



Atlanta Fire Rescue Department QUARTERLY REPORT

PRESENTATION TO CITY COUNCIL
Committee on Public Safety and Legal Administration

Interim Fire Chief Randall B. Slaughter

February 27, 2018

Atlanta Fire Rescue Department (AFRD) Priorities

- Human Resources
- Professional Development
- Emergency Preparedness and Response
- Facilities, Equipment, Supplies & Technology
- Customer Service Programs
- Public Information, Education & Relations (PIER)

City Council's Goals & Objectives: PSLA Committee (FY2018)

- Salary, Benefits, and Compensation Study for AFRD and City Public Safety partners
- AFRD Emergency Medical Services (EMS) Supply Audit Review
- AFRD Facilities Assessment



AFRD: Recent Key Accomplishments

- Reopened Fire Station 7 in FY16
- Obtained Class 1 Insurance Services Office (ISO) Rating
- Retained Center for Public Safety Excellence (CPSE) Accreditation in FY15; next site visit in FY19
- Improved turnout times city-wide
- Implemented pay enhancement strategies for Firefighter, Sergeant, Lieutenant, and Captain ranks
- Implemented and sustained Firefighter Health & Wellness Program
- Enhanced Emergency Medical Services (EMS) Division staffing
- Negotiated Intergovernmental Agreements (IGA) with Fulton County and DeKalb County Fire Departments to cover annexed areas
- Installed 27,820 smoke alarms
- Established pay incentives for acting Sergeant (Driver) and acting Officer-in-Charge (OIC) certifications
- Adoption of AFRD Dependent Care Initiative to address childcare benefits into City's long-term Resilience Plan
- Completed equipment and facility enhancements as a part of the AFRD Occupational Cancer Prevention Initiative



Top 3 Priorities

Priority 1: Organizational Transition through a Leadership Change

Priority 2: Staffing Shortages and Potential Strategies

- Closing EMS Clinic at City Hall
- Civilianizing Fire Inspections Section
- Streamlining Operations to Better Support Core Functions
- Implementing Scheduled Overtime for All Sworn Members

Priority 3: Facility Enhancements

- Training Center Limitations
- Fire Station 3, Fire Station 36, and Fire Station 22



Priority 1: Organizational Transition through a Leadership Change



- Selection of leadership team
- Meetings with internal managers – both sworn and civilian
- Establishment of expectations throughout the organization



Priority 2: Staffing Shortages and Potential Strategies

TOTAL ATTRITION (FY)

■ FY 2012 (Q3-Q4) ■ FY 2013 ■ FY 2014 ■ FY 2015 ■ FY 2016 ■ FY 2017 ■ FY 2018 (Q1-Q2)



	Death	Dismissed	Resignation	Retired	Settled (no re-hire)	Termination	Transferred to APD	TOTAL
FY 2012 (Q3-Q4)		18	8	13	2	1		42
FY 2013	3	15	20	33				71
FY 2014	4	22	26	23			1	76
FY 2015	1	11	50	21		1		84
FY 2016		15	49	27				91
FY 2017	1	10	36	27		1		75
FY 2018 (Q1-Q2)		8	15	33				56
TOTAL	9	91	189	144	2	3	1	439



Priority 2: Staffing Shortages and Potential Strategies

STAFFING GOALS

- Goals support AFRD accredited status and ISO Rating
- Four (4) members maintained on each Engine at a 90% rate or more
- Maintain 191 firefighters minimum staffing for City operations
- Maintain 61 firefighters for minimum staffing for Airport Operations

VS.

ATTRITION

- Recruitment, retention, and retirements have all contributed to attrition
- Competitive salaries and pay enhancements were implemented in FY17 and FY18 to impact attrition and staffing

POTENTIAL STRATEGIES

- Repurposing specific positions with sworn members
 - Closing EMS Clinic at City Hall
 - Civilianizing Fire Inspections Section
- Scheduled overtime for all sworn members
- Reclassification of Battalion Chiefs
- AFRD Recapture Program provides employment to recently retired members
- AFRD Delayed Entry Program targets recruitment of recent HS graduates and rising seniors



Priority 3: Facility Enhancements



AFRD Training Center
407 Ashwood Avenue, Atlanta, GA 30315

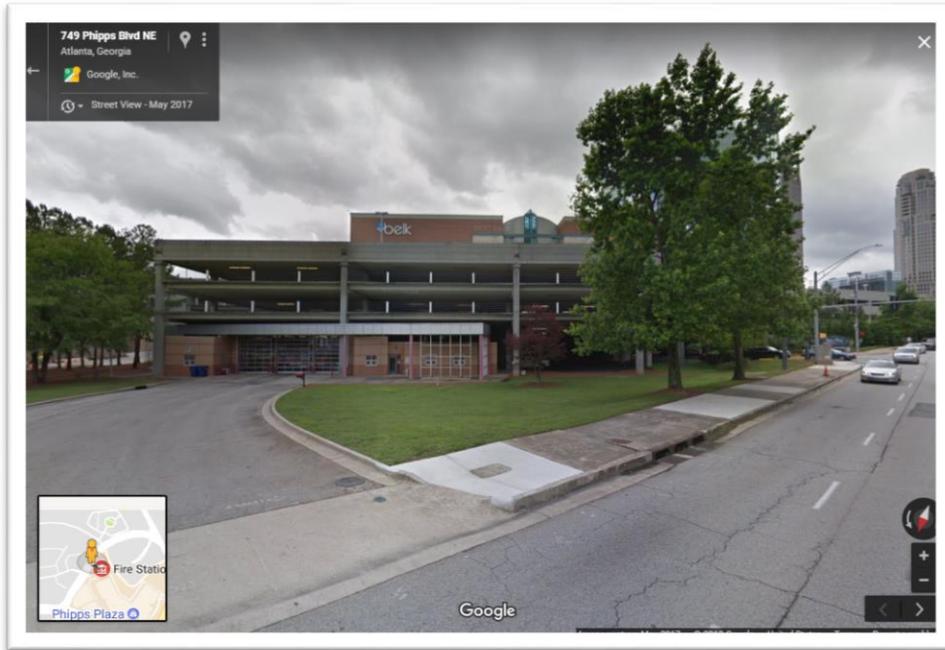
Current Facility Assessment – AFRD Training Facility

- Limitations in Recruit Training due to classroom capacity and limited technology capabilities
- Condemned burn building
- Partial use of smoke tower / highrise
- Driving course needed
- Physical repairs needed include new roof, repaired/upgraded plumbing, air quality testing, and enhancements related to the AFRD Occupational Cancer Prevention Initiative



Priority 3: Facility Enhancements

Current Facility Assessment – Fire Station 3

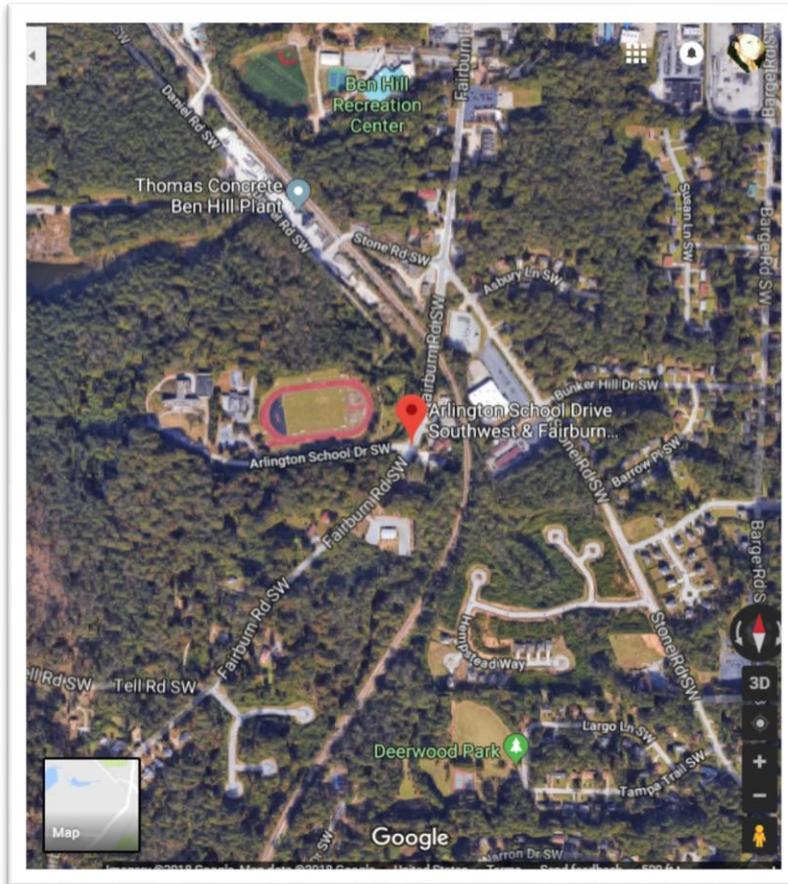


AFRD Fire Station 3
721 Phipps Blvd NE, Atlanta, GA 30326

- Existing Station constructed in 1991 using a commercial platform
- Current layout is insufficient for present and future use in the community service area
- Commercial design standards and programming applied
- New site secure in immediate area



Priority 3: Facility Enhancements



AFRD Fire Station 36

New Address: Intersection of Fairburn Road & Arlington School Road

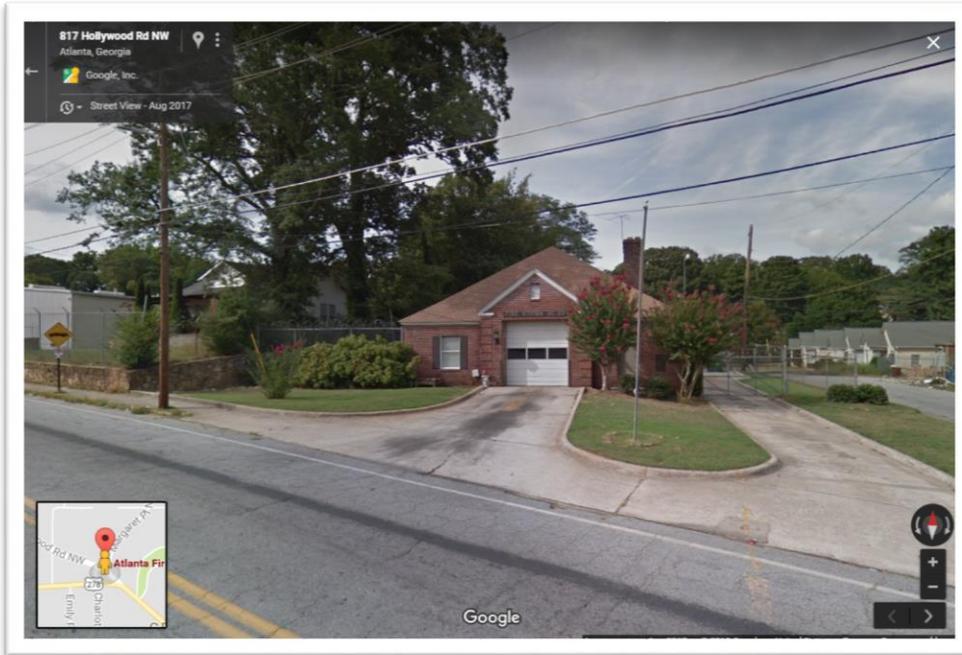
Current Facility Assessment – Fire Station 36

- New station construction and addition to AFRD facility inventory
- Station added to address present and future use in the community response area-Princeton Lakes
- Commercial design standards and programming applied
- Station design will include space for double company operations and a community room



Priority 3: Facility Enhancements

Current Facility Assessment – Fire Station 22



AFRD Fire Station 22
817 Hollywood Road NE, Atlanta, GA 30318

- Existing Station constructed in 1938 and consistent with residential design standards
- Current layout is grossly insufficient for present and future use in the community response area
- New site purchase completed
- Construction price increases are a potential constraint due to past project delays



Questions?

