

# Milwaukee Fire Department



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# A Message from the Chief

I am proud to be the leader of the Milwaukee Fire Department, a department that remains on top of its game due to the committed professionals who perform at their very best every day.

As I write this, I have just completed my fifth year as Chief of the department. I came as the first Fire Chief who was not promoted from within; I came excited for the challenge of sustaining a department with an excellent reputation for great service, while bringing fresh ideas to move onward in times of change. My years have gone by swiftly, and I appreciate everyone on this department, they are all part of the MFD team; we are all dependent on one another and the specialties and expertise each individual brings.

This 2014 annual report will provide the reader with an overview of the department, including statistics typically reported. I ask the reader to look deeper into some of the stories of exceptional saves, and how successful the department is in providing specialized services through our special teams. Contrary to what those not familiar with the fire service might think, firefighters are not sitting around just waiting for that next emergency request to come in, they are physically training to stay strong and healthy, and are training on the latest firefighting and medical techniques so they are always ready and at their best for whatever call comes in. In addition, they spend countless hours on educating people, young and old, on fire safety; they are out in the community sharing their stories and sharing their knowledge in the belief that their safety messages are recalled during that intense and unexpected tragedy.

We provide all these expert services with the best trained firefighters; talented people who we teach internally, from the new fire cadet who has just graduated high school to the seasoned member seeking a promotion to a higher rank. Our training academy offers an excellent professional development program to ensure the best-prepared members are in our firehouses. It is my expectation that all our members perform as leaders. I am especially proud of our fire cadet program, which is led by some of the most dedicated members, who truly see and believe in the value of mentoring the youth in our community. These young and impressionable individuals thirsty for learning, hungry for a career that gives back, are not only taught the tools of the trade, but an empathy and concern for those we are called to serve.

All the statistics and stories you will find in this annual report create the framework, as well as portray the heart, of the MFD. They will give the reader a brief glimpse into the everyday challenges and responsibilities the men and women of the department undertake with skill, compassion, and professionalism. When the MFD is called to an emergency scene, we know we will be dealing with people who are having a very traumatic experience, and our goal is to skillfully treat each and every one of them with our trained expertise, coupled with respect and compassion. We continuously emphasize that our department's culture must be one of excellent customer service. 2015, as with every year, offers a fresh opportunity to review accomplishments and learn from failures, and gain new enthusiasm for what comes next, providing a blank slate for a new and innovative future. This

department has a great legacy, and the members of the department today will continue the proud tradition of offering their best!

On behalf of the men and women of the Milwaukee Fire Department, I thank the City of Milwaukee Mayor Tom Barrett, the Common Council, the Fire and Police Commission, and the citizens for their continued support of our department; a department that continues to evolve, focusing on how best to serve the community with expertly trained and healthy firefighters, ready to serve at a moment's notice.

Sincerely,

A handwritten signature in black ink that reads "Mark Rohlfing". The signature is written in a cursive, flowing style.

MARK ROHLFING  
Chief



# A Message from the Mayor

## GREETINGS!

Public safety is a top priority for the City of Milwaukee. It is important that our citizens look to local government as a safe haven and a means to feel protected.

The Milwaukee Fire Department continues to perform as one of the premier fire departments in the country, serving the City of Milwaukee effectively and efficiently. With a focus on personnel health and well-being, state-of-the-art technology, community outreach and extensive training, with 153,000 hours completed this year alone, the department and its dedicated personnel have proven themselves an essential component in keeping our neighborhoods healthy and safe.

The successful fire cadet program continues to provide a tremendously diverse firefighting work force. Fire cadets are highly trained and mentored to prepare successfully for the extended challenges of recruit training. I am proud that this program creates not only an exemplary workforce, but also one that reflects the valued diversity of our City.

Community outreach plays a crucial role in the Fire Department's efforts to prevent fires and reduce fatalities. Firefighters and fire cadets educated 13,000 children at the permanent Survive Alive House, and another 5,000 via the Mobile Survive Alive House. Firefighters installed 2,100 smoke detectors in residential properties through the Firefighters Out Creating Urban Safety (FOCUS) program. I appreciate Fire Chief Rohlfing's efforts to expand the FOCUS program to serve even more people in 2015.

I commend the Milwaukee Fire Department for its commitment to ensuring the health and safety of our community. I sincerely thank the brave men and women who passionately provide the best service to our citizens and go beyond the call of duty.



Sincerely,

A handwritten signature in black ink that reads "Tom Barrett". The signature is fluid and cursive, with a long horizontal stroke at the beginning.

Tom Barrett  
Mayor

# Quick Stats

Total Positions Authorized	993
Operating Expenditures (including salaries, wages, and fringe benefits)	\$103,563,587
Equipment/Special Funds	\$973,320
<b>TOTAL:</b>	<b>\$104,536,907</b>
Revenues (Charges for Service)	\$5,753,200
<b>TOTAL BUDGET:</b>	<b>\$110,290,107</b>

Personnel (actual)	913
Sworn Personnel	802
Civilian Personnel	111
Service Area	96.12 Sq. Mi.
Population	598,916

Total Calls	82,030
Fire Calls	14,291
EMS Calls	62,766
False Alarms	4,973
Busiest Engine Company	Engine 30 (4,678 Runs)
Busiest Ladder Company	Ladder 12 (2,448 Runs)
Busiest Battalion Chief	Battalion 1 (1,232 Runs)
Busiest Ambulance	MED 5 (4,865 Runs)
Busiest Heavy Rescue	Rescue 2 (2,409 Runs)
Busiest Hazmat Unit	Engine 25 (452 Runs)
Busiest Non-Transport EMS Vehicle	Engine 30 (4,678 Runs)
Busiest Fire Station	Station 36 (8,518 Runs)

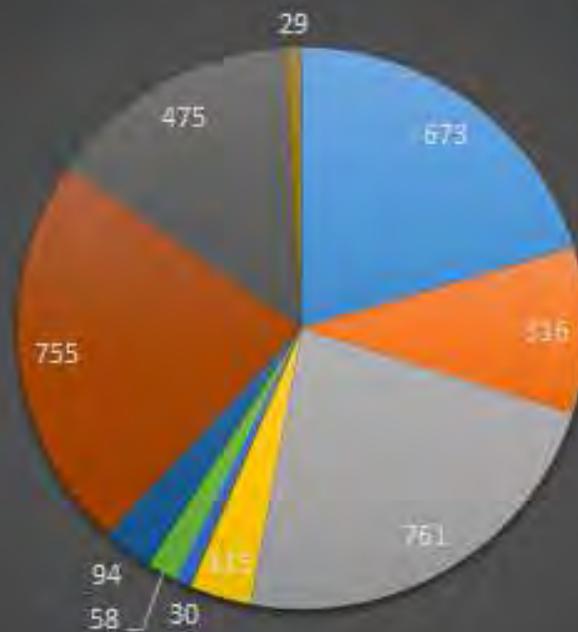
# Response Breakdown



**Rescue responses include:**  
 special teams, carbon monoxide, alarm sounding, elevator stuck, auto extrication, wires down, forcible entry

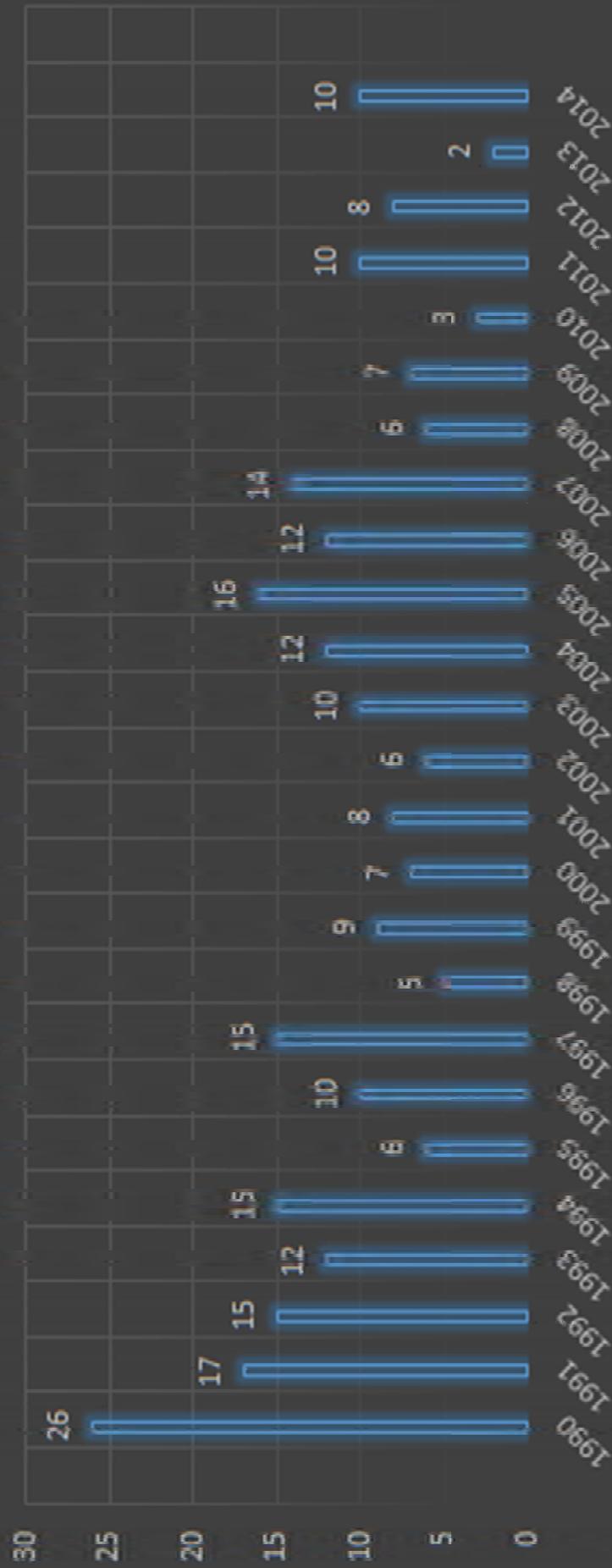
**Service responses include:**  
 lock out, water leak, petroleum spill, fluid flush, mutual aid, heating trouble, special event

# Fire Responses by Type



- Structure Fires
- Appliance Fires
- Auto Fires
- Garage Fires
- Grass Fires
- Out of City Fires
- Pole Fires
- Rubbish Fires
- Smoke Condition
- Tree Fires

## City of Milwaukee Fire Fatality Report 1990-2014



# 2014 Annual Run Totals

## Engines

UNIT	ALS	BLS	FIRE	TOTAL
E01	409	642	503	1,554
E02	814	1,073	545	2,432
E04	586	571	243	1,400
E06	432	659	397	1,488
E07	380	548	323	1,251
E08	1,436	1,459	800	3,695
E09	634	639	485	1,758
E10	501	543	160	1,204
E12	600	917	359	1,876
E13	1,748	1,943	780	4,471
E14	308	390	153	851
E16	507	565	408	1,480
E17	478	728	239	1,445
E18	952	1,005	484	2,441
E21	882	1,017	502	2,401
E22	739	803	419	1,961
E23	853	1,199	547	2,599
E24	1,286	1,549	755	3,590
E25	107	160	185	452
E26	1,129	1,369	572	3,070
E27	403	575	367	1,345
E28	1,018	1,078	565	2,661
E29	394	485	154	1,033
E30	1,875	2,119	684	4,678
E31	809	1,170	484	2,463
E32	1,679	1,775	731	4,185
E33	454	793	365	1,612
E34	1,122	1,360	567	3,049
E36	1,328	1,545	780	3,653
E37	1,180	1,389	502	3,071
E38	418	525	293	1,236
E39	736	794	399	1,929

## Battalion Chiefs

UNIT	ALS	BLS	FIRE	TOTAL
B1	71	15	1,146	1,232
B2	39	18	1,145	1,202
B3	24	10	609	643
B4	21	9	483	513
B5	16	12	453	481

## Trucks

UNIT	ALS	BLS	FIRE	TOTAL
L01	177	326	751	1,254
L02	164	211	1,383	1,758
L03	585	598	1,073	2,256
L05	63	84	909	1,056
L06	372	444	562	1,378
L07	131	122	891	1,144
L08	34	49	266	349
L09	366	418	1,512	2,296
RESC1	84	115	987	1,186
L12	443	470	1,535	2,448
RESC2	247	298	1,864	2,409
L15	270	284	1,246	1,800
L16	279	409	487	1,175
L17	186	230	406	822

## Paramedics

UNIT	ALS	BLS	FIRE	TOTAL
M03	2,685	170	214	3,069
M04	2,303	166	159	2,628
M05	4,285	305	275	4,865
M06	2,845	184	180	3,209
M07	3,556	237	218	4,011
M13	3,277	223	214	3,714
M14	2,742	182	208	3,132
M15	1,762	97	120	1,979
M16	2,493	134	193	2,820
M17	1,209	63	67	1,339
M18	1,309	70	46	1,425
M19	1,183	49	93	1,325

# Battalions



**The First Battalion** provides fire protection and emergency medical services from eight firehouse locations, housing a total of six engines, four ladder trucks, and two paramedic units and a Battalion Chief. The First Battalion supports a wide variety of occupancies that include the downtown business district, two major universities, manufacturing plants, and newly constructed multifamily, and traditional older wood-frame dwellings. Because Milwaukee borders Lake Michigan and has three major river tributaries, the MFD's Marine Operations, running out of this battalion, has year-round dedicated pilots and divers specializing in water-based emergency response.

**The Second Battalion** encompasses the near north side of Milwaukee, from Golden Valley and Kops Park to the Riverwest neighborhood. Emergency response companies coming from seven firehouses provide services via a total of seven engines, one truck, one rescue unit, two paramedic units, and one Battalion Chief. The Second Battalion responds to a large number of the city's emergency calls for fire, rescue, and medical services due to a high concentration of aging homes, a low percentage of owner-occupied homes, and a high level of poverty in this battalion.

Rescue 2, stationed with Engine 24 on West Fiebrantz Avenue, is a component of the Milwaukee Fire Department's Heavy Urban Rescue Team and operates daily with five firefighters specially trained in the disciplines of search and rescue, extrication, structural collapse, and high/low angle rope rescue. Rescue 2's main function is to respond to varied emergencies throughout the city as a "Rescue Company" with an extensive complement of distinctive tools for atypical search and rescue operations.

**The Third Battalion** protects the southwest side of Milwaukee as well as the Village of West Milwaukee. Seven firehouses provide fire and emergency medical services via six engines, two ladder trucks, three paramedic units, and a Battalion Chief for an area just over 20 square miles and a population of over 150,000. In addition this battalion houses the MFD Hazardous Materials Team which is a regional response team for all of southeastern Wisconsin, and only one of two Level 1 teams in the state. Target hazards include a diverse mix of industrial, commercial, and residential occupancies as well as the I-94 corridor.

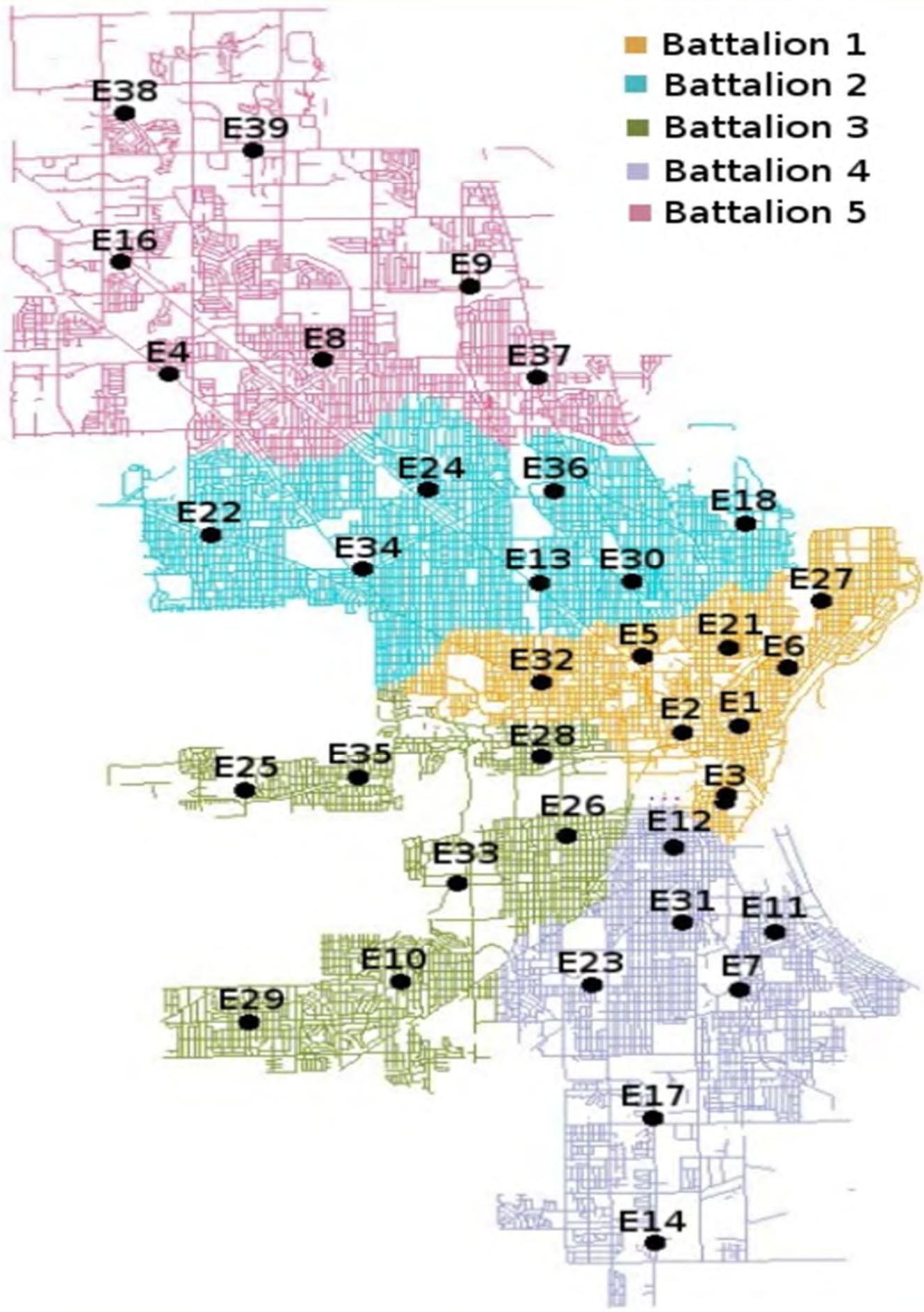
In 2014, companies in the Third Battalion responded to over 20,000 calls for service including shared service runs into the cities of West Allis, Greenfield, and Wauwatosa. Paramedic Unit 14 was the busiest unit with 3,142 runs for the year, followed by Engine 26 with 3,070 runs.

Many hours were spent enhancing community relations through events such as smoke detector installations (Project FOCUS), block parties, apparatus displays, 4<sup>th</sup> of July parades, local festivals, and partnering with the MFD's Mobile Survive Alive House at the annual *West Milwaukee Night Out*.

**The Fourth Battalion** provides emergency services to the south and southeastern areas of the city--primarily the 13<sup>th</sup> and 14<sup>th</sup> Aldermanic Districts, and also to portions of the 8<sup>th</sup>, 11<sup>th</sup>, and 12<sup>th</sup> Districts. The area roughly extends from the south edge of downtown Milwaukee to the southern city limits and from 27<sup>th</sup> Street east to Lake Michigan.

The area has a population of roughly 120,000 residents and countless daily visitors, served by 42 fire personnel per shift. The Fourth Battalion consists of six engines, two ladder trucks, one rescue company, and two paramedic units, along with the 4<sup>th</sup> Battalion Chief, among seven firehouses. Companies in the battalion responded to over 10,000 emergency calls in 2014.

**The Fifth Battalion** comprises the far northwest corner of the city, serving portions of the Aldermanic Districts, as well as the entire 9<sup>th</sup> district. The majority of the area is residential, both single family dwellings and multi-unit apartments, but there is also a contingency of manufacturing in a number of industrial parks. This broad mix of occupancies provides a challenge that department members must be aware of and educate themselves on in order to give the best and most effective service possible when emergencies arise.



# First Suspected Ebola Response



The ink was barely dry and training was just commencing on the Milwaukee Fire Department's newly created Ebola protocol when on the morning of November 20, 2014 a private ambulance company got called to a flat in the Fourth Battalion for a person with abdominal pain. They were met at the front stoop by the tenants who lived above who told them that the family who called had recently emigrated from Africa and at least two family members were ill. Due to a language barrier, no other information about which country in Africa, how recently they arrived, or what specific symptoms the patient(s) were exhibiting was transferable. The private ambulance EMTs appropriately backed away and used hand signals to direct

the caller to stay inside and wait. The private ambulance EMTs then called for an MFD Ebola Virus Disease Response. Engine 31, MED 15, Battalion 4 Chief, and Hazardous Materials 2 responded and staged with entry suits at the ready. An additional paramedic lieutenant was called to the scene as a further resource. It took well over an hour to find an appropriate translator who agreed to meet at the scene and facilitate contact (from a safe distance wearing personal protective gear).

It was eventually determined that the family was from a region not in the Ebola danger-zone and the patient was treated and transported conventionally.

# MFD Ebola Timeline & Operational Plan

8/14 - WHO (World Health Organization) declares Ebola to be an international health emergency.

9/30/14 - First imported case of Ebola diagnosed in the United States.

10/1/14 - EMS Division establishes a four-person Ebola Preparedness Team. Team utilizes Centers for Disease Control and Prevention (CDC) Detailed Emergency Medical Services (EMS) Checklist for Ebola Preparedness. The mission was identified as ***Prepare to Detect, Prepare to Protect, and Prepare to Respond***. That is exactly what the Milwaukee Fire Department (MFD) proceeded to do.

10/2/14 - ***Prepare to Detect***. First Ebola Virus Disease (EVD) Awareness for EMS Alert was issued to all MFD personnel. Emails were sent daily for a week, printed materials were sent to all areas of the department, and laminated posters were issue to all unit vehicles.

10/14/14 - MFD Preparedness Team attends Ebola Symposium at the Italian Community Center. This educational event was sponsored by the Milwaukee Health Department, Froedtert and the Medical College of Wisconsin, Aurora Health Care, and the Wisconsin Hospital Emergency Preparedness Program-Region 7. Speakers included Centers for Disease Control and Prevention, US Department of Homeland Security, and Wisconsin Division of Public Health. This event confirmed and solidified the Milwaukee Fire Department's Ebola plan.

10/18/14 - In conjunction with Milwaukee County EMS an Ebola Preparedness Guideline was published.

10/22/14 - ***Prepare to Protect***. Enhanced personal protective equipment and disposal barrels for same

are ordered for Milwaukee Fire Department companies. HazMat Team prepared video for company-based training on proper equipment donning/doffing procedures. This video was shared with hospitals, surrounding community fire departments, and private ambulance companies.

11/3 and 11/6/14 - Held two classes for hospital administrators on MFD protective equipment donning/doffing procedures, Decon tent setup, and overview of MFD Ebola policy.

11/7/14 - MFD is contacted by the State of Wisconsin and becomes the "known" Ebola transport service for all of Southeast Wisconsin.

11/11/14 - All equipment and procedures solidified; official MFD Ebola Response Policy is published. Information is shared countywide over the new video conferencing system.

11/3 through 12/18/14 - ***Prepare to Respond***. ALL sworn MFD personnel participated in hands-on training for proper protective equipment donning/doffing procedures and overview of MFD Ebola policy. This training was conducted by the MFD HazMat Team. All neighboring fire departments were invited to participate in the training.

12/16/14 - Suspected Ebola transport drill run with Froedtert, MFD HazMat Team, and MFD MED 7.

12/5, 12/6, 12/7/14 - MFD HazMat trained all Tactical Emergency Medical Services Team members on Level B protective suits for KNOWN Ebola transport; all necessary training complete for transporting a known Ebola patient.



# WE Energies Smokestack Response

On the blizzardy evening of Monday, November 24, 2014, at 1736 hours, the Heavy Urban Rescue Team (HURT) was dispatched to the We Energies valley plant at 1035 West Canal Street for a stuck elevator. It was quickly discovered that this was no run-of-the-mill stuck elevator; the elevator was actually a small box attached to the outside a smoke stack reaching some 400 feet above ground. It was sobering enough to learn that one worker was trapped in the elevator 120 feet up, only to learn that four more workers were waiting on the platform 270 feet up the stack. Plant management also informed us that the elevator needed significant repairs that would not be commenced until the next day and the only access to the platform was a cat ladder on the opposite side of the stack. A cat ladder, 270 feet up is daunting and dangerous in perfect conditions, now factor in darkness, a snowstorm, icy rungs, and winds gusting to 30 mph.

Our responders conferred with We Energies plant management and developed a plan which

divided the incident into two separate rescues.

First the elevator rescue of one: Rescue 1 locked out the power to the elevator and was able to position on the roof of the plant within 20 feet of the elevator. One fire paramedic scaled a roof ladder which other members tied down to secure. He then hovered 120 feet over the ground, secured the top of the ladder to the elevator track, and secured the elevator with a tenton belt. He then entered through a top hatch and put a safety harness on the trapped worker. The worker was able to slowly climb down the ladder with safety ropes attached under the direction and encouragement of the fire paramedic.

Next the platform rescue of four: Two responders were sent up the cat ladder with harnesses and ropes to access the four trapped individuals on the platform. (There was a small shed in which to take turns warming up, and through a cell phone conversation we were able to ascertain that no one was injured or ill.) It took each firefighter over thirty minutes

(one firefighter at a time) to scale the ladder with pelican hooks carrying 35 pounds of extra equipment.

The initial plan was to belay each trapped worker down with harnesses, but the 600 foot rope got tangled on the elevator track and it was feared the integrity of the rope was compromised while struggling to free it. There was also a concern about getting a person similarly stuck while halfway down; there would be no way to affect a rescue at that point and helicopters were not an option given the weather. Plan B was to have each worker followed by a firefighter climb down the cat ladder with appropriate harnesses, belay ropes, and pelican hooks. A firefighter climbed to an intermediate platform at about 150 feet to steady the ropes and help each climber rest on their descent.

Each descent, slow and deliberate, but miraculously successful, took nearly one-half hour. The total time onscene was over six hours. There were no injuries.

**BREAKING NEWS**

**REMAINING WORKERS RESCUED  
EMBER & CANAL, MILWAUKEE**

# Shared Services Initiative

The MFD and surrounding fire departments mutually provide emergency protection to our communities. An agreement was developed based on the belief that emergency responses should receive the closest most appropriate resources regardless of jurisdictional boundaries.

An agreement for automatic mutual aid was signed with the following suburban fire departments:

*North Shore / Wauwatosa / West Allis / Greenfield / Oak Creek / St. Francis*

- Launched MFD's new CAD which significantly improved upon the goal of sending the closest, most appropriate fire and EMS resource.
- Continued work towards optimizing communication among the multiple radio systems.
- Worked toward the goal of unifying our CAD systems to decrease dispatch time.
- Began work towards establishing a county-wide high-rise firefighting committee to research, create, draft, and train all county fire departments in a unified high-rise firefighting standard operating guideline.
- Continued to hold bi-weekly meetings with senior management staff of mutual aid departments. Non-participating fire departments are always invited to attend.
- Continuous quality improvement is conducted to analyze **every** shared services response.



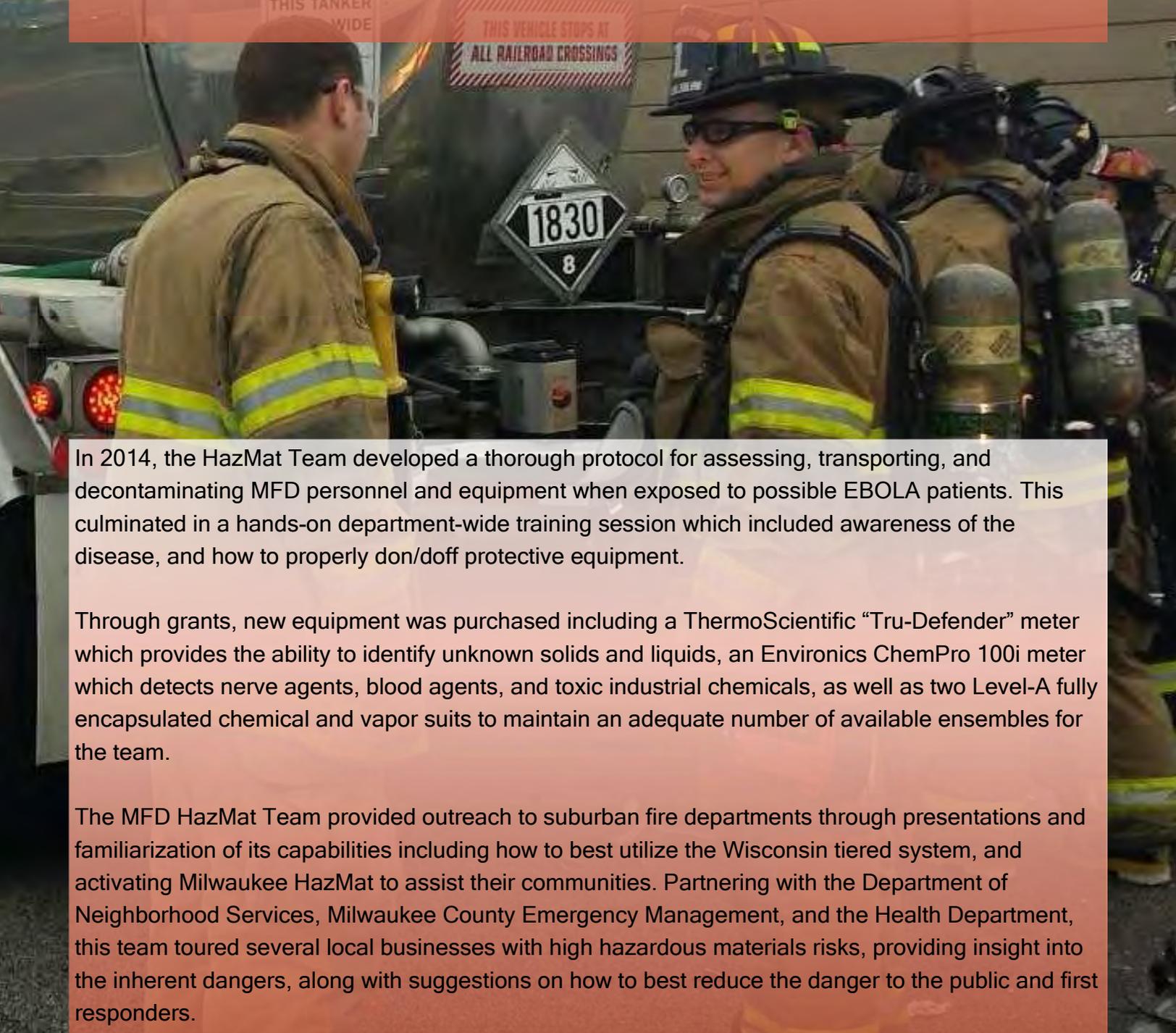
# Special Operations Division



The Milwaukee Fire Department Special Operations Division operates as the “specialized rescue” component of the department. The division includes seven teams, each with specialized training and equipment in order to effectively respond to and mitigate emergent situations in their field of expertise. This division is managed by a Battalion Chief who oversees the ten directors and twenty assistant directors who directly supervising the teams. In all, this division is comprised of 300 sworn firefighting personnel, each of whom has committed to additional training to provide essential skills above and beyond their normal firefighting and emergency medical service duties. The Special Operations Division also coordinates annual emergency standby services for over 35 public, private, and charitable special events, organizes necessary emergency unit support for dignitary visits, and collaborates with local, state, and federal officials regarding emergency management and homeland security issues and events.

## Hazardous Materials Response Team

The Milwaukee Fire Department Hazardous Materials (HazMat) Team operates under an emergency response plan and standard operating guidelines to control, eliminate, or otherwise minimize the hazards to life, property, and the environment from a released hazardous material. 2014 was our first full year as a State of Wisconsin Tier 1 Team (one of only two State Tier 1 teams); a team that responds regionally as requested for larger scale releases and spills. Becoming a Tier 1 Team required specialized training, becoming adept at a new reporting system and response matrix, and increasing our metering capability. HazMat Team members, apparatus, and equipment are assigned to Firehouse 25. In 2014, the team responded to **92** specialized calls for service, 14 of which were FULL HazMat responses, and 78 HazMat Level-2 responses.



In 2014, the HazMat Team developed a thorough protocol for assessing, transporting, and decontaminating MFD personnel and equipment when exposed to possible EBOLA patients. This culminated in a hands-on department-wide training session which included awareness of the disease, and how to properly don/doff protective equipment.

Through grants, new equipment was purchased including a ThermoScientific “Tru-Defender” meter which provides the ability to identify unknown solids and liquids, an Environics ChemPro 100i meter which detects nerve agents, blood agents, and toxic industrial chemicals, as well as two Level-A fully encapsulated chemical and vapor suits to maintain an adequate number of available ensembles for the team.

The MFD HazMat Team provided outreach to suburban fire departments through presentations and familiarization of its capabilities including how to best utilize the Wisconsin tiered system, and activating Milwaukee HazMat to assist their communities. Partnering with the Department of Neighborhood Services, Milwaukee County Emergency Management, and the Health Department, this team toured several local businesses with high hazardous materials risks, providing insight into the inherent dangers, along with suggestions on how to best reduce the danger to the public and first responders.

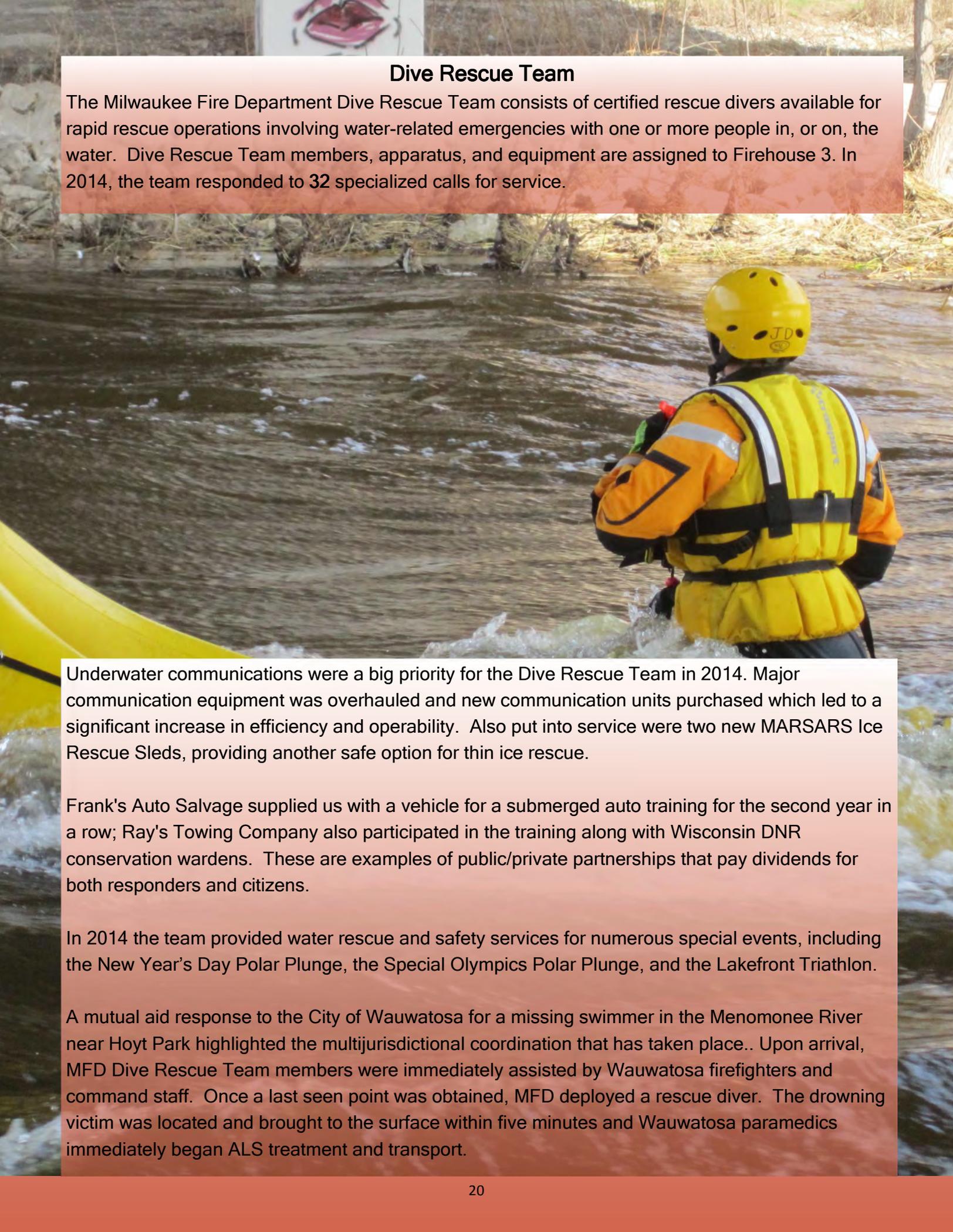
## Heavy Urban Rescue Team

The Milwaukee Fire Department Heavy Urban Rescue Team (HURT) is a “jack of all trades” rescue team available for a multitude of emergency types. The HURT’s main certified disciplines include structural collapse rescue, trench rescue, confined space rescue, and high/low angle rope rescue. The HURT also provides rescue capabilities in extrication techniques and firefighter rapid intervention (saving our own). HURT members, apparatus, and equipment are assigned to Firehouse 12 and 24. In 2014, the team responded to **13** specialized calls for service.



Throughout 2014 the HURT placed an emphasis on increasing its abilities to effectively operate at extrication incidents involving heavy vehicles such as school buses and tractor trailers. Personnel attended training sessions in Illinois and Connecticut and as a result, a proposal was submitted for the purchase of additional heavy stabilization equipment.

The HURT was called to respond when a car drove through a construction barrier of the “under construction” Potawatomi parking garage and fell from the third floor to the second floor. The car crashed through some scaffolding and came to rest in a vertical position on its front bumper. Rescue 1 and Engine 12 operated to stabilize the car and safely remove the occupant. In another rescue, two workers were injured below grade at the Northwestern Mutual construction site when a concrete pumping machine malfunctioned. Engine 12, Engine 24, Rescue 1, and Rescue 2 operated to stabilize and safely remove the members from the site.



## Dive Rescue Team

The Milwaukee Fire Department Dive Rescue Team consists of certified rescue divers available for rapid rescue operations involving water-related emergencies with one or more people in, or on, the water. Dive Rescue Team members, apparatus, and equipment are assigned to Firehouse 3. In 2014, the team responded to 32 specialized calls for service.

Underwater communications were a big priority for the Dive Rescue Team in 2014. Major communication equipment was overhauled and new communication units purchased which led to a significant increase in efficiency and operability. Also put into service were two new MARSARS Ice Rescue Sleds, providing another safe option for thin ice rescue.

Frank's Auto Salvage supplied us with a vehicle for a submerged auto training for the second year in a row; Ray's Towing Company also participated in the training along with Wisconsin DNR conservation wardens. These are examples of public/private partnerships that pay dividends for both responders and citizens.

In 2014 the team provided water rescue and safety services for numerous special events, including the New Year's Day Polar Plunge, the Special Olympics Polar Plunge, and the Lakefront Triathlon.

A mutual aid response to the City of Wauwatosa for a missing swimmer in the Menomonee River near Hoyt Park highlighted the multijurisdictional coordination that has taken place. Upon arrival, MFD Dive Rescue Team members were immediately assisted by Wauwatosa firefighters and command staff. Once a last seen point was obtained, MFD deployed a rescue diver. The drowning victim was located and brought to the surface within five minutes and Wauwatosa paramedics immediately began ALS treatment and transport.

## Boat Pilot Team

The Milwaukee Fire Department Boat Pilot Team consists of certified boat pilots available for rapid response during the boating season. The Fireboat Trident (40' jet-drive vessel), provides fire protection to waterfront properties and marine vessels along Lake Michigan and its tributaries. The Trident provides immediate on-water emergency medical services to the boating and marine public, and also assists the MFD Dive Rescue Team with incidents needing a diving platform for underwater rescue operations. Boat Pilot Team members, apparatus, and equipment are assigned to Firehouse 2. In 2014, the fireboat responded to **four** specialized calls for service.



A renewed emphasis on pilots achieving and maintaining a national standard level of competency through the National Association of State Boating Law Administrators (NASBLA) curriculum brought the entire team to a new level of proficiency in the maritime environment in 2014.

Over 2,500 hours of maritime training were logged by the fireboat crew during the 2014 boating season. In addition, sixteen members were qualified as NASBLA Boat Operators and all pilots were MFD Motor Vehicle Operations Instructor certified.

Fireboat pilots provided standby EMS and fire protection for the Annual Air and Water Show, and numerous Henry Maier Festival Park events in 2014, along with participating in over 20 public relations assignments, eight personalized boat rides, and 50 tours of the Fireboat to citizens ranging in age from four to ninety-four years old.

## Incident Command Post

The Milwaukee Fire Department Incident Command Post (ICP) Team provides support for an incident commander by assisting with radio/telephone communications, personnel/company accountability, Internet access, and any other logistical needs. Functional assets of the ICP include aerial camera views of the scene, maps of the scene showing company locations, enhanced communications, event logs, personnel accountability systems, public broadcast information, Department of Transportation camera feeds, infrared camera capabilities, MABAS card storage, smart-board technology, and white-board availability. ICP Team members, apparatus, and equipment are assigned to Firehouse 9. In 2014, the ICP responded to **thirteen** calls for service and numerous special events.

Aside from Milwaukee responses for service on all third alarm fires and as special called by the incident commander, the ICP responded as a MABAS asset to the City of Greenfield to provide command support for a multiple alarm fire. In 2014, the ICP Team ran communications and assisted with incident command during several large scale special events in and around the downtown area including:

- ◆ 3<sup>rd</sup> of July Fireworks
- ◆ Rock and Sole Marathon
- ◆ Lakefront Marathon
- ◆ Milwaukee Airshow
- ◆ USA Triathlon
- ◆ Briggs Al's Run/Walk
- ◆ UL Burn Study



### **Tactical Emergency Medical Services Team**

The Milwaukee Fire Department Tactical Emergency Medical Services (TEMS) Team consists of certified paramedics with enhanced training in tactical procedures and medical concepts in order to provide tactical medical support and humanitarian aid for law enforcement, civilians, and potential suspects during high-risk and critical incidents. TEMS members, apparatus, and equipment are assigned to Firehouse 23. Housing additional paramedic units MED 20, MED 21, and MED 22 (an all-terrain patient-access and movement vehicle) at Firehouse 23, along with their daily staffing compliment of four paramedics, has allowed the department the flexibility to SURGE, or shut down an engine company in order to place two additional MED units into service as the need arises during large call volume periods.

In 2014, the TEMS Team responded to **110** specialized calls for service, most upon request by the Milwaukee Police Department. In addition, they were utilized at numerous special events throughout the city.

In 2014, eleven TEMS applicants were transitioned into full-practice TEMS Team members through a forty-hour training provided by the Milwaukee Police Department's Tactical Unit Instructors. Grant funding via the Metropolitan Medical Response System assisted with the purchase of mandatory gear for TEMS members, and for equipment to support the SURGE MED units (MEDs 20 and 21) and all-terrain vehicle (MED 22).

## Fire Investigation Unit

The Milwaukee Fire Department Fire Investigation Unit (FIU) is mandated by state laws and municipal ordinance to determine the cause and origin of fires within the City of Milwaukee. The FIU consists of personnel specially trained to utilize the most up-to-date techniques in fire investigation in cooperation with local, state, and federal law enforcement agencies. The FIU is dispatched to scenes with damages over \$10,000, fire fatalities, fire injuries, and suspicious or incendiary fires, responding with a vehicle that is outfitted with tools and equipment needed to support onscene fire investigations. The FIU reports annually on fire-related incidents under four general classifications: incendiary, accidental, natural, and undetermined. The FIU has one 24-hour investigator on duty at all times operating out of Firehouse 5. In 2014, approximately 400 fires were investigated by the MFD FIU. After a historic all-time low of two fire fatalities in 2013, an increase to 10 fire fatalities occurred in 2014.

As of 2014, all fifteen trained investigators within the MFD have received eighty hours of certified fire origin and cause investigation training through the National Fire Academy, as well as countless hours of on-the-job training. In addition, two members of the FIU received certified training in Expert Witness Court Testimony.



# Emergency Medical Services Division

The Emergency Medical Services (EMS) Division is responsible for the management and oversight of advanced (ALS) and basic (BLS) emergency life support services for the Milwaukee Fire Department, ensuring quality EMS care to our citizens. This is accomplished by utilizing a core management team that oversees the following areas: EMS-related education and training, purchasing and implementation of EMS-related equipment and supplies, as well as a quality assurance investigation and oversight program.

This division provides basic and advanced life support with over 900 emergency medical technicians-basic (EMT-B), and over 150 EMT-paramedics assigned to the Operations Bureau/Firefighting Division. These EMT-Bs and paramedics staff the department's 32 engine companies, 14 ladder truck companies, and 12 Mobile Emergency Department (MED) units that respond to EMS incidents for the City of Milwaukee. Over 85 percent of all MFD responses are EMS-related.

The MFD EMS system provides special event standby for over 25 events annually within the City. An integral part of the MFD special event coverage is the Paramedic Bicycle Response (PBR) Program. The PBR Program provides rapid emergency care to crowd-congested events, and during down-time, offers health and fire safety education to event attendees. Packs attached to the twelve bicycles enable a two-person team to carry the same range of supplies

found on an ambulance. The teams patrol events such as Summerfest, ethnic festivals, runs, races, and the fireworks display. Fifty-eight MFD members are paramedic bike responders. Expect to see the PBRs at events with attendance of 15,000 or more or any event with a high probability of potential patients.

MFD EMS, in conjunction with the Milwaukee Police Department, supports a Tactical Emergency Medical Services (TEMS) Program to enhance response capabilities to incidents involving special weapons and tactics operations. This program provides EMS support within the perimeter of tactical situations for victims, as well as law enforcement officers.

This division also manages the Surge House which began operation in late December of 2013. Surge refers to the ability of an EMS system to expand capabilities beyond normal activity levels, to manage a sudden, unexpected increase in patient volume that would otherwise severely challenge or exceed the current capacity of the EMS system. The Surge House is located at South 9<sup>th</sup> Street and West Greenfield Avenue and contains; Engine 23, MED 20, MED 21, MED 22, and TEMS 1. Engine 23 is staffed with four paramedics, a minimum of two TEMS-trained. The operational plan gives the MFD the ability/option of putting two additional paramedic units into service in the event of a mass casualty incident (MCI) or an unplanned spike in ALS emergency services.



## Paramedic Training Highlights

- Ten fire cadets graduated paramedic training in June, becoming licensed paramedics. The fire cadets then graduated fire recruit training in October 2014 and were assigned as firefighter paramedics to work 50% of the time on fire apparatus and 50% of the time on paramedic ambulances for their probationary year. This new training method helps create a valuable cross-trained employee.
- Fifteen members completed paramedic training from the shift-style class in September.
- Sixteen members began paramedic training in October. Those members are assigned to the blue and green shift at Engine 10 and Engine 4, attending training while on duty.

The Paramedic Mentoring Program continued for the shift-style paramedic students who began training in October. Paramedic mentors are paramedic officers who volunteer to work on MED units at the same firehouses in which paramedic students are assigned. Paramedic mentors are a resource to the students, assisting them during this difficult year-long training program, aiding in the success of the students as they transition from EMT to paramedic.

In an effort to provide training consistency and a guideline for paramedic officers, a pilot benchmark program has been implemented for intern paramedics; paramedics who have yet to complete their

on-the-job paramedic service hours to become full-practice paramedics. The program sets daily, monthly, and six-month training and skill completion goals. The overall goal is to ensure that our intern paramedics receive the training they need to be competent, effective paramedic first responders (PFRs) who are also prepared to work as an acting lieutenant on a paramedic unit when they transition into full-practice paramedics. Program effectiveness will be evaluated in 2015.



2014  
Milwaukee County  
57<sup>th</sup> Paramedic Class



Jonathan Belott



Brigid Condon



Justin Doerr



Cory Kilsdonk



Nathan Klenz



Timothy Kotlowski



Tonnie Lane



Jacob Lucht



Peter Manna



Steven Paukner



Michael Peden



Kenneth Veriga



Brett Volk



Thomas Weinzierl



Robert Wenger



Matthew Wolters



### EMS Awards

Numerous MFD members received EMS awards at the *Aurora Health Care 2014 EMS & Police Awards Ceremony* which was held May 13, 2014.

### Active Shooter - Joint Training

After six months of preparation and collaboration the Milwaukee Fire Department in conjunction with the Milwaukee Police Department (MPD) held a historic joint training session. The MFD and MPD participated in the first joint training in the city's history comprised of every firefighter and police officer to include command staff. The **"Active Shooter Mass Casualty Incident"** training that was conducted from March 3 through May 9, 2014 trained our first responders to function as **'one team'** with **'one mission'** to protect our citizens in the event of an active shooter.

The concept of the **"Rescue Task Force"** and the **"Evacuation Team"** was introduced and rehearsed utilizing a vacant Milwaukee Public School building. Members participated in separate and individualized training during the morning session, meeting and operationalizing the concepts during the afternoon.

This project was an overwhelming success that speaks to the dedication of both **fire and police!** Invisible barriers dropped, and cooperation as well as a sense of family, filled the void. Thanks to the leadership of Fire Chief Mark Rohlfing; his vision for a plan for our citizens' protection was brought to fruition.

At the completion of the training a separate session was conducted for the Greenfield Police and Fire Departments. They utilized our techniques as well as those of Greenfield instructors (who participated in train-the-trainer drills), to run the vast majority of their personnel through the paces.

# City of Milwaukee Active Shooter Conference

Following the success of the *MFD/MPD Active Shooter Mass Casualty Incident* training in early 2014, our neighbors requested that we share what we learned; from that, the “**Active Shooter Response**” Conference was born. A statewide invitation was issued to all first responders and law enforcement personnel to register and attend the first ever “**City of Milwaukee Active Shooter Conference**” to be held at the Milwaukee Safety Academy on September 26 and 27. We hoped to attract 100 participants from around the state, and had to close registration at 110 and start a waiting list. The response was as diverse as it was overwhelming. Participants came from every corner of the state with one goal in mind, “How can WE mitigate an active shooter event?”

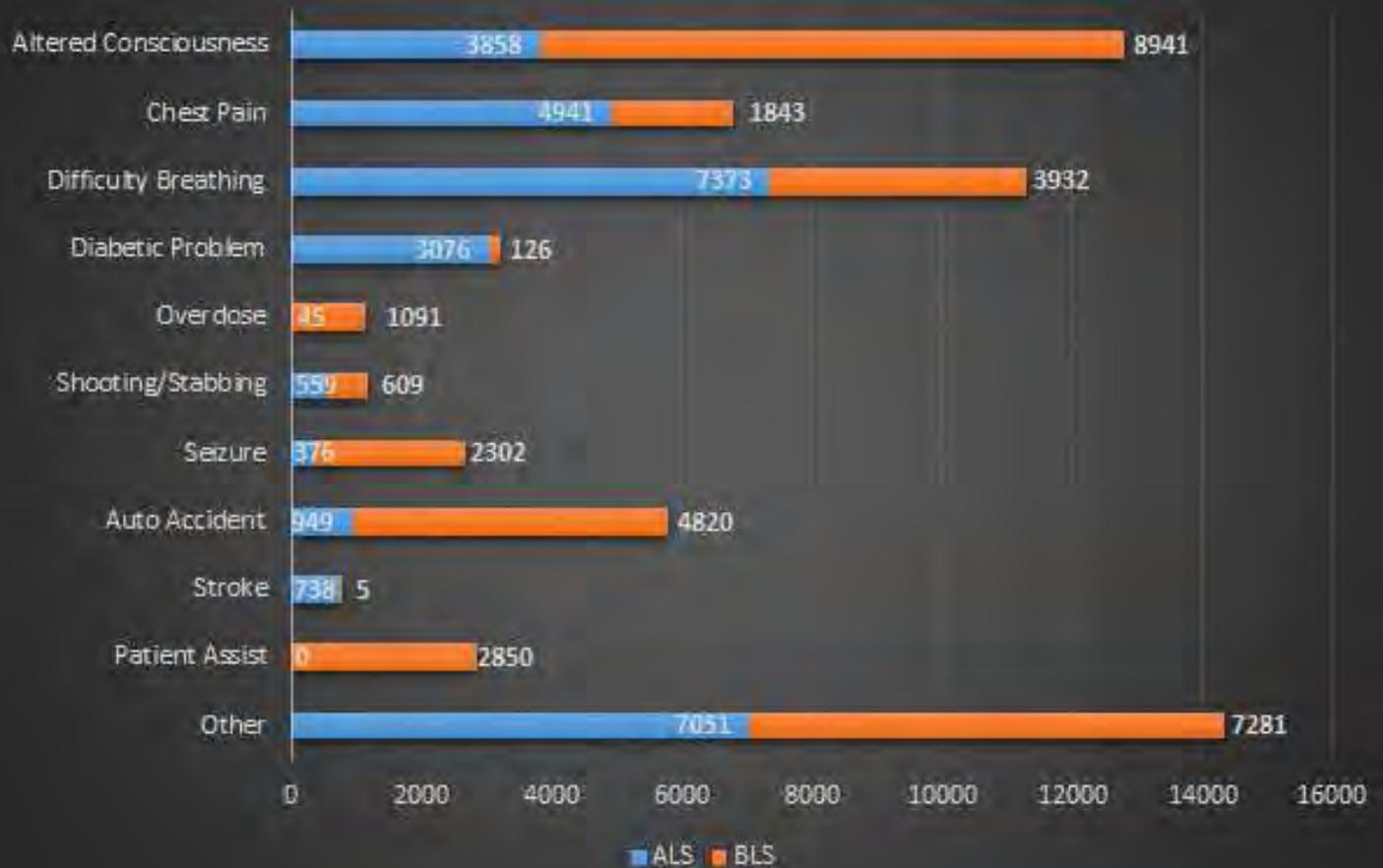
The first day of the seminar focused on the Rescue Task Force and Evacuation Team doctrine. The groups were separated by profession, and individual drills ensued. That

afternoon we joined forces and rotated through “real life” scenarios with live patients/actors to ratchet up the intensity!

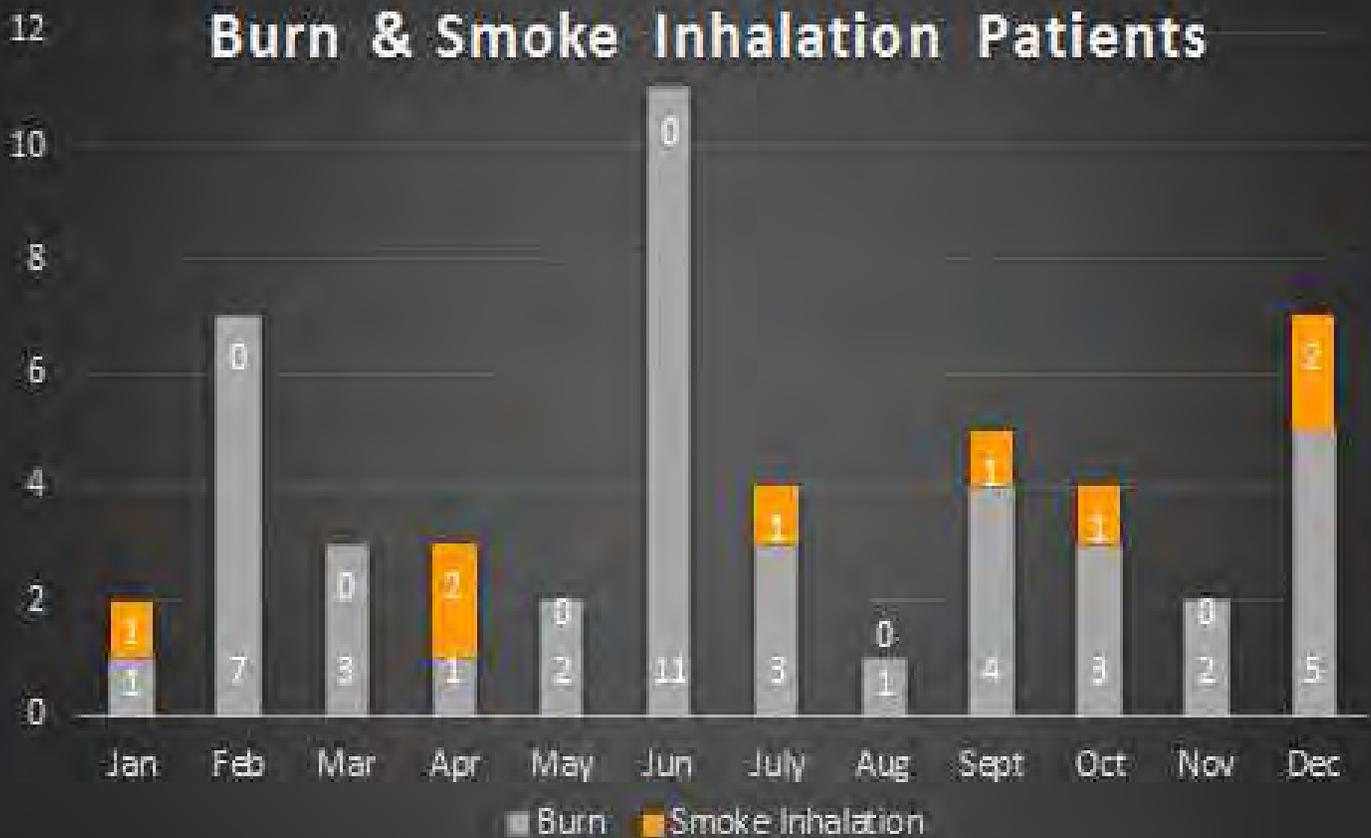
As with our training in early 2014 the professions blended seamlessly and worked as one team. On day two we focused on how to deal with improvised explosive devices (IEDs). The morning consisted of “what not to do;” loosely translated into preventing getting ‘blown up’! Once we got that out of our systems the experts from the MPD Bomb Squad gave an excellent block of instruction that aided in survival in the IED environment. The day ended in scenario-based evolutions that involved IED simulators, and our participants (armed with knowledge and experience from the morning session) learned how to survive and overcome the dangers presented to them. The instant feedback was, “Are you going to do this next year?” Thanks to all that participated in the success of this very informative and worthwhile conference!



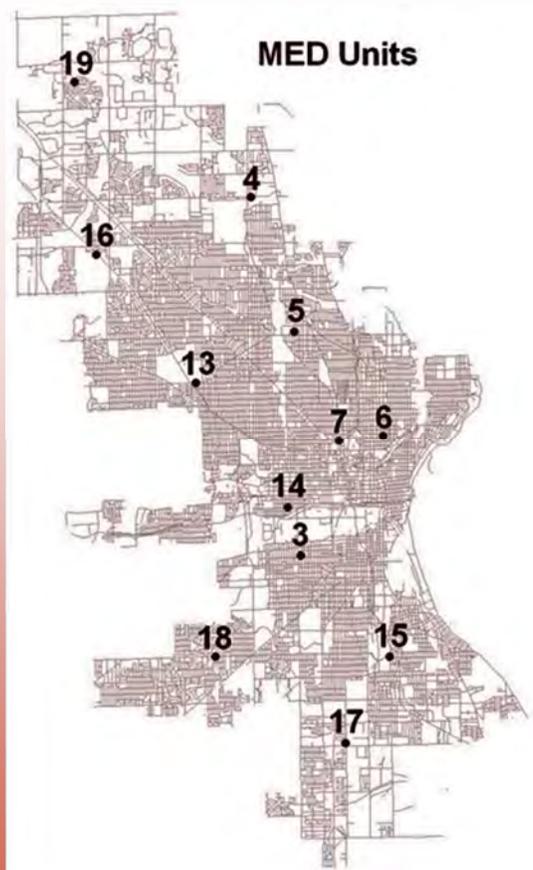
## EMS Calls by Type



## Burn & Smoke Inhalation Patients



# Penetrating Trauma Patients



# Training Division

The Training Division of the MFD is responsible for the firefighter skills training and the internal officer development programs for all sworn members. This division develops curricula for training on a wide variety of topics, provides the actual training, and tracks member compliance. Firefighters start their careers in the MFD in formal recruit training or even earlier via the successful Fire Cadet Program, and continue to be taught and refreshed through in-service style training throughout their careers. Driver training and certification is also facilitated by this staff. For those seeking promotion to officer or Chief ranks, the accelerated Professional Development Program was created and is offered to all members who have enthusiasm to stretch beyond their current position.

In addition to training our own, this division is tasked with educating the public through its numerous public education programs, serving the very young to the elderly. Teaching fire safety is of utmost importance to the MFD and is taught at every opportunity, from formal long-standing programs, to community relations events, to the simple platform of a firehouse tour.

Training Division staff, though small in number, creates, organizes and schedules training and community relations events year-round. Dedicated members throughout the department with a passion for helping others play a significant role in teaching the community on a daily basis.

## Professional Development Program

The MFD is committed to the continued training and development of its members by offering educational programs through the Fire Academy, at the battalion-level, and at the company-level. This commitment is further echoed in the diversity statement as a department goal to *provide all employees the opportunity for development and growth at every rank*. In order to meet the current and future challenges with planning, deployment, tactics and strategy, the MFD Professional Development Program was instituted.

The program consists of foundational curriculum that will develop current and future heavy equipment operators and officers of all ranks through a hybrid course delivery format. This format incorporates MFD core curriculum into the State of Wisconsin Fire Service Certification Track. It is the goal that completion of the Professional Development Program prior to promotion will ensure that the MFD is preparing its members to fill key leadership roles helping to ensure quality customer service.



## Training Division Highlights

- Facilitated 153,000 hours of training for MFD personnel.
- Delivered 72 company-based trainings to field personnel allowing companies to train in quarters while remaining in service in their first-in response areas.
- Conducted two major department-wide in-service trainings.
- Implemented re-designed Professional Development Program, including Chief Officer curricula.
- Worked in conjunction with the MPD to develop an active shooter response protocol.
- Hosted the Active-Shooter Conference with over 100 participants from across the country.
- Partnered with Underwriters Laboratories (UL) to conduct experiments on “knee wall fires.” The study included collecting data on the fire dynamics of knee wall fires as well as the application of various firefighting tactics. The experiments were a huge success with a large amount of data being collected. The final report from UL was published at the end of the year. In addition to the knee wall study, the MFD, in conjunction with UL, developed a training video on transitional firefighting attack. This video demonstrated the proper application of this technique based on UL’s recommendations from a previous study.
- Continued to enhance and expand the Personal Protective Equipment Repair Facility.
- Graduated the first *fire cadet only* class of fire recruits; the first class in MFD history in which all graduated with a paramedic license.

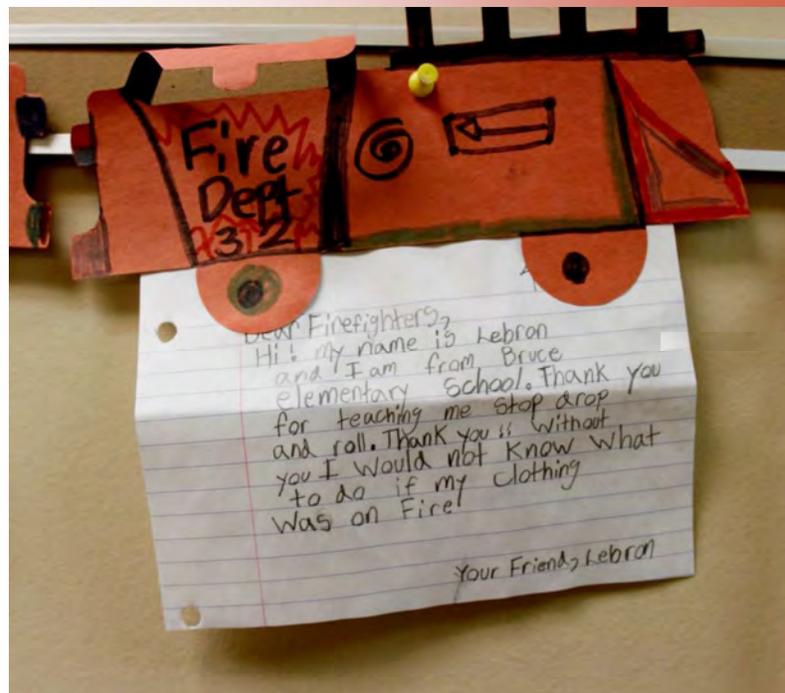


- Facilitated the installation of over 2,100 smoke detectors (1,123 through Project FOCUS and 986 through Smoke Detector Hotline and first responder contacts).
- Partnered with *Safe Kids of Wisconsin* who donated 1,000 smoke detectors to Project FOCUS.
- Continued to foster the Fire Cadet Program by hiring fourteen new cadets; increasing department diversity. During the two-year program, in addition to taking various college-level courses, they will earn certifications or licensing as State of Wisconsin Firefighter Level 1, hazardous materials operations, emergency medical technician, and paramedic.
- Continued with research and development of the MFD/University of Wisconsin-Milwaukee Peer Fitness Training and Human Performance Study.
- Continued Milwaukee Public Schools / Milwaukee Bucks partnership for Project FOCUS and Poster-to-Billboard contest during Fire Prevention Week.
- Continued growth of social media presence with over 6,446 “Likes” on Facebook, and over 2,800 followers on Twitter.
- Supported the “Warm Up Winter” initiative; delivering 2,500 coats to five Milwaukee Public Schools.
- Participated at 1,400 community outreach events including ethnic festivals with attendance of over 2.6 million at Henry Maier Festival Park, public education, and special event coverage.

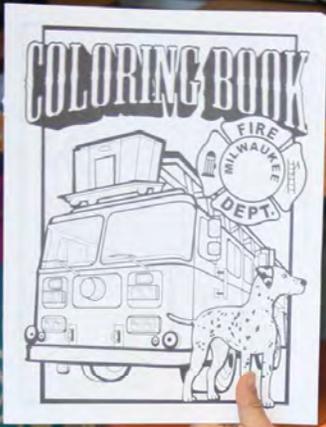




- Hosted First Annual Junior Fire Institute Summer Training Camp, bringing young adults between the ages of 14 and 20 from Milwaukee and other Southeastern Wisconsin communities together to experience what it takes to become a firefighter.
- The Community Relations Section of the department was recognized by the Wisconsin Alliance for Fire Safety for their efforts to create a safer community.



# Community Relations



FOCUS(Firefighters Out Creating Urban Safety) is our largest effort. Firefighters go door-to-door in high risk neighborhoods checking homes for smoke detectors. Smoke detectors are installed at no cost to the resident in homes found unprotected. The Smoke Detector Hotline is another avenue in which residents may request a free smoke detector be installed. Smoke detectors are also tested and installed while crews are at a home for an emergency through the First Responder Program.

Firefighters also take their message of fire safety on the road with the Mobile Survive Alive House. One of the trailers is assigned to Henry Maier Festival Park throughout the festival season to teach children about fire safety and escape planning while the other mobile unit is available for events around the city.

The Community Relations Section is comprised of a dedicated staff which reaches out to the public educating them on various topics such as home fire safety, including the importance of properly functioning smoke detectors, evacuation planning and preparedness, fire extinguisher use, emergency medical services, and recruiting. The section is led by a fire lieutenant, serving as the director of community relations. Three firefighters, serving as fire education specialists along with the director educate people throughout the City of Milwaukee via these well-established programs. Personnel assigned to fire stations also facilitate events to better connect with the neighborhoods they serve.

The Community Relations Section staff expertly uphold the department's mission of offering exceptional public education by shaping programs to meet the needs of the request. Health and fire safety programs are tailored for children, the elderly, businesses and the workplace, career fairs, health fairs, block parties, and other community gatherings. We continue to use social media to reach an ever-changing and technology-advanced population; our Facebook page and Twitter account continue to increase in popularity.

Milwaukee firefighters continue to work towards ensuring every home that needs a smoke detector has one. More than 2,100 smoke detectors were installed in Milwaukee homes in 2014 through our various installation programs (nearly a 20% increase over 2013). Project



## Fire Cadet Class of 2012

The entire class of eleven were promoted to the rank of fire recruit and entered recruit training in September of 2014. All but one of these recruits graduated from the academy and entered the field as firefighter paramedics. This recruit class marks the first graduating class of the new Fire Cadet Program which was reintroduced in 2012. They completed training in basic firefighting, and earned licensure as nationally registered Emergency Medical Technicians (EMTs) and paramedics during their first two years of employment. These cadets also played a vital role in our community relations efforts delivering classes at the Survive Alive House as well as working at all of the summer festivals, spreading the message of fire safety.

## Fire Cadet Class of 2013

The class of 2013 finished EMT training in the spring of 2014 and gained valuable exposure to MFD operations by participating in training with all of the MFD special teams during summer and fall, and by playing an integral role in assisting with the active shooter training. They completed a four-credit Spanish course hosted by MATC; the first group to take foreign language instruction as a tool to develop their communication skills and cultural competency. In the fall of 2014 they progressed to the second year of the program during which time they completed additional college coursework and began paramedic training which will continue into the following year. A select group of fire cadets from the 2013 class applied and were selected to participate in recruiting high school seniors for the 2015 class which took place at more than seventy area schools and community events.





### Fire Cadet Class of 2014

The cadet program continued with the addition of fourteen new fire cadets who were hired in September. This group began physical conditioning, and nutrition and firefighting training which took place during the fall. With the addition of the 2014 class there were a total of 39 cadets who were employed by the MFD at the close of 2014. This class will continue the mission of the Fire Cadet Program which is to hire, mentor, and train Milwaukee firefighters who are mentally, physically, and academically prepared to provide medical, fire rescue, and community services to the citizens of Milwaukee that is deemed excellent by any standard.

# Health & Safety Office

The Health and Safety Officer is responsible for managing the health and safety risk factors that impact the over 900 firefighters and support personnel of the department. The scope consists of:

- **Firefighter and Support Staff Occupational Safety**
  - Health Wellness and Performance
  - Data Management and Reporting
- **Injury Rehabilitation and Case Management**

With the financial help of the Assistance to Firefighters Grant in the amount of \$354,000 the department was able to fund firefighter medical evaluations. These medical evaluations were the missing component to solidify the full scope of the department's health and wellness program titled the Wellness Fitness Initiative; the gold standard health and wellness program in the fire service. The purpose of the Wellness Fitness Initiative is to improve the overall health of firefighters, reduce their vulnerability to injury, improve their ability to recover, and improve their chances for a longer career, and eventually, a longer retirement. The components of the Wellness Fitness Initiative are:

- Annual Firefighter Physicals in accordance with NFPA 1582
- Department Fitness Program, driven by certified Peer Fitness Trainers
- Behavioral Health/Critical Incident Stress Management Program driven by Peer Support Members and the City's Employee Assistance Program
- Firefighter-Specific Injury Rehabilitation Program
- Data Analysis
- Health Education

## OCCUPATIONAL SAFETY HEALTH AND WELLNESS HIGHLIGHTS

### **Firefighter Fitness Assessment**

Implemented the first annual department-wide firefighter health fitness assessment which included a movement efficiency screen (injury prevention) analysis.

### **Injured Firefighter Rehabilitation Conditioning Program**

Implemented the Injured Firefighter Rehabilitation Conditioning Program which included the construction of the Firehouse 5 injured firefighter conditioning clinic, and implementation of a dedicated rehabilitation trainer.

Sixty-two firefighters participated in this newly developed program which reduced time to definitive diagnosis among other efficiencies.

### **Firefighter Medical Screening**

Collaborated with the Department of Employee Relations to create a joint, firefighter-specific, occupational health and wellness medical screening program with Froedtert, the Medical College of Wisconsin, and Froedtert Workforce Health.

### **Firefighter FIT Challenge**

The MFD Peer Fitness Trainers and Peer Support Team implemented the inaugural MFD Firefighter FIT Challenge in June (Firefighter Health and Safety Month) to promote firefighter physical and mental health wellness. Firefighters participated competitively and non-competitively. Fifteen community partners supported this event.

## Milwaukee Fire Department/Milwaukee Police Department Collaborates to Build the New Safety Academy Fitness Center

The MFD Health and Safety Office collaborated with the Recreational Association of the Milwaukee Police Department (RAMP) to overhaul the fitness center at the Safety Academy. Financial resources to fund the over \$80,000 project came from RAMP and an Assistance to Firefighter Grant awarded to the MFD.



### Behavioral Health

- Made 213 Peer Support Team Contacts.

Through a collaborative partnership with Traumatic Incident Resource (TIR), a non-profit organization of mental health providers and emergency responders, and Cris Zamora, the City of Milwaukee EAP Coordinator, we developed and implemented a Peer Support/ Critical Incident Stress Management Team Foundations Training Course for all emergency responders.



### Firefighter Injuries

A comparison of lost time injuries from 2013 to 2014 shows significant improvements.

- 28% reduction in the number of lost time injuries (38)
- 42% reduction in injury leave hours (14,349)
- 52% reduction in injury pay (\$376,794)
- 11% reduction in total injuries
- \$388,619 cost reduction of backfill pay (based on a \$650/day estimate)

## Junior Fire Institute



This year, Explorer Post 875 became the Milwaukee Fire Department *Junior Fire Institute (JFI)*, operating under the sole discretion of the Milwaukee Fire Department and its advisors. This program flourishes with just over 100 registered students with an average monthly attendance of 40-50. The group is largely minority and is an excellent representation of the diversity of the City of Milwaukee. There are no dues or fees to join the organization; it is completely self-funded through fundraising ventures. An all-volunteer staff of Milwaukee firefighters and members of the community handle student instruction. This year the students continued to devotedly work on projects and have written and implemented their own “mission statement.”

The MFD takes pride in this program as it is one that teaches the next generation about teamwork, leadership, a healthy life-style, and giving back to the community.

Members of the JFI routinely participate in community events and volunteer to help others in need. Some prime examples are the American Lung Association U.S. Bank Fight for Air Climb, the Lupus Walk, We Got This Rally, North Shore Combat Challenge, and the Summer Dirty Dog Mud Run.

On July 26 the JFI held its first annual Summer Training Camp with fifty students ranging in age from fourteen to twenty, and representing six different departments from around the state. Students signed up for the class of their choice (*Engine Operations, Truck Operations, or Search and Rescue Operations*), and participated in classroom and hands-on training. Training included live fire scenarios, search and rescues with live smoke, and the opportunity to raise ladders, climb a 35' ladder, and transfer to a roof ladder in addition to climbing to the peak of the training splashboard. This one-day event was made possible through an incredible amount of volunteer help received from JFI parents, and members of the Milwaukee Fire Department. Members from all ranks of the department participated in ensuring a safe, fun, challenging, and rewarding experience for the students. Students from across the state paid a \$25.00 registration fee which provided for entrance to the class, live hands-on training, lunch, and a souvenir t-shirt. Students were entered into team and individual challenges, competing for various prizes. Funds raised from the event will help the JFI purchase items for uniforms, and front-pieces for helmets.

## Junior Fire Institute Mission Statement

*The Milwaukee Fire Department Junior Fire Institute is committed to providing a safe, fun, and physically challenging learning environment for students in the Milwaukee area. We strive to teach others about the chain-of-command, working in a paramilitary organization, increased awareness of the fire service, and being an active member of the community. We believe that whether a person decides to make Firefighting a career is not as important as is the ability to learn the concepts that we apply on a regular basis. While at the training academy, we strive to teach respect, honor, loyalty, trust, teamwork, humility, and determination. As part of our mission we feel it is our job to make sure we enrich the futures of our youth and lead them onto a successful path; wherever it may lead.*

*We will achieve our mission by volunteering in our community, serving as role models, and leading by example. We will always strive to do our best at each training, and be ready to reach out to those that need a helping hand. Teamwork is at the core of our foundation, and we realize that through teamwork, we will be there for one another and bring each other up, not tear each other down. Our presence in public spaces will be honorable; we will become, and help others become, the prominent role models for future generations.*

*At the training academy we are a family, off the training academy grounds we remain a family. We will be able to confide in our fellow companions and be there in their lowest points. As we go on to be leaders in our community we will carry on these characteristics with "Pride, Respect, and Honor."*





## Honor Guard

*"Honoring those who have gone before by standing tall with those still beside us."*

The Milwaukee Firefighters Honor Guard is a non-profit, volunteer organization made up of approximately thirty active or retired members of the Milwaukee Fire Department. Since 1996, the Honor Guard has been proudly standing by its mission statement to honor all of our members and care for their families.



Each year, the Honor Guard is involved with many events; year 2014 was no different with a combined total of 53 events. The Honor Guard continues to represent the Milwaukee Fire Department as well as the Milwaukee Professional Fire Fighters Local 215. During 2014, Local 215 rejoined the Professional Firefighters of Wisconsin (PFFW). The Milwaukee Firefighters Honor Guard started the process of joining the PFFW Honor Guard. Members have also joined the Wisconsin Fallen Firefighter State Memorial (WFSM) Funeral Guard. By joining in these, we have expanded our boundaries beyond the City of Milwaukee to assist with funerals statewide if requested.

Just as firefighters train to keep their skills up, the Honor Guard trains nine months of the year to keep skills sharp. Training includes marching, facing, saluting, pallbearer and casket guard duties, flag folding, as well as administrative sessions on how to plan, coordinate, and run retiree, active duty, and line-of-duty-death funerals.

Several members of the Milwaukee Firefighters Honor Guard, along with members of Honor Guards from North Shore (WI) Fire Department, Topeka (KS) Fire Department, Lincoln (NE) Fire Department, and Minneapolis (MN) Fire Department hosted an annual clinic here in Milwaukee. Year 2015 will be the eleventh year running with Honor Guards attending from across the country, and now Canada.

In addition to participating in numerous retiree funerals, other events to note included:

- City of Milwaukee Combined Giving Campaign
- Memorial Day Parade
- Wisconsin Alliance for Burn Safety
- St. Florian's Firefighter Mass
- Memorials
  - ◊ Various 9-11 Ceremonies
  - ◊ Milwaukee Fire Department Fallen Firefighter Memorial
  - ◊ State of Wisconsin Fallen Firefighter Memorial
  - ◊ International Association of Firefighters Fallen Firefighters Memorial in Colorado Springs where three of our current members are now commanders
- A member traveling to Boston for the multiple line-of-duty-deaths that occurred on March 26, 2014

The close of 2014 brought a change in command; Lieutenant Matthew Bryant was welcomed as the new Commander, replacing Lieutenant Brent Jones. Lieutenant Jones brought change to the organization during his eleven years serving as Commander; he helped brand the Milwaukee Firefighters Honor Guard as a well-respected organization nationwide. He has taken over as Commander for the Wisconsin State Fallen Firefighter Memorial and is currently a Deputy Commander for the IAFF Fallen Firefighter Memorial in Colorado Springs. He will continue to be an active member with the Milwaukee Firefighters Honor Guard. Many thanks to Lieutenant Jones for his dedicated years of service!

## Survive Alive House

The mission of the Survive Alive House is to provide quality education in fire safety and fire escape plans for second and fifth graders throughout Milwaukee elementary schools. In 2014, staff taught over 13,000 children at the permanent Survive Alive House structure.

In addition to those groups of children who came via school field trips to the permanent structure, the same fire safety messages were taught to over 5,000 children of all ages via the Mobile Survive Alive House situated at Henry Maier Festival Park throughout the summer festival season.

The Survive Alive House partnered with Coalition for Safe Kids in 2014 and was awarded 1000 free smoke detectors to be received in two batches of 500 in both early 2015 and June 2015. These donated smoke detectors will be used with Project FOCUS and for the Smoke Detector Hotline requests.

Volunteers participated in fourteen fundraising events at the downtown Bradley Center which netted the organization close to \$4,000 in proceeds; this effort continues in 2015.



# Administration Division

The Administration Division handles most general fire department inquiries as well as furnishing fire and emergency medical reports to requesters. In addition, this small but essential staff is responsible for handling all written communications and directives from the Chief's and Assistant Chiefs' offices, and all human relations issues including leave tracking, discipline, new hires, retirements, labor negotiations/disputes, and recordkeeping of the same.

This division prides itself on the stability and dedication of its helpful staff; a staff that serves both its members and the public. We are a service organization and although most of the job functions of Administration are routine in nature, the staff is always investigating new processes to maintain the outstanding efficiency level that has come to be expected. They are an exceptional group who come to work every day ready to meet the challenges of an ever-changing environment while adjusting to new technology and policies, and updated government laws.

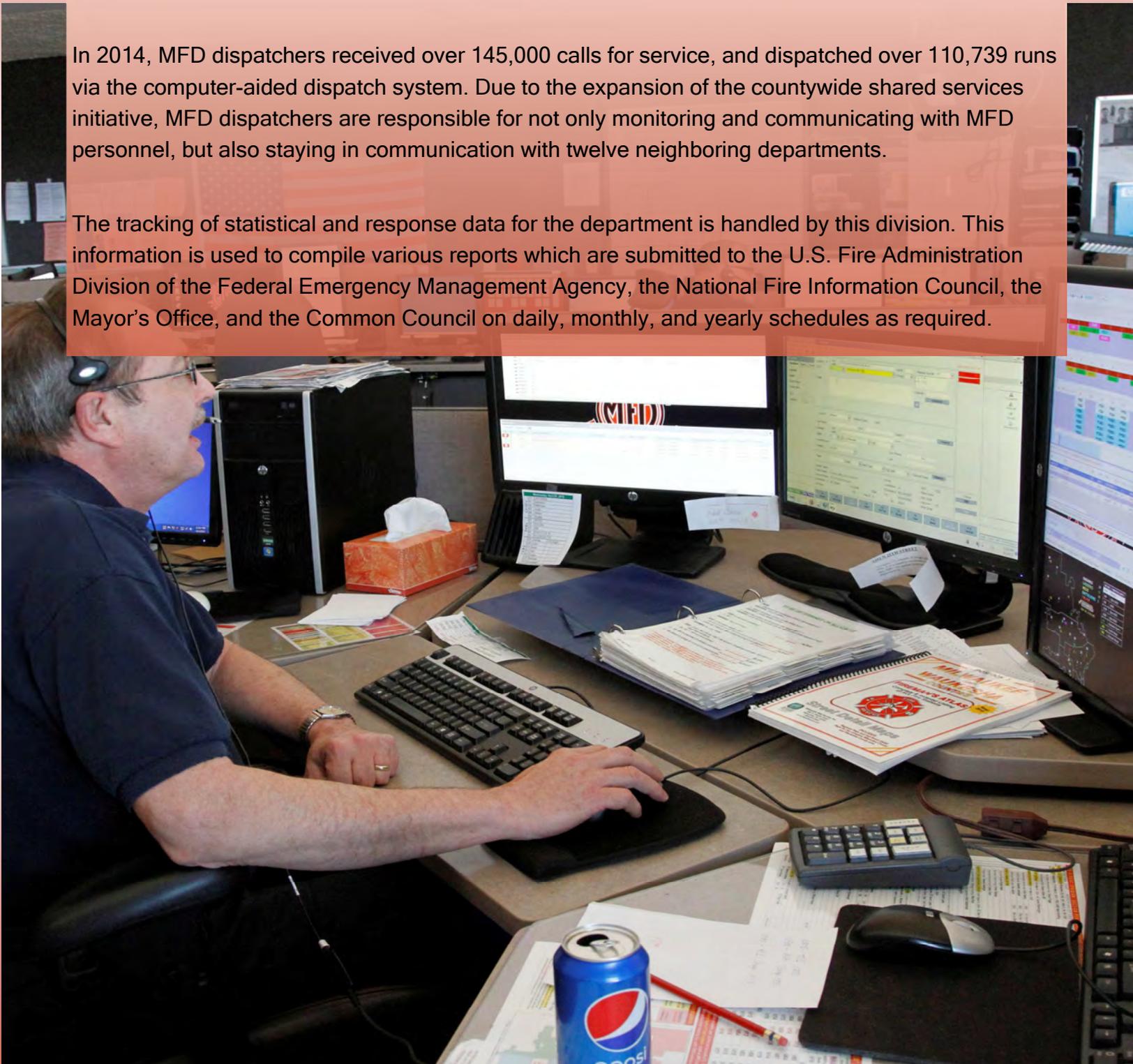


# Technical Services Division

The Technical Services Division is responsible for the purchase, support, and maintenance of all electronic technology-based devices, systems, applications, and peripheral equipment used by the department. This includes 34 servers, over 420 desktop, laptop, and vehicle mounted computers, 480 desk and cell phones, and 682 mobile and portable radios. This division also includes the department's 9-1-1 call-taking and dispatch center. Our mission is to support all of these systems in a manner that is invisible to the end-user.

In 2014, MFD dispatchers received over 145,000 calls for service, and dispatched over 110,739 runs via the computer-aided dispatch system. Due to the expansion of the countywide shared services initiative, MFD dispatchers are responsible for not only monitoring and communicating with MFD personnel, but also staying in communication with twelve neighboring departments.

The tracking of statistical and response data for the department is handled by this division. This information is used to compile various reports which are submitted to the U.S. Fire Administration Division of the Federal Emergency Management Agency, the National Fire Information Council, the Mayor's Office, and the Common Council on daily, monthly, and yearly schedules as required.



## 2014 Completed Projects

- Secure WiFi installed at all firehouses, the Training Academy, and Administration.
- Software upgrade for new ZOLL equipment successfully installed department-wide.
- ManagerPlus software upgraded, and data from previous version imported into new system.
- Migrated over 900 user accounts to the City's new Office 365 Email System.
- Replaced all network switches and equipment at all MFD locations.
- Initiated a network-based system that automatically installs Windows updates on all department computers.
- All XP desktops have been replaced with upgraded systems.
- Installed uninterruptable power supplies (UPS) on every computer at every firehouse eliminating the possibility of a service interruption if a switch-to-generator power is required.

## 2014 Major Accomplishments

- The MFD's Computer-Aided Dispatch (CAD) system was replaced with the new xCAD system. Several years of preparatory work culminated in a successful "go-live" on December 9, 2014. On that day all 101 mobile and 40 firehouse CAD computers, in addition to all of the dispatch computers, were updated to the new system. The new system encompasses an address database for Milwaukee County, new response grids, and mapping functionality for the mobile and dispatch users.
- All MFD dispatchers are now Emergency Medical Dispatch certified and able to triage patients over the phone and transmit that information while units are enroute. This allows emergency personnel to provide appropriate and immediate treatment the instant they arrive on scene.
- The radio system was upgraded to Open Sky II, greatly improving on-air communications quality.
- The department applied for and received a \$1.2 million Assistance to Firefighters Grant to install a countywide video conferencing system. The project encompassed sixty-eight conferencing endpoints installed across twelve different agencies, allowing every fire department within the county to participate in training while remaining in quarters and available for emergency responses. This collaborative effort was one of the first successfully implemented shared technology projects in the county.

# Construction and Maintenance Division

The Milwaukee Fire Department's *Construction and Maintenance Division* is responsible for the specification, purchase, repair, and maintenance of all fire, medical, and support apparatus, facilities, and equipment used throughout the course of operations. To ensure safe and efficient operations, this division is entrusted with performing a complete and thorough pre-acceptance inspection of all newly acquired apparatus.

The division's staff consists of a Battalion Chief, fire equipment repairs manager, fire equipment repairs supervisor, office coordinator, nine mechanics, twelve craftsmen, and an inventory control assistant. This division continues to support the department's mission by maintaining forty-one facilities which include thirty-six firehouses, the fire recruit training tower and utility building, the apparatus repair shop, administrative offices, and the fire museum. The structures range in age from 143 years old (Firehouse 1) to our newest which is 17 years old (Firehouse 35). The continued use of our mid- and long-term facilities maintenance program developed in 2011 has allowed us to keep each operating at maximum efficiency.

## 2014 Division Highlights

- This, the third full year of the budget tracking system, allowing for day-to-day department-wide tracking, has proven an indispensable tool for keeping the department within budget. The information gathered from budget tracking is assisting in more accurately predicting future budgetary needs and allows the MFD to continue to be fiscally responsible.
- The relationship formed with the City of Milwaukee, Department of Public Works continues to be successful, streamlining the maintenance and updating of our facilities.
- Continued updating the auxiliary generator system ensuring sustained operation of essential services during power outages.
- Completed implementation of the internal inventory management system.



# 2014 Appointments

Name	Rank	Apointment Date
Regenia A. Love	Fire Equipment Dispatcher	04/14/2014
Nicole E. Hense	Fire Equipment Dispatcher	04/14/2014
Lori A. Spankowski	Fire Equipment Dispatcher	04/14/2014
Rachel E. Budish	Fire Equipment Dispatcher	04/14/2014
Brandi M. Dupree	Office Assistant I	05/12/2014
Stevie J. Comic Jr.	Cadet	09/15/2014
Humzah I. Abdullah	Cadet	09/15/2014
Jose M. Luna Jr.	Cadet	09/15/2014
Marcus M. Willis Jr.	Cadet	09/15/2014
Danny M. Thomas II	Cadet	09/15/2014
Agustin E. Guerrero	Cadet	09/15/2014
Trayvon D. Rosemond	Cadet	09/15/2014
Justin M. E. Shock	Cadet	09/15/2014
Jeremy J. Fontanez	Cadet	09/15/2014
Brittany D. Harris	Cadet	09/15/2014
Amber L. Buschmann	Cadet	09/15/2014
Benjamin S. Erickson	Cadet	09/15/2014
Aleah L. Ellis	Cadet	09/15/2014
Sharlea F. Baumeister	Cadet	09/18/2014
Phillip J. Tadysak	Cadet	09/22/2014
Oliver R. Schneider	Cadet	09/23/2014
Sheldon W. Campbell	Office Assistant I	11/24/2014

# 2014 Budget Reversions

Name	Reversion Date	Old Rank	New Reverted Rank
Daniel W. Makinen	02/02/2014	Lieutenant	Firefighter
Kelly J. Winfrey	02/02/2014	Lieutenant	Firefighter
Daniel Acevedo	02/02/2014	Lieutenant	Firefighter
Ricky L. Price Jr.	02/02/2014	Lieutenant	Firefighter
Thomas A. Pecoraro Jr.	02/02/2014	Lieutenant	Firefighter
Timothy A. Klockow	02/02/2014	Lieutenant	Firefighter
Christopher M. Vogt	02/02/2014	Lieutenant	Firefighter
Daniel C. Rode	02/02/2014	Captain	Lieutenant
Lamon Pippin	02/02/2014	Captain	Lieutenant

# 2014 Other Reversions

Name	Reversion Date	Old Rank	New Reverted Rank
Justin J. Lemke	03/02/2014	Lieutenant	Firefighter
Daniel R. Krause	03/02/2014	Lieutenant	Firefighter

# 2014 Promotions

## Assistant Chief

06/08/2014 Daniel M. Berendt

## Battalion Chief

03/16/2014 Kenten K. Kais  
 03/16/2014 De'Wayne Smoots  
 03/16/2014 Brian R. O'Connor  
 09/28/2014 Kevin D. Hafemann  
 09/28/2014 Steven G. Riegg

## Deputy Chief

09/28/2014 Brian L. Smith

## Captain

02/02/2014 Michael A. Bongiorno  
 02/02/2014 Michael J. Cieciba  
 02/02/2014 John T. Litchford  
 02/02/2014 Joseph F. Hegeman Jr.  
 02/02/2014 Russell H. Rivard  
 03/16/2014 Jordan C. Ponder  
 03/16/2014 Andrew J. Vossekuil  
 03/16/2014 Kevin D. Hafemann  
 04/13/2014 Joel P. Rechlitz  
 06/08/2014 John J. Herrmann  
 08/03/2014 Robert A. Hartung  
 08/03/2014 Leon Butts Jr.  
 09/28/2014 William T. Kowalski  
 09/28/2014 Brian T. Moore  
 09/28/2014 Andrew P. Timm

## Lieutenant

02/02/2014 Jacob M. Nawrocki  
 02/02/2014 Daniel G. Zidek  
 02/02/2014 Harold E. Johnson  
 02/02/2014 Jeffrey J. Collum  
 02/02/2014 Stephen S. Stricklin  
 02/02/2014 Jeffrey H. Lang  
 02/02/2014 James H. Ziech  
 02/02/2014 Kevin P. Monaghan  
 03/16/2014 Thomas J. Sells  
 03/16/2014 Joshua N. Lang  
 03/16/2014 Richard D. Quigley  
 03/16/2014 Jeffrey T. Krueger  
 03/16/2014 Hiberto M. Butler  
 03/16/2014 Minh-Hieu Callies  
 03/16/2014 Timothy A. Klockow  
 03/30/2014 James M. Casarez  
 03/30/2014 Dennis J. Kowalski  
 03/30/2014 Christopher J. Gauthier

## Lieutenant cont'd

04/13/2014 Robert J. Bresette  
 04/13/2014 Peter E. Nycz  
 04/13/2014 Nickolas D. Trost  
 04/13/2014 Jared J. Triplett  
 05/25/2014 Daniel C. Kurth  
 05/25/2014 Timothy M. Heling  
 05/25/2014 Robert E. Olson  
 05/25/2014 Joseph F. Pichotta  
 05/25/2014 Ricky L. Price Jr.  
 06/08/2014 Nicholas R. Poliak  
 06/22/2014 Timothy J. Beaumont  
 08/03/2014 Bradley J. Gudynowski  
 08/03/2014 Jeremy M. Schaefer  
 09/28/2014 Kurt J. Harthun  
 09/28/2014 Joseph V. Hille  
 09/28/2014 Gregory J. Miller  
 09/28/2014 Thomas A. Pecoraro Jr.  
 09/28/2014 Christopher M. Vogt  
 09/28/2014 Conrad I. Foth  
 11/09/2014 Robert M. Bland  
 11/09/2014 Brian A. Webb

## Heavy Equipment Operator

02/02/2014 Nicholas J. Stanley  
 02/02/2014 Timothy J. Ingram  
 02/02/2014 Christopher L. Brown  
 02/02/2014 Victor J. Izquierdo  
 03/16/2014 Joshua J. Ladue  
 04/13/2014 Matthew B. Byrge  
 04/13/2014 Matthew T. Dunham  
 04/13/2014 Patrick V. Hensel  
 05/25/2014 Michael Peden  
 06/22/2014 Dustin E. Herring  
 06/22/2014 Matthew C. Muelver  
 08/03/2014 Michael D. Paulus  
 08/03/2014 Timothy J. Kotlowski  
 09/28/2014 Jeremy J. Whyte  
 09/28/2014 Jonathan M. Belott  
 09/28/2014 Matthew C. Gordon  
 09/28/2014 Steven P. Radomski  
 11/09/2014 Robert Deleon Jr.  
 12/21/2014 Brett A. Metzen

# 2014 Promotions

## Firefighter

09/02/2014	Justin M. Buschmann
09/02/2014	Gabriel Cambronero
09/02/2014	Anthonio M. Delvalle
09/02/2014	Jeremiah H. Dunn
09/02/2014	Julian P. Hopgood
09/02/2014	Dennis D. Lewis Jr.
09/02/2014	Steven F. Pickett
09/02/2014	Tyler J. Sharp
09/02/2014	Jordan S. Thompson
09/02/2014	Quincy V. Walker Jr.
09/02/2014	Matthew M. Ziems



## Additional Promotions

01/19/2014	Cassandra J. Taylor	Office Assistant III
12/07/2014	Ricky A. Ertl	Vehicle Operations Training Coordinator
12/21/2014	Douglas A. Pietz	Vehicle Operations Instructor

# 2014 Separations from Service



Name	Rank	Date Left
Michael T. Romas	Assistant Chief	02/15/2014
Scott A. Anderson	Firefighter	02/25/2014
Brian A. Bobber	Lieutenant	02/27/2014
Daniel J. Nikolaus	Captain	02/27/2014
Jeffrey N. Krzywda	Firefighter	02/28/2014
Gregory R. Sherry	Firefighter	02/28/2014
Kaylyn J. Jennik	Office Assistant II	03/01/2014
Kathleen M. Bruss	Captain	03/16/2014
Michael K. Glisch	Lieutenant	03/16/2014
William J. Echevarria	Lieutenant	03/23/2014
Diego E. Kilwein-Jennerjohn	Cadet	03/28/2014
Daniel R. Lazarski	Heavy Equipment Operator	04/08/2014
Aubre A. Gilliard	Firefighter	04/17/2014
Robert J. Hatten	Lieutenant	04/27/2014
Ann M. Sardina	Captain	05/09/2014
Jeffrey G. Ballering	Lieutenant	05/18/2014
Hanife Veshi-Heller	Firefighter	05/21/2014
Tina M. Aiello	Fire Paramedic Field Lieutenant	05/22/2014
James P. Dominguez	Heavy Equipment Operator	06/20/2014
Mark S. Wolf	Firefighter	06/21/2014
Micheal J. Lowery	Fire Paramedic	06/21/2014
Roger A. Semenske	Captain	06/28/2014
Manuel Silva Jr.	Firefighter	06/28/2014
John E. Olson	Lieutenant	07/01/2014
Howard G. Hensen	Heavy Equipment Operator	07/28/2014
Michael J. Andrews	Heavy Equipment Operator	07/31/2014
Elizabeth L. Van Pay	Office Coordinator	08/01/2014
Regenia A. Love	Fire Equipment Dispatcher	08/02/2014
Donald E. Vagnini	Fire Paramedic Field Lieutenant	08/17/2014
Lori A. Spankowski	Fire Equipment Dispatcher	08/19/2014

# 2014 Separations from Service cont'd

Name	Rank	Date Left
Brandi M. Dupree	Office Assistant I	08/21/2014
Daniel L. Hoover	Firefighter	08/24/2014
Mark F. Lorge	Vehicle Operations Training Coordinator	08/30/2014
Mark J. Dibb	Lieutenant	08/30/2014
Spencer L. Vassel	Captain	08/31/2014
Caprice O. Mitchell	Cadet	09/03/2014
Justin M. Buschmann	Firefighter	09/11/2014
Stevie J. Comic Jr.	Cadet	09/18/2014
Brittany D. Harris	Cadet	09/22/2014
Jeffrey M. Stockinger	Heavy Equipment Operator	10/01/2014
Patrick J. Bertoni	Lieutenant	10/04/2014
Michael J. Dunn	Heavy Equipment Operator	10/14/2014
Mario Alonzo	Firefighter	10/26/2014
Zachary A. Talatzko	Cadet	12/04/2014
Arielle J. Ewing	Fire Equipment Dispatcher	12/10/2014
Richard A. Kaiser	Battalion Chief	12/15/2014
Leonard M. Kreil	Lieutenant	12/25/2014



