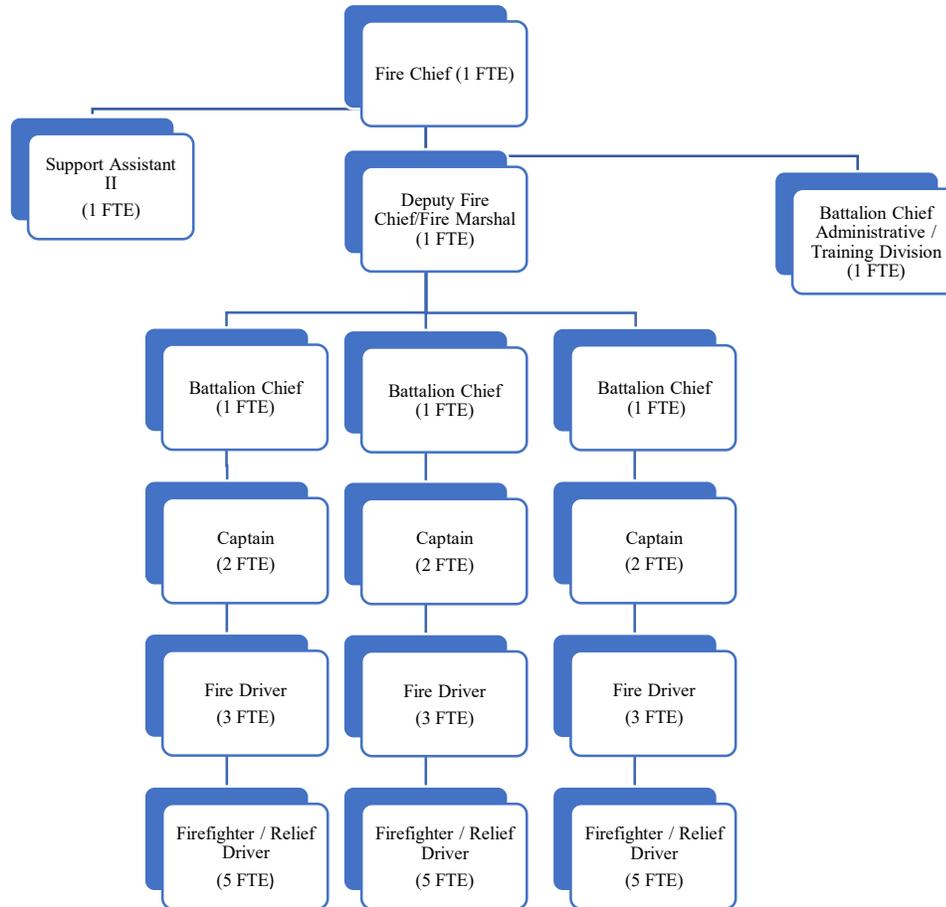


FIRE AND RESCUE DEPARTMENT

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

- Took delivery and placed in service a new fire engine. This new engine was the culmination of years of work and hundreds of hours of effort by department personnel.
- Continued a restructuring process for the department to increase efficiency and effectiveness of personnel.
- Implemented a new system for tracking fire alarm systems, fire sprinkler systems, and other fire and life safety systems to maintain the operational capabilities of the systems.
- 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.
- Complete implementation of the new records management system to ease in collecting and analyzing data.
- Complete Racial Equity Assessment Lenses for policies, practices, and procedures as outlined in town and departmental race and equity plans.
- 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

	FY2021-22 ACTUAL	FY2022-23 ACTUAL	FY2023-24 ESTIMATED	FY 2024-25 PROJECTED
Incident Response Metrics				
Total Responses	1,761	1,955	1,926	1,881
Fire & EMS Responses - Town	1,361	1,445	1,539	1,448
Fire & EMS Responses - County	246	240	253	246
90% of calls within Town limits will have a TOTAL response time of 6:30 or less*	06:59	07:27	07:21	7:15
90% of calls within the SO District will have a TOTAL response time of 10:00 or less*	10:25	10:45	10:20	10:28
Community Risk Reduction Metrics				
Fire Inspections	782	782	1040	1,000
100% of life safety violations repaired and documented w/in 90 days	100%	100%	100%	100%
Smoke/CO Alarm Installation/Inspections	472	482	393	449
Community Risk Reduction Contacts	1,344	1,465	1,552	1,453
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

1. What racial equity and inclusion goals and objectives have been established for your department?

The Fire-Rescue Department (FRD) is dedicated to improving racial equity in the department and the Town. The FRD has internal and external race and equity objectives. Internally, the FRD strives 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 regular interaction with shift personnel, enabling more effective communication regarding potential disparities. Another objective is the regular evaluation of promotional processes to ensure equity. The FRD is also improving recruitment efforts 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. Marginalized and underserved groups within the community are often unaware of the various programs offered, meaning those for which the programs would be most beneficial are not currently aware of the programs. In short, the FRD is working to reach all community members proactively.

2. Describe racial equity and inclusion accomplishments to date.

One of the most notable accomplishments of the FRD is the partnership with Chapel Hill High School's (CHHS) Fire Academy and the Chapel Hill Fire Department to implement a summer camp for high school females, Camp Ignite – Chapel Hill. The FRD in FY24 and planning for the third year in FY25 is underway. To date, approximately 65% of camp attendees have been minorities. The FRD has been more actively involved in regular programming with the CHHS Fire Academy. Approximately 50% of students enrolled in the program are minorities. Students regularly interact with FRD personnel, visit the stations to learn more about the fire service, and train with department personnel. The FRD has also implemented revised recruitment efforts, emphasizing the diversification of the applicant pool. The department continued advertising with local groups such as the local chapter of the NAACP, El Centro, the Refugee Community Partnership, and national organizations. The FRD plans to continue partnering with these organizations and others to further the department's recruitment efforts. Lastly, the FRD has begun to target marginalized and underserved groups with CRR programs. The department recently partnered with El Centro and SafeKids Orange County to provide child passenger safety inspections at three events. These events were held at locations that would allow participants with a lack of trust in government officials to feel more comfortable. Each event had at least one native Spanish-speaking child passenger safety technician from the FRD to help participants feel more relaxed and ensure the participants understood the training. A bilingual child passenger safety technician from the department assisted with the events. Lastly, the FRD reinstated a ride-along program for community members interested in a career in the fire service. 60% of program participants this FY have been minorities.

3. What are the critical factors affecting the department’s ability to address racial equity and inclusion, internally and/or externally?

The most significant obstacle to addressing internal racial equity is that the fire service has historically lacked diversity even more than other local government departments. The FRD is working to improve and hopes to continue the progress 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

1. What climate change and sustainability goals and objectives have been established for your department?

The Fire-Rescue Department (FRD) is actively working to combat climate change and increase sustainability. The department has implemented several objectives to further this effort. The first objective is to replace gas-powered equipment with battery-powered equipment when possible. 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. Current efforts include reducing idle time, replacing older halogen lighting, and minimizing non-emergent apparatus utilization.

2. Describe climate change and sustainability accomplishments to date.

The most significant accomplishment for the FRD is replacing a fire engine. The new engine was placed into service in September 2023. The new fire engine replaced an engine that is over 20 years old. The new engine has a diesel particulate filter system, unlike the older engine. The new engine has energy-efficient lighting and additional battery-powered tools instead of the gas-powered ones on the older engine. The new engine does 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. The FRD replaced all front-line gas-powered positive-pressure ventilation fans with battery-powered options. The FRD continued the replacement of gas-powered saws and other equipment in FY24 and has included funds in the budget request to replace even more tools in FY25. Lastly, the FRD has worked to limit per- and polyfluorinated substances (PFAS) and other forever chemicals in our operations. The FRD switched to PFAS-free foam and is working with local and state agencies to dispose of foam containing PFAS per applicable regulations. The FRD implemented a new firefighter protective gear standard so that protective gear does not include PFAS.

3. Based on assessment(s), what are the critical factors affecting the department’s ability to address climate change and sustainability, internally and/or externally?

The most significant factor affecting the FRD's 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 frequently even more expensive. Additionally, PFAS-free foam and firefighter protective gear were not readily available or an effective alternative. Also, while fire apparatus is becoming more efficient, hybrid and electric fire apparatus are not yet a viable alternative for the department. The FRD will continue researching options to improve sustainability and combat climate change throughout the department.

4. How does the current project address climate change and sustainability? Please provide specific examples.

The requested budget includes several items to utilize strategic energy and protect the climate. Funds were requested to continue working on the objectives listed, including purchasing additional energy-efficient and sustainable tools and equipment, additional firefighter protective gear, and firefighting foam that does not contain PFAS or other chemicals. Capital improvement items included in the budget request should help the town reach climate and sustainability goals.

Budget Summary- Fire & Rescue Department

Department

FIRE DEPARTMENT	FY 2024 Adopted	FY 2025 Adopted
Personnel Exp	\$3,051,493	\$3,143,038
Operating Exp	\$300,659	\$361,744
TOTAL	\$3,352,152	\$3,504,782

Budget Summary-Fire & Rescue Divisions

Department

FIRE SUPERVISION	FY 2023 Adopted	FY 2025 Adopted
Personnel Exp	\$406,773	\$418,976
Operating Exp	\$49,801	\$50,874
TOTAL	\$456,574	\$469,850

Department

FIRE SUPPRESSION	FY 2023 Adopted	FY 2025 Adopted
Personnel Exp	\$2,644,720	\$2,724,062
Operating Exp	\$250,858	\$310,870
TOTAL	\$2,895,578	\$3,034,932