



2020 ANNUAL REPORT



Mission Statement

The Covington Fire Department will do the right thing in all aspects of life while providing quality and efficient service to all in the community.

Core Values

COMMITMENT - Committed to all stakeholders, both internal and external.

RESPECT - To respect each other and those we serve.

INTEGRITY - Do the right thing, even when no one is looking.

SERVICE - To provide effective, efficient, professional, and quality service.

PROFESSIONALISM - Follow the highest standard of ethical conduct.

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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 Operations



Joe Doss
Deputy Chief Fire Marshal



Danny Garner
Division Chief Training



Message from the Chief

It is my pleasure to present the 2020 Annual Report for the City of Covington Fire Department. This past year brought many challenges, and I cannot be more proud of our fire department personnel and their efforts during a worldwide pandemic. Priorities for 2020 consisted of Fire Officer designations, development of a five-year strategic plan, and streamlining all policies and procedures.

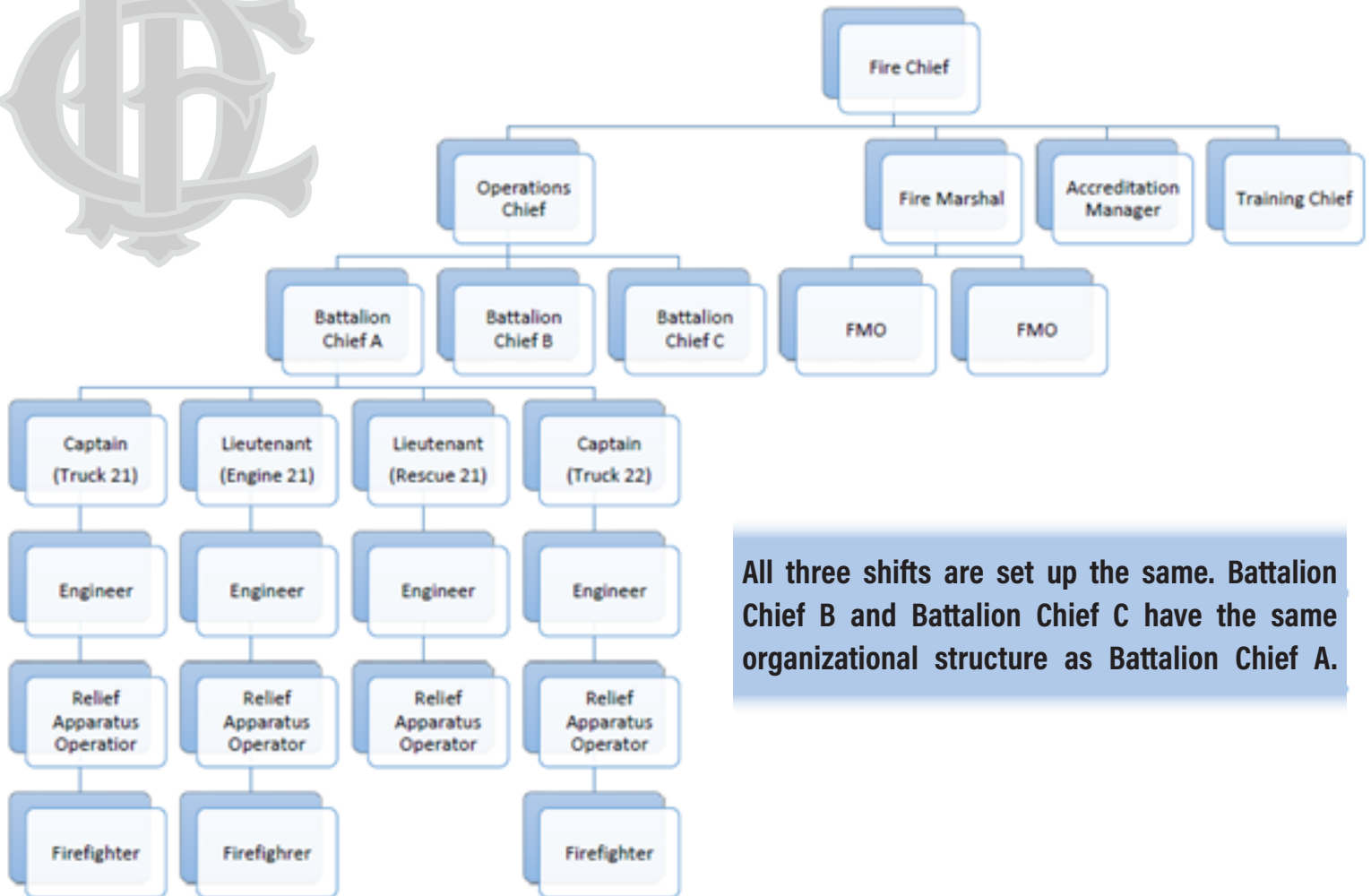
This report captures the data and information used to make informed decisions to best serve the City of Covington community. One of the highlights from this past year was the development of the 2020-2025 Strategic Plan facilitated by the Center of Public Safety Excellence. The development of this plan consisted of thirty external stakeholders throughout the community providing feedback and expectations. By utilizing external stakeholders, the department was able to develop goals and objectives based on the feedback received to ensure our goals are meeting the community's expectations. The department made several adjustments to ensure response to COVID-19 was adequate while still maintaining safety precautions for all personnel.

I am proud of the effort and impact our department has on the community. They truly have a heart to serve, and in serving they strive to be the very best at their job. I am excited about what the future holds for Covington Fire Department.

Thank you for the support of the City of Covington Fire Department.

Jeremy Holmes
City of Covington Fire Chief

CFD *Organizational Chart*



All three shifts are set up the same. Battalion Chief B and Battalion Chief C have the same organizational structure as Battalion Chief A.

Deputy Chief 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.



Field Operations

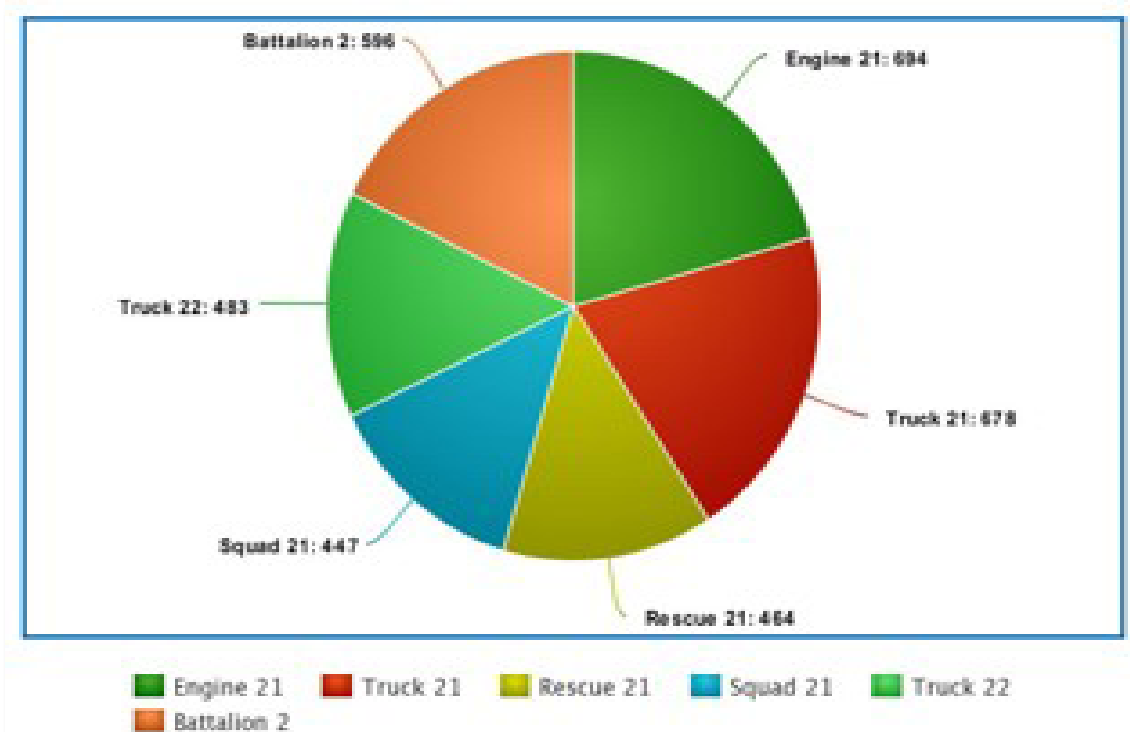
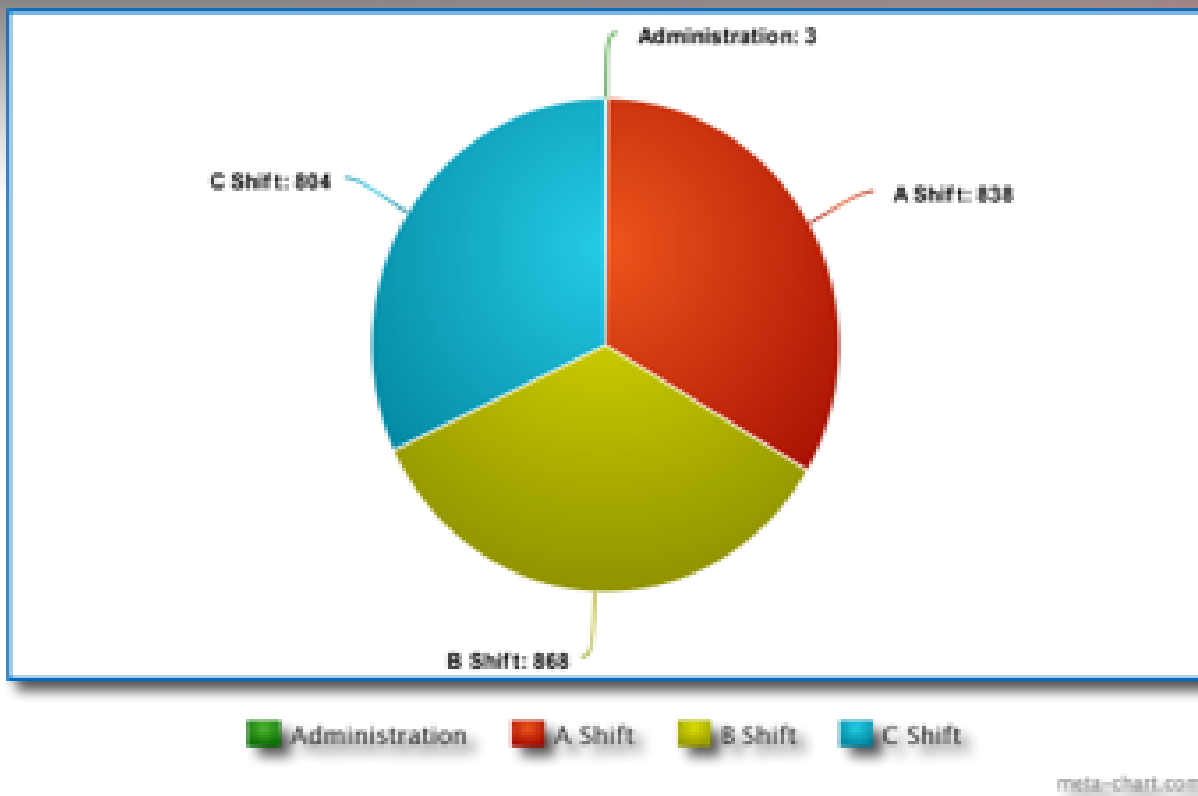
OPERATIONS

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 responded to
2513 calls for service in 2020.**





Deputy Chief Fire Marshal



Joe Doss IAAI-FIT, NAFI-CFEI, 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 24 years, Dianna, have two daughters and reside in Oxford, Georgia.



Fire Marshal's Office

Inspections

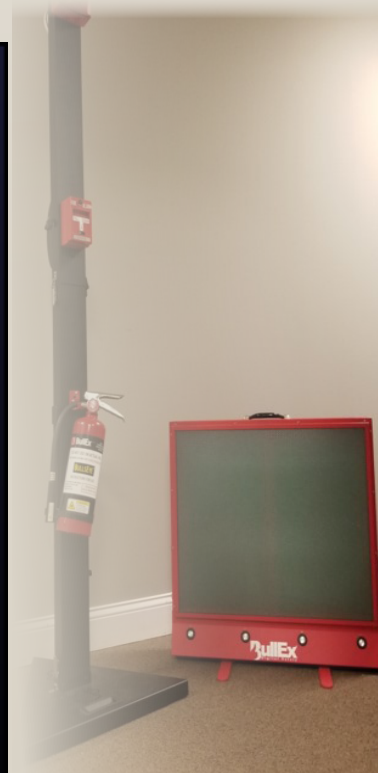
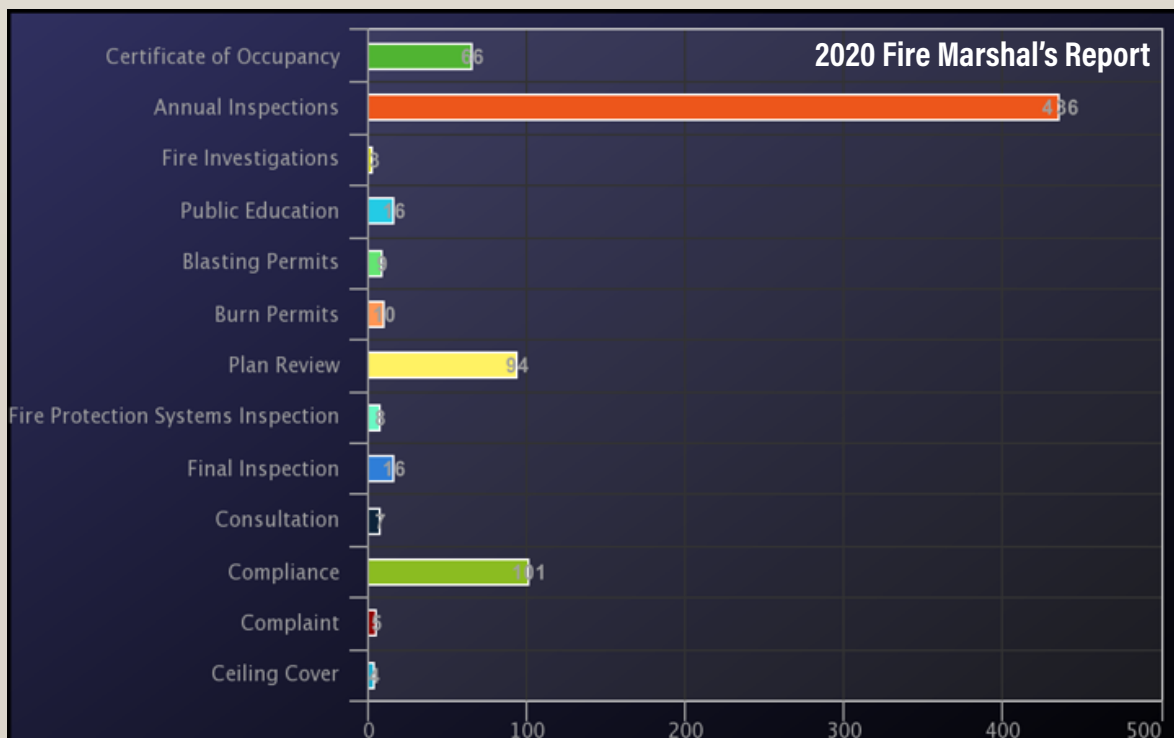
The division contains personnel trained in multiple facets covering all areas of its responsibilities. The division plays an integral role in the construction of new buildings and ensuring those structures are built to meet or exceed current fire codes. Types of inspections and meetings include: annual inspections, re-inspections, compliance inspections, predesign meetings, preconstruction meetings, final inspections, 80% inspections, 50% inspections, sprinkler inspections, fire alarm inspections and hood inspections.

Investigations

The division also investigates any fire that is suspicious in nature, unlawfully set or of which the cause cannot be immediately determined.

Education

The division is also responsible for community education, offering classes from preschool to seniors: Fire safety, CPR, Workplace Safety, Fire extinguisher training and many more.



Division Chief Training



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.



Training Division

Covington Fire Department completed 18,612 hours of training in 2020. All personnel met the requirements set forth by ISO (Insurance Service office) with 100% compliance, as well as completing their EMS licensure at the state and national level. The personnel also earned 45 state and national certifications in Fire and EMS training.

Training Certifications

Georgia Public Safety Training Center

- Incident Safety Officer: 1
- Structural Fire Control Instructor: 2
- Handling Flammable and Combustible Incidents: 3
- Decision Making for Initial Company Operations: 1
- Strategy and Tactics for Initial Company Ops: 1
- Introduction to Fire Investigator: 1
- Interior Search & Rescue: 2
- Fundamentals of Heavy Rescue: 1
- Life Safety Code: 2
- Pressurized Container Fire Control: 2
- Introduction to Honor Guard: 2
- Crash Victim Extrication 1: 2
- Preparation for Initial Company Operations: 1

Emergency Medical Services

- EMT Basic: 1
- Advanced EMT: 2
- Paramedic: 1

Georgia Firefighter Standards & Training Council Certifications

- Firefighter II: 2
- Hazmat Awareness: 1
- Hazmat Operations: 1
- Fire Service Educator: 1
- Fire Officer 1: 2
- Fire Officer 2: 10
- Inspector 1: 1
- Investigator 1: 1
- Rope Technician Rope 2: 1



CPSE FIRE OFFICER DESIGNATIONS



Center for
Public Safety
Excellence

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. Chief Garner and Sergeant Megrue received their designations in 2020.



Danny Garner
Division Chief Training



Joey Megrue
Engineer

NATIONAL ASSOCIATION OF ARSON INVESTIGATORS CFEI CERTIFICATION



Firefighter
Jonathan Fuqua



Deputy Chief Fire Marshal
Joe Doss



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. Ms. Draper is also a member of the Vision 20/20 Steering Committee, an organization committed to Community Risk Reduction. 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.





Accreditation

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 (11) accredited agencies in the state of Georgia and of (284) 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.

2020-2025 Strategic Plan

In October of 2020, the Covington Fire Department utilized the TAP (Technical Advisor Program) to assist in formulating our new community-driven 5 year strategic plan. Facilitators from the Center for Public Safety Excellence (CPSE) spent four days obtaining feedback from external and internal stakeholders. These stakeholders included members of the community, business owners, city officials and members of the department. This feedback was used to develop our goals and objectives, and establish our new Vision and Mission statements, as well as our new Core Values. This was an in-depth and challenging process, but the end product will serve the department in meeting and/or exceeding the community's expectations as we provide them with excellent public safety services.





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 four double bays
- The station was opened in 1985
- 24-hour coverage with a minimum of seven 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 three 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



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.

Reserve Truck

These aerial apparatus, sometimes referred to as ladder trucks, it is used for a back-up for rescue and aerial firefighting.



STATION 22

- Located on 2.58 acres in the industrial portion of Covington
- Houses Truck 22, Squad 21 and a reserve truck
- The station has two double bays
- The station was opened in 2006
- 24-hour coverage with a minimum of five firefighters



TRUCK 22

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.

Reserve Engine

Back up apparatus that performs fire suppression, medical response and motor vehicle accident mitigations.



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. Staffed with three personnel.

Promotions/Transfers



Lt. Adam Webb
promoted to Captain



**Engineer
Brett Madsen**
promoted to Lieutenant



FF Matt Isom
promoted to Engineer



Captain Robert Canady
transferred to Fire Marshal's Office

2020 Highlights

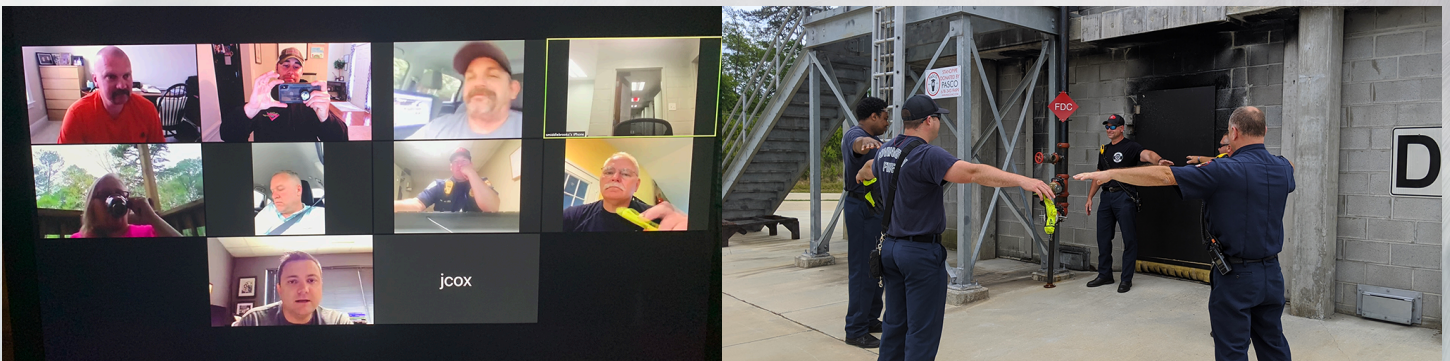
Mutual Aid to Atlanta Fire During Riots

Covington Fire Department was requested by Georgia Mutual Aid Group to assist Atlanta Fire Department with an apparatus and personnel during the civil unrest in Atlanta.



COVID-19 Response and Internal Adjustments

Covington Fire Department like many other agencies had to adapt to the pandemic, by taking extra precautions both while on emergency calls and while inside the station. The administration used remote working to accomplish their tasks. Suppression personnel utilized tyvek suits, mask and other PPE to perform their duties while on calls.



Lexipol Policies

Lexipol is a private company based out of Texas that provides a full library of customizable, state-specific fire service policies that are updated in response to new state and federal laws and court decisions. Making safe operational and administrative decisions requires comprehensive, easy-to-understand guidelines and training that reflect the latest standards and legislation—as well as resources to help them manage the behavioral and physical health risks associated with a career in fire and EMS.

Covington Fire Department History



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

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.



2003: CFD receives international accreditation



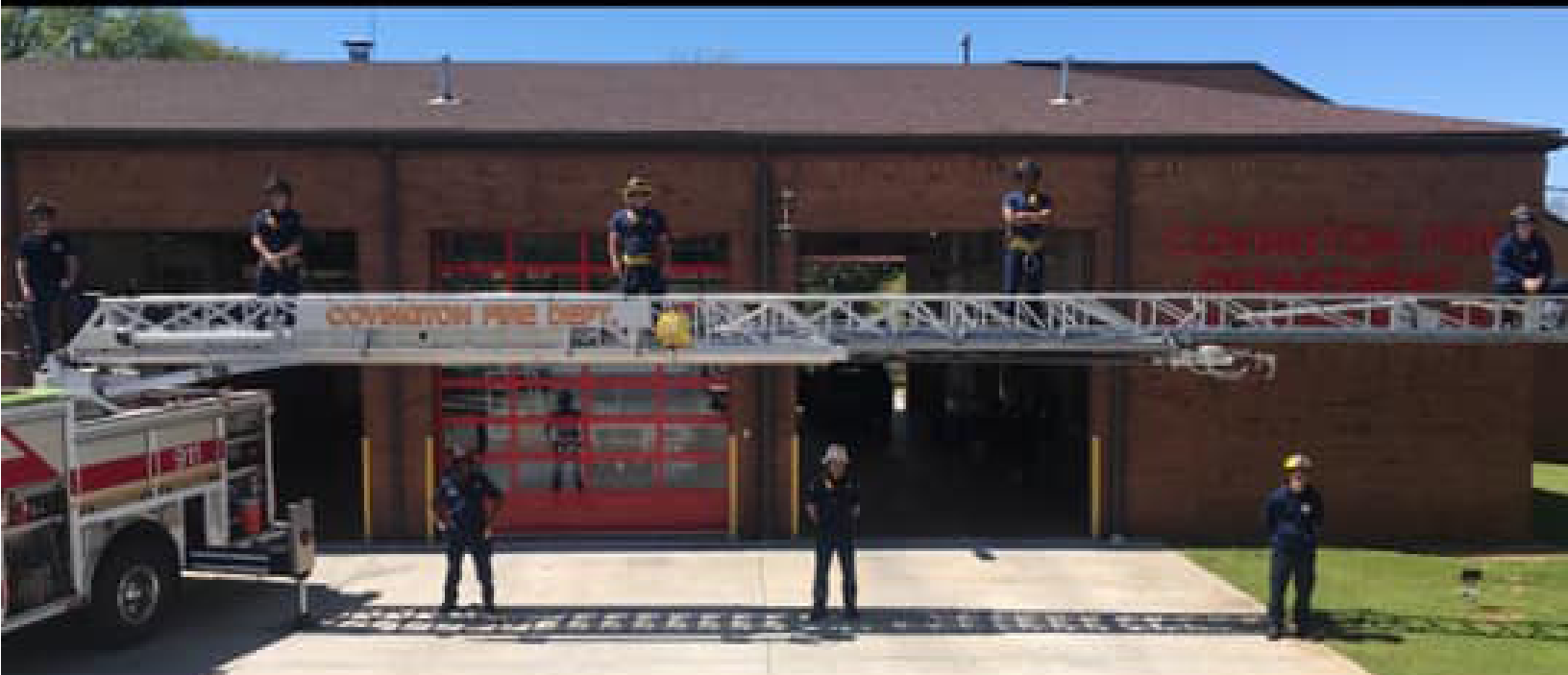
2006

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