

Memorandum



CITY OF DALLAS

DATE June 21, 2018

TO Honorable Members of the Public Safety and Criminal Justice Committee

SUBJECT **DFR Safety Division Introduction**

On June 25, 2018, you will be briefed on Dallas Fire-Rescue's (DFR) Safety Division by Deputy Chief Lauren Johnson on the department's new Safety Division that was created by Fire Chief David Coatney following a department-wide reorganization in the spring of 2017. Chief Johnson has been designated as the department's Health and Safety Officer (HSO) and her responsibilities include the administration of DFR's wellness and safety programs, Workers' Compensation, and enhancing the Incident Safety Officer (ISO) response program in the field. This new division provides the structure for improved data collection and trend analysis, specifically related to on-duty injuries and collisions. It is focused on researching and developing best practices, and ensuring that the department's training, policies, and equipment contribute to a safe working environment for all DFR employees. There are several significant issues that are currently impacting member safety, health, and wellness. Many aspects of the Safety Division's operations are influenced by national standards (most are produced by the National Fire Protection Association (NFPA) and the Occupational Safety and Health Administration (OSHA)), and some of their operations are regulated by the Texas Commission on Fire Protection (TCFP). The great benefit of this new division lies in its singular focus on risk management; because of this, its team members are able to work across divisions within the department and also liaison with others to gather information and ensure compliance with safety standards. In the past, DFR did not have positions dedicated to support this kind of oversight related to firefighter protective clothing, wellness, operations, and working environments. The briefing will provide the details on how each work group under Safety contributes to the overall goal of reducing collisions and injuries in DFR.

The briefing materials are attached for your review.

Please contact me if you have any questions or need additional information.

A handwritten signature in cursive script that reads "Jon Fortune".

Jon Fortune
Assistant City Manager

[Attachment]

CC:

Honorable Mayor and Members of the City Council
T.C. Broadnax, City Manager
Larry Casto, City Attorney
Craig D. Kinton, City Auditor
Billerae Johnson, City Secretary
Daniel F. Solis, Administrative Judge
Kimberly Bizer Tolbert, Chief of Staff to the City Manager
Majed A. Al-Ghafry, Assistant City Manager

Jo M. (Jody) Puckett, Assistant City Manager (Interim)
Joey Zapata, Assistant City Manager
M. Elizabeth Reich, Chief Financial Officer
Nadia Chandler Hardy, Chief of Community Services
Raquel Favela, Chief of Economic Development & Neighborhood Services
Theresa O'Donnell, Chief of Resilience
Directors and Assistant Directors

DFR Safety Division Briefing

Public Safety and Criminal Justice
June 25, 2018

Lauren Johnson, Deputy Chief
Dallas Fire-Rescue Department



Presentation Overview

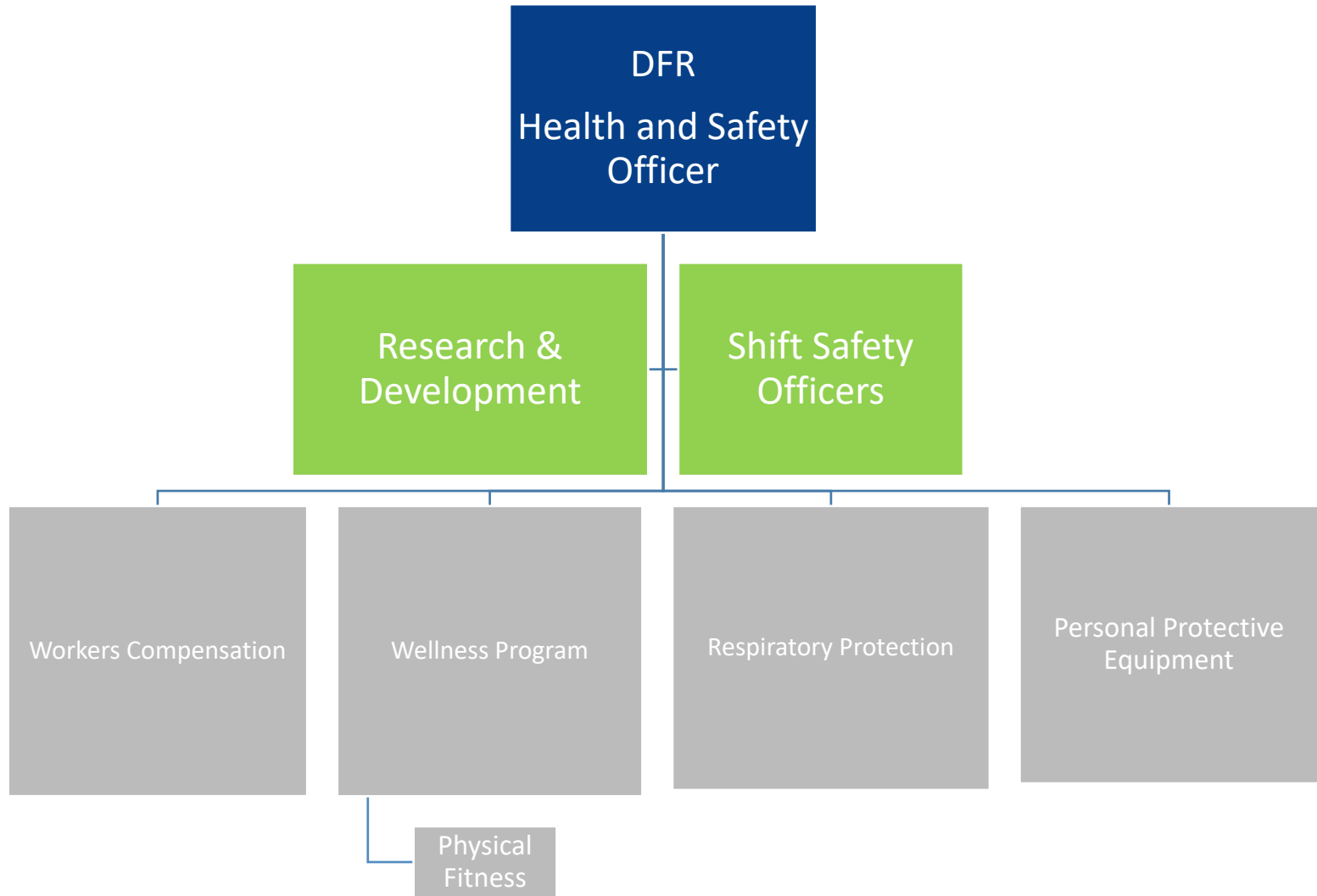
- Background/History of DFR Safety Division
- Organization and Division of Labor
- Purpose and Areas of Influence
- Issues/ Operational Concerns
- Operational Impact

Background/History

- Recognized the need for a Safety Division
- Identified gaps in data analysis and knowledge of best practices related specifically to emergency operations, on-duty injuries and collisions
- Repurposed positions in order to create a division to address these needs

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Purpose

Research, Investigation, Trend Analysis

Policies, Training, Equipment

Employee Fitness and Safety –
at the station, on the road, at
the scene

Issues/Operational

- What is impacting employee safety, health, and wellness?

- Cancer and behavioral health problems
- Aging fire stations
- Increase in call volume
- Violent acts and terrorist threats



- How do we know this is a problem?

- Increased reporting of PTSD, substance abuse, depression, anxiety, inability to sleep
- Increase in workers compensation claims for exposures
- Manifests as poor work performance and citizen complaints

Issues/Operational Concerns

What national standards and best practices influence our operations and equipment purchases?

- NFPA Standards on:
 - Incident Safety Officer
 - Health Safety Officer
 - Occupational Health & Safety
 - PPE selection, care, maintenance
 - SCBA
 - Wellness Exams
- Industry best practices related to:
 - Working environments
 - Respiratory protection
 - Protective clothing



Issues/Operational Concerns

- What are we doing to improve employee safety in DFR?
 - Working with the Office of Risk Management, Computer / Information Services, DPD, and EBS
 - Revising injury and collision investigation checklists
 - Educating members on best practices and policies
 - Developing training related to driving, PPE, wellness, and incident response

Operational Impact

- For all employees – now we have a liaison to manage safety issues within all department divisions, and across city departments and outside agencies
- Improved: Firefighter safety (ISO, on-scene decontamination), data collection, and the oversight of PPE purchase process and cleaning.

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Operational Impact - continued

- The costs of change:
 - Policy revisions to align with Administrative Directives and best practices
 - In practice – increased accountability for members and officers
- PPE
- Preliminary Exposure Reduction procedures
- Backing apparatus
- Disciplinary changes
- Wellness exams – better monitoring
- Post-accident testing

Safety Division Goals 2018 – Build the Foundation

- Standardize injury data collection – define what information should be collected, where it will be stored, and how it will be reported
- Develop and staff a Safety Committee – this kind of committee is recommended by NFPA and will make recommendations to the Fire Chief
- FOCUS Survey results – brief the troops and set goals for improvement and reassessment



Safety Division Goals 2019

- Evaluate injury, illness, and collision data – are there any trends?
- Evaluate how R&D's modeling is impacting DFR practices
- Wear/fit-test PPE and new SCBA, evaluate need for additional Extractors, annual Wellness Exams, and Physical Fitness Equipment
- Build and begin resiliency training
- Host medical and behavioral health provider training
- Revise training, equipment purchases, and policies, based on evaluation results, policy changes, and the evolution of fire service best practices



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Lauren Johnson, Deputy Chief
Dallas Fire-Rescue Department

