



2014/2015 Annual Report

Responsive • Innovative • Professional

HIGHLIGHTS

- In July/August of 2014 an Intern Academy was held with more than 40 applicants participating. Eight recruit firefighters were selected and graduated from the Regional Training Academy in January 2015.
- In January 2015, in conjunction with Mesa Fire & Medical Department (MFMD) and Mountain Vista Medical Center (MVMC), Superstition Fire & Medical District deployed the grant-funded Community Care Unit (CCU) enabling our providers to treat low-acuity medical calls and reduce Emergency Department visits.
- On March 17, 2015, the Arizona Department of Health Services granted Superstition Fire & Medical District a Certificate of Necessity for the operation of ground Advanced Life Support (ALS) and Basic Life Support (BLS) transport services.
- On May 8th, 2015, SFMD was awarded grant funding of \$93,000 for video conferencing equipment. This grant was part of a regional request submitted by the Bullhead City Fire Department.
- On May 19th and 20th, 2015 the 3rd Annual SFMD Leadership Academy was held at the Views at Superstition. This year had its highest attendance with a 43% increase over previous years.

TOTAL INCIDENTS

9093

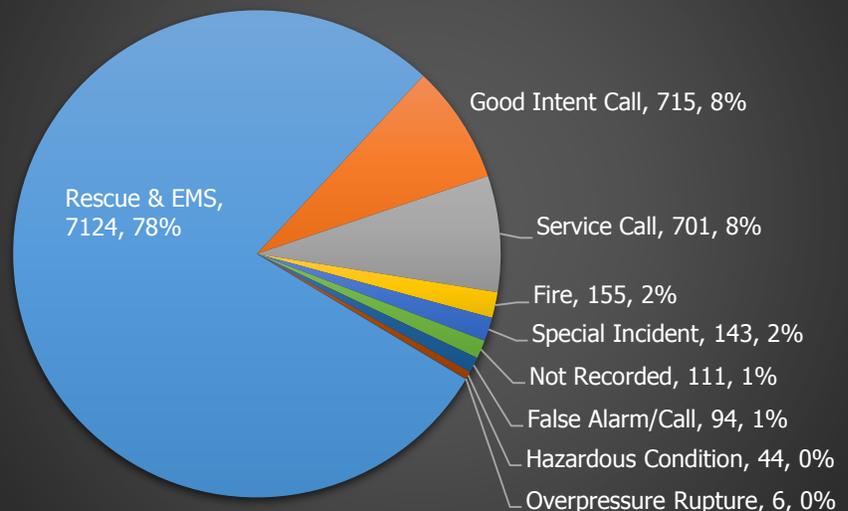
This is a 13% increase over last year and a record number of calls for SFMD.

AVERAGE RESPONSE TIME FOR EMERGENT INCIDENTS

4:44

This is a 3% reduction in Travel Time from last year's average of 4:53.

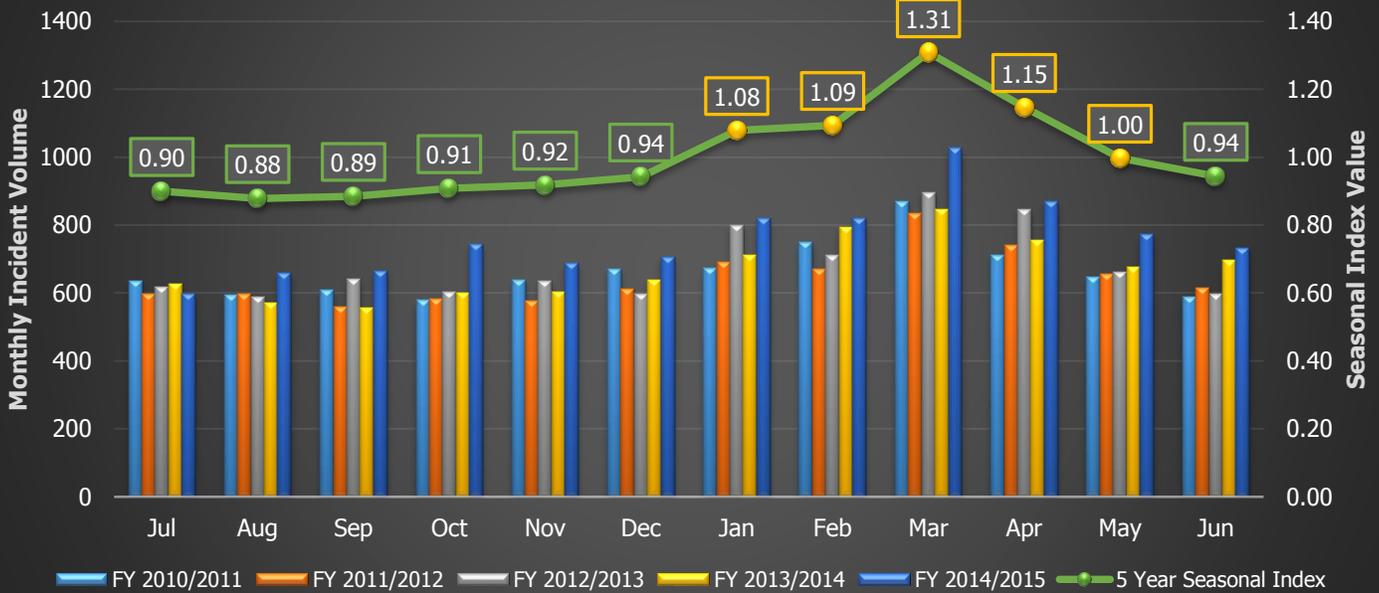
Incident Type Categories



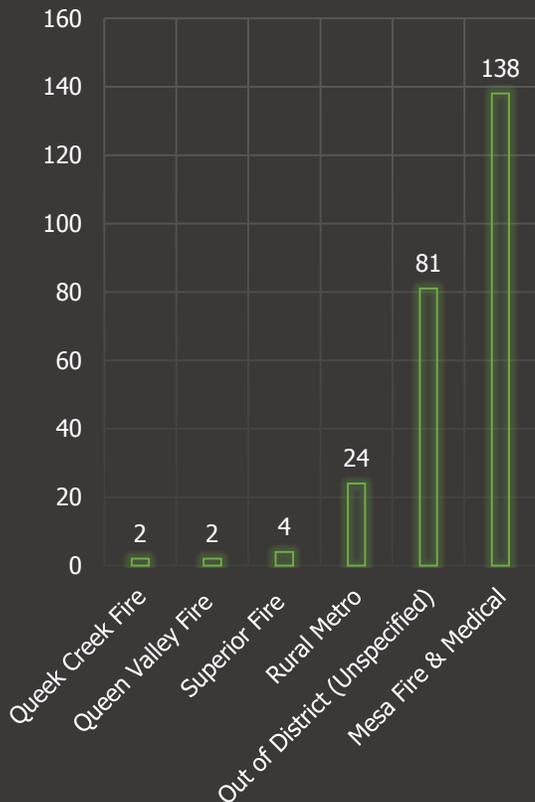
SEASONAL INDEX

In the chart below, the 5-year Seasonal Index identifies peak months with index values of 1.00 or higher. For the past 3 years, January through April have been designated as SFMD's peak months. With the additional incident volume during the 2014/15 Fiscal Year, May will now be designated as a peak month.

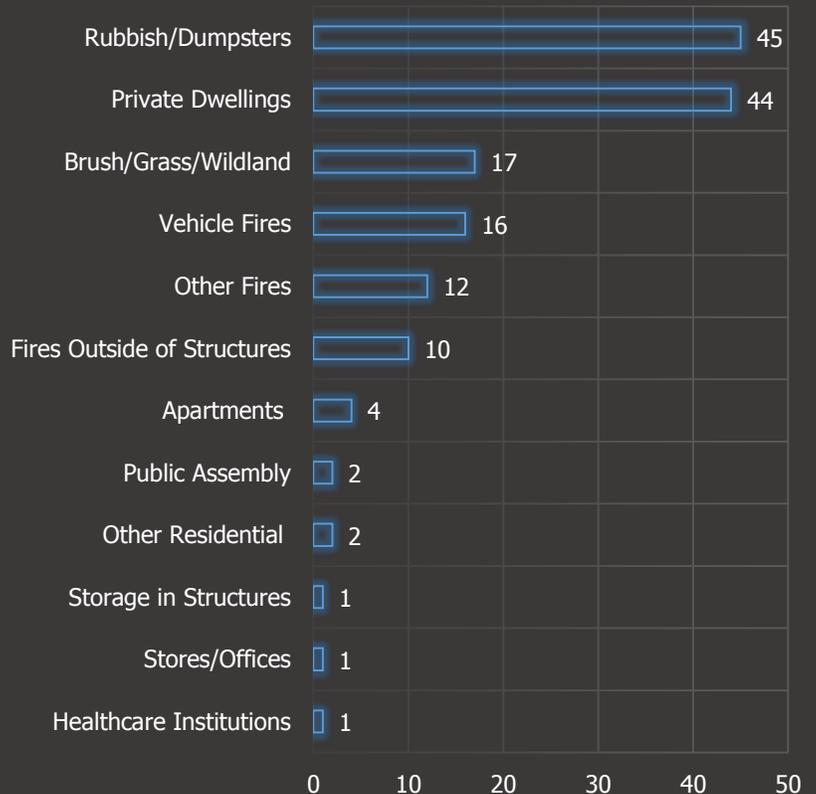
5-Year Seasonal Index & Incident Volume



Auto/Mutual Aid Given



Fire Types



Cardiac Arrest Survival Rate

	2010	2011	2012	2013	2014
Survived to Hospital Discharge	4	5	1	4	3
Initial Rhythm V-Fib	17	12	6	11	8
Total Witnessed Cardiac Arrests	31	24	25	15	32
Overall Survival Rate % (Any Rhythm)	23.5%	41.7%	16.7%	36.4%	37.5%

CARDIAC ARREST SURVIVAL RATE (VENTRICULAR FIBRILLATION)

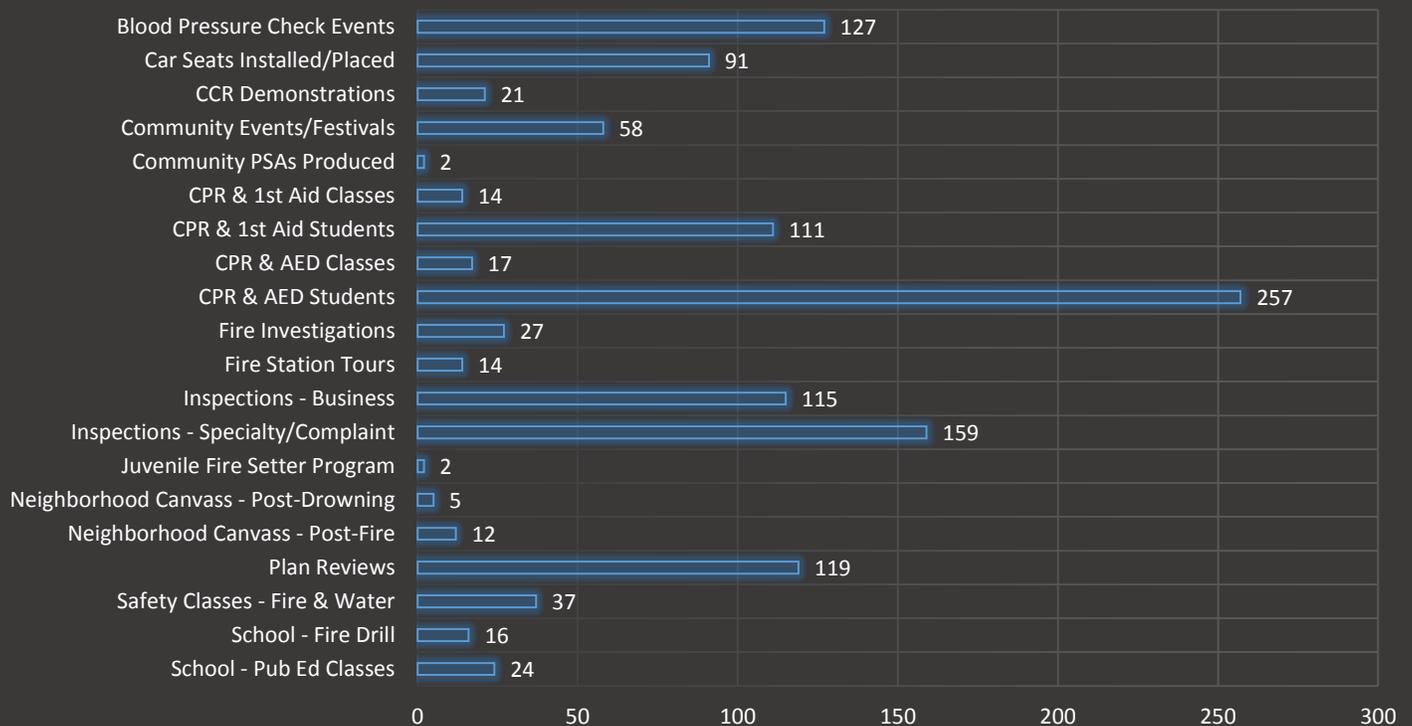
37.5%

**National Cardiac Arrest Survival Rate is 9.5%*

CCR DEMONSTRATIONS (COMPRESSION-ONLY CPR)

700 community members received instruction on performing this life-saving technique

Community Services & Activities

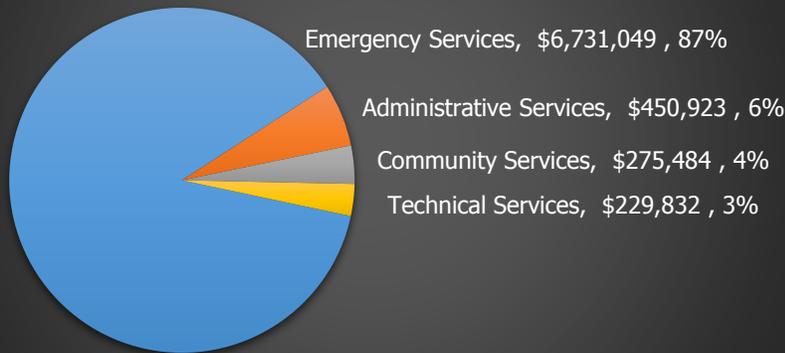


SMOKE ALARMS

Through the FEMA Fire Prevention and Safety Grant, SFMD was able to provide over 500 smoke alarms to members of the community at no charge.



Compensation by Division

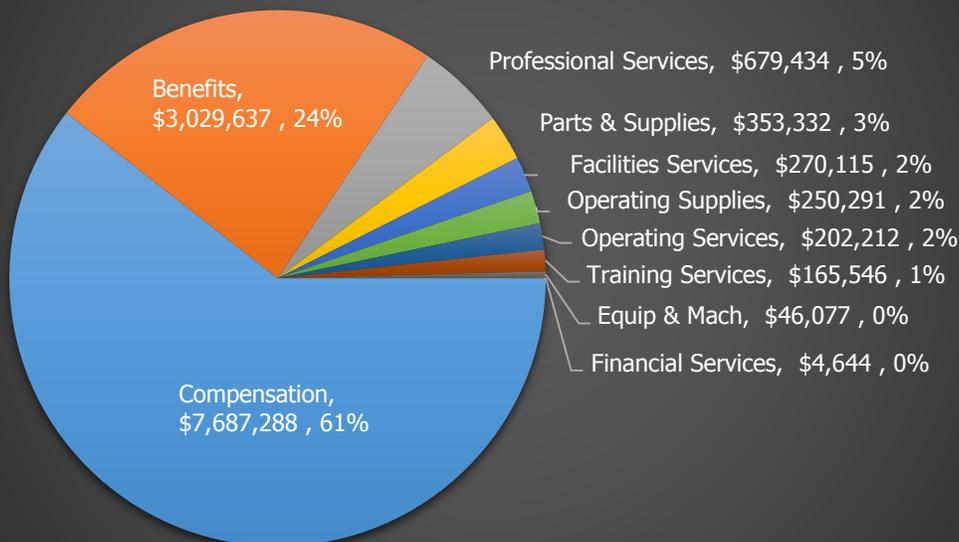


MARKET ANALYSIS

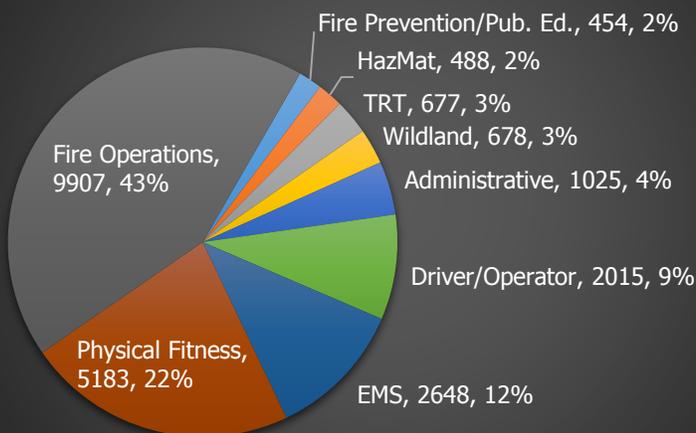
In an effort to realign SFMD with its peer fire organizations, the following areas were successfully addressed:

- Public Safety Compensation
- Paramedic Incentive
- Accruals and Payout Factors
- Holiday Pay

General Fund Expenditures Summary



Training Hours by Category



Total Training Hours: 23,074



STRATEGIC PLANNING ACCOMPLISHMENTS

The fire district worked hard over the last fiscal year to accomplish its Strategic Initiatives. The four sections of the Operational Plan are Organizational Development; Professional Development; Community Health, Safety, & Survival; and Employee Safety, Health, & Survival. The Strategic Initiatives outlined in this plan provide clear direction and allows the fire district to move forward in achieving its goal of being the premier fire district in Arizona. Listed below are the accomplishments for the 2014/2015 fiscal year which displays the dedication and commitment of SFMD employees.



ORGANIZATIONAL DEVELOPMENT

- SFMD successfully maintained its accredited status through the completion of the Annual Compliance Report.
- All 8 recommendations from the last reaccreditation were added to the Operational Plan and assigned to the appropriate Chief.
- A policy review process has been formalized and the SOGs and Administrative Policies have been completed and posted to the website.
- The Mission, Vision, and Value statements are clearly stated on many district publications. These items, in addition to the Declaration of Ideals and Code of Conduct, have been printed, framed, and posted at all district locations under direction from Senior Leadership.
- The ARS records and retention schedule has been reviewed, adopted, and implemented. Appropriate documentation has been submitted to the Arizona State Library, Archives and Public Records, Division of the Arizona Secretary of State.
- Four grants applications were authored. Items requested included video conferencing equipment, Blue Card Training, and ambulance acquisition.
- The SLT summit process was regularly scheduled and refined. Changes included having specific agendas, involving more SFMD members, and widening the institutional knowledge base within the organization.
- The organizational chart was reviewed and updated, the HR Generalist position was filled, and the market analysis study for the civilian employees was completed.
- SFMD successfully submitted an application to the Arizona Department of Health services and was issued a Certificate of Necessity on 03/17/2015.
- MFMD and SFMD were awarded the CMS grant and the Community Care Unit (CCU) was placed into service in January 2015. Paramedics Doug Taylor, Alex Dupuis, and Amy Brooks have been assigned as CCU Captains during the grant performance period.
- SFMD Standard Operating Guidelines (SOGs) have been completed, posted to the website, and added to a shared network drive for all employees to access.
- Global Administrative and Operations Calendars were created in Outlook for a centralized schedule.
- An Intern Academy was held in July/August 2014 with more than forty applicants participating. Eight firefighters were selected and graduated from the Recruit Training Academy in January 2015.
- The Fire Engineer testing process began in January and was completed in February of 2015.
- The cable network was replaced with a fiber optic network which has increased stability and speed. This project was completed in November/December 2014.
- The VoIP phone system was implemented in January 2015.
- New workstations were deployed per the replacement schedule.

PROFESSIONAL DEVELOPMENT

- A Chief Budget Officer position was added and budget manager training was scheduled and completed during the annual budget development process.
- The budget process has been successfully completed with a fiscally responsible financial plan. Final board approval was given on July 8th, 2015.
- The district sponsored 5 EMT Basics to attend paramedic school at Central Arizona Community College. All have successfully completed the precepting and integration processes.
- Blue Card training has been deployed. Currently, 3 employees are Blue Card instructors and 5 are certified.
- Approximately 10 incident command training classes have been taught.
- The succession planning process has included changes in the Administrative Chief position, which creates opportunities for other employees to temporarily step up into other roles, such as the Battalion Chief and Battalion Safety officer.
- Special teams have been supporting by soliciting interest, encouraging personnel, providing opportunity, and educating our members. (TRT, Wildland, SWAT)
- SFMD has created cohorts with several universities and colleges in an effort to encourage higher education. Grand Canyon University was added this year.
- An advanced Excel class was provided for SFMD and City of Apache Junction employees.
- Multiple employees have had opportunities for professional development through district sponsored outside training (national fire academy, ImageTrend conference, etc.)
- The 3rd Annual SFMD Leadership Academy was hosted in May 2015 with a record number of attendees.





COMMUNITY HEALTH, SAFETY, & SURVIVAL

- SFMD evaluated and procured new medical devices to enhance diagnostic ability, increase field performance, and/or provide for a better patient outcome. Most notably our heart monitors were evaluated against other brands and 2 LP15's were purchased.
- Multiple Public Access to Defibrillation (PAD) presentations were provided and 4 new automated external defibrillators (AED's) have been added to the community.
- Over 1060 lay rescuers were trained in cardio-pulmonary resuscitation (CPR) and cardio-cerebral resuscitation (CCR or Hands Only CPR).
- In conjunction with Mountain Vista Medical Center, the EMS Captain has been added to the stroke team and CBC blood kits are provided and SFMD paramedics to perform the blood draws for stroke patients.
- Fire units were assigned as dedicated medical personnel to serve as EMS providers during the Renaissance Festival, Lost Dutchman Marathon, Lost Dutchman Days Rodeo, Canyon Arts Festival, and other special events, as requested by the community.
- SFMD deployed non-dedicated units to community events, such as Apache Junction High School football games and other community events.
- Over 500 smoke alarms were distributed to those in need in our community. These smoke alarms were procured through the Fire Prevention and Safety grant.
- Neighborhood canvass programs were utilized following serious incidents such as, fires and drownings.
- The Public Information Officer (PIO) committee held monthly meeting to discuss and develop effective communication for the district, such as, local news channel interviews, social media, and radio.
- SFMD units conducted 127 blood pressure checks for parks, winter visitors, and members of our community as part of the outreach program.
- A plan was created to distribute public service announcements (PSA's) in both video and written format, throughout the year, using common themes and consistent safety messages.
- The district continues to support the citizens we serve by participating in organized neighborhood meetings, where members of Senior Leadership provide useful statistics and helpful messages in a clear and consistent manner.

EMPLOYEE SAFETY, HEALTH, & SURVIVAL

- The transition to Nationwide Retirement Solutions was completed and all members were provided accurate information regarding this transition.
- In partnership with MFMD, employees were provided employees with financial wellness seminars that educate members with financial planning and money management.
- SFMD hosted and provided members with retirement seminars for both the Public Safety Personnel Retirement System (PSPRS) and the Arizona State Retirement System (ASRS) in an effort to provide employees information regarding their retirement options.
- A behavioral health program was created and implemented with the addition of SFMD's Fire Chaplain and the formation of the peer support team.
- Health and wellness were supported through identified resources, such as, Heart Fit for Duty seminars, opening the Fitness Center to employee family members, and the addition of SFMD's new Fire Chaplain.
- The 16 Firefighter Life Safety Initiatives were printed and posted at all fire stations and other prominent district locations.
- Chief Officers facilitated post-incident reviews with Operations personnel following major incidents. The Risk Management Plan has been promoted as part of regular training.

SOCIAL MEDIA

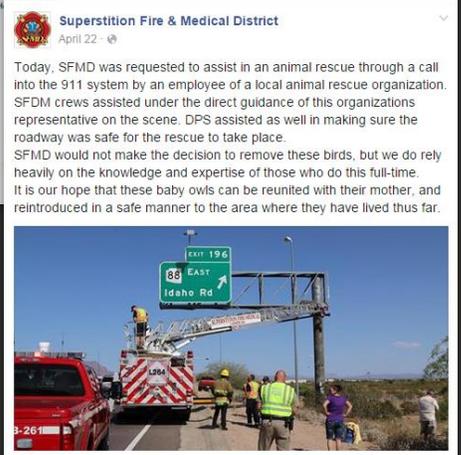
- Facebook: 2,515 likes - up 84% in likes from the first six months of the 2014/2015 Fiscal Year.
- Most popular Facebook post - rescue of the owlets, reaching over 12,000 people all over the world.
- Twitter: 465 followers, 159,116 impressions, 6,140 visits, and the top tweet was the owlet rescue.
- Instagram: 113 followers

Twitter



Instagram

Facebook



Customer Satisfaction Rating 89%
Visit us at our new website! sfmd.az.gov