

Fire and Rescue Department

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

Connection to the Countywide Strategic Plan

The Fairfax County Board of Supervisors adopted the first-ever Countywide Strategic Plan on October 5, 2021. The Countywide Strategic Plan serves as a road map to help guide future work, focusing on the 10 Community Outcome Areas that represent the issues of greatest importance to the community. In February of 2023, the first Annual Report on the work of the strategic plan was released to the public. The report contains point-in-time progress highlights for each of the proposed plan strategies, plus a sample data dashboard and data story that is being replicated across all of the outcome areas, and a number of additional initiatives to embed the elements of the plan within department-level work. The report also includes a Year Two Implementation Model, which focuses on identifying the specific strategies that will move forward to implementation under the guidance of the Board of Supervisors. For more information on the Countywide Strategic Plan, please visit www.fairfaxcounty.gov/strategicplan. The Fire and Rescue Department primarily supports the following Community Outcome Areas:



Community Outcome Area	Vision Statement
Effective and Efficient Government	<i>All people trust that their government responsibly manages resources, is responsible to their needs, provides exceptional services and equitably represents them.</i>
Safety and Security	<i>All people feel safe at home, school, work and in the community.</i>

Focus The Fire and Rescue Department (FRD) currently operates 39 fire stations. The 39th Fire Station, Scotts Run, became operational on August 14, 2021, and was fully staffed in July 2022. 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 (e.g. 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 (e.g. swift water rescue, building or trench collapse, high angle or rope rescue), marine operations (e.g. water rescue, boat fires, fuel spills) on the lower Potomac and Pohick Bay, and performing emergency planning. The Office of the Fire Marshal 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 community risk reduction, 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. 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.

FRD actively engages at local, regional, and national levels to meet the challenges of emergency response and prevention. 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.

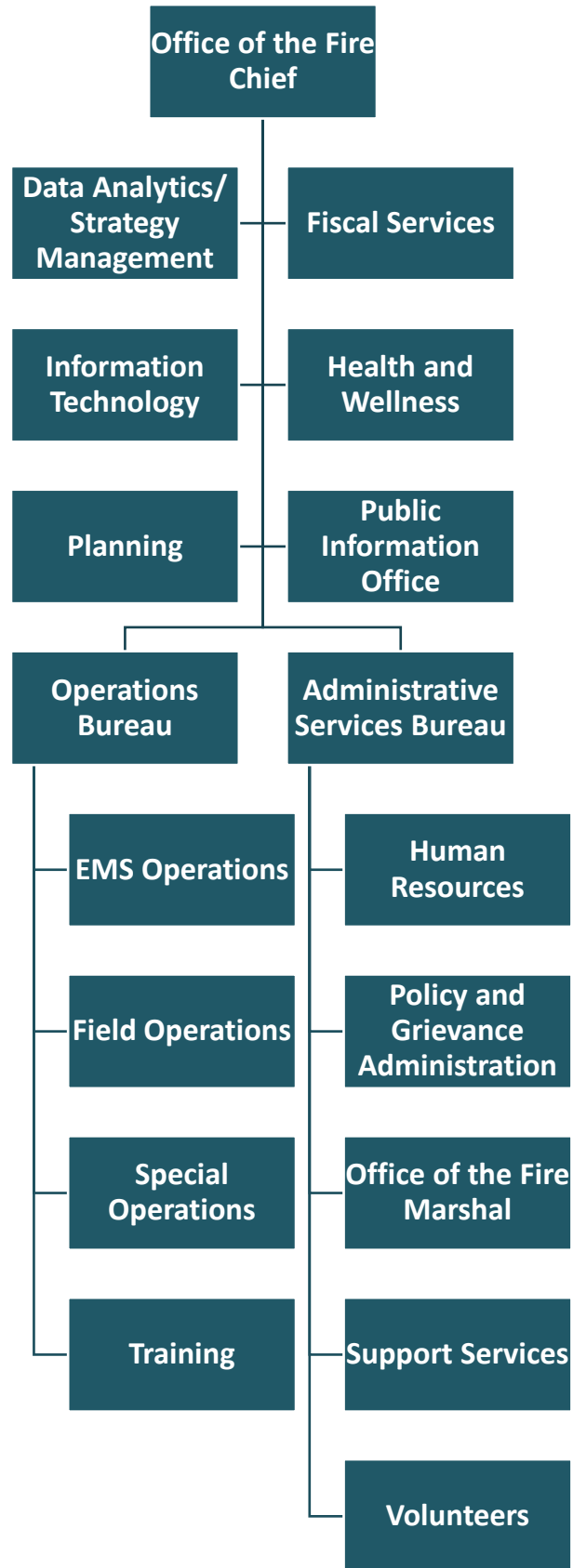
FRD also operates a number of facilities to ensure personnel are trained and prepared to perform the mission. The Fire and Rescue Academy provides firefighter, rescue, and emergency medical training and conducts resident emergency response training. Two apparatus shops are staffed to ensure emergency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

Despite high demands for emergency services (118,752 incidents in FY 2022) 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. The department continually seeks alternative funding sources to fund new and on-going initiatives. During FY 2022, FRD was awarded in excess of \$11 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.

In August 2018, FRD became an accredited agency with the Commission on Fire Accreditation International (CFAI). FRD also holds a Class 1 rating from the Insurance Service Office (ISO). The department is one of only three agencies worldwide that serves a population greater than one million, is accredited by CFAI, and holds an ISO Class 1 rating.

**Organizational
Chart**



Budget and Staff Resource

Category	FY 2022 Actual	FY 2023 Adopted	FY 2023 Revised	FY 2024 Advertised	FY 2024 Adopted
FUNDING					
Expenditures:					
Personnel Services	\$191,791,498	\$202,938,123	\$205,823,195	\$211,816,743	\$220,081,093
Operating Expenses	32,869,483	32,508,082	33,896,885	32,957,234	33,318,118
Capital Equipment	1,532,801	0	0	0	0
Total Expenditures	\$226,193,782	\$235,446,205	\$239,720,080	\$244,773,977	\$253,399,211
Income:					
Fire Prevention Code Permits	\$1,130,380	\$1,819,603	\$1,039,205	\$1,600,000	\$1,600,000
Fire Marshal Fees	3,632,063	4,017,818	3,632,063	3,632,063	3,632,063
Charges for Services	65,208	52,500	52,500	52,500	52,500
EMS Transport Fee	21,453,996	20,366,879	21,809,209	24,239,138	24,239,138
Total Income	\$26,281,647	\$26,256,800	\$26,532,977	\$29,523,701	\$29,523,701
NET COST TO THE COUNTY	\$199,912,135	\$209,189,405	\$213,187,103	\$215,250,276	\$223,875,510
AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)					
Regular	1612 / 1612	1629 / 1629	1629 / 1629	1629 / 1629	1629 / 1629

This department has 20/19.5 FTE Grant Positions in Fund 50000, Federal-State Grants.

FY 2024 Funding Adjustments

The following funding adjustments from the FY 2023 Adopted Budget Plan are necessary to support the FY 2024 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 9, 2023.

Employee Compensation \$15,783,606

An increase of \$15,783,606 in Personnel Services includes \$10,919,513 for a 5.44 percent market rate adjustment (MRA) for all employees and \$228,214 for performance-based and longevity increases for non-uniformed merit employees, both effective July 2023, as well as \$4,568,164 for FY 2024 merit and longevity increases (including the full-year impact of FY 2023 increases) for uniformed employees awarded on the employees' anniversary dates. The remaining increase of \$67,715 is included to support employee retention and recruitment efforts that will reduce pay compression and align the County's pay structures with the market based on benchmark data.

Fire Department Pay Compression \$1,359,364

An increase of \$1,359,364 is associated with adjustments related to the rank structure of the Fire Department and uniformed Fire Department salaries. Currently, the Master Technician salary is 2.9 percent higher than that of a Fire Technician. Funding supports a 2.1 percent increase to create a 5 percent differential above the Fire Technician rank. In addition, funding supports the regrade of the Fire Lieutenants, from F-22 to F-23, who provide first line supervision and oversee multiple units during a single shift. It is important to note an increase of \$665,001 in Fringe Benefits is included in Agency 89, Employee Benefits, for a total cost of \$2,024,365 in FY 2024 to complete this initiative. For further information on Fringe Benefits, please refer to Agency 89, Employee Benefits, narrative in the Nondepartmental program area section of Volume 1.

Department of Vehicle Services Charges **\$810,036**
 An increase of \$810,036 in Department of Vehicle Services Charges is based on anticipated billings for maintenance and operating-related charges.

Changes to FY 2023 Adopted Budget Plan

The following funding adjustments reflect all approved changes in the FY 2023 Revised Budget Plan since passage of the FY 2023 Adopted Budget Plan. Included are all adjustments made as part of the FY 2022 Carryover Review, FY 2023 Third Quarter Review, and all other approved changes through April 30, 2023.

Carryover Adjustments **\$173,875**
 As part of the FY 2022 Carryover Review, the Board of Supervisors approved encumbered funding of \$173,875 in Operating Expenses.

Third Quarter Adjustments **\$4,100,000**
 As part of the FY 2023 Third Quarter Review, the Board of Supervisors approved funding of \$4,100,000 to support an increase in overtime costs.

Cost Centers

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

Office of the Fire Chief

The Office 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 office also includes the department's Data Analytics Strategy Management Division, the Fiscal Services Division, the Health and Wellness Section, the Information Technology Division, the Planning Section, and the Public Information Office. These divisions work together to ensure the Operations Bureau has the resources needed to respond to emergency incidents.

Category	FY 2022 Actual	FY 2023 Adopted	FY 2023 Revised	FY 2024 Advertised	FY 2024 Adopted
EXPENDITURES					
Total Expenditures	\$12,973,121	\$15,683,720	\$17,963,192	\$17,033,820	\$17,345,953
AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)					
Regular	57 / 57	57 / 57	55 / 55	55 / 55	55 / 55

Operations Bureau

The Operations Bureau is composed of the EMS Operations Division, the Field Operations Division, the Special Operations Division, and the Training Division. The goal of the Operations Bureau is to save lives and protect property by providing emergency and non-emergency response to residents and visitors of Fairfax County. The Operations Bureau operates on three separate 24-hour rotating shifts. Each shift is led by two Deputy Fire Chiefs. The County is now separated geographically into eight battalions, each managed by a Battalion Fire Chief. The previous deployment model of one Deputy Fire Chief and seven battalions created a disparity in response times and call volume. The new deployment model will allow for desired span of control, reduced response times, and additional leadership and mentoring opportunities. Fire suppression personnel and paramedics work in tandem

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to ensure the highest level of safety and care for residents and visitors of Fairfax County. This bureau also provides basic and volunteer training, professional certifications, and continuing education.

Category	FY 2022 Actual	FY 2023 Adopted	FY 2023 Revised	FY 2024 Advertised	FY 2024 Adopted
EXPENDITURES					
Total Expenditures	\$189,669,098	\$193,593,561	\$196,347,161	\$201,528,974	\$209,057,346
AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)					
Regular	1373 / 1373	1388 / 1388	1387 / 1387	1387 / 1387	1387 / 1387

Administrative Services Bureau

The Administrative Services Bureau includes the Human Resources Division, the Office of the Fire Marshal, the Policy and Grievances Administration Division, the Support Services 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, overseeing the volunteer program, and maintaining professional standards for the department.

Category	FY 2022 Actual	FY 2023 Adopted	FY 2023 Revised	FY 2024 Advertised	FY 2024 Adopted
EXPENDITURES					
Total Expenditures	\$23,551,563	\$26,168,924	\$25,409,727	\$26,211,183	\$26,995,912
AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)					
Regular	182 / 182	184 / 184	187 / 187	187 / 187	187 / 187

Position Detail

The FY 2024 Adopted Budget Plan includes the following positions:

OFFICE OF THE FIRE CHIEF - 55 Positions			
1	Fire Chief	1	Geo. Info. Spatial Analyst IV
1	Assistant Fire Chief	1	Geo. Info. Spatial Analyst III
2	Battalion Chiefs	1	Geo. Info. Spatial Analyst II
2	Fire Captains	2	Financial Specialists IV
3	Fire Lieutenants	4	Financial Specialists III
1	Fire Technician	2	Financial Specialists II
1	Program and Procedures Coordinator	3	Financial Specialists I
1	Info. Tech. Program Mgr. I	1	Public Health Nurse III
3	Management Analysts IV	1	Public Information Officer IV
3	Management Analysts II	1	Public Information Officer III
1	Programmer Analyst IV	1	Communications Specialist II
1	Programmer Analyst III	1	Data Analyst II
1	Programmer Analyst II	2	Data Analysts I
1	Network Telecom. Analyst III	1	Business Analyst I
1	Network Telecom. Analyst II	1	Administrative Assistant V
3	Network Telecom. Analysts I	5	Administrative Assistants IV
1	Internet Architect III		

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OPERATIONS BUREAU - 1,387 Positions			
1	Assistant Fire Chief	1	Management Analyst III
9	Deputy Fire Chiefs	3	Management Analysts I
33	Battalion Chiefs, 1 AP	1	Emergency Management Specialist IV
30	Captains II	1	Assistant Producer
125	Captains, 1 AP	1	Material Management Specialist III
172	Lieutenants, 5 AP	1	Material Management Specialist I
572	Fire Technicians, 3 AP	3	Administrative Assistants IV
427	Firefighters, 4 AP	1	Administrative Assistant III
3	Nurse Practitioners	3	Administrative Assistants II
ADMINISTRATIVE SERVICES BUREAU - 187 Positions			
1	Assistant Fire Chief	1	Financial Specialist III
2	Deputy Fire Chiefs	1	Financial Specialist I
6	Battalion Chiefs	1	Emergency Management Specialist III
4	Captains II	1	Business Analyst III
16	Captains	1	Business Analyst II
12	Lieutenants	1	Code Specialist IV
8	Fire Technicians	3	Code Specialists II
3	Vehicle Maintenance Coordinators	3	Fire Inspectors IV
1	Fire Apparatus Supervisor	5	Fire Inspectors III
2	Assistant Fire Apparatus Supervisors	38	Fire Inspectors II
8	Fire Apparatus Mechanics	1	Contract Analyst II
1	Engineer V	1	Instrument Technician III
1	Engineer IV	1	Instrument Technician II
13	Engineers III	1	Inventory Manager
3	Engineering Technicians I	2	Administrative Assistants V
1	Management Analyst IV	6	Administrative Assistants IV
2	Management Analysts III	6	Administrative Assistants III
5	Management Analysts II	2	Administrative Assistants II
4	Management Analysts I	4	Material Management Specialists III
1	Human Resources Generalist IV	2	Material Management Specialists II
1	Human Resources Generalist III	2	Material Management Specialists I
3	Human Resources Generalists II	1	Material Management Driver
3	Human Resources Generalists I	1	Truck Driver
1	Internal Affairs Investigator		
1,439 Uniformed Positions/190 Civilian Positions			
AP	Denotes Alternative Placement Program		

Performance Measurement Results by Community Outcome Area

Effective and Efficient Government

The Office of the Fire Marshal (OFM) activities are designed to minimize property loss in commercial (non-residential) fires through effective and comprehensive inspections that enforce all applicable codes. In FY 2022, the OFM transitioned to the Fairfax County Planning and Land Use System (PLUS), the new system for residents/businesses to apply and pay permitting fees online. Implementation of the new PLUS system caused a delay in renewal notices for customers to pay fees from January to May which resulted in lower revenue collection for all inspection activities. The low revenue amount collected in FY 2022 negatively impacts the net cost per inspection and the cost recovery percentage. FRD anticipates the total revenue collected in FY 2023 and FY 2024 to return to previous levels which will improve cost recovery percentages. The OFM continues to re-evaluate the revenue model for future inspections and system testing activities. Total fire loss for commercial structures was \$1.2 million, which was well below the objective of \$2.0 million.

Safety and Security

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.

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 risk reduction, and providing essential fire prevention and life safety education programs.

The objective of the Community Risk Reduction Section's Life Safety Education program is to educate 20,000 preschool and kindergarten students, 16,000 school-age children, and 10,000 older adults annually to eradicate fire deaths and burn injuries within these high-risk populations. In FY 2022, life safety education programs met the projected estimates because schools and nursing homes in Fairfax County began to allow in person programs after being limited due to the COVID-19 pandemic. In FY 2023 and FY 2024 the number of life safety education programs presented to members of high-risk populations are projected to continue to increase.

In FY 2022, Operations responded to 118,752 incidents and 59,441 patients were transported to local hospitals. In FY 2022, the total property value loss from fires was \$18.8 million which was higher than the previous year. Over \$10 million was from a significant fire at the Woodson High School campus in the Mason District. The total property value saved from fire suppression activities was \$5.9 billion.

FRD reports cardiac arrest outcomes using the Utstein template, the international standard for cardiac arrest reporting, as it more accurately reflects the populations of patients for whom prehospital interventions are likely to have the most impact, i.e., those presenting in a shockable rhythm. In CY 2022, FRD attempted resuscitation for 687 patients found in cardiac arrest; of those, 553 were presumed to be of cardiac origin. Only 68 met the Utstein criteria (witnessed arrest + presumed cardiac origin + presented in shockable rhythm). Twelve of those patients had returned of spontaneous circulation (ROSC) meaning they had a pulse upon arrival at a hospital (17.6 percent). Nine patients survived to admission and four survived to discharge (40 percent). Two patients with a cerebral performance category (CPC) of 1 or 2 at discharge, meaning they could resume activities of daily living. Latest data from the American Heart Association reveals that 10.4 percent of adults and 11.1 percent of children who presented in an out of hospital cardiac arrest survived to hospital discharge.

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

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within nine minutes and 20 seconds, 90 percent of the time. In FY 2022, the department met these standards 58.92 percent and 87.59 percent of the time. 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 2022, these response goals were met 85.17 percent and 58.30 percent of the time. The department's goal is to improve response times to both fire and medical incidents through increased staffing and emergency vehicle preemption on traffic signals.

Maintaining a well-trained fully staffed workforce is key to the department's ability to perform its mission. The Training Division graduated 91 career firefighters from four recruit schools during FY 2022. This number was slightly lower than estimated because the number of recruits enrolled was lower than estimated. In FY 2022, a larger number of recruit schools (five) with fewer recruits were held due to the COVID-19 pandemic. In FY 2023 and FY 2024, FRD plans to continue to hold more recruit schools (four per year) with fewer recruits to meet projected staffing needs.

The COVID-19 pandemic continued to have an impact on Volunteer recruitment and retention which led to a decrease in membership in Volunteer Fire Departments. However, in FY 2022, the total number of volunteer operational hours as well as the average number of volunteer units placed in service increased due to the return of standby units and public events. It is anticipated the Volunteer numbers will begin to stabilize in FY 2023 and FY 2024.

Community Outcome	FY 2020 Actual	FY 2021 Actual	FY 2022 Estimate	FY 2022 Actual	FY 2023 Estimate	FY 2024 Estimate
Effective and Efficient Government						
Financial Sustainability and Trustworthiness						
Percent of fire prevention services cost recovered	69.8%	82.1%	58.9%	47.0%	69.3%	67.8%
Revenue generated for all inspection activities	\$4,977,625	\$5,567,074	\$4,253,940	\$2,794,661	\$4,981,322	\$4,981,322
Transport billing (in millions)	\$20.7	\$19.6	\$20.0	\$21.5	\$21.5	\$21.5
Safety and Security						
Safety-Related Prevention and Preparedness						
Children (5 years and under) deaths due to fire	0	0	0	0	0	0
Children (5 years and under) burn injuries	0	0	0	0	0	0
Civilian fire deaths per 100,000 population	0.42	0.42	0.17	0.34	0.17	0.17
Civilian fire-related burn injuries	7	15	15	21	15	15
Civilian fire-related burn injuries per 100,000 population	0.6	1.3	1.3	1.8	1.3	1.3
Fire inspection activities conducted	23,936	29,960	22,500	25,210	25,000	25,000
Number of smoke alarms distributed and installed	6,390	235	200	NA	NA	NA
Number of File of Life used as resource in patient encounters	1,634	1,534	1,500	2,015	1,600	1,600
Preschool and kindergarten students served	7,539	1,096	20,000	21,000	24,000	24,000
Senior citizens served	4,040	694	10,000	10,500	15,000	15,000
Senior citizen (over age 60) deaths due to fire	2	2	1	1	1	1
Senior citizen (over age 60) burn injuries	2	4	2	6	2	2
Systems testing activities conducted	10,557	7,485	7,500	8,182	8,000	8,000
Total civilian fire deaths	5	5	2	4	2	2

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Community Outcome	FY 2020 Actual	FY 2021 Actual	FY 2022 Estimate	FY 2022 Actual	FY 2023 Estimate	FY 2024 Estimate
Timeliness and Quality of Emergency Response						
AED response rate within 5 minutes	57.47%	57.62%	60.00%	58.30%	60.00%	60.00%
Fire loss (millions)	\$58.3	\$10.5	\$16.0	\$18.8	\$16.0	\$16.0
Fire loss as percent of total property valuation	0.03%	0.00%	0.01%	0.01%	0.01%	0.01%
Fire suppression response rate for the arrival of an engine company on a structure fire within 5 minutes and 20 seconds	48.88%	55.15%	55.00%	58.92%	55.00%	55.00%
Fire suppression response rate for 15 personnel within 9 minutes and 20 seconds	81.88%	88.69%	85.00%	87.59%	85.00%	85.00%
Percent ALS units on scene within 9 minutes	90.82%	89.01%	90.00%	85.17%	90.00%	90.00%
Percent arson cases closed	25.0%	53.0%	40.0%	44.0%	40.0%	40.0%
Percent hazardous materials cases closed	100.0%	100.0%	85.0%	100.0%	85.0%	85.0%
Percent of cardiac arrest patients arriving at the Emergency Department with a pulse ¹	9.0%	10.3%	20.0%	17.6%	20.0%	20.0%
Timeliness and Quality of Emergency Response						
Percent total fire investigation cases closed (fires, bombings, threats and arson)	94.0%	72.0%	85.0%	75.0%	85.0%	85.0%
Times volunteer-staffed emergency vehicles are placed in service annually	1,429	1,262	1,400	1,512	1,600	1,600
Total incidents responded to	101,961	102,802	105,000	118,752	110,000	115,000
Trained career firefighters added to workforce	80	42	109	91	109	109
Volunteer operational hours	66,695	63,723	65,000	74,133	75,000	75,000
Following Laws and Regulations						
Fire investigations conducted (including arson cases)	243	205	240	232	240	240
Hazardous materials cases investigated	102	30	120	21	30	30
Reliable and Secure Critical Infrastructure						
Total fire loss for commercial structures	\$2,466,151	\$1,635,253	\$2,000,000	\$1,170,778	\$2,000,000	\$2,000,000

¹ The Fairfax County Fire and Rescue Department aims to meet or exceed the national average for out of hospital cardiac arrest, which ranges from 10 to 15 percent between the years of 2006 through 2016. As a result, the department expects at least 20 percent of cardiac arrest patients to arrive at Emergency Departments with a pulse in FY 2023 and FY 2024.

A complete list of performance measures can be viewed at <https://www.fairfaxcounty.gov/budget/fy-2024-adopted-performance-measures-pm>