

TCG

THOMAS
CONSULTING
GROUP

City of Pittsburgh Bureau of Fire

Transition Briefing



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Executive Summary



Overview

The roles and responsibilities of the Pittsburgh Bureau of Fire (BOF), as related to public safety, include emergency medical care, fire investigation, code enforcement, training, logistics, and suppression. It is the mission of the Pittsburgh Bureau of Fire to protect life, property, and the environment by providing effective customer and human services related to fire suppression, fire responder medical service, hazardous materials mitigation, emergency management service, and domestic preparedness.

Personnel

The Pittsburgh BOF encourages all personnel to take a proactive role in reducing the impact from emergencies by providing programs related to public education, risk reduction, fire prevention, community relations, disaster planning, and operational training. A detailed list is provided in the Programs and Projects section below.

There are currently 656 personnel employed with the BOF, which is the second largest employer under the Department of Public Safety. Unfortunately, there are only 4 women on the team, (only 1 of whom is an African American woman). Clearly, diversity is an issue and should be addressed and prioritized, especially with women applicants who have continuously had issues passing the existing physical test. According to Chief Jones, the physical test exceeds local standards and is not representative of the actual physical requirements experienced by the BOF.

The existing residency requirement requires future personnel to be a resident of the City of Pittsburgh at time of application, rather than upon start date (as is required under the Bureau of Police and EMS). This residency requirement has proven to be a major recruitment barrier. Retention, however, is not an issue. Chief Jones says the Bureau receives a good number of recruits who are making lateral moves from the Bureau of Police and EMS. The standard application requirements include being 18 years or older, with no cut off in age until required retirement at 65. The applicant must have a High School Diploma, GED, or equivalent, a requirement lower than Bureau of Police.



Morale has dropped since the onset of the COVID-19 pandemic. Currently, the BOF has a 75% vaccination rate and has experienced a few incidents/disciplinary issues due to some personnel not getting vaccinated. Masks are required full time in the stations/vehicles and on the way to calls. The BOF works 24 hrs. on/ 72 hrs. off shift schedule, resulting in staff working 8 days a month with 22 days off.

Because of the Bureau's issues with diversity and retention, a Barrier Study was conducted and completed by the Office of Human Resources in Spring 2021. According to the BOF, a copy must be obtained through the Department of Human Resources. A request was made on October 25, 2021 and received on December 1, 2021.

Training

The BOF has its own training facility and sometimes shares resources with EMS and Police for training in Hazardous Waste/Hazmat, Water Rescue, and Active Shooter. New recruits attend a 32-week training course and are certified in EMT Basic Life Support, FF2, Hazardous Materials, Operations, Swift Water, and Confined Spaces. It takes around 11 months from application to personnel being actively serving. Continuing education is provided yearly for existing personnel and currently meets or exceeds standards.

Fleet

Fleet Operations

The City of Pittsburgh operates an average of 1,100 vehicles, boats, and trailers, which are purchased and owned by the Equipment Leasing Authority and maintained by First Vehicle Services at the City-owned garage in the Strip District. As new vehicles are added to the fleet, retired vehicles are decommissioned and sold on the City's online auction.

The City utilizes an average of 275 Public Works maintenance trucks and trailers, 48 refuse trucks, 24 recycling trucks, 65 ambulance and rescue units, 60 fire trucks, and 250 Police patrol units. The goal of Fleet Operations is to provide safe, dependable, cost-effective equipment, and furnish quality vehicle maintenance services to City departments.

Services include:



- **Fleet Procurement:** Annual procurement of fleet replacements including the development of exact specifications
- **Equipment Management System:** Software program that provides the vital information needed to efficiently operate the City's fleet, including electronic and hard copy reporting.
- **Automated Fuel Dispensing:** For City equipment and other designated entities, 24 hours a day, 7 days a week.
- **Mansfield Fuel Card Management:** Voyager fuel cards are available for Public Safety vehicles that may require the use of a public fueling stations. Accounts are managed through the Mansfield FuelNet online management tool.
- **Motor Pool Management:** Furnished to meet agencies' special needs in providing services to their customers
- **Preventive Maintenance Program:** Conforming to Original Equipment Manufacturers standards
- **Roadside Assistance & Towing:** 24 hours a day, 7 days a week
- **Vehicle Maintenance:** General hours of operation are from 7:00AM – 7:30PM, Monday through Friday. Emergency service callouts are available 24 hours per day, 365 days per year.
- **Warranty Services:** Available from many of the Original Equipment Manufacturers
- **Online Auctions:** When equipment owned by the City of Pittsburgh has run its useful life for the City, it is auctioned online through a partnership with one of two online auction services, [GovDeals](#) and [GovPlanet](#). Assets ranging from desks and filing cabinets to vehicles and heavy equipment are auctioned off as they are decommissioned.

<https://pittsburghpa.gov/bac/ela>

Equipment Leasing Authority

The Equipment Leasing Authority (ELA) was incorporated in 1980 to serve as a financing mechanism enabling the City of Pittsburgh to make major equipment purchases, primarily vehicles. The ELA would issue bonds, buy the vehicles, hold title to those vehicles, and lease them to the City. The lease payments amortized the bonds. Since its incorporation, the ELA has continued its role as the City's central player in Fleet acquisition, maintenance, repair, and replacement.



Board Members

Five members

- 3 appointed by Mayor of Pittsburgh
- 2 appointed by City Council President
- Appointees generally are from the City Office of Management and Budget and/or Council members themselves

Members

The current ELA Board includes the City's Capital Budget Manager, the Mayor's Chief Operations Officer, City Council's Budget Director, one member of City Council, and one individual from Public Safety.

- Jennifer Presutti, Chair
 - Term Expires 3/31/2023
- Kinsey Casey, Vice Chair
 - Term Expires 4/17/2022
- Councilman Bruce Kraus, Assistant Treasurer
 - Term Expires 6/15/2021
- William Urbanic, Treasurer
 - Term Expires 6/15/2021
- Wendell Hissrich, Secretary
 - Term Expires 6/15/2021

Summary

According to Chief Jones, the condition of the BOF fleet has been a concern. Day-to Day, there are 11 trucks (w/ a large ladder) and 30 engines (that pump water) on the road. Spares are available in case of issues or apparatus failure. There are 5 spare trucks and 8 spare engines that are utilized when conducting regular maintenance on the newer trucks and engines. The BOF would prefer apparatus usage for frontline trucks and engines to not exceed 10 years, with 5 years in reserve and then retirement. The age of the vehicles should be noted, as the oldest frontline truck was manufactured in 2008. The oldest engines consist of 2 frontline from 2008 and 2 frontline trucks from 2009 and a 2011.

However, per Chief Jones, the budget was approved for the purchase of 3 new engines, which have been ordered, with 1 new Engine expected in 2022 and 2 additional engines



arriving in 2023. The cost of the engines is \$600,000, with trucks averaging \$1.1 million. Chief Jones asserts reaching the goal of having 4 additional engines would result in the Bureau having a standardized fleet.

Conclusion

An incident status was provided for 2020. The stats are as follows:

160 structure fires

687 other fires (car, trash, etc.)

2,149 hazardous condition calls

4,736 false alarms

14,380 emergency medical calls

7,775 good intent calls

5,367 misc. calls

33,710 total calls

Chief Jones is very knowledgeable and proud of his staff. He believes the BOF has the resources and training to help mitigate issues and effectively respond to emergencies. The BOF also takes pride in having an Elite status. Out of 400,000 Fire Departments across the country, the Pittsburgh BOF is one of 300 to hold an ISO Class I Rating.



Findings



Diversity

Diversity is an issue, especially with women applicants who have had issues passing the existing physical test. There are currently 656 personnel employed with the BOF. (4 are women, of whom 1 is an African American woman). If the physical test is not practical and serves only to prevent the hiring of female applicants, otherwise eligible to join the Bureau, the test needs to be changed.

Residency Requirements

Residency requirements must be met *at time of application*, rather than upon start date (as is required under the Bureau of Police and EMS), is a recruitment barrier. The Bureau should seek consistency regarding residency requirements between the Bureaus of the Department of Public Safety.



About the Agency



Contact Information

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Enabling Legislation

§ 116.01 - BUREAU CHIEFS AND DIRECTOR OF PUBLIC SAFETY.

- BUREAU CHIEFS.
 - The Department of Public Safety consists of the Police Bureau, the Fire Bureau, the Emergency Medical Services Bureau, and the Administration Bureau. Each of the bureaus that make up the Department of Public Safety shall be under the charge of a Chief who shall be the head thereof and shall have the same powers as a department director as defined in Chapter 111 of this Code.
 - Wherever the terms "Superintendent or Chief of Police," "Fire Chief" or "Director or Chief of Emergency Medical Services," "Chief, Emergency Operations Center," or "Chief, Administration Bureau" appear elsewhere in the Pittsburgh Code, these terms shall be deemed to be equivalent to the heads of major administrative units as defined in the Pittsburgh Home Rule Charter.
 - The Bureau of Animal Care and Control falls within the jurisdiction of the Director of Public Safety.
- DIRECTOR OF PUBLIC SAFETY.
 - In addition to the bureau chiefs set forth above, there shall be one (1) Director of Public Safety for the Department who shall be generally in charge of coordinating the various bureaus in addition to the specific duties and powers set forth below and who shall also serve as the Chief of the Administration Bureau.



- Although the responsibilities of the Director of Public Safety differ from a traditional department director due to the focused scope of the powers and duties set forth herein, the position of Director of Public Safety shall also be appointed by the Mayor and shall be subject to confirmation of City Council as provided for in Section 209 of the Home Rule Charter. An acting Director of Public Safety may likewise be designated by the Mayor to serve for a period of up to ninety (90) days by written designation filed with the City Clerk and Controller.
- A bureau chief may simultaneously serve as the Director of Public Safety; however, the position is not required to be filled by a bureau chief.
- The Director of Public Safety shall provide for and administer the Bureau of Animal Care and Control.

(Ord. 1-1985, eff. 1-1-85; Am. Ord. 1-1998, eff. 2-13-98; Ord. No. 3-2007, § 1, eff. 2-20-07; Ord. No. 23-2010, § 2, eff. 7-16-10; Ord. No. 28-2014, § 1, eff. 12-22-14)

§ 116.02 - POWERS AND DUTIES OF BUREAU CHIEFS AND DIRECTOR OF PUBLIC SAFETY.

- BUREAU CHIEFS: The chiefs of the respective bureaus of the Department of Public Safety shall have the following powers and duties:
 - The care, management, administration, and supervision of police, fire, emergency medical forces, and the City's emergency communication system;
 - The providing of educational programs concerning police, fire, animal care and control, and emergency medical matters to the general public; and
 - The oversight of the police force accreditation process, the supervision of the accreditation manager and related staff or committee, and the assurance of attainment of police accreditation and continued reaccreditation.
- DIRECTOR OF PUBLIC SAFETY: The Director of Public Safety shall have the following powers and duties:
 - Directing liaison activity with other City departments and public safety agencies;
 - Holding internal disciplinary hearings and/or making employee disciplinary decisions as set forth in the various bureau union contracts and/or applicable law;



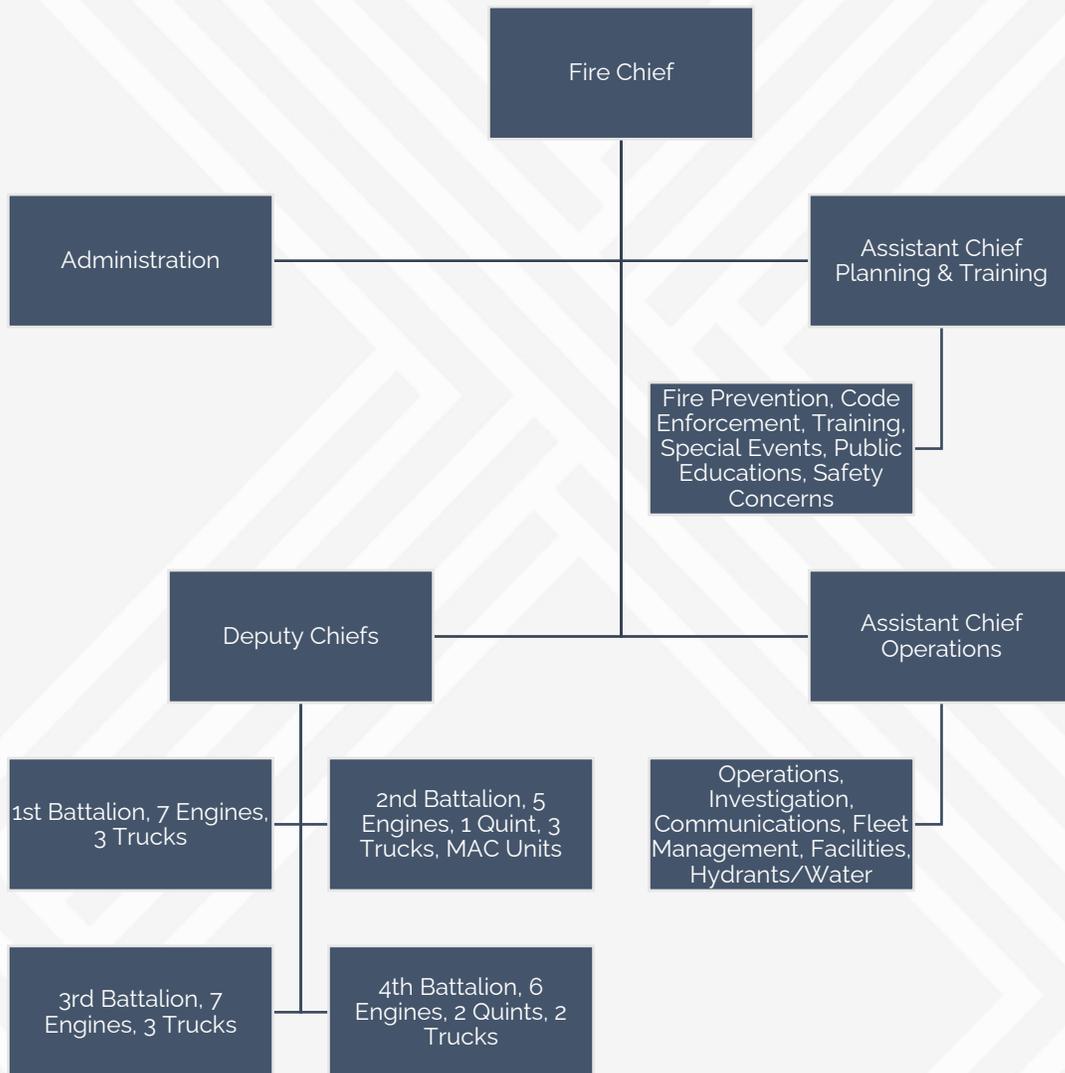
- Coordinating the public safety bureaus during emergencies, which shall include, but not be limited to, the authority to make decisions regarding evacuations and/or quarantines subject to applicable law;
- Enforcing the City's nuisance property laws;
- Signing contracts on behalf of the Department; and
- Performing such other related tasks and duties that are assigned by the Mayor as required.

Mission

It is the mission of the Pittsburgh BOF to protect life, property, and the environment by providing effective customer and human services related to fire suppression, fire responder medical service, hazardous materials mitigation, emergency management service, and domestic preparedness. The Pittsburgh BOF encourages all personnel to take a proactive role in reducing the impact from emergencies by providing programs related to public education, risk reduction, fire prevention, community relations, disaster planning, and operational training. All services provided to the residents and visitors of the City of Pittsburgh, the County of Allegheny, and the Commonwealth of Pennsylvania will be delivered in the most professional manner, to the best of our ability!



Organizational Chart



Darryl E. Jones – Fire Chief

Norman G. Auvil, Assistant Fire Chief, Operations

Brian Kokkila, Assistant Fire Chief, Community Risk Reduction

Maxine Anthony, Department Business Administrator



Personnel Stats

626 total firefighters in the field

24 recruits in the academy will graduate in February

30 vacancies

- Budgeted 166 paramedics and crew chiefs:
 - 39 Crew Chiefs
 - 28 EMT
 - 7 Administrators
 - 10 District Chiefs (shift supervisors)

Descriptions of Services

The roles and responsibilities of the Pittsburgh BOF, as related to public safety, include emergency medical care, fire investigation, code enforcement, training, logistics, and suppression. Suppression and emergency medical services are the largest functional area in terms of responsibility and resources. The suppression function is the activity of containing and extinguishing a fire. The goals of the suppression division are to protect lives, property, and the environment. The BOF expanded its emergency medical service capabilities by becoming a licensed emergency medical care provider issued by the Pennsylvania Department of Health. The Bureau provides these services through the following four divisions:

Administration

Provides managerial and administrative services for the Bureau. This activity includes budget and finance, payroll, employee relations, strategic planning, record and data gathering, and facility and fleet management.

Operations

Provides emergency incident response to protect the lives and property of city residents and visitors. In addition to extinguishing fires, controlling hazardous material emergency incidents,



flood response, and emergency management, the personnel in this service area are responsible for providing emergency medical care to sick and injured individuals. The BOF responds to approximately 20,000 emergency medical calls each year.

Planning and Training

Provides training, communications, and logistics for the BOF. The Training Academy implements employee development programs for fire suppression personnel. The programs consist of fire suppression, apparatus driving operations, emergency medical responder, hazardous materials, technical rescue, vehicle rescue, and disaster response topics. The PBF expanded its role in disaster preparedness and response, which includes increased capabilities to provide swift-water rescue, as well as taking a proactive role in planning and preparation for a disaster involving crude oil being transported by rail through the City of Pittsburgh, and other transportation emergencies. All new recruits must complete 32 weeks of basic training before being assigned to a permanent station within the PBF. In addition to recruit training, continuing education is required for all members of the PBF. The Bureau also provides public education to various community organizations and City programs, such as the Civic Leadership Academy.

Risk Management

Enforces the City's hazardous material code, the International Fire Code, investigates complaints of life-threatening and unsafe conditions, and conducts fire investigations. It is also responsible for the health and safety of Bureau employees through preventive and corrective measures.



Agency Goals



Achieve Accreditation

Continue the process for accreditation by the Commission on Fire Accreditation International

Strategies to Achieve Goal:

- Based on the findings of the assessment, develop a community risk reduction plan
- Develop Fire Bureau Standards of Cover

How Success Will Be Measured:

- By receiving accreditation after the above objectives are met



Performance Metrics



Incident Statistics: 01/01/2020 to 12/12/2020

- 160 Structure fires
- 687 Other fires (car, trash, etc.)
- 2,149 Hazardous condition calls
- 4,736 False alarms
- 14,380 Emergency Medical Calls
- 7,775 Good intent calls
- 5,367 Misc. calls
- 33,710 Total calls to the dates above



Budget



Staffing & Salaries

Position Summary

Title	2021	Rate/	Hours/	2021	2022	Rate/	Hours/	2022
	FTE	Grade	Months	Budget	FTE	Grade	Months	Budget
Fire Chief	1	125,113	12	\$ 125,113	1	133,280	12	\$ 133,280
Assistant Chief	2	117,259	12	234,519	2	123,975	12	247,949
Deputy Chief	3	114,396	12	343,189	2	118,400	12	236,801
Deputy Chief *	1	104,494	12	104,494	2	108,152	12	216,303
Battalion Chief	4	104,011	12	416,042	3	107,651	12	322,953
Battalion Chief *	14	94,979	12	1,329,701	15	98,303	12	1,474,544
Firefighter Instructor	4	94,535	12	378,142	4	97,844	12	391,376
Fire Captain	54	85,956	12	4,641,630	54	88,965	12	4,804,087
Fire Lieutenant	112	78,135	12	8,751,120	112	80,870	12	9,057,394
Firefighter	472	see below	12	32,912,552	472	see below	12	33,737,329
Total Uniformed Firefighters	667			\$49,236,503	667			\$50,622,017

IAFF Firefighter Hourly Rates

	2021	2022
Master Firefighter	\$ 33.5030	\$ 34.5080
Firefighter - 4th Year	32.0588	33.0205
Firefighter - 3rd Year	28.4597	29.3135
Firefighter - 2nd Year	24.7461	25.4885
Firefighter - 1st Year	21.0439	21.6753

Deputy Fire Marshall	1	U07-L	12	\$ 56,379	1	U07-L	12	\$ 58,070
Administrative Assistant	1	17E	12	48,849	1	17E	12	50,315
Administrative Specialist	1	11D	12	37,987	1	11D	12	39,126
Total Fire Civilian Positions	3			\$ 143,215	3			\$ 147,512
Total Full-Time Permanent Positions	670			\$49,379,718	670			\$50,769,529

*Promoted after 1/1/2010

Budget

Temporary, Part-Time, and Seasonal Allowances

Firefighter Recruit Allowance	—	\$ 22.10	—	\$ 750,000	—	\$ 22.76	—	\$ 750,000
	—			\$ 750,000	—			\$ 750,000

Total Full-Time Permanent Positions	670			\$49,379,718	670			\$50,769,529
Temporary, Part-Time, and Seasonal Allowances	—			750,000	—			750,000
Total Full-Time Positions and Net Salaries	670			\$50,129,718	670			\$51,519,529



Other Operating Funds

City of Pittsburgh Operating Budget
Fiscal Year 2022

Bureau of Fire
250000

Subclass Detail

	2020 Actual	2021 Budget	2022 Budget	Increase/ (Decrease)	% Change
Expenditures					
51 - PERSONNEL-SALARIES & WAGES	\$ 71,092,255	\$ 70,979,155	\$ 72,778,779	\$ 1,799,624	2.5%
51101 - Regular	50,500,759	50,129,719	51,519,529	1,389,810	
51111 - In Grade	28,228	75,000	—	(75,000)	
51201 - Longevity	1,858,924	1,982,924	1,902,595	(80,329)	
51203 - Allowances	334,407	255,600	262,700	7,100	
51205 - Uniform	650,865	682,912	675,954	(6,958)	
51207 - Leave Buyback	629,331	1,200,000	1,200,000	—	
51401 - Premium Pay	17,089,741	16,653,000	17,218,000	565,000	
52 - PERSONNEL-EMPLOYEE BENEFITS	17,115,693	16,601,589	16,969,329	367,740	2.2%
52101 - Health Insurance	9,003,838	8,282,366	8,884,449	602,083	
52111 - Other Insurance/Benefits	504,416	578,439	261,105	(317,334)	
52201 - Social Security	956,755	1,061,284	1,089,463	28,179	
52301 - Medical-Workers' Compensation	750,120	750,130	980,168	230,038	
52305 - Indemnity-Workers' Compensation	5,315,629	5,798,878	5,609,834	(189,044)	
52315 - Workers' Compensation-Fees	120,492	120,492	132,309	11,817	
52601 - Personal Leave Buyback	19,993	10,000	12,000	2,000	
52605 - Retirement Severance	444,449	—	—	—	
53 - PROFESSIONAL & TECHNICAL SERVICES	593,535	338,807	328,745	(10,062)	(3.0)%
53101 - Administrative Fees	1,613	1,500	1,500	—	
53105 - Recording/Filing Fee	386	—	—	—	
53301 - Workforce Training	19,502	80,000	30,000	(50,000)	
53509 - Computer Maintenance	—	75,261	110,388	35,127	
53545 - Towing Services	160	—	—	—	
53701 - Repairs	8,972	18,000	18,000	—	
53901 - Professional Services	562,902	164,046	168,857	4,811	
54 - PROPERTY SERVICES	31,749	121,100	25,100	(96,000)	(79.3)%
54101 - Cleaning	593	5,000	5,000	—	
54201 - Maintenance	6,298	—	—	—	
54301 - Building-General	330	—	—	—	
54501 - Land & Buildings	24,528	20,100	20,100	—	
54513 - Machinery & Equipment	—	96,000	—	(96,000)	
55 - OTHER SERVICES	—	500	500	—	—%
55701 - Transportation	—	500	500	—	



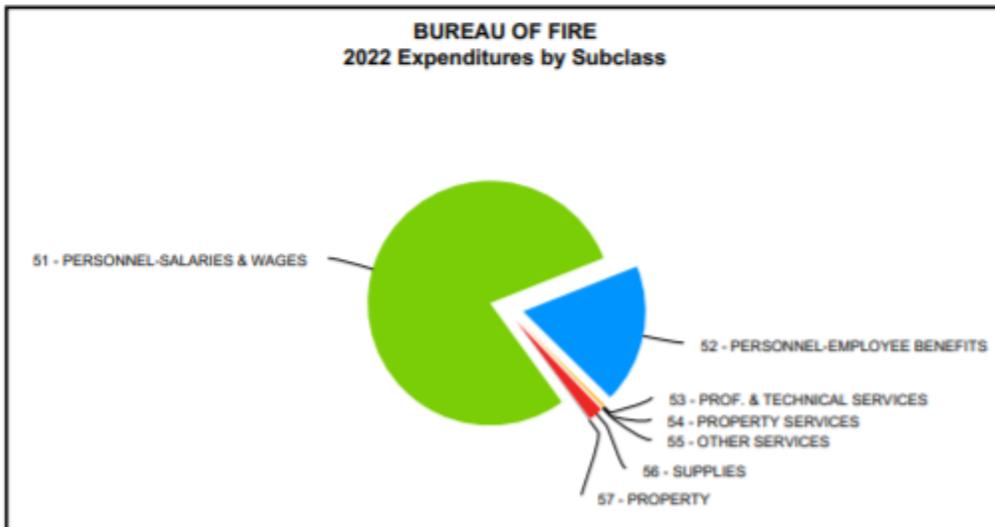
5-Year Forecast

City of Pittsburgh Operating Budget
Fiscal Year 2022

Bureau of Fire
250000

Five Year Forecast

	2022	2023	2024	2025	2026
Expenditures					
51 - PERSONNEL-SALARIES & WAGES	\$ 72,778,779	\$ 75,426,921	\$ 77,292,886	\$ 77,291,647	\$ 78,442,911
52 - PERSONNEL-EMPLOYEE BENEFITS	16,969,329	17,541,680	18,134,693	18,734,412	19,387,236
53 - PROF. & TECHNICAL SERVICES	328,745	331,322	339,926	348,790	348,790
54 - PROPERTY SERVICES	25,100	25,100	25,100	25,100	25,100
55 - OTHER SERVICES	500	500	500	500	500
56 - SUPPLIES	1,793,000	1,789,000	1,786,000	1,786,000	1,786,000
57 - PROPERTY	232,723	11,174,200	1,000,000	1,000,000	1,000,000
Total	\$ 92,128,176	\$ 95,226,265	\$ 97,589,105	\$ 98,196,449	\$ 100,000,537
% Change from Prior Year	2.6%	3.4%	2.5%	0.6%	1.8%





Programs & Projects



2020 Accomplishments (Per 2020 Annual Report)

- Piloted the new Pennsylvania State Fire Academy Hazmat Technician course at the Training Academy with PBF personnel
- Entire Bureau received (4) hours of Traffic Incident Management (TIM) Training from the Pennsylvania Department of Transportation and the Pennsylvania Turnpike Commission
- Station Alerting System installed in all stations
- Installed 575 smoke detectors

2021 Accomplishments

- Graduated Recruit Class 130-20 despite complications related to COVID-19.
- The Hazardous Materials Team was re-certified by Pennsylvania Emergency Management Agency.
- All members of the Bureau received training on natural gas emergencies and T rail emergencies through collaborations with People's Gas and Port Authority of Allegheny County.

The Fire Safe Buildings Ordinance

In 2016, City Council passed the **Fire Safe Buildings Ordinance**, requiring periodic testing and inspections of fire safety systems for some building owners.

The Ordinance requires that all tests and inspections of fire and smoke dampers are completed by individuals "who are certified to inspect and test fire and Smoke Dampers and hold certification from the International Certification Board as a HVAC Fire Life Safety Technician through a program accredited by ANSI under the ISO/IEC 17024 standard."

The Ordinance also requires that all tests and inspections of Smoke Control Systems are completed by individuals who "have obtained air balancer certifications from the International



Certification Board as a HVAC Fire Life Safety Technician through a program accredited by ANSI under the ISO/IEC 17024 standard."

Civil Unrest Policy

This task force consisted of elements from the Fire Bureau, Police Bureau, EMS Bureau, and the Department of Public Works. If lawful and peaceful protest devolved into rioting where fire was weaponized and used in the destruction of property, the Civil Unrest task force would respond to the area, control the fire, and prevent further damage. The Civil Unrest Policy was revised after an active shooter incident (3 yrs. ago), which was followed by the George Floyd incident.

Fire Safety Programs

Fire Prevention Education

The Fire Safety Education Officer presents fire safety programs and demonstrations to community groups and schools. Additional information on the public education programs can be obtained by the public calling the Fire Bureau Prevention Division at 412-255-2866.

Citizens can notify the Fire Bureau of a particular resident who is physically impaired (in case of an emergency at that person's address), please call 412-255-2860. The information is entered into the Computer Aided Dispatch System for notifying any responding emergency crews.

Smoke Detector Programs

The Pittsburgh Fire Bureau will supply and install smoke detectors to any City resident that requests one. The request can be made by contacting the 311 Response Center, or by calling the Fire Bureau at 412-255-2863.

Blood Pressure Screening

The Fire Bureau offers free blood pressure screening to all citizens on Saturdays and Sundays from 10 a.m. to 1 p.m.



Opportunities & Risks



Significant Milestones between 11/3/21 and 4/30/22

See Agency Goals

Important Decisions Between 1/6/21 and 12/31/22

See Agency Goals

Risks Ahead

Diversity

Diversity is an issue, especially with women applicants who have had issues passing the existing physical test. There are currently 656 personnel employed with the Bureau of Fire. (4 are women, of whom 1 is an African American woman).

In November 2020, the City of Pittsburgh and National Testing Network (NTN) partnered to conduct a barrier assessment project to gain a better understanding of the challenges and barriers firefighter applicants encounter when applying for employment to the Pittsburgh BOF. The City's goal was to make the firefighter hiring process more inclusive and reduce barriers to entry that can deter women and ethnic minority participation. This goal aligns with new local legislation and executive orders to address inequalities within local government. NTN reviewed the hiring data for specific attrition of underrepresented groups at each step of the process. NTN also examined processes and policies for equal opportunity to all qualified participants for firefighter positions.

The study was undertaken to assess what was a relatively known problem: an overall lack of diversity within PBF. The data collection phase of this project confirmed that PBF is relatively non-diverse as compared to other major metropolitan fire departments. Specifically, as compared to City and State demographics, assuming regional demographics is the primary



potential candidate pool, the BOF was found to be lacking most in female and Black firefighters.

<file:///C:/Users/mthom/Downloads/Firefighter%20Barrier%20Assessment%20Final%20Recommendations.pdf>

Residency Requirements

Residency requirements must be met *at time of application*, rather than upon start date (as is required under the Bureau of Police and EMS). The Bureau believes the requirement has impacted recruitment.



Reports



2022 City of Pittsburgh Operating Budget, Bureau of Fire Annual Report

https://apps.pittsburghpa.gov/redtail/images/16355_2022_Operating_Budget_-_November.pdf

2021 City of Pittsburgh Operating Budget, Bureau of Fire Annual Report

https://apps.pittsburghpa.gov/redtail/images/15962_2021_Amended_Operating_Budget_v2.pdf

2020 Bureau of Fire Annual Report (On BOF website)

https://apps.pittsburghpa.gov/redtail/images/14407_2020_Fire_Annual_Report.pdf