

# 2015 ANNUAL REPORT

City of Madison Fire Department



**FIRE**



**EMS**



**EDUCATION &  
PREVENTION**

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**108 YEARS OF SERVICE TO MADISON**

## A Message From Fire Chief Steven A. Davis

2015 was a year of many changes and transitions within the Madison Fire Department. As we continue to develop and respond to the changing needs of the City of Madison regarding emergency response, the Department strives to stay current and on the forefront of service delivery.

Our organization saw the lowest total fire loss since 2003. This was our most significant and greatest accomplishment in 2015. Total property damage by fire was just over \$3.1 million (as compared to \$7 million to \$9 million for each of the previous five years). This did not occur by accident. For many years the Department has promoted three key factors that contribute to a safer community: prevention, education, and suppression service.

Prevention and education are critical and set the stage to keep fires from starting in the first place. In the event of a fire, suppression involves having the right number of people responding in the appropriate amount of time. The goal is to extinguish the fire in its area of origin before it begins to decay the building, ensuring small fires stay small. The combination of the three units working together successfully creates low fire loss, increased life safety, and property conservation. The pages that follow will highlight many improvements in service delivery, as well as prevention, education, and fire and emergency medical services.

Another significant highlight was the opening of our new Fire Administration building. Included in this opening was the re-opening of Fire Station #1, which had been undergoing remodeling. Both facilities were a labor of love in design and construction to meet the current needs, and also the needs of the MFD for the next 50 years and beyond. The project started in 2012 and was finished in December 2015.

Fire Station #1 and the old Fire Administration building were constructed in the mid-1960s and were historically at the top of the list for energy consumption among City of Madison buildings. The remodel included improvements with heating and cooling, as well as a new roof, windows, and complete insulation for the structure. The new construction at Station 1 has incorporated completely gender-neutral facilities to allow for both men and women to be comfortably assigned. The design also created space to allow for future expansion in staffing. As the city's downtown continues to grow in population and use of our services, the Department may need to adapt by adding more staffing resources in the future.

Fire Administration is now completely incorporated into the Ovation apartment complex. This design allowed the developer to maximize the space for private development. The old administration building was cramped at a mere 13,000 square feet. The new space consists of about 25,000 square feet, with dedicated space for a command post that allows emergency responders to manage significant events in the city. The goal with all the improvements was to meet a LEED Gold standard certification for energy and environmentally-friendly design.

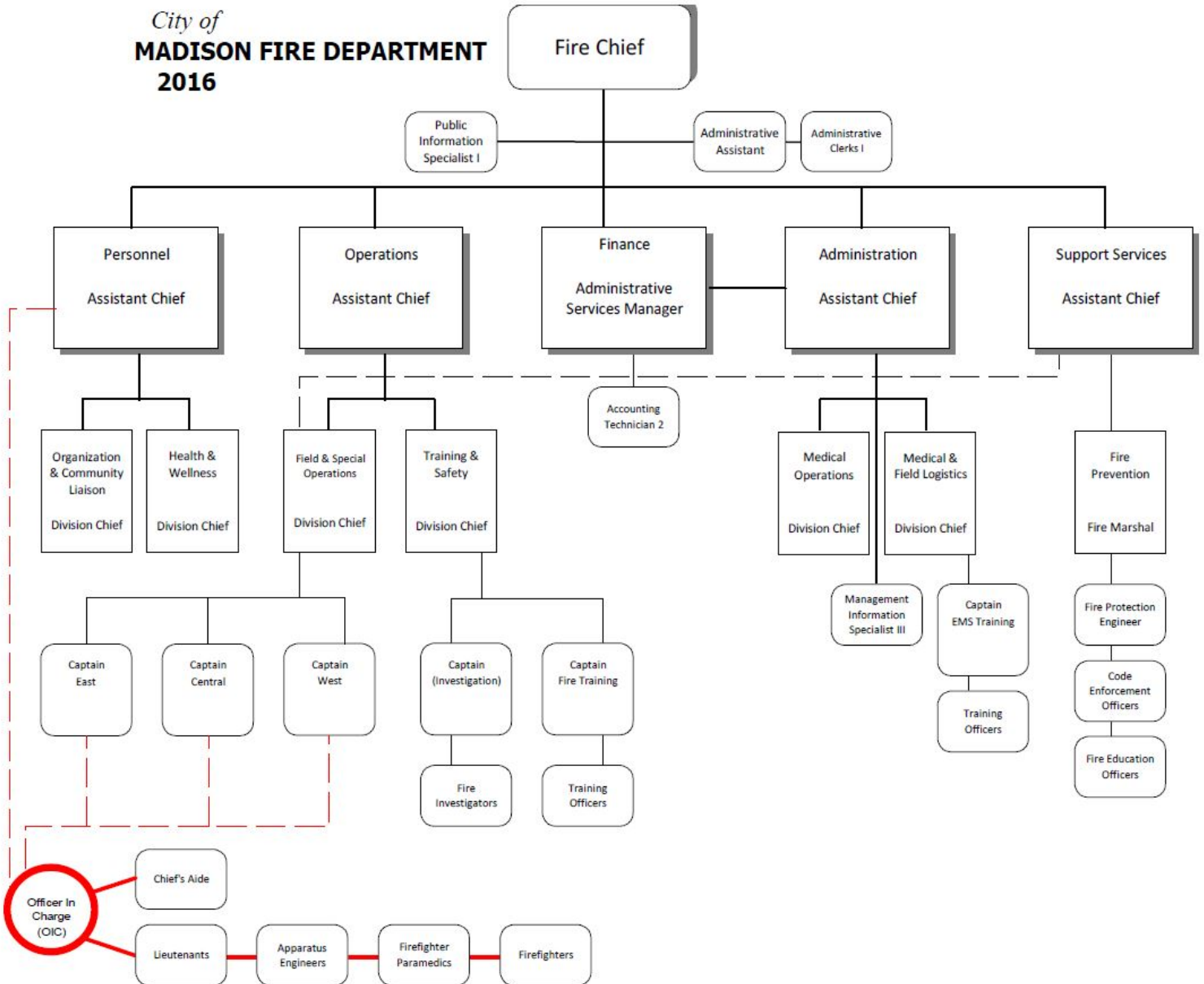
As we continue to grow as a city, the Madison Fire Department provides efficient, cutting-edge service to city residents and visitors. The continued advancements are just one of the components that make the City of Madison one of the best places to live, work, and play in the United States of America.

Enjoy the following report, which further explains the MFD's accomplishments in 2015. Feel free to send us any feedback.

Steven A. Davis  
Fire Chief



City of  
**MADISON FIRE DEPARTMENT**  
**2016**

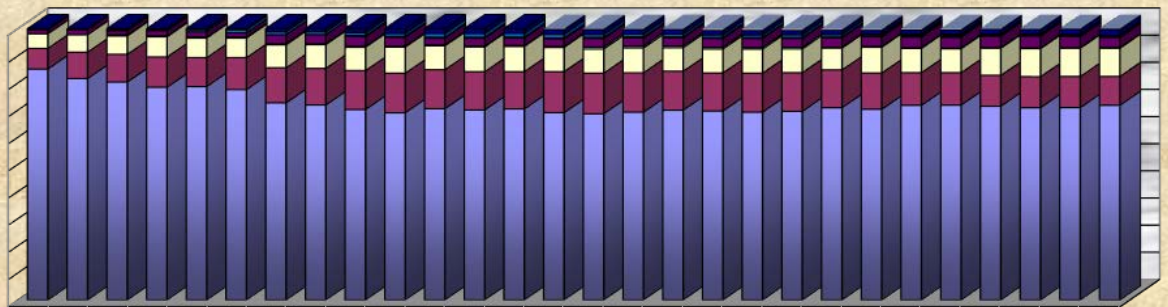


## WHO WE ARE

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 II	2	Administrative Clerk I	4
Training Officer III	1	Clerk Typist I	1
Fire Investigator II	3	Code Enforcement Officer I	3
Captain	6	Code Enforcement Officer III	4
Lieutenant	62	Code Enforcement Officer IV	2
Apparatus Engineer	50	Elevator Code Enforcement Officer I	3
Apparatus Engineer II	3	Fire Education/Code Enforcement II	2
Firefighter/Paramedic	51	Fire Protection Engineer	1
Firefighter/Paramedic II	24	Fire Marshal	1
Firefighter	151	Management Information Specialist III	1
		Public Information Specialist	1
		Community Paramedic	1
<b>Total Commissioned:</b>	<b>364</b>	<b>Total Non-Commissioned</b>	<b>27</b>

\*As of April 5, 2016

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



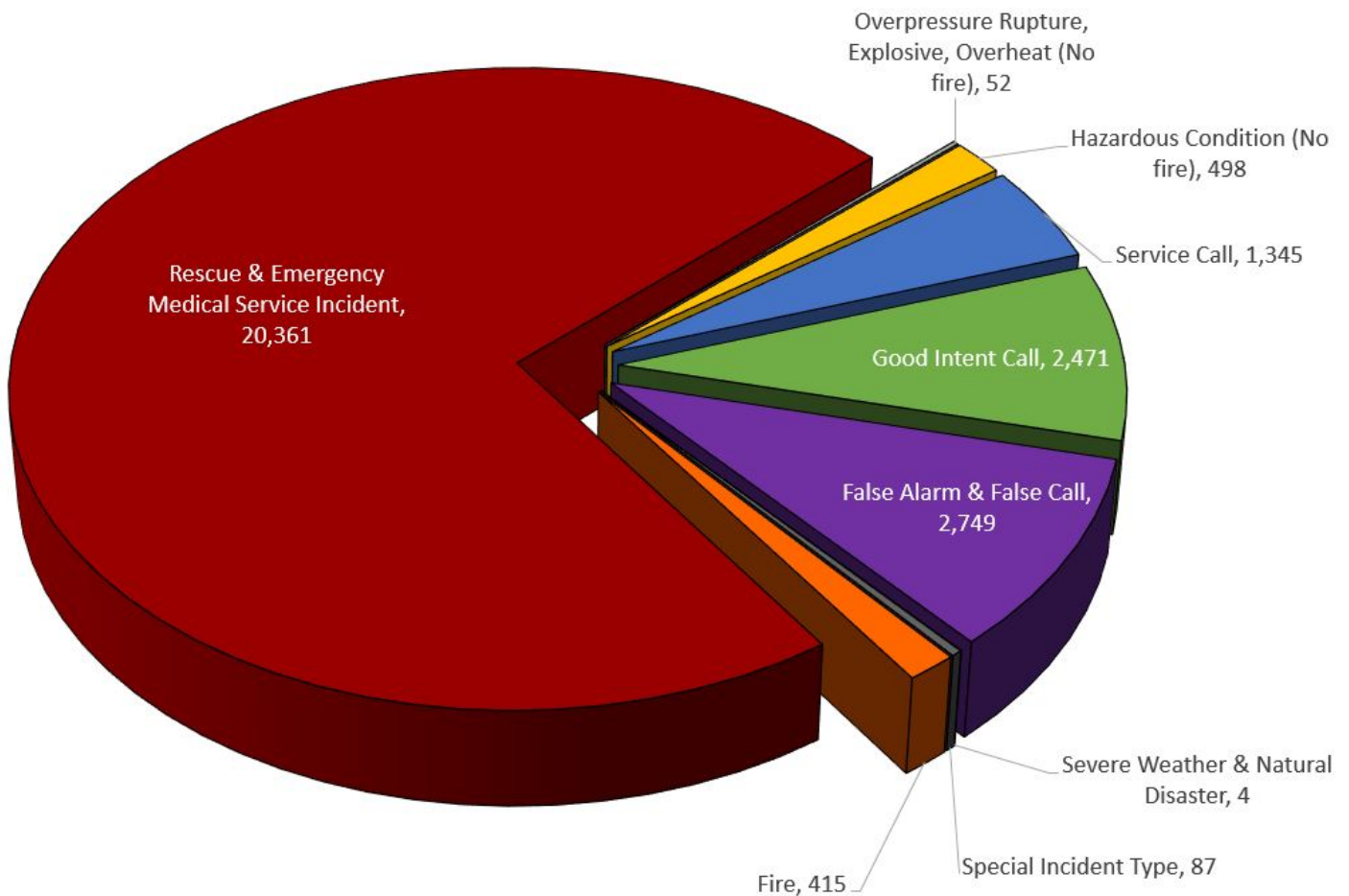
	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
<b>Total</b>	263	267	265	269	263	263	271	274	279	281	285	284	291	291	281	296	300	307	306	309	323	337	358	352	361	368	375	376
Other														1	1	1	1	1	1	1	1	1	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	6	6	7	8
Native American Woman																							1	1	1	1	1	1
Native American Men	0		1	1	2	3	3	3	3	4	4	4	4	4	3	3	3	3	3	3	3	2	2	2	2	2	2	2
Latino Women									1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1				
Latino Men	4	5	4	5	5	4	9	9	10	9	7	8	8	8	9	9	9	10	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	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	40
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	270

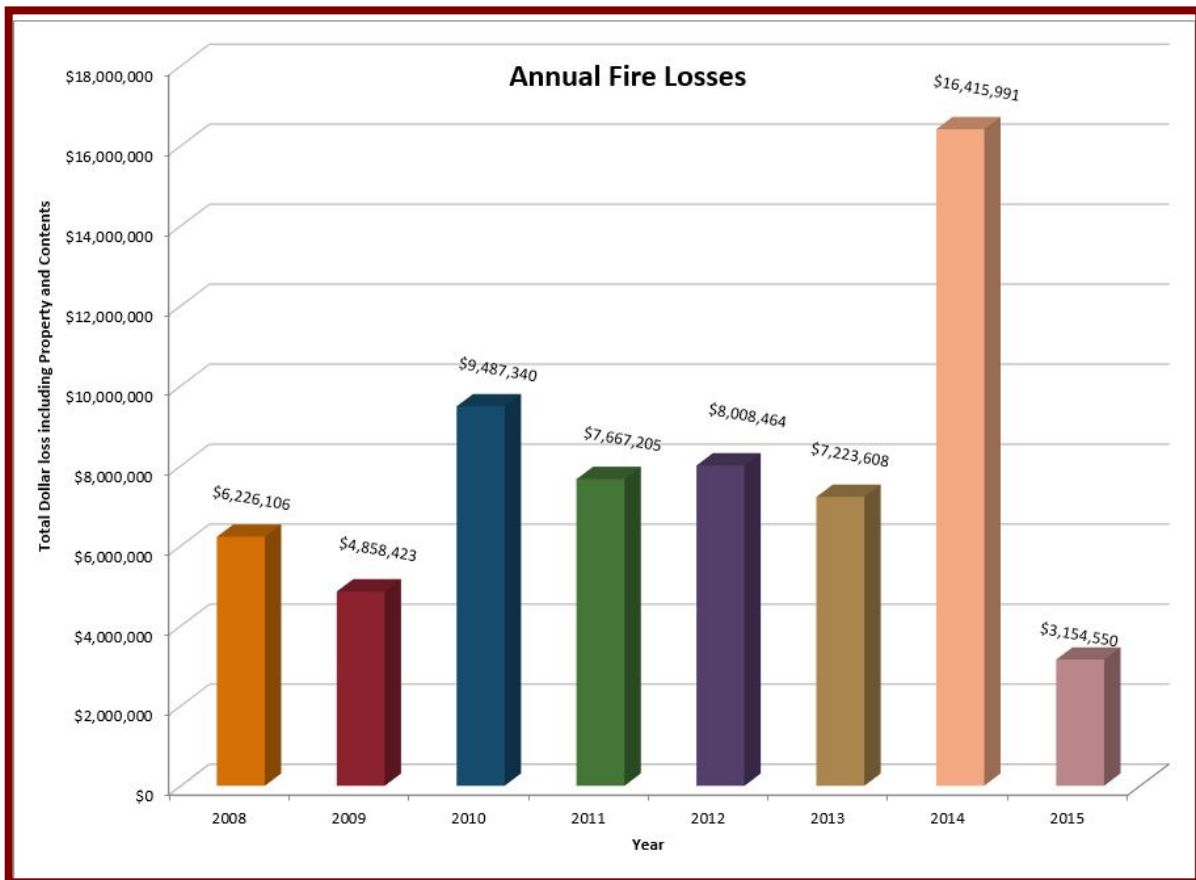
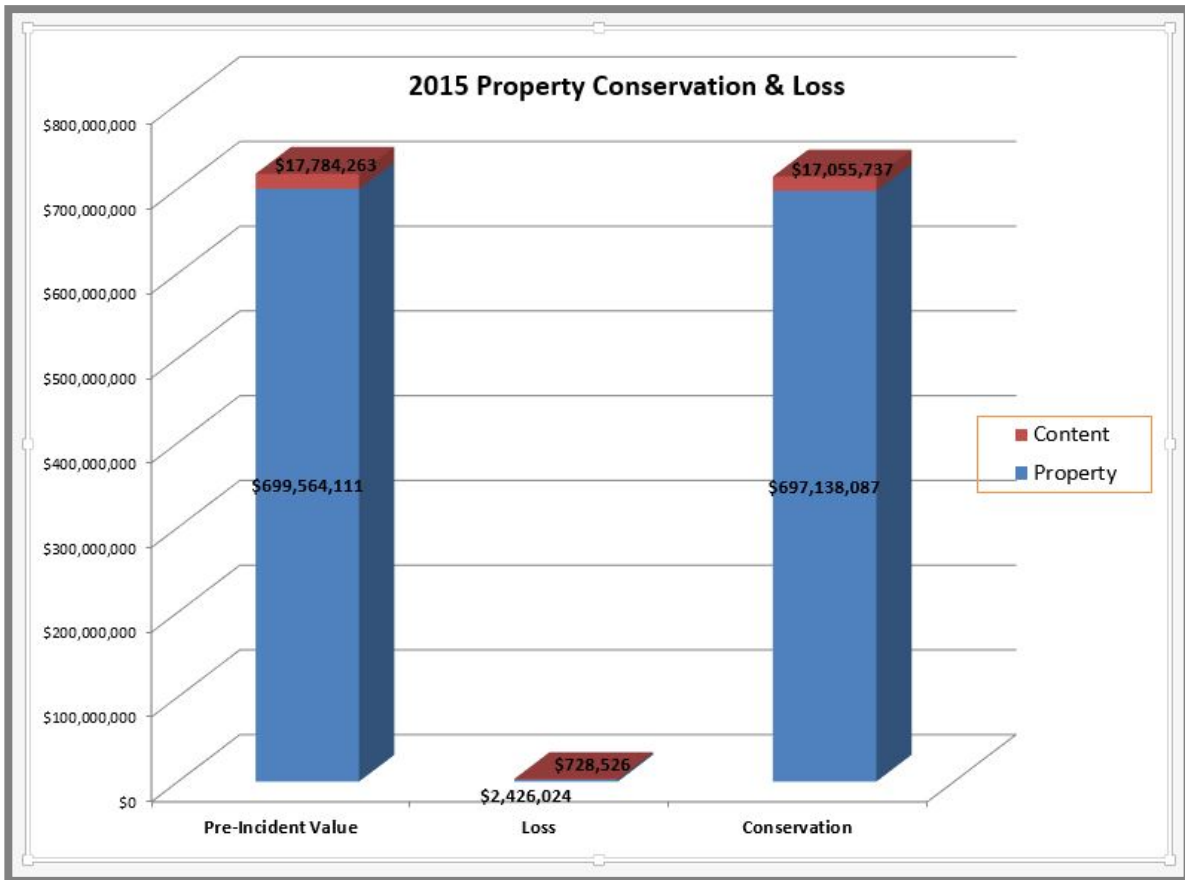
## SERVICES PROVIDED

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 2015 the City of Madison Fire Department responded to 27,982 calls for service. The largest single type of call was Emergency Medical calls, and they accounted for 20,361 of this total (over 72%).

2015 Activity for the City of Madison Fire Department





## EMERGENCY MEDICAL SERVICES

### Community Paramedic/Mobile Integrated Health Initiatives



In April 2015, the MFD implemented a Mobile Integrated Health pilot program. The goal is to expand the role of Emergency Medical Services to include support, education, and empowerment for at-risk individuals so they may improve their overall health and satisfaction with the healthcare system.

We identified members of the community who have conditions that often result in calls for EMS, and we proactively provide care for these individuals in an effort to reduce the number of preventable 911 calls. Through positive therapeutic alliances with at-risk individuals, our Community Paramedics strive to improve patients' overall healthcare experience. This also helps the City of Madison Fire Department

improve its ability to respond to other emergencies. This program complements a pilot project with Madison Police and Dane County Public Health to address individuals who very frequently use public safety resources.

### Tactical EMS (TEMS)

Working with the Madison Police Department (MPD), the MFD TEMS team expanded its role to provide tactical EMS to both the MPD SWAT operators and the MPD Task Force. This collaboration doubled the number of TEMS activations in 2015, providing medical support for a larger number of MPD Officers during their tactical operations.

### Active Threat/Warm Zone Operations

The MFD continued to work with local law enforcement agencies to build upon our procedures in responding to emergencies such as mass shootings or other incidents that require close coordination of law enforcement and medical first responders. Training was completed with MPD recruits and UW-Madison police officers, incorporating a newly-adopted Active Threat/Warm Zone policy that was developed by Dane County Emergency Management.

### EMS Training and Licensing

Our commissioned members of the Department require recertification at either the EMT-Basic or EMT-Paramedic level bi-annually. In 2015, approximately 299 members completed the EMT-B relicensing process, and 99 members were recertified at the EMT-P level. We taught two EMT-Basic classes with a total of 15 recruits. The MFD had multiple members on the Dane County EMS Protocol Revision Committee. This Committee worked tirelessly during 2015, completing the largest protocol revision in Dane County in recent years.

### Equipment

The MFD placed new temporal thermometers on all of the ambulances, allowing for faster assessment with less waste. We began using via-valve angios for IV's which helped to increase worker safety from exposure to blood. The MFD added intra-nasal Narcan administration for narcotic overdoses to EMT-Basic operations. The MFD trained all of its paramedics on a new Intra-osseous device that allows for faster administration of life-saving medications and fluids.



## FIELD OPERATIONS

### Hazardous Materials Incident Team

Fire Station 7, located on the city's west side, houses the MFD's Hazardous Incident Team (HIT). HIT consists of 57 members; however, all 364 commissioned members of the MFD are required to complete a minimum of 96 hours of Hazmat Training. HIT members maintain their core competencies through weekly training, logging over 3,300 total hours of training that consist of scenarios, monitoring, operations, site surveys, and outside presenters and guest speakers.

Our Hazardous Incident Team responded to several calls in 2015:



In February, HIT 7 responded with the Fitchburg Fire Department to McKee Rd. for a building containing high levels of carbon monoxide (CO) and a possible release of Hydrogen Chloride (HCl). Continuous monitoring of the environment showed high levels of CO around a bin containing plastic products. Later research had found that a thermocouple (used to measure temperature) had failed, causing the product to heat up to around 700°F, causing the CO issue. HIT requested assistance from the 54th Civilian Support Team (CST). The CST, part of the Wisconsin National Guard, is a full-time response team for emergencies that involve weapons of mass destruction or toxic industrial chemicals. After 19 hours of hard work to remove the product, CO levels and the temperature were brought down to safe levels and the building was turned over to the owners.

In July, HIT 7 responded to a request from DeForest Fire for a muriatic acid leak from the rear of a truck. HIT 7 along with HIT 12 responded to Burton Rd. Three boxes in the rear of the vehicle were leaking fluid. The damaged containers were then placed in overpack drums to contain the spill.

On October 22, HIT training simulated a "call" dispatched to the Janesville Fire Department. The information obtained from that "call" reported a subject had planted some dispersal devices around the softball diamonds at a local Madison park. The Madison Fire HIT responded to Elver Park on the city's west side along with the 54th Civilian Support Team (CST) to assist. Both teams used their air monitoring equipment as well as radiation detection. Photos of the alleged dispersal devices were taken to be used by other agencies for further investigation. Overall, the exercise went well. Both teams evaluated the exercise and determined ways in which an investigation like this could go even better should the agencies be faced with it in a real-life scenario.

Like personnel in all corners of the Madison Fire Department, the Hazardous Materials Incident Team stays on top of its game by participating in routine training exercises. Collaborative exercises like these strengthen our ability to effectively manage an actual emergency.



## FIELD OPERATIONS *continued*

### Heavy Urban Rescue Team

MFD's Heavy Urban Rescue Team (HURT) deals with the location, rescue (extrication), and initial medical stabilization of individuals trapped in confined spaces. Structural collapse is most often the cause for people being trapped, but individuals may also be trapped in farm (silo/grain bin) accidents, collapsed trenches, or areas requiring high- or low-angle rope rescue. HURT consists of 57 team members with over 300 hours of advanced training.

Utilizing acquired structures from our community stakeholders, members of the HURT routinely practice a variety of skills that facilitate saving lives and reducing destruction of property.

In June, HURT practiced shoring skills. When buildings are compromised by forces such as tornados, motor vehicles, or even fire, shoring is performed by HURT to render them safe. Structures are braced with wood, metal, and other materials to prevent a collapse. Once this process is performed, HURT members can then search the structure for victims. The HURT operation can also minimize loss and damage by protecting savable property.

HURT training is only possible with the support of community members who are willing to allow the Madison Fire Department to use their properties prior to demolition, and we are grateful for these opportunities.



### Lake Rescue Team



MFD's Lake Rescue Team operates out of Fire Station 1 downtown. The team has 57 trained Scuba/Lake Rescue divers certified by the Professional Association of Diving Instructors (PADI). Each member must complete over 200 hours of training to become a member of the Lake Rescue Team. 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.

Since Madison's large and plentiful lakes offer outdoor recreation year-round, we need to be trained in every water rescue contingency, from swimmers and boaters in summer to people falling through the ice in winter. We responded to a total of 23 Lake Rescue calls in 2015, down from 41 in 2014 and 31 in 2013.

## FIRE INVESTIGATION DIVISION

The Fire Investigation Division (FID) is responsible for the investigation of structure fires, vehicle fires, any suspicious fire, outside vegetation fires, rubbish fires, and fires with no identifiable origin and cause. In 2015, FID was involved in the investigation of 189 structure fires, 81 vehicle fires, 81 cooking fires (of which 55 were confined to the container), 74 rubbish/dumpster fires, and 37 unauthorized burning incidents. The number of fires during 2015, as well as dollar loss, dropped significantly.

### Follow-Up Investigations/Actions

Due to the drop in significant fire investigations during 2015, FID investigators were able to initiate follow-ups on 181 minor fire calls or other calls for service. The goal in each of these follow-ups is to review the report completed by the lieutenant in the field and make contact with the community member(s) involved to assist them as needed. Efforts are undertaken to educate the victim about what they can do to minimize the chances such an event will occur again. Though prevention and risk reduction are the focus of these follow-up visits, this community outreach is also meant to send a message to the victims that the Department, through the efforts of FID investigators, is a partner in their recovery.

Some brief examples in 2015 included:

- Ensuring discharged fire extinguishers are properly replaced and recharged.
- Ensuring smoke detectors are functioning properly and batteries are replaced, especially after responding field personnel found them not functioning.
- Educating victims on the requirements for smoke detectors when field personnel determined no working smoke detectors were inside a fire-involved structure. Investigators also work with the MFD Fire Prevention Unit to assist in the acquisition of smoke detectors if the residents involved cannot afford to purchase them.
- Assisting victims as they communicate and work with their insurance companies during fire restoration and recovery.
- Communicating the Department's concerns to appropriate agencies, such as the City of Madison Building Inspection or Department of Social Services, if dangerous structural or other violations were noted during the initial fire response, or if the living conditions of the victim, such as hoarding, require intervention.

### Significant Criminal Cases

Arson criminal investigations continue to be the most important work of the FID. In addition to the traditional "origin and cause" fire investigation, interviews and collection of evidence is critical. Perhaps even more important is the very close cooperation and communication that FID investigators must have with the Madison Police Department (MPD); Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF); and the District Attorney's Office if the perpetrators are to be successfully charged and brought to justice. During 2015, FID investigators were involved in at least two significant criminal arson investigations.

The first fire occurred at a four-unit apartment causing approximately \$500,000.00 in damage, injuring one firefighter and displacing a number of occupants. Based on the evaluation of fire patterns, investigators determined the fire had originated on a living room sofa in one of the apartments. Working in conjunction with the MPD, investigators identified a suspect who ultimately admitted to setting the sofa on fire. Though the investigation extended over a year, the individual was ultimately charged in November 2015 with "Arson of a Building," a Class C felony.



## **FIRE INVESTIGATION DIVISION *continued***

An even more serious criminal case involved the investigation of a series of fires set over a five-month period beginning in October 2014 and culminating in February 2015 with the arrest of a suspect. These set fires began with numerous small outside fires. Though the investigation began immediately, investigators became even more concerned when it appeared the same individual was possibly escalating his fire-setting behavior, setting various motor vehicles on fire. All these vehicles were parked in the underground garages of two large apartment complexes. Working in conjunction with MPD, fire investigators examined key swipe documentation, interviewed a number of victims and potential witnesses, and examined a large amount of social media, which ultimately led to the identification of an initial suspect. The suspect was arrested, and subsequent review of video footage from a second location determined the same suspect had been responsible for a series of additional fires at that location. Ultimately, the suspect was linked to four acts of theft and vandalism, six vehicle fires, and at least ten other fire-related incidents, including an attempt to start a fire in a laundry room. The suspect was ultimately charged with a number of felonies and misdemeanors, pled guilty, and was sentenced. The suspect no longer resides in the State of Wisconsin.

### **Enforcement Activity**

In addition to arsons and fires caused by negligent handling of burning materials, FID investigators investigate various fire-related offenses. When necessary, FID cites the individuals responsible for the violations. During 2015, this enforcement and citation activity addressed violations such as:

- Unauthorized Burning
- False Fire Alarms
- Tampering with Fire Protection Equipment/Malicious Discharge of a Fire Extinguisher

### **Product Safety/Recall**

FID investigators continued to work with the U.S. Consumer Product Safety Commission, as well as various insurance adjustors/investigators, when the specific cause of a fire may have been a faulty appliance or product.

In one such structure fire this year, FID investigators determined a dehumidifier was located in the area of origin of the fire and potentially was responsible for the cause of the fire. During subsequent research conducted by investigators, it was determined that this particular dehumidifier had indeed been recalled and should not have been available for sale. FID personnel worked closely with fire investigators from different insurance agencies, as well as with representatives of the dehumidifier firm and the store identified as the sale location, to ensure the remnants of the fire-damaged dehumidifier were collected for testing and analysis, and that the information gleaned from this investigation would be added to recall data already available.

### **Background Investigations**

FID investigators conducted pre-employment background investigations for all new prospective members of the Department. Each background investigation involves approximately twenty hours of work and includes contacting various law enforcement agencies, interviewing professional and personal references identified by the job applicants, querying numerous databases, and ultimately providing a written report to the Fire Chief for review prior to offers of employment being made. In 2015, the FID conducted background investigations on 29 applicants for various positions within the Department.

### **Training and Certification**

FID investigators completed approximately 600 hours of training and study during 2015. In addition to receiving training, FID investigators also are involved in the delivery of training when requested. FID investigators delivered fire training to entry-level recruits at the Madison Police Academy. Additionally, FID investigators conducted fire investigation training within the Department. All Madison Fire Department Academy recruits received fundamental fire investigation training, and newly-promoted lieutenants and Apparatus Engineers learned fire investigation and report writing. Finally, newly-promoted captains assuming on-call investigative responsibilities were given training and orientation by FID.

## SUPPORT SERVICES

### New Administrative Offices



The construction of the new HOVDE building, Ovation, is substantially completed and Madison Fire Department closed on its purchase of the Administration offices' condo, which is located on the second floor of the Ovation building on W. Dayton St. The old Administration building was razed to provide room for the new building. The Administrative staff of the MFD along with the Fire Prevention, Elevator Inspection, Training staff, Community Education, and Public Information moved from the temporary location at 30 W. Mifflin to the new location in December. The new building also contains a new Command Center, which will be used for Emergency Operations for both planned and spontaneous events. In the past the Command Center was a shared space used for meetings, training, and more. Now we have the dedicated space to activate the Command Center upon any emergency need involving the Fire Department, Police Department, and/or others.

### Remodeled Station #1:

In conjunction with the construction of the new Administrative building was the remodeling of Station #1, located next door. The remodel included all new electrical, plumbing, HVAC, and finishes. The footprint of the existing station did not change. The station also took on a whole new modern look with the inclusion of the new glass overhead doors. The station is again the home for a Ladder, Engine, Command Car, and Lake Rescue Team. During the construction the personnel at Station #1 were relocated to our existing Stations #3 (Williamson Street) and #4 (Monroe Street). For the second time in recent years, the Madison Fire Department and MG&E partnered to create a temporary space for Engine #1 and its crew; it was located at 650 E. Main Street, an MG&E building. Station #1 personnel moved back to their remodeled home December 1 after staying on E. Main since mid-March.



### New Platform Truck:

Madison Fire Department placed its very first Pierce Quantum Platform into service. This new piece of equipment was put into service on the east side at MFD's Station #8. This new equipment provides a platform to work from and is an additional tool for firefighting and fire rescues. Until the department's replacement schedule allows to purchase a platform for the west side, the new Ladder (Platform) 8 will be used city-wide.

We also ordered two new designed Pierce fire engines. The new design will include lever-style valves, interior-stored ladders, heated EMS compartment, and more. These two pumpers are expected to be received in March or April of 2016. In addition, two new Command cars were purchased to replace older vehicles.

We reconditioned two ambulances, Medics 8 and 9. New remounts were installed and each ambulance received a new chassis. The refurbishment saved the Department thousands of dollars as compared to buying all new ambulances. The new chassis we are currently using are Ford E-450 gas-powered engines.

### SUPPORT SERVICES *continued*

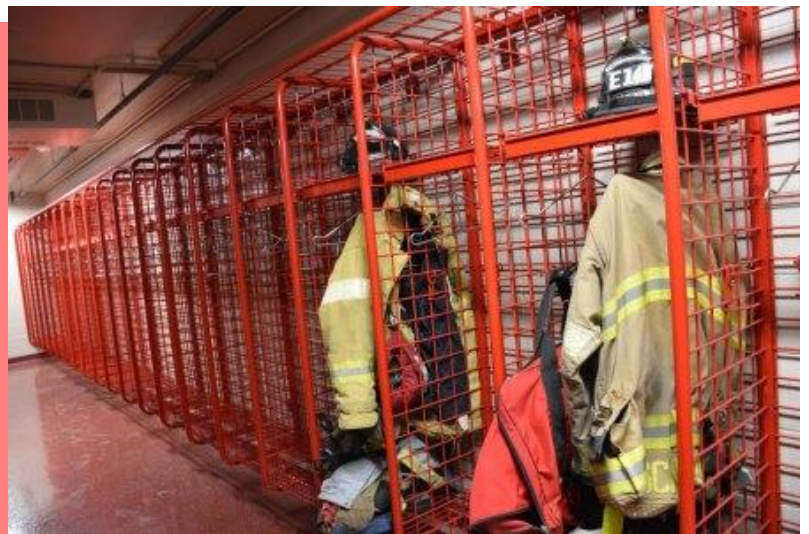
Power cots and loaders continued to be added to all Medic units. This year, we finished the battery-operated loader installation on all of our front-line medical units. This will help reduce back injuries from lifting patients and reduce Workers Compensation claims. We are planning to install the power loaders in the reserve medic units, which are used when the front line units need maintenance or repair.



We ordered a new Lake Rescue Boat from Lake Assault in Superior, WI. The new boat will replace the old Lake Rescue boat. The new boat includes a 5'-wide bow door for loading of patients and access for divers. The boat also includes one 500-gallons-per-minute on-board pump, two 150-horsepower motors, radar, infrared video, and SONAR. The boat will be received and put in service in 2016.

In 2015 the Madison Fire Department moved forward in the creation of the site plan for property located on Femrite Drive. This land was acquired in 2013 for the future development of a southeast station (Station 14) and an employee development center. The site will serve the southeast corner of the City, provide a year-round training facility for the professional development of MFD personnel, and will enable the department to conduct firefighter hiring process components inside a controlled environment.

We continued to replace worn or outdated turnout gear. The Madison Fire Department evaluated numerous brands and styles of new turnout gear. After all evaluations were completed, we ordered gear for new employees and replaced worn turnout gear in compliance with NFPA guidelines. The new gear has an integrated escape harness contained within it for added firefighter safety.



A new roof and new kitchen cabinets were part of a remodeling project at Station #4 on Monroe Street. A future patio area will be installed just off the kitchen to allow a natural gas grill to be accessed.

Station 8 received new plantings including trees and shrubs. This was the first landscaping project at Station #8 in over 25 years. The landscaping included the removal of the old overgrown plantings and trees. They were replaced with new trees, plants, rock beds, and trim.

## TRAINING DIVISION

The Training Division develops the focus that the Department will pursue with all training efforts for the year. Our efforts will continue to promote training and education as mandated by the Federal, State, and City governments as well as recommendations from the National Fire Protection Association (NFPA) and Insurance Service Office (ISO).

The Madison Area Technical College Fire Protective Services building and drill grounds are home base for our Fire Academy and company-level training. The multi-story drill tower provides us with several burn rooms and a smoke simulation system capable of creating smoke conditions on all or specific floors of the tower. The tower can be utilized for ladder operations, engine company operations, and special team operations. Other live fire props include gas, vehicle fire, and residential garage fire.



### 2015 Accomplishments

- All 13 Station Libraries were updated with new editions of the following reference textbooks and manuals:
  - IFSTA Pumping and Aerial Apparatus Driver Operator Handbook, 3<sup>rd</sup> Edition
  - IFSTA Fire and Emergency Services Company Officer, 5<sup>th</sup> Edition
  - Fireground Strategies, 3<sup>rd</sup> Edition by Anthony Avillo
  - Standard Operating Guidelines Manual: All SOGs were reviewed as part of an on-going review process
- Academy Class 4 was held in the fall and 18 recruits graduated. All recruits earned certification for Firefighter I, Firefighter II, Hazardous Materials Technician, Emergency Medical Technician, and ICS 100, 300, and 700.
- Newly-Promoted Fire Officer Orientation Week: Seven new Lieutenants spent a week learning the various aspects of their new role as a company officer.
- A new Platform Aerial Apparatus was purchased and is housed at Station #8. Thirty-eight personnel were trained and are qualified to operate it.

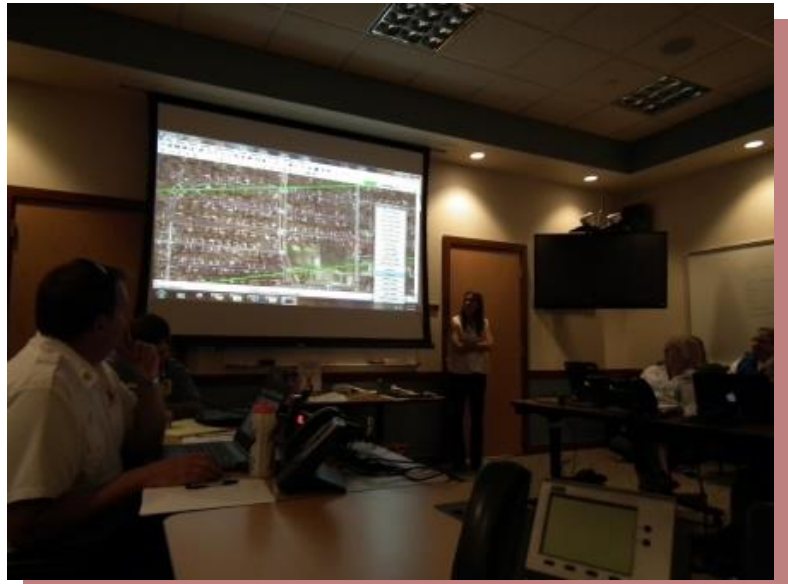


## INFORMATION TECHNOLOGY

The Madison Fire Department Division of Information Technology has one fulltime staff member responsible for managing and coordinating the diverse technology needs of the Madison Fire Department.

### Technology Changes in 2015

- iPads were set up for the 2015 Recruit Class replacing traditional text books. These iPads served as electronic versions of textbooks and saved costs in printing and reference materials.
- Replacement of consumer-grade “hot spots” to hard-wired vehicle routers began in June of 2015. These routers are used to transmit vehicle location for CAD and transmit EKGs to local hospitals (telemetry). Hard-wired routers increase the accuracy of the automatic vehicle locators (AVL) and eliminate the battery life issues the hot spots experienced. Cloud managing is used with the new routers allowing for remote access to troubleshoot issues and reduce downtime.
- A new in-car video system for the Fire Department’s Command Car (Car 31) was installed to allow recording and storage of video of emergency events. Implementation included coordination of secure storage of fire department video on Madison Police Department’s servers.
- A scheduled replacement cycle of frontline emergency vehicle Mobile Data Computers (MDC) with updated equipment has been coordinated and implemented through City IT, and a pilot program to evaluate the use of tablet technology is occurring.
- Planning and design of Fire Admin, Command Post (CP), and Fire Station 1 continued through 2015. Work is ongoing to complete technology implementation with these projects.
- Implementation of Incident Command System (ICS) software to aid in coordination and planning of events across various agencies.
- Assisted in mobilizing and demobilizing the Command Post for city-wide events, such as Freakfest.
- Participated on the implementation team with other MFD staff, City IT, and vendor to implement a “mission critical” scheduling software. The project is scheduled to be fully functional in 2016.
- Coordinated Communication Center Computer Aided Dispatch (CAD) data into City data servers to allow analysis of response time data.



## COMMUNITY OUTREACH

The Madison Fire Department is embarking on several employment initiatives that will align the diversity goals of the Police and Fire Commission with the City of Madison's goals of having a diverse department that reflects the community it serves. These initiatives include but are not limited to:

### **Wanda Fullmore Internship**

This program provided over 30 teens paid training and summer internships with several City of Madison departments and divisions. The Madison Fire Department employed one part-time student in 2015. Fullmore interns develop valuable leadership and employment skills and learn about several different career paths.

### **Affirmative Action Student Professional In Residence (AASPIRE) Internships**

The City of Madison's Affirmative Action Division, in concert with City managers, sponsors internships to attract members of Affirmative Action target groups who are engaged in college-level studies compatible with a Public Administration career track. Internship consideration is also given to individuals who have experienced a period of long-term unemployment or underemployment. The MFD has been involved in this program for the past several years through the Fire Prevention Unit and will continue this relationship.

### **The Madison College/MFD Mentorship Program**

Madison College, in partnership with the Madison Fire Department, has developed a mentorship program focusing on developing women, students of color, and students who would like to work with a diverse workforce in at-risk neighborhoods. These students are involved in Fire Services, Fire Protection, and Emergency Medical Services studies at the Madison College Protective Services Program.

Madison College has identified 4 to 6 students interested in being involved in the initial program. MFD personnel assisted in the selection of students, providing MFD mentors and providing stations for "ride along" and educational opportunities.

### **MFD LEAD (Leadership Excellence Achievement Development) Program**

In conjunction with the MFD Recruit Academy, student athletes from East High School are involved with a half-day experience and presentation from MFD Training Officers and recruits. The student athletes are presented with information regarding the fire department and post-high school opportunities in the field of fire and emergency medical services. MFD recruits share their experiences about how they personally overcame adversity to reach their goal of becoming a Madison firefighter. This program is being developed for other Madison high schools and middle school students in community center settings. The program was developed by retired firefighter Tim Healy and the MFD Training Division.

### **MFD Community Outreach and Inreach:**

The MFD has also increased community outreach initiatives that promote our visibility in neighborhoods by hosting station-based events and block parties.

In February, the Madison Fire Department began the process of planning Fire Station #14 using the Racial Equity and Social Justice Initiative engagement model. Over 40 people from the community participated in the activity at Fire Station #13, which included neighborhood residents, staff members from several City agencies, District 16 Alder Denise DeMarb, Fire Chief Steve Davis, and members of the MFD Command Staff. Participants enjoyed a delicious meal cooked by MFD firefighters.





**COMMUNITY OUTREACH *continued***

A recent example of the MFD’s innovative community outreach efforts is "Friday Nights at the Y." The MFD participated in five separate nights of volunteer service on a monthly basis during the summer in collaboration with the YMCA staff, MPD, and Neighborhood Intervention Program. Teens ages 13 to 18 participated in sports activities and MFD recruitment. The MFD views these important initiatives as more than public relations. These activities provide critical opportunities for recruitment of people who have limited exposure to the fire service and, equally important, provide opportunities for MFD personnel who have limited opportunities to engage with the local communities around their fire stations outside of emergency situations.

In addition to the Friday Nights at the YMCA, the Madison Fire Department is proud to be a supporter and contributor to the Girl Scout’s CampHERO program for girls in kindergarten through 12<sup>th</sup> grade. CampHERO is designed to help develop courage, gain confidence, and build character while introducing girls to the protective services. The MFD has supported the program since its inception in 2011. We look forward to working with the organization as a partner with a goal of recruiting participants in the future.

In August, Station #5’s A shift conducted its second annual “Firefighter Fun Day” for children and their families. In 2015, 400 people attended. In partnership with several local businesses, the event features food, refreshments, games, and activities such as balloon twisting, face painting, coloring books, fire prevention resources, music, station tours, opportunities to view station vehicles and equipment, and meet Fire Chief Steven A. Davis.



In September, firefighters from Fire Station #3 on Williamson Street served 700 pancake breakfasts to 250 neighborhood residents. In addition, those in attendance were given station and apparatus tours. This event was supported by several local businesses and leaders from Firefighters Local 311.



## HIRING & PROMOTIONS

In October 2015 the Madison Fire Department began accepting Firefighter applications. This process will take 9-10 months spanning from the initial application to the first round of hiring. The application deadline was Sunday, December 6, 2015. The process will continue with a Video-Based Multiple Choice Test, Community Member Oral Board Examination, Department Oral Board Examination, Fire Chief's Interview, Physical Ability Test, Background Check, and Medical Evaluation. Candidates who successfully complete these steps are placed on the Police & Fire Commissions (PFC) Firefighter Eligibility List, which remains in effect for approximately 18-24 months or until such time as the list is dissolved by the PFC.



Recruit Academy Graduates—Class #4

Several hiring and promotional processes were conducted in 2015 including a firefighter hiring process, Lieutenant promotional process, Division Chief promotional process, as well as Code Enforcement Officer, Elevator Inspector, Public Information Specialist, and Clerk Typist hiring process. MFD promoted five Apparatus Engineers, five Lieutenants, and one Division Chief in 2015 and hired eighteen new firefighter recruits. The new recruits, Class #4, graduated from the MFD Recruit Academy on November 6, 2015.

## RECRUITMENT

The Recruitment Committee was very busy this year. The members designed and staffed a variety of events including career fairs, open houses, small and large group presentations, station tours, ride-alongs, and individual meetings. These events were hosted with key community partners including the YMCA, Construct U, the Urban League of Greater Madison, the Boys and Girls Club, UW Society of Women Engineers (UWSWE), UW Athletic Department, Madison College, Employer Support of the Guard and Reserve (ESGR), WI Employment Resource Connection, and CampHERO.

Many of these presentations addressed recommendations derived from the Racial Equity and Social Justice Initiative, authored by the Wisconsin Council on Children and Families, including job skill development with the YWCA Construct U program, and development of mechanical aptitude study aids with the UWSWE.

The Recruitment Committee also examined MFD outreach and hiring, with a goal of trying to reduce barriers to employment. The Recruitment Committee is invested in the long-term recruitment conversation with programs like CampHERO and School Makes a Difference. These programs bring firefighters in to work with kids to be the best that they can be.

Recently the Recruitment Committee designed a new web page, "Ask a Recruiter" (<http://www.cityofmadison.com/fire/join-mfd/ask-a-recruiter>). Applicants can visit this page and learn about an individual and their job(s) with MFD. Visitors are encouraged to email questions. The committee also maintains a recruitment phone line, answering hundreds of calls from many states including Maine, Alaska, Florida, and California.



## HEALTH & WELLNESS

### Medicals

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

Medical exams are required for all Hazmat Team personnel and were completed with Dean Health at their Fish Hatchery Road facility.

In addition, Dean Health conducted 18 pre-employment medical exams in 2015. This medical exam is the most thorough process of all the medical services provided by Dean Health and is conducted over two days for new candidates.

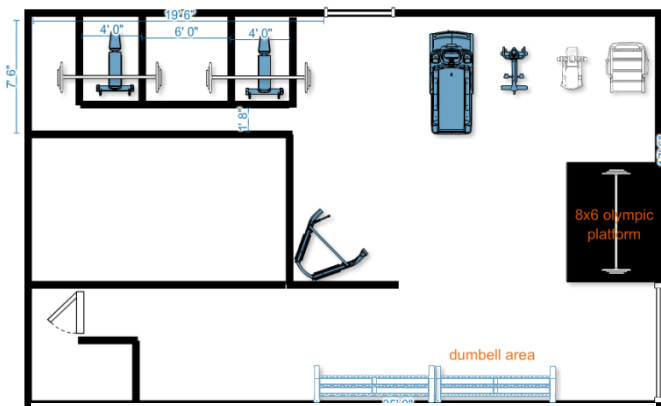
Flu vaccinations were offered to both the commissioned and civilian personnel of the MFD again this year. Approximately 105 employees took advantage of the offer and obtained a flu shot.

### The Health & Wellness Committee

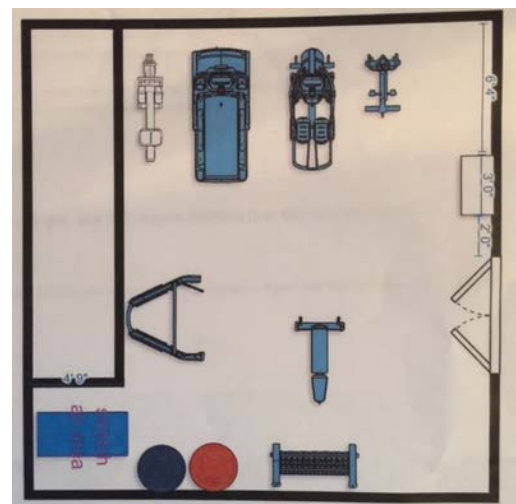
Many crews are now performing 30-minute circuits around the firehouse that incorporate fire ground movements and calisthenics. These circuits begin with a 6-minute active warm-up that improve flexibility and mobility. The active warm-up is then followed with an intense 24-minute interval circuit that usually contains fire ground movements like crawling, sledges, stairs, drags, and core exercises. Crews are finding these circuits improve muscular and cardiovascular strength and endurance. We also have seen improvements in eating habits around the department. Many crews are substituting desserts with fruits and vegetables and offering healthy options for each meal. These are some small steps that are making big improvements in the overall health of the MFD. We are looking forward to continuing this "movement" in 2016.

### Fitness

The plans for the construction of the new Fire Administration building, as well as the remodel of Fire Station #1, included new fitness centers for both facilities. While the fitness center for Station #1 was an update of their old workout room, the plan for a fitness center for Administration staff was a new concept altogether. Now administration staff—chiefs, prevention staff, and administrative support staff—have access to a workout room of their own. This fitness room is equipped with two treadmills, an Arc® trainer, spin bike, rowing machine, as well as a full complement of weights, jump ropes, Bosu® balls, and stability balls.



Plans for Station 1's remodeled fitness center



Plans for Fire Administration new fitness center

## FIRE PREVENTION DIVISION

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

Nearly everyone who lives in, works in, or visits Madison is positively impacted by Fire Prevention services. All places of employment and multi-family residential buildings are inspected by the Department. The fire safety messages and community outreach of the Department reach residents through school visits, workplace education, parades, events, and fire prevention programming. Based on local fire data and national statistics, the Department's fire prevention and fire safety functions are highly successful.

The Fire Prevention Division works hard to provide quality services to the citizens and visitors of our great city through a multi-disciplined approach to code compliance. This approach provides 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.

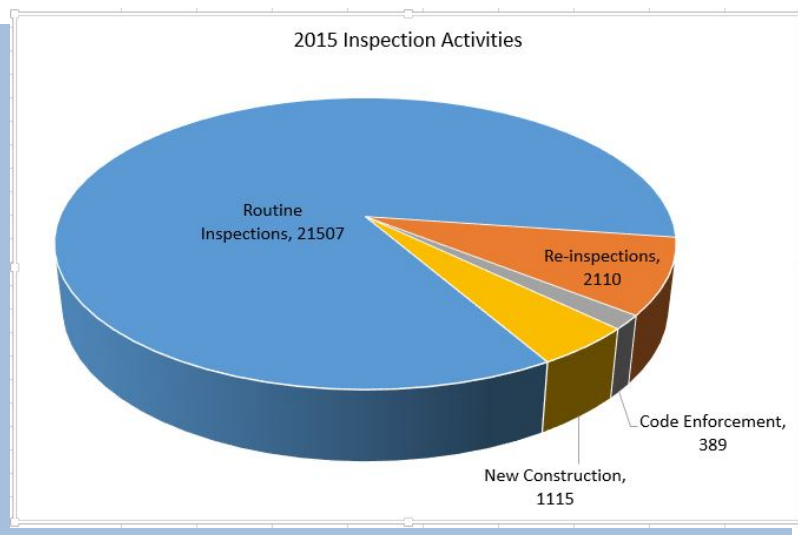
In 2015 Fire Prevention services generated more than \$2 million in revenues through a combination of revenue streams that includes plan review fees, 2% fire dues (paid by the State), tank inspections, and other miscellaneous fees and fines.

Our services expanded to the Town of Blooming Grove, where we provided fire prevention and community education activities. We also provided above- and below-ground tank plan review, inspection and approval in the cities of Madison, Fitchburg, and Verona.

### Code Enforcement Unit

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

The Madison Fire Department performed 23,617 inspections in 2015. The vast majority of inspections performed are state-mandated inspections, with a small percentage being code enforcement or new construction activities.



## **FIRE PREVENTION *continued***

### **Community Education Unit**

In 2015, fire prevention staff delivered formal presentations to more than 4,470 men, women, and children in workplaces, residential facilities, and with community organizations.

The community educator for the Department also schedules and coordinates station visits. Our 13 fire stations host large numbers of people visiting City firehouses year round.

Madison's elementary school children make up the majority of residents reached, mostly during Fire Prevention Month in October. Fire prevention staff visited all Madison public and private schools in 2015, with a total of 5,704 children and teachers participating.

The MFD Prevention Division also coordinates Safety Saturday and Safety Town in cooperation with the Madison Area Safe Kids Coalition and other partners.

Safety Town is a program designed for children entering kindergarten in the fall that teaches children how to be safe in their community. Safety Town uses hands-on activities taught in a small-scale city with streets, homes and sidewalks to teach children about many different aspects of safety and injury prevention.



Safety Saturday is an event that educates parents, children, and the public on ways to make safe decisions, prevent injuries, and to encourage the use of safety devices such as seat belts, bike helmets, and smoke alarms. Using the remarkable State Capitol Square and Dane County Farmers' Market as a setting, thousands of community members attend the Safety Saturday event each year.

The MFD and Madison Area Safe Kids Coalition sponsored 19 car seat checks at fire stations. In 2015 the partnership provided over 400 car seats at low cost to families in need. More than 375 car seats were checked for proper installation.

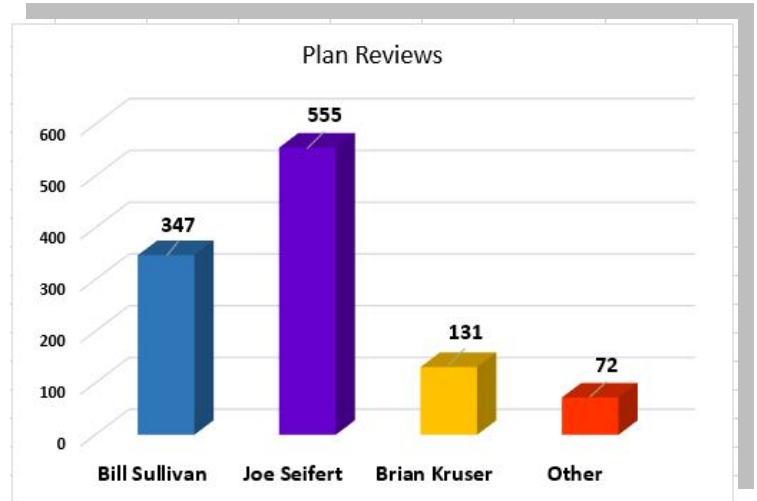
**FIRE PREVENTION *continued***

**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.

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 and our fire prevention staff. The Fire Protection Engineering Unit works tirelessly to provide safe housing to our citizens while providing the systems necessary to also protect our first responders.

In 2015, over 1,100 plan reviews were performed. Plan reviews are done by multiple staff members of the Prevention Division, showing our multi-disciplinary approach to code enforcement. Our staff not only reviews the plans but does field inspection and approval on all systems that are reviewed.



**Elevator Inspection Unit**

The Elevator Inspection Unit consists of three State of Wisconsin Certified Elevator Inspectors. The unit works to ensure the safe installation, alteration, and operation of conveyances, which includes elevators, escalators, chair lifts, and dumbwaiters.

Our primary focus is on timely plan review, accurate and safe new installations, and annual inspections to grant the required permit to operate.

2015 was a year of rebuilding for the Elevator Inspection Unit. Our staff worked hard to keep the new elevators inspected safely and existing elevators operating properly. Our unit provides training on a regular basis to the firefighters and command staff, showing safe operation and control over all types of conveyances.



In 2015, over 2,698 inspection activities were logged, including 68 new installations. The City of Madison continues to see an increase in new elevators every year. Currently, the City records inspections on almost 2,700 conveyances, all of which require an annual visit.

## FINANCE

2015 OPERATING BUDGET			
AS OF APRIL 18, 2016			
	Adopted Budget	Actual with Encumbrances	Balance
*Permanent & Premium Salaries	\$ 30,944,970.00	\$ 30,859,610.00	\$ 85,360.00
Hourly wages	7,212	18,256	(11,044)
Overtime Salaries	662,958	1,044,279	(381,321)
Special Duty	68,452	78,370	(9,918)
Benefits	11,835,259	12,353,475	(518,216)
Purchased Services	1,454,421	972,438	481,983
Materials & Supplies	1,078,561	1,032,398	46,163
Inter-Agency Charges	3,425,060	3,447,151	(22,091)
Capital Assets	-	-	-
Inter-Departmental Billings	(1,500)	-	(1,500)
Revenue	(1,420,223)		(1,420,223)
<b>Net Budget</b>	<b>\$ 48,055,170.00</b>	<b>\$ 49,805,977.32</b>	<b>\$ (1,750,807.32)</b>

2015 CAPITAL BUDGET	
PROJECT	AMOUNT
Fire Equipment	\$ 300,000
Communications Equipment	467,000
Minor Building Improvements	50,000
*Fire Admin & Station 1 Remodel	14,491,291
**FEMA Grant	-
Employee Center & Station 14	75,000
<b>TOTAL</b>	<b>\$ 15,383,291</b>
* Includes reauthorization of \$1.2 M	
** FEMA Grant not awarded	