

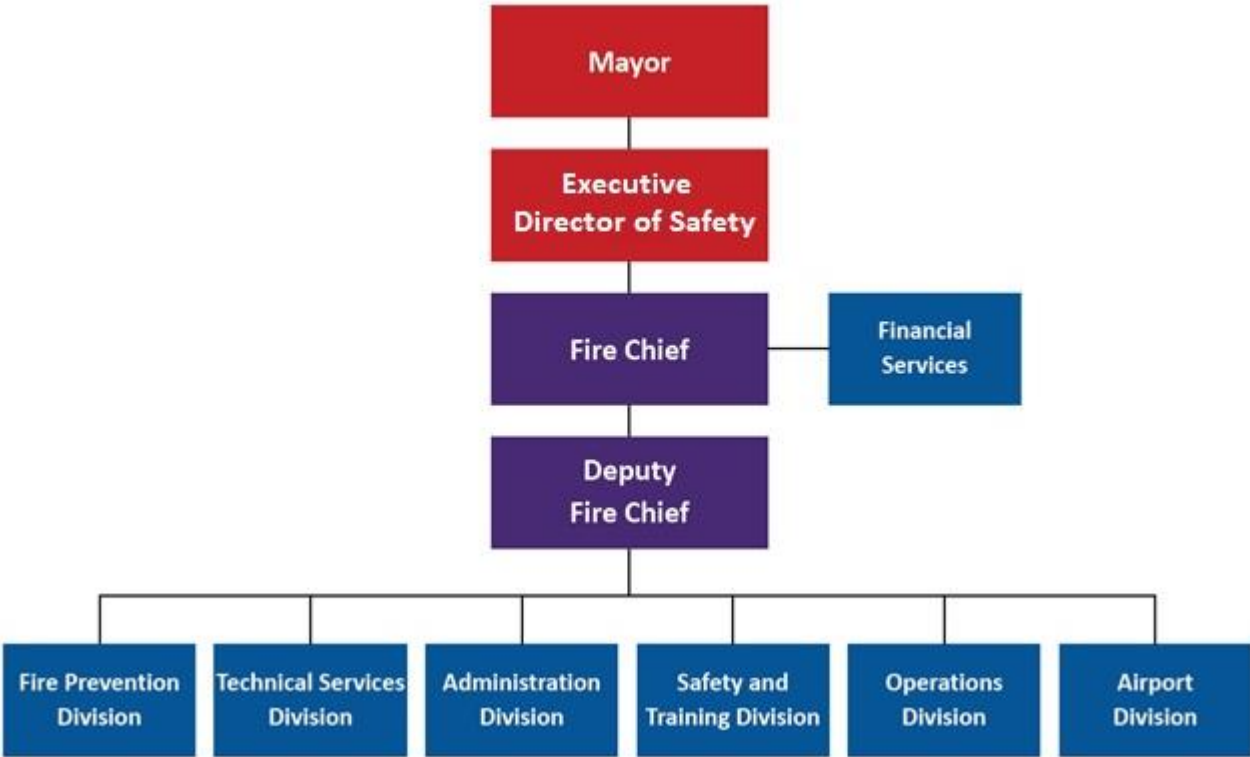
Denver Fire Department

2024 City Council Presentation

Mission / Vision

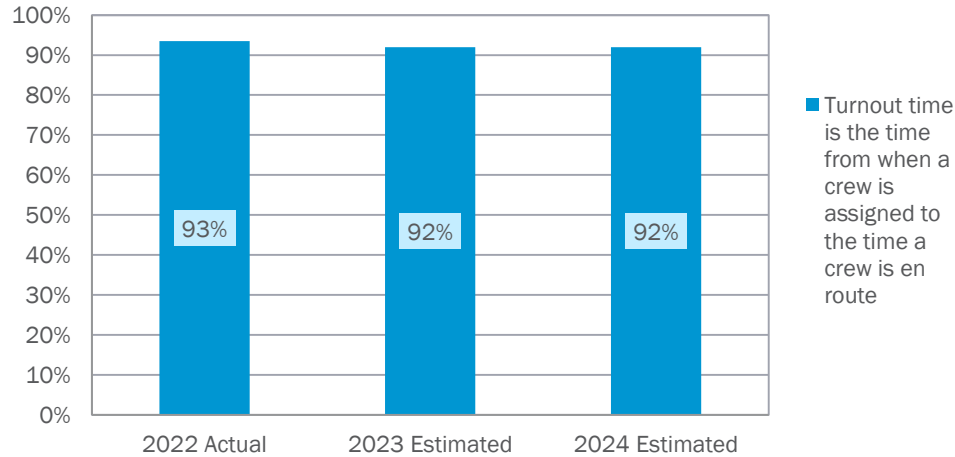
The Denver Fire Department is dedicated to providing quality, timely, and professional emergency services to those who live in, work in, and visit the City and County of Denver; respecting each other through trust, pride, diversity, integrity, and training; and working together to achieve the highest levels of preparedness, prevention, and community involvement with a dedication purpose.

Organizational Chart

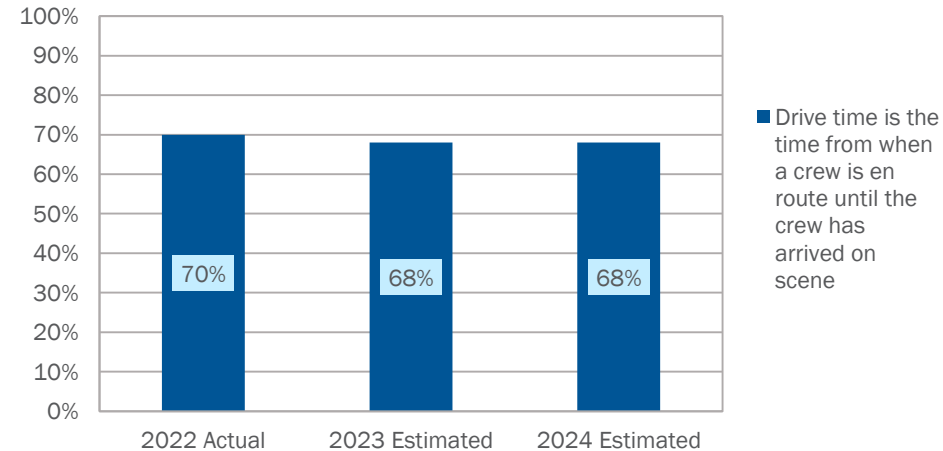


Key Strategic Metrics

Percent of Calls within the 60-sec Turnout Time Standard



Percent of Calls within the 4-minute Drive Time Standard



Addressing Inequities

Medical Unit Program

EMTs support efficient and alternative response for low level medical calls in our highest response areas and peak response times. The Medical Units service neighborhoods in the greater downtown area and along the Federal corridor. This program ensures fire apparatus is available to respond quickly to emergency incidents.

Coverage map on following slide



Recruiting Efforts

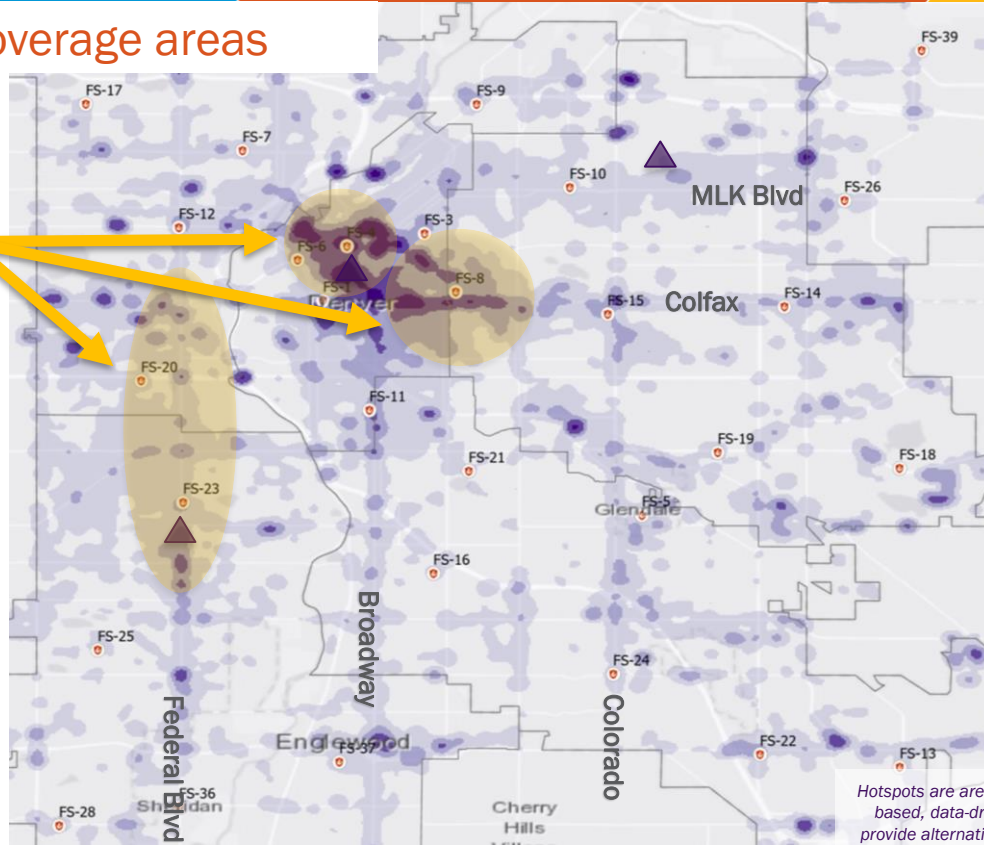
- Civil Service Rule related to marijuana usage was modified from 36 months to 12, leading to a more diverse and representative pool of applicants.
- Targeting women and minorities with recruiting efforts have resulted in better representation and diversity of Denver Fire's membership.

DFD Membership Equity Profile			
	2021	2022	2023
Minorities	30.30%	30.39%	32.05%
Females	5.63%	6.33%	7.61%



Medical Unit coverage areas

Existing Medical Units



DFD Emergency Responses per Location

Darker purple areas represent higher number of calls for service.

▲ = Violent Crime Hotspot

Hotspots are areas of concentrated violence across the city, as identified by evidence-based, data-driven strategies identified by DPD, a key Denver Safety strategy is to provide alternative responses to calls for service, especially in these high-need areas.

2024 Budget Goals

2024 Base Budget Philosophy

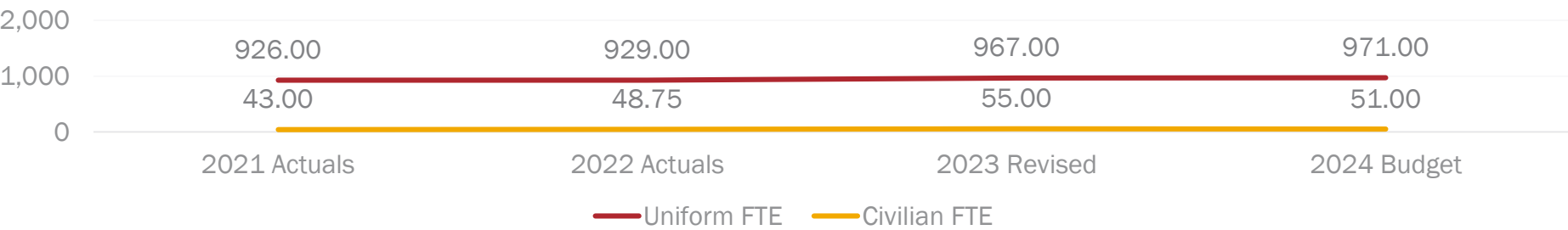
- *Ensuring long term stability of financial needs while maintaining essential core services*
- *Managing needs and growth*
- *Support for incumbent training needs, recruitment and employee wellness*

Equity Strategy

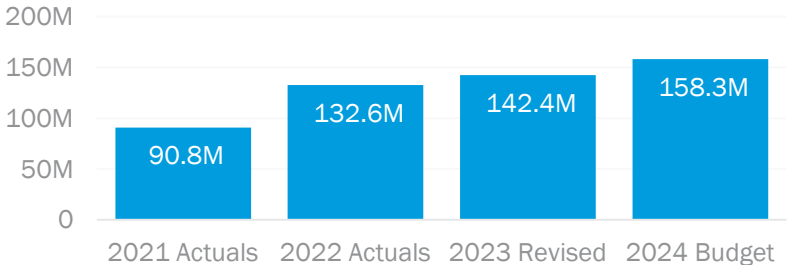
- *Maintaining response times and essential medical support services, to reduce disparities between neighborhoods and lead to more equitable treatment of all community members during emergencies.*
- *Enhancing recruitment efforts to ensure we are adequately staffed to respond to emergency calls for services, and to have a diverse workforce that mirrors the community we serve.*
- *Adequate training opportunities to address employee morale and wellness – such as EDI and Professional Development offerings. Currently, 95% of the Fire Department has completed RSJ Academy Courses.*

General Fund Expenses, Revenues, and FTEs

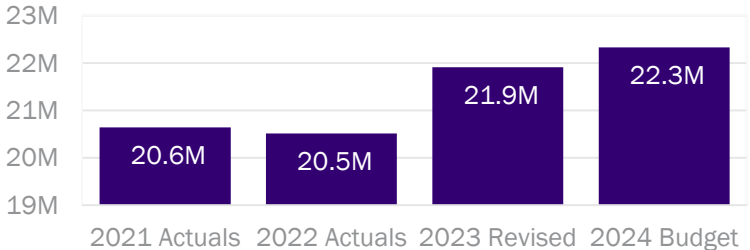
Total FTE



Total Expenses



Total Revenues



DFD Vacancy Rates

(as of September 1, 2023)

Vacancy Rate Uniform Personnel	Time to Fill Uniform Personnel	Turnover Uniform Personnel
0.00%	145 Days (Average)	3.52%
Vacancy Rate Non-Uniform Personnel	Time to Fill Non-Uniform Personnel	Turnover Non-Uniform Personnel
13.33%	38 Days	5.77%

2024 Budget Alignment with City Council Priorities



Community Safety and Wellness -

Timely and professional emergency response services, Medical Units



Affordable Housing and Support for People Experiencing Homelessness – Fire safety plan reviews, Affordable housing inspections and permits, Encampment outreach team



Community engagement and customer service – Fire Safety Inspections and Permits

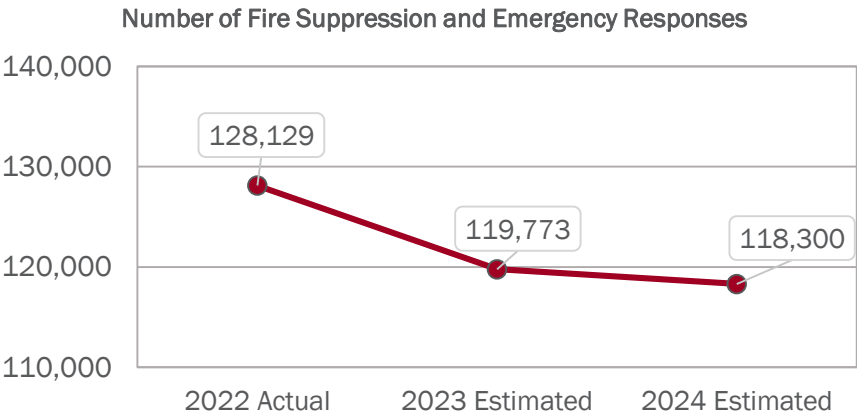
2024 Budget Alignment with City Council Priorities (continued)



City Council Priority

Timely and professional emergency response services

Funding: \$100m General Fund
827 FTE's (uniform)



2024 Budget Alignment with City Council Priorities (continued)



City Council Priority

Fire Prevention Plan Reviews, New Construction Fire Safety Permits, Encampment Outreach Team

Outreach Team - 1 Lieutenant & 2 Firefighter Technicians responsible for administering fire safety for encampments and provides outreach for those experiencing homelessness.
Funding: \$500,000 General Fund

Plan Review Team – 17 Fire Protection Engineers (CSA's) responsible for administering fire code plan review for new construction projects
Funding: \$2.5m General Fund
Permit Fees are collected by CPD

New Construction Fire Safety Permitting Team – 19 FTE's (uniform) responsible for administering fire safety inspections, fire code review for new construction projects and issuing temporary certificates of occupancy.
Funding: \$3.2m General Fund
Permit Fees are collected by CPD

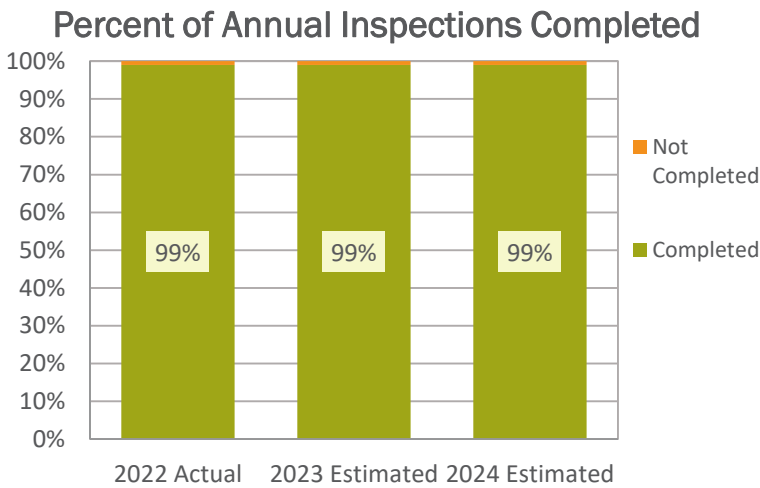
2024 Budget Alignment with City Council Priorities (continued)

Fire Prevention Safety Inspections and Permit programs

Funding: \$6.3m General Fund
34 FTE's (uniform) + 7 FTE's (CSA)
Revenue: \$7m General Fund



City Council Priority



Inspections	2021	2022	Projection	
	32,244	31,840	2023	2024
			33,000	34,000

Summary of 2024 Budget Expansions

Account Category	Permanent	One-Time	Total 2024
Personnel	\$7,473,041	\$0	\$7,473,041
Services and Supplies	\$0	\$0	\$0
Capital Equipment	\$0	\$0	\$0
Internal Services	\$0	\$0	\$0
Total	\$ 7,473,041	\$ 0	\$ 7,473,041

Permanent FTE	On-Call/Limited FTE	Total 2024 FTE
0.00	0.00	0.00

Single Layer Personal Protective Equipment (PPE)

Funding Source	Expenditures	Description
SRF	\$820,000 Estimated cost: (\$900 ea. x 820); Replacement Schedule (\$900 ea. x 82)	Requesting funding for single-layer personal protective equipment (PPE) for every firefighter in Operations to reduce cancer risk and wear and tear on expensive Turn Out Gear.



Standard 3-layer turnout gear is made with PFAS (Per- and Polyfluoroalkyl Substances), which is known to cause cancer and other health problems. Recent research has shown that significant quantities of PFAS are shed from 3-layer gear and are being absorbed into firefighters' bodies. In 2019, more than 75% of line-of-duty firefighter deaths were from occupational cancer.*

* Source: pfasfreeppe.com

This single-layer garment is designed to reduce heat stress, fatigue, and the spread of harmful carcinogens. It is worn over standard station uniforms during non-structural calls.



Budget Equity Framework Summary

This request will improve fire emergency services and firefighter wellness and safety.

Support Personnel (Uniform) –DEN



Division	Expenditures	FTE / Description
Airport	\$154,300 Salary + benefits (\$141,800); equipment and supplies (\$12,500)	Perm: 1 additional Technician (Uniform) for Fire Safety fuel inspections. <i>This joint request with the Airport will be funded by DEN.</i>
Airport	\$160,200 Salary + benefits (\$147,700); Equipment and supplies (\$12,500)	Perm: 1 additional Engineer (Uniform) for Driver Safety Training to reduce accidents and improve effectiveness, while maintaining response times. <i>This joint request with the Airport will be funded by DEN.</i>

142 Fuel inspection sites have been added over the past 7 years (47% increase)

Driver Safety Training is mandated by FAA training requirements



Budget Equity Framework Summary

This request will improve fire emergency services and firefighter wellness and safety.