

# SSFD Status and Updates



- Spring 2015



1. Developed a valid and structured testing battery for new FD hires
2. Instituted a full time EMS Director to reduce liability and increase Quality Control
3. Automated all the Medicare/Medicaid billing with control measures that have increased collections
4. Added “Toughbook” Laptops to the EMS units for paperless run reports
5. Added new and additional drugs to our EMS treatment arsenal
6. Developed and instituted a valid promotional process that includes measuring the candidate’s skill sets
7. Increased our presence in the school system with programs such as Operation Safe Prom
8. Developed and instituted a “Fit for Duty” test for all incumbent Firefighters
9. New requirements for uniforms to ensure FD members always look sharp while in the public eye
10. Improved inter-shift communications to ensure equipment remains in a state of readiness



11. Began teaching a National Certified Emergency Medical Responder (EMR) course at the High School
12. Developed and implemented a Rural Fire Membership Program
13. Developed and implemented a residential Storm Shelter registration program
14. Negotiated EMS Service Contracts for Benton County & the City of Gentry
15. Established new FD Standard Operating Procedures for Administration and Emergencies
16. Rewrote FD Vision & Mission Statements
17. Through Citywide referendum developed a 10 year, 6 plus million dollar CIP for FD
18. Garnered a nearly \$100,000 federal grant to replace SCBA Fleet
19. Purchased new SCBA Refill Station
20. Improved our PPE inspection and replacement program



21. Purchased or rebuilt all four Ambulances that included new chassis and all new equipment
22. Purchased/Remodeled and relocated our Fire Station # 3
23. Purchased/replaced all unreliable FD Training vehicles
24. Purchased/replaced Battalion Chief's vehicle
25. Greatly improved our FD Officer Development program
26. Improved and increased FD Company Level training
27. Instituted a new Probationary Firefighter competency program
28. Purchased Boat and other essentials for Swift Water Rescue program
29. Improved the Air Quality at Fire Station 2 with a new air scrubber system
30. Removed unreliable Forestry truck and added a refurbished Brush truck to our fleet



31. Increased our regional NWA presence plugging into both Fire and EMS networks
32. Added a full time Fire Prevention Specialist
33. Flattened the FD organizational structure with the Deputy Chief of Operations and Administration positions
34. Streamlined the facilitation of FD Station and Equipment repair processes
35. Revamped our Part-Time Firefighter program
36. Developed and implemented a new Part-Time Paramedic program
37. Realigned FD salaries to address disparities that had occurred over time
38. Concerted focus and success to increase starting FD salaries to be competitive with the corridor agencies
39. Improved communications and rapport with PD over joint training and resolving dispatch related issues
40. Revamped the FD performance evaluations for Operations Personnel to reflect actual duties being performed



41. Increased the robustness of our FD reporting software while increasing our wireless and hot spot capabilities in the field
42. Updated all FD job descriptions
43. Building Official added to the FD, which increased continuity and communications to clients
44. Revamped communications thru new Water Tower comm. equipment, radios & pagers
45. Began a formalized "Badge Pinning" recognition for FD members who promote
46. Began a new "Firefighter of the Year" recognition
47. Developed planning grid for future fire station locations and determine efficiency of current locations
48. Increased Public Education and Safety efforts through our City Safe programs
49. Implemented ISO data control measures so we improved the strength of our class 3 rating and more accurately capture our call and other activity information



51. By the end 2014 FD had reduced sick leave usage by 33% from the previous three year average
52. By the end 2014 FD had reduced lost time injury leave usage by 32% from the previous three year average
53. Citywide Adoption of the 2012 Arkansas Fire Prevention Code & 2014 Energy Code
54. First time ever to adopt any version of the Arkansas Mechanical Code (2010 version)
55. Entrepreneurial efforts have garnered or recaptured 25% of FD annual operating budget
56. Maintained our Arkansas Medicaid Provider status despite all the new obstacles posed by the ACA. This will ensure that we will continue to receive in excess of \$100,000 each year for our indigent care efforts that would otherwise have to be written off.
57. Total overhaul and implementation of the FD EMS Protocols
58. Improved our recruitment efforts by reducing our hiring age to 18 and expanding the distance of the residency requirement.