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## South Bend Fire Department Annual Report for 2015

### 1. Emergency response.

The SBFDD responded to over 20,000 emergency calls for service. As an all-hazards response agency, the Department provided service for fire suppression, EMS response, water rescue, Hazardous materials mitigation, specialized rescue, and many other response types. This activity falls in line with the Mayor's mission of making the basics easy. The Fire Department's competence, compassion, professionalism, and focus on service allow the Public to have confidence that their needs will be met whenever they call for service.

### 2. Recruitment, testing, and hiring.

With an eye to improve diversity and inclusion at the SBFDD, a recruitment committee was created at the end of 2014. This committee worked diligently throughout 2015 to reach out to prospective applicants, community organizations, and provided regional outreach to ensure that the SBFDD adequately communicated its desire to add to the diversity of the department. An application process was started in November of 2015 and was completed in March of 2016. The applicants from this process will make up the SBFDD hiring list for the calendar years of 2017-18. At the conclusion of the application process, the applicant pool consists of 703 individuals and is made up of 35% minority and female applicants. Additionally, for the current application process, the SBFDD is accepting applications from anyone 18 years old and up. This was done to include prospective applicants that may have been missed in the past because they were unable to apply due to age and therefore began other careers. Total numbers of minority and female applicants are at an all-time high, which is a testament to the work done by the SBFDD Recruitment Committee. The committee has also worked with the third-party vendor which provides the department testing (written and interview) to validate the testing process to minimize the effects of disparate impact to any specific demographic group while not reducing standards for prospective applicants. This process falls in line with the City's values of accountability and inclusion.

### 3. Recruit training and High School Fire Academy.

In the beginning of 2015, the SBFDD started a recruit academy which included fire recruits from the LaPorte and South Bend Fire Departments. The SBFDD reached out to neighboring departments in order to provide training to their recruits for a fee. Smaller departments find difficulty in finding solid training programs for their new employees as most do not have a facility in which to train, nor do they have the numbers of new employees to make it feasible to provide a class in a fiscally responsible manner. Providing this service to other departments allows the SBFDD to have more flexibility in onboarding new employees (and in a more fiscally responsible way), and it allows us to create a revenue stream for the Training Center. The Recruit class for 2016 has 3 LaPorte and 3 Michigan City recruits with additional Michigan City recruits

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JAMES LUCCKI ASST. CHIEF OPERATIONS	TODD L. SKWARCAN ASST. CHIEF SERVICES	ANDREW J. MYER ASST. CHIEF EMS	JOHN CORTHER ASST. CHIEF TRAINING	FEDERICO RODRIGUEZ, JR FIRE MARSHAL
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coming for the next academy. In addition to the recruit academy, a partnership was developed with the South Bend Community Schools and Ivy Tech to create a dual-credit, co-op program for high school students. The class began in the fall of 2015 and has been well received and will continue in the 2016-17 school year. This program allows SBF members to have access to local high school students to recruit for fire service careers. As this program targets 11<sup>th</sup> and 12<sup>th</sup> grade students, it is a long-term recruiting project. However, the majority of students taking part in the program have been African-American, Latino, or female and fits well with the above stated objectives of improving diversity and inclusion.

**4. Training.**

In order to ensure the members of the department provide service at the high level expected by our citizens, it is imperative that members of the SBF operate in a culture of constant improvement. Using the training resources available to all members of the department ensures that we remain safe when responding to situations which are inherently dangerous while providing necessary response to calls for service in a solutions-oriented manner. Having access to a state-of-the-art training center provides our firefighters with a place to safely practice their occupational skills. Examples of training evolutions that were performed in 2015 include water supply and relay pumping, roof ventilation, basement fires (night drill), bail-out training, water rescue and diving, EMS classes such as Advanced Cardiac Life Support and International Trauma Life Support, and several state certification courses. Members of the SBF logged more than 43,000 hours of training during the year for 2015. This is in line with the City's demand for excellence and allows members of the SBF to innovate in the way they perform the functions of their jobs.

**5. Wellness/Fitness**

During 2015, the SBF hosted a peer-fitness training program which was taught by master trainers from the International Association of Firefighters. Firefighters from several states attended the program along with 21 from the SBF. Having these firefighters trained in this program provides individuals in-house who can work with department members who have challenges in remaining fit and able to perform at the high level of fitness expected of our personnel. The second phase of the Wellness/Fitness program was to build a course to evaluate all of our firefighters on an annual basis through a Work Performance Evaluation (WPE). In 2015, the SBF worked with an outside consultant (Public Safety Medical) who has assisted other departments to create a validated WPE. Other departments such as Indianapolis and Fort Wayne have had success in similar programming in reducing job-related injuries and sick time usage. Further development of this program will continue in 2016. This program fits with the City's stated values of excellence, accountability, and the mission of making the basics easy.

**6. Community Risk Reduction.**

The SBF Fire Prevention Bureau provided hundreds of hours of public education on fire prevention, gave out thousands of pieces of prevention materials, installed hundreds of smoke and carbon monoxide alarms to homeowners, and had contact with thousands of local children to stress the importance of prevention in their homes and schools. The Fire Inspection Division performed over 2700 inspections and over 300 hours of fire drill and fire evacuation planning for local businesses and commercial buildings to include both high rise and multi-tenant residential buildings. This activity is necessary to ensure the safety of the citizens in the community and to ensure that property owners are in compliance with codes to minimize potential hazards to those that live, work, and play in the city. The Fire Investigation Division investigated 182 structure

fires in 2015 which was down from 186 in 2014. There were 2 fire fatalities in 2015 which is down from 4 in 2014. The SBFD Fire Prevention Bureau will continue to provide programming and education in risk reduction throughout the community. These are consistent with good government and keeping the basics easy.

**7. Services.**

The SBFD Services Bureau provided project management for replacing the departmental Hazardous Materials response truck, which was over 30 years old, and replacement of two ambulances. Additionally, Chiefs Skwarcan and Myer, with staff from the SBFD Ambulance Billing Office researched and applied for additional revenue through Medicaid which provided added reimbursement for calls from 2011 and 2012 which totaled \$2.4M. Applications for additional funds for 2013 and 2014 were submitted and it is anticipated that those funds will be received in 2016. Contracts were renegotiated with the University of Notre Dame and Memorial Hospital for EMS services provided which continue streams of revenue. Annual firefighter physicals were conducted in compliance with National Fire Protection Association (NFPA) requirements and results will be incorporated with the results of the WPE listed above in order to provide SBFD members with a better overall picture of their health and wellness and to more adequately provide wellness coaching. These activities, along with fleet and building management are in line with all 5 values listed in the City mission.

**8. Special Operations.**

The SBFD special operations teams include the Hazmat, dive, swiftwater rescue, and technical rescue teams. In 2015, the Hazmat team upgraded gas monitoring equipment and provided training for all department personnel on how to use the new equipment. Trainers from the Hazmat team also provided an 80-hour hazmat technician course in order to provide this level of certification for additional personnel. The river rescue trainers provided 5, week-long schools in 2015 for personnel from all throughout the region and a dedicated class for the Indiana National Guard Civil Support Team. Members of the swiftwater rescue team also helped coordinate the second annual International Association of Water Rescue Professionals Conference at the Century Center. Attendance increased by over 20% from the first conference held here in 2014. This conference will be held in South Bend again in 2016. Multiple members of the SBFD Technical Rescue Team participated and taught the Structural Collapse Technician course held at Clay Fire Territory. This course helped further credential 15 members of the department's team. Excellence, innovation, and empowerment all pertain to our special operations teams.

**9. Emergency Medical Services.**

EMS constitutes the majority of the call volume for which the SBFD receives calls for service. In order to stay on the cutting edge of the service the department provides, it is important to study alternative methods of providing that service. The SBFD partnered with enFocus to study potential alternative delivery methods to focused groups of patients associated with the use of bronchodilators. A grant proposal was written to pilot the program and initially, \$40,000 has been promised to start the program. We will continue to work towards full implementation of the program in 2016. The EMS Division also partnered with the SBPD to get Narcan and associated equipment in the hands of police officers responding to narcotics overdose calls. New cardiac monitors were also purchased with upgraded capabilities for SBFD paramedics and additional department personnel became certified at the advanced levels in regards to EMS certification. This embodies excellence, good government, and includes keeping the basics easy for citizens.