



# **SAN MIGUEL FIRE & RESCUE**

**FISCAL YEAR 2020-2021 ANNUAL REPORT**







# FIRE & RESCUE ANNUAL REPORT FISCAL YEAR 2020-2021

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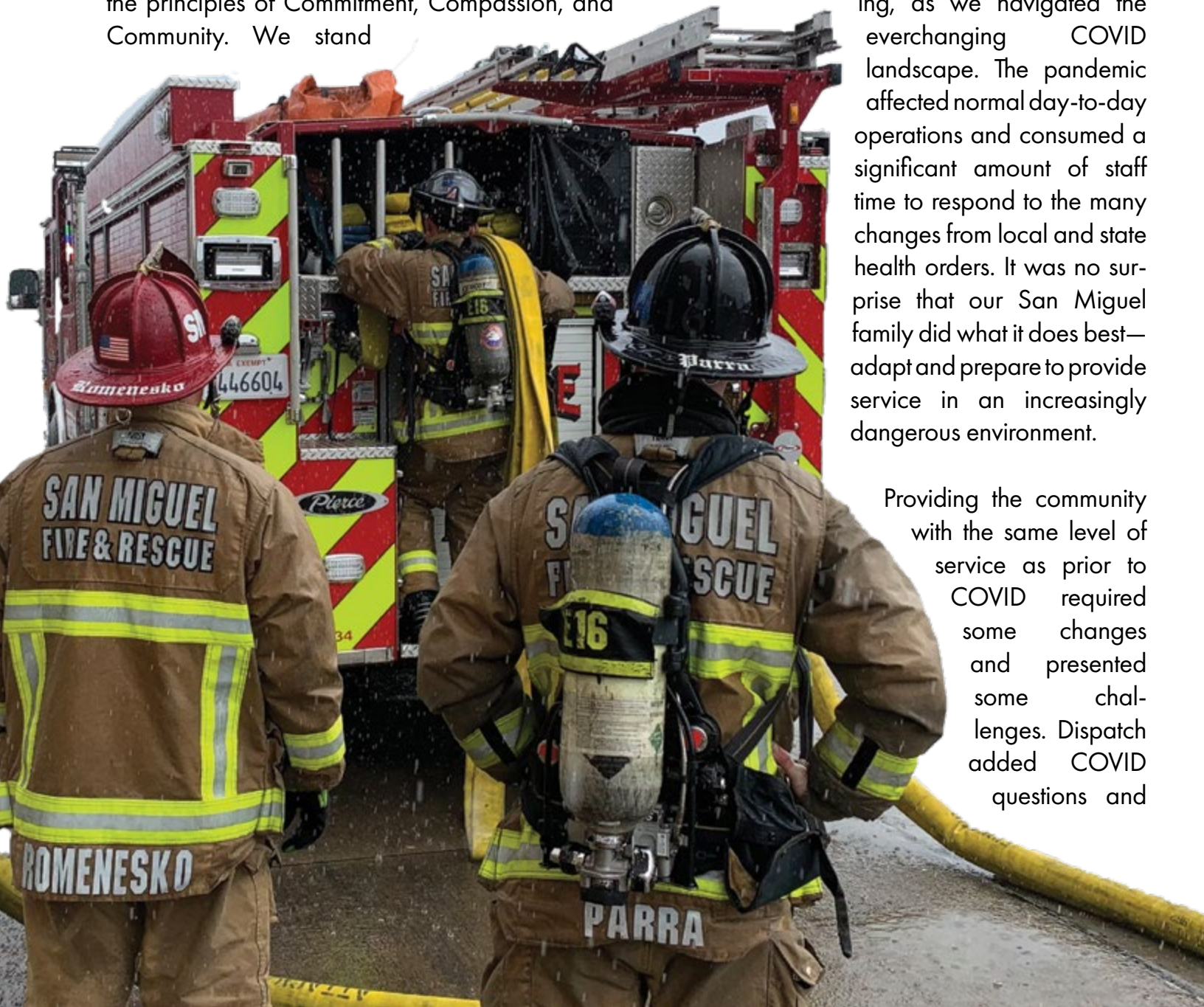
# A MESSAGE FROM THE FIRE CHIEF

As the Fire Chief for San Miguel Fire & Rescue, and on behalf of the men and women who every day provide *Service Beyond Expectations*, we are proud to present the Fiscal Year 2020–2021 Annual Report. As dedicated professionals, we are committed to excellence and we hold dear to the principles of Commitment, Compassion, and Community. We stand

ready to provide a wide range of emergency and nonemergency services, 24 hours every day to the 140,000 residents and thousands of visitors within our 50 square mile service area.

This past year was challenging, but also rewarding, as we navigated the everchanging COVID landscape. The pandemic affected normal day-to-day operations and consumed a significant amount of staff time to respond to the many changes from local and state health orders. It was no surprise that our San Miguel family did what it does best—adapt and prepare to provide service in an increasingly dangerous environment.

Providing the community with the same level of service as prior to COVID required some changes and presented some challenges. Dispatch added COVID questions and



alerts to the information provided to responding crews. Patients were asked to walk to the front door to limit crew exposure. Enhanced personal safety equipment is now the norm. Certain treatment protocols were adjusted to prevent unnecessary exposure and contamination. First responder and ambulance equipment required decontamination after every call, dramatically increasing out-of-service times. Crews were unable to transfer their patient to hospital staff for extended periods of time, sometimes hours, when hospital capacities were exceeded countywide.

Once a COVID-19 vaccine was available, San Miguel personnel partnered with other county firefighters to plan and support a massive COVID vaccination outreach. We not only provided centralized vaccination locations within the San Miguel District, but also delivered and administered vaccinations to residents in local care facilities who would otherwise not have been able to exercise their choice to be vaccinated.

As the pandemic continued, we had to postpone opportunities to personally connect with the community. Fire safety and education couldn't be delivered to students as schools moved to virtual learning, and visits to community groups, station open houses, fire safety presentations, pancake breakfasts, and ride-alongs were halted. Many local businesses couldn't be inspected and our ability to provide fire safe education was severely hampered.

Despite this, our personnel continued to work to implement positive changes and programs, such as providing Quarterly Financial Reports that give a well-rounded view of where the District sits financially, established task books for newly

promoted Engineers and Captains during their probationary periods, created truck-specific task books for all ranks, and established a robust response data analysis program (mySidewalk) that will provide further data for the Battalion Chiefs and Captains to open Quality Assurance and Quality Improvement processes to optimize our response times.

Fiscal Year 2020–2021 is our fourth year back as a standalone Fire District. We've made significant investments in personnel, apparatus, and facilities. Four years ago, our personnel's pay was over 20% behind the comparable median, most apparatus were beyond industry service life standards, and our stations were in need of repair and improvements after years of deferred maintenance. After four years of continued collaboration between the Board, Labor, and Management, our employee pay is at or above the target median, one year earlier than our forecast of five years. We've significantly improved our fleet and have addressed many high-priority facility deficiencies.

I continue to see compassion from our San Miguel family, with team members going above and beyond to treat citizens of the community like members of our own family. Whether it's making someone lunch after providing medical services, buying someone who's homeless a jacket when it's raining, or taking a few moments to fix a broken railing on someone's porch, it just seems to be in their hearts to always provide *Service Beyond Expectations*.



**CRISS BRAINARD**  
FIRE CHIEF  
San Miguel Fire & Rescue

# VISION STATEMENT

*SERVICE BEYOND EXPECTATIONS*

# MISSION STATEMENT

Dedicated professionals committed to excellent service with compassion and pride, providing for the health and safety of the communities we serve

# CORE VALUES

**S**

**SACRIFICE**

Act selflessly to benefit the community and strive to adapt to your situation

**E**

**EMPATHY**

Build understanding and compassion for all individuals

**R**

**RESPECT**

Invest time, knowledge, and understanding at all levels



**COMMITMENT**  
to service that's  
guided by our shared  
goals and values

**COMPASSION**  
for others and a  
willingness to assist  
those who need us most

**COMMUNITY**  
involvement to  
inspire and to also  
lead by example

**V**  
VALOR

Dedicate your efforts to the protection of others despite great personal risk

**I**  
INTEGRITY

Build and instill trust wherever possible, as it is of utmost importance in public safety

**C**  
COLLABORATION

Listen to others and actively exchange ideas in pursuit of common goals

**E**  
EXCELLENCE

Strive to always exceed expectations

# BOARD OF DIRECTORS



**DAVE RICKARDS**  
AT LARGE  
Nov 1999 – Nov 2006  
Nov 2008 – Nov 2020



**JEFF NELSON**  
DIVISION 1  
Nov 2010 – Present



**WILLIAM KIEL**  
AT LARGE  
Nov 2012 – Nov 2020



**JIM EK**  
AT LARGE  
Nov 2014 – Present



**THERESA MCKENNA**  
AT LARGE  
Nov 2014 – Present



**MIKE VACIO**  
AT LARGE  
Nov 2014 – June 2021



**KIM RADDATZ**  
DIVISION 2  
Nov 2016 – Present



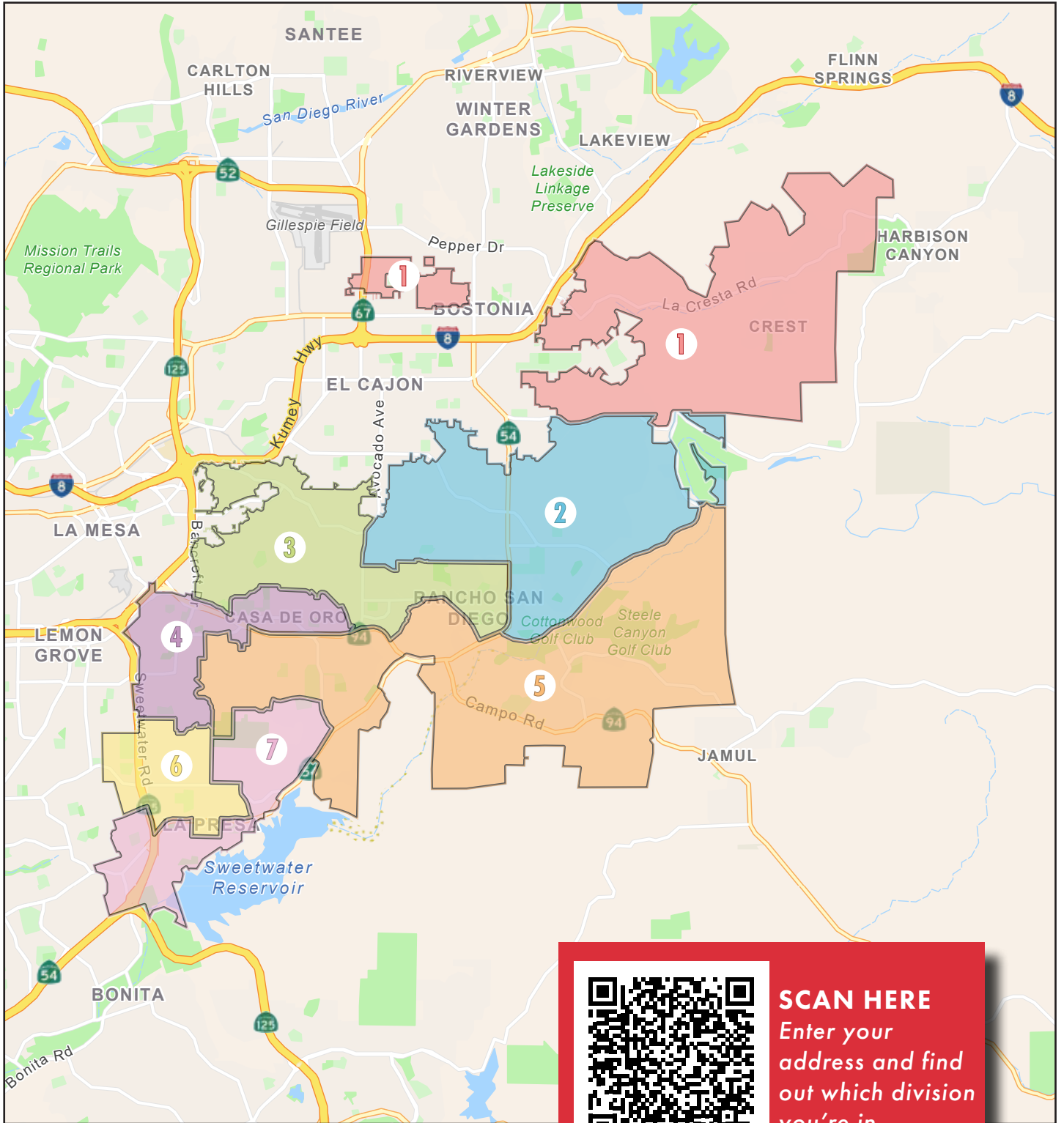
**DAVID POMERANZ**  
DIVISION 4  
Nov 2020 – Jun 2021



**JESSE ROBLES**  
DIVISION 6  
Dec 2020 – Present



# DIVISION MAP



**SCAN HERE**  
*Enter your address and find out which division you're in.*

# STATION MAP

San Miguel Consolidated Fire Protection District is one of the largest fire districts in San Diego County. Our 8 fire stations cover a service area of about 50 square miles, and serves a population of nearly 140,000 people.



## STATION 19

727 E Bradley Ave.  
El Cajon, CA 92021

**1,556** TOTAL INCIDENTS



## STATION 14

3255 Helix St.  
Spring Valley, CA 91977

**2,285** TOTAL INCIDENTS



## STATION 21

10105 Vivera Dr.  
La Mesa, CA 91941

**853** TOTAL INCIDENTS



## STATION 16

905 Gillespie Dr.  
Spring Valley, CA 91977

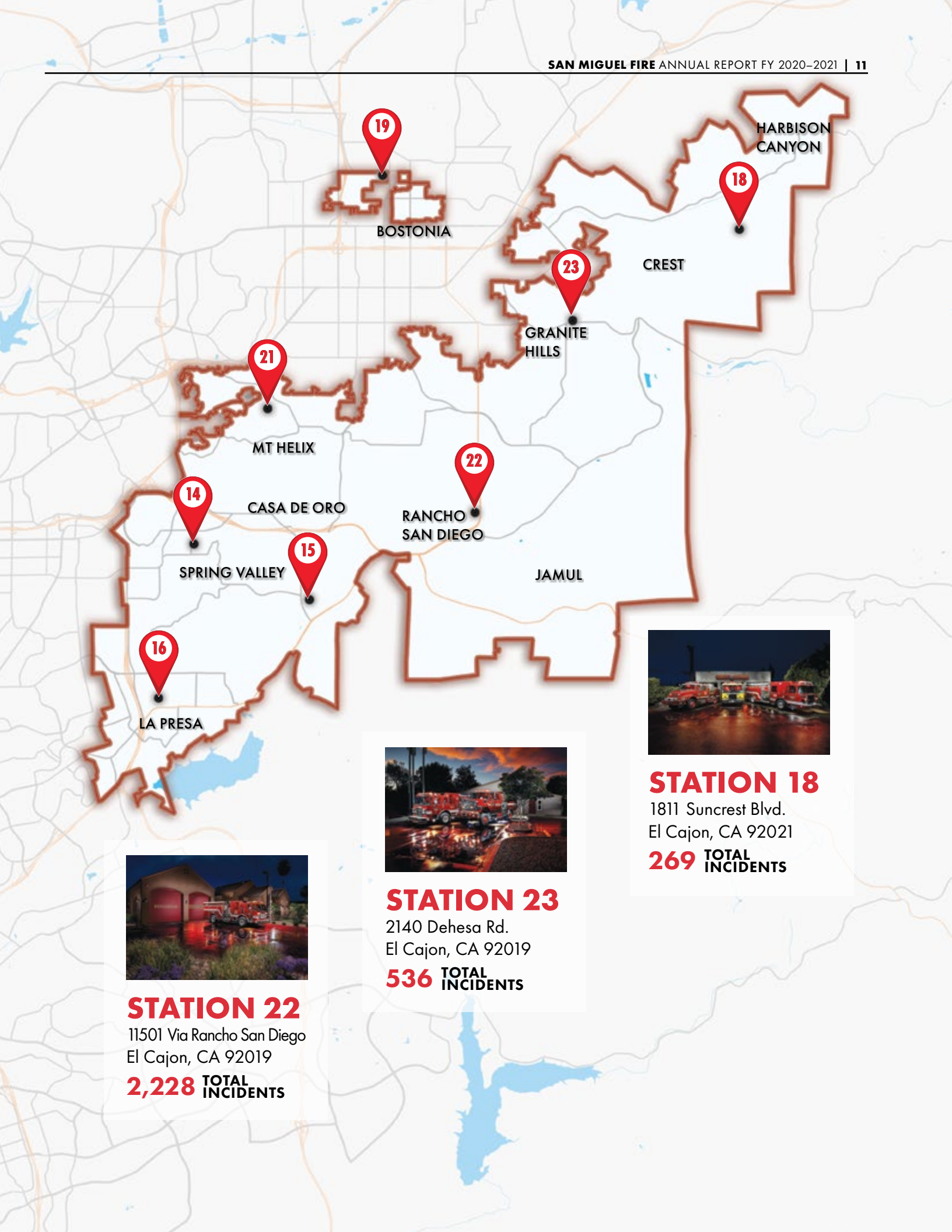
**3,868** TOTAL INCIDENTS



## STATION 15

2850 Via Orange Way  
Spring Valley, CA 91978

**2,106** TOTAL INCIDENTS



### STATION 22

11501 Via Rancho San Diego  
El Cajon, CA 92019

**2,228** TOTAL INCIDENTS



### STATION 23

2140 Dehesa Rd.  
El Cajon, CA 92019

**536** TOTAL INCIDENTS



### STATION 18

1811 Suncrest Blvd.  
El Cajon, CA 92021

**269** TOTAL INCIDENTS

# OUR PEOPLE



*This organizational chart depicts reporting structure only.*

## New Hires

Garrett Hardin	Firefighter Paramedic	3/1/2021	Justin Holscher	Firefighter Paramedic	5/17/2021
Amal McNew	Firefighter Paramedic	3/1/2021	Zachary Martinez	Firefighter Paramedic	5/17/2021
Corey Switzer	Firefighter Paramedic	3/1/2021	Nicholas Vosdoganes	Firefighter Paramedic	5/17/2021
Laura Fernandez	Accounting Specialist	5/10/2021	Anthony Diaz	Firefighter Paramedic	6/22/2021
Adam Burg	Firefighter Paramedic	5/17/2021			

### Employee of the Year



Art Camarena Logistics Officer

### Personnel Promotions

Jacob Burkard	Captain	11/7/2020
Ron Quinlan	Battalion Chief	11/11/2020
Patrick Carroll	Captain	11/23/2020
Stanley Milewski	Captain	12/1/2020
Joseph Bartucca	Engineer	12/1/2020
Christopher Ciampi	Engineer	12/1/2020
Andy Lawler	Division Chief	12/31/2020
Todd Romenesko	Captain	1/4/2021
Eric Hille	Captain	1/4/2021
Carlos ("CJ") Marin	Captain	1/11/2021
Kari Moore	Captain	5/10/2021
Scott Medinger	Engineer	5/10/2021
Matthew Foster	Engineer	5/10/2021
Kyle McKee	Engineer	5/13/2021
Roddey Blunt	Battalion Chief	6/1/2021



### Retirements

Read Clark	Captain	10/31/2020
Elizabeth Dibb	Accounting Specialist	12/5/2020
Brian Bayne	Captain	12/18/2020
Kurt Fryling	Captain	12/30/2020
James Marugg	Division Chief	12/31/2020

# KEY PERFORMANCE MEASURES



## Administrative Key Performance Measures (KPMs)

<b>Procurement Request Notifications</b>	Approve or deny procurement requests within two days, 90% of the time.	<b>95%</b>	
<b>Accounts Payable Turnover</b>	Pay invoices within 15 days, 90% of the time.	<b>84%</b>	
<b>Accounts Receivable Turnover</b>	Receive outstanding payments within 30 days, 90% of the time.	<b>83%</b>	
<b>Credit Card Statement Submission</b>	Approved statements submitted to Finance within 14 days of receiving, 90% of the time.	<b>77%</b>	
<b>Public Records Requests (PRAR)</b>	Submit PRAR to requester within 10 days of request, 90% of the time.	<b>99%</b>	
<b>Strike Team Documentation Submission</b>	Completed/approved F-42 packets to finance within 4 days of return, 90% of the time.	<b>84%</b>	



## Operations Key Performance Measures (KPMs)

<b>Districtwide response time</b>	8 minutes or less 90% of the time.	<b>6:54</b>	
<b>Districtwide turnout time</b>	90 seconds or less 90% of the time.	<b>1:08</b>	
<b>Trauma patients off scene</b>	10 minutes or less 90% of the time.	<b>45%</b>	
<b>Determine fire scene area of origin</b>	90% of the time.		
<b>Provide effective fire force on working structure fires</b>	Provide 17 Firefighters on scene in 10 minutes or less 90% of the time.		
<b>Complete primary search</b>	90% of the time within 5 minutes of the arrival of the first apparatus.		



## Heavy Fleet Key Performance Measures (KPMs)

<b>90 day inspections/service</b>	Completed in 1 work day 90% of the time.		
<b>6 month preventive maintenance inspection/service</b>	Completed in 3 work days 90% of the time.		
<b>Annual maintenance inspection/service</b>	Completed in 5 work days 90% of the time.		
<b>Apparatus doesn't experience/repeat the same mechanical issue</b>	Apparatus doesn't return to the shop for the same issue within 5 days 95% of the time.		
<b>Reserve apparatus fleet availability</b>	Reserve fleet available days 90% of the time.		



### Transport Key Performance Measures (KPMs)

<b>Ambulance response times districtwide</b>	Arrive in 12 minutes or less 90% of the time.	<b>89%</b>	!
<b>Late calls (greater than 12 minutes) transport critical patients</b>	Transport code 10 occurs 10% or less of the time.	<b>95%</b>	✓
<b>Outlier calls (greater than 18 minutes)</b>	Arrive on scene in 18 minutes or less 95% of the time.	<b>98%</b>	✓



### Fire Prevention Key Performance Measures (KPMs)

<b>Make contact w property owners prior to forced abatement</b>	Contact made 100% of the time.	<b>100%</b>	✓
<b>Fire company inspections</b>	Completed on time 90% of the time.	<b>0%</b>	!
<b>Fire prevention inspections</b>	Initiated on time 90% of the time.	<b>35%</b>	!
<b>California State Fire Marshal mandated inspections</b>	Completed on time 90% of the time.	<b>100%</b>	✓



### EMS Key Performance Measures (KPMs)

<b>Endotracheal intubation</b>	No unrecognized esophageal intubation at 100%.	<b>100%</b>	✓
<b>Capnography use with advanced airways</b>	Initiated and maintained at 100%.	<b>100%</b>	✓
<b>Patient care documentation</b>	Completed and submitted by end of shift at 100%.	<b>100%</b>	✓
<b>STEMI/CVI patients</b>	Transported to appropriate facility at 100%.	<b>100%</b>	✓



### Training Key Performance Measures (KPMs)

<b>Fire ground manipulative drills</b>	Completed by deadline at 90% of the time.		✓
<b>Tailboard safety briefings</b>	Completed by deadline at 90% of the time.		✓
<b>EMS continuing education and manipulative drills</b>	Completed by deadline at 90% of the time.	<b>100%</b>	✓
<b>Training satisfaction surveys</b>	Approval of 4 of 5 - 90% of the time.		!



### Health & Safety Key Performance Measures (KPMs)

<b>Quarterly training required on health and safety topics</b>	Completed 95% of the time.	<b>100%</b>	✓
<b>Vehicle accidents/damage</b>	Reviewed within 10 days 90% of the time.	<b>100%</b>	✓
<b>All workers' compensation injuries</b>	Reviewed within 2 days 95% of the time.	<b>100%</b>	✓



Met matrix



Missed matrix, but achievable



Failed (issue to meet matrix in future)

# ADMINISTRATION

The Administrative Division has been working diligently on updating processes and procedures to streamline workloads and ensure accountability.

The team implemented the **5S System**, which is used for organizing spaces so work can be performed efficiently and effectively. The 5S system focuses on putting everything where it belongs and keeping the workplace tidy, making it easier for people to do their jobs without wasting time.

Administrative desk reviews were implemented to ensure organization and standardization. The Administrative Officer/Finance Officer (AO/FO) conducts weekly desk reviews to ensure:

- ◆ Projects are completed on time.
- ◆ Issues with deadlines are discussed.
- ◆ Redistribution of work, if appropriate.
- ◆ Check on filing and work pile-ups.
- ◆ Discuss organizational strategies for individual administrative team members.

These tools have given the team guidance on organizing their thinking and methods to accomplish their tasks. New processes in Human Resources, Finance, and Administration have been successfully implemented as a result of standardization.

Processes implemented include:

- ◆ Credit card submission process.
- ◆ Payroll processing flowchart and overtime tracking standardization.
- ◆ Recruitment announcement standardization.
- ◆ Administrative desk reviews.
- ◆ Grant committee and guidelines.
- ◆ Writing guide.
- ◆ Hiring and Onboarding process created.
- ◆ Created new workers' compensation process.



## THE 5S SYSTEM

### **SORT**

Go through work areas to determine what stays and what can be removed.

### **SET IN ORDER**

Create ordering strategies.

### **SHINE**

Clean up work area to maintain a tidy office.

### **STANDARDIZE**

Standardize assigned tasks and create schedules, processes, checklists, and routines that help standardize workflow for better productivity.

### **SUSTAIN**

Maintain procedures and update them as necessary.



# FINANCE & BUDGET

California Government Code § 61110 states that preliminary budgets for Special Districts must be approved on or before July 1 of each year and final budgets must be adopted by October 1 of each year.

The District breaks out expenditures by category:

- ◇ Salaries Benefits
- ◇ Capital Outlay
- ◇ Services and Supplies
- ◇ Designated Reserves

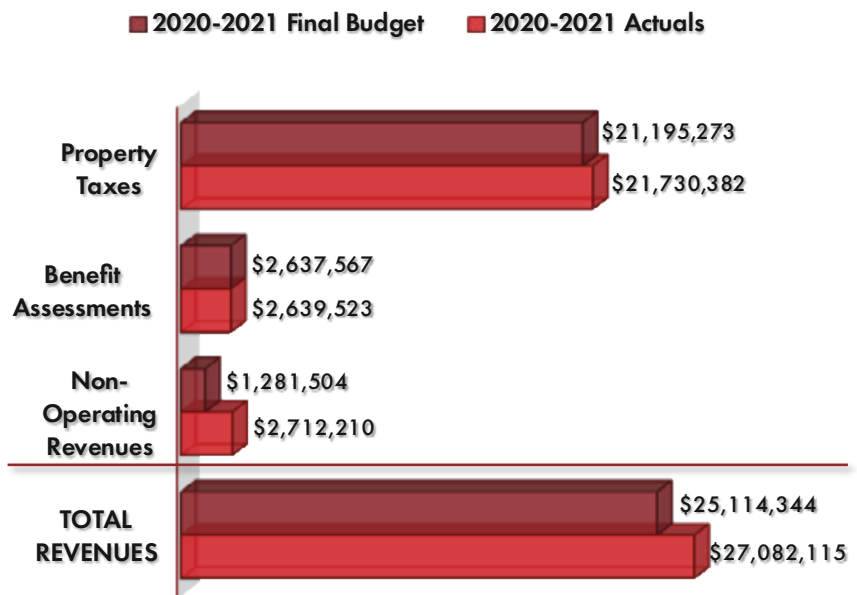
## GOALS FOR LONG-TERM FINANCIAL SUSTAINABILITY

- 1) Fiscal Stability and Resiliency
- 2) Strong Community Connections
- 3) Sustainable Growth and Development

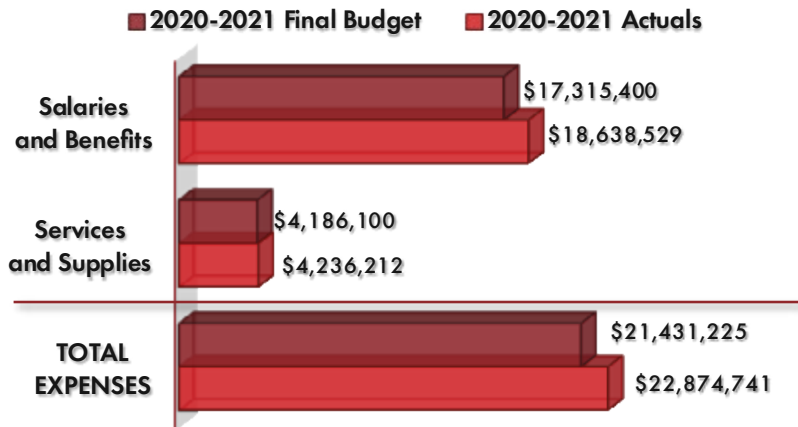
## FISCAL YEAR 2020-2021 HIGHLIGHTS

- ◇ Tracked COVID-related spending and applied for relief funding.
- ◇ Created first budget book since being back as a stand-alone agency.
- ◇ Completed full year of quarterly updates to the Board of Directors.
- ◇ Added district financial information to the website for more transparency.

## BUDGET VS. ACTUAL REVENUES



## BUDGET VS. ACTUAL EXPENSES



# INCIDENT BREAKDOWN

San Miguel Fire & Rescue is an all-hazard agency which means our personnel are trained to tackle any problem, big or small. We pride ourselves on being compassionate and customer service oriented.



**11,851**  
EMERGENCY  
MEDICAL INCIDENTS



**469**  
FIRE INCIDENTS  
*Structure, Vegetation, Vehicle, & Dumpster*



**596**  
SERVICE INCIDENTS  
*Police Assist, Illegal Burn, Elevator Entrapment, Station Move-ups, Powerline Problem, Lock-In/Out, Investigations, Help a Citizen*



**15**  
HAZARDOUS MATERIALS  
INCIDENTS



**638**  
GOOD INTENT CALL

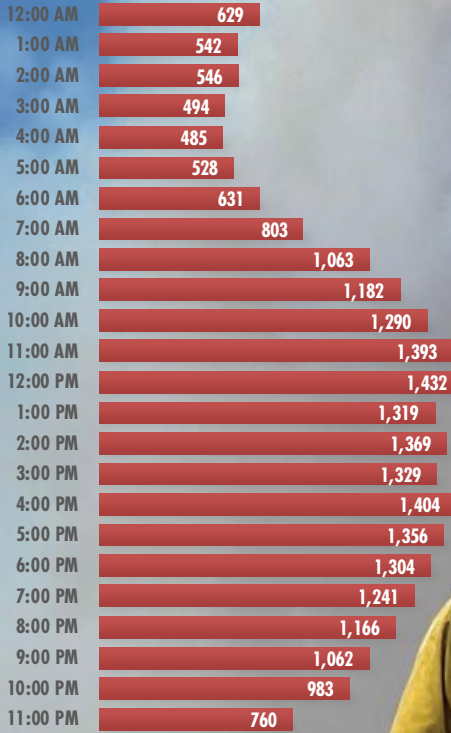


**132**  
OTHER INCIDENTS  
*Automatic Fire Alarms, Malfunctioning Appliance, Rescue*

**13,701**  
TOTAL INCIDENTS\*

\* An incident is any 9-1-1 call that generates a response from the Fire Department.

# RESPONSE DATA

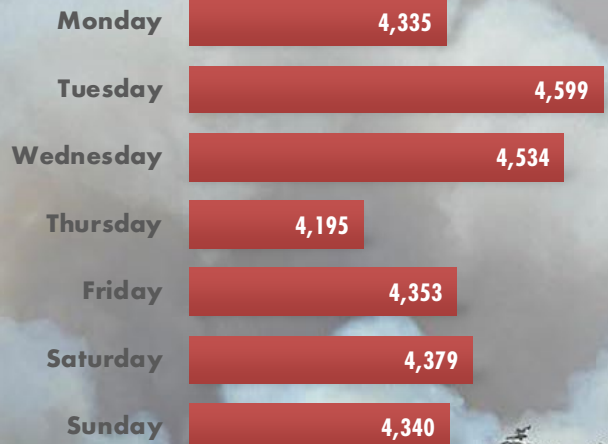


**DISTRICTWIDE  
RESPONSE  
TIME**

**6:54**  
MINS SECS

**LAST YEAR'S  
RESPONSE  
TIME**

**7:37**  
MINS SECS



# OPERATIONS

Fiscal Year 2020–2021 was challenging for the Operations Division. In addition to normal operations, our personnel responded to an increase in service calls, managed several large incidents, and navigated the ongoing COVID pandemic. Despite increased risk, this was completed with professionalism, competence, and pride.

We implemented a new data dashboard that provides us with response information at our fingertips. This information will soon be used to identify how we can improve both turnout times and response times. This is just the start of technology improvements that will continue into the next fiscal year to ensure we continue providing *Service Beyond Expectations*.

We welcomed several new hires and celebrated several promotions in the ranks of Engineer, Captain and Battalion Chief.

Operations personnel and the ability to interact with the public in non-emergency functions has remained limited due to the pandemic. It is our sincere hope that we will be able to engage in school/station visits and other community functions in the coming year.

## SIGNIFICANT INCIDENTS

The District had several significant incidents which tested our personnel, other Central Zone agencies, and our mutual aid system.

The Willow Fire, fueled by intense Santa Ana winds, threatened dozens of homes in the Rancho San Diego area. One home was destroyed, but there were no injuries or deaths to civilians.



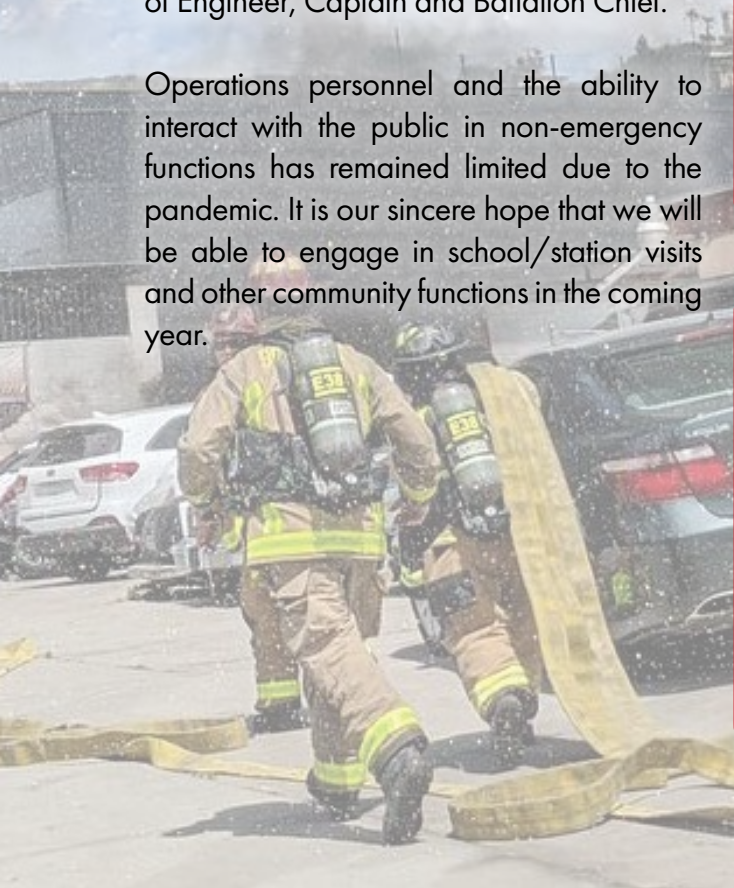
The Campo Fire also threatened several homes in the Casa De Oro area. A quick and robust response prevented loss of any lives or homes.

Our crews also spent an active fire season assisting with multiple fires in the State. This was done while maintaining full staffing across our 8 stations.

## FACILITIES

Despite deferring major station improvement projects because of the fiscal uncertainty that surrounded the pandemic, Station personnel continued to do an excellent job in maintaining and making minor improvements:

- ◆ Repairs at older facilities were increased.
- ◆ A new emergency generator was installed at Station 21.
- ◆ The Board of Directors approved developing a scope of work for projects at our Headquarters that will include improvements to Station 15 as well as administrative offices.



# TRAINING HIGHLIGHTS



## 12,341

### TRAINING HOURS

*For all personnel during  
Fiscal Year 2020–2021*

## 1,011

### TOTAL MONTHLY TRAINING HOURS

## 14

### TRAINING HOURS PER PERSON PER MONTH

## ONBOARDING

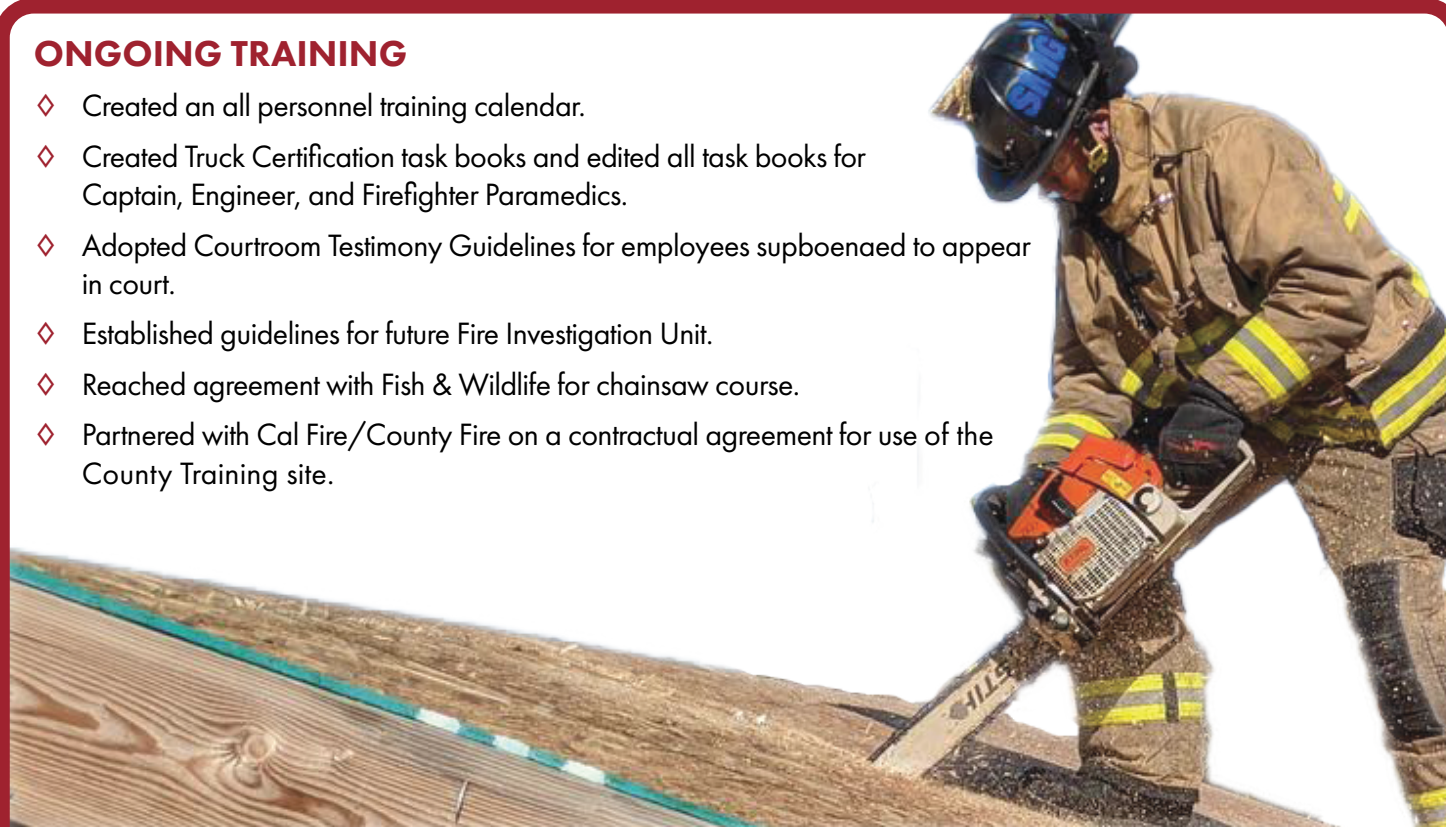
- ◇ Onboarded 11 Firefighter Paramedics.
- ◇ Standardized entry-level and promotional exam tests and grading rubrics.
- ◇ Created new hire reference check questionnaire.

## PROMOTION TRAINING

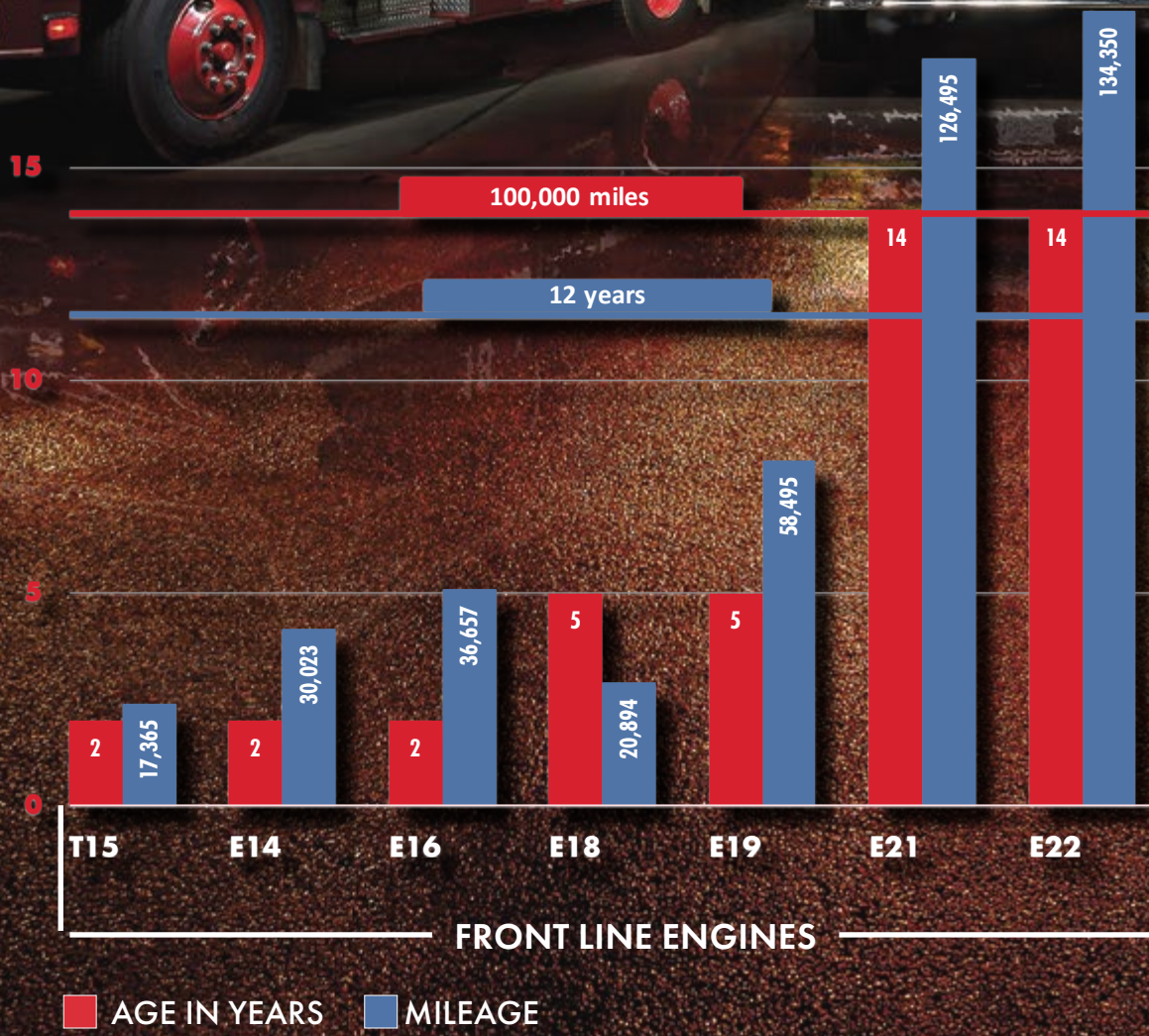
- ◇ Established education & training for Captain and Engineer probationary periods.
- ◇ Established two-year post-probation education & training for Firefighter Paramedics.
- ◇ Promoted and monitored 4 Engineers and 4 Captains.
- ◇ Created processes for and administered 7 entry, open, lateral, and promotional exams.
- ◇ Created exit interview form for retiring personnel.
- ◇ Developed Upward Assessment supervisor evaluation process (not yet adopted).

## ONGOING TRAINING

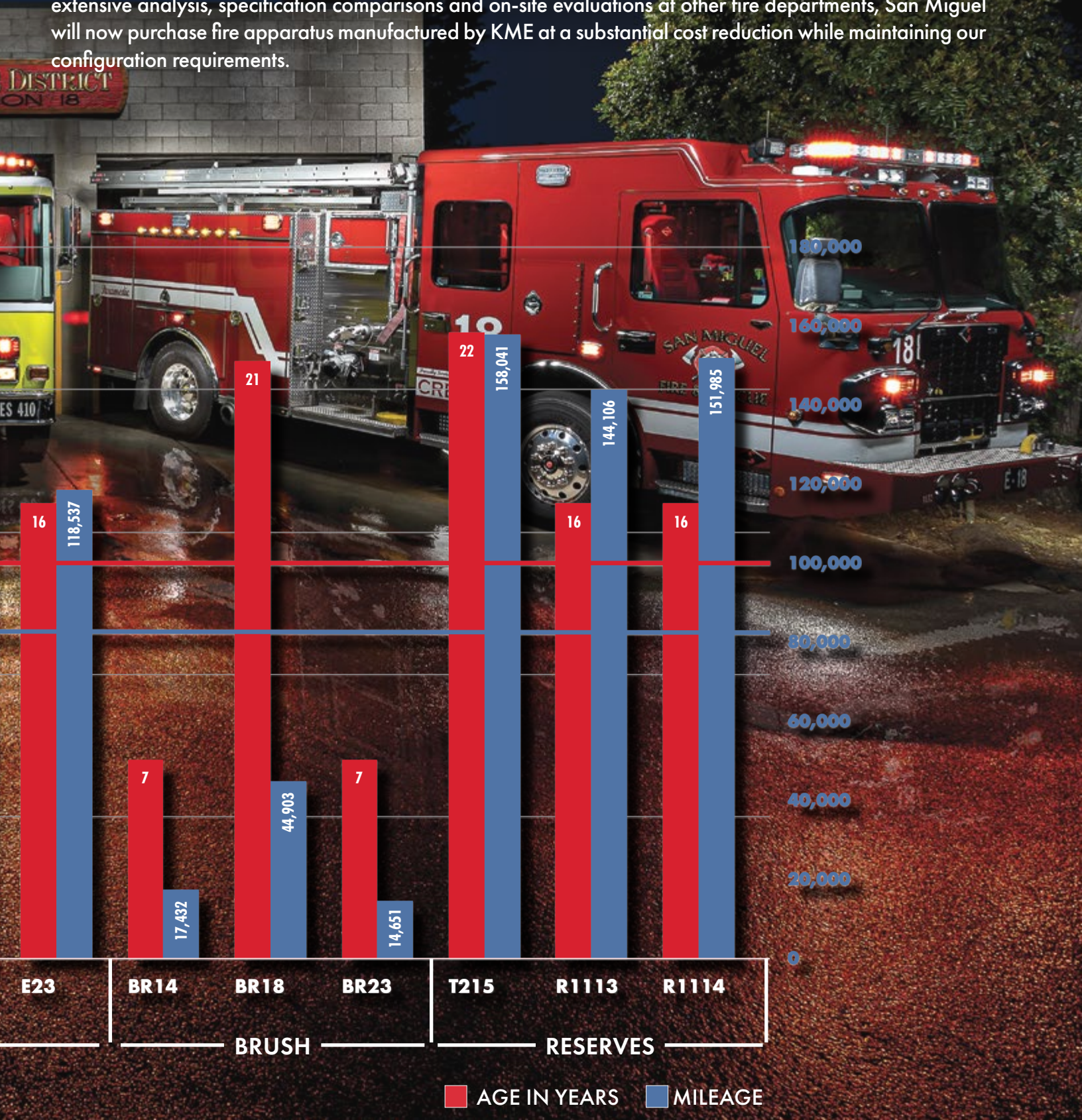
- ◇ Created an all personnel training calendar.
- ◇ Created Truck Certification task books and edited all task books for Captain, Engineer, and Firefighter Paramedics.
- ◇ Adopted Courtroom Testimony Guidelines for employees subpoenaed to appear in court.
- ◇ Established guidelines for future Fire Investigation Unit.
- ◇ Reached agreement with Fish & Wildlife for chainsaw course.
- ◇ Partnered with Cal Fire/County Fire on a contractual agreement for use of the County Training site.



# HEAVY FLEET



The District has made significant progress improving our emergency response apparatus, including fire engines and a truck company. Since resuming service as a standalone Fire District 4 years ago, the Board of Directors has authorized the purchase of two Type 1 Pierce fire engines and a Pierce truck. During Fiscal Year 2020–2021, our apparatus committee spent several months evaluating numerous fire apparatus manufacturers to determine if we should buy additional Pierce apparatus or switch manufacturers. After extensive analysis, specification comparisons and on-site evaluations at other fire departments, San Miguel will now purchase fire apparatus manufactured by KME at a substantial cost reduction while maintaining our configuration requirements.



■ AGE IN YEARS ■ MILEAGE

# EMERGENCY MEDICAL SERVICES



**6:52** AVERAGE EMS  
RESPONSE  
TIME  
MINUTES SECONDS

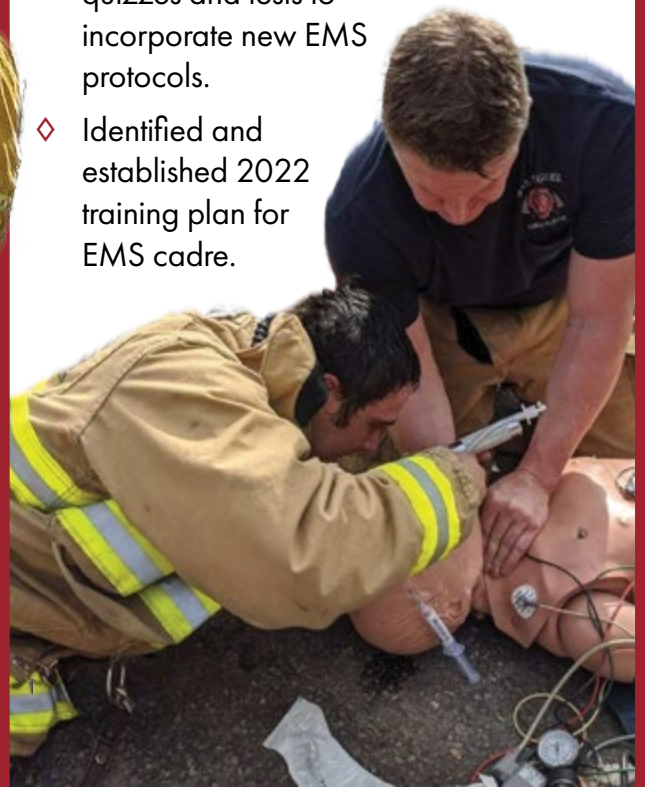


**89%** OF AMBULANCE  
RESPONSE TIMES ARE  
LESS THAN 12 MINS



## EMS TRAINING HIGHLIGHTS

- ◆ Restructured and scheduled Regional Cooperative Care Program training for 2022.
- ◆ Rewrote Firefighter Paramedic probation quizzes and tests to incorporate new EMS protocols.
- ◆ Identified and established 2022 training plan for EMS cadre.





# FIRE PREVENTION

The Fire Prevention Bureau is responsible for ensuring community safety through building plan review, site inspections, and follow-up for new construction as well as certain existing public occupancies within the District. They work in concert with San Diego County Planning and Development Services as well as San Diego County Fire Authority Community Risk Reduction.



**301**

STANDARD PLAN  
REVIEWS



**40**

COUNTY-REQUESTED  
PROJECT REVIEWS



**464**

ANNUAL  
INSPECTIONS



**344**

CONSTRUCTION  
INSPECTIONS



**39**

KNOX INSPECTIONS



**29**

LICENSED CARE  
INSPECTIONS



**2**

BLAST PERMIT INSPECTIONS



**8**

UNLICENSED CANNABIS  
DISPENSARY RAIDS



**8**

PROPERTY CONSULTATIONS



**70**

WEED ABATEMENT  
CONSULTATIONS

# DISTRICT PARTNERSHIPS

San Miguel has several long-term partnership that provide the District with direct oversight of services while maximizing cost efficiency.

## PARAMEDIC TRANSPORT

All first responder apparatus are staffed and equipped to provide essential advanced life support assessment and treatment, arriving first on scene more than 80% of the time. San Miguel is covered by paramedic transport contracts with three ambulance agencies: American Medical Response (AMR), Mercy Ambulance and County Service Area (CSA) 69 ambulances, which provide paramedic transport services for all eight of San Miguel's station districts. These contracts allow for state-of-the-art paramedic transport after joining the San Miguel first responder crew at scene. The funding for these transport programs is provided from the patient's transport fees.



## DISPATCH SERVICES

San Miguel along with 10 other fire departments from Central Zone are partners in Heartland Communications Facility Authority (HCFA). Each department's fire chief sits on the HCFA Board of Chiefs to oversee and provide direction. HCFA is linked to the other 4 fire dispatch centers in San Diego County to ensure continuity of service under all conditions. The dispatch center is entirely funded from fees charged on a per call basis.





## BRUSH MANAGEMENT

San Miguel has contracted with Fire Prevention Services (FPS), a private company who ensures compliance with the District's brush management codes and requirements for more than 20 years. When a property is deemed to be out of compliance, every effort is made to notify and educate the property owner regarding what steps are necessary to bring the parcel into compliance. If the property owner fails to comply, forced abatement can be ordered. Contracting with FPS has proven to be an effective way to reduce risk to wildfires and eliminates the need for District employees to perform these services.

## TRAINING FACILITY

San Miguel Fire & Rescue and 10 other Central Zone fire departments belong to a state-of-the-art training facility called the Heartland Fire Training Authority (HFTA). Fire crews from all member agencies rotate through pre-scheduled classroom and manipulative training scenarios and props. HFTA is also governed by a Board of Chiefs that provides direction to the facility manager.



# RESERVES & EXPLORERS

## RESERVE FIREFIGHTER PROGRAM

The Reserve Program will return to normal operation next fiscal year after taking a break during COVID. The goal of the program is to prepare potential candidates for full-time employment with San Miguel.

## EXPLORERS POST 2202

The Fire Explorer Program will return to normal operation next fiscal year after taking a break during COVID. The program is designated for individuals between the ages of 14 and 20 who have completed 8th grade and wish to pursue a career in the fire service.

## COMMUNITY EMERGENCY RESPONSE TEAM (CERT)

The CERT has been on a hiatus due to our reduction in community programming around COVID.



# HEALTH & WELLNESS

## PEER SUPPORT

A Peer Support Group was established with Local 1434, which includes 10 personnel, three of whom have been trained in peer support. Monthly webinars are assigned to all personnel in peer support, and peer support informational boards are now in each station.



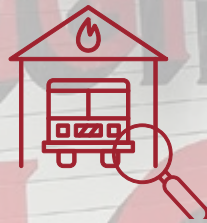
## CHAPLAIN

The Chaplain program, led by George Helewa, conducted several large incident debriefings with San Miguel Fire crews, law enforcement, and dispatch. The Chaplain also assisted with Willow Fire victims that lost their home.



## PERSONNEL SAFETY

- ◆ **Station Inspections:** All stations were inspected for OSHA and ADA compliance.
- ◆ **Incident Rehabilitation Documentation:** Completed on all working structure fires and catalogued.



## PHYSICAL HEALTH

- ◆ **Wellness Physicals:** Approximately 68% of operational and staff personnel attended full wellness physicals.
- ◆ **COVID:** Approximately 73% of the workforce is vaccinated. The District has run over 70 internal COVID tests, which include rapid 15-minute antigen tests as well as PCR tests in partnership the County public health liaison.
- ◆ **Hydration:** Replaced Gatorade with DripDrop for a more comprehensive mineral replacement during dehydration of personnel.
- ◆ **Sunscreen:** Sunscreen was purchased for personnel to utilize on duty to reduce the risk of skin cancer.

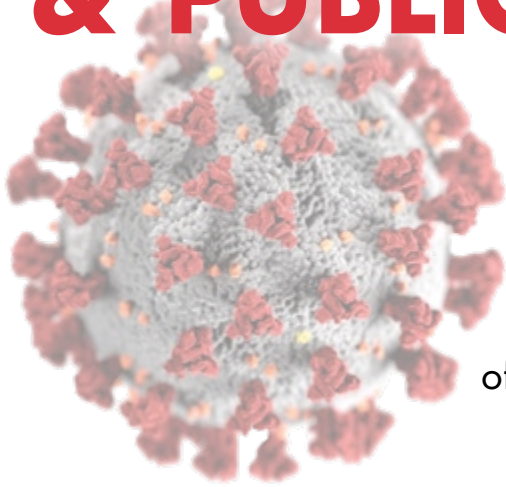


## MENTAL HEALTH

- ◆ **FOCUS Psychological Services:** Personnel usage averages 11 hours per month. FOCUS conducted an in-house meeting with crews to discuss services available
- ◆ **Butler Therapy Inc:** Personnel usage ranges from 3-7 employees per quarter. Topics include plans for retirement, anxiety, family stress, marital/relationship, and work stress



# COMMUNITY OUTREACH & PUBLIC EDUCATION



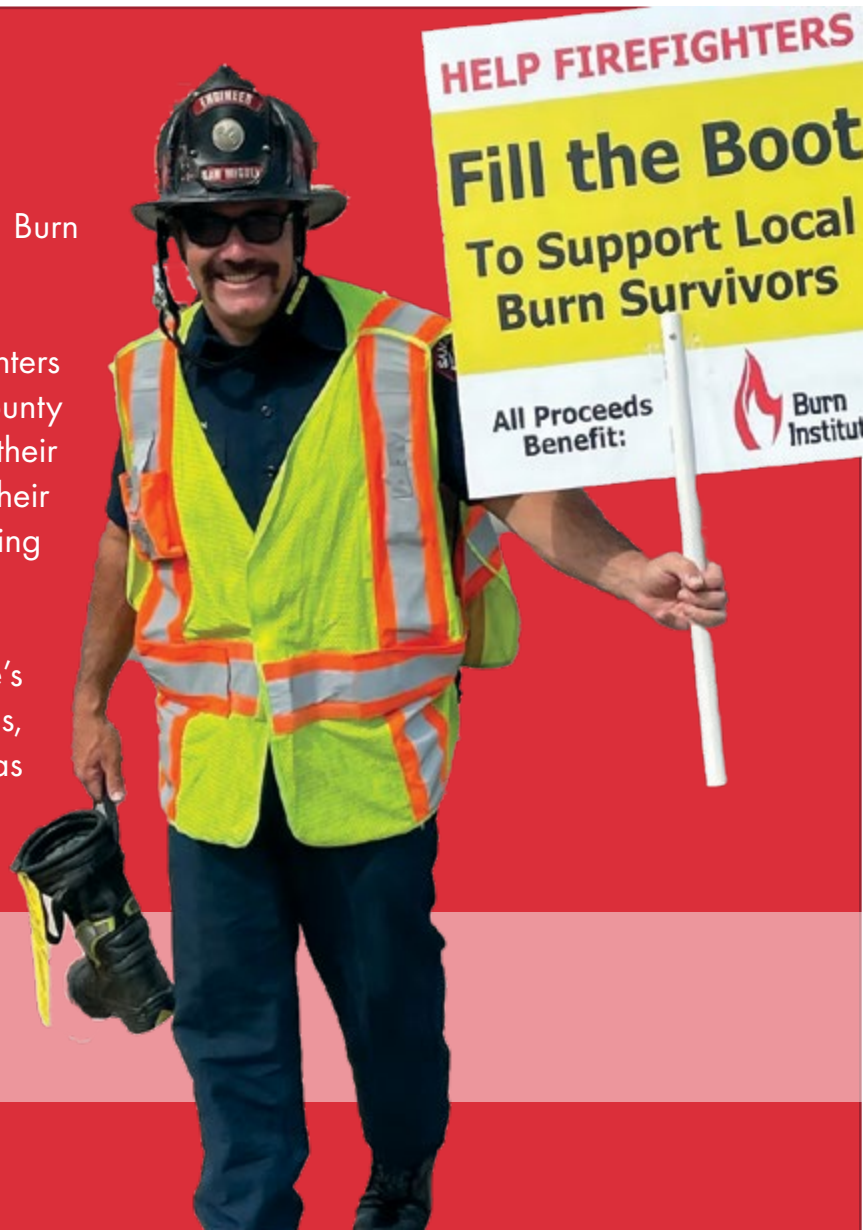
Taking into consideration the health and safety of our communities and personnel, San Miguel Fire & Rescue made a concerted effort to reduce non-emergency contact with the public due to concerns over the outbreak of coronavirus (COVID-19).

## FIREFIGHTERS GIVE BURNS THE BOOT

One event we participated in was The Burn Institute's Annual Firefighter Boot Drive.

Each year, hundreds of uniformed firefighters from fire departments all over San Diego County join together at traffic intersections within their communities. They collect donations in their boots during both the morning and evening commutes.

Proceeds collected benefit the Burn Institute's fire and burn prevention education programs, and burn survivor support programs, such as Camp Beyond the Scars for burn-injured children 8-17 years old.



MORE THAN  
**\$4,000**  
COLLECTED

## COVID-19 VACCINATIONS

San Miguel Fire & Rescue assisted with Operation Collaboration, a combined effort between dozens of fire, emergency medical services, public health agencies, and hundreds of personnel across San Diego County to administer COVID-19 vaccinations.



*Operation Collaboration is an important resource as we ensure vaccines are provided equitably to people throughout our entire County. Just as they did during COVID-19 testing, the first responder community is again demonstrating its creativity and commitment to public health.*

*Wilma J. Wooten, MD, MPH  
San Diego County Public Health Officer*





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