



J. DAVIS

ANNUAL REPORT 2014



HONOR DUTY COURAGE

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MESSAGE FROM THE FIRE CHIEF

The mission of the San Antonio Fire Department (SAFD) is to provide the highest level of professional service to the public by protecting lives, property and the environment while providing life safety community education. Our department continues to embrace this mission head-on by safely preventing harm through caring service, and all of our members, uniformed and civilian, live by our motto, “Our Family, Protecting Your Family.”

As the City of San Antonio continues to grow, so does our responsibility to provide state-of-the-art care and first-class service. 2014 was a great and historic year for our department. Fire Stations 9 and 10 both celebrated their 100th anniversaries this year and serve as the longest running active stations in our department. In addition, SAEMS celebrated its 40th anniversary in 2014 with a reunion of our first paramedic class from 1974. We look forward to the SAFD celebrating its 125th anniversary next year as one of the oldest fire departments in the country.

Our department continues to add top of the line vehicles to our fleet, and additions this year include a brand new platform truck for Fire Station 32, 6 new fire engines, 19 new ambulances, 4 command vehicles, 2 new brush trucks and a new HAZMAT spill truck for Fire Station 1. We also created three new HAZMAT Inspection uniform positions in order to more regularly inspect the more than two-thousand hazardous materials facilities within San Antonio.

One of the initiatives I am most proud of this year was the implementation of our Mobile Integrated Healthcare (MIH) program. This pilot program provides medical assessment and preventative healthcare education tailored to the needs of individuals within a target population of chronic 9-1-1 callers. The MIH program represents one of the most innovative and progressive evolutions in the delivery of community-based healthcare and I am excited to see where this program goes.

The SAFD continues to be a service driven, nationally recognized leader in providing emergency services with exceptional leadership, open communication, state-of-the-art resources and a healthy, highly trained, and motivated workforce. I am pleased to present the 2014 annual report which showcases our commitment and dedication to the citizens of San Antonio as well as our visitors.

Yours in Service,



Charles N. Hood

Fire Chief



OFFICE OF THE FIRE CHIEF

The Fire Chief's Office (FCO) oversees every Division of the San Antonio Fire Department (SAFD). With a staff of over 1,800 uniformed and civilian employees, the SAFD is one of the largest fire departments in the nation. The Department consists of 51 fire stations and operates the second largest General Fund Operating Budget in the City. Our first responders provide service to well over 1-million citizens and visitors and our response area covers over 460 square miles. SAFD responded to over 167,000 emergency incidents in 2014 with medical emergencies accounting for more than 80% of total calls.

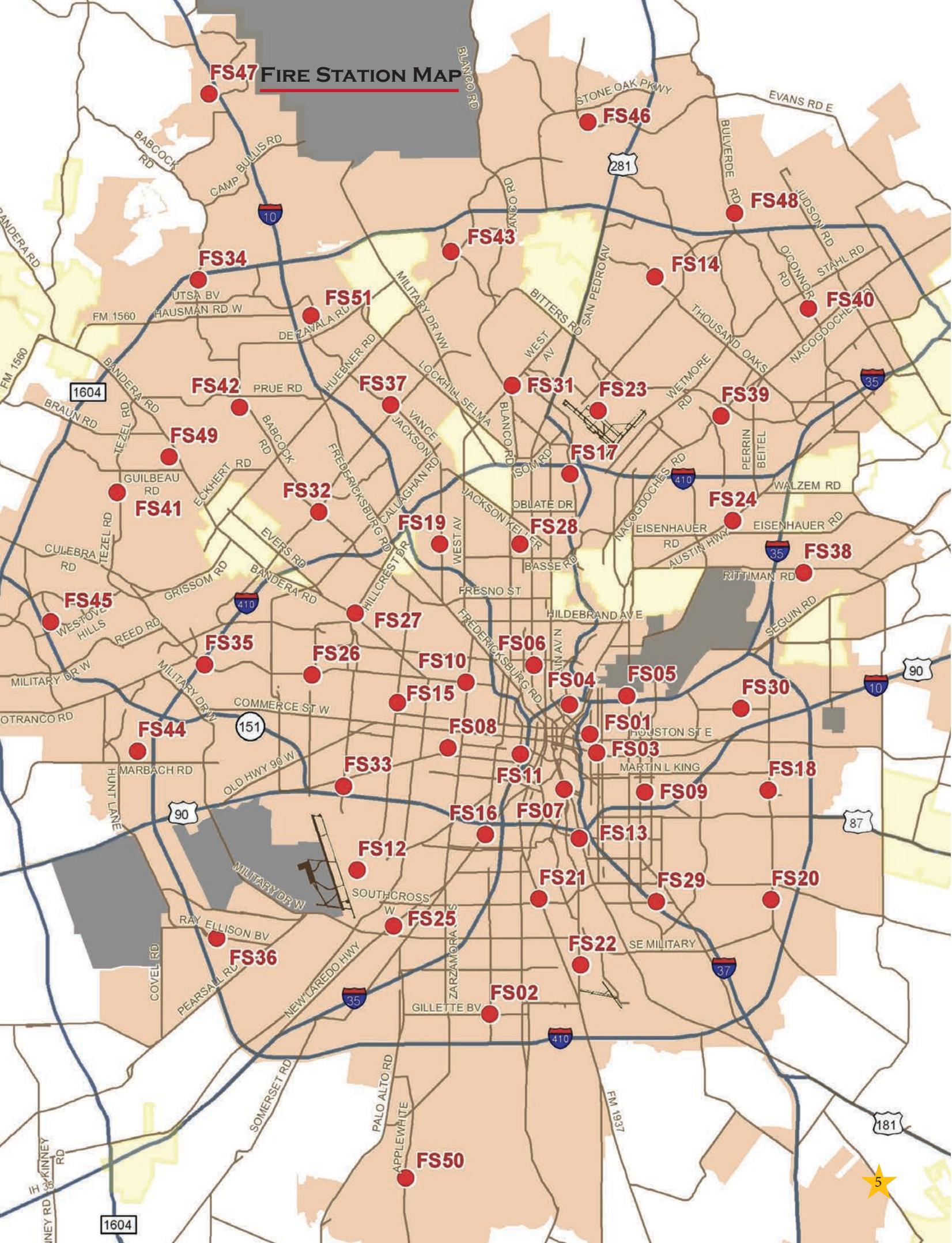
ACHIEVEMENTS

- Launch of the pilot Mobile Integrated Healthcare program
- 2014 Fill the Boot total (\$242,781.27)
- Fire Stations 9 & 10 celebrated their 100th Anniversaries
- SAFD EMS celebrated its 40th Anniversary
- SAFD underwent reorganization
- New Engines for FS 13, 21, 30, 42, 47 & 50
- New Platform Truck for FS 32
- 19 new ambulances have been acquired
- New HAZMAT Spill Truck for FS 1
- New Command Vehicles for BC 4, BC 5, BC 6 & BC 7
- Graduation of 2014 Alpha Cadet Class
- Creation of three (3) HAZMAT Inspection uniform positions
- Over \$117,000 worth of new fitness equipment distributed to 52 fire facilities
- Over 24,000 fire inspections conducted
- Approximately 1,500 medical physicals administered

RECOGNITIONS

- Citation of Merit: Firefighter Eduardo Casas, Firefighter Robert Medina, and Captain Mark Hasso
- Maltese Cross: Firefighter Gary Guevara
- Purple Heart: Firefighter Terrance Huff
- American Legion Firefighter of the Year for Texas: Gary Guevara
- American Legion Paramedic of the Year for Texas: Bob Beckett
- 2014 Mission: Lifeline EMS Silver Level Recognition Award
- Deputy Chief of Operations Noel Horan retired after 34 years of service
- Assistant Chief of Fire Prevention Earl Crayton retired after 35 years of service
- Firefighter Gaylon Boubel celebrated 46 years of service
- SAFD Arson K-9 Kai recognized as American Humane Association's Arson Dog of the Year and finalist for Hero Dog of the Year
- Unit Citation – Engine 18C & Medic 18C: Lt. Christopher Unger, Fire Engineers James Alvarado & Byron Green and Firefighters Cory Vela, Leah Bailey & Blaze Cortinas
- Assistant Emergency Management Coordinator James Mendoza graduated from the Alamo Federal Executive Board Leadership Program
- Unit Citation – Engine 31C: Fire Engineer Daniel Rodriguez, Firefighters Kyle Brown, Eric Fraser and Michael Gonzales

FS47 FIRE STATION MAP

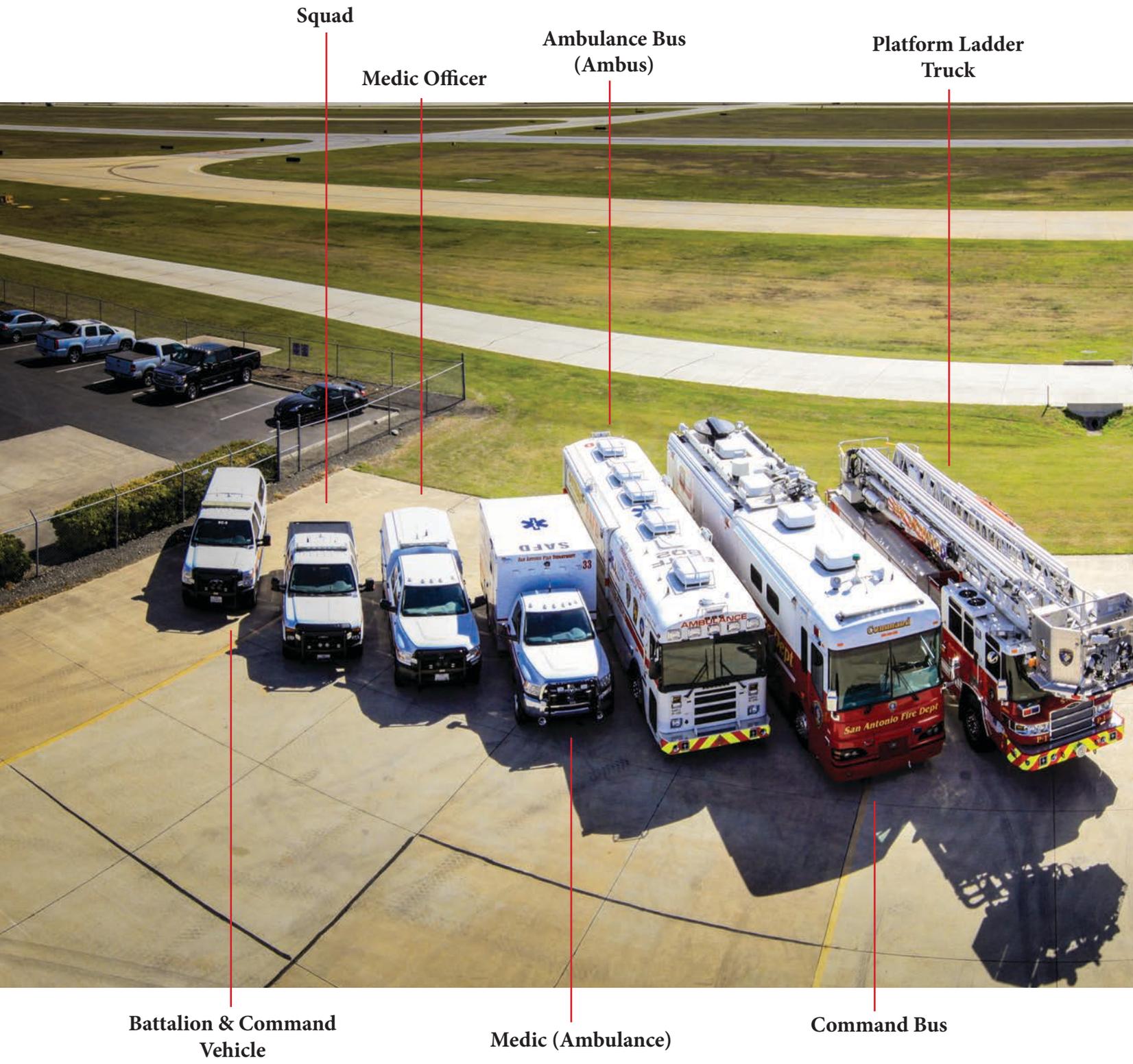


FIRE STATION INFORMATION

Station Number	Address	Zip Code	Council District	Year Built	Resources Available
1	515 North Cherry	78205	2	2011	Engine, Platform Ladder Truck, Squad, Medic, Fire Shift Commander, Medic Shift Commander, HAZMAT Response Team and Apparatus
2	601 Gillette Boulevard	78201	3	1957	Engine
3	1425 East Commerce Street	78202	2	1921	Engine
4	1430 North St. Mary's Street	78215	1	1966	Engine
5	1011 Mason Street	78208	2	1929	Engine, Medic
6	503 West Russell Place	78212	1	1929	Engine, Aerial Ladder Truck, Medic
7	1414 South St. Mary's Street	78210	1	2005	Engine, Medic, Safety Officer
8	619 South Hamilton Avenue	78207	5	2000	Engine, Aerial Ladder Truck, Squad, Medic, Battalion Chief, Stationary Air Compressor
9	649 Delmar Street	78210	2	1914	Engine, Aerial Ladder Truck, Squad, Medic, Battalion Chief, Stationary Air Compressor
10	1107 Culebra Road (@ Zarzamora)	78201	1	1914	Engine, Medic
11	610 South Frio Street	78207	5	2000	Engine, Platform Ladder Truck, Squad, Technical Rescue Team and Apparatus
12	103 Arts & Crafts Way, Bldg. 1699	78226	4	1960	Engine
13	3203 South Pre-sa Street	78210	3	1929	Engine, Medic
14	2515 Thousand Oaks Drive	78232	10	1983	Engine, Aerial Ladder Truck, Medic, Hose Tender
15	3150 Ruiz Street	78228	5	1987	Engine, Medic, Medic Officer
16	2110 Nogalitos Street	78204	5	2001	Engine, Medic
17	8545 Jones Maltsberger Road	78216	1	1987	Engine, Platform Ladder Truck, Squad, Medic
18	1463 South W. W. White Road	78220	2	1956	Engine, Medic
19	2307 Vance Jackson Road	78213	1	2011	Engine, Medic, Battalion Chief, Stationary Air Compressor
20	3347 South W. W. White Road	78222	3	1998	Engine, 4x4 Brush Fire Truck
21	5537 South Flores Street	78214	3	1929	Engine
22	1100 March Avenue	78214	3	1988	Engine, Aerial Ladder Truck, Squad, Medic, 4x4 Brush Fire Truck, Aircraft Rescue & Firefighting Truck
23	1750 Skyplace Boulevard (International Airport)	78216	9	1988	Engine, Foam Trailer, Squad, Aircraft Rescue, Apparatus & Firefighting Team
24	1940 Austin Highway	78218	2	1958	Engine, Medic
25	1038 New Laredo Highway	78211	4	2006	Engine, Medic, Water Tanker, Battalion Chief, Stationary Air Compressor

Station Number	Address	Zip Code	Council District	Year Built	Resources Available
26	4140 Culebra Road	78228	7	1987	Engine, Mobile Air Compressor
27	1538 Hillcrest	78228	7	2012	Engine, Medic
28	15 Burwood Lane	78216	1	2013	Engine, Medic
29	827 Hot Wells Boulevard	78223	3	1988	Engine, Aerial Ladder Truck, Squad, Medic, Medic Officer, Mobile Air Compressor
30	919 Gembler Road	78219	2	1967	Engine, 4x4 Brush Fire Truck
31	11802 West Avenue	78216	9	1967	Engine, Medic
32	2235 Babcock Road	78229	8	1970	Engine, Platform Ladder Truck, Squad
33	2002 South West 36th Street	78228	6	1973	Engine, Aerial Ladder Truck, Squad, Medic
34	15300 Babcock Road	78249	8	1973	Engine, Aerial Ladder Truck, Squad, Medic, HAZMAT Response Team
35	7038 Culebra Road	78238	6	1974	Engine, Aerial Ladder Truck, Squad/Brush Truck, Medic
36	5826 Ray Ellison Boulevard	78242	4	1983	Engine, Aerial Ladder Truck, Squad, Medic, 4x4 Brush Fire Truck
37	11011 Vance Jackson Road	78230	8	1975	Engine, Aerial Ladder Truck, Squad, Medic
38	6000 Distribution	78218	2	1975	Engine, Platform Ladder Truck, Squad, Medic, Battalion Chief, Stationary Air Compressor
39	10750 Nacogdoches Road	78217	10	1976	Engine, Medic, Medic Officer, Mobile Air Compressor
40	14331 O'Connor Road	78247	10	1983	Engine, Aerial Ladder Truck, Squad, 4x4 Brush Fire Truck
41	9146 Dover Ridge	78250	6	1987	Engine, Aerial Ladder Truck, Medic, Mobile Air Compressor
42	10400 Horn Boulevard	78240	7	1987	Engine, Medic, Battalion Chief, Medic Officer, 4x4 Brush Fire Truck, Stationary Air Compressor
43	2055 West Bitters Road	78248	9	1987	Engine, Battalion Chief, 6x6 Brush Fire Truck, Water Tanker, Stationary Air Compressor
44	1351 Horal Drive	78227	6	1987	Engine, Medic, 4x4 Brush Fire Truck
45	3415 Rogers Road	78251	6	2001	Engine, Medic, Battalion Chief, MSOU Truck/Trailer, Stationary Air Compressor
46	1165 Evans Road	78258	9	2001	Engine, Aerial Ladder Truck, Squad, Medic
47	7240 Stonewall Bend	78256	8	2006	Engine, Hose Tender
48	18100 Bulverde Road	78258	10	2004	Engine, Pickup & MSOU Trailer, 4x4 Brush Fire Truck
49	8710 Mystic Park	78254	7	2006	Engine
50	15000 Applewhite Road	78224	3	2011	Engine, 4x4 Brush Fire Truck
51	5040 Beckwith	78249	8	2011	Engine, Platform Ladder Truck, Technical Rescue Team and Apparatus

APPARATUS INFORMATION



Squad

Medic Officer

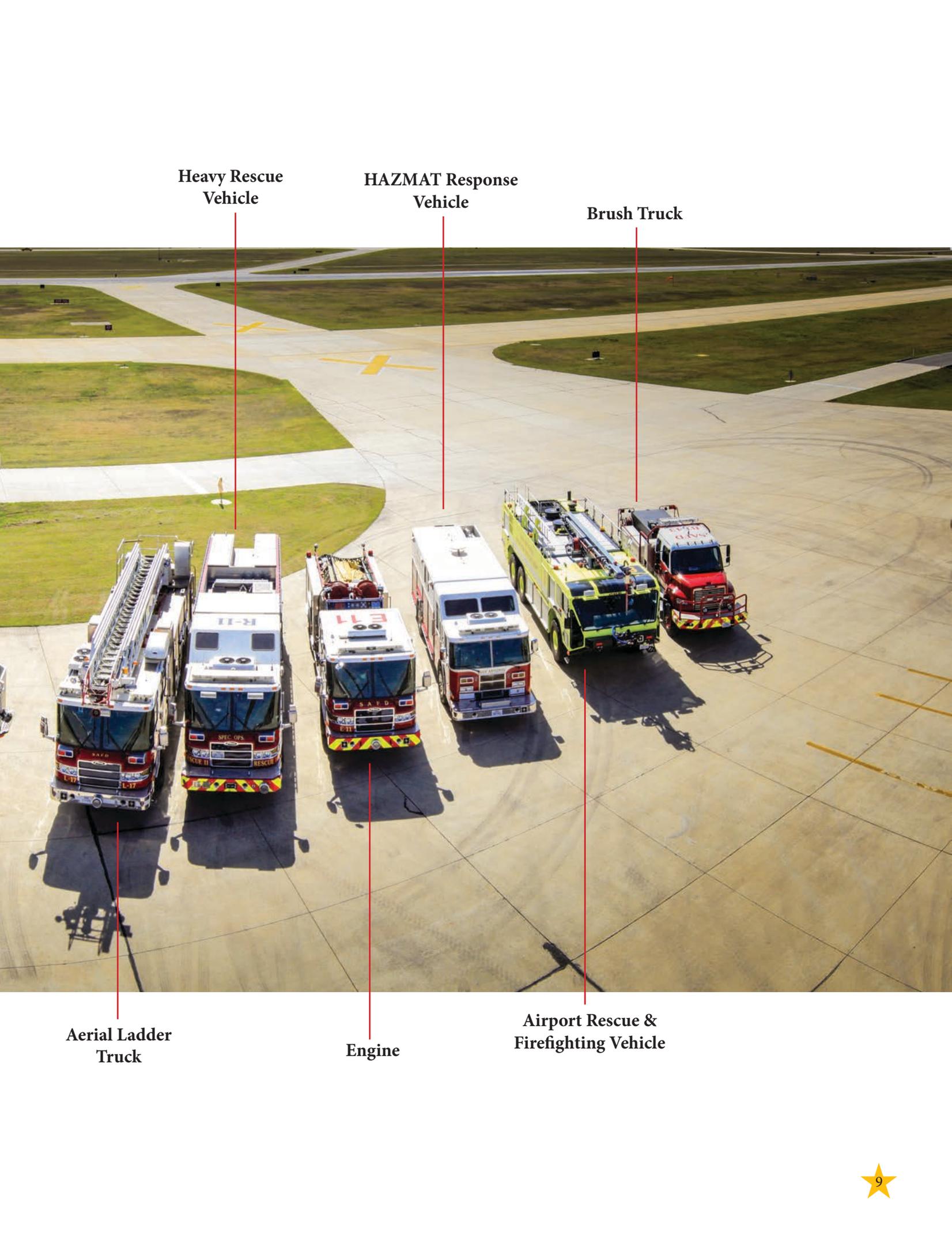
Ambulance Bus
(Ambus)

Platform Ladder
Truck

Battalion & Command
Vehicle

Medic (Ambulance)

Command Bus



Heavy Rescue Vehicle

HAZMAT Response Vehicle

Brush Truck

Aerial Ladder Truck

Engine

Airport Rescue & Firefighting Vehicle



Office of the Fire Chief
Chief Charles N. Hood

Office of Emergency
Management
Division Chief Larry Trevino



Administrative Services
Deputy Chief
Carl Wedge



Firefighter Advancement,
Safety, and Training
Assistant Chief
Joe Jones

FCO
Staff

Capital Improvement
Program



Urban Services
Assistant Chief
Christopher Monestier

Research and Planning
Division Chief

Logistics/Services Division
Division Chief

Recruiting/Position Mng.
Division Chief

Applicant Processing

Training
Division Chief

Safety
Division Chief

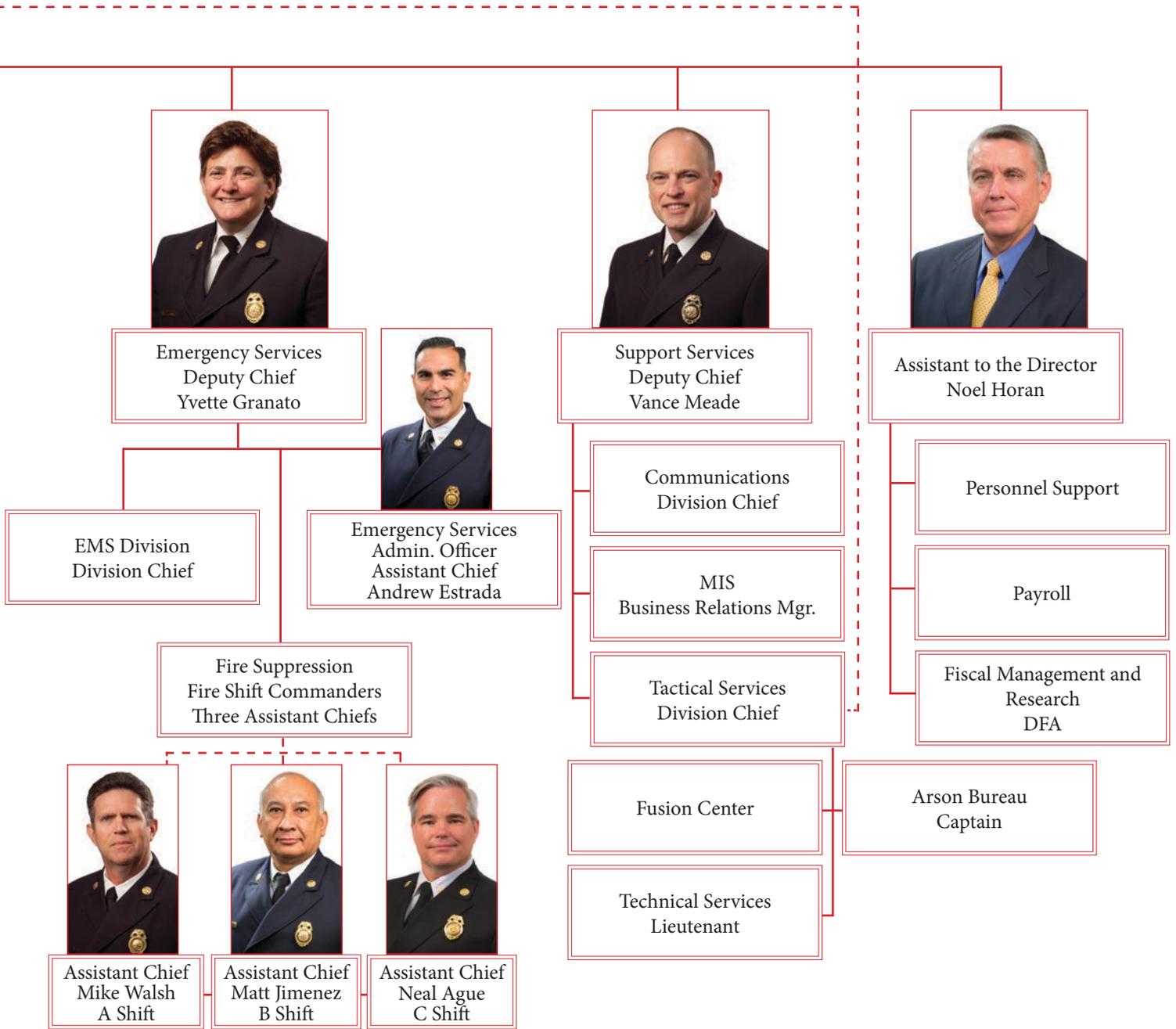
Health and Wellness
Special Projects Mng.

Corporate
Communication

Fire Prevention
Inspections
Division Chief

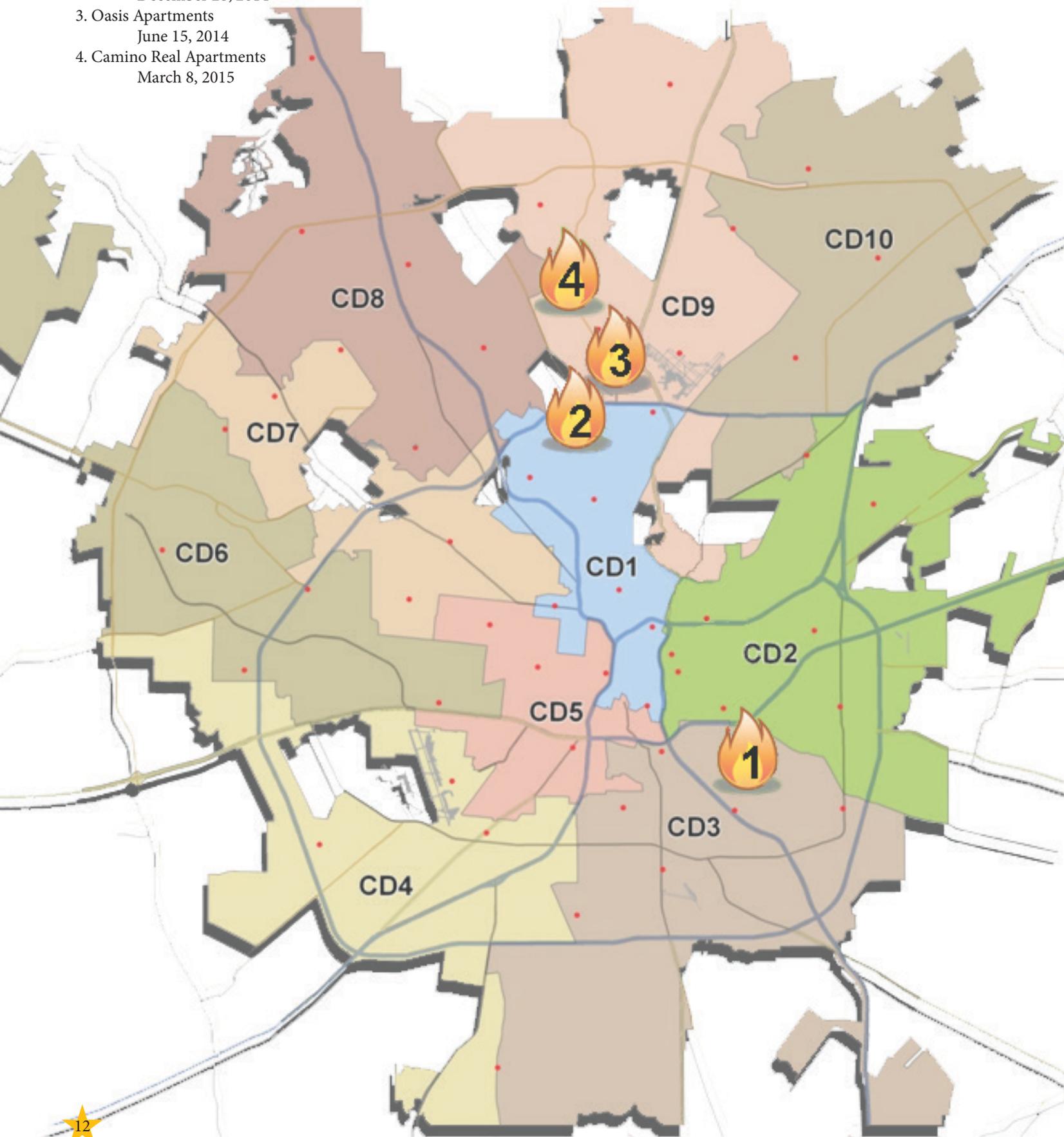
Fire Prevention
CS&E
Division Chief

SAN ANTONIO FIRE DEPARTMENT ORGANIZATIONAL CHART



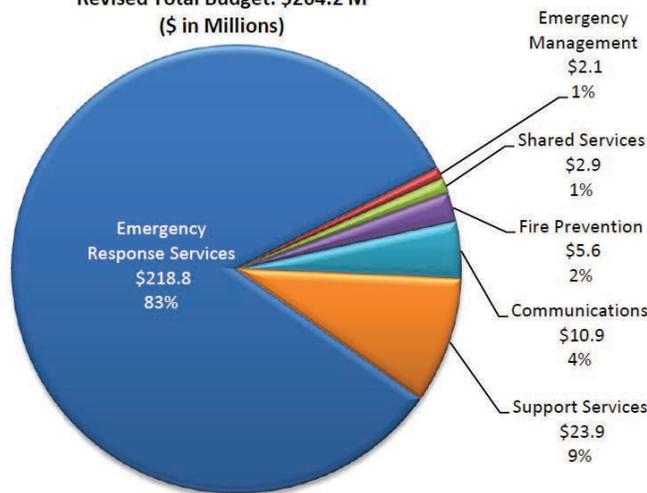
HIGH PROFILE FIRES 2014:

1. New Jerusalem Baptist Church
October 13, 2014
2. Wedgwood Senior Apartments
December 28, 2014
3. Oasis Apartments
June 15, 2014
4. Camino Real Apartments
March 8, 2015



SAFD BUDGET BREAKDOWN

FY 2014 General Fund Budget by Program
Revised Total Budget: \$264.2 M
(\$ in Millions)



GENERAL FUND	2013	2014	Variance (\$)	Variance (%)
	251,200,000	264,200,200	13,000,200	5%

DEPARTMENT HIGHLIGHTS 2014

OFFICE OF EMERGENCY MANAGEMENT

- In 2014 the SAOEM Emergency Operations Center was activated 10 times and monitored numerous incidents.
- There were a total of 7 exercises conducted in collaboration with federal, state and regional partners.

FIRE SUPPRESSION DIVISION

- Medical responses now comprise the majority of emergency calls for the Fire Suppression Division (63%).
- In 2014, the Fire Suppression Division had 279 personnel with Paramedic certification.
- Of the total volume of medical calls (135,799), the Fire Suppression Division responded with Paramedic Engines to 21% of the calls for assistance, thus keeping medic units available for other medical calls.
- There were 27 major fires (second alarms or greater) in 2014.

FISCAL MANAGEMENT AND RESEARCH

- Received a budget of \$271,332,281 including General Fund (\$262.8M), Categorical Grants (\$2.3M) and Capital Projects (\$6.2M).
- Responsible for securing \$325,792 and \$9,236,292 for improvements and mandates including creating three HazMat Inspection uniform positions. Mandates included 3.4% contractual salary increases according to the terms and conditions of the Collective Bargaining Agreement, and additional funding to amend the interlocal agreements with University of Texas Health Science Center at San Antonio.

HEALTH AND WELLNESS

- Approximately 1500 medical physicals were administered to uniformed employees to detect serious medical conditions and educate employees on ways to improve their health.
- Distributed fitness equipment totaling over \$117,000 to 52 fire facilities.
- Infection Control Officer conducted 51 classes on how to reduce or eliminate the risks associated with exposure to potentially transmissible infections while caring for the sick and injured. The Infection Control Officer also provided direction on approximately 96 exposure calls and began to migrate employee immunization records into the San Antonio Immunization Registry System.
- Dietitian conducted 121 classes on nutrition and healthy eating to assist our employees in achieving their nutritional goals.
- Staff Psychologist advised and participated with the Critical Incident Stress Debriefing Team, provided continual training and support for the Peer Support Program and also assisted employees and their families with personal and professional issues.
- Employee Assistance Program by Deer Oaks provided emotional support to our employees and their family along with our Peer Support and Chaplaincy Programs.

OFFICE OF EMERGENCY MANAGEMENT

The mission of the San Antonio Office of Emergency Management (SAOEM) is to protect the lives and property of San Antonio's citizens from emergencies and disasters by coordinating the City's emergency preparedness, mitigation, response and recovery efforts.

To accomplish this mission the SAOEM will:

- Develop, maintain, and coordinate a comprehensive emergency management plan
- Activate and staff an Emergency Operations Center (EOC) to coordinate and support efforts to respond to, and recover from emergencies and disasters
- Develop and assist in the delivery of effective public outreach programs
- Collect, provide, and disseminate information for elected officials, the media, our residents, partners and other stakeholders
- Train, educate, and prepare for emergencies through the development and delivery of effective classes, drills and exercises

JOINT TRAINING EXERCISES 2014

Active Shooter Training Exercise* with South Park Mall	June 1, 2014
Active Shooter Training Exercise* with Port San Antonio	July 15, 2014
Active Shooter Training Exercise with UTSA	August 19, 2014
Airport/SA River/Alamodome PODS Joint Exercise	October 22, 2014
JBSA Boeing Plane Crash	September 10, 2014
Highrise Fire Exercise with CPS Energy	November 25, 2014

*Participating agencies included SAPD, BCSO, and FBI



EMERGENCY SERVICES

FIRE SUPPRESSION DIVISION

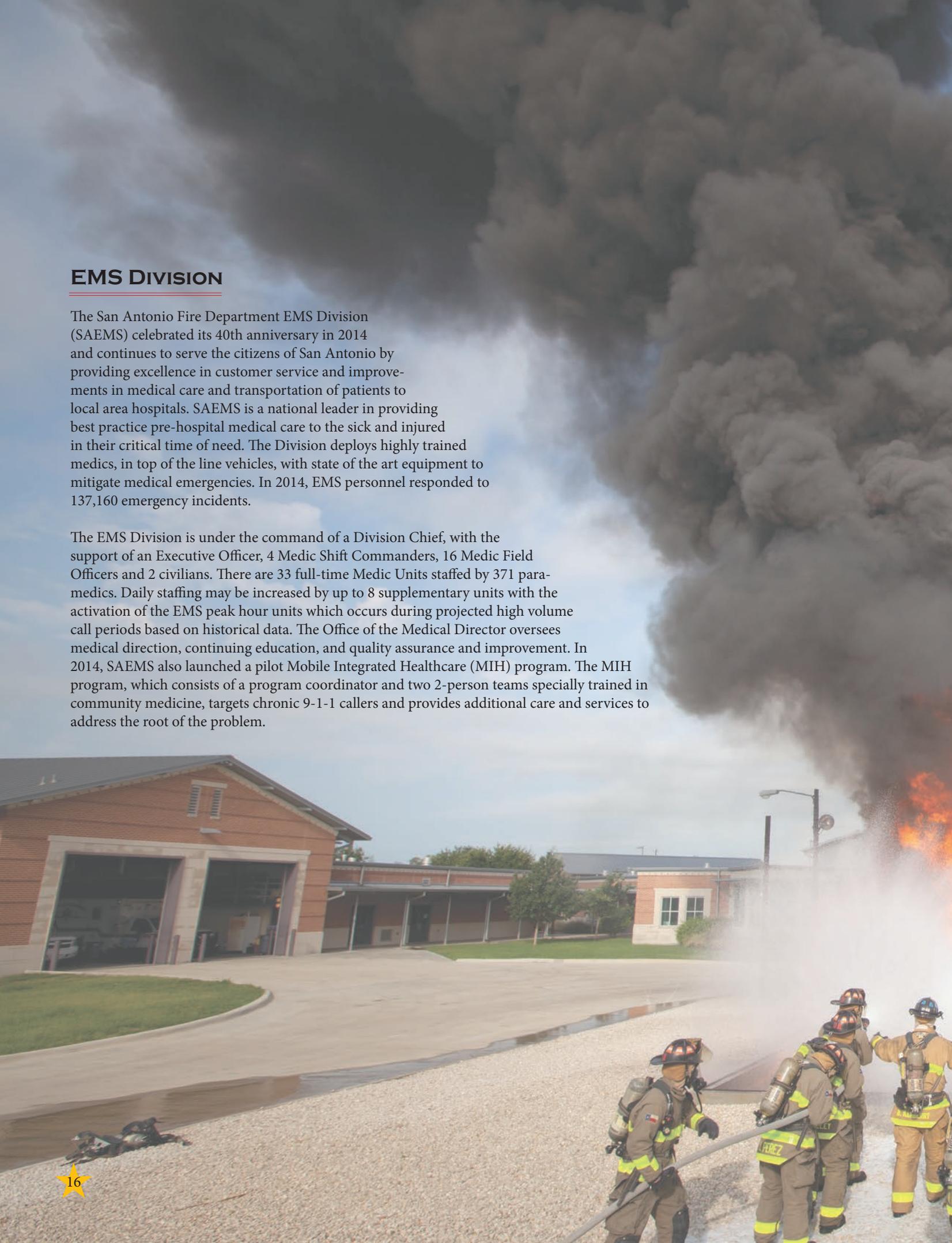
The Fire Suppression Division provides fire protection, rescue services, and medical first responder service to over 1.4 million citizens, covers 465 square miles, and responded to 167,006 emergency incidents in CY2014. The Division is divided into three 24-hour shifts (A, B and C) and each shift is managed by an Assistant Chief. The City is divided into 8 Battalions, or response areas, supervised by Battalion Chiefs. Each Battalion Chief is responsible for leading the stations within their assigned sector. The Division operates 51 Engine companies, 20 Ladder companies, 18 Medical First Responder Squads, and a variety of specialized vehicles and equipment staffed by over 1,100 personnel.

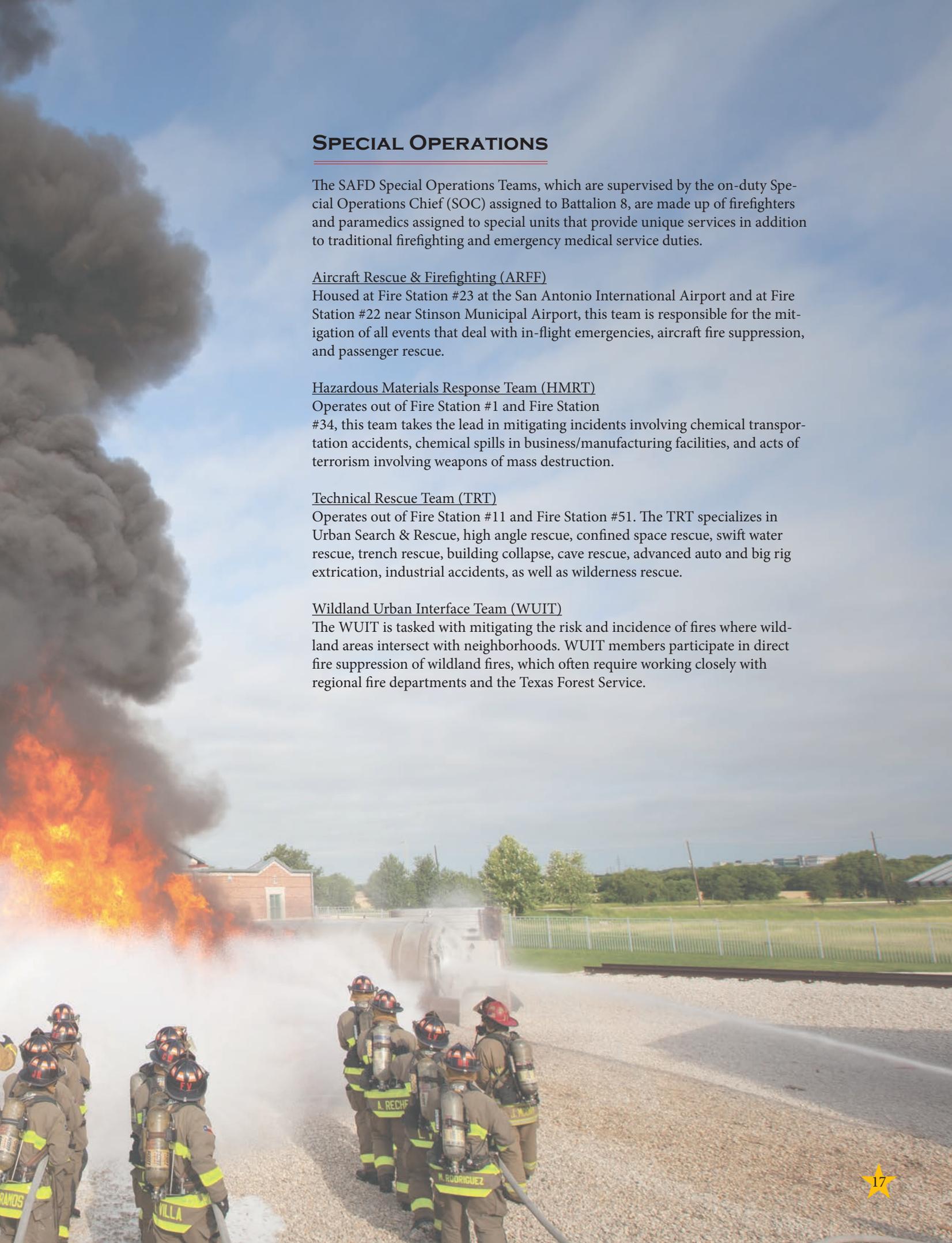


EMS DIVISION

The San Antonio Fire Department EMS Division (SAEMS) celebrated its 40th anniversary in 2014 and continues to serve the citizens of San Antonio by providing excellence in customer service and improvements in medical care and transportation of patients to local area hospitals. SAEMS is a national leader in providing best practice pre-hospital medical care to the sick and injured in their critical time of need. The Division deploys highly trained medics, in top of the line vehicles, with state of the art equipment to mitigate medical emergencies. In 2014, EMS personnel responded to 137,160 emergency incidents.

The EMS Division is under the command of a Division Chief, with the support of an Executive Officer, 4 Medic Shift Commanders, 16 Medic Field Officers and 2 civilians. There are 33 full-time Medic Units staffed by 371 paramedics. Daily staffing may be increased by up to 8 supplementary units with the activation of the EMS peak hour units which occurs during projected high volume call periods based on historical data. The Office of the Medical Director oversees medical direction, continuing education, and quality assurance and improvement. In 2014, SAEMS also launched a pilot Mobile Integrated Healthcare (MIH) program. The MIH program, which consists of a program coordinator and two 2-person teams specially trained in community medicine, targets chronic 9-1-1 callers and provides additional care and services to address the root of the problem.





SPECIAL OPERATIONS

The SAFD Special Operations Teams, which are supervised by the on-duty Special Operations Chief (SOC) assigned to Battalion 8, are made up of firefighters and paramedics assigned to special units that provide unique services in addition to traditional firefighting and emergency medical service duties.

Aircraft Rescue & Firefighting (ARFF)

Housed at Fire Station #23 at the San Antonio International Airport and at Fire Station #22 near Stinson Municipal Airport, this team is responsible for the mitigation of all events that deal with in-flight emergencies, aircraft fire suppression, and passenger rescue.

Hazardous Materials Response Team (HMRT)

Operates out of Fire Station #1 and Fire Station #34, this team takes the lead in mitigating incidents involving chemical transportation accidents, chemical spills in business/manufacturing facilities, and acts of terrorism involving weapons of mass destruction.

Technical Rescue Team (TRT)

Operates out of Fire Station #11 and Fire Station #51. The TRT specializes in Urban Search & Rescue, high angle rescue, confined space rescue, swift water rescue, trench rescue, building collapse, cave rescue, advanced auto and big rig extrication, industrial accidents, as well as wilderness rescue.

Wildland Urban Interface Team (WUIT)

The WUIT is tasked with mitigating the risk and incidence of fires where wildland areas intersect with neighborhoods. WUIT members participate in direct fire suppression of wildland fires, which often require working closely with regional fire departments and the Texas Forest Service.

FIREFIGHTER ADVANCEMENT, SAFETY, AND TRAINING

TRAINING

2014 was yet another productive year for the Fire Training Academy (FTA). Cadet Class 2014 Alpha began with 44 cadets who embarked on a challenging 25-week course of instruction. 39 cadets successfully completed the requirements for graduation and earned the honor of joining our ranks as new firefighters.

We are approaching completion of the first phase of our officer development program with over 90% of our officers certified as Fire Service Instructor I and nearly 80% certified as Fire Officer I. The Incumbent Training Office has helped to enhance the level of preparedness for our frontline personnel by offering awareness level training on hose bundles, master streams and split-lay evolutions. Newly promoted officers and chiefs were also given the opportunity to hone in their incident command skills by participating in incident command role-play scenarios.

The FTA's fitness program continues to be a valuable resource to all SAFD members.

The Citizen's Fire Academy (CFA) is an excellent example of how the FTA is reaching out to our community. Other community outreach programs we are involved in include the Community Emergency Response Team (CERT) and Fire Explorers high school program as well as providing cadet assistance for various non-profit events.

SAFETY

“Protecting Those Who Serve”

The safety and health of our San Antonio Fire Department family is paramount. The purpose of the Safety Division is to provide for the safety of all uniformed personnel by delivering the highest level of safety based internal customer service. The Division is led by five Captains and one Division Chief. The division consists of three key components; the San Antonio Fire Department Safety Captain Program, Bunker Gear Program, and Vehicle Accident Review Board.

Safety Captain Program

- Respond to pre-designated incidents and assume the role of Incident Safety Officer
- Compile information for Post Incident Analysis
- Safety program development and policy review
- Safety notices and bulletins
- Equipment review and specification development
- Training safety
- Cadet safety class
- Injury review and investigation

Bunker Gear Program

- Personal Protective Equipment Risk Assessment
- Advanced Cleaning and Inspection
- State Compliance and Audits
- Cancer Prevention Initiative

Vehicle Accident Review Board

- SAFD volunteers who meet to provide an unbiased review of all SAFD involved vehicle accidents.
- The goal of the program is to reduce the number of accidents through a comprehensive program of driver training and progressive discipline.



RECRUITMENT

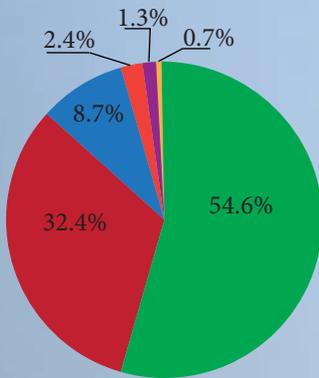
The Recruitment Division is committed to identifying and attracting well qualified minority and female candidates. The goal is to make the recruitment process fair and easy for the applicants. In an effort to build a workforce that better reflects the diversity of the community, the Recruitment Division partners with community leaders, organizations, and SAFD members to communicate with targeted groups. Our recruitment strategy consists of a 2 step process:

Step 1 is the Outreach component which aims to attain “buy-in” from an unlimited amount of networks, partnerships, organizations, and events by showcasing a career with SAFD. Focus is on developing the vision of the new definition of a firefighter today – it’s not just about fighting fire. Understanding the creative life opportunities that a career with SAFD can provide – “Endless possibilities.” Communicating the tremendous benefits, security, & fulfillment that our career provides.

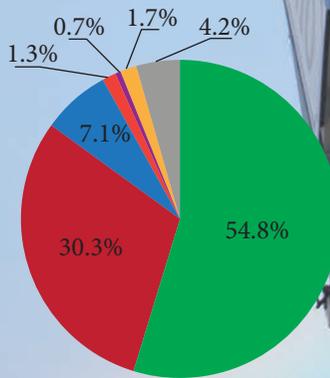
Step 2 (Mentoring Plan) is centered on building & maintaining long term relationships with targeted candidates. Generating a real connection to our department is how legacies materialize. Our mentorship plan allows for free flowing information on what it takes to be a member in the SAFD. Getting to know each other will create the opportunity for identifying the right fit for the department and for the candidate.

CITY OF SAN ANTONIO FIREFIGHTER TRAINEE EXAM TOTAL APPLICANTS

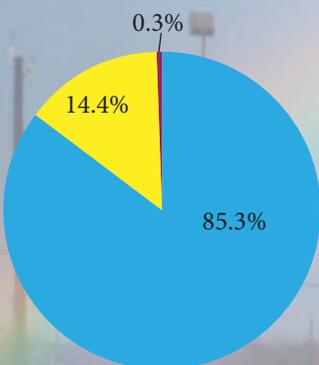
**ETHNICITY
2014**



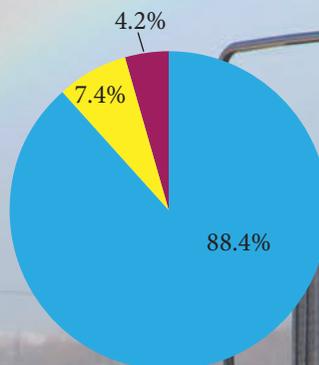
**ETHNICITY
2012**



**GENDER
2014**



**GENDER
2012**



ADMINISTRATIVE SERVICES

PUBLIC INFORMATION OFFICE

The Public Information Office is the hub of communication and community outreach for the San Antonio Fire Department. The office is staffed by both a uniformed and a civilian PIO responsible for information dissemination and coordination of SAFD participation in events throughout the city.

Responsibilities of the PIO include:

- Maintains open and reliable communication with our media partners
- FDC: Fire Department Connection monthly newsletter
- Coordinates SAFD participation in numerous events throughout the year
- Management of Open Records Request relevant to the SAFD
- Daily requests by citizens for information about the department
- Maintaining open communication between the SAFD and the Mayor and City Council
- Recognition and Commendation programs for SAFD personnel and citizens
- Management of social media applications
- SAFD website contributions
- Coordination of media relations for the SAOEM
- Development of written media to include press releases, magazine articles, brochures and other internal and external informational documents



FISCAL MANAGEMENT AND RESEARCH

The Fiscal Management and Research Division is comprised of 19 civilian personnel. It is responsible for the budget preparation and monitoring, financial operations, contract coordination, and special projects for the Fire Department's General Fund Operating Budget.

The Division is comprised of four teams:

The Budget Team prepares and monitors the annual budget and supports the other Divisions in the areas of procurement, analysis, and research.

The Finance Team is responsible for general ledger accounting, Accounts Payable (A/P), Accounts Receivable (A/R), procurement oversight, audit, PCard, and acts as a liaison with the Finance Department.

The Contract Compliance Team provides contract compliance and monitoring support for all the Fire Divisions, and particularly to the Services/Logistics Division. It acts as liaison with the Purchasing Division of the Finance Department.

The Special Projects Team was implemented in 2014. This team is responsible for the Ambulance Supplemental Payment Program Cost Report, managing a contract tracker for all contracts used by all Fire Divisions, oversees PCard compliance, monitors leave types and overtime for the department, and many other detail oriented projects.

SERVICES & LOGISTICS

Services & Logistics is comprised of 1 uniform personnel and 46 civilian staff. It is divided into four groups that each share the enormous responsibility of ensuring the San Antonio Fire Department receives the tools, equipment and service it needs to protect the lives of our citizens and guests.

Fleet Maintenance

- Responsible for Managing and maintaining 280+ emergency vehicles and 90+ non-emergency vehicles
- Emergency Vehicle Equipment Technicians perform more than 1,200 preventive maintenance services each year on various vehicles, in addition to 2500 other repairs
- Maintain and repair fire pumps, hydraulic systems for aerial ladders, emergency lights, sirens, special equipment like the “jaws of life” and hydraulic cutters, and other electrical and communications equipment
- Responsible for annual engine pump test, aerial ladder testing and ground ladder testing

Facilities Warehouse & Supply/Logistics

- Responsible for warehousing and distribution of all supplies to the Firefighting and EMS Divisions
- Distribute hoses, nozzles, tools, janitorial supplies, medical equipment, etc. to 51 fire stations
- Responsible for the repair of small engines, Automated External Defibrillators (AED), and extrication equipment

Air Management Systems Group

- Three civilian Fire Equipment Protection Technicians
- Annual testing, repair and maintenance of 521 Self-Contained Breathing Apparatus, Maintain and repair breathing air compressors, Thermal Imaging Cameras (TIC) and gas detection monitors

Facilities

- Comprised of 3 civilians
- Responsible for repairs and maintenance at all 51 fire stations and any other SAFD facilities including electrical, plumbing, AC and heaters, painting, remodels, carpentry, locksmith, overhead doors, pest control, flooring, station generator repairs, grounds maintenance, and other tasks that may develop

NEW DEVELOPMENTS FUNDED BY PASSAGE OF 2013 BOND

STATION	ADDRESS	STATUS
2	1070 W. Villaret	Design Development
32	4919 Charles Katz Dr.	Design Development
30	919 Gembler Road	Property Purchased
18	TBD	Actively pursuing land

SUPPORT SERVICES

PERSONNEL SERVICES

The Personnel Services Office is a dedicated team that will assist an employee in every area of personnel administration from the start of employment with the Department until their retirement. In 2014, the Personnel Services Office processed 39 new Fire Cadets, 61 promotions, 33 retirements and over 400 transfers. In addition to handling new hires, promotions, retirements and transfers, the Personnel staff coordinates or participates in: cadet orientation, uniform position management, worker's compensation processing, employee data maintenance, personnel records management, grievance processing, personnel transfers, tuition reimbursement and litigation support.

PAYROLL

The Payroll Office is primarily responsible for ensuring the proper payment to all uniform and civilian employees. The Payroll Office is located in the Public Safety Headquarters (PSHQ) building located at 315 S. Santa Rosa St, Suite 2000, along with most other SAFD administrative divisions.

The Division is comprised of 4 civilian personnel supervised by a Uniform Payroll Coordinator. Payroll is able to house a Payroll Specialist at Fire Station #1. This allows the Payroll Division to assist both the Shift Commanders and field employees with the majority of Payroll/Personnel items at one place. The central location and accessibility makes the process a simpler one, and has improved customer service.

HEALTH AND WELLNESS

The Office of Health and Wellness provides multiple services to include regular medical examinations, physical fitness activities, nutritional programs, and emotional well-being programs. The Office remains an effective resource to foster the Department's goal of personnel "resiliency". With our on-going promotion of "complete employee wellness," we are continuing to see not only reductions in the number and severity of injuries and exposures, but also reductions in the costs associated with on-duty injuries in terms of worker's compensation claims, overtime, backfill and high-class pay.



PUBLIC SAFETY ANSWERING POINT (COMMUNICATIONS)

The SAFD Communications Division is lead by the Deputy Fire Chief of Information Services. The division's supervisory group consists of six SAFD Lieutenant positions. An Executive Officer is responsible for the administrative duties of the division as well as representing the Division at meetings with external divisions or agencies. A Training Officer is responsible for managing all of the initial training and continuing educational needs of Communications personnel. Each of our personnel has been formally trained in Emergency Medical Dispatch (EMD). Crews provide round-the-clock service to 911 callers and SAFD field personnel. All of our personnel are required to have EMS field experience.

Other duties include:

- Monitoring and managing SAFD resources
- Providing a dedicated tactical dispatcher for working structure fires and other large incidents
- Communicating with outside agencies, such as CPS or Red Cross on behalf of field personnel
- Monitoring the Heat Index and adjusting our response levels
- Providing medical information to hospitals, care providers, SAPD, and other approved outside agencies, as appropriate.



Lt. Casey Turk was an integral part of the Communications team and sadly lost a courageous battle with cancer in April of 2014. We lost a dear friend and brother. Casey is sorely missed by all and his many contributions to our operations will carry on for years to come.

MANAGEMENT INFORMATION SYSTEMS

The Management Information Systems (MIS) Division is an internal support Division of the SAFD. During FY13, the personnel in the division became part of the shared services initiative of the City. There are still 9 personnel wholly dedicated to fire support. This support consists of providing hardware, software, maintenance and support for multiple systems and network connectivity support to the fleet, the stations and the various work locations of the SAFD.

MIS works with the TCI-Capital Improvement Management Services architects and construction managers to ensure the proper wiring is laid into SAFD facilities to support the phone, data and Station Alerting needs of the crews housed there. In FY14, SAFD opened 2 replacement facilities and has contracted design and development on an additional 4 stations.

Additionally, MIS supported the mobile fleet of approximately 71 front line fire apparatus and 40 frontline EMS units. The mobile fleet utilizes a Mobile Data Computer (MDC), a rugged computer with a rugged cellular modem, to run the mobile Computer Aided Dispatch (CAD) application.



TACTICAL SUPPORT

The Tactical Support Division is comprised of the Arson Bureau, Technical Services, Fire-Fusion integration, Special Event Planning, and acts as the primary liaison for SAPD and Joint Base San Antonio. The goal for this division is to support operations by leveraging information, technology and interdisciplinary capabilities so that a unified approach can be applied to support the tactics of our operational personnel.

SOUTHWEST TEXAS FUSION CENTER

SAFD's integration into the SWTFC (Southwest Texas Fusion Center) focuses on strategies aimed at taking advantage of the collaborative environment to solve communication and coordination problems that may come about from misinformation (lack of, wrong, not current, etc.).

Although Fusion Centers were created as a strategic platform used to fuse information at the different levels of government ("connect the dots"), another benefit seen is the use of an intelligence-based approach to provide real time information for better situational awareness during emergency responses. One way this has been achieved at the SWTFC is through a multi-organizational Tactical Information Operation Center (TIOC) which is a watch center that leverages a wide array of technology and puts police officers and firefighters together in an environment to monitor real time information and current actions of both organizations.

TECHNICAL SERVICES

The Technical Services Division office is located in the SAFD Warehouse near downtown San Antonio and is staffed by 1 Fire Lieutenant, 3 civilian project managers, 1 electronics vehicle technician, 1 shared services radio technician, 2 shared services computer technicians and an on call 11 person strike team comprised of dispatchers from the Communications Division. Technical Services provides two major support components for our emergency response fleet.

The first component consists of ensuring the technical components of information systems are successfully integrated and maintained so emergency responders have the necessary radio and mobile data communications needed during response, and to make sure that Command 1 & 2, the AmBus, Rehab, Communication trailer, and other support components are maintained and functional when called upon. The second major component of this division is the "Technical Services Strike Team" which consists of 11 personnel that comprise an all hazards support team that specializes in deploying state of the art mobile command & communications platforms, tactical radio communications networks, and land and satellite based wireless data networks.



ARSON

The Arson Bureau is now part of the Tactical Support Division and has been serving our community since 1970. Our bureau is located in the Public Safety Headquarters for SAFD and is comprised of 17 uniform positions (1 Captain, 2 Lieutenants, and 14 Investigators), one civilian and a K9 team. All arson investigators are both certified firefighters and peace officers. Our primary mission is to determine the cause of fires when requested by first responders and to conduct a criminal investigation when the cause is determined to be arson. In 2014, the Arson Bureau responded to over 475 incidents of which 265 were determined to be arson. Because arson investigators have the unique skill-set of being both sworn firefighters and police officers it has allowed investigators to “bridge the gap” between the two public safety disciplines. This is very important in the homeland security setting.



URBAN SERVICES

The Urban Services Division is led by an Assistant Fire Chief and is responsible for three functional areas; Planning and Research, Fire Prevention Inspections, and Community Safety and Education.

PLANNING AND RESEARCH

Planning and Research functions include performance-measure development and monitoring, effective resource allocation, research and development, annexation analysis and long term strategy initiative development. Planning spent a considerable amount of time in 2014 conducting resource analysis for the city's potential annexation. Planning is also working closely with other city departments in the city's comprehensive planning initiative. They also continue to monitor the operational phase of the Strategic Planning Initiative developed in 2013.

The Division presents quarterly performance reports to the budget office and the city manager's office. They are responsible for all survey requests and share data with entities outside the city on a regular basis.

FIRE PREVENTION INSPECTIONS

The Fire Prevention Inspections team is led by a Division Chief and is responsible for inspections on all newly constructed buildings for certificates of occupancy, fire systems testing and commissioning, and general code compliance. Administrative work for the group includes collaboration with Development Services to ensure code compliance through plan review and code development. Many staff hours were consumed in 2014 for the development of code amendments for the 2015 International Fire Code. The code was approved in January of 2015 and will take effect on May 1, 2015. The group also inspects various existing buildings for fire code violations through case investigations. For 2014, the Inspections team conducted over 24,000 inspections.



COMMUNITY SAFETY AND EDUCATION (CS&E)

Community Safety and Education is led by a Division Chief and has three areas of responsibility: Special Projects, Special Events, and Community Safety and Education Outreach.

Special Projects

The Special Project Office oversees boarding homes, hospitals, schools and hazardous materials inspections. Through the budget process we have enhanced our hazardous materials inspection program from two inspectors to five inspectors. There are over two thousand known hazardous materials facilities in San Antonio. The goal of this program is to improve firefighter and community safety by providing regular inspections of hazardous locations.

Special Events

The Special Events Office is responsible for the inspection of entertainment events, conferences and other assembly gatherings for visitors and citizens to ensure public safety. This office has been ensuring the safety of firefighters, visitors and workers through code enforcement, maintenance of emergency egress and enforcement of fire watch.

CS&E Outreach

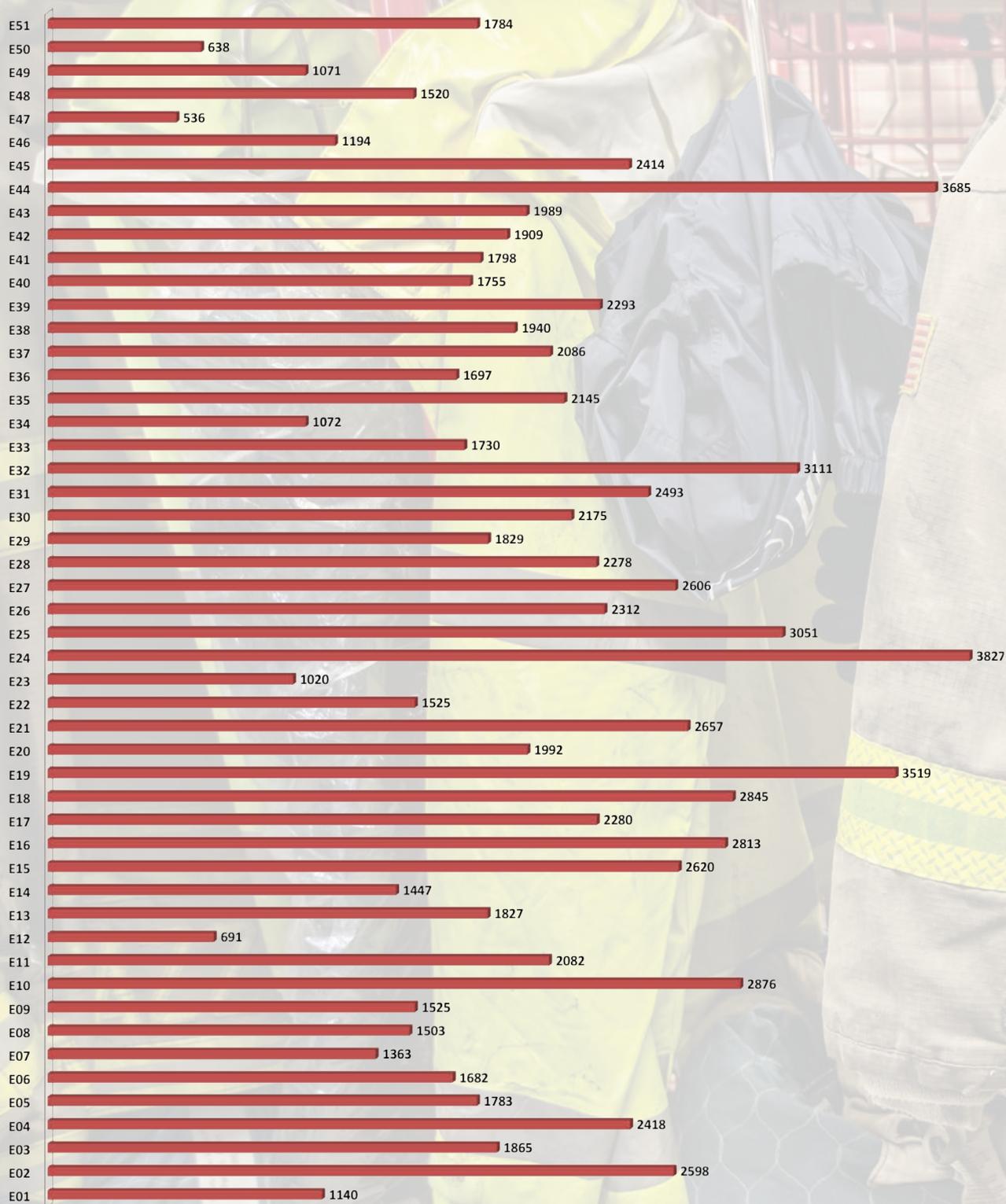
An effective community, safety, and education program is a cost effective, customer service method to fulfill the mission of the fire department. CS&E is responsible for an annual poster contest, an annual Health and Safety Fair and the Leaders in Fire Education (L.I.F.E.) program with the Texas Burn Survivor Society.



STATISTICS

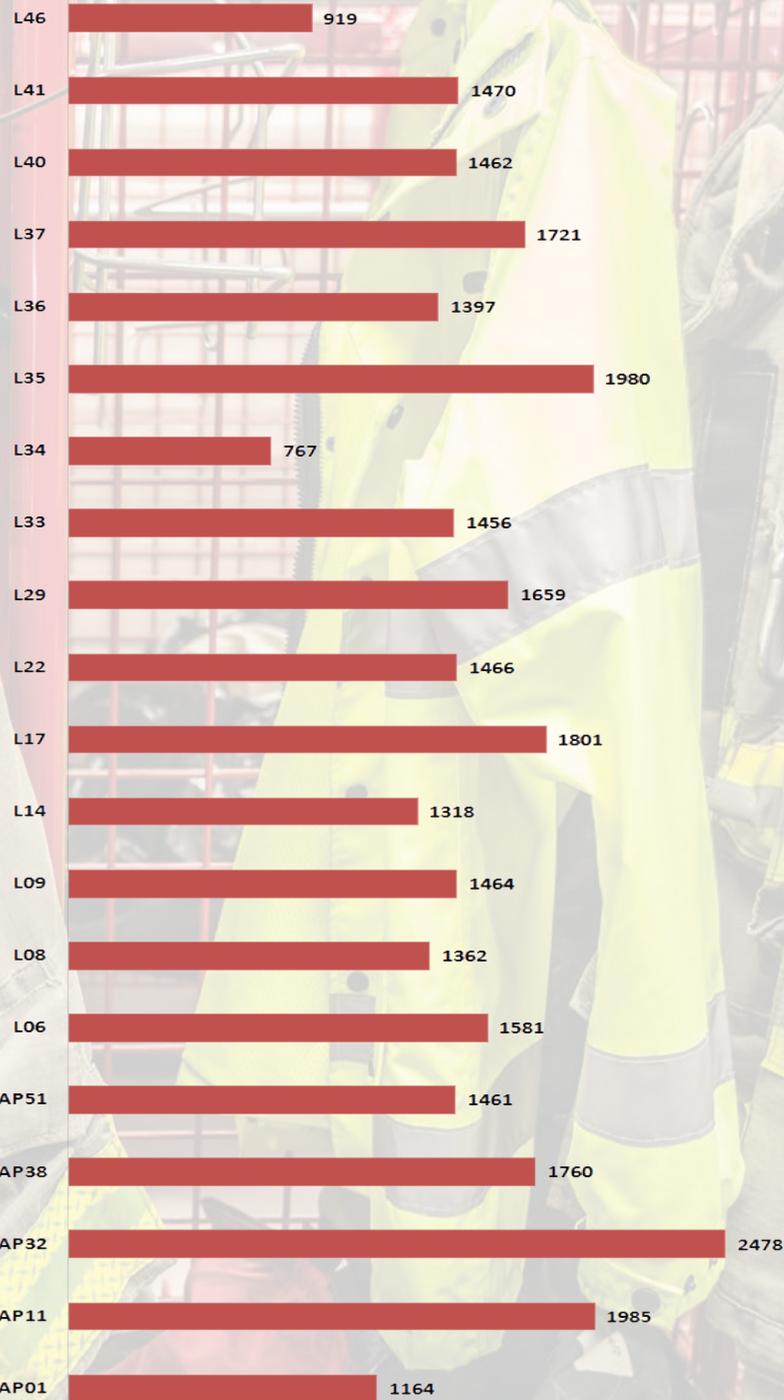
ENGINE

TOTAL NUMBER OF RESPONSES 2014:
103,009



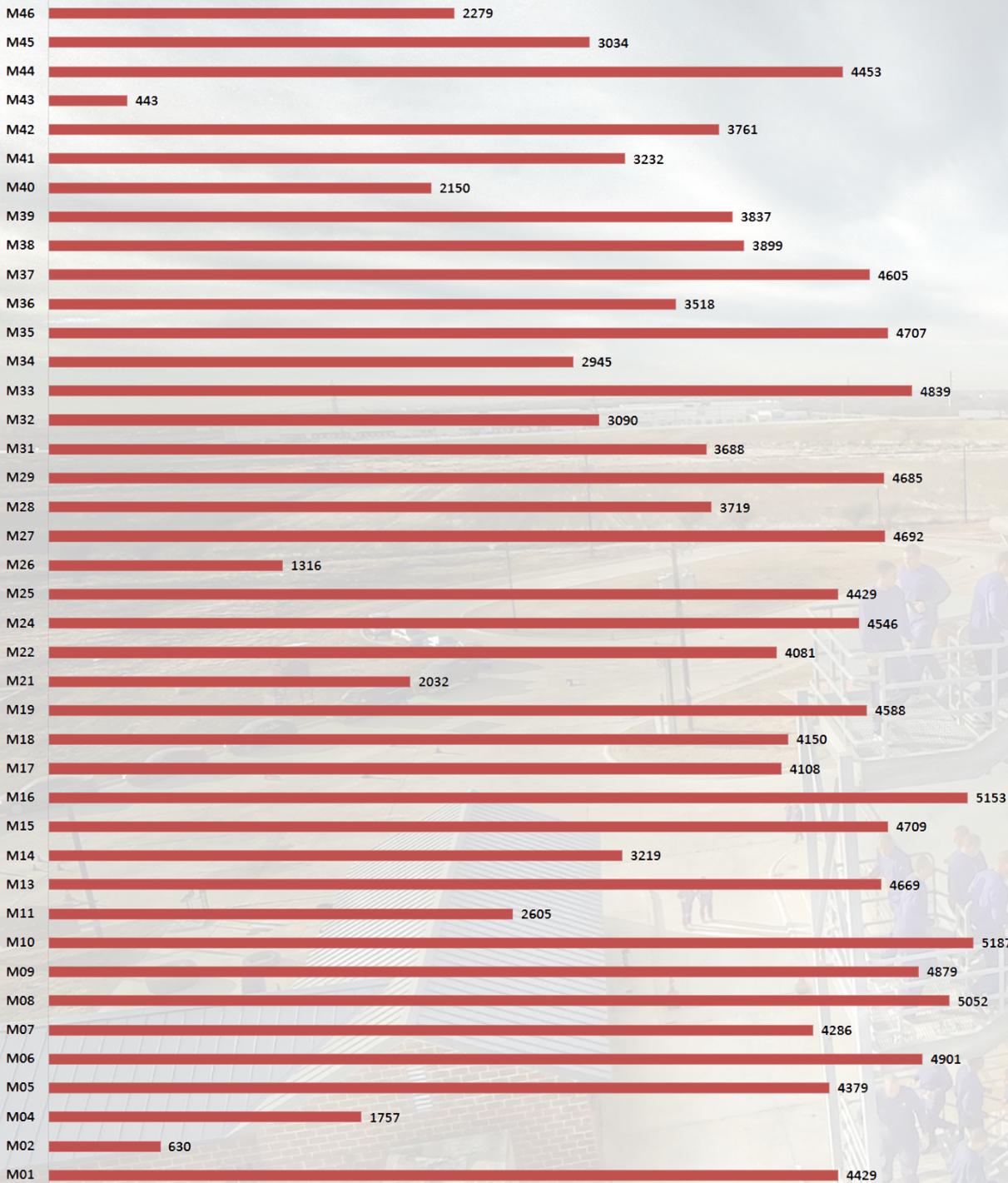
LADDER/PLATFORM

TOTAL NUMBER OF RESPONSES 2014:
30,671



MEDIC

TOTAL NUMBER OF RESPONSES 2014:
152,681



BATTALION

TOTAL NUMBER OF RESPONSES 2014:
3,626



SQUAD

TOTAL NUMBER OF RESPONSES 2014:
19,659





HONOR DUTY COURAGE