

City of Alameda Fire Department

Annual Report 2023



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Message from Fire Chief Nicholas Luby



Dear Residents of Alameda,

As your Fire Chief, I am honored to provide you with a report on the remarkable efforts of your Fire Department during 2023. It is with immense pride that I acknowledge the dedication and hard work exhibited by our staff throughout the year.

Over the course of the year, our Fire Department faced unprecedented challenges responding to more than 9,500 calls for service, marking it our busiest year to date. Despite the demanding circumstances, our team rose to the occasion with unwavering commitment and professionalism.

Amidst this bustling activity, we achieved significant milestones and highlights that underscore our ongoing commitment to serving our community.

One at the top of my list is the successful transition of our mental health response team (CARE Team) from a pilot program to an essential ongoing service, furthering our mission to provide comprehensive care to everyone in our community.

Additionally, our collective efforts resulted in more than 23,000 hours of department-wide training, enhancing our skills and preparedness to effectively tackle any situation. We also dedicated substantial resources to bolstering our resilience in times of disaster, including adding a new fire boat to the fleet that will be essential to providing an emergency water supply when needed.

Furthermore, we implemented a state-of-the-art incident management and accountability application, ensuring the safety of our members and optimizing resource allocation during emergency responses. This advancement represents our steadfast commitment to harnessing technology to enhance operational efficiency and effectiveness.

As your Fire Department, we are here to serve and protect you 24 hours of every day of the year. Looking ahead, we remain steadfast in our dedication to exceeding expectations and upholding the highest standards of service. We will continue to prioritize long-term strategies while ensuring that our day-to-day operations consistently meet the evolving needs of our community.

In closing, I want to express my profound gratitude to each member of our Fire Department for their unwavering dedication and to the community for your continued support. Together, we will navigate the challenges ahead with resilience and unity.

Sincerely,

A handwritten signature in black ink that reads "Nick". The signature is stylized with a cursive font.

Nick Luby
Alameda Fire Chief



Mission Statement

The mission of the Alameda Fire Department is to provide a range of programs designed to protect the lives and property of the inhabitants of the City of Alameda from the adverse effects of fires, medical emergencies and exposure to dangerous conditions.

City of Alameda Fire Department Vision Statement



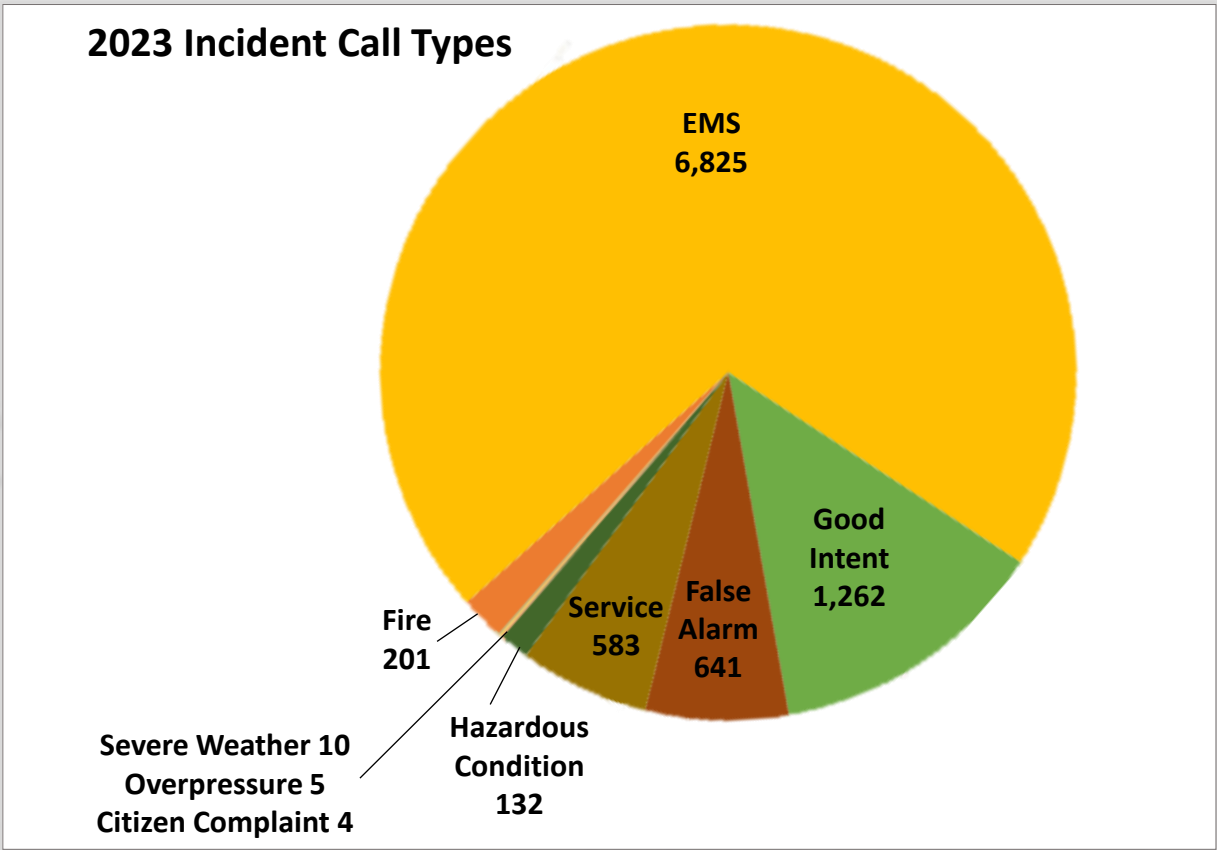
We are committed to maintaining and enhancing the quality of life for all Alameda Citizens. We dedicate ourselves to the safety of the community by providing the highest level of service possible. We will strive to create a partnership with the community in a responsive, proactive manner.

We will achieve our highest potential by creating a positive work environment through effective internal relationships. Our Organization stresses attainable goals, achieved through shared responsibility and accountability. We will nurture these relationships with respect, honesty, and integrity.

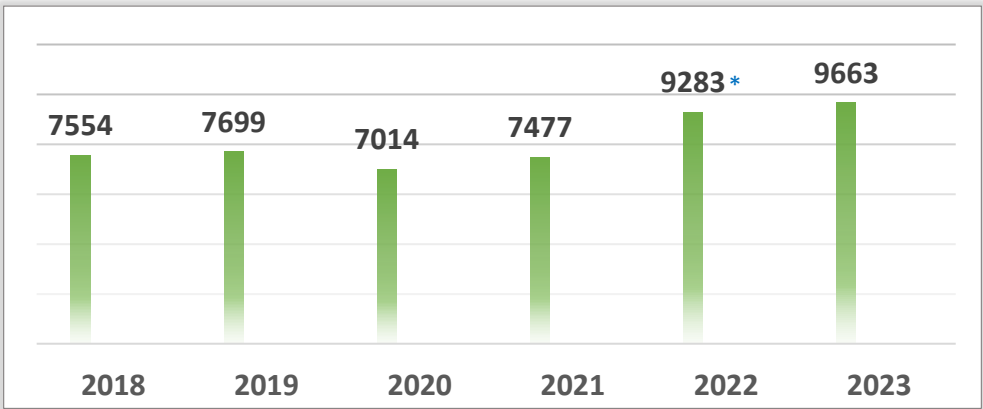
Our future depends on our commitment to shared leadership, employee empowerment, and responsiveness to the community.

2023 Fire Department Responses

During 2023, the Alameda Fire Department responded to 9,663 calls



Exclusive of two COVID years, calls for service have consistently increased.

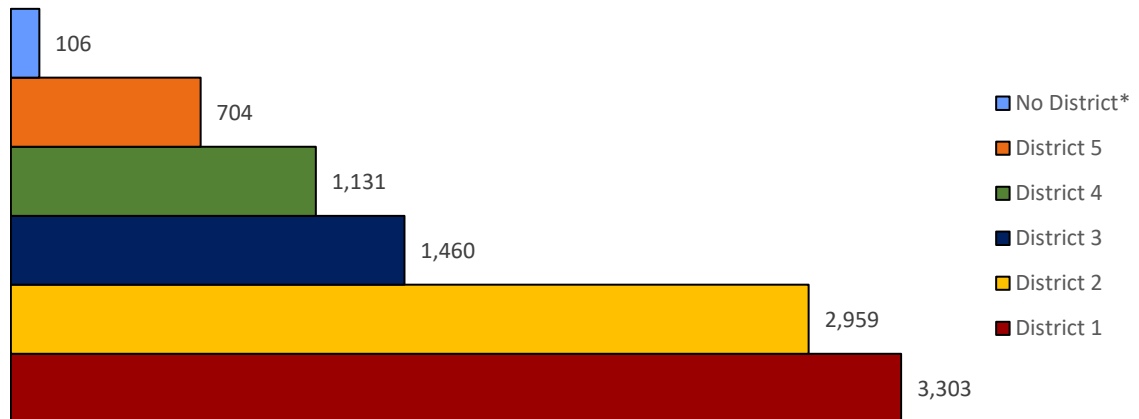


* First full year of CARE Team operation

2023 Fire Department Responses

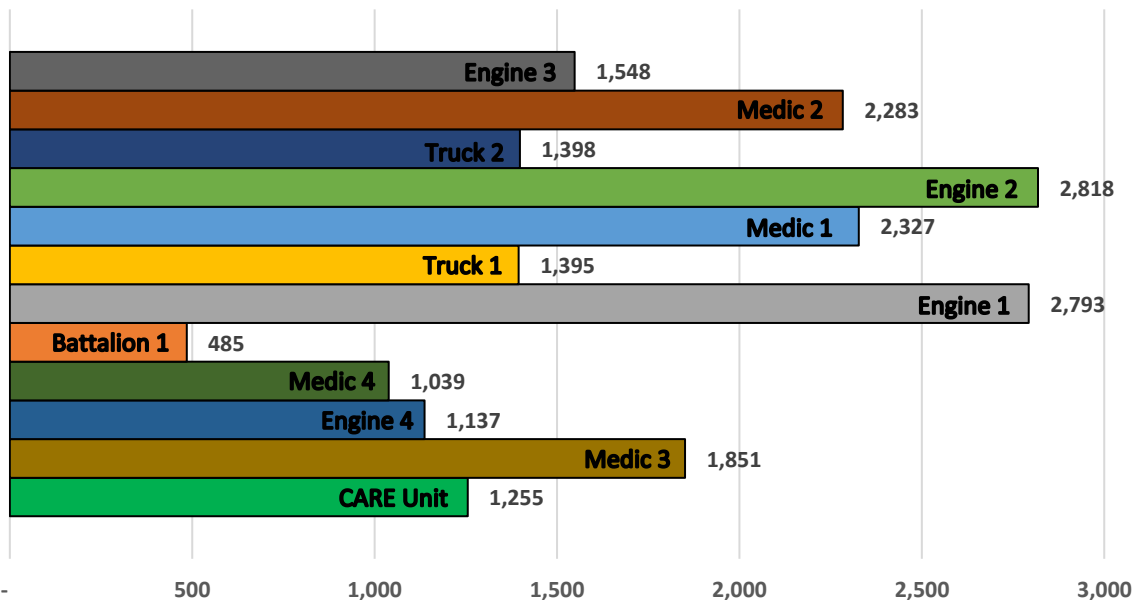
The Alameda Fire Department responded to 9,663 calls, distributed over five districts:

2023 Responses by District



* Responses to Albany, Berkeley, Oakland, San Leandro, Pleasanton

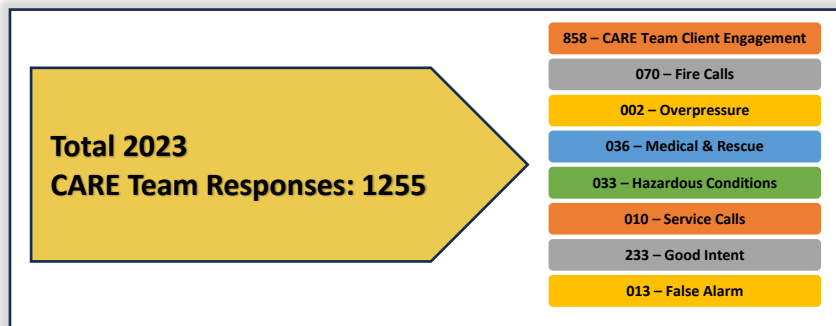
2023 Responses by Apparatus



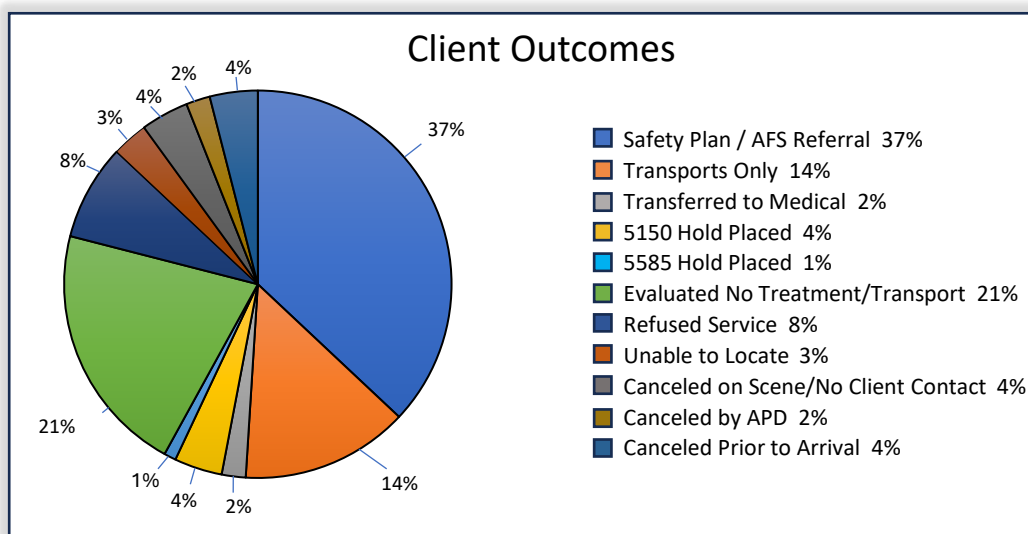
Community Assessment Response & Engagement (CARE) Team Response

During December 2021, the City of Alameda implemented the Alameda Community Assessment Response & Engagement (CARE) Team to help foster positive outcomes for community members in need of mental health services, as well as reduce the need to use emergency services to stabilize mental health or address addiction recovery/stabilization.

- Response to the CARE Team program has been overwhelmingly positive; during 2023, the City Council voted to make the pilot program a permanent part of Alameda's public safety offerings.
- This is a mobile crisis team staffed by a Firefighter Paramedic and a Firefighter Emergency Medical Technician (EMT), to provide 24/7 alternative response to nonviolent individuals facing a mental health crisis.
- Alameda Family Services is our partner in CARE Team service delivery to our community by providing on-call clinicians, as well as marshaling resources and orchestrating a variety of programs to help our clients obtain necessary assistance through case management.



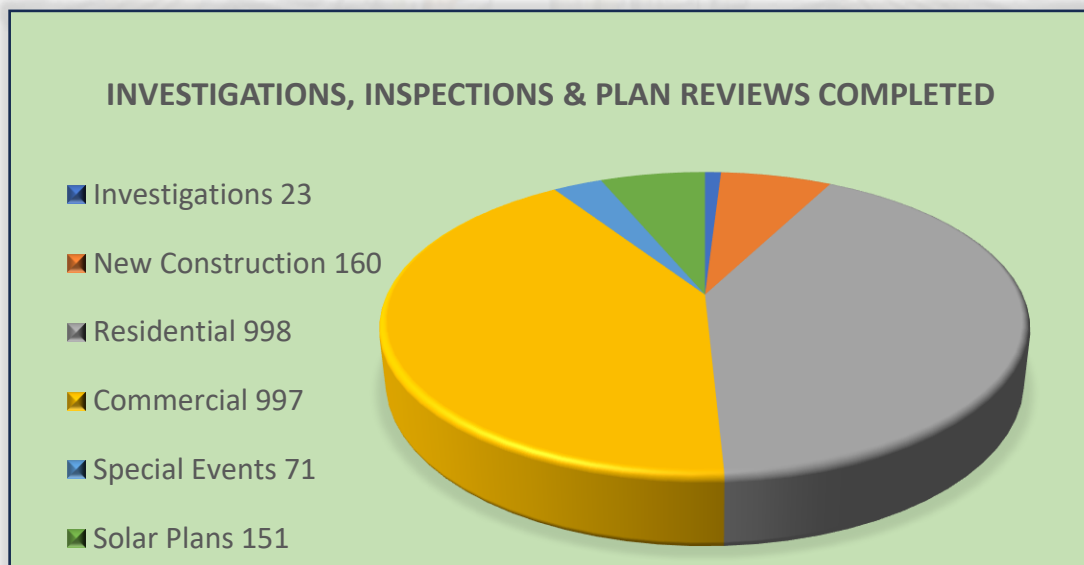
January – December 2023



Fire Prevention

In pursuit of community safety, the Alameda Fire Department Fire Prevention Bureau performed a variety of state mandated and code compliance inspections of different occupancy types, fire permit review and inspections, solar system plan reviews, special event plan reviews and site visits, and citizen report responses during 2023.

- Fire Prevention staff performed 23 post-fire cause and origin investigations, with five determined to be suspicious fires.
- AFD crews and Fire Prevention staff performed 1,995 inspections of businesses (997) and multifamily homes (998) citywide.
- Fire Prevention visited 160 construction sites around the city to verify fire safety plans, confirm correct installation of fire protection systems, and document equipment testing.
- Fire Prevention staff reviewed 151 solar system plans.
- Fire Prevention staff visited proposed and current daycare centers and schools to verify equipment function and review safety plans.
- During 2023, staff reviewed 71 special event plans and visited various sites to ensure fire safety prior to, and during, events.
- Our citizens reported a myriad of safety concerns requiring resolution from Fire Prevention and/or other Alameda entities.



Training Division

The Training Division is dedicated to ensure our Members are consistently ready for any emergency and, during 2023, they developed and administered 23,977 hours of training for the Fire Department – a 25.6% increase over 2022.

2023 training highlights include:

- **AFD Probationary Members:** Ongoing support and evaluation of 21 Members to shepherd them to successful completion of probation.
- **Firefighter Recruit Academy 2023-01:**
 - Recruit academies are the largest undertaking by our Training Division and require dedicated resources to complete successfully.
 - Our 2023 Academy graduated eleven Alameda Fire Department recruits, and one recruit for the Milpitas Fire Department, utilizing a training contract between AFD and MFD.
- **Ongoing Training for AFD Staff and Neighboring Jurisdictions 2023 highlights:**
 - Alameda Fire and the US Coast Guard trained together for a confined space rescue on board any Coast Guard Cutter stationed at Base Alameda (Coast Guard Island), as well as ensuring unified command skills through several drills with the US Coast Guard.
 - Hosted Berkeley Fire and Oakland Fire academies for Fire Control 3B training.
 - State Fire Training: Completed Large Boat Operator, Open Water Rescue, Firefighter Survival, and Driver Operator 1A and 1B.
 - Joint training with REACH air ambulance and Bay Area Training Academy's EMT Class focused on transferring patient care to a flight crew and maintaining a safe landing zone.
 - AFD Dive Team Orientation for Oakland Fire
 - Facilitated Apparatus Operator Promotional Exam
 - Participation in BayEx regional exercise with Bay Area ferry service providers
 - Facilitated AFD Division Chief Exam
- **State Fire Training (SFT) Instructors:** The Department certified five SFT instructors, as well as seven SFT Skills Lead and Backup Evaluators; five additional members are currently in the certification process.



Community Emergency Response Team (CERT)

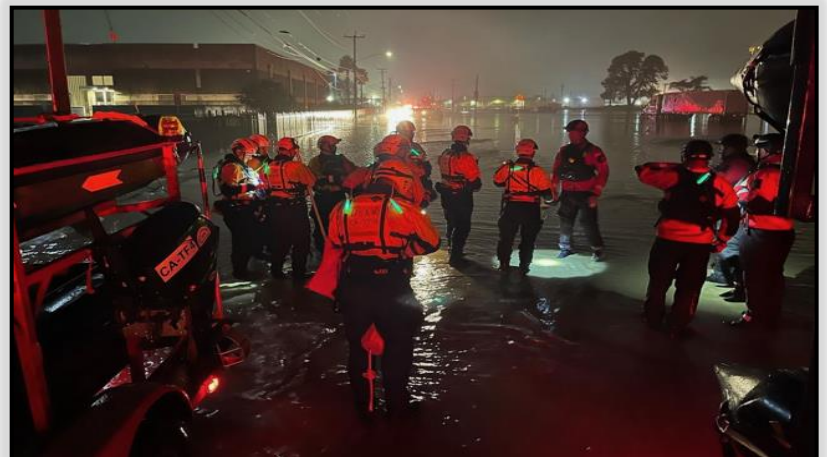
Our CERT Team was busy making a positive impact on our community throughout 2023 through recruitment, training, and activations:

- **New Basic CERT Program Graduates:** we added 16 new CERT members in 2023, and we look forward to their contributions to our program. Training for these new members was completed in collaboration with the Oakland Fire Department CERT program.
- **CERT Activation:** in response to reports of missing persons, CERT was activated five times to assist with search efforts.
- **Training:** the CERT program is committed to providing ongoing training every month, such as: Disaster Medical and Triage, Cribbing, Gas and Fire Mitigation, Emergency Preparedness Activation Exercise, and other valuable courses. CERT conducted 24 training events during 2023.
- **Emergency Earthquake Drill:** Our CERT Training Committee organized a large-scale October earthquake drill.
- **Fourth of July Parade:** 19 CERT members assisted the Alameda Police Department with traffic control, ensuring a safe and smooth parade experience.
- **Art and Wine Faire:** the Mobile Disaster Unit and the Outreach Committee provided essential preparedness materials to the community, as well as raised awareness of the Alameda CERT program and educated on the process to become a CERT member.
- **Full Time Staff:** transitioned a part-time position to full-time to support CERT and the Emergency Operations Center.



Mutual Aid Deployments 2023

To support communities outside of Alameda, Alameda Fire participated in the following deployments:



In conjunction with the **California Office of Emergency Services**, the City of Alameda contributed staff to the following events:

- Pre-positioning during expected mud and debris flow in Morgan Hill, CA: January 2023
- Smith River Complex (Fire) – Four personnel, Six Rivers National Forest: August - September 2023
- South Fork Complex (Fire): August - September 2023
- DEEP Fire Heavy Equipment Boss, Shasta Trinity National Forest: August – September 2023
- Pre-positioning during expected mud and debris flow in Hollister, CA: early March 2023
- Pre-positioning during expected mud and debris flow in Pajaro, CA: late March 2023
- Pre-positioning during potential mud and debris flow in Riverside County, CA: late August 2023
- As a participating agency with **California Task Force 4**, the City of Alameda deployed a Medical Unit Leader for the FEMA Incident Support Team during Tropical Cyclone Idalia in Florida: August – September 2023

Community Outreach

During 2023, the Alameda Fire Department participated in 66 community outreach events -- highlights include:

- **Ride Alongs:** Throughout 2023, we hosted many employment candidates and students for ride alongs on Fire apparatus and EMS vehicles.
- **School Visits:** Public, private, and homeschool students visited several of our Stations to learn about fire safety and helping people, and what Firefighters do for our community.
- **Scout Visits:** Various Scout Troops visited our Stations for citizenship, first aid, and flag up/down instruction.
- **Summer Camp Visits:** Firefighters visited Alameda summer camps to teach participants about fire safety.
- **Public and Private Events:**
 - Alameda Pride and Winter Market
 - Guide Dogs for the Blind Station Visit
 - Exelixis Employee Safety Fair
 - National Night Out
 - Navy Reserve Center Family Day
 - Wheelchair Regatta
 - Annual AFD Pancake Breakfast
- **Fire Safety Month:** In lieu of in-person Safety Town participation, during October Fire Prevention staff visited eight schools to deliver fire safety instruction and materials to Alameda Kindergarteners.



Personnel Achievements

Promotions, retirements, and new hires ensure the Alameda Fire Department remains a dynamic organization, infused with new ideas and fresh perspectives, while ensuring operational consistency.

Promotions

Promotion of Alameda Fire Department Members is crucial to maintaining institutional knowledge, as well as ensuring advantageous succession planning. During 2023, we proudly promoted the following Members:



Michael Navarro, Captain



Nicklas Otto, Captain



Jeffrey Weidler, Captain

Retirements

We thank the following Members, who retired during 2023, for their service:



**Patrick Corder,
Firefighter Paramedic
January 2023**



**Sean Gillion,
Firefighter
March 2023**



**Matthew Nielsen,
Captain
May 2023**



**William Klump,
Apparatus Operator
June 2023**



**Todd Johnson,
Apparatus Operator
July 2023**



**Gordon O'Brien,
Captain Paramedic
July 2023**

Personnel Achievements

New Hires

During 2023, the Alameda Fire Department welcomed the following Sworn and administrative staff:



Jordan Moore,
Probationary Firefighter



Tyler Carino,
Probationary Firefighter



Sean O'Neill,
Probationary Firefighter



Benjamin Cruz,
Probationary Firefighter



Leo Tarasov,
Probationary Firefighter



Robert Blackwell,
Probationary Firefighter



Blake Dillingham,
Probationary Firefighter



Fares Alwan,
Probationary Firefighter



Christopher Montes,
Probationary Firefighter



Matthew Waespi,
Probationary Firefighter



John Tait,
Probationary Firefighter



Jaswindar Singh,
Management Analyst
CARE Team/EMS



Marlina Lang,
Administrative Technician II
Fire Prevention

Recruitment

Recruitment of qualified firefighters and paramedics is challenging statewide. During 2023, the Alameda Fire Department met the challenge of attracting and retaining excellent candidates in the following ways:



"The more that I continued to pursue a career in the fire service, the more that I enjoyed being part of a team, working hard and directly impacting the lives of people in a positive way."

- F. Alwan, Firefighter, Academy Graduate 2023-01



- Our Recruitment Committee worked diligently with our Social Media Team to develop creative ways to have recruitment information shared with our target audience via various social media platforms such as Instagram and Facebook.
- The California Firefighter Joint Apprenticeship Committee, "Cal-JAC," is a collaboration by the Office of the California State Fire Marshal, representing management, and the California Professional Firefighters representing labor. Through Cal-JAC, the Alameda Fire Department has taken part in training seminars, job fairs, and the opportunity to give recruitment presentations to Bay Area EMT classes.
- A new partnership between the Alameda Fire Department and Cal-JAC enabled Alameda Fire to precept two paramedic students that graduated from their training program. We look forward to hosting more Cal-JAC program graduates in 2024.
- Hosted Alameda Unified School District sports medicine students for station tours and demonstrations, as well as offering ride alongs for graduating seniors.
- Encinal High School Career Fair March 2023
- NorCal First Alarm Girls Fire Camp April 2023





Facilities

Firefighters live in the firehouse for shifts of at least 48 hours. Managing our facilities is similar to managing several homes – each of our buildings require consistent maintenance and repair. Additionally, they are aging – one built more than 100 years ago. Lifestyles have changed, and keeping up by retrofitting or replacing systems and infrastructure is a continuous and evolving process.

During 2023, the following improvements were initiated and/or accomplished:

- Station 1 -- full bathroom remodel with a new shower and improved facilities for the public and fire officers.
- Station 3 – the Watch Room was reconfigured to enable additional sleeping quarters for staff, and the project is expected to be completed during February 2024.
- Station 3/Firefighter Memorial Project – work is ongoing, with expected installation by the Summer of 2024.
- Station 4 – remodeling plans were finalized, and groundbreaking is scheduled during January of 2024. The dorm is being remodeled to afford individual sleeping rooms for all staff.
- Station 5/Training Center – the heating project for this site was funded during 2023, and we anticipate installation during 2024.
- Enhanced station alerting system project was initiated during 2023, and work is ongoing to complete this during 2024.

New Equipment

New apparatus and equipment built with state-of-the-art safety options, technology, and capabilities help our staff do their jobs more efficiently. The following apparatus were placed in service during 2023:

On August 22, 2023, the Alameda Fire Department placed new **Medic 4** into service to support our residents with state-of-the-art Advanced Life Support (ALS) technology.



Our new **CARE Team** vehicle, designed by members assigned to the program pilot, arrived during December 2023, and offers room to transport clients, as well as ample storage space for ALS medical equipment and firefighting gear and equipment.



On December 11, 2023, our **new fire boat** arrived in Alameda. This \$1.2M project was built with active involvement from

several members of the Alameda Fire Department. We expect to place this new asset into service during Spring, 2024.



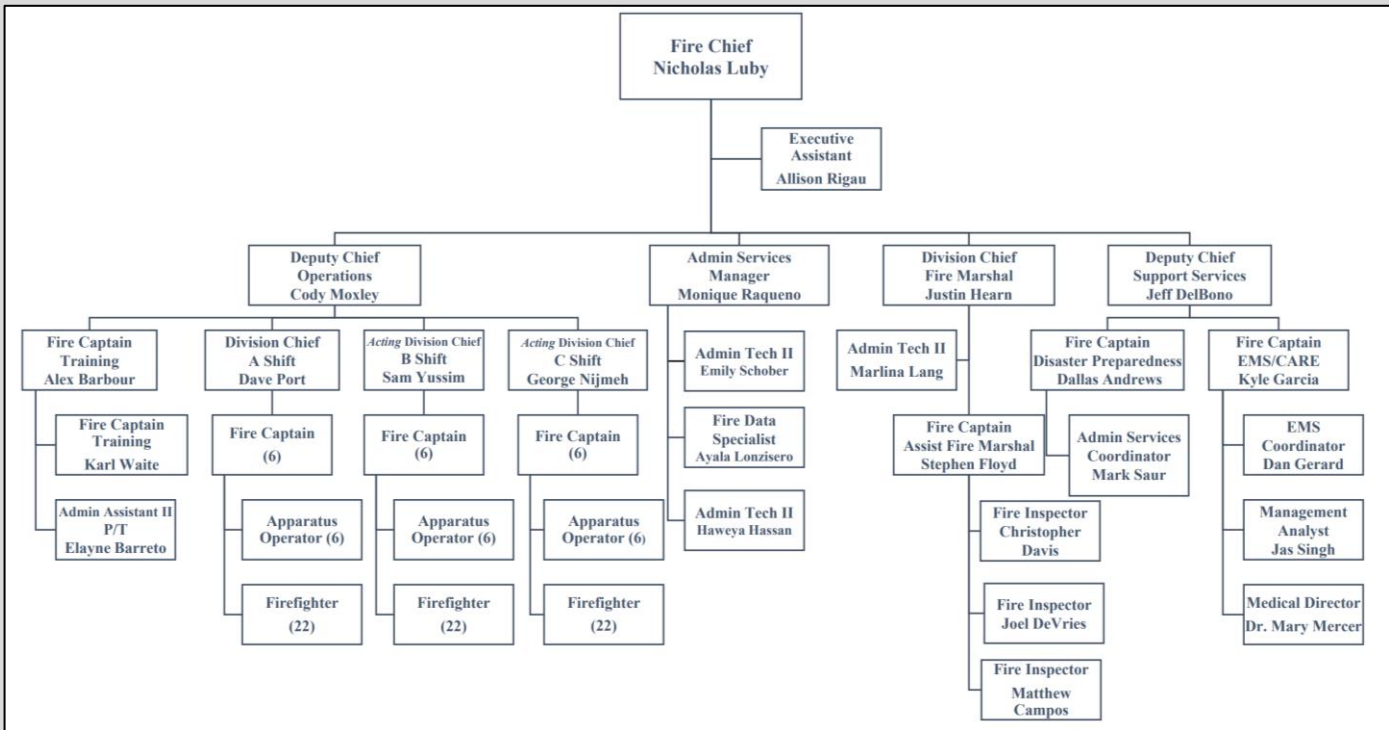
In addition to the vehicles received this year, orders have been placed and plans developed for:

- 1 ambulance
- 2 engines
- 1 truck
- 1 Battalion Chief vehicle

These vehicles are expected for delivery between 2024 and 2027.

Organizational Chart

FIRE DEPARTMENT ORGANIZATIONAL STRUCTURE



Looking Forward - 2024

2023 was a year filled with accomplishments, challenges, and opportunities. We are proud of what we achieved over the last 12 months and anticipate achieving even more during 2024 -- the following list is a great start.

We look forward to completing the following objectives, as well as identifying additional goals to enhance the list as the year progresses:

- Facilitate training for staff and place new fire boat into service
- Complete installation of Firefighter Memorial
- Facilitate Recruit Academy 2024 – 01
- Advance station alerting project toward completion
- In person Safety Town 2024 during October's Fire Safety Month
- Assistance to Firefighter Grant submittal seeking funding for paramedic certification for current staff
- Pursue grant funded dock installation for new fire boat
- Upgrade technology to expand fire inspection capabilities
- Implement strategies to enhance citywide emergency water supply capabilities





In memory of Firefighter
Patrick Michael Corder
1980 - 2024

"Firefighters never know what they will encounter on each call but proceed with the same level of commitment and service."

- Byron Pulsifer

