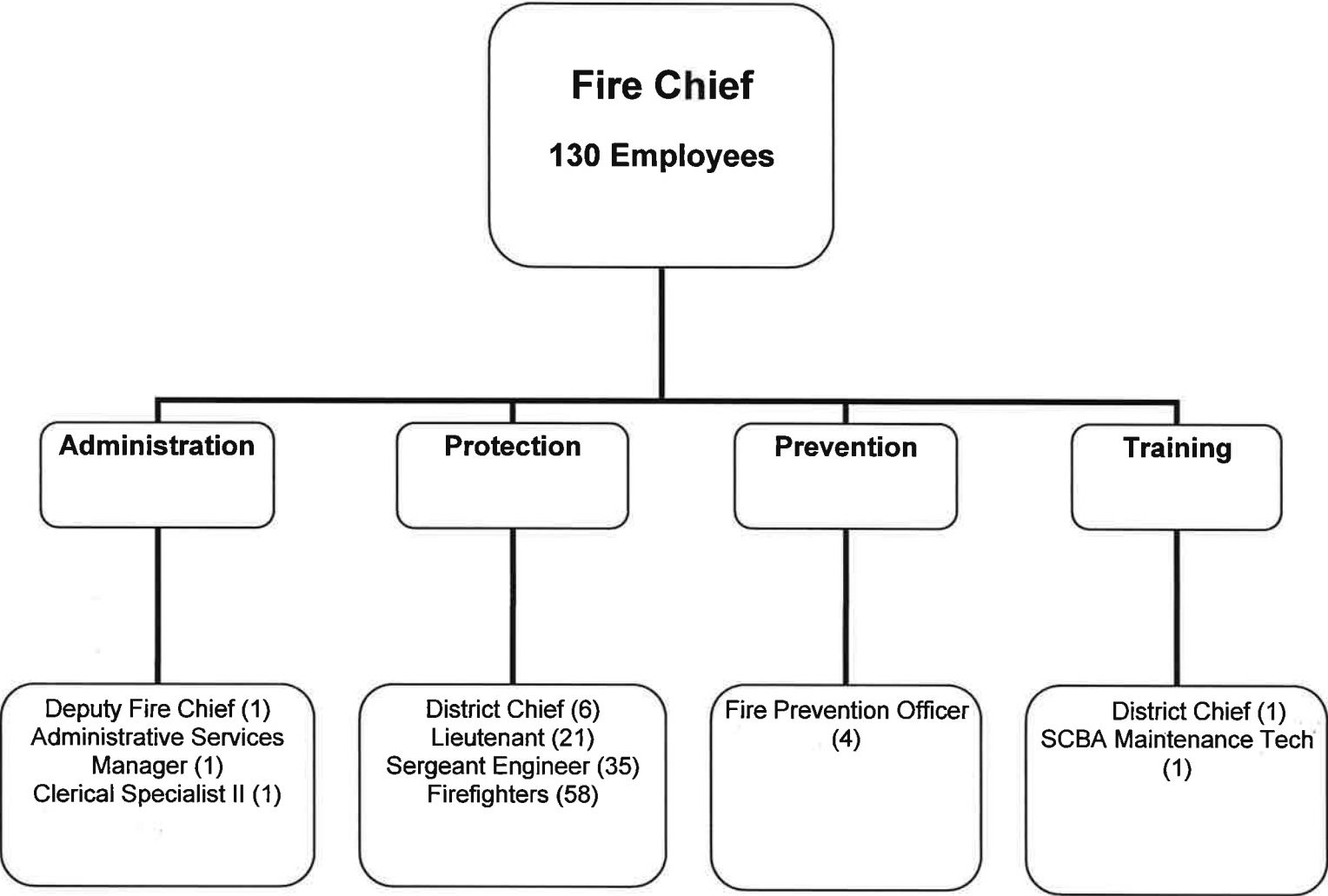


# FIRE DEPARTMENT



### Fire Department

The Johnson City Fire Department's mission is to embrace servant leadership, maintain a positive and active role in the community and seek opportunities to help others in traditional and non-traditional fire rescue operations. We accomplish our mission through trust, education, teamwork, professionalism, and pride, while pursuing excellence in service, and maintaining the highest standards of safety for all those who face the loss of life, property, and livelihood.

The department's nine (9) fire stations, twelve (12) emergency response apparatus and support facilities are staffed by 130 budgeted personnel who provide fire suppression, emergency medical services, fire prevention and inspection, public education, fire cause and origin determination, hazardous materials response, special rescue operations, training, and related support functions to approximately 67,000 citizens across Johnson City. In 2016, the department was recognized as a Class One Fire Department by the Insurance Service Office (ISO).

The department consists of two divisions, Administration and Emergency Services.

#### Administration

The Administration Division directs and oversees the overall activities of the Fire Department, which includes planning, implementation, and review of departmental short and long-range goals, training, professional development, logistics, records and reports, and budget development and monitoring. The Division's responsibilities are to develop general policies for the direction of the department, to conduct and evaluate needs assessments, to make recommendations for the construction of fire stations and the purchase of apparatus and equipment, and to conduct project management. This division also develops recommendations for the protection of life and property in the City. Coordinating and communicating with other City services and divisions to accomplish the overall mission of the City is within the purview of this division. This division is comprised of 10 personnel, the Fire Chief, the Deputy Fire Chief, the District Chief, Administrative Services Manager, Records Clerk, (4) Fire Prevention Officers, and the SCBA Technician.

#### Emergency Services

The 120 total personnel in the Emergency Services Division are responsible for the day-to-day provision of emergency services to City residents and guests; responding to all calls for emergency medical assistance, regardless of the nature of the call. Providing service to the community 24 hours a day, 365 days a year with three distinct shifts – 40 personnel per shift are assigned to nine (9) strategically located fire stations with nine (9) engine companies, three (3) ladder companies, and six (6) District Chief's. Emergency Services personnel are required to maintain proficiency through in-service and outside training objectives. Emergency Services personnel are continuously involved in neighborhood community events, such as fire safety talks, smoke detector programs, CPR training, Community Emergency Response Team (CERT) training, homeowners' association meetings, demonstrations, community gatherings, etc. In addition to providing emergency and non-emergency services members of this division conduct routine equipment maintenance, coordinate apparatus maintenance with Fleet Management, maintain Insurance Service Office (ISO) components, accomplish hose testing, and implement organizational programs.

## Fire Department Goals and Objectives – FY 2020

Pursue accreditation from the Center for Public Safety Excellence (CPSE) by: 1) completing a Department Strategic Plan with citizen involvement that dovetails with the City Strategic Plan; 2) develop the Risk Assessment/Standard of Coverage Document; 3) begin addressing core competencies in accreditation with self-assessment manual; and 4) implement appropriate professional development credentialing through the Center for Public Safety (CPSE) for all current and aspiring fire rescue officers.

Develop an annual review process of department guidelines and programs to ensure they meet the most current standards (NFPA, OSHA, etc.).

Develop and implement a self-assessment fire inspection process for low-hazard occupancies.

Develop and implement a company level fire safety inspection program for non-complex properties that incorporates pre-planning.

Develop and implement a program to address vacant and abandoned properties through pre-planning.

Research, develop, and implement a comprehensive community risk assessment program that addresses community risk reduction strategies (ISO, Accreditation, Smoke Detectors, and Public Education considerations).

Research, develop, and implement performance metrics that address NFPA dispatch, turnout, and response times that address both averages and 90<sup>th</sup> percentile success.

Develop and implement an After Action Incident Review program to measure outcomes and areas for improvement.

Research, develop, and implement a computer based pre-planning process and program that allows for quick-use field reference for the company level officer through comprehensive building plans and systems for the chief fire officers.

Evaluate current record management system efficiency and effectiveness, and determine if changes are needed.

Research, develop, and implement company level performance evaluation criteria based on Job Performance Requirements (JPR's) for engine and truck operations.

Review and revise all job descriptions in the fire department, and develop a meaningful employee performance evaluation process to address job performance requirements and career development.

Fire Department Goals – FY 2020

Conduct a needs analysis for fire rescue facilities, and develop a plan to address the needs identified.

Conduct an evaluation of training completed to determine if the current process is meeting our departmental goals and objectives.

Conduct a citizen's fire academy.

Conduct an elected officials' fire academy.

Conduct a media fire academy.

Develop a partnership with Johnson City Schools for a junior firefighter program (ages 14 to 18) at Science Hill High School.

FIRE	Actual FY 2017	Actual FY 2018	Budget FY 2019	Projected FY 2019	Budget FY 2020	Budget 20 vs. 19	% Change
------	-------------------	-------------------	-------------------	----------------------	-------------------	---------------------	-------------

**FIRE**

Administration	531,946	494,279	435,820	435,820	451,824	16,004	3.7%
Accreditation	9,027	225	14,500	8,500	14,935	435	3.0%
Protection	8,754,582	9,161,575	9,411,130	9,212,807	9,906,166	495,036	5.3%
Prevention	270,394	247,264	326,092	319,570	345,726	19,634	6.0%
Training	299,581	322,871	354,729	354,729	408,991	54,262	15.3%
<b>Total Fire</b>	<b>9,865,530</b>	<b>10,226,214</b>	<b>10,542,271</b>	<b>10,331,426</b>	<b>11,127,642</b>	<b>585,371</b>	<b>5.6%</b>

**FIRE DEPARTMENT  
EXPENDITURE SUMMARY**

Personal Services	8,903,070	9,051,706	9,263,900	9,078,622	9,789,614	525,714	5.7%
Operating	962,460	1,174,508	1,278,371	1,252,804	1,338,028	59,657	4.7%
<b>Total Expenditures</b>	<b>9,865,530</b>	<b>10,226,214</b>	<b>10,542,271</b>	<b>10,331,426</b>	<b>11,127,642</b>	<b>585,371</b>	<b>5.6%</b>

# Fire Department

