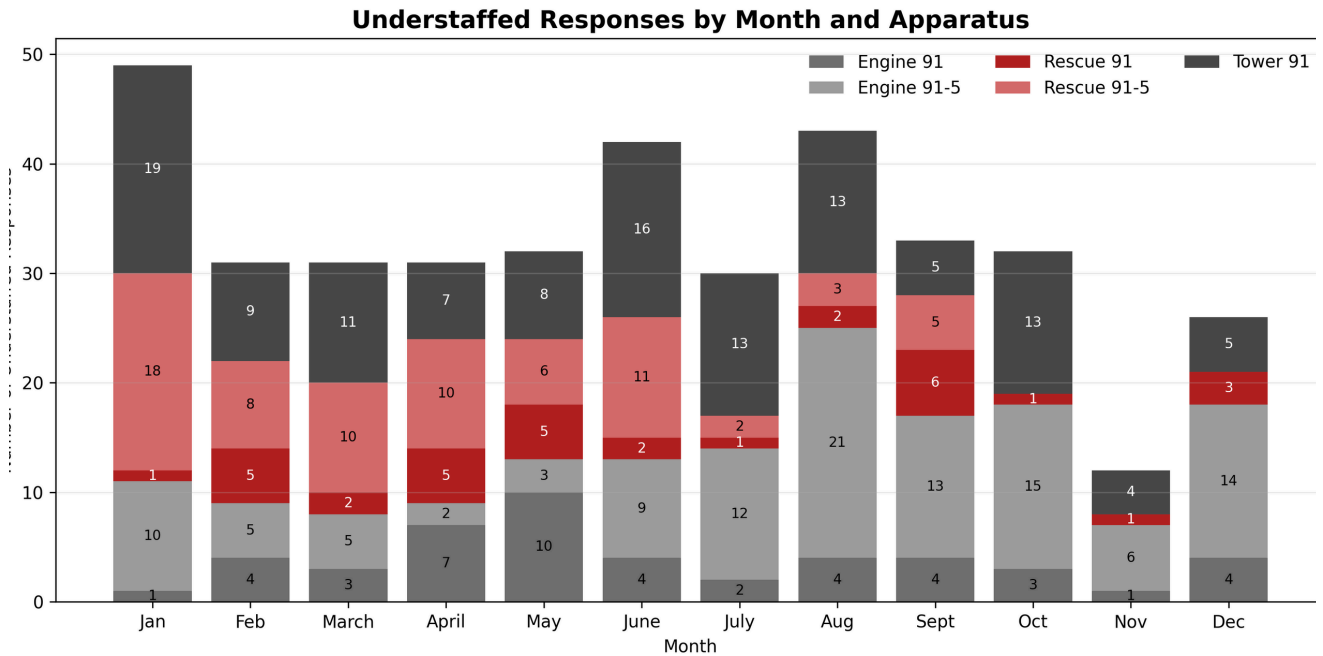
While a minimum staffing level of three personnel is used in this analysis to reflect operational reality in a combination system, nationally recognized best practices for initial engine company operations are based on four or more personnel.

In 2025, Station 91 met a four-person staffing threshold **75%** of the time and Station 91-5 **5%**, highlighting the gap between minimum coverage and optimal initial response capability.



Staffing

Understaffed Responses

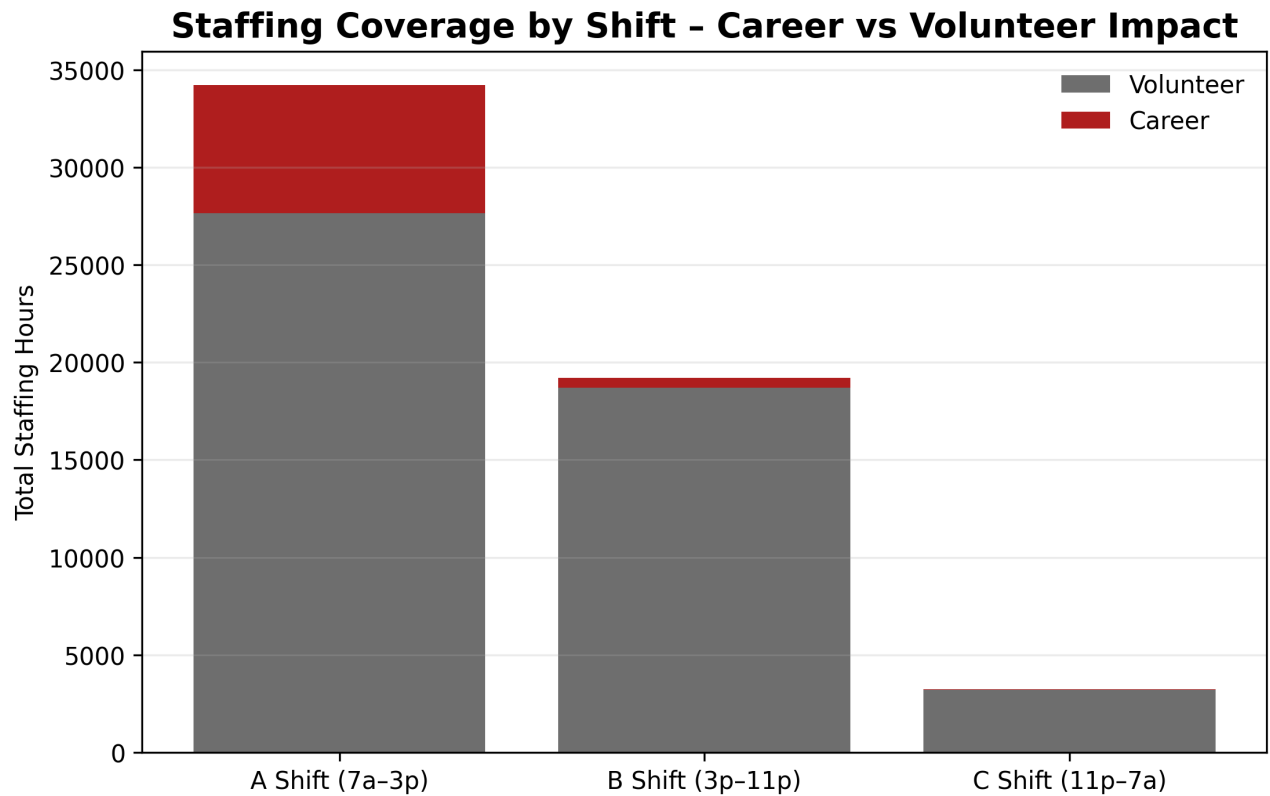


Displaying understaffed responses by both month and apparatus provides context for when and where staffing limitations are most likely to occur. These patterns reflect fluctuations in availability, call concurrency, and apparatus demand rather than isolated events.



Staffing

Impact of Career Staffing



Career staffing plays a critical role in stabilizing coverage during daytime operational periods. The data illustrates how career staffing supports system reliability while complementing volunteer response. The typical career shifts run 7a-7p, with the occasional night and weekend shifts during extremely low volunteer availability.



Training & Professional Development

**4065
Training Hours**

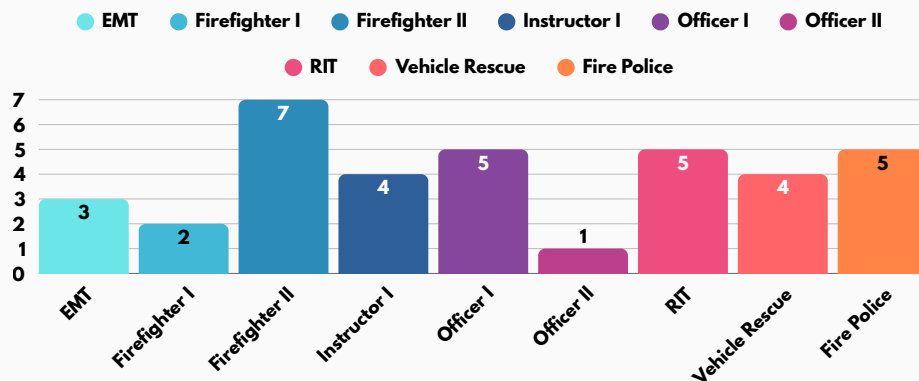
“While staffing determines who responds and how quickly, training and professional development ensure those responders are prepared to operate safely and effectively in an increasingly complex response environment.”

Training and professional development remain essential to maintaining operational readiness in a high-demand, combination fire-rescue system. In 2025, Swatara Fire-Rescue focused training efforts on core firefighting skills, emergency medical response, technical rescue, officer development, and specialized operations to ensure members were prepared to operate effectively across a wide range of incident types. This training investment directly supports firefighter safety, command effectiveness, and consistent service delivery, particularly during complex incidents, simultaneous responses, and periods of limited staffing. By emphasizing both individual certification and company-level training, Swatara Fire-Rescue ensures training investments are directly aligned with identified community risks, operational demands, and firefighter safety priorities.

Training by Category



Operational & Leadership Certifications Earned – 2025





2025 N. 61st St., Swatara Twp. © Rick





Unmanned Aerial Systems (UAS) Program

Drone

The Swatara Fire-Rescue Unmanned Aerial Systems (UAS) program was formally launched in early 2025 and became operational within its first year, quickly integrating into the department's emergency response and planning capabilities. Developed with a focus on life safety, situational awareness, and operational decision-making, the UAS program enhances the department's ability to manage complex incidents while reducing risk to personnel.

UAS capabilities provide real-time aerial intelligence during fire, rescue, and emergency operations, allowing command staff to assess scene conditions, monitor fire behavior, evaluate access and egress points, and support tactical decision-making. This enhanced situational awareness improves incident coordination, supports safer deployment of personnel, and allows for more informed command-level decisions—particularly during large-scale incidents, extended operations, and situations with limited visibility.

In addition to fire-rescue operations, the UAS program has been utilized to support missing person searches and other time-sensitive incidents where rapid aerial assessment improves the likelihood of successful outcomes. When requested, Swatara Fire-Rescue UAS resources assist law enforcement agencies by providing aerial search capabilities, scene assessment, and situational awareness in support of public safety operations. These deployments are conducted under established policies and interagency coordination, with the primary objective of preserving life and enhancing responder safety.

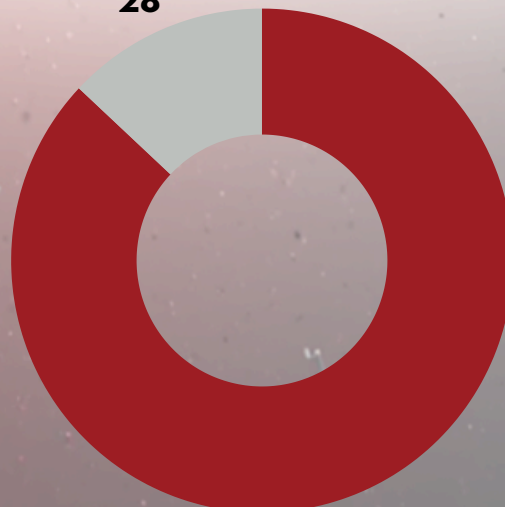
Beyond emergency response, the UAS program supports pre-incident planning, training, and post-incident review. Aerial imagery and data collected during operations are used to improve response strategies, enhance training realism, and strengthen after-action analysis. By integrating UAS technology into both operational and training environments, Swatara Fire-Rescue maximizes the value of this capability beyond individual incidents.

As a force multiplier, the UAS program is especially valuable in a combination fire-rescue system, extending operational reach without increasing on-scene personnel requirements. The program reflects the department's commitment to responsibly adopting modern technology to improve firefighter safety, operational efficiency, and service delivery while maintaining accountability, transparency, and alignment with established policies and procedures.

Number of Flights

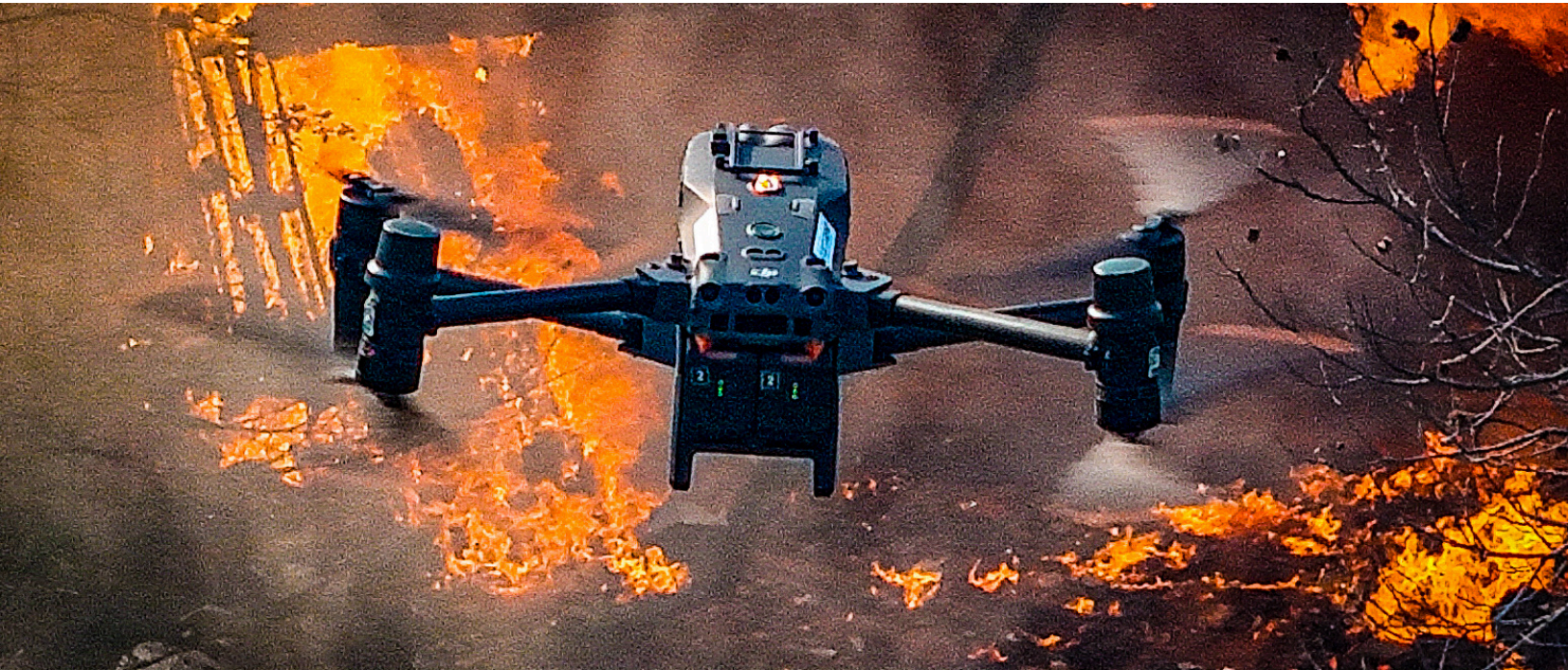
Training Flights

28



Operational Flights

187



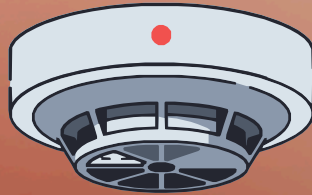


Community Outreach

78
Events

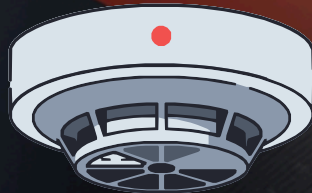
20,000+
People Served

58
Smoke
detectors
checked



29
Smoke
detectors
given

46
Smoke
detectors
installed



12
CO
detectors
installed



12
CO
detectors
checked

11
CO
detectors
given







Fire Police

Swatara Fire-Rescue Fire Police play a critical role in protecting both the public and our responders. They provide traffic control and scene safety at emergency incidents, ensuring firefighters and EMS personnel can operate safely in high-risk roadway environments. Their presence allows operational crews to focus on mitigation, rescue, and patient care while maintaining safe traffic flow around incident scenes.

Beyond emergency response, our Fire Police provide traffic safety and crowd control for major planned events throughout Dauphin County, including all home football games and large-scale events for the Central Dauphin School District. They are the busiest Fire Police unit in the county, a distinction earned through their reliability, professionalism, and commitment to protecting the community and their fellow responders. Their work is an essential, though often unseen component of our overall public safety mission.





Emergency Management Agency

Swatara Township Emergency Management Agency experienced a steady and productive year, with several activations and a strong focus on training and preparedness—particularly in anticipation of the upcoming opening of Crane Clean Energy, formerly known as Three Mile Island.

Throughout the year, the organization welcomed several new members while also saying goodbye to others due to retirement, relocation, or changing personal commitments. While these transitions are a natural part of volunteer service, maintaining a strong and ready team remains a priority.

Swatara Township EMA was actively involved in numerous community events, providing both Emergency Action Plans (EAPs) and Incident Action Plans (IAPs) to help ensure public safety. These events included Family Fun Day, Fireworks, National Night Out, Movie Night, the Paxtang Halloween Parade, Trick or Treat, Pop-Up Barbeques, the Annual Shop with a Cop at Walmart, and the Annual Tree Lighting.

In addition to event support, EMA responded to and assisted with a variety of emergency incidents across the township. These included power outages, gas leaks, structure fires, a diesel fuel spill on Interstate 283, an E. coli concern affecting the Susquehanna River and Swatara Creek, elevator issues at the Hoy, Latsha, and Spring Creek facilities, as well as ongoing preparation and coordination for winter storm responses.

Swatara Township EMA continues to rely on dedicated volunteers who are willing to serve their community in meaningful ways. Anyone interested in joining the organization is encouraged to contact EMA Coordinator Craig Powers or reach out through the agency's social media platforms. New volunteers are always welcome and play a vital role in keeping our township safe and prepared.





Closing Remarks

As Swatara Township continues to grow and change, Swatara Fire-Rescue remains focused on ensuring that emergency services evolve in step with the needs of the community. The data and analysis presented throughout this report demonstrate not only the increasing demand placed on the department, but also the importance of thoughtful, long-term planning to maintain reliable and effective emergency response.

The effectiveness of any fire-rescue organization ultimately depends on the availability, training, and readiness of its personnel. As emergency demand increases and incidents become more complex, maintaining consistent staffing and command availability remains a critical focus. Investments in training, recruitment, and staffing stability are essential to ensuring that qualified responders are available when emergencies occur. Looking ahead, the department will continue to assess staffing models that balance operational effectiveness, volunteer engagement, and long-term sustainability, while remaining mindful of fiscal responsibility.

A key component of this planning effort involves evaluating how infrastructure supports service delivery. The Township is currently planning a new public safety building strategically aligned with the Interstate 83 corridor and the broader Interstate 83 improvement project, one of the largest transportation initiatives undertaken by PennDOT. This location will provide unprecedented access across the township, enhancing response efficiency, mobility, and operational flexibility. At the same time, the department is actively conducting a feasibility study for the existing Rutherford fire station. While that facility has served the community for many years, it no longer meets current codes and standards or the operational needs of a contemporary fire-rescue organization. Evaluating future options for that station is a necessary step to ensure firefighter safety, operational effectiveness, and alignment with today's emergency response expectations. Any future decisions will be guided by professional analysis, safety considerations, and long-term service reliability.

Swatara Fire-Rescue remains committed to thoughtful, data-driven planning that protects both the community we serve and the firefighters who serve it. This report reflects not only where the department stands today, but how decisions are being approached with clarity, accountability, and an understanding of long-term responsibility. Through careful evaluation, collaboration, and disciplined planning, Swatara Fire-Rescue will continue to adapt to changing demands while maintaining the level of service, professionalism, and readiness our community expects and deserves.

On behalf of the men and women of Swatara Fire-Rescue, I extend my sincere gratitude to the residents of Swatara Township for their continued trust and support, and to the Swatara Township Board of Commissioners for their leadership, partnership, and commitment to public safety. That support enables the department to plan responsibly, invest wisely, and remain focused on our shared goal of protecting life, property, and the well-being of our community. Lastly, an immense thank you to the spouses and families of our firefighters; your support at home enables our firefighters to train, respond to emergencies, and continue to serve their community every day. Because of you, our firefighters can show up fully focused, supported, and ready to protect this community.

Thank you for all of your continued support.



Michael A. Iverson
Fire Chief
Swatara Township

VOLUNTEER TODAY!

When you volunteer at Swatara Township Fire Rescue, you have access to our unbeatable incentive program.

Incentives you can earn with us:

- Monthly + certification cash incentives
- Top-of-the-line turnout gear provided
- A family environment
- Free gym membership
- Discounted cell phone and satellite TV program
- Free online and in-person training
- Life Insurance
- Supplemental AD&D- Accidental Death and Disability Insurance
-and More!



LEARN HOW YOU CAN GET
STARTED AT

STFR91.COM

717-564-2551



COMMUNITY RESOURCES

With our smoke & carbon monoxide detector program, we will come to you and ensure your detectors are properly installed to keep you and your loved ones safe.



**Smoke & Carbon
Monoxide
Detector Program**

For fire prevention information, life safety visits, station tours, guest speakers, and other requests, please utilize the event request form.



**Event
Request
Form**

If experiencing difficulty with the QR codes, these resources are also on our website at www.stfr91.com