

The background of the slide features the official seal of the Atlanta Fire Rescue Department. The seal is circular and contains a central eagle with its wings spread, perched atop a shield. The shield is divided into four quadrants with various symbols. Above the eagle, the text "EST. 1882" is visible. The words "FIRE RESCUE" are written in a large, stylized font around the bottom half of the seal. Two white stars are positioned on either side of the eagle's wings.

Atlanta Fire Rescue Department Quarterly Update

Presentation to
Public Safety and Legal Administration Committee

Fire Chief Randall B. Slaughter
September 10, 2019

Atlanta Fire Rescue Department Mission and Vision

AFRD Mission: Atlanta Fire Rescue Department provides prompt quality services to our stakeholders that promotes safety, well-being, enhances sustainability, and enriches the quality of life through professional development and dedication to service.

AFRD Vision: Atlanta Fire Rescue strives for excellence in emergency preparedness and response, to enhance our customer-focused innovative role as industry leaders, while overcoming expanding risks.

PSLA Committee and Atlanta Fire Rescue Department Goals and Objectives

Public Safety Legal Administration Committee

- Facilities assessment & strategic plan
- Review salary, benefits & compensation
- Review audit findings- EMS Supplies and Overtime
- Work with AFRD to develop budget recommendations

Atlanta Fire Rescue Department

- Make necessary facilities and fleet enhancements
- Establish pay equity throughout the ranks of the department
- Maintain fiscal responsibility and transparency

AFRD: Key Accomplishments

- Submitted a completed Pay in Class and Compensation Study to the Administration
- Reaccredited by the Commission on Fire Accreditation International and Center for Public Safety Excellence (CPSE)
- Successfully hosted the 2019 Fire-Rescue International (FRI) Conference
- Recruited and hired 112 Fire Recruits
- Graduated 1st group of Pathway Students from Therrell High School
- Received a grant from Chick-Fil-A to fund a Fire Cadet Program



Three Top
Organizational
Priorities

Service Excellence

Staffing and Staffing Strategies

Fleet, Facility Enhancements and
Construction

Priority 1: Service Excellence New/Progressive Initiatives

- QIC Unit Implementation in annexed areas of S.W. Atlanta
- Civilian EMTs at Hartsfield-Jackson Atlanta International Airport (HJAIA)
- Complete and implement results from the Mercer Pay and Compensation Study
- Realign leadership/management team

Priority 1: Service Excellence (Cont'd)

- Meeting established departmental performance metrics
 - Turn Out Times: Benchmark- 2:03 minutes or less
 - Travel Times: Benchmark- 5:09 minutes or less
 - Response Times: Benchmark- 7:12 minutes or less

Priority 1: Service Excellence (Cont'd)

Downtown CFS FY-2019		
Category	Risk Level	Calls for Services
EMS	EMS (ALS)	2,892
	EMS (BLS)	58,904
FIRE	Structure Fire	12,295
	Non-Structure Fire	4,106
Hazmat	Hazmat (L)	438
	Hazmat (M)	10
Technical Rescue	Resc (L)	35
	Resc (M)	1,994
	Resc (H)	3
Other Services*	Other (L)	8,174
	Other (H)	18
Grand Total		88,869

Other Services* includes calls for *Tree Down, Wires Down, Water Problems, Welfare Checks* etc.

Priority 1: Service Excellence (Cont'd)

Airport CFS FY-2019		
Category	Risk Level	Calls for Services
EMS	EMS (ALS)	673
	EMS (BLS)	8,400
FIRE	Structure Fire (H)	15
	Structure Fire (L)	323
	Non-Structure Fire (L)	255
Hazmat	Hazmat (H)	18
	Hazmat (M)	1
ARFF	High (H)	179
Bomb Threat	High	5
Jet Fuel Spill	High (H)	46
Technical Rescue	Rescue (H)	2
	Rescue (M)	85
Other Services*	Other (H)	20
	Other (L)	146
Grand Total		10,168

Other Services* includes calls for Firefighter Info, Suspicious Package, Advice, Wash Down etc.

Priority 1: Service Excellence (Cont'd)

Hydrant Audit

Areas for improvement

- Reporting hydrant issues and follow-up on repairs and re-inspections
- Maintaining the hydrant database
- Improve communications with DWM

Action Plan

- Immediate enforcement of using hydrant cards to validate hydrant inspections
- Developing a MOU to work with more closely with DWM
- Aggressively continue working with the Hydrant Asset Project

Priority 1: Service Excellence (Cont'd)

EMS Audit

Areas for improvement

- Policy updates and procedure implementations
- Enhanced security measures for medications and controlled substances

Action Plan

- Write policies, submit for approval and implement
- Implement usage of controlled substance log and monthly reviews
- Implement enhanced security measures- locking apparatus compartments, dual access controls, storage adjustments

Priority 2: AFRD Staffing and Strategies

General Fund- FY2020 Authorized

Sworn	812
Civilian	77

Total General Fund Employees 889

Aviation Fire Fund- FY2020 Authorized

Sworn	234
Civilian	26

Total Enterprise Fund Employees 260

Total Current Personnel 1149

Vacancies

Sworn	107
-------	-----

data as of 8/03/2019

Priority 2: AFRD Staffing and Strategies

STAFFING GOALS

- Goals support AFRD's accredited status and ISO Rating
- Four (4) members maintained on each Engine at a 90% rate or more
- Maintain 188 firefighters minimum staffing for City operations
- Maintain 61 firefighters for minimum staffing for Airport Operations

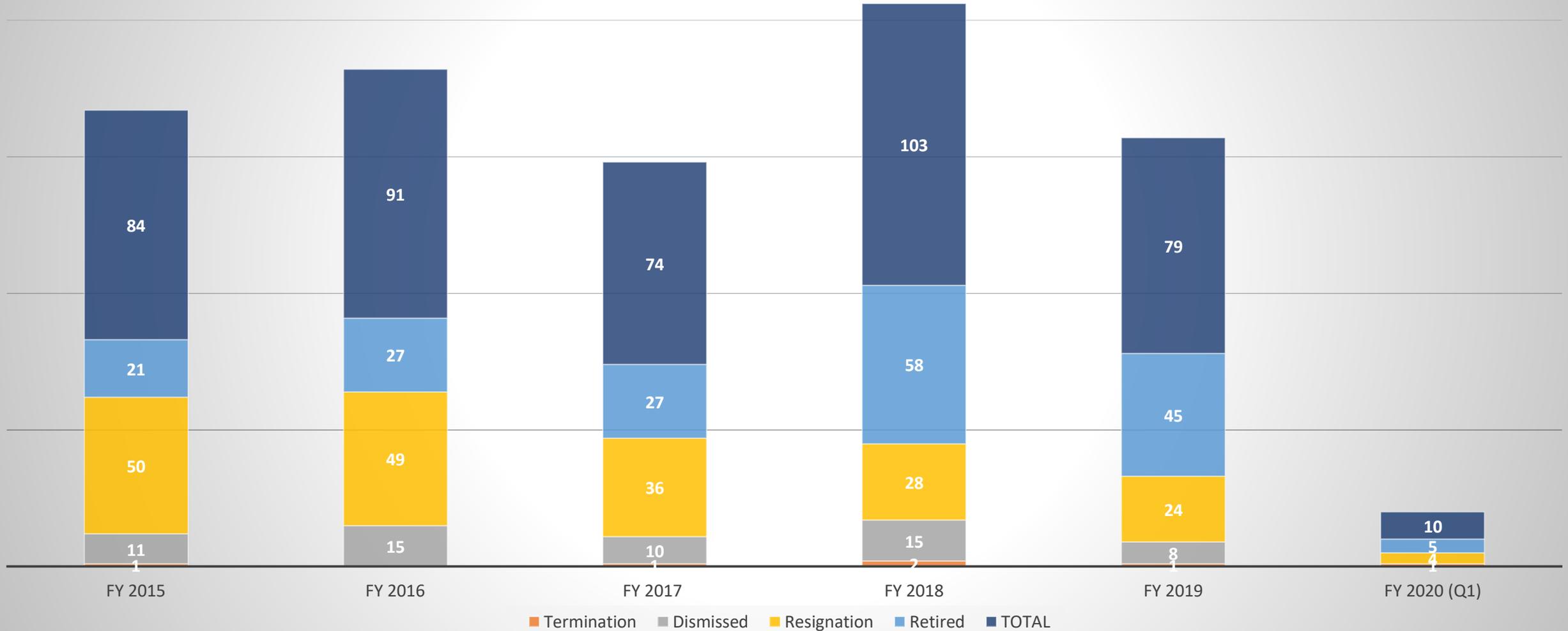
VS.

ATTRITION

- Retirements and resignations attribute to vacancies significantly
- Competitive salaries and pay enhancements were implemented in FY18, FY19, and FY20 to address retention and increase applicant interest

Priority 2: AFRD Staffing and Strategies

Attrition



Priority 2: AFRD Staffing and Strategies

- Currently 112 recruits attending training at the Atlanta Fire Rescue Training Academy
 - Class 19-03: PSHQ
 - Class 19-02: Fire Training
 - Class 19-01: EMS Training
 - Recruit Graduation planned for early-mid November 2019
- Scheduled Overtime Program
- Civilianizing Fire Inspections and Office of Professional Standards
- Continuing with various recruitment techniques and programs such as:
 - Delayed Entry, Recapture Program, Camp Ignite, Statewide/Community Job Fairs

Priority 3: Facilities & Fleet

Key Accomplishments

Facility	Update
Station 22 & 36	Fully funded. Procurement processes have started.
Station 5, 9, 11, 38	Kitchen renovations have been completed.
Station 26	Renovations are scheduled to begin in the next 100 days.
Station 40	Construction underway scheduled to be complete by December 2019
Current Burn Building	Demolition procedures are in process.
Temporary Burn Building	Procurement process has started for new temporary structure.
Station 4	HVAC replacement & renovations completed August 2019.



Priority 3: Facilities and Fleet

Station Priorities

Improvement Plan	Stations
Replacement	22, 31, 30, 26, 25, 23, 29, 32, 35
Renovation	38, 4, 5, 11, 2, 26, 9
Addition	36





Questions or Comments