

Mission

To provide the highest quality services to protect the lives, property, and environment of our community.

	AGENCY	DASHBOARD		
	Key Data	FY 2015	FY 2016	FY 2017
1.	Total incident responses	95,364	97,204	101,326
2.	Total patients transported	51,425	52,415	54,375
3.	AED response rate within 5 minutes (National Standard 90 percent)	54.57%	54.17%	56.06%
4.	First Advanced Life Support (ALS) provider on scene within 5 minutes	58.26%	58.60%	59.87%
5.	ALS transport unit on scene within 9 minutes (National Standard 90 percent)	89.95%	89.63%	89.42%
6.	Engine Company on a structure fire within 5 minutes, 20 seconds (National Standard 90 percent)	51.90%	50.69%	50.88%
7.	15 operational personnel on a structure fire within 9 minutes, 20 seconds (National Standard 90 percent)	83.18%	81.40%	82.18%
8.	Fire inspections conducted	20,942	20,520	19,981
9.	Fire systems testing conducted	15,954	11,936	9,905
10	Total fire loss for commercial & residential structures (in millions)	\$15.9	\$14.9	\$14.7
11	Preschool and kindergarten students educated	23,260	23,746	25,024
12	Senior citizens educated	7,810	9,028	11,763
13	Preschool and kindergarten fire deaths	0	0	1
14	Preschool and kindergarten burn injuries	0	0	3
15	Senior citizen fire deaths	0	2	1
16	Senior citizen burn injuries	1	4	3

Focus

The Fire and Rescue Department (FRD) currently operates 38 fire stations. Fire stations are staffed full time by County personnel with supplemental services provided by volunteers. The department operates from an "all-hazards" platform and serves Fairfax County and its residents by suppressing fires; providing advanced life support; pre-hospital emergency medical care; rescue operations (i.e. searching for and rescuing persons who become trapped in fires, and extrication from vehicle accidents); and special operations, including the release or spill of hazardous materials, technical rescue (i.e. swift water rescue, building or trench collapse, high angle or rope rescue), marine operations (i.e. water rescue, boat fires, fuel spills) on the lower Potomac and Pohick Bay, and performing emergency planning. The Fire Marshal's Office investigates fires, bombings and hazardous material releases. The department also supports

regional, national, and international emergency response operations during disaster situations through maintaining and supporting the Urban Search and Rescue (US&R) Team (Virginia Task Force 1), the National Capital Region Incident Management Team, and other response groups. The US&R Team is one of only two teams in the United States federally sponsored for international disaster response.

Additionally, FRD provides critical non-emergency services to prevent the 911 call, such as educating the public on fire and personal safety issues, providing public information and prevention education, and enforcing fire prevention and life safety codes in all public buildings. In



late FY 2013, FRD initiated a countywide community outreach program titled "Safety in Our Community" (SIOC) which involves fire personnel canvassing neighborhoods to check for and install working smoke alarms and delivering fire and life safety information. In FY 2014, the SIOC program was extended to include "Wellness in Our Community" (WIOC) which involves fire personnel providing presentations at senior centers and assisted living facilities as well as delivering File of Life forms to County residents.

FRD also operates a number of facilities to ensure personnel are trained and prepared to perform the mission. The Fire and Rescue Academy provides firefighter, rescue, and emergency medical training and conducts citizen emergency response training. Two apparatus shops are staffed to ensure emergency response vehicles are safe and service-ready.

FRD actively engages at local, regional and national levels to meet the challenges of emergency response and prevention. Robust life safety education programs, concentrated enforcement of fire prevention codes and operational personnel dedicated to protecting lives are instrumental in the County maintaining a low fatality record. Regionally, FRD has built collaborative relationships with surrounding localities and organizations necessary for responding to emergency incidents regardless of jurisdictional boundaries and across public safety disciplines. Despite high demands for emergency services (over 100,000 incidents in FY 2017) and tightened financial resources, FRD has maintained its ability to meet core responsibilities while striving to remain on the cutting edge of safety and technological advancements. To fund many initiatives the department continually seeks alternative funding sources. During FY 2017, FRD was awarded in excess of \$12.1 million in grant funds. Grant funding is used to support Urban Search and Rescue personnel, purchase personal protective equipment and emergency response vehicles, as well as to support firefighter training and education.

FRD is dedicated to being the best community-focused fire and rescue department and ensuring a safe and secure environment for all residents and visitors. To successfully meet challenges posed by increasing urbanization and a more densely populated response area, FRD will continue to be progressive in efforts to achieve economies of scale through regional cooperation, seek out innovative methods for keeping pace with technology, sustain programs to maintain a healthy workforce and adjust staffing configurations to meet the needs of future growth in Fairfax County.

	FY 2017	FY 2018	FY 2018	FY 2019	FY 2019
Category	Actual	Adopted	Revised	Advertised	Adopted
FUNDING					
Expenditures:					
Personnel Services	\$165,335,715	\$174,219,720	\$172,419,720	\$180,113,118	\$180,113,118
Operating Expenses	32,002,107	28,741,316	34,840,341	29,263,305	29,263,305
Capital Equipment	226,946	0	841,008	0	0
Total Expenditures	\$197,564,768	\$202,961,036	\$208,101,069	\$209,376,423	\$209,376,423
Income:					
Fire Prevention Code Permits	\$1,839,837	\$1,887,750	\$1,887,750	\$1,887,750	\$1,887,750
Fire Marshal Fees	4,730,188	4,902,631	4,902,631	4,902,631	4,902,631
Charges for Services	78,348	32,061	72,980	72,980	72,980
EMS Transport Fee	21,193,175	20,215,130	20,215,130	20,215,130	20,215,130
Total Income	\$27,841,548	\$27,037,572	\$27,078,491	\$27,078,491	\$27,078,491
NET COST TO THE COUNTY	\$169,723,220	\$175,923,464	\$181,022,578	\$182,297,932	\$182,297,932
AUTHORIZED POSITIONS/FULL-TIME	EQUIVALENT (FTE)				
Regular	1592 / 1592	1592 / 1592	1593 / 1593	1592 / 1592	1593 / 1593

Budget and Staff Resources

This department has 19/18.0 FTE Grant Positions in Fund 50000, Federal-State Grants.

FY 2019 Funding Adjustments

The following funding adjustments from the <u>FY 2018 Adopted Budget Plan</u> are necessary to support the FY 2019 program. Included are all adjustments recommended by the County Executive that were approved by the Board of Supervisors, as well as any additional Board of Supervisors' actions, as approved in the adoption of the Budget on May 1, 2018.

• Employee Compensation

\$7,126,602

An increase of \$7,126,602 in Personnel Services includes \$3,900,885 for a 2.25 percent market rate adjustment (MRA) for all employees and \$190,451 for performance-based and longevity increases for non-uniformed merit employees, both effective July 2018, as well as \$3,035,266 for FY 2019 merit and

longevity increases (including the full-year impact for FY 2018 increases) for uniformed employees awarded on the employees' anniversary dates.

♦ SAFER Positions

An increase of \$266,796 is required to cover the partial year costs associated with 18/18.0 FTE positions previously funded by a Staffing for Adequate Fire and Emergency Response (SAFER) grant which expired in FY 2018. These positions have allowed the department to complete the initiative of having a fourth person on all 14 ladder truck companies. Four-person truck staffing has enhanced FRD's ability to establish on-scene firefighting, rescue and medical emergency services in a more timely and efficient manner, with the right amount of personnel, thus reducing property loss and firefighter injury risks or death. It should be noted that an increase of \$161,812 in Fringe Benefits funding is included in Agency 89, Employee Benefits, for a total cost of \$428,608 in FY 2019. For further information on Fringe Benefits, please refer to the Agency 89, Employee Benefits, narrative in the Nondepartmental program area section of Volume 1.

• Fairfax County Volunteer Fire & Rescue Association

An increase of \$100,000 is included for operational support, including recruitment and retention efforts, of the Fairfax County Volunteer Fire & Rescue Association, a nonprofit organization with 12 independent volunteer fire departments that partner with the career firefighters of the Fairfax County Fire and Rescue Department to provide emergency services.

• Department of Vehicle Services Charges

An increase of \$421,989 is included for Department of Vehicle Services charges based on anticipated billings for fuel, vehicle replacement, and maintenance-related charges.

Reductions

A reduction of \$1,500,000 in Personnel Services is primarily due to FLSA overtime that resulted from a Fourth Circuit Court of Appeals ruling being lower than originally anticipated. In addition, savings are anticipated based on trends in actual Personnel Services expenditures.

Changes to FY 2018 Adopted Budget Plan

The following funding adjustments reflect all approved changes in the FY 2018 Revised Budget Plan since passage of the <u>FY 2018 Adopted Budget Plan</u>. Included are all adjustments made as part of the FY 2017 Carryover Review, FY 2018 Third Quarter Review, and all other approved changes through April 30, 2018.

♦ Carryover Adjustments

As part of the *FY 2017 Carryover Review*, the Board of Supervisors approved funding of \$5,140,033, including encumbered funding of \$4,940,033 in Operating Expenses due primarily to contractual requirements, equipment upgrades and uniforms. In addition, unencumbered funding of \$200,000 was included to support costs associated with training and development requirements resulting from the Cultural Organizational Assessment Report.

Position Adjustment

During FY 2018, the County Executive approved the redirection of 1/1.0 FTE position to the Department due to workload requirements.

\$421,989

(\$1,500,000)

\$100,000

\$266,796

\$5,140,033

\$0

Cost Centers

The four cost centers of the Fire and Rescue Department are the Bureau of the Fire Chief, the Operations Bureau, the Business Services Bureau, and the Personnel Services Bureau. The cost centers work together to fulfill the mission of the department and carry out key initiatives for the fiscal year.

Bureau of the Fire Chief

The Bureau of the Fire Chief manages and coordinates all aspects of the Fire and Rescue Department which include directing overall policy, planning and management of the department. This bureau also includes the department's Public Information Section, Life Safety Education Section and the Security Intelligence Liaison.

	FY 2017	FY 2018	FY 2018	FY 2019	FY 2019
Category	Actual	Adopted	Revised	Advertised	Adopted
EXPENDITURES					
Total Expenditures	\$1,422,711	\$1,437,681	\$1,665,341	\$1,484,186	\$1,484,186
AUTHORIZED POSITIONS/FULL-TIME	EQUIVALENT (FTE)				
Regular	10 / 10	10 / 10	10 / 10	10 / 10	10 / 10
1 Fire Chief		fety Information Offic		Administrative A	ssistant V
1 Deputy Fire Chief		fety Information Offic		Administrative A	
1 Battalion Chief	1 Administra	ative Associate		2 Life Safety Educ	ation Specialists
TOTAL POSITIONS					
10 Positions / 10.0 FTE					
3 Uniformed / 7 Civilian					

Operations Bureau

The Operations Bureau is composed of the Field Operations Division and the Special Operations Division. The goal of the Operations Bureau is to save lives and protect property by providing emergency and nonemergency response to residents and visitors of Fairfax County. The Operations Bureau operates on three separate 24-hour rotation shifts. Each shift is led by a Deputy Fire Chief. The County is separated geographically into seven battalions, each managed by a battalion management team of a Battalion Fire Chief and EMS Captain. Fire suppression personnel and paramedics work in tandem to ensure the highest level of safety and care for residents and visitors of Fairfax County.

	FY 2017	FY 2018	FY 2018	FY 2019	FY 2019
Category	Actual	Adopted	Revised	Advertised	Adopted
EXPENDITURES					
Total Expenditures	\$157,280,605	\$162,027,366	\$162,208,420	\$167,267,248	\$167,267,248
AUTHORIZED POSITIONS/FULL-TI	ME EQUIVALENT (FTE)				
Regular	1306 / 1306	1306 / 1306	1302 / 1302	1312 / 1312	1302 / 1302

1	Assistant Fire Chief	176	Lieutenants, 4 AP	2	Management Analysts I
4	Deputy Fire Chiefs	560	Fire Technicians, 3 AP	1	Administrative Assistant IV
24	Battalion Chiefs	387	Firefighters, 3 AP	1	Administrative Assistant III
62	Captains II, 2 AP	1	Emergency Management Specialist III	1	Administrative Assistant II
82	Captains I				
	<u>L POSITIONS</u> Positions / 1,302.0 FTE				
	Uniformed / 6 Civilians		AP Der	notes Alt	ernative Placement Program

Business Services Bureau

The Business Services Bureau consists of the Fire Prevention Division, the Fiscal Services Division, the Information Technology Division, the Planning Section and the Support Services Division. Business Services functions are critical to ensuring the Operations Bureau has the resources needed to respond to emergency incidents.

Cate	gory		2017 ctual	FY 2018 Adopted	FY 2018 Revised		FY 2019 Advertised	FY 2019 Adopted	
EXPE	NDITURES								
Total	Expenditures	\$	22,510,904	\$23,623,412	\$25,891,	669	\$24,242,989	\$24,242,989	
AUTH	ORIZED POSITIONS/FULL-TIME EQU	VALEN	T (FTE)						
Re	gular		202 / 202	202 / 202	204 /	204	202 / 202	204 / 204	
1	Assistant Fire Chief	13	Engineers II			1	Fire Inspector IV		
2	Deputy Fire Chiefs	2	Financial Sp	ecialists IV		5	Fire Inspectors III		
5	Battalion Chiefs	5	Financial Sp	ecialists III		37	Fire Inspectors II		
5	Captains II	2	Financial Sp	Financial Specialists II 1			Inventory Manager		
15	Captains I	2	Financial Sp			1	Instrumentation Technician III		
12	Lieutenants	1	Internet/Intra	anet Architect III		1	Vehicle Maintenance	Coordinator	
1	Fire Apparatus Supervisor	1		ecom. Analyst III		1	Administrative Assist	ant V	
2	Asst. Fire Apparatus Supervisors	1		ecom. Analyst II		5	Administrative Assist		
8	Fire Technicians	3		ecom. Analysts I		6	Administrative Assist		
16	Firefighters	1	Programmer			3	Administrative Assist		
8	Fire Apparatus Mechanics	1	Programmer			1	Instrumentation Tech		
1	IT Program Manager I	1	Business An			2	Material Managemer		
1	Management Analyst IV	1	Business An			2	Material Managemer		
2	Management Analysts III	2	Business An			2	Material Managemer		
3	Management Analysts II	1		Management Speciali		3	Engineering Technic		
3	Management Analysts I	1		Information Spatial Ar		1	Material Managemer	nt Driver	
1	Engineer V	2		Information Spatial Ar	nalysts II	1	Truck Driver		
1	Engineer IV	3 1	Code Specia Contract Ana						

204 Positions / 204.0 FTE 64 Uniformed / 140 Civilians

Personnel Services Bureau

The Personnel Services Bureau includes the EMS Administration Division, the Health, Safety & Wellness Division, the Human Resources Division, the Professional Standards Division, the Training Division and the Volunteer Liaison's Office. This bureau strives to provide a representative work force through equal employment opportunity, active recruitment of qualified applicants and volunteers, basic training, professional certifications and continuing education. They are responsible for occupational safety, health and wellness, payroll, and human resources functions.

Catego	ny		2017 ctual	FY 2018 Adopted	FY 2018 Revised	FY 2019 Advertised	FY 2019 Adopted
EXPEN	DITURES						
Total Expenditures		\$1	6,350,548	\$15,872,577	\$18,335,639	\$16,382,000	\$16,382,000
AUTHO	RIZED POSITIONS/FULL-TIME		r (FTE)				
Regular			74 / 74	74 / 74	77 / 77	68 / 68	77 77
1	Assistant Fire Chief	1	Human Res	ources Generalist IV	3	Nurse Practitioners/Physician Assts	
3	Deputy Fire Chiefs	2	Human Res	ources Generalists III	1	Public Health Nurse III	
6	Battalion Chiefs	2	Human Res	ources Generalists II	1	Business Analyst I	
6	Captains II	3	Human Res	ources Generalists I	1	Administrative Assistant V	
10	Captains I	1	Internal Affa	irs Investigator	8	Administrative Assistants IV	
15	Lieutenants	2	Managemer	nt Analysts III	2	Administrative Assistants III	
2	Fire Technicians	2	Managemer	nt Analysts II	1	Administrative Assista	ant II
		2	Managemer	nt Analysts I	1	Facility Attendant II	
					1	Material Managemen	Snecialist I

77 Positions / 77.0 FTE 43 Uniformed / 34 Civilian

Key Performance Measures

		Prior Year A	Current Estimate	Future Estimate	
Indicator	FY 2015 Actual	FY 2016 Actual	FY 2017 Estimate/Actual	FY 2018	FY 2019
Operations Bureau					
Percent ALS transport units on scene within 9 minutes	89.95%	89.63%	90.00%/89.42%	90.00%	90.00%
AED response rate within 5 minutes	54.57%	54.17%	60.00%/56.06%	60.00%	60.00%
Total incidents responded to	95,364	97,204	97,000/101,326	100,000	101,000
Fire suppression response rate for the arrival of an engine company on a structure fire within 5 minutes and 20 seconds	51.90%	50.69%	52.00%/50.88%	52.00%	52.00%
Fire suppression response rate for 15 personnel within 9 minutes and 20 seconds	83.18%	81.40%	85.00%/82.18%	85.00%	85.00%
Percent of cardiac arrest patients arriving at the Emergency Department with a pulse	58.5%	40.2%	40.0%/38.7%	40.0%	40.0%
Number of smoke alarms distributed and installed	5,711	3,908	6,000/1,870	1,800	1,800
Number of File of Life used as resource in patient encounters	1,543	1,354	1,000/1,335	1,300	1,300
Fire loss (millions)	\$15.9	\$14.9	\$16.0/\$14.7	\$16.0	\$16.0

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	Prior Year Actuals			Current	Future	
Indicator	FY 2015 Actual	FY 2016 Actual	FY 2017 Estimate/Actual	Estimate FY 2018	Estimate FY 2019	
Operations Bureau						
Fire loss as percent of total property valuation	0.01%	0.01%	0.01%/0.01%	0.01%	0.01%	
Total civilian fire deaths	2	3	5/2	2	2	
Civilian fire deaths per 100,000 population	0.18	0.26	0.50/0.18	0.18	0.18	
Civilian fire-related burn injuries	18	22	25/6	15	15	
Civilian fire-related burn injuries per 100,000 population	1.6	1.9	2.5/0.5	1.3	1.3	
Business Services Bureau						
Preschool and kindergarten students served	23,260	23,746	25,000/25,024	25,000	25,000	
Senior citizens served	7,810	9,028	8,000/11,763	10,000	10,000	
Children (5 years and under) deaths due to fire	0	0	0/1	0	(
Children (5 years and under) burn injuries	0	0	1/3	1		
Senior citizen (over age 60) deaths due to fire	0	2	0/1	1		
Senior citizen (over age 60) burn injuries	1	4	2/3	2		
Fire investigations conducted (including arson cases)	386	350	375/335	380	380	
Hazardous materials cases investigated	258	259	225/103	125	125	
Fire inspection activities conducted	20,942	20,520	21,500/19,981	21,500	21,500	
Systems testing activities conducted	15,954	11,936	11,000/9,905	11,000	11,000	
Revenue generated for all inspection activities	\$4,996,109	\$5,252,496	\$5,365,000/\$5,042,863	\$5,158,559	\$5,200,000	
Percent of fire prevention services cost recovered	100.0%	93.0%	90.7%/94.4%	94.7%	94.6%	
Percent total fire investigation cases closed (fires, bombings, threats and arson)	89.4%	87.1%	85.0%/85.0%	85.0%	85.0%	
Percent arson cases closed	64.8%	85.0%	60.0%/61.0%	60.0%	60.0%	
Percent hazardous materials cases closed	91.8%	85.0%	85.0%/94.0%	95.0%	95.0%	
Total fire loss for commercial structures	\$3,922,538	\$1,813,000	\$2,000,000/\$2,639,547	\$2,000,000	\$2,000,000	
Transport billing (in millions)	\$17.6	\$19.9	\$19.9/\$21.2	\$20.2	\$20.2	
Personnel Services Bureau						
Volunteer operational hours	87,768	94,257	95,000/84,695	89,000	90,000	
Times volunteer-staffed emergency vehicles are placed in service annually	1,520	1,525	1,678/1,719	1,750	1,784	
Trained career firefighters added to workforce	81	78	90/76	85	85	

A complete list of performance measures can be viewed at <u>https://www.fairfaxcounty.gov/budget/fy-2019-adopted-performance-measures-pm</u>

Performance Measurement Results

Fairfax County Fire and Rescue Department has identified a four-pronged approach to a total community fire and life safety program:

- Prevent the 911 call through community outreach, education and prevention programs including building inspections and code enforcement;
- Respond to structure fires to save lives and property;
- Respond to medical emergencies to save lives; and
- Respond to all hazards incidents to save lives, property and the environment.

In Virginia, fires are the fourth leading cause of unintentional injury or death. The overarching priority of the Fairfax County Fire and Rescue Department is to "Prevent the 911 Call" to reduce the risk that any Fairfax County resident, business employee, or visitor will suffer a fire injury or death, and reduce the chances of fire-related property loss or damage. To achieve the goal of preventing the 911 call, FRD is committed to community outreach, and providing essential fire prevention and life safety education programs.

FRD initiated a countywide community outreach program in June 2013 titled "Safety in Our Community" (SIOC). Each Saturday throughout the spring, summer, and fall, fire personnel canvass neighborhoods door to door checking for working smoke alarms, installing new alarms if needed, checking placement of outdoor cooking appliances, offering home safety inspections, and delivering fire and life safety information. In April 2014, the FRD initiated "Wellness in Our Community" (WIOC) an extension of its successful countywide community outreach program. This program involves firefighters and paramedics giving presentations at senior centers and assisted living facilities as well as delivering File of Life forms to County residents. In FY 2017, due to the increased call volume and operational field training requirements, the SIOC/WIOC activities were reduced to one Saturday per month.

In FY 2018, the department's Public Affairs/Life Safety Education program served approximately 25,000 preschoolers and kindergarten students, 16,000 school-age children, and 10,000 older adults in an effort to eradicate fire deaths and burn injuries within these high risk populations. In FY 2017, the number of school age child care students (SACC) reached remained higher than estimated as a result of additional programs offered to children in the summer and at after school day-care programs. Likewise, the number of senior citizens reached was higher than estimated as a result of additional senior citizen programs as well as leveraging partnerships in the region to provide more community outreach and education events throughout the year. The trend to educate more of the County's high risk populations on fire and life safety will continue in FY 2020.

In FY 2017, Operations responded to 101,326 incidents and 54,375 patients were transported to local hospitals which was a record number of transports since EMS billing was implemented. FRD reports cardiac arrest outcomes using the Utstein template, the international standard for cardiac arrest reporting, as it more accurately reflects the population of patients for whom prehospital interventions are likely to have the most impact, i.e. those presenting in a shockable rhythm. The strongest predictor of survival is the return of spontaneous circulation (ROSC), a pulse prior to arrival at a hospital. FRD's FY 2017 performance outcome was 38.7 percent for those patients presenting in a shockable rhythm. As reported by the Cardiac Arrest Registry to Enhance Survival (CARES) surveillance data, 26 percent of those who had prehospital ROSC survived their out of hospital cardiac arrest.

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The National Fire Protection Association (NFPA), a standard-setting organization for fire departments, adopts standards regarding response time objectives and staffing levels. The Service Quality indicators reported by FRD track the percent of time the department meets NFPA standards. NFPA response time standards for structure fires require the first engine company to arrive on the scene of a structure fire within five minutes and 20 seconds, and 15 firefighters to arrive on scene within nine minutes and 20 seconds, 90 percent of the time. In FY 2017, the department met these standards, 50.9 percent and 82.2 percent of the time respectively. NFPA response time standards for medical emergencies require an advanced life support (ALS) transport unit on scene within nine minutes and an AED on scene within five minutes, 90 percent of the time. In FY 2017, these response goals were met 89.4 percent and 56.1 percent of the time respectively. As a result of increased staffing the department's goal is to improve response times to both fire and medical incidents.

Fire Prevention Services activities are designed to minimize property loss in commercial (non-residential) fires through effective and comprehensive inspections that enforce all applicable codes. The FY 2017 commercial fire loss was \$2,639,547 which was higher than the objective goal of less than \$2.0 million. It should be noted that one fire accounted for \$1.7 million of that total fire loss. However, the FY 2018 and FY 2019 estimates for commercial fire losses remain at \$2.0 million.

The total number of inspections were down in FY 2017 due to several contributing factors such as vacancies and inspection complexity. The Fire Prevention Services Section carried several front-line inspector vacancies throughout FY 2017. Additionally, customer demand for fire protection systems acceptance testing has shifted from predominantly tenant build-out and retrofit work that requires one inspector for an hour or less per system test, to a team of two inspectors for multiple full workdays. This means a commensurate number of hours/revenue dollars are billed but fewer actual inspections are accomplished. Shell building new construction is more complex to test and witness floors of multiple fire alarm and sprinkler devices versus inspections of tenant build-outs or retrofits that move only a limited number of devices. It is anticipated this trend will continue and workload estimates have been revised to reflect this shift into new construction, especially in the Tysons and Reston submarkets.

Maintaining a well-trained fully staffed workforce is key to the department's ability to function. The Training Division graduated 80 career firefighters from two recruit schools during FY 2017. The total number of recruits enrolled in recruit schools continues to increase to meet the higher operational staffing requirements to add the 4th person on trucks as a result of being awarded three Staffing for Adequate Fire and Emergency Response (SAFER) grants.

As a result of the Volunteer SAFER Recruitment and Retention grant awarded in 2011, volunteer departments have continued to experience growth in total membership. In FY 2019, the total number of volunteer operational hours was lower than estimated because of an influx of new volunteers and experienced volunteers leaving. However, the average number of operational hours per volunteer and the number of times volunteer units were put in service in FY 2017 remained constant. The decrease in volunteer operational hours is due to the number of training hours required and driver qualifications for new volunteers which limit the ability to place units in service.