

2014 - 2018
PROGRESS REPORT
INDIANAPOLIS FIRE DEPARTMENT



THE INDIANAPOLIS MOTOR SPEEDWAY PAGODA

**CHIEF OF FIRE
ERNEST V. MALONE**



MESSAGE FROM THE CHIEF

The 2014-2018 Progress Report is an effort to communicate a summary of milestones the Indianapolis Fire Department (IFD) has achieved over the past four years. Our organization is structured to provide the resources necessary to meet, and/or exceed the needs of our community at the highest level of proficiency and attainable quality. Some of our primary challenges are to provide superior customer service and operational effectiveness, reduce death and injury to firefighters, and be guardians of life and property to the residents and visitors in our service area. Responsive public safety services provided by our committed sworn and civilian personnel build community equity and go a long way in determining the level of trust our citizens have in our organization. I am honored to be the Chief of an

outstanding, progressive fire department such as IFD. I believe the professional manner in which the members of this department perform their duties is second to none. Thank you for all you do. You represent the finest in our service and I am proud to serve with you.

I would also like to recognize and thank our partners at L416 for the support they have provided and I am confident it will continue as we work together to make our department the best it can be.

As you review the information in this report, keep in mind that while much of what we do is data driven, we must remain people focused. Every action, or inaction, has a direct effect on how we serve our customers (both internal and external), run the business, manage resources and develop our employees. Our organization has worked strategically to push boundaries, positioning the department for long-term sustainable success by inspiring growth, seeking opportunities for progression, and developing innovative programs. The Indianapolis Fire Department has evolved by conscientious work and intentional effort – and we aren't finished. Stay tuned because as we continue to work together as an organization, there will be many more milestones yet to come in the days, weeks and years ahead.

MISSION STATEMENT

Protecting LIVES, PROPERTY and
the ENVIRONMENT while serving our
COMMUNITY with
COURAGE, COMMITMENT and COMPASSION.

SUCCESS INDICATORS

THE INITIATIVES CONTAINED
IN THIS DOCUMENT
HAVE MET ONE OR MORE
OF THE FOLLOWING
SUCCESS INDICATORS:

- 
- SERVE OUR CUSTOMERS
 - RUN THE BUSINESS
 - MANAGE RESOURCES
 - DEVELOP OUR EMPLOYEES

ALL CURRENT AND FUTURE
GOALS, INITIATIVES AND PROJECTS
WILL CONTINUE TO MEET THE
ORGANIZATION'S SUCCESS INDICATORS.

The Development Process

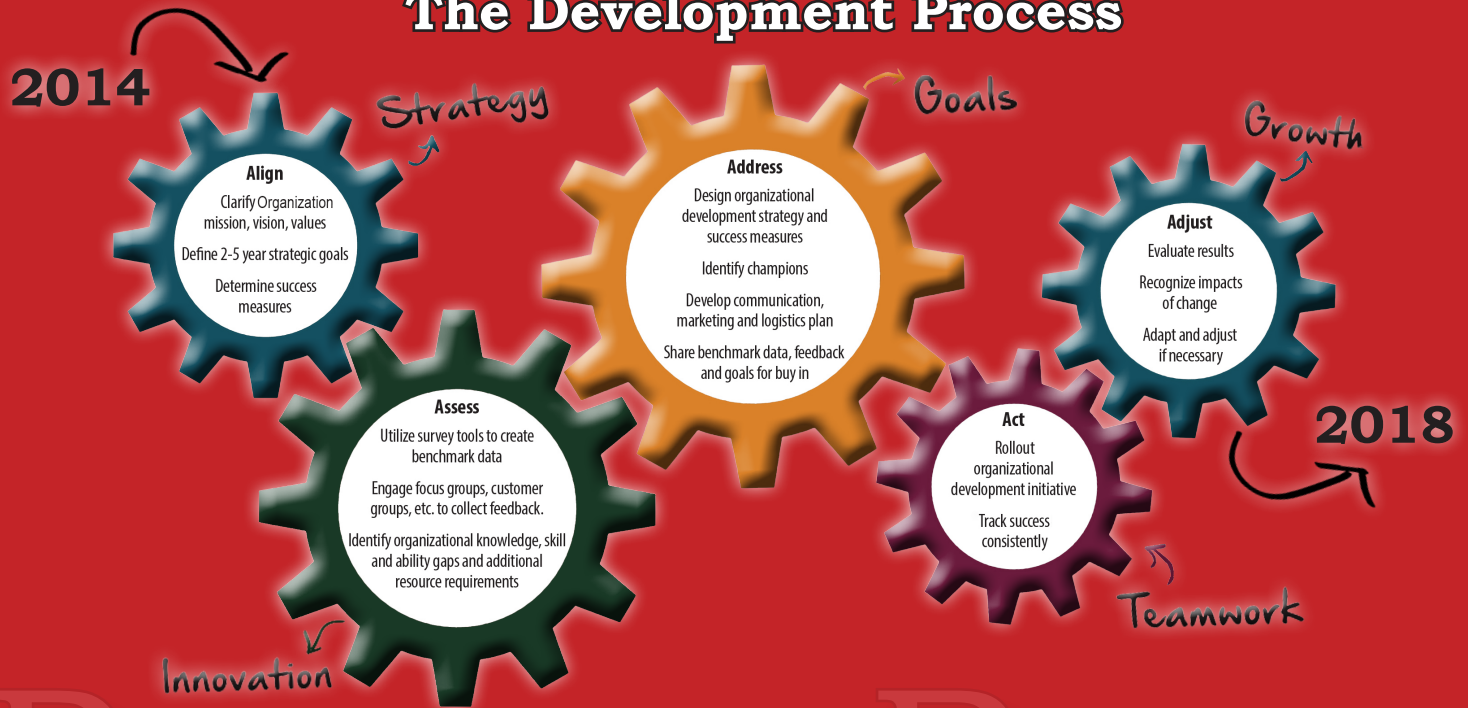


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MISSION & VALUES

MOTTO

“Our Family Serving Your Family”

MISSION STATEMENT

Protecting lives, property and the environment
while serving our community with
courage, commitment and compassion.

CPR

Providing **C**ourteous, **P**rofessional and **R**espectful
service to the citizens and visitors of Indianapolis.

Success Indicators

- Serve Our Customers
- Run The Business
- Manage Resources
- Develop Our Employees

IDEAL Values

Integrity **D**iversity **E**xcellence **A**ccountability **L**eadership

PROGRESS REPORT

OFFICE OF THE CHIEF

CHIEF OF FIRE

- Developed a New Mission Statement & IFD Statements Document
- Worked collaboratively with L416 to achieve Full Staffing in 2020 (no apparatus will run short) and many other important initiatives.
- Annual Reports
- Monthly Department Updates
- FDIC – IFD continues to support largest Fire Conference in the U.S. (2015 – 32K, 2016 – 33k, 2017 – 34k, 2018 – 35k)
- College Bridge Program
- Redeployment Plan
- 20 Year Station Replacement Plan
- 10 Year Apparatus Replacement Plan
- Standardized annual promotion and longevity ceremonies
- IFD was the recipient of the US ESGR Freedom Award and Pro Patria Award
- Initiated Quarterly Chief's Conversations
- Celebrating Our Differences (COD)

FINANCE

Finance Team

- Centralized unit that has evolved from the traditional purchasing practice of 12 individuals to 3 dedicated procurement specialists who maintain resource allocation functions for all divisions.
- Presented a balanced budget for each of these years.

PLANNING OFFICE

ISO

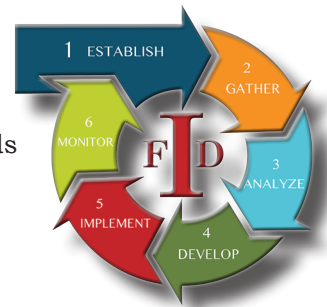
- Completed Fire Suppression Rating Schedule
- Obtained ISO Class rating 2/2Y
- Identified opportunities and formed plan to improve our ISO Class rating score to 1/1Y (anticipated completion 2020)
- Of the 30,000+ fire departments in the US, approximately 270 have an ISO 1 rating

Accreditation

- IFD Accreditation Manager selected as Indiana representative for the Michigan-Ohio-Indiana consortium
- Implemented a Property Value Assessment tool to assist in the percentage of property saved/lost at an incident
- Updated service area maps
- Pulled all germane facts and demographics for the IFD service area
- IFD Accreditation anticipated completion 2020
- Accredited Agencies in US = 266
- Both Accredited and ISO 1 = 77

Planning

- Implemented a new planning process
- Developed operational data dashboards
- Developed a key performance indicator dashboard for the Mayor's office



MEDIA RELATIONS

- Awarded \$25,000 grant toward the purchase of media production equipment by the Nest/Leary Foundation in 2017
- Acquisition of physical space at IFD HDQ to create a media studio

Expanded IFD Social Media Presence:

[IFD Twitter](#) (14.1K Followers)

[IFD Chief Twitter](#) (1673 Followers)

[IN-TF1 Twitter](#) (3267 Followers)

[IFD Instagram](#) (8,133 Followers)

[INTF-1 Instagram](#) (1010 Followers)

[IFD Facebook](#) (56,770 Followers)

[INTF-1 Facebook](#) (7518 Followers)

[IFD Next Door](#) (Reach 181,991 residents)

[IFD You Tube](#) (36 videos – 139 subscribers)



Media Relations Event Planning Snapshot:

- Annual Longevity Ceremony
- Annual IFD Recognition Ceremony
- Annual Fire Police Deputy Sheriff Awards
- Annual Promotion Ceremony
- Annual series of Open Houses - 14 quarterly events to date with 7 stations participating during each event
- Annual Badges for Burn Camp – Hydrant Painting event partnership with Citizen's Energy (\$47K for Summer Burn Camp)
- IFD Yearbook 2015-2018
- Fire Family Foundation – Fire Ball - \$38,000 raised for FF Cancer Survivors
- 5th annual Hoops and Heroes Event to benefit Julian Center (IFD vs IMPD)
- Establishment and Rebrand of both Safe Place and Safe Haven program
- 100th Running of Indy 500 Event & Badge
- Quarterly Chief's Conversation
- FDIC Conference – Handle all PIO duties for conference
- Semi Annual DEA Drug Take Back event – Coordinate efforts with DEA, IMPD, IFD
- Throwback Thursday
- Indy Public Safety Foundation
- IFD PIO assists with development and planning approximately 20 other annual events both interdepartmental and with L416
- Participation in Right Fit Program
- IFD PIO event planning partners include all City of Indianapolis Agencies, Pacers, Colts, Indians, Fever, Indy Eleven, Indy Fuel, Downtown Indy Inc, Visit Indy, Children's Museum, Newfields, IUPUI, UIndy – just to name a few.
- IFD PIO responds on average 545 runs per year, produces about 270 media releases annually.



INDIANA TASK FORCE 1

- Deployments: Hurricanes Matthew (NC), Harvey (TX), Irma (FL), Maria (PR), Florence (NC), Lane and Olivia (HI), and Michael (FL)
- Swift Water Ops equipment and training
- United Front Exercise (Indiana National Guard and Israel Home Front Command), exercise in Israel (16'), Merryville, IN Hotel exercise (17') and Muscatatuck Urban Training Center (19')
- Hosted FEMA National Trainings: Logistics Specialist course (15' & 17'), S420 Incident Command Course, Safety Officers Course (18'), Canine Evaluation (15 & 17') and the National FEMA Task Force Leaders Meeting (16')
- Completed two Technical Rescue Technician Schools
- Instituted CDL driver training program
- Moved into new building, bringing the warehouse and management together



PROGRESS REPORT

ADMINISTRATION BUREAU

Promotions

Since 2014 the Department has promoted 5 times for a total of 170 out of the total 329 merit officers: Lieutenant - 80, Captain - 71, Battalion Chief - 19

Scheduling Coordinator

Assisted in building the training calendar

Personnel

Received a SAFER Grant Award 3 times (2014-30FF, 2015-30FF, 2017-40FF)

Recruitment

Engaged applicants in hiring process

Reorganized IFD explorer program

Recruit Classes

Trained 274 recruits since 2014. Of those trained, 254 have been IFD new hires.

The department conducted a hiring process in 2018. A class with 68 recruits started February 2019.

TRAINING

Re-Organization/Increased Staffing to 10 members

Officer Development Core Certifications

From 2016-2017, an audit of all officer certifications was performed, and all officers were required to be



State certified in Fire Officer I, Fire Officer II & Safety Officer. The pre-requisites, FOST and Instructor I, both levels of Fire Officer and Safety Officer were offered several times to establish this baseline minimum certification for all IFD Lieutenants, Captains, and Battalion Chiefs.

NIMS (100, 200, 700, 800, 300, 400)

In 2016 the Department audited and insured that all firefighters had NIMS 100, 200, 700, and 800, and all officers had NIMS 300 and 400. The Department exceeded the Presidential Mandate, which requires all officers to be at the 300 level, by requiring 300 and 400 for all officers.

Training IFD Delivered

Over 2,000 hours in various classes from Officer Development to Driver

Operator and EVOC to an estimated 6900 student contact hours.

Career Development

In 2017 the Department re-visited the need to establish a career development program. This effort included many committee meetings to review the past efforts, and to create a road map for development of all members. This road map included prerequisites for each promoted rank that mirrored the time in grade requirements established in the Merit Law, and used the baseline minimums established for incumbent officers in the Officer Development Core Certifications effort. The Career Development Manual was completed and published September 2017.

Officer Candidate School

A component of Career Development included the development of the Officer Candidate School (OCS). The initial OCS I was developed and offered in January 2016 with three levels of OCS in development as prescribed in the Career Development Manual. The content for each level of OCS will be pertinent to the three merit ranks. OCS I has been offered three times with 170 officers completing the program.



IT Re-Organization/Staffing

- TSU Combined Database
- PeopleSoft Performance Appraisals
- PSID for Email/Computer login
- Workforce TeleStaff 6.2 (Major Upgrade)
- Paperless Timecards – Workforce Central

- Assisted in acquiring Drones for Special Ops
- RMS replacement Committee chose ESO Solutions
- Configuration of the new Workforce TeleStaff began
- Replaced 38MDC's in fire apparatus

- Installed Cradlepoint in-vehicle modems and rooftop antennas in all front line and reserve fire apparatus
- Installed 48 new MDC's in fire apparatus
- Diversified the IFD fleet with cellular services provided by AT&T and Verizon
- Wired the new IFD Headquarters with state-of-the-art technology while saving the IFD well over \$100K in the process
- IEMS selected Ninth Brain for training needs and worked with vendor for enhancements to their product

- Standardized and enhanced privileges and operations for TeleStaff
- Evaluated 5 manufacturers of MDC's and ordered devices
- Began installing Cradlepoint in-vehicle modems in fire apparatus
- Installed 38 MDC's in fire apparatus





LOGISTICS BUREAU

SUPPORT SERVICES

27 New Apparatus

- 14 - Engines (2, 3, 4, 5, 7, 10, 16, 20, 29, 30, 32, 33, 41 (upgrade), 53)
- 5 - Ladders (4, 19, 20, 43, 55)
- 5 - Squads (7, 10, 13, 14, 29)
- 1 - Tanker (16)
- 1 - TSU (29)
- 1 - TAC (5 - Refurbished)



3 New Stations

- | | |
|-----------|----------------------|
| Station 7 | Station 16 |
| Station 3 | Station 32 (pending) |

52 New Vehicles

- | | |
|--------------------|-------------|
| 6 - Dodge Ram 1500 | |
| 7 - Dodge Ram 2500 | |
| 5 - Explorers | |
| 1 - F250 | 9 - Volts |
| 6 - Fusions | 5 - Tahoes |
| 4 - Taurus | 9 - Escapes |

MISC ACCOMPLISHMENTS

- Realigned Staffing
- Received AFG Grant Award for Apparatus Bay Exhaust Systems - \$200k
- Concrete/Pavement Replacement Plan
- 20 Year Station Replacement Plan
- 10 Year Apparatus Replacement Plan
- Added 6 more fully equipped reserve engines
- Fleet Services assumed in-house pump testing
- Installed exhaust systems in 11 stations after receiving AFG (3, 5, 7, 11, 20, 24, 25, 27, 30, 32, 33)
- Completed exhaust systems in an additional 17 stations (1, 2, 8, 12, 15, 17, 18, 22, 26, 28, 41, 42, 44, 45, 53, 54, 55)
- 7 kitchen remodels: Stations 2, 23, 24, 25, 31, 42, 53
- IFD Bus and Command Van





MILESTONES

- Completed station LED light replacement for energy efficiency: Stations 12, 15
- 3 roof replacements: Stations 13, 33, 43
- 7 bathroom remodels: Stations 13 (BC), 14, 21, 29, 32, 35, 45
- 3 interior remodel projects: Stations 6, 23, 41
- Station 27 parking lot addition
- Station 10 Battalion #3 addition
- 6 parking lot resurfacing projects: Stations 2, 12, 10, 34, 35, 41
- First long term multi-apparatus contract utilized by outside departments statewide
- Grant for 500 mattresses
- Consolidated most divisions into New HQ

QUARTERMASTER

- QM Store - 7898 Orders for a total of \$884,333 of clothing and equipment.
- Fire Gear - 1332 sets of new gear have been purchased for incumbents and recruits totaling \$2,641,453.
- Increased Staffing - from a single (civilian held) position prior to 2015, to a Dual Captain and one civilian division.
- Gear repair equipment was purchased and the Quartermaster now has in house fire gear repair services for all 2400 sets of fire gear on the street. Gear repair materials were included in our current contract. This greatly reduced some expenses, allowing

better stewardship of the QM budget.

- Multiple cost-saving improvements have been made for recruit and probationary firefighter gear. Recruits are outfitted in training gear that is past its NFPA service life for non-fire suppression activities. It is marked to set it apart from primary gear. Fire helmets are marked in orange reflectors with an orange probationary shield to help distinguish new personnel from the rest of the operations personnel.
- Sufficient back stock of used fire gear to accommodate gear needing taken out of service for any reason, allowing compliance of maintaining each active firefighter with two sets of gear.
- The Quartermaster Store and website system were implemented, enhancing the process for requesting replacement PPE/ Duty Wear and Gear Cleaning/ Gear Repair.
- Began assisting the Safety Division with annual PPE inspections, allowing more efficient tracking of manufacturing dates and condition of helmets and fire boots. This will ultimately lead to better forecasting of budget needs for PPE.
- Secured 4 year renewable contract for Lion Fire Gear.

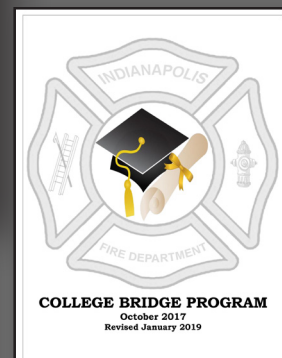
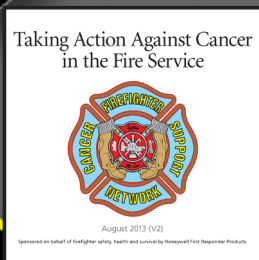
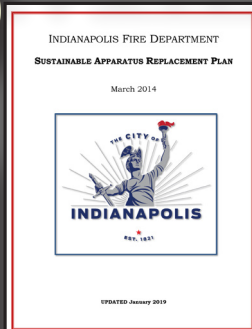
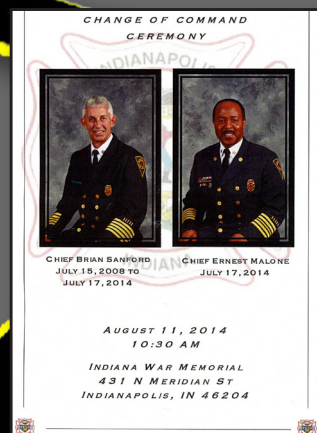




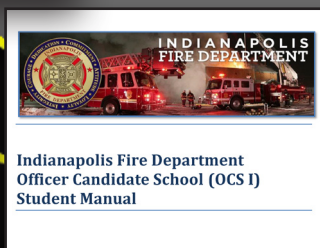
LOGISTICS BUREAU

AIR PROGRAM MANAGEMENT

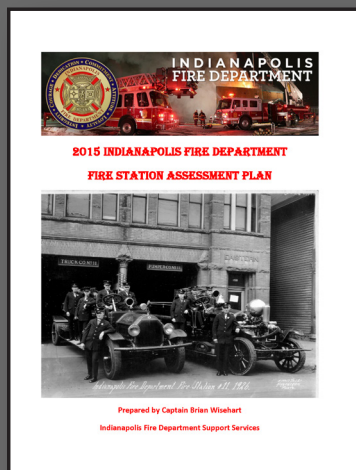
- Strengthened the IFD respiratory protection program through strategic planning to increase efficiency and effectiveness. The goals brought the department into alignment with current NFPA standards.
- Fit-testing: established system to ensure the proper mask fit of firefighters. The new hardware allows a battalion (~40 firefighters) to be tested in less than 7 hours.
- Function testing: controls in place for SCBA equipment repair, testing, and tracking. The new procedures have allowed IFD to increase SCBA compliance and accountability.
- Awarded \$2.1 million Assistance to Firefighters Grant for SCBA.
- Implemented plan to standardize respiratory protection equipment.
- Established 4-year Compressor replacement plan for 6 Breathing Air Systems and 1 mobile air trailer.
- Implemented electronic records management system connecting TSU sites.
- Coordinated the removal and disposal of over 600 expired SCBA cylinders.
- Put in place SCBA Parts Contract reducing time of receiving repair parts.
- Established an RMS & inventory control system to take advantage of SCBA vendor's warranty program. The procedure yielded \$225,000 warranty parts.
- Established 4-year purchase plan for 800 SCBA cylinders totaling ~\$800,000.
- Performed a multi manufacturer SCBA evaluation.
- Conducted a department-wide inventory of 1200 air cylinders, over 900 masks, 400 SCBA, 13 breathing air systems, and SCBA parts and tools.
- Established the TSU Service & Training Center. Trained and certified 150 firefighters to the specialist level. The training resulted in qualified backup TSU operators.
- The IFD TSU service center named a regional training site from contract SCBA manufacturer.
- Established SCBA maintenance SOPs for new proactive approach.
- Established annual \$20,000 breathing air system quarterly air sampling and maintenance contract.



2015



2017



INDIANAPOLIS FIRE DEPARTMENT
2018 STATION REPLACEMENT PLAN
20 STATIONS IN 20 YEARS
July 2018; UPDATED January 2019

STATION #	YEAR BUILT	AGE 2019	COMPLETION DATE	AGE WHEN REPLACED	20 YEAR STATUS 2039
10	1912	8	2019	67	20
3	1989	8	2019	50	20
32	1912	8	2019	67	20
20	1992	26	2020	64	19
30	1918	62	2021	63	18
28	1996	22	2022	62	19
24	1961	58	2023	63	18
18	1916	59	2023	62	19
22	1972	46	2025	63	14
19	1942	36	2026	62	18
1	1985	35	2027	63	12
24	1982	36	2028	62	18
42	1989	31	2029	70	10
2	1971	48	2030	69	9
8	1984	35	2031	67	8
31	1992	26	2032	66	7
43	1990	30	2033	63	6
15	1987	32	2034	64	5
29	1991	28	2035	65	4
6	1994	25	2036	66	3
11	1971	48	2037	65	2
45	1996	23	2038	67	1

STATION AGE BREAKDOWN DIFFERENCE BETWEEN 2019 AND 2039	
2019 AGE QUANTITY	2039 AGE QUANTITY
+160	+160
+140	+140
+120	+120
+100	+100
+80	+80
+60	+60
+40	+40
+20	+20
+10	+10
+5	+5
TOTAL	42

Protecting lives, property and the environment while serving our community with courage, commitment and compassion.

Positioning the department for long-term sustainable success...



New Motorola APX 6000XE Portable Radios Received, Training Delivered & Placed In Service 2018

2018





COMMUNITY RISK REDUCTION BUREAU

FIRE INVESTIGATION SECTION

- Modified work schedule back to a 40-hour week from 24/48 shifts.
- Assigned a Battalion Chief to manage the Fire Investigation Section (FIS).
- All investigators are now Certified Fire and Explosive Investigators and Certified Vehicle Fire Investigators.
- Expanded the career path criteria for Investigators (Lieutenant Rank) resulting in an upgrade to Captain rank when all requirements are met.
- Obtained guilty verdicts in the Richmond Hills Explosion case.

- Motorola P1 CAD implemented, first new CAD system or upgrade in 26 years (see above).
- Approved new employees contract.
- IFD acquired a Command Vehicle from Public Safety Communications



EMERGENCY MANAGEMENT/ COMMUNICATION CENTER

- Assigned a Battalion Chief to manage the Emergency Operations Center (EOC) and IFD Communications.
- Restructured the Communications Management Team.
- New portable radios received and placed in service in Operations. 700 new portable radios with extra batteries, carrying cases and shoulder straps for a total cost of \$4.4M.

FIRE & LIFE SAFETY DIVISION

- 10 Members of FLSD certified as Public Educators.
- \$2 Billion Dollars in total cost of construction reviewed by plans review.
- 100% completion of inspectable properties in identified focus areas.
- Residential Knox Boxes approved for jurisdiction.
- Knox locking caps approved and installed on buildings.
- Fire Extinguisher Trainer used to support educational opportunities



MILESTONES

- Contractors' Portal implemented
- Began monthly smoke alarm installation program with new partner, American Red Cross.
- In 2016, initiated a large renovation for the Firefighters Survive Alive, thanks to a grant for \$249,372. An additional \$16,634 grant was awarded and used to relocate the Shelter-In-Place house.
- In 2015, IFD partnered with Eli Lilly to organize and conduct the largest smoke alarm installation event in Indianapolis history. There were 470 alarms installed in a single day.
- Mobile Eyes Company Inspections Program went live.
- Acquired first Book Mobile, donated by the American Red Cross, to be used to support Public Education programs.

Public Education

Developed the following new programs:

- W.W.F.D. – What Would Firefighters Do?
- Distracted Driving Program
- Child Passenger Safety Plus Program
- Fire W.I.S.E. – Workplace Intervention Safety Education
- C.O.M.E.T Programs – Community Outreach Mobile Education Truck
- Safety Trailer Programs
- Make It Safe Indy



PROGRESS REPORT

OPERATIONS BUREAU

- Shift Commander relocated to Station 7.
- Relocated Safety 2 (Sta. 21) and Safety 4 (Sta. 5)
- Developed IFD Operations Manual – combined multiple manuals into one: SOPs, GOs, job descriptions, EMS Protocols, white paper, etc – available electronically and hard copy at each station/work site.
- Northside Tanker – added a 4th tanker to IFD Tanker Response Model.
- Safety Officers rideout as Shift Commander.
- Battalion Chief Executive Officers – increased requirements and responsibilities and upgraded to Captains' rank.
- Placed Engine 32 in service after being OOS for nearly 11 years.

EMS DIVISION

- The IFD EMS Division was able to reinstitute its' training institution certification with the State of Indiana and now has the honor of achieving one of the highest pass rates in the state.

• IFD has been asked by the State EMS Commission and other fire departments to assist with EMT program development based on our level of success.

- The division, working with our medical directors, developed and instructed all EDOs and backup EDOs in an industry leading advanced practice (dive medic) paramedic provider program.
- The division was instrumental in developing and implementing the new District 5 MCI protocols.
- EDO02 and EDO06 each received a new Dodge Ram pickup.
- The division reviewed, audited and facilitated the renewal of approximately 1200 EMS certifications in 2014, 2016 and again in 2018 for a total of 168,000 EMS training hours.
- Managed the renewal of IFD's EMS

provider certification in 2014, 2016 and again in 2018.

- Provided support and medical coverage for dozens of special events. Both BLS and ALS services were provided via foot teams, bike teams, cart teams, and static locations at mass gathering events.
- Updated, customized and moved into a new space at the IFD HQ capable of meeting our expanding needs.
- A Division Chief position was added, increasing our ability to serve IFD firefighters.

SPECIAL OPERATIONS DIVISION

Top Water

- Purchased four 14' inflatable boats, 4 new motors and two new RescueOne tandem trailers to improve swift water response.
- Reallocated swift water capability to station 7 and 14 only.
- Relocated /Built new dock for Boat 28 on Geist in cooperation with Citizens Energy. The dock is located on the southern portion of Geist, in closer proximity to station 28.
- Added ice rescue suits to station 9 and 34.
- Attended International Swift Water Instructor course, adding to our instructor cadre.
- Updated various equipment to enhance operations and service delivery to the community including sonar units, line guns, throw bags, PFD's, swift water suits,
- Partnered with South Bend Fire to conduct IFD Boat training at the Indiana River Rescue School. This will allow IFD members to assist with training IFD boat operators.





Dive

- Evaluated/compared surface supply vs. traditional SCUBA equipment and transitioned back to traditional SCUBA equipment
- Hosted the Central Indiana Public Safety Dive school in 2017 in partnership with Pike Township Fire, Fishers Fire and Indiana DNR. IFD graduated three divers from this course.
- Hosted a Dive Rescue International trainer series. We had two IFD divers successfully complete the Public Safety SCUBA Instructor (PSSI) course. These members are now able to instruct for our dive team.
- Implemented annual in house servicing of dive masks and regulators providing substantial cost savings to IFD while improving quality and condition of diver equipment.
- Implemented injured diver serious, including Dive Medic, protocol.

Collapse Rescue Team

- Updated various equipment, including: new air bags, rope harnesses, rope hardware and systems along with patient packaging and care.
- Added a Collapse Rescue Captain to Special Operations staff. This was a major accomplishment allowing more oversight and focus on the Collapse Response Team's training and development.
- Conducted two rescue technician courses. Increased the number of IFD rescue technician trained firefighters by 35 personnel.

Extrication

- Implemented a 3-year replacement plan that allowed IFD to purchase new extrication equipment. All extrication companies had new Holmatro equipment in service by the end of 2018. This standardized the extrication equipment compliment for IFD.
- Established an extrication tool repair group. This group is trained to maintain and repair IFD's extrication tools providing a substantial cost savings for the department. It also reduces equipment down time, keeping extrication units in service to respond.

Rope

- Completely updated the IFD rope rescue program. Implemented twin tensioned rescue systems utilizing the CMC MPD. This device is easier and more efficient to operate compared to rack-pulley-mariner systems. Updated rope harnesses to class 3 full body harnesses. Updated equipment including Petzl ASAP, Petzl ID, carabiners, fall protection lanyards, work positioning lanyards, patient packaging equipment, AZTEK and equipment bags to enhance service delivery to the city.
- Hosted 3-day rope course providing 15 members advanced rope rescue skills including rappelling, rescuer-based pick offs, cross hauls, tracking lines and tripod operations.



OPERATIONS BUREAU

Hazardous Materials

- Developed an organized, sustainable training program with a two-year cycle.
- Created an annual Incident Command Class for all Chief Officers and XOs, covering command and control of Hazmat Incidents, with intent to continue annually.
- HazMat Officer class covering the roles and responsibilities of a HazMat Team Company Officer.
- Recruit Awareness/Operations Plan. Co-developed and implemented with Training staff, a structured, organized syllabus to assist in training recruits. Syllabus included: instructor resources and information sheet, items needed, template for class, who to call resources.
- Standardized and developed a more uniform approach to delivering and re-developing information resources, a tiered approach was developed including: Command Worksheets/Check Sheets/Assignment Sheet, SOPs/SOGs and Field Operations Guide (FOG). As resources are developed, team manuals, skill sheets and other informational resources have been gathered to build out Team Manuals.

Unmanned Aerial Systems (UAS)

- Launched new program which has 3 Unmanned Aerial Vehicles, more commonly referred to as drones. The UAS has thermal camera capabilities and provides responses to larger emergencies, search and technical rescue incidents, and supports other agencies when requested.

Special Operations Shift Training Officers

- Updated and revised the Special Operations STO program. Now SOC STO's will be cross trained in the rescue disciplines to provide a better instructional delivery model to the special operations teams.

SAFETY DIVISION

Major Initiatives

- Organization of Health & Safety Division.
- Firefighter Return to Work Program.
- Injury prevention through FireFit, Yoga For First Responders (YFFR), and functional movement screening.
- Firefighter Wellness and Support program to address all aspects of behavioral health.

Additional Accomplishments

- Battalion Chief of Peer Support created.
- IFD is a major contributor to the establishment of Local 416s behavioral health program.
- Firefighter Cardiac Study began for PSM.
- CPAT administered for hiring process.
- Firefighter Cancer Risk Committee established to review best practices for cancer prevention.
- Post-fire gross decon policy established.
- Mediterranean Diet Study began for PSM.
- Fire Strong Program established for behavioral health.
- Accident Review Board established under a new Department Vehicle Accident policy.
- Division Chief of Health & Safety created.
- Safety Battalion Chief injury and department vehicle accident investigations converted to paperless reporting process.
- FireFit program developed to address injury trends associated with lifting
- Health & Safety Committee reorganized with 20 members (10 members selected by L416 and 10 by the Chief of Fire).
- H&S Committee reviewed and developed programs for post-fire gross decon, fire ground rehabilitation, and response to violent incidents.
- Peer Support Program reorganized into Firefighter Wellness and Support to address the greater needs for behavioral health in the department





MILESTONES

- Case Management program revised with a clear and consistent path to delivery.
- Grant obtained for recreational therapy program to enhance behavioral health family programs.
- Fire ground rehab policy established.
- Established metrics for division data collection to aid in program analysis.
- Behavioral Health Coordinator added.
- Created a Peer Support cell phone app to streamline the collection of quantitative and qualitative contact data to assist with training and program development.
- Provided Peer Support and Cancer Risk training to IFD personnel.
- FireFit program tested on recruit classes 82 and 83 found to reduce injury rate by nearly 50% and improved overall fitness benchmarks established by WFI and NFPA 1582.
- Engineer Working Group established to address issues associated with department vehicle accidents, operations, and training.
- Exercise Specialist added to aid development and implementation of department fitness initiatives
- Colorectal Cancer Study Pilot
- WPE revalidation.
- Established First Things First AA meeting catering to public safety professionals.
- Yoga for First Responders train-the-trainer program hosted by IFD with 6 certified to improve physical fitness and enhance behavioral health
- Opening of the IFD Health & Wellness Center at IFD HQ. Partnering with Athletic Trainers from ProTeam Tactical Performance to improve how we care for firefighters injured on the job.

The 2014-2018 Progress Report is a recap of some of the milestones IFD has reached over the last four years. The organization has worked strategically to position the department for long-term sustainable success by inspiring growth, seeking opportunities for progression and developing innovative programs. Your Indianapolis Fire Department is getting better each day. While we have made progress, let's keep it going. There is much more yet to do.

MILESTONES

MANAGE RESOURCES

SUCCESS



CHIEF MALONE AND PROMOTED PERSONNEL 2015 - 2017



**INDIANAPOLIS FIRE DEPARTMENT
PROGRESS REPORT 2014 - 2018**