



## **Annual Program Appraisal Savannah Fire & Emergency Services**

10/22/2018

### **Program Name: Fire Communications**

#### **Program Members:**

Assistant Chief Operations W. Handy, Assistant Chief Logistics Wallace, Battalion Chief C. Shelnett, Captain T. Leighty and Captain M. Wilson  
Facilitator: Battalion Chief J. Alberts

#### **Program Overview:**

Savannah Fire & Emergency Services (SFES) operates within an Enhanced 911 Communications Center that dispatches SFES units for services that are both emergency and non-emergency. All personnel have portable radio capabilities assigned to them. SFES is also implementing Mobile Data Terminals (MDT's) in response apparatus to increase effectiveness and efficiency. Key personnel have assigned cell phones to maintain continuity of operations. Fire communications are also supported by a robust Information Technology (IT) department that services email, internet and logins to the City of Savannah servers.

#### **Program Strengths (Equipment, Staffing, Training and Response)**

- Personnel have an assigned radio.
- MDT's in all frontline apparatus
- Radios meet current NFPA standards
- Communications meet National Incident Management System (NIMS) requirements.
- Agency interoperability to include cross patching with other agencies
- Member of **SEGRRN** South Eastern Georgia Regional Radio Network.
- Policies are in place for fire communications.
- Fiscal support for the communications system.
- Use of technology in communications system.
- Access to city email and city services through internet.

#### **Program Liabilities (Equipment, Staffing, Training and Response)**

- Need to decrease call processing time
- Lack of constant presence of Fire personnel at Communications Center.
- Communications Center is currently under the management of the police department
- Lack of dedicated dispatchers for Fire
- High turnover rate at the Communications Center
- Needed implementation of Global Positioning Dispatching
- Need to upgrade E911 software to meet growing demands
- Not having a redundant radio system



**Program Plan:**

- Continue Education for Dispatchers on Fire Operations and resources (annual)
- Expand and educate personnel on internal communications through MDT's (2019)
- Provide documentation on CAD software to ensure new upgrades and E911 software meets the needs of fire service dispatching. (2019)
- Add Automatic Vehicle Location (AVL) to MDT's for dispatching (2019).

*Jeff Alberts*

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Jeff Alberts  
Battalion Chief  
Annual Appraisal Facilitator



## **Annual Program Appraisal Savannah Fire & Emergency Services**

10/23/2018

**Program Name: Community Risk Reduction Program Appraisal**

### **Program Members:**

Battalion Chief I. Harper, Chief Investigator F. Anderson, PIO J. Few, Fire Inspector R. Griffin, Fire Inspector C. Mason, Fire Inspector T. Irwin, Fire Inspector T. Simmons, AFF M. Taylor  
Facilitator: Battalion Chief J. Alberts

### **Program Overview:**

The Community Risk program is a robust program that utilizes the operations and logistics divisions of SFES. Within the operations division, fire suppression personnel conduct pre fire plans, smoke detector installations and conduct community outreach programs such as blood pressure checks and community canvassing of fire safety information materials. The Fire Prevention Office, a department within the logistics division receives its authority to enforce the International Fire Code which serves as the fire prevention code for the City of Savannah through its adoption as a technical code. The International Fire Code has been identified and is mandated under rules and regulations that are adopted by the State of Georgia. Through inspections, plan reviews and life safety checks, the Fire Prevention Office routinely supports Community Risk Reduction initiatives, adhering to local, state and federal regulations and guidelines.

### **Program Strengths (Equipment, Staffing, Training and Response)**

- Meet local, State and Federal regulations.
- Utilize International Fire Code and NFPA standards to reduce fire risk.
- Within bureau, have staffed Fire Inspections Division.
- Inspectors are certified by the state and meet NPQ Inspector I qualifications.
- Smoke Detector Installation program.
- Conduct Life Safety checks on after hours assemblies (bars and nightclubs).
- Risk reduction program initiatives through Pre Fire Plans, Title 25 Inspections and Tier II inspections
- Established Community Risk Reduction program (community canvassing, blood pressure screenings and smoke detector installations)
- Conduct plan reviews for fire protection systems for new and existing buildings.
- Conduct site plans to ensure plan and development meet the required fire safety requirements.
- Established a fire extinguisher program available to the community



### **Program Liabilities (Equipment, Staffing, Training and Response)**

- Operated with reduced staffing much of the year.
- Need to create a Community Risk Reduction Specialist position
- Limited Standard Operating Procedures for the Fire Inspection Division
- Outdated Continuity Book for the Fire Prevention Office.
- Lack of automation of documents, forms and surveys (online)
- Limited funding for social media, phone applications and website to disseminate Community Risk Reduction information to the citizenry
- Incompatibility/ outdated technology for data collection within the fire prevention office.

### **Program Plan:**

- Develop Standing Operating Procedures for the Fire Inspections Division (2019)
- Increase staffing by filling vacancies to be fully staffed (2019).
- Increase CRR program outreach through social media outlets (2019)
- Review and revise continuity book for Fire Prevention Office (2019)
- Research new and updated technology that is compatible and will increase efficiency and effectiveness of Community Risk Reduction initiatives.
- Create an improvement recommendation for a Community Risk Reduction Specialist position

*Jeff Alberts*

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Jeff Alberts  
Battalion Chief  
Annual Appraisal Facilitator



## **Annual Program Appraisal Savannah Fire & Emergency Services**

10/24/2018

**Program Name:** Emergency Management Program

### **Program Members:**

Emergency Management Director D. Donnelly; Assistant Chief C. Wallace, Battalion Chief E. Kitchen; Battalion Chief J. McCutchen; Captain T. Snelling;  
Facilitator: Battalion Chief J. Alberts

### **Program Overview:**

Savannah Fire & Emergency Services (SFES), through the Emergency Management Director is responsible for developing and maintaining the Savannah Emergency Operations Plan (SEOP). This all hazards plan was developed to ensure prevention, preparedness, response and recovery activities from natural and man-made hazards, which may affect residents of Savannah, are carried out in an efficient, effective and professional manner by the various City Bureaus and Department(s) assigned each functional area. The plan also addresses external agencies which carry out roles and responsibilities outside of the City such as Emergency Medical Services (EMS) which is a county contracted service, Environmental and Public Health which is a shared function between County, Regional District and State Public Health Officials as well as Mass Care and Human Services which is responsibility of the local office for Department of Family and Children Services supported by Volunteer Organizations Active in Disaster, particularly the American Red Cross.

### **Program Strengths (Equipment, Staffing, Training and Response)**

- Staff has responded and recovered successfully from four natural disasters.
- City has a developed resilient, hot site for its Incident Command Post which is large enough for a Type I or II Incident Management Team needed for large scale disaster.
- Identified and acquired agreement with a Critical Workforce shelter outside of the jurisdiction for Category 3+ hurricanes.
- Incident Management Team was involved in two activations and three exercises.
- Dedicated Emergency Management Director Position within the City.
- EM Director facilitates the City-wide Emergency Preparedness Team that meets monthly.
- Have updated and implemented the Savannah Emergency Operations Plan and several annexes.
- Robust inventory of equipment for disaster response.
- Incident Management Team has access to WebEOC for tracking resources and developing Incident Action Plans.
- Dedicated and professional staff ready to respond to incidents.
- Training is provided to ensure compliance with the National Incident Management System.



**Program Liabilities** (Equipment, Staffing, Training and Response)

- Need to acquire universal check in/out system to accurately track resources on incidents.
- Not all personnel on Incident Management Team have been trained to position specific level.
- Incident specific response annexes need updating.
- Each department needs to develop a Continuity of Operations Plan and relevant job aids.

**Program Plan:**

- Continue to engage departments in developing internal emergency response plans (2019).
- Provide position specific training to Incident Management Team personnel (2019).
- Assign personnel credential for Incident Management Team positions (2019).
- Continuing to conduct appropriate exercises for Incident Management Team to reinforce knowledge and skills (2019).
- Deliver ICS 402: Incident Command System Overview for Executive/Senior Leaders for Council and Policy Group (2019).

*Jeff Alberts*

Jeff Alberts  
Battalion Chief  
Annual Appraisal Facilitator



## **Annual Program Appraisal Savannah Fire & Emergency Services**

10/24/2017

### **Program Name: Fire Suppression Program Appraisal**

#### **Program Members:**

Battalion Chief J. Dent, Captain M. Wilson, Captain E. McKenna, Captain J. Brigdon, AFF J. Kemp,  
Facilitator: Battalion Chief J. Alberts

#### **Program Overview:**

Savannah Fire & Emergency Services (SFES) has appropriate policies, procedures, infrastructure, and resources in place to provide fire suppression activities. A state certified department, we are in compliance with local, state, and national standards. SFES is also Insurance Services Office (ISO) Class I department. All personnel prior to entry into the profession are certified to state and national standards at the completion of a recruit school and validated by state recognized evaluators. Annually, personnel are recertified to said standards via a reevaluation process. Beyond personnel, all apparatus are certified annually to a national standard. Currently, SFES responds to a coverage area of 105 sq. miles and an annually call volume of approximately 8,000 calls. The current fire suppression division consists of 16 Engines, 5 Aerials and 2 Heavy Rescues which are managed by three (3) Battalion Chiefs.

#### **Program Strengths (Equipment, Staffing, Training and Response)**

- Equipment is modern and update to NFPA standards
- PPE is purchased and cleaned in accordance with NFPA Standards
- Water supply meets or exceeds required fire flow (Hydrants are identified by NFPA color code).
- Have surplus inventory of Firefighter equipment
- Resource location and deployment meet risk demands
- Implemented and completed Mobile Data Terminals (MDT's) in all frontline apparatus by 19 September 2018.
- Train National Professional Qualification (NPQ) standards at the FF I and FF II level.
- Industrial Firefighting Equipment to supplement large scale fires and water supply
- Marine Firefighting capabilities.
- Ability to respond appropriately to all fire risk demands
- Have Effective Firefighting Force to meet risk assessment findings.



### **Program Liabilities (Equipment, Staffing, Training and Response)**

- Need to update on Fire Suppression policies
- Apparatus down time at the shop needs to be improved, downtime rate at 46% for frontline apparatus
- Increase cross training, live fire drills and multi-company drills.
- Calendar conflicts due to overscheduling of units for activities

### **Program Plan:**

- Continue policy update and rewrite on fire suppression SOP's (2019).
- Continue to monitor response times and conduct deployment analysis (2019)
- Research courses that offer advanced fire suppression activities and support participation in these classes (2109).
- Research AVL pilot program (2019).
- Update fire suppression training props to include a new multifunctional container training simulator (2021)

*Jeff Alberts*

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Jeff Alberts  
Battalion Chief  
Annual Appraisal Facilitator



## **Annual Program Appraisal Savannah Fire & Emergency Services**

10/22/2018

### **Program Name: Hazardous Materials Program Appraisal**

#### **Program Members:**

Special Operations Chief J. Bandy, Captain K. Carter, Captain P. Grant, Captain R. Hansil, Captain J. Hannah, MFF W. Hamilton, MFF J. Hinton, MFF B. Harris, AFF B. Boyce, AFF T. Powell, AFF McClendon  
Facilitator: Battalion Chief J. Alberts

#### **Program Overview:**

Savannah Fire & Emergency Services (SFES) currently has established SOP's in place for the response of personnel and apparatus to a hazardous materials emergency incident. All SFES personnel will follow the established SOP's when responding to a HAZMAT scene. The established SOP's will ensure that adequate staffing and equipment will arrive on scene to meet the demands of any type or magnitude of hazardous materials emergency incident.

#### **Program Strengths (Equipment, Staffing, Training and Response)**

- Haz Mat Team has core group of instructors for training
- Relationships with local industry are maintained with meetings and training.
- County Ordinance to conduct Tier II inspections and pre fire plans.
- Maintain a large number of available resources to include trained personnel
- Current equipment is in good working order to include a new response vehicle, meters and the department conducting annual currency checks.
- Hazardous Materials is funded by local, state and federal entities.
- Annual currency training is captured in RMS
- Team responds to local and region Haz Mat incidents
- Team currently meets FEMA Type I requirements.

#### **Program Liabilities (Equipment, Staffing, Training and Response)**

- Update Standard Operating Procedures (SOP's)
- Do Not have Dedicate and Functional Reserve Haz Mat Response Vehicle
- Increase the number of Haz Mat Specialist
- Lack of procedures for equipment to ensure they are current with latest updates
- Ensure training class is conducted when buying new meters.



**Program Plan:**

- Develop Continuity Book for Haz Mat Program (2019)
- Assign and Update Hazardous Materials SOP's (2019).
- Place Haz Mat equipment into RMS to ensure proper replacement schedule (2019).
- Continue to send personnel to the Specialist level training in various disciplines (2019)
- Continue to evaluate and purchase modern Haz Mat equipment (2019).
- Continue to foster the relationship with industry to promote real life training scenarios (2019).
- Continue to document deficiencies in Records Management System regarding Fleet issues (2019).

*Jeff Alberts*

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Jeff Alberts

Battalion Chief

Annual Appraisal Facilitator



## **Annual Program Appraisal Savannah Fire & Emergency Services**

10/29/2018

### **Program Name: Health Program Appraisal**

#### **Program Members:**

Battalion Chief N. Gaskill, Captain J. Crain, Captain W.S. Howard, Captain T. Horne, MFF J. Kemp, and MFF W. King

Facilitator: Battalion Chief J. Alberts

#### **Program Overview:**

Under the direction of the Logistics Chief, SFES has identified a Health and an Incident Safety Officer (HO and ISO). Battalion Chiefs are responsible for coordinating the risk management program however, Captains and Master Firefighters conduct the day to day operations. These Chief Officers, with assistance from the safety officers and members of the department safety committee assures that risk management topics are reviewed, accidents and incidents are investigated and incidents have a dedicated ISO present. The safety officers, using input from the safety committee, take appropriate actions and publish reports in order to reduce risks to all department members.

#### **Program Strengths (Equipment, Staffing, Training and Response)**

- Dedicated budget line for Health initiatives
- National Fire Academy (NFA) certified Health and Safety Officers
- Utilization of NFPA 1500 in fire operations
- Annual physical and bloodwork assessments for all personnel.
- Partnership with Candler Hospital to include records management.
- Contracts with local workout facilities
- Standard Operating Procedures (SOP's) in place.
- Three PPE laundry facilities to maintain clean gear and decrease contamination.
- City Employee Assistance Program (EAP) and department's Critical Incident Stress Management (CISM) team.
- Cancer Reduction Initiative (CRI) (Hood Exchange Program, After the Fire Decon and personal wipes).
- Maintain dedicated Health and Safety Officer each shift.
- All PPE is exchanged and/or replaced within NFPA and manufacturer's recommendations
- Tracking of Injuries and exposures in RMS.
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**Program Liabilities (Equipment, Staffing, Training and Response)**

- Need to develop vision and strategy at all levels to support Health Initiative.
- Health program budget that is in addition to the annual physicals and workout contracts for training and program development.
- Need to enter physical fitness activity into RMS for tracking purpose.
- Need to incorporate culture change in regard to wellness.
- Need to promote SFES “Brand” with wellness initiative example: setting the example for the community with our personnel working out, in nutrition classes and cooking health meals.
- Lack of continuing education programs for trained Health and Safety Officers
- Lack of dedicated position for certified Health and Safety personnel.
- Need to reestablish the Peer Fitness program and maintain currency training.
- Lack posted contact information and program information on CISM and EAP in all stations.

**Program Plan:**

- Develop a strategy and vision and assign team members to the various health categories (2019).
- Create a policy on implementing physical fitness training into RMS (2019).
- Incorporate Health and Wellness class into recruit school and annual training (2019).
- Create Job Aid for Health and Wellness Officers (2019).
- Research Gym Contracts with other fitness companies to ensure workout stability (2019).
- Utilize media and social media to promote CISM/ EAP information (2019).
- Redevelop the Peer Fitness Program (2019)

*Jeff Alberts*

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Jeff Alberts  
Battalion Chief  
Annual Appraisal Facilitator



## **Annual Program Appraisal Savannah Fire & Emergency Services**

10/25/2018

### **Program Name: Fire Investigations Appraisal**

### **Program Members:**

Chief Investigator Fred Anderson and Investigator M. Estes  
Facilitator: Battalion Chief J. Alberts

### **Program Overview:**

Savannah Fire & Emergency Services (SFES) has established an Investigations Division in order to address the needs for timely, efficient and professional investigation into situations arising from a fire, explosion or other emergency under the authority of SFES. Savannah Fire & Emergency Services has staffed the investigation division with two full time employees of SFES whom have been specifically trained to conduct origin and cause investigations and act as criminal investigators with the authority to investigate and prosecute Arson within the municipal boundaries of the City of Savannah.

### **Program Strengths (Equipment, Staffing, Training and Response)**

- Staffed Investigations Unit.
- Investigators are Peace Officer Standards and Training (POST) certified.
- Stand-alone Law Enforcement agency.
- Georgia Crime Information Center (GCIC) and National Crime Information Center (NCIC) access.
- Close working relationship with outside agencies, such as the Alcohol Tobacco and Firearms (ATF) bureau.
- Have established Standard Operating Procedures (SOP) in place.

### **Program Liabilities (Equipment, Staffing, Training and Response)**

- Operational personnel have limited training in fire cause and origin determination/ fire scene preservation
- Non utilization of scene documentation and reconstruction software.
- Lack of mobile connectivity equipment (laptop w/ air card or MDT) for effective and efficient documentation while investigating a scene.
- The inability to have unmarked uniforms and equipment hinders fire investigations.
- Lack of Law Enforcement credentials to identify fire investigators as law enforcement officers.

**Program Plan:**

- Purchase scene documentation and reconstruction software (2019).
- Develop training class for operational personnel on fire cause and origin determination/ fire scene preservation (2019).
- Research and implement portable and wireless technologies for fire investigation (2019).
- Research and implement proper law enforcement credentials to fire investigators (2019).

*Jeff Alberts*

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Jeff Alberts  
Battalion Chief  
Annual Appraisal Facilitator



## **Annual Program Appraisal Savannah Fire & Emergency Services**

10/26/2018

### **Program Name: Marine Firefighting and Rescue Program Appraisal**

#### **Program Members:**

Special Operations Chief J. Bandy, Captain C. Fennel, Captain J. Shaw, Captain S. Novak, MFF J. Kemp, MFF M. Greene, MFF C. Lamb MFF S. Sokolowski

Facilitator: Battalion Chief J. Alberts

#### **Program Overview:**

Savannah Fire & Emergency Services (SFES) operates an adequate, effective and efficient program directed toward Marine Firefighting and Rescue operations. These incidents include shipboard fires and/or endangered persons that need rescuing or removal from maritime environments. These advanced firefighting techniques are conducted with highly trained personnel who receive specialized training in Marine Firefighting and NFPA 1005. Moreover, SFES utilizes a variety of modern pieces of equipment to ensure an effective and efficient response is conducted.

#### **Program Strengths (Equipment, Staffing, Training and Response)**

- Maintains a sufficient number of resources to respond to a wide variety of maritime incidents
- Established strong relationships with local, state and private maritime partners
- Highly trained boat crew personnel in boat operations
- Have fire personnel trained at the Marine Firefighter I level
- Over fire personnel trained at the National Professional Qualifications (NPQ) Marine Firefighter II level.
- Have SOP's in place to support marine operations
- Ability to increase water supply along waterways.

#### **Program Liabilities (Equipment, Staffing, Training and Response)**

- Define and implement Dispatch protocol for Marine incidents
- Increase the number of Boat Operators for marine platforms
- Have only one (1) marine firefighting vessel
- Need to develop a vessel replacement plan
- Need for a Firefighting Shipboard simulator or vessel contract (MOU) to conduct Marine Firefighting Level II and recertification.



## **Under Review in 2019**

### **Program Plan:**

- Complete training of department to the Marine Firefighting Level 1 (2020).
- Research and develop a vessel replacement plan (2019)
- Research and develop a plan or MOU for a simulator or vessel contract (2019)
- Review and update Marine SOP's (2019).
- Need to increase Marine Operators to Marine 1 level to 24 total personnel (2019).
- Sustain the asset for future deployment.

*Jeff Alberts*

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Jeff Alberts  
Battalion Chief  
Annual Appraisal Facilitator



## **Annual Program Appraisal Savannah Fire & Emergency Services**

10/23/2018

### **Program Name: Public Education Program Appraisal**

#### **Program Members:**

Battalion Chief I. Harper, Chief Investigator F. Anderson, PIO J. Few, Fire Inspector R. Griffin, Fire Inspector C. Mason, Fire Inspector T. Irwin, Fire Inspector T Simmons, AFF M. Taylor  
Facilitator: Battalion Chief J. Alberts

Facilitator: Battalion Chief J. Alberts

#### **Program Overview:**

Specific audience requirements are met through the delivery of a variety of program offerings, such as Youth Fire Setters, Smoke alarm installation and home fire safety inspections upon request. Department personnel work with various groups, businesses and organizations to provide targeted and appropriate fire safety education offerings in the community. The department's public fire safety education program touches all segments of the jurisdiction from pre-school to senior citizens through classroom and group presentations. The department maintains representation on the Safe Kids Savannah Coalition which is dedicated to childhood injury prevention. Firefighters participate in a variety of coalition functions including annual water safety activities. The department participates in the Safe Place program which is a national youth outreach endeavor that allows youth easy access to immediate help in times of personal crisis. Firefighters also conduct free blood pressure screenings at all department facilities and through regularly scheduled arrangements with numerous senior citizen and faith-based organizations.

#### **Program Strengths (Equipment, Staffing, Training and Response)**

- Dedicated Public Education Officer to coordinate community events.
- Program is budgeted.
- Wide spectrum of educational outreach alternatives (Facebook, twitter and website)
- Participation in a numerous community activities to educate all segments of the community.
- Partnership with Savannah Chatham School board and Safe Kids coalition.

**Program Liabilities (Equipment, Staffing, Training and Response)**

- Need for Annual inventory check on PFSE equipment.
- Dated educational props and media materials.
- Limited funding for all PFSE programs, program is supplemented by grants

**Program Plan:**

- Research and apply for public fire safety education grants to update materials (2019).
- Conduct an annual inventory of PFSE equipment through RMS (2019).
- Implement Fire Safety House back into PFSE program (2019).
- Diversify PFSE educational material (2019).
- Redevelop the PFSE program to meet current trends and needs (2020).

*Jeff Alberts*

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Jeff Alberts  
Battalion Chief  
Annual Appraisal Facilitator



## **Annual Program Appraisal Savannah Fire & Emergency Services**

10/30/2018

### **Program Name: Safety Program Appraisal**

### **Program Members:**

Battalion Chief Kitchen, Battalion, Captain T. Horne, Captain M. Gutierrez, Captain S. Miller, MFF J. Creech and MFF C. Hanks.

Facilitator: Battalion Chief J. Alberts

### **Program Overview:**

Under the direction of the Logistics Chief, SFES has identified an Incident Safety Officer (ISO). Battalion Chiefs are responsible for coordinating the risk management program however, Captains and Master Firefighters conduct the day to day operations. The Chief Officer (Currently Chief Kitchen), with assistance from the safety officers and members of the department's safety committee assures that risk management topics are reviewed, accidents and incidents are investigated and incidents have a dedicated ISO present. The safety officers, using input from the safety committee, take appropriate actions and publish reports in order to reduce risks to all department members.

### **Program Strengths (Equipment, Staffing, Training and Response)**

- Have dedicated Incident Safety Officer (ISO) to respond to incidents and accidents
- ISO's are trained to a national level in order to respond and document safety issues.
- Have dedicated vehicle and equipment.
- Reviews incidents and accidents to identify trends and/or issues.
- Have Standard Operating Procedures (SOPs) in place to support Safety Program.
- Continuing and Improving the Cancer Reduction Initiative (CRI) to department members.
- SO's conduct monthly safety inspections of stations to maintain safe working environment.
- Tracking of injuries and exposures in Records Management System (RMS).
- Increase in the number of certified Safety Officers to support the program and incident operations.
- Safety Officers and all Battalion Chiefs completed the City of Savannah Risk Management class.

**Program Liabilities (Equipment, Staffing, Training and Response)**

- Limited drying system for wet gear after a fire.
- Need for additional Safety Officer Position to assist with response and incident requirements.
- Currency Checks for all Safety Officers in the program
- No established refresher program within RMS to track training hours
- Utilize structural Firefighting Gear for all types of responses and weather conditions

**Program Plan:**

- Update Safety SOP's (2019) to include annual currency checks for ISO's (2019).
- Research decibel ear plugs for responders (2019)
- Research different types of Personnel Protective gear to meet weather and incident response requirements (2019).

*Jeff Alberts*

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Jeff Alberts  
Battalion Chief  
Annual Appraisal Facilitator



## **Annual Program Appraisal Savannah Fire & Emergency Services**

10/29/2018

### **Program Name: Self Contain Breathing Apparatus Program Appraisal**

#### **Program Members:**

Captain M. Wilson, Captain J. Nutter Captain S. Waugh, Captain S. Floyd, Captain S. Miller, MFF S. Johnson, MFF S. Sturgis, AFF C. Dekle, AFF Capperton  
Facilitator: Battalion Chief J. Alberts

#### **Program Overview:**

Savannah Fire & Emergency Services (SFES) operates an adequate, effective and efficient Self Contain Breathing Apparatus (SCBA) program. This program is a one of a kind program which utilizes the relationship of our vendor and the personnel directly involved in the SCBS program. Currently, SFES is transitioning into a new NFPA compliant SCBA. Moreover, the program has produced certified personnel to repair and inspect SCBA's internally. All of the SCBA's are managed through the Logistics division and are being recorded into the department's RMS.

#### **Program Strengths (Equipment, Staffing, Training and Response)**

- Dedicated trained personnel to the program
- Maintaining new NFPA compliant SCBA's
- Multiple SCBA filling stations, portable and fixed.
- Program is a cost savings to the department (down time, maintenance and repairs).
- The program is internal to SFES which produces fiscal responsibility and rapid maintenance turnaround.
- SFES SCBA program is unique no other program like it nationally
- Vendor Video Conferencing for training and seminars on SCBA's
- Direct Relationship with vendor
- Program has operated without a catastrophic failure or major malfunction since its conception.

#### **Program Liabilities (Equipment, Staffing, Training and Response)**

- Limited RMS use in regards to maintenance and inventory
- Additional scheduling is needed to ensure Flow testing is not annual but is completed within 365 days to stay compliant
- Additional training is needed on proper daily SCBA inspections at the company level to reduce maintenance issues

**Program Plan:**

- Develop a report in Firehouse that tracks repairs, supplies and payments (2019).
- Create a SCBA Technician Task Book to train additional personnel (2019).
- Require a SCBA inspection training class annually (2019).

*Jeff Alberts*

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Jeff Alberts

Battalion Chief

Annual Appraisal Facilitator



## **Annual Program Appraisal Savannah Fire & Emergency Services**

10/24/2018

### **Program Name: Training and Recruitment Program Appraisal**

#### **Program Members:**

Asst. Chief Logistics C. Wallace, Battalion Chief W. Ifill, Captain H. Lopez, Captain J. Thomson,  
Captain M. Littlejohn,  
Facilitator: Battalion Chief J. Alberts

#### **Program Overview:**

Savannah Fire & Emergency Services (SFES) incorporates a multi-faceted approach in identifying training needs for the department. The training needs reflect the mandatory requirements set forth by Georgia Fire Standards and Training Council and the Insurance Services Office. Moreover, training is also implemented from Post incident Analysis where a training issue has been identified on the fireground. Training needs are also identified through course content reviews which identify changes within the industry in regards to mitigation techniques. Lastly, the Training Division is also responsible for the department's recruitment and promotional processes.

#### **Program Strengths (Equipment, Staffing, Training and Response)**

- Training Staff to include a Training Division Chief, three (3) Training Captains and one (1) Administrative Assistant.
- Ability to conduct Recruit Classes, NPQ Hazardous Materials, Technical Rescue and NIMS classes internally.
- New Training Facility (to include classrooms, office space and locker rooms).
- Professional Development pathway to include education and skills development
- Electronic tracking of training hours and program development located in RMS.
- All training classes are taught to a NFPA Standard or certified curriculum.
- Training Division is supported with a budget.
- Training Facility with burn building, tower and multiple props.
- **Recruitment**
  - Recruitment Team is diverse and represents community served.
  - Implementation of Candidate Physical Abilities Test (CPAT)
  - Ability to screen new applicants with Professional Standards Unit (Fire Investigators).
  - Internet Testing for new applicants
  - The cooperation of Human Resources with the applicant new hire process.
  - Tuition Reimbursement and Military Service incentive.
  - The utilization of recruitment props and the Recruitment Scope outlining the "Brand".

- Recruitment is funded and supported.
- Diverse recruiting opportunities to include military, civilian and educational institutions.
- Testing now includes character traits and or motivators.

#### **Program Liabilities (Equipment, Staffing, Training and Response)**

- Recruitment Team needs specialized training in recruitment techniques.
- Increase use of social media and social marketing.
- Support SFES members in community athletic events to demonstrate “Brand”
- One year assignment in Training needs to be longer to have a positive change.
- Need for more NPQ Proctors, currently SFES has only 0.
- Incorporate inventory control mechanism in RMS for training equipment.
- Continuity Book for Training Captains
- Dedicated apparatus at Training Center to reduce dependency on frontline apparatus.

#### **Program Plan:**

- To meet and track annual state certification training (24 hours). (annual)
- Monitor NFPA and State for standard and rule changes that will affect SFES training (2019).
- Certify two NPQ Proctors for SFES testing (2019).
- Develop Continuity Book for Training Captains (2019).
- Develop inventory list for Training equipment in RMS (2019).
- Work with Fleet division to secure dedicated apparatus for training (2019).
- Research training opportunities for recruitment team to include social media training (2019).

*Jeff Alberts*

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Jeff Alberts  
Battalion Chief  
Annual Appraisal Facilitator