



2021

Annual Report

CITY OFFICIALS

LEIRION GAYLOR BAIRD, *Mayor*
TOM BECKIUS, *Council Member*
JAMES MICHAEL BOWERS, *Council Member*
RICHARD MEGINNIS, *Council Member*
JANE RAYBOULD, *Council Member*
BENNIE SHOBE, *Council Member*
TAMMY WARD, *Council Member*
SANDRA WASHINGTON, *Council Member*

COMMAND STAFF

DAVE ENGLER, *Fire Chief*
PATRICK BORER, *Assistant Chief*
MIKE SMITH, *Assistant Chief*
ROGER BONIN, *Division Chief*
ERIC JONES, *Battalion Chief*
TIM LINKE, *Battalion Chief*
WILLIAM THAVENET, *Battalion Chief*
JEREMY GEGG, *Battalion Chief*
MARK MAJORS, *Battalion Chief*
JIM BOPP, *Battalion Chief*
LLOYD MUELLER, *Battalion Chief*
BOB WATTON, *Battalion Chief*
AISHAH WITTE, *Administrative Officer*

CONTRIBUTING STAFF

DAVE ENGLER, *Fire Chief*
ERIC JONES, *Battalion Chief*
AISHAH WITTE, *Administrative Officer*
NANCY CRIST, *Public Information Officer*
NIC CUNNINGHAM, *Fire Captain / Accreditation Manager*
PHIL DUSH, *GIS Analyst*
GEORGE GASPER, *Firefighter Paramedic & Photographer*
ASHLEY BUSBOOM, *Firefighter Paramedic & Photographer*

PREPARED BY

JULIE MCGAHAN, *Office Operations Specialist*

Message from the Chief - 4

Mission, Vision, and Values - 6

Emergency Services Goals - 7

Support Activities Service Goals - 10

Responses - 11

Response Types and Volume - 12

Unit Workload/Response Volume by Type - 13

The Health of Our Fleet - 14

Population Growth vs Requests for Service - 16

Pre-Hospital Cardiac Survival Rate - 17

Significant Incidents - 18

Property Values Saved from Fire - 19

Organization Chart - 20

Accreditation - 21

Women in Fire - 22

Citizen Satisfaction - 23

Transitions and Awards - 24

Remembrances - 34

In the Line of Duty Deaths - 35

Jurisdiction - 37

Measuring Performance - 38



MESSAGE FROM THE CHIEF



ON BEHALF OF THE
MEN AND WOMEN OF
LINCOLN
FIRE & RESCUE,
THANK YOU
FOR YOUR SUPPORT
AS WE STRIVE TO
SERVE THE
COMMUNITY
AS EFFECTIVELY
AND EFFICIENTLY
AS POSSIBLE.

It is with great pride that I am able to present to you this annual report after my first full year serving as Fire Chief for Lincoln Fire & Rescue. Even with a record 12% increase in requests for response, our members rose to the challenge.

This annual report is intended to attempt to communicate the breadth of the workload imposed upon the dedicated members of this department and to also attempt to demonstrate the quality of the services provided through their efforts. Likewise, It serves as a way for us to mark the milestones and accomplishments in the previous year to help us measure and celebrate just how far we have come. In turn, it also provides us the opportunity to name the challenges we face in the year ahead and set goals for the next year to keep us all headed in the best direction.

Moreover, this report is an attempt to convey to all our personnel, city partners, elected officials, and community members just how grateful we are for their support and reinforce how important their support has been to our department's ability to successfully respond to daily emergencies from car fires to medical episodes in service to the City overall, maintaining the department's facilities and apparatus, and continually pushing to improve the department in all respects every day.

Accomplishments:

- Achieved record high cardiac survival rates
- Made significant headway towards replacing Station 8
- Made structural administrative changes to improve efficiencies with regards to budget oversight, logistics and restored the second assistant chief position
- Entered into longer-term and more comprehensive agreements for necessary medical equipment that will bring significant savings for the department over time
- Finalized an agreement to replace the aged, home-grown records management system
- Prepared for the implementation of a new, intuitive, and much less cumbersome patient care reporting system that will save a significant amount of time for providers in the field going forward
- Secured funding the city's capital improvement projects program for a facilities and apparatus replacement schedule to ensure the continued improvement of the department's facilities and maintenance of a healthy fleet
- Continued the focus on diversity and inclusivity in hiring to ensure the department represents the community it serves.
- Promoted the department's second female battalion chief

- Obtained approval to put an eighth medic unit service to meet the increasing demand for service
- Implemented a new Computer Aided Dispatch (CAD) system that dispatches units based off their location

Challenges

- Filling leadership positions and ensuring the professional growth and success of an otherwise, somewhat young leadership team
- Repairing and rebuilding the department's deteriorating facilities and establishing a method to better maintain the department's facilities going forward
- Renovating the department's existing facilities where appropriate to better align with the needs of a modern fire department including finding the space to address gender equity concerns, safety, and cancer prevention, as well as improved turnout times.
- Improving ambulance response time rates while requests for service increase
- Ensuring sustainable overtime rates as the department grows
- Recruiting and hiring the caliber of employees necessary to maintain the department's high levels of service at a rate that keeps the pace with the city's growth and the attrition in the department due to well-earned retirements
- Attempting to predict and stay ahead of the city's physical growth through advance land purchases for new stations
- Redrafting the department's strategic plan in light of all the changes experienced in the last few years not only in the department but in the city and globally in the wake of the pandemic
- Working toward reaccreditation in 2024
- Succession planning



Dave Engler
Fire Chief



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.

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.



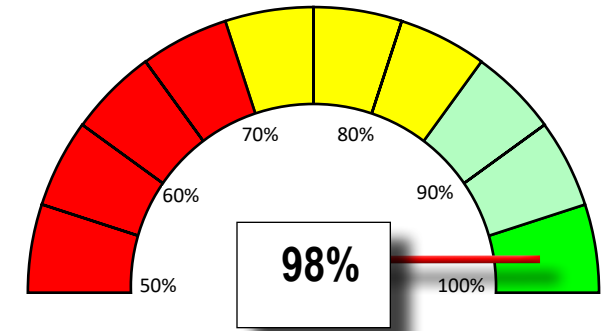
LF&R MISSION

"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."

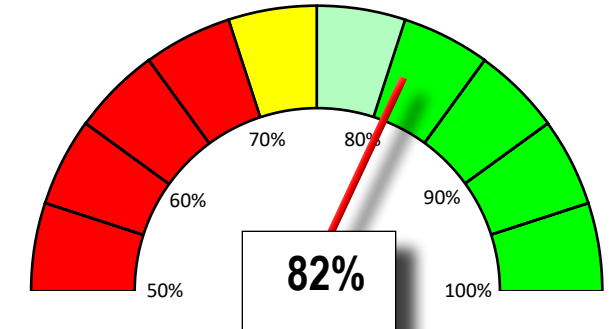
EMERGENCY SERVICES GOALS - 2021 PERFORMANCE

Lincoln Fire & Rescue recognizes that service to the community is sometimes difficult to measure and that the value of the services we provide must outweigh the cost to operate. LF&R 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.

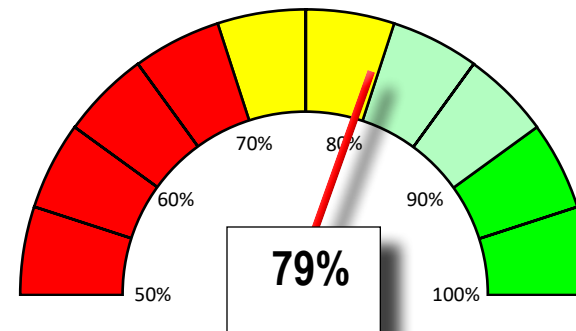
-  = LF&R is meeting or exceeding the goal.
-  = LF&R is reasonably close to goal. Meets accreditation or industry standards.
-  = LF&R is not meeting the goal, needs improvement but is not a gross deviation from industry standards.
-  = LF&R is not meeting this goal and expedient effort should be made to improve performance.



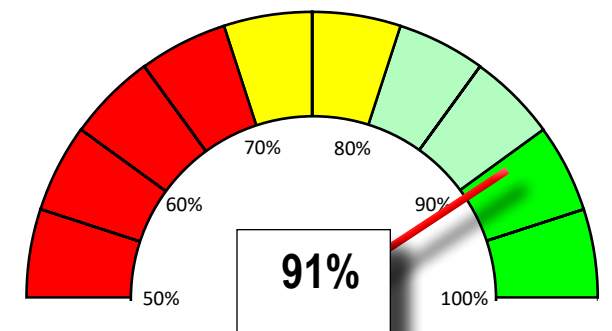
Save at least 95% of the value of property and contents threatened by fire.



Contain structure fires to area of origin 80% of the time or better.

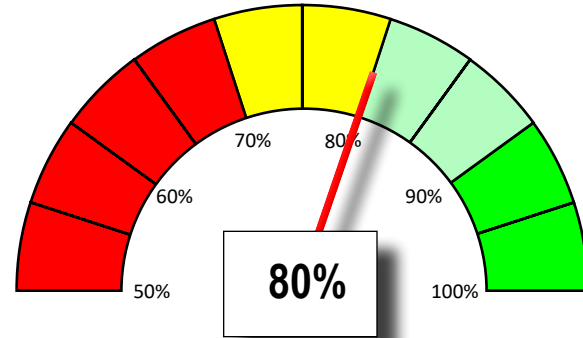


First Unit Arrival – Total Response Time for Fire Incidents = 7 Minutes & 20 Seconds at 90%, and not less than 70%.

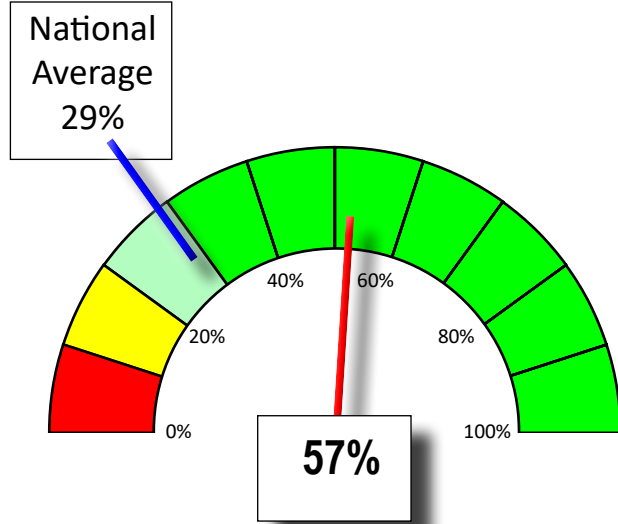


Effective Response Force of 17 firefighters at High Risk Fire Incidents = 12 Minutes & 5 Seconds at 90%, and not less than 70%.

EMERGENCY SERVICES GOALS - 2021 PERFORMANCE

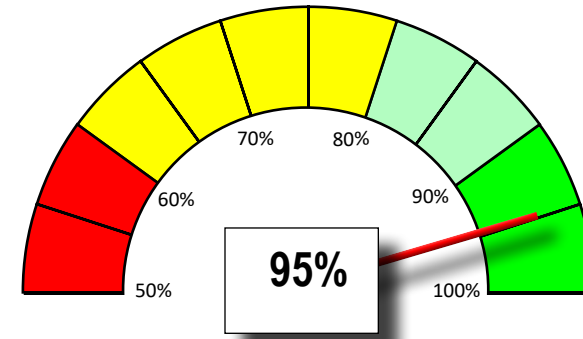


First Unit Arrival –
Total Response Time for EMS Incidents
= 7 Minutes at 90%,
and not less than 70%.

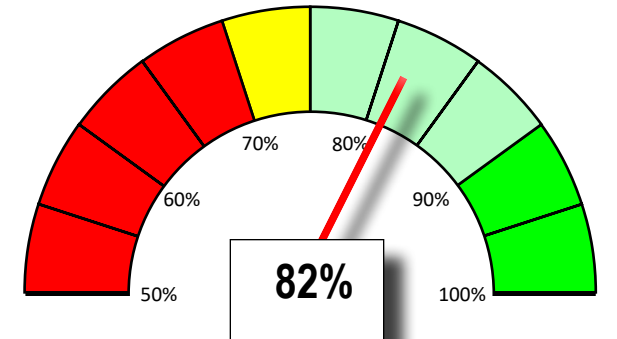


Cardiac survival rate equal to
or better than the National average.
(Utstein)

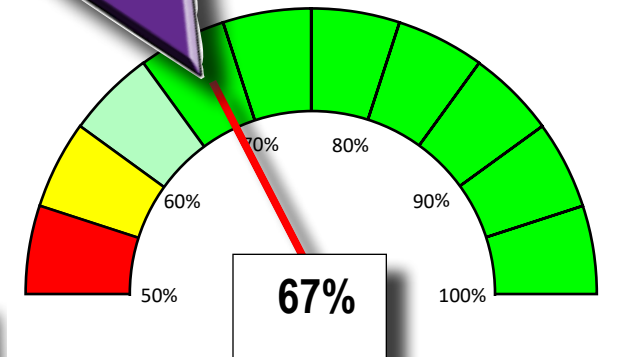
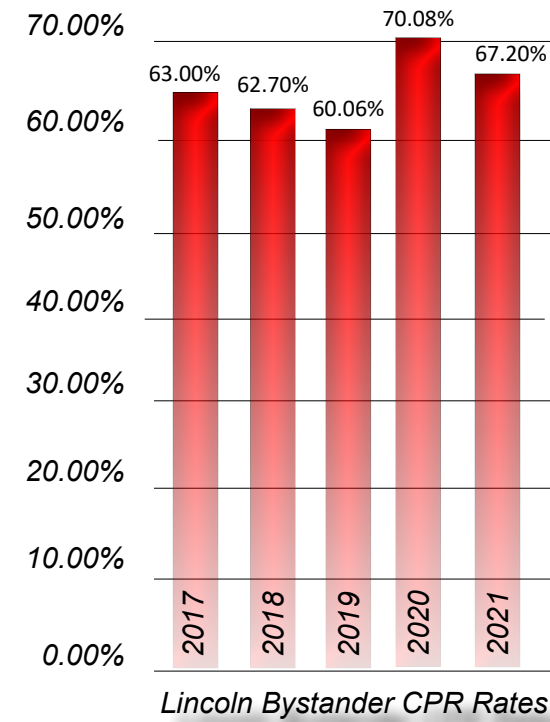
EMERGENCY SERVICES GOALS - 2021 PERFORMANCE



LF&R will 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%.



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



SUPPORT ACTIVITIES SERVICE GOALS

2021 PERFORMANCE

Support Goal: Cost/Per Capita (Annual Budget / Population Served - Revenue) = Below \$221 (City Comparison: Des Moines, Ft. Wayne, Madison, St. Paul, Omaha, Kansas City, Cedar Rapids)	\$165
Support Goal: Insurance Services Office Rating = Class 3 or Better (Class 2 or 1)	CLASS 2
Support Goal: Prevent Civilian Deaths Due to Fire (Accidental / Unintentional) Goal = 0 2015 = 2 2016 = 1 2017 = 2 2018 = 1 2019 = 0	1
Support Goal: Total Employee Workers Compensation Claim Costs = Less than 3.5% of total department annual budget 2015 = 3.3% 2016 = 3.8% 2017 = 3.1% 2018 = 2.5% 2019 = 3.9%	3.7%
Support Goal: Accreditation Status Through CPSE = Maintain	MAINTAINED

PEER CITY	STATE	OPERATING BUDGET (IN MILLIONS)	POPULATION ESTIMATE	PER CAPITA GENERAL FUND EXPENDITURES
*Cedar Rapids	IA	\$21	134,621	\$156
Des Moines	IA	\$46	208,966	\$220
*Ft. Wayne	IN	\$52	279,228	\$186
Madison	WI	\$61	265,158	\$230
St. Paul	MN	\$70	311,504	\$225
Omaha	NE	\$123	490,377	\$251
Kansas City	MO	\$231	505,272	\$457
Lincoln, NE	NE	\$49	295,618	\$165

* Denotes agency does not provide ambulance service.

RESPONSES

Chiefs	2019	2020	2021	Trucks	2019	2020	2021
Battalion 1	1,011	904	984	Truck 1	1,800	1,714	2,036
Battalion 2	236	516	617	Truck 5	1,054	1,144	1,267
Battalion 3	0	0	5	Truck 7	1,402	416	0
				Truck 8	1,166	1,136	1,363
				Truck 12	0	541	886
				Truck 21	0	2	0
Medic Units	2019	2020	2021	Engines	2019	2020	2021
Medic 10	3,348	2,660	3,147	Engine 1	3,423	3,128	3,575
Medic 2	3,387	3,757	4,169	Engine 2	2,129	2,321	2,505
Medic 3	3,770	3,979	4,617	Engine 3	2,631	2,738	3,290
Medic 5	2,677	2,462	2,941	Engine 4	1,772	1,841	1,981
Medic 6	3,220	3,303	3,681	Engine 5	2,015	1,979	2,184
Medic 7	3,650	3,730	4,283	Engine 6	2,156	1,674	1,880
Medic 8	3,596	3,880	4,590	Engine 7	2,101	2,433	2,563
Medic 21	18	89	149	Engine 8	2,358	2,307	2,737
Medic 24	72	58	116	Engine 9	2,468	2,332	2,541
Medic 25	87	2	0	Engine 10	2,154	2,109	2,411
Medic 210	57	0	0	Engine 11	503	554	675
Medic 211	49	11	0	Engine 12	1,705	1,286	1,437
Medic 212	0	44	113	Engine 13	926	944	996
Medic 214	69	36	64	Engine 14	1,325	1,458	1,681
Medic 216	0	50	95	Engine 15	150	955	1,188
				Engine 16	0	577	879
				Engine 21	5	0	0
				Engine 211	3	0	0
				Engine 225	0	0	0
				Engine 41	0	10	7
				Engine 43	0	10	0
				Engine 44	0	1	0
				Other	2019	2020	2021
				EMS 1	1,107	1,081	1,300
				EMS 2	3	2	1
				Air 14	556	463	503
				Haz Mat 14	307	178	209
				Bike 1	5	1	2
				Bike 2	2	1	2
				Water Rescue	3	6	0

Battalion 2 was reinstated 08/09/19, Medic 1 became Medic 10 on 08/01/19, and Engine 15 went into service on 10/31/19. Truck 7 was moved to Station 12 and became Truck 12 on 05/01/20. Engine 16 went into service on 05/27/20.



PHYSICAL RESOURCES		
	Fire Stations.....	16
	Engines (Pumpers).....	16
	Reserve Engines.....	4
	(Ladder) Trucks.....	4
	Reserve Trucks.....	1
	Medic Units.....	7
	Reserve Medic Units.....	5
	Battalions.....	2
	EMS Supervisors.....	1
	Hazardous Materials Units.....	1
	Technical Rescue Units.....	1
	Mobile Air Units.....	1
	Decon Trailers.....	1
	Utility Trailers.....	1
	Water Rescue Trailers.....	1
	Support Trailers.....	1
	Rehabilitation Units.....	1

RESPONSE TYPE FREQUENCY

MEDICAL	
Abdominal Pain/Problem	503
Allergic React/Stings, Bites.....	174
ALS.....	86
Animal Bites/Attacks.....	18
Assault.....	355
Back Pain.....	273
Breathing Problems.....	2,287
Burns/Explosion.....	10
Cardiac/Resp Arrest.....	730
Chest Pain.....	1,294
Choking.....	107
Convulsions/Seizures.....	954
Diabetic Problems.....	379
Drowning/Diving/ Scuba Acc.....	2
Electrocution/Lightning.....	2
Eye Problems/Injuries.....	29
Fall(s).....	2,685
Firefighter Injury.....	19
Headache.....	103
Heart Problem/AICD.....	433
Heat/Cold Exposure.....	78
Hemorrhage/Lacerations.....	747
Interfacility.....	57
Lift.....	162
Lift Assist.....	1,422
Med.....	25
MedFD.....	89
MedLE.....	1,844
MedOA.....	156
MedSD.....	2
NoEMD.....	141
OB/GYN.....	81
Omega.....	7
OmegaD.....	90
Overdose/Poisoning.....	646
Penetrating Trauma.....	48
Psychiatric.....	389
Sick Person.....	3,750
Stroke.....	553
SWAT.....	86
Traumatic Injuries.....	445
Unconscious/Fainting.....	1,386
Unknown Problem.....	1,263
Walk In.....	43

FIRE	
Arson.....	11
Burns/Explosion.....	1
Car Fire.....	130
Dump.....	1
Dumpster Fire.....	36
FIREA.....	1,707
FIREB.....	225
FIREC.....	256
FIREEL.....	1
G Fire.....	2
Grass Fire.....	62
MUTAID.....	2
Still.....	555

HAZMAT	
Burn/Chem/Elec/Gas.....	252
CO/HazMat.....	50
CODET.....	305
Gas Leak.....	153
Haz2.....	176
Haz3.....	65
HazPkg.....	2
SuspArt.....	38

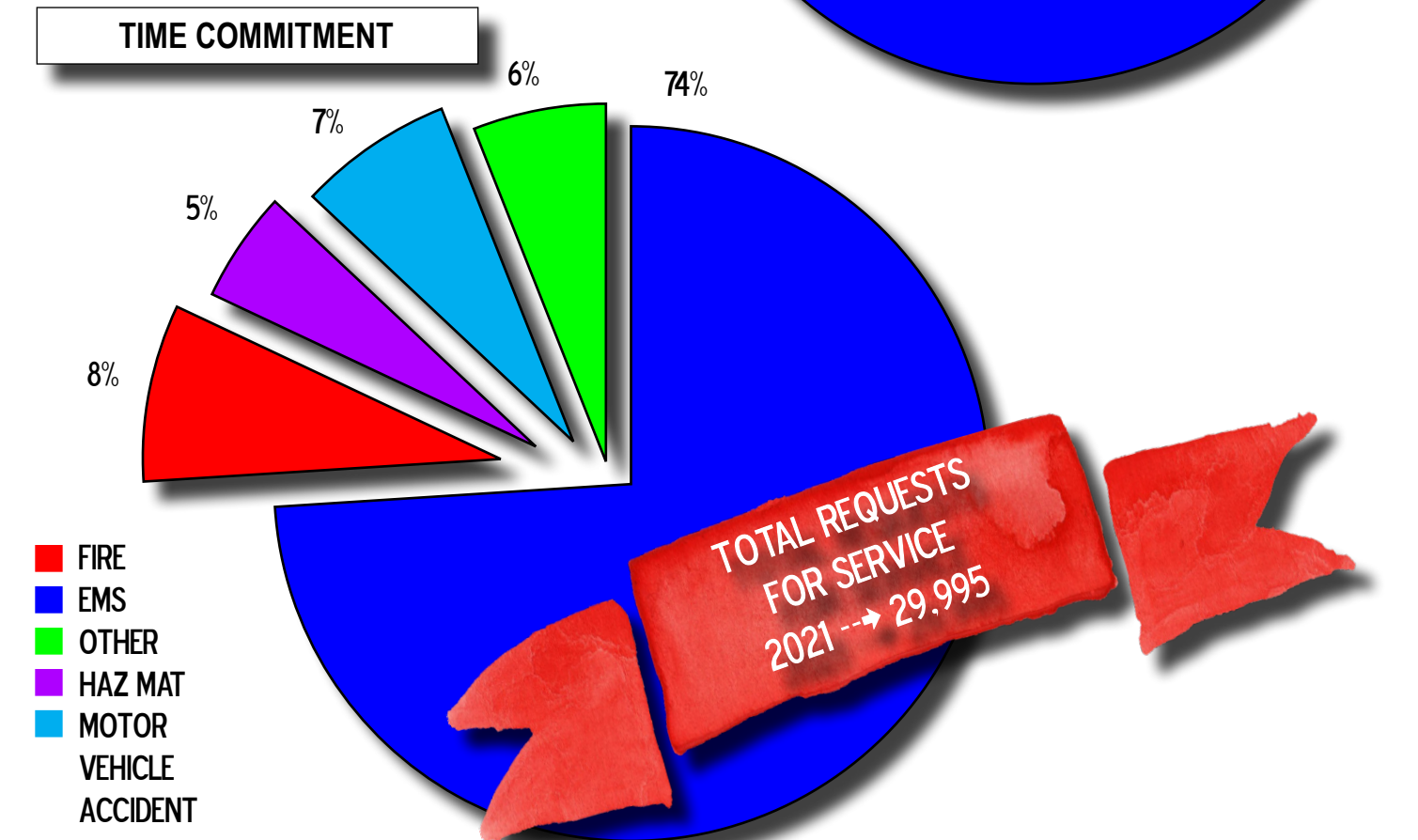
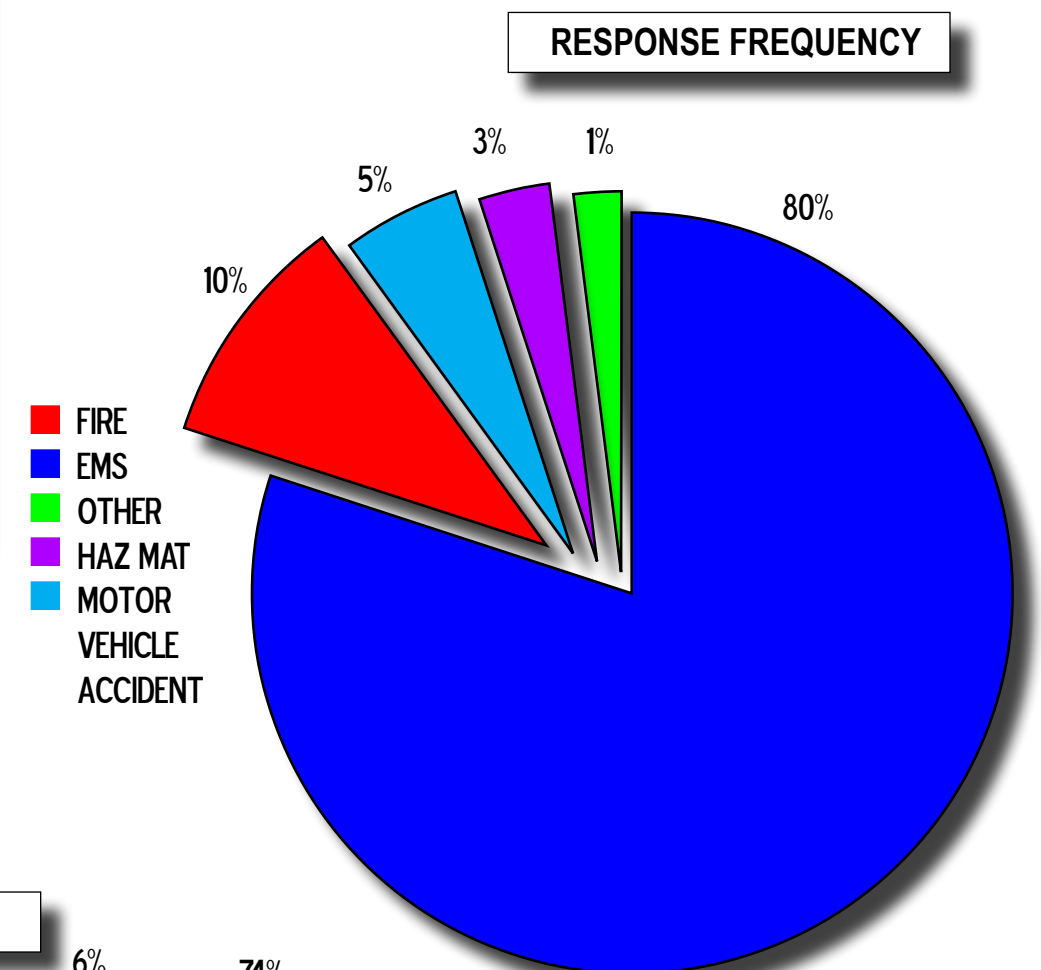
RS ALARM	
Drowning/Diving/SCBA.....	2
Electrocution/Lightning.....	1
Non-Vehicle Entrapments.....	11
Party Trapped in Elevator.....	72

OTHER	
Aircraft Emg 1.....	1
Aircraft Emg 2.....	17
Aircraft Emg 3.....	1
Airplane Crash.....	1
Airport Ground Emerg.....	1
Bomb Threat.....	4
Remove Ammunition.....	66
Special Duty.....	191
Standby.....	87
Wires.....	66

UNIT WORKLOAD AND RESPONSE TYPES

Response types are broken down by both frequency and time commitment. EMS incidents total 80% of the call volume and encompass 74% of total time spent on incidents.

“Other” response types are the requests for service that don't fit the standard incident response model. Examples include, burst pipes, assisting an elderly person who has fallen, power lines down, etc.



THE HEALTH OF OUR FLEET

FRONT LINE MEDIC UNITS

2021			
Rig	In Service	Points	Grade
M6	2019	16	A
M2	2019	19	B
M3	2018	21	B
M5	2018	21	B
M10	2018	21	B
M7	2018	24	C
M8	2018	20	C

FRONT LINE ENGINES AND TRUCKS

2021			
Rig	In Service	Points	Grade
E1	2020	12	A
E3	2020	12	A
E8	2020	12	A
E2	2020	13	A
E5	2020	14	A
E7	2020	13	A
E9	2020	14	A
E6	2019	15	A
E12	2017	17	A
T8	2017	18	B
T12	2017	18	B
E10	2017	21	B
E14	2017	21	B
E4	2015	27	D
E11	2014	27	D
T1	2011	32	F
E13	2006	42	F*
E16	2006	41	F*
E15	2006	46	F*
T5	1999	56	F*

Key:
<18 = A
18-21 = B
22-25 = C
26-30 = D
>31 = F

GOAL:
ALL FRONT LINE
APPARATUS/UNITS
GREEN OR YELLOW

In 2021 we ordered 2 new engines, 2 new trucks, and 1 new ambulance. We expect delivery in 2022.

VEHICLE SCORE CARD

AGE	One point for each year based on in-service date.
MILES/HOURS	One point for each 10,000 miles or 250 hours of usage.
TYPE OF SERVICE	Points assigned as one to five depending on the type of service the vehicle performs. Note: Convert engine hours into miles (30 to 40 miles per engine hour).
RELIABILITY	One to five points based on the frequency that a vehicle is in the shop for repairs per month. Preventive maintenance work is not included.
MAINTENANCE AND REPAIR (M&R) COST	One to five points based on the total life M&R cost, not including accident repairs.
CONDITION	One to five points for body condition, rust, interior condition, anticipated repairs, and so on.
POINT RANGE	Less than 18, Excellent; 18 to 22, Good; 23 to 27, qualifies for replacement; and 28 and above means immediate replacement. <i>(Source: APWA Vehicle Replacement Guide)</i>

GOAL:
ALL RESERVE
APPARATUS/UNITS
ORANGE OR RED

RESERVE ENGINES AND TRUCKS

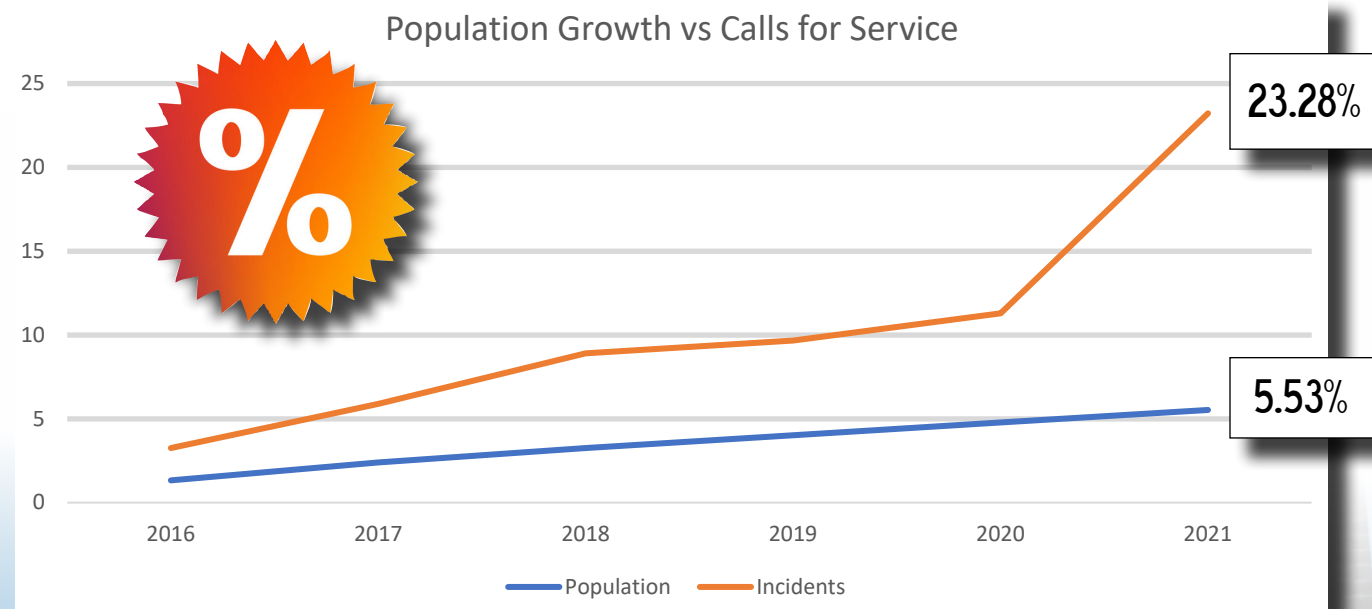
Rig	In Service	Points	Grade
E41	2006	42	F
E42	2006	47	F
E43	2006	44	F
E44	1996	44	F
T21	1996	57	F

Key:
<18 = A
18-21 = B
22-25 = C
26-30 = D
>31 = F

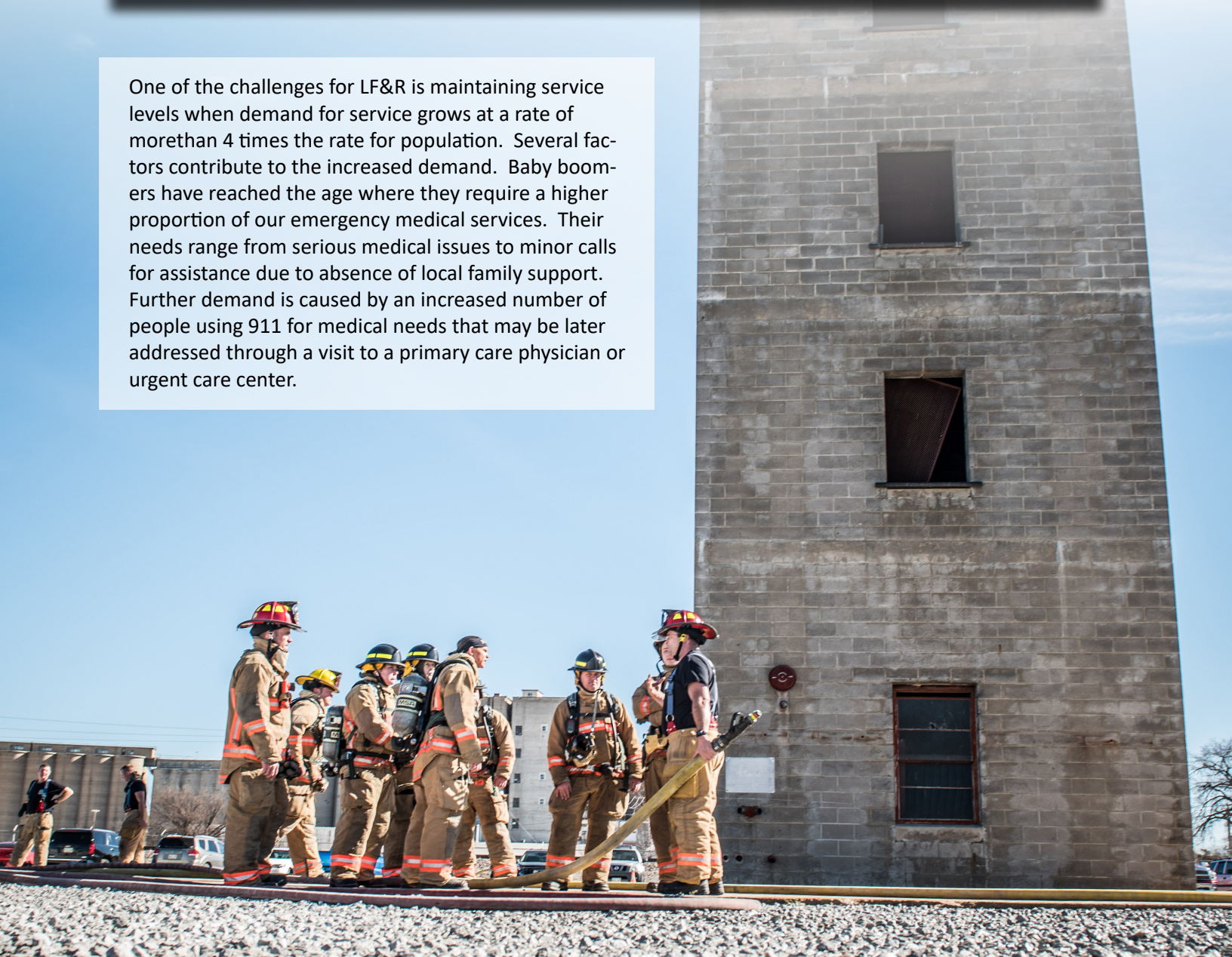
RESERVE MEDIC UNITS

Rig	In Service	Points	Grade
M21	2014	21	B
M212	2014	23	C

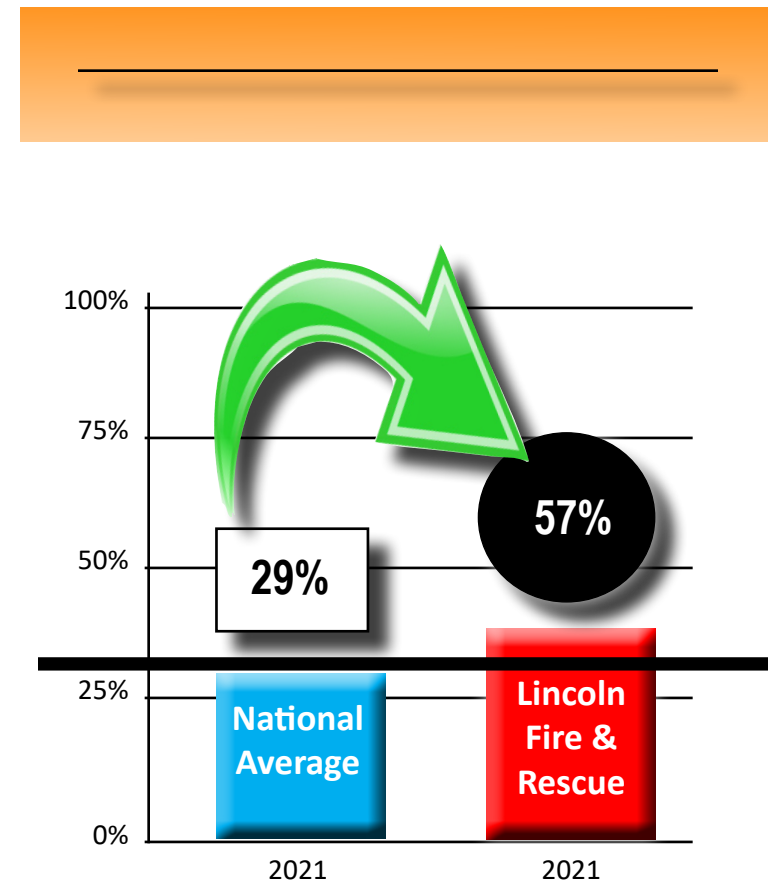
POPULATION GROWTH VS REQUESTS FOR SERVICE



One of the challenges for LF&R is maintaining service levels when demand for service grows at a rate of more than 4 times the rate for population. Several factors contribute to the increased demand. Baby boomers have reached the age where they require a higher proportion of our emergency medical services. Their needs range from serious medical issues to minor calls for assistance due to absence of local family support. Further demand is caused by an increased number of people using 911 for medical needs that may be later addressed through a visit to a primary care physician or urgent care center.



PRE-HOSPITAL CARDIAC SURVIVAL RATE



Lincoln Fire & Rescue has worked closely with our Medical Director, area hospitals, and the 911 Dispatch Center center to ensure we are providing 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.

To ensure that LF&R is accurately measuring performance, LF&R is a member of the CARES (Cardiac Arrest Registry to Enhance Survival) Registry. Each year, approximately 300,000 persons in the United States experience an out-of-hospital cardiac arrest (OHCA) or sudden death; approximately 92% of persons who experience an OHCA die. Despite decades of research, median reported rates of survival to hospital discharge are poor (ROSC 7.8%) (Return

of Spontaneous Circulation) and have remained virtually unchanged for the past 30 years. Without a reliable and uniform 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.

SIGNIFICANT INCIDENTS

APRIL

- 1820 Spring Meadows
- 2-alarm fire- \$350,000.00 loss
 - Five displaced and 3 cats died

OCTOBER

- 8201 Jones Ave
- 2-alarm fire- \$500,000.00 loss
 - Four people displaced

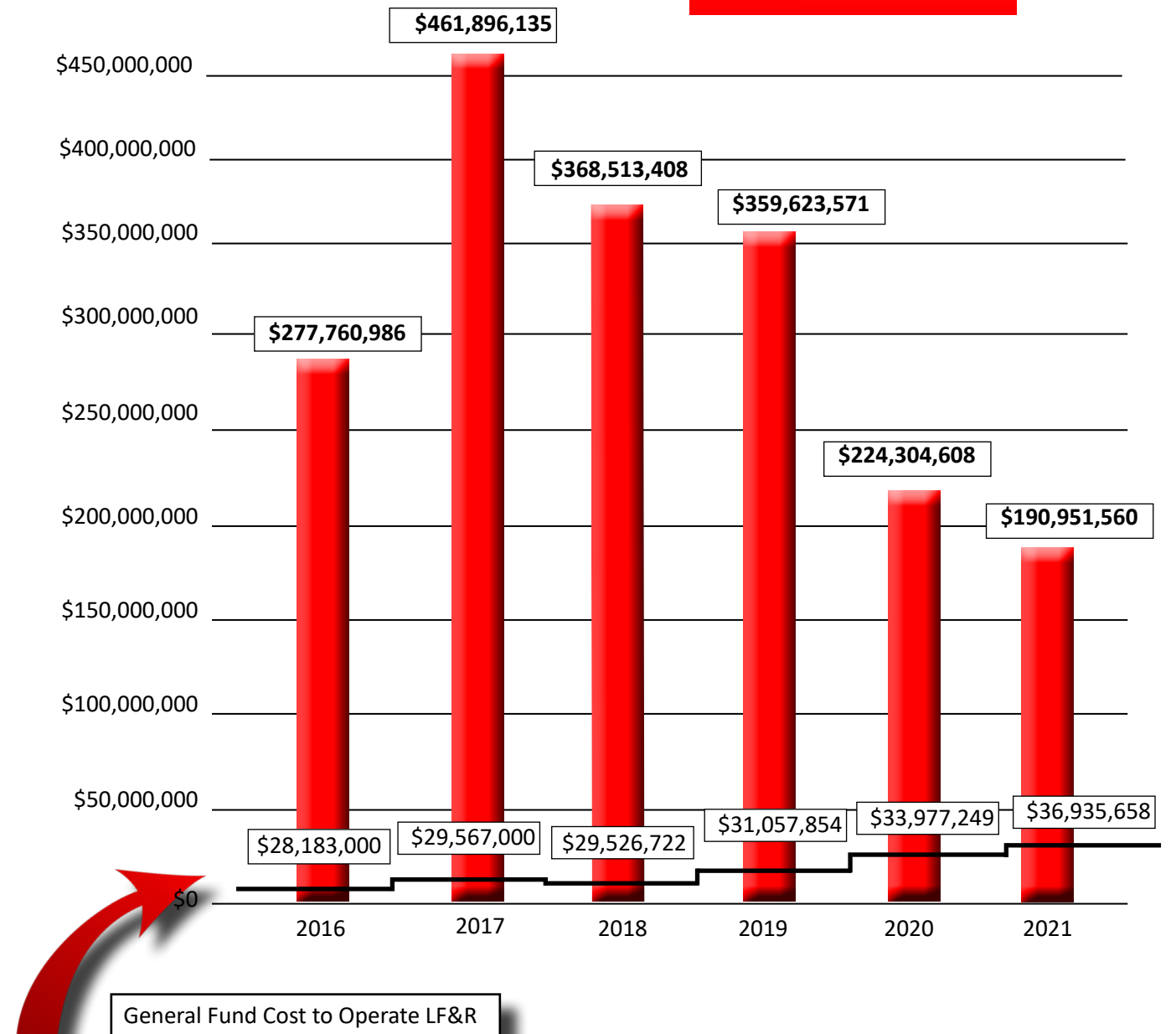
NOVEMBER

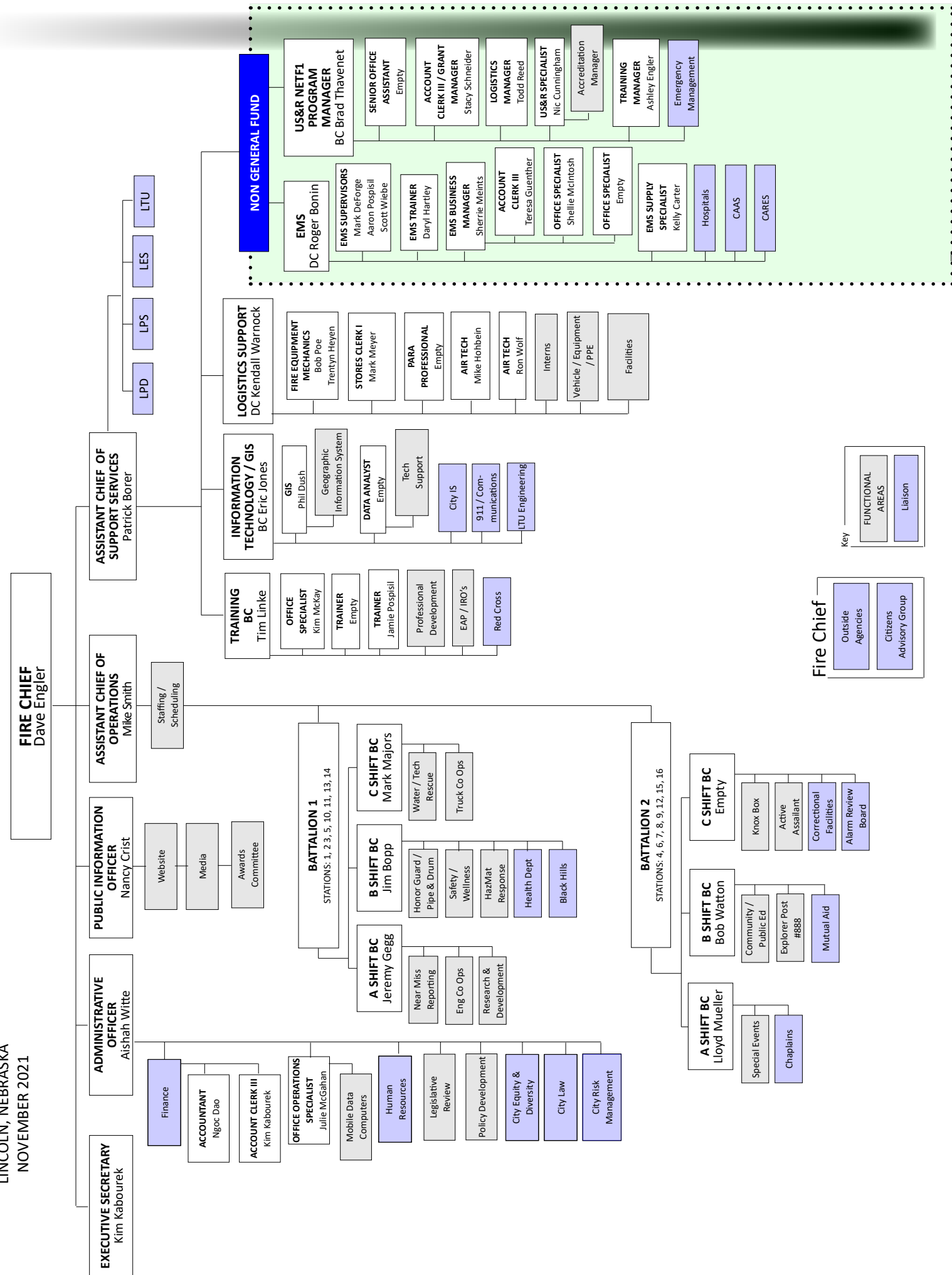
- 5500 Shady Creek Ct
- \$100,000.00 loss
 - Five people and a dog rescued from building



PROPERTY VALUES SAVED FROM FIRE

This graph illustrates the value of property saved from fire in relation to the cost to operate the fire department. As you can see, on an annual basis, LF&R saves property at a value 3 to 10 times the cost of operation. These values do not include extended economic impacts such as the value of a commercial occupancy opening for business the next day versus closing forever, or the impact to real estate prices if an adjacent structure burns and creates blight for a long period of time, etc.





ACCREDITATION

In the mid-1990s, Fire Chief Michael Merwick made the decision to seek accreditation for the then-named Lincoln Fire Department. After achieving accredited status in 1997, Lincoln Fire & Rescue (LF&R) has been recognized by the Commission on Fire Accreditation International (CFAI) as an accredited agency. This tenure places us in rare company as one of the longest running accredited agencies, and the only accredited municipal fire department in the State of Nebraska. There are over 300 accredited agencies, comprised of municipal fire departments (like LF&R), fire districts, industrial and tribal departments, and Department of Defense agencies.

Maintaining our accredited status is not easy and is a continuous process. Every five years LF&R begins a nearly year-long process of reflection, review, and evaluation to ensure we meet an ever-evolving set of competencies known as the self-assessment. This also includes our strategic planning efforts, Standards of Cover development, and culminates in a nearly week-long peer assessment.

During peer assessment, several officers from agencies around the nation thoroughly examine our policies, procedures, documentation & references, facilities, and interview us to ensure we are compliant with what is expected by the CFAI. We then sit before a panel of commissioners who confer and ultimately approve or disapprove the recommendation to accredit based upon the assessors' site visit. Opening our doors in this manner could be viewed as intentional vulnerability. We embrace it and work each year to meet the recommendations made to us.

This substantial time investment into accreditation benefits everyone on multiple levels. Simply stated, the CFAI provides the baseline framework in which agencies should operate to ensure credibility, quality assurance, and quality improvement. This includes and is not limited to: administration, human resources, emergency deployment & performance, apparatus fleet, training, public education, and community stakeholder processes. In other words, everything we do to provide great service. This stamp of approval by the CFAI proudly states that LF&R continuously pursues excellence and strives to evolve with the City of Lincoln. Further information about the CFAI can be found [here](#).

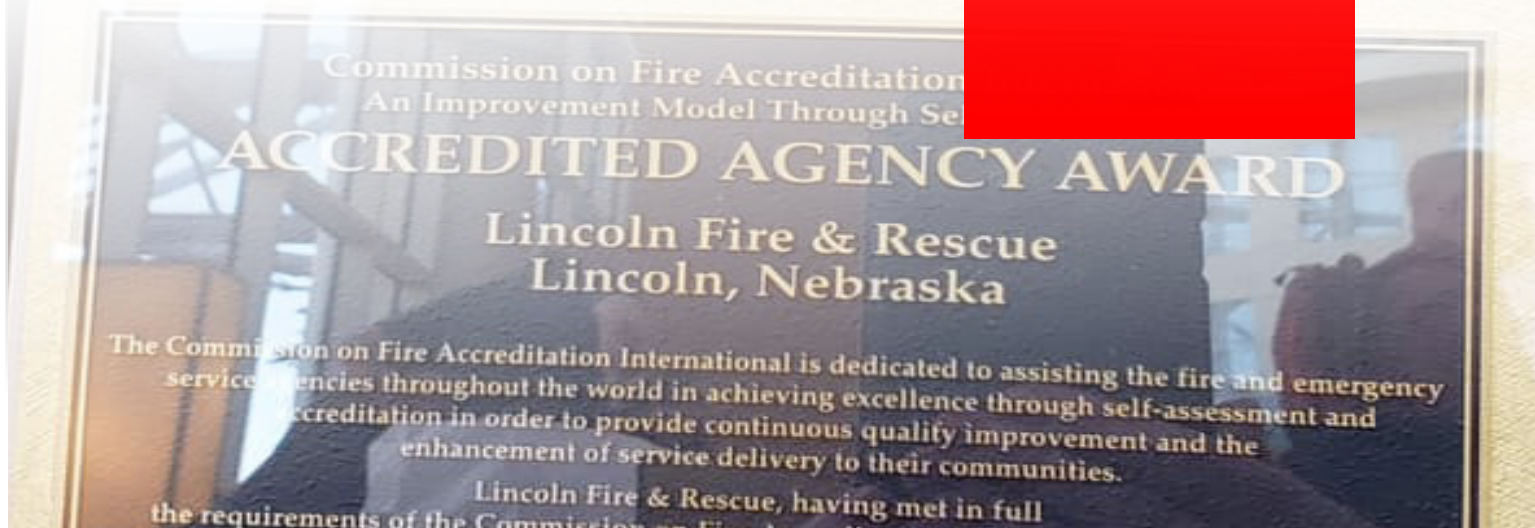


2014-2019

2009-2014

2002-2007

1997-2002



WOMEN IN FIRE

Lincoln Fire has 309 frontline responders. Of the 309, 36 or 12% are women. According to the National Fire Protection Association (NFPA), less than 5 percent of career firefighters across the country are women.



COMMUNITY SATISFICATION

This is a note of appreciation to the Lincoln Fire & Rescue staff.

My husband had a seizure in our home and I had to utilize your services for the first (and hopefully only) time.

It was a very scary experience, however, the quick response from the professional staff at Lincoln Fire & Rescue made all of the difference.

As a citizen of Lincoln it makes me feel safe to know there are such caring and dedicated staff prepared to help in the most difficult of scenarios at a moment's notice.

Thank you for all you do on a daily basis! It does not go unnoticed!
- Kelsey



Quick shout out to Greenwood Fire & Rescue, Eagle Fire & Rescue and Lincoln Fire & Rescue for the assist this morning for both the fire and medical nature of this incident.

Your volunteers arrived on location to a fully involved vehicle and initiated fire attack and setup our water supply to ensure we had adequate resources to complete the job. A LFR engine pulled a secondary attack line and assisted your volunteers. Eagle responded with additional engine and tankers for water supply. Greenwood responded with an ambulance to assist with the medical.

We thank our law enforcement professionals at Lancaster County Sherrif and Nebraska State Patrol for managing the traffic while we worked the incident.

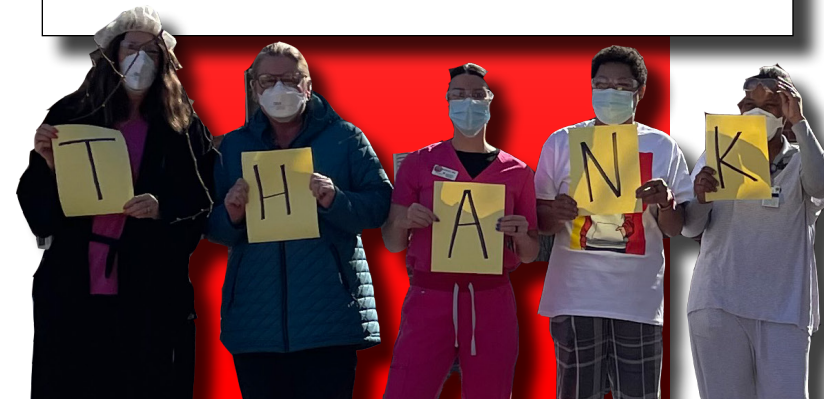
- Waverly Fire & Rescue

Local heroes. I want to thank the man that stopped to help my husband after his accident with our 5th wheel camper, stayed with him and called 911. You are an angel sent by God. Thank you to our wonderful local fire department and the wonderful people that chose the career that saves lives and property. My husband lost his leg but still has his life due to everyone's prompt actions I bless you all and can never thank you enough!

This national son's day I am forever thankful for our two wonderful sons. They are the best...Last night was one of the scariest nights of my life as our youngest son choked on a piece of candy corn and lost consciousness for 2-3 minutes while turning blue. I was able to give him the Heimlich at the same time as my mother-in-law sweeping his mouth for pieces. We successfully got him coughing again just as the paramedics arrived. So thankful for the 911 dispatcher who talked to me the whole time and to my husband, and mother-in-law and father-in-law who all were there to help. Thank you also to Lincoln Fire & Rescue and Lincoln Police, the ambulance driver, and the Bryan Health East hospital emergency room staff too. It was a terrifying night but so thankful it was a happy outcome.

I would like to send a (literal) heartfelt thank you to the crew of Station #4 for saving my life during a medical emergency in the early morning hours of December 23, 2021. They, along with all of the other first responders, are truly the every day heroes of our community!

- David



TRANSITIONS AND AWARDS

DOUG WELLS FIREFIGHTER OF THE YEAR



SCOTT WIEBE
Captain
EMS1

Captain Wiebe is the 2021 Doug Wells Memorial Firefighter of the Year. Here's what Scott's peers had to say about him:

Captain Scott Wiebe has accumulated numerous accolades over his 25 years of service at Lincoln Fire & Rescue. Throughout his career, Scott has continuously strived to better himself and to improve the organization.

Scott began his service by precepting numerous paramedics for the Lincoln EMS system.

Scott has developed and taught cutting-edge procedures to enhance protocols for our progressive methodology. Scott has served on the NETF-1 US&R team for 19 years as a Medical Specialist, deploying numerous times since joining the team in 2004.

In 2013, Scott was an integral part in the initiation of the comprehensive effort to improve survival from sudden out-of-hospital cardiac arrest.

With Scott's leadership and dedication, LF&R became the first in Nebraska to join CARES, meticulously entering cardiac arrest data in CODE-STAT.

Scott has continued this mission by leading and encouraging continuous improvement for cardiac arrest survival.

Scott is an EMS Supervisor, serving and developing the position since it began. Scott not only lives each day to better himself but inspires others to do the same.

For the above mentioned, along with many other reasons, Captain Scott Wiebe is the Lincoln Fire & Rescue 2021 Firefighter of the Year.



Karen Cates and Kent Wells (Doug Wells Children) pictured with Captain Scott Wiebe



Division Chief Roger Bonin and Captain Scott Wiebe

TRANSITIONS AND AWARDS

FIRE CHIEFS AWARD OF EXCELLENCE

The Fire Chief's Award of Excellence recognizes outstanding individuals for their excellent performance and dedication to achieve the mission of Lincoln Fire & Rescue during the past twelve months.

Kim McKay truly has given 100% every day in everything she does. She is incredibly organized and her attention to detail has proven to be essential in ensuring our personnel meet their training requirements every year. Kim has been deserving of this award not just for the past twelve months, but for many years.



KIM MCKAY
Office Specialist
Training Division



TRANSITIONS AND AWARDS

PROMOTIONS



Dave Engler
Fire Chief



Mike Smith
Assistant Chief



Mark Majors
Battalion Chief



Mike Buehrer
Captain



Andrew Endicott
Captain



Andrew Silcox
Captain



Cody A. Madsen
Fire Apparatus
Operator



Brady Papik
Fire Apparatus
Operator



Jesse Johnson
Fire Apparatus
Operator



Kim Kabourek
Executive Secretary

TRANSITIONS AND AWARDS

OUTSTANDING SERVICE AWARDS

STEVEN GAWRICK
Firefighter Paramedic



Nominated for:
his dedicated service as a firefighter, knowledge, and competency as a provider and for his compassion to our community.

REESE GORHAM
Firefighter



Nominated for:
his competence as a medic unit partner and continuous positive attitude.

TRACY SPIVEY
Firefighter



Nominated for:
his dedicated work ethic as a firefighter and for being a teammate.

JAMIE BRAY
Fire Apparatus Operator



Nominated for:
his compassion, dedication and for his relentless service to our community.

DAVE BACKHUS
Fire Apparatus Operator



Nominated for:
his compassion and dedication in honoring our fallen firefighters and for steadfast commitment to LF&R and the Honor Guard

SCOTT NYDAHL
Fire Apparatus Operator



Nominated for:
his dedication to LF&R in taking the lead with many projects to improve programs and improve daily workflow.

ROBERT M. TREASURE
Fire Captain



Nominated for:
his extraordinary work in improving and developing the Knoxbox Program

CHARLES CARLSON
Fire Apparatus Operator



Nominated for:
his leadership as the Hazmat Team Coordinator

TRANSITIONS AND AWARDS

AWARD OF MERIT

DAMON WIRTH
Fire Apparatus Operator



Nominated for:
his diligent attention to detail and dedication to his fellow firefighters.

CODY L. MADSEN
Firefighter Paramedic



Nominated for:
his positive attitude and compassionate approach to our community members in need.

SHAWN MAHLER
Fire Captain



Nominated for:
his dedication to LF&R every day and for being an integral part of the new Technical Rescue Program .

JUSTIN MAAS
Firefighter



Nominated for:
dedication and commitment to the community and detailed attention to his job.

BRADY STUDNICKA
Firefighter

Nominated for:
his positive attitude and continually exceeding expectation.



MIKE WRIGHT
Fire Captain



Nominated for:
his leadership and willingness to mentor and coach.

COLE HENN
Fire Captain



Nominated for:
his dedication to improving the recruit academy to provide an elite group of firefighters to serve our community.

BRIAN LESAC
Fire Apparatus Operator



Nominated for:
his professionalism and exemplary performance as an FAO and EMT and dedication to the community.

ROXANN BUCHHOLZ
Firefighter



Nominated for:
her consistent hard work and dedication in always going above and beyond in everything she does.

TRANSITIONS AND AWARDS

UNIT PERFORMANCE AWARD

HAZ MAT 14, C SHIFT



FRANCISCO MARTINEZ
Captain

PARRY SIEBENALER
FAO

JEFFREY GANN
Firefighter

ENGINE 5, C SHIFT



ALEX MARTIN
Captain

JASON KLIPFEL
FAO

BRIAN SYDICK
Firefighter

ALEX NOBBE
Firefighter Paramedic

ENGINE 9, C SHIFT



BRIAN WALTERS
Captain

BRAD KOBZA
FAO

GARRETT RUBENDALL
Firefighter

MEDIC 5, C SHIFT



AARON SCHMITZ
Firefighter Paramedic

JORDAN PETERSEN
Firefighter

EMS1, C SHIFT



AARON POSPISIL
Captain

TRUCK 5, C SHIFT



MIKE WRIGHT
Captain

MIQUEL CHAVEZ
FAO

DYLAN DELANY
Firefighter

AIR14, C SHIFT



DAVE BACKHUS
FAO

BATTALION 1, C SHIFT



MARK MAJORS
Chief

These units were dispatched to a Hazmat Delta at on 12/28/2021. Initial dispatch information indicated a chemical exposure from CO, with possible suicide attempt and son of involved party on scene with vehicle being described as running in the garage. LFR crews found vehicle running in garage with a victim in living room of said residence. Crews were able to rescue victim and provide necessary patient care. This rescue was performed in an expedient manner, thus affecting the patient's condition and survivability. The patient care provided by crews had a big impact on the survivability of such patient as well. All crews that responded, should be applauded for the service that they provided on this particular incident. The son of said patient, should be applauded as well, for his quick actions in activating the 911 system in a very quick manner. The outcome would've been different without his actions.

TRANSITIONS AND AWARDS
STORK AWARDS



ENGINE 5, B SHIFT



JERID FOSTER
Captain

JAMIE BRAY
FAO

BRENT JONES
Firefighter Paramedic

ENGINE 1, A SHIFT

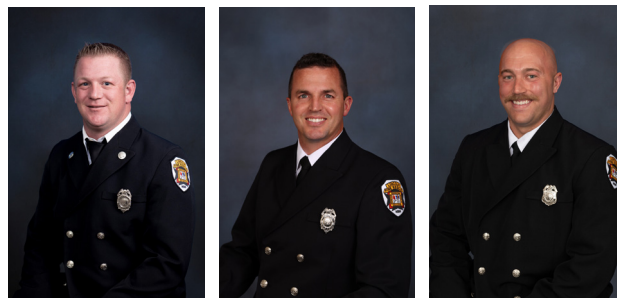


JON REED
Captain

JASON KLIPFEL
FAO

ASHLEY BUSBOOM
Firefighter Paramedic

ENGINE 1, A SHIFT



JON REED
Captain

JASON KLIPFEL
FAO

TANNER BIES
Firefighter

MEDIC 5, B SHIFT



CODY L. MADSEN
Firefighter Paramedic

WEBSTER FARRIS
Firefighter

MEDIC 2, A SHIFT



JOE KALINA
Firefighter Paramedic

JAMES KRAMEL
Firefighter

MEDIC 7, A SHIFT



DEREK ADKINS
Firefighter

GERALD SMITH
Firefighter

TRANSITIONS AND AWARDS
OUTSIDE AGENCY AWARDS

GAVIN GRAY
Firefighter Paramedic



Glenwood IA Fire & Rescue EMS Provider of the Year

MIKE WRIGHT | BRADY PAPIK | JUSTIN HENKEL | BOBBY SIMONS | DAN RIPLEY | AMANDA BENSON | MARK MAJORS | WEBSTER FARRIS (not pictured)



Mayor's Award of Excellence

BOB POE
Fire Equipment Mechanic



Lincoln Elks Lodge #80 Medal of Service

BRETT CROTTY
Firefighter



Honor365 Outstanding Service Award

ANDY EVANS
Captain



Honor365 Outstanding Service Award

VFW Post 131 Awards



FIREFIGHTER OF THE YEAR

FAO Jason Klipfel



EMT OF THE YEAR

Firefighter/Medic Mathew Jacobsen

STEVEN GAWRICK
Firefighter Paramedic



Creighton University Preceptor of the Year

TRANSITIONS AND AWARDS
RETIREMENT



Todd Dondlinger

Hired 1989 - Retired 2021

Thank You Todd for your 32 years of service to LF&R!



Diana Schmidt

Thank You For 5+ Years of Service to Lincoln Fire & Rescue



Bruce Elberry

Thank You for 37+ Years of Service to Lincoln Fire & Rescue



Mike Green

Hired 1992 - Retired 2021

Thank You Mike for your 29+ years of service to LF&R!



Keith Sewell

Thank You for 12 Years of Service to Lincoln Fire & Rescue



Tim Chavanu

Hired 2000 - Retired 2021

Thank you Tim for your 21 years of service to LF&R!



Jayson Layton

Hired 1994 - Retired 2021

Thank you Jayson for your 27+ years of service to LF&R!



Guy Pinkman

Hired 1991 - Retired 2022

Thank you Guy for your 30+ years of service to LF&R!

REMEMBRANCES



DEBRA CERVENÝ

Office Specialist
2019 - 2021

IN THE LINE OF DUTY DEATHS

Clarence Protsman
May 25, 1890

Joseph Thornburg
May 25, 1890

John Curran
June 26, 1906

Mansfield Rohrbaugh
August 7, 1915

Neil Sommer
October 2, 1920

Albert Mook
February 18, 1941

Kenneth McKay
March 30, 1964

Harley Grasmick
April 1, 1981

Robert Gardner
July 4, 1982

Willis Leyden
October 9, 1987

Rita Makovicka
February 22, 2001

Jack Bruns
June 3, 2001

Floyd Miller
August 8, 2002

Rick Cuba
March 13, 2003

Dave Luedtke
July 3, 2016

Matthew Vonderfecht
August 24, 2017



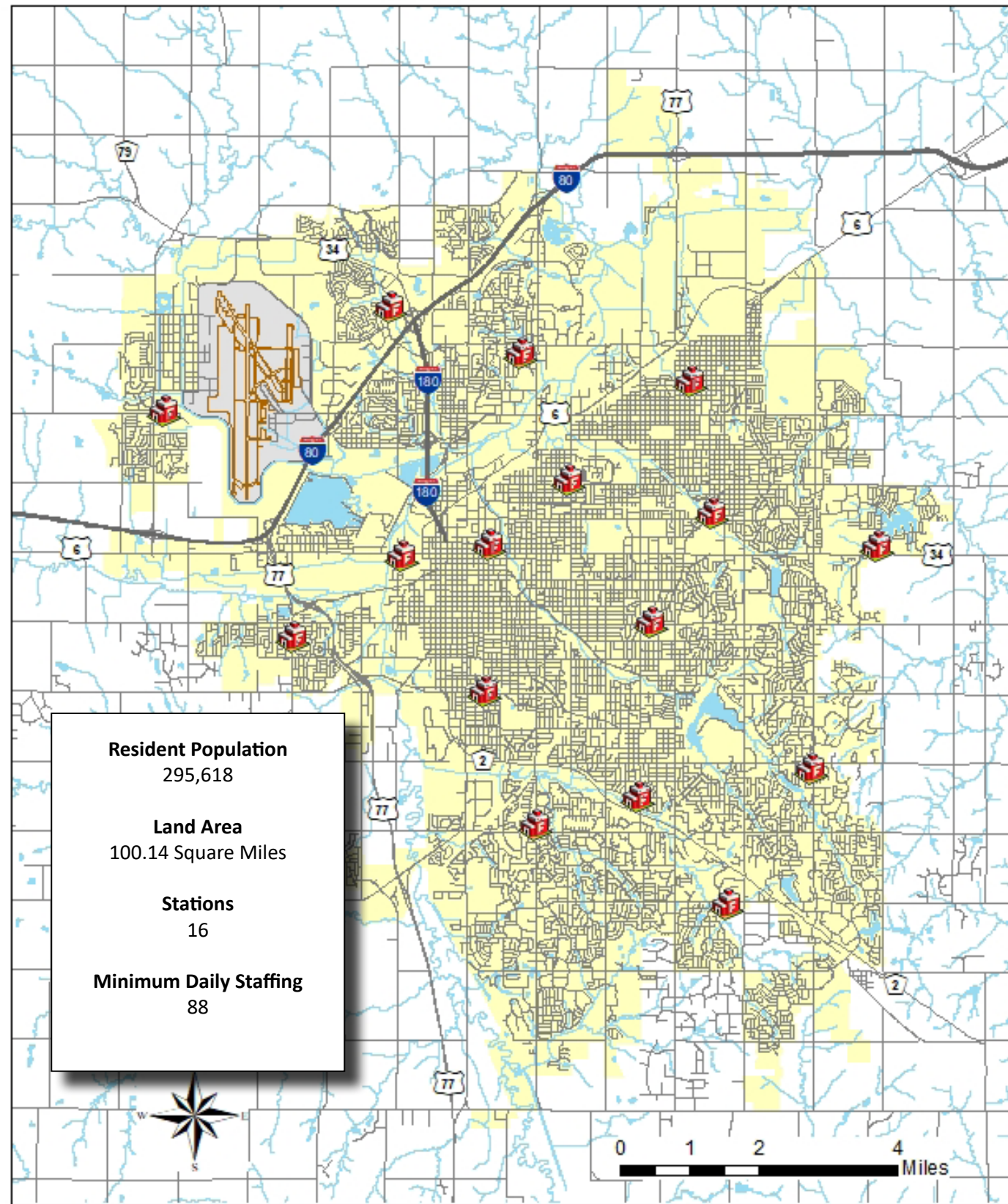
*"There is no greater love
than to lay down one's
life for one's friends"*

~ John 15:13

EXHIBITS



JURISDICTION



City of Lincoln and Vicinity, Nebraska

Note: This map is provided by Lincoln Fire & Rescue for reference purpose only.

MEASURING PERFORMANCE

Medium Risk FIRE SUPPRESSION - 90th Percentile Times - Baseline Performance		2017 - 2021	2021	2020	2019	2018	2017
Alarm Handling	Pick-up to Dispatch	0:01:20	0:01:44	0:01:15	0:01:21	0:01:19	0:01:16
Turnout Time	Turnout Time 1st Unit	0:01:54	0:02:40	0:01:52	0:02:23	0:01:47	0:01:47
Travel Time	Travel Time 1st Unit Distribution	0:06:17	0:05:23	0:03:31	0:06:33	0:04:03	0:06:17
	Travel Time ERF Concentration	0:09:40	0:06:16	0:07:06	0:09:25	0:09:50	0:10:02
Total Response Time	Total Response Time 1st Unit on Scene Distribution	0:08:01 n=69	0:07:38 n=5	0:05:27 n=6	0:08:28 n=19	0:07:41 n=22	0:07:50 n=17
	Total Response Time ERF Concentration	0:16:46 n=67	0:19:50 n=5	0:13:45 n=6	0:12:18 n=18	0:12:57 n=21	0:17:34 n=17

Fire B = Building in Peril | ERF = 10 Firefighters (ERF = Effective Response Force)

High Risk FIRE SUPPRESSION - 90th Percentile Times - Baseline Performance		2017 - 2021	2021	2020	2019	2018	2017
Alarm Handling	Pick-up to Dispatch	0:01:17	0:01:20	0:01:16	0:01:17	0:01:17	0:01:15
Turnout Time	Turnout Time 1st Unit	0:02:00	0:02:07	0:01:59	0:02:09	0:01:47	0:02:03
Travel Time	Travel Time 1st Unit Distribution	0:04:36	0:04:11	0:04:32	0:05:03	0:04:30	0:04:57
	Travel Time ERF Concentration	0:09:56	0:09:07	0:09:23	0:10:29	0:09:07	0:10:09
Total Response Time	Total Response Time 1st Unit on Scene Distribution	0:06:13 n=728	0:05:55 n=136	0:06:13 n=138	0:06:34 n=133	0:05:43 n=144	0:06:46 n=177
	Total Response Time ERF Concentration	0:12:16 n=713	0:12:14 n=132	0:11:48 n=134	0:12:58 n=130	0:11:53 n=144	0:12:11 n=173

Fire C or Fire 1 | Fire C - Confirmed Fire | Fire I = Confirmed Fire with Injuries | ERF = 17 Firefighters (ERF = Effective Response Force)

MEASURING PERFORMANCE

In 2019 LF&R did not respond to enough fires in "Special Risk" structures to have statistically significant data.

Special Risk FIRE SUPPRESSION - 90th Percentile Times - Baseline Performance		2017 - 2021	2021	2020	2019	2018	2017
Alarm Handling	Pick-up to Dispatch	0:01:54	--	--	--	--	0:01:54
Turnout Time	Turnout Time 1st Unit	0:00:58	--	--	--	--	0:00:58
Travel Time	Travel Time 1st Unit Distribution	0:02:47	--	--	--	--	0:02:47
	Travel Time ERF Concentration	0:05:53	--	--	--	--	0:05:53
Total Response Time	Total Response Time 1st Unit on Scene Distribution	0:03:36 n=2	--	--	--	--	0:03:36 n=2
	Total Response Time ERF Concentration	0:08:20 n=2	--	--	--	--	0:08:20 n=2

Fire is a LARGE Commercial | Industrial/Industrial/High Rise | ERF = 29 Firefighters (ERF = Effective Response Force)

Medium Risk EMS - 90th Percentile Times - Baseline Performance		2017 - 2021	2021	2020	2019	2018	2017
Alarm Handling	Pick-up to Dispatch	0:01:19	0:01:21	0:01:16	0:01:19	0:01:21	0:01:16
Turnout Time	Turnout Time 1st Unit	0:01:51	0:01:52	0:01:55	0:01:52	0:01:48	0:01:48
Travel Time	Travel Time (1st Unit) Distribution	0:05:42	0:05:40	0:05:33	0:05:49	0:05:44	0:05:46
	Travel Time (ERF) Concentration	0:09:41	0:09:47	0:09:24	0:09:40	0:09:40	0:09:50
Total Response Time	Total Response Time 1st Unit on Scene Distribution	0:08:17 n=42046	0:08:16 n=9246	0:08:12 n=8270	0:08:23 n=8225	0:08:16 n=8314	0:08:18 n=7991
	Total Response Time ERF Concentration	0:12:34 n=41971	0:12:50 n=9228	0:12:16 n=8252	0:12:35 n=8209	0:12:31 n=8301	0:12:37 n=7981

Bravo & Charlie Medical Call Types (One or Both Responding Units Code 3) | ERF = 5 Firefighters (ERF = Effective Response Force)

MEASURING PERFORMANCE

High Risk EMS - 90th Percentile Times - Baseline Performance		2016 - 2020	2021	2020	2019	2018	2017
Alarm Handling	Pick-up to Dispatch	0:01:16	0:01:19	0:01:14	0:01:17	0:01:17	0:01:14
Turnout Time	Turnout Time 1st Unit	0:01:47	0:01:49	0:01:50	0:01:47	0:01:43	0:01:44
Travel Time	Travel Time (1st Unit) Distribution	0:05:08	0:05:04	0:05:02	0:05:15	0:05:11	0:05:11
	Travel Time (ERF) Concentration	0:08:08	0:08:12	0:08:00	0:08:05	0:08:09	0:08:12
Total Response Time	Total Response Time 1st Unit on Scene Distribution	0:07:40 n=28534	0:07:38 n=6220	0:07:34 n=5582	0:07:48 n=5730	0:07:41 n=5515	0:07:38 n=5487
	Total Response Time ERF Concentration	0:10:52 n=24894	0:11:02 n=6200	0:10:47 n=5576	0:10:49 n=5726	0:10:50 n=5508	0:10:50 n=5484

Delta & Echo Medical Call Types (Both Units Code 3) | ERF = 5 Firefighters (ERF = Effective Response Force)

Special Risk EMS - 90th Percentile Times - Baseline Performance		2016 - 2020	2021	2020	2019	2018	2017
Alarm Handling	Pick-up to Dispatch	0:01:14	0:01:16	0:01:11	0:01:15	0:01:15	0:01:13
Turnout Time	Turnout Time 1st Unit	0:01:41	0:01:45	0:01:43	0:01:42	0:01:32	0:01:36
Travel Time	Travel Time (1st Unit) Distribution	0:04:47	0:04:45	0:04:47	0:04:49	0:04:44	0:04:45
	Travel Time (ERF) Concentration	0:10:27	0:10:05	0:10:58	0:11:06	0:09:35	0:10:33
Total Response Time	Total Response Time 1st Unit on Scene Distribution	0:07:16 n=2061	0:07:17 n=557	0:07:23 n=447	0:07:08 n=350	0:07:14 n=367	0:07:02 n=340
	Total Response Time ERF Concentration	0:14:02 n=2061	0:14:14 n=557	0:14:54 n=447	0:14:47 n=350	0:12:35 n=367	0:13:40 n=340

Calls Where Cardiopulmonary Arrest Has Occurred or is Imminent (All Units Code 3) | ERF = 5 Firefighters (ERF = Effective Response Force)

MEASURING PERFORMANCE

Moderate Risk HAZMAT - 90th Percentile Times - Baseline Performance		2017 - 2021	2021	2020	2019	2018	2017
Alarm Handling	Pick-up to Dispatch	0:01:22	0:01:31	0:01:19	0:01:23	0:01:26	0:01:19
Turnout Time	Turnout Time 1st Unit	0:02:07	0:02:29	0:01:41	0:02:01	0:02:08	0:01:59
Travel Time	Travel Time (1st Unit) Distribution	0:05:58	0:05:33	0:05:38	0:06:22	0:05:49	0:05:51
	Travel Time (ERF) Concentration	0:14:11	0:11:20	0:14:36	0:13:09	0:13:20	0:14:43
Total Response Time	Total Response Time 1st Unit on Scene Distribution	0:08:59 n=531	0:09:11 n=50	0:08:21 n=34	0:09:08 n=97	0:08:56 n=141	0:08:49 n=209
	Total Response Time ERF Concentration	0:18:53 n=517	0:16:15 n=50	0:17:30 n=33	0:16:39 n=93	0:19:01 n=136	0:20:06 n=205

HazMat Level 2 | ERF = 12 Firefighters (6 HazMat Team Members) (ERF = Effective Response Force)

High Risk HAZMAT - 90th Percentile Times - Baseline Performance		2017 - 2021	2021	2020	2019	2018	2017
Alarm Handling	Pick-up to Dispatch	0:01:38	0:01:27	0:01:14	0:02:29	0:01:38	0:01:19
Turnout Time	Turnout Time	0:02:00	0:02:01	0:01:38	0:01:47	0:01:47	0:01:47
Travel Time	Travel Time (1st Unit) Distribution	0:04:00	0:03:50	0:03:33	0:03:54	0:03:44	0:03:39
	Travel Time (ERF) Concentration	0:11:11	0:10:13	0:11:33	0:12:24	0:08:57	0:08:10
Total Response Time	Total Response Time 1st Unit on Scene Distribution	0:07:01 n=35	0:07:11 n=8	0:06:39 n=11	0:06:46 n=5	0:06:51 n=6	0:06:40 n=5
	Total Response Time ERF Concentration	0:15:10 n=35	0:13:21 n=8	0:14:26 n=11	0:15:29 n=5	0:11:31 n=6	0:16:28 n=5

HazMat Level 2 (HazMat w Injuries) | ERF = 14 Firefighters (6 HazMat) (ERF = Effective Response Force)

MEASURING PERFORMANCE

Medium Risk TECHNICAL RESCUE - 90th Percentile Times - Baseline Performance		2017 - 2021	2021	2020	2019	2018	2017
Alarm Handling	Pick-up to Dispatch	0:01:19	0:01:21	0:01:15	0:01:16	0:01:27	0:01:16
Turnout Time	Turnout Time 1st Unit	0:01:49	0:01:50	0:01:47	0:01:46	0:01:52	0:01:45
Travel Time	Travel Time (1st Unit) Distribution	0:04:50	0:04:28	0:04:32	0:04:48	0:05:03	0:04:42
	Travel Time (ERF) Concentration	0:07:19	0:07:03	0:07:11	0:07:04	0:07:45	0:07:28
Total Response Time	Total Response Time 1st Unit on Scene Distribution	0:07:22 n=1160	0:07:10 n=225	0:06:55 n=174	0:07:27 n=234	0:07:43 n=261	0:07:17 n=266
	Total Response Time ERF Concentration	0:09:58 n=1159	0:09:56 n=225	0:09:34 n=174	0:09:34 n=233	0:10:24 n=261	0:09:57 n=266

Charlie, Delta & Echo Motor Vehicle Accidents Not Requiring Extrication Equipment | ERF = 5 Firefighters (ERF = Effective Response Force)

High Risk TECHNICAL RESCUE - 90th Percentile Times - Baseline Performance		2017 - 2021	2021	2020	2019	2018	2017
Alarm Handling	Pick-up to Dispatch	0	0	0:01:18	0:02:29	0:01:18	0:01:25
Turnout Time	Turnout Time	0	0	0:02:08	0:01:52	0:01:48	0:01:45
Travel Time	Travel Time (1st Unit) Distribution	0	0	0:04:22	0:03:52	0:04:34	0:05:53
	Travel Time (ERF) Concentration	0	0	0:08:27	0:10:26	0:09:26	0:09:08
Total Response Time	Total Response Time 1st Unit on Scene Distribution	0 n=0	0 n=0	0:07:18 n=15	0:06:55 n=25	0:07:00 n=27	0:09:10 n=15
	Total Response Time ERF Concentration	0 n=0	0 n=0	0:13:57 n=14	0:16:21 n=25	0:12:44 n=27	0:11:47 n=14

Rescue Incidents Which Are MUA's Which Require the use of Technical Rescue Equipment | ERF = 18 Firefighters (ERF = Effective Response Force)

MEASURING PERFORMANCE

Special Risk TECHNICAL RESCUE - 90th Percentile Times - Baseline Performance		2017 - 2021	2021	2020	2019	2018	2017
Alarm Handling	Pick-up to Dispatch	0:01:27	0:01:23	--	0:01:26	0:01:15	0:01:24
Turnout Time	Turnout Time 1st Unit	0:01:43	0:01:27	--	0:01:43	0:01:34	0:02:05
Travel Time	Travel Time (1st Unit) Distribution	0:05:45	0:05:27	--	0:04:54	0:05:03	0:05:07
	Travel Time (ERF) Concentration	0:12:34	0:13:31	--	0:06:45	0:13:47	0:09:48
Total Response Time	Total Response Time 1st Unit on Scene Distribution	0:08:45	0:07:59	--	0:07:48	0:07:37	0:09:08
	Total Response Time ERF Concentration	0:15:53	0:17:34	--	0:10:28	0:18:22	0:14:07
			4	--	n=5	n=8	n=6
			4	--	n=5	n=8	n=5

All Specialized Technical Rescue Incidents Except MVA's, such as: Confined Space, High/Low Rescue, H2O Surface & Sub-surface, Trench, Agriculture, Industrial, etc. | ERF = 20 Firefighters (ERF = Effective Response Force)

