



OLATHE FIRE DEPARTMENT

2022 PLAN OF ACTION PROGRESS REPORT

In 2022, the Olathe Fire Department focused on the following action items that supported objectives in the department's Strategic Plan and the Commission on Fire Accreditation International (CFAI)'s Accreditation Recommendations. This report documents progress made on the following initiatives:

1. Deliver excellent service to our community.

Ensure Effective Resource Deployment (Strategic Plan Objectives 1.1, 1.2, 1.3, 1.6, 3.1): Update citywide squad deployment plan, with additional squad in 2022, using data to best meet needs in high-volume areas. Work toward addition of second truck company in 2023. Apply for SAFER grant for additional personnel. Update response matrix to ensure critical tasking needs are met on all call types. Continue EMS Credentialing rollout to include all EMTs. Hire fleet technician to limit out-of-service time for front-line units. Determine staffing need for civilian support in Community Risk Reduction (CRR) section (e.g., fire inspectors).

Verification: Current squad deployment was reviewed, and two new positions added to the 2022 budget for an additional squad at Station 4. Goal is to have one squad in operation 24/7 in 2023. Department applied for SAFER grant to support addition of second truck company; grant not received and plan to reapply in 2023. Response matrix was reviewed to ensure critical tasking met for all incidents as part of Standards of Cover update. All EMTs were credentialed through county program. Department recruited for fleet technician, but no one hired; will plan to post again following Ironwoods facility renovations. Hired one of two additional part-time civilian inspector positions.

Partner with Community to Support Mission (SP Obj. 1.6, 4.2, 4.3): Work with school district to create additional opportunities for partnership (e.g., trade/construction programs). Build on revamped 3rd grade program to increase digital content across educational programs. Retool OFD website to include more educational content. Document outcomes of public education program to measure success. Ensure clear and complete options in Olathe Connect for receiving community concerns related to fire prevention (e.g., smoking complaints).

Verification: OFD's strong partnership with schools continued as discussion on increased support for Olathe West Public Safety graduates, meetings with OATC on support for EMS program and hosting Shawnee Mission students for burns and investigation support. The City's website was reimagined this year which limited OFD-specific changes; improved digital content for fire public education is planned for 2023. Outcomes were reported for various PubEd programs. Olathe Connect changes to separate out various codes, community development and fire requests are anticipated by end of 2022.

2. Ensure the OFD is Future-Ready.

Focus on Continuous Improvement (SP Obj. 5.2): Publish comprehensive Community Risk Assessment and Standards of Cover (CRESA SOC). Implement Phase 1 of OFD's Strategic Plan. Obtain Accredited Agency status from Commission on Fire Accreditation International for third time. Document resource typing of OFD's apparatus and capabilities.

Verification: The OFD's new Community Risk Assessment and Standards of Cover was published and is available on OFD website. The 5-year Strategic Plan was reviewed, and tasks identified and monitored for Phase 1 completion. In August, the OFD received accreditation from the Commission on Fire Accreditation International. OFD Resource Typing is complete and available on the OFD website.

Build for Olathe 2040 (SP Obj. 3.1, 3.2, 5.7): Work to place Station 9 and rebuild of Station 1 in funded 5-year Capital Improvement Plan (CIP). Purchase/assess land identified for four future fire stations to meet current demand and future growth. Explore lease program for fire apparatus. Complete recent effort to improve curbs/parking lots at fire facilities. Upgrade hardware in Department Operations Center (DOC) to limit power loss during emergency. Continue to contribute to citywide Space Needs planning.

Verification: Station 9 was added to the funded CIP and the department will begin design work in 2023. A firm was contracted with to evaluate potential sites for four future stations and two existing ones. This work will be done in 2023. Strategies for leasing apparatus were considered prior to the acquisition of several new/replacement apparatus;

at this time, with significant shortages and delays from manufacturers, the City will continue to purchase apparatus directly. Curb/parking lot improvements were completed at all fire stations. Fire Administration remains to be done; funds were redirected to Stations 1 and 4 renovations. The DOC was upgraded to avoid power disruption. OFD contributed to Citywide study on Space Needs; this work is expected to continue in future years.

3. Maintain emphasis on professional development, safety, and training.

Provide Robust Training Program (SP Obj. 2.1, 2.2, 5.2, 5.3): Provide training on electric vehicles. Work with law enforcement to conduct joint training to improve shared awareness of capabilities. Fund ongoing Olathe Fire Academy operations with own budget dollars. Provide command-level training on large-scale and hazardous materials incidents. Incorporate dispatchers in Blue Card training to improve coordination and communication. Provide suicide prevention training to all OFD members.

Verification: Training on electric vehicles was provided through online and outside training opportunities. Training with law enforcement included planning for hostile event at Fire Admin building, evidence collection training during EMS Symposium, and traffic incident operations during Officer Development Program. OFD hosted G-191: Incident Command System/ Emergency Operations Center Interface for Command Staff; more HazMat-specific training to come in 2023. Dispatchers were invited to participate in Blue Card courses, but their ability to attend was hampered by staffing shortages. OFD command staff received training from JoCo Mental Health on suicide prevention; Cordico app provides virtual training on similar topics.

Promote Efforts to Recruit and Retain High-Quality Staff (SP Obj. 1.3, 1.6, 4.3): Build on success of CRR intern to continue internship program with broader departmentwide approach. Acquire equipment required for CPAT testing to support potential firefighter candidates. Recruit and hire firefighters and host 12-week recruit academy. Continue to identify and support members interested in attending paramedic school program.

Verification: CRR hosted an intern in Summer 2022. Equipment for CPAT testing received and workgroup formed to begin transportability study and obtain license in 2023. Hosted recruit academy with graduation in April 2022. Hired six new firefighters to begin academy in January 2023. OFD sent one firefighter to paramedic program this year with plans to send three more in 2023.

4. Ensure equipment and internal systems support superior service delivery.

Provide Necessary Tools to Meet Mission (SP Obj. 1.6, 3.1): Place in service one new engine and new UTVs. Design and procure four vehicles to be placed in service in 2023. Expand Watchguard capability to include additional apparatus and regular use by individual inspectors. Offer residential Knox Box program. Purchase lighter helmets for those operating in less hazardous environments as practicable (e.g., inspectors).

Verification: A new Engine 55 replaced the existing unit late this year. Due to significant delays from manufacturers, seven additional apparatus were ordered and are expected over the next several years. Watchguard cameras were used on battalion chief's units; OFD is coordinating with OPD on more camera purchases. Residential Knox Boxes are available for Olathe residents to purchase online; communication about this opportunity will follow in 2023. Lighter helmets were purchased for inspectors.

Implement Technology Solutions (SP Obj. 3.3): Purchase and begin transition to new records management system. Begin testing of new HR scheduling software. Deploy First Arriving dashboards at all fire facilities to improve information sharing. Leverage GIS solutions to improve department's data analysis capability.

Verification: Software solutions were evaluated, and a vendor selected to implement the new records management system. A kickoff meeting was held in December with full transition to occur in 2023. CrewSense scheduling software is in beta testing currently with full rollout planned in 2023. All First Arriving dashboards have been installed and are operational. GIS has been used on special events (Old Settlers), emergency management, wildland fire tracking, review of detachments and annexations, as well as to update the OFD's CRESA and SOC.

2022 ACCOMPLISHMENTS

STRONG COMMUNITY PARTNERSHIPS

- Trained community members in Heartsaver/AED CPR and Sidewalk CPR courses
- Compiled Pay Study of area fire departments
- Hosted Olathe Chamber of Commerce Networking Coffee
- Collaboration with the Olathe Public Schools on the Olathe West Public Safety Program, public education programs, CPR training and sports activity standbys
- Collaborated with OMC on MIH planning
- Planning and support for the Olathe fireworks display
- Maintained ISO Class 1 rating
- Hosted annual OFD Open House at Fire Academy
- Distributed Deterra Drug Deactivation Pouches for Community Use in partnership with JoCo Mental Health
- Participated in National Fallen Firefighters Foundation's Light Up Red for Fallen Firefighters program
- Set-up Residential Knox Box option for residents
- Updated contractual agreement for Olathe West Public Safety Academy
- Partner with Mid America Nazarene University on various programs
- Hosted an intern in Community Risk Reduction section
- Worked with JoCo Airport Commission to provide hanger inspections and runway checks
- Maintained comprehensive list of fire department contacts in 11-county region
- Participated in Communities That Care (CTC) Coalition to encourage positive youth development
- Served as sponsoring agency for Kansas Task Force 3
- Participated in Heart Safe Hero Awards
- Leadership in Kansas City Regional Fusion Center
- Encouraged citizen participation in PulsePoint application
- Partnership in numerous public events and presentations to community groups
- Participated in mentoring through Olathe Public Schools' the SPOT
- Partnership with Johnson County Department of Emergency Management and Communications
- Remembered fallen firefighters
- Presentation to various community groups
- Continued weather alerts and other key messages through social media
- Collected Toys for Tots
- Participated in Johnson County Public Safety Food and Toy Drive
- Received 2022 Mission Lifeline: Gold Plus Award from American Heart Association
- Supported Olathe Low Rider Bike Club
- Participation in Johnson County Fire and Burn prevention and Youth Fire-setter Intervention Team
- Provided accelerant detection and explosives detection K-9 expertise and support for several jurisdictions in the region.
- Provided free smoke alarms and battery replacements for residents of the community
- Participated in the Eastern Kansas Multi-County Arson Task Force
- Participated in the KC Metro Arson Task Force
- Worked with the Kansas State Fire Marshal's office on plan review and inspections, KS US&R Task Force 1 & 3, and wildland firefighting
- Encouraged citizen participation in the PulsePoint application
- Participation in numerous public events and presentations to community groups
- Received grant to support smoke alarm distribution
- JTTF Task Force Officer
- EOD FBI accreditation
- Supported FBI on activities
- Signed Kansas Forest Service Cooperator Agreement

2022 ACCOMPLISHMENTS

LEADERSHIP

- Chief Officer Mentor Program (12 mentees participated)
- Promoted department values with recognition cards
- Supported City's onboarding program
- Accreditation Peer Review of other depts.
- Provided Blue Card classes for other fire agencies in County
- Weekly Executive and biweekly Senior Management Team Meetings
- Hosted quarterly full-day Senior Management Team meetings
- Board member on JCCC EMS Advisory Board
- Johnson County Fire & Emergency Services Chief's Association meeting (monthly); and, operations and training subcommittees
- Kansas State Association of Fire Chiefs
- International Association of Fire Chiefs
- Various positions on local, regional, state, national and international boards, committees and associations
- Provided staff to Kansas City Regional Fusion Center (KCRFC) on part-time basis
- Provided staff on assignment to Joint Terrorism Task Force
- Conducted Fire Officer Orientation program
- Participated in City's supervisor forums
- Participated in various regional committees through MARC: MEMC, LEPC (committee chair), RHSCC, LEPC Training, Training and Exercise
- Heart of America Accreditation Consortium (Captain Hall, Vice Chair)
- Participated in the Leadership Olathe program
- Served on various ECC committees
- Regular Shift Officer Meetings
- MIH Award from Persons with Disabilities Advisory Board
- Served on KCRFC Executive Board
- IAFC Elections Committee
- Hosted orientation to OFD for incoming city council members
- Co-Chaired Shawnee Mayday Review at request of Shawnee FD (ongoing)
- Assisted families with funeral preparations to honor two of our own
- Hosted CRR Intern from Eastern Kentucky University

POLICY AND PLANNING EFFORTS

- Published new Community Risk and Emergency Services Analysis and Standard of Cover
- APGs reviewed and updated as needed
- New Numbered Memos developed
- New Councilmember orientation
- Upgraded Energov for improved online functionality
- Improved performance measurement for public education programs
- Implemented parental leave for employees
- Secured GLMV for land acquisition study
- Accredited by Commission on Fire Accreditation International (completed site visit and hearing)
- Received approval of funding for MIH program through FY23 Community Project federal appropriations
- Contracted with EPR FireWorks for new records management system
- Implemented Phase 1 of Strategic Plan
- Published OFD NIMS Resource Tracking document
- Completed Pay Study
- Program provider for Kansas State Board of EMS
- Participated in 2023 budget process
- Participated in Kansas State Wildland Task Force
- Maintained Continuity of Operations (COOP) plan for department
- Maintained MySidewalk Performance Dashboard
- Provided NFORS system for exposure tracking
- Special Event Planning – Incident Action Plans and Cost Estimates
- Maintained OFD master vehicle inventory
- Encouraged firefighters' wellness program participation
- Moved to electronic plan review
- Provided guidance on COVID isolation/quarantine requirements to employees
- Transitioned Building Codes from Fire Admin to City Hall
- Established OFD-specific 2023 Organizational Bonus Measures
- Participated in Regional HazMat Assessment
- Finalized several County Model Procedures (ICS, Hostile Events, FireMUM)
- Access to LACIE health information exchange for MIH and key EMS staff
- Worked to implement CrewSense as primary scheduling system (go live in 2023)
- Implemented Workday for HR (other citywide functions to follow in 2023)
- Added Station 9 to funded CIP for 2023
- Signed KS Wildland Cooperator Agreement
- Transition planning for accreditation
- Supported UASI funding requests
- OFD Content from Ozone to Sharepoint

2022 ACCOMPLISHMENTS

<ul style="list-style-type: none"> • Worked to verify data on commercial properties as part of community risk assessment process • 2023 Plan of Action developed; reported progress on 2022 Plan 	<ul style="list-style-type: none"> • Received grant to support smoke alarm distribution • Deployed Cordico app for employee wellness • Updated Code with ordinance to require under-stair protection
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OPERATIONS

<ul style="list-style-type: none"> • Responded to more than 14,000 emergency calls for service. • Placed new recruits on shift • Completed fire and life safety inspections on commercial properties in Olathe, including initial inspections and re-inspections. • Performed fire code plan reviews for construction, open burn, blasting and hazardous materials permits • Issued annual hazardous materials permits. • Supported issuance of commercial building permits • Completed runway inspections and airport Hangar inspections • Utstein Survival Rate for 2022 year to date is 54.5% (as of early December) • Bystander CPR rate is 62.5% prior to our arrival for 2022 (as of early December) • Public AED use is 28.6% for 2022 (as of early December) • Conducted annual physicals of commissioned personnel • Continued PulsePoint Verified Responders program to inform off-duty OFD members of cardiac arrests near them. • Worked with ECC to analyze and improve alarm handling time by implementing rapid posting • Obtained KS Board of EMS Director license • Obtained KS Pharmaceutical license • Obtained CLIA license • Completed all NFPA Ladder and pump testing 	<ul style="list-style-type: none"> • Managed several major severe weather events • Revised response matrix • Conducted morning shift conference call in MS Teams • Increased number of wildland team members • Increased snowplow operators and training • Transitioned to electronic plan review • Multiple deployments for both wildland fires and hurricane response • Supported Old Settlers and Garmin Triathlon Encouraged reporting of potential patient safety issues in VERGE system for follow-up • Supported many special events in community (high school graduations, etc.) • Continued leadership in County Tender Task Force • Conducted several Post Incident Analysis on various incidents • Used Watchguard scene video from Battalion Chief vehicles in post-incident analysis • Used Everbridge/Notify JoCo to notify staff and community of key messages • Completed PPE checks • Operated under Incident Action Plans • Disseminated Daily Information Report and Weekly Activity Report • Continued Mobile Integrated Healthcare unit
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EQUIPMENT AND FACILITY INVESTMENTS

<ul style="list-style-type: none"> • Completed NFPA-compliant ladder inspections and pump testing • Supported City's effort on implementation of new HR software • Purchased iPads for Records Management System • Planned for upcoming station construction projects • Completed emergent purchase of new Truck 52 • Purchased full set of ground ladders for Fire Academy • Replaced nozzles • Placed new EMS bags on apparatus • Upgraded uniforms • Sized and ordered black bunker gear • Tested new firefighter gloves • Added 4 electric bikes to Bike Team • Added Progressive Packs to rigs 	<ul style="list-style-type: none"> • Used web-based uniform management solution • Purchased CPAT Equipment • Upgraded A/V in Command Training Center • Placed new Engine 55 in service • Received Type III engine • Replaced fire hose on front-line apparatus • Refinished floors at Station 57 • Ordered various apparatus (4 trucks, 3 engines) • Created specifications for MIH ambulance (to be ordered in 2023) • Moved ModX to Fire Academy • Placed shipping containers for Academy for supplies and tool room • Purchased golf cart, 2 UTVs, Kubota, Skid units • Received two new Achilles inflatable boats
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2022 ACCOMPLISHMENTS

- New Hurst equipment
- Placed Hot Sticks on all front-line apparatus
- Sonar for boat
- Purchased new flow meters
- Upgraded exercise cardio equipment at all stations
- Flashpoint Sim
- Auto Crib It
- New air bags
- Reclaimed Fire Station 1 sign
- Hydro-tested SCBA bottles
- Completed WestNet upgrades at all stations
- Obtained Microsoft licensing for all personnel
- Updated Zoll monitors
- Purchased swivel chute for T57

- Deployed First Arriving on dashboards in all facilities
- Reconfigured Hiperwall in DOC and upgraded hardware to avoid power disruption
- Purchased MCI equipment for two squads
- Closed out Fire Academy Project
- Completed Plymovent upgrades
- Received new vehicle for Chief
- Replaced kitchen table/chairs and office chairs (for BCs and captains) at all stations
- Upgraded equipment on Rescue 51
- Placed Hyperthermia thermometers on apparatus
- Rapid cooling set-up placed on front-line apparatus
- Deployed new Inflatable Fire Safety House
- Placed new MIH unit in service

WORKFORCE DEVELOPMENT AND EMPLOYEE ENGAGEMENT

- Made 6 job offers to firefighters (to begin in Jan 2023)
- Created and gained approval for Battalion Safety Officer positions
- Created recruitment video
- Hired part-time civilian fire inspector
- Hired Purchasing Coordinator
- Hired additional inspector
- Filled two Public Education positions
- Filled civilian fire inspector position
- Hosted French fire service student
- Filled full-time HR business partner position
- Hired Fire and EMS Analyst at Kansas City Regional Fusion Center
- Hired part-time administrative support for Planning and Administration
- Helped coordinate Olathe West Public Safety program.
- Provided onboarding presentations for new city employees
- Participated in various Career Fairs – College, Business
- Hosted Hero Day opportunity to promote woman in field
- Celebrated service of several retirees
- Participated in City's Workplace including Live events
- Supported Public Service Recognition Week
- Honored department's line-of-duty deaths on anniversaries
- Peer Support team responded as needed for employees and external partners

- Held Recruit Fire Academy
- Hosted a Recruit Fire Academy Graduation Ceremony
- Held candidate information night for potential firefighter applicants
- Encouraged personnel to receive flu shots and annual health screenings
- Supported firefighter development by hosting Engineer Academy
- Hosted Officer Development Program Academy
- Held annual holiday luncheon for OFD family
- CRR Staff completed fire inspector training
- Completed Health Screenings in January
- Promoted 2 Battalion Chiefs
- Promoted 2 Captains
- Promoted 2 Engineers
- Inspector 50 moved to 56-hour on each shift
- Sent 1 FF to Paramedic school
- Conducted LifeScan physicals for commissioned employees
- Completed EMS credentialing program
- Participated in Leadership Olathe
- Participated in Emerging Leaders program
- Participated in KU Certified Public Managers program
- Implemented certification pay for SOG Chief Officers
- Created badges to recognize retirees
- Hosted annual Awards Ceremony
- Hosted annual Family Fun Day

2022 ACCOMPLISHMENTS

PROFESSIONAL DEVELOPMENT AND TRAINING

- Hosted a 12-week Recruit Fire Academy
- Hosted EMS Symposium
- More than 30 live burns for OFD firefighters
- 56 live burns for recruits
- Completed 11 months of Foundry training
- Delivered two-week Engineer Academy
- Delivered two-week ODP Academy
- Trained seven ISFSI 1403 instructors
- 75 training classes conducted in-house
- More than 500 Requests for Training approved
- More than 1,800 training hours completed by SOG disciplines
- Participated in JoCo Training Chiefs meetings
- Completed many Acting Engineer, Acting Captain, and Acting Battalion Chief qualifications
- Completed extrication training at stations
- Driver Simulator used for recruit training
- Collaborated with City Learning and Development Team on course development and delivery
- Completed Educational Reimbursements for members
- 1 department member completed Paramedic School
- Participated in Advisory Board Meeting for Olathe West Public Safety Program
- Safety Committee met
- Acquired Structure training delivered
- ICS 300 and 400 training completed for command staff members
- 2023 Training Plan developed
- Completed more than 160 hours of training per sworn member
- Tower, trench and swift water training for tech rescue
- Tasks books items completed by several wildland members
- Field Operations training for all chief officers
- Hosted Fire Stats class
- Hosted G-191: Incident Command System/ Emergency Operations Center Interface for Command Staff
- Held EOC exercise for City Communications Staff
- Hosted several Blue Card Incident Command Classes
- Participated in EOC drill with National Weather Service
- Updated MyEOP app
- Hosted behavioral health class
- Hosted basement fires class
- Trained with the 73rd Civil Support Team
- Exxon Mobile training
- Conducted multi-jurisdictional night drills
- Updated all training material and simulations for Blue Card courses
- Participated in Olathe West Public Safety Program Open House
- September 11th Stair Climb held at OFA