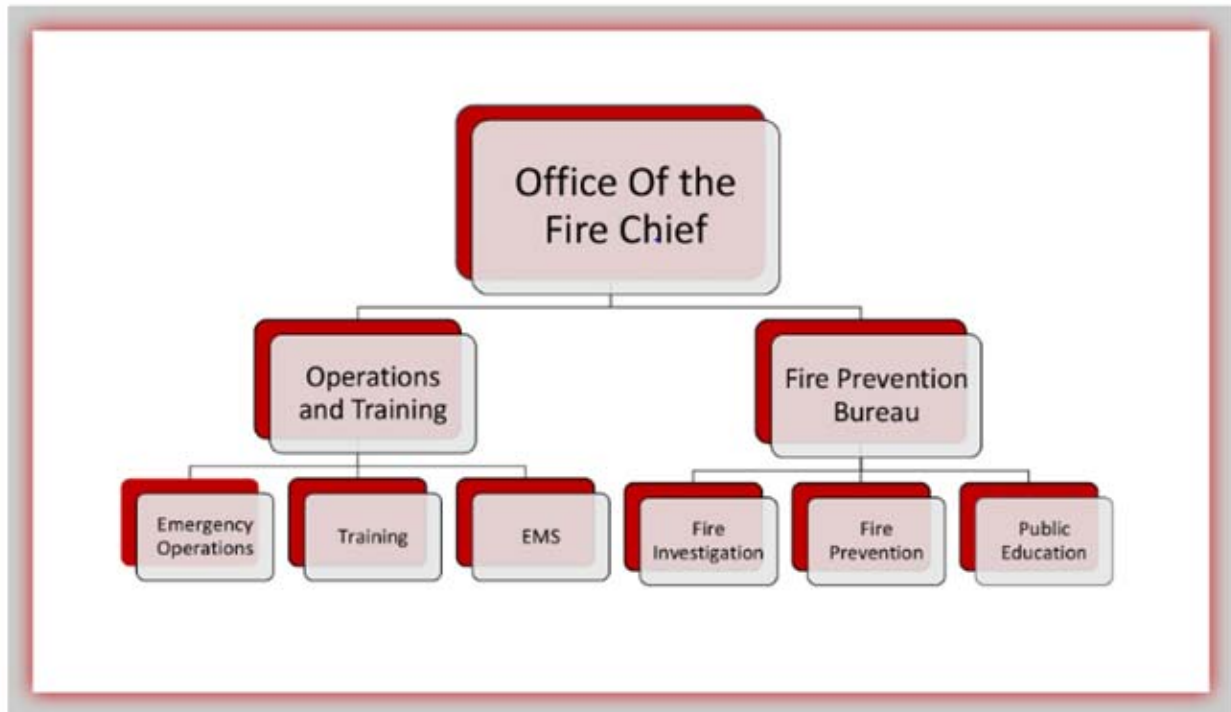


# Fire

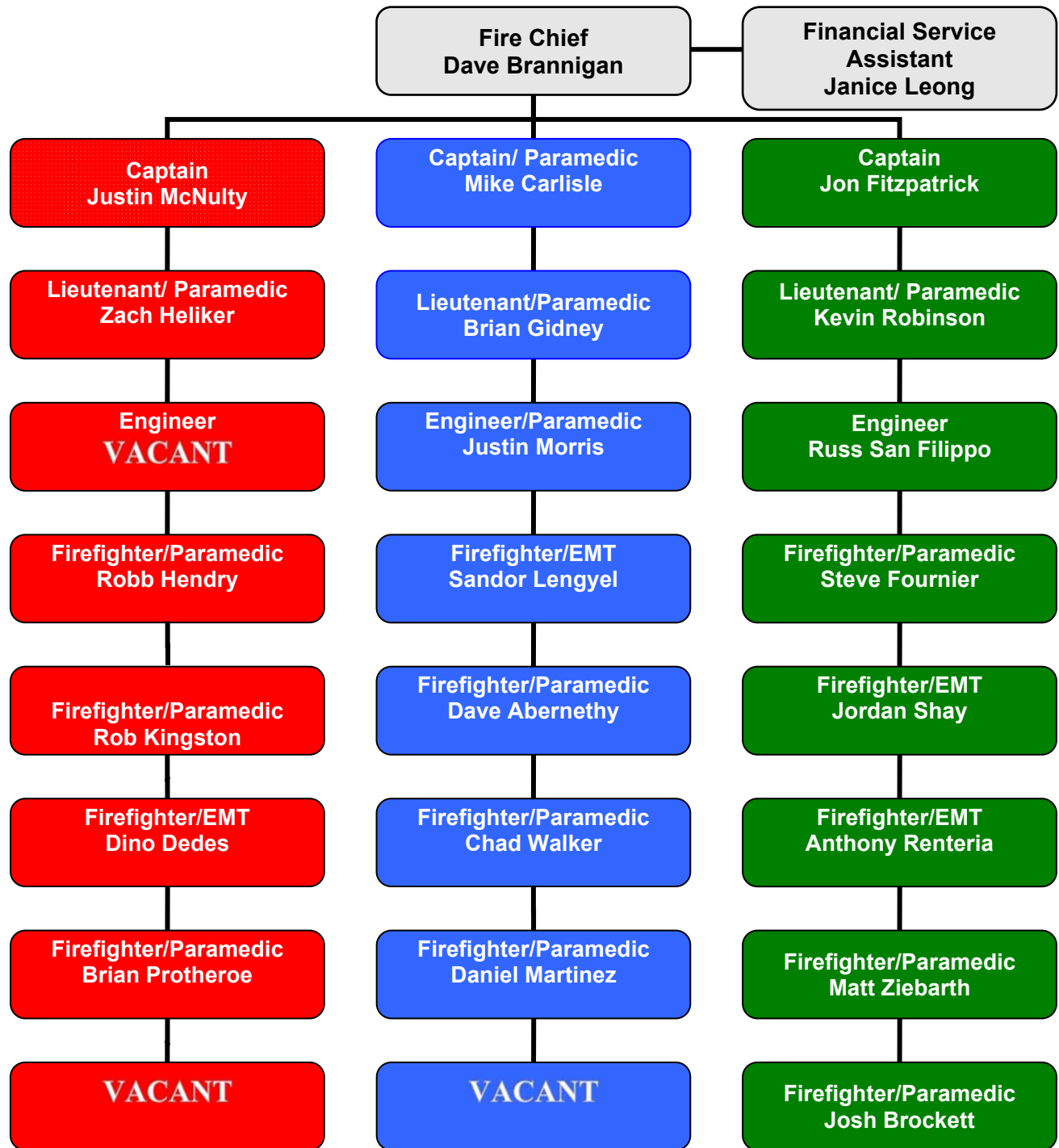


This Page Left Intentionally Blank

# Fire Department Organizational Structure



# Fire Department Roster



## MISSION

*The Piedmont Fire Department provides our community with comprehensive and superior emergency services to protect life, property and the environment.*

## VISION

*Piedmont Fire Department is dedicated to serving the people of our community and we work to continually exceed expectations. We will provide leadership locally, regionally, and nationally. We will establish and strengthen partnerships and cooperate with allied agencies to enhance our service. We will provide the best service possible within the fiscal opportunities available. We will exercise foresight in planning, preparing, and auditing for the safety and well-being of the community. We will promote confidence, trust, and self-reliance through personal and professional growth. We will support our workforce to maintain a healthy lifestyle and perform duties in a safe and responsible manner. We will continually assess our performance benchmarks and refine our standards to maximize operational efficiencies.*

## VALUES

***Traditions*** Remembering the past and cherishing our vocational culture

***Teamwork*** Empowerment of our personnel to provide quality customer service

***Innovation*** Always seeking to acquire knowledge and skills while embracing a culture of continuous improvement

***Integrity*** Adherence to moral and ethical principles

***Honor*** Embrace variation in beliefs, perspectives and actions

***Respect*** Deference to the rights or opinions of others

***Trust*** Transparency with our practices and initiatives

## Responsibilities of the Fire Department

**Fire Suppression:** The fire department provides rapid response to extinguish fires and rescue victims, while complying with regulations for crew accountability and safety. In addition to fire suppression, the department is equipped to handle a variety of emergencies such as: wildfires, vehicle collisions, hazardous conditions, flooding, etc. Our emergency fleet and staff are capable of various missions with a broad inventory of equipment.

**Emergency Medical Services:** The Piedmont Fire Department provides advanced life support emergency medical services on an ambulance as well as fire suppression apparatus. Firefighter Paramedics on multiple units provide a cost effective staffing model that delivers the highest level of emergency care for all hazards to which the department responds.

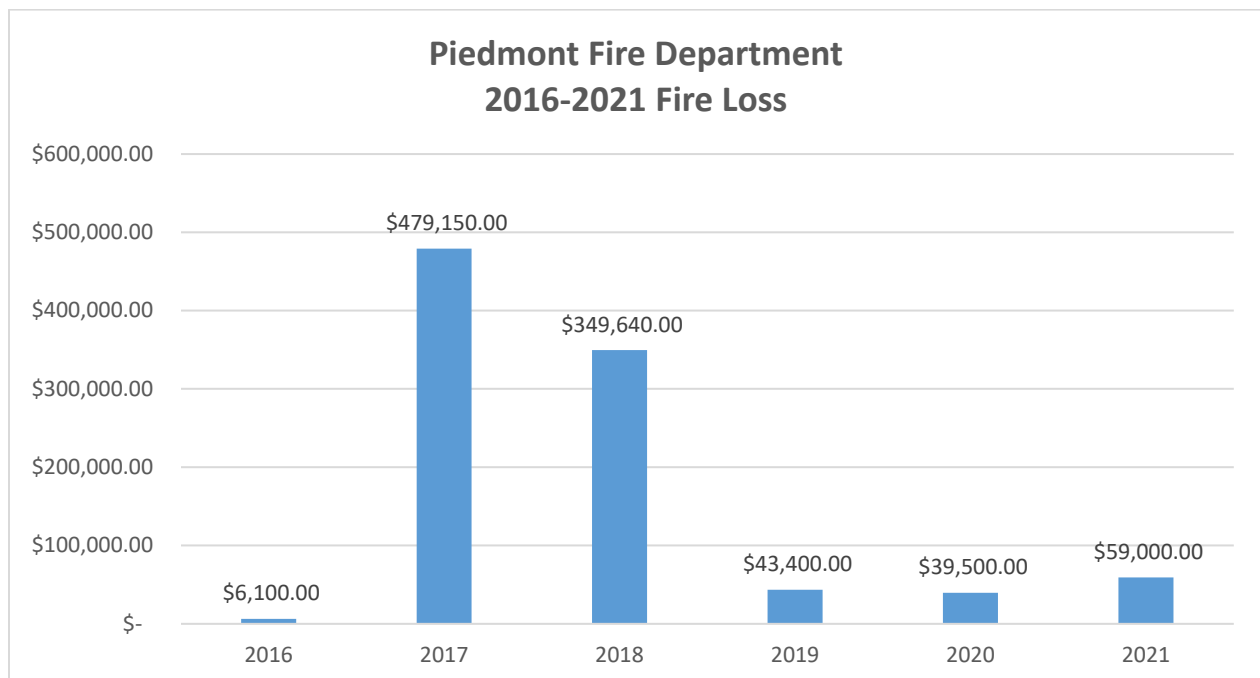
**Fire Prevention:** The Piedmont Fire Department has the responsibility to reduce the likelihood of loss of life, property, and the environment through proactive fire prevention measures, fire code enforcement, plan checks and public education. In the unfortunate event of a fire, the department also leads the investigation for the cause and origin.

**Training:** Fire Department personnel conduct training in accordance with local, county, state and federal standards. Personnel learn through didactic, hands on, and online training. Continuing education for professional licenses, as well as updates on best practices and mandated trainings happen annually. Without a formal training ground, firefighters can be seen throughout the city honing their skills in real-world environments.

**Emergency/Disaster Preparedness:** The Fire Department provides CPR/AED and First Aid courses for the community as well as Piedmont Unified School District employees. In partnership with the Public Safety Committee, neighborhoods are being mapped to improve disaster readiness at the neighborhood level and teach neighbors to rely on each other during the hours or days before fire, medical, police or utility responders arrive. The Fire Department is charged with stewardship of the City Emergency Operations Plan (EOP) and Emergency Operation Center (EOC). This includes, supplies, equipment, and training.

2021 Response Data	
11	Fire Related Incidents
418	Emergency Medical
77	Hazardous Conditions (HazMat, Spill, Investigation, etc.)
72	False Alarms & False Calls
277	Good Intent/Public Service/Miscellaneous
<u>15</u>	<u>Mutual Aid Given</u>
<b>870</b>	<b>Total Calls for Service</b>

2021 Mutual Aid Provided by Piedmont Fire Department	
Albany	2
Berkeley	19
Falck	3
Hayward	1
Cal OES	3



This Page Left Intentionally Blank





<h2 style="margin: 0;">FIRE &amp; PARAMEDIC</h2> <h3 style="margin: 0;">2022-23</h3>
--

**BUDGET SUMMARY FOR FIRE (INCLUDING PARAMEDIC)**

	Approved Budget 21/22	Estimated Expenditures 21/22	Proposed Budget 22/23	Budget % Change
SALARIES	\$ 4,715,612	\$ 4,797,092	\$ 4,651,799	-1.4%
FRINGE BENEFITS	\$ 2,412,482	\$ 2,270,800	\$ 2,663,934	10.4%
PERSONNEL EXPENSES	\$ 63,500	\$ 68,343	\$ 51,500	-18.9%
SUPPLIES & SERVICES	\$ 520,500	\$ 476,012	\$ 584,400	12.3%
<b>TOTAL</b>	<b>\$ 7,712,094</b>	<b>\$ 7,612,247</b>	<b>\$ 7,951,633</b>	<b>3.1%</b>

<b>STAFF</b>			
	<u>Employees</u>	<u>First Step</u>	<u>Last Step</u>
<b>MANAGEMENT</b>			
Fire Chief	1	-	19,449
<b>MID-MANAGEMENT</b>			
Fire Captain w/5% Fire Officer & Paramedic	1	12,065	14,661
Fire Captain w/5% Fire Officer	1	11,622	14,123
Fire Captain w/ 10% Chief Officer	1	12,176	14,795
	<b>3</b>		
<b>FIRE FIGHTERS</b>			
Lieutenant with FOC & Paramedic	3	-	13,421
Firefighter	2	8,734	10,031
Firefighter with 5% FOC	2	9,171	10,533
Firefighter with 12% Paramedic	8	9,782	11,235
Firefighter with FOC & Paramedic	3	10,219	11,736
Engineer with 5% FOC	2	9,629	11,060
Engineer with 5% FOC & Paramedic	1	10,729	12,324
	<b>21</b>		
<b>Total</b>	<b>25</b>		

This Page Left Intentionally Blank

DESCRIPTION	Account #	Approved 21/22	Estimated 21/22	Proposed 22/23	Budget % Change
<b>FIRE</b>					
<b>SALARIES</b>					
REGULAR SALARIES	101-0411-010-001	3,499,804	3,125,000	3,615,362	103%
PART TIME SALARIES	101-0411-010-002	20,600	6,000	20,600	100%
OVERTIME SALARIES: GENERAL	101-0411-010-003	838,964	990,000	616,000	73%
OVERTIME SALARIES:STRIKE TEAM	101-0411-010-005	-	250,449	-	NA
VACATION/COMP.-PAYOUT	101-0411-010-050	16,315	65,000	18,128	111%
<b>OBJECT TOTAL</b>	<b>101-0411-010</b>	<b>4,375,683</b>	<b>4,436,449</b>	<b>4,270,090</b>	<b>98%</b>
<b>HEALTH INSURANCE</b>					
MEDICAL INSURANCE	101-0411-011-001	535,335	460,000	563,254	105%
DENTAL INSURANCE	101-0411-011-002	50,173	40,000	45,668	91%
VISION PLAN	101-0411-011-003	5,430	5,000	5,186	96%
<b>OBJECT TOTAL</b>	<b>101-0411-011</b>	<b>590,938</b>	<b>505,000</b>	<b>614,108</b>	<b>104%</b>
<b>RETIREMENT</b>					
PERS: NORMAL COST	101-0411-012-001	757,435	700,000	716,627	95%
PERS: UAL PAYMENT	101-0411-012-003	1,054,000	1,054,000	1,256,563	119%
PERS: COST SHARE	101-0411-012-004	(282,012)	(280,000)	(225,134)	80%
<b>OBJECT TOTAL</b>	<b>101-0411-012</b>	<b>1,529,423</b>	<b>1,474,000</b>	<b>1,748,056</b>	<b>114%</b>
<b>OTHER BENEFITS</b>					
FICA	101-0411-013-009	1,277	500	1,277	100%
LIFE INSURANCE	101-0411-013-001	5,211	12,000	14,132	271%
DISABILITY INSURANCE	101-0411-013-002	10,423	-	537	5%
UNIFORM ALLOWANCE	101-0411-013-003	30,345	30,000	30,293	100%
MEDICARE INSURANCE	101-0411-013-005	56,341	65,000	61,915	110%
CONCERN EAP PROGRAM	101-0411-013-006	6,100	6,100	5,900	97%
<b>OBJECT TOTAL</b>	<b>101-0411-013</b>	<b>109,697</b>	<b>113,600</b>	<b>114,054</b>	<b>104%</b>
<b>PERSONNEL EXPENSES</b>					
MEMBERSHIP/CONF/TRAINING	101-0411-031-001	40,000	45,843	30,000	75%
TUITION REIMBURSEMENT	101-0411-031-002	1,500	2,500	1,500	100%
<b>OBJECT TOTAL</b>	<b>101-0411-031</b>	<b>41,500</b>	<b>48,343</b>	<b>31,500</b>	<b>76%</b>
<b>DEPARTMENT SUPPLIES</b>					
OFFICE SUPPLIES	101-0411-051-001	4,000	4,000	4,000	100%
FIRE EQUIPMENT AND SUPPLIES	101-0411-051-002	47,000	47,000	47,000	100%
CLOTHING/BOOTS	101-0411-051-003	35,000	35,000	35,000	100%
<b>OBJECT TOTAL</b>	<b>101-0411-051</b>	<b>86,000</b>	<b>86,000</b>	<b>86,000</b>	<b>100%</b>
<b>RADIO &amp; TELEPHONE</b>	<b>101-0411-052-003</b>	<b>5,000</b>	<b>1,777</b>	<b>5,000</b>	<b>100%</b>

DESCRIPTION	Account #	Approved 21/22	Estimated 21/22	Proposed 22/23	Budget % Change
<b>FIRE</b>					
<b>EQUIPMENT MAIN/GAS/OIL</b>					
VEHICLE MAINTENANCE	101-0411-053-001	50,000	50,000	50,000	100%
OIL & GASOLINE	101-0411-053-002	21,000	24,229	27,000	129%
<b>OBJECT TOTAL</b>	<b>101-0411-053</b>	<b>71,000</b>	<b>74,229</b>	<b>77,000</b>	<b>108%</b>
<b>CONTRACT SERVICES</b>					
CONTRACT SERVICES	101-0411-054-001	95,000	70,182	95,000	100%
REQUIRED MAINTENANCE	101-0411-054-002	-	2,881	-	NA
<b>OBJECT TOTAL</b>	<b>101-0411-054</b>	<b>95,000</b>	<b>73,063</b>	<b>95,000</b>	<b>100%</b>
<b>BUILDING MAINTENANCE</b>	<b>101-0411-055-001</b>	<b>15,000</b>	<b>-</b>	<b>15,000</b>	<b>100%</b>
<b>OTHER EXPENSE</b>					
EMERGENCY PREPAREDNESS	101-0411-056-003	40,000	40,000	94,900	237%
FIRE PREVENTION	101-0411-056-004	10,000	10,000	10,000	100%
PUBLIC SAFETY COMMITTEE	101-0411-056-005	1,500	-	1,500	100%
<b>OBJECT TOTAL</b>	<b>101-0411-056</b>	<b>51,500</b>	<b>50,000</b>	<b>106,400</b>	<b>207%</b>
<b>INFORMATION SERVICES</b>					
SOFTWARE	101-0411-060-002	39,000	39,000	39,000	100%
<b>OBJECT TOTAL</b>	<b>101-0411-060</b>	<b>39,000</b>	<b>39,000</b>	<b>39,000</b>	<b>100%</b>
<b>TOTAL: FIRE</b>		<b>7,009,741</b>	<b>6,901,461</b>	<b>7,201,208</b>	<b>103%</b>

	2022 Annual Budget	2022 Annual Estimated	2023 Budget Request
101-0411-031-001. MEMBERSHIP/CONF/TRAINING	40,000	45,843	30,000
Professional meetings, association memberships, training conferences, periodical subscriptions, training certification fees along with federal, state and local mandated training are funded through this account. Examples are: California State Fire Marshal, Occupational Safety and Health Administration, Environmental Protection Agency, Federal Department of Transportation, California Department of Motor Vehicles, and the Insurance Services Office. Also, health and wellness training plus specific topics provided by outside contractors.			
101-0411-031-002. TUITION REIMBURSEMENT	1,500	2,500	1,500
101-0411-051-001. OFFICE SUPPLIES	4,000	4,000	4,000
This account funds all office supplies, including consumable computer related items.			
101-0411-051-002. OTHER SUPPLIES	47,000	47,000	47,000
Firefighting equipment and supplies such as: hand tools, power tools, fire hose, fittings and nozzles, batteries as well as other emergency response equipment are purchased and maintained through this non-capital account.			
101-0411-051-003. CLOTHING/BOOTS	35,000	35,000	35,000
Personal Protective Equipment (turnouts, wildland coats & pants and safety boots) is scheduled for replacement based on a ten year life expectancy. This standard has been set by the Occupational Safety and Health Administration, the National Fire Protection Association, and the personal protective equipment manufactures. The goal is also to provide two sets of PPE (primary and back up, essentially five years apart so as not be purchasing too many sets in any one year). The Department does not yet comply with goal but this year's budget request the Dept should meet this goal.			
101-0411-052-003. RADIO	5,000	1,777	5,000
This account funds maintenance, repairs, annual re-programming, and access fees for department owned radio equipment.			
101-0411-053-001. VEHICLE MAINTENANCE	50,000	50,000	50,000
Annual maintenance and semi-annual services are performed on the Department's two fire engines, ladder truck, brush patrol, utility vehicle, fire chief's vehicle, and reserve staff vehicle.			
101-0411-053-002. OIL/GASOLINE	21,000	24,229	27,000
Diesel, DEF, gasoline and lubrication products for the Department's vehicles (ambulances not included) and the City Hall generator. Increase due to anticipated increase in fuel costs.			

	<b>2022 Annual Budget</b>	<b>2022 Annual Estimated</b>	<b>2023 Budget Request</b>
101-0411-054-001. CONTRACT SERVICES	95,000	70,182	95,000
<p>This account funds our laundry services, overhead door maintenance, injury/illness prevention, fitness training, servicing exercise equipment, servicing and certifying fire extinguishers, fire hose testing, maintaining the fire station fire protection system, Fire/EMS Dispatch Services, and the annual ladder testing &amp; certification.</p>			
101-0411-054-002. REQUIRED MAINTENANCE	0	2,881	0
101-0411-055-001. BUILDING MAINTENANCE	15,000	0	15,000
<p>The Fire Department oversees a major portion of this facility's ongoing and required maintenance. This account funds the maintenance and repair of the Department's living quarters, business offices, apparatus floor, gym, and storage areas.</p>			
101-0411-056-003. EMERGENCY PREPAREDNESS	40,000	40,000	94,900
<p>This account funds emergency preparedness supplies, equipment, repairs and maintenance of the City's disaster containers, and the Emergency Operations Center. In addition this fund supports the Emergency Operations Plan and the Hazard Mitigation Plan.</p>			
101-0411-056-004. FIRE PREVENTION	10,000	10,000	10,000
<p>This account funds fire prevention publications, annual fire inspection forms and supplies, annual subscriptions to the California Fire Code, National Fire Protection Association and the Uniform Building Code. Other expenditures include equipment for community risk reduction related programs such as helmets, protective equipment and youth safety training.</p>			
101-0411-056-005. PUBLIC SAFETY COMMITTEE	1,500	0	1,500
<p>This account funds the Piedmont's Public Safety Committee cost related to public safety announcements, brochures, and mailings in support of the Committee's charge.</p>			
101-0411-060-002. SOFTWARE	39,000	39,000	39,000
<p>This account funds and maintains software used to file reports, track staffing and payroll, maintain the medical records data base, and New World maintenance and updates.</p>			
101-0411-081-031. EQUIPMENT	0	1,061	0

DESCRIPTION	Account #	Approved 21/22	Estimated 21/22	Proposed 22/23	Budget % Change
<b>FIRE: PARAMEDICS</b>					
<b>SALARIES</b>					
REGULAR SALARIES	101-0412-010-001	290,118	250,000	295,237	102%
OVERTIME SALARIES: GENERAL	101-0412-010-003	47,586	80,000	84,000	177%
OVERTIME SALARIES: STRIKE TM	101-0412-010-005	-	22,643	-	NA
VACATION/COMP.-PAYOUT	101-0412-010-050	2,225	8,000	2,472	111%
<b>OBJECT TOTAL</b>	<b>101-0412-010</b>	<b>339,929</b>	<b>360,643</b>	<b>381,709</b>	<b>112%</b>
<b>HEALTH INSURANCE</b>					
MEDICAL INSURANCE	101-0412-011-001	42,107	40,000	45,921	109%
DENTAL INSURANCE	101-0412-011-002	3,830	3,500	3,654	95%
VISION PLAN	101-0412-011-003	405	400	414	102%
<b>OBJECT TOTAL</b>	<b>101-0412-011</b>	<b>46,342</b>	<b>43,900</b>	<b>49,989</b>	<b>108%</b>
<b>RETIREMENT</b>					
PERS: NORMAL COST	101-0412-012-001	59,396	55,000	54,540	92%
PERS: UAL PAYMENT	101-0412-012-003	90,000	90,000	90,000	100%
PERS: COST SHARE	101-0412-012-004	(22,319)	(20,000)	(16,320)	73%
<b>OBJECT TOTAL</b>	<b>101-0412-012</b>	<b>127,077</b>	<b>125,000</b>	<b>128,220</b>	<b>101%</b>
<b>OTHER BENEFITS</b>					
LIFE INSURANCE	101-0412-013-001	405	400	1,084	268%
DISABILITY INSURANCE	101-0412-013-002	814	600	-	0%
UNIFORM ALLOWANCE	101-0412-013-003	2,355	2,300	2,407	102%
MEDICARE INSURANCE	101-0412-013-005	4,931	5,500	5,536	112%
CONCERN EAP PROGRAM	101-0412-013-006	500	500	480	96%
<b>OBJECT TOTAL</b>	<b>101-0412-013</b>	<b>9,005</b>	<b>9,300</b>	<b>9,507</b>	<b>106%</b>
<b>PERSONNEL EXPENSES</b>	<b>101-0412-031-002</b>	<b>22,000</b>	<b>20,000</b>	<b>20,000</b>	<b>91%</b>
<b>DEPARTMENT SUPPLIES</b>					
MEDICAL SUPPLIES	101-0412-051-001	57,000	57,000	60,000	105%
OTHER SUPPLIES	101-0412-051-002	-	943	-	NA
<b>OBJECT TOTAL</b>	<b>101-0412-051</b>	<b>57,000</b>	<b>57,943</b>	<b>60,000</b>	<b>105%</b>
<b>EQUIPMENT MAIN/GAS/OIL</b>					
AMBULANCE MAINTENANCE	101-0412-053-001	10,000	10,000	10,000	100%
OIL & GASOLINE	101-0412-053-002	19,000	19,000	19,000	100%
<b>OBJECT TOTAL</b>	<b>101-0412-0453</b>	<b>29,000</b>	<b>29,000</b>	<b>29,000</b>	<b>100%</b>
<b>CONTRACT SERVICES</b>	<b>101-0412-054-001</b>	<b>60,000</b>	<b>60,000</b>	<b>60,000</b>	<b>100%</b>
<b>OTHER EXPENSE</b>					
SPECIAL EQUIPMENT	101-0412-056-001	12,000	5,000	12,000	100%
<b>OBJECT TOTAL</b>	<b>101-0412-056</b>	<b>12,000</b>	<b>5,000</b>	<b>12,000</b>	<b>100%</b>
<b>TOTAL: PARAMEDICS</b>		<b>702,353</b>	<b>710,786</b>	<b>750,425</b>	<b>107%</b>
<b>TOTAL: FIRE/PARAMEDICS</b>		<b>7,712,094</b>	<b>7,612,247</b>	<b>7,951,633</b>	<b>103%</b>

This Page Left Intentionally Blank



	2022 Annual Budget	2022 Annual Estimated	2023 Budget Request
101-0412-031-002. MEDICAL TRAINING	22,000	20,000	20,000
This account funds continuing education and re-certification for the Department's Emergency Medical Technicians and Paramedics. This account also funds State and County EMS mandated, specialized training in the following areas: cardiac emergencies, trauma, communicable diseases, plus pediatric and geriatric medical emergencies.			
101-0412-051-001. MEDICAL SUPPLIES	57,000	57,000	60,000
This account funds disposable items used in patient treatment. Items funded include: bandages, pharmaceuticals, oxygen administration supplies, medical related personal protective equipment, and cardiac monitor parts and supplies.			
101-0412-051-002. OTHER SUPPLIES	0	943	0
101-0412-053-001. AMBULANCE MAINTENANCE	10,000	10,000	10,000
Annual maintenance and periodic repairs for the Department's two ambulances .			
101-0412-053-002. OIL/GASOLINE	19,000	19,000	19,000
The Department's two ambulances are funded through this account. Increase for next year is based on probability of increased city-wide fuel usage and fuel costs.			
101-0412-054-001. MEDICAL CONTRACT SERVICES	60,000	60,000	60,000
This account funds services provided by outside contractors serving the Emergency Medical Services Division of Piedmont Fire Department. Among these are the Quality Assurance Nurse, medical waste removal service, oxygen supply, LUCAS Device service, cardiac monitor calibration and service. Additional funds are requested to purchase 3 year service contracts power-lift gurneys. Recent legislation imposed a fee of approximately \$27 per medical transport. Our projected volume is 300 transports per year, resulting in approximately \$8,000 Fire will owe the state. However, this program is also slated to possibly sunset in January 2022 which means the cost will be somewhere between \$4,000 and \$8,000 for this budget.			
101-0412-056-001. SPECIAL EQUIPMENT	12,000	5,000	12,000
This account funds specialized medical equipment. The Department's equipment is evaluated regularly to determine if replacement is required.			

	2022 Annual Budget	2022 Annual Estimated	2023 Budget Request
101-0412-056-002. BACK-UP TRANSPORTATION	0	0	0

This account funds an Alameda County Contract Ambulance when it provides service to a Piedmont resident. This occurs when Piedmont's ambulance is on a medical response and a request is received for a second medical emergency. Additional funding is due to increased transport fees for outside agencies for standard call types and anticipated H&S 5150 transport costs by third party provider.

END OF FIRE BUDGET