



Annual Program Appraisal Savannah Fire & Emergency Services

10/25/2017

Program Name: Public Education Program Appraisal

Program Members:

Battalion Chief I. Harper, Battalion Chief W. Ifill, PIO J Few, MFF C. Fennel, AFF R. Eilerman, AFF M. Taylor.

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.
- Education programs are diversified for all age groups
- Wide spectrum of educational outreach alternatives (social media, print and media)
- Participation in a numerous community activities to educate all segments of the community.

Program Liabilities (Equipment, Staffing, Training and Response)

- Need for Annual inventory check on PFSE equipment.
- Updated educational props and media materials.
- Limited multi- language fire safety material



Program Plan:

- Research and apply for public fire safety education grants to update materials (2018).
- Establish PFSE kits for each battalion (2018).
- Conduct an annual inventory of PFSE equipment through RMS (2018).
- Create and disseminate Juvenile Fire-Setters SOP (2018).
- Develop additional Juvenile Fire-setters to have 3 per shift (2019).

Jeff Alberts

Jeff Alberts
Battalion Chief
Annual Appraisal Facilitator



Annual Program Appraisal Savannah Fire & Emergency Services

10/27/2017

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 investigations.
- Non utilization of scene documentation and reconstruction software.
- Non utilization of mobile connectivity equipment for effective and efficient documentation while investigating a scene.



Program Plan:

- Purchase scene documentation and reconstruction software (2018).
- Develop training class for operational personnel on investigations (2018).
- Research and implement portable and wireless technologies for scene investigation (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:

Asst. Chief Operations W. Handy, Battalion Chief J. Dent, Captain M. Wilson, Captain E. McKenna, Captain J. Brigdon, MFF T. Doherty, AFF J. Kemp, AFF C. Berry
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 103 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
- Staffing is being met to 1710 requirements
- 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 complete update on Fire Suppression policies
- Apparatus down time at the shop
- 32% of the department with under 5 years of experience
- 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 (2018).
- Continue to monitor response times and conduct deployment analysis (2018)
- Research courses that offer advanced fire suppression activities and support participation in these classes (2108).
- Research AVL pilot program (2018).

Jeff Alberts

Jeff Alberts
Battalion Chief
Annual Appraisal Facilitator



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

10/25/2017

Program Name: Hazardous Materials Program Appraisal

Program Members:

Special Operations Chief J. Vickers, Captain K. Carter, Captain P. Grant, Captain D. Chapple, MFF P. Burke, MFF R. Hansil, MFF B. Harris and MFF K. Morgan, AFF C. Billotto

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, training and inspections.
- 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.
- Dedicate group of personnel to maintain and push the program forward.
- 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)

- Not utilizing wireless technology to increase efficiency on the incident
- Update Standard Operating Procedures (SOP's)
- Increase the number of Haz Mat Specialist
- Communication gaps between Haz Mat 2 and Haz Mat Team.
- Lack of audit procedures for meters to ensure they are current with latest updates
- Ensure training class is in the purchase agreement when buying new meters.



Program Plan:

- Continue to send personnel to the Specialist level training in various disciplines (2018)
- Update Hazardous Materials SOP's (2018).
- Place Haz Mat equipment into RMS to ensure proper replacement schedule (2018).
- Continue to evaluate and purchase modern Haz Mat equipment (2018).

Jeff Alberts

Jeff Alberts
Battalion Chief
Annual Appraisal Facilitator



Annual Program Appraisal Savannah Fire & Emergency Services

10/25/2017

Program Name: Health Program Appraisal

Program Members:

Battalion Chief N. Gaskill, Captain J. Crain, Captain J. Hinely, Captain W.S. Howard, Captain T. Horne, MFF L. Lilienthal, AFF J. Kemp, AFF R. Lenz and AFF 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.
- Two 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).

Program Liabilities (Equipment, Staffing, Training and Response)

- Need to develop vision and strategy to support Health Initiative.
- 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
- Need to reestablish the Peer Fitness program and maintain currency training.

Program Plan:

- Develop a strategy and vision and assign team members to the various health categories. Each category manager would report to the Health and Wellness Officer (2018).
- Create a policy on implementing physical fitness training into RMS (2018).
- Incorporate Health and Wellness class into recruit school (Candler 2018).
- Create Job Aid for Health and Wellness Officers (2018).
- Research Gym Contracts with other fitness companies to ensure workout stability (2018).
- Train Peer Fitness Trainers (2018).
- Creation of 3rd PPE Laundry facility (2019).
- Research “Exposure Tracker” software for operational personnel (2019).

Jeff Alberts

Annual Appraisal Facilitator
Jeff Alberts
Interim Assistant Chief Operations
10/25/2016



Annual Program Appraisal Savannah Fire & Emergency Services

10/28/2016

Program Name: Marine Firefighting and Rescue Program Appraisal

Program Members:

Special Operations Chief J. Vickers, Captain S. Bancroft, Captain J. Shaw, Captain S. Novak, Captain R. Howard, MFF D. Hunter, 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
- Company capable for maritime response
- Highly trained boat crew personnel who have and continue to receive outstanding training.
- Have over 200 fire personnel trained at the Marine Firefighter I level
- Over a 100 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.



Program Plan:

- Complete training of department to the Marine Firefighting Level 1 (2018).
- Research and develop a vessel replacement plan (2018)
- Research and develop a plan or MOU for a simulator or vessel contract (2018)

Jeff Alberts

Jeff Alberts
Battalion Chief
Annual Appraisal Facilitator



Annual Program Appraisal Savannah Fire & Emergency Services

10/31/2017

Program Name: Safety Program Appraisal

Program Members:

Battalion Chief Kitchen, Battalion Chief N. Gaskill, Captain T. Horne, MFF R. Milie, MFF C. Hanks, MFF M. Gutierrez, MFF S. Miller, MFF J. Creech, MFF K. Baker, AFF R. Lenz.

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 specific 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

Program Liabilities (Equipment, Staffing, Training and Response)

- Drying system for wet gear after a fire.
- Currency Checks for Company officers in the Safety Program
- Safety Officers have not completed the City Risk Management class
- No established refresher program within RMS to track training hours



Program Plan:

- Mobile Data Terminal (MDT) in Safety vehicle (2019)
- Create currency check offs for Safety Officers (2018).
- Safety Officers will complete the City HR Risk Management class
- Develop prototype rack drying system for wet PPE gear (2018).
- Update Safety SOP's (2018).
- Research decibel ear plugs for responders (2018)

Jeff Alberts

Jeff Alberts
Battalion Chief
Annual Appraisal Facilitator



Annual Program Appraisal Savannah Fire & Emergency Services

10/26/2017

Program Name: Self Contain Breathing Apparatus Program Appraisal

Program Members:

Battalion Chief C Shelnut, Captain M. Wilson, Captain J. Nutter Captain S. Waugh, Captain S. Floyd, MFF S. Miller, AFF C. Dekle, AFF J. Payne and AFF Maier
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
- Video Conferencing for training and seminars on SCBA's
- Relationship with vendor
- Program has operated without a catastrophic failure or major malfunction since its conception.

Program Liabilities (Equipment, Staffing, Training and Response)

- Not using RMS to full potential in regard to maintenance and inventory
- Flow testing is not annual but must be completed with 365 days to stay compliant
- Communication issues between program personnel and fire personnel in regard to repairs and maintenance issues.
- Documentation for repairs not being scheduled in RMS
- Lack of a dedicated position(s) to handle SCBA repairs



- Calendar events that conflict with flow testing which effects 365 day compliancy.

Program Plan:

- Develop a SCBA SOP that is all inclusive (2018)
- Develop an invoice form that tracks repairs, supplies and payments (2018).
- Create a SCBA Technician Task Book to train additional personnel (2018).
- Develop a set schedule for the Fire Calendar for Fit Testing (2018).

Jeff Alberts

Jeff Alberts
Battalion Chief
Annual Appraisal Facilitator



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

10/23/2017

Program Name: Technical Rescue Program Appraisal

Program Members:

Special Operations Chief J. Vickers, Captain S. Bancroft, Captain J. Shaw, Captain R Howard, MFF D. Hunter, MFF W. Stoneman, MFF B. Billotto. AFF Goldberg, AFF J. Kemp
Facilitator: Battalion Chief J. Alberts

Program Overview:

Savannah Fire & Emergency Services (SFES) operates an adequate, effective and efficient program directed toward rescuing trapped and/or endangered persons from life-endangering causes ie. Structural collapse, vehicle accidents, swift and submersion in water, confine space, high angle and trench collapse. These advanced life saving techniques are conducted with high trained personnel who receive specialized training in each of the disciplines SFES response to. Moreover, SFES utilizes two (2) heavy rescues with a variety of modern pieces of equipment to ensure an effective and efficient response is conducted.

Program Strengths (Equipment, Staffing, Training and Response)

- Utilization of Mobile Data Terminal during response.
- The Special Operations Division maintains a large number of available resources to respond to a wide variety of incidents
- Department has a growing number of qualified Rescue Technicians
- Have SOP's in place for Technical Rescues
- Equipment is in good working order
- Technical Rescue capabilities exceed COS risk hazards assessment
- Core of certified and advanced Instructors for Technical Rescue development
- A member of the Georgia Search and Rescue (GSAR) Task Force
- Receiving new apparatus and equipment.
- Cooperation with other GSAR units for area response capabilities

Program Liabilities (Equipment, Staffing, Training and Response)

- Limited course offerings for Trench and Structural Collapse are limited due to no simulator for new and reoccurring training
- Need to consolidate TRT personnel to support response and training
- 911 Communications needs reoccurring training on Technical Rescue responses
- More advanced and progressive training to update TRT program
- Lack of task book for Instructor credentialing and development

Program Plan:

- Maintain and possibly increase TRT training classes (2018)
- Develop Instructor Task Books for TRT (2018).
- Create and implement equipment replacement schedule (2018).
- Review TRT SOP's (2018).
- Send personnel to outside TRT training classes such as the Guardian Center, GFSTC (2018)
- Consolidate training materials that are also up to date and accessible by TRT members (2018).
- Creation of 3rd rescue for the city's Westside (2019)

Jeff Alberts

Jeff Alberts
Battalion Chief
Annual Appraisal Facilitator



Annual Program Appraisal Savannah Fire & Emergency Services

10/24/2017

Program Name: Training and Recruitment Program Appraisal

Program Members:

Asst. Chief Logistics C. Wallace, Battalion Chief J. McCutchen, Battalion Chief W. Ifill, Captain J. Croslen, Captain H. Lopez, Captain G. Carlson, MFF M. Dodd, MFF L. Lilienthal and MFF M. Gutierrez.

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
- Conducts customer service classes that support both internal and external customers.
- Electronic tracking of training hours and program development located in RMS.
- All training classes are taught to a NFPA Standard of certified curriculum.
- Training Division is supported with a budget.
- Training Facility with burn building, tower and multiple props to include gas 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.
- Maintaining an Interest Card Database.

Program Liabilities (Equipment, Staffing, Training and Response)

- Recruitment Team needs specialized training in recruitment techniques.
- Continue improving the recruitment process to solicit diverse candidates
- Increase use of social media and social marketing.
- Need for more NPQ Proctors, currently SFES has only 1.
- Incorporate inventory control mechanism in RMS for training equipment.
- Continuity Book for Training Captains
- Need for dedicated apparatus at Training Center to reduce dependency on frontline apparatus.

Program Plan:

- Maintain Firefighter competencies by conducting scenario based “Core Competencies” (2017).
- Monitor NFPA and State for standard and rule changes that will affect SFES training (2018).
- Re-implement sending Instructors to outside training course to incorporate new technologies, equipment and methods into SFES programs ensuring progressiveness (2018).
- Certify two NPQ Proctors for SFES testing (2018).
- Develop Continuity Book for Training Captains (2018).
- Develop inventory list for Training equipment in RMS (2018).

Jeff Alberts

Jeff Alberts
Battalion Chief
Annual Appraisal Facilitator