Positive Attitude

Readiness

Involvement

Discipline

Excellence

Los Alamos County Fire Department
999 Central Ave, Suite 200, Los Alamos, NM 87544
Phone: (505) 662-8301; Fax: (505) 662-8302

“1 Department, 1 Direction, True North”
2013 was a banner year of accomplishments for Los Alamos Fire Department. We were named one of the Top Workplaces in New Mexico by the Albuquerque Journal for 2013. This was quite an honor for us as it was generated by feedback from our employees. The Journal surveyed employee groups from all across our state and the positive feedback from our employee group were impressive enough to land us a spot near the top.

LAFD has worked very hard over the course of the last few years to improve our working relationship with DOE/NNSA and LANL. This work done by our staff and our DOE and LANL partners has resulted in the signing of an unprecedented 10-year Cooperative Agreement. This agreement will help to insure the residents of Los Alamos County and the Los Alamos National Laboratory are adequately protected in the event of fire or other emergency.

This positive working relationship with DOE/NNSA and LANL is also facilitating the forward movement of our vehicle replacement program. We obtained a new ladder truck in 2013 and 11 new staff vehicles. These new units are replacing units that were bought following the Cerro Grande fire. We expect to receive another ladder truck, a specialized hazardous materials response truck, and the remainder of our staff unit replacements in 2014.

Building community partnerships has been a focus of LAFD administration. We continue to reap the benefits of our partnership with the University of New Mexico at Los Alamos. Many LAFD employees are enhancing their learning by participating in either the fire science or paramedic programs currently offered at the UMNLA campus.

Labor relations are yet another area in which we have greatly improved upon. We continue to meet monthly with our labor leaders to resolve minor issues before they become larger issues. We have partnered with our labor leadership to sponsor local fund raising efforts. We offer a firehouse dinner for up to eight people on both the YMCA and Rotary auctions. These donated dinners raised more than $1500 dollars for 2013. No tax dollars are used to support this effort as I personally donate the funds to buy the groceries and IAFF 3279 Vice-President Daniel Archuleta and his crew do the cooking.

LAFD was saddened by the passing of the 19 firefighters in 2013 that were part of the Granite Mountain Hotshots. In response, we led a community effort to raise funds for the families of these fallen heroes. Together, we raised more than $27,000 to help support these devastated families. LAFD firefighters also ran very successful fund raising campaigns for the St. Baldrick’s fund for childhood cancer and went pink in October for breast cancer awareness.

The upcoming year will be one in which much of the work to renew our current accreditation will be done. Our accreditation hearing will occur in 2015, but our collection of data and preparation for the hearing will occupy a great amount of our time in 2014. This difficult accreditation process is good for LAFD in that it forces us to look closely at what we do and prove through data we are truly an excellent provider of emergency response services to our county residents.

In closing, I would like to say thank you to the residents of Los Alamos County for supporting LAFD. Without your support, we could not achieve the great results we have come to expect.
LAADF Programmatic Structure

Operations
- Fire Suppression
- Technical Rescue
- Haz Mat
- Wildland
- Aircraft Rescue Firefighting
- LANL Training
  - Station/Facilities Maintenance
- Security/Safeguards Labor Relations
  - Drill/Exercise Coordination
  - Pre Incident Planning
  - Hydrant Testing
  - Respiratory Protection
  - Communications
- Budget & Grants
  - Procurement & Travel
  - Payroll & Human Resources
  - Accreditation Strategic Plan
- Administration
  - Accreditation Strategic Plan
- Safety
  - LANL Training
  - Accident/Injury AWA Program
  - Physical Fitness Program
  - Health & Safety Program
  - Recruitment
  - Promotion
  - Academy
  - Certification & Development
  - Fire & Life Safety Management
    - Code Enforcement
    - Fire Investigation
    - Public Education
  - Administrative Services
    - Fleet Management
  - Emergency Medical Services
    - Patient care
    - EMS Education / Licensure
    - Public Outreach
  - LANL Training
    - Pre Incident Planning
    - Hydrant Testing
    - Respiratory Protection
    - Communications
As the Deputy Chief of Administration, Deputy Chief Justin Grider oversees the EMS, Fire & Life Safety Management, Training Divisions in addition to Administrative Services.

The LAFD is a three-time internationally accredited agency through the Commission for Fire Accreditation International; a process of self-assessment and the development of standards of cover for the communities we serve. The benefits of accreditation provide for practical, day-to-day organizational improvement, and include the promotion of excellence; fostering pride; and a mechanism for evaluating the services we provide to our community.
Highlights and Accomplishments
LAFD and NNSA/DOE have finalized the Vehicle Replacement Plan. The department has recently received 11 vehicles; 7 utility vehicles to replace those assigned to Administrative Chief Officers, one for use by administrative services staff and the other for use by the EMS Training Coordinator.

Specifications for the purchase of two ladder trucks to replace Truck 1 and Truck 10 were submitted. Truck 1 arrived mid December and the procurement process has been initiated for Truck 10. The arrival of a new hazmat vehicle is anticipated to occur in the fall of 2014 as the procurement process began in late 2013. Specifications for the replacement of all mini-tenders are being developed with plans to be leased during FY15.

The department applied for and was awarded a Fire Protection Grant in the amount of $100,000 to purchase Bendix King Radios.

The department purchased and implemented an asset management program for the purpose of tracking county-owned and federally owned equipment. The name of the program reflects the purpose of the program and has been named B.A.C.O.N. (Being Accountable and Compliant for Operational Needs).

For the purposes of efficiency, Fire Administration offices relocated to 999 Central Avenue, Suite 200. The offices are now located directly south of the County Municipal Building.

An expansion and upgrade project for Fire Station 6 was completed in 2013. The project included the expansion of the bay area to accommodate the vehicles that respond to the airport – a four-axle CFR unit and brush truck. In addition, the workout area was upgraded to accommodate the fitness equipment with a focus on increasing the wellness activity of department personnel.

A remodel of a portion of the basement at Fire Station 4 was completed. The section where the clothing gear is
stored was refurbished with modular storage units to increase space and improve upon the protection of uniform integrity.

The LAFD Chief and Deputy Chiefs participate in several fire industry peer groups to share information, discuss risk hazards, strategies, training opportunities, equipment experiences, new technologies and practices. Recently, as part of the New Mexico Metro Chiefs Collaborative, the discussion of all fire service units to follow one command structure was pushed, as this would enhance interagency operability.

In addition, the Fire Chief and Deputy Fire Chief/Administration participate in the nation-wide Task Force of DOE facility fire officials. The purpose of this Task Force is to discuss and build consistency in fire protection services between sites.

The Fire Chief and Deputy Chiefs, along with members of the Los Alamos Police Department, Bandelier National Monument, the Federal Bureau of Investigations are members of the Los Alamos Public Safety Association (LAPSA), a group whose mission is to network in a non-crisis environment, build relationships and discuss response strategies of mutual concern. LAFD Chief Hughes served as President of this Association for 2013. Deputy Chief Grider will serve as Vice President for 2014.

The department is also involved with the Interagency Wildfire Management Team (IWMT), with Deputy Chief Grider serving as the chair. The purpose of this team is to build relationships with the various fire and emergency agencies in the surrounding area. Members include LANL Emergency Management, Bandelier, Valles Calderas and US Forest Service. Members of the general public also attend meetings to raise concerns regarding potential wildland fire situations, discuss what each organization is doing in their respective jurisdictions, strategize and share resources.

The members of LAFD pride themselves on the external relationships and community partnerships that have been developed to give back to the community. A major activity was the recent 4th of July fireworks display when the department worked in cooperation with the Kiwanis Club and the LANL Weapons Testing partnership for hazard assessment prior to approval of the display.

Other ways the department gives back to the community include:

- LAFD vs. LAPD Softball games
- Random acts of kindness – UNITY Team
- Support the troops - On Fridays, LAFD personnel wear a red shirt in support of our military and in remembrance of 9/11/01.
- Breast cancer awareness – During the month of October of each year, LAFD partners with IAFF Local 3279 to help support breast cancer awareness efforts by wearing pink tee shirts.
- Movember – During the month of November, members grow their moustaches out to raise money for cancer research and support prostate cancer awareness.
  - St. Balderick’s – During the month of March, members will raise money for childhood cancer by soliciting donations to have their heads shaved in solidarity with and to raise awareness for children’s cancer.
  - United Way – The focus of United Way is identifying and resolving pressing community issues as well as making measurable changes in the communities through partnerships with schools, government agencies, businesses, organized labor, financial institutions, community development corporations, voluntary and neighborhood associations, the faith community, and others.
  - March of Dimes Jail and Bail Program – The organization raises money to aid in fighting birth defects, premature birth, and infant mortality. LAFD members have agreed to “get arrested” and raise bail money through pledges to the March of Dimes.
  - Muscular Dystrophy Fill the Boot Campaign – During September, the Local 3279, with support from LAFD collects money to support the MDA, a non-profit health organization sponsoring research and seeking causes of and effective treatments for neuromuscular diseases.
To provide consistency throughout Los Alamos Fire Department, Modification 11 of the CA identified security and safeguard requirements. As a result, these responsibilities were assigned to the Labor Relations Manager. The focus since that modification has been to:

- Identify outstanding security training requirements of personnel
- Develop a method to address annual security requirements
- Identify a point of contact for any security related issues

The Initial Information Security Briefing is required of all LAFD personnel. In the future, this requirement will be completed during the Recruit Academy.

The Annual Security Refresher and Annual Information Security Refresher are courses that are an annual mandatory requirement. If these are not completed, LANL access may be denied. In order to address this department-wide, LAFD identified September as the “Security Blitz”. During the month, all LAFD personnel were required to complete the two mandatory annual LANL courses as well as to renew their LANL badge for the next year. This was completed by 98.6% of the personnel with the remaining completed upon return from leave.

The communication of Security Tidbits was initiated in May of 2013. These are monthly, or as appropriate, emails to all LAHF personnel regarding various security topics. The topics are determined by either recent incidents and/or points from the trainings.

A Discrimination/Harassment Training for Supervisors and Managers was conducted for all 40 personnel in December. This training was more fire-specific and is in addition to the required training per County Policy.

Addition Security and Safeguards Data:
- Nine Q clearances were granted;
- 20 five-year Q clearance reinvestigations were initiated;
- Five security incidents/notifications occurred.

Labor Relations Services
The Collective Bargaining Agreement (CBA) requires quarterly Labor Management Committee (LMC) meetings. The purpose of the LMC is not to alter the CBA but to provide for clarification and implementation and address issues that arise outside of the CBA. The LMC discusses and develops solutions to any items that are discussed. With the intent of building and strengthening strong labor management relations, the committee attempts to meet monthly. During 2013, 11 regular meetings were held with 3 special meetings.

The LMC has developed promotional plans, revised job descriptions, and reviewed Fire Chief’s Directives as well as clarified numerous questions from the field.

One arbitration was held with the arbitrator ruling in favor of Los Alamos County. One arbitration and one prohibited practices complaint (PPC) were resolved without an arbitration or hearing. There are no pending legal issues at this time.

Service/Action Plan for 2014
In addition to the September Security Blitz and continued Security Tidbits, additional trainings will be conducted in the following areas:
- Online trainings to include:
  - Workplace Violence Awareness Briefing “Last Angry Word”
  - IPP 732.0 Substance Abuse Policy and Procedures
  - Preventing Sexual Harassment
- Station Trainings in the spring addressing applicable security LANL policies and DOE orders, LAC Drug Policy and testing procedures; computer usage; discrimination/harassment/workplace violence, and property accountability.
Emergency Medical Services

Ben Stone
EMS Division Chief

Donna McHenry
EMS Training Coordinator
Emergency Medical Services

The mission of the LAFD EMS Division is to provide the highest level of care achievable to the community. The EMS Division addresses the concerns of our internal and external customers in order to achieve the best outcomes in patient survival and quality of life.

The vision of the LAFD EMS Division is to achieve and maintain the highest level of patient care in the state of New Mexico and to be the recognized leader in the progressive field of EMS.

The Division is committed to the pursuit of excellence through the process of training, education and providing our team with the tools they need to provide the highest level of care to the customers.

Pharmaceuticals: One of the highest operational expenses in the EMS Division is the cost of medications. The requirement to have controlled substances on hand is also a liability risk. To reduce costs and risks, the department purchased a medication vending machine that is accessed via biometric scanner and employee ID number. The machine allows providers to have access to medications anytime. Because of this, par levels in the ambulances can be reduced. The machine will also alert the division when par levels fall and when expiration dates are approaching; thus reducing the risk of being out of required medications. The tracking system will help monitor drug usage and expenses. This will also reduce waste of medications while ensuring that the department stays in compliance with the NM Board of Pharmacy and the Drug Enforcement Agency standards for security medication and controlled substances.

The dispensing machine requires a thumb print security access verification which will identify the individual member and their licensure level, allowing them to only receive medications according to their scope of practice.

Education: Nine EMT Basic firefighters attended an Advanced EMT class and are in the process of completing their course. This will increase the number of Advanced EMTs to 67 or 51% of the department’s total response team. LAFD worked with UNM-LA to develop a paramedic training program that will allow participants to complete their paramedic training in Los Alamos. The first class began in August. Sending department providers to class locally has resulted in a cost savings for the education. Nine Advanced EMT/Firefighters are currently enrolled in the paramedic school at UNM-LA. When they graduate in May, they will increase the total number of paramedics to 44 or 33% of the department’s total response team.

The EMS Training Coordinator taught an AHA Instructor course for BLS, ACLS and PALS. Participating organizations included LAMC, St. Vincent Hospital and four LAFD Firefighters. This will allow the department to increase the instructor pool and served to enhance our relationship with the local hospitals.

UNM-LA offered an EMS Instructor Coordinator Class and seven LAFD providers attended. This will increase our EMS training instructor cadre and reduce the need to hire instructors from the outside.

The EMS Division together with the Medical Director developed a STEMI bypass protocol and offered STEMI training to all paramedics. This is important because LAMC does not have a cardiac catheterization lab and patients experiencing this type of heart attack require surgical intervention within 90 minutes of arriving at a hospital to have the best chance of survival.

Community Outreach

LA County AHA Heartsaver CPR with AED: LAFD collaborated with LA County Risk Management to develop a public access defibrillation program. Four Heartsaver CPR with AED classes were offered to employees of LA County. This will increase the chances of cardiac arrest survival in LA County.

Emergency Medical Dispatch Certification: The EMS Training Coordinator is a certified EMD instructor and taught an EMD Certification Course for LAPD dispatchers. Certified Emergency Medical Dispatchers are trained to offer help to 911 callers with medical
emergencies. This allows citizens to have the benefit of assisting themselves or loved ones and perhaps saving lives, even before responders arrive.

**Project Heartstart:** The EMS Training Coordinator organized a New Mexico Project Heartstart Community CPR event at Fuller Lodge and again at the Los Alamos Health Fair. Nearly 50 community members were taught hands only CPR and AED.

**Vial of Life:** The EMS Division participated in the Los Alamos Health Fair by offering Vial of Life kits to visitors. The Vial of Life project allows community members to keep a list of their medications, health history and emergency contacts in a location easily accessed by EMS providers in the event of an emergency. Over 150 kits were distributed.

As part of the department’s commitment to external relationships and community partnerships, the EMS Training Coordinator has represented LAFD as a speaker at several EMS Education conferences this year.

**Response Data:** There were 1240 Rescue and EMS Calls in 2013. The national standard for EMS response is 8 minutes. The average response time for EMS calls is just over 7 minutes which exceeds the national standard.

**Every 15 Minutes:** The LAFD partnered with the Chaplains, LAPD and Los Alamos High School students to bring the Every 15 Minutes Program to all students prior to graduation and prom. After months of planning, the two day event was a huge success and school administrators reported that there were no alcohol related incidents this year.

**Operation Hilltopper:** This was a county-wide disaster drill planned and executed by representatives from EMA, LAFD, LAMC, LAPS, LAPD, FEMA and other agencies.

The drill allowed participants to assess lessons learned and to identify areas for improvement in the event of a wide scale disaster in Los Alamos. The EMS Division recognized the need for clarification of duties in an MCI for our providers and as a result, created MCI binders with task assignments that will be distributed to all response vehicles.

The department has updated the medical protocols to include the new scope of practice mirrored after the State of New Mexico standard of patient care. The new medical units are being equipped with automatic ventilators. The electronic ePCR platform has been updated to increase efficiency, capturing pertinent information required for the ambulance billing as well as for internal and external reporting to help support funding. This new platform will aid in crew efficiency with regards to EMS report writing.

The department has purchased eight Lifepak-15 Cardiac monitors to replace the Zoll Cardiac monitors which are out of warranty and no longer in their useful life. With the new technology of the new cardiac monitors the department is working to obtain 12 lead transmission capabilities to receiving facilities.

### Facility Transports

<table>
<thead>
<tr>
<th>Facility</th>
<th>Transports</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aspen Ridge Lodge</td>
<td>13</td>
</tr>
<tr>
<td>Espanola Medical Center</td>
<td>3</td>
</tr>
<tr>
<td>Heart Hospital Of NM</td>
<td>1</td>
</tr>
<tr>
<td>Los Alamos Airport</td>
<td>10</td>
</tr>
<tr>
<td>LAHS</td>
<td>2</td>
</tr>
<tr>
<td>Los Alamos Medical Center</td>
<td>838</td>
</tr>
<tr>
<td>Los Alamos Urgent Care</td>
<td>1</td>
</tr>
<tr>
<td>Lovelace Hospital</td>
<td>1</td>
</tr>
<tr>
<td>NM Behavioral Health</td>
<td>1</td>
</tr>
<tr>
<td>Presbyterian Hospital</td>
<td>14</td>
</tr>
<tr>
<td>Santa Fe Care</td>
<td>1</td>
</tr>
<tr>
<td>Sombrillo Nursing Facility</td>
<td>34</td>
</tr>
<tr>
<td>St. Vincent Hospital, Christus</td>
<td>89</td>
</tr>
<tr>
<td>University of New Mexico Hospital</td>
<td>20</td>
</tr>
<tr>
<td>No Facility</td>
<td>225</td>
</tr>
<tr>
<td><strong>Total Transports</strong></td>
<td><strong>1253</strong></td>
</tr>
</tbody>
</table>
Operations

Under the direction of Deputy Chief Glenn Trehern, the Operations Division is currently staffed with 130 combat fire personnel on three 48/96 shifts responding out of five fire stations. All personnel are trained to within the NFPA standards for fire suppression, wildland firefighting, urban interface firefighting, technical rescue and hazardous materials and radiological emergencies.

Glenn Trehern
Deputy Chief/Operations

Vivian Medina
Management Analyst
Operations
The focus of the Operations Division is to provide our customers with safe and efficient nuclear grade industrial fire suppression, fire prevention, advanced emergency medical services, rescue services, and hazardous material response services in the preservation of life, the environment and property.

Highlights & Accomplishments
Development of an improved process for entering/tracking fire station maintenance work orders via LANL Facilities Service Requests (FSR) and Los Alamos County Facilities System to improve efficiency and safety of LAFD facilities.

Los Alamos County has increased the utilization of the Tuition Assistance benefit to allow for LAFD members to earn an Associates of Applied Science degree in Fire Science which, through the efforts of Captain Joseph Candelaria, is available through UNM/LA.

This year the LAFD Haz-Mat Team (Herrmann, Lundquist, Eads, Bialy) placed third overall at the New Mexico Haz-Mat Challenge. This was the highest score ever for an LAFD team.

Captain Kelly Grace-Meyer continues to work on Haz-Mat team coordination to qualify it as a Type I response capable team. She has worked on the budget, purchased equipment, developed specs for a new vehicle, and worked to train the team through quarterly offerings and conferences. She and DE J.Wayne Sanchez attended the International Hazardous Materials Response Teams Conference in Baltimore, and James Thwaits attended the Hot-Zone Haz-Mat Conference in Houston.

As an act of kindness, crews traveled the neighborhoods on snow days and helped shovel snow for community members who were unable to do it themselves.
Operational Services/Programs

Fire Suppression
The LAFD is an Insurance Services Office (ISO) Class 1 Fire Department and currently operates a response fleet consisting of twelve structural suppression vehicles, ten wildland/urban interface suppression vehicles, three rescue vehicles, six ambulances, one crash/fire/rescue vehicle and one mobile operations center vehicle to protect LANL and the community of Los Alamos.

Authorized shift staffing is currently 130 combat fire personnel trained to within the NFPA standards for fire suppression, wildland firefighting, urban interface firefighting, technical rescue and hazardous materials/Weapons of Mass Destruction (WMD) and radiological emergency response.

The combat fire personnel respond out of five fire stations strategically placed throughout the County with one additional station used primarily for training with a training tower, practical learning center, confined space simulator and various training props.

Wildland
Sitting on the eastern flank of the Jemez Mountains, LAC has one of the largest wildland urban interfaces in New Mexico. All combat firefighters are crosstrained for wildland firefighting. In 2013, the LAFD were involved in several wildfires, including the Thompson Ridge fire. Photos on previous page.

Rescue/Technical Rescue
LAFD is well equipped to provide emergency rescue services and specialized equipment to incidents requiring technical rescue capability. LAFD currently has a Technical Rescue Team who is trained in such disciplines as High Angle Rescue, Confined Space, Trench Rescue, Extrication, Building Collapse and Elevator Rescue. In 2013, the department purchased two Polaris Ranger UTVs to provide access to the many trails and wooded areas of Los Alamos County.

Hazardous Materials
The Hazmat team currently has 34 members trained to the Hazmat Technician level and 1 member trained to the Specialist level for a total of 35 personnel. Plans are in the process to train more technicians to the specialist level. The department conducted recruitment in June/July of 2013 and trained additional personnel to the Hazmat Technician level by the end of year 2013. Funds have been allocated for FY 2014 to purchase the equipment required to meet the capabilities of a FEMA Type I Hazardous Materials Response Team. The plan is to start purchasing this equipment on July 1 and to have the team capable to respond at the level of a FEMA Type I Hazmat team by the end of the 2014 calendar year.
All combat personnel are trained to the national, state, or department qualifications and/or certifications within NFPA guidelines, commensurate with their respective position within the organization.
The focus of the Training Division is to provide oversight and management for the development, delivery, evaluation, and improvement of all education and certification to ensure the safety, preparedness, effectiveness and career development of LAFD personnel.

The LAFD Training Division facilitates various trainings through several different formats. First, this division coordinates the LAFD Recruit Academy which is 22 weeks in length. Structural firefighting, emergency medical response, wildland firefighting, technical rope rescue, hazardous materials response, and other disciplines are instructed to new recruits. The Division also facilitates training for all operations personnel, tours of LANL facilities, exercise participation with LANL and Los Alamos County, outside training opportunities such as the State and National Fire Academies. The Training Division also makes sure that all Operations personnel meet monthly training hours requirements set forth by the National Fire Protection Association (NFPA) and Insurance Service Organization (ISO). This training is mandated by local, state, and federal regulations and NFPA best practices. In addition, the LAFD Training Division submits an annual training plan to LANL to maintain compliance set forth in the Cooperative Agreement between Los Alamos County and DOE/NNSA. Additional responsibilities of the Training Division include promotional testing and maintenance of personnel training records. For the majority of 2013, responsibilities of pre-incident planning and hydrant inspection and testing resided with the Training Division.

**Fire Academy**

LAFD has a structured method of training to the rank of firefighter. During the LAFD Academy, new-hire personnel are referred to as “Recruits”. The 22-week fire training academy includes a 5-week EMS program. Recruits receive formal classroom training up to the Fire Fighter II level. After one year of probation, an exam is administered and successful completion will allow advancement to FF I. A FF I is mentored by senior firefighters while on probation.

**New Hires**

The Training Division welcomed Kenneth Anderson, Nicholas Bever, Eric Gallegos, Dustin Rogers, Daniel Sanchez, Ryan Weir, and Justin Wright of Academy 25 to the crews in March 2013. The Training staff included Captain Jeff Wetteland, Captain Micah Brittelle and Firefighter Tom Roelfs.

Training included in the LAFD recruit academy:
- Essentials of Fire Fighting 560+ hours
- Hazardous-Materials 40 hours
- IS 100, & 200 16 hours
- Wildland Firefighting 40 hours
- TRT training 24 hours
- Vehicle Extrication 24 hours
- USTAR 32 hours
- EMT-Basic 200+ hours
- Physical Fitness 3 or more sessions per week
- LANL Emergency Responder Radiological Training 42 hours
- HR Training 32 hours
- Glove Box and Unique Materials training 8 hours

**Continuing Education/Professional Development**

LAFD has partnered with multiple New Mexico Universities to offer degree programs to LAFD personnel. Degrees included are in Emergency Management, Fire Science, Wildland Fire Science and Emergency Medical Services.

LAFD continues to strive to improve in all respects. Not only has LAFD assumed the responsibility to certify all EMS responders to the national level, we have also taken the steps provide other certifications to the national level.
The NIMS courses that LAFD has committed to certify personnel in based on their rank are listed below:

IS-100.a  Introduction to Incident Command System (ICS)  
IS-200.a  ICS for Single Resources in Initial Action Incidents  
ICS-300  Intermediate ICS for Expanding Incidents  
ICS-400  Advanced Incident Command System  
IS-700.a  NIMS an Introduction  
IS-701.a  NIMS Multiagency Coordination System (MACS)  
IS-702.a  NIMS Public Information Systems  
IS-703.a  NIMS Resource Management  
IS-704  NIMS Communication and Information Mgmt.  
IS-800.b  National Response Framework, an Introduction  
IS-804  Emergency Support Function (ESF) #4 – Firefighting

New Training
LAFD is working on implementing the Blue Card Incident Command training program to all our members. Having a strong, visible Incident Command for all incidents is critical for our success, safety, and exceptional customer service. This program is an Incident Command certification program for Type IV and V incidents that will require all our sworn members to meet a standardized level of proficiency through initial training and continuous education. The goal is to have all personnel complete the 50 hour online prerequisite class, and 24 hour initial Blue Card Sim Lab. Instructors are required to complete a 16 hour Train-the-Trainer Sim Lab. LAFD currently has 6 instructors who are certified to instruct Blue Card. They include: DC Grider, BC Dawald, BC Martinez, BC Grano, BC Muller, and Capt Brittelle.

Military Veteran GI Bill Program
LAFD has become an approved on-the-job and apprenticeship training program employer. This program assists Veterans and their dependents by allowing them to learn a trade or skill through participation in a structured, supervised apprenticeship or OJT program rather than by solely attending classes. The Veteran enters into a training agreement with their employer for a specified period of time and at the end of the training period receives job certification or journeyman status. Education benefits supplement an entry-level salary.

Promotions
Benjamin Stone Promoted to Battalion Chief
Aaron McNiff promoted to Fire Captain
Manuel Pacheco promoted to Fire Captain
Tony Garcia Promoted to Driver Engineer
Colorado Cordova promoted to Driver Engineer
Gregg Hecathorn Promoted to Driver Engineer

Retirements
Driver Engineer Don Edward Hunter retired in 2013 after 22 years of service to the LAFD.
High Angle Rescue Training
In 2013 LAFD participated in an Artificial High Directional Workshop (AHDW), which is a high skill level train-the-trainer instruction on the use of any "artificial high directional" device (illustrated below). The course was a seventy hour training created to assist the rope rescue instructor with information relative to the use of manufactured high directional techniques. The course was a hands-on workshop based on the use and correct implementation of artificial high “directionals” for industry and wilderness settings. The course challenged participants in their familiarization and skill level with the Arizona Vortex tool and also allowed the opportunity to become familiar with new tools in the rope rescue industry.

Elevator Emergency Rescue Training
LAFD had the opportunity to send seven TRT members to elevator emergency training in Norman, Oklahoma. This course was a joint effort between LAFD and the Los Alamos National Laboratory’s Elevator Maintenance Group. A custom course has been designed for LANL and LAFD. This joint training was useful in assisting with building the required relationship and to allow for both groups to support and understand the other’s organizational goals and objectives during an elevator emergency.

This course consisted of hands-on operations utilizing real elevators in the classroom setting. The initial Train-the-Trainer course was 32 hours. Elevator emergency training for field crews consisted of an initial four hour operations training course that incorporated Phase I and Phase II elevator emergency recall. The Technician level training consisted of an additional eight hours of elevator shaft rescue techniques.

Additional 2013 Training Highlights
- FDSOA Pro Board Certified Incident Safety Officer Course.
- LAFD hosted Instructor I and Fire Officer I IFSAC certification trainings.
- NIMS ICS-300 and 400 Trainings
- Revised the LAFD 80-hour New Drivers Training Course to be in-line with the NM Firefighters’ Training Academy Driver Operator IFSAC program
- Training Division- Monthly Training packet maintained electronic based trainings (initiated in 2012). Continuous evaluation of the training documentation program and implementation of a better quality processes continues to remain a high priority.

Training Hours
Training Hours are categorized utilizing the ISO model. Hours are monitored and retrieved utilizing Firehouse as our home-of-records database. The list below includes the number of training hours that were offered per ISO category and does not include the numerous hours of EMS Training or the hours offered during the Fire Training Academy.

- Company Training- 556 hours
- Drivers Training – 98 hours
- Fire Officer Training- 420 hours
- Haz-Mat Training- 237 hours
- Multi-company Drills- 78 hours
- Night Drills- 30 hours
LANL Training

2013 was a busy and productive year for LANL training and exercises. LAFD participated in 34 LANL Exercises including various tabletop, functional, and field play exercises throughout LANL. These exercises encompassed numerous components including: Incident Command, EMS, Fire, CBRNE, Haz-Mat, Technical Rescue, etc. Prior to each exercise, LAFD participates in numerous planning meetings to assist in exercise development and scheduling. After each exercise, LAFD participates in “Hot Washes” and exercise critiques to reinforce positive performance and identify and implement ways to improve the response. In addition to exercise participation, LAFD continues to participate in LANL facility tours and LANL related training.

LAFD continues to collaborate with the VISIBLE team which will bring realistic, virtual reality training to personnel. The DHART facility is complete and work is being done for a PF-4 module.

Pre-Incident Planning (PIP): This program continues to play a strong role in LAFD operations and has many successes as well as some adaptive challenges. This program has numerous facets and trying to get them all to work together efficiently and in a timely manner continues to be a challenging endeavor. The department is currently evaluating this program and is actively looking for ways to improve in this area through a revision to policy, training, software/technology upgrades.

Respiratory Protection Program: LAFD has a comprehensive Respiratory Protection Program including fit testing, training, cylinder repair/maintenance, and records/inventory management. The department currently has 12 Scott NXG7 Technicians who maintain and repair the SCBAs. In addition, the Technicians are involved in various areas of our comprehensive Respiratory Protection Program including: goals for the next year, improving the training program, updating the SCBA FCD, and developing a written Respiratory Protection Program document. The department is in the process of purchasing protective sleeves for the SCBA cylinders to reduce damage and save money in cylinder testing and repair. Upgrades to the positive check and fit testing equipment will continue. In addition, the department has purchased SCBAs and one-hour cylinders dedicated to the Haz-Mat team to ensure appropriate respiratory protection on Haz-Mat incidents.

Communications: The department’s Comm Team consists of three personnel who in conjunction with the LANL Radio Shop maintain and repair communication equipment. Additional training is being considered for two firefighters to receive certification as Communications Technicians. These firefighters/Technicians would have the knowledge and certification to be designated as Incident Communications Officers for large incidents rather than LAFD having to rely on personnel from outside agencies to serve in this role. In addition, upgrades are being evaluated for the Mobile Operational Command vehicle to enhance the capabilities to a full Mobile Incident Command/Communications center.
Technical Rescue

Led by Captain Micah Brittelle, LAFD’s Technical Rescue Team currently consists of 48 active members who receive advanced training in high angle rescue, confined space rescue, structural collapse, and trench rescue.
Wildland Firefighting

LAFD uses National Wildland Coordinating Group, NWCG and the National Fire Protection Association 921 Guide for Fire and Explosion Investigations to set forth minimum training standards to which personnel will be qualified.

Captain Kelly Sterna
Wildland Team Leader
Hazardous Materials

Captain Kelly Grace-Meyer leads the LAFD Haz-Mat Team. All operations staff are trained to the operational level for hazardous material response; 35 personnel are trained to the technician level and 1 to the specialist level. The enhanced level allows us to augment the LANL’s HazMat Team who responds to incidents at LANL and the LAC.

Captain Kelly Grace-Meyer
Haz-Mat Team Leader
Fire & Life Safety Management

Brian Nickerson
FLSM Division Chief

2013 Public Education Events

<table>
<thead>
<tr>
<th>Event Type</th>
<th>Events</th>
</tr>
</thead>
<tbody>
<tr>
<td>Station Tours</td>
<td>19</td>
</tr>
<tr>
<td>Los Alamos Community Outreach</td>
<td>45</td>
</tr>
<tr>
<td>Neighboring Community Outreach</td>
<td>7</td>
</tr>
<tr>
<td>Fire Prevention Month Events</td>
<td>13</td>
</tr>
<tr>
<td>LANL Public Education Events</td>
<td>1</td>
</tr>
<tr>
<td>Total Pub Ed Events</td>
<td>85</td>
</tr>
</tbody>
</table>

- Public Fire Education
- Code Enforcement Inspections
- Fire Investigations
Fire & Life Safety Management
The goal of the FLSM Division is to prevent injury, loss of life or property through the creation, implementation and management of fire protection, prevention and public education programs.

The office of the FLSM Division is diverse in nature and addresses a number of department and community programs. In addition to the two personnel in the FLSM, other LAFD personnel assist in meeting the division goals by serving on the Fire Investigation Team and Public Education/Community Outreach Team. These members are specially trained in each discipline.

Public Education/Community Outreach Program:
This program touches many people, both in Los Alamos County and in the outreach areas of Northern New Mexico. Examples of activities include presentations to: various Cub Scout and Boy Scout organizations, students at local schools during Fire Prevention Month, schools throughout the year and career days. The Public Education Team utilizes the Safety Trailer for special events, including the New Mexico State Fair, and provides fire extinguisher training when requested. The division strives to customize programs to meet the needs of the community.

Fire Investigation Team: With a team of certified Fire Investigators, the division is responsible to investigate fire related incidents for fire and/or explosion to determine the origin and cause of the incident. This team consists of nine personnel that are required to complete an initial training as well as a minimum of 12 hours advanced training each year.

From the Fire Marshal's Office
- Working on processes for review and updating the life safety codes adopted by the County.
- Expanded the working relationship with CDD and the County Building Officials
- Provided opportunities for training Fire Investigators and Public Education members
- Re-Focused on increasing code compliance in facilities within the county
- Review of fire service management software is being done to enhance the department’s ability to more accurately and efficiently capture data.
- Review and evaluation of the plans review and permit submittal process
- Participated in 85 Public Education Events/4940 Adults & 7712 Children
- 30 building permits issued in 2013
- Collaborating with the Public Education/Community Outreach Team to identify new marketing strategies to promote fire and life safety.

Goals for 2014:
- Participate in at least 200 Public Education Events
- Visit the schools at least twice a year
- Enhance and expand the Juvenile Program for middle school students
- Expand the Community Outreach Program
- Complete review of Fire Management Software
- Complete Code update and establish process for building permits
- Design a Juvenile Fire-setter Program
- Improve data entry for inspections and plan reviews
- Conduct inspections for all businesses in the county
Inspections by Type

- Tenant Improvement Plan: 1
- Sprinkler System: 1
- Sprinkler Pressure Test: 6
- Sprinkler Pressure Test: 5
- Sprinkler Inspection: 1
- Rough-In Inspection: 2
- Reinspection for Annual: 4
- General Fire Plan Review: 5
- Occupancy Load Calculation: 5
- New or Remodeled: 13
- Hood System Plan Review: 2
- Hood System Acceptance: 1
- Fire Pre-final (New): 1
- Fire Pump Test: 1
- Fire Alarm System Test: 6
- Fire Alarm System Plan: 2
- Elevator Plan Review: 1
- Elevator Test: 4
- Automatic Sprinkler: 7
- Annual Fire & Life Safety: 1
- Systems Acceptance Test: 54

Public Education/Community Outreach
Contacts

- Total: 7712
- Adults: 4940
- Children: 2772

2013 Fire Prevention Week Theme

Permits Issued

- Automatic Sprinkler Plan Review: 4
- Elevator Permit: 4
- Fireworks Display: 2
- General Fire Plan Review: 1
- Hood System Permit: 2
- Sprinkler System Permit: 8
- Tenant Improvements: 1
Firefighter Health and Safety

Under the direction of Division Chief/Safety Officer Richard Garcia, the primary goal of the Health and Safety Division is to protect the health and safety of department members through effective management, education, training, and safety programs. Develop and evaluate policies and procedures that prevent injuries, illness, and improve the health and livelihood of our members.

THINK SAFETY!

Richard Garcia
Safety Division Chief
**Safety**

The LAFD is committed to the health, wellness and safety of all members of the department. In addition to the core values, the personnel subscribe to the following philosophies:

**Crew Resource Management – A Team Effort:** Every member of the LAFD emergency response crew is a valuable asset in communicating safety to other members. We strive to develop an environment that encourages members to “speak up” for safety and to build an effective safety-conscious team.

**Crew Integrity:** Work in teams. Always remain in visual, verbal, or direct contact with your partners. Provide regular updates to the IC about your location and air supply.

**Scene Safety:** Create a safe zone large enough to accommodate emergency vehicles and responders SAFELY! Make sure all responders are identifiable and in high visibility vest. Use appropriate safety cones at emergency traffic scenes. Work safely with other emergency responders from other local, state or federal agencies. Maintain situational awareness of surroundings.

**Firefighter Fitness:** Each firefighter is required to participate in a Microfit assessment. The purpose of the Microfit assessment is to recognize areas of the firefighters’ physical fitness that need improvement, to reduce the risk of injury, delay or eliminate the onset of Coronary Artery Disease, and to contribute to the successful completion of the Combat Task Test (CTT). The Microfit assessment measures the firefighter’s muscular strength, muscular endurance, flexibility, body composition, and aerobic capacity. The Microfit assessment is conducted during the first quarter of the calendar year. This will give the firefighter approximately six months to improve areas of insufficiency before the annual CTT conducted in September.

**Fire Station Exercise Facilities:** Each fire station has a fitness center equipped with aerobic and weight equipment. A bulletin board is posted to share fitness and nutrition information. The LANL Wellness Center is available for LAFD personnel to use.

**Fitness Coordinators:** LAFD recertified 14 Fitness Coordinators through ARA Human Factors. The fitness coordinators administer our annual Criterion Task Test (CTT), which is the department’s physical agility test.

**Alternative Work Assignment (AWA):** The AWA program is initiated and managed under the direction of Los Alamos County Administrative Policy 1147 Workers Compensation guidelines for Occupational Injuries or Illnesses and Early Return to work Guidelines for Non-Occupational Injuries or Illness. All AWA’s are temporary assignments and are determined on a case-by-case basis by the Fire Chief and are generally limited to 90 days. Six Firefighters participated in the AWA program in 2013.

**Safety & Health Committee:** Monthly meeting for all three shifts to ensure program effectiveness with safety apparel, equipment, fitness and ensure effective responses to firefighter safety concerns.

**Injury Profile:** 13 on the job injuries; none were related to emergency response nor at any emergency scene.

**Remodeling of Clothing Room:** To better monitor and manage the distribution of uniforms and safety equipment, the clothing room was remodeled with new lockers which also provided more space for additional safety supplies.
CLOTHING/UNIFORM STORAGE REMODEL PROJECT

BEFORE

AFTER
Los Alamos Fire Department Teams:

**Administrative Support/Self Directed Work Team:** Marisha Griego, SOS/EMS Division; Ana Martinez, SOS/Training Division; Bernadine Martinez, SOS/Operations and Safety Divisions; Louisa Martinez, Technology Specialist/Operations Division; Marisol Padilla, SOS/Administration Division; Yvette Vigil, SOS/Fire & Life Safety Management Division.


**Fire Investigation Team:** Jason Lopez, Tracy Stidham, Michael Lewis, Wesley Walker, Matthew Williams, Gregg Hecathorn, Rick Gonzales, Van Leimer, John Kelley

**Public Education/Community Outreach Team:** Daniel Archuleta, Joseph Baca, Adrian Carabajal, Rick Gonzales, Shane Grano, John Kelley, John Snyder, Emmy Sweers, Matthew Williams

**Communications Team:** James Thwaits, Todd Forsythe, Joseph DeFranco, Ryan Baca

**Respiratory Protection Team:** Kelly Sterna, Timothy Johnson, Heath Sandoval, Bert Quintana, Tony Garcia, Adrian Martinez, Jason Lopez, James Thwaits, Colorado Cordova, Steve Saiz, Jeff Saiz, Michael Lewis, Adam Muller, Francisco Martinez.
### Response Types

<table>
<thead>
<tr>
<th>Calls by Type</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Responses</td>
<td>1981</td>
<td>2066</td>
<td>2079</td>
<td>1856</td>
<td>1850</td>
</tr>
<tr>
<td>Estimated Loss</td>
<td>$321,901</td>
<td>$167,050</td>
<td>$277,152</td>
<td>$226,100</td>
<td>$226,100</td>
</tr>
<tr>
<td>Fire</td>
<td>28</td>
<td>55</td>
<td>62</td>
<td>45</td>
<td>38</td>
</tr>
<tr>
<td>Overpressure Rupture/Explosion (Shot Activity)</td>
<td>97</td>
<td>114</td>
<td>96</td>
<td>99</td>
<td>81</td>
</tr>
<tr>
<td>Rescue &amp; EMS</td>
<td>1392</td>
<td>1273</td>
<td>1301</td>
<td>1240</td>
<td>1240</td>
</tr>
<tr>
<td>Hazardous Condition</td>
<td>50</td>
<td>71</td>
<td>57</td>
<td>65</td>
<td>50</td>
</tr>
<tr>
<td>Service Call</td>
<td>114</td>
<td>147</td>
<td>180</td>
<td>116</td>
<td>123</td>
</tr>
<tr>
<td>Good Intent Call</td>
<td>45</td>
<td>58</td>
<td>40</td>
<td>41</td>
<td>43</td>
</tr>
<tr>
<td>False Alarm</td>
<td>234</td>
<td>326</td>
<td>328</td>
<td>230</td>
<td>261</td>
</tr>
<tr>
<td>Severe Weather</td>
<td>3</td>
<td>5</td>
<td>8</td>
<td>2</td>
<td>11</td>
</tr>
<tr>
<td>Special Incident Type</td>
<td>18</td>
<td>17</td>
<td>11</td>
<td>18</td>
<td>2</td>
</tr>
</tbody>
</table>

**Graph: Responses by Station**

- Station 1: 384 responses
- Station 2: 3 responses
- Station 3: 314 responses
- Station 4: 388 responses
- Station 5: 185 responses
- Station 6: 576 responses
LAFD won the 2013 Fourth of July Cook Off.
Great Job, Chiefs Hughes & Grider
Bacon wrapped grilled jalapeño poppers stuffed with chicken and pepper jack cheese.

Credits:
Thompson Ridge Fire photos courtesy of Captain Daniel DeVall.