



2024 Annual Report

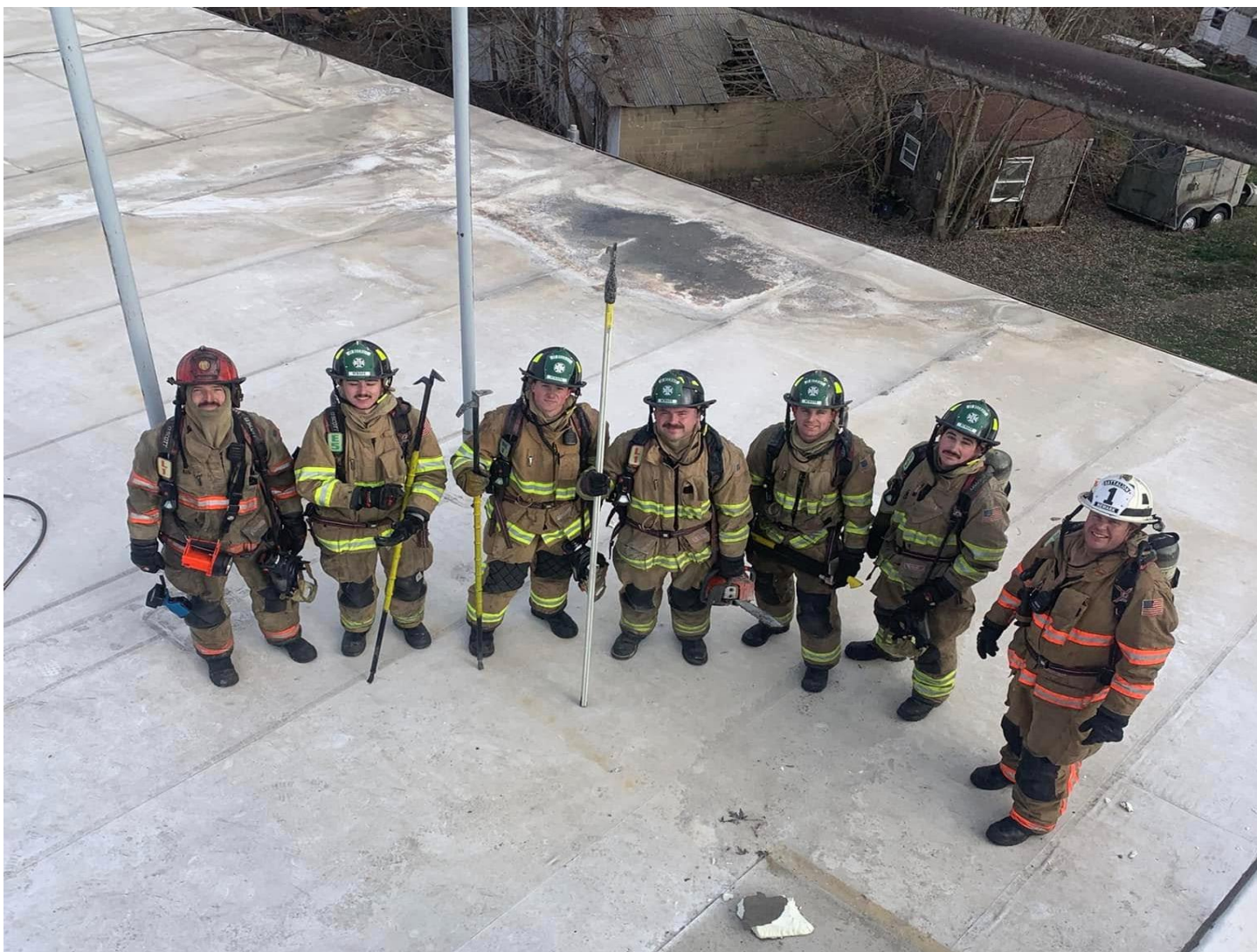
Division of Fire & EMS



CITY OF NEWARK

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Rising to the Challenge

2024 saw the division on board fourteen additional Firefighter/EMTs. The additional personnel will be required to complete paramedic school within three years and have been a welcome addition to the staffing model.

12550 Total Calls for Service

1098 Fire Inspections

87 Personnel

Letter from the Fire Chief

On behalf of the Newark fire Department, I am proud to present our Annual Report for 2024. Our agency is comprised of outstanding, high-performing men and women who have made a steadfast commitment to hard work, selfless service, and professional excellence. Our service delivery model is designed to meet the dynamic, increasing needs of our community. Newark firefighters are highly trained and ready to serve, in any capacity, at any time.

In 2024 the Division continued to answer “the call”, responding to 12,550 incidents. The NFD also participated in a high number of public relation events, public education meetings, building walkthroughs, school seminars, as well as various other community engagements. Our firefighters also engaged the citizens of our community by providing residential safety assessments, installing smoke and carbon monoxide detectors, as well as teaching basic life support skills throughout the year.

Like many of the other departments throughout Central Ohio and Licking County, we continued to focus on implementing new strategies to improve the challenges associated with the recruiting and retention of fire fighters. The NFD continues to be one of the busiest agencies in Licking County and the surrounding areas, and the demand for our services continues to increase for both emergency and non-emergency-related calls. In 2024, we continued to make positive strides within the emergency operations of our department to ensure that our service delivery model is efficient and effective.

Through the support and collaborative efforts of Mayor Jeff Hall and his administration, we achieved many of the goals we had defined in previous years; specifically, a large financial investment in our fleet of apparatus. We look forward to placing an additional two (2) transport units, an engine/rescue, and two (2) pumper units into front line service this coming year. We will continue to ensure that our Division remains dedicated to becoming stronger, more efficient, and more diverse. We look forward to contract negotiations with IAFF Local 109 in 2025, and feel that as a result thereof, we will be in a much better position to attract and retain talented, high-performing firefighters. We are poised to meet the challenges of service delivery and emergency response for the foreseeable future.

In closing, thank you for your interest, investment, and support of our agency. We hope that you find our Annual Report 2024 beneficial, and we thank you for your continued support.



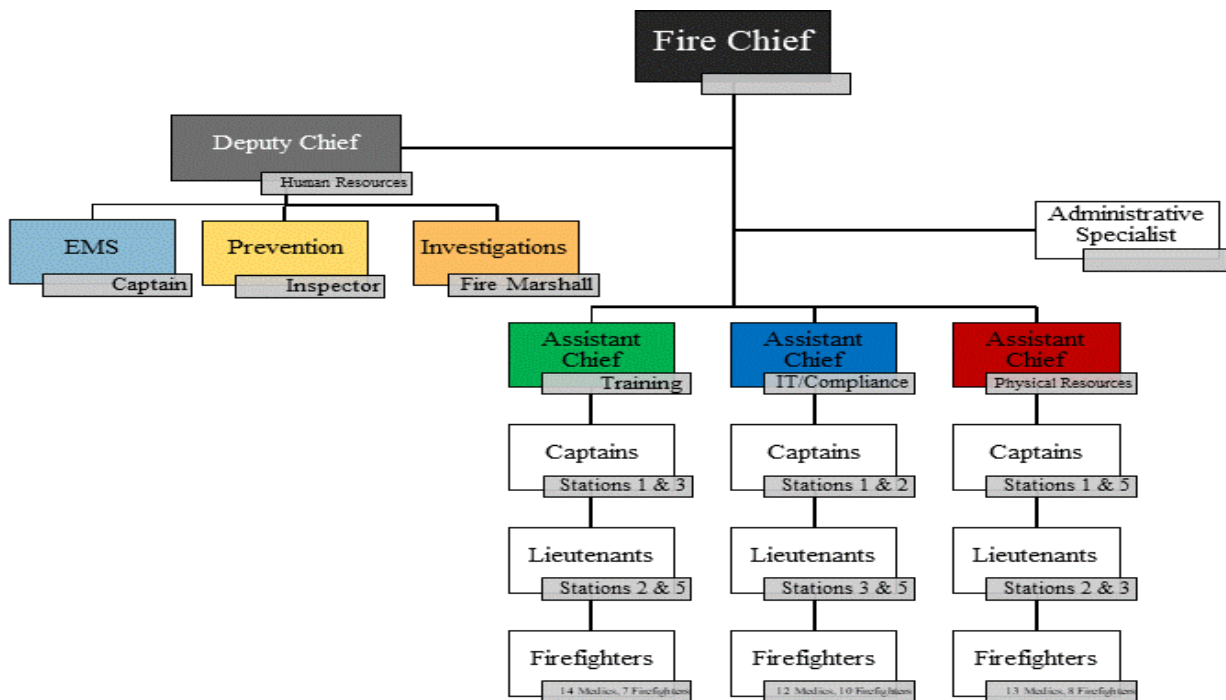
Brandon Metzger

History

The City of Newark was organized in 1802 and has had a paid fire department since 1869. The city was staffed by paid firefighters in the Neptune fire company and was supported by four volunteer fire companies: Rescue, Pataskala, Hope, and Washington. The paid firefighters were called the “Regular Six” and were supplemented by fifteen on call personnel called the “Minute Men.” This resulted in 21 people on a fire scene in the late 1800s.

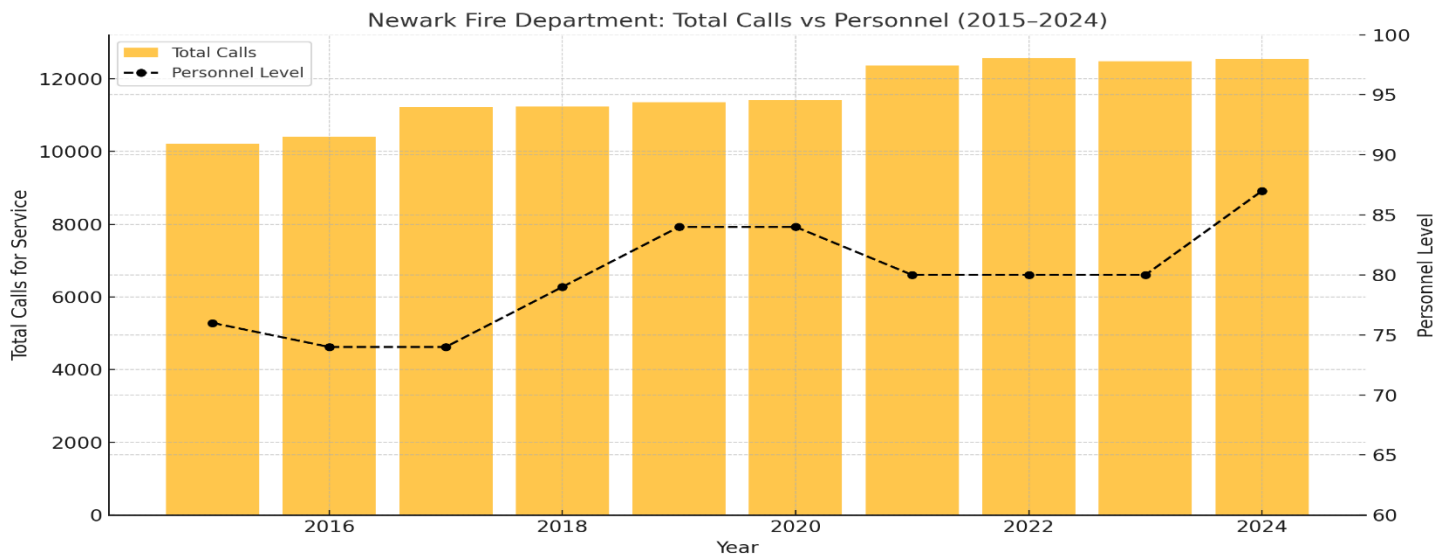
Currently, the division staffs four fire stations with a minimum on duty of 19 personnel to handle calls. One battalion chief, one Rescue company, two Engine Companies, a Ladder company, and three Medic units. All vehicles are equipped with medical equipment and drugs to provide advanced life support (ALS) during any response as needed.

Organizational Chart



Personnel vs. Call Volume

The division is authorized to a personnel level of 93 and has modified the hiring requirements to maintain a pool of candidates. Unfortunately, we were unable to increase the personnel level consistent to the increase in call volume. As we look at the future growth of the region, the division must plan for an increase in personnel to meet the inevitable increase in calls for service and maintain the level of service delivery. Over the past ten years, personnel strength has only increased 14% while calls have increased 22%. Accelerated growth will compound this challenge.



Human Resources

The Division of Fire & EMS continued to replace vacancies created through members departure from the agency, while trying to achieve the goal of ninety (90) uniformed members before the end of 2024.

In 2024, the division had a total of nine (9) members leave the City of Newark for assorted reasons:

- One member retired – 25-year veteran
- One member left on medical separation – 20-year veteran
- One member left to pursue another career – Probationary member
- Six members left for other fire & EMS agencies – Probationary to 6-year member

In 2024 the Division of Fire & EMS on-boarded fourteen (14) uniformed members through an existing civil service list and lateral entry process. By the end of 2024, the Division of Fire & EMS would see the uniformed rank and file reach a historic number of eighty-seven (87) members. Unfortunately, the Division of Fire & EMS fell short of the goal of ninety uniformed members due to running out of candidates to put through the pre-employment process.

In 2024 the Division of Fire & EMS had 100% compliance with our mandatory annual human resources training. Every uniform member participated in four (4) hours of training that totaled 344 hours of continuing education in human resources. The training topics covered in 2024 were:

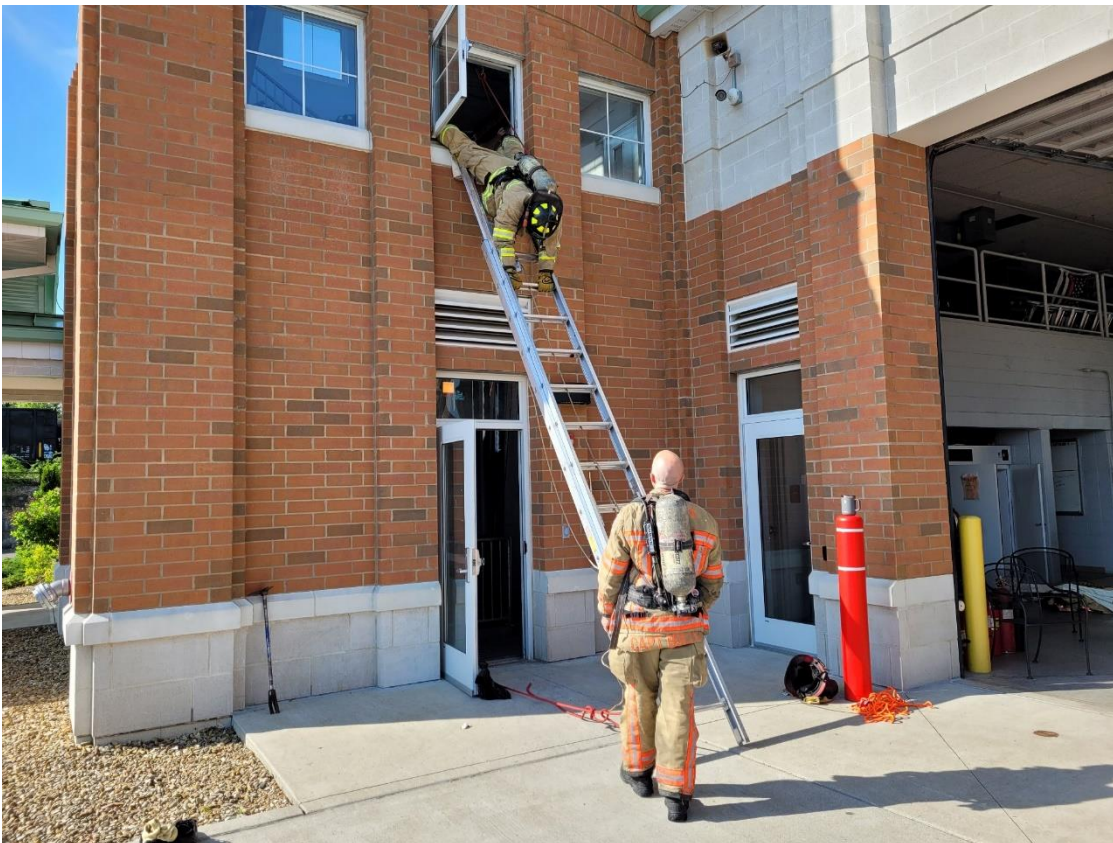
- Developing Effective Communication Skills
- Violence in the Workplace
- Drug and Alcohol Awareness in the workplace
- The LGBTQ Community

In 2024 the Division of Fire & EMS established a new civil service testing process, eliminating the agency's involvement with the Licking County fire department testing consortium. In collaboration with the City of Newark Human Resources department, we created a computer-generated written examination through the NEOGOV

platform. Candidates apply online and then will have a business week to take the 100-question examination. The test questions and answers will be randomized every time a candidate logs into NEOGOV to test.

Candidates who pass the written examination with a minimum score of 70% eligible to the Candidate Physical Capabilities Evaluation (CPCE). The CPCE is made up of five firefighting tasks, candidates have 6 minutes 15 seconds to complete. Candidates will wear a Self-Contained Breathing Apparatus (SCBA), the candidate will wear a helmet and firefighter gloves to complete the ensemble. Candidates are encouraged to wear exercise-type clothing for the CPCE. The CPCE will be performed at Newark Fire Station 1 – 75 South 4th Street and will be proctored by on-duty uniformed members, thus decreasing expenditures by not using overtime.

The Division of Fire & EMS received a total of ten (10) Bureau of Worker's Compensation (BWC) Claims in 2024. The Health Insurance Portability and Accountability Act (HIPPA) restricts the release of specific medical information, the following can be shared in this report. A total of 122 days of time off work due to the 10 BWC claims. This averages 12.2 duty days or 24-Hour shifts that went unmanned per BWC claim. With all 24/48 operations personnel working 9 days a month, 48-hour average work week, because of the Kelly Day. This allows the firefighters to be paid on a two-week pay cycle without incurring overtime costs. If not for the Kelly day their schedule would average a 56-hour work week, requiring four more hours of straight time and six hours of overtime every pay period.



The average member off on a BWC claim lost 1.3 months of work. There were forty-six (46) days of restrictive duty for uniformed members. These restrictive duties were members that were placed on a 40-Hour (Monday through Friday) schedule. Members performed “Light-Duty” tasks for the division that did not interfere with a physician’s restrictions. Light-Duty is provided on a case-by-case basis at the discretion of the Chief of the Department, “as long as there is work available to be performed by the uniformed member” per current CBA language. The benefit of placing a member on Light-Duty in the division, tasks can be completed that are considered low priority.



Compliance & Information Systems

The Compliance Division continues to uphold its commitment to safety and risk management by closely monitoring guidelines and standards set forth by the National Fire Protection Association (NFPA), the National Institute of Safety and Health (NIOSH), and the Occupational Safety and Health Administration (OSHA). In line with our ongoing dedication to best practices, our standard operating procedures are reviewed and refined on an annual basis—2024 being no exception. Building on the robust revisions implemented in 2021 and 2022, the 2024 updates incorporate lessons learned from our operational challenges and successes, ensuring that our protocols not only meet but exceed industry standards while effectively reducing liability to the City of Newark.

On the information systems front, we continue to address long-standing inefficiencies inherited from earlier years. For several years, our department's SharePoint server has served as a central repository for documents and as the hub for daily human resource approvals. However, as highlighted in previous reports, this system has grown increasingly outdated and costly. In response, our 2024 strategic plan outlines a major overhaul of this infrastructure: we will transition away from Microsoft's SharePoint and instead implement a dedicated, secure platform integrated into our department website. This new solution is expected not only to yield significant cost savings but also to offer a far more intuitive and mobile-friendly user experience.

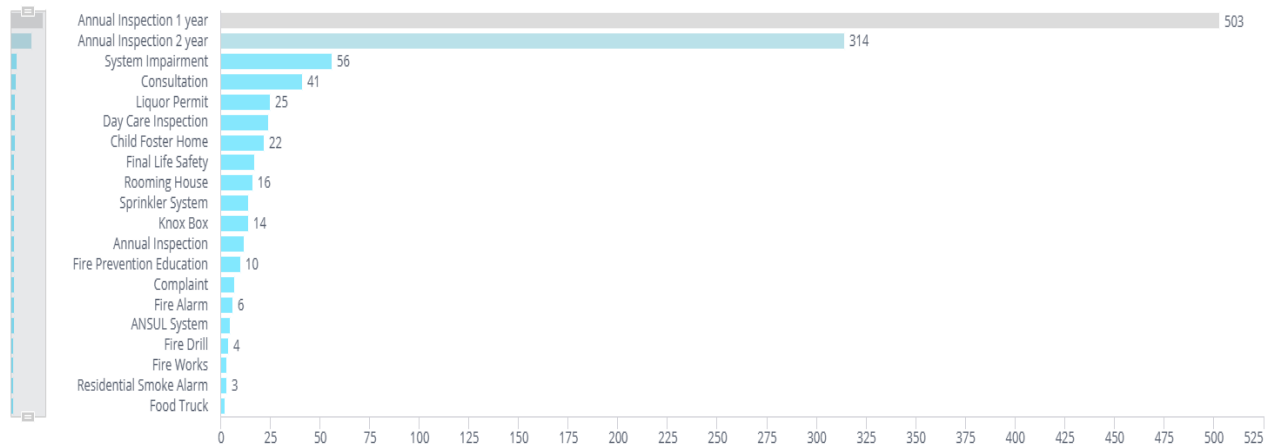
Addressing another recurring theme from our past reports, we are in the process of phasing out Sierra devices in our vehicles. Over time, these mobile hotspots have become prohibitively expensive to maintain and operate. As part of our 2024 improvements, we have initiated a program to replace Sierra devices with consumer-grade hot spots and mobile data-capable iPads. Early trials have shown that these alternatives meet our operational needs at a fraction of the cost. We remain on track with our goals, with both the IT system overhaul and the device replacement projects slated for completion by the end of 2025.

These initiatives, along with our continual review and adjustment of operational protocols, reflect our department's commitment to efficiency, fiscal responsibility, and technological innovation—cornerstones that have been emphasized in prior annual reports and continue to shape our path forward into 2024 and beyond.

Fire Prevention

2024 saw an increase in the number of inspections due to a temporary transfer of one of the division's Lieutenants into the Prevention Bureau. This increase was not due to speed as the Prevention Bureau maintains the value of conducting thorough quality inspections. The Prevention Bureau's goal is to make Newark a safe place for our residents and visitors. The Prevention Bureau's role is maintaining and enhancing relationships with the community business owners. The Prevention Bureau has a model of advisor instead of enforcement in conducting life safety inspections. The Prevention Bureau completed a total of 1098 inspections resulting in 1322 fire code violations.

Count of Inspections by Inspection Type



This graph represents the types of inspection conducted.

- 2023: 664 inspections resulting in 928 violations.
- 2022: 804 inspections resulting in 1162 violations.
- 2021: 784 inspections resulting in 1018 violations.
- 2020: 459 inspections resulting in 866 violations.

The Prevention Bureau works directly with our community partners such as the City of Newark Property Maintenance, Licking County Building and Health Departments to bring in new businesses into the community. Some of those projects in 2024 included:

- Historic Arcade building renovation
- Dollar General (North 21st Street)
- Trailhead Vista Apartments
- 7 Brew Coffee
- 4th Street Parking Garage
- Tamarack Dairy addition
- International Paper
- Taco Bell (Dayton Road)
- Log Pond Flats

These are several of the larger projects, there were multiple other smaller projects where new fire alarms were installed, sprinkler systems updated and remodels that had been done that required life safety inspections. We

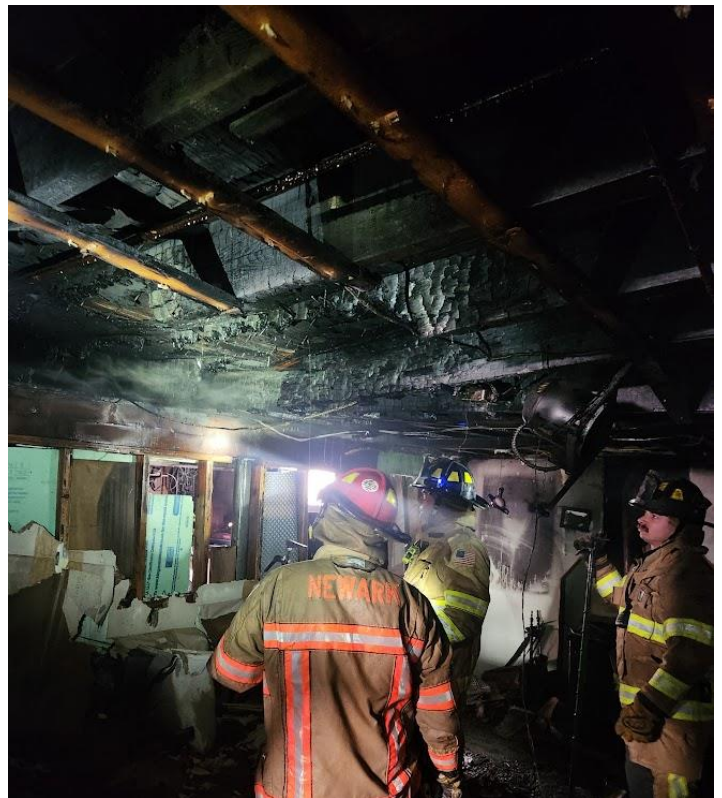
continue to work with the partners of the City to include the Licking County Building Department, Licking County Health Department and City of Newark Property Maintenance to address the needs and concerns of the citizens.

The Fire Prevention Bureau provides smoke detectors and carbon monoxide detectors to members of the community at no cost and continues to work with our local school system to provide fire prevention education.



Investigations

In 2024, our Investigation/Arson Bureau built on the enhanced practices detailed in previous reports to secure significant outcomes in our crime convictions. Our comprehensive and evolving investigative processes resulted in multiple trespass orders, one conviction for breaking and entering, one for theft, one for criminal damage, eight convictions for Arson M-1, one for Arson F-4, and three for Aggravated Arson. Additionally, we obtained a confession in connection with a major fire incident, although that case has not yet proceeded to trial. These results underscore our ongoing commitment to rigorous enforcement and accountability, while reinforcing our dedication to reducing risk and protecting our community.



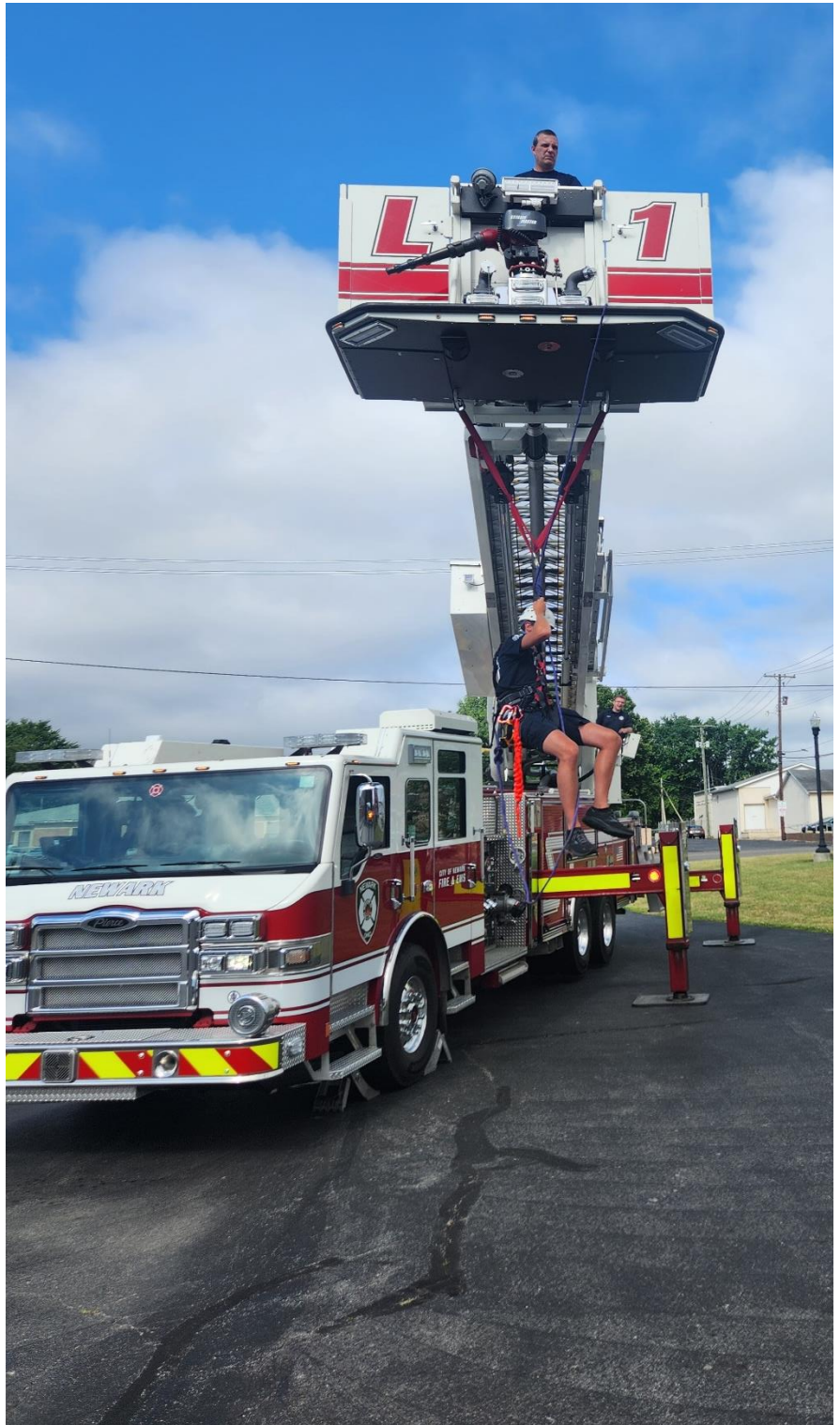
Training

In 2024, the Training Division continued to build upon the successes of previous years, achieving several noteworthy milestones that further enhanced our operational readiness and professional development. Our refined onboarding process facilitated the seamless integration of fourteen new members into the department, marking the second highest total number of hires in division history.

Notably, nine of the fourteen new members hired in 2024 were enrolled in EMT-Paramedic training (P-School)—the most in division history. These individuals are on pace to graduate in June 2025, which will significantly enhance our ability to regularly staff our transport units with two Paramedics, aligning with our preferred service model. This proactive approach ensures that our EMS operations remain efficient, reducing response times and improving patient care outcomes.

Another major achievement in 2024 was the addition of a \$30,000 Fireground Training Prop that allows for hands-on practice in forcible entry, hose movement, search, and both horizontal and vertical ventilation techniques. This

investment significantly enhances our ability to prepare members for real-world fireground challenges in a controlled



environment. We appreciate the City's investment in improving our training infrastructure and look forward to fully utilizing the prop during the upcoming spring and summer training sessions.

Our approach remains anchored in a comprehensive, multi-layered training framework that aligns with divisional priorities and prepares firefighters to excel in diverse situations. This framework emphasizes:

- Department-Wide Initiatives: Establishing clear, measurable training objectives aligned with NFD's operational goals.
- Empowering Company Officers: Equipping company-level leadership with the tools to mentor and evaluate their teams effectively.
- Promoting Individual Responsibility: Encouraging self-directed learning and professional growth to ensure continuous development across all ranks.

Addressing Retention and Organizational Stability

In 2024, we experienced a significant improvement in retention compared to previous years. Of the fourteen new members hired, only one departure occurred, while the other two separations were due to retirement. This marked improvement over 2023, when 12 members left the division, reflects the positive impact of our enhanced onboarding process, career development initiatives, and mentorship programs.

A key factor contributing to this improvement was the decision to enroll nine of the newly hired members in paramedic school, which played a significant role in reducing turnover. By providing these individuals with a clear path for advancement and professional growth immediately after joining the department, we have increased job satisfaction and reinforced a sense of investment in their futures. We are optimistic that these members will remain with the NFD after completing their training, which will permanently bolster our ranks and further stabilize our staffing levels.

Future Focus for 2025

As we move into 2025, our focus remains on maintaining ambitious standards of training, expanding mentorship programs, and addressing the root causes of turnover. We are committed to ensuring that every firefighter is equipped with the knowledge, skills, and confidence to excel in their role while fostering a culture that values longevity and professional excellence within the NFD.



2 Promotions



10 Completed Probation



8,596 Training hours

Emergency Medical Services

The Newark Fire Department strives to maintain a progressive and pro-active approach to operations, treatment, and transport. Our primary mission at Newark Fire is to respond to calls for medical emergencies; however, emergency response represents only one component of our service delivery model. The agency also provides education and training to the public within the areas of basic life support, first aid, public health, disaster planning.

In 2024, we responded to 10,500 EMS calls. This represents a 1% increase in EMS runs over 2023. Sixty-three percent of our EMS calls resulted in transport to the hospital; this is an increase of 119 transports from 2022. Call volume continues to make the Newark Fire Department the busiest in Licking County and amongst the busiest in Central Ohio. January 2024 was the busiest month with 919 calls for EMS service, while Monday (1020) was the busiest day of service. The hours of 08:00 to 22:00 hours (10 pm) were the busiest hours for service daily. Below is the breakdown per medic unit for 2024 transports.

Vehicle	ALS 1	ALS 2	BLS	TOTAL
Medic 1	1554	39	834	2427
Medic 2	909	18	481	1408
Medic 3	433	13	239	685
Medic 4	42	0	18	60
Medic 5	1352	27	636	2015
Total	4290	97	2208	6595

The firefighters of Newark Fire & EMS are highly skilled and specially trained to provide the best prehospital care. Under the direction of our Medical Director, Dr. Ashley Larrimore, the Newark Fire Department delivers service and support 24 hours a day, 365 days a year with a full-time staffing model that currently includes both firefighter/paramedics and firefighter/EMTs. The EMS Division continues to provide a solid platform for the goals defined in the previous year while also developing strategic plans for years to come. Dr. Ashley Larrimore is continually updating our protocol in coordination with our partners at the Licking Memorial Health Systems and The Ohio State Wexner Medical Center. These updates clarify and simplify our protocols to allow us to better serve the citizens of Newark.

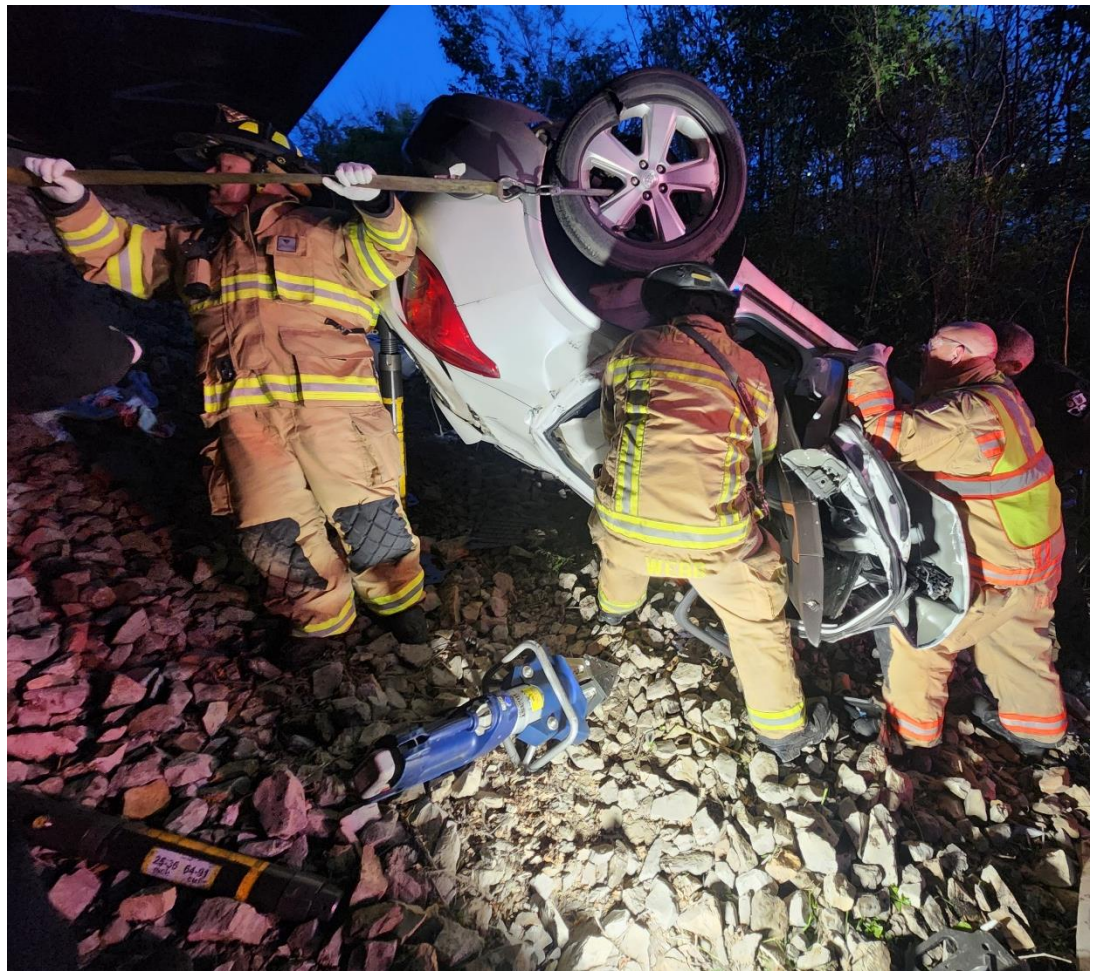
During 2024, the EMS division replaced one heart monitor that was nearing the end of its life cycle. Video laryngoscopes were replaced on the medics due to manufacturer changes. A stair chair was ordered to complete the replacement of the old-style stair chairs. An additional Stryker power Pro 2 cot was delivered. This additional cot will provide a spare power cot in case one of the front line cots goes down. Finally, the pediatric first in bags were replaced with a new more efficient bag placing all pediatric equipment in one easy to use bag.

LEADERS IN THE REGION

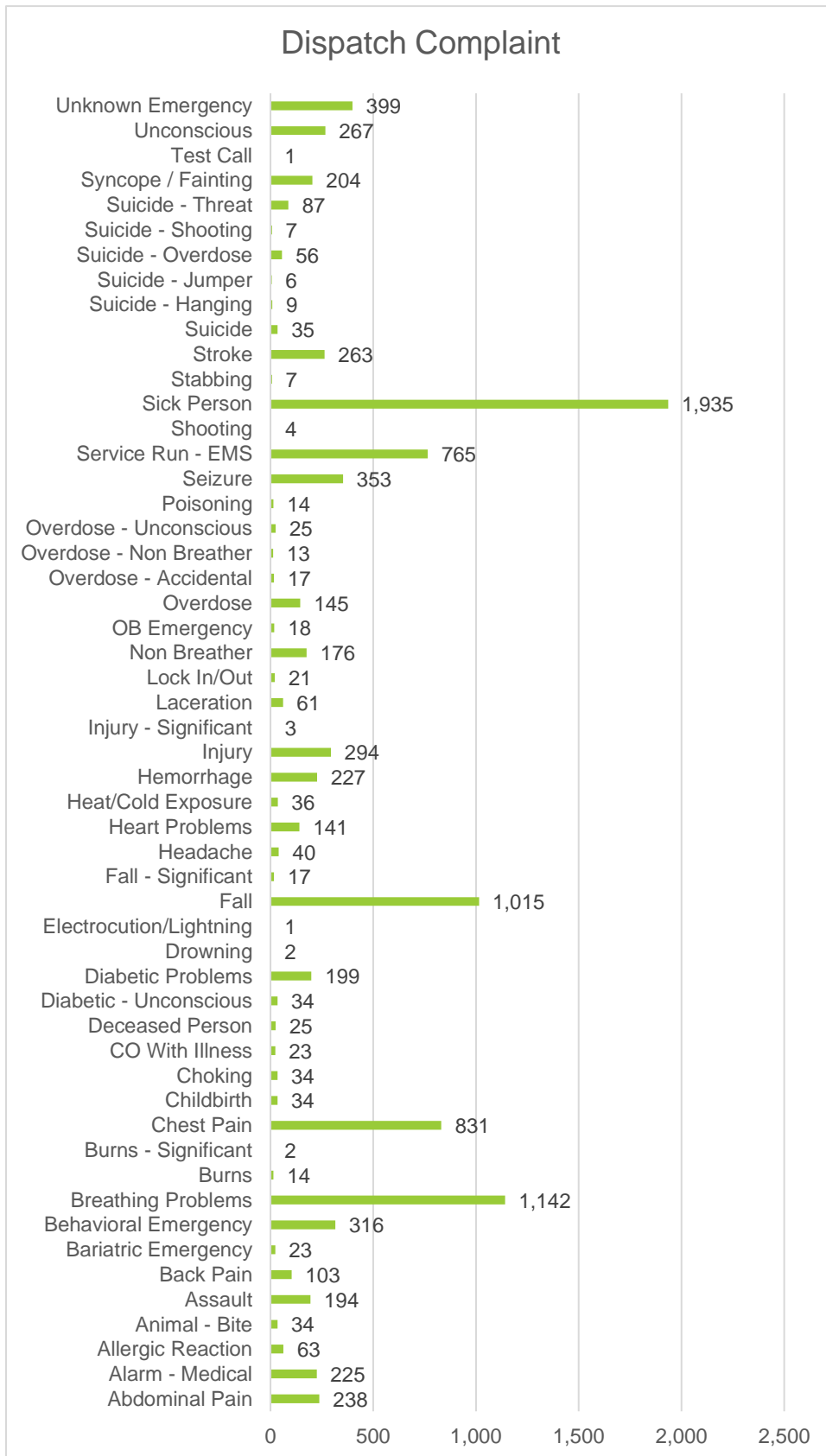
The division had six of the 10 busiest fire & EMS units in Licking County for 2024.

45M1	3,949
45M5	3,285
45M2	2,683
45R1	2,268
45M**	2,158
45M**	1,922
45M**	1,723
45E5	1,696
45M**	1,675
45L3	1,628

For 2025, the EMS division has requested two monitors, three Lucas devices to replace outdated units, and a Pixus machine for station two. This machine will put the division in further compliance with the State of Ohio Board of Pharmacy directives. With the help of Stryker, we purchased four new Life Pak 35 heart monitors for the front-line medics. These monitors will be able to improve our service to citizens through state-of-the-art technology. With the support of the city leaders, the division will have three (3) new EMS transport units in service by the end of 2025. The units had been expected in early 2025 but due to unforeseen circumstances, they will not be delivered until late Spring of 2025. Two of the units will be assigned to Medic 1 and Medic 2 because of their age and condition. The other medic will become a dedicated reserve unit once the other two units are delivered. With build times exceeding 36 months, at least one additional medic should be ordered, in 2025, for 2028 delivery. 2025 training will include Pediatric Advanced Life Support refresher, active shooter training, rapid sequence intubation class, and monthly training for both EMTs and Paramedics. Our protocol and equipment will continue to be updated, allowing our personnel to provide the absolute best in patient care.



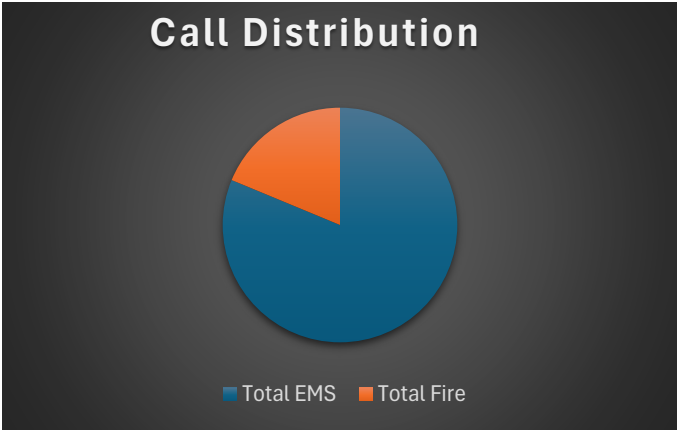
EMS Statistics

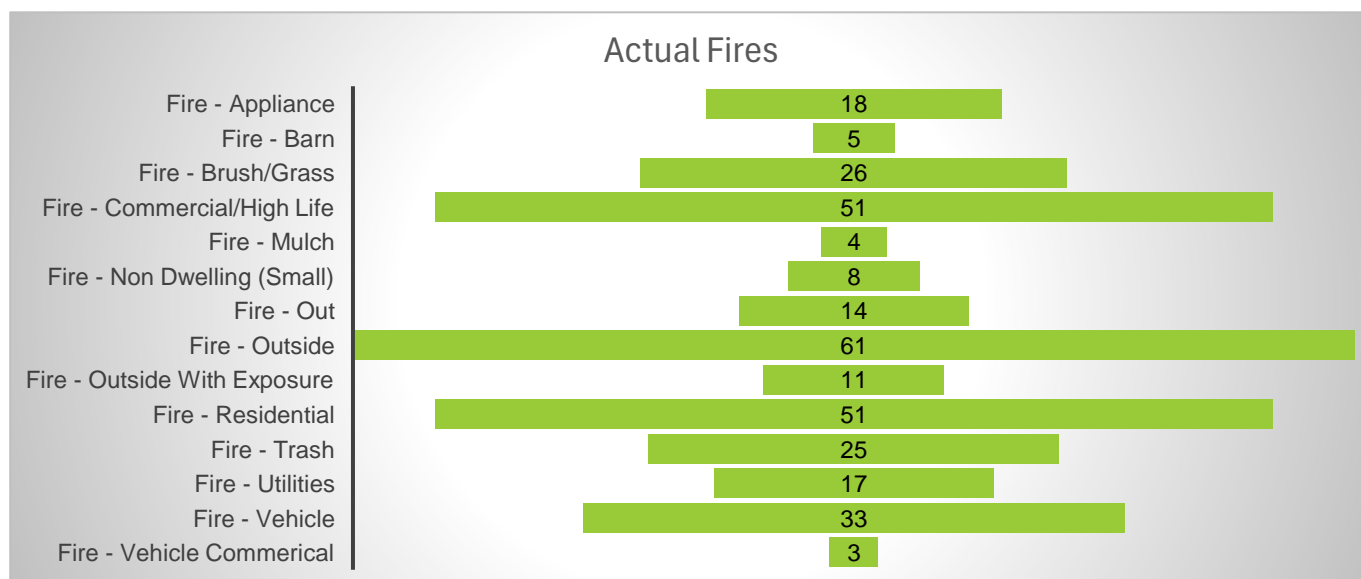


Operations

In 2024, the Division of Fire & EMS responded to 12,550 incidents of those 2,856 were fire response related. These responses represent 23% of the total incidents the division handled in 2024. There are numerous response categories that make up the 23% fire incidents. There were three (3) multiple alarm fires in Newark in 2024. A multiple alarm requires assistance from mutual-aid agencies in and around Licking County. The multiple alarm fires that occurred in 2024.

Incident #	Date	Address	Unit	Mutual-Aid Department
24-1341	02/07/2024	26 No. Arch Street	1	4
24-2939	03/23/2024	86 West Main Street	1	9
24-9455	09/27/2024	400 Case Avenue	3	10





Upon receipt and dispatch to a report of a residential fire in the City of Newark, the Division of Fire & EMS minimal response is:

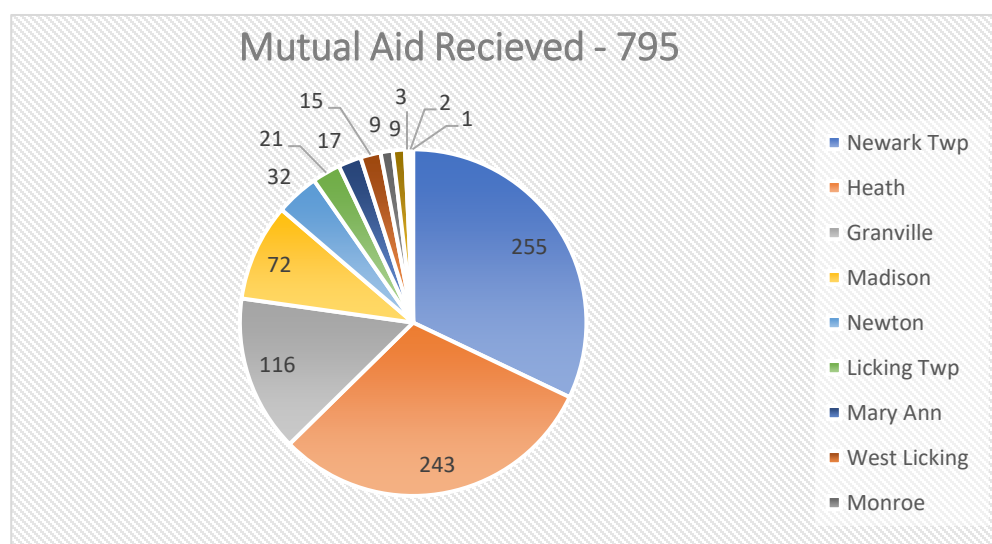
- 1 - Command Vehicle
- 2 - Medic Units
- 3 - Engine Companies
- 1 - Ladder Company

Upon making the incident a working fire, 2 additional engine companies and additional EMS transport unit is dispatched as part of the working fire assignment. Due to our staffing, these additional companies come from surrounding mutual-aid agencies.

For any reported fire in a commercial or high life building the minimum response is:

- 1 - Command Vehicle
- 2 - Medic Units
- 4 - Engine Companies
- 2 - Ladder Companies

Upon making the incident a working fire, an additional 2 engine companies and 2 EMS transport units are dispatched, along with another chief officer/command vehicle to the scene. Due to our limited number of apparatuses, these additional resources are always mutual-aid agencies.



Physical Resources

2024 saw a new medic unit delivered and placed in service at station 1 in May. This unit was purchased as a demo due to its immediate availability and will be moved to reserve status once the two additional medic units that have been on order are delivered, some time in the first half of 2025.



The division also took delivery of a new rescue/engine in December that will be placed in service at station 1 in the spring of 2025. This unit will allow us to once again have a reserve fire apparatus available for when vehicles need to be taken out of service for maintenance. We have not had a reserve fire apparatus since 2022 when an engine had to be removed from service due to issues with the frame.

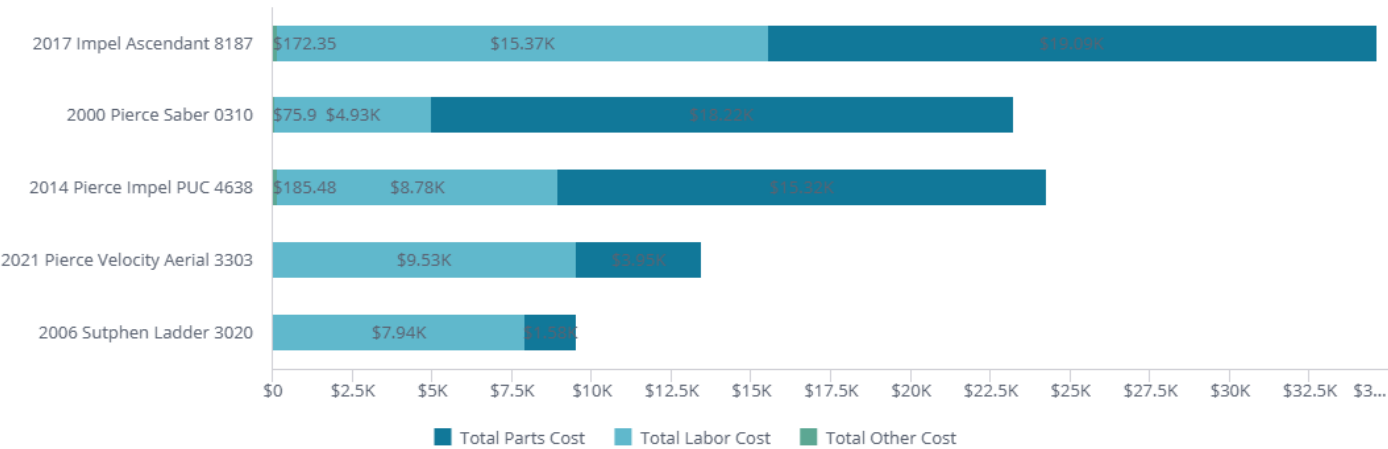
Through the administration’s continuing support, we were able to purchase new air packs, hose, and new hydraulic extrication tools that will be placed on Rescue 1. These much-needed tools and equipment will allow the reserve engine to maintain a modicum of equipment so that it can be rapidly placed in service to serve the city in times of large disasters or fire events.

Maintenance costs

As the fleet continues to age and the costs of vehicle maintenance increase, 2024 showed an increase in overall fleet maintenance costs. With the five new vehicles that will be placed in service in 2025 (three fire apparatus, two medic units) the division may be able to reduce some existing costs. At this time, all the fire apparatus that are replaced will be maintained as reserve assets; the two medic units will allow for the retirement of two of the oldest units from 2012. The transition of the fire apparatus to reserve should help to mitigate the ongoing costs of these units due to reduced use, but they will still need to be maintained in a response ready capacity.

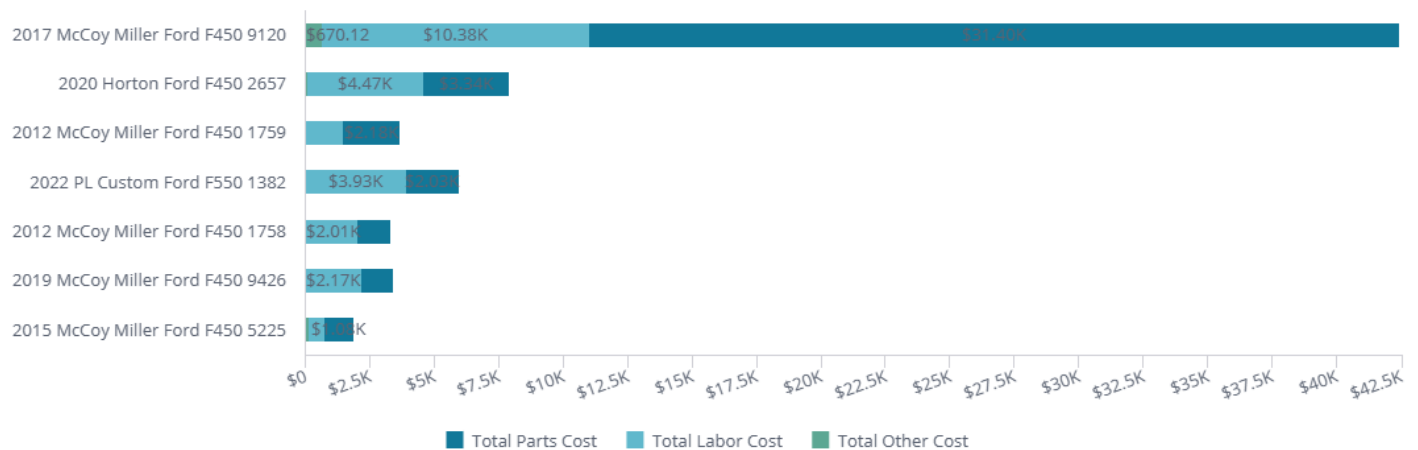
Fire Apparatus Costs - \$105,136

Total Vehicle Cost by Vehicle Name



EMS Vehicle Costs - \$68,625

Total Vehicle Cost by Vehicle Name



Communications Equipment:

The division was able to place twelve portable radios in service which allow for communications to be available for Special Events and emergency situations when extra personnel are recalled to duty. Moving forward, we will need to replace twelve radios each year to meet the needs of the division based on sunset dates provided by Motorola. We have over thirty radios that are 15 years old and approaching the end of their service life, including some that can no longer be repaired. As we purchase new vehicles and apparatus, new mobile radios will need to be purchased and installed due to the end-of-life status of the radios in the vehicles being replaced.

Capital Improvements:

- The division continues to meet the standard for two sets of turnout gear per firefighter as recommended by NFPA due to cancer risks. Fifteen sets are purchased each year for existing firefighters to maintain this level of readiness.
- Six new air packs were purchased.
- Fire hose was purchased for the new rescue/engine.
- New hydraulic extrication tools were purchased.

Goals for 2025:

- Order the necessary tools and equipment to place two new fire engines in service.
- Liquidate old vehicles that are no longer worth maintaining.
- Plan for the replacement of fire station #2 (Hollander Street)
- Update and replace MARCS radios as needed.
- Plan for the replacement of Battalion 1 in 2026
- Plan for the replacement of Ladder 3 in 2028

On behalf of the men and women of the Division, thank you for taking the time to read and consider the information included in this annual report.

