

La Crosse Fire Department



2018 Community Report



*Serving the Greater La Crosse Area and Wisconsin
With Quality Services Since 1896*



Our Mission

We promote safety, reduce risks, and respond to calls for fire suppression, all-hazard rescue, and emergency medical services. We earn the community's trust through preparedness, professionalism, and dedication to service.

Our Core Values

Respect reflects our belief that all persons have equal value and deserve our due attention.

Integrity leads us to honor our commitments and to do what is right.

Service drives us to put the needs of the community first.

Excellence encompasses our professionalism and dedication to continuous improvement of knowledge, skills, and abilities.

Strategic Initiatives 2019-2023

1. Community Risk Management and Outreach
2. All-Hazards Response Capability
3. Emergency Medical Services - Advanced Life Support (ALS) Response
4. Leadership and Organizational Development
5. Employee Fitness and Wellness
6. Infrastructure and Technology

Table of Contents...

Letter from Chief Gilliam.....	4-5
Organizational Chart.....	6-7
Training Division.....	8-9
Fire Prevention & Building Safety	10-11
Fire & Rescue Operations	12-13
Accreditation	14
Emergency Medial Services.....	15
Hazardous Materials.....	16
Urban Search & Rescue.....	17
Water/Ice/Dive Rescue.....	18
Tactical EMS.....	19
Budgets.....	20-21
A Look at 2018.....	22-23
Honoring Firefighters.....	24
Firefighter of the Year.....	25
Personnel Changes.....	26
Stations.....	27



Letter from Fire Chief Ken Gilliam...

To the Citizens and Community Leaders of La Crosse,

I write this as I round out my sophomore year as the Fire Chief of the LCFD and as our organization continues to gain momentum on many strategic initiatives. I sincerely appreciate the patience and dedicated work ethic of all members of our organization, as I have settled in to the Fire Chief role and as they have all adapted to my new leadership tempo.

In 2018, we ended a **five-year strategic plan** period which I inherited, and I was pleased to look back and see how many accomplishments the entire organization achieved from 2014 to 2018. We wrapped up a number of “works in progress” during 2018, and we finished this five-year period organizationally stronger than when the plan was established back in 2014. Kudos to the entire organization for achieving the vast majority of the goals set five years ago. It is quite an accomplishment and a credit to all involved, both internal and external to the organization.

A summary of key highlights for 2018 are as follows and are outlined in depth throughout this report:

- No civilian fire casualties in 2018.
- Realized cardiac arrest survival rates in La Crosse that far exceed national averages.
- Met increasing annual call volume (over 6600 incidents) while staying within established budget.
- Obtained Paramedic licensing through the state, and launched a successful pilot program of our Paramedic ALS First-Responder Program on Engine 4.
- Maintained status as an Internationally Accredited Agency through the CFAI, and maintained ISO-2 Rating.
- Began contractual Fire and EMS service coverage to the Town of Medary.
- Strengthened protection plans for existing service areas on French Island and within the Town of Campbell.
- Strengthened Mutual-Aid and statewide Mutual-Aid Box Alarm System (MABAS) plans.
- Technology Accomplishments: Completed transition to the Target Solutions training platform, and began transition to the Lexipol Knowledge Management System for organizational policy and procedure development. Began implementation of the First Watch data analysis platform to support self-analysis and quality assurance goals.
- Supported several new safety and training plans aimed at meeting professional and national standards, and made health and safety advancements to reduce occupational risks.

Throughout 2018, we also completed a significant planning process to develop our **2019-2023 Strategic Plan** and our associated **Standards of Cover** for the community. These documents are also making their way through our Common Council review process this spring of 2019, and I look forward to feedback from our elected leaders and the greater community who we serve. This strategic planning process included input from internal and external stakeholders, was mission driven and data supported, and I believe that the plan clearly paints a picture of where our organization is headed and sets goals that we can certainly achieve.

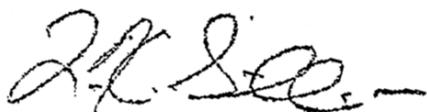
In 2018, we continued to see **significant turnover** due to retirements and, and I would be remiss if I did not acknowledge the loss of a tremendous amount of organizational knowledge, as well as to give a sincere welcome those new to our ranks. And while we say “good bye” to many long-time leaders in our organization, I am excited to see what the next generation can accomplish over the course of their careers. With significant turnover comes opportunity for change and we have made several organizational adjustments over 2018. These changes are evident on our **organizational chart** included with this report compared to years prior, and moving into 2019 we will continue to see some changes to strengthen our long-range continuity planning and professional development, as well as strengthening our organizational span of control and accountability measures.

As we transition into 2019 and the new five-year strategic plan, I have included our updated **Mission Statement** and **Core Values** as part of this report. In 2019, we will transition our current Fire Prevention and Building Safety Division into a newly titled “**Community Risk Management Division**” to more properly address the evolution of this division and our expansion of community risk reduction strategies. Our Training Division is evolving into the “**Training and Professional Standards Division**” to clearly define our organizational focus on occupational standards and professional growth. Our Fire Suppression Division will likewise transition to our “**Operations Division**” to better encompass our all-hazards mission of fire suppression, emergency medical, technical rescue, and community service. This three-pronged approach to our organizational management structure will provide the total organization with clear span of control as we focus our priorities and objectives in the coming years.

In closing, I will share a brief story... During recent new firefighter interviews, one of the applicants asked what our organization was like behind the scenes. One of my fellow chief officers quickly summarized our organization as “*not flashy and very competent*”. These words made me smile and they sum up the vibe of this organization very well. This organization is indeed a no-nonsense, competent group of men and women who exhibit a collective commitment to continuous quality improvement through ongoing training and organizational self-analysis. I thank the community for giving me the opportunity to lead such a great group of people, and I thank the organization for our professional accomplishments in 2018. I look forward to what the future brings for our organization and the larger community that we serve and protect.

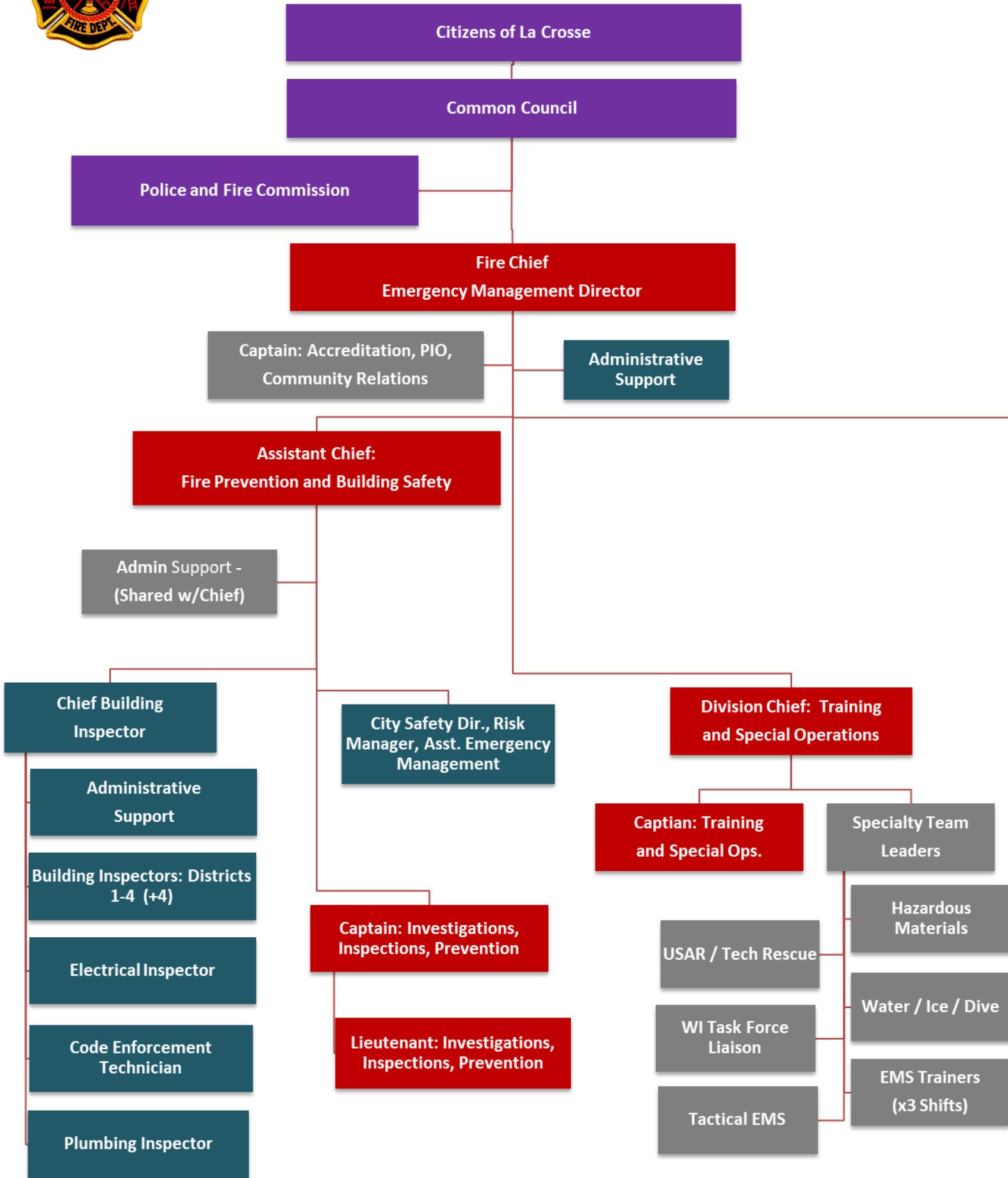
Thank you for taking the time to review this 2018 Annual Community Report for the La Crosse Fire Department.

Respectfully,



Ken Gilliam
Fire Chief, Emergency Management Director



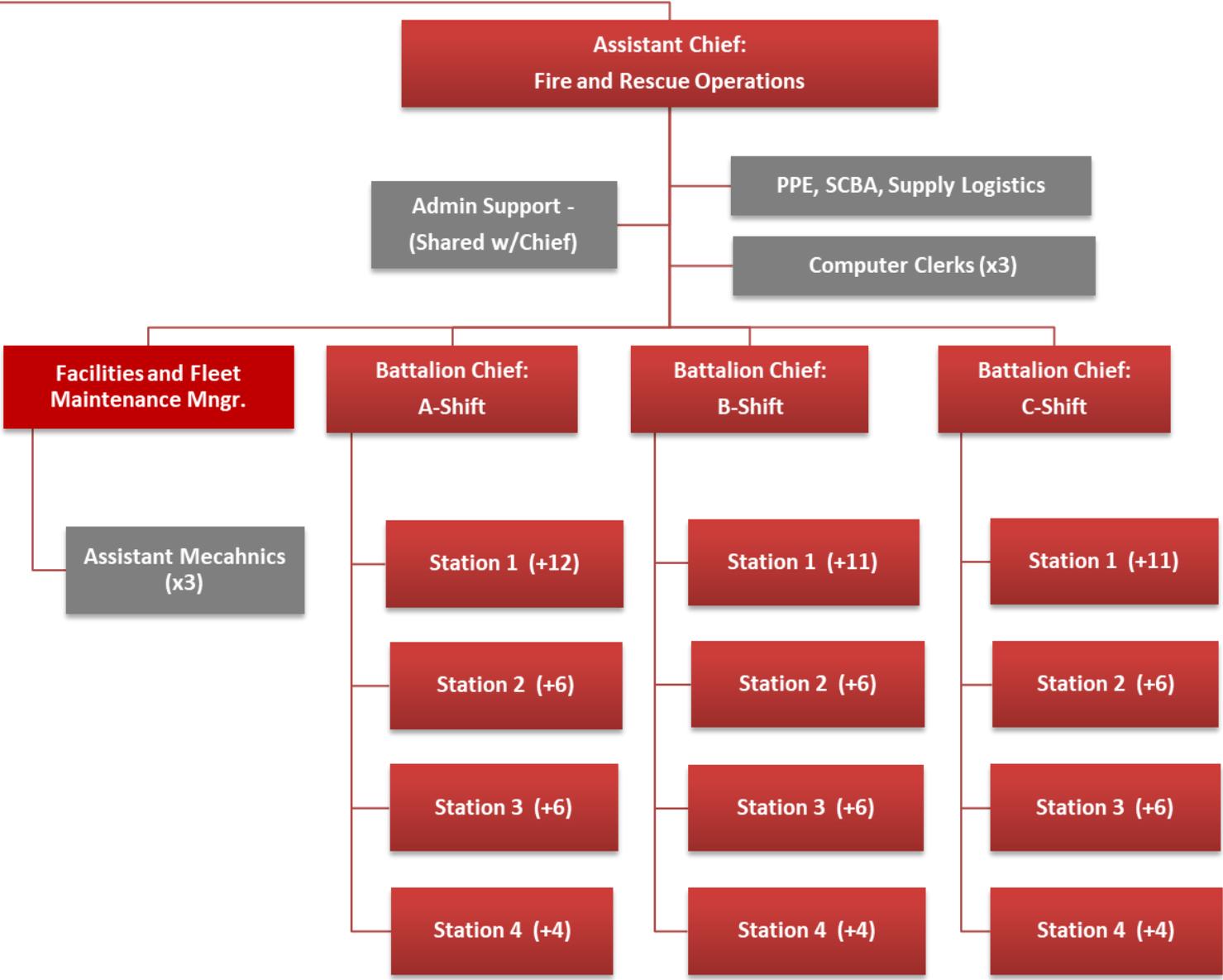


LA CROSSE FIRE DEPARTMENT

Fire, Rescue, and Community Risk Reduction

Blue highlighted positions are civilian staff.

Gray highlighted positions are dual-staffed, NO FTE.



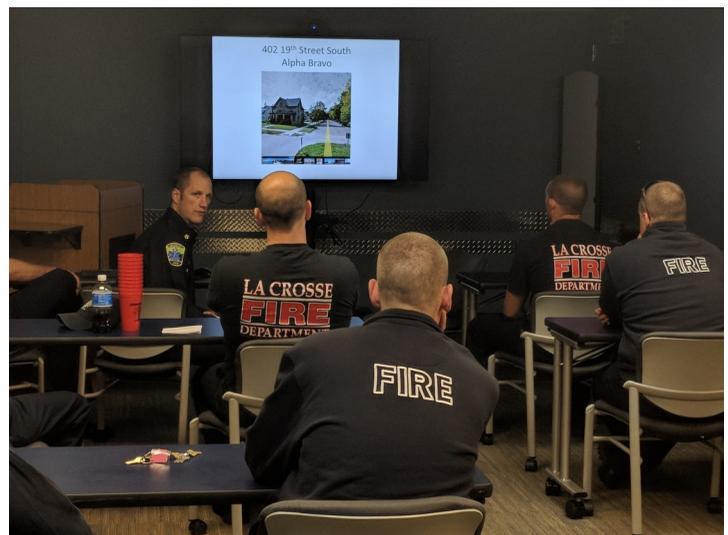


Training and Professional Standards Division

The La Crosse Fire Department believes that the success of our training programs will determine our success at emergency incidents. As an outcome of our training, and based on our actions at the emergency incidents to which we respond, we continue to prove our organization as a **competent and professional service** for the citizens, businesses, and visitors of our community. Training and professional standards will continue to be a primary focus of our organization.

The organization completed a **total of 32,471 training hours in 2018**. This averages out to over 30-hours per person, which is ten hours more than standards required by the NFPA, OSHA, and the ISO. The total hours do not include the additional 3,675 hours personnel spent conducting daily and weekly readiness inspections on their personal protective equipment, apparatus, and other life safety equipment. These safety inspections are performed on a regular basis so that the LCFD is always in a constant state of readiness. Additional 2018 training statistics includes:

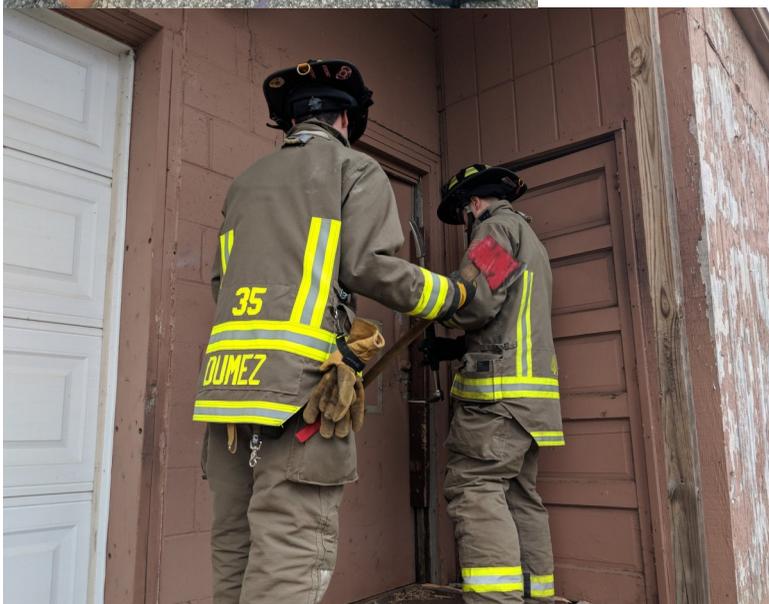
- 345** = Total number of specific training topics delivered.
- 54** = Total number of LCFD internal instructors used.
- 17** = Total number of external specialist instructors utilized.
- 5,082** = Total face to face instructional hours provided by topic focused instructors.



Training Highlights



Probationary Firefighter Program - This program starts new personnel with a standard introductory period before they are assigned to a station and fire company. The introduction period was expanded from a three-week program to four weeks in 2018. This firefighter training academy introduction prepares our new recruits so that they are qualified to perform at a level of standard organizational expectation once assigned to positions where they will respond to emergency incidents. The Probationary Program continues for a total 12-month probationary task book period to teach skills and validate all competencies necessary to become a La Crosse Firefighter. All probationary firefighters complete their first year with an eleventh month Skills Evaluation Test, a final review by the Fire Chief, and upon approval are badged and sworn in as members of the Fire Department.



Fire Ground Operations Training - LCFD personnel trained on a variety of firefighting skills at different locations throughout the city. We utilized multiple structures that were preparing to be razed for new construction projects. These acquired structures are invaluable to firefighters to build realistic training scenarios and to test skills competencies. **Thank you** to the City of La Crosse Building Rehab Program, Gerrard-Hoeschler, Western Technical College, Pischke Motors, Gundersen Lutheran, La Crosse Backhoe, and other community partners for providing these unique locations to properly train our personnel for their all-hazards mission.



Vehicle Extrication Training - The LCFD continuously prepares for vehicle accidents which are a frequent incident risk that we face. In 2018, the department obtained some new extrication tools and provided additional training in conjunction with our new "Rescue 1" heavy rescue being placed in service during the latter half of 2017.

We offer our gratitude to Alter Scrap, Don's Towing, Runde Metal Recycling, and multiple citizens for donating necessary vehicles to support this training. Also, a **"thank you"** to the City of La Crosse personnel who assist in prepping the vehicle extrication scenarios with the city's heavy equipment. We would not be able to deliver quality extrication training without this community support.



Fire Prevention and Building Safety Division

Assistant Chief Craig Snyder

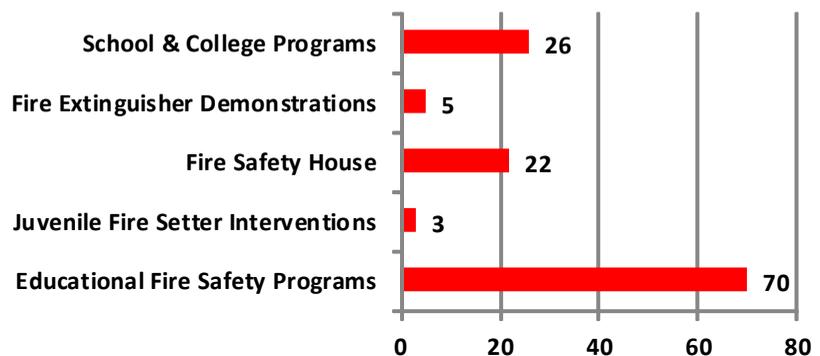


The Fire Prevention and Building Safety Division, supported by the Fire Operations Division, completed our “Fire Prevention Week” programs for all public and parochial elementary schools in the La Crosse School District between September and October 2018. Our theme this year was: **“Look. Listen. Learn. Be aware. Fire can happen anywhere.”** This message works to educate people about three basic and essential steps to reduce the likelihood of having a fire. It further supports us as we educate the public on how to escape safely in the event of a fire. **Look** for places fires can start and take action, **listen** for the sound of a smoke alarm, and **learn** two ways out of every room.

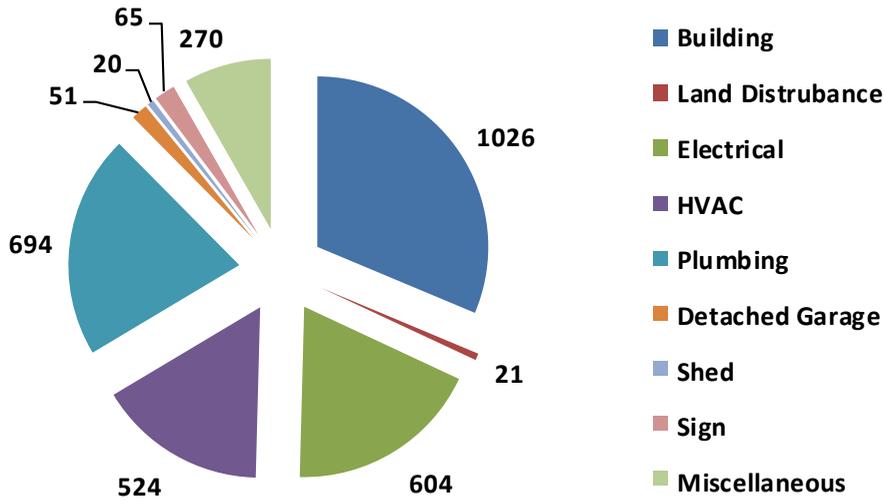
The La Crosse Fire Department reaches over **8,000 children and adults annually** in La Crosse and surrounding communities. We present information regarding fire prevention, safety, and community risk reduction goals. Our FPBS Division also manages all building and facility inspections, new construction review and permits, community code compliance, and fire investigations.



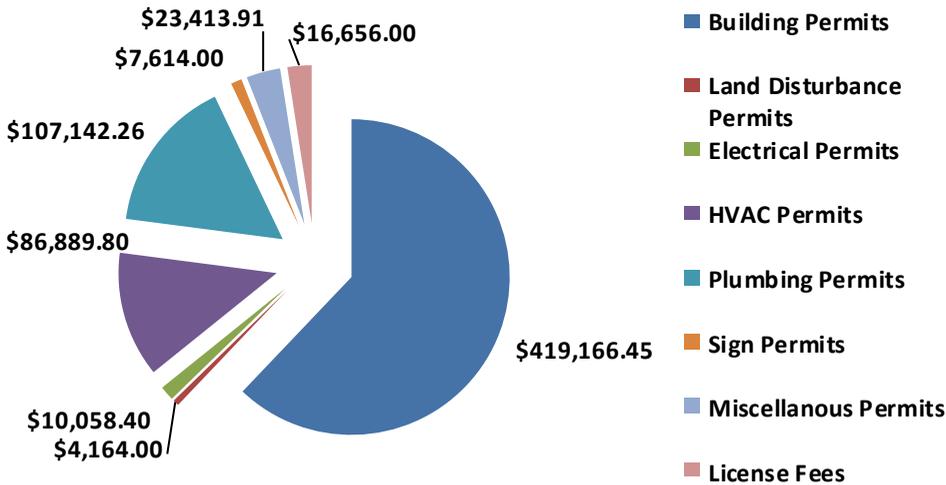
2018 Fire Safety & Education Programs



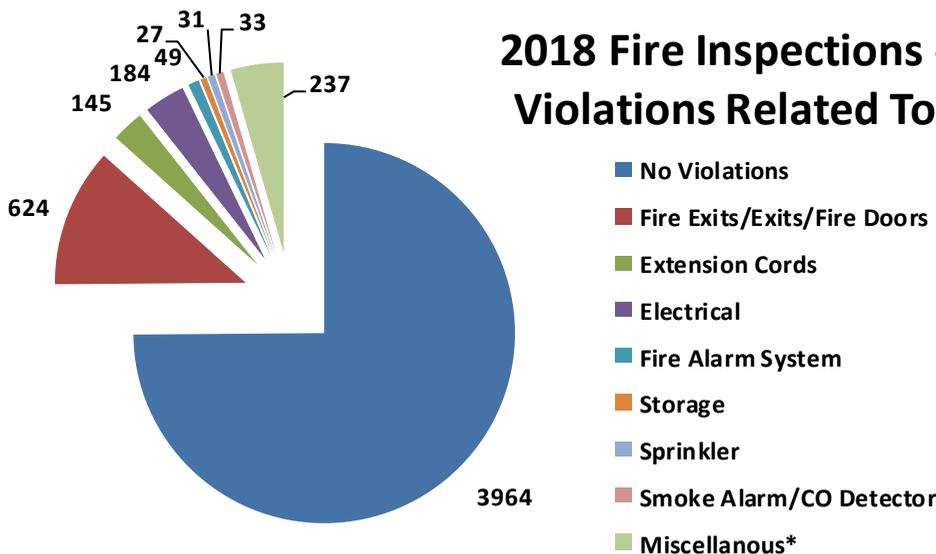
2018 Permit Summary



2018 Annual Fee Summary



2018 Fire Inspections - Violations Related To



In 2018 the Fire Prevention & Building Safety Division completed: **1,055** plan reviews; **13,594** inspection of new construction projects; **5,783** annual fire code compliance inspections; and **3,694** Municipal Code compliance inspections. The division also permitted **78** structures to be razed, making way for **32** new residential buildings, **51** new detached garages, and **14** new commercial and industrial type buildings.

*Miscellaneous includes but is not limited to:

BBQ Grill, Ashtray, Candle, LP Storage, NonMetal Duct, Clothes Dryers, Dilapidated Building, etc.



Fire, EMS, and Rescue Operations

Assistant Chief Jeff Murphy



The La Crosse Fire Department responds to emergencies and calls for public assistance. We operate out of four fire stations and professionally staff two Engines, three Quints (engines with aerial ladders), one Heavy Rescue unit, two medium-duty Rescue units, and a Battalion Chief command vehicle. We also cross-staff several special team units providing a full “all-hazard” response capability, on-duty and ready to respond 24/7/365.

In 2018, we replaced an aging fire engine at Station 4. The **new Engine 4** was dedicated in memory of LCFD Engineer Donald Asselin, who died in 1997 due to occupationally related cancer. The department also replaced Boat 2 in 2018. This new rescue boat affords our water rescue and dive teams a significantly safer water response vehicle.

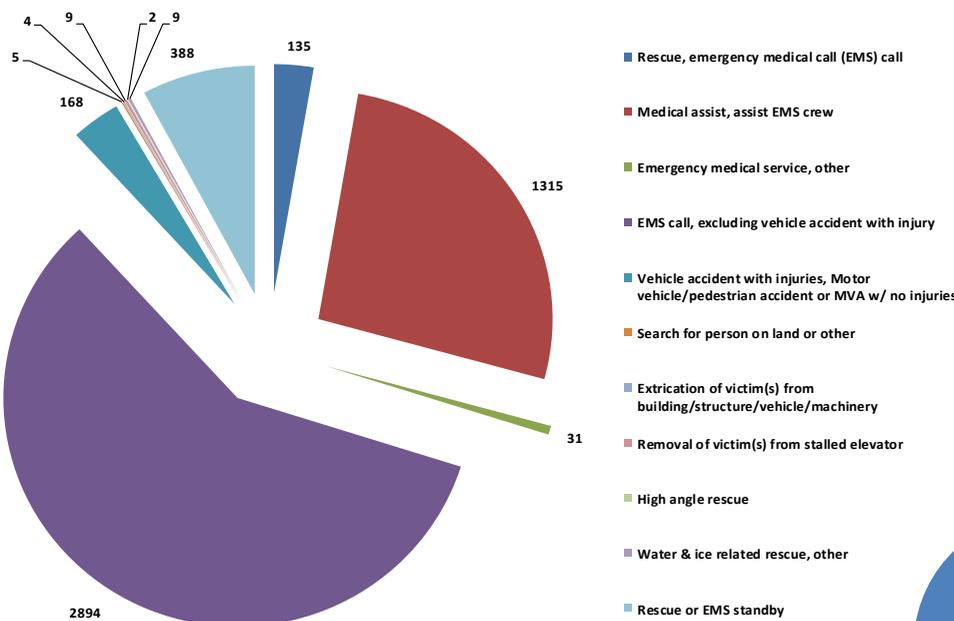
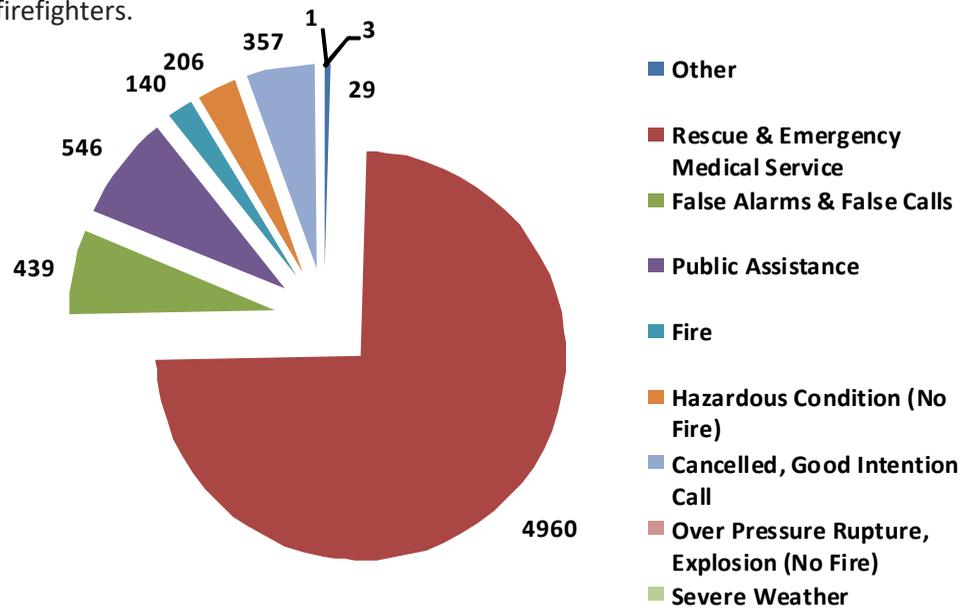
We continue to see increased annual call volume trends for the past ten years, and response plan adjustments are determined annually to accommodate the growing call volume. We responded to **6,681 incidents** in 2018 which is an increase of 3.65% compared to 2017. From the time of our arrival on scene to a structure fire, fire suppression staff kept **fires contained to the fire’s room of origin 94.6%** of the time in 2018. We met or exceeded National Fire Protection Association staffing standards for fire suppression response more than 90% of the time, providing a minimum of **15 firefighters on scene within the first 8-minutes** from the time of call.



The **health and safety of our firefighters** continues to be a priority at the LCFD, and that commitment starts within the fire stations and at the core of our safety culture mission. In 2018, we completed installation of diesel exhaust removal systems in all vehicle bays at all four fire stations. We also started a project to replace all of our self-contained breathing apparatus in 2018, and that transition will be completed by June of 2019. Our next health and safety priority in the coming year will be a continued focus on Personal Protective Equipment compliance, to include obtaining a second set of turnout gear for all members to allow us time and equipment for proper decontamination procedures while keeping personnel in-service for additional emergency incidents.

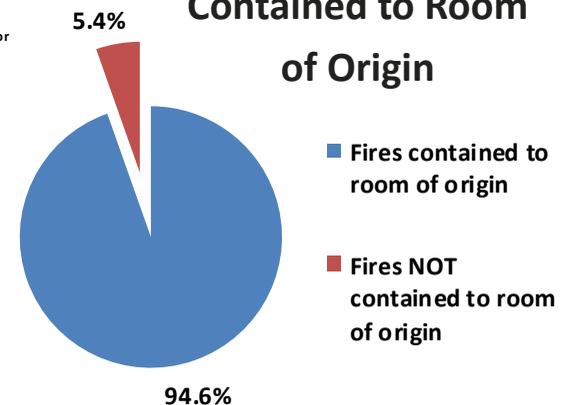
Our firefighters are ultimately the reason for our success, and we have witnessed a significant organizational turnover due to retirements over the last five years. Over **30% of our staff** has been replaced by new personnel within the last five years, and this has made our training plans and safety compliance goals more important than ever as we work to educate and prepare this new generation of LCFD firefighters.

2018 Incidents by Description



Rescue & Emergency Medical Service Calls

Fire Calls - Contained to Room of Origin





Accreditation

Captain Lance Tryggestad



2018 brings to a close the final full year of La Crosse Fire Department's initial period of being internationally accredited with the **Center of Public Safety and Excellence**. During the initial self-evaluation period leading up to our first accreditation in 2014, the department was able to identify and focus on areas of improvement to better ourselves and our service delivery in all areas. It's been a great honor to be one of 266 fire departments in the world to be internationally accredited and recognized by some of the toughest critics, our peers, as leaders in the industry.

The self assessment and re-focusing of our mission and goals has been an ongoing process and has led to many of the great programs, and ultimately outcomes, highlighted in this annual community report. We have put tools in place to evaluate the community, its risk value and the fire department to adjust our service delivery to meet those needs, **focusing on the community** first and foremost.

Throughout 2018, the fire department has been working towards our re-accreditation goal in 2019 by addressing the new 9th Edition requirements of Community Risk and Self Assessment as required by the **Commission on Fire Accreditation (CFAI)**. In the Spring of 2018 the department hosted several external stakeholder listening sessions to gather community input on our services, expectations from the community, and engage on any opportunities identified by the citizen focus groups. These external focus groups were followed by convening an internal strategic group consisting of members from all ranks within the fire department. The input gathered by these internal and external was invaluable as we developed our new Strategic Plan that will lead us to our goal of re-accreditation in 2019.

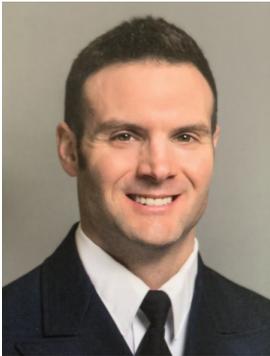


La Crosse Fire Department is...

1 of 266 agencies accredited around the world

1 of 235 agencies accredited throughout the United States

1 of 11 agencies accredited with the State of Wisconsin



Emergency Medical Services

Firefighter Frank Garritano
Captain Jim Hillcoat



The LCFD has been providing emergency medical services (EMS) to the City of La Crosse since 1975, and we responded to almost 5,000 EMS calls in 2018. Due to a 2018 Advanced Life Support (ALS) upgrade to our service, the department is now licensed by the State of Wisconsin as an “Advanced Life Support Non-Transport Emergency Medical Service”. The department’s EMTs, Advanced EMTs, and Paramedics currently provide the best and most up to date patient care possible up to the certification levels of our personnel.

With the 2018 upgrade in our **ALS capabilities**, Engine 4 is now consistently staffed as a Paramedic unit on the city’s north side. Engine 1 is intermittently staffed based on availability of on-duty paramedics. With five more LCFD personnel completing paramedic certification in 2019, the department will continue to expand ALS Fire-Response service coverage to additional areas of the city, with a long-range goal of one paramedic staffed consistently on all response apparatus.

Our upgrade to **Paramedic ALS-level service** is arguably one of the most significant and exciting changes to our EMS response



capabilities since the department wide transition to all personnel holding EMT certification. This Paramedic-level service enhancement was made possible through collaboration between city leaders, fire department leadership, and our EMS partners at Gundersen Tri-State Ambulance. A joint “Paramedic Services Program” was developed in partnership between LCFD and GTSA, and this program allows LCFD Paramedics to work on GTSA ambulances to obtain ongoing training and clinical field skills opportunities. This program then allows LCFD Paramedics to work at the Paramedic level while employed at the LCFD and as directed by our mutual Medical Director,

Dr. Chris Eberlein at Gundersen Health System. This partnership is essential for maintaining adequate Paramedic coverage to our community in a time where there is a national Paramedic shortage.

Our EMS program continues to yield **cardiac arrest survival rates** of more than four times the national average. This is in large part due to adequate staffing, training, and equipment. In 2018, the LCFD responded to 48 victims of cardiac arrest. Twenty-five percent of those victims were discharged with no disability. Eighty percent of the sudden cardiac arrest victims with a witnessed arrest and early defibrillation walked out of the hospital. These statistics support the importance of access to defibrillators and community members being trained in providing CPR. The LCFD provides CPR and defibrillation training to hundreds of people every year.

Quality training programs are the backbone of our EMS program. Our training delivery has seen great improvement with 2018 upgrades to our training equipment secured by funding allocated from City capital equipment investment. The department also utilizes training support from our Target Solutions subscription, and this electronic training management platform has greatly improved administration and documentation of required EMS training for bi-annual license and certification renewals. The training platform has also been instrumental in improving our quality assurance and oversight program.

We look forward to another successful year in 2019, as we continue to focus on training, professional standards, and further expansion of our emergency medical service delivery for our community.

*Firefighter Frank Garritano - garritanof@cityoflacrosse.org
Captain Jim Hillcoat - hillcoatj@cityoflacrosse.org*



Hazardous Materials

Captain Blane Neher



The La Crosse Regional Hazardous Materials Team is a 25-member unit that specializes in responses to chemical, biological, radiological, nuclear, and explosive related incidents. The team was formally established under the direction of Wisconsin Emergency Management (WEM) in July of 2000. The LCFD has been **designated by WEM as a "NIMS Type 2" asset**. The team currently provides hazardous materials response for nine counties in West Central Wisconsin and to the entire state of Wisconsin as part of the total state response plan. Within our immediate nine county coverage area, the team covers 90 miles of the Mississippi River, 287 miles of railroad track, and 121 miles of interstate highway. Each team member is required to attend at least 48-hours of Hazmat Team drills per year, with standard competency-based exercises designed to maintain hazmat technician-level skills.

The LCFD Regional Hazardous Materials Team also operates as a **Radiological Field Team** for the Wisconsin Department of Health Radiation Protection Section. The team trains and prepares for response to radiological/nuclear incidents that could require rescue, reconnaissance, mitigation, and sampling operations. The State of Wisconsin provides 100% of the funding for both Radiological and Hazmat Teams. The funding includes worker's compensation, as well as reimbursement for costs incurred during a response when there is no responsible party available.

In 2018, the team responded to **13 hazmat incidents** and participated in numerous training opportunities. In addition to monthly training, the team continues to develop training relationships with private industry and outside response agencies. Team members facilitated Hazmat Technician-Level training for City Brewery and provided specialized training classes at the annual Wisconsin Association of Hazmat Responders conference. Additional training opportunities and exercises involved Propane IQ, Monitoring Your Safety, Tactical Chemistry, Responding to Clandestine Lab training, and Advanced Hazmat IQ training. The Hazmat Team was able to fund a number of the trainings through the HMEP Grant, which was facilitated by WEM.



2018 Response Highlights:

- 03/01/18: Clandestine lab analysis/Chemical identification in New Lisbon WI
- 03/02/18: Hazmat investigation Radiation Monitoring in New Lisbon WI
- 04/11/18: Chemical field analysis/Arson investigation the City of La Crosse
- 04/16/18: White powder identification/Field sample and identification in the City of La Crosse
- 04/18/18: Biological hazmat response/Victim removal in the City of La Crosse
- 05/27/18: Air monitoring and analysis in residential location of the City of La Crosse
- 06/28/18: Semi Trailer diesel leak in the city of La Crosse
- 08/01/18: Multiple vehicle accident with a flammable liquid fire near New Lisbon WI on I-90
- 08/05/18: Air monitoring and analysis in residential location of the City of La Crosse
- 09/10/18: Propane gas leak and mitigation down at City Shops in the city of La Crosse
- 10/25/18: Chemical field analysis and identification for possible explosives at La Crosse County Waste Site
- 11/19/18: Chemical field analysis and identification for possible acid leaking from a semi-trailer in Oak Dale
- 12/22/18: Ammonia leak from commercial industry in Warrens WI



Urban Search and Rescue

Captain of Training

Todd Adams



The LCFD Urban Search and Rescue (USAR) Team is made up of **18 team members** and supported by nine additional department members who are trained above and beyond ordinary firefighting skills. The mission of the USAR team is to prepare for and to respond to Technical Rescue emergencies both locally and regionally. These emergencies may involve structural collapse, major extrication or disentanglement, confined spaces, trench rescues, flood and swift water rescue, and high-angle rope rescue incidents.

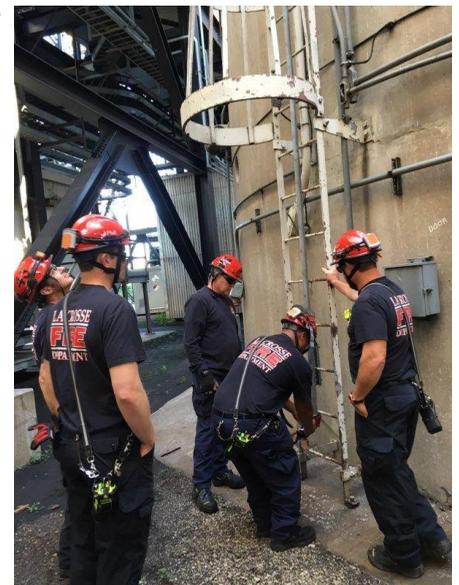
Of our 27 trained LCFD personnel, 18 are also members of the **Wisconsin Task Force 1 (WI-TF1) Urban Search and Rescue Team**, working under direction of Wisconsin Emergency Management (WEM). Our members work in partnership with over 200 other similarly-qualified firefighters from fire departments across the state, to deliver a highly trained and heavily equipped state USAR response team. The WI TF-1 team responds to Wisconsin communities who are overwhelmed by large scale disasters or incidents that exceed their local response capacity. The team is also part of a state-to-state emergency network that supports national disaster management. This team is logistically capable of being completely self-sufficient for a minimum of 72-hours, to include food, fuel, and shelter. All costs related to the WI-TF1 are covered by the State of Wisconsin and coordinated through WEM.

The LCFD USAR Team partners with Dairyland Power to serve as a rescue resource for their Genoa facility. This partnership agreement remained in place through 2018, and this agreement provides our LCFD USAR Team with unique training opportunities within their facilities, to include confined space training within their furnaces and rope rescue training working off of their 500-foot tall smoke stack.



2018 Response Highlights:

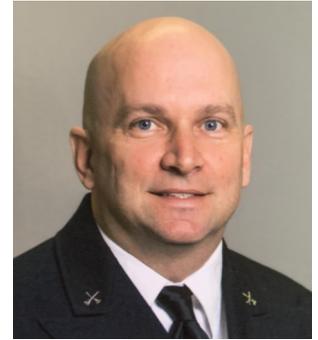
- 04/07/18 – Rescue female from rock ledge in Solders Grove, WI
 - 05/07/18 – Vehicle crashed in to residential home, assessed structural damage.
 - 05/22/18 – Body Recovery from Quarry
 - 06/16/18 – Search for missing person, remove body from bluff area
 - 06/24/18 – Remove injured person from bluff, slope evacuation
 - 10/30/18 – Vehicle struck building, assessed structural damage, shored structure
 - 11/04/18 – Staged for jumper from bridge
 - 12/24/18 – Removed injured person from Hixon Forrest Trails





Water/Ice/Dive Rescue

Captain Tom Griffith



The mission of our Water Rescue Team is to provide the community with **rescue and recovery capabilities** in all water environments, from underwater rescue and recovery, to open water rescue and ice rescue related emergencies. In addition to life rescue services, our team is capable of searching for and collecting items/evidence when requested by other agencies or communities. The team is made up of **20 LCFD personnel**.

The team consists of **13 divers** who are certified in a variety of specialized diving operations, to include Public Safety Diving, Dive Rescue, Ice Diving, Dry Suit, Full Facemask, and River Current Diving. All divers have been certified through Dive Rescue International and/or NAUI, and must pass an **annual water fitness test and an annual scuba skills evaluation**. Team members are trained in sonar, boat operations, underwater camera work, ice rescue, and water-based EMS.

The LCFD took delivery of our **new Boat 2 in 2018**, and we have been thrilled with its operation and efficient design. We plan to continue our training on this new boat during the 2019 open water season. Team goals for 2019 are to advance our training in swift water operations, flood response, and underwater body recovery operations. We are planning to collaborate with the La Crosse Police Department in working together on improving our evidence recovery operations. Cross-training of additional LCFD personnel (non-team members) in water-related emergencies and water-based EMS is also in the works for 2019. We will continue to train to improve in all water-related disciplines for which we are responsible.



Training 2018: The La Crosse Fire Department participated in 1,474 hours of water rescue, ice rescue, boat operations, sonar operations, and diver-related training in 2018. This training included cross-training other LCFD personnel. This cross-training allows for rapid response to safely and effectively rescue and render aid to victims involved in water-related emergencies. Our team trains weekly with on-duty personnel, and also conducts full team trainings every month. In 2018, our divers conducted 124 dives, and we have documented 550 total dives since September of 2015.

Water/Dive Related Incidents 2018: We responded to nine water-related calls for assistance. These calls include a search for a person in the water, a body recovery (request by LCPD), several water rescues and assistance with stranded or disabled boats. The more high-profile calls include:



1/26/18: Rescue of two people in an off-road vehicle that broke through the ice. The victims were stranded in the water and ice.

5/10/18: Rescue of a person that swam across the La Crosse River after being pursued by LCPD. We utilized our RDC inflatable boat to bring the individual back across and into police custody.

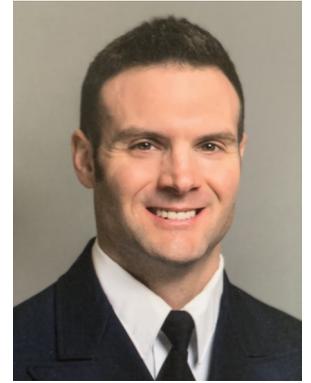
6/17/18: At the request of LCPD, our team recovered the body of an individual in Runge Hollow Lake in Vernon County.

6/24/18: We conducted a rescue of an individual that was clinging to a piling on the Mississippi River, upstream from a docked barge. This was a challenging rescue due to high water and current conditions, night time rescue, and a docked barge directly downstream. Outstanding job by the LCFD! Our training and plans came together for a successful rescue.

The Water Rescue Team continues to make great advances in both training and response. This is made possible thanks to the commitment of our team members, LCFD Management, Brennan Marine, Americlnn, Logan High School, UWL and the YMCA. We thank you all for your continued support. Our success as a team is directly related, and we can all take pride in knowing we have a highly successful and well-trained team capable of mitigating any water related emergency in our region.

Tactical EMS

Firefighter Frank Garritano



The Tactical Emergency Medical Services (TEMS) Team continues to grow and develop into a cohesive team while serving and positively contributing to the safety of La Crosse residents. We had a solid year of training in **tactics and advanced medical skills**, and we responded to several incidents in partnership with the La Crosse Police Department tactical team.

In 2018, we had a total of **15 callouts**, and numerous of hours of training. Training plans included a two-day course at Fort McCoy, wherein all team members were certified in International Trauma Life Support. Thanks to funding support from the Federal government, access to the training site and this class were free to members of the team. Additional training topics covered this year were:

-Specialized Rescue Operations

-Tactical Combat Casualty Care

-Team Movement and Concepts

-Injured/Downed Officer Situations

Moving in to 2019, our schedule will again incorporate a high degree of specialized training that will allow the TEMS Team to provide our citizens and patients with the **utmost level of care**. The plan will focus heavily on medical skills; honing current skills, learning new skills, and ultimately passing those skills on to the Police Officers on the ERT.

We also plan to incorporate **Canine Emergency Care** into our future training cycle. With two canine handler teams on the ERT, and other canine teams on the police department, we believe the training for dog medical care to be just as critical a preparation as the care for their human partners. Our training efforts will also allow for the Tactical Medics to provide care for any animals that we may encounter while serving in both our tactical team roles and our every day Fire and EMS roles.

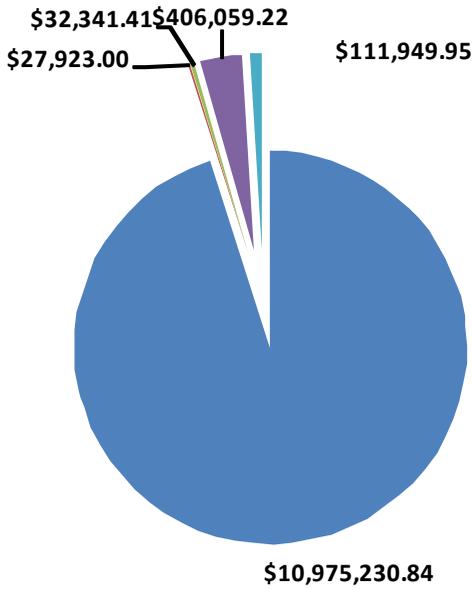
Thanks to the continued support of all the contributors involved with the TEMS Team. We look forward to another year of progress, advancing our skills and protecting the City of La Crosse.





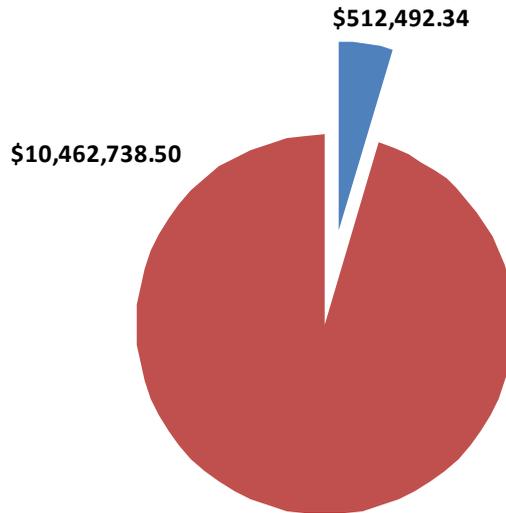
Combined Fire Department &

Total 2018 Combined Budgets \$11,553,504



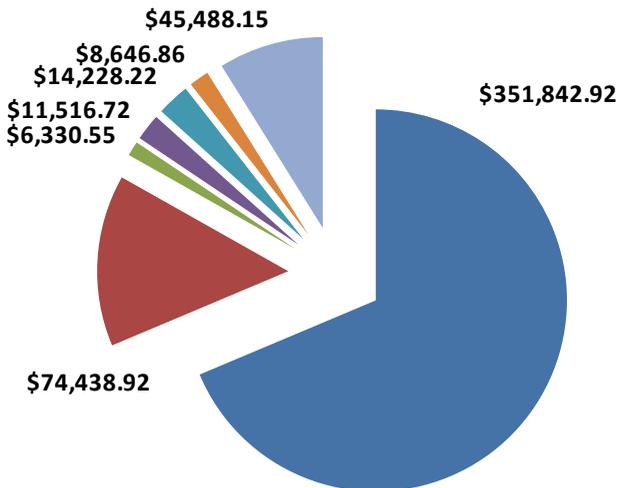
- Personnel
- Building Maintenance
- Equipment
- General Operations
- Apparatus Maintenance

Personnel Budget Breakdown



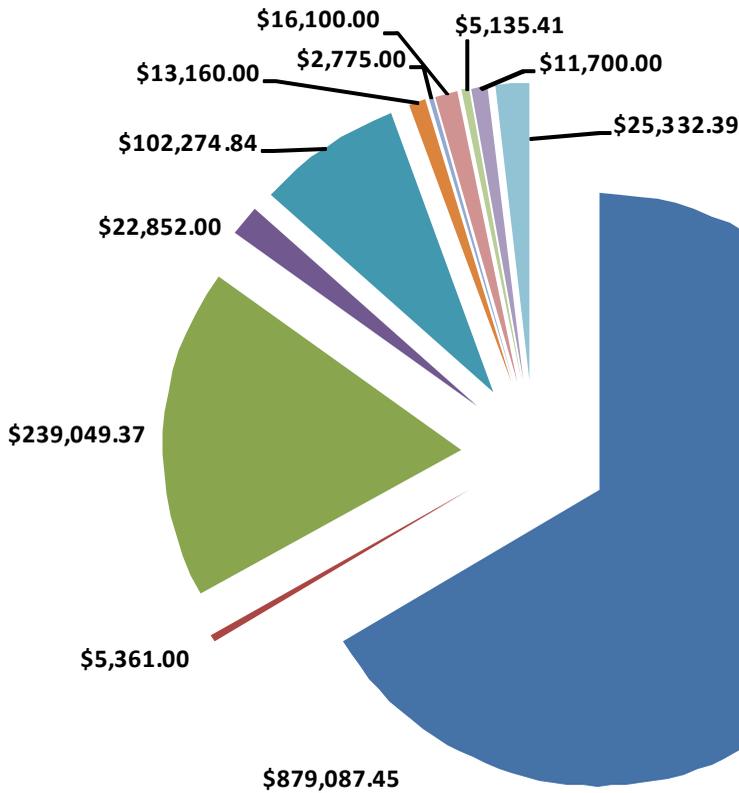
- Overtime
- Salaries/Benefits

Overtime Budget Breakdown



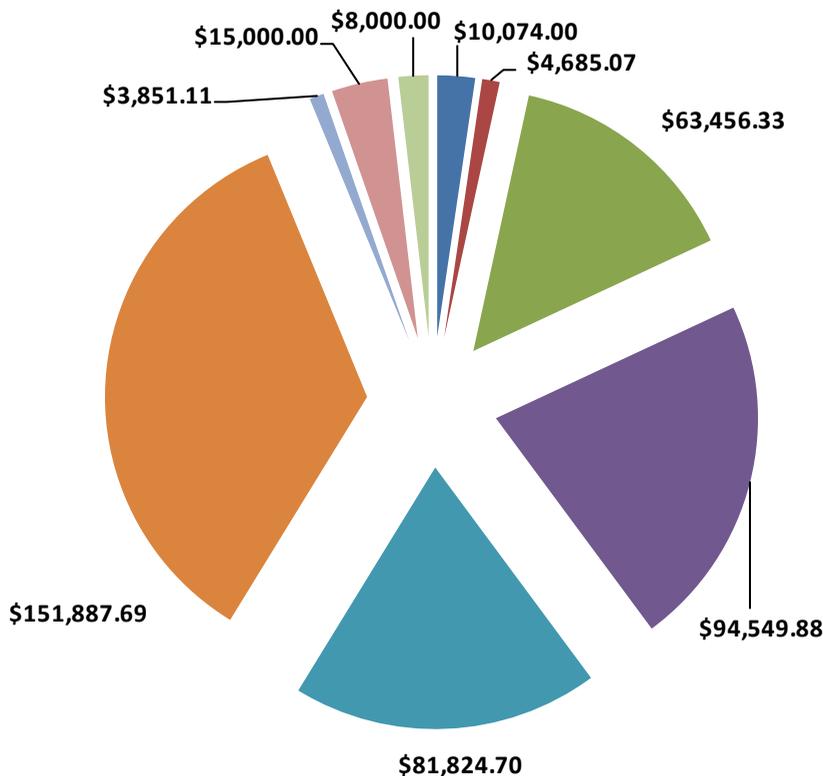
- Overtime Wages
- Overtime Wages FLSA
- Fire Safety House
- High Level/Confine
- Water Rescue
- Tactical EMS

Community Risk Management Budgets



Total 2018 Combined Service Fee Revenue
\$1,322,827

- Permits & Fees
- Underground Tank Inspection
- Inspections
- Outside Fire Service
- Property Record Maintenance
- Recreational Fire Pit
- Fireworks License
- False Alarm Fee
- Expedited Review Fee
- Administration
- Other/Miscellaneous



2018 Alternative Funding Revenue

- CPR Classes
- EMT Services - Lax Ctr
- EMS Education
- Hazmat State Grant
- Radiological Field Team Grant
- WI DSPS 2%
- Maintenance Agreements
- Miscellaneous Grants
- Training Services







Ryan Rushton

MN National Guard
434th Chemical
Company



Andrew Servais

WI Air National Guard
115th Fighter Wing



Kyle Soden

U.S. Army Reserves
469th Engineer
Company

Serving Our Country & Community

**Honoring our firefighters for protecting
our nation and our local community.**

U.S. Army
173rd Engineer
Battalion

Tyler Hoerres



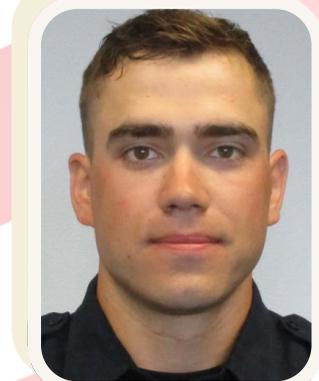
WI Air National Guard
115th Fighter Wing

Cole Doblar



U.S. Army Reserves
102nd Military
Police Company

Clayton Anderson





The Department awards a **“Firefighter of the Year”** award to an employee selected from a group of peer nominations. This award is decided by a committee of peers and recognizes department personnel for their community service excellence both on and off duty.

In 2018, the organization was pleased to present **Captain Greg Temp** this distinguished award.

From the nomination form:

“I believe Captain Temp embodies the criteria that has been established for this award. Captain Temp has a long track record of leading by example and he is the definition of a professional firefighter. My history with Captain Temp goes back to the days we were both Volunteer Firefighters with the Town of Shelby. He trained with a sense of purpose back then, and his passion and desire to learn, serve, and train has never wavered.

Captain Temp has always strived to expand his knowledge base, and his actions demonstrate how important it is to him to share what he has learned with others. Captain Temp has been actively training members of the LCFD and other departments for years and his teaching style has been very well received. He is rock solid on calls, and his calm demeanor sets the tone and helps achieve successful outcomes. He is an asset, not only to the LCFD, but to this entire portion of the state and region. He has earned his fellow firefighters’ trust and respect, and he is a great role model for all those who know him, both within and outside of our department.



Greg Temp



2018 Personnel Changes

Promotions and Appointments		
Ryan Scheel	Computer Trainer	January 9, 2018
Jeff Murphy	Assistant Chief	January 19, 2018
Jeff Schott	Battalion Chief	January 27, 2018
Brian Elsen	Captain	February 16, 2018
Mark Hanson	Captain	May 12, 2018
Cory Westpfahl	Lieutenant	July 19, 2018
Adam Foley	Lieutenant	July 19, 2018
Andrew Formanek	Lieutenant	July 19, 2018
Adam Hutson	Engineer	July 19, 2018
Troy Glasel	Engineer	July 23, 2018
Andrew Servais	Engineer	August 13, 2018
Jay Lindahl	Rescue 1 Operator	August 25, 2018
Tyler Hoerres	Computer Trainer	October 12, 2018
Ryan Rushton	Engineer	December 13, 2018
New Hires		
Dominick Mellick	Firefighter	April 23, 2018
Scott DeLong	Firefighter	April 23, 2018
Anthony Hilton	Firefighter	July 23, 2018
Jameson Rau	Firefighter	July 23, 2018
Cole Doblal	Firefighter	July 23, 2018
Andrew Meyer	Firefighter	November 30, 2018
Retirements		
Mark Amann	29+ years of service	January 12, 2018
Bret Kummer	25+ years of service	January 28, 2018
Samuel Polhamus	33+ years of service	March 14, 2018
Anthony Nickelatti	23+ years of service	April 7, 2018
Joseph Jablonski	24+ years of service	September 17, 2018

Know Your Station Location

**AIRPORT FIRE
STATION:
2841 FANTA REED RD**

**STATION 4:
906 GILLETTE ST**

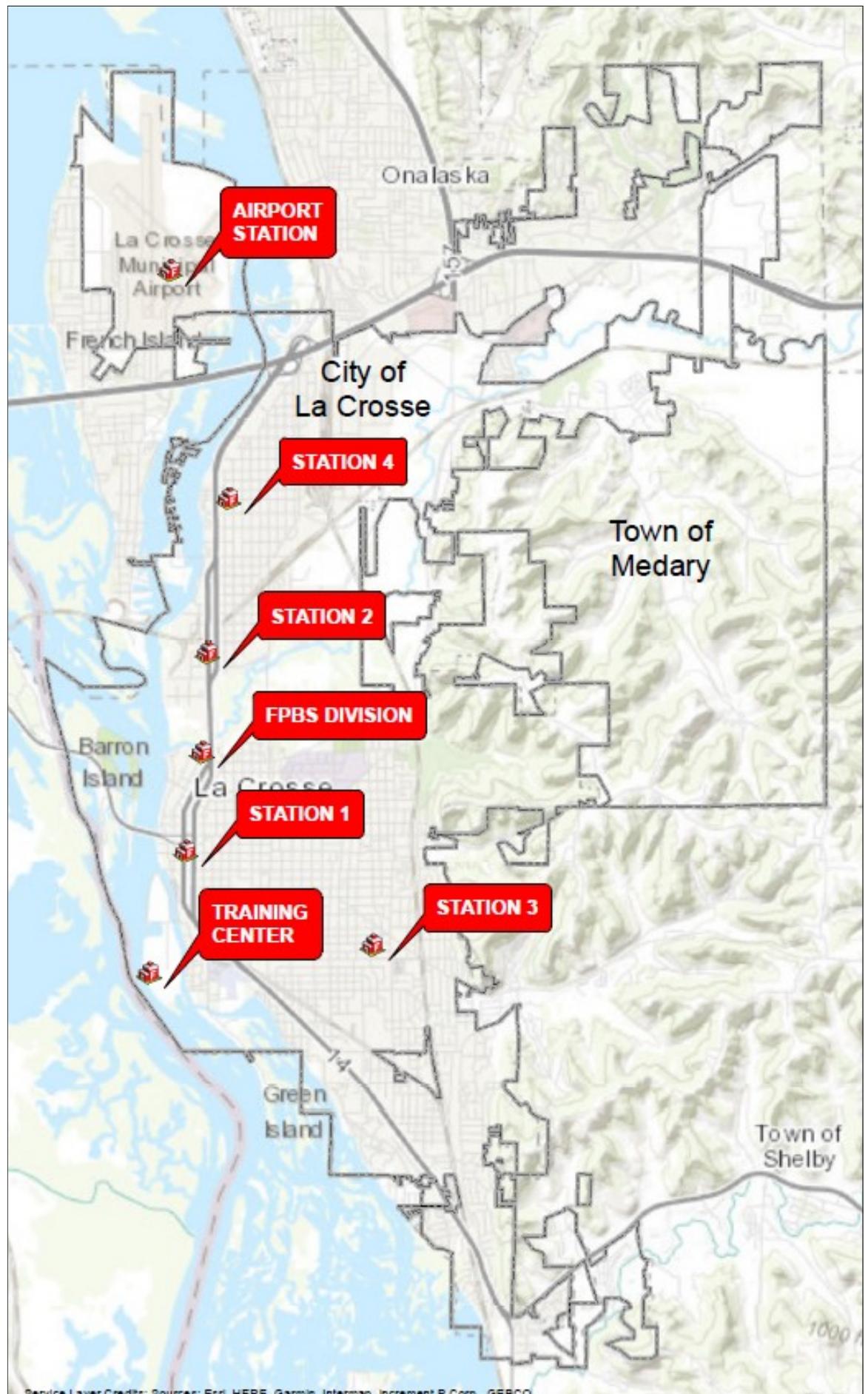
**STATION 2:
626 MONITOR ST**

**FIRE PREVENTION &
BUILDING SAFETY:
CITY HALL
400 LA CROSSE ST**

**STATION 1:
726 5TH AVE S**

**TRAINING CENTER:
ISLE LA PLUME**

**STATION 3:
1710 LOSEY BLVD S**





**La CROSSE
FIRE DEPARTMENT
726 5TH AVE S
LA CROSSE WI 54601**

608.789.7260 ph

www.cityoflacrosse.org

**City of
La Crosse Fire
Department**



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**City of
La Crosse
WI Fire
Department**

