
Government of the District of Columbia

Fire and EMS Department



**Response to FY 2015 and 2016
Performance Oversight Questions**

Council of the District of Columbia
Committee on the Judiciary
Kenyan McDuffie, Chair

February 20, 2015

John A. Wilson Building
1350 Pennsylvania Avenue, NW
Washington, DC 20004

1. Please provide a complete, up-to-date organizational chart for each division within the agency. Please include an explanation of the roles and responsibilities for each division and subdivision.
 - a) Please include a list of employees (name and title) for each subdivision and the number of vacant positions.
 - b) Please provide a narrative explanation of any organizational changes made during FY14 and FY15, to date.

Response:

In addition to the below, please see the attachment for Question #1 and #1(a).

The Department is working closely with the Executive Office of the Mayor and the office of the City Administrator to evaluate, report and make recommendations concerning Department organizational structure, service level requirements and staffing. Organizational charts for each Bureau, Division and Office have not yet been published, but the current organizational structure chart for the Department and the Emergency Operations Bureau are included as attachments. Discussions concerning the “staffing factor” for the Operations Division and required staffing for other Bureaus, Divisions and Offices continue.

Current roles and responsibilities for each Bureau, Division and Office are as follows:

Bureau/Division/Office	Division/Office	Brief Description of General Responsibilities
Office of the Fire and EMS Chief	Office of the Fire and EMS Chief	Department leadership and overall management.
	Chief of Staff	Coordination and management of Office of the Fire and EMS Chief activities, legislative affairs and scheduling.
	Executive Officer	Coordination and management of labor/management activities including collective bargaining agreements.
	Communications Office	Coordination and management of public and media communications, including health and fire safety public intervention activities.
	Professional Standards Office	Coordination, production and compliance review of rules, regulations, policies and procedures supporting safe and efficient operations and services.
	EEO/Diversity Officer	Coordination and management of EEO/LGBT programs and employee inquiries.
Office of the Chief Financial Officer	Office of the Chief Financial Officer	Department fiscal management.
Office of the Attorney	Office of the General	Coordination and management of employment,

General	Counsel	legislative and civil (legal) affairs.
Support Services Bureau	Support Services Bureau	Coordination and management of services supporting Department operations.
	Apparatus Division	Coordination and management of fleet services including maintenance and repair of Department vehicles.
	Property and Logistics Management Division	Coordination and management of property and logistic services including maintenance and repair of fire stations, procurement and distribution of supplies and equipment.
	Training Division	Coordination and management of Department training programs including recruit and cadet classes, EMS continuing education, firefighter continuing education and Paramedic training programs.
	Risk Management Division	Coordination and management of Department risk reduction efforts including employee safety and wellness, accident prevention and Police/Fire Clinic activities.
	Information Technology Office	Coordination and management of Department information technology activities, including computer equipment, software applications and networks.
	Human Resources Office	Coordination and management of Department human resources activities including hiring, payroll, employee benefits and applicability of District Government personnel policies.
Technical Services Bureau	Technical Services Bureau	Coordination and management of services involving enforcement, investigation and analysis of Department operations.
	Fire Prevention Division	Coordination and management of fire prevention and investigation activities including permits, fire code enforcement, public fire prevention and education programs.
	Internal Affairs Division	Coordination and management of investigations related to employee actions, incidents and events.
	Rail Safety Office	State safety oversight of the DC streetcar program.
	Program Analysis Office	Production of data, information and analytics to support Department decision making involving operations and services.
	Compliance Review Officer	Measures and analysis of organizational activity to support safe and efficient operations and services.
Emergency Operations Bureau	Emergency Operations Bureau	Coordination and management of emergency operations and associated activities.
	Operations Division	Coordination and management of fire suppression, emergency medical and special operations

		responses to emergency incidents and events.
	Special Operations Office	Coordination and management of special operations response involving hazardous materials and/or complex rescue incidents requiring specialized skills and preparation.
	Homeland Security Office	Coordination and management of planning to prevent, protect, respond and recover from catastrophic events or natural disasters in order to minimize loss of life and damage to critical District infrastructure.
	Office of Unified Communications	Coordination and management of fire and EMS communication activities, including quality assessment of 9-1-1 call taker communications.
EMS Bureau	EMS Bureau	Coordination and management of emergency medical direction, public healthcare services and EMS operations support.
	Quality Assurance Office	Coordination and management of emergency medical quality assurance and improvement including protocol compliance, case review and associated activities.
	Healthcare Services Office	Coordination and management of public healthcare services including Street Calls and AED registration.
	EMS Operations Officer	Coordination and management of EMS operations activities including Medical Director requirements, EMS training requirements, medical equipment and medical supplies.

- a) A list of employees by name and title for each subdivision, including the number of vacant positions is included in two (2) attachments, using “Schedule A” data produced by the Office of the Chief Financial Officer (OCFO) on 1/5/2015.

The first attachment includes a count of position types by simplified job title and subdivision described by the attached FY 2015 organizational chart and the FY 2015 Operations organizational chart. This includes a count of position numbers indicated by the “Schedule A.” Each chart includes a description of vacancy and position number status. A “filled” (F) and “active” (A) position number is occupied by an employee. A “vacant *” (V*) and “active” (A) position number is not occupied by an employee but is designated to be filled. A “vacant” (V) and “active” (A) position number is not occupied by an employee. A “vacant” (V) and “restricted” (R) position number is not occupied by an employee and cannot be filled because it is unfunded, underfunded, used to fund another position number or otherwise “frozen.” In all, the Department, as of 1/5/2015, operated with 2,129 positions. Of these, 1,973 were occupied by employees, 130 were vacant and not occupied by employees and 26 were vacant and cannot be filled. The table, below, summarizes position number counts by simplified job title and position number status:

Fire and EMS Department

All Bureaus, Divisions and Offices

All Positions

POSITION TYPE	CLASS	Count F, A	Count V *, A	Count V, A	Count V, R	TOTAL
Chief Officer (FC)	Uniformed	1	0	0	0	1
Chief Officer (AFC)	Uniformed	4	0	1	1	6
Chief Officer (DFC)	Uniformed	9	0	0	0	9
Chief Officer (BFC)	Uniformed	35	0	0	0	35
Officer (CAP)	Uniformed	65	1	0	0	66
Officer (LT)	Uniformed	172	2	1	0	175
Officer (EMS CAP)	Uniformed	40	1	0	0	41
Officer (EMS LT)	Uniformed	4	0	0	1	5
Officer (SGT/Aide)	Uniformed	124	1	1	0	126
Fire Arson Investigator	Uniformed	13	0	0	0	13
Fire Investigator	Uniformed	5	0	1	0	6
Fire Inspector	Uniformed	28	0	5	0	33
Technician	Uniformed	296	7	20	0	323
Marine Pilot	Uniformed	3	1	0	0	4
Asst Marine Pilot	Uniformed	5	0	1	0	6
Marine Engineer	Uniformed	4	0	0	0	4
Firefighter (ALS)	Uniformed	104	2	13	0	119
Firefighter (BLS)	Uniformed	781	5	15	2	803
Single Role (ALS)	Civilian	74	3	19	0	96
Single Role (BLS)	Civilian	54	0	0	3	57
Fire Cadet	Cadet	20	14	0	18	52
Other	Admin	132	0	16	1	149
TOTALS		1,973	37	93	26	2,129

The table, below, summarizes position number counts by subdivision and position number status:

Fire and EMS Department

All Bureaus, Divisions and Offices

All Positions

Bureau, Division or Office	Count F, A	Count V *, A	Count V, A	Count V, R	TOTAL
Office of the Fire and EMS Chief	26	0	2	1	29
Office of the Chief Financial Officer	12	0	0	0	12
Office of the Attorney General	3	0	0	0	3
Support Services Bureau	160	0	15	0	175
Technical Services Bureau	63	0	7	0	70
Emergency Operations Bureau	1,690	35	69	24	1,818
EMS Bureau	19	2	0	1	22
Fire and EMS Department	1,973	37	93	26	2,129

The second attachment includes a list of employees by “Schedule A” name and title for each subdivision described by the attached FY 2015 organizational chart. Each chart includes a description of vacancy and position number status indicated by the “Schedule A,” as described above.

b) During November, 2014, the Department separated the former Services Bureau into the “Support Services Bureau” and “Technical Services Bureau,” to better manage the span of supervisory control. Additionally, during FY 2014, the “Special Operations Division” was separated into “Special Operations” and “Homeland Security” divisions to better coordinate management functions. As mentioned above, the Department is working closely with the Executive Office of the Mayor and the office of the City Administrator to evaluate, report and make recommendations concerning Department organizational structure, service level requirements and staffing. Following completion of this evaluation, the Department will brief and provide follow-up to Council concerning finalized planning.

2. Please provide a complete, up-to-date position listing for your agency. Please include the following information:

- a) **Title of position**
- b) **Name of employee or indicate that the position is vacant, unfunded, or proposed.**
- c) **Date employee began the position**
- d) **Salary, fringe benefits, specific grade, series, and step of position**
- e) **Job status (continuing/term/temporary/contract)**

Please list this information by program and activity.

Response:

Please see the attachment for Question #2.

3. Does the agency conduct annual performance evaluations of all its employees? Who conducts such evaluations? What steps are taken to ensure that all agency employees are meeting individual job requirements?

Response:

The agency conducts performance evaluations of employees annually. Career Service, Management Supervisory Service and Excepted Service employees as well as uniformed employees in the rank of Battalion Fire Chief, Deputy Fire Chief, Assistant Fire Chief (Operations and Services) are evaluated using the Performance Management Program.

There are five key parts to the evaluation process:

Reviewer

- Reviews and approves the official evaluation Supervisor.

Supervisor

- Creates official evaluation.
- Meets with employee to discuss evaluation.
- May acknowledge that the meeting to discuss evaluation was held.

- Completes official evaluation of employee.

Employee

- Completes self-evaluation.
- Meets with supervisor to discuss evaluation.
- Acknowledges that a meeting to discuss evaluation was held (HR Advisor).

HR Advisor

- Provides guidance on the application of the performance management policy.
- Provides technical assistance.
- Monitors agency's compliance with the District's performance management policy (Department of Human Resources).

Department of Human Resources

- Provides guidance on the application of the performance management policy.
- Provides technical assistance.
- Monitors compliance with the District's performance management policy.
- Moves reviewer approved evaluations to the year-end discussion step.

Mid-Year Progress discussion is a phase that should be used to ensure individuals are meeting job requirements.

Sworn members are evaluated by their company officers annually by January 11th for the previous calendar year. The evaluations are conducted based on five performance factors, seven behavioral traits and five supervisory factors that are important in the performance of the employee's job. Supervisor factors are used only for officers.

4. Please list all employees detailed to or from your agency. Please provide the reason for the detail, the date of detail, and the projected date of return.

Response:

Peter Jones (January 2013), Tyranny Hunter (December 2014) and Franklyn Malone (January 2014) were detailed to the Fire/EMS Department to assist FEMSD to fill the role of providing a "Delegated Procurement Authority" structure that enables FEMSD to plan, process, and manage procurements in house. The procurement staff is available to work directly with agency program and technical staff to develop the service-delivery and purchasing specifications; select the appropriate procurement methodology; design solicitation materials; organize and manage bid evaluation and negotiation; finalize contract agreements; and set-up contract administration and post-award systems. This approach will reduce the inter-agency lag time and processing steps that can hinder efficiency.

Shawn Laster, HR Director was detailed to DCHR to be trained on job related basic and advanced human resources responsibilities.

5. Please provide the following:

- a) A list of all employees who receive cellphones, personal digital assistants, or similar communications devices at the agency's expense.**

Response:

Please see the attachment for Question #5(a).

i. An explanation of how the agency manages and limits mobile communication and device costs.

Response:

FEMS audits the telecom costs at least once a year to ensure that there are no superfluous costs.

ii.Total costs for communication devices and service plans for FY14 and FY15, to date;

Response:

Total budget in FY14 - \$1,080,661.08

Total Budget in FY15 - \$1,039,608.62

FEMS has reduced the telecom costs consistently for the last three fiscal years.

- b) A list of all vehicles owned, leased, or otherwise used by the agency and to whom the vehicle is assigned;**

Response:

Please see the tables, below. The second table lists assignments to specific personnel.

CLASS	ASSET USER	UNIT	MAKE	MODEL	YEAR
TRK	TRUCK	735	FORD	ANTIQUE	1946
7FBT	FIRE UNIT, FIRE RESPONSE BOAT	801	DIES SHIP	CUSTOM	1962
SERV	SERVICE	718	YALE	FORKLIFT	1987
2422	VAN: CARGO STEP VAN	752	WORKHORSE	P42	1988

SERV	SERVICE	714	CLARK	FORKLIFT	1988
7CMV	FIRE UNIT, COMMAND VEHICLE	759	IH	E-450	1993
7FLI	FIRE UNIT, AERIAL LADDER	385	SEAGRAVE	TT06DA	1995
SUV	SPORT UTILITY VEHICLE	772	FORD	EXPLORER	1997
TRK	TRUCK	766	FORD	E-350	1997
7FLI	FIRE UNIT, AERIAL LADDER	389	SEAGRAVE	TT06DA	1998
7FLI	FIRE UNIT, AERIAL LADDER	391	SEAGRAVE	TT06DA	1998
7FRH	FIRE UNIT, HD RECUE TRUCK 40,000 LBS	606	ALF	EAGLE	1998
TRK	TRUCK	731	FORD	F-800	1998
7FAL	FIRE/EMS SEDAN FULL SIZE	44	FORD	CROWN VICTORIA	1999
7FLI	FIRE UNIT, AERIAL LADDER	392	SEAGRAVE	TT06DA	1999
7FLI	FIRE UNIT, AERIAL LADDER	393	SEAGRAVE	TT06DA	1999
7FMU	FIRE UNIT, FOAMING UNIT	733	FORD	F-800	1999
SERV	SERVICE	792	CLARK	CGP45	1999
TRK	TRUCK	729	FORD	CF4000L	1999
TRK	TRUCK	732	FORD	F-800	1999
TRK	TRUCK	737	FORD	F-800	1999
TRK	TRUCK	745	CHEVROLET	SUBURBAN	1999
TRK	TRUCK	770	FORD	CLUB WAGON	1999
TRK	TRUCK	779	FORD	CLUB WAGON	1999
TRK	TRUCK	780	FORD	CLUB WAGON	1999
TRK	TRUCK	791	FORD	XL450	1999
TRK	TRUCK	799	E-1	FL80	1999
TRL	TRAILER	793	CLARK	CGP45	1999
7CMV	FIRE UNIT, COMMAND VEHICLE	795	FORD	EXPEDITION	2000
7FLI	FIRE UNIT, AERIAL LADDER	371	PIERCE	DASH	2000
7FLI	FIRE UNIT, AERIAL LADDER	394	SEAGRAVE	TT06DA	2000
7FLI	FIRE UNIT, AERIAL LADDER	395	SEAGRAVE	TT06DA	2000
7FLI	FIRE UNIT, AERIAL LADDER	396	SEAGRAVE	TT06DA	2000
7FLI	FIRE UNIT, AERIAL LADDER	397	SEAGRAVE	TT06DA	2000
7FRH	FIRE UNIT, HD RECUE TRUCK 40,000 LBS	601	E-1	CYC II	2000
7FRH	FIRE UNIT, HD RECUE TRUCK 40,000 LBS	607	E-1	CYC II	2000
7FRH	FIRE UNIT, HD RECUE TRUCK 40,000 LBS	721	STERLING	M6500	2000
7PFF	FIRE UNIT, PUMPER	126	E-1	CYC II	2000
7PFF	FIRE UNIT, PUMPER	128	E-1	CYC II	2000
7PFF	FIRE UNIT, PUMPER	130	SEAGRAVE	TB40DD	2000
7PFF	FIRE UNIT, PUMPER	131	SEAGRAVE	TB40DD	2000
7PFF	FIRE UNIT, PUMPER	132	SEAGRAVE	TB40DD	2000
7PFF	FIRE UNIT, PUMPER	133	SEAGRAVE	TB40DD	2000

7PFF	FIRE UNIT, PUMPER	134	SEAGRAVE	TB40DD	2000
SERV	SERVICE	712	CLARK	CGP45	2000
TRK	TRUCK	212	FORD	F-450	2000
TRK	TRUCK	213	FORD	F-450	2000
TRK	TRUCK	214	FORD	F-450	2000
TRK	TRUCK	720	STERLING	M6500	2000
TRL	TRAILER	504	WELL	CW1222	2000
7FAL	FIRE/EMS SEDAN FULL SIZE	18	FORD	CROWN VICTORIA	2001
7FAL	FIRE/EMS SEDAN FULL SIZE	24	FORD	CROWN VICTORIA	2001
7FAL	FIRE/EMS SEDAN FULL SIZE	31	FORD	CROWN VICTORIA	2001
7FLI	FIRE UNIT, AERIAL LADDER	381	E-1	135	2001
SUV	SPORT UTILITY VEHICLE	790	FORD	EXCURSION	2001
TRL	TRAILER	716	E-1	FUEL	2001
7BUS	FIRE RESPONSE: MCU-COMMAND BUS	710	BLUE BIRD	TC2000	2002
7FRH	FIRE UNIT, HD RECUE TRUCK 40,000 LBS	604	E-1	CYCLONE	2002
7PFF	FIRE UNIT, PUMPER	135	SEAGRAVE	TB40DD	2002
7PFF	FIRE UNIT, PUMPER	136	SEAGRAVE	TB40DD	2002
7PFF	FIRE UNIT, PUMPER	137	SEAGRAVE	TB40DD	2002
7PFF	FIRE UNIT, PUMPER	138	SEAGRAVE	TB40DD	2002
7PFF	FIRE UNIT, PUMPER	139	SEAGRAVE	TB40DA	2002
7PFF	FIRE UNIT, PUMPER	140	SEAGRAVE	TB40DA	2002
7PFF	FIRE UNIT, PUMPER	141	SEAGRAVE	TB40DA	2002
TRK	TRUCK	215	FORD	F-550	2002
TRK	TRUCK	749	FORD	F-450	2002
TRK	TRUCK	750	FORD	F-450	2002
TRK	TRUCK	751	CHEVROLET	LIFTGATE	2002
360	NON SELF PROPELLED: TRAILER MOUNTED: CONSTRUCTION	805	BOSTON WHALER	TRAILER	2003
7CMV	FIRE UNIT, COMMAND VEHICLE	740	FORD	EXPEDITION	2003
7CMV	FIRE UNIT, COMMAND VEHICLE	742	FORD	EXPEDITION	2003
7FAL	FIRE/EMS SEDAN FULL SIZE	3	FORD	CROWN VICTORIA	2003
7FAL	FIRE/EMS SEDAN FULL SIZE	4	FORD	CROWN VICTORIA	2003
7FLI	FIRE UNIT, AERIAL LADDER	301	SEAGRAVE	TOWER	2003
7FLI	FIRE UNIT, AERIAL LADDER	302	SEAGRAVE	TT06DA	2003
7FLI	FIRE UNIT, AERIAL LADDER	398	SEAGRAVE	TT06DA	2003
7FLI	FIRE UNIT, AERIAL LADDER	399	SEAGRAVE	TT06DA	2003
7FRH	FIRE UNIT, HD RECUE TRUCK 40,000 LBS	602	PIERCE	CYC II	2003
7PFF	FIRE UNIT, PUMPER	142	SEAGRAVE	TB40DD	2003
7PFF	FIRE UNIT, PUMPER	143	SEAGRAVE	TB40DD	2003

7PFF	FIRE UNIT, PUMPER	144	SEAGRAVE	TB40DD	2003
7PFF	FIRE UNIT, PUMPER	145	SEAGRAVE	TB40DD	2003
7PFF	FIRE UNIT, PUMPER	146	PIERCE	DASH	2003
7PFF	FIRE UNIT, PUMPER	147	PIERCE	DASH	2003
7PFF	FIRE UNIT, PUMPER	148	PIERCE	DASH	2003
7PFF	FIRE UNIT, PUMPER	149	PIERCE	DASH	2003
7PFF	FIRE UNIT, PUMPER	150	PIERCE	DASH	2003
7PFF	FIRE UNIT, PUMPER	151	PIERCE	DASH	2003
7PFF	FIRE UNIT, PUMPER	152	SEAGRAVE	TB40DD	2003
7PFF	FIRE UNIT, PUMPER	153	SEAGRAVE	TB40DD	2003
7PFF	FIRE UNIT, PUMPER	155	SEAGRAVE	TB40DD	2003
8731	WRECKER, GVWR:>33,000	609	FORD	F-550	2003
9623	OFF ROAD CONSTRUCTION: TRACTOR, UTILITY	724	JOHN DEERE	TRACTOR	2003
RESC	RESC	753	FORD	E-450	2003
RESC	RESC	754	FORD	E-450	2003
SUV	SPORT UTILITY VEHICLE	744	FORD	EXPEDITION	2003
VAN	VAN	715	CHEVROLET	ASTRO VAN	2003
VAN	VAN	717	CHEVROLET	ASTRO VAN	2003
VAN	VAN	723	CHEVROLET	ASTRO VAN	2003
1212	LIGHT VEHICLES: GOLF CART: FOUR WHEELED	711	JOHN DEERE	GATOR	2004
1212	LIGHT VEHICLES: GOLF CART: FOUR WHEELED	713	JOHN DEERE	GATOR	2004
7BUS	FIRE RESPONSE: MCU- COMMAND BUS	726	BLUE BIRD	TC2000	2004
7FAL	FIRE/EMS SEDAN FULL SIZE	1	FORD	CROWN VICTORIA	2004
7FAL	FIRE/EMS SEDAN FULL SIZE	5	FORD	CROWN VICTORIA	2004
AMBU	AMBULANCE	618	FORD	E-450	2004
SEDN	SEDAN	6	FORD	CROWN VICTORIA	2004
300	NON SELF PROPELLED: TRAILER MOUNTED: MESSAGE\ARROW	810	CARGO MATE	CM712TA2	2005
300	NON SELF PROPELLED: TRAILER MOUNTED: MESSAGE\ARROW	811	CARGO MATE	CM712TA2	2005
300	NON SELF PROPELLED: TRAILER MOUNTED: MESSAGE\ARROW	812	CARGO MATE	CM712TA2	2005
300	NON SELF PROPELLED: TRAILER MOUNTED: MESSAGE\ARROW	813	CARGO MATE	CM712TA2	2005
300	NON SELF PROPELLED: TRAILER MOUNTED: MESSAGE\ARROW	814	GATOR	CARRY-ON TRAILE	2005
300	NON SELF PROPELLED: TRAILER MOUNTED: MESSAGE\ARROW	815	GATOR	CARRY-ON TRAILE	2005
1410	VAN: WINDOW: 7-8 PASSENGER (1/2 TON)	769	FORD	E-350	2005

7FAL	FIRE/EMS SEDAN FULL SIZE	7	FORD	CROWN VICTORIA	2005
7FAL	FIRE/EMS SEDAN FULL SIZE	8	FORD	CROWN VICTORIA	2005
7FAL	FIRE/EMS SEDAN FULL SIZE	9	FORD	CROWN VICTORIA	2005
7FGF	FIRE UNIT, MD TRUCK 25,000 LBS	727	CHEVROLET	C5500	2005
7FGF	FIRE UNIT, MD TRUCK 25,000 LBS	747	CHEVROLET	C5500	2005
7FLI	FIRE UNIT, AERIAL LADDER	303	SEAGRAVE	TT06DA	2005
7FMU	FIRE UNIT, FOAMING UNIT	736	FORD	F-550	2005
7FRH	FIRE UNIT, HD RECUE TRUCK 40,000 LBS	610	SEAGRAVE	TZ40DA	2005
7PFF	FIRE UNIT, PUMPER	156	SEAGRAVE	TB40DA	2005
7PFF	FIRE UNIT, PUMPER	157	SEAGRAVE	TB40DA	2005
7PFF	FIRE UNIT, PUMPER	158	SEAGRAVE	TB40DA	2005
7PFF	FIRE UNIT, PUMPER	159	SEAGRAVE	TB40DA	2005
7PFF	FIRE UNIT, PUMPER	160	SEAGRAVE	TB40DA	2005
7PFF	FIRE UNIT, PUMPER	161	SEAGRAVE	TB40DA	2005
CBTE	FIRE UNIT, MINI VAN CARGO	767	FORD	E-350	2005
CBTE	FIRE UNIT, MINI VAN CARGO	768	FORD	E-350	2005
CCOE	FIRE UNIT, 1 TON UTILITY VAN	760	DODGE	RAM 3500	2005
CCOE	FIRE UNIT, 1 TON UTILITY VAN	762	DODGE	RAM 2500	2005
CCOE	FIRE UNIT, 1 TON UTILITY VAN	763	DODGE	RAM 2500	2005
SUV	SPORT UTILITY VEHICLE	246	CHEVROLET	SUBURBAN	2005
300	NON SELF PROPELLED: TRAILER MOUNTED: MESSAGE\ARROW	818	CARGO MATE	CM712TA2	2006
1212	LIGHT VEHICLES: GOLF CART: FOUR WHEELED	748	JOHN DEERE	GATOR	2006
7CMV	FIRE UNIT, COMMAND VEHICLE	216	CHEVROLET	TAHOE	2006
7CMV	FIRE UNIT, COMMAND VEHICLE	218	CHEVROLET	TAHOE	2006
7FBT	FIRE UNIT, FIRE RESPONSE BOAT	806	METALCRAFT	MARINE	2006
7FBT	FIRE UNIT, FIRE RESPONSE BOAT	807	BOSTON WHALER	BOAT	2006
7FLI	FIRE UNIT, AERIAL LADDER	304	SEAGRAVE	TT06DA	2006
7FLI	FIRE UNIT, AERIAL LADDER	305	SEAGRAVE	TT06DA	2006
7FZB	FIRE UNIT, LIGHT TRUCK 0-6000 LBS	700	CHEVROLET	C3500	2006
7FZB	FIRE UNIT, LIGHT TRUCK 0-6000 LBS	706	CHEVROLET	3500	2006
7FZB	FIRE UNIT, LIGHT TRUCK 0-6000 LBS	755	FORD	E-350SD	2006
7FZG	FIRE UNIT, HEAVY DUTY TRUCK, 25,000 LBS	756	FREIGHTLINER	AIR CMPRSR	2006
7PFF	FIRE UNIT, PUMPER	162	SEAGRAVE	TB40DA	2006
7PFF	FIRE UNIT, PUMPER	163	SEAGRAVE	TB40DA	2006

7PFF	FIRE UNIT, PUMPER	165	SEAGRAVE	TB40DA	2006
7PFF	FIRE UNIT, PUMPER	166	SEAGRAVE	TB40DA	2006
7PFF	FIRE UNIT, PUMPER	167	SEAGRAVE	TB40DA	2006
7PFF	FIRE UNIT, PUMPER	168	SEAGRAVE	TB40DA	2006
7PFF	FIRE UNIT, PUMPER	169	SEAGRAVE	TB40DA	2006
7PFF	FIRE UNIT, PUMPER	170	SEAGRAVE	TB40DA	2006
7PFF	FIRE UNIT, PUMPER	171	SEAGRAVE	TB40DA	2006
7PFF	FIRE UNIT, PUMPER	172	SEAGRAVE	TB40DA	2006
7PFF	FIRE UNIT, PUMPER	173	SEAGRAVE	TB40DA	2006
AMBU	AMBULANCE	648	FORD	E-450	2006
SEDN	SEDAN	404	CHEVROLET	IMPALA	2006
SEDN	SEDAN	405	CHEVROLET	IMPALA	2006
SEDN	SEDAN	406	CHEVROLET	IMPALA	2006
SEDN	SEDAN	407	CHEVROLET	IMPALA	2006
SUV	SPORT UTILITY VEHICLE	219	CHEVROLET	TAHOE	2006
SUV	SPORT UTILITY VEHICLE	220	CHEVROLET	TAHOE	2006
360	NON SELF PROPELLED: TRAILER MOUNTED: CONSTRUCTION	816	CARGO MATE	TRAILER	2007
360	NON SELF PROPELLED: TRAILER MOUNTED: CONSTRUCTION	817	METALCRAFT	TRAILER	2007
1212	LIGHT VEHICLES: GOLF CART: FOUR WHEELED	787	JOHN DEERE	GATOR	2007
7CMV	FIRE UNIT, COMMAND VEHICLE	221	CHEVROLET	TAHOE	2007
7CMV	FIRE UNIT, COMMAND VEHICLE	222	CHEVROLET	TAHOE	2007
7CMV	FIRE UNIT, COMMAND VEHICLE	227	CHEVROLET	TAHOE	2007
7CMV	FIRE UNIT, COMMAND VEHICLE	228	CHEVROLET	TAHOE	2007
7CMV	FIRE UNIT, COMMAND VEHICLE	229	CHEVROLET	TAHOE	2007
7FGF	FIRE UNIT, MD TRUCK 25,000 LBS	224	IH	E-1	2007
7FLI	FIRE UNIT, AERIAL LADDER	306	SEAGRAVE	TT06DA	2007
7FZB	FIRE UNIT, LIGHT TRUCK 0-6000 LBS	225	CHEVROLET	TAHOE	2007
8731	WRECKER, GVWR:>33,000	725	PETERBILT	357	2007
9623	OFF ROAD CONSTRUCTION: TRACTOR, UTILITY	794	BOBCAT	TRACTOR	2007
CCOE	FIRE UNIT, 1 TON UTILITY VAN	719	CHEVROLET	590 TURBO	2007
GSA	FEMS, Fire Prevention Division	G41-3077G	CHEVROLET UPLANDER VAN		2008
1410	VAN: WINDOW: 7-8 PASSENGER (1/2 TON)	775	CHEVROLET	UPLANDER VAN	2008
1410	VAN: WINDOW: 7-8 PASSENGER (1/2 TON)	776	CHEVROLET	UPLANDER VAN	2008
1523	PICKUPS: HALF TON CREW CAB	200	CHEVROLET	3500	2008

1523	PICKUPS: HALF TON CREW CAB	201	CHEVROLET	3500	2008
1523	PICKUPS: HALF TON CREW CAB	202	CHEVROLET	3500	2008
1523	PICKUPS: HALF TON CREW CAB	203	CHEVROLET	3500	2008
1523	PICKUPS: HALF TON CREW CAB	204	CHEVROLET	3500	2008
1523	PICKUPS: HALF TON CREW CAB	205	CHEVROLET	3500	2008
7BUS	FIRE RESPONSE: MCU-COMMAND BUS	223	THOMAS	16 PASS BUS	2008
7FAL	FIRE/EMS SEDAN FULL SIZE	10	FORD	CROWN VICTORIA	2008
7FAL	FIRE/EMS SEDAN FULL SIZE	11	FORD	CROWN VICTORIA	2008
7FAL	FIRE/EMS SEDAN FULL SIZE	12	FORD	CROWN VICTORIA	2008
7FAL	FIRE/EMS SEDAN FULL SIZE	23	FORD	CROWN VICTORIA	2008
7FAL	FIRE/EMS SEDAN FULL SIZE	32	FORD	CROWN VICTORIA	2008
7FAL	FIRE/EMS SEDAN FULL SIZE	33	FORD	CROWN VICTORIA	2008
7FAL	FIRE/EMS SEDAN FULL SIZE	34	FORD	CROWN VICTORIA	2008
7FAL	FIRE/EMS SEDAN FULL SIZE	35	FORD	CROWN VICTORIA	2008
7FAL	FIRE/EMS SEDAN FULL SIZE	36	FORD	CROWN VICTORIA	2008
7FAL	FIRE/EMS SEDAN FULL SIZE	37	FORD	CROWN VICTORIA	2008
7FLI	FIRE UNIT, AERIAL LADDER	307	SEAGRAVE	LADDER TRK	2008
7FRH	FIRE UNIT, HD RECUE TRUCK 40,000 LBS	822	E-1	CYCLONE	2008
7PFF	FIRE UNIT, PUMPER	174	SEAGRAVE	PUMPER	2008
7PFF	FIRE UNIT, PUMPER	175	SEAGRAVE	PUMPER	2008
7PFF	FIRE UNIT, PUMPER	176	SEAGRAVE	PUMPER	2008
AMBU	AMBULANCE	506	FORD	E-450SD	2008
AMBU	AMBULANCE	507	FORD	E-450SD	2008
AMBU	AMBULANCE	508	FORD	E-450SD	2008
AMBU	AMBULANCE	509	FORD	E-450SD	2008
AMBU	AMBULANCE	510	FORD	E-450SD	2008
AMBU	AMBULANCE	511	FORD	E-450SD	2008
AMBU	AMBULANCE	512	FORD	E-450SD	2008
AMBU	AMBULANCE	513	FORD	E-450SD	2008
AMBU	AMBULANCE	514	FORD	E-450SD	2008
AMBU	AMBULANCE	516	FORD	E-450SD	2008
AMBU	AMBULANCE	519	FORD	E-450SD	2008
SEDN	SEDAN	38	FORD	CROWN VICTORIA	2008
GSA	FEMS, Fire Prevention Division	G12-0193L	PONTIAC G6		2009
1212	LIGHT VEHICLES: GOLF CART: FOUR WHEELED	824	GLOBAL	CART	2009
1513	PICKUPS: 1/4 TON COMPACT PICKUP TRUCK	242	CHEVROLET	250 CUSTOM	2009
1523	PICKUPS: HALF TON CREW CAB	243	CHEVROLET	CHEV 2500	2009
1523	PICKUPS: HALF TON CREW CAB	244	CHEVROLET	CHEV 2500	2009

7CMV	FIRE UNIT, COMMAND VEHICLE	232	CHEVROLET	SUBURBAN	2009
7CMV	FIRE UNIT, COMMAND VEHICLE	233	CHEVROLET	SUBURBAN	2009
7CMV	FIRE UNIT, COMMAND VEHICLE	237	CHEVROLET	SUBURBAN	2009
7CMV	FIRE UNIT, COMMAND VEHICLE	239	CHEVROLET	SUBURBAN	2009
7CMV	FIRE UNIT, COMMAND VEHICLE	240	CHEVROLET	TAHOE	2009
7CMV	FIRE UNIT, COMMAND VEHICLE	241	CHEVROLET	TAHOE	2009
7CMV	FIRE UNIT, COMMAND VEHICLE	245	CHEVROLET	SUBURBAN	2009
7FLI	FIRE UNIT, AERIAL LADDER	308	SEAGRAVE	TT06CM	2009
7FLI	FIRE UNIT, AERIAL LADDER	309	SEAGRAVE	TT06CM	2009
AMBU	AMBULANCE	520	FORD	E-450SD	2009
AMBU	AMBULANCE	521	FORD	E-450SD	2009
AMBU	AMBULANCE	522	FORD	E-450SD	2009
AMBU	AMBULANCE	523	FORD	E-450SD	2009
AMBU	AMBULANCE	524	FORD	E-450SD	2009
SUV	SPORT UTILITY VEHICLE	230	CHEVROLET	TAHOE	2009
SUV	SPORT UTILITY VEHICLE	238	CHEVROLET	SUBURBAN	2009
GSA	FEMS, Fire Prevention Division	G12-0576H	DODGE AVENGER SE		2010
GSA	FEMS, Training Academy	G12-0577H	DODGE AVENGER SE		2010
GSA	FEMS, Fire Prevention Division	G12-0587H	DODGE AVENGER SE		2010
GSA	FEMS, Administration Division	G12-0592H	DODGE AVENGER SE		2010
GSA	FEMS, Fire Prevention Division	G12-0593H	DODGE AVENGER SE		2010
300	NON SELF PROPELLED: TRAILER MOUNTED: MESSAGE\ARROW	827	DIAMOND CARGO	BN618TA	2010
300	NON SELF PROPELLED: TRAILER MOUNTED: MESSAGE\ARROW	828	DIAMOND CARGO	BN618TA	2010
300	NON SELF PROPELLED: TRAILER MOUNTED: MESSAGE\ARROW	829	DIAMOND CARGO	BN618TA	2010
1523	PICKUPS: HALF TON CREW CAB	252	CHEVROLET	SILVERADO	2010
1620	SPORT UTILITY VEHICLE (SUV)	248	CHEVROLET	TAHOE	2010
2422	VAN: CARGO STEP VAN	730	WORKHORSE	P42	2010
3512	PICKUP W/PLOW (9K-11.5K)	701	CHEVROLET	SILVERADO	2010
7CMV	FIRE UNIT, COMMAND VEHICLE	231	CHEVROLET	SUBURBAN	2010
7CMV	FIRE UNIT, COMMAND VEHICLE	234	CHEVROLET	SUBURBAN	2010
7CMV	FIRE UNIT, COMMAND VEHICLE	236	CHEVROLET	SUBURBAN	2010
7CMV	FIRE UNIT, COMMAND VEHICLE	253	CHEVROLET	TAHOE	2010
7CMV	FIRE UNIT, COMMAND VEHICLE	254	CHEVROLET	TAHOE	2010
7CMV	FIRE UNIT, COMMAND VEHICLE	255	CHEVROLET	TAHOE	2010
7FLI	FIRE UNIT, AERIAL LADDER	310	SEAGRAVE	TXDDCM	2010
7FLI	FIRE UNIT, AERIAL LADDER	311	SEAGRAVE	TXDDCM	2010
7FLI	FIRE UNIT, AERIAL LADDER	312	SEAGRAVE	TT06CM	2010
7FLI	FIRE UNIT, AERIAL LADDER	313	SEAGRAVE	TT06CM	2010
ADMINVEH	Admin Vehicles	250	CHEVROLET	TAHOE	2010

ADMINVEH	Admin Vehicles	251	CHEVROLET	TAHOE	2010
AMBU	AMBULANCE	525	FORD	E-450SD	2010
AMBU	AMBULANCE	526	FORD	E-450SD	2010
AMBU	AMBULANCE	527	FORD	E-450	2010
AMBU	AMBULANCE	528	FORD	E-450SD	2010
AMBU	AMBULANCE	529	FORD	E-450	2010
AMBU	AMBULANCE	530	FORD	E-450SD	2010
AMBU	AMBULANCE	531	FORD	E-450SD	2010
AMBU	AMBULANCE	532	FORD	E-450SD	2010
AMBU	AMBULANCE	533	FORD	E-450SD	2010
AMBU	AMBULANCE	534	FORD	E-450	2010
AMBU	AMBULANCE	535	FORD	E-450SD	2010
AMBU	AMBULANCE	536	FORD	E-450SD	2010
AMBU	AMBULANCE	537	FORD	E-450SD	2010
AMBU	AMBULANCE	538	FORD	E-450SD	2010
AMBU	AMBULANCE	539	FORD	E-450SD	2010
AMBU	AMBULANCE	541	INTERNATIONAL	4300 LP	2010
SUV	SPORT UTILITY VEHICLE	247	CHEVROLET	TAHOE	2010
GSA	FEMS, Fire Prevention Division	G12-0158L	DODGE AVENGER SE		2011
GSA	FEMS, Emergency Ambulance Bureau	G12-0159L	DODGE AVENGER SE		2011
GSA	FEMS, Fire Prevention Division	G12-0167L	DODGE AVENGER SE		2011
GSA	FEMS, Training Academy	G12-0168L	DODGE AVENGER SE		2011
GSA	FEMS, Special Operations	G12-0169L	DODGE AVENGER SE		2011
GSA	FEMS, Facilities Maintenance	G12-0181L	DODGE AVENGER SE		2011
GSA	FEMS, Fire Prevention Division	G12-0185L	DODGE AVENGER SE		2011
GSA	FEMS, Fire Prevention Division	G12-0204L	DODGE AVENGER SE		2011
1523	PICKUPS: HALF TON CREW CAB	408	CHEVROLET	SILVERADO	2011
1523	PICKUPS: HALF TON CREW CAB	409	CHEVROLET	SILVERADO	2011
1620	SPORT UTILITY VEHICLE (SUV)	260	CHEVROLET	TAHOE	2011
7CMV	FIRE UNIT, COMMAND VEHICLE	235	CHEVROLET	SUBURBAN	2011
7FMU	FIRE UNIT, FOAMING UNIT	702	OSHKOSK	STA 1500	2011
7FRH	FIRE UNIT, HD RECUE TRUCK 40,000 LBS	823	PIERCE	ARROW XT	2011
7FRH	FIRE UNIT, HD RECUE TRUCK 40,000 LBS	825	PIERCE	ARROW XT	2011
7PFF	FIRE UNIT, PUMPER	177	PIERCE	ARROW XT	2011
7PFF	FIRE UNIT, PUMPER	178	PIERCE	ARROW XT	2011
7PFF	FIRE UNIT, PUMPER	179	PIERCE	ARROW XT	2011
7PFF	FIRE UNIT, PUMPER	180	PIERCE	ARROW XT	2011
7PFF	FIRE UNIT, PUMPER	181	PIERCE	ARROW XT	2011
7PFF	FIRE UNIT, PUMPER	182	PIERCE	ARROW XT	2011

ADMINVEH	Admin Vehicles	258	CHEVROLET	TAHOE	2011
ADMINVEH	Admin Vehicles	259	CHEVROLET	TAHOE	2011
AMBU	AMBULANCE	540	INTERNATIONAL	4300 LP	2011
SUV	SPORT UTILITY VEHICLE	249	CHEVROLET	TAHOE	2011
SUV	SPORT UTILITY VEHICLE	256	CHEVROLET	TAHOE	2011
SUV	SPORT UTILITY VEHICLE	257	CHEVROLET	TAHOE	2011
1320	AUTOMOBILE: COMPACT, HYBRID	50	CHEVROLET	VOLT (HYBRID)	2012
1320	AUTOMOBILE: COMPACT, HYBRID	51	CHEVROLET	VOLT (HYBRID)	2012
7BUS	FIRE RESPONSE: MCU-COMMAND BUS	830	IHC	44 PASS. BUS	2012
AMBU	AMBULANCE	542	INTERNATIONAL	4300 LP	2012
AMBU	AMBULANCE	543	INTERNATIONAL	4300 LP	2012
AMBU	AMBULANCE	544	INTERNATIONAL	4300 LP	2012
AMBU	AMBULANCE	545	INTERNATIONAL	4300 LP	2012
AMBU	AMBULANCE	546	INTERNATIONAL	4300 LP	2012
AMBU	AMBULANCE	547	INTERNATIONAL	4300 LP	2012
AMBU	AMBULANCE	548	INTERNATIONAL	4300 LP	2012
AMBU	AMBULANCE	549	INTERNATIONAL	4300 LP	2012
AMBU	AMBULANCE	550	INTERNATIONAL	4300 LP	2012
AMBU	AMBULANCE	551	INTERNATIONAL	4300 LP	2012
AMBU	AMBULANCE	552	INTERNATIONAL	4300 LP	2012
AMBU	AMBULANCE	553	INTERNATIONAL	4300 LP	2012
AMBU	AMBULANCE	554	INTERNATIONAL	4300 LP	2012
AMBU	AMBULANCE	555	INTERNATIONAL	4300 LP	2012
AMBU	AMBULANCE	556	INTERNATIONAL	4300 LP	2012
AMBU	AMBULANCE	557	INTERNATIONAL	4300 LP	2012
AMBU	AMBULANCE	558	INTERNATIONAL	4300 LP	2012
AMBU	AMBULANCE	559	INTERNATIONAL	4300 LP	2012
AMBU	AMBULANCE	560	INTERNATIONAL	4300 LP	2012
AMBU	AMBULANCE	561	INTERNATIONAL	4300 LP	2012
AMBU	AMBULANCE	562	INTERNATIONAL	4300 LP	2012
AMBU	AMBULANCE	563	INTERNATIONAL	4300 LP	2012
AMBU	AMBULANCE	567	INTERNATIONAL	4300 LP	2012
AMBU	AMBULANCE	568	INTERNATIONAL	4300 LP	2012
AMBU	AMBULANCE	569	INTERNATIONAL	4300 LP	2012
AMBU	AMBULANCE	570	INTERNATIONAL	4300 LP	2012
AMBU	AMBULANCE	571	INTERNATIONAL	4300 LP	2012
AMBU	AMBULANCE	581	INTERNATIONAL	4300 SBA 4X2	2012
TRL	TRAILER	833	CARGO MATE	TRAILER	2012
TRL	TRAILER	91201	TUFFY	TRAILER	2012

GSA	FEMS, Administration Division	G10-5358M	DODGE AVENGER SE		2013
GSA	FEMS, Apparatus Division	G10-5361M	DODGE AVENGER SE		2013
GSA	FEMS, Facilities Maintenance	G10-5362M	DODGE AVENGER SE		2013
GSA	FEMS, Administration Division	G10-5416M	DODGE AVENGER SE		2013
GSA	FEMS, Administration Division	G10-5417M	DODGE AVENGER SE		2013
7FZG	FIRE UNIT, HEAVY DUTY TRUCK, 25,000 LBS	832	FREIGHTLINER	BRODERSON	2013
AMBU	AMBULANCE	564	INTERNATIONAL	4300 LP	2013
AMBU	AMBULANCE	565	INTERNATIONAL	4300 LP	2013
AMBU	AMBULANCE	566	INTERNATIONAL	4300 LP	2013
AMBU	AMBULANCE	572	INTERNATIONAL	4300 SBA 4X2	2013
AMBU	AMBULANCE	573	INTERNATIONAL	4300 SBA 4X2	2013
AMBU	AMBULANCE	574	INTERNATIONAL	4300 SBA 4X2	2013
AMBU	AMBULANCE	575	INTERNATIONAL	4300 SBA 4X2	2013
AMBU	AMBULANCE	576	INTERNATIONAL	4300 SBA 4X2	2013
AMBU	AMBULANCE	577	INTERNATIONAL	4300 SBA 4X2	2013
AMBU	AMBULANCE	578	INTERNATIONAL	4300 SBA 4X2	2013
AMBU	AMBULANCE	579	INTERNATIONAL	4300 SBA 4X2	2013
AMBU	AMBULANCE	580	INTERNATIONAL	4300 SBA 4X2	2013
AMBU	AMBULANCE	582	INTERNATIONAL	4300 SBA 4X2	2013
AMBU	AMBULANCE	583	INTERNATIONAL	4300 SBA 4X2	2013
AMBU	AMBULANCE	584	INTERNATIONAL	4300 SBA 4X2	2013
AMBU	AMBULANCE	585	INTERNATIONAL	4300 SBA 4X2	2013
AMBU	AMBULANCE	586	INTERNATIONAL	4300 SBA 4X2	2013
AMBU	AMBULANCE	587	INTERNATIONAL	4300 SBA 4X2	2013
AMBU	AMBULANCE	588	INTERNATIONAL	4300 SBA 4X2	2013
AMBU	AMBULANCE	589	INTERNATIONAL	4300 SBA 4X2	2013
AMBU	AMBULANCE	590	INTERNATIONAL	4300 SBA 4X2	2013
AMBU	AMBULANCE	591	INTERNATIONAL	4300 SBA 4X2	2013
AMBU	AMBULANCE	592	INTERNATIONAL	4300 SBA 4X2	2013
AMBU	AMBULANCE	593	INTERNATIONAL	4300 SBA 4X2	2013
AMBU	AMBULANCE	594	INTERNATIONAL	4300 SBA 4X2	2013
AMBU	AMBULANCE	595	INTERNATIONAL	4300 SBA 4X2	2013
AMBU	AMBULANCE	596	INTERNATIONAL	4300 SBA 4X2	2013
AMBU	AMBULANCE	597	INTERNATIONAL	4300 SBA 4X2	2013
AMBU	AMBULANCE	598	INTERNATIONAL	4300 SBA 4X2	2013
AMBU	AMBULANCE	599	INTERNATIONAL	4300 SBA 4X2	2013

AMBU	AMBULANCE	611	INTERNATIONAL	4300 SBA 4X2	2013
AMBU	AMBULANCE	612	INTERNATIONAL	4300 SBA 4X2	2013
TRL	TRAILER	831	HOMESTEADER	TRAILER	2013
WRECKM	Wreckers Marked	722	INTERNATIONAL	7600SFA	2013
GSA	FEMS, Administration Division	G10-2032P	CHEVROLET MALIBU		2014
GSA	FEMS, Administration Division	G10-2033P	CHEVROLET MALIBU		2014
GSA	FEMS, Administration Division	G10-2034P	CHEVROLET MALIBU		2014
GSA	FEMS, Administration Division	G10-2101P	CHEVROLET MALIBU		2014
GSA	FEMS, Administration Division	G10-2113P	CHEVROLET MALIBU		2014
GSA	FEMS, Administration Division	G10-2114P	CHEVROLET MALIBU		2014
GSA	FEMS, Administration Division	G10-2115P	CHEVROLET MALIBU		2014
GSA	FEMS, Administration Division	G10-2116P	CHEVROLET MALIBU		2014
GSA	FEMS, Administration Division	G10-2117P	CHEVROLET MALIBU		2014
GSA	FEMS, Administration Division	G41-3206P	DODGE GRAND CARAVAN		2014
GSA	FEMS, Administration Division	G41-3227P	DODGE CARAVAN		2014
GSA	FEMS, Administration Division	G41-3938P	DODGE CARAVAN		2014
TRL	TRAILER	91401	X	TRAILER	2014
GSA	FEMS, Facilities Maintenance	G10-1197M	DODGE AVENGER SE		2015
GSA	FEMS, Special Operations	G10-5412M	DODGE AVENGER SXT		2015
GSA	FEMS, Administration Division	G10-7200K	DODGE AVENGER SE		2015
GSA	FEMS, Administration Division	G10-7205K	DODGE AVENGER SE		2015
GSA	FEMS, Fire Prevention Division	G12-0189L	DODGE AVENGER SE		2015
GSA	FEMS, Apparatus Division	G12-0506M	DODGE AVENGER SE		2015
GSA	FEMS, Administration Division	G41-3248P	DODGE CARAVAN SE		2015
1212	LIGHT VEHICLES: GOLF CART: FOUR WHEELED	81301	Kawasaki	Mule	2015
1212	LIGHT VEHICLES: GOLF CART: FOUR WHEELED	81302	Kawasaki	Mule	2015
1212	LIGHT VEHICLES: GOLF CART: FOUR WHEELED	81303	Kawasaki	Mule	2015
1212	LIGHT VEHICLES: GOLF CART: FOUR WHEELED	81304	Kawasaki	Mule	2015
7FBT	FIRE UNIT, FIRE RESPONSE BOAT	803	METALCRAFT	MARINE	2015
7PFF	FIRE UNIT, PUMPER	183	PIERCE	ARROW XT	2015
7PFF	FIRE UNIT, PUMPER	184	PIERCE	ARROW XT	2015
7PFF	FIRE UNIT, PUMPER	185	PIERCE	ARROW XT	2015
7PFF	FIRE UNIT, PUMPER	186	PIERCE	ARROW XT	2015
7PFF	FIRE UNIT, PUMPER	187	PIERCE	ARROW XT	2015

7PFF	FIRE UNIT, PUMPER	188	PIERCE	ARROW XT	2015
7PFF	FIRE UNIT, PUMPER	189	PIERCE	ARROW XT	2015
7PFF	FIRE UNIT, PUMPER	190	PIERCE	ARROW XT	2015
7PFF	FIRE UNIT, PUMPER	191	PIERCE	ARROW XT	2015
7PFF	FIRE UNIT, PUMPER	192	PIERCE	ARROW XT	2015
AMBU	AMBULANCE	501	INTERNATIONAL	4300 SBA 4X2	2015
AMBU	AMBULANCE	502	INTERNATIONAL	4300 SBA 4X2	2015
AMBU	AMBULANCE	503	INTERNATIONAL	4300 SBA 4X2	2015

LIST OF “ASSIGNED” VEHICLES

Serial	TAG	MAKE	MODEL	YEAR	NAME	ASSIGNMENT
4	DC1175	FORD	CROWNVIC	2003	Capt. Lato	OMD/CMP
5	DC2928	FORD	CROWNVIC	2004	BFC Sa'adah	OMD
6	DC2927	FORD	CROWNVIC	2004	Capt. Timmons	OMD
7	DC4335	FORD	CROWNVIC	2005	DFC Lee	PSO
8	DC4337	FORD	CROWNVIC	2005	Capt. Nickens	SO/HS
9	DC4336	FORD	CROWNVIC	2005	BFC Falwell	FPD
10	DC 5468	FORD	CROWN VIC	2008	Jim Dulling	FMD
11	DC 5469	FORD	CROWN VIC	2008	BFC Spriggs	OMD
12	DC 5470	FORD	CROWN VIC	2008	LT John Thomas	State Safety Oversight
31	GT5021	FORD	CROWNVIC	2001	BFC Gretz	PFC
32	DC 6242	FORD	CROWN VIC	2008	DFC Mack	FMO
34	DC 6244	FORD	CROWN VIC	2008	BFC Smith	OUC
37	DC 6247	FORD	CROWN VIC	2008	Capt. Burton	IAD
38	DC 6952	FORD	CROWN VIC	2008	DFC Knight	TA
225	DC6281	CHEVY	TAHOE	2007	CHIEF Jones	OFC
242	DC7421	CHEVY	2500 HD	2009	Taylor	FPD K-9
243	DC7422	CHEVY	2500 HD	2009	L. Wilson	FPD K-9
244	DC7423	CHEVY	2500 HD	2009	Chris Holmes	SO/HS K-9
247	DC7755	CHEVY	TAHOE	2010	Capt. Ellerbe	State Safety Oversight
248	DC7759	CHEVY	TAHOE	2010	DFC Baker	SO/HS
249	DC7758	CHEVY	TAHOE	2010	DFC Foust	OFC
250	DC7824	CHEVY	TAHOE	2010	DFC Wynn	FPD
251	DC7823	CHEVY	TAHOE	2010	DFC Hawkins	SO/HS
257	DC7963	CHEVY	TAHOE	2011	DFC Douglas	OFC
258	DC7926	CHEVY	TAHOE	2011	Tim Wilson	PIO
259	DC7925	CHEVY	TAHOE	2011	DR. Mountvarner	OMD
260	DC6925	CHEVY	TAHOE	2011	DFC Mills	OFC

c) A list of employee bonuses or special award pay granted in FY14 and FY15, to date;

Response:

There have been no bonus or special award pays granted to FEMS employees during FY 2014 or FY 2015, year to date.

d) A list of travel expenses, arranged by employee;

Response:

Please see the attachment for Question #5(d).

e) A list of the total overtime and workman’s compensation payments paid in FY14 and FY15, to date.

Response:

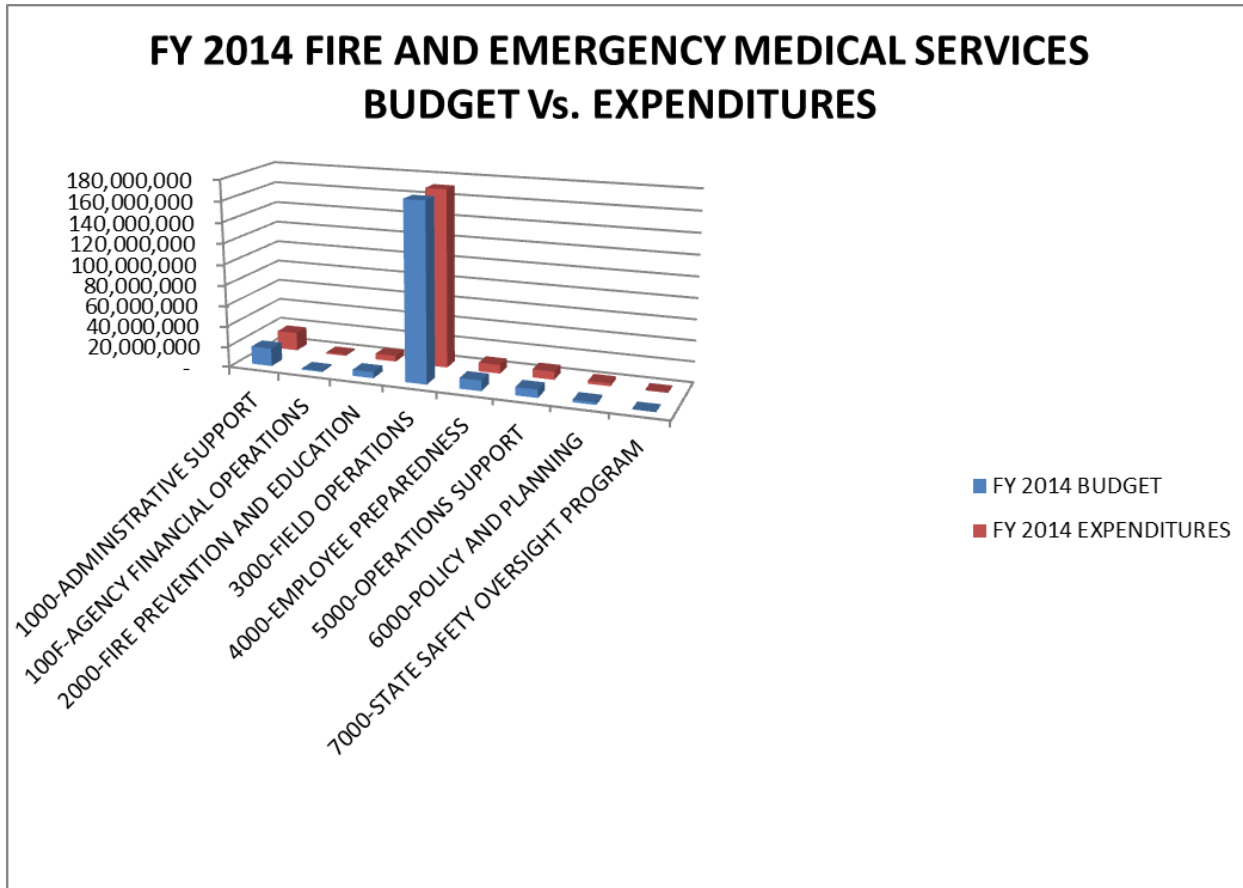
Please see the attachment for Question #5(e).

6. Please provide a chart showing your agency’s approved budget and actual spending, by division, for FY14 and FY15, to date. In addition, please describe any variance between the appropriation and actual expenditures.

Response:

Program	FY 2014 BUDGET	FY 2014 EXPENDITURES	FY 2014 VARIANCE
1000-ADMINISTRATIVE SUPPORT	17,302,587	17,732,284	(429,697)
100F-AGENCY FINANCIAL OPERATIONS	1,294,817	1,330,066	(35,249)
2000-FIRE PREVENTION AND EDUCATION	5,966,852	5,694,805	272,047
3000-FIELD OPERATIONS	170,558,900	171,339,874	(780,974)
4000-EMPLOYEE PREPAREDNESS	10,098,140	8,446,115	1,652,025
5000-OPERATIONS SUPPORT	7,816,205	7,933,775	(117,570)

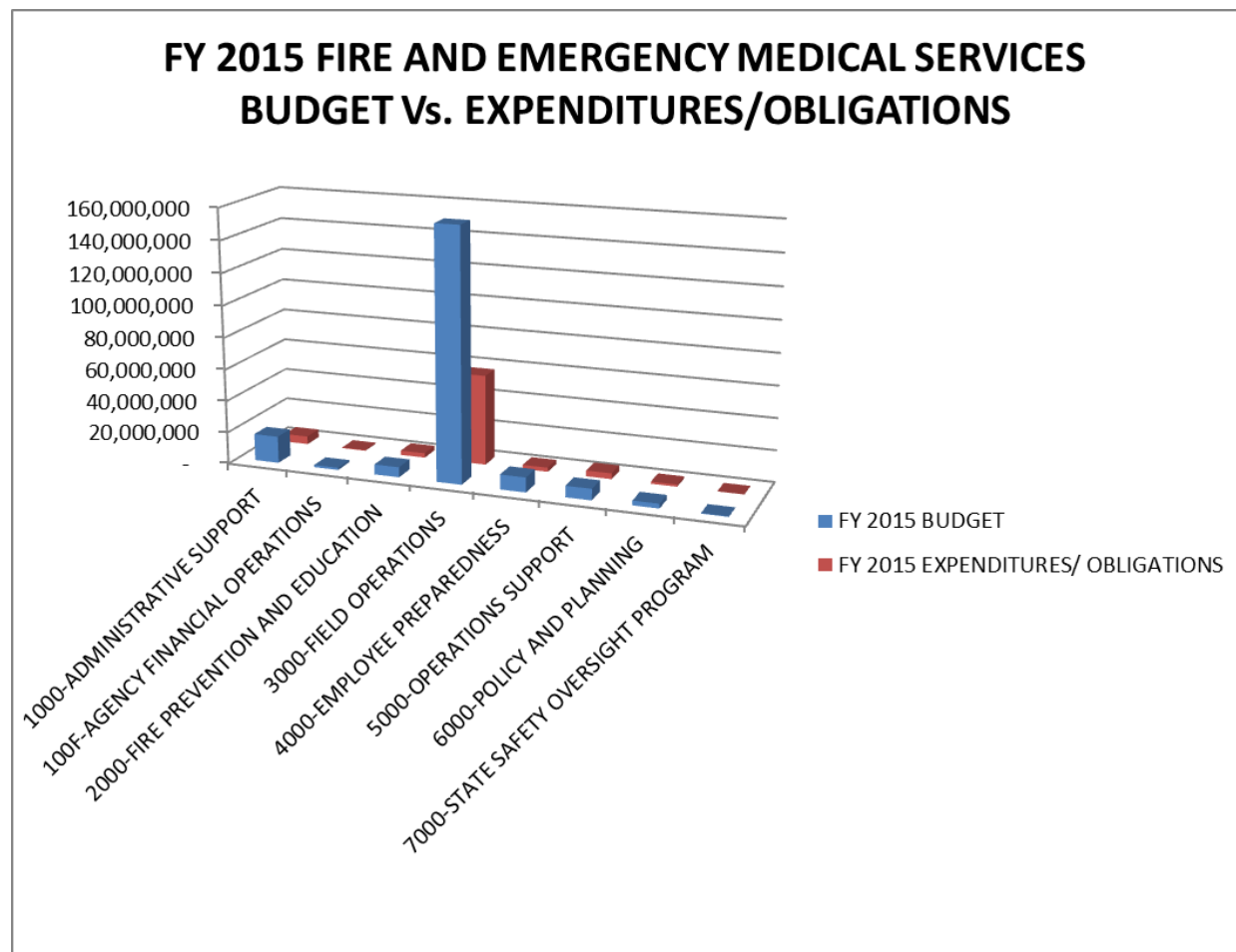
6000-POLICY AND PLANNING	2,510,998	2,889,387	(378,389)
7000-STATE SAFETY OVERSIGHT PROGRAM	151,373	160,243	(8,870)
TOTALS	215,699,872	215,526,549	173,323



Note: The variances in the programs budget versus expenditures are due to a end of year adjustments for retro payments.

Program	FY 2015 BUDGET	FY 2015 EXPENDITURES/OBLIGATIONS	FY 2015 VARIANCE
1000-ADMINISTRATIVE SUPPORT	16,899,497	5,046,913	11,852,584
100F-AGENCY FINANCIAL OPERATIONS	1,371,357	480,960	890,397

2000-FIRE PREVENTION AND EDUCATION	6,338,152	2,817,415	3,520,737
3000-FIELD OPERATIONS	157,253,797	56,788,700	100,465,097
4000-EMPLOYEE PREPAREDNESS	9,331,738	2,620,617	6,711,121
5000-OPERATIONS SUPPORT	7,135,548	3,678,027	3,457,521
6000-POLICY AND PLANNING	2,930,738	1,368,650	1,562,088
7000-STATE SAFETY OVERSIGHT PROGRAM	302,097	107,235	194,862
TOTALS	201,562,924	72,908,517	128,654,407



7. Please list any reprogramming, in or out, which occurred in FY14 or FY15, to date. For each reprogramming, please list the total amount of the reprogramming, the original purposes for which the funds were dedicated, and the reprogrammed use of funds.

Response:

DISTRICT OF COLUMBIA NATIONAL GUARD					
FY 2014 REPROGRAMMING LIST					
LOCAL			Starting Budget		\$2,791,000
FISCAL YEAR	FUND	DATE	SOAR DOC #	DESCRIPTION	AMOUNT
2014	0100	3/20/2014	BJFB0491	D.C. YOUTH CHALLENGE PROGRAM (DCNG)	(\$291,000)
2014	0100	6/9/2014	BJFB0444	FUNDS WERE MOVED FROM PS TO NPS WITHIN THE AGENCY	(\$2,500,000)
Final Budget					\$0

FEDERAL PAYMENT			Starting Budget		\$1,402,385
FISCAL YEAR	FUND	DATE	SOAR DOC #	DESCRIPTION	AMOUNT
2014	8200	2/13/2014	P0491341	GREENROOF FOR FIREHOUSE STATIONS	(\$145,388)
2014	8200	10/1/2013	BA083013	STAFFING FOR ADEQUATE FIRE AND EMERGENCY RESPONSE (SAFER)	(\$1,153,938)
Final Budget					\$103,059

DISTRICT OF COLUMBIA NATIONAL GUARD		
FY 2015 REPROGRAMMING LIST		
LOCAL		Starting Budget
		\$3,518,981

FISCAL YEAR	FUND	DATE	SOAR DOC #	DESCRIPTION	AMOUNT
2015	0100	12/3/2014	BJFB00AG	OAG EMPLOYEES MOVED FROM NPS TO PS; AND FUNDS WERE MOVED TO SUPPORT THE FIRE PREVENTION'S LAW ENFORCEMENT OFFICERS (LEO) TRAINING	(\$318,981)
2015	0301	12/4/2014	BNSWPFND	FUNDS WERE MOVED FROM DOC TO FEMS	(\$3,200,000)
Final Budget					\$0

FEDERAL PAYMENT				Starting Budget	\$1,637,729
FISCAL YEAR	FUND	DATE	SOAR DOC #	DESCRIPTION	AMOUNT
2015	8200	10/1/2014	BA082914	STAFFING FOR ADEQUATE FIRE AND EMERGENCY RESPONSE (SAFER)	(\$1,637,729)
Final Budget					\$0

8. Please provide a complete accounting for all intra-District transfers received by or transferred from the agency during FY14 or FY15, to date.

Response:

Please see table on next page.

FY 2014 Summary of Intra-Districts from DCFEMS

Operating:

From	To	Approved	Expired	Amount	Description
DCFEMS	OCTO	5/2014	9/2014	30,000	PeopleSoft Interface Management
DCFEMS	ESO		9/2014	8,250	Promotional exam at the <u>Washington Convention Center</u> .
DCFEMS	WASA		9/2014	775,000	DC Water performed maintenance <u>services</u> on identified vehicles.
DCFEMS	ORM	Advance was reversed		4,807	Equal Employment Opportunity Training & Oversight Services
DCFEMS	OUC	10/2013	7/2014	74,956	Fire Station Alerting System (FSAS)
DCFEMS	UDC	5/2014	9/2014	108,917	UDC (CCDC) assisted DCFEMS in <u>esta-</u> <u>blishing</u> a Paramedic Program
DCFEMS	OCTO	10/2013	9/2014	19,199	OCTO will provide support for the Dashboard in FEMS
DCFEMS	OOP	7/2014	8/2014	9,800	<u>To</u> provide background checks.

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FY 2015 Summary of Intra-Districts to DCFEMS

Operating:

From	To	Approved	Expired	Amount	Description
DOES	DCFEMS	11/2014	12/2014	118,262	Funds from DOES for closeout and <u>graduation</u> service costs in support <u>of</u> thirty (30) cadets.

- 9. Please identify any special purpose revenue accounts maintained by, used by, or available for use by the agency during FY14 or FY15, to date. For each account, please list the following:**
- a) The revenue source name and code;**
 - b) The source of funding;**
 - c) A description of the program that generates the funds;**
 - d) The amount of funds generated by each source or program in FY14 and FY15, to date; and**

e) Expenditures of funds, including the purpose of each expenditure, for FY14 and FY15, to date.

Response:

	FY 14 BUDGET	FY 14 EXPENDITUES	FY 15 BUDGET	FY 15 EXPENDITUES
0015 OVERTIME PAY	750,000	749,998	750,000	96,102
PERSONNEL SERVICES	750,000	750,000	750,000	96,102
0020 SUPPLIES AND MATERIALS	346,000	346,000	346,000	-
0040 OTHER SERVICES AND CHARGES	166,000	148,727	166,000	144,199
0070 EQUIPMENT AND RENTALS	258,000	275,275	258,000	176,683
NON PESONNEL SERVICES	770,000	770,002	770,000	320,882
TOTAL Special Purpose Revenue Budget	1,520,000	1,520,000	1,520,000	416,984

Fund 1613: Provides other District agencies and the general public with certain training services, i.e. CPR training at the department's Training Academy

Projected Collections for this Fund is \$20,000

Budget is established at \$20,000

Fund 6100: Revenues are generated from permits and personnel services and equipment support at events throughout the District to include baseball games, parades, demonstrations, etc. Agency personnel are requested to work overtime for these events.

Projected Collections for this event are \$1,500,000

Budget is established at \$1,500,000

Funding is use to pay towards overtime expenditure reimbursements generated during the course of these events. Vehicle maintenance and supply and material expenditures are also recoup through the funding from these events.

10. Please provide a list of all projects for which your agency currently has capital funds available. Please include the following:

- a) A description of each project;
- b) The amount of capital funds available for each project;
- c) A status report on each project, including a timeframe for completion; and
- d) Planned remaining spending on the project.

Response:

Please see the attachment for Question #10.

11. Please provide a complete accounting of all federal grants received for FY14 and FY15, to date.

Response: Year Awarded	Amount	(Source)	Purpose of Grant
2012	\$3,468,330.00	DHS AF/ SAFER	Funding to hire 30 firefighters for 2 years to replace firefighters lost due to attrition STATUS = This grant is on-going, and is up to date. The FEMS Budget office is working on an additional drawdown and shall request a Period of Performance extension that will allow FEMS to properly draw down the remaining funding (grant expires March 2015).
2012	\$ 300,000.00	NFWF	Green Roofs at certain FEMS facilities STATUS = Grant extended through August 31, 2015.
2012	\$ 445,580.00	USAI/ 3FBUA2	Technical Rescue Training (including OT and back-fill costs) STATUS = This grant has been closed-out.
2013	\$ 300,000.00	4FBUA3	Meter Maintenance Contract (CBRNE Detection/Maintenance) STATUS: This grant was completed during calendar year 2014.
2013	\$ 35,000.00	3FBUA3	Technical Rescue Training STATUS = Funding reduced from \$235K to \$35,000; a Site Ops class is scheduled for Feb 2015; balance will pay for OT/back-fill costs (to be completed by May 31, 2015).
2013	\$ 250,000.00	2FBUA3	Wireless Data Consolidation (continuation) (POC = Edward Leonard/IT) STATUS: Grant \$\$\$ have been expended and this grant has been closed out.
2013	\$ 150,500.00	5FBUA3	Swift Water Operations Equipment (sub-grantee = Montgomery County Fire Rescue) STATUS: Through EMA, FEMS will purchase a specialty-built water rescue vehicle (to be delivered by end of FY2015).
2014	\$ 300,000.00	USAI	Meter Maintenance Contract (CBRNE Detection/Maintenance: Continuation) STATUS: On-going; This grant expires July 31, 2016.
2014	\$ 300,000.00	1FBUA4	Meter Maintenance Contract (CBRNE Detection/Maintenance) STATUS: On-going; This grant expires May 31, 2016.
2014	\$ 33,711.55	N/A	Reimbursement for the 2014 Capitol Shield Exercise STATUS = This is a multi-jurisdictional award; FEMS is waiting for reimbursement from Fairfax County, VA.

FY 2014 GRANTS LIST					
FEDERAL PAYMENT				Starting Budget	\$1,402,385
FISCAL YEAR	FUND	DATE	SOAR DOC #	DESCRIPTION	AMOUNT
2014	8200	2/13/2014	P0491341	GREENROOF FOR FIREHOUSE STATIONS	(\$145,388)
2014	8200	10/1/2013	BA083013	STAFFING FOR ADEQUATE FIRE AND EMERGENCY RESPONSE (SAFER)	(\$1,153,938)
				Final Budget	\$103,059

FY 2015 GRANTS LIST					
FEDERAL PAYMENT				Starting Budget	\$1,637,729
FISCAL YEAR	FUND	DATE	SOAR DOC #	DESCRIPTION	AMOUNT
2015	8200	10/1/2014	BA082914	STAFFING FOR ADEQUATE FIRE AND EMERGENCY RESPONSE (SAFER)	(\$1,637,729)
				Final Budget	\$0

12. What steps were taken during FY14 to reduce agency energy use?

Response:

Capital expenditures for facility renovation projects follow LEED Silver certification as the minimum requirement. LEED Gold certification was obtained for one of our major renovation projects during FY 14. Additional Green Roofs and Water Harvesting projects are presented within major renovation facility projects. As smaller capital projects are designed, every effort to utilize energy efficient appliances, windows and energy timing/motion devices are designated within the statement of work.

13. Please identify any legislative requirements that the agency lacks sufficient resources to properly implement.

Response:

The Department is working closely with the Executive Office of the Mayor and the office of the City Administrator to evaluate, report and make recommendations concerning statutory or regulatory impediments to Department operations. Following completion of this evaluation, the Department will brief and provide follow-up to Council.

14. Please list all regulations for which the agency is responsible for oversight or implementation. Please list by chapter and subject heading, including the date of the most recent revision.

Response:

D.C. OFFICIAL CODE

TITLE 1, CHAPTER 3: FEMS SPECIAL EVENTS FEE FUND

§1-325.81 FEMS Special Events Fee Fund. (D.C. Law 19-171, September 26, 2012)

TITLE 5, CHAPTER 4: FIRE AND EMERGENCY MEDICAL SERVICES DEPARTMENT

§5-401 Area of Service; division of District into fire companies; pre-hospital care and services; approval required for major changes in manner of fire protection. (D.C. Law 19-171, September 26, 2012)

§5-401.01 State Safety Oversight Agency for DC Streetcar. (D.C. Law 19-168, September 20, 2012)

§5-402 Appointments and Promotions Covered By Civil Service; Selection of Fire Chief and Deputy Fire Chiefs; Original Appointment and Transfer of Privates; Vacancies. (D.C. Law 17-154, May 13, 2008)

§5-404 Composition; 2-Platoon System; Services of Veterinary Surgeon; Attendance by Police Surgeon. (62 Stat. 498, June 19, 1948)

§5-404.01 Medical Director. (D.C. Law 17-147, April 15, 2008)

§5-405 Workweek Established; Hours of Duty; Days Off Duty; Holidays. (D.C. Law 20-61, December 24, 2013)

§5-407 Resignation Without Notice; Engaging in Strike; Conspiracy to Obstruct Operations of Department. (53 Stat. 1143, July 31, 1939)

- §5-408 Firefighting Division — Recording Annual and Sick Leave. (Public Law 87-399, October 5, 1961)
- §5-409 Firefighting Division — Accrual of Annual Leave; Adjustment of Accumulated Leave; Transfers; Maximum Accumulations. (Public Law 87-697, September 25, 1962)
- §5-409.01 Paramedic and Emergency Medical Technician Lateral Transfer to Fire and Emergency Medical Services Department. (D.C. Law 19-171, September 26, 2012)
- §5-410 Restrictions on Leaving District; or Being Absent from Duty. (D.C. Law 15-194, September 30, 2004)
- §5-412 Use of Certain Buildings Granted. (19 Stat. 253, February 27, 1877)
- §5-415 Services to District institutions located outside the District. (Public Law 93-140, October 26, 1973)
- §5-416 Emergency Service Ambulance Fees. (D.C. Law 18-373, May 26, 2011)
- §5-417 Arson Reporting. (D.C. Law 4-19, June 19, 1982)
- §5-417.01 Fire and Arson Investigation — Authority Generally; Authority to Enter and Examine; Arrest and Warrant Powers. (D.C. Law 12-176, March 26, 1999)
- §5-417.02 Compliance with Fire Code and Occupancy Requirements — Authority, Generally; Authority to Enter and Examine; Sanctions. (D.C. Law 19-320, June 19, 2013)
- §5-418 Cadet Program — Authorized, Purpose, Preference for Appointment; Appropriations. (D.C. Law 15-194, September 30, 2004)
- §5-419 Cadet Program — Rules. (D.C. Law 4-172, March 9, 1983)
- TRAINING FOR NON-DISTRICT PERSONNEL.**
- §5-431 Fire and Emergency Medical Services Training for Non-District of Columbia Personnel. (D.C. Act 15-149, September 22, 2003)
- §5-432 Establishment of Fire and Emergency Medical Services Training Fund. (D.C. Act 15-149, September 22, 2003)

EDUCATION AND TRAINING PROGRAM.

- §5-441 Fire and Emergency Medical Services Education and Training Program; Certification of Firefighters, Paramedics, and Emergency Medical Technicians. (D.C. Act 20-204, October 17, 2013)

FIRE AND EMERGENCY MEDICAL SERVICES AGILITY TESTING.

- §5-451 Physical Examinations and Agility Standards. (D.C. Law 15-194, September 30, 2004)

TITLE 5, CHAPTER 5: SALARIES

GENERAL

- §5-501.01 Increase Denied for Unsatisfactory Service; Removal for Inefficiency; Additional Compensation for Outstanding Efficiency. (46 Stat. 840, July 1, 1930)
- §5-501.02 Computation of Rates of Compensation. (Public Law 87-697, September 25, 1962)

HOLIDAY COMPENSATION

- §5-521.01 Compensation for working on holidays. (Public Law 111-282, October 15, 2010)
- §5-521.02 “Holiday” Defined. (Public Law 111-282, October 15, 2010)

SALARY SCHEDULES

- §5-542.03 Classification of Aide to Fire Marshal. (Public Law 92-410, August 29, 1972)

METHOD OF APPOINTMENT, ADVANCEMENT, PROMOTION AND DEMOTION

- §5.543-01 Minimum Rate for Original Appointments, Rates for Reappointments. (Public Law 111-282, October 15, 2010)
- §5-543.02 Technicians’ Positions. (Public Law 111-282, October 15, 2010)
- §5-543.03 Service Step Adjustments. (Public Law 111-282, October 15, 2010)
- §5-543.04 Promotion or Transfer. (Public Law 111-282, October 15, 2010)

§5-543.05 Demotion. (Public Law 111–282, October 15, 2010)

LONGEVITY

§5-544.01 Service Longevity. (D.C. Law 19-205, December 21, 2012)

TITLE 5, CHAPTER 6: POLICE AND FIREFIGHTERS LIMITED DUTY

§5-632 Limited Duty. (D.C. Law 15-194, September 30, 2004)

§5-633 Medical Leave for Performance of Duty Injuries and Illnesses; Referral for Disability Retirement. (D.C. Law 17-235, October 21, 2008)

§5-634 Medical Leave for Non-Performance-Of-Duty Illnesses and Injuries; Referral for Disability Retirement. (D.C. Law 15-194, September 30, 2004)

§5-635 Rules. (D.C. Law 15-194, September 30, 2004)

TITLE 5, CHAPTER 7: POLICE AND FIREFIGHTERS RETIREMENT AND DISABILITY

§5-707 Payment of Medical Expenses — Active Members. (Public Law 85–157, August 21, 1957)

§5-708 Payment of Medical Expenses — Total Disability Retirees. (Public Law 95–179, November 15, 1977)

§ 5-708.01 Processing Claims of Injuries Allegedly Sustained Within the Performance of Duty. (D.C. Law 16-191, March 2, 2007)

§ 5-709 Retirement for Disability — Not Incurred in Performance of Duty. (D.C. Law 15-194, September 30, 2004)

§ 5-710 Retirement for Disability — Incurred or Aggravated in Performance of Duty. (D.C. Law 15-194, September 30, 2004)

§ 5-712 Optional Retirement. (D.C. Law 19-314, May 1, 2013)

§ 5-713 Involuntary Separation from Service. (Public Law 85–157, August 21, 1957)

§ 5-714 Recovery from Disability; Restoration to Earning Capacity; Suspension or Reduction of Annuity. (D.C. Law 16-199, March 2, 2007)

TITLE 5, CHAPTER 9: AWARD FOR MERITORIOUS SERVICE

- § 5-901 Annual Awards for Meritorious Service. (D.C. Law 5-94, June 29, 1984)
- § 5-903 Preference in Promotions. (45 Stat. 1556, March 4, 1929)

TITLE 5, CHAPTER 10: TRIAL BOARDS

- § 5-1001 Attendance of Witnesses — Issuance of Subpoenas; Fees. (Public Law 91-358, July 29, 1970)
- § 5-1002 Attendance of Witnesses — Wilful Swearing. (47 Stat. 87, April 16, 1932)
- § 5-1003 Attendance of Witnesses — Neglect or Refusal to Obey Subpoena. (Public Law 91-358, July 29, 1970)
- § 5-1011 Oath of Members. (47 Stat. 87, April 16, 1932)

TITLE 5, CHAPTER 10A: POLICE AND FIREFIGHTERS DISCIPLINARY ACTION PROCEDURES

- § 5-1031 Commencement of Corrective or Adverse Action. (D.C. Act 20-524, December 18, 2014)
- § 5-1032 Report on Misconduct Allegations and Grievances. (D.C. Law 15-194, September 30, 2004)

TITLE 5, CHAPTER 13: MISCELLANEOUS PROVISIONS

- § 5-1304 Basic Workweek Established; Overtime; Special Assignments; Court Duty. (Public Law 111-282, October 15, 2010)
- § 5-1305 Payment of Certain Tuition Expenses. (Public Law 111-282, October 15, 2010)
- § 5-1306 Protection of Emergency 2-Way Radio Communication — Definition. (D.C. Law 6-105, April 11, 1986)
- § 5-1307 Protection of Emergency 2-Way Radio Communication — Unlawful Acts. (D.C. Law 6-105, April 11, 1986)
- § 5-1308 Protection of Emergency 2-Way Radio Communication — Penalties. (D.C. Law 6-105, April 11, 1986)

§ 5-1309 Protection of Emergency 2-Way Radio Communication — Forfeiture of Equipment. (D.C. Law 6-105, April 11, 1986)

DCMR

12 DCMR H Fire Code 2013 Supplement

- DC Code Title 5 Chapter 4- Police, Fire fighters, medical examiners and forensic sciences 2014 ed.
- DC Code Title 6 Chapter 7- Fire Safety 2014 ed.
- Fire Department Rules and Regulations Book, Article I: Fire Department Organization rev.(4-69)
- DCMR Title 12 subchapter 12-H 2013 District of Columbia Fire Code Supplement

15. Please list each new program implemented by the agency during FY14 and FY15 to date. For each initiative please provide:

- a) A description of the initiative;**
- b) The funding required to implement to the initiative; and**
- c) Any documented results of the initiative.**

Response:

1. Description: Establish a joint labor/management quality assurance committee.
Status: Fully Achieved.
Funding: FY 2014 Operating Budget.
Summary: During FY 2014, the Department created a joint labor/management Quality Assurance Committee that included employee representatives of IAFF Local 36 and AFGE Local 3721. Beginning in December, 2013, the committee met quarterly to discuss a wide variety of topics related to improving the quality of patient care. Joint labor/management initiatives help reduce misunderstanding, improve communications and increase employee compliance with Department orders, procedures and medical treatment protocol.
2. Description: Based on the recommendations of the 2013 EMS Task Force, assess and evaluate EMS service delivery options.
Status: Fully Achieved.
Funding: FY 2014 Operating Budget.
Summary: During FY 2014, the Department, working collaboratively with the Deputy Mayor of Public Safety, Local 36, Local 3721 and stakeholder groups, assessed and evaluated the time spent by ambulances at hospitals after transporting a patient (“drop time”). Changes in patient

transfer and processing procedures by ambulance crews and hospital emergency department staff were included as recommendations to reduce patient “drop times” and improve EMS system capacity. Identifying, evaluating and understanding factors contributing to lengthy patient “drop times” assists with management decision making for reducing such times, leading to improved EMS system capacity.

3. Description: Improve documentation and protocol compliance for stroke victims.
Status: Partially Achieved.
Funding: FY 2014 Operating Budget.
Summary: During FY 2014, the Department completed additional training and implemented improved documentation management controls for stroke patients. This included EMS continuing education provided by personnel with the District of Columbia Stroke Coalition, and changes to required data entry for stroke patients in the Department’s electronic patient care reporting (ePCR) application. Focused CQI surveillance of ePCRs for stroke patients was not initiated, because the Department’s CQI Program Manager separated from employment prior to implementation. Accordingly, this initiative was pushed forward to FY 2015 for completion. Emphasis on data recording at the incident scene, including patient information and transportation status, improves compliance with medical treatment protocols, enhances medical care for stroke patients and contributes to patient survivability.
4. Description: Incorporate evidence-based monitoring practices into CQI programs.
Status: Partially Achieved.
Funding: FY 2014 Operating Budget.
Summary: During FY 2014, the Department had planned to implement EMS CQI “Whole System Measures” to improve evaluation of patient care quality in the EMS system. Although planning and implementation work was started, the Department’s CQI Program Manager separated from employment prior to completion. Accordingly, this initiative was pushed forward to FY 2015 for implementation and completion. Innovative CQI techniques improve the quality of patient care and contribute to patient survivability.
5. Description: Implement smoke alarm installation canvassing events on weekends targeting single family and residential homes.
Status: Fully Achieved.
Funding: FY 2014 Operating Budget.
Summary: During FY 2014, the Department implemented a “Smoke Alarm

Friday Event” (SAFE) with fire inspectors performing home visits to install smoke alarms in targeted neighborhoods. Fire Inspectors visited foster care homes, performed fire inspections and assisted occupants by referring them to the 3-1-1 system for installation of smoke alarms on each level of the home and inside sleeping areas. Neighborhood fire companies completed follow-up smoke alarm installations at 276 homes. A notice of “missed fire inspection” was left on the door of each foster home if occupants were not present when visited. Increasing the number of smoke alarms installed in residential structures reduces the risk of death, injury or property damage caused by fires.

6. **Description:** Pursue legislation to update District of Columbia arson laws.
Status: Fully Achieved.
Funding: FY 2014 Operating Budget.
Summary: During FY 2014, the Department collaborated with the Deputy Mayor of Public Safety, the United States Attorney’s Office and the DC Office of the Attorney General to review and revise existing arson crime laws in the District of Columbia. A bill entitled the “Arson Amendment Act of 2014” (B20-0899) was introduced to District Council on July 14, 2014 and referred to the Committee on Judiciary and Public Safety. A modern, relevant and justifiable arson law supports the prosecution of subjects responsible for the criminal use of fire.

7. **Description:** Improve the acquisition and distribution of information.
Status: Partially Achieved.
Funding: FY 2014 Operating Budget.
Summary: During FY 2014, the Department acquired, produced and distributed information that fostered community engagement during outreach programs at numerous fire stations in the District. This included information obtained from the 3-1-1 CSR database. Wider distribution of public safety information better informs District residents of Department services, improves preparedness and promotes community wellness.

8. **Description:** Implement a community education, intervention and outreach program to focus on the health and safety of residents that live near fire stations.
Status: Fully Achieved.
Funding: FY 2014 Operating Budget.
Summary: During FY 2014, the Department, working with “Everybody Grows”

(a non-profit organization) planted community gardens on available green space at Fire Stations 14, 15, 26, 30 and 32. Members of the Department engaged neighborhood residents living near the stations by distributing flyers and explaining the project. Tomatoes, peppers, basil, sage and oregano were grown in the gardens. Growing community gardens assists District residents by improving access to affordable, local and self-sustaining food production.

9. Description: Implement enhanced task management protocol for patients in cardiac arrest.
- Status: Fully Achieved.
- Summary: During FY 2014, the Department implemented a new treatment protocol for patients in cardiac arrest that included the use of ResQPod Impedance Threshold Devices and a “pit crew” concept of task management for better organized and faster patient care. The use of innovative medical equipment and improved task management by crew members enhances medical care for cardiac arrest patients and contributes to patient survivability.
10. Description: Develop a comprehensive tunnel rescue plan.
- Status: Partially Achieved.
- Funding: FY 2014 Operating Budget.
- Summary: During FY 2014, the Department developed a draft tunnel rescue plan and began training members on Mine Safety and Health Administration (MSHA) tunnel rescue standards. Training began during September, 2014 and was scheduled to conclude during October. The draft plan will be finalized after completion of training and incorporation of updated incident response guidelines. Accordingly, this initiative was pushed forward to FY 2015 for completion. Detailed rescue plans and industry-standard training help strengthen emergency management effectiveness and increase the availability of properly trained personnel during catastrophic events.
11. Description: Obtain paramedic certification and instruction accreditation at the training academy.
- Status: Partially Achieved.
- Funding: FY 2014 Operating Budget.
- Summary: During FY 2014, the Department partnered with the Committee on Accreditation of Educational Programs for the Emergency Medical Services Professions (CoAEMSP) to obtain credentialing for establishing an EMT-Paramedic (EMT-P) training program with the

University of the District of Columbia (UDC). A Memorandum of Understanding (MOU) and a Letter of Review were pending final approval. Accordingly, this initiative was pushed forward to FY 2015 for completion. CoAEMSP accreditation is the first step to internalize paramedic training of Department employees and increase the number of paramedics available for EMS service delivery.

12. Description: Establish a human resource internal workflow database (HRWD).
Status: Fully Achieved.
Funding: FY 2014 Operating Budget.
Summary: During FY 2014, the Department worked closely with the Office of the Chief Technology Officer (IT/OCTO) and established a database application to ensure the timely processing of promotions, retirements, resignations, longevity pay and other personnel status changes. The application assigns cases to appropriate Human Resources personnel for processing, along with tracking progress on each case. Effective utilization of the database application increases the accuracy, speed and efficiency of human resource processing functions.

13. Description: Evaluate and improve first responder personal protective equipment.
Status: Fully Achieved.
Funding: FY 2014 Operating Budget.
Summary: During FY 2014, the Department evaluated first responder personal protective equipment, along with improving and upgrading respiratory protection equipment, communications equipment and patient movement equipment. This included the cleaning, repair and replacement of Personal Protective Equipment (PTE), the purchase of new face pieces for firefighters, the purchase of new portable radio equipment and the purchase of new bariatric cots for ambulances. Augmenting first responder personal protective equipment minimizes the risk of occupational injury and enhances the mitigation of emergency incidents.

14. Description: Install sustainable hydration systems at Engine Companies 7, 12, 17 and 30.
Status: Partially Achieved.
Funding: FY 2014 Operating Budget.
Summary: During FY 2014, the Department completed roof greening enhancements to Engine Company 7. Tray water collection systems were installed for growing healthier plants using less water and fertilizer. Planned greening enhancements to Engine Company 17 and Engine Company 30 were unable to be completed because of load

bearing structural issues and litigation. Buildings with features that include innovative design and technology create vibrant, resilient urban environments, helping the District become a more attractive place to live, work, and play.

15. Description: Implement a fleet management quality assurance program.
Status: Fully Achieved.
Funding: FY 2014 Operating Budget.
Summary: During FY 2014, the Department retained BDA Global to perform quality assurance assessment of emergency apparatus fleet management and maintenance functions. Policy compliance reviews regarding the manner and documentation of work were completed, including inspection, maintenance, testing and retirement of fire apparatus. Quality assurance efforts allow for vigorous error prevention which increases operational efficiency.
16. Description: Improve mobile user access in operational apparatus.
Status: Partially Achieved.
Funding: FY 2014 Operating Budget.
Summary: During FY 2014, the Department acquired 450 mobile tablet computers to upgrade the hardware and software used on operational apparatus for communications and reporting. Additionally, mobile wireless routers were installed on most emergency vehicles to improve fleet tracking functions and data transmission bandwidth. Installation of computers was completed during November, 2014. Accordingly, this initiative was pushed forward to FY 2015 for completion. Continually improving information technology applications enhances communications and increases the information available to first responders.

16. Please provide a list of all studies, research papers, and analyses (“studies”) the agency requested, prepared, or contracted for during FY14 and FY15 to date. Please state the status and purpose of each study.

Response:

In addition to the below, please see attachment for Question #16.

1. Analysis on attrition rate through HR utilized to determine hiring rates.
2. Analysis of building repairs and upgrades to determine repairs or renovation schedules to facilities.

3. Analysis on surge protection regarding apparatus and replacement scheduling.
4. ADA compliance analysis for Department facilities to determine upgrades and modifications by DGS.
5. International Ambulance Fuel Dilution study to determine which units are exhibiting amounts of fuel in the oil that lower the viscosity and higher the wear rate in the engine.
6. Analysis of tablet computer functionality in operational units.

17. Please explain the impact on your agency of any legislation passed at the federal level during FY14 or FY15, to date, that significantly affects agency operations. If the regulation is the shared responsibility of multiple agencies, please note.

Response:

SAFER AND FIRE GRANT PROGRAMS

The nation's fire service has long faced significant staffing, equipment and training shortages. According to a 2011 Needs Assessment conducted by the National Fire Protection Association, personnel, equipment and training shortages encumber fire departments of all sizes and interfere with departments' ability to respond to common emergencies. The SAFER and FIRE Grant Programs were created by Congress to help address the significant staffing, equipment, training and health and safety needs of fire departments. FIRE Grants fund equipment, training, and other fire department needs, while SAFER Grants allow the federal government to provide funding directly to local fire departments to help pay the costs associated with hiring personnel to maintain safe staffing levels. For Fiscal Year 2014, the SAFER and FIRE Grant Programs were funded at \$680 million — \$340 million apiece. Although the programs received a slight increase over funding levels for the previous two fiscal years, funding remains down from a historical high of \$810 million, a reduction caused by Congressional efforts to reduce the deficit. In the past three fiscal years, DCFEMS has received the following amounts in SAFER Grants: \$256,845.58 (FY 2013), \$1, 234,996.37 (FY 2014) and \$1,637,728.71 (FY 2015). DCFEMS has expended all FY 2013 and 2014 grant monies on salaries and benefits in hiring dual role Firefighter/Paramedics. As of this writing, approximately half of the grant money for FY 2015 has been similarly obligated.

18. Please provide a list of all MOUs in place during FY14 and FY15, to date.

Response:

FY 2015

MOU between FEMSD and OCTO. FEMSD has requested the services of OCTO's Citywide Data Warehouse (CityDW) to provide support services" for the FEMSD Situational Awareness Dashboard, which also includes reporting of Computer Aided Dispatch (CAD) 911) events and associated Key

Performance Indicators (KPIs) via the integrated CAD/KPI dashboard. Effective Date and Duration of Agreement: The period of this MOU shall be from October 1, 2014, through September 30, 2015 unless terminated in writing by the Parties prior to the expiration.

MOU between FEMSD and OCTO. OCTO to provide support for continued Phase I integration between various FEMS applications/systems and the District's PeopleSoft HCM application. Effective Date and Duration of Agreement: The period of the MOU is from the date signed by both Parties through September 30, 2015, or, upon exhaustion of the 1000 total hours allocated under the MOU, i.e. the MOU funds run out (whichever comes first), unless terminated in writing by the Parties prior to the expiration.

MOU between FEMSD, MPD AND DCHR. FEMSD and MPD have requested that the Office of the General Counsel for the DCHR provide legal support to the Police and Firefighters Retirement and Relief Board in exchange for funding for these legal services. Effective Date and Duration of Agreement: October 1, 2014 through September 30, 2015, unless terminated in writing by the Parties prior to the expiration.

MOU between FEMSD and DOH. MOU establishes the terms and conditions under which DOH shall receive FY2015 funding from FEMS for comprehensive pharmacy services. Effective Date and Duration of Agreement: October 1, 2014 through September 30, 2015.

MOU between FEMSD and OSSE. FEMSD to provide emergency medical coverage for the 2014 DCSAA Football Playoff Games, the 2015 DCSAA Basketball Tournament Games and the 2015 DCSAA Pigskin Classic. Effective Date and Duration of Agreement: November 15, 2014 through September 30, 2015 unless terminated in writing by the Parties prior to its expiration.

MOU between FEMSD and MPD. This is a shared services agreement covering services provided at the Police and Fire clinic and the detail of a MPD police officer to the FEMSD Internal Affairs Office. Effective Date and Duration of Agreement: MOU is effective on the day all parties here to have affixed their signatures to the Agreement and expires on June 30, 2015.

MOU between FEMSD and DPR. FEMSD to provide for providing emergency medical coverage and services at DPR's 2015 Black History Month Swim Meet. Effective Date and Duration of Agreement: February 2, 2015 through February 28, 2015, unless terminated in writing by the Parties prior to its expiration.

Clinical Education Agreement between FEMSD and Children's Hospital. Pursuant to the terms of the Agreement FEMSD to provide clinical training services to medical students, residents/fellows, nursing students, and nurses from CH. Effective Date and Duration of Agreement: February 12, 2015 and shall continue in force until June 30, 2019 or until terminated.

MOU between FEMSD and HSEMA. HSEMA has requested the services of the FEMSD to administer the Water Operations Equipment project in accordance with sub grant agreement 5FBUA3. Effective Date and Duration of Agreement: September 1, 2013 through July 30, 2015. This includes the grant period from September 1, 2013 through May 31, 2015 and the grant liquidation of 60 days.

FY 2014

MOU between FEMSD and DOH. MOU covers pharmaceutical and medication management services, which include, but are not limited to clinical and drug information services, medication acquisition and management as well as reverse disposition and disposal activities in support of FEMSD's pharmacy activity. Effective Date and Duration of Agreement: October 1, 2013 to September 30, 2014. MOU may be extended by the exercise of 2 one year option periods.

MOU between FEMSD and MPD. This is a shared services agreement covering services provided at the Police and Fire clinic and the detail of a MPD police officer to the FEMSD Internal Affairs Office. Effective Date and Duration of Agreement: October 1, 2013 to September 30, 2014.

MOU between FEMSD and HSEMA. HSEMA is providing funding to FEMSD to administer the Technical Rescue Work Group (continuation) project, which is funded through the FY 11 Homeland Security Grant Program. Effective Date and Duration of Agreement: September 1, 2011 through May 31, 2014, unless terminated in writing by the Parties prior to the expiration.

MOU between FEMSD and HSEMA. HSEMA is providing funding to FEMSD to administer the Radio cache- District of Columbia maintenance in accordance with sub grant agreement 1FBUA1. Effective date and Duration of Agreement: September 1, 2011 to May 31, 2014.

MOU between FEMSD and DCPS. DCPS authorized FEMSD to use Dunbar High School to hold graduation ceremony for Cadet Class 15. The agreement governs the use of space and security services. Effective Date and Duration of Agreement: The period of the MOU is effective through September 30, 2014, or when services are completed, unless terminated in writing prior to Section XI of the MOU.

MOU between FEMSD and OCTO. OCTO to plan, design, procure and install wireless services in the Emergency Rooms of 15 area hospitals. Effective Date and Duration of Agreement: The effective date of the MOU shall be on the date that the Party hereto signs the MOU and shall expire on September 30, 2014, unless terminated in writing by the Parties prior to the expiration.

MOU between FEMSD and OUC. MOU establishes the terms conditions and under which the parties shall coordinate services for which 120 OUC employees to receive CPR training and certification (BLS for Healthcare Providers Skills Test) from FEMSD. Effective Date and Duration of Agreement: December 1, 2013 to September 30, 2014 unless, terminated in writing by either Party.

MOU between FEMSD and OLRCB. MOU between FEMSD and OLRCB. Terms of agreement cover the cost of costing and analyzing FEMSD' proposal for contract negotiations between FEMSD and the International Association of Fire Fighters Local 36. Effective Date and Duration of Agreement: December 1, 2013 through September 30, 2014, unless terminated in writing by the Parties prior to the expiration.

MOU between FEMSD and OCTO. OCTO to provide support for the Phase I integration between various FEMSD applications/systems and the District's PeopleSoft Human Capital Management application. This includes, but is not limited to HR, Benefits, Time and Attendance and Payroll information. Effective Date and Duration of Agreement: The period of this MOU shall be from the date signed by both Parties through September 30, 2014, or, upon exhaustion of the 240 total hours allocated via this MOU, i.e. the MOU funds run out (whichever comes first), unless terminated in writing by the Parties prior to the expiration.

MOU between FEMSD and DOES. DOES to provide funding support to FEMSD Cadet Training Program. FEMSD to train at least 56 D.C. residents in the Cadet program, which shall include 34 DOES sponsored graduates and new hires using funds from the MOU. Effective Date and Duration of Agreement January 1, 2014 through December 31, 2014 unless terminated in writing by the Parties prior to the expiration.

Mutual Aid Agreement between FEMSD and Commandant, Naval District Washington for firefighting assistance covering Washington Navy Yard, Naval Research Lab, and Joint Base Anacostia-Bolling. Effective Date and Duration of Agreement: July 14, 2014. Under the terms of the Agreement, it shall remain in full force and effect until cancelled by mutual agreement of the Parties, or upon the provision of at least 60 days advance written notice from the Party desiring to terminate this Agreement to the other Party.

Mutual Aid Agreement between FEMSD and the Joint Base Myer-Henderson Hall Fire. Agreement establishes the terms and conditions that the Parties will provide each other mutual aid and support in the protection of life and property from fire, hazardous materials, weapons of mass destruction and emergency medical services in firefighting and emergency medical service responses, as allowed under the authority and provisions derived from Federal and District of Columbia law. Effective Date and Duration of Agreement: The MOU shall become effective upon the date signed and remain in full force and effect until cancelled by mutual agreement of the parties or by written notice by one party to the other, giving (30) day's notice of said cancellation.

MOU between FEMSD, DDOT, DMV, DOH, MPD, OAG, OCME, OCTO and SCDC. The United States Department of Transportation's National Highways Traffic Safety Administration has initiated the development of a Traffic Safety Information System (TSIS) guideline, in order to assure that the required data is properly, efficiently and effectively collected, well managed, and available to support these traffic safety programs. Each agency that is a signatory to the Agreement is responsible for overseeing various components of the traffic safety information system-Traffic crashes, driver licensing, vehicle registration, roadway inventory, emergency medical/injury surveillance and citation/adjudication. The terms of the MOU provide, among other things, that the Parties to the MOU will work cooperatively to support the development of a Traffic Records Coordinating Committee (TRCC) Working Group. The TRCC will play a major role in developing and implementing a multi-year TSIS for the District of Columbia. Effective Date and Duration of Agreement: This MOU shall be effective upon the date the last signature is affixed to the Agreement (August 25, 2014) and shall remain in effect for one (1) year with the option to renew the MOU for one (1) additional year. The total term of the MOU shall not exceed five (5) years.

Clinical Rotation Agreement between FEMSD and Children's Hospital. FEMSD has programs that require certain employees to participate in clinical learning experiences in pediatrics in accordance with applicable accrediting body and the applicable professional certification body for that discipline. Children's Hospital (CH) is engaged in certain clinical activities that can provide part of the required learning experience for FEMSD employees enrolled in the Program. Pursuant to the terms of the agreement, CH will allow FEMSD employees to participate in clinical rotations at various CH locations. The clinical rotations range from 1 - 12 months. Effective Date and Duration of Agreement: July 15, 2014 through June 30, 2019. However, it is expressly understood that either party may terminate the Agreement with or without cause by tendering at least 60 days advance notice. In the event of termination, any educational training program in progress shall be allowed to continue until conclusion, if acceptable to both parties to the agreement.

MOU between FEMSD and OSSE. The purpose of this MOU is to provide a means for emergency medical coverage for serious or life threatening injuries that require emergency hospital care and transportation for the District's student-athletes participating in the 2014 DCSAA Football Kickoff Classic. DFEMSD to provide personnel and a fully equipped ambulance unit at four (4) DCSAA Football Kickoff Classic games. Units and personnel will arrive at the sites thirty minutes before the start of the games and remain on the sites for thirty minutes following the end of the games. Effective Date and Duration of Agreement: September 6, 2014 through September 12, 2014 unless terminated in writing by the Parties prior to its expiration.

MOU between FEMSD and DCPS. Terms of agreement provide for FEMSD to utilize the use of Columbia Heights Educational Campus on Saturday, May 3, 2014 thru Sunday, May 4, 2014 to facilitate a promotional examination. DCPS to also provide the custodial services based on he projected usage beyond the scheduled timeframe for custodial staff. Effective Date and Duration of Agreement: The period of this MOU is effective through September 30, 2014, or when services are completed, as agreed by all parties, unless terminated in writing by the Parties.

MOU between FEMSD and DOES. FEMSD to provide space, supplies, and instructors for the American Heart Association CPR Certification (BLS for Healthcare Providers Skills Test) for at least 100 students referred by DOES. FEMS will also administer a BLS Health Care provider skills test and issue licensing cards to students upon successful completion of the course/test.

Effective Date and Duration of Agreement: The period of MOU shall be upon signature through September 30, 2014 unless terminated in writing by the Parties prior to the expiration date.

Modification No. 1 of MOU between FEMSD and MPD. Modification increases the cost of services for the Police and Fire Clinic (PFC) contract FY2014. Effective Date and Duration of Agreement: October 1, 2013 to September 30, 2014.

MOU between FEMSD and DOH. The MOU specifies the terms and conditions under which the DOH Institutional Review Board for the Public Health will serve as the Institutional Review Board of Record, as set forth in the terms of the agreement, for research agreements with the FEMSD. The IRBPH is an administrative body established to protect the rights and welfare of human research subjects recruited to participate in research activities or data collected on human subjects conducted under the auspices of the Department of Health with which it is affiliated. The IRBPH has the authority to approve, require modifications in, or disapprove all research activities that fall within its jurisdiction, as specified by federal regulations and local institutional policy. The MOU allows the FEMSD (Relying Institution) to rely on the IRBPH (Reviewing IRBPH) of the DOH (Reviewing Institution) for the review and continuing oversight of designated research studies. The terms of the agreement are applicable to the research program conducted with the FEMSD. Effective Date and Duration of Agreement: The period of this MOU shall be from the date the last Party signed the MOU through April 28, 2019, unless terminated in writing by the Parties pursuant to Section XI of the agreement. The MOU shall be renewed every five years to be consistent with the Federalwide Assurance renewal requirement of five years. The expiration date of the FWA is April 28, 2019.

MOU between FEMSD and MPD. MPD to provide PD 70s based on name based record checks and/or fingerprinting for clients who are being considered for training or employment through a job program offered by the Department of Employment Service (DOES). Effective Date and Duration of Agreement: January 1, 2014 through September 30, 2014 unless terminated in writing by the Parties prior to the expiration.

MOU between FEMSD, OAG, MPD and DCHR. Pursuant to the terms of the agreement and consistent with the Legal Service Act, OAG through DCHR OGC shall provide legal support to PFFRRB, and the various program officials within the PFFRRB on legal matters, including, but not limited to: legal opinion and advice and representation at agency administrative hearings and judicial matters; drafting written opinions in matters pending before the board; and performing other related legal duties as assigned. Effective Date and Duration of Agreement: October 1, 2013 through September 30, 2014, unless terminated in writing by the Parties prior to the expiration.

MOU between FEMSD and DOES. Terms of agreement call for DOES to provide funding support to the D.C. Fire and EMS' Cadet Training Program. FEMSD responsibilities include, but are not limited to providing DOES with the eligibility requirements and length of study for the cadet Program; recruiting

and determining eligibility of applicants; ensuring that each cadet registers in DC NetworksNirtual OneStop; ensuring that each cadet has a complete and accurate certification folder training at least 56 D.C. residents in the Cadet Program (which shall include 34 DOES-sponsored graduates and new hires using funds from the MOU; and providing technical and formal academic instruction and specialized training, as a part of the Cadet Program. Effective Date and Duration of Agreement: October 1, 2013 through September 30, 2014 unless terminated in writing by the Parties prior to the expiration. The Parties may extend the term of this MOU by exercising a maximum of four (4) one-year option periods.

MOU between FEMSD and the Washington Convention and Sports Authority T/A Events DC.

MOU facilitates payment by FEMSD to the Washington Convention Center (Convention Center) for the use of the Convention Center for its 2014 Promotional Exam. Effective Date and Duration of Agreement: The period of the MOU runs concurrently with the period established by the License Agreement- April 19, 2014.

MOU between FEMSD and OUC. OUC to provide program support to several FEMSD program initiatives- Fire Station Alerting System, 311 Customer Relationship Management System, Safety Pad Integration and the CAD Business Intelligence Reports and Dashboard. Effective Date and Duration of Agreement: The period of the MOU shall reoccur annually from October 1st through September 30 unless terminated in writing by the Parties prior to the expiration.

MOU between FEMSD and OIG. MOU establishes Establish the terms, conditions, and procedures under which both Parties shall coordinate services for OIG employees to receive CPR Certification. Agreement also specifies the terms and conditions under which OIG will refer employees to FEMSD. Effective Date and Duration of Agreement: The period of this MOU is from the date it is fully executed through September 30, 2014, unless terminated in writing by either Party prior to the expiration date.

MOU between FEMSD and DPR. MOU enables DPR, consistent with DC law and regulations o transfer by the intra- district payment process local funds to FEMSD for providing emergency medical coverage for the DPR 2014 Black History Month Swim Meet. Effective Date and Duration of Agreement: February 1, 2014 through February 28, 2014 unless terminated in writing by the Parties prior to its expiration.

MOU between FEMSD and OAG. The terms of the agreement provide that the Office of the Attorney General will provide litigation, advice-giving and programmatic support to FEMSD in exchange for funding for these legal services. Effective Date and Duration of Agreement: October 1, 2013 through September 30, 2014, unless terminated in writing by the Parties prior to the expiration.

MOU between FEMSD and OSSE. This MOU enables OSSE, consistent with District laws and regulations, to transfer by the intra-district payment process local funds to FEMSD for providing emergency medical coverage for the 2013 State Football Playoff Games and the 2014 State Basketball Tournament Games. Effective Date and Duration of Agreement: November 16, 2013 through March 11, 2014 (the "Initial Term"), unless terminated in writing by the Parties prior to its expiration.

MOU between FEMSD and UDC. MOU establishes a consortium sponsorship between the FEMSD and UDC that will allow employees of the FEMSD employees and non- FEMSD employees to enroll in a paramedic educational program and obtain an Associate of Science degree and/or certification in the field of Paramedicine. Effective Date and Duration of Agreement: May 1, 2014 through September 30, 2014, unless terminated in writing by the Parties prior to expiration.

MOU between FEMSD and DCCAH. Terms of Agreement provide that FEMSD will conduct training to DCCAH employee in First Aid, Cardio-Pulmonary Resuscitation and the use of Automatic External

Defibrillators. Effective Date and Duration of Agreement: March 1, 2014 through June 1, 2014 unless terminated in writing by the Parties prior to the expiration.

New Fire Station Work Agreement between 400 E STREET SW L.L.C. and the District of Columbia, acting by and through the Department of General Services. Effective Date and Duration of Agreement: October 31, 2013 until final completion.

19. Please list each contract, procurement, lease, and grant (“contract”) awarded, entered into, extended and option years exercised, by the agency during FY14 and FY15, to date. For each contract, please provide the following information, where applicable:

- a) **The name of the contracting party;**
- b) **The nature of the contract (product or service);**
- c) **The dollar amount of the contract, including budgeted amount and actually spent;**
- d) **The term of the contract;**
- e) **Whether the contract was competitively bid or not;**
- f) **The name of the agency’s contract monitor and the results of any monitoring activity; and**
- g) **Funding source.**

Response:

Please see the attachment for Question #19.

20. Please identify all recommendations identified by the Office of the Inspector General, D.C. Auditor, or other federal or local oversight entities during the previous 3 years. Please provide an update on what actions have been taken to address these recommendations.

Response:

Date of Letter	Tracking Number	Topic
4/24/2014	OIG Control Number 2014-0252	Alleged violation of hiring practice regulations including those set forth in Chapter 8 of the DPM and related issuances regarding Temporary Appointments Pending the Establishment of Register

No further action taken.

Response Due Date: May 23, 2014

Response Date: May 20, 2014

Date of Letter	Tracking Number	Topic
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5/1/2014	CS# 14-0018	Referral to OIG-Alleged falsified time and attendance records by Firefighter
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Response Due Date: N/A

Response Date:

Administrative proceeding is pending.

Date of Letter	Tracking Number	Topic
2/28/2014	2014-0211	Alleged violations of District Promotion Regulations

Response Due Date:

Response Date: March 28, 2014

Date of Letter	Tracking Number	Topic
11/20/2014	2013-0273-1	Alleged payroll fraud

Response Due Date: N/A

Response Date:

Administrative action was taken and the matter is on appeal before the Office of Employee Appeals

Date of Letter	Tracking Number	Topic
10/1/2014	2013- 0273-2 (S)	Alleged payroll fraud

Response Due Date: N/A

Response Date:

Administrative action was taken and the matter is on appeal before the Office of Employee Appeals

21. Please identify all electronic databases maintained by your agency, including the following:

- a) A detailed description of the information tracked within each system;
- b) The age of the system and any discussion of substantial upgrades that have been made or are planned to the system; and
- c) Whether the public has access to all or part of each system.

Response:

Name	Manufacturer	Last Update	Time in use (years)	Use in Agency	Public
FireRMS	Zoll	> 3 months	< 5	After fire incident reports and fire Inspections	No
EPCR	SafteyPad	In progress	< 5	Patient Care reports	No
Telestaff	Kronos	In progress	< 4	Automated Scheduling and shift fulfillment	No
Sharepoint	Microsoft	N/A	< 2	Tracking calendars	No
SiSense	SiSense	In progress	> 1	Business intelligence tool	Planned*
Juvenile Fire Setters	MVS	> 2 year	> 2	Custom written database for	No

				tracking Juvenile Fire Setters	
Self-Controlled Breathing Apparatus	MVS	In progress	> 1	Custom written database for tracking inspections of all components of breathing apparatus	No
Accident Tracking database	Quickbase	< 3 years	< 3	Tracks vehicular accidents that occur with FEMS vehicles	No
Pay issue database	Microsoft Access	> 3 months	> 3	Tracks Pay issues and their completion dates	No
Statistica	Statistica	< 1 year	< 1	Business intelligence tool	No
FEMS Permitting	OCTO	> 3 months	> 1	online ordering and tracking of FEMS permits for Fire Prevention	Yes
Special Events/Ops	DataNet	In progress	> 1	Online ordering and tracking of FEMS services for Special Events/Special Ops	Yes
SAM/DAPPR	PSI	In progress	< 7	Used for online supply ordering, asset tracking, digital vehicle inspections, and controlled medication tracking	No
Google docs	Google	N/A	< 3	Various small online document collaboration	No
File server	N/A	In progress	< 10	All file shares and home drives	No
Target Solutions	Target Safety	In progress	< 5	Fire and EMS specific online courses	No
Compliance Tracking	Webfortis	In progress	> 1	Tracks disciplinary cases and has automated timers to meet disciplinary process deadlines	No
EEO Issue tracking	Webfortis	> 3 months	> 1	Tracks EEO cases and progress	No
Hubman		< 2 years	< 5	Provides access to buildings through keyfobs	No
<p>*SiSense is currently being evaluated by FEMS as an enterprise business intelligence tool to provide web-based metrics and easy to read graphics of all FEMS data sets. For example, it will eventually be used to illustrate both internal and external dashboard metrics such as how many incidents are completed within SLAs, how many incidents are fire calls, how many inspections were completed, or how many special events were attended during a day.</p>					

The listing above does not include any databases that are maintained by another agency such as PeopleSoft and DCHR. Due to the sensitive nature of this data, it should be kept confidential and should not be publicized.

FEMS is working to make more data available to the public. The Department created a free mobile application available for Windows, Android, and Apple devices. It contains outreach, safety tips, data on our locations, and number of responses by location. The second version of the application was recently.

The Department's website was updated to include a near-live count of the number of incidents for a day, and for the last 30 days, accessible on the home page.

The Department's website was saturated with numerous types of metrics that are updated monthly with KPI and response time data.

The Department implemented on-line permitting and special event scheduling during the last year, including online payment acceptance.

22. What has the agency done in FY14 and FY15, to date, to make agency activities more publicly transparent? In addition, please identify ways in which the activities of the agency and information retained by the agency could be made more transparent.

Response:

The Department has made numerous documents available by website, responsive to information requests and Department activity. During FY 2015, the Department is planning to post the documents described below:

- FEMS Open Government Report
- Public Employee Salary Information & Administrative Staff Manuals
- FEMS FY14 Budget
- 2013 District of Columbia Fire Code
- P Card Purchases
- Awarded Contracts
- FEMS Organizational Chart
- FEMS Performance Plans
- Cardiac Arrest Registry to Enhance Survival (CARES) Data
- FEMS Inspection and Permits
- FEMS Final Orders in Adjudicated Cases
- Submit feedback using Grade DC
- District-wide FOIA Reports
- District-wide FOIA Officers
- DC FOIA Statute
- Featured News
- Incident Reports

The way the Department can continue to promote governmental transparency is by keeping documents posted to the Department website updated and current.

The long term plan is for Department IT staff to make more databases web-based, simplifying data access. Most new software purchases are for vendor-hosted, web-based software when available, and the Department continues to convert Enterprise applications to this platform.

The Department has tested numerous business intelligence (BI) tools allowing for agency data to be gathered in one place, and presenting it in palatable, web-based format for both the public and decision making employees.

This project is a significant undertaking, and costs can easily soar past what the Department can absorb (well past the mid six figures), so progress has been slow until the last few months. The Department tested four BI tools during the last two years and has identified a software application that can serve as both the data repository (data warehouse) and the presentation layer (web page) at a cost the agency can eventual fold into operating costs. A phased approach is planned, adding functionality and users as funding becomes available.

The Department also implemented an online FOIA application a year before the citywide FOIA initiative, and just finished moving data from the older FOIA application to the new citywide FOIA Express application during February, 2015.

The Department attempted to utilize Microsoft Sharepoint software to make all forms and business processes web based, which would have been a first step to sharing more data, but the requirements were too vast and cost-prohibitive to include in the shared Sharepoint environment without impacting other agencies.

The Department also began a project to scan paper historical documents, but it was stopped when it was realized there was not an up-to-date District policy that addressed destruction of original paper documents once they were digitally archived. The District's policy makes no mention of paper disposal if a document is saved digitally. This would have allowed more access to documents electronically, aiding in public sharing. Attempts to obtain an updated policy were unfruitful and the project was suspended because the Department did not want to maintain both paper and digital records, as this would have created two points of data security to manage.

In the last twelve (12) months the Department has digitized the compliance/discipline tracking process, the permitting process, and the special operations process, standardizing the business flow. This allows for quicker access to such records when needed and appropriate.

The Department continues to research a process to make agency memorandum, special orders, and general orders available to the public or outside of the DCGOV network, and plans to identify a method for doing this during the next twelve (12) months.

23. Please identify any statutory or regulatory impediments to your agency's operations.

Response:

The Department is working closely with the Executive Office of the Mayor and the office of the City Administrator to evaluate, report and make recommendations concerning statutory or regulatory impediments to Department operations. Following completion of this evaluation, the Department will brief and provide follow-up to Council.

24. How does the agency solicit feedback from customers? Please describe.

a) What has the agency learned from this feedback?

b) How has the agency changed its practices as a result of feedback?

Response:

In addition to the below, please see the attachments for Question #24.

Starting in 2008, with the assistance of the Department’s ambulance billing contractor, the Department began mailing a survey to all patients transported to hospitals by Department ambulances. The survey asks a series of questions concerning services provided, impressions and overall satisfaction. An area on the survey form is provided for written comments and patient contact information. A copy of the current (FY 2015 survey) is included as an attachment.

Beginning in 2015, and at the request of Dr. Montvarner, the Interim Medical Director, the Department converted survey responses to “score card” formatting, using “grades” to more easily communicate results. Additionally, written comments provided on survey forms are now ranked, coded and converted to a service “impression” score (new during 2015). Both positive comments and negative comments will be flagged for CQI review. The Department’s FY 2014 “score card,” “grades,” and grading criteria is shown below. A copy of the FY 2014 Department’s Patient Survey Score Card (with graphs) and associated patient survey results for FY 2014 is included as an attachment.

Please note: The “F” grade indicated by the score card, below, is based on patient perception of wait time after arriving at a hospital by ambulance. The question asks, “after being brought inside the hospital, how would you describe the length of time you spent waiting to be moved from the ambulance stretcher to the treatment area or waiting room of the emergency department?” Also please note the discussion in item “d,” below.

Patient Survey Score Card – FY 2014		
Score Card Criteria	% Score	Grade
Overall Response Time	83.5%	B
Crew Professionalism	94.2%	A
Crew Competence	93.6%	A
Crew Attitude	94.3%	A
Crew Interaction with Patient	90.5%	A-
Crew Empathy for Patient	90.8%	A-
Crew Empathy for Family	87.6%	B+
Patient Turnover Time	78.5%	F
Overall Satisfaction	92.7%	A-

Grading Criteria	Grade
97% or more	A+
93% to 97%	A
90% to 93%	A-
87% to 90%	B+
83% to 87%	B
80% to 83%	B-
79% or less	F

- c) Based on patient survey results spanning more than five (5) years, more than 90% of patients report they are “satisfied” or “very satisfied” with EMS services provided by the Department. Total returned surveys number more than 10,000 during the five (5) year period and 2,189 during FY 2014.
- d) Based on patient survey results received during FY 2014, the lowest “score card” grade (an “F”) was patient perception of wait time after arriving at a hospital by ambulance (the time patients spend waiting to be turned over to hospital staff). Of the 2,056 responses received in response to the question, 97 (or 4.7% of answered responses) characterized the wait as “long” or “very long,” 345 (or 16.8% of answered responses) characterized the wait as “acceptable” while 1,614 (or 78.5% of answered responses) characterized the wait as “short” or “very short.” During FY 2014, the Department worked extensively with District hospitals to evaluate, report and make recommendations concerning patient turnover procedures, including participation in two (2) Six Sigma management studies conducted through the George Washington University Certified Public Manager Program. Changes in patient turnover procedures continue to be evaluated and discussed in an effort to improve overall patient “drop time” (the time ambulances spend at hospitals before becoming available to respond to another emergency call).

25. Please list and describe any ongoing investigations, audits, or reports on your agency or any employee of your agency, or any investigations, studies, audits, or reports on your agency or any employee of your agency that were completed during FY14 or FY15, to date.

Response:

Date of Letter	Tracking Number	Topic
4/24/2014	OIG Control Number 2014-0252	Alleged violation of hiring practice regulations including those set forth in Chapter 8 of the DPM and related issuances regarding Temporary Appointments Pending the Establishment of Register

No further action taken.

Response Due Date: May 23, 2014

Response Date: May 20, 2014

Date of Letter	Tracking Number	Topic
5/1/2014	CS# 14-0018	Referral to OIG-Alleged falsified time and attendance records by Firefighter

Response Due Date: N/A

Response Date:

Administrative proceeding is pending.

Date of Letter	Tracking Number	Topic
2/28/2014	2014-0211	Alleged violations of District Promotion Regulations

Response Due Date:

Response Date: March 28, 2014

Date of Letter	Tracking Number	Topic
11/20/2014	2013-0273-1	Alleged payroll fraud

Response Due Date: N/A

Response Date:

Administrative action was taken and the matter is on appeal before the Office of Employee Appeals

Date of Letter	Tracking Number	Topic
10/1/2014	2013- 0273-2 (S)	Alleged payroll fraud

Response Due Date: N/A

Response Date:

Administrative action was taken and the matter is on appeal before the Office of Employee Appeals

In FY14 and FY15, the FEMS IT office has performed at least once yearly an audit of:

- 1) All Telecom costs, to include desk phones, cell phones, and tablets
- 2) All information technology hardware and software in storage
- 3) All desktop PCs in the agency
- 4) All printers in the agency
- 5) All Cable TV hardware

26. Please identify all recommendations identified by the Office of the Inspector General, D.C. Auditor, or other federal or local oversight entities during the previous 3 years. Please provide an update on what actions have been taken to address these recommendations.

Response:

See answer to Question #20 (duplicate).

27. Has the agency developed a formal plan to decrease reliance on overtime?

- a) **What does the plan entail?**
- b) **Does this plan consider the recent District of Columbia Courts of Appeals' decision on the agency's overtime pay policy?**

Response:

The Department is working closely with the Executive Office of the Mayor and the office of the City Administrator to evaluate, report and make recommendations concerning how to manage overtime spending effectively. A "formal plan" has not yet been published, but discussions concerning operational requirements, the Department "staffing factor" and the hiring of Firefighter/Paramedic and Firefighter/EMT recruits to fill position vacancies, continue.

- a) To assist the Committee in understanding the background associated with overtime spending and the discussions taking place, the following provides summary for what is being evaluated:

Currently, the Department's Emergency Operations Division operates using two distinctive work shift systems (platoons), one for firefighters and one for single role employees. Firefighters work a 24 hour shift (one 24 hour day "on" followed by 3 days "off"). Single role employees work a 12 hour shift (two 12 hour days "on" followed by two 12 hour nights on, followed by 4 days "off"). Each staffing system uses four "platoons" to operate 24/365. Collective Bargaining Agreements (CBAs) define work shift systems and work week hours. Because firefighters are cross trained in EMS (dual role, sometimes called "all hazards"), they can staff all fire and EMS units (including fire trucks, rescue squads and transport units) functioning in both capacities. Because single role employees are not cross trained as firefighters, they can staff transport units and EMS Supervisor units (not fire trucks or rescue

squads), functioning in only a “single role” capacity.

Firefighters and single role employees assigned to the Emergency Operations Division are currently scheduled to work 42 hours per week, 52 weeks per year for a total of 2,184 “scheduled work hours per year.” Prior to the Court of Appeals’ decision, firefighters were paid “straight time overtime” for work hours in excess of 42 but less than 53 (both averaged per week), followed by “time-and-one-half overtime” for work hours of 53 or more (averaged per week). Because of the Court of Appeals’ decision, firefighters must now be paid “time-and-one-half overtime” for work hours in excess of 42 (averaged per week).

Single role employees are currently paid “time-and-one-half overtime” for work hours in excess of 40 (averaged per week). Accordingly, of the 2,184 “scheduled work hours per year,” single role employees are paid a “straight time” rate for 2,080 work hours and a “time-and-one-half” rate (“structured time-and-one-half overtime”) for 104 work hours (both averaged per week). However, a Local 3721 grievance (now scheduled for arbitration) claims that any single role employee working in excess of 8 hours during a work shift must be paid at a “time-and-one-half” rate. If the local prevails, of the 2,184 “scheduled work hours per year,” single role employees would be paid a “straight time” rate for 1,456 work hours and a “time-and-one-half” rate (“structured time-and-one-half overtime”) for 728 work hours (both averaged per week, with “structured time-and-one-half overtime” hours increasing by 600%), if a 12 hour work shift system is retained.

Currently, the Department plans for firefighters and single role employees to be absent from work 457 of 2,184 “scheduled work hours per year,” including leave hours and job required training time. This equates to 21% “not-at-work” hours. This planning only accounts for Emergency Operations Division employees. Prior to FY 2011, and extending back as far as 2001, the Department planned for firefighters and single role employees to be absent from work 639 of 2,184 “scheduled work hours per year,” including leave hours and job required training time. This equated to 29% “not-at-work” time.

To determine the number of firefighters and single role employees needed to staff the Emergency Operations Division 24/365, the Department uses a “seat hour” system. One “seat” on fire trucks, transport units and other vehicles or positions must be staffed 24 hours per day, 365 days per year. This equates to 8,760 “seat hours” during the period of one year. Each “seat” has certain requirements. For example, a Paramedic Engine Company requires one “seat” be occupied by a firefighter certified as an EMT-Paramedic. The Hazardous Materials Squad requires all five “seats” to be occupied by firefighters certified as HAZMAT technicians. Department of Health (DOH) regulations and CBAs impact “seat” staffing. DOH regulations require EMS certifications for operating first response and transport units, while CBAs define the number of “seats” per operating unit. By counting all “seats” on fire trucks, transport units and other vehicles or positions, and applying “staffing rules” (including certification requirements), the Department can determine the number of firefighter and single role positions that must be on duty each 24 hour “day,” along with the requirements each position must have. “Seat counts” by unit are shown in Tables 1 and 2, below:

Table 1 – “Firefighter Seat Counts”

Unit or Position Type (FIREFIGHTERS)	Unit Count	“Seat” Count	Total “Seat” Count
Deputy Fire Chief (DFC)	1	2	2
Battalion Fire Chief (BFC)	7	2	14
Engine Company (Paramedic)	21	4	84
Engine Company (EMT)	12	4	48
Truck Company	16	5	80
Fire Boat	1	5	5
Foam Unit	2	1	2
Air Support Unit	2	1	2
Rescue Squad	3	5	15
HazMat Squad	1	5	5
EMS Supervisor (Paramedic)	7	1	7
Ambulance (EMT)	25	2	50
Safety Officer	1	1	1
Emergency Liaison Officer (Paramedic at OUC)	2	1	2
Fire Liaison Officer (Fire Officer at OUC)	1	1	1
TOTALS	102		318

Table 2 – “Single Role Seat Counts”

Unit or Position Type (SINGLE ROLES)	Unit Count	“Seat” Count	Total “Seat” Count
Medic Unit (Paramedic)	14	2	28
TOTALS	14		28

In all, the Emergency Operations Division staffs 116 “units” (including emergency vehicles and single person positions) using 346 “seats,” including 318 firefighter “seats” and 28 single role “seats.”

Using the Department’s current planning for firefighters and single role employees to be absent from work 457 of 2,184 “scheduled work hours per year,” including leave hours and job required training time (or 21% “not-at-work” hours) firefighters and single role employees have 1,727 “available work hours” per year. For planning purposes, this number is used as the hours a full-time-equivalent (FTE) employee is expected to work each year in the Emergency Operations Division. Vacancies and positions detailed or assigned out of the Emergency Operations Division are not accounted for by “not-at-work” hours planning.

Multiplying the number of “seat hours” for each emergency vehicle and single person position during a year (1 “seat” x 24 hours/day x 365 days/year = 8,760 “seat” hours/year) by the total number of “seats” (346), then dividing by employee “available work hours” (1,727), results in an approximate FTE count for staffing. The final FTE count must be “balanced” by platoon (work shift) and “staffing rules.” Final (required) FTE counts for 24/365 staffing of

the Emergency Operations Division are shown in Table 3, below:

Table 3 – “Emergency Operations Division Required FTE Counts”

Position Type (FF)	Seat Count	Seat Type	Required FTE Count by Work Shift (Platoon)				Total FTE Count
			F-1	F-2	F-3	F-4	
Chief Officer (DFC)	1	EMT	1	1	1	1	4
Chief Officer (BFC)	7	EMT	7	7	7	7	28
Officer (CAP)	55	EMT	15	15	15	15	60
Officer (LT)		EMT	40	40	40	40	160
Officer (PM CAP)	9	PM	9	9	9	9	36
Officer (SGT/Aide)	30	EMT	30	30	30	30	120
Technician	75	EMT	75	75	75	75	300
Marine Pilot	1	EMT	1	1	1	1	4
Asst Marine Pilot	1	EMT	1	1	1	1	4
Marine Engineer	1	EMT	1	1	1	1	4
Firefighter (PM)	21	PM	28	28	28	28	112
Firefighter (EMT)	117	EMT	196	196	196	196	784
Position Type (SR)	Seat Count	Seat Type	EMS-1	EMS-2	EMS-3	EMS-4	Total FTE Count
Single Role (PM)	14	PM	20	20	20	20	80
Single Role (EMT)	14	EMT	18	18	18	18	72
TOTALS (FF/SR)	346		442	442	442	442	1,768

In all, to staff the Emergency Operations Division’s 116 “units” (including emergency vehicles and single person positions) using 346 “seats,” including 318 firefighter “seats” and 28 single role “seats,” 24/365, requires 442 personnel (FTEs) assigned per work shift, or 1,768 personnel (FTEs) total. These numbers represent “floor” staffing (the minimum required FTE count) for reducing unplanned overtime.

On 1/7/2015, the Department completed a “Telestaff” (the software application used by the Department for staffing) analysis of firefighters and single role employees assigned to and working in the Emergency Operations Division. This analysis represented a “snapshot” of FTE counts for the day the analysis was completed. Actual FTE counts change day-to-day, as employees move into and out of the division. “Actual” FTE counts (by work shift) in the Emergency Operations Division are shown in Table 4, below, while “deficit” FTE counts (by work shift) are shown in Table 5, below:

Table 4 – “Emergency Operations Division Actual FTE Counts (1/7/2015)”

Position Type (FF)	Seat Count	Seat Type	Actual FTE Count by Work Shift (Platoon)				Total FTE Count
			F-1	F-2	F-3	F-4	
Chief Officer (DFC)	1	EMT	1	1	1	1	4
Chief Officer (BFC)	7	EMT	7	6	7	7	27
Officer (CAP)	55	EMT	12	14	16	14	56

Officer (LT)		EMT	40	37	39	38	154
Officer (PM CAP)	9	PM	8	6	8	8	30
Officer (SGT/Aide)	30	EMT	31	30	27	30	118
Technician	75	EMT	75	70	75	73	293
Marine Pilot	1	EMT	1	1	0	1	3
Asst Marine Pilot	1	EMT	1	0	1	1	3
Marine Engineer	1	EMT	1	1	1	1	4
Firefighter (PM)	21	PM	19	22	22	17	80
Firefighter (EMT)	117	EMT	179	189	176	200	744
Position Type (SR)	Seat Count	Seat Type	EMS-1	EMS-2	EMS-3	EMS-4	Total FTE Count
Single Role (PM)	14	PM	11	13	7	9	40
Single Role (EMT)	14	EMT	13	15	14	16	58
TOTALS (FF/SR)	346		399	405	394	416	1,614

Table 5 – “Emergency Operations Division Deficit FTE Counts (1/7/2015)”

			Deficit FTE Count by Work Shift (Platoon)				
Position Type (FF)	Seat Count	Seat Type	F-1	F-2	F-3	F-4	Total FTE Count
Chief Officer (DFC)	1	EMT					
Chief Officer (BFC)	7	EMT		-1			-1
Officer (CAP)	55	EMT	-3	-1	1	-1	-4
Officer (LT)		EMT		-3	-1	-2	-6
Officer (PM CAP)	9	PM	-1	-3	-1	-1	-6
Officer (SGT/Aide)	30	EMT	1		-3		-2
Technician	75	EMT		-5		-2	-7
Marine Pilot	1	EMT			-1		-1
Asst Marine Pilot	1	EMT		-1			-1
Marine Engineer	1	EMT					
Firefighter (PM)	21	PM	-9	-6	-6	-11	-32
Firefighter (EMT)	117	EMT	-17	-7	-20	4	-40
Position Type (SR)	Seat Count	Seat Type	EMS-1	EMS-2	EMS-3	EMS-4	Total FTE Count
Single Role (PM)	14	PM	-9	-7	-13	-11	-40
Single Role (EMT)	14	EMT	-5	-3	-4	-2	-14
TOTALS (FF/SR)	346		-43	-37	-48	-26	-154

Based on the 1/7/2015 Telestaff analysis, the Emergency Operations Division was “short” 154 FTEs. This included 32 Firefighter/Paramedics, 40 Firefighter/EMTs, 40 single role Paramedics, and 14 single role EMTs (together, 82% of “deficit” FTEs). Accordingly, daily overtime expenditures in the Emergency Operations Division are excessive because minimum FTE counts required for “floor” staffing of the planned “level of service” are not present.

Shortly after Mayoral transition, the Department began working with the Executive Office of

the Mayor and the Office of the City Administrator to evaluate operational requirements, including re-evaluation of the Department's "staffing factor" (the number of planned FTEs, divided by the number of "platoons" (or "work shifts"), divided by the number of "seats"). This evaluation has focused on a number of key areas:

1. What should be the planned "level of service" provided by the Emergency Operations Division each day, in terms of Paramedic staffing (including Paramedic Engine Companies, EMS Supervisors and Medic Units) by firefighters and single role personnel? Prior to Mayoral transition, the Department routinely "downgraded" the planned "level of service" daily to minimize overtime expenditures.
2. What should be the planned "level of service" provided by the Emergency Operations Division each day, in terms of overall unit counts (fire trucks, transport units, etc.) and the times and days of the week units are in service, given that the District continues to experience a sudden and unexpected increase in emergency call load volume that began in January, 2014 (FY 2014), has extended through January, 2015 (FY 2015), and continues to impact fire and EMS system operational capacity. Prior to Mayoral transition, the Department discussed with Council a number of planned redeployment and service level strategies to address call load volume increases. These strategies were never implemented.
3. Based on the planned "level of service," what level of overtime expenditures are acceptable (in the short term), given the number and types of personnel available to work overtime, the provisions of the FY 2015 Budget Support Act (BSA), the impact of the Court of Appeals' decision on firefighter overtime and the potential impact of the grievance (now scheduled for arbitration) on single role overtime?
4. To reduce unplanned overtime and move forward (in the longer term), what strategy should the Department implement to reduce "deficit" FTE counts in the Emergency Operations Division while still maintaining appropriate FTE counts in other bureaus and divisions to support required functions and programs?
5. To reduce unplanned overtime and move forward (in the longer term), what hiring strategy should the Department implement to reduce "deficit" FTE counts in the Emergency Operations Division and should this strategy focus on immediately increasing FTE counts of Paramedics (firefighter and/or single role), other position types, or a mixture of each?
6. To reduce unplanned overtime and move forward (in the longer term), what strategy should the Department implement to minimize the amount of time that entry-level and other positions remain vacant in the Emergency Operations Division and should this include a "formulated strategy" for hiring which recognizes the Department experiences between 90 and 120 employee separations each fiscal year?

Following completion of the Department's operational evaluation by the Executive Office of the Mayor and the Office of the City Administrator, the Department will brief and provide

follow-up to Council about plans for managing overtime expenditures in the shorter term and reducing unplanned overtime in the longer term.

- b) Both the Court of Appeals decision concerning firefighter “time-and-one-half overtime” for work hours in excess of 42 (averaged per week), and the Local 3721 grievance (now scheduled for arbitration) claiming that single role employees working in excess of 8 hours during a work shift must be paid at a “time-and-one-half” rate (if awarded), will significantly impact the Department’s overtime pay policy. Essentially, any overtime paid at a time-and-one-half rate to routinely maintain a planned operational “level of service” will be cost prohibitive. Previously, when overtime could be paid at a straight-time rate, routinely planned overtime was cost advantageous in smaller amounts. However, with “time-and-one-half overtime,” the Department could afford a higher FTE count (at less overall “per seat” cost) compared to a lower FTE count (at greater overall “per seat” cost, including overtime) to maintain the same operational “level of service.”

28. How did the agency collect Emergency Medical Services (EMS) fees in FY14? Will this plan be modified in FY15?

- a) **Please provide the total amount of EMS fees collected in FY14 and FY15, to date.**
- b) **When may the agency collect EMS fees after a patient receives an EMS bill?**
- c) **How many times in FY14 and FY15, to date, did the agency collect EMS fees?**

Response:

The Department continues to use a contracted ambulance billing service for collecting EMS fees. The contractor is paid on a percentage basis of ambulance charges collected. The Department does not anticipate modifying this plan during FY 2015.

- a) The total amount of EMS fees collected (“Net Collections”) during FY 2014 was \$27,489,609.08. The total amount of EMS fees collected (“Net Collections”) during FY 2015 (10/1/2014 to 12/31/2014) was \$6,390,279.28.
- b) Most EMS fees are collected from healthcare insurance programs (including Medicare and Medicaid) within forty five (45) days after the Department’s ambulance billing contractor submits a claim for ambulance charges. If healthcare insurance cannot be identified for a patient, an inquiry form, including a summary of ambulance charges, is mailed to the patient usually within ten (10) calendar days following the date of ambulance service. If the patient does not return the form or call the ambulance billing contractor and provide healthcare insurance information, billing invoices are mailed to the patient within thirty (30) and then sixty (60) calendar days following the date of ambulance service. Telephone calls to the patient are made by the ambulance billing contractor during the same time period. In all, most EMS fees are collected within one hundred twenty (120) calendar days following the date of ambulance service. EMS fees are considered “due and owing” and may be collected by the Department any time following the date of service.

c) During FY 2014, the Department’s ambulance billing contractor processed 109,915 patient accounts. During FY 2015 (10/1/2014 to 12/31/2014), the Department’s ambulance billing contractor processed 19,138 patient accounts. Payment collection of individual patient accounts is tracked by date-of-service (DOS, the date ambulance service took place). Of the 109,915 patient accounts processed during FY 2014, 108,141 had a DOS during FY 2014. As of 1/31/2015, 77,633 of these accounts showed payments collected. Similar data for FY 2015 is not yet available.

Information reported in responding to questions was provided by the Department’s ambulance billing contractor.

29. Please provide the total amount of EMS fees the agency failed to collect in FY14?

Response:

During FY 2014, the Department’s ambulance billing contractor processed 109,915 patient accounts, totaling \$52,860,848.30 in EMS fees billed (“Gross Charges”). Mandated “Contractual Adjustments” (including fee reductions for “allowable” charges to Medicare, Medicaid and other government insurance programs or plans) totaled \$16,487,680.05, resulting in a “Net Charges” balance of \$36,373,168.25.

During FY 2014, the Department’s ambulance billing contractor collected \$27,489,609.08 in EMS fees (“Net Collections”), adjusted for refunds. The remaining unpaid balance of net outstanding charges (“Net Collections” subtracted from “Net Charges,” or ambulance charges that *could* be collected) during FY 2014 was \$8,883,559.17.

Information reported in responding to questions was provided by the Department’s ambulance billing contractor.

30. Please list the following information in table format regarding the agency’s use of SmartPay (credit) cards: individuals (by name) authorized to use the cards in FY14 and FY15, to date; purchase limits (per person, per day, etc.); total spent in FY14 and FY15 to date (by person and for the agency). Please also indicate all unauthorized purchases.

Response:

Please see table, below:

Purchase Card Holder	P/Card Limits	Total Spent (dollars)	
		Fiscal Year 2014	Fiscal Year 2015
Falwell, BFC Tony	\$5,000-\$20,000	53,463.45	20,900.36
Foster, Capt. Antonio	\$5,000-\$20,000	---	220.71
Foust, DFC David	\$5,000-\$20,000	84,292.55	30,518.25

Hawkins, Derron	\$5,000-\$20,000	---	---
Holmes, Lt. Christopher	\$5,000-\$20,000	103,537.42	51,091.02
Jackson, Michael	\$5,000-\$20,000	207,182.94	55,811.61
Keys, Charity	\$5,000-\$20,000	259,053.72	40,257.95
Knight, BFC Michael	\$5,000-\$20,000	124,238.97	15,993.82
Leake, Dan	\$5,000-\$20,000	129,210.23	45,985.43
Leonard, Edward	\$5,000-\$20,000	112,297.72	48,692.46
Magruder, DeAngela	\$5,000-\$20,000	22,741.13	5,221.17
Mitchell, Torez	\$5,000-\$20,000	221,422.06	56,349.63
Peterson, Ralph	\$5,000-\$20,000	---	60,437.87
Rich, Dennis	No Longer Employed By FEMS	100,894.92	---
Sackey, Capt. Seth	No Longer Has A Purchase Card	7,190.26	---
Scott, Deborah	\$5,000-\$20,000	---	280.68
Settle, Capt. Larry	\$5,000-\$20,000	---	---
Stewart, Capt. Charles	\$5,000-\$20,000	89,393.58	22,103.15
Walker, Mary Renee	No Longer Employed By FEMS	26,067.01	---
Westfield, DFC Angelo	No Longer Employed By FEMS	15,728.15	---
Williams, Lauren	\$5,000-\$20,000	261,110.70	39,685.64
Wynn, DFC Mark	\$5,000-\$20,000	15,635.41	1,397.32
FEMS Total Spent		1,833,460.22	494,947.07

a) What measures does the agency take to track individuals or units assigned smartphones, laptops, tablet computers and mobile phones? Please indicate how the agency controls the usage of all devices.

Response:

In FY14, the Department started tracking all of the IT equipment in an asset tracking database, which is still in the process of being rolled out to the entire agency. This eliminated tracking via disparate spreadsheets. Whenever something is issued from IT, it is to be scanned in the database. Whenever someone separates from the agency, their employee record is checked in this database to see if they have any equipment assigned to them, which must be returned.

The Department's IT Office expects to provide a proof of concept in three weeks that will track the onboarding/moving/offboarding of employees. This will be tied to the asset tracking database. It is expected to ensure that when someone starts with the agency, auto alerts go off to appropriate staff to setup their access and equipment. When someone has a change in duties, alerts will go off again to the necessary parties. Finally, when someone separates from the agency, alerts will go to those that need to suspend all their access. The Department expects this to more efficiently control employee access and to assure that all equipment is returned to the many different issuance groups within the agency.

The Department's IT Office also follows all requirements from Government Operations Cluster (previously OFRM) for tracking Telecom costs through the Fixed Cost Management System (FCMS). This system tracks all telecom billing for Department staff, with bills emailed to end users for verification of charges. Telecom overages are checked monthly and if they are due to personal use, the costs are recovered from the end user.

Laptops are preinstalled with the FEMS software suite, or "image," so they are forced into the same usage requirements as a DCGOV desktop.

The Department uses three types of tablets. The first are Samsung tablets in use by Fire Inspectors and new recruits. These tablets have the full FEMS image in them, so they are able to be controlled by FEMS and OCTO IT remotely. The second are IPADS that are used by a very few number of senior staff members. Due to the nature of an IPAD, these are used mostly just for email and productivity on the go. They do not inherently have access to FEMS network resources. Finally, The Department's IT Office received upgraded GETAC tablets from the OUC that replaced all the Toughbook laptops in emergency apparatus. These tablets have a full DCGOV software suite on them and are controlled by FEMS and OUC IT remotely.

Any hardware that has the FEMS software image on it has built in antivirus and internet content filtering. It also receives updates without user interaction.

31. Please attach all apparatus audits conducted in FY14 and FY15, to date.

Response:

Please see the attachment for Question #31.

a) Has the agency implemented a preventative maintenance program?

Response:

The Department implemented a preventive maintenance program which includes PM inspection forms and training materials for ambulances, engines and trucks and continues to build and refine the process. Adherence to the program is challenging due to current staffing levels.

b) What are the FY15 goals of the Apparatus Division?

Response:

FY15 goals:

- Establish parts room functionality: Staffing, logistics/infrastructure, and IT capability.
- Fully staff the shop floor and foreman ranks with qualified mechanics and foreman.

- Increase the professional qualifications of the Fleet Maintenance staff through organizational and manufacture training in accordance with National Fire Protection Association (NFPA 1071) Emergency Vehicle Technician Professional standards.
- Build upon a Standard Operating Procedure Manual that contains fleet policies and procedures.

32. Please provide the plan and timeline to certify agency ladder trucks and engine pumpers. Include how many certifications are expired? How many certifications are valid?

Response:

As of 2/11/15 eleven (11) ladder trucks are certified out of 26. Fifteen (15) are expired and not certified. Two (2) ladder trucks were tested, but certification is pending repairs to be completed within eight (8) weeks. Two (2) ladder trucks are at Seagrave for aerial refurbishment and testing. Three (3) are scheduled to be tested by May 31, 2015. Currently, the Department is evaluating options on eight (8) ladder trucks with expired certifications that require major repairs and refurbishment.

As of 2/11/15 twenty-nine (29) Engine Pumpers are certified out of 63. Thirty-four (34) are expired and not certified. Five (5) pumpers are at vendors for repairs and pump testing. Three (3) are scheduled for property disposal and will not be tested. Eleven (11) are scheduled for pump testing and are progressing slowly due to available reserves and long repair times. Currently, the Department is evaluating options on fifteen (15) pumpers with expired certifications that will require major repairs and refurbishment.

a) Does the agency perform any other annual certifications for equipment, tools, or apparatus? Please list each annual certification. Please also the total number that are currently certified.

Response:

Currently, the agency does not perform other kinds of certifications.

33. Has the agency established a paramedics' certification program in the University of District Columbia? Does the program meet Middle States Commission on Higher Education standards?

Response:

In the addition to the below, please see the attachment for Question #33.

The Department has established a paramedic certification program. The program meets the Middle States Commission on Higher Education Standards. Included as an attachment is a special report providing an updated status of the program.

34. Please provide the number of WAE contract and term personnel within the agency. Please include the name of each employee, position title, the length of their term or contract, the date on which they first started with the agency, and the date on which their term or contract expires.

Response:

In addition to the below, please see the attachment for Question #34.

As of 2/11/2015 the Department currently employs thirty five (35) Temporary Employees (WAE) and seventeen (17) Term Employees. Please see the attachment for name, position title, start and end dates.

35. Please provide, as an attachment, a copy of the agency's FY14 performance plan. Please explain which performance plan objectives were completed and whether or not they were completed on-time and on budget. If they were not, please include an explanation.

Response:

Please see the attachment for Question #35.

36. How many single family homes are eligible to receive a free smoke detector from the agency? Please discuss the A'sia Sutton Smoke Alarm Giveaway and Installation Program.

Response:

All single family home owners of the District of Columbia are eligible to request a free smoke alarm. Landlords are responsible for ensuring their rental properties have the proper smoke alarms installed. The A'sia Sutton Smoke Alarm Giveaway and Installation Program is a District-wide initiative established to ensure all District of Columbia homes have working smoke alarms.

a) How many smoke detectors did the agency install in FY14 and FY15, to date?

Response:

FY 14	1,723 Smoke Alarms
FY 15 to Date:	84 Smoke Alarms

b) Does the agency provide free smoke detectors for District residents? If so, how many are currently available?

Response:

All smoke alarms distributed by the Department are free. Currently, the Department has 4,213 smoke alarms available.

c) How many free smoke detectors does the agency plan to install in FY15?

Response:

The Department plans to provide one (1) or more free smoke alarm(s) to any District residential home owner that does not have adequate protection in their home.

37. D.C. Code § 2-536 enumerates all agency information that should be made public without the requirement of a written request. Is the agency currently compliant with this statutory requirement?

Response:

The Department is compliant with the District of Columbia statutory requirement. Also, the Department is working diligently to post additional information that does not require a written request.

**38. How does the agency evaluate the Office of Communication (OUC) and whether OUC properly dispatches FEMS personnel according to dispatching protocol?
a) Please include dispatching protocol as an attachment.**

Response:

In addition to the below, please see the attachment for Question #38.

The Fire and EMS Department employs several personnel which are embedded with the Office of Unified Communications. These positions are referred to as the Fire Liaison Officer (FLO) and Emergency Medical Liaison Officer (ELO). Each position is responsible for different duties while working at the Office of Unified Communications (OUC).

The FLO serves in a capacity of supporting emergency dispatchers should questions arise regarding the dispatch of emergency vehicles to a reported incident. Although dispatching assignments of emergency vehicles to incidents follow written procedures, there are times when unusual circumstances may require a variance in dispatch protocol, such as water outages, known hazardous materials or unusually heavy patients. The FLO also provides critical information to the responding Battalion Commanders such as fire hydrants out of service, known

hazards in a building and known disabled or other persons needing special assistance and living at the incident address. The Department plans to expand the duties of the FLO to include monitoring tactical incident channels and providing time tracking for critical elements involving incident management.

The ELOs serve in the capacity of monitoring area hospitals to assist with reducing extended backups that impact transport unit “drop times.” The ELO directs transport units to lesser crowded hospitals based on the priority level of a patient being transported. Other duties of the ELO include assuring that protocol is followed with respect to patient transports and patient refusals. Each unit transporting a patient provides a brief description of patient condition and treatment to the ELO. Based on this information, the ELO determines transport destination and may direct additional treatment be provided to the patient. The ELO is also responsible for reporting when a transport unit is identified as “out of service,” along with documenting the length of time and reason why the unit is “out of service” in a daily report.

39. During FY14 and FY15, to date, how did the agency partner with OUC to improve interagency communication and training? Please include personnel or training programs currently performed by the agency.

Response:

The Department partnered with HSEMA and the OUC to provide training for members on the role of the “Communications Unit” and the positions that staff this multiagency communications response group. The Communications Unit plays a critical support role within the incident command system (ICS) during disasters and emergencies. ICS establishes basic principles, practical tools, and a definitive nomenclature and structure for supporting incident-based emergency response. This team consists of Communication Leaders which head the unit, Communications Technicians which provide radio channel support to the unit managing the radio channels/talk groups to be used and deployment of the radio cache.

The Department participates in the Statewide Interoperability Committee as a partner to the OUC and other response agencies to address issues of mutual concern.

The Department participated with the OUC in a “Dispatch Working Group” that involved field staff, managers and union officials to assure coordinated efforts were undertaken to resolve common and shared issues involving the receipt, processing and dispatch of 911 calls.

40. Please include the number of fire inspectors, armed arson investigators, and supervisors currently assigned to the Fire Inspection Unit (FIU). Please include the length of time each member has served in the FIU.

Response:

FEMS FIU MEMBER	POSITION	TIME IN FIU
Lt. Adam Young	Unit Commander/ Armed	8 years

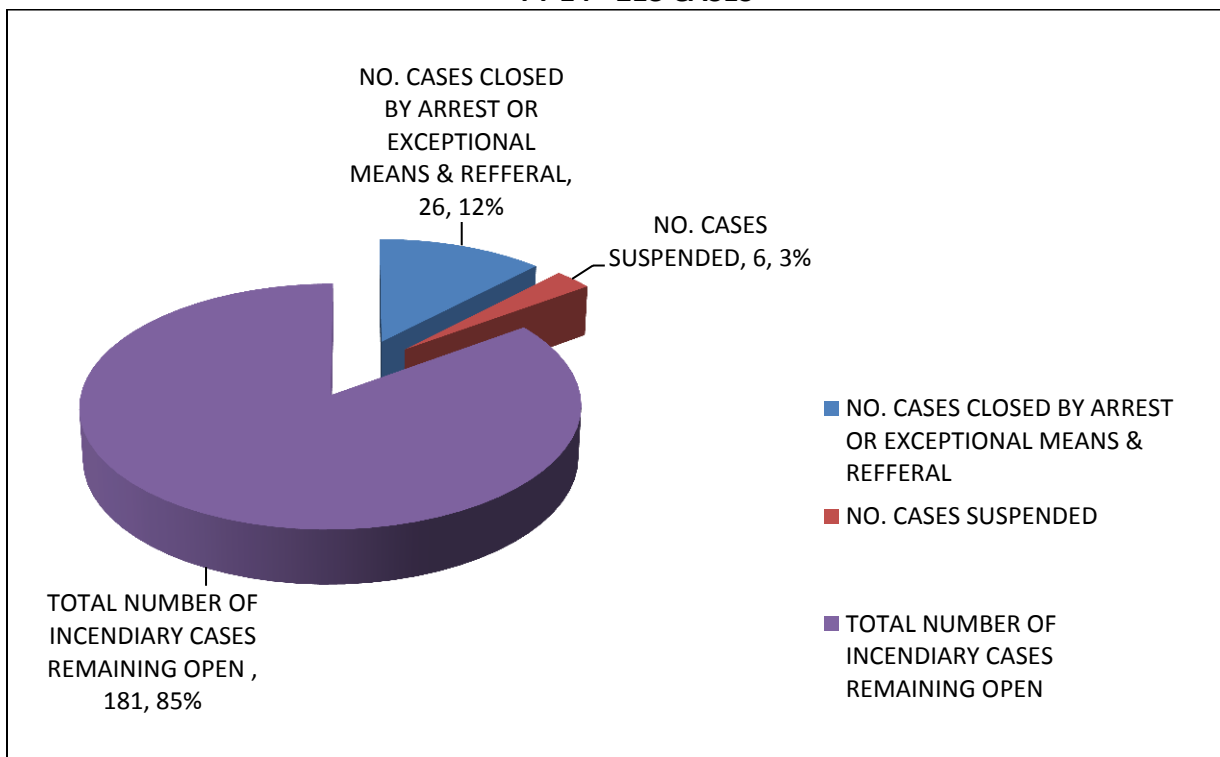
Invest. Scott Ford	Fire Investigator/ Armed	8 years
Invest. Scott Wilson	Fire Investigator/ K-9 Armed	8 years
Invest. Rodney Taylor	Fire Investigator/ K-9 Armed	10 years
Invest Tomi Rucker	Fire Investigator/ Armed	8 years
Invest. James Taylor	Fire Investigator/ Armed	8 years
Invest. Kenneth Kittrell	Fire Investigator/ Armed	8 years
Invest. Chris Somers	Fire Investigator/ Armed	5 years
Invest. Gala McDougal	Fire Investigator	5 years
Invest. Jadonna Sanders	Fire Investigator	5 years
Invest. Whitney Ward	Fire Investigator	1 year
Invest. Anne Guglik	Fire Investigator	1 year
Invest. Hakim Carroll	Fire Investigator	9 months
Invest. Brian Godfrey	Fire Investigator	9 months
Invest. Donovan Sanchez	Fire Investigator	4 months

a) Please state the current rate of arson closures within the agency in FY14 and FY15, to date. Please include the total number of cases investigated, the total number of cases closed, and the total number of cases pending.

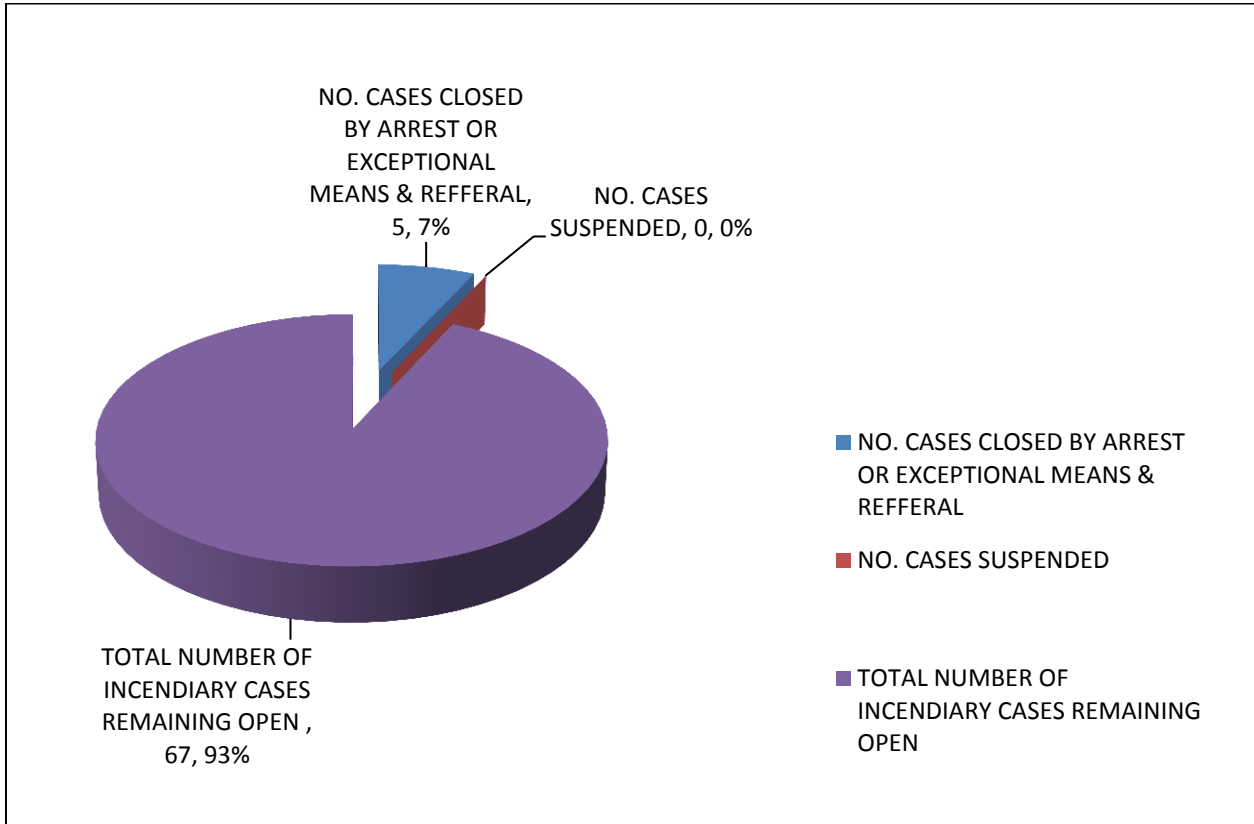
Response:

Please see charts, below:

**FEMS FIRE INVESTIGATIONS INCENDIARY/ ARSON FIRE CASE MANAGEMENT
FY 14 - 213 CASES**



**FEMS FIRE INVESTIGATIONS INCENDIARY/ ARSON FIRE CASE MANAGEMENT
FY 15 OCTOBER – JANUARY - 67 CASES**



b) How many arson cases have resulted in arrest in FY13, FY14, and FY15, to date?

Response:

FY 13	13 Arrest
FY 14	26 Arrest
FY 15	5 Arrest

41. Please discuss radio channel encryption. Does channel encryption impact the agency’s ability to receive mutual aid?

Response:

Based on a review of the implemented encryption plan, the Executive Office of the Mayor decided that it was in the best interest of the District and its residents to change encryption

protocols. Beginning in March, unencrypted channels will be used for all standard operations, while still maintaining encryption capabilities for events that contain sensitive communication. The new protocols will ensure that the Department can seamlessly communicate with agencies from other jurisdictions while still embracing encryption technology that will ensure the safety and security of residents and visitors during incidents deemed sensitive.

a) What is the agency’s role in ensuring all control centers are able to communicate with the agency’s encrypted devices?

Response:

The Department is represented on multiple committees in the region to ensure interoperable communications. Primarily, these include the Metropolitan Washington Council of Government Police & Fire/Rescue Communications Subcommittee and the FEMA Region 3 Regional Emergency Communications Coordination Working Group. By participating in these meetings, regional partners keep each other updated on communication system changes. The Metropolitan Washington Council of Governments is working on a draft FY 2015 proposal for both a strategic interoperable encryption plan and a “Project 25 Inter Radio Frequency Subsystem Interface” for approval by regional fire chiefs.

42. For each month during January 2013 - January 2015, please provide the attrition rate of sworn personnel. Please also provide the following:

Response:

Attrition of personnel by month, January, 2013 to January, 2015 (PeopleSoft data query):

Month/Year	Firefighter	Single Role	Fire Cadet	Other	Totals
JAN 13	10	1	0	1	12
FEB 13	4	0	0	0	4
MAR 13	7	0	2	3	12
APR 13	7	0	0	0	7
MAY 13	9	1	0	0	10
JUN 13	11	0	1	3	15
JUL 13	2	1	0	0	3
AUG 13	8	0	2	1	11
SEP 13	2	0	5	4	11
OCT 13	6	0	0	0	6
NOV 13	5	0	0	1	6
DEC 13	16	0	0	2	18
JAN 14	4	1	0	2	7
FEB 14	8	0	0	1	9
MAR 14	3	1	1	3	8

APR 14	6	1	0	1	8
MAY 14	4	0	2	1	7
JUN 14	2	1	0	1	4
JUL 14	5	1	1	2	9
AUG 14	5	0	0	4	9
SEP 14	4	0	2	1	7
OCT 14	3	1	1	1	6
NOV 14	10	0	1	1	12
DEC 14	7	4	3	2	16
JAN 15	8	0	0	2	10
Total	156	13	21	37	227

a) The number of paramedics who left the agency for any reason, by quarter, for the period of January, 2013 to January, 2015 (PeopleSoft data query):

Quarter/Year	Firefighter	Single Role	Totals
Q1 CY 2013	2	0	2
Q2 CY 2013	6	1	7
Q3 CY 2013	2	1	3
Q4 CY 2013	4	0	4
Q1 CY 2014	3	2	5
Q2 CY 2014	0	1	1
Q3 CY 2014	3	1	4
Q4 CY 2014	2	4	6
Q1 CY 2015	1	0	1
Total	23	10	33

b) The number of departures, grouped by reason (e.g., retirement, termination, left for another Fire/EMS Department, etc.) for FY14 (October, 2013 to September, 2014) and FY15 (October, 2014 to January, 2015), to date (PeopleSoft data query):

Reason	Firefighter	Single Role	Fire Cadet	Other	Totals
Retirement-Voluntary	56	0	0	6	62
Retirement-Mandatory	1	0	0	0	1
Retirement-Disability	5	1	0	0	6
SSA/DC Plan	0	0	0	1	1
Resignation	26	9	1	8	44
Separation-Other	0	0	0	1	1
Separation-Excepted Svc	0	0	0	0	0
Termination-Exp of Appt	0	0	1	2	3
Termination During Prob/Trial Period	1	0	0	1	2

Termination	4	0	8	2	14
Removal	1	0	1	3	5
Death	2	0	0	1	3
Total	96	10	11	25	142

c) Strategies the agency implemented to address high attrition rates:

- The Department offers single role employees the ability to laterally transfer and be trained to become dual role, cross trained F/F Paramedics.
- The Department has drastically reduced holding personnel over - commonly referred to as “Continuation of Duty”.
- The Department has added transport units to operations to even out the workload - improving unit hour utilization.
- The Office of the Fire/EMS Chief has increased communication with all members, assessing the needs of the workforce and provided a responsive environment to serve those needs.

43. With regard to the agency’s fleet, please respond to the following:

a) In table format, give the number of each type of vehicle owned and used.

Response:

Please see vehicle count table, below, produced by the FASTER Fleet Management System.

Types of Vehicles

FASTER Class	FASTER Vehicle Class Description	FASTER Count
AMBU	AMBULANCE	98
7PFF	FIRE UNIT, PUMPER	63
7FLI	FIRE UNIT, AERIAL LADDER	26
7CMV	FIRE UNIT, COMMAND VEHICLE	25
7FAL	FIRE/EMS SEDAN FULL SIZE	21
TRK	TRUCK	20
SUV	SPORT UTILITY VEHICLE	12
1523	PICKUPS: HALF TON CREW CAB	11
300	NON SELF PROPELLED: TRAILER MOUNTED: MESSAGE\ARROW	10
7FRH	FIRE UNIT, HD RECUE TRUCK 40,000 LBS	10
1212	LIGHT VEHICLES: GOLF CART: FOUR WHEELED	9
TRL	TRAILER	7
SEDN	SEDAN	6

7FBT	FIRE UNIT, FIRE RESPONSE BOAT	4
7FZB	FIRE UNIT, LIGHT TRUCK 0-6000 LBS	4
ADMINVEH	Admin Vehicles	4
7BUS	FIRE RESPONSE: MCU-COMMAND BUS	4
CCOE	FIRE UNIT, 1 TON UTILITY VAN	4
SERV	SERVICE	4
360	NON SELF PROPELLED: TRAILER MOUNTED: CONSTRUCTION	3
1410	VAN: WINDOW: 7-8 PASSENGER (1/2 TON)	3
7FGF	FIRE UNIT, MD TRUCK 25,000 LBS	3
7FMU	FIRE UNIT, FOAMING UNIT	3
VAN	VAN	3
1320	AUTOMOBILE: COMPACT, HYBRID	2
1620	SPORT UTILITY VEHICLE (SUV)	2
2422	VAN: CARGO STEP VAN	2
8731	WRECKER, GVWR:>33,000	2
9623	OFF ROAD CONSTRUCTION: TRACTOR, UTILITY	2
7FZG	FIRE UNIT, HEAVY DUTY TRUCK, 25,000 LBS	2
CBTE	FIRE UNIT, MINI VAN CARGO	2
RESC	RESC	2
1513	PICKUPS: 1/4 TON COMPACT PICKUP TRUCK	1
3512	PICKUP W/PLOW (9K-11.5K)	1
WRECKM	Wreckers Marked	1

- b) As an attachment and in table format, list all emergency response apparatus (including Battalion Chief and EMS Supervisor “buggies”) in the agency (NOTE: please do not include leased vehicles). Provide a brief description of the vehicle (e.g., Engine-22, Ambulance 9, etc.), the model and year of the vehicle, and whether the vehicle is in regular operations or part of the reserve fleet.**

Response:

Please see the attachment for Question #43(b).

- c) How many vehicles does the agency lease? Describe, generally, the purpose of these vehicles. Include in your response an explanation of how and why leasing vehicles is most cost-effective.**

Response:

The Department currently leases thirty nine (39) GSA vehicles as detailed in the table, above. Generally, these vehicles are used for administrative purposes including fire inspections.

The benefit of leasing these vehicles is that support functions, such as maintenance, are not handled by FEMS. Freeing the shop from performing the maintenance and support functions of the leased vehicles decreases work load. Currently, this is a significant benefit that is difficult to quantify considering the work load associated with the emergency response apparatus. Leasing becomes a balancing tool in working to match maintenance and repair capacity with capability.

44. Please describe how sexual harassment allegations are investigated and processed.

Response:

When an employee files a complaint of sexual harassment with the Department, the complaint is reviewed and investigated by the Department's EEO & Diversity Manager and/or Office of Internal Affairs. Although every investigation is different, the Department reviews relevant physical evidence and obtains information including statements from the complainant, the person accused, witnesses, supervisors, and any other relevant source. Depending on the nature of the investigation, the EEO & Diversity Manager and/or Office of Internal Affairs will complete an investigative report or summary. Employees also have the ability to file a sexual harassment complaint directly with the D.C. Office of Human Rights or the U.S. Equal Employment Opportunity Commission. Any complaint that involves possible sexual abuse as defined by the D.C. Code is referred to the Metropolitan Police Department for investigation.

a) How many sexual harassment investigations did the agency conduct in FY14 and FY15, to date?

Response:

FY14 – 3
FY15, to date – 0

b) How many sexual harassment investigations resulted in disciplinary action?

Response:

FY14 – 0
FY15, to date – 0

c) Please discuss the training academy's sexual harassment education programs during FY14 and FY15, to date.

Response:

The Department provided sexual harassment training at the training academy in FY 2014 and has already provided a training session in FY 2015. Sexual harassment training is part of the Department's overall EEO training provided to all new employees at the training academy.

- i. **Outside of the training academy, what sexual harassment training does the agency provide to personnel?**

Response:

The Department provides sexual harassment training through its online training module. This training is provided each fiscal year.

- ii. **How does the agency ensure that management personnel are equipped to adequately handle incidents of sexual assault and harassment?**

Response:

The Department does not provide training to management to manage sexual assault. Managers are required to report sexual assaults to the Metropolitan Police Department and the Department's Internal Affairs Division. Management employees are provided sexual harassment training at the training academy (Fire Officer I) and through the Department's online training module. Management employees also have the opportunity to take sexual harassment training at DCHR's Workforce Development Administration and DCHR's online training module.

45. How many females does the agency currently employ?

- a) **How many females are in the Operations Division?**
- b) **How many females currently hold the rank of captain or above?**

Response:

280 Females in currently employed by the agency as of 2/11/2015.

220 Females are in operations as of 2/11/2015.

18 Females currently hold the rank of captain or above.

46. Please list all pending lawsuits that name the agency as a party. Please identify the lawsuits that potentially expose the District to significant liability or require the agency to change practices or policies. Please include an explanation about the issues for each case.

Response:

- a. ***Robert Alvarado v. DCFEMS, Matter No. 1601-0069-13 (Office of Employee Appeals)***, employee seeks reversal of Trial Board decision to demote employee from Sergeant to Firefighter / Emergency Medical Technician.
- b. ***Bouknight v. District of Columbia, 13-cv-2064 (U.S. District Court)***. This case involves allegations that the Department created a hostile work environment and discriminated / retaliated against employee on the basis of his race (African American) in violation of Title

VII and the D.C. Human Rights Act. Plaintiff seeks damages in excess of \$500,000.

- c. ***Bowyer v. District of Columbia, consolidated with, Pennington v. District of Columbia 13-cv-7012 (D.C. Circuit Court of Appeals)***. This case involves two firefighters who assert retaliation claims under Title VII, the Whistleblower's Act and the First Amendment. Plaintiffs seek equitable relief, attorney fees, and costs, but neither party claims lost wages. The trial judge dismissed the case by granting summary judgment. Plaintiffs have filed an appeal.
- d. ***Harold Dargan v. DCFEMS, Matter No. 1601-0091-13 (Office of Employee Appeals)***, employee seeks reversal of decision to terminate employment due to lack of national registry of emergency medical technician certification
- e. ***Geoffrey Davis v. DCFEMS, Matter No. 1601-0133-012 (Office of Employee Appeals)***, employee seeks reversal of 204 duty hour suspension imposed after Trial Board hearing.
- f. ***John Donnelly v. DCFEMS, Matter No. 1601-0022-14 (Office of Employee Appeals)***, employee seeks reversal of demotion from Deputy Fire Chief to Battalion Fire Chief.
- g. ***Jarratt Harvell v. DCFEMS, Matter No. 1601-0133-14 (Office of Employee Appeals)***, employee seeks reversal of decision to impose 96 duty hour suspension.
- h. ***Juliet Jones v. District of Columbia, 2015-CA-0725 (D.C. Superior Court)***. Plaintiff claims she sustained personal injury while being transported in a Department ambulance that was involved in an auto accident. Plaintiff seeks \$100,000 in damages.
- i. ***Kennedy v. District of Columbia, 13-cv-1384 (U.S. District Court)***. This case involves allegations that the Department's facial hair policy — even for African Americans suffering from facial hair related skin disease — violates Title VII, the Americans with Disabilities Act and 42 USC § 1981. Plaintiff seeks an unspecified amount of damages.
- j. ***Edward Morgan v. DCFEMS, Matter No. 1601-0039-13 (Office of Employee Appeals)***, employee seeks reversal of decision to terminate employment due to lack of national registry of emergency medical technician certification.
- k. ***Darlene Nelson v. DCFEMS, Matter No. 1601-0054-14 (Office of Employee Appeals)***, employee seeks reversal of decision to impose 120 duty hour suspension.
- l. ***Richard Polish v. DCFEMS, Matter No. 1601-0076-13 (Office of Employee Appeals)***, employee seeks reversal of decision to impose 48 duty hour suspension.
- m. ***Pringle v. District of Columbia, 2013-CA-7138 (D.C. Superior Court)***. This case stems from a motor vehicle accident in which a Department ambulance allegedly struck several other vehicles while all 3 Plaintiffs were riding as ambulance passengers. Each Plaintiff seeks damages in excess of \$100,000.

- n. ***Sefton v. DCFEMS, 2014–CA–5987 (D.C. Superior Court)***. The Office of Employee Appeals overturned the Trial Board’s decision to suspend employee for 168 duty hours and demote him from Captain to Lieutenant. The District has filed an appeal.
- o. ***Steven Steinberg v. DCFEMS, Matter No. 1601–0015–14 (Office of Employee Appeals)***, employee seeks reversal of decision to deny him administrative leave with pay.
- p. ***Richard Stillwell v. DCFEMS, Matter No. 1601–0002–15 (Office of Employee Appeals)***, employee seeks reversal of Trial Board decision to suspend employee for 72 hours and doubly demote employee from Lieutenant to Firefighter / Emergency Medical Technician.
- q. ***Steinberg v. District of Columbia, 2014–CV–657 (D.C. Court of Appeals)***. This case involves allegations that the Department violated an Office of Employee Appeals order by failing to reinstate an emergency medical technician. The trial judge partially dismissed Plaintiff’s case. Plaintiff — who seeks damages in excess of \$4 million — has filed an appeal.
- r. ***Laura Thomas v. District of Columbia, 2014–CA–6348 (D.C. Superior Court)***. Plaintiff alleges that Department employees negligently dropped her while carrying her on a stretcher to an ambulance. Plaintiff seeks \$1 million in damages.
- s. ***Willis v. District of Columbia, 13–cv–2061 (U.S. District Court)***. This case involves allegations that the Department created a hostile work environment and discriminated / retaliated against employee on the basis of his race (African American) in violation of Title VII and the D.C. Human Rights Act. Plaintiff seeks damages in excess of \$500,000.
- t. ***Woods v. District of Columbia, 11-CV-1011 (D.C. Court of Appeals)***. This case involves an alleged failure of Department employees to properly care for a patient. The trial judge dismissed the case by granting a motion to dismiss. Plaintiff has filed an appeal.
- u. ***Wright v. D.C. Fire & Emergency Medical Services, District of Columbia Court of Appeals, 13–CA– 6711 (D.C. Court of Appeals)***. This case involves an alleged failure of Department employees to properly care for gunshot victim. The trial judge dismissed the case by granting summary judgment. Plaintiff has filed an appeal.

Lawsuits potentially exposing the District to significant liability or requiring the agency to change practices/policies are listed in the table, below:

Case	Brief Description
IAFF Local 36 v. Public Employee Relations Board, 2014 CA 003025 P(MPA) (Cordero, J).	On December 3, 2013, the Public Employee Relations Board (PERB) issued a ruling declaring that management has the exclusive right to determine its employees’ “tour of duty,” such that DCFEMS was not required to negotiate with IAFF Local 36 regarding the work schedule of bargaining unit members. IAFF Local 36 sought reconsideration; however, on April 17, 2014, PERB issued its Order denying the Union’s reconsideration motion and, thereby, rendered final judgment

Case	Brief Description
	granting management the exclusive non-negotiable right to establish the hours of work/tour of duty for bargaining unit members. On May 16, 2014, the Union filed a Petition for Review of Agency Decision — challenging PERB’s ruling in D.C. Superior Court. The matter has been assigned to Judge Ronna Beck, and the parties have submitted briefs pursuant to the Court’s briefing schedule. Judge Beck has scheduled a Status Hearing for 9:30 a.m. on July 31, 2015.
DCFEMS v. Public Employee Relations Board, Nos. 12-CV-1813 and 12-CV-1910 (D.C. Court of Appeals)	Before the D.C. Court of Appeals, DCFEMS challenged an arbitration award declaring it liable for overtime at time and ½ dating back over a decade, to October 1, 2001. It is estimated that, unless set aside, the award will require the District to pay approximately <u>\$43 – 45 million (and counting)</u> to current and former IAFF Local 36 members. The key point of dispute before the arbitrator was purely a legal question of statutory interpretation: whether Congress intended Section 156 in the District’s appropriations act for Fiscal Year 2001, which limited the overtime rate District employees could receive, to be permanent law or, instead, intended for Section 156 to lapse at the end of FY 2001. DCFEMS, which has long adhered to Section 156 in paying overtime at straight time as required by federal law (the Fair Labor Standards Act), argued that Section 156 was permanent because, among other reasons, the provision by its terms “ratified and approved” a Control Board order from four years earlier that was permanent and directed that the order “be given full force and effect.” Local 36 argued that its members deserved overtime at the rate of time and ½ rather than the straight time rate they had been receiving because Section 156 lapsed at the end of FY 2001. By opinion rendered December 11, 2014, the D.C. Court of Appeals agreed with the Union. In rejecting the District’s appeal, the Court ordered the District to pay Union members overtime at the rate of time and ½ from October 1, 2001 until October 1, 2011. The Court recently granted the District an extension of time — until February 25, 2015 — to seek <i>en banc</i> rehearing.
Carmen Menjivar v. District of Columbia, 2012 CA 008142 M (Kravitz, J).	This case involves alleged negligence in transporting a car accident victim to the hospital. Plaintiff is allegedly a quadriplegic because Department employees allegedly failed to adequately secure the victim’s spine when extricating the patient from a vehicle. Plaintiff seeks \$10 million in damages at trial.

Case	Brief Description
Medric “Cecil” Mills	At approximately 2:44 p.m. on Saturday, January 25, 2014, 77-year old Medric “Cecil” Mills — who was accompanied by his daughter, Marie Mills — collapsed in the parking lot of 1309 Rhode Island Avenue, NE, Washington, D.C. A shopkeeper telephoned 911 and reported the medical emergency to an Office of Unified Communication call taker. Members of the public also sought help by yelling and going to the fire station, DCFEMS Engine House 26, located just across the street at 1340 Rhode Island Avenue, NE. Five DCFEMS members were present in the house during this emergency, but none provided assistance. Mr. Mills, a long-term D.C. Parks and Recreation Department employee, subsequently perished at an area hospital. On or about August 14, 2014, the attorney representing Mills family members along with the Mills estate notified the District of Columbia of their unliquidated damages claim pursuant to D.C. Official Code § 12-309.
IAFF, Local 36 v. D.C. FEMS, Case No. 2015-CA-00439 (Superior Court)	On December 24, 2015, the D.C. Public Employee Relations Board (PERB) upheld FEMS’ position that Local 36’s request to bargain a new compensation agreement for FY 2015 was untimely. On January 23, 2015, the Union filed a Petition for Review before the Superior Court.
AFGE, Local 3721 v. D.C. FEMS	Local 3721 filed Unfair Labor Practice Charge against FEMS to compel payments FEMS owed affected members pursuant to FLSA Arbitration. Union contends payments made to affected members were not paid in conformance with arbitration award and applicable law and regulation. Payments were made with deductions based upon offset made for claimed overpayments.
AFGE, Local 3721 v. D.C. FEMS (pending arbitration)	AFGE filed an arbitration request seeking resolution of a group grievance over alleged failure of FEMS to compensate certain member’s contractual overtime. If the Union is successful, there may be an adverse budget impact.
Burton et al. v. District of Columbia, 10-cv-1750, (U.S. District Court).	This matter involves approximately twenty-six African-American current and former employees, who initiated a class action alleging that all African-American employees were disciplined or denied promotions due to race based discrimination including by creating a hostile work environment. Plaintiff seeks an unspecified amount in damages

47. Please provide the status of the collective bargaining agreements with the International Association of Firefighters, Local No. 36, and the American Federation of Government Employees, Local 3721?

Response:

Local 36 – The current CBA (resolved via Interest Award decision issued by Arb. Jaffe is effective for fiscal years FYs 2011-2014. It remains in effect pending negotiation of a new CBA pursuant to Article 54. Both Local 36 and FEMS intend to initiate negotiations on a new CBA.

Local 3721 – The current CBA - Terms and Conditions of Employment is in effect until renegotiations on a new CBA are completed pursuant to Article 35, Section E. Local 3721 is interested in renegotiating as soon as possible and submitted draft proposals on Sunday, February 8, 2015, which are currently under review by FEMS.

Compensation Collective Bargaining Agreement between D.C. Government and Compensation Units 1 and 2 (April 1, 2013-September 30, 2017) is current and reflects the parties' negotiations on negotiable compensation issues, such as wages, overtime pay, premium pay, health insurance, life insurance, and other compensation benefits.

**48. Please list the pay issues the agency experienced during FY14 and FY15, to date?
a) What has the agency done to resolve them?**

The Department is still formulating a response to this question and will update Council prior to the scheduled Performance Hearing.

49. Please provide the internal guidelines for agency personnel conduct, rescue procedures and any standard operating procedures relevant to the administration of emergency response.

Response:

Please see the attachment for Question #49.

50. As you are aware, the Middle Class Tax Relief and Job Creation Act created the First Responder Network Authority (FirstNet). Please discuss whether the agency's communication capability has improved as a result of this law. Please also indicate any upcoming steps in FY15 to strengthen the agency's communications capabilities.

Response:

In 2013, the National Telecommunications and Information Administration (NTIA) within the Department of Commerce made available planning grants to states, territories, and the District through its State and Local Implementation Grant Program (SLIGP) to help states (and the District) prepare for the FirstNet network. This planning grant enables the District to gather requirements for mobile data communications from public safety stakeholders and to gather data related to assets, coverage, usage, and capacity. In the District, the Office of the Chief Technology Officer (OCTO) is the agency responsible to consult with FirstNet, lead planning efforts, and—in partnership with the Office of Unified Communications—assess and develop District requirements the network. Under the SLIGP grant, the District planning team (led by OCTO with OUC assistance) reached out to Fire and EMS and other public safety agencies

under the Statewide Interoperability Executive Council (SIEC) and its Interoperability Communications Committee (ICC) subcommittee to gather user requirements for mobile data communications.

The SLIGP planning team met with Fire and EMS on April 5, 2014 to gather its user requirements for the network. (See synopsis below.)

The federal FirstNet authority, which is mandated to plan and develop the nationwide network and to work with each state in this process, is currently at the beginning stage of its consultation with states which eventually will lead to state radio access network plans. We anticipate this will be a multi-year process before an actual network is in place.

In FY 2015, Fire and EMS looks forward to participating in the District's initial consultation meeting with FirstNet and in working with the OCTO/OUC planning team to provide further user requirements and other data that will help the District's and FirstNet's planning efforts. A key component in gathering this data will be the mobile data routers now deployed on Fire and EMS vehicles. In addition, we will look for the opportunity to support efforts to test FirstNet ready applications and devices.

Agency Background and Role

The DC Fire and Emergency Medical Services (FEMS) has a critical role as a first responder to fires, medical calls, and unique situations requiring immediate and specialized mitigation such as hazmat or technical rescue during a building collapse. It plays a major role in planned events: staffing aid stations and coordinating mutual aid. Through its Office of the Fire Marshall, FEMS takes a lead role in arson investigations as well as inspecting code violations for non-federal buildings.

Sessions and Attendees

April 5, 2014 – Overview

Kenn Atkinson, Wi-Fi Manager

April 30, 2014 – Use Case Scenarios

Kenn Atkinson

Captain Todd Bianchi

Coverage Issues and Requirements

While FEMS requires coverage at both the street level and in buildings, coverage outside the District would be useful for a regional response. Network capacity will also need to support mutual aid coming into the District for large planned events.

There may be occasions during an incident within the District in which other city agencies provide aid to FEMS with additional devices that would affect coverage needs. An example is patient tracking devices from DOH.

Capacity

While the network should be designed to accommodate FEMS staffing of up to 2,000, daily usage will depend on deployment of apparatus and ambulances from the 33 fire stations in operation. Connectivity would be needed for all FEMS vehicles.

FEMS also needs network capacity for the 24 members of the Fire Marshal's office deployed to inspect buildings for code violations and investigate arsons. As the Fire Marshall's staff uses mobile data terminals (MDTs) to track and issue citations, this office would be a consumer of electronic data showing floor plans, diagrams, and construction history and would have a need to electronically transmit updated citation information to other District agencies.

Priorities

FirstNet is not expected to replace the critical voice and face-to-face communications that an Incident Commander uses for decision-making. However, improved mobile data capabilities will assist the ICs in tracking updates and data reported by the responders and branches under their command. Information can be forwarded to the highest level of authority; Fire Chiefs and Battalion Chiefs may be mobile as they respond during initial periods of an event and would benefit from receiving any data or images pushed from a command post. During a multi-agency event, the MPD, DDOT, and DPW could also adjust their responses if they were receiving updated information.

Improved bandwidth will provide the opportunity for FEMS to use thermal imaging more frequently by increasing its devices' range. It will also assist Hazmat response by improving the capability to communicate with radiation detection devices.

For firefighters' safety, a monitoring device could be worn on the responder's air pack and transmitted over FirstNet.

While improvements in video access and devices are noted as desirable, it will be equally critical to ensure FEMS has the ability to control and monitor multiple video streams of the same incident in order to ensure the best situational awareness. Equally important is potential integration of video with other mobile applications such as CAD.

Accurate dispatch information received in the field on any mobile device through CAD is critical. This includes all aspects of the location transmitted by dispatchers.

Emergency Medical Services (EMS) priorities include applications and devices that assist patient care prior to and during transport, as well as improved communication with hospitals.

Gaps and Issues

FirstNet may provide the opportunity to develop incident-based triggers to send an alarm and see vehicle-based video in real time, such as emergency equipment activation for engine and ladder companies.

Enhanced video capabilities can also apply to FEMS communications with the OUC on assignments. Because there is a constant need for accurate location tracking of FEMS vehicles to be pushed back to OUC in order to correctly assign a unit for response, FirstNet could provide the means to simultaneously display location video to the dispatchers. One theoretical connection between FEMS and OUC is that vehicles would be selected and, when prompted, display video from either the vehicles (if equipped) or any public CCTV in the area.

FirstNet's increased bandwidth could also support automatic updates for CAD events that can be pushed out to the field automatically without a manual refresh by the responder.

In addition, because commercial networks used by citizens support data such as social media that can provide situational awareness, first responder units responding to an incident would benefit from the ability to access YouTube, Twitter, and other public feeds.

DC-Net infrastructure in place and in development is extending the reach of public safety's ability to communicate better and with greater ubiquity. Fire and EMS has been the recipient of enhanced communications infrastructure (in-building wireless deployments) in a number of engine house locations in FY 2014 and a number more in FY 2015.

FY2014

- Engine 8, 1520 C St., SE (FEMS)
- Engine 10, 1342 Florida Avenue, NE (FEMS)
- Engine 12, 2225 5th Street NE (FEMS)
- Engine 13, 450 6th Street SW (FEMS)
- Engine 15, 2101 14th Street SE (FEMS)
- Engine 26, 1340 Rhode Island Avenue NE (FEMS)
- Engine 27, 4201 Minnesota Avenue NE (FEMS)
- Engine 2, 500 F Street, NW (FEMS)
- Engine 28, 3522 Connecticut Ave., NW (FEMS)
- Engine 29, 4811 McArthur Blvd, NW (FEMS)

FY 2015

- Engine 14, 4801 North Capital Street, NW (FEMS)
- Engine 17, 1227 Monroe Street, NW (FEMS)
- Engine 18, 414 8th Street, NW (FEMS)
- Engine 30, 50 49th Street, NE (FEMS)

- Engine 1, 2225 M Street, NW (FEMS)