



LINCOLN
Fire & Rescue

2024

Annual Report

MESSAGE FROM THE CHIEF

Dear Community Members,

As we reflect on the past year, I am thankful for the opportunity to present another year's annual report. This year has been marked by significant achievements, notable advancements, and a steadfast commitment to serving our community with excellence. It brings me great joy to share with you some of the key accomplishments that have defined 2024 for our department.

LFR took a significant step forward in enhancing the capabilities of our firefighting team by sending our first round of firefighters to paramedic school. These dedicated firefighters attend paramedic classes while on duty, with the department covering the tuition, books, and fees. We are committed to supporting our student firefighters in their studies and fostering their professional development. Our aim is to grow participation in this program in the coming years, promoting sustainability in our workforce and offering meaningful opportunities for career advancement.

We added two additional captains to administrative assignments in our training division. These new roles bring much-needed consistency of coverage and support for all training functions, ensuring that our firefighters receive the best possible training and development opportunities.

To promote fairness and ensure that we hire candidates prepared for the physical demands of firefighting and emergency response, LFR implemented the candidate physical ability test (CPAT) as part of our hiring process. This initiative reflects our dedication to maintaining high standards in our recruitment and ensuring that all new hires are ready to meet the challenges of the job.

Finally, LFR was officially reaccredited by the Commission for Fire Accreditation International (CFAI) early in the year. We have been continuously accredited since 1997, and this achievement is a testament to our ongoing commitment to excellence and improvement. The reaccreditation process was a significant undertaking, and we are proud to continue meeting the high standards set by CFAI.

As we reflect on the accomplishments of the past year, I want to extend my heartfelt thanks to the entire LFR team for their dedication and hard work. Our achievements are a direct result of their unwavering commitment to excellence and service. I also want to express my gratitude to the community for your continued support and trust. Together, we will continue to build a safer and more resilient Lincoln.



TABLE OF CONTENTS

At a Glance.....	4
About Lincoln Fire & Rescue	5
Organizational Structure	7
Special Designations	8
Strategic Vision	9
Finance.....	11
Incidents and Call Volume.....	12
Incidents by Unit	16
Highlights.....	21
Personnel.....	23



LINCOLN FIRE & RESCUE

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Lincoln, NE 68508
402-441-7363
lincoln.ne.gov/fire

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AT A GLANCE

104.06
SQUARE MILES

34,831
EMERGENCY INCIDENTS

294,757
POPULATION

78,394
TOTAL UNIT RESPONSES

\$54,081,491
FY 23-24 BUDGET

\$228,808,090
FIRE INCIDENT PROPERTY SAVED

2
ISO CLASS

11/1
NEW RECRUITS/ACADEMIES

332
SUPPRESSION PERSONNEL

24
CIVILIAN PERSONNEL

ABOUT LINCOLN FIRE & RESCUE

Lincoln Fire & Rescue (LFR) maintains 16 fire stations throughout 104.06 square miles in the City of Lincoln. LFR has 356 employees who serve 294,757 community members.

- Emergency Medical Services
- Fire Suppression
- Hazardous Response
- Technical Rescue

LFR MISSION

Our mission is to protect lives, property, and the environment through the highest level of professionalism while working efficiently as a team with the community and the resources provided.

CORE VALUES

HONESTY AND INTEGRITY:

In the performance of our duties.

DEDICATION AND COMMITMENT:

To doing what is in the best interest of our residents.

PROFESSIONALISM AND TEAMWORK:

As we work to restore balance in the lives of our community.

COMPASSION:

Empathy as we serve all people equally and without prejudice, making every responsible attempt toward reaching their level of expectation.

We will demonstrate these values as we relate to one another and as we relate to the community we serve.



ABOUT LINCOLN FIRE & RESCUE

DAVE ENGLER - Fire Chief

MIKE SMITH - Assistant Chief of Emergency Services

JEREMY GEGG - Battalion 1 Chief, A Shift

JIM BOPP - Battalion 1 Chief, B Shift

AARON POSPISIL - Battalion 1 Chief, C Shift

LLOYD MUELLER - Battalion 2 Chief, A Shift

BOB WATTON - Battalion 2 Chief, B Shift

DREW ENDICOTT - Battalion 2 Chief, C Shift

CURT FAUST - Assistant Chief of Support Services

JAMIE POSPISIL - Battalion Chief of Emergency Medical Services

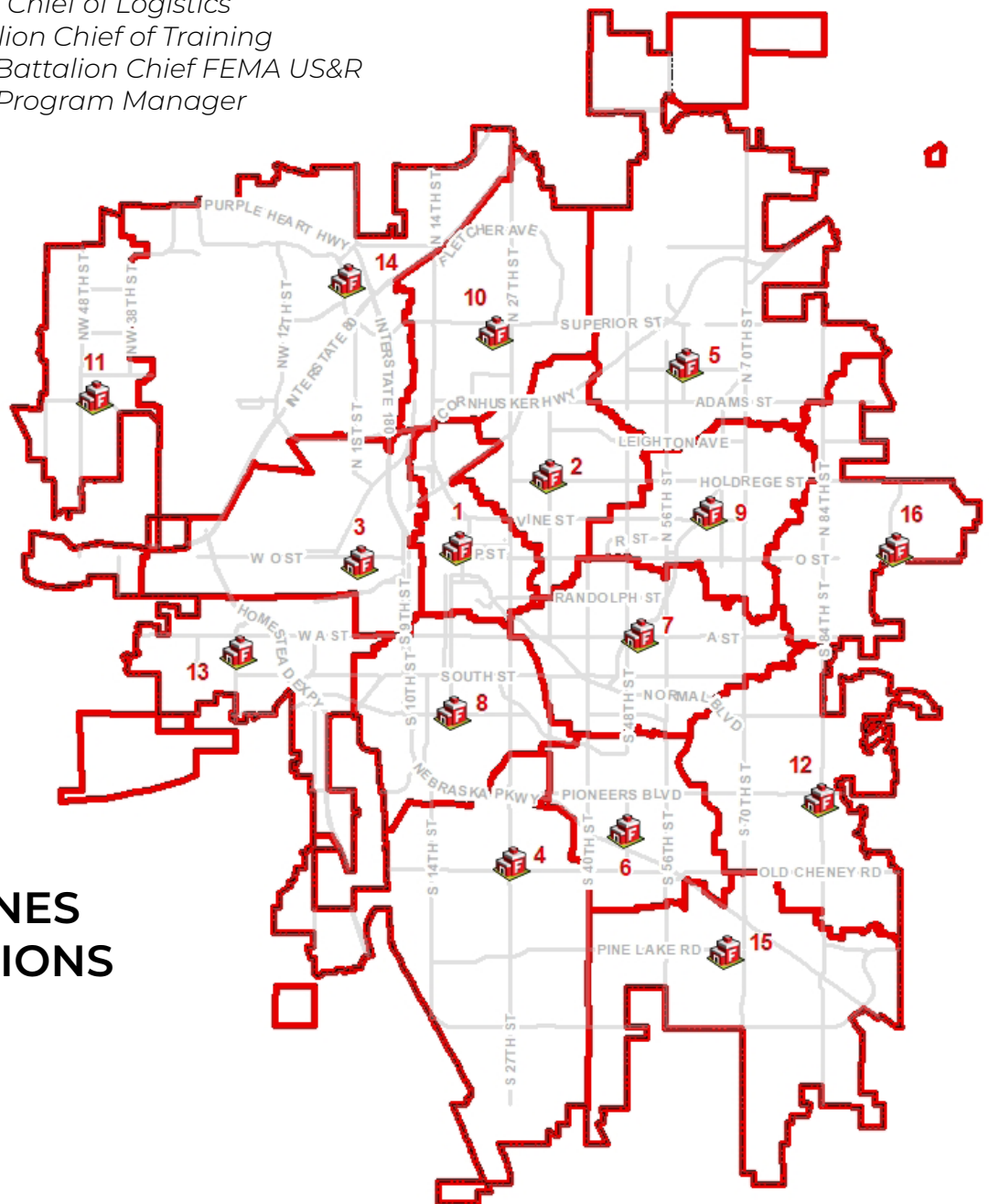
ROBERT TREASURE - Battalion Chief of Information Technology / GIS

ERIC JONES - Battalion Chief of Logistics

MARK MAJORS - Battalion Chief of Training

WILLIAM THAVENET - Battalion Chief FEMA US&R
Program Manager

FIRE ZONES AND STATIONS



ORGANIZATIONAL STRUCTURE

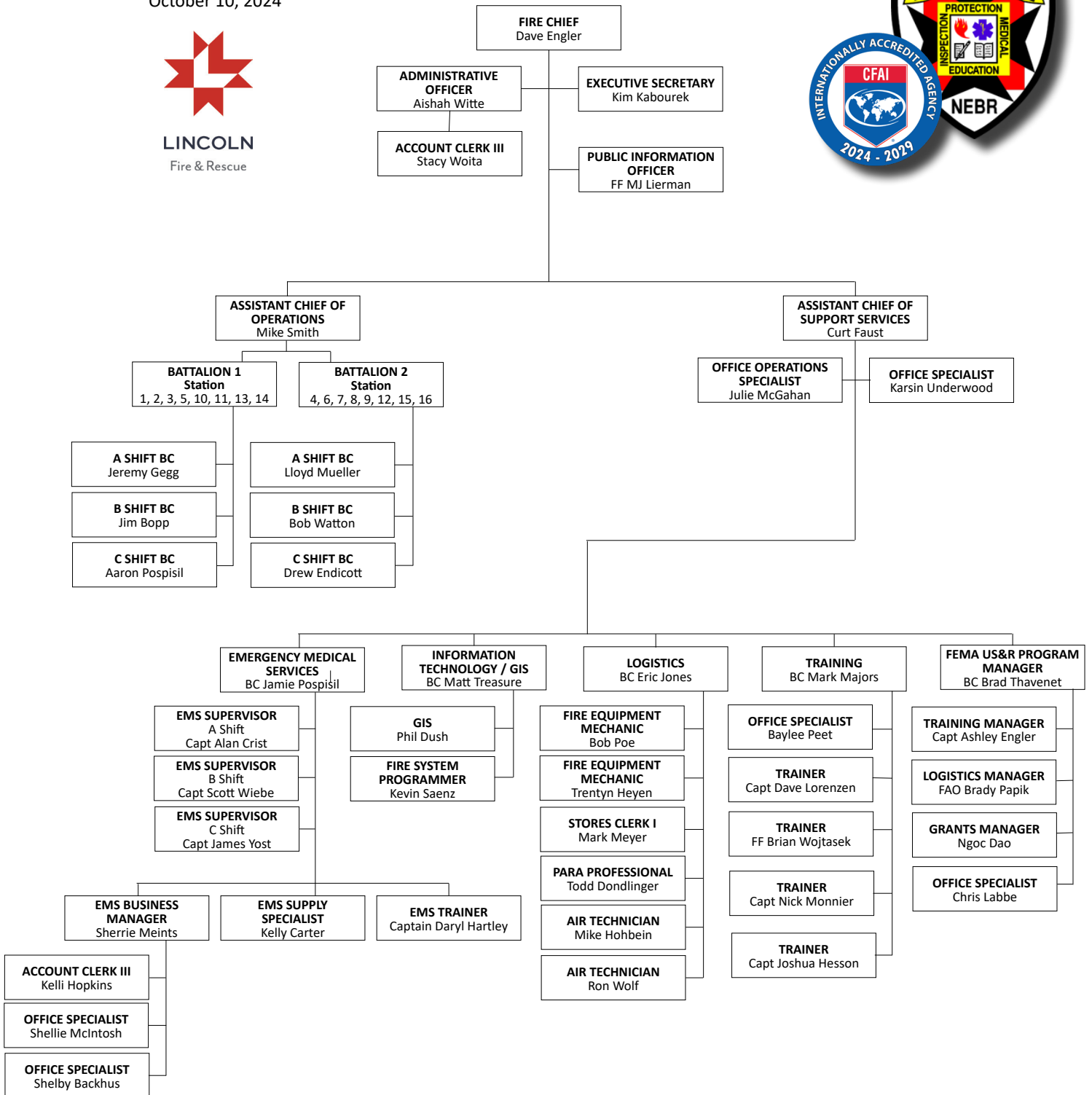
LINCOLN FIRE & RESCUE

LINCOLN, NEBRASKA

October 10, 2024



LINCOLN
Fire & Rescue



SPECIAL DESIGNATIONS

ACCREDITATION

LFR is proud to be one of over 300 internationally accredited fire agencies through the Center for Public Safety Excellence (CPSE). Lincoln Fire & Rescue has the distinction of being one of the original accredited agencies since originally accredited on August 25, 1997.



INSURANCE SERVICES OFFICE RATING (ISO)

ISO provides ratings to fire departments in different measures including performance, training standards, and infrastructure to determine property insurance costs. Lincoln received a class 2 ISO designation in 2018.

NEBRASKA TASK FORCE 1 (NE-TF1)

NE-TF1 is one of 28 FEMA Urban Search & Rescue (US&R) teams located throughout the United States. Due to the geographic location of NE-TF1, it has been one of the most deployed teams in the country. NE-TF1 assets have been deployed to over 40 disasters including: Oklahoma City bombing, World Trade Center attacks, Moore, Oklahoma tornado; Columbia Space Shuttle Disaster; Hurricane Harvey; Hurricane Florence, Champlain Tower Collapse; Hurricane Fiona – Puerto Rico and many more national disasters. Additionally, NE-TF1 has been called upon as a stand-by asset for high profile national security events such as the Olympic games or presidential inaugurations. The team has also responded to many in state emergencies such as technical rescues, flooding events, or to provide technical expertise to requesting agencies.



LIGHTHOUSE DESIGNATION

LFR was designated as a Lighthouse Community in 2023 for its cardiac survival rate of 50% which is double the national average and is continuously working to improve this rate every day. Lincoln is the only city in the Midwest to receive this designation.



LINCOLN, NEBRASKA



STRATEGIC VISION



Lincoln Fire & Rescue will be recognized by our residents, businesses, institutions and regional fire agencies as a fire rescue department which places a high premium on quality service to others.

Our organizational culture will reflect an honest and respectful team atmosphere that nurtures open internal communication processes. These processes will allow for a greater employee involvement in and understanding of decisions. Our mission will be accomplished by a physically-fit and well-trained work force who are capable of accomplishing lifesaving activities across a diverse set of response domains. Our dedicated professional staff will demonstrate a commitment to excellence by applying empathy and compassion equally to all persons in our community without prejudice. Our leadership and labor force will work in a unified manner that strives to reach consensus on organizational issues that achieve a healthy work environment and employee satisfaction.

We will honor our community's trust by providing the most effective, efficient and fiscally-responsible service possible to all areas of our community. By identifying our community risks and the demands of that risk, we will improve our response capacity by identifying resource and deployment strategies that carry the best interest of our community and increases the probability of fulfilling our mission.

We will expand our community information and education initiatives so that our priorities, philosophy and operations are clearly understood. We will explore all opportunities for quality fire and rescue service delivery while expending time and energy toward developing the best strategies for continued improvement. We will be driven by professional standards to ensure that the City of Lincoln receives outstanding fire and rescue services.

STRATEGIC PLAN



Strategic planning is an intentional process by which an agency or organization surveys the industry trends, customer needs and wants, the current and future availability of resources, and the current and future capabilities of the agency to determine performance gaps. Once gaps are identified, the agency can then determine organizational goals objectives and critical tasks necessary to close or eliminate the performance gaps. At the completion of the process, the agency will have a planning document that allows it to focus organizational resources towards measurable outcomes as opposed to possible inefficient or counterproductive activities that hinder progress. The process of strategic planning also provides additional value when a broad array of stakeholders are able to develop consensus on organizational performance gaps and the potential solutions. The effectiveness of the team is enhanced through the power of shared vision and goals.

GOALS AND OBJECTIVES

SAVE - Goal 1

How do we continue to improve on protecting lives, property and the environment during and prior to emergency events?

SERVE - Goal 2

How do we meet the increasing service demands over the coming years?

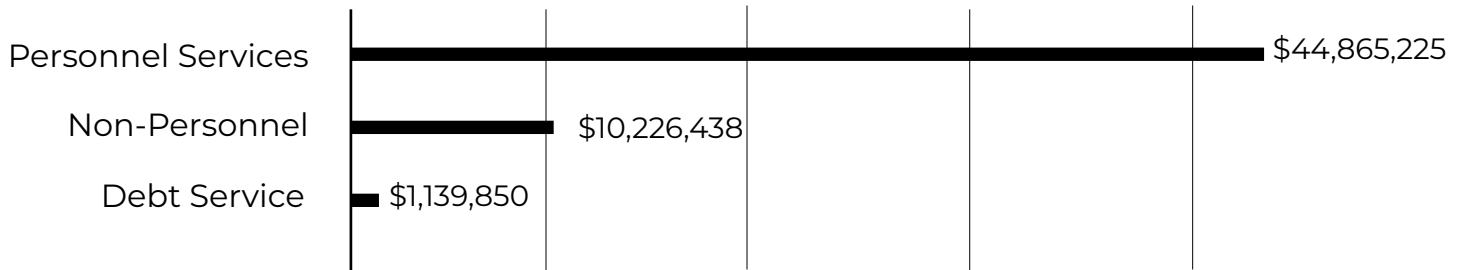
VALUE - Goal 3

How do we better market our services and demonstrate our value to our community?

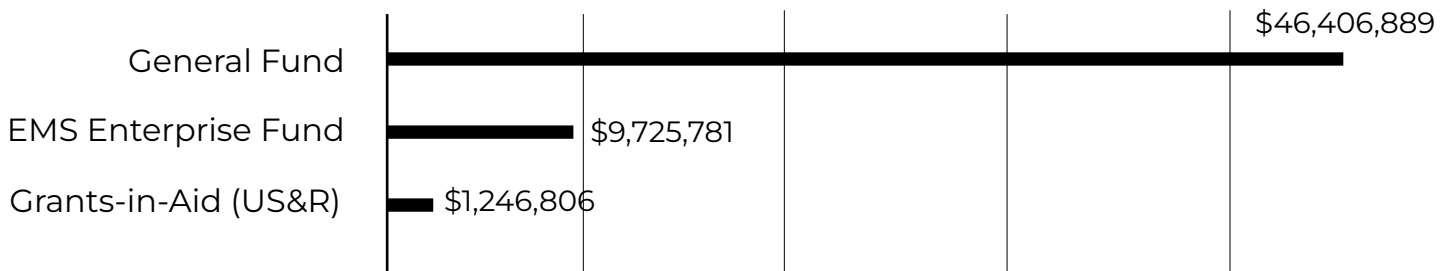


FINANCE

EXPENDITURES



FUNDING SOURCES



EMS ENTERPRISE FUND REVENUE



Support Goal: Cost/Per Capita (Annual Budget / Population Served- Revenue)
= Below \$221

\$197

Support Goal: Prevent Civilian Deaths Due to Fire (Accidental / Unintentional)

Goal = 0 2018 = 1 2019 = 0 2020 = 0 2021 = 1 2022 = 0 2023 = 1

3

2024 INCIDENTS AND CALL VOLUME



BUSIEST

HOUR: 3:00 - 3:59 p.m.
2,037 Calls for Service

SHIFT: A Shift = 11,318
B Shift = 12,042
C Shift = 11,471

DAY OF THE WEEK:

Mondays: 5,303
Tuesdays: 5,027
Wednesdays: 5,012
Thursdays: 4,974
Fridays: 5,049
Saturdays: 4,891
Sundays: 4,575



TOTAL HOURS
ON INCIDENTS

21,797

TOTAL
INCIDENTS:

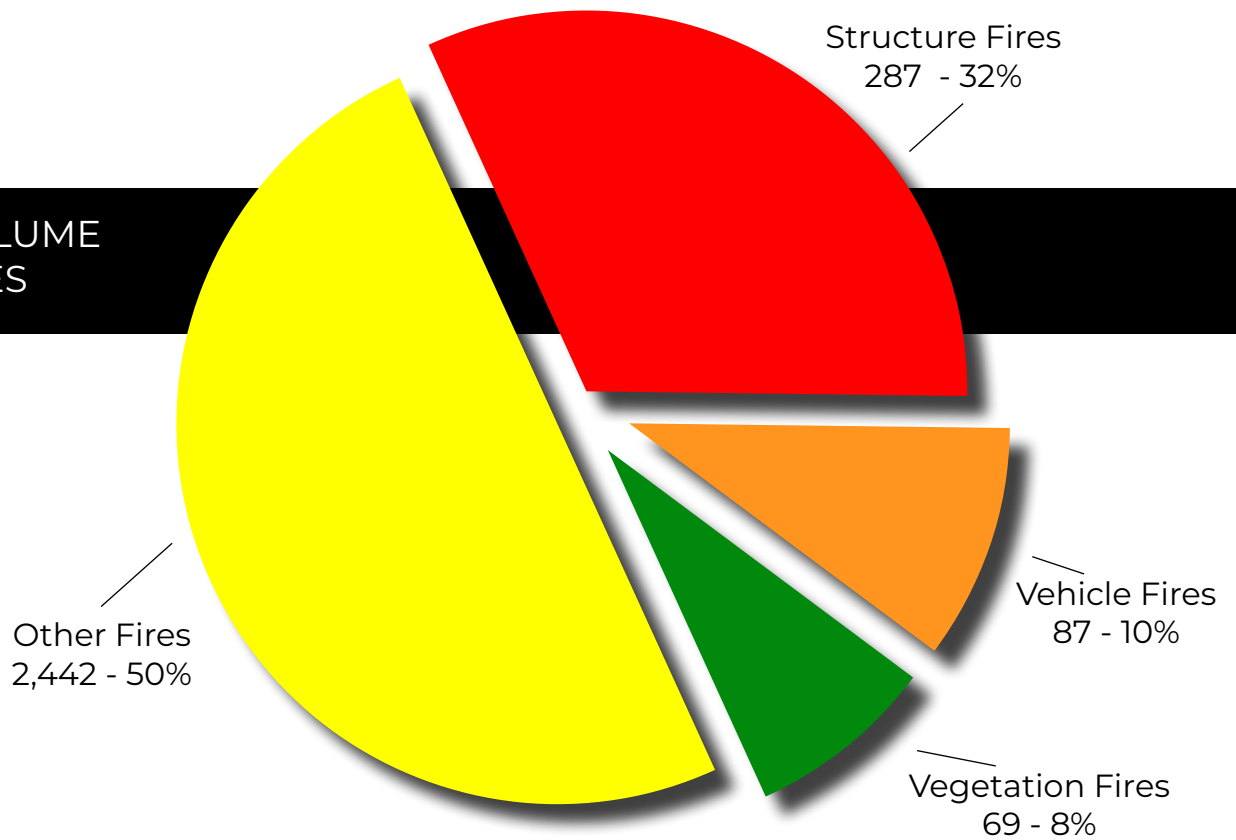
34,831

AVERAGE INCIDENTS
PER DAY:

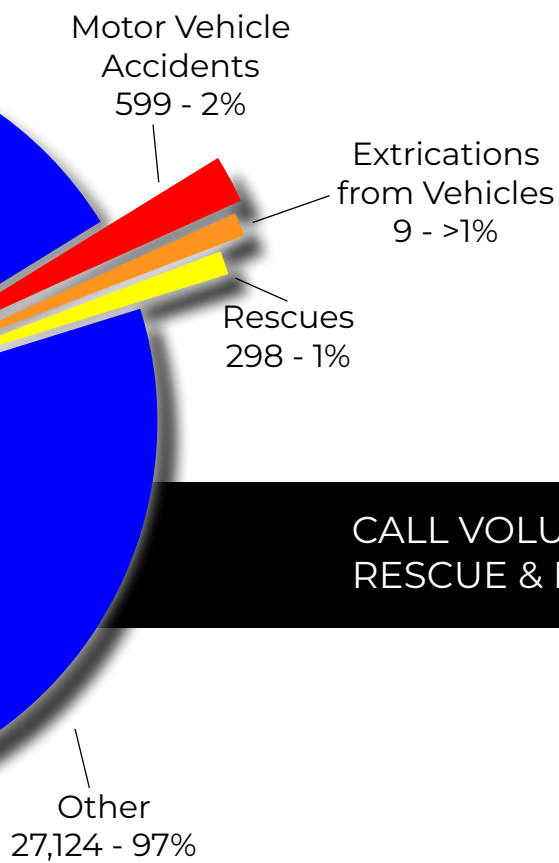
95.8

2024 CALL VOLUME FOR FIRE AND EMS

CALL VOLUME FOR FIRES

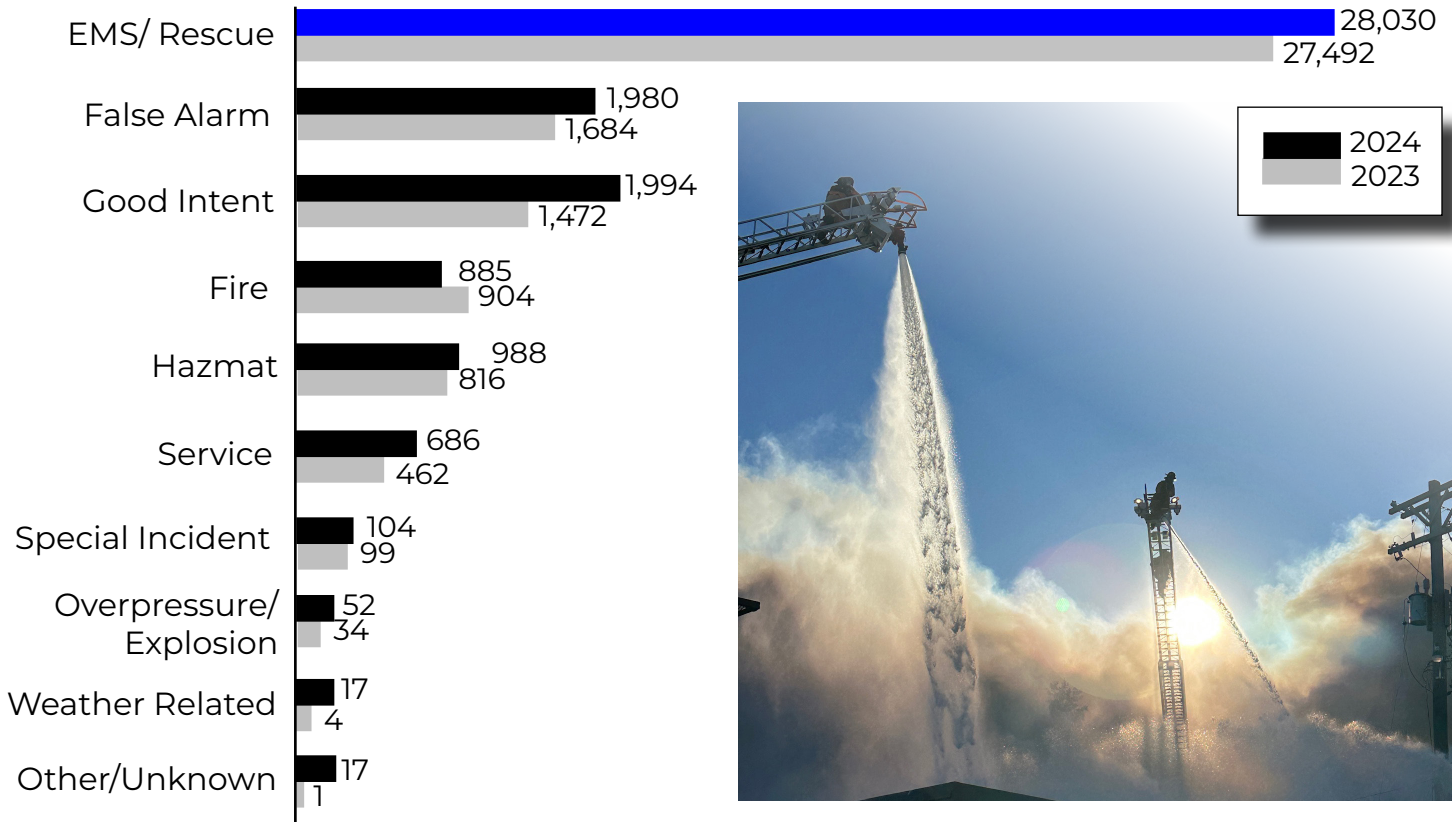


CALL VOLUME FOR RESCUE & EMS



TOTAL INCIDENTS

TOTAL INCIDENTS: 34,831



PROPERTY VALUE SAVED

2024	\$228,808,090
2023	\$388,516,002
2022	\$68,467,324
2021	\$190,951,560
2020	\$224,304,608



Photo credit: Kenneth Ferriera LJS

2024 INCIDENTS AND CALL VOLUME

MEDIC UNIT CALL VOLUME COMPARISON

Unit	2023	2024
Medic 2	3,699	3,721
Medic 3	4,890	4,847
Medic 4*	1,266	3,127
Medic 5	2,928	2,939
Medic 6	3,940	3,348
Medic 7	4,293	4,195
Medic 8	4,841	4,720
Medic 10	3,116	3,171

*Medic 4 went into service on August 16, 2023

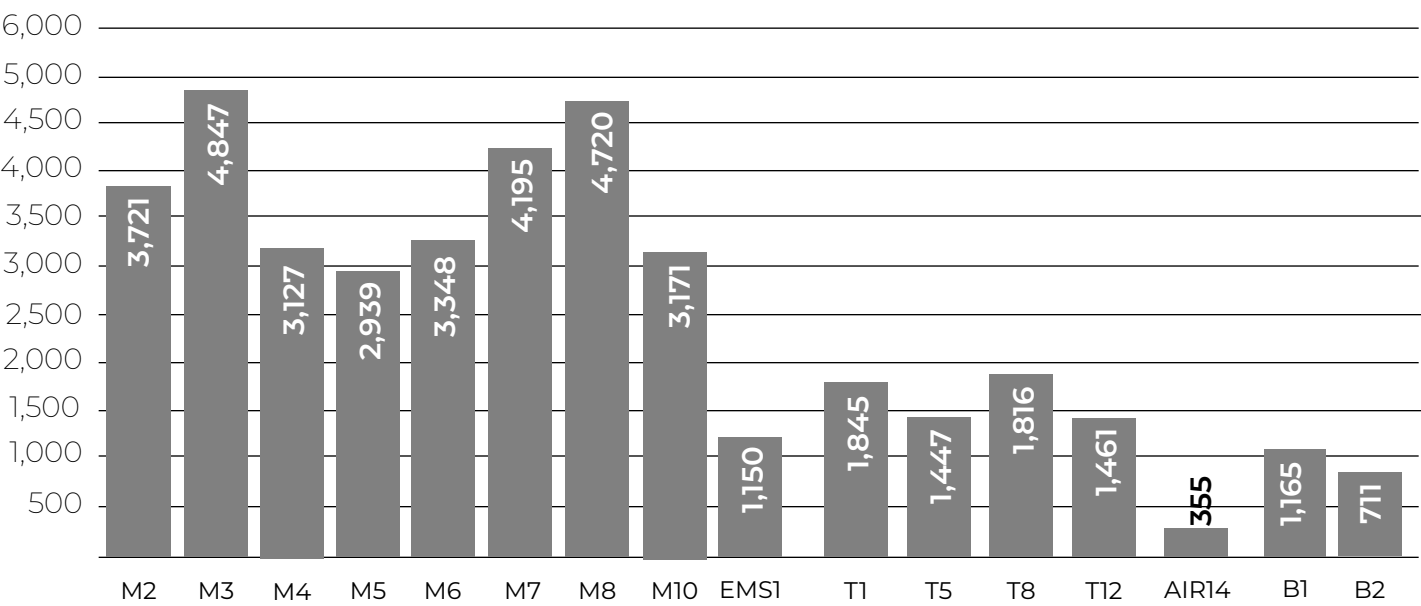
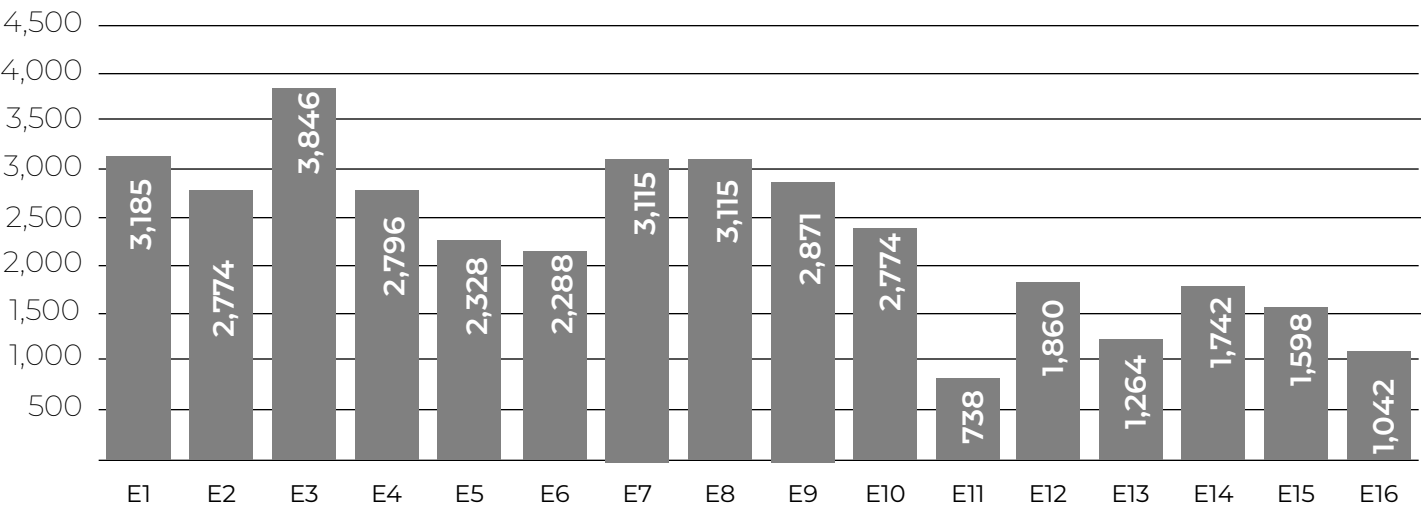
TOTAL CALL VOLUME COMPARISON

2022	2023	2024
32,494	33,042	34,831

5.4%
increase from
2023 to 2024



INCIDENTS BY UNIT



EMERGENCY SERVICES GOALS - 2024 PERFORMANCE

Lincoln Fire & Rescue recognizes that service to the community is sometimes difficult to measure and that the value of the services provided must outweigh the cost to operate. LFR uses a third-party to analyze and validate its data and performance metrics. The following list of performance measures are only a sample of the high level indicators used to determine effectiveness and efficiency in service delivery outcome areas.



= LFR is meeting or exceeding the goal.



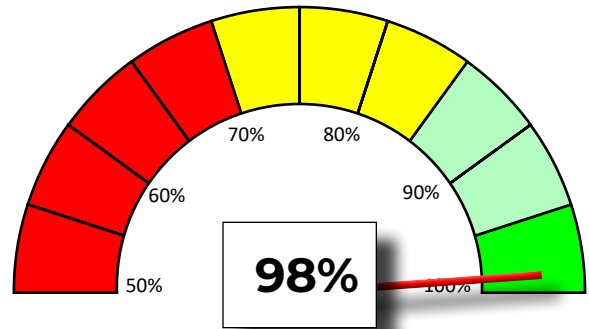
= LFR is reasonably close to goal. Meets accreditation or industry standards.



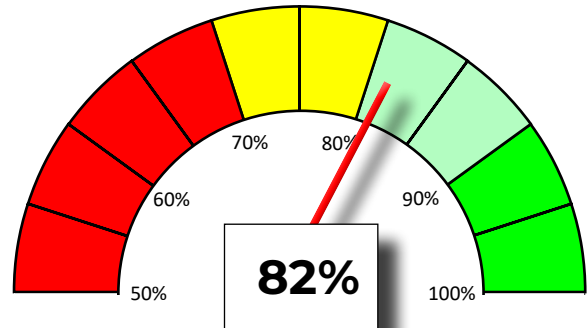
= LFR is not meeting the goal, needs improvement but is not a gross deviation from industry standards.



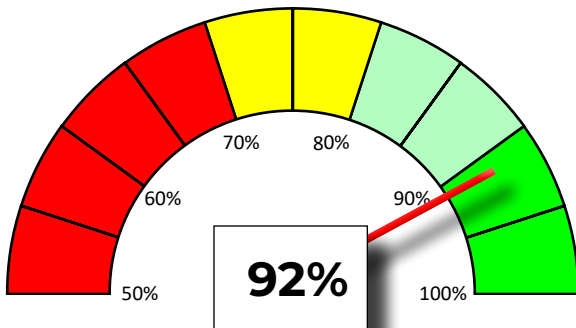
= LFR is not meeting this goal and expedient effort should be made to improve performance.



Save at least 95% of the value of property and contents threatened by fire



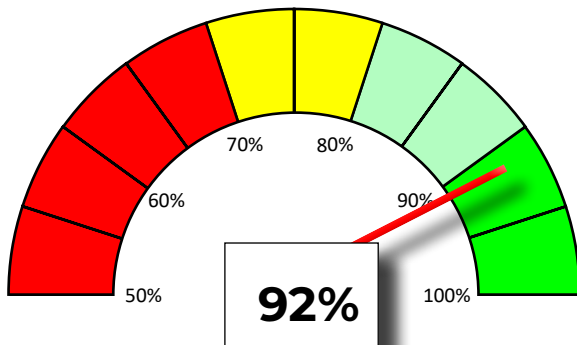
Effective Response Force of 17 firefighters at High Risk Fire Incidents
= 12 Minutes & 5 Seconds at 90%, and not less than 70%



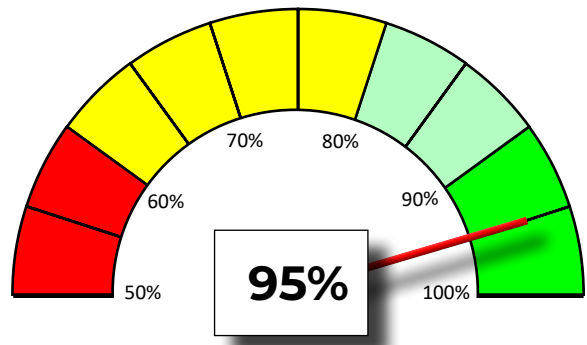
First Unit Arrival – Total Response Time for Fire Incidents
= 7 Minutes & 20 Seconds at 90%, and not less than 70%



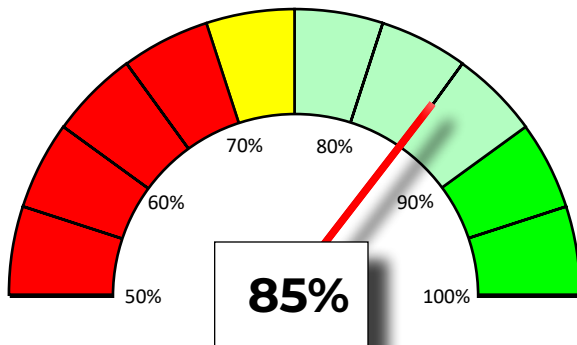
EMERGENCY SERVICES GOALS - 2024 PERFORMANCE



First Unit Arrival –
Total Response Time for EMS
Incidents
= 7 Minutes at 90%,
and not less than 70%



Achieve a CPR
fraction of at least 90%,
and not less than 80%

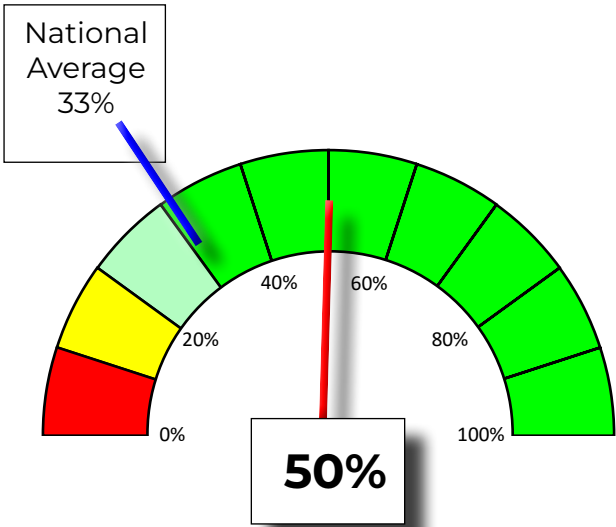


Ambulance Arrival –
Response Time for
Delta and Echo EMS Incidents
= 8 minutes at 90%,
and not less than 70%

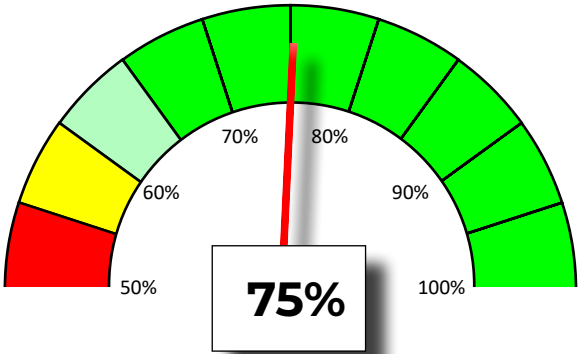
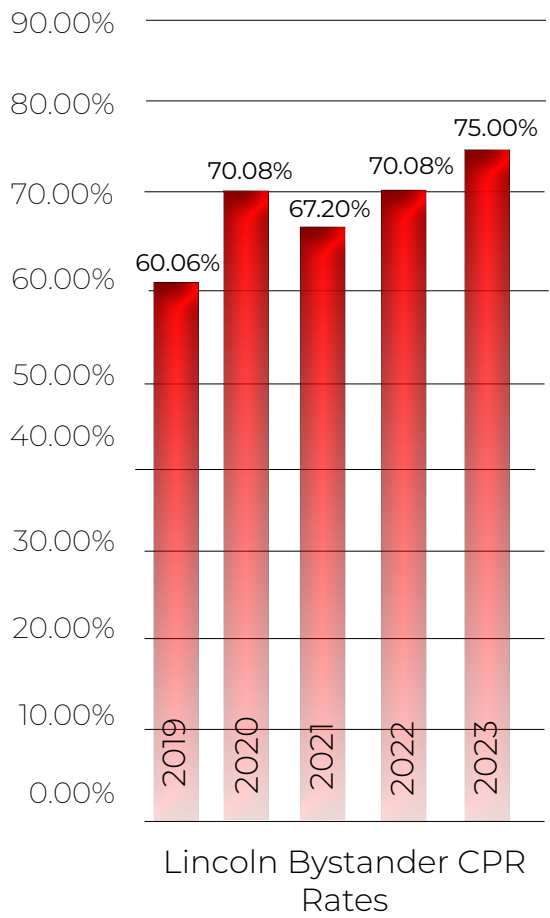


CARES DATA - 2023

In an effort to improve the timeliness of this annual report and better align with reporting dates in general, updated CARES data, which is available in late spring, will be published in the 2025 Annual Report.



Cardiac survival rate equal to or better than the National average. (Utstein)



Maintain bystander CPR rate at or above 60% (2023 CARES Data)

PRE-HOSPITAL CARDIAC SURVIVAL RATE

In an effort to improve the timeliness of this annual report and better align with reporting dates in general, updated CARES data, which is available in late spring, will be published in the 2025 Annual Report.

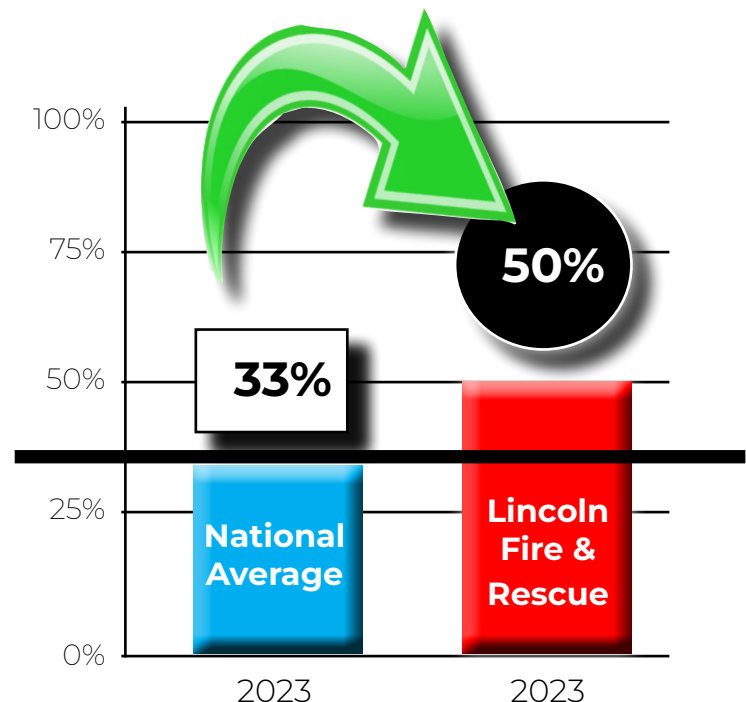
Lincoln Fire & Rescue has worked closely with our medical director, area hospitals, and the 911 dispatch center to provide the absolute best chance for survival from pre-hospital cardiac arrest. Attention to performance, developing solid relationships, and continual improvement has resulted in an award-winning EMS system.

LFR is a member of the CARES (Cardiac Arrest Registry to Enhance Survival) Registry to ensure that the department is accurately measuring performance. Each year, approximately 350,000 persons in the United States experience an out-of-hospital cardiac arrest (OHCA) or sudden death; approximately 90% of persons who experience an OHCA die. Despite decades of research, median reported rates of survival to hospital discharge are poor (10.4%) and have remained virtually unchanged for the past 30 years. Without a uniform and reliable method of data collection, communities cannot measure the effectiveness of their response systems, nor can they assess the impact of interventions designed to improve OHCA survival. Participation in an OHCA registry enables communities to compare patient populations, interventions, and outcomes with the goal of identifying opportunities to improve quality of care and ascertain whether resuscitation is provided according to evidence based guidelines. CARES was developed to help communities determine standard outcome measures for out-of-hospital cardiac arrest (OHCA) locally allowing for quality improvement efforts and benchmarking capability to improve care and increase survival.



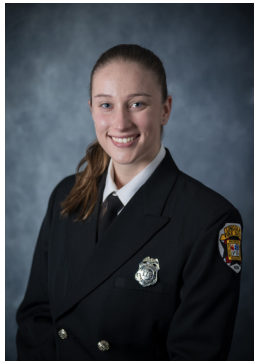
Participation in an OHCA registry enables communities to compare patient populations, interventions, and outcomes with the goal of identifying opportunities to improve quality of care and ascertain whether resuscitation is provided according to evidence based guidelines.

<https://mycares.net/sitepages/aboutcares.jsp>



HIGHLIGHTS

In 2024, LFR sent its first round of firefighters to paramedic school. The firefighters attend paramedic classes while on duty. The department pays for the tuition, books, and fees while supporting the student firefighters in their studies. LFR hopes to grow participation in this program in future years to promote sustainability in its workforce as well as offer meaningful professional development opportunities to its personnel.



Jamieson
Battistella



Kylie
Johnson



James
Klein



The department's personal protective equipment (PPE) committee put in hours of research and efforts to carefully select replacement helmets for the entire department in 2024 as the previous helmets were expiring after ten years in service.

LFR fully refurbished a vehicle for its hazardous device technicians (HDTs). The department's HDTs previously used a hand-me-down bookmobile from the city library system. The new-to-the department vehicle is a substantial upgrade to help keep the community safe from hazardous device related threats.



HIGHLIGHTS

LFR added two additional captains to administrative assignments in its training division during 2024. These captains will bring much needed consistency of coverage and support for all training functions.



Josh
Hesson



Nicholas
Monnier

LFR implemented the candidate physical ability test (CPAT) as part of its hiring process to promote fairness across the hiring process as well as ensure the department is hiring candidates prepared for the physical demands of firefighting and emergency response.



LFR was officially reaccredited by the Commission for Fire Accreditation International (CFAI) early in the year and has been continuously accredited since 1997.



LFR was able to take another step forward in improving its ambulance fleet in 2024. The newest ambulance went into service as Medic 4, deploying from Station 4 where the department's eighth medic has been located since late 2023.



PROMOTIONS



Hadley Cooksley
FAO



Brennon Oliverius
Captain



Garrett Rubendall
FAO



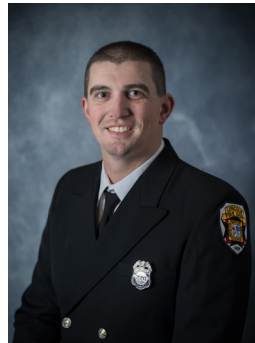
Adam Marshall
FAO



Joel Fankhauser
Captain



Nicholas Monnier
Captain



Josh Hesson
Captain



RECRUITS

RECRUIT CLASS 24-1

2 Firefighter Paramedics
9 Firefighters



Ruben
Flores



Shelby
Fuller-Larson



Ned
Goertzen



Grant
Gordon



Carson
Johnson



Tad
Moldenhauer



Ethan
Morrow



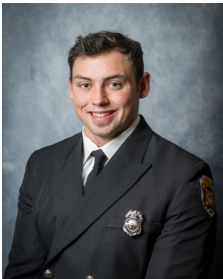
Andrew
Page



Logan
Sweet



James
Sedivy



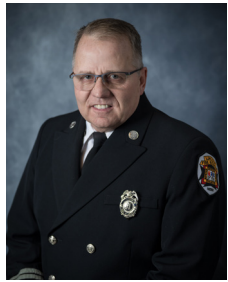
Jonathan
Synstad



RETIREMENTS



Phil Ganoung
24 Years



Mark Heithoff
34 Years



Kris Draper
29 Years



Craig Clark
29 Years



Ron Wolf
46 Years



CITY OFFICIALS

LEIRION GAYLOR BAIRD, Mayor
JAMES MICHAEL BOWERS, Council Member
TOM DUDEN, Council Member
JUSTIN CARLSON, Council Member
BRODY WEBER, Council Member
SÄNDRA WASHINGTON, Council Member
TOM BECKIUS, Council Member
BENNIE SHOBE, Council Member

COMMAND STAFF

DAVE ENGLER, Fire Chief
CURT FAUST, Assistant Chief
MIKE SMITH, Assistant Chief
JIM BOPP, Battalion Chief
JEREMY GEGG, Battalion Chief
ERIC JONES, Battalion Chief
MARK MAJORS, Battalion Chief
LLOYD MUELLER, Battalion Chief
AARON POSPISIL, Battalion Chief
JAMIE POSPISIL, Battalion Chief
WILLIAM THAVENET, Battalion Chief
ROBERT M TREASURE, Battalion Chief
BOB WATTON, Battalion Chief
AISHAH WITTE, Administrative Officer

CONTRIBUTING STAFF

DAVE ENGLER, Fire Chief
CURT FAUST, Battalion Chief
AISHAH WITTE, Administrative Officer
MJ LIERMAN, Public Information Officer
KEVIN SAENZ, Fire System Programmer
PHIL DUSH, GIS Analyst

PREPARED BY

JULIE MCGAHAN, Office Operations Specialist