



COVINGTON FIRE DEPARTMENT 2019 ANNUAL REPORT



VISION STATEMENT

To be recognized as a leading progressive Fire/Rescue and Emergency Service, dedicated to excellence in serving our community.

MISSION STATEMENT

Do The Right Thing!

CORE VALUES

Our organizational core values determine our image. The image of the Department is determined by each member's commitment to and practice of our core values. Our members' collective professionalism determines the image and integrity of our department. Membership within the Covington Fire Department means that each member must recognize the need to abide by the core values of the organization. Values are powerful determinants of personality and culture, but the depth of their contribution to individual and organizational behavior can be, at times, underestimated. Strong relationships between values and performance make the understanding of values essential for organizational success. The following core values were established through a value survey conducted with all members of the department.

INTEGRITY is the adherence to high principles and professional standards. We do what we say we will do, the right thing, not the easy thing.

PROFESSIONALISM is following the highest standards of ethical conduct. It is a commitment to quality and pride in your work.

COMMITMENT to the community we serve. In all things, we do what we say we are going to do.

HONESTY is fairness, straightforwardness, sincerity and truthfulness.

TRUST is the cornerstone of all relationships and we will continuously strive to build and earn trust both within the department and the community we serve.

RESPECT each other and those we serve.

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COMMAND STAFF



Jeremy Holmes
Fire Chief

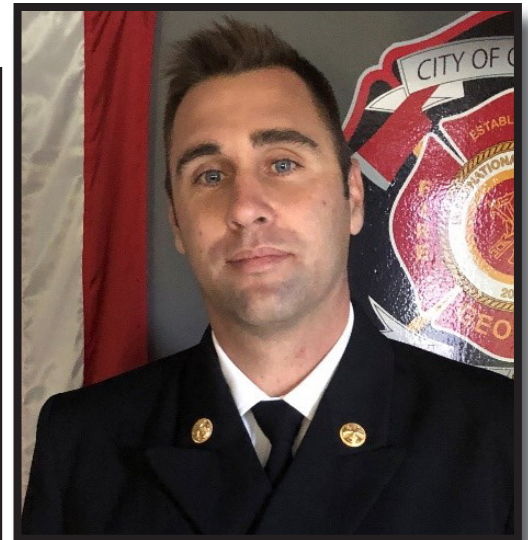
Jeremy Holmes J.D., CFO, joined the department in 1999 and was promoted through the ranks making Fire Chief in 2018. Holmes holds an associate degree in Fire Management from Georgia State University and a bachelor's degree in Public Safety Leadership from Mercer University. Chief Holmes also has a juris doctorate from Atlanta's John Marshall Law School. He earned his Chief Fire Officer (CFO) credential from the Center of Public Safety Excellence and is a level 1 peer assessor as well. Jeremy and his wife Bonnie have 5 children and reside in Covington, Georgia.



Donnie Tudor
Deputy Chief of Operations



Joe Doss
Fire Marshal



Danny Garner
Division Chief of Training

Message from the Chief



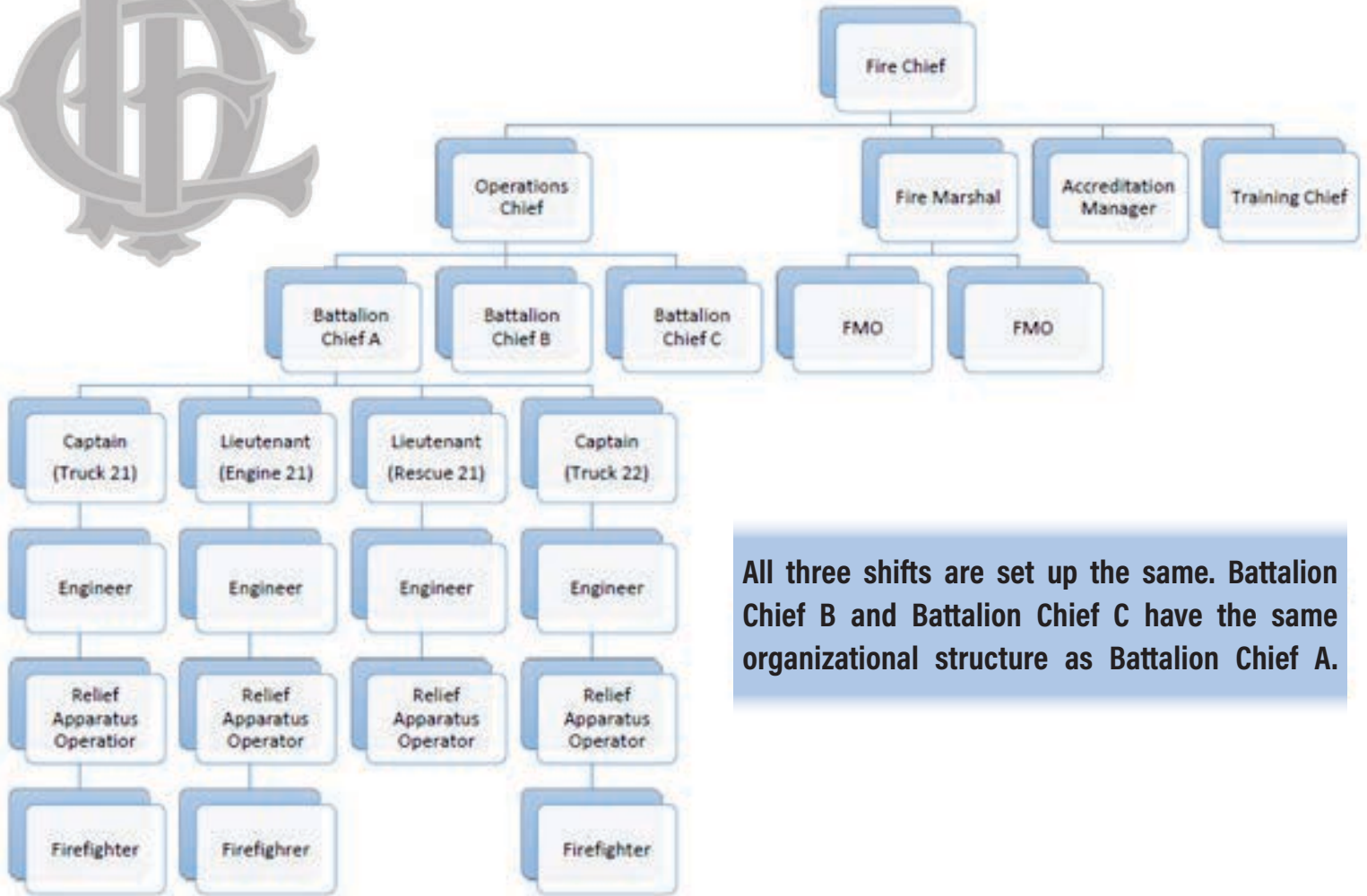
This year brought many challenges, but the fire department became stronger as a team. In addition to our core values, we have updated our mission statement to "Do the Right Thing." This applies to every position, every person and every decision. If we strive to "do the right thing," we can always hold our head up high and be proud of who we are.

This year we began our own cadet pilot program, consisting of seven cadets from area high schools. This has proven to be very successful, with great interaction with the students and the community through this program. We also began training for implementation of the Blue Card System, a formal incident command system used by many departments throughout the country. The department received two grants in 2019, one for purchase of the LUCAS 3 device and another for the pilot program of NFPA's Community Risk Assessment Toolbox. The fire department also purchased new extrication equipment and waiting on delivery of a new apparatus. The department purchased a database through mySidewalk, which gives us up-to-date information on all incidents and response times. This website, designed specifically for Covington Fire Department, always gives us a detailed analysis and data to our community and their needs.

I'm honored to present Covington Fire Department's 2019 Annual Report, and we look forward to opportunities to serve in 2020.

Jeremy Holmes
City of Covington Fire Chief

CFD Organizational Chart



FIELD OPERATIONS



Donnie Tudor, Chief of Operations, began his career with Covington Fire Department as a firefighter in August 24, 1998. Tudor was promoted to the rank of engineer in 2004. After serving as an Engineer for 2 years, Tudor was promoted to the rank of Fire Lieutenant on C shift. In October of 2013, he was promoted the position of Fire Captain on B shift until July of 2018, when moved to his current position. As Operations Chief, he is responsible for the day to day operations of the 48 fire personnel. During his career, he has served on the Dive Team, Honor Guard, Apparatus Committee, Operations Committee, received the Firefighter of the Year Award, Award of Excellence in 2005 and Fire Chief's Leadership Award in 2014.

The Field Operations Division is supervised by the Deputy Chief of Operations and manages all suppression activities and emergency response provided by the department's one battalion and four companies.

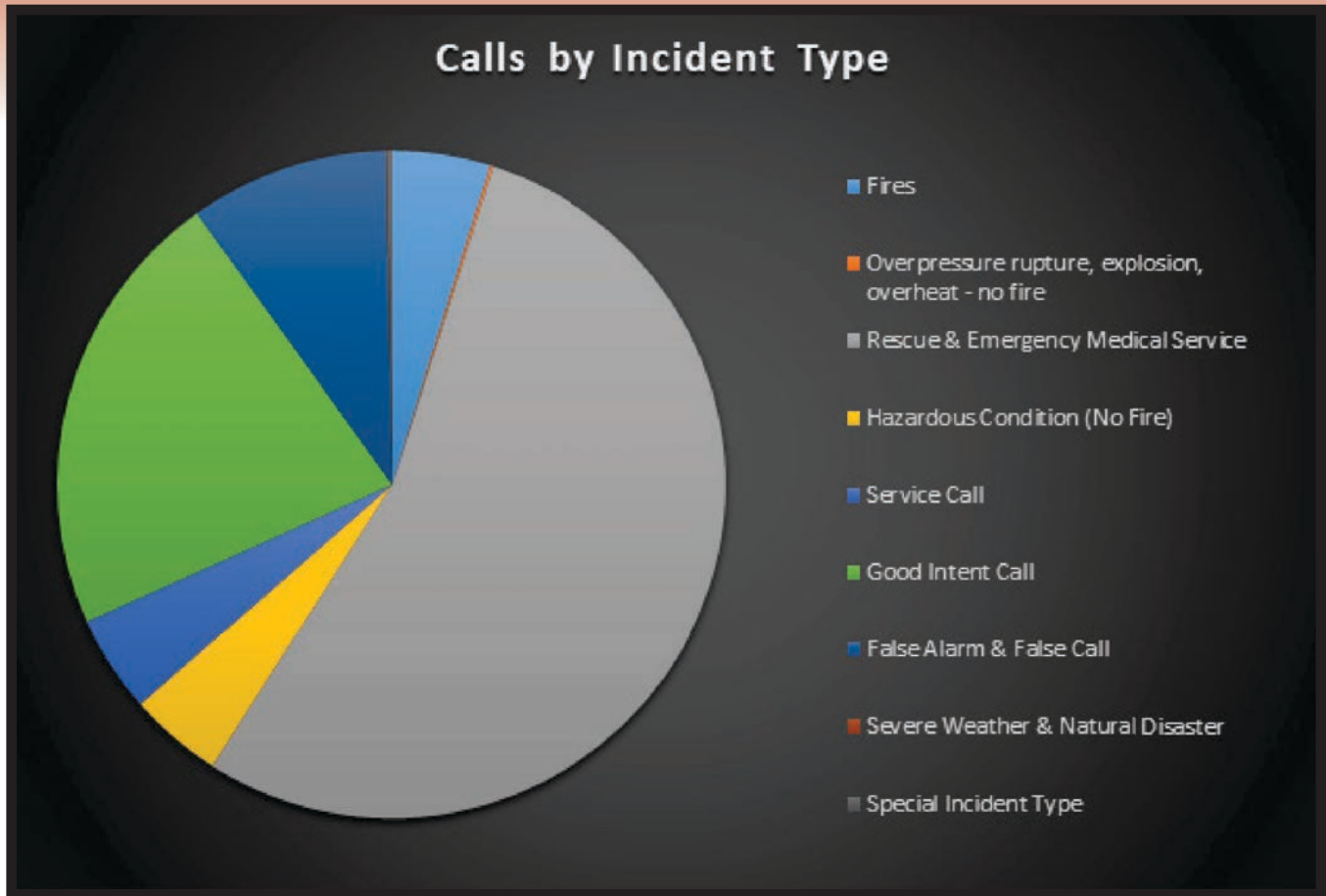
Operations

This division contains field personnel working in fire stations and responding to the request for assistance from our citizens. Field personnel are supervised by lieutenants and captains. The day to day operations are commanded by battalion chiefs. Battalion Chiefs maintain field personnel records, field payroll and clock times, command fire scenes and major rescues. All field personnel work on a traditional 24/48 hour schedule, report to their workstations by 0700 and are in-service working for the citizens for 24 hours. These employees are relieved at 0700 the following morning and will be off-duty for the next 48 hours.

Field Operations Department Statistics

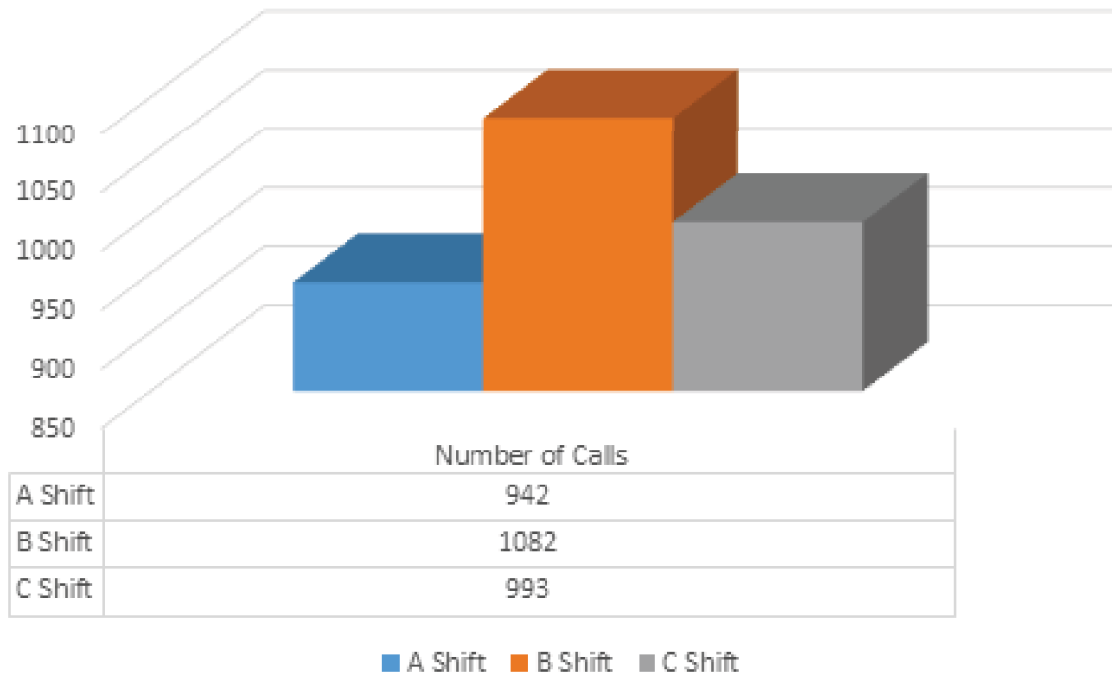
The Covington Fire Department ran 3019 calls for service in 2019.

2019 Department Statistics

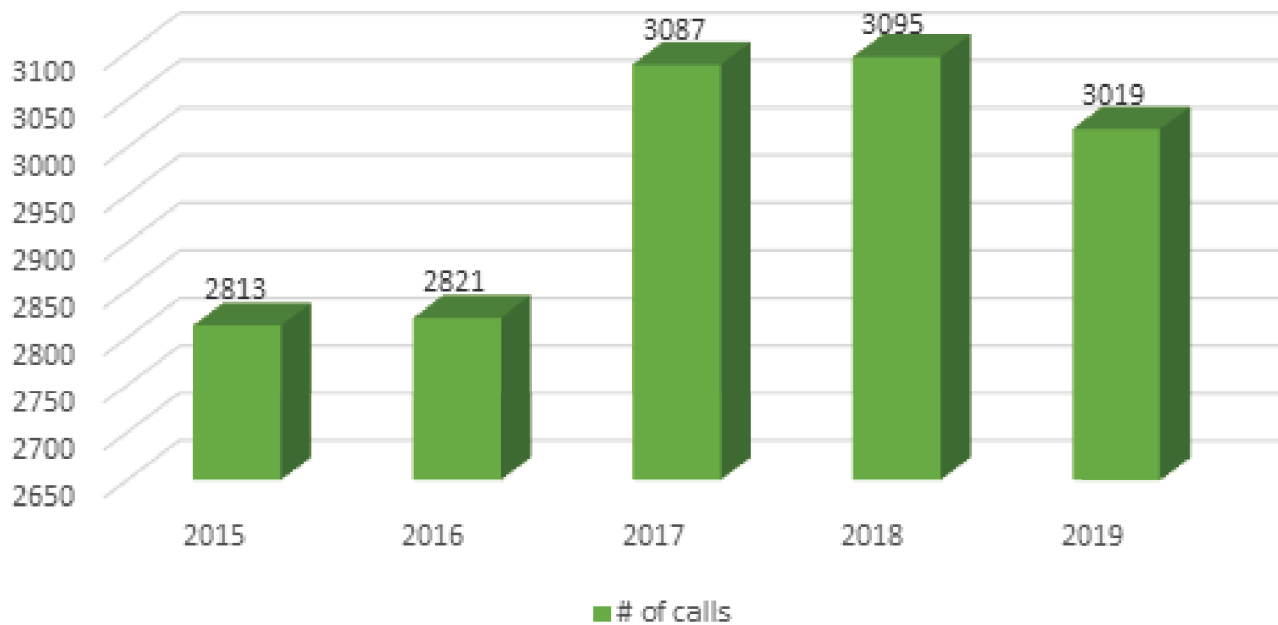


INCIDENT TYPE	#OF INCIDENTS
Fires	143
Overpressure rupture, explosion, overhear - no fire	5
Rescue & Emergency Medical Service	1633
Hazardous Condition (No Fire)	137
Service Call	142
Good Intent Call	660
False Alarm & False Call	290
Severe Weather & Natural Disaster	1
Special Incident Type	8
TOTAL	3019

Number of Calls per Shift



2015-2019



COVINGTON FIRE
DEPARTMENT
HEADQUARTERS

STATION 21

- Located on 2.5 acres in historic downtown Covington.
- Houses the Headquarters Division.
- Houses Engine 21, Truck 21, Rescue 21, Squad 21, Battalion 2 and a reserve engine.
- The station has 4 double bays.
- The station was opened in 1985.
- 24-hour coverage with a minimum of 9 firefighters.

Station 21 Apparatus



ENGINE 21

This engine is the basic response unit staffed with four personnel. They perform primary fire suppression, medical response and motor vehicle accident mitigations.



TRUCK 21

These aerial apparatus, sometimes referred to as ladder trucks, are front line units. Staffed with four personnel each, they are used for rescue and aerial firefighting.



BATTALION 2 AND RESCUE 21

These units are utilized as quick response and incident command vehicles. The Department currently has two in service.

Station 21 Apparatus continued

SQUAD 21

This unit is used for technical rescue response, heavy extrication and industrial rescues and is equipped with a light mast for nighttime operations.



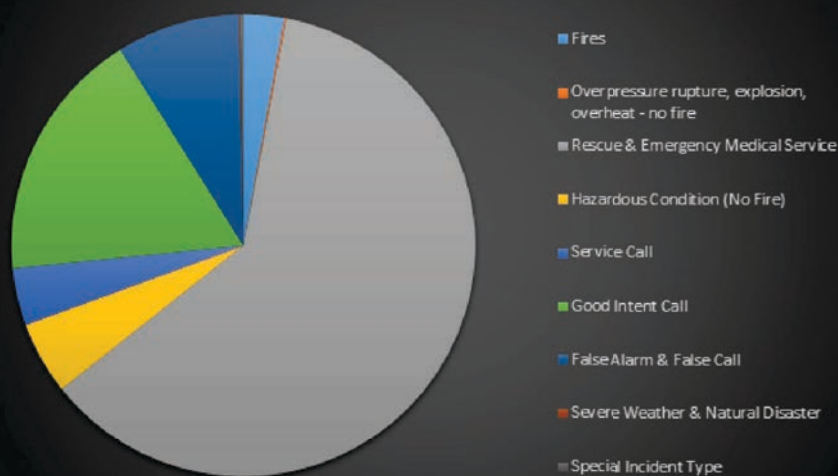
ATV

This versatile ATV assists in responding to medical emergencies or small fires during events in and around the Covington Square and other high traffic areas our other apparatus cannot travel.



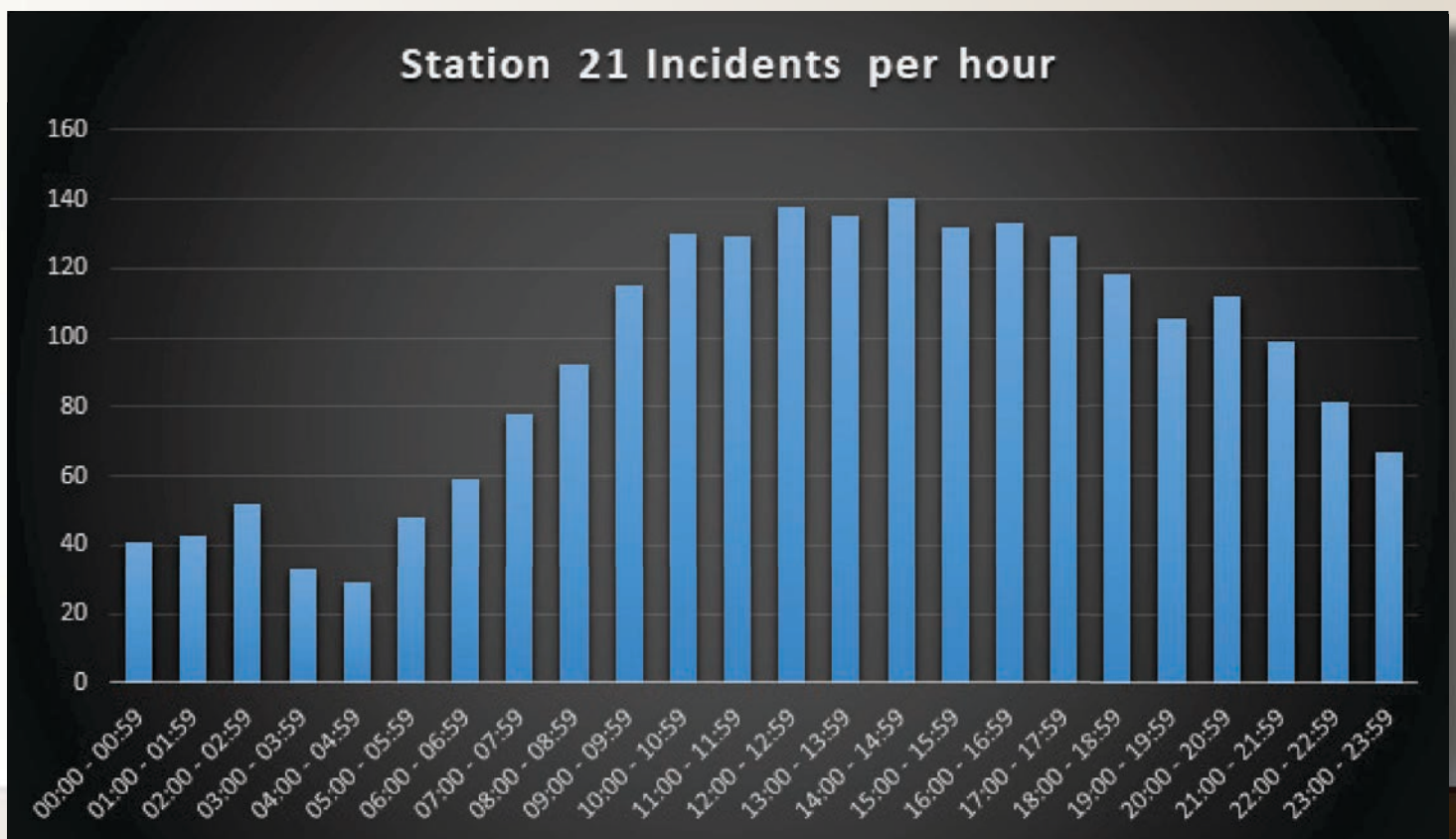
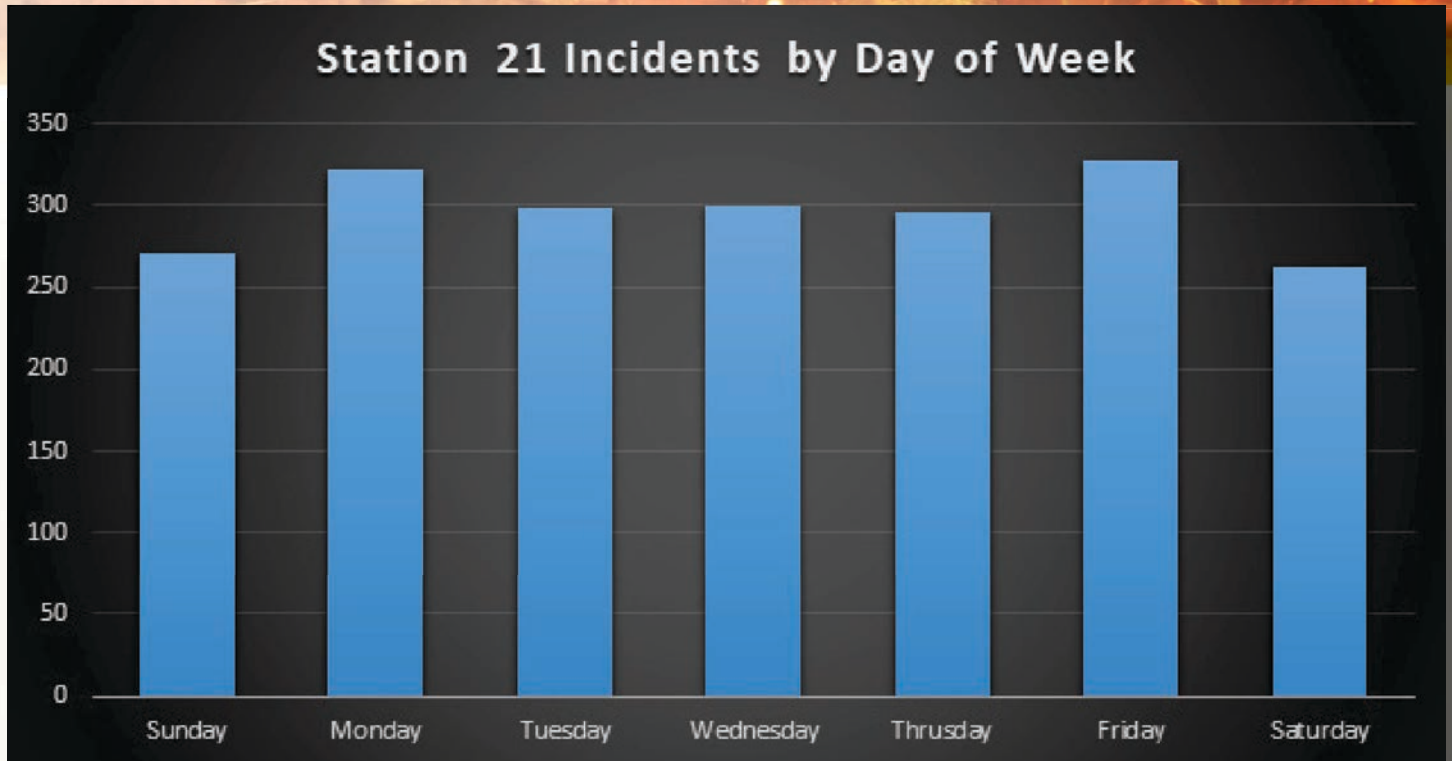
STATION 21 STATISTICS

Calls by Incident Type for Station 21



INCIDENT TYPE	#OF INCIDENTS
Fires	59
Overpressure rupture, explosion, overheating - no fire	3
Rescue & Emergency Medical Service	1274
Hazardous Condition (No Fire)	106
Service Call	83
Good Intent Call	367
False Alarm & False Call	179
Severe Weather & Natural Disaster	1
Special Incident Type	5
TOTAL	2077

STATION 21 STATISTICS continued





STATION 22

- Located on 2.58 acres in the industrial portion of Covington.
- Houses Truck 22 and a reserve truck
- The station has 2 double bays.
- The station was opened in 2006.
- 24-hour coverage with a minimum of 3 firefighters.

Station 22 Apparatus

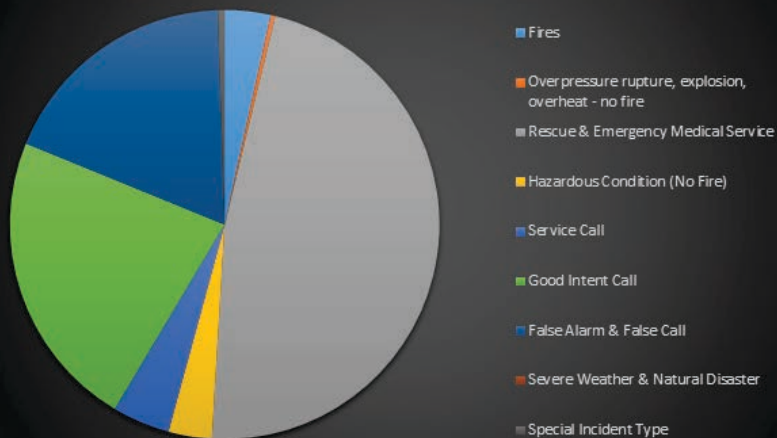


TRUCK 22 AND TRUCK 22R

These aerial apparatus, sometimes referred to as ladder trucks, are front line units. Staffed with four personnel each, they are used for rescue and aerial firefighting.

STATION 22 STATISTICS

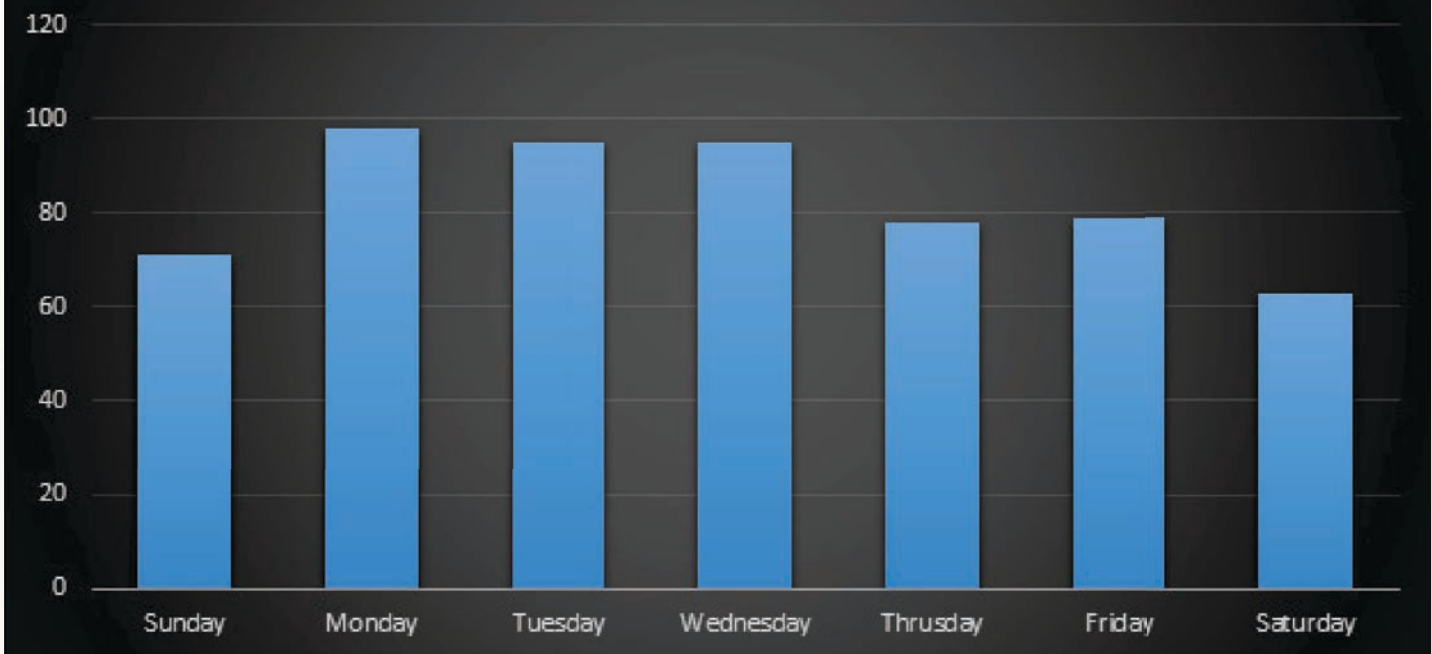
Calls by Incident Type for Station 22



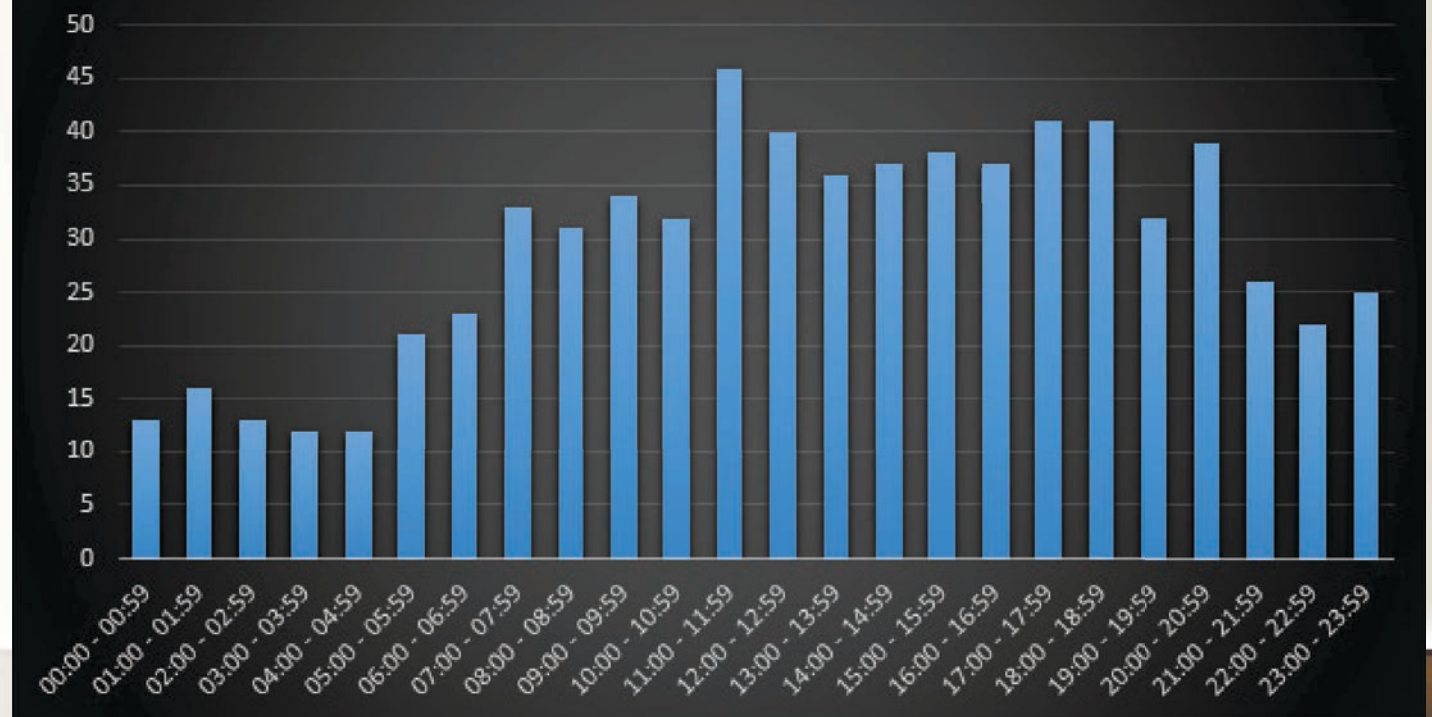
INCIDENT TYPE	# OF INCIDENTS
Fires	20
Overpressure rupture, explosion, overhear - no fire	2
Rescue & Emergency Medical Service	273
Hazardous Condition (No Fire)	19
Service Call	25
Good Intent Call	131
False Alarm & False Call	106
Severe Weather & Natural Disaster	0
Special Incident Type	3
TOTAL	579

STATION 22 STATISTICS continued

Station 22 Incidents by Day of Week



Station 22 Incidents per hour



NEW PERSONNEL



Noel Anson



**Charles
Drew**



**Christian
Head**



Billy Hutchins

T-22

COVINGTON

FIRE PREVENTION



Joe Doss IAAI-FIT, Deputy Chief Fire Marshal joined the city's fire department in 1998. He progressed from firefighter to engineer to Lieutenant. In 2013, he was promoted to Assistant Fire Marshal. In this new role, he oversaw annual inspections for businesses, fire investigations and assisted with fire safety education. In 2017, Joe was promoted to Fire Marshal of the Covington Fire Department where he oversees code enforcement, fire investigations and the education program. Chief Doss is active in the various chapters of investigations and inspections including IAAI, SFPE, GFIA and MFIA. Joe and his wife of 21 years, Dianna, have two daughters and reside in Loganville, Georgia.

The Fire Marshal's Office is supervised by the Deputy Chief Fire Marshal. The fire marshal manages fire code enforcement, plans reviews, education and community risk reduction and investigation missions of the department. The fire marshal also serves as the Public Information Officer for the department.

Fire Marshal's Office

The division contains personnel trained in multiple facets covering all areas of its responsibilities. The division plays an integral role in the construction of new buildings and ensuring those structures are built to meet or exceed current fire codes. Types of inspections and meetings include: *Annual Inspections, Re-Inspections, Compliance Inspections, Pre-design Meetings, Pre-construction Meetings, Final Inspections, 80% Inspections, 50% Inspections, Sprinkler Inspections, Fire Alarm Inspections and Hood Inspections*. The division also investigates any fire that is suspicious in nature, unlawfully set or of which the cause cannot be immediately determined.

Public Safety Education

This division works to educate the public about fire prevention and the dangers of fire as well as the many services offered to the community by the fire department.

2019 Fire Marshal Statistics

New Certificates of Occupancy	71
Burn Permits Issued	28
Blast Permits Issued	117
Fire Education Classes Taught	78
Inspections Completed	1,691

TRAINING DIVISION



Danny Garner, Division Chief of Training, joined the city's fire department in 2006 as a firefighter on C-shift. Chief Garner moved through the ranks of firefighter, Relief Apparatus Operator, Engineer and Lieutenant until he reached his current position. Chief Garner has served on the Dive Team, ESU Team and is Commander of the Honor Guard. He holds an Associate Degree in Computer Information Systems and is currently working toward his Bachelors in Disaster and Emergency Management.

The City of Covington Fire Department completed **15,013 training hours in 2019**. All personnel met the requirements set forth by ISO (Insurance Service Office) with one hundred percent compliance, as well as continuing their EMS licensure at the State and National level. Covington firefighters attended conferences all over the country including: FDIC, CSPE, National Fallen Firefighters weekend, the High School Fire and EMS Cadet symposium, Fire Department Behavioral and Health symposium and many more.

Training Center: Covington Fire Department has a joint training facility with Newton County Fire Service and hosted classes year round in 2019. The training ground offers a multitude of different training opportunities for all aspects of the fire service.

This facility has been very progressive and very innovative for Covington's firefighters.

CERTIFICATIONS EARNED IN 2019

Georgia Public Safety Training Center

Structural Fire Control	4
Structural Fire Control Instructor	6
Pressurized Container Fire Control	4
Incident Safety Officer	1
Health and Safety Officer	2
Arson Investigator Level 2	1
Crash Victim Extrication	11
Interior Search and Rescue	1

Blue Card Incident Command System

Blue Card Certifications	4
Blue Card Instructors	6

National Profession Qualifications

Firefighter 1	4
Firefighter 2	7
Hazmat Awareness	7
Hazmat Operations	7
Fire Officer 1	14
Fire Officer 2	4
Fire Instructor 1	5
Fire Instructor 2	5
Investigator 1	2
Apparatus Operator Pumper	3
Rescue Technician Rope	18
Rescue Technician Rope 2	6
Evaluator	16

ACCREDITATION



April Draper, Accreditation Program Coordinator / Support Services, a native of Newton County, began her career with the City of Covington in September of 2003. She began with the City as a member of the Customer Service Department located at City Hall. In 2007, she joined the City's fire department as the Administrative Specialist.

In 2011, she was promoted to her current position, Accreditation Program Coordinator. She oversees the Accreditation Process for the Department, and is also a Certified Level 1 Peer Assessor through the Center for Public Safety Excellence. She has visited and served as a Peer Assessor for many fire departments throughout the United States who have been seeking Accreditation. She is also a founding member of the Georgia Association for Fire Accreditation and Professional Credentialing. In addition to the

Accreditation process, Draper also performs various administrative duties for the department. She and her husband Jim reside in Covington and have two children; a daughter who is a graduate of Kennesaw State University, and a son who currently attends Georgia State. She is also an active member of the Kiwanis Club of Covington.

The Covington Fire Department is an accredited agency under the Center for Public Safety Excellence (CPSE), administered by the Commission on Fire Accreditation Internationally (CFAI). Accreditation is a comprehensive self-assessment and quality improvement model that enables organizations to examine past, current and future service levels and internal performance and compare them to current research and industry best practices. This voluntary process, coordinated by the Accreditation Manager, leads to a more efficient and effective emergency service organization by learning to identify its strengths and weaknesses. Including its initial accreditation in 2003, the department has achieved and maintained accredited status 4 times.

Currently, Covington is one of only (10) accredited agencies in the state of Georgia and of (270) accredited agencies in the US and internationally. Every five years, a team of peer assessors review living documents that are to be updated and maintained continuously, and then follow up that review with a site visit to verify and validate the documentation that has been set forth. These documents include the Self-Assessment Manual (SAM), which contains performance indicators that must be written to for ten categories (i.e. Governance, Assessment & Planning, Goals & Objectives, Finance, Programs, Human, Physical & Essential Resources, Training and External Relations), the Community Risk Assessment/Standard of Cover (CRA/SOC), which discusses the department's community risk hazards and response times, and the 5-Year Strategic Plan, which discusses the department's short and long term goals and objectives. If the team finds all of these items to be credible and verifiable, the department is again recommended to the CFAI for accreditation. To maintain this status, the department is also required to submit an Annual Compliance Report.

CPSE Fire Officer Designations

CPC Credentialing is a professional designation model that recognizes career excellence and offers strategies for continuous personal improvement.

The Commission on Professional Credentialing (CPC) offers five distinct designations covering the various levels and specialties of fire officers. CPC provides an application process that officers use to develop their portfolio, training and support while developing their portfolio, and access to experienced peer reviewers. While it can be a bit of work to develop your portfolio; we promise it's worth it. Working towards, achieving, and maintaining a designation will:

- Highlight a fire officers professional growth
- Document strategies of their career enhancement and development
- Demonstrate their commitment to life-long learning, skill development, and community service
- Affirm their dedication to proficiency and delivery of all-hazard services to their community
- Improve your chances of being successful in hiring and promotion processes by identifying them as a candidate with superior skills, knowledge, and leadership capabilities
- Foster a source of pride in themselves or those in their agency to encourage them to become credentialed

Two of our officers received this designation in 2019.



Battalion Chief Kevin Whitley



Captain Jeremy Mathis



CADET PROGRAM

In August of 2019, the Covington Fire Department launched its first High School Cadet Program, a work experience program in conjunction with Newton College and Career Academy and Newton County Work Based Learning Program.



This program serves many purposes. In addition to creating a future workforce for our department, the program increases our community outreach efforts, and will assist in developing future leaders in our community. The program coincides with the Newton County School system calendar and offers certifications in Emergency Medical Responder and CPR. By the end of the academic year, the cadets will have completed 276 total instruction hours. There are currently two co-coordinators of the cadet program, and fire station personnel assist with basic training.

The cadet basic training program teaches high schools students who are juniors and seniors, introductory level knowledge of firefighting skills, tools, equipment and fire science. It also helps cadets develop positive mentoring relationships with firefighters. The cadet instructors evaluate the students during basic training to assess their ability to undertake duties and their commitment to becoming a fire cadet. Proficiency exercises take place at this level to assess the student's physical abilities. Cadets will encounter multiple different facets of the Firefighter/EMS career field including but not limited to rope rescue, fire suppression, auto extrication, administrative functions and Emergency Medical Responder.

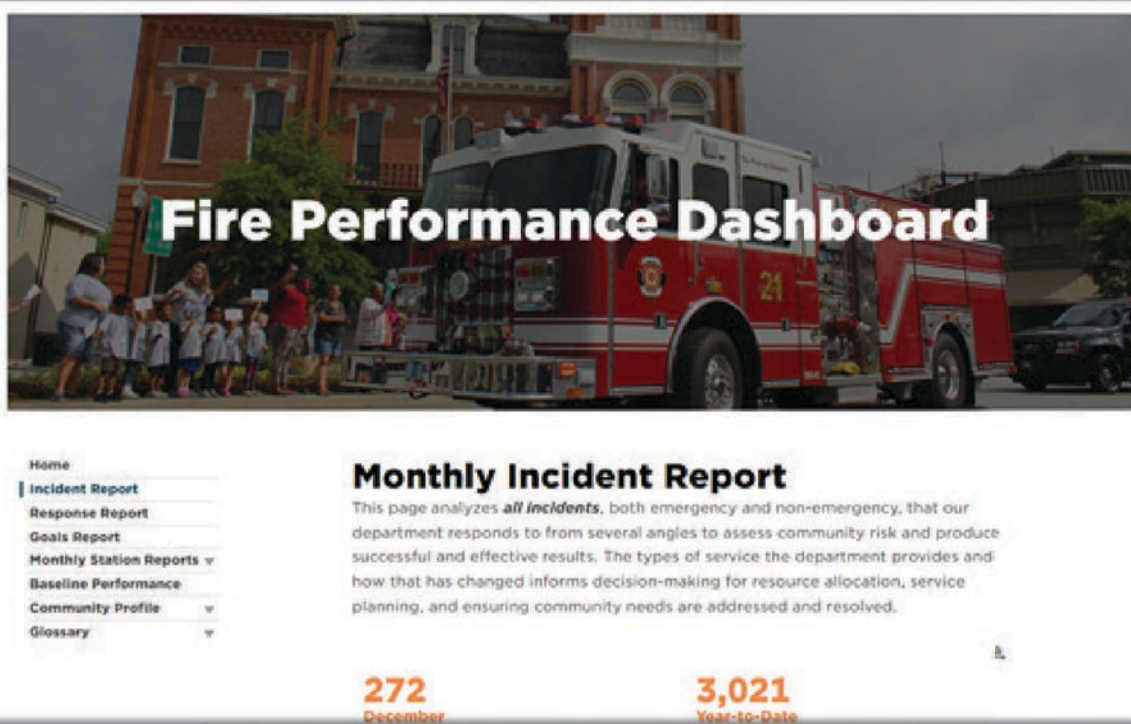
In 2019, the cadets participated in 20 extra duty hours which included the Fuzz Run, fireworks for lighting of the square and the Firehouse 5K. They will also be assisting program coordinators with the recruitment efforts of new students for the next academic year.





mySidewalk

mySidewalk is a tool that helps analysts get data out of silos and into operational, strategic and policy decisions by improving how we track, analyze and communicate on key indicators. It also allows our stakeholder (i.e. residents, business owners, industrial companies and visitors of the City of Covington) to see what their Fire Department is capable of and how we protect them with an all hazards response.



<https://dashboards.mysidewalk.com/covington-ga-fire-performance-dashboard-20/incident-report>

Covington Fire Department History



Engine 4 was a 1974 Ford c904 1000 G.P.M. pumper



2003: CFD receives international accreditation



1960

The Covington Fire Department opens on Conyers Street

1985

The Covington Fire Department headquarters moves to its current location at 2101 Pace Street

2003

The Covington Fire Department becomes the 4th fire department in Georgia and the 89th Department in the world to receive international accreditation.

2006

The Covington Fire Department opens second station on Alcovy Road.

2015

The City of Covington Fire Stations and Apparatus receive new number designations on September 1, 2015. Station 1 and Station 2 officially became Station 21 and Station 22.





Covington Fire Department Headquarters

**Station 21 | 2101 Pace Street | Covington, GA 30014
770-385-2100**

 facebook.com/Covington-Fire-Department-Georgia