

# Austin Fire Department

Detailed Activity Pages



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## APPENDIX

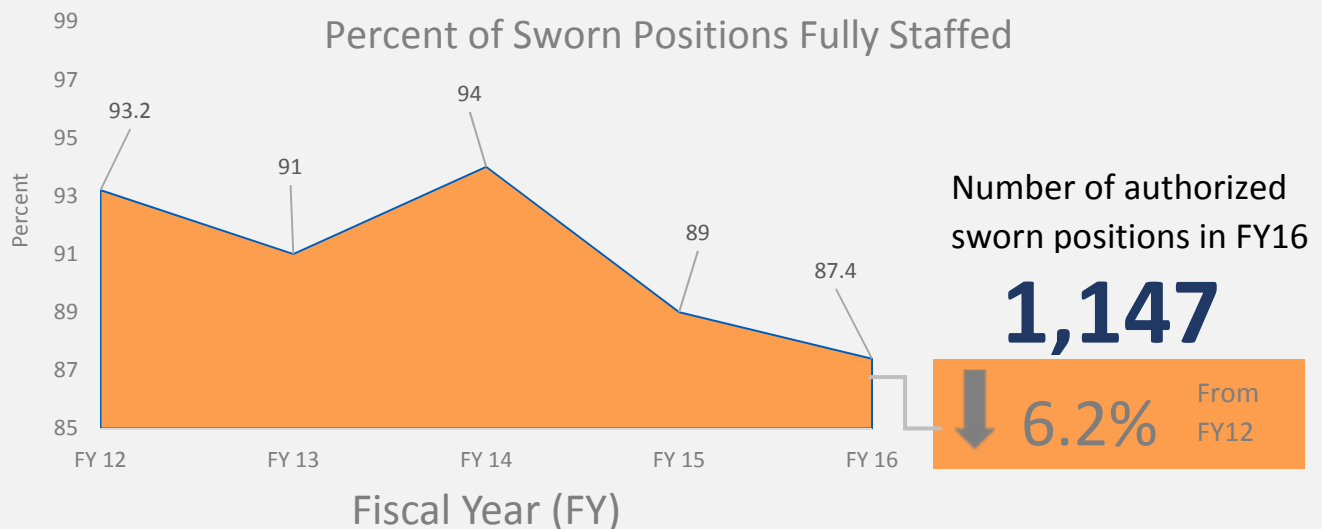
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# Cadet Hiring & Educational Services

Cadet Hiring encompasses recruiting, application intake, processing applicants, multiple assessments, and final cadet selection. AFD starts with 3,000 to 4,000 applications and hires approximately 100 to 200 cadets from each hiring process cycle. The Collective Bargaining Agreement and the current Department of Justice consent decree guide the administration on the hiring process.

Education Services is responsible for training cadets and incumbent firefighters. Texas Government Code mandates the content for firefighter certification training. Cadet training consists of a 28-week course in basic firefighting and Emergency Medical Technician skills. In-service schools teach specific fire ground skills and firefighter professional development.

## Key Outcome



## Activity Statistics

Number of cadet applications processed	3,500
Number of fire cadets graduated	63
Percent of cadets entering the Academy that graduated	83%
Number of Continuing Education hours taken by sworn personnel	59,495
Percent of department personnel who have obtained the required certifications for their rank	78%

## Strategic Outcome Alignment

The Cadet Hiring and Education Services activity aligns with the Safety strategic outcome. Hiring a well-qualified fire cadet and training him or her to become a professional firefighter, then continuing his or her training as an incumbent firefighter, ensures that the firefighter will have the skills to provide services that enhance safety at home, at work, and in the community. A well-trained fire department also promotes perceptions of personal safety throughout the community.

### Employees

26 Sworn Civil Service  
Personnel



6 Civilian Personnel

### Budget

\$5,368,072

Future Budget Drivers



Personnel



Cadet Hiring Process



Annual Medical Certifications

### Services

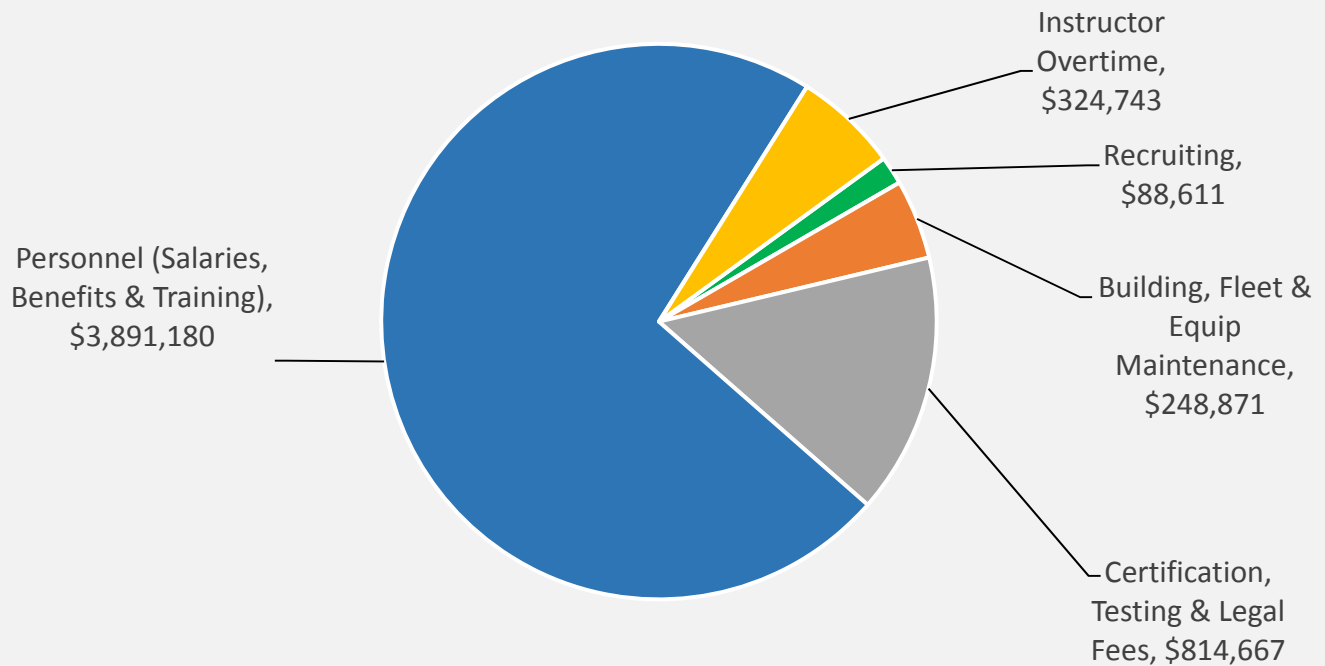
#### Cadet Hiring

- ✓ Identify and inform qualified candidates for Fire Cadet positions
- ✓ Target underrepresented groups in order to enhance department race/ethnic and gender diversity
- ✓ Design a fair hiring process that selects the most qualified candidates
- ✓ Consistent and efficient implementation

#### Education Services

- ✓ Train cadets to prepare them for Firefighting and EMT Certification
- ✓ Continuing education for incumbent firefighters
- ✓ Professional development training for command and leadership skills

## Breakdown of Cadet Hiring & Educational Services Budget



## Significant Contracts

Morris and McDaniel, Inc. – Cadet Hiring & Testing Process	\$400,000
DSHS – State Medical Certifications	\$200,000

## Equipment & Facilities

- Self-Contained Breathing Apparatus (SCBA) for training – 50
- Reserve engines - 2
- Drill field and tower - 1
- Burn buildings - 2

## CIP

- Drill Field and Tower Renovations

## Benefits of Service

AFD is the leader with regard to providing fire services in the Central Texas region and the department has a superior reputation nationally and internationally. In order to maintain a skilled, professional workforce, AFD recruits and hires cadets, trains cadets, and trains incumbent firefighters exceptionally well. AFD's pride and dedication to selecting and training the best firefighters is a benefit to the Austin community.

## Policy

On May 15, 2014, Council approved the Department of Justice consent decree.

## Challenges

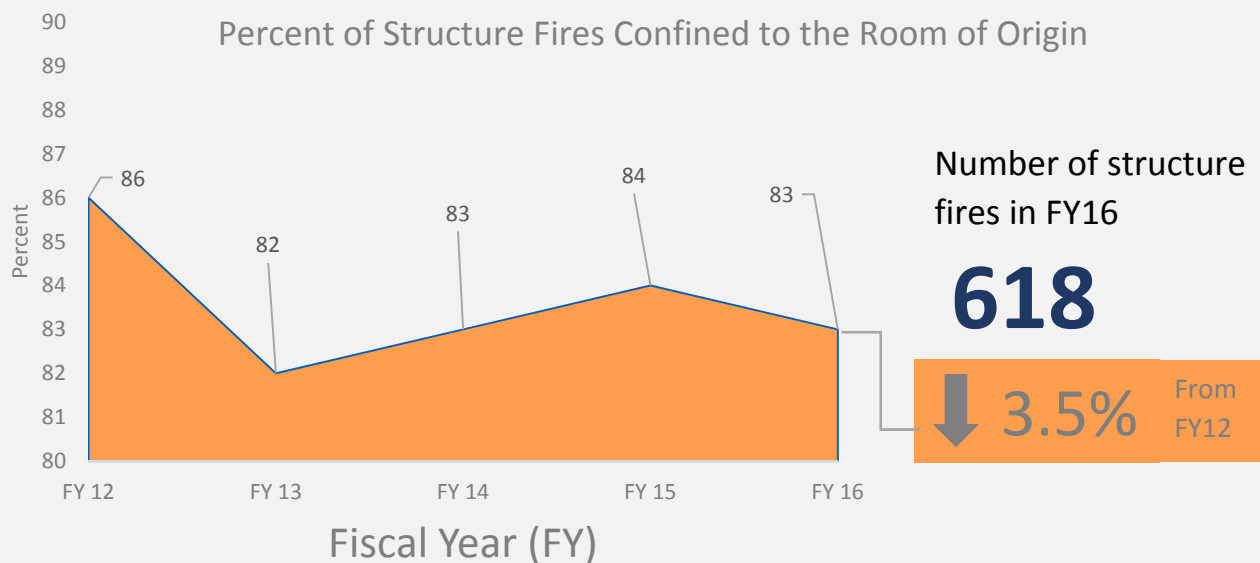
- 1.** Firefighter vacancies drive the need to hire cadets – until vacancies go down, cadet hiring will be a top priority.
- 2.** U. S. Dept. of Justice consent decree includes ongoing review of the cadet hiring process. The Collective Bargaining Agreement guides the hiring process. Flexibility and/or revision of the guidelines may be necessary to reduce adverse impact in assessments.
- 3.** Scheduling continuing education courses is difficult with the shift work in Operations. The department needs additional technology and staff to push advanced training out to fire stations.

# Combat Operations

Mandated by the City Charter in 1916, Fire Department personnel have responded for over 100 years to emergency calls for fire suppression, rescue and emergency medical first response, hazardous materials mitigation, and mutual aid to other fire jurisdictions.

Operations also includes the Special Operations function and services at Austin-Bergstrom International Airport. Special Operations units are located across the city to improve the response to hazardous material exposures, as well as water and technical rescues. The airport fire station has specialized training and equipment to respond to fire and rescues related to flight operations and inside secure areas of the terminal.

## Key Outcome



## Activity Statistics

Total number of incidents responded to by Operations units	81,973
Number of medical first responder calls dispatched	55,185
Average first-in unit response time to emergency incidents (minutes from dispatch to arrival)	4 min 7 sec
Percent of multi-family residential fires confined to room of origin	92%

## Strategic Outcome Alignment

The Combat Operations activity aligns with the Safety strategic outcome. Avoiding fire danger is key to being safe at home, at work, and in the community. Combat Operations delivers the firefighting, medical response, rescues, hazard materials mitigation and awareness of criminal or terroristic acts that guarantees a successful emergency response outcome and supports positive perceptions of personal safety.

### Employees

1,013 Sworn Civil  
Service Personnel



### Budget

\$135,091,998

Future Budget Drivers



Personnel



Mandatory 4-person Staffing

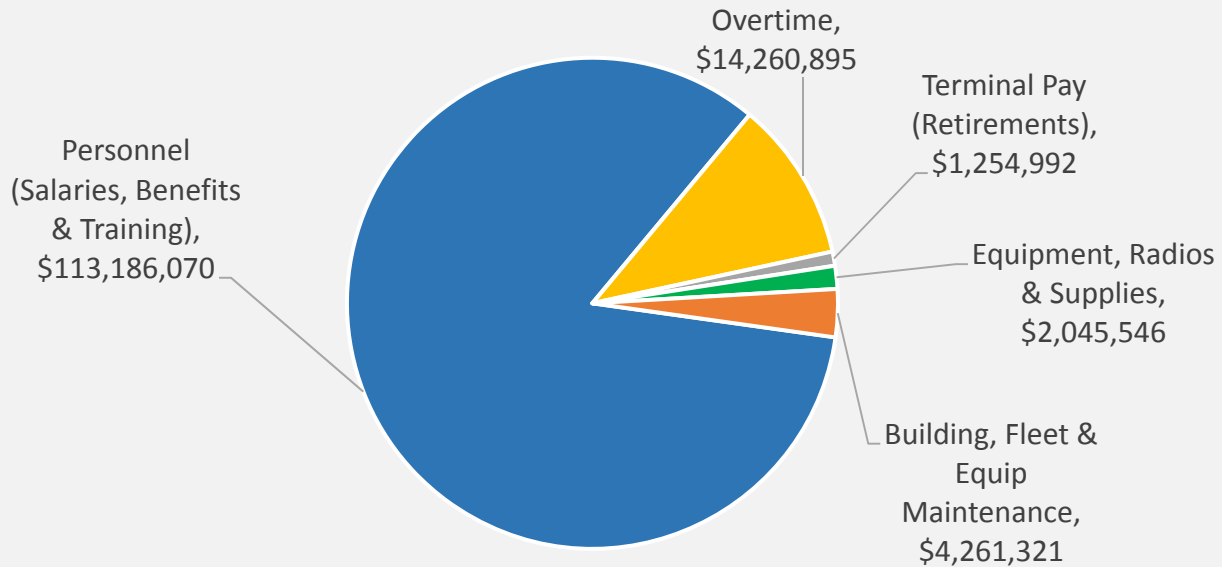


Vacancies due to  
Retirements

### Services

- ✓ Firefighting – structures, brush or grass fires, explosions
- ✓ Rescues – flood, wildfire, structural collapse, vehicle pin-ins
- ✓ Fire responder high priority medical calls – chest pains, choking, stroke
- ✓ Hazardous materials mitigation – gasoline & chemical spills
- ✓ Airport – plane crashes and employee/customer emergencies in the terminal
- ✓ Participation on the Joint Terrorism Task Force (JTTF) – a Lieutenant working with the Federal Bureau of Investigation
- ✓ Participation at the Austin Regional Intelligence Center – a Lieutenant working with Austin Police on all-hazards response and the coordination of investigations

## Breakdown of Operations Budget



## Significant Contracts

Galls, Inc. - Uniforms	\$400,000
Rescuegear, Inc. & Safety Supply – Swift Water and Technical Rescue	\$100,000
Farrwest & Safeware, Inc. – HazMat Suits and Maintenance	\$60,000
Shady Hollow Municipal Utility District – Rent for Fire Station #46	\$50,000

## Equipment

- Fire Engines – 43
- Fire Aerials – 13
- Rescue Units – 3
- Personal Protective Equipment – 1,100 sets
- Airport Fire Units – 9
- Water Rescue Resources – 17
- Brush Trucks – 12
- Automated External Defibrillator - 97

## CIP

- Phase VI Locker Rooms
- Station 47 (Onion Creek) located Southeast – scheduled completion April, 2018
- Driveway Replacements



## Benefits of Service

Combat Operations deliver services that address the core mission of the Fire Department. In addition to emergency response, Operations personnel perform fire code maintenance inspections, deliver public education presentations at schools, and attend public events to provide safety information. The Fire Department addresses its core mission through the services provided by Operations.

## Policy

### Council Action Date or Resolution

### Description

20071101-038

Minimum four-person staffing

20070809-036

Providing comparable locker room facilities

02/28/2013

Approval of Auto Aid Agreement

20160324-009

Five additional fire stations

20160609-054

Providing fire service to ESD 4

## Challenges

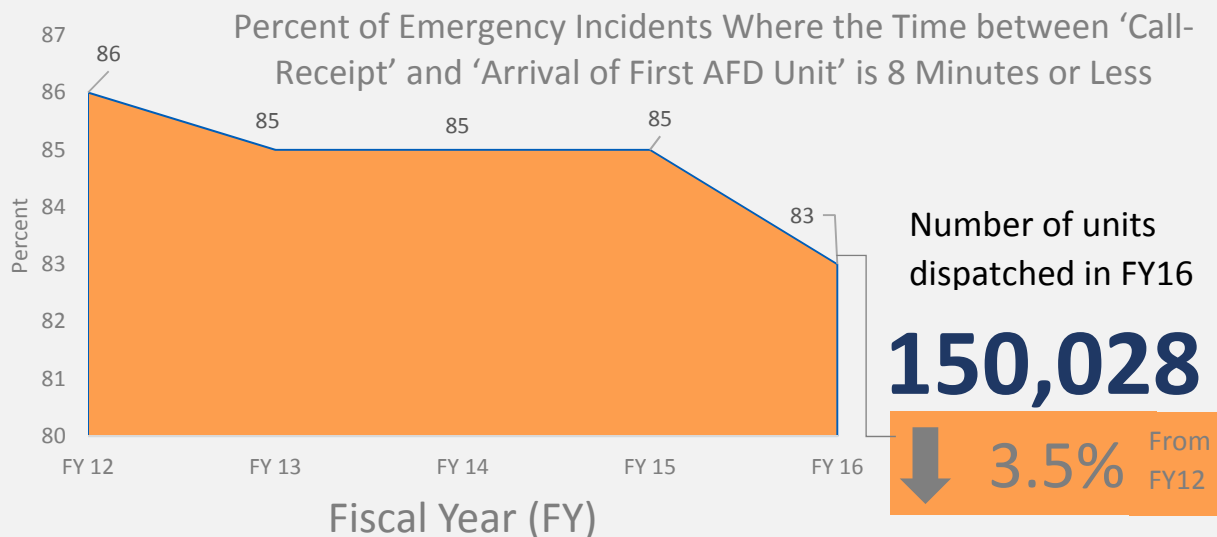
- 1.** Firefighter vacancies in Operations, combined with mandatory 4-person staffing of fire apparatus, generates the need for wages paid at overtime rates.
- 2.** New fire stations are not being built at a rate that keeps up with local growth.
- 3.** Chief Kerr has advocated for equity in restroom/locker room facilities since she was hired, yet funding and plans for the final phase of renovations (Phase VI) are not in place.
- 4.** The “new urbanism” in planned use design advocates for narrower streets. Street width poses difficulties for the drivers of fire apparatus that are getting larger with each generation.
- 5.** Regional fire service is a more effective use of resources – more firefighters, apparatus and equipment are available for large-scale incidents. Automatic Aid agreements and contracts for service could eventually lead to countywide/regional fire service, but expanding services is financially challenging.

# Communications

Communications is often the first contact customers have with AFD. AFD provides regional dispatching to all the fire departments in Travis County, which allows for a seamless response to requests spanning multiple jurisdictions. Communications staff are also the liaisons to other public safety agencies during emergency events and they coordinate communication-related systems such as station alerting, radios, and pagers.

9-1-1 Call Takers (Police civilians) answer the phone and transfer fire and medical calls to the fire dispatcher. Automated dispatching immediately routes the call to the appropriate fire station while the fire dispatcher collects additional information from the caller. On most medical calls, Fire is the first unit on-scene and performs an initial assessment and treatment. EMS assumes patient care upon arrival on incidents requiring advanced medical skills or hospital transport. On structure fires, AFD responds with multiple units and may include units from other jurisdictions.

## Key Outcome



## Activity Statistics

Average dispatch time for emergency incidents in AFD service area	7 seconds
AFD Call taking time for calls in AFD service area	42 seconds
Number of fire incidents dispatched	3,916
Percent of calls answered within 10 seconds	93%

## Strategic Outcome Alignment

The Communications activity aligns with the Safety strategic outcome. Individual perceptions of safety at home, at work, and in the community are based on the expectation that public safety agencies will respond to emergency calls for help. Fire Communications takes the call and dispatches fire personnel, providing the lifeline between the individual and the needed service.

### Employees

40 Sworn Civil Service  
Personnel



1 Civilian Personnel

### Budget

**\$5,781,733**

Future Budget Drivers



Personnel



Radio Equipment and Cell  
Phone Replacement

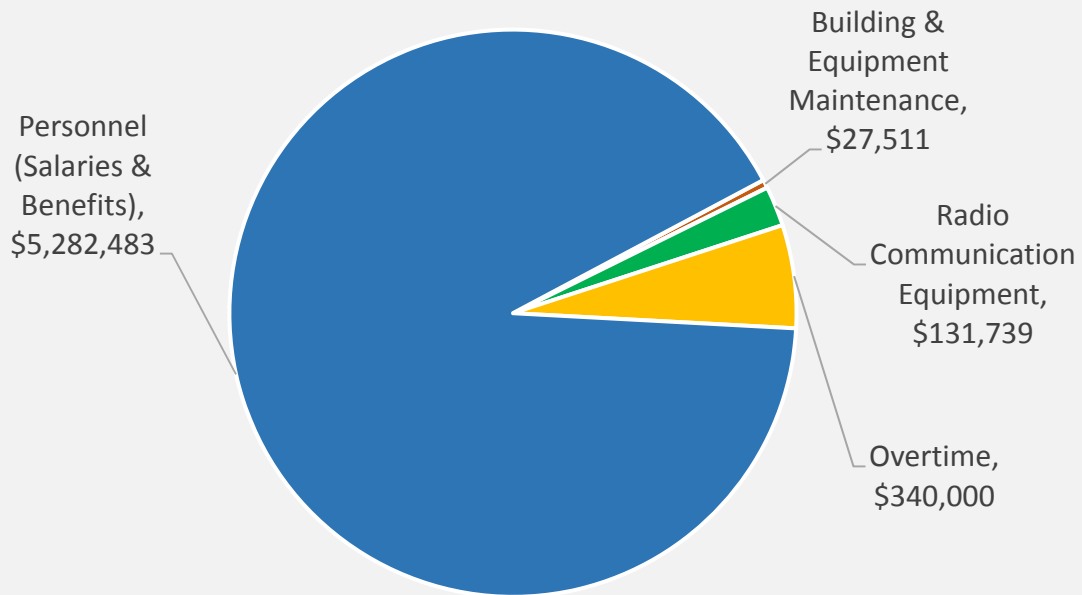


Data Service

### Services

- ✓ Taking calls for Fire services
- ✓ Dispatching Fire units to incident
- ✓ Computer Aided Dispatch (CAD) system maintenance
- ✓ Coordination of communications-related equipment: radios, mobile data computers in vehicles, pagers, station alerting system
- ✓ Liaison to other City departments: helps Fire personnel on-scene communicate with Police, EMS, Code Enforcement and other departments
- ✓ Liaison to other Fire departments: helps Austin Fire personnel on-scene communicate with other Travis County fire departments (ESDs), departments in other counties (Williamson, Hays), or in other cities (Cedar Park, Bastrop)

## Breakdown of Communications Budget



## Significant Contracts

RZ Communications, Inc. – Radio Hardware	\$150,000
GT Distributors, Inc. – General Communications Equipment	\$100,000

## Equipment

- Portable Radios - 350

## Benefits of Service

Communications functions like the central nervous system of the Fire Department – information flows through dispatchers, sending messages from one party to another and back again. Communications strives to maintain an efficient flow of information by properly training dispatchers, coordinating partnerships, and maintaining access to critical technology.

## Policy

The Collective Bargaining Agreement states that fire dispatchers must be sworn personnel.

## Challenges

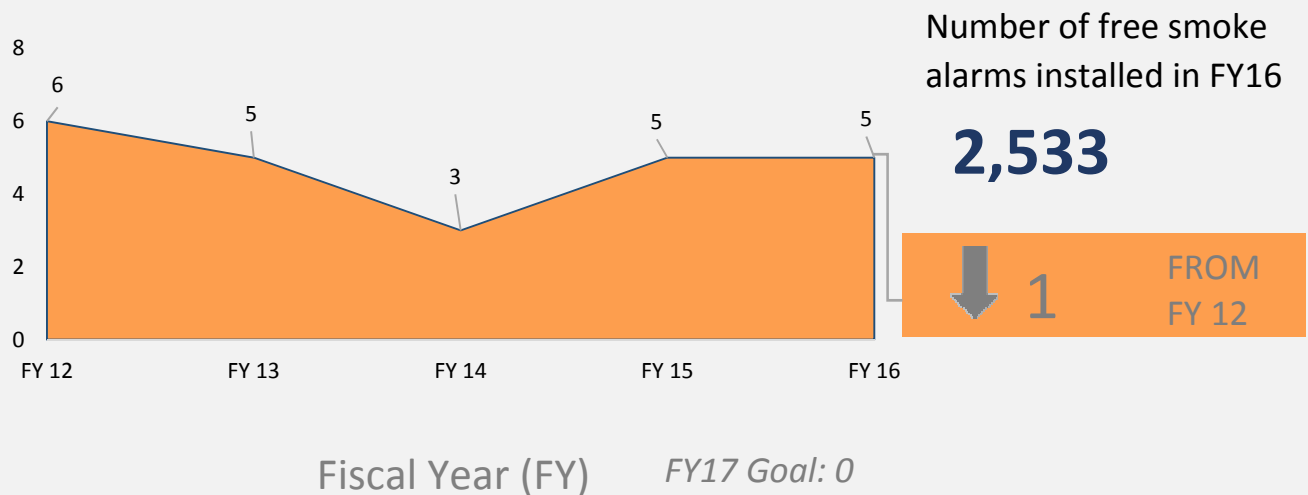
- 1.** The alerting systems at fire stations are outdated and need to be replaced with a more efficient system that addresses firefighter wellness issues.
- 2.** Wireless technology on tablets allows firefighters to access more information such as maps or building diagrams in the field. Funding the expenses associated technology can be a challenge.

# Community Outreach & Wildfire

The Community Outreach and Wildfire sections engage residents through participation in and coordination of public events. The events focus on how anyone can create a safer environment for themselves, their families, and the community. Examples include smoke alarm installations, home hazard assessments, and reducing wildfire fuels on personal property. Wildfire personnel also remove bio-fuels on public property and they are actively involved in Code Next for new construction in the Wildland Urban Interface (WUI).

## Key Outcome

### Number of Unintentional Fire Deaths



## Activity Statistics

Number of community events coordinated	758
Number of apparatus requests filled	650
Number of FireWise and Community presentations conducted by Wildfire Division Personnel	25
Total Acreage treated for Wildfire Prevention	1,011

## Strategic Outcome Alignment

The Outreach and Wildfire activity aligns with the Health and the Safety strategic outcomes. Outreach includes public education on how to avoid the dangers associated with fire and wildfire. The distribution of free smoke alarms is a large part of outreach efforts; promoting that everyone has to do their part to maintain healthy and safe conditions at home. Wildfire mitigation – the reduction of vegetation that fuels wildfires – aligns with perceptions of personal safety and the fire service’s ability to put out a wildfire quickly.

### Employees

**9** Sworn Civil Service  
Personnel

**4** Civilian Personnel



**8-10** Seasonal  
Temps

### Budget

**\$2,811,887**

Future Budget Drivers



Personnel

Weather and large events drives  
fuel mitigation

Adoption of WUI code

## Services

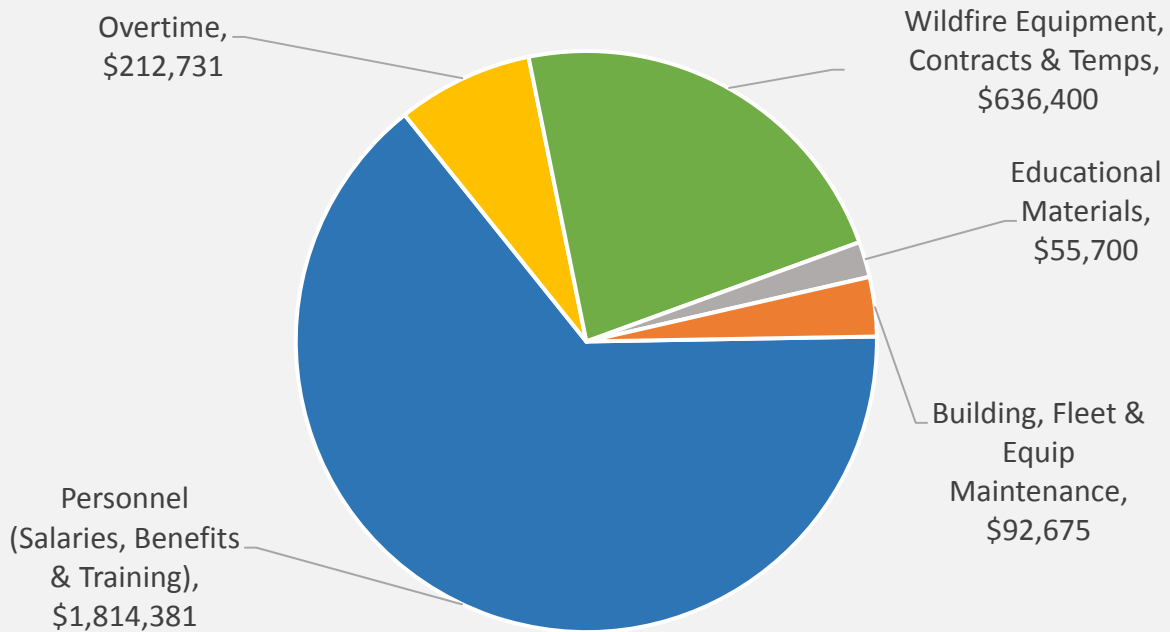
### Community Outreach

- ✓ Coordinating firefighters going to schools and community events to present fire safety information
- ✓ Coordinating firefighters and volunteers doing smoke alarm canvassing/installation
- ✓ Providing safety information at events like the Trail of Lights or homeowner association meetings
- ✓ Tracking outreach performance measures

### Wildfire

- ✓ Coordinating “FireWise Community” resident wildfire prevention efforts
- ✓ Conducting “Home Hazard Assessments” to assist homeowners with reducing fire hazards
- ✓ Seasonal workers cutting or burning brush and grass on public properties for fuels mitigation
- ✓ Participating in Code Next implementation of Wildland Urban Interface (WUI) building code
- ✓ Participation with Travis County on Community Wildfire Protection Plan

## Breakdown of Outreach and Wildfire Budget



## Significant Contracts

Home Depot – Smoke Alarms & Detectors	\$15,000
Safewear, Inc. – Wildfire Equipment	\$15,000

## Equipment

- Trailers - 10
- Wood chipper - 1
- Burn Boss (Air Curtain Burner FireBox) - 1
- All-Terrain Vehicles - 5
- Brush Trucks - 2



## Benefits of Service

Public education about fire prevention and fuels mitigation to reduce the risk of wildfire are sound investments. While first responders are a necessary reactive mechanism to maintain public safety, the proactive mechanisms of community outreach can be more effective because it can reach far more households.

## Policy

<b>Council Action Date</b>	<b>Description</b>
10/16/2014	Adoption of Community Wildfire Protection Plan created by Austin/Travis County Joint Wildfire Task Force
10/20/2016	Acceptance \$30,000 in grant funds from Fire Adapted Communities Learning Network for wildfire prevention and education

## Challenges

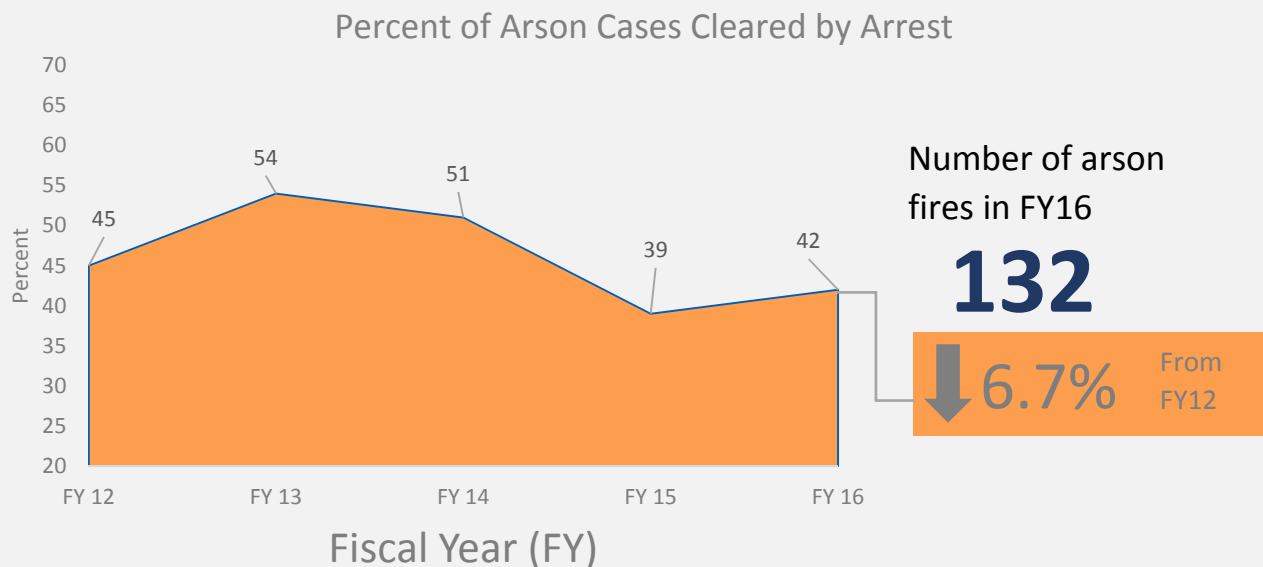
- 1.** Reducing bio-fuels across changing weather patterns – wet weather increases vegetation and dry weather turns it into fuel very quickly. Fuels can re-establish on cleared acreage in a single season.
- 2.** Performing more outreach with fewer staff when Operations sworn personnel are unable to work special assignments because they are needed to backfill vacancies on engine companies.

# Investigations

The Investigations Section is responsible for investigating fires of a suspicious origin. The section is comprised of Fire Lieutenants called Investigators who are licensed as firefighters and law enforcement officers. If the fire is intentionally started, Investigators will build a case for the arrest of suspect(s), prepare the court case, and testify during the prosecution of the suspect(s). Arson Investigators make over 100 arrests per year.

Investigations also has an outreach program that works with juvenile fire-setters and two Investigators work with accelerant detection canines.

## Key Outcome



## Activity Statistics

Number of juvenile fire setters identified	58
Number of juvenile fire setter assessments completed	12

## Strategic Outcome Alignment

The Investigations activity aligns with the Safety strategic outcome. Investigating the cause of fires, identifying arson suspects, and successfully prosecuting them, solves crimes and supports perceptions of personal safety.

### Employees



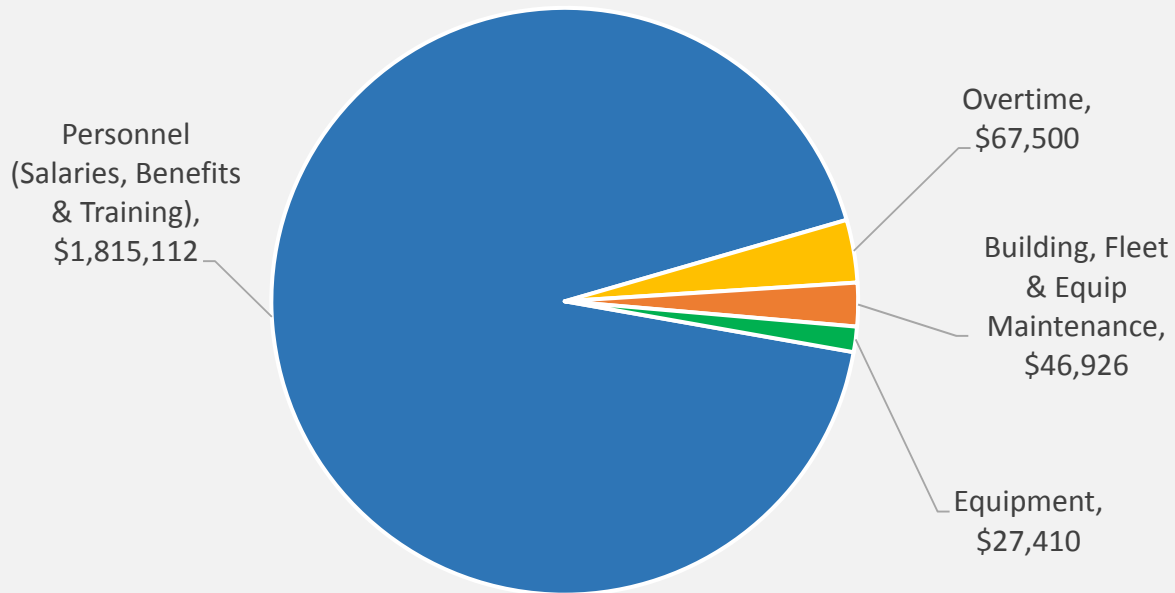
### Budget



### Services

- ✓ Investigations – gather evidence at the fire scene; interview witnesses and suspects; document the case for a suspect; testify in court; and follow-up on legal issues.
- ✓ Juvenile Fire Intervention Program – education for youth that have intentionally set fire(s).
- ✓ Canine Program – dogs trained to detect accelerants at the fire scene.
- ✓ Fire Fatality Review – an additional layer of scrutiny assigned to investigations when a death is involved.
- ✓ Safety Alerts – Investigators may issue alerts to firefighters working in Operations to be on the lookout for arson suspects and/or conditions associated with fires started during the commission of a crime (i.e., “cooking” meth or making bombs).

## Breakdown of Investigations Budget



## Significant Contracts

GT Distributors Inc – Ammunition and Protective Equipment	\$15,000
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## Equipment

- Vehicles equipped for canines - 2
- Firearms and body armor – 12 sworn positions
- Specially trained canines - 2

## Benefits of Service

In FY 2016, the city of Austin experienced 132 arson fires and AFD Investigators cleared 42% by arrest. The National clearance rate for arson ranges between 15-20% annually. The heightened skills of the Investigations section and their ability to stop arsonists from setting fires enhances the safety of our community.

## Challenges

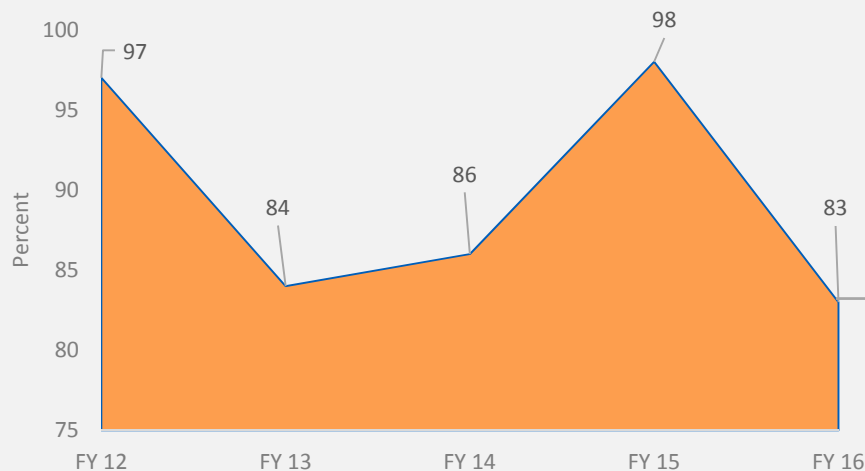
- 1.** Investigators get training from outside sources and it is generally more expensive than other firefighter skills training. When the department's overall budget is reduced, funding for training tends to suffer.
- 2.** Terrorists are using arson as a tool – keeping up with the latest techniques and communicating information to first responders requires vigilance.

# Operations Support

Operations Support manages and maintains the vehicles, protective clothing, equipment, and facilities used throughout the department. Fleet serves as the liaison for vehicle maintenance and acquisition and tracks the equipment carried on apparatus such as hoses, axes and saws. Building Services and the Warehouse provide station maintenance and the distribution of station supplies to over 50 locations. The Air Shop purchases, maintains and distributes firefighter breathing apparatus and air bottles, inspects the quality of breathing apparatus, and provides filled air bottles to emergency incidents. Finally, Personal Protective Equipment (PPE) includes turnout gear, gloves, hoods worn under helmets, etc. that needs specialized cleaning and inspections to reduce fire injuries and exposure to carcinogens from smoke. The majority of the staff working in these areas are civilian employees with specialized skills and certifications.

## Key Outcome

Percent of Air Packs Receiving Flow Testing



Number of air packs serviced in FY16

**420**

↓ 14.4% From FY12

Fiscal Year (FY)

## Activity Statistics

Number of air pack failures during emergency incidents per 100 air packs	0
Percent of Self-Contained Breathing Apparatus air bottles within 2 years of end-of-life date	42
Number of reserve apparatus past Fleet and industry standards for years of service	5

## Strategic Outcome Alignment

The Operations Support activity aligns with the Government that Works strategic outcome. The department's Fleet, Air Shops, Building Services, and Warehouse sections strive to provide superior service to firefighters - service that demonstrates continuous improvement and innovation as they act as good stewards in their use of City resources. This civilian support staff delivers the results firefighters expect and an experience the firefighters welcome.

### Employees

5 Sworn Civil Service  
Personnel



13 Civilian Personnel

### Budget

**\$3,993,023**

Future Budget Drivers



Personnel



Fire Station Maintenance

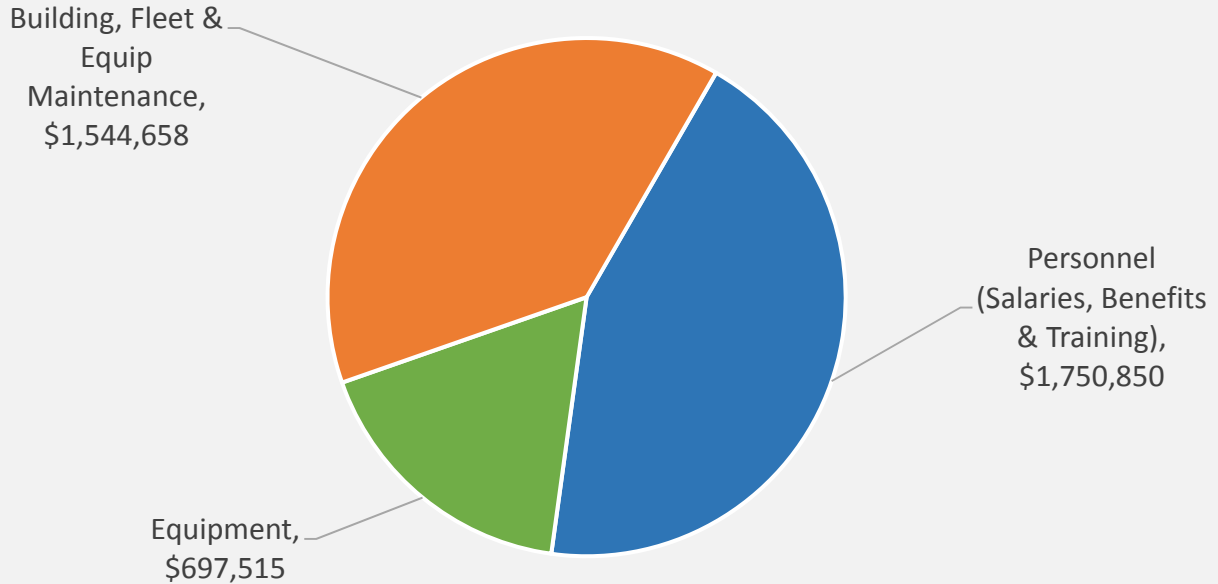


Firefighting Equipment  
Maintenance

### Services

- ✓ Air Shops – filling and transporting air bottles to and from the air compressor as well as tracking, inspecting and maintaining Self-Contained Breathing Apparatus (SCBA).
- ✓ Cleaning Personal Protective Equipment (PPE) – cleaning and inspecting this heavy clothing, also known as Turnout Gear, is critical to firefighter safety.
- ✓ Fleet – purchase of apparatus; purchase, tracking, and maintenance of tools and other equipment found on fire apparatus.
- ✓ Building Services – repair and maintenance of over 50 fire department facilities all over the city.
- ✓ Warehouse – distribution of supplies and other disposable commodities used in fire stations.

## Breakdown of Operations Support Budget



## Significant Contracts

Cedar Park Overhead Doors – Fire Station Overhead Door Repair	\$75,000
W.W. Grainger, Inc. – Fire Station Supplies	\$80,000
Dooley Tackaberry, Inc. – Firefighting Equipment	\$200,000
Municipal Emergency Services – Air Pack Maintenance & Equipment	\$350,000

## Equipment

- Self-Contained Breathing Apparatus – 500
- Air Bottles – 1,500
- High Pressure Lift Bags – 18 sets
- Jaws of Life (Spreaders) – 15
- Portable Generators – 75
- Air Compressor (Refill Bottles) - 1



## Benefits of Service

Operations Support purchases, tracks, performs quality control inspections of, and repairs/maintains the resources that first responders depend on for their safety and well-being. Many of the civilians working in this activity have unique skills and certifications that are specific to working in the fire service.

## Challenges

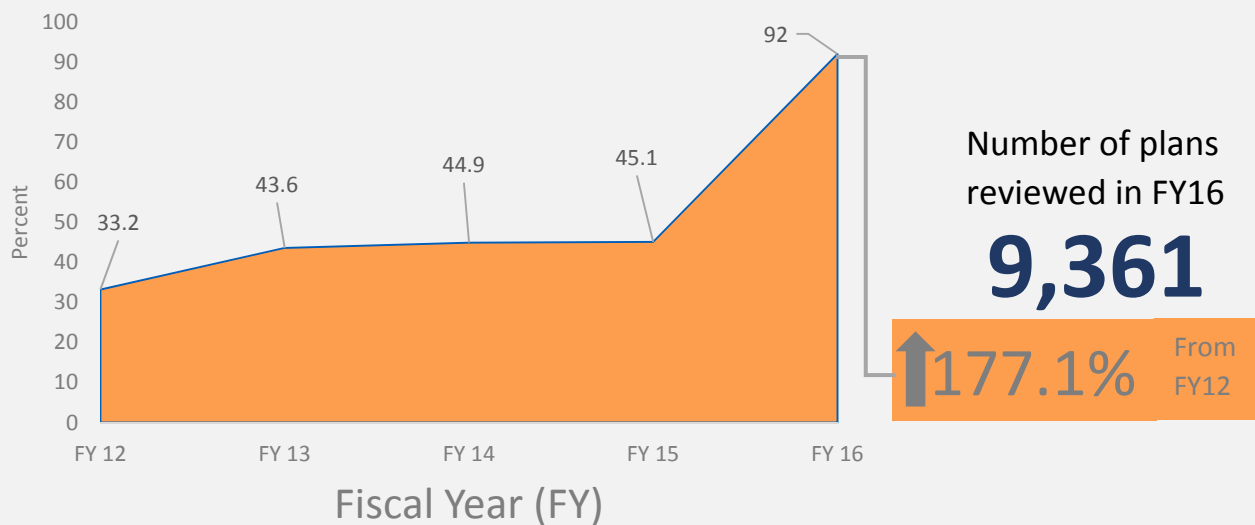
- 1.** The number of civilian support personnel is not keeping up with the increasing number of sworn personnel.
- 2.** The facilities personnel are unable to keep up with repair requests for the department's older fire stations.

# Prevention

Fire Prevention Engineering and Inspection Services ensure fire code compliance. Under the direction of the Fire Marshal, an AFD Battalion Chief, the section applies the City Charter's building codes, permits and tracks hazardous materials, monitors code compliance, and performs fire inspections. Engineers ensure the proper installation and maintenance of fire alarm systems and fire-extinguishing equipment and apply the building Code to renovations of existing structures and construction of new properties. Fire Inspectors review work at construction sites and Special Events Inspectors issue permits for public events and maintain fire safety by monitoring room capacity and access to fire exits.

## Key Outcome

Percent of Plans that are Reviewed On-Time



## Activity Statistics

Actual number of inspections performed	36,259
Number of maintenance (annual and/or recurring) inspections	7,479
Number of fire technical (new construction) inspections	12,345

## Strategic Outcome Alignment

The Prevention activity aligns with the Safety strategic outcome. Preventing fire danger is key to being safe at home, at work, and in the community. The engineering and inspections associated with fire prevention enforce compliance with codes and other regulations.

### Employees

28 Sworn Civil Service  
Personnel



21 Civilian Personnel

### Budget

\$6,918,037

Future Budget Drivers



Personnel



Number of Special Events

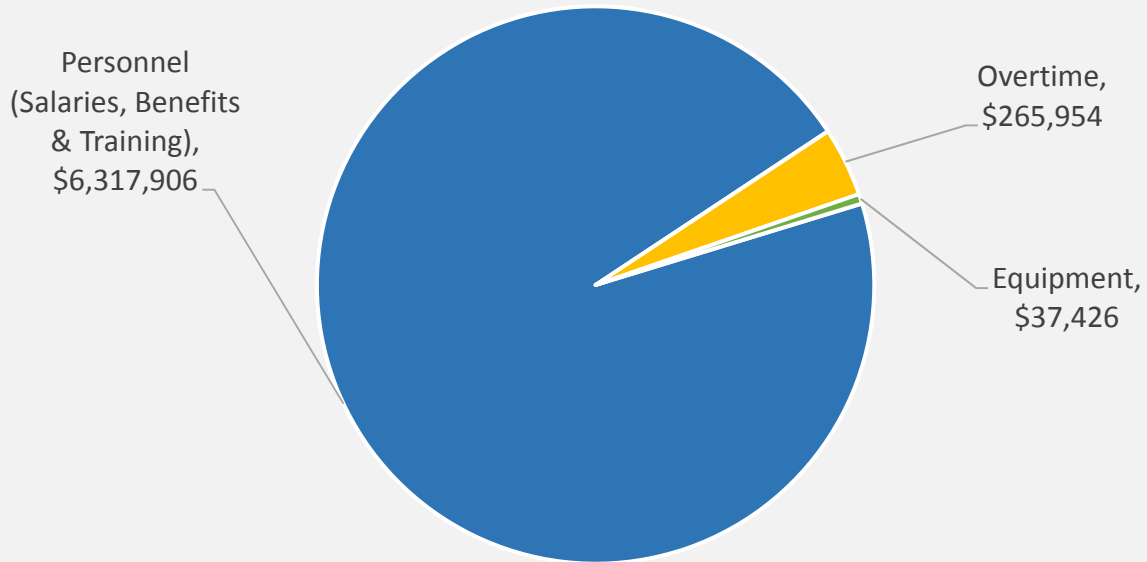


New Commercial  
Development in Austin

### Services

- ✓ Engineering – civilian engineers review construction plans and Hazardous Materials sites for specific fire prevention system/building code requirements.
- ✓ Inspections – the inspection process monitors application of building code in construction and issues permits.
- ✓ One-Stop Shop – a subset of the work performed by the engineers and inspectors is coordinated directly with Development Review and other City departments through the “one-stop” process.
- ✓ Special Events – gatherings in public places or “temporary use” of a facility for a different purpose require a permit issued by the Special Events staff and monitoring for fire safety by Inspectors.

## Breakdown of Prevention Budget



## Equipment

- Vehicles– Used for Inspections & Special Event Activities - 30
- Tablets and Cell Phones for Inspection Tracking in Field - 30

## Benefits of Service

Reviewing construction plans, issuing permits, inspecting properties and events, and charging fees for non-compliance with City Ordinances reduces fire incidents and increases public safety. Prevention services directly support the department's core mission by reducing the risk of fire causing a loss of life and/or property damage.

## Policy

The Fire Department has been a participant in the development of Code Next.

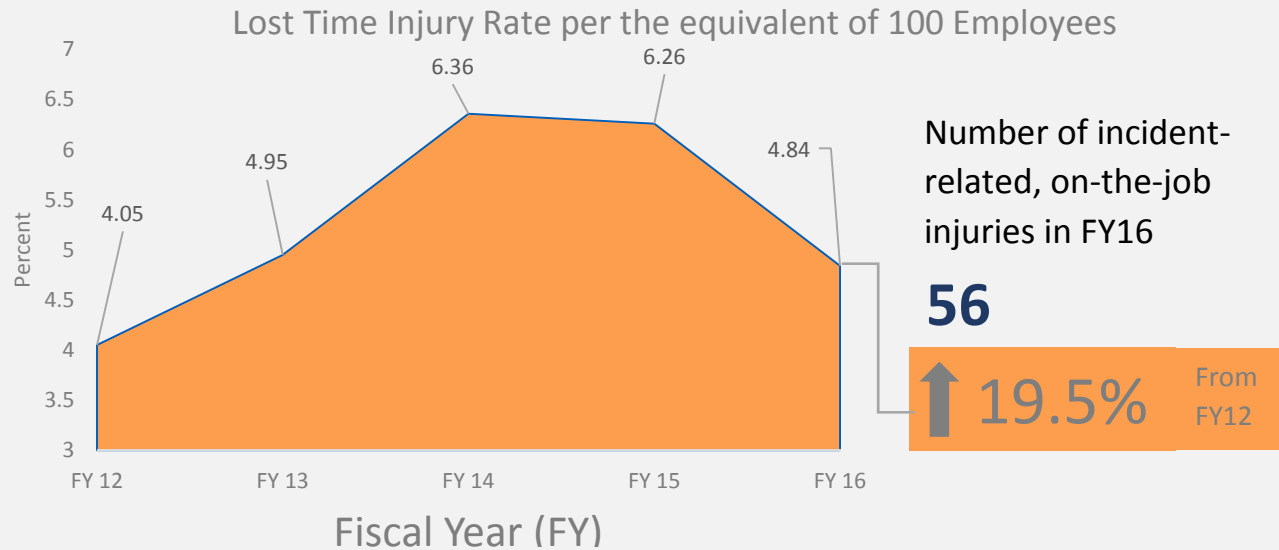
## Challenges

- 1.** Increased growth in Austin had the Engineering section struggling to reach 100% of the plans reviewed on time. In FY16, they were on time with 92% of the plans. This was a significant increase from FY15 when we were only able to review 45% of the plans on time. It is an ongoing management challenge to hire and retain engineers who are specialists in fire systems and related building codes.
- 2.** Staffing Inspectors to cover the increase in the number of public events in recent years is difficult.
- 3.** A permit for Fire Protection Systems was implemented two years ago, but the department has not been able to enforce the permit requirement to the fullest due to technology and staffing deficits.

# Risk Management & Wellness

Risk Management and Wellness coordinates safety and health programs to ensure that firefighters perform their duties in a safe working environment and to maintain a healthy, physically fit workforce equipped to handle the physical, mental and emotional demands of their work. AFD first created a Safety Office in 1996 to research new technologies in firefighter safety, including innovations in personal protective equipment, firefighting equipment and apparatus, stress management, and personnel wellness and fitness. The Wellness Center began in 2005 as part of an international fire service “Joint Labor Management Wellness-Fitness Initiative”. It also includes fitness specialists and manages all Workers’ Compensation claims. Risk Management, also known as the Professional Standards Office, handles sworn discipline investigations and revisions to department policies.

## Key Outcome



## Activity Statistics

Number of medical exams performed by the Wellness Center	1,658
Number of fitness interventions (interactions with Wellness Center personnel)	3,575
Number of medical exams identifying potential health issues that require follow-up	214

## Strategic Outcome Alignment

The Risk Management and Wellness activity aligns with the Health and the Safety strategic outcomes. Risk Management aligns with the safety that comes from compliance with department policy and regulations. Wellness Center services promote the importance of firefighters maintaining a healthy life, both physically and mentally. The Wellness Center improves the quality of health care received by a workforce that is exposed to numerous, unhealthy conditions such as smoke, extreme heat and cold, and the physical strain of the job.

### Employees



**8** Sworn Civil Service  
Personnel

**11** Civilian Personnel

### Budget

**\$3,290,640**

Future Budget Drivers



Personnel



Compliance with TCFP  
Regulations

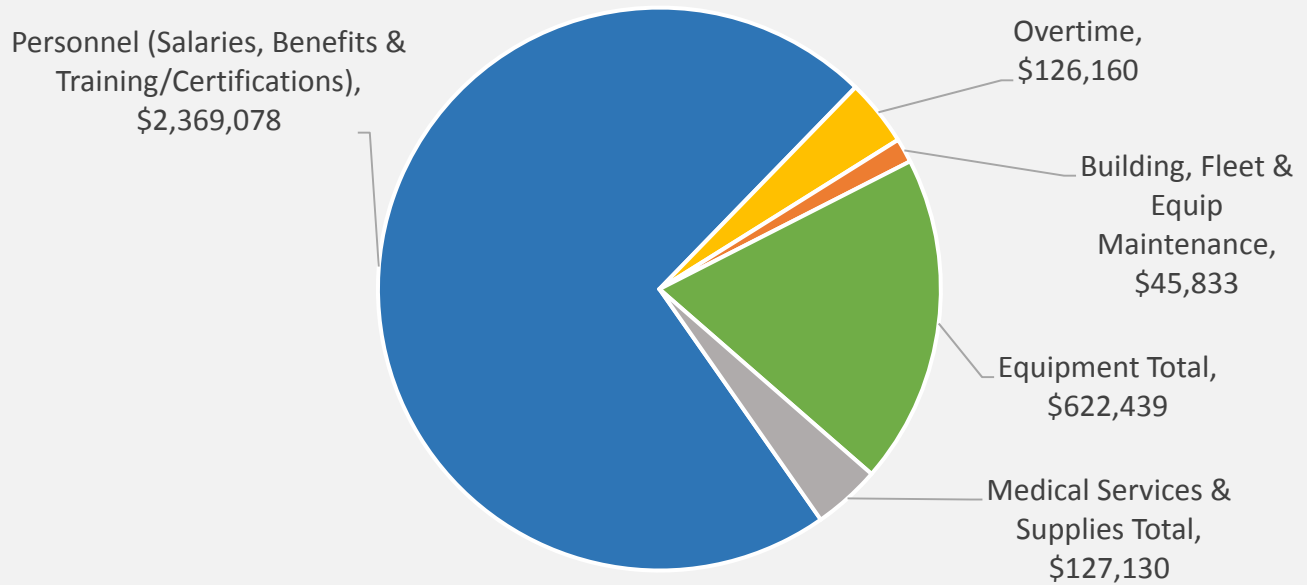


Fitness Equipment  
Replacement & Maintenance

### Services

- ✓ Professional Standards Office – coordinates revisions to department policies; conducts investigations and coordinates disciplinary reviews on allegations of sworn misconduct; and conducts background investigations on cadet candidates and volunteers.
- ✓ Safety Chiefs – Battalion Chiefs, one per shift, working alongside the incident commander as a “second set of eyes” watching for safety issues; finds patterns in safety issues and submits information for potential policy revisions.
- ✓ Workers’ Compensation – advises employees with on-the-job injuries regarding their benefits and required documentation; consults with external health care providers; coordinates employee documentation for return to work.
- ✓ Wellness Center – provides annual physicals for all current and prospective firefighters; mental health services for AFD employees and their families; clears firefighters for return to work.

## Breakdown of Risk Management & Wellness Budget



## Significant Contracts

Morning Pride – Bunker Gear Equipment	\$450,000
Gear Cleaning Solutions – Bunker Gear Maintenance	\$250,000
Casco Industries, Inc. – Firefighter Boots	\$60,000

## Equipment

- Medical Stress Treadmill – 1
- Personal Protective Equipment (Fire suits) Cleaning Extractor – 2
- Fitness Equipment – Treadmills – 40



## Benefits of Service

Firefighting is a physically strenuous job and injuries are common. AFD strives to provide both a strong proactive stance with safety procedures, fitness and training programs, and annual wellness exams, as well as a strong reactive stance reflected in the professionalism of our workers' compensation staff. Professional Standards is also preventative in that discipline provides clear policies aimed at deterring unwanted behavior in the workplace. Together, Risk Management and Wellness increase the efficiency and effectiveness of a workforce dedicated to serving the public and saving lives.

## Policy

National Fire Protection Association (NFPA) 1582 provides the standard on "comprehensive occupational medical program for fire departments" used in physical assessments.

## Challenges

- 1.** Maintaining the trust of firefighters who must disclose health information, even when that information could result in their removal from their job assignment.
- 2.** Processing medical and psychological assessments quickly during cadet hiring cycles with large numbers of candidates.