

2020





DEPARTMENT








results
minneapolis

Fire

Performance Summary

Enterprise Priorities (page 3): Workforce diversity, Spending with Diverse Suppliers
Department Priorities (page 4): Workforce diversity, Workforce Planning

Trend Key			
	Year-over-year (YoY) increase by more than 5%		Less than 5% YoY change
	YoY decrease by more than 5%		No trend

Budget Program	2019 Budget	Performance Measure	2019 Performance	Data Trend	Status indicator: Red/Yellow/Green
Fire Suppression, Emergency Medical Service and Technical Rescue	\$49.3M	<ol style="list-style-type: none"> Annual emergency calls Fires by incident type Response time Percentage of 14 FF to Scene in Less than 9 Min, and 20 Sec. EMS response request by neighborhood 	<ol style="list-style-type: none"> 49,062 calls 33,992 Rescue and EMS calls 77% 73% 19 red zones 	<ol style="list-style-type: none"> Increase Increase No Trend Decrease Decrease 	<ol style="list-style-type: none">     
Training & Recruitment	\$10.2M	<ol style="list-style-type: none"> Department demographics 	<ol style="list-style-type: none"> 32% People of Color 	<ol style="list-style-type: none"> Increase 	<ol style="list-style-type: none"> 
Community Risk Reduction and Outreach	\$9.8M	<ol style="list-style-type: none"> Community Engagement 	The MFD reached 19,000 people during community engagement events in 2019	<ol style="list-style-type: none"> Increase 	<ol style="list-style-type: none"> 

Enterprise Priorities

Workforce Diversity

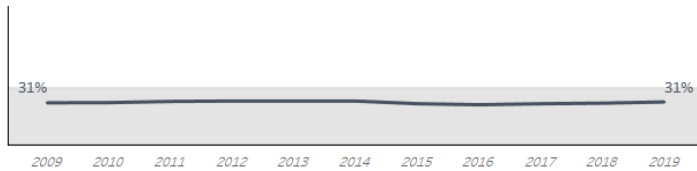
- **Does not meet** enterprise goal of 41% people of color
- **Does not meet** enterprise goal of 45% women

The MFD continues to engage in proactive initiatives and programs, such as the MFD EMS Pathways Academy, to improve hiring processes and recruit diverse candidates.

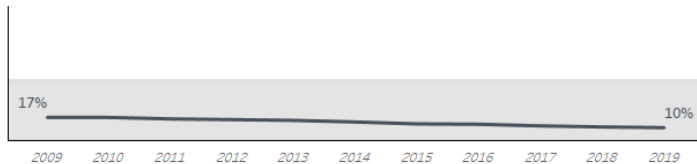
Workforce diversity (2009-2019)

Fire

People of color



Women



Notes:

(1) Grey shading indicates enterprise goals (41% people of color and 45% women).

Definition for Regular City Workforce:

(a) Includes: all regular full-time, regular part-time, regular intermittent, and seasonal full-time City employees.

(b) Excludes: ACA seasonal and all temporary City employees including individuals on permit, outside trades, Election Judges, METP Summer Youth, and contractors.

Spending with Diverse Suppliers

- **Does not meet** Citywide percent diverse spending of 16%
- **Does not meet** Citywide percent spending with minority-owned suppliers of 7%
- **Does not meet** City wide percent spending with non-minority women-owned suppliers of 9%

Much of the spending in the fire department is on unique materials with very limited suppliers, making it difficult to always find suppliers who are diverse and can provide what is requested. In 2018, we were able to meet the City goals and we will continue in our efforts to meet them in the future.

Summary

Total supplier spending* over selected years

\$414K

Amount spent with diverse suppliers over selected years

\$24K (6%)

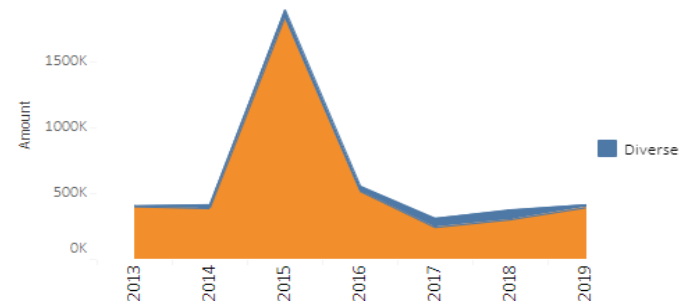
Minority-owned

\$3K (1%)

Non-minority women

\$21K (5%)

Share of diverse spending* (all years)



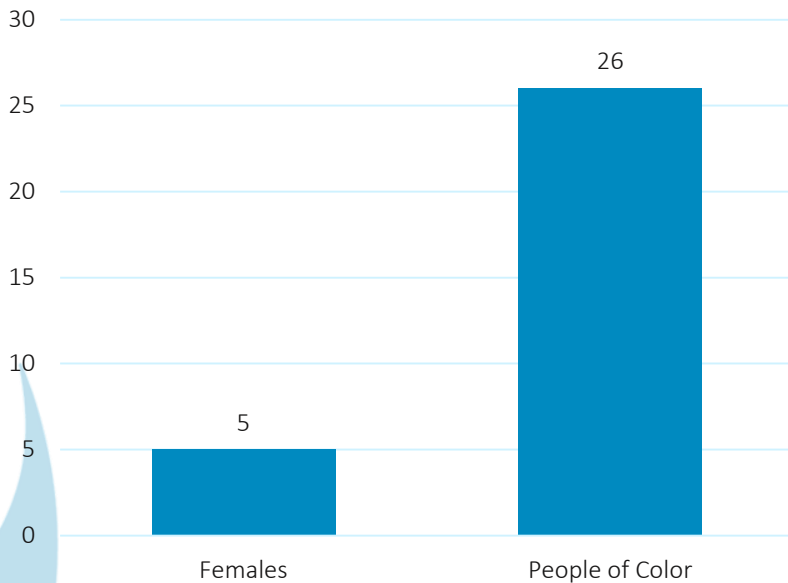
Department Priorities

Priority 1

- Continue to increase the diversity of the MFD to better reflect the community we serve. One driver toward this priority is the MFD EMS Pathways Academy which is set to begin its 5th cohort. The Department has now hired and retained 35 total Firefighters from the EMS Academy. The overall diversity breakdown of this group is below.

Performance measure(s)

EMS Academy

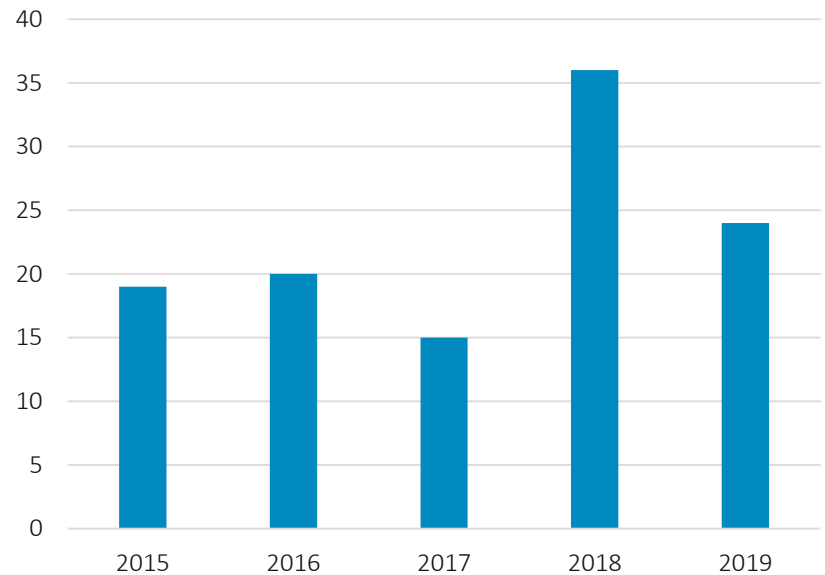


Priority 2

- The MFD will ensure it has the resources required to keep up with the increasing demands for service for the people who live, work and play in the City of Minneapolis. The MFD will continue to use its workplan and workforce retirement data to plan cadet classes ahead of anticipated separations.

Performance measure(s)

Separations from MFD

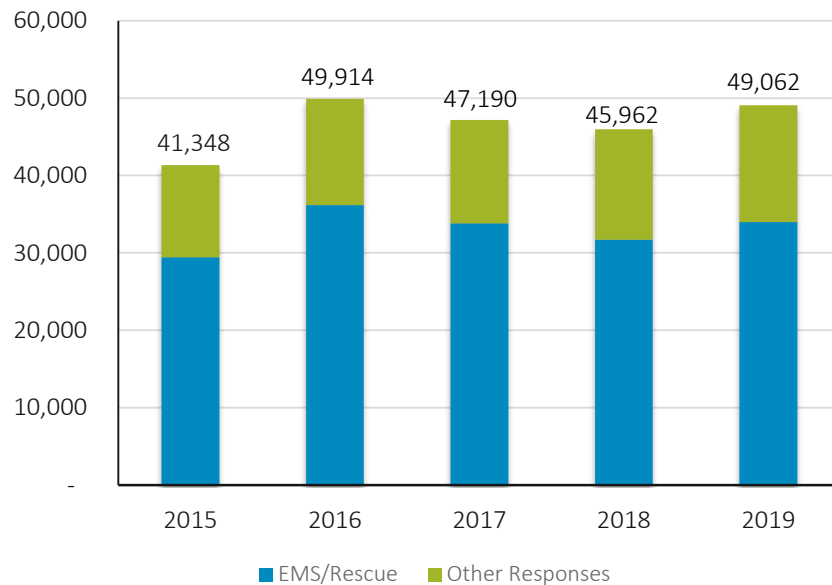


Fire Suppression, Emergency Medical Services and Technical Rescue

Program Description: Fire Suppression, Emergency Medical Service and Technical Rescue describes the increased demand for services by cross-trained personnel who perform multiple functions in a growing range of services, such as Fire Response, Emergency & Medical Services, Hazardous Materials Response (Terrorism/WMD Response), Technical Rescue, Community Outreach and Prevention Education.

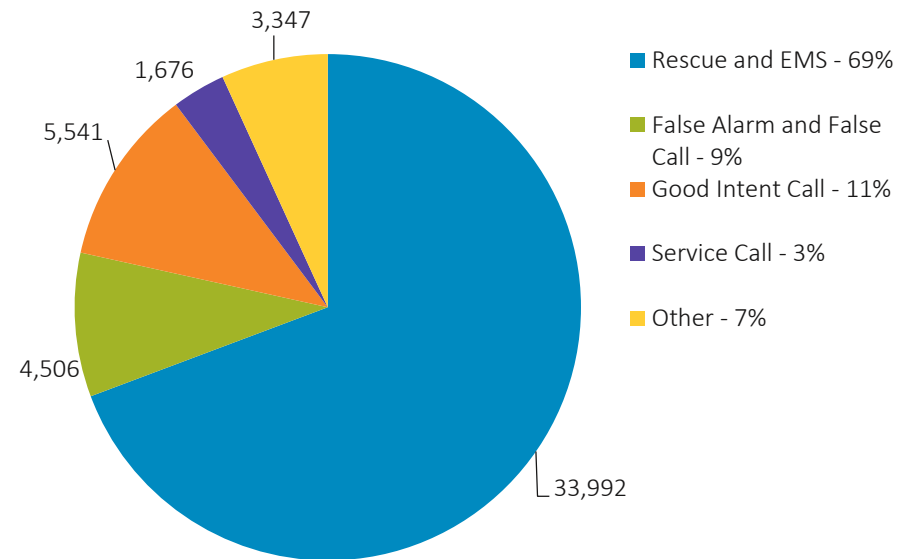
Performance Measures

Fire: Calls for Service



Definition: This metric illustrates the annual calls for service for the past 5 years. The blue illustrates the calls for EMS services, which account for just over 70% of calls for service.

2019 Calls for Service by Type



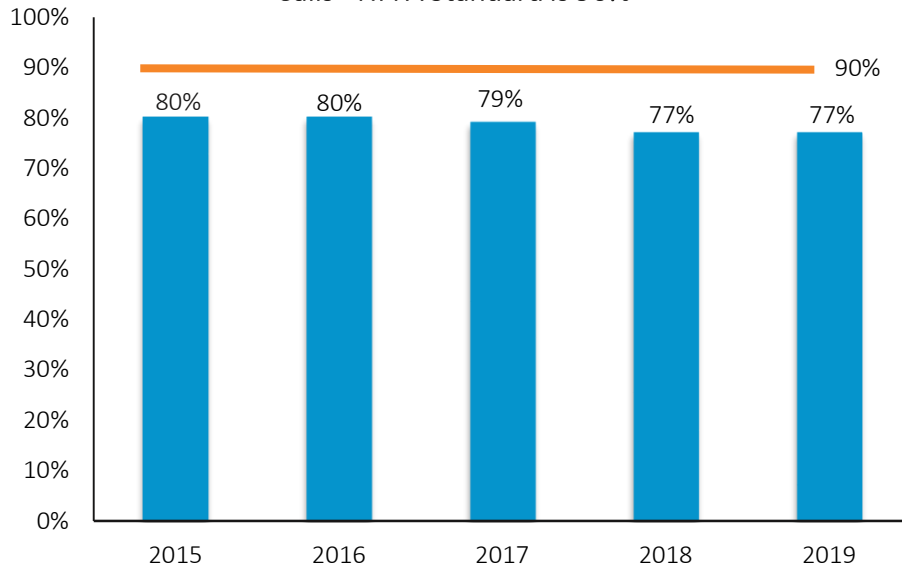
Definition: This metric breaks down the most common calls for service in 2019. The vast majority of calls for service (69%) were for EMS services.

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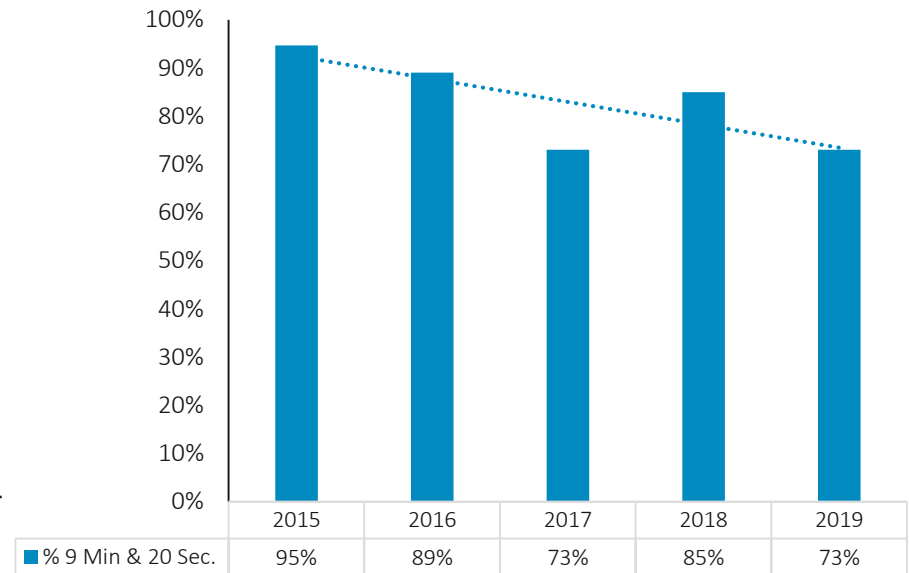
Performance Measures

Response Time of 5 Minutes or Less for All Priority 1 Calls - NFPA Standard is 90%



Definition: This metric shows the percentage of emergency runs in which the first MFD rig arrives on scene in 5 minutes or less for all emergency responses (Priority 1). The target of arrival in 5 minutes or less is derived from the NFPA 1710 Standard and is a nationally accepted standard. Faster arrival times generally result in better outcomes.

Percentage of 14 FF to Scene in Less than 9 Min, and 20 Sec.

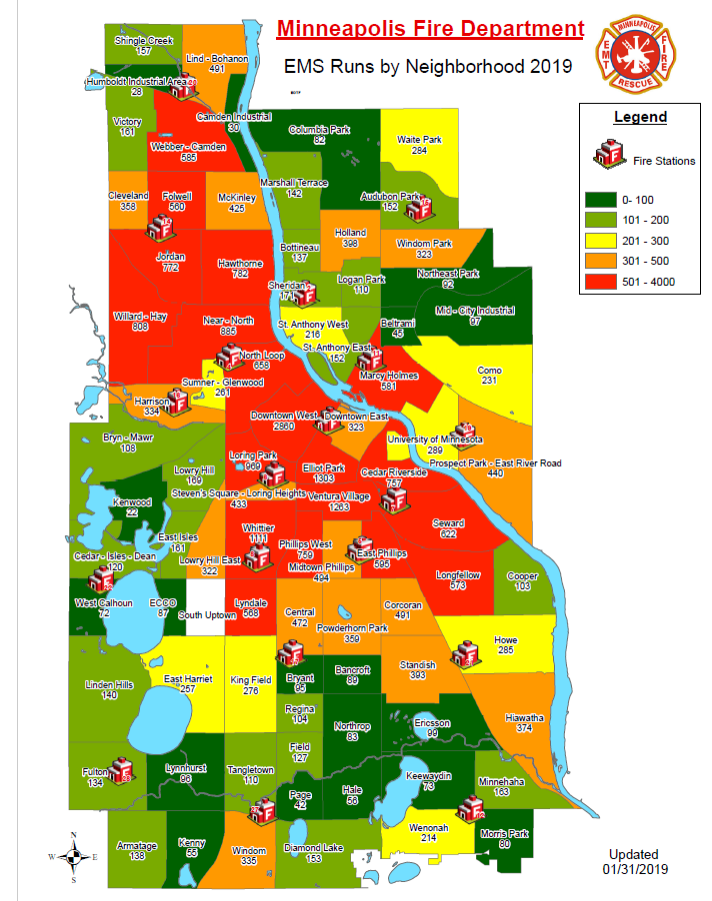
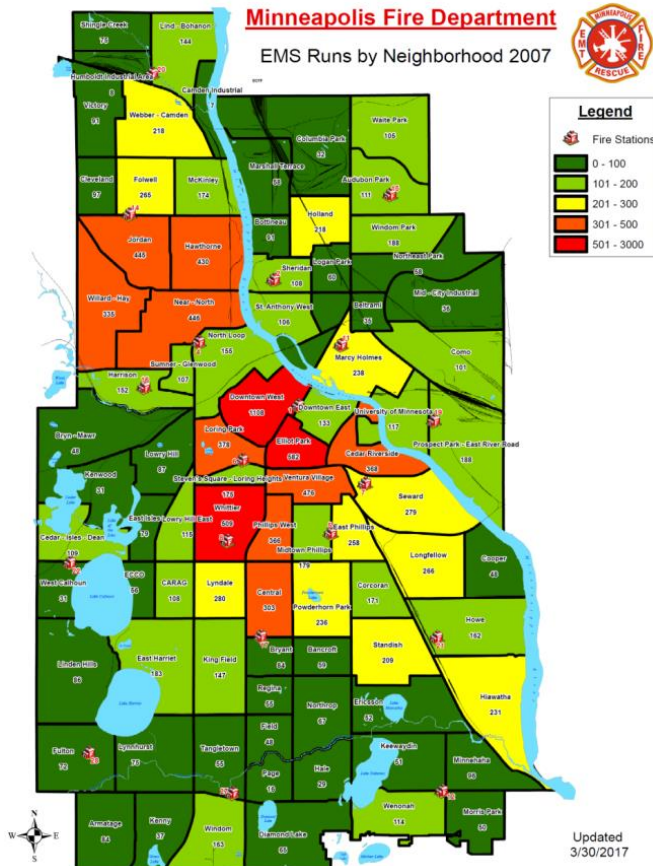


Definition: This metric is important in that it illustrates the percentage of fires the MFD is able to get enough resources to the scene to effectively mitigate a working structure fire.

Emergency Medical Services

Program Description:: Emergency Medical Service Requests by Neighborhood.

Performance Measures



Definition: Map illustrates the requests for EMS responses by neighborhood in 2007. The red areas represent the highest number of requests. Red indicates >500 responses.

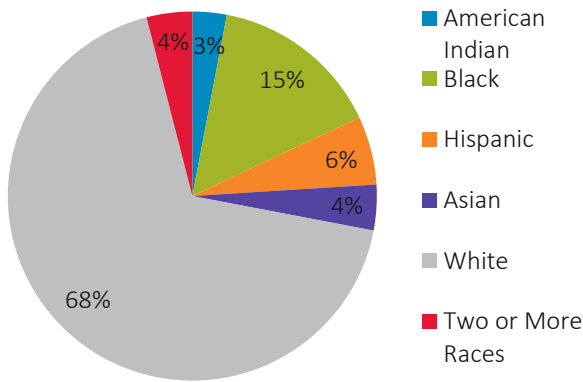
Definition: Map illustrates the requests for EMS responses by neighborhood in 2019. Notice the increase in red zones from 2007 – 2019. This metric illustrates the increasing trend in demand for service.

Training & Recruitment

Program Description: The Training program is fundamental in building and maintaining firefighter’s skills. The program aims at and developing a high-performing diverse workforce where personal strengths are recognized and individual differences are respected. The aim is to create potential career opportunities both internal and external, and cross discipline.

Performance Measures

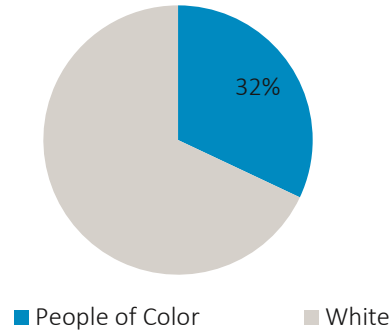
MFD Ethnicity, 2019



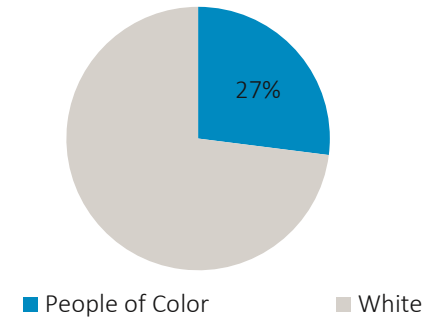
Definition: This metric illustrates the diversity of the MFD in 2019.

Definition: The following metrics break out the diversity of the department by rank.

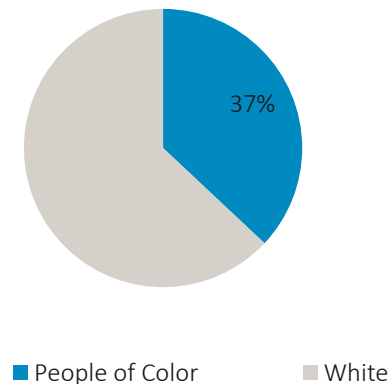
Chief Officers



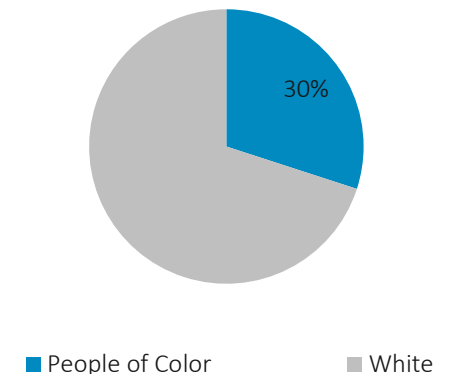
Captains



Fire Motor Operators



Firefighters

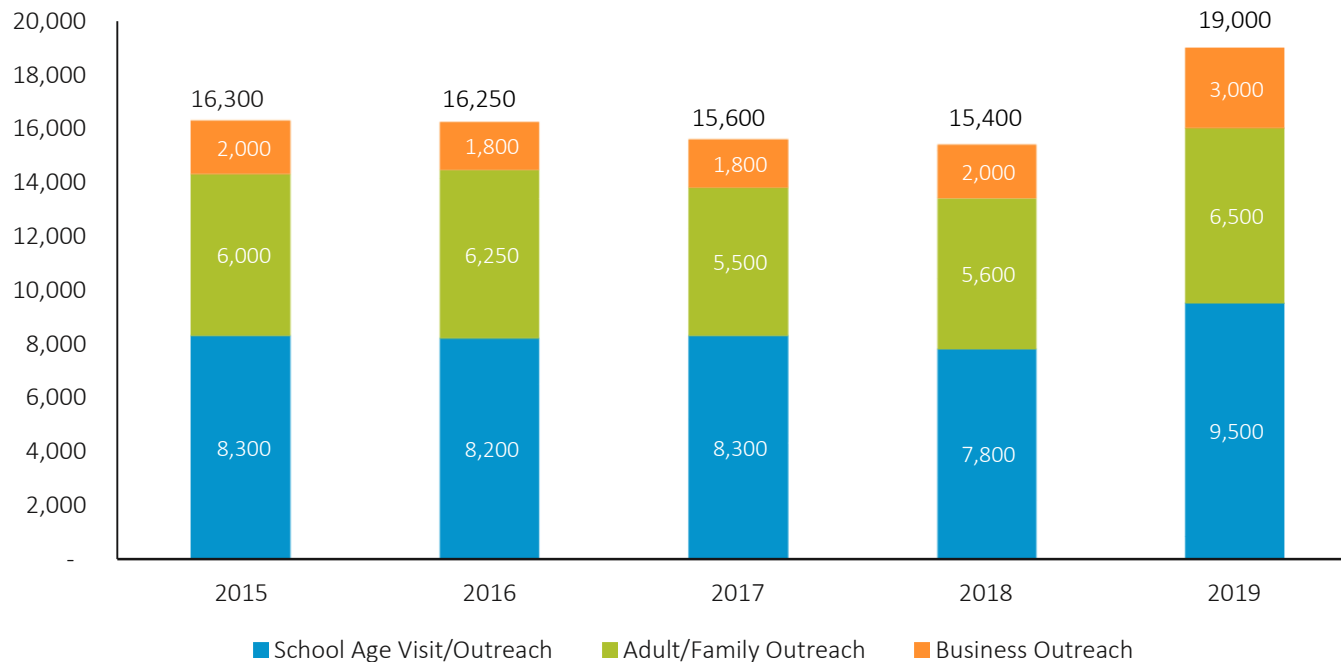


Community Risk Reduction and Community Outreach

Program Description: Prevention is the best form of suppression. The Community Risk Reduction and Community Outreach program promotes prevention/community risk reduction by proactively working with and in the community to support changes that will preserve life, property and the environment. This can be accomplished through community education, coaching organizations, focusing on school age children for early interventions and providing warning equipment to residents. The highest need populations include juveniles, non-English speaking residents, low income and our aging populations.

Performance Measures

Community Outreach by Type



Definition: This metric illustrates the annual community risk reduction and outreach efforts of the MFD. The graph shows formal interactions with School Age, Adult and Businesses.