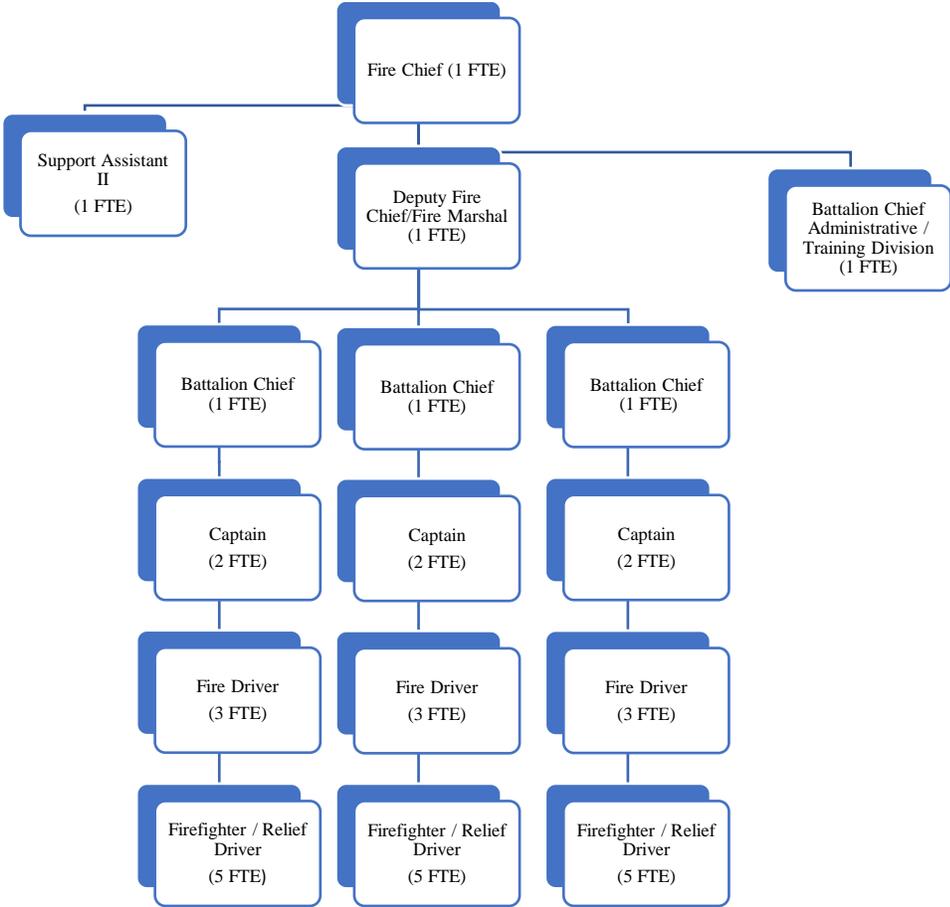


FIRE AND RESCUE DEPARTMENT

37 FTE



PURPOSE

The Carrboro Fire-Rescue Department is dedicated to protecting the lives, property, and the community from the destructive effects of all hazards by providing community risk reduction and emergency response services.

GOAL

- Ensure that those that live, work, and visit Carrboro are safe by providing fire suppression, rescue, and emergency services that are consistent with industry best practices and exceeds the communities’ expectations.
- Ensure that Carrboro is a resilient community and is prepared for all types of disasters and emergencies.
- Provide a comprehensive Community Risk Reduction program to reduce risk to the community.

- Increase recruitment and retention efforts to ensure personnel are energetic, well-trained, and diverse.

COUNCIL STRATEGIC PRIORITIES

The Fire-Rescue Department will work to implement priorities identified in the Carrboro Connects comprehensive plan.

- Provide all hazards response in accordance with industry best practices.
- To provide community risk reduction services to foster an environment of awareness and collaboration in which risks are proactively reduced making our community safer.
- Identify the most common causes of personal injury and property damage locally and regionally to implement public education strategies to reduce risks due to identified causes.
- Provide comprehensive training to all personnel to maximize operational capabilities.
- Creation of a succession plan to prepare personnel for advancement as opportunities arise, and to assist with personnel retention.

SERVICES PROVIDED & ACTIVITIES

- Provide 24-hour all hazards response: fire suppression, rescue, and emergency medical services.
- Conduct fire investigations to determine the cause and origin of fires.
- Provide community risk reduction programs: code enforcement, plan review, fire prevention education, CPR and First Aid classes, Child Safety Seat program, and smoke alarm installations.

PREVIOUS YEAR ACCOMPLISHMENTS

- Implemented a new firefighter protective gear specification. The specification includes ensuring gear does not contain per- and polyfluorinated substances (PFAS) and provides better encapsulation to limit exposure to particulates and carcinogens.
- Implemented task books for all newly promoted personnel.
- Met all state and local training requirements.
- All personnel completed diversity, equity, and inclusion training.

UPCOMING FISCAL YEAR OBJECTIVES

- Continue to provide 24-hour all hazard response in accordance with industry best practices.
- Perform a community risk analysis to identify hazards and implement community risk reduction interventions to address identified risks.
- Quarterly and annually review incident and community risk reduction data to ensure services are provided in accordance with industry standards and best practices.
- Implement a new records management system to ease in collecting and analyzing data.

- Complete departmental efforts to ensure firefighting foam does not contain PFAS. Dispose of any foam supply that contains PFAS in accordance with state and federal guidelines.
- Ensure all personnel meet applicable annual training requirements.
- Implement a program for tracking of fire alarm systems, fire sprinkler systems, and other fire and life safety systems to maintain the operational capabilities of the systems.
- Ensure that 100% of life safety violations are documented and repaired within 90 days.

PERFORMANCE MEASURES

	FY2020-21 ACTUAL	FY2021-22 ACTUAL	FY2022-23 ESTIMATED	FY 2023-24 PROJECTED
Incident Response Metrics				
Total Responses	1,349	1,761	1,902	1,783
Fire & EMS Responses - Town	1,018	1,361	1,416	1,388
Fire & EMS Responses - County	219	246	241	252
90% of calls within Town limits will have a TOTAL response time of 6:30 or less*	07:16	06:59	07:13	7:12
90% of calls within the SO District will have a TOTAL response time of 10:00 or less*	10:24	10:25	10:48	10:32
Community Risk Reduction Metrics				
Fire Inspections	763	782	892	812
100% of life safety violations repaired and documented w/in 90 days	100%	100%	100%	100%
Smoke/CO Alarm Installation/Inspections	262	472	353	362
Community Risk Reduction Contacts	1,676	1,344	1,376	1,465
Training Metrics				
100% of FRD personnel will meet annual NC RRS training requirements	100%	100%	100%	100%
100% of FRD personnel will meet annual Emergency Medical Technician training requirements	100%	100%	100%	100%
100% of FRD personnel will meet annual safety training requirements.	100%	100%	100%	100%

- Note: Total Response time includes call processing time, which is handled by the Orange County Emergency Communications Center.

Racial Equity Assessment Lens

The Fire-Rescue Department (FRD) is dedicated to improving racial equity in the department and the town.

The FRD has two sets of goals or objectives pertaining to racial equity and inclusion. Internally, the FRD is striving to be more equitable and inclusive for current personnel. The department set an objective to have a departmental race and equity team. This team will work to further the department and the Town's race, equity, and inclusion goals. The team also allows for regular interaction with shift personnel and enables more effective communication regarding potential disparities. Another objective is the regular evaluation of promotional processes to ensure equity. The FRD is also working to improve recruitment effort to diversify the applicant pool for hiring processes. Externally, the FRD is working to ensure that the Community Risk Reduction (CRR) programs offered by the department are available to marginalized and underserved groups within the community. Marginalized and underserved groups within the community are often unaware of the various programs offered, meaning that those for which the programs would be most are not currently being served.

One of the most notable accomplishments of the FRD is the partnership with Chapel Hill High School's Fire Academy and the Chapel Hill Fire Department to create an implement a summer camp for high school females. The inaugural camp was held in June 2022, and half of the participants were racial minorities. Planning for camp in June 2023 is already underway, and over 60% of registrants are racial minorities. Another accomplishment were updates to promotional policies. These updates created the opportunity for advancement for multiple personnel that would not have been eligible under previous policies. The FRD has also implemented revised recruitment efforts, with an emphasis on diversification of the applicant pool. The department began advertising with local groups such as the local chapter of the NAACP, El Centro, and the Refugee Community Partnership, as well as national organizations including the National Minority Update, the International Association of Black Firefighters, the Women In Fire organization, and the International Association of Hispanic Firefighters. The FRD plans to continue partnering with these organizations and others to further the efforts of the department. Lastly, the FRD has begun to target marginalized and underserved groups with CRR programs. The FRD completed four smoke alarm canvasses and was able to connect with households that generally have not participated in our programs. The FRD recently partnered with Orange County Emergency Medical Services to provide CPR training for the Rogers Eubanks Neighborhood Association, and already has plans for fire safety and fire extinguisher classes with the group.

The most significant obstacle for addressing racial equity internally is that historically the fire service has lacked diversity even more than other local government departments. The FRD is working to improve and hopes to continue progress that has been made thus far. Also, the FRD has not actively sought engagement from marginalized or racial minority groups. The FRD plans to focus on engagement and feedback from these groups to guide CRR and recruitment strategies moving forward.

Strategic Energy and Climate Protection Plan

The Fire-Rescue Department (FRD) is actively working to combat climate change and increase the sustainability of the department.

Several objectives have been implemented by the department to further this effort. The first objective is to replace gas-powered equipment with battery-powered equipment when possible. This includes ventilation fans, saws, rescue tools, and generators. Another objective for the FRD is to replace older scene lighting with more energy-efficient alternatives, including battery-powered options. The FRD is also working to reduce apparatus emissions. This includes reducing idle time, replacement of older halogen lighting, and minimizing non-emergent apparatus utilization.

The most significant accomplishment to date for the FRD is the replacement of a fire engine that will be delivered in May 2023. The new fire engine is replacing an engine that is over 20 years old. The new engine has a diesel particulate filter system that the older engine does not. The new engine has energy-efficient lighting and will have battery-powered tools instead of the gas-powered tools that are on the older engine. The new engine will not have a diesel generator, which was made possible by improvements in energy efficiency. Another significant accomplishment is the replacement of gas-powered equipment with battery-powered alternatives. The FRD replaced a set of hydraulic tools with a battery-powered alternative. One gas-powered ventilation fan has already been replaced with a battery-powered fan, and an additional battery-powered fan was recently ordered. The FRD recently tested battery-powered saws and other equipment that will be purchased this FY. Lastly, the FRD is working to limit per- and polyfluorinated substances (PFAS) and other forever chemicals in our operations. The FRD switched to PFAS-free foam and is working the local and state agencies to dispose of foam containing PFAS in accordance with applicable regulations. The FRD implemented a new firefighter protective gear standard so that protective gear does not contain PFAS.

The biggest factor affecting the FRDs ability to address climate change has been the availability of more sustainable options. Until recently, battery-powered equipment was not a viable alternative for most fire, rescue, and emergency services applications. Now that there are more sustainable options the difficulty is replacement costs the FRD and the Town have made significant investments in the equipment and the replacements are oftentimes even more expensive. Additionally, PFAS-free foam and firefighter protective gear was not readily available and was not an affective alternative. Also, while fire apparatus are becoming more efficient, hybrid and electric fire apparatus are not yet a viable alternative for the department. The FRD will continue to research options to improve sustainability and combat climate change throughout the department.

The requested budget includes several items aimed at utilization of strategic energy and protecting the climate. Funds were requested to continue to work on the objectives listed including purchasing additional more energy-efficient and sustainable tools and equipment, as well as to

purchase additional firefighter protective gear and firefighting foam that does not contain PFAS or other forever chemicals.

Budget Summary- Fire & Rescue Department

Department	FY 2023 Adopted	FY 2024 Adopted
FIRE DEPARTMENT		
Personnel Exp	\$2,954,297	\$3,051,493
Operating Exp	\$291,901	\$300,659
TOTAL	\$3,246,198	\$3,352,152

Budget Summary-Fire & Rescue Divisions

Department	FY 2023 Adopted	FY 2024 Adopted
FIRE SUPERVISION		
Personnel Exp	\$399,716	\$406,773
Operating Exp	\$48,350	\$49,801
TOTAL	\$448,066	\$456,574

Department	FY 2023 Adopted	FY 2024 Adopted
FIRE SUPPRESSION		
Personnel Exp	\$2,554,581	\$2,644,720
Operating Exp	\$243,551	\$250,858
TOTAL	\$2,798,132	\$2,895,578