

Informational Hearing BCFD Office of the Fire Chief Annual Review

Council Bill 22-0090R



Niles R. Ford, PhD
FIRE CHIEF


BALTIMORE CITY FIRE DEPARTMENT



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In the spirit of transparency and oversight, the Council is requesting that the Chief present:

1. The yearly goals and initiatives that have been the Office's focus since the Chief was appointed
2. A status report on the health and safety reforms that were recommended and implemented after the death of Lieutenant Bethea
3. An update on the implementation process of the goals that were set in the 2016-2021 strategic plan
4. A briefing on the Chief's 2022-2023 goals and initiatives



The yearly goals and initiatives that have been the office's focus since the Chief was appointed



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- First fire department in Maryland to receive an ISO 1 Rating
- Initiated the High School Program
- Successfully transitioned into a new schedule for suppression
- Initiated community driven interview and hiring process
- Promoted and increased diversity within BCFD
- Accepted leadership of the 911 system
- Ushered in “NextGen Ready 911 system”
- BCFD safety team became “certified safety managers”



- Spearheaded a public/private partnership to renovate 17 kitchens in the fire stations
- Led the transition to a two-tier EMS system
- Initiated “Live Well” Employee Assistance and Work-Life Balance Program in partnership with BHS
- Partnered with the University of Maryland Medical Center (UMMC) for Transitional Health Support (THS) and Minor Definitive Care Now (MDCN) pilot programs



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- Development of Camp Spark, a Fire Service Empowerment Camp for girls ages 12-16 to explore career opportunities within the fire service
- Renovated Old Truck 6 fire station at 1227 S Hanover St to be the first EMS station in BCFD
- Implemented a procedure to utilize AVL and Mobile Data Terminals (MDTs) to dispatch the closest unit to all calls using GPS data
- Created a more comprehensive home safety inspection process – quality of visit rather than quantity
- COVID vaccination process /EMS
- Installed gender neutral bathroom signs in all stations, and, in partnership with BPD, designated all stations as safe places for individuals who feel they have been victims of anti-LGBTQ crimes.



- Implemented a comprehensive EMS inventory management system
- Accepted leadership responsibility of MOEM as COVID became a significant community health issue
- Managed COVID-19 Central Distribution Warehouse to order, store and distribute PPE, cleaning supplies and equipment to other City agencies
- Purchase of specialized bariatric emergency medical transport unit to transport larger citizens. BCFD was awarded an Assistance to Firefighters Grant through FEMA for this purchase



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- BCFD's EMS Division piloted the first Alternative Destination Program in the State of Maryland
- Emergency Triage, Treat, and Transport (ET3)
- Cancer Reduction Program
- Online training program (LMS)
- Development of Anti-Human Trafficking training program in conjunction with other city agencies, hospitals and other partners.
- On track to have the youngest fleet in BCFD history



- Opioid partnerships with internal and external partners, including Opioid Intervention Team, Leave Behind Narcan, Overdose Survivors Expansion Program and Stabilization Center
- Recorded the two lowest number of annual deaths due to fire in the history of BCFD
- Hired an Equity Program Coordinator and rolled out an "Equity Blueprint"
- Developed LGBTQ, Phoenix (Women in Fire), and Fire/EMS committees
- Incident Safety Officer and Fire Officer training program (\$1.02mil), which is primarily grant funded
- Initiated a process to receive an additional \$40 million partial year reimbursement to EMS



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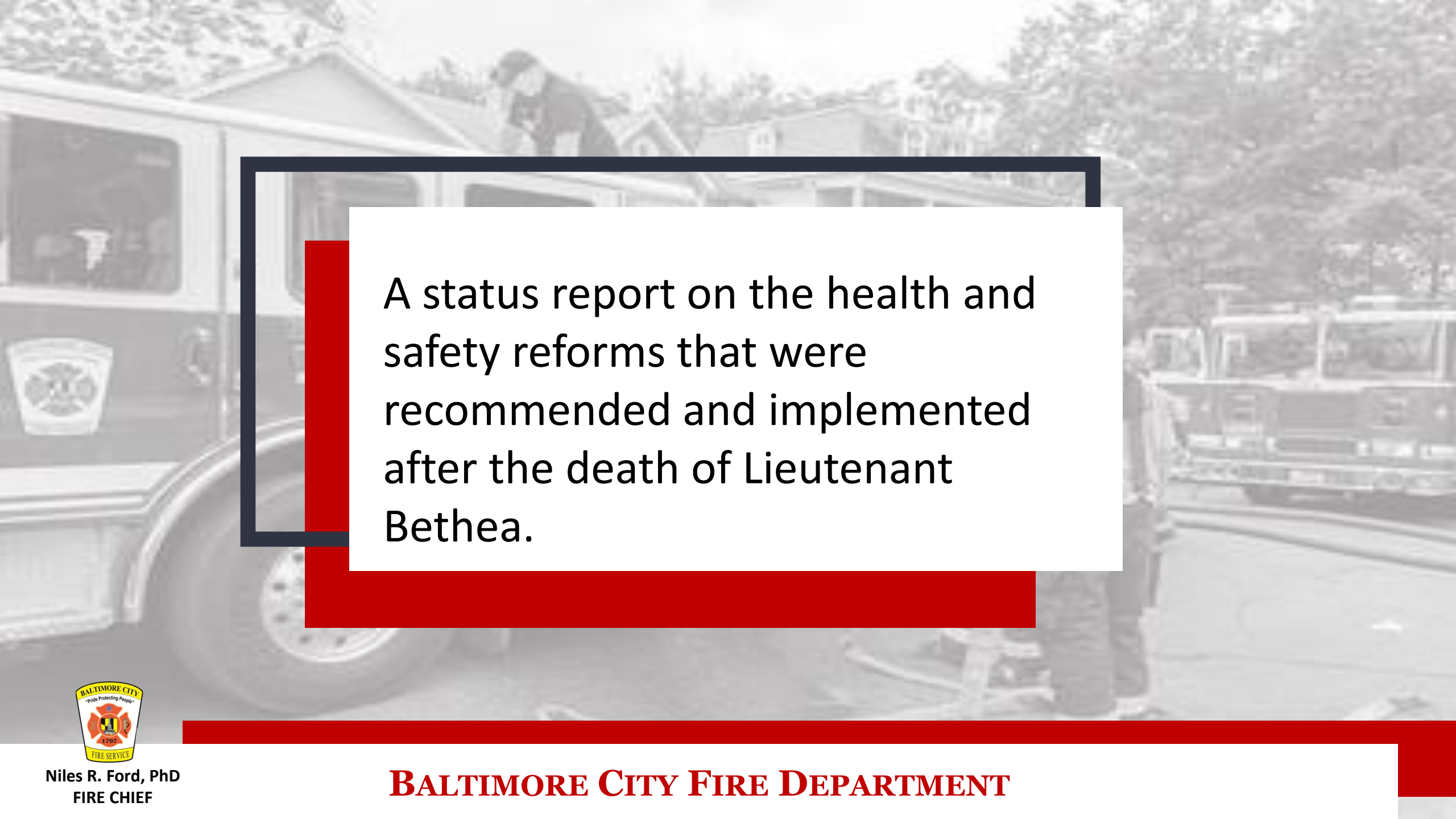


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Purchased New Apparatuses

- 48 – Transport Units
- 25 – Fire Engines
- 11 – Fire Trucks
- 3 – Fire Squads
- 2 – Airflex Units
- 1 – Rescue Unit
- 1 – Rescue Unit (Refurb)
- 1 - HazMat Unit

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A status report on the health and safety reforms that were recommended and implemented after the death of Lieutenant Bethea.



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Accountability

- MOP 601-1 Reinforcement of Incident command
- MOP 601 Fireground Operations
- MOP 602-8 Rapid Intervention Team
- MOP 602-16 Emergency Incident Time Management (two-in two-out)
- MOP 602-04 Radio Comm Procedures
- MOP 601—04 MDT (Sign In)
- MOP 601-02 Establishment of Control Zone
- MOP 602-09 Personal Accountability Report

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Maintain Crew Integrity

- MOP 602-09 Personal Accountability Report

Command Transition

- MOP 602-04 Radio Comm Procedures
- MOP 601-1 Reinforcement of Incident command
- MOP 601-1 Reinforcement of Incident command
- MOP 602-09 Personal Accountability Report

Removal of SCBA

- MOP 604 Air Monitoring Purpose Policy
- MOP 604-1 Air Monitoring Equip Apparatus



Safety Officer

- Assistant Chief of Safety and Member Services and Deputy Chief of Safety
- Safety Officers are certified
- On-duty safety officer

Command Transition

- MOP 601-1 Reinforcement of Incident command
- Bulletin: Officer Development Training

Notate Hazards in CAD

- 606-10 Unsafe Buildings

Communications

- Last unit leaving scene must acknowledge they are the last unit



An update on the implementation process of the goals that were set in the 2016-2021 strategic plan



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Strategic Plan Broad Goals:

- Develop a systemic plan that will tailor a Mobile Integrated Health – Community Paramedicine (MIH-CP) program to fit the needs of Baltimore City
- Develop and maintain a BCFD workforce that is physically and psychologically capable of providing services in a safe and effective manner
- Develop a comprehensive outreach program
- Continuously improve workforce planning processes
- Improve the workforce development
- Improve the internal dissemination of information to the department through a streamlined, efficient, and timely line of communication

The Fire Chief's 2022-2023 Goals and Initiatives



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- Begin a phased evolution and expansion of EMS, MIH-CP, & Population Health
- Continue and expand a culture of safety throughout the organization
- Update fleet with the goal to have the youngest fleet in the history of BCFD in FY23
- Begin the process of building new and renovating existing fire stations
- Attempt to hire between 120 to 160 firefighters, EMTs and Paramedics
- Create a development program for leaders and aspiring leaders in the department
- Develop a partnership with Coppin State and expand the relationship with BCCC
- Continue to expand opportunities for city residents to become a part of BCFD
- Create an Internal Affairs division
- Create a combined and expanded media, public relations, community outreach and public education division
- Replace two mobile classrooms at the training facility
- Youth Apprenticeship – Maryland Apprenticeship and Training Program [MATP]



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QUESTIONS



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