

Memorandum



Date: September 3, 2009

To: Mayor Pro Tem Dwaine Caraway, Chair
and Members of the Public Safety Committee

Subject: Investing In Public Safety: Dallas Fire-Rescue

The Public Safety Committee will be briefed on the Investing In Public Safety: Dallas Fire-Rescue on Tuesday, September 8, 2009.



Ryan S. Evans
First Assistant City Manager

Attachment

- c: Honorable Mayor and Members of the Dallas City Council
 - Mary K. Suhm, City Manager
 - Deborah Watkins, City Secretary
 - Tom Perkins, City Attorney
 - Craig Kinton, City Auditor
 - Victor Lander, Administrative Municipal Judge
 - Jill A. Jordan, P.E., Assistant City Manager
 - A.C. Gonzalez, Assistant City Manager
 - Forest E. Turner, Assistant City Manager
 - Dave K. Cook, Chief Financial Officer
 - Helena Stevens-Thompson, Assistant to the City Manager Mayor/City Council Office



Dallas Fire-Rescue

Investing In Public Safety: Dallas Fire-Rescue

**Donzell Gipson
Assistant Director
Financial Services Bureau**

September 8, 2009



Purpose

- ❑ Highlight and emphasize the resources allocated to Dallas Fire-Rescue as a Public Safety asset in the City
- ❑ Mission Statement: Our mission is to prevent and suppress fires, educate and rescue citizens, provide emergency medical services, promote public safety and foster community relations

Targets of Investment

- Leadership
- Fire and Rescue Equipment
- Emergency Medical Services
- Recruit Training
- Wellness-Fitness
- Emergency Response
- Special Operations
- Arson
- Life Safety & Risk Reduction
- Technology
- Facilities
- Compensation

Leadership

- ❑ Public Safety as a Key Focus Area has been the Number #1 City Council priority
- ❑ The City Manager has directed Dallas Fire-Rescue to become more efficient and innovative

Leadership (Continued)

- ❑ A process improvement roadmap has been developed utilizing the efforts from:
 - EMS Vision Plan
 - Fire Efficiency Study
 - Dallas Fire-Rescue Strategic Plan

Leadership (Continued)

- ❑ Process Improvements:
 - Service Regions concept:
 - Decentralization
 - Service Integration
 - Revised high rise tactical procedures:
 - Conducted two “live” drills downtown:
Renaissance Tower and Convention Center
 - Increased preparedness
 - Addressing cultural competency and diversity
 - Bridge program (fast track) for new hires already firefighter or paramedic certified

Leadership (Continued)

- ❑ Process Improvements: (continued)
 - National certification for Arson Investigators
 - Internal communications strategy:
 - Ask the Chief – Website
 - Straight Talk – Video Series
 - Ride Outs – Station Visits
 - External communications strategy:
 - Citizens Fire Academy
 - Backline – Departmental Newsletter

Fire and Rescue Equipment

- ❑ An evaluation of equipment needs revealed opportunities for improvement in the replacement of fire apparatus, protective equipment, and the increased use of available technology

Fire and Rescue Equipment (Continued)

□ Fire Apparatus:

- Three year plan for accelerated replacement
- Replacement criteria and purchase plan are now in sync with useful life of equipment:
 - FY 08/09 – 1st year \$7.8M (equipment notes): Purchased 10 engines, 3 trucks, 13 emergency response vehicles in December 2008
 - FY 09/10 – 2nd year of 3 year plan \$8.4M (equipment notes): Purchase 9 engines, 3 trucks, 1 hazardous materials response apparatus, 13 emergency response vehicles

Fire and Rescue Equipment (Continued)

- ❑ Fire Apparatus: (Continued)
 - Replacement criteria and purchase plan are now in sync with useful life of equipment: (Continued)
 - FY 10/11 – 3rd year of 3 year plan: Purchase 10 engines, 3 trucks, 13 emergency response vehicles
 - In FY 11/12 replacement needs go down by approximately 50%

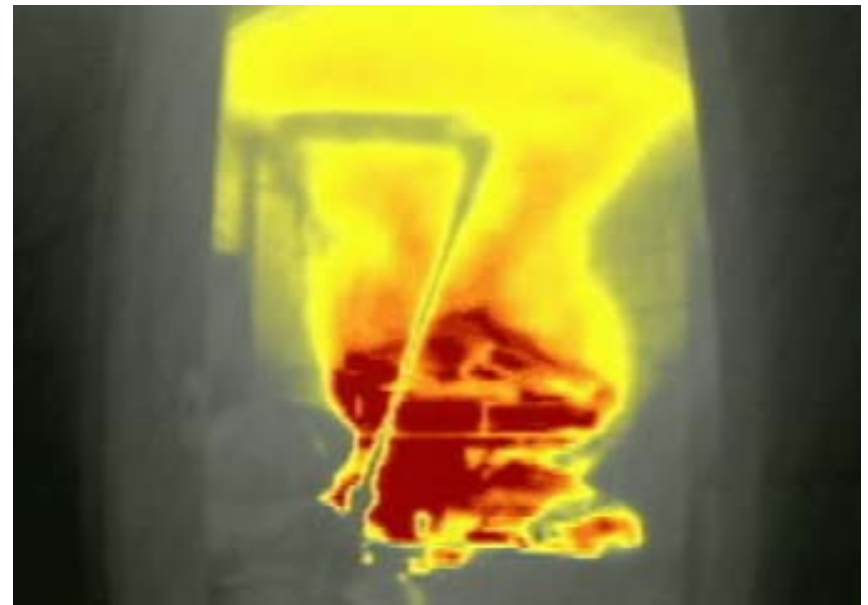
Fire and Rescue Equipment (Continued)

- ❑ Self-Contained Breathing Apparatus (SCBA) – Provides firefighters an uncontaminated air source in toxic environments:
 - Purchased 750 (entire system) in May 2008
 - \$3.1M in equipment notes
 - Replaced 15+ year old equipment that had exceeded its useful life and lacked available technology enhancements for firefighter safety



Fire and Rescue Equipment (Continued)

- ❑ Thermal Imaging Cameras – Allows firefighters to identify hazards and trapped people in multiple environments and conditions:
 - Purchased 45 cameras in May 2008
 - Grant funded – \$476K
 - Camera on each fire apparatus



Emergency Medical Services (EMS)

- ❑ Response times and resource allocation to EMS incidents require constant evaluation on service delivery methods. Adequate supervision and quality assurance, paramedic respite, and creating an effective EMS response model is key to providing quality medical care.



Emergency Medical Services (Continued)

- ❑ 4 Additional EMS Field Supervisors:
 - FY 08/09 enhancement delayed until October 2009:
 - Monitor and evaluate paramedic performance on EMS calls, investigate complaints, monitor paramedic training, act as liaison between field paramedics and hospitals, respond to multi-casualty incidents
 - Quality assurance and improvement

Emergency Medical Services (Continued)

□ EMS Efficiencies:

- Increased pool of medics assigned to fire stations to address workload issues and paramedic respite
- 3 additional Advanced Life Support (ALS) Engines are in service as of May 2009 (FY 08/09 enhancement):
 - Reduce call volume on rescues and decrease response time to medical emergencies
 - These fire engines carry advance life support medical evaluation equipment (LP12, toughbook and drugs)

Emergency Medical Services (Continued)

- ❑ Resuscitation Outcomes Consortium (ROC):
 - ROC Study began in 2006; largest resuscitation study in history
 - Study sponsored by the National Institutes of Health
 - Research done on cardiac arrest and trauma
 - Over 100 cities applied and only 10 were chosen
 - Joint collaboration between DFR, BioTel, and UT Southwestern
 - Extensive training provided to DFR employees
 - Study anticipated to continue for approximately 10 more years

Recruit Training

- ❑ Continuous staffing of field operations makes it necessary to supplement regular staffing with overtime due to vacancies, injuries, and sick time usage
- ❑ When attrition outpaces recruit graduation, recruit training costs and overtime are spent concurrently to maintain continuous staffing

Recruit Training

(Continued)

- ❑ Hired 132 replacement fire and rescue recruits in FY 08/09 to address vacancies and anticipated attrition
- ❑ Anticipate hiring 75 recruits in FY 09/10
- ❑ Recruit training and attrition and associated costs will be addressed on the briefing entitled “Succession Planning”

Wellness-Fitness

- ❑ The health and fitness of public safety personnel is critical due to the hazardous and physical nature of the duties involved. The benefit to the City and public safety personnel is the early identification of potentially life threatening medical conditions.

Wellness-Fitness (Continued)

- ❑ Wellness/Fitness Program \$1.3M:
 - Comprehensive medical evaluation
 - Medical and fitness exams began March 2008
 - Medical advice provided during consultation
 - Aggregate data provided to Department
 - Contract with MedProvider – \$782,977 annually:
 - 12 month renewal scheduled for Council Agenda on September 23, 2009
 - Fitness evaluations, incentive pay for physical fitness:
 - \$350 superior, \$250 excellent, \$150 good

Wellness-Fitness (Continued)

- ❑ The Success Story: Received the National Award at Fire-Rescue International (FRI) Conference in August 2009 for most innovative practices:
 - 100% of emergency response personnel have completed first cycle
 - Wellness Ratings:
 - 83% - Fit for Duty
 - 16% - Conditional Duty
 - 1% - Limited Duty
 - Fitness Ratings:
 - 69 % - Superior
 - 25% - Excellent
 - 6% - Good
 - 1% - Fair



Special Operations

- ❑ Special Operations is charged with providing all hazard response capabilities to include but not limited to hazardous material, urban search and rescue, aircraft rescue at Dallas Love Field and Executive Airport, swift water rescue, and advanced medical response for the City of Dallas and the North Central Texas Region encompassing 16 counties

Special Operations

(Continued)

- ❑ Urban Search and Rescue (Texas Task Force II):
 - 28 member Advanced Technical Rescue Task Force:
 - Currently Type III Task Force
 - 16 County emergency response region
 - \$5M+ in grant funding awarded for equipment and training
 - Awarded \$1.4M by Governor's Division of Emergency Management in July 2009:
 - Funding to upgrade Task Force to Type I status
 - Requires additional equipment, supply cache, and task force personnel

Special Operations

(Continued)

- ❑ Deployment of 2 new Satellite Hazmat Stations #16 and #40:
 - Respond to hazardous spills and incidents
 - Anticipate training to be completed in first quarter of FY 09/10
 - Back-up resource in responding to multiple events
 - Respond to hazardous spills and incidents
 - Decrease response time to emergencies

- ❑ Transfer Bomb Squad from Dallas Police Department:
 - Effective October 1, 2009
 - Four year plan to increase staffing level from 4 to 12

Arson

- ❑ Investigates, prevents and reduces crime and provides prompt response in investigating all fires. Investigates fires for arson related activities; handling 5,100 fire investigations activities; enforces state criminal laws pertaining to arson; and provides juvenile fire counseling.

Arson (Continued)

- ❑ Continue Arson Awareness program and provide intervention for juveniles who are involved in fire-setting behavior to reduce the number of arson fires
- ❑ Retain 24-hour response capabilities for criminal investigations and cause of origin for fires
- ❑ Begin training process for incumbent investigators to Bomb Technicians as part of three year phase plan for Bomb Squad

Emergency Response

- ❑ Provides 24 hours a day fire protection, rescue capabilities and first responder medical service through adequate staffing of 56 fire stations with 76 fire companies

Emergency Response

(Continued)

- ❑ Battalion 10 – Incident command response and span of control:
 - FY 08/09 enhancement delayed until October 2009
 - Estimate to achieve on-scene arrival time of 86% within 8 minutes; currently 83%
 - National Fire Protection Association (NFPA) standard is 90% on scene arrival time within 8 minutes
 - Decrease in casualties and property loss
 - Increase in firefighter safety
 - Greater accountability in decrease in span of control

Life Safety & Risk Reduction

- ❑ Improve safety throughout the City by preventing the occurrence of fire, fire deaths and injuries through municipal code development and enforcement and public fire safety education. In addition, this service provides Fire Watch staffing for the protection of the public in the event of malfunctioning alarm systems and performs over 66,000 inspections and re-inspections annually.

Life Safety & Risk Reduction

- ❑ Inspections & Life Safety Education (I&LSE):
 - Decentralization:
 - 2 new field offices deployed at fire stations #40 & #42
 - Enhance communication, identification and correction of hazards
 - Fire Department personnel have installed approximately 20,000 smoke detectors since October 2006
 - Currently instituting “Risk Watch” safety program for elementary age children
 - Fire Safety House education program

Technology

- ❑ Computer Aided Dispatch (CAD) – New CAD implemented August 2007:
 - ❑ New Station Alerting System (Locution)
 - ❑ VisiNet Mobile software and new Mobile Data Computers (MDC's) will be installed in fire apparatus
 - ❑ ADAM (Apparatus Deployment Analysis Module): Helps decision makers assess challenges such as station relocation, disaster planning and Homeland Security directives and measures
 - ❑ CAD Analyst generates objective data concerning response performance
 - ❑ LiveMUM (Move Up Module): Identifies gaps in coverage areas or changes in unit status and provides dynamic coverage of the City
 - ❑ BARB (Box Area Response Builder): Generates recommendations for road and network-based running routes to every street address

Technology (Continued)

- ❑ Computer Aided Dispatch (CAD) – Quality Assurance and Training:
 - Program Coordinator position filled (FY 08/09 Enhancement)
 - Proactively reviews CAD system history
 - Identify specific training needs
 - Develops continuing education curriculum

Technology (Continued)

- ❑ Inspections (Firebase) – Firebase is an inspection records management system developed by CIS. Functionality includes:
 - Development of a comprehensive database of occupancies by type
 - Performance Measurement Tool
 - Tactical information provided for arriving emergency responders

Facilities

- ❑ Dallas Fire-Rescue has 56 fire stations with 25 facilities 40+ years old. An aggressive 2003 & 2006 Bond Program has initiated major maintenance at many stations and the replacement of fire stations reaching their useful life. The 2003 Bond Program projects have been completed.
- ❑ Applied for American Recovery and Reinvestment Act (ARRA) funding.

Facilities (Continued)

- ❑ Fire Stations (2006 Bond Program):
 - Replacement Stations:
 - #6 – Council District 7, 2808 S. Harwood Street
 - #27 – Council District 13, 8401 Douglas Avenue
 - #32 – Council District 4, 7007 Benning Avenue
 - #37 – Council District 9, 6742 Greenville Avenue
 - #44 – Council District 7, 4114 Frank Street
 - Approximately \$25M in construction costs

Facilities (Continued)

- Expansion at Station #10 – Council District 12, 4451 Frankford Road:
 - Construction completed by February 2010
 - Deployment of new truck company scheduled for October 2010
- New Station #50 – Council District 3, Keeneland & Walton Walker:
 - Construction to be completed by August 2011
 - Fire Engine and Rescue Unit to be deployed

Facilities (Continued)

- ❑ Adopt-A-Station – Program which allows individuals and businesses to contribute time, funds, goods and/or services to benefit Dallas Fire-Rescue and its facilities:
 - Freedom Day Event:
 - Partnership with Entrepreneurs Foundation of North Texas (EFNT)
 - First event was September 11, 2008
 - 400 volunteers rehabbed 6 fire stations (Stations 3, 11, 16, 37, 43, and 46) and the Fire Museum
 - Second annual event scheduled for September 11, 2009:
 - Dolphin Road Facility is this year's focus

Compensation

- ❑ Fire Pay Plan – Implemented October 2006:
 - Certification Pay – \$7.1M (FY 08/09 cost):
 - Incentive for educational attainment
 - Master – \$500 per month
 - Advanced – \$250 per month
 - Intermediate – \$175 per month
- ❑ Additional Steps:
 - Add a 5% step to the top of each rank allowing those that were at the previous top step to receive a step increase on their anniversary date
- ❑ Compressed Steps:
 - Decrease time at each step from 2 years to 1 year

QUESTIONS?