



2014 ANNUAL REPORT

City of Madison Fire Department

Fire Administration
30 W Mifflin, 8th & 9th Floors
Madison WI 53703
608-266-4420



A Message From Fire Chief Steven A. Davis



2014 provided the City of Madison Fire Department with many challenges that were met head-on and handled with expertise and professionalism by our organization. The year saw one of the coldest major structure fires ever experienced in the history of the Department. The fire occurred on January 28, 2014 at Windsor Homes, 314 Atlas Avenue on the city's east side. Multiple calls came into the Dane County 911 Center at 0611 hours reporting a significant structure fire. Upon arrival of Engine 5, the officer reported heavy fire and smoke conditions in a manufacturing warehouse. The temperature at the time was -16°F. The Department crews fought the fire through the bitterly cold, sub-zero conditions throughout the entire day. As Chief of the Department, I am happy to report there were no injuries to civilians or staff.

We proudly opened a new fire station on the east side. Fire Station #13 had its grand opening on July 21. Station #13 houses a new fire engine with a crew of 4 people, trained and ready to respond to any fire and medical emergency that occurs on the far eastern border of the city. The station also provides a nice space for community meetings and gatherings. The crews who work there are also responsible for a number of fire prevention inspections. We are very thankful for the political leadership from the Mayor and Common Council to commit the resources that were much needed in the area. We also worked with Congressman Mark Pocan and Senator Tammy Baldwin to help secure initial funding for the skilled firefighters who are ready to respond from the new station. This project was a fine example of a community coming together.

Station 13 opened at a good time, for on August 8, the Department was confronted with a fire that had what may have been the largest volume of fire from a single building ever encountered in Madison. The building was a large 3-story apartment building under construction on Apollo Way, once again on the city's east side. The building was about 50% involved in fire upon arrival, and the first-due crews did a tremendous job protecting the 35 nearby homes that were being threatened by this massive blaze. Had Engine 13 not arrived within moments of the first Engine (#5), there would have been high potential for total destruction of the neighborhood. I am proud to say there was minimal damage to the surrounding homes and, once again, no injuries to civilians or firefighters to report.

The MFD hired 16 new employees as commissioned firefighters to replace existing open positions. The group started the recruit class in October and graduated from the very challenging academy course in February of 2015. The Department also hired 4 new civilians who filled existing vacant positions. We hired our first Information Technologies Specialist. In 2014 the Department started an Acting Captain program, which has been very successful at bringing consistency to many of our daily operations.

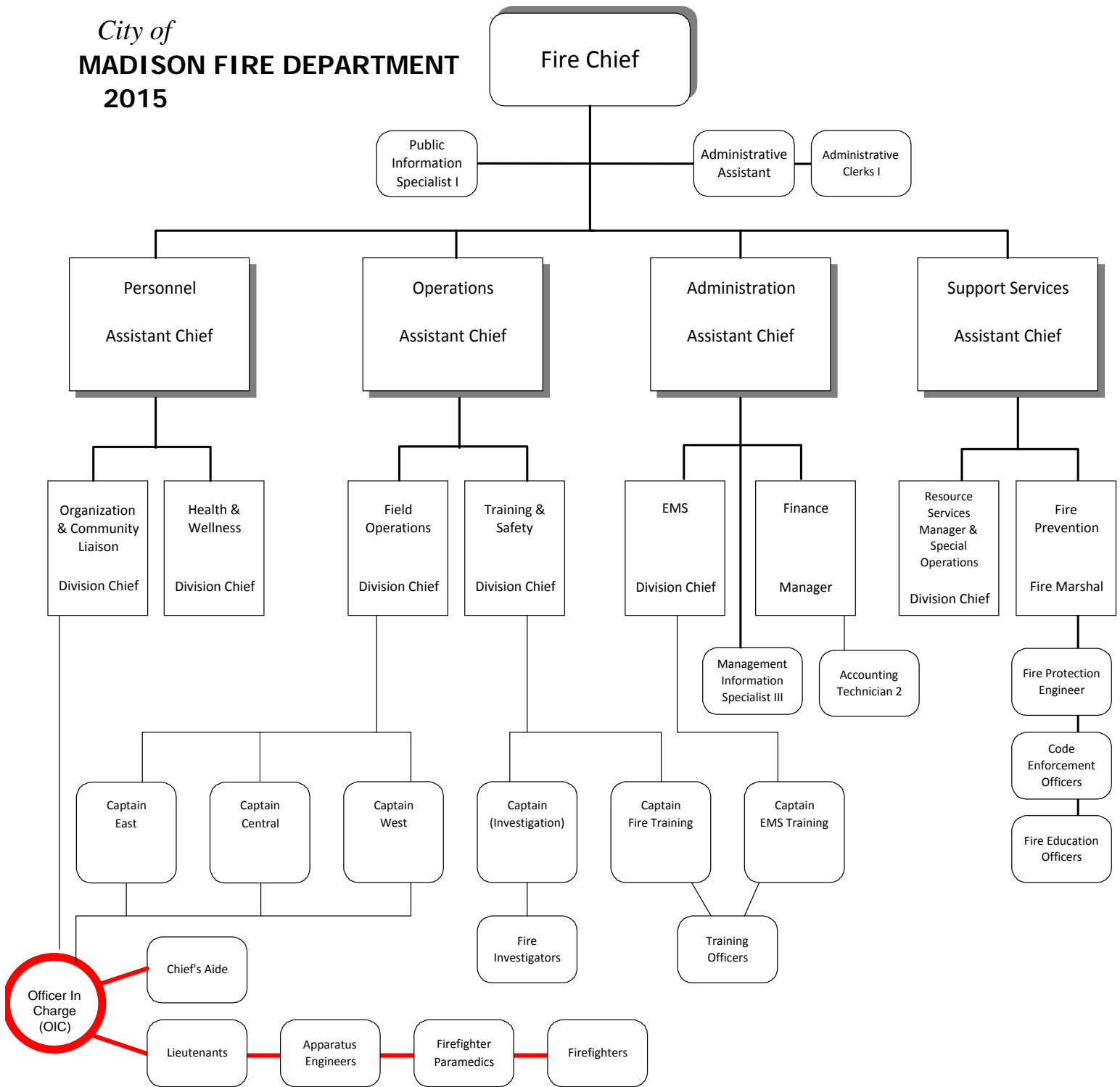
As we look toward the coming years, we will implement a new Department strategic plan. The plan is available on our web site, and will give the organization guidance over the years to come. It addresses areas such as improving communications, blending medical services into the community, and actively engaging every employee in the Department's mission.

I am reminded daily of the great service the Madison Fire Department provides to this community. I am proud of the work we do and am thankful for support we receive from our citizens and City leaders. I want to thank everyone who helped make 2014 a safe and successful year!

Steven A. Davis
Fire Chief



City of
MADISON FIRE DEPARTMENT
2015



Officer In Charge (OIC)



Who We Are

Commissioned Employees

Non-Commissioned Employees

<u>Title</u>	<u>Actual Occupied Positions</u>	<u>Title</u>	<u>Actual Occupied Positions</u>
Fire Chief	1	Administrative Services Manager	1
Assistant Chief	4	Account Technician	1
Division Chief	6	Administrative Assistant	1
Training Officer I	2	Administrative Clerk I	4
Training Officer II	1	Code Enforcement Officer I	1
Fire Investigator II	3	Code Enforcement Officer II	2
Captain	6	Code Enforcement Officer III	4
Lieutenant	58	Code Enforcement Officer IV	2
Apparatus Engineer	62	Elevator Code Enforcement Officer I	2
Apparatus Engineer II	3	Elevator Code Enforcement Officer II	1
Firefighter/Paramedic	54	Fire Education/Code Enforcement II	2
Firefighter/Paramedic II	24	Fire Protection Engineer	1
Firefighter	140	Fire Marshal	1
		Management Information Specialist III	1
		Public Information Specialist	1

Total Commissioned:

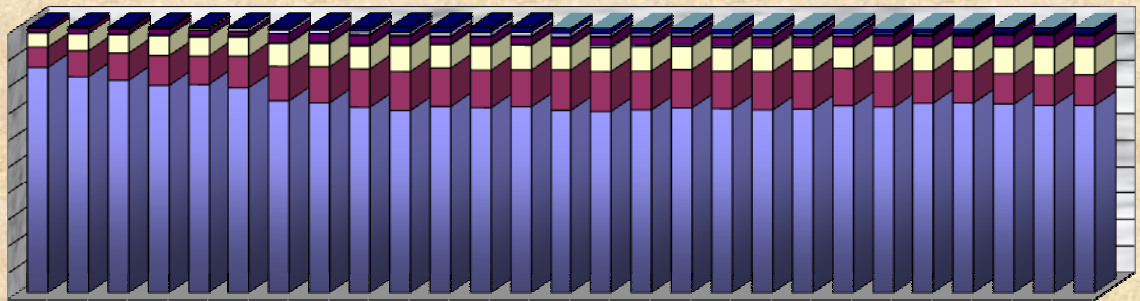
364*

Total Non-Commissioned

25

*As of March 26, 2015

City of Madison Fire Department
Total Number of Firefighters Employed as of January 1st of Each Year



	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	
1989 total	263																											
1990 total		267																										
1991 total			265																									
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2008 total																				309								
2009 total																					323							
2010 total																						337						
2011 total																							358					
2012 total																								352				
2013 total																									361			
2014 total																										368		
2015 total																											375	
Other														1	1	1	1	1	1	1	1	1	1	1	1	1	1	
Unknown/Did not answer																		1	1	1	1	1	1	1	0	0	0	
Asian and Pacific Islander Men	1	1	1	1	1	1	3	3	4	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	6	6	7
Native American Men	0		1	1	2	3	3	3	3	3	4	4	4	4	3	3	3	3	3	3	3	2	2	2	2	2	2	
Native American Woman																									1	1	1	1
Latino Women									1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	0	0	0
Latino Men	4	5	4	5	5	4	9	9	10	9	7	8	8	8	9	9	9	10	10	10	11	12	14	14	15	16	15	
African American Women		0	1	1	1	1	1	1	1	1	1	1	1	1	2	2	2	2	2	2	2	1	1	1	1	1	1	1
African American Men	14	17	18	20	19	19	23	24	24	27	25	26	27	26	25	27	26	27	27	27	26	32	32	31	36	38	39	
White Women	20	26	27	30	28	31	35	37	40	41	41	40	40	44	42	43	43	43	44	44	45	45	43	42	41	42	43	
White Men	224	218	213	211	207	204	197	197	196	194	201	199	205	201	193	205	210	214	212	215	229	237	257	253	258	261	266	

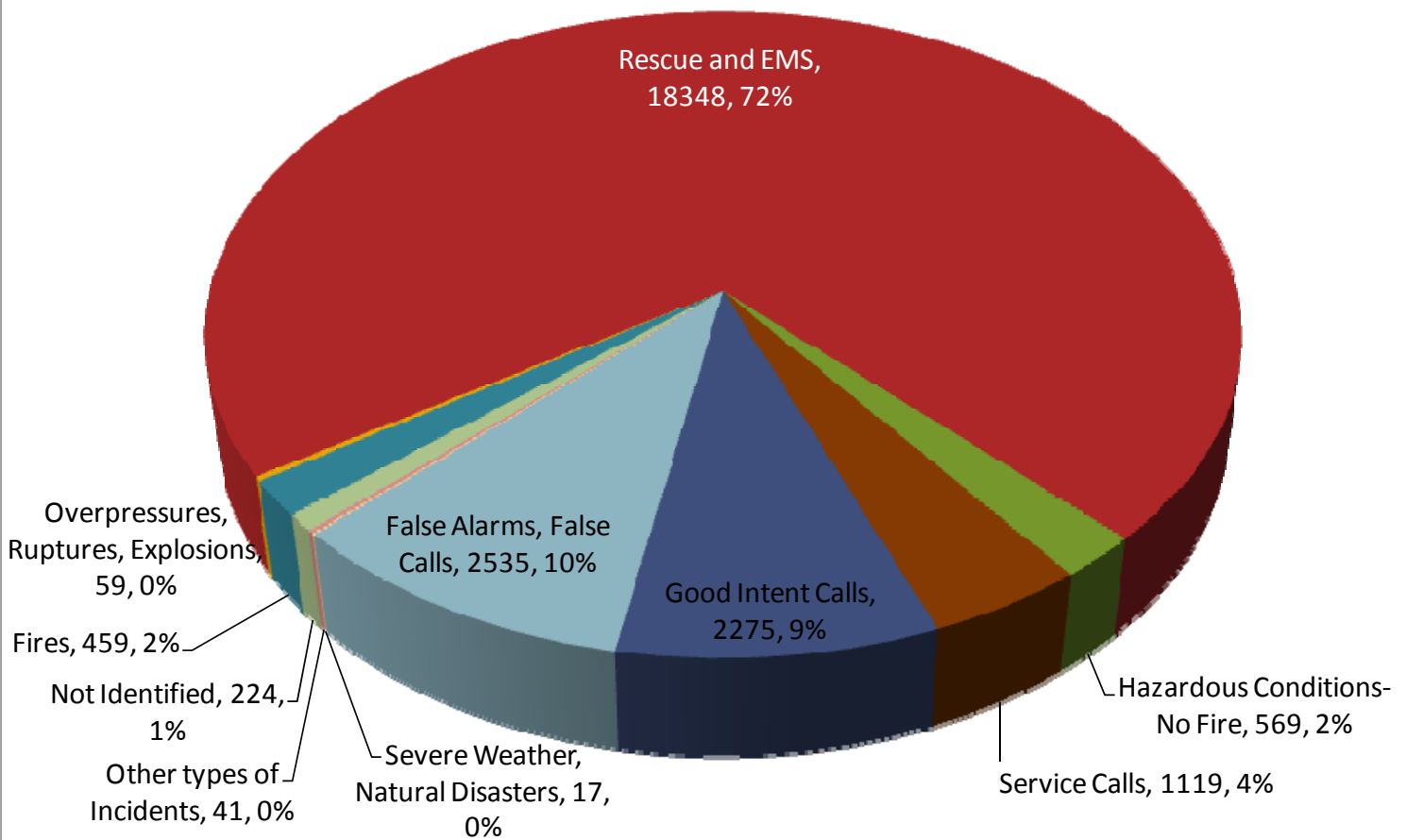


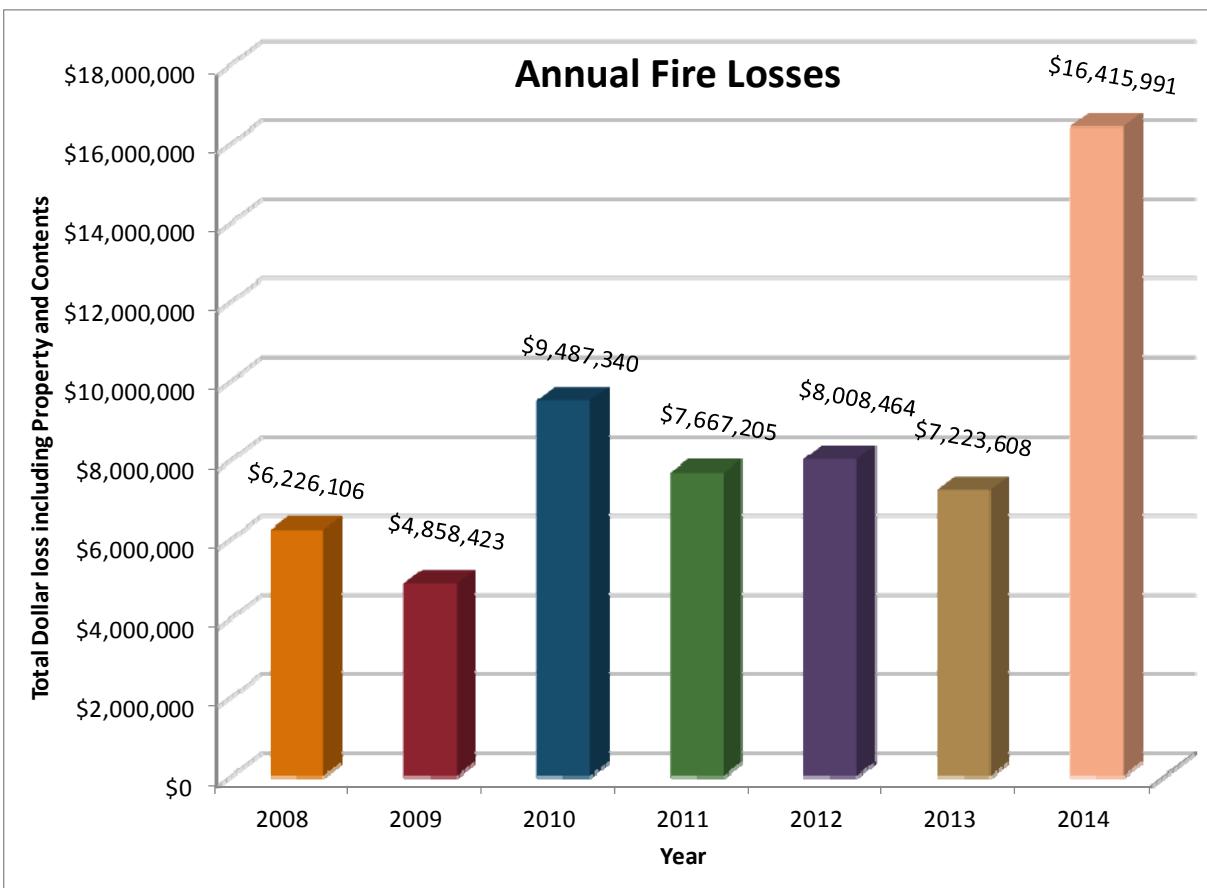
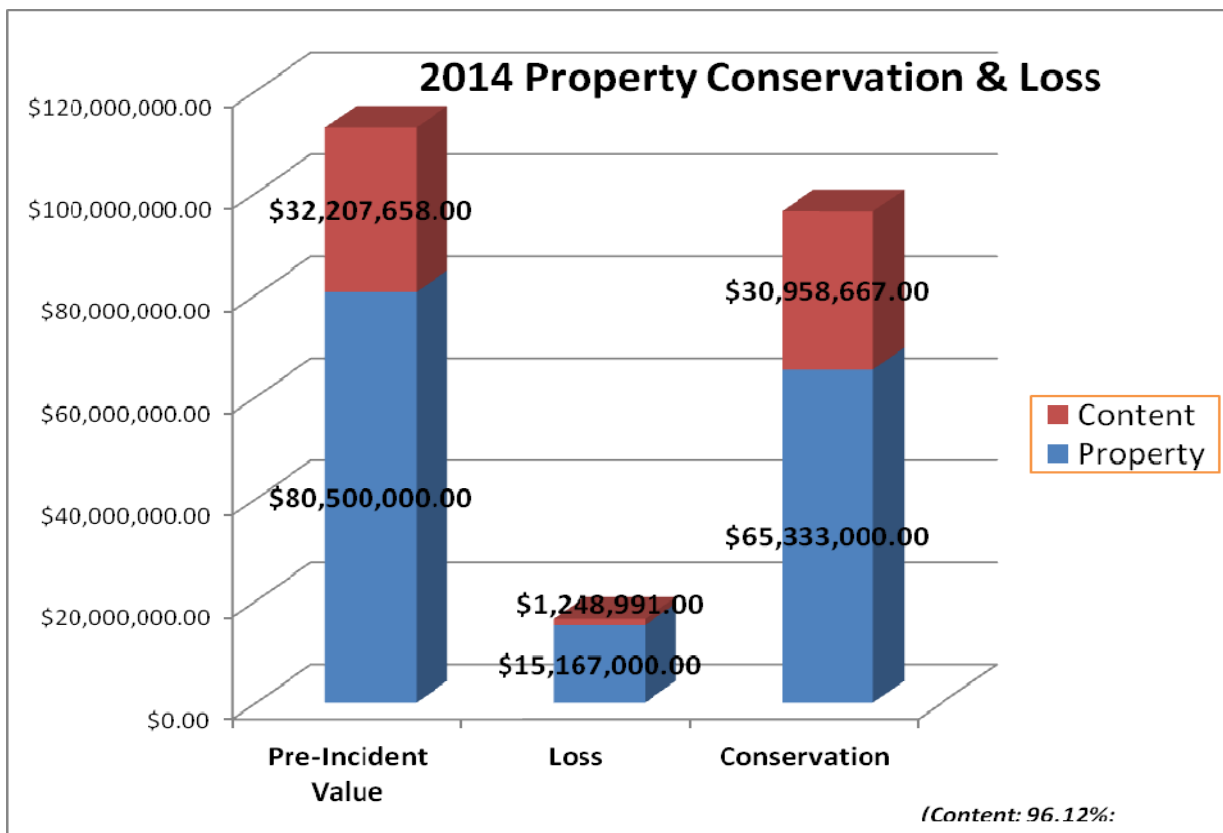
Services Provided

The Madison Fire Department (MFD) currently operates out of 13 Fire Stations throughout the City with a staffing level of 82 personnel on duty each day. There are 11 engine companies, 5 ladder companies, 8 paramedic units and 1 command vehicle in service every day to serve the citizens of and visitors to the City of Madison.

In 2014 the City of Madison Fire Department responded to 25,646 calls for service. The largest single type of call was Emergency Medical calls, and they accounted for 18,348 of this total (over 71%).

2014 Activity for the City of Madison Fire Department







Emergency Medical Services Division

Madison Fire Department responded to over 18,000 Emergency Medical Services (EMS) calls in 2014, resulting in nearly 17,500 transports to area hospitals.

Our commissioned personnel are trained at either the Emergency Medical Technician Basic (EMT-B) level or Emergency Technician Paramedic Level (EMT-P). Personnel assigned to one of our 8 medical transport units (medics) are licensed as EMT-Ps, while personnel assigned to one of our 11 fire engines, 5 ladder trucks, or the command car are minimally trained at the EMT-B level.

Initiatives in 2014

Ebola

Working with Dane County Public Health, Dane County Emergency Management, the Dane County Communications Center, area hospitals, and other County EMS Services, the Madison Fire Department took the lead in developing a Standard Operating Guideline (SOG) in accordance with the Center for Disease Control (CDC) guidelines and providing over 700 hours of field training to Madison Fire Dept personnel and Dane County EMS providers. The SOGs developed by the Madison Fire Department EMS Division have been requested and shared throughout the state through Dane County Emergency Management. Our efforts were recently recognized at the annual Dane County EMS banquet when Chief Davis was presented with the Robert L. Brunning Memorial Award of Excellence. Named in memory of the late EMS Systems Coordinator who was instrumental in the development of the Dane County EMS system, the annual award is given to an EMS District who *“exemplifies outstanding professionalism and service to the community it serves.”* The City of Madison Fire Department is honored and proud to have received this award.

Narcan Initiative

Working closely with Dane County EMS and local law enforcement agencies, the MFD assisted local agencies with the State of Wisconsin’s Narcan Initiative by consulting with local law enforcement on training and protocols for providing Narcan to citizens who had possibly taken an overdose of a narcotic such as heroin.

Working with the Dane County Health Department and Dane County EMS, the model MFD used to share critical data on opiate use within the City was used as the starting point to expand data sharing to include data from throughout Dane County.

Active Shooter/Active Threat and Tactical EMS

Working with the Madison Police Department (MPD), we are evaluating our Active Shooter/Active Threat plan to provide the highest level of protection for citizens and first responders in the event of a mass shooting and other incidents that require close coordination of law enforcement operations and first responder personnel.

The MFD Tactical Emergency Medical Services (TEMS) Team trained with MPD SWAT throughout the year including a three-day full-team exercise at Ft. McCoy. The team also participated in a joint training exercise with UWPD to test a coordinated TEMS response for an on-campus event.

Bike Medic Program and Mini-Ambulance

The MFD provides Special Event EMS coverage for numerous events throughout the year including Taste of Madison, Freakfest, and many of the weekly events that take place in Madison. To cover these events, we deploy personnel a variety of ways including specially equipped bicycles, a “mini ambulance”, and walking teams assigned to various locations for high-density events. These resources are valuable tools, allowing us to meet the unique coverage demands for these events.

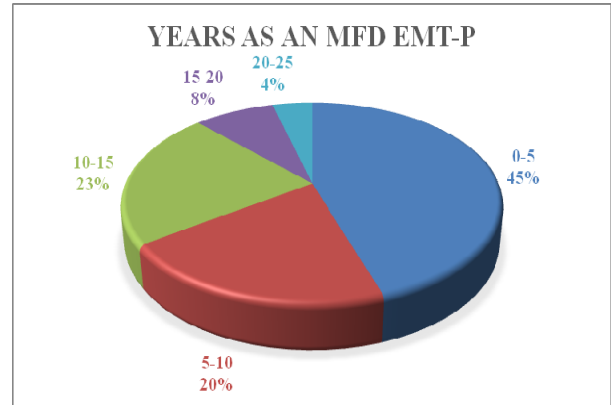


Emergency Medical Services Division *continued*

EMS Training and Licensing

Our commissioned members of the Department require recertification at either the EMT-B or EMT-P level bi-annually. In 2014, approximately 295 members completed the EMT-B relicensing process and 96 members were recertified at the EMT-P level. Four members of the Department successfully completed training through the UW Emergency Education Center to become new paramedics (EMT-P).

Over half of our Department’s paramedics have over five years’ experience as paramedics, and four of our paramedics have over 20 years of service as paramedics within the Madison Fire Department: (Keith Wilke – 22 years; Gail Campbell – 22 years; Robert Wallace and Peter Buechner – 20 ½ years).



Equipment

The technology challenges involved with being able to transmit EKG data from our heart monitors directly to the hospital (Telemetry) were resolved at the end of 2014. We are now able to transmit this data while en route to the receiving hospital. This technology helps to reduce the time a patient spends in the ER before the hospital activates specialized teams that will provide definitive care.

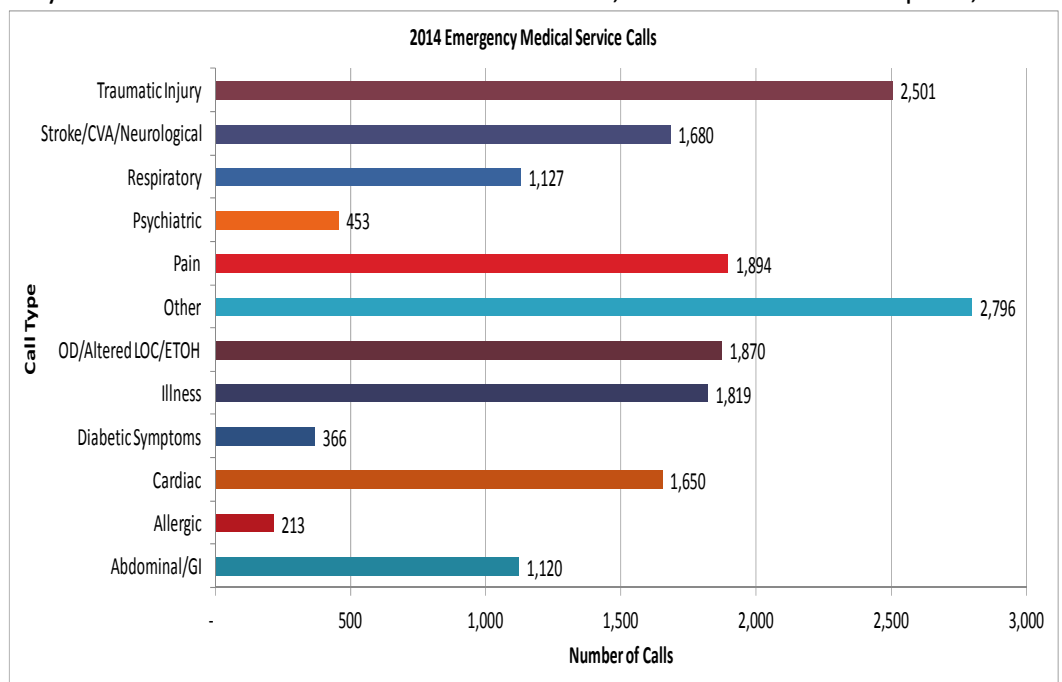
FUTURE PLANS

Meeting current and future demands will require continued partnerships within the City, the County, and within the community. We are currently working on projects to help us achieve these goals.

Expanding on the data exchange model used with the Narcan Initiative, we are piloting a program with Public Health and the Madison Police Department to identify at-risk citizens to aid in coordination of care, creation of treatment plans, and in forming networks of internal and external service providers to help coordinate services and reduce the need for emergency services.

We will continue to seek funding options to allow for additional training for active shooter and tactical EMS training opportunities.

We will continue to monitor call volume and coverage challenges and work with the Mayor and the Council to help us address areas where additional resources are needed.





Field Operations

Field Operations is responsible for Field Captain support, Special Event planning and Street Use Permits, and Company/Personal Performance Standards.

In 2014, the Madison Fire Department implemented 40-hr Captains positions. Six people were selected to fill the positions: 3 Field Operations Division Captains, 1 Fire Training Division Captain, 1 EMS Training Division Captain, and 1 Investigation Division Captain. The Field Captains provide mid-level management functions between the field Fire Lieutenants and the Division Chiefs. They are responsible for supervisory and administrative work in the coordination and implementation of assigned Fire and/or EMS programs/training. They are also responsible for fire station management. The Field Captains are responsible for meeting delegated program objectives, working independently on projects and programs, and working as divisional sector officers at fire and EMS incidents. The Field Captains also support the Investigation Division by fulfilling the roles of Fire Investigators.

The Field Captains oversee station budgets, assist in development of the Department's capital and operating budgets, recommend and oversee station improvement projects, evaluate members' effectiveness during company and personal standards, and oversee the field fire inspection program. They also oversee the Station Training Curriculum and Calendar, as well as coordinate the training, procedures, and equipment of the Department's Specialty Teams.

The Field Captains assist in the Orientation Programs for Paramedics, Apparatus Engineers, and Lieutenants and help with the training needs of the Recruit Academy. They lend support to the development of Emergency Operations Plans, Standard Operating Guidelines, and Policy and Procedures. They are involved in the evaluation of probationary Lieutenants and oversee the status of other field evaluations. The Captains also oversee status of the Fire Medic Apprenticeship Program. As part of their oversight of station personnel, the Field Captains are also heavily involved in the Incident Report Quality Assurance/Quality Improvement program by providing feedback to Lieutenants and Paramedics. The work of the Field Captains has been an invaluable support to the MFD Command Staff.

The MFD provides support for Special Events that are held within the City of Madison. These are events that are not part of the daily operations of the fire department. Examples include sporting competitions, festivals, concerts, political gatherings, etc. That support includes planning, organizing, staffing, directing, and controlling. These Special Events are most often organized and hosted by private Event Providers but there are a few annual events organized and hosted by the City of Madison itself. In 2014 the MFD provided support for more than 50 Special Events with overtime personnel (225 personnel worked more than 1,420 extra hours). In order to provide these services the Madison Fire Department uses its fleet of reserve ambulances, EMS bicycles, and a Mini-Ambulance (ATV). When a Special Event is organized or hosted by a private Event Provider, the personnel costs for the responders who work that event are paid for by the Event Provider.





Hazardous Materials Incident Team

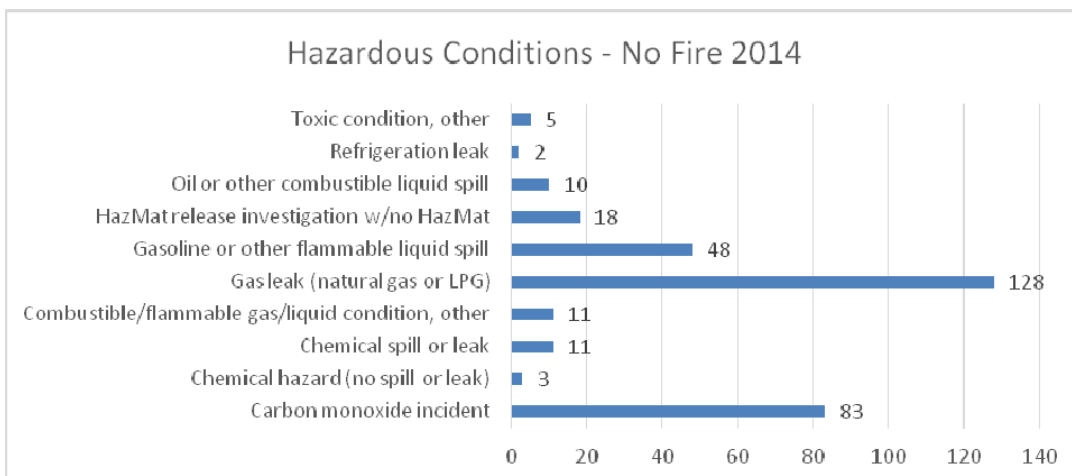
The MFD’s Hazardous Incident Team (HIT), operates out of Fire Station 7, on the city’s west side. HIT consists of 69 members; however, all MFD commissioned personnel are required to complete 96 hours of Hazmat Training. Hazmat Team members maintain their core competencies by weekly training, site surveys, and outside presenters/guest speakers.

Our Hazardous Incident Team responded to several calls in 2014, but two incidents were particularly serious. On January 9, City of Madison Fire crews and Hazardous Incident Team members responded to Science Drive for a chemical spill of chlorine dioxide. Chlorine dioxide is extremely toxic and highly flammable. Prior to the arrival of Fire personnel, employees of the company shut down the air handling unit, isolated the chemical, and isolated three people who had inhaled the toxic fumes. The Hazmat teams stayed on scene to ensure the chemical was contained and that the building was safe for the employees to return.

In August, HIT responded to an incident after lactic acid and sodium nitrate were accidentally mixed together. An employee recognized the mistake, quickly moved the 35-gallon barrel of material outside the factory and called 911. Information was relayed to the Hazardous Incident Team, who quickly began product research while they were responding to the scene. Research revealed that these materials react when mixed, producing heat and acid fumes. HIT members, wearing protective clothing and air packs, neutralized the reaction using soda ash. Firefighters also used monitors to check the air quality during the incident.

Responses to hazardous materials calls can be particularly tricky and dangerous, because chemicals can affect people and the environment in a multitude of ways—seeping into the ground, dispersing through the air, absorbing through the skin—not to mention that many chemicals are quite volatile and can explode and/or react negatively with water or other agents used to fight fires. This is why it is imperative that HIT members are trained using the most current tools, technology, and information.

The chart below shows the various numbers and types of “hazardous condition” responses the Madison Fire Department responded to involving overpressure/rupture/explosions, hazardous conditions, spills, gas leaks/spills, and air monitoring. These calls ranged from telephone consults, sampling of unknown substances, and leak containment, to investigation of improperly discarded chemicals/products.





Heavy Urban Rescue Team

Madison's Heavy Urban Rescue Team (HURT) consists of 76 team members with over 300 hours of advanced training in various technical rescue disciplines including rope, confined space, trench collapse, silo/grain bin, and building collapse rescue. Our mission is to deliver technical rescue to the City of Madison, Dane County, and beyond if called.

In June, members of the City of Madison Heavy Urban Rescue Team (HURT) practiced High Angle Rescue Evolutions inside the Kohl Center and outside Camp Randall Stadium.

Heavy Urban Rescue incidents present unique challenges for the team. For 2015, our goals are to continue training on core disciplines, which include Rope Rescue, Structural Collapse Rescue, Trench Rescue, and Confined Space Rescue operations.



Lake Rescue Team

One of the many assets of the City of Madison is its number of large lakes. There are five—Mendota, Monona, Waubesa, Kegonsa, and Wingra—along with more than a dozen lakeside parks and beaches, which make Madison a haven for recreation year-round. But this also means we need to be at the ready to rescue people from those lakes, whether they're swimming in the summer or have fallen through the ice in the winter.

The City of Madison Fire Department has 50 trained Scuba/Lake Rescue divers, certified by the Professional Association of Diving Instructors (PADI). Six on-duty divers respond year-round to topside, underwater, ice rescues, recoveries, vehicle recovery, and assistance calls from the City of Madison Police Department and Dane County Sheriff's Office.



We responded to a total of 41 Lake Rescue calls in 2014, up from 31 in 2013.

We have been successful in saving numerous people from the lakes. We also saved a number of canoes, sailboats, and ATVs from danger and kept them from sinking to the bottom of our lakes.

In 2013 we formalized an agreement with the Dane County Sheriff's Office allowing Madison Fire to store and use one of their Air Boats on the Madison lakes. This agreement continues and the Lake Rescue Team has used the Air Boat on a number of rescues over the last two years.



Fire Investigation Division

The Fire Investigation Division is responsible for the investigation of structure fires, vehicle fires, any suspicious fire with no logical origin and cause, outside vegetation fires, and rubbish fires. In 2014, the Fire Investigation Division was involved in the investigation of 196 structure fires, 93 vehicle fires, 13 incendiary fires (some still remain under investigation), 96 rubbish/dumpster fires and 33 vegetation fires. Out of the 118 case files opened in 2014, 13 were classified as suspicious with three persons charged on varying counts and four counts/cases pending.

Notable Events:

On January 28, 2014 @ 0612 hours the Madison Fire Department responded to a reported structure fire at 314 Atlas Ave, Windsor Building Systems/Amwood Custom Homes. Fire crews fought a large home prefabrication warehouse fire for approximately five hours under extreme cold temperatures which ranged between 0 and -20 degrees. Madison Fire Investigation Division worked with the Wisconsin Department of Justice - Division of Criminal Investigation, Office of the State Fire Marshal, and Bureau of Alcohol, Tobacco, Firearms and Explosives examining the scene. Support, equipment, and operators from the City of Madison Engineering Division were instrumental, operating skid steers and loaders to remove the mass of debris which had come to rest on the concrete slab floor from a collapsed second floor mezzanine. The fire was determined accidental and the cause was unspecified but electrical in nature. The loss was estimated at \$2 million. The area affected by fire damage has since been razed and rebuilding is in progress.



On May 16, 2014 @ 0149 hours, the Madison Fire Department responded to 201 E. Washington Ave, offices for the State of Wisconsin GEF 1, for reported fire alarm activation. On arrival, the initial Fire Company, Engine 1, was met by Capitol Police Department reporting smoke visible throughout the building. Locating the seat of the fire was compromised by heavy smoke conditions on multiple floors. The incident remains open pending the inspection of numerous electrically energized items in the area of origin. The laboratory inspection is conducted by an independent party. The fire damage loss due to fire with significant radiated heat and smoke travel is estimated at \$15 million.



Fire Investigation Division *continued*

On August 8, 2014 @ 1936 hours, the Madison Fire Department responded to Grandview Commons Apartment Complex at 502 Apollo Way for a reported structure fire. En route responders could see a smoke plume that was visible for miles. The structure was a four-story, 105-unit apartment complex under varying degrees of construction. Due to the open phase of construction, environmental factors (wind) and the progressed fire involvement, the building was a total loss. Twenty-eight representatives from the ATF assisted Madison Fire Investigators with investigating the origin, cause, and circumstances of this massive fire. More than 100 interviews were conducted and approximately 625 staff hours were recorded in the scene exam (dig). The total dollar loss was \$10 million and all possible hypotheses have been ruled out with the exception of improperly discarded smoking materials and/or an intentionally set fire. The case remains open and under investigation.



On September 18, 2014, Fire Investigators responded to a kitchen fire. The fire caused approximately \$10,000.00 damage to the single family residence. Based on fire patterns and witness statements, we conducted research on the stove. A similar appliance manufactured by the same company was identified as a recalled product due to similar circumstances. FID worked with the Consumer Product Safety Commission agent and a case file was opened. As a result of the investigation, the Madison Fire Department was published on the following website for the benefit of consumer safety. (<http://www.saferproducts.gov/ViewIncident/1434896>)

Madison Fire Investigators conduct pre-employment background investigations for all new prospective members of the Department, spending an average of 20 hours on each applicant. In 2014 the FID conducted background investigations on 32 applicants for various positions with the Department.

2015 Goals:

One of the objectives for 2015 is to obtain advanced training and certifications in the field of fire investigation. Fire Investigator II Pete Trilling will be undertaking Fire Investigation Technician (FIT) Certification, while Fire Investigator II Rick Lavold will aim for Certified Fire Investigator (CFI) Certification. Fire Investigator II Mike Egan will be attending the National Fire Academy, enrolling in the two-week course *Arson/Fire Origin & Cause*. The Fire Investigation Division will continue to work with our partners, the State Fire Marshal, ATF, Joint Arson Task Force, University of Wisconsin Police Department, and our counterparts through Dane County Arson Initiative (DCARI). We aim to continue to foster personal and professional relationships, sharing information and experiences to enhance our knowledge, skills, and abilities. Ultimately, the goal is to deliver the best service we possibly can to our customers.



Support Services

In 2014, the Madison Fire Department opened new Fire Station #13 at 6350 Town Center Drive. This station will assist in reducing the response times to emergencies on the east side of Madison. It is staffed by a 4-person Engine crew, providing rapid emergency responses including fire and EMS.

The construction of the new Hovde building, Ovation 309, is continuing to move forward. The new home for the Madison Fire Department Administrative staff will be on the second floor of Ovation, on the Dayton Street side of the building. The old Administration building was razed to provide room for the new building. The project is moving along on schedule even with the brutal winter we experienced at the beginning of 2014. MFD will be purchasing a portion of the second floor as a condominium. The build out of the Administrative condominium will be constructed along with the complete remodeling of the attached Fire Station #1. We are anticipating the completion of that project around the end of the year (2015).



The Madison Fire Department purchased its very first Pierce Quantum Platform. This new piece of equipment will be used as the replacement for old Ladder #8 on the East side of Madison. This new piece of equipment will provide the Department with the added benefits of a platform to work from and an additional tool for firefighting and fire rescues. As stated, this is the first platform that Madison has had in service; therefore, until the Department's replacement schedule allows us to purchase a platform for the West side, the new Ladder (Platform) 8 may be used city-wide.

The Department also purchased two new remounts for Medics #2 and #5. The remounts include a completely new chassis for each unit. The ambulance module is refurbished to like-new condition and placed on the new chassis for a new ambulance. The new chassis we are currently using are Ford E-450 and use regular gas fuel. We are also scheduling three additional ambulance remounts in 2015. The switch from diesel engines to gasoline engines is resulting in fewer maintenance problems along with lower upfront cost and fuel savings.

The Department purchased two new F250 pickup trucks. These vehicles are currently used by the East and West Captains. These vehicles will also be used as tow vehicles for our specialty trailers and for snow removal from the fire stations.

In 2014, field personnel tested four different brands of turnout gear. After extensive testing, analyzing the results, and comparing pricing, the MFD chose Morning Pride® for future turnout gear purchases. In addition to gear damaged in the line of duty, all of MFD's turnout gear is replaced every 10 years per the guidelines set by NFPA 1851. Another change is that this new gear will be equipped with integrated rescue harnesses. The MFD anticipates purchasing up to 250 sets in the next few years.

MFD continued to outfit the reserve fire apparatus with equipment. This will expedite the switching over to alternate equipment when the front line equipment breaks down or is needed for preventative maintenance.

Starting with a grant from FEMA in 2012, we began a replacement program for our manual cots/stretchers, replacing them with hydraulic lifts and power load systems. These systems are designed to reduce strain and sprain injuries, which often occur when lifting a manual cot. With the installation of this equipment during a remounting of Medic 5 and Medic 9, all eight front-line transport units are now outfitted with this equipment.



Training Division

2014 was another busy year for the Fire Training Division. Company Officer Training was reinforced, which allows for mentoring between senior Officers and newly-promoted Officers. This program focuses on clear lines of communication, with an emphasis on tactical responses and improved record-keeping.

We concluded the last two-year Training Program. This program was designed to build onto training from the previous months and encompasses all aspects of our workforce. Some of the highlights were the completion of Rapid Intervention training, which focuses on the saving of our fellow firefighters when the situation worsens. We also received a grant to place supplemental air supply packs on all our Engine Companies. In addition, we increased the “Combat Ready” drills that are designed to make the drills as close to real situations as possible.



Academy Class 3 was conducted for the new 16 new recruits. This is a 17-week training academy to bring on new firefighters. As part of their training, the class traveled to Monroe, Wisconsin to perform live fire training as the facility we use was not yet completed.

A one-week training program was provided to our newly-promoted Apparatus Engineers. This program brings in the manufacturer of Engines and Ladders, provides classroom presentations on their new assignments as well as hands-on scenarios to assist these new drivers in their positions.

Additional training was delivered with the newly-completed Standard Operating Guideline (SOG) manual. This manual provides the “playbook” for all companies to perform on incidents and allows for the members to continue applying critical thinking in providing solutions to keep our City safe.





Hiring & Promotions

In January 2014 the Madison Fire Department continued our hiring process, with a Recruit Academy planned for October. With over 1,800 applications received between October and December of 2013, the process continued with a written exam, physical ability test, and panel interview, culminating in September with over 400 on the eligibility list. This eligibility list will be used for the next two years. After a final interview with Chief Davis, the first group of 16 recruits from the eligibility list began the Recruit Academy in October and graduated in February 2015.



Recruit Academy Graduates—Class #3

On September 12, 2014, we held an Achievement and Promotional Ceremony where we recognized the advancement of an Assistant Chief, two Division Chiefs, 14 Lieutenants, six Captains, 12 Apparatus Engineers, seven Paramedics, and four Code Enforcement Officers.

Every two years, the Madison Fire Department conducts an Apparatus Engineer Promotional process. An Apparatus Engineer is the one who drives, operates, and pumps all types of fire apparatus. This process started with over 35 applicants taking an extensive written exam, followed by a driving exam and operational test (including pumping and ladder truck scenarios). The top 14 candidates were selected to be promoted.

In the spring of 2015 the MFD will be starting a Lieutenant Promotional process consisting of a comprehensive written exam and performance evaluations, and concluding with three tested oral boards (scenarios dealing with Fire Incidents, Training, and Leadership).



Health & Wellness

Medical Services

All medical exams provided by Dean Health are based on *NFPA 1582: Standard on Comprehensive Occupational Medical Program for Fire Departments*.

All members of our Hazardous Incident Team (HIT) are required to have annual medical exams (either through Dean Health or their own healthcare provider). In addition, Dean Health conducted 16 pre-employment medical exams for new recruits in 2014. This medical exam is the most thorough process of all the medical services provided by Dean Health and is conducted over a period of two days for new candidates.

Flu vaccinations were offered to both the commissioned and civilian personnel of the MFD again this year through the City of Madison.

The Health & Wellness Committee

The annual Fitness Challenge, first implemented by Firefighter Aaron Zamzow in 2013, was presented again this year with Union & Administration endorsement. Knowing that our protective service partners experience the same health challenges, this year Firefighters Local 311 reached out to include the Madison Professional Police Officers Association. The 2014 Fitness Challenge "Battle of the Badges" started in February with over 200 participants. By the end of the challenge in May, the 200 participants lost a combined 1,200 pounds with the top individuals losing over 10% of their body weight. MFD won the Battle of the Badges over MPD by losing over 5% body weight (on average per MFD participant). Actually, everybody wins, because healthy firefighters and police officers contribute to a healthier Madison.

All our firefighters have readily accessible information on crew workouts & nutrition. Shared folders on the station computers contain files with great workout options and nutrition guidelines, along with information on the annual Fitness Challenge and the Fit for Duty Assessment.

Firefighter Skills Assessment

On an annual basis, Madison fire personnel are required to participate in either personal performance standards or company standards (alternating each year). These standards are prescribed activities working either as part of a team (as in company standards) or on an individual basis (personal performance standards) showing proficiencies in normal fire ground operations. Individuals or companies who do not demonstrate proficiency are given additional training (or, if needed, are referred to our Occupational Medicine provider for a fitness exam) and are required to retake the standards. This annual testing ensures that crews are able to functionally initiate fire ground actions. 2014 was the year for the individual Firefighter Skills Assessment and all eligible firefighters participated in and successfully completed the program.

Fit Testing

Fit testing evaluates the interface between the firefighter's face and the respirator facepiece (aka self-contained breathing apparatus, or SCBA) to ensure a proper and correct fit. All eligible firefighters participated in the 2014 Fit Testing.



Recruitment

Recruitment activity in 2014 was slightly scaled back because there was no application process planned for 2014. However, we still delivered presentations at five career fairs and talked to many people about the Madison Fire Department. These presentations were very well received and will continue to be a part of our recruitment process.

Recruitment activity in 2015 will commence full speed ahead as we prepare for the 2016 hiring process. The Madison Fire Department strives to hire and retain employees who reflect the diversity of the community we serve.



Ride Along Program

City of Madison Fire Department Ride Along program allows people to observe the daily activities of the Fire Department. In 2014, 47 people had the opportunity to ride, generating over 467 hours of ride time. Doctors, nursing students, MATC Fire students, and several Madison residents were some of the observers.

The program is intended to educate Madison citizens with the challenges encountered by firefighters and better understand the duties and responsibilities of firefighters.





Fire Prevention

Fire prevention services are provided to the citizens and visitors of Madison through four distinct work units. These units are Code Enforcement, Fire Protection Engineering, Elevator Inspections, and Community Education.

The Fire Prevention Division works hard to provide quality services to the citizens and visitors of our great city through a multi-tiered approach to code compliance. This approach makes the City a safe and vibrant place for people to live and work, while providing a measure of safety for our firefighting personnel that keep them out of harm’s way.

The Fire Prevention Division exceeds many goals on an annual basis, set both inside and outside the Department. In 2014:

- Improvements made to Accela (the City’s inspection and licensing software program) resulted in less time doing data entry, and more time in the public, performing inspections and delivering community education.
- Despite a sharp uptick in the number of plan reviews being submitted, we have maintained our 5-day turnaround to get them back to the contractor.
- Community Educators continued to reach thousands of people despite a reduction in staff hours and availability.
- In October, MFD debuted the new Fire Safety House to school age children throughout Madison, resulting in hundreds of children getting relevant, topical fire education.

We continue to strive for excellence in all that we do to serve the City of Madison residents and visitors. Our training is the core guiding principal of our work. Working closely with field staff, command staff, the general public, and the local politicians allows us the ability to tailor our fire prevention strategies to the needs of our local responders and citizens.

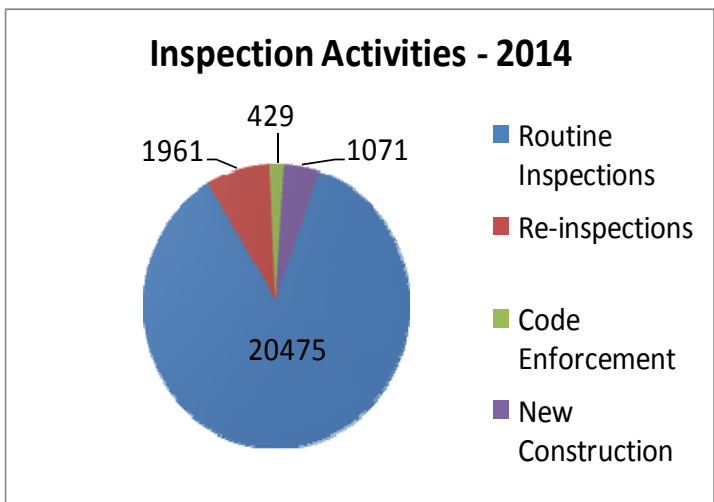
Code Enforcement Unit

The Code Enforcement Unit of the Fire Prevention Division is made up of nine Fire Code Enforcement Officers and two “hybrid” Code Enforcement/Community Education Officers. As a unit, we focus on verifying that all commercial buildings in the City are operated and maintained safely.

Our primary responsibility and focus is on performing fire safety inspections in all multi-unit residential and commercial properties. The field staff (firefighters) assists with many of the inspections, allowing us to be inside the majority of buildings twice a year.

While that is our primary focus, our unit assists in many other areas such as Public Information Officer (PIO), community education, supplementary plan review, and many other assigned duties. Along with the additional duties that our unit performs, the number of inspections climbs every year, along with the complexity of the inspections.

The Code Enforcement Unit performed 23,936 inspection activities in 2014, and wrote 5,015 violations, all of which were corrected. The vast majority of inspections performed are routine in nature, with a small percentage being code enforcement or new construction activities.





Fire Prevention *continued*

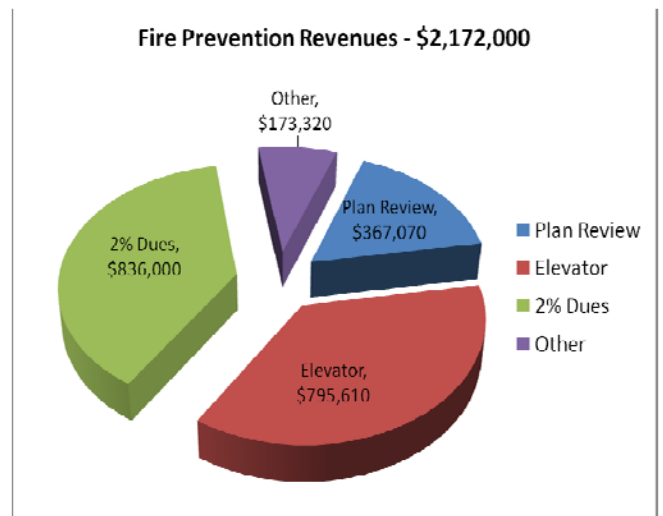
Fire Protection Engineering Unit

The Fire Protection Engineering unit is responsible for ensuring site development, new construction, and alteration projects comply with the building and fire codes as well as Madison General Ordinances. This is accomplished by working with owners, developers, and contractors in the design phases of projects, reviewing construction documents, and inspecting and testing installations of site access, fire suppression, fire alarm, controlled egress, smoke control, and fire command centers.

In 2014, despite record numbers of submittals, fire engineering maintained the stated goal of a 5-day turnaround on all plan reviews. Revenue targets exceeded 2013, and the complexity of reviews increased dramatically.

The City of Madison has seen an unprecedented boom of high-rise buildings spread across the landscape. Each one of these buildings represents an enormous amount of work by our FPE Unit and our code enforcement officers. These buildings also present a challenge to keep our firefighters safe while far above the reach of other rescuers. The Fire Engineering Unit works tirelessly to provide safe housing to our citizens, while providing the systems necessary to also protect our first responders.

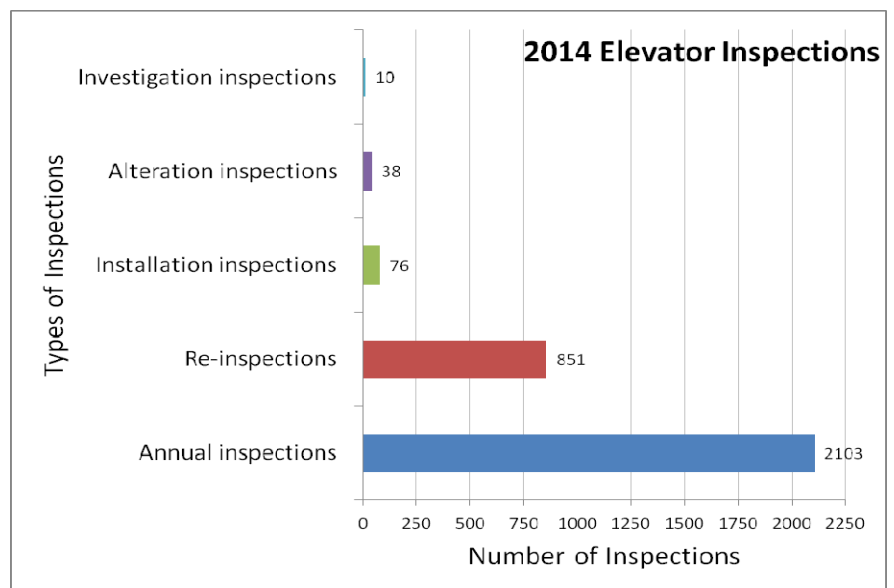
In 2014, inspectors logged over 1,000 new construction inspection activities alone, with plan review generating over \$370,000 in revenue. 2015 looks to be another banner year for Fire Engineering, with no slowdown in submittals anticipated.



Elevator Inspection

The Elevator Inspection program works to ensure the safe operation of conveyances, which include elevators, escalators, chair lifts, and dumbwaiters. The elevator program conducted 3,078 inspection activities, resulting in 851 re-inspections.

Total revenue for 2014 was \$817,080. The program performed 89 plan reviews on new conveyances and added 30 conveyances from the Village of Shorewood Hills for a total 119 new conveyances that require annual inspections.





Fire Prevention *continued*

Community Education Unit

The Community Education Unit underwent reorganization in 2014. The two-member team now splits their time evenly between educational activities and fire inspections.

In 2014, our Community Education Officers delivered presentations to nearly 12,000 adults and children in schools, workplaces, residential facilities, and community organizations. The Community Education Unit also schedules and coordinates Station visits. Stations reported a total of 2,250 people visiting City firehouses in 2014. Madison's elementary schoolchildren make up the greatest number of residents reached. This occurs during Fire Prevention Month in October. Community Education Officers visited 31 schools in 2014, with a total of 5,982 children and teachers participating.

The Community Education Unit recorded almost 100 media impressions in 2014. Media impressions include news releases for fire and EMS incidents, subject matter interviews, safety education topics, and coverage of firefighting operations and training.

The MFD and Madison Area Safe Kids Coalition sponsored 20 car seat checks at fire stations. In 2014 the partnership provided 450 car seats, at low cost, to families in need. More than 150 car seats were checked for proper installation.



Community Recognition

For the past several years, Chief Davis has had the honor of conducting the Capital City Band at Rennebohm Park. This year he honored long-time band conductor Jim Latimer. Chief Davis presented Jim with the title of Honorary Deputy Fire Chief. Honorary Deputy Chief Latimer is the first person to hold that title in Department history. He will wear the badge and helmet with pride! We commend and express sincere thanks to Jim for his contributions to the community. He has demonstrated exemplary dedication to music and the arts.





Finance

	2014 OPERATING BUDGET		
	AS OF MARCH 2, 2015		
	Adopted Budget	Actual with Emcumberances	Balance
*Permanent & Premium Salaries	\$ 29,747,323	\$ 29,645,511	\$ 101,812
Hourly Wages	15,356	16,121	(765)
Overtime Salaries	720,076	621,722	98,354
Special Duty	-	75,060	(75,060)
Benefits	12,062,037	11,944,888	117,148
Purchased Services	1,355,055	1,162,638	192,417
Materials & Supplies	1,062,734	846,039	216,695
Inter-Agency Charges	3,430,410	3,361,868	68,542
Capital Assets	-	724	(724)
Inter-Departmental Billings	(1,500)	(3,525)	2,025
Revenue	(2,359,377)	(2,477,890)	118,513
Net Budget	\$ 46,032,114	\$ 45,193,156	\$ 838,957

2014 CAPITAL BUDGET	
PROJECT	AMOUNT
Fire Equipment	\$ 200,000.00
*New Fire Station-Far East	2,576,100.00
Minor Building Improvements	50,000.00
Fire Admin & Station 1 remodel	13,864,100.00
Key Box Security System	28,000.00
Building Access System	60,000.00
**FEMA Grant	-
Employee Center & Station 14	750,000.00
TOTAL	17,528,200.00
* Includes reauthorization of \$1.8 M	
**FEMA Grant not awarded	