

JOINT BASE SAN ANTONIO FIRE & EMERGENCY SERVICES

Our Commitment: World Class Customer Service Through Excellence.

ANNUAL REPORT 2024



Commission on
Fire Accreditation
International

902d Civil Engineer Squadron
502d Civil Engineer Group
502d Air Base Wing

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Joint Base San Antonio Fire & Emergency Services Annual Report 2024

Contributors

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MESSAGE FROM THE FIRE CHIEF



Joint Base San Antonio Fire & Emergency Services is committed to providing world-class customer service. Every day the brave men, women, military and civilian of our department are ready to unselfishly serve and protect our Joint Base San Antonio community.

Our fire department is committed to maintaining a higher standard by participating in the accreditation model through the Commission on Fire Accreditation International. Accreditation has given our organization purpose. Being a member of the commission has had a significant and impactful effect, promoting an incredible team pride, enhancing public safety and strengthening our commitment to excellence.

We believe in a high standard, and we will not accept average. I am honored and proud to lead the incredible professionals of our fire emergency services organization. My expectation is the pursuit of excellence and the display of greatness as we proudly serve the 502d Air Base Wing and the Joint Base San Antonio community.

MICHAEL GUZMAN, M.ED., FSCEO
Installation Fire Chief

502D AIR BASE WING LEADERSHIP



Commander 502 ABW
Brig General Randy Oakland



Director 502 CEG
Richard Treviño Jr



Commander 902 CES
Lt Col Stephen Emborski



Command Chief 502 ABW
CMSgt Gilda Alexander

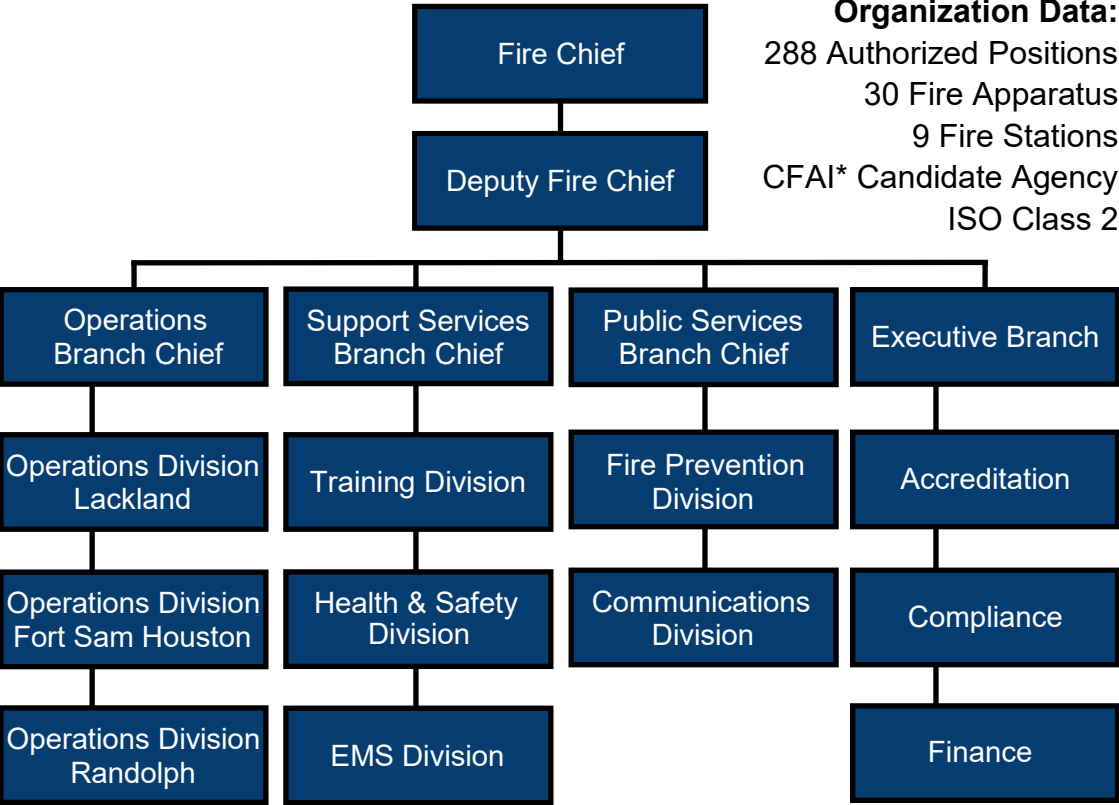


Senior Enlisted Leader 502 CEG
CMSgt Floyd Watkins



Senior Enlisted Leader 902 CES
SMSgt David Dickey

902D FIRE & EMERGENCY SERVICES



* Commission on Fire Accreditation International (CFAI)



Joint Base San Antonio-Lackland was named after Brigadier General Frank Lackland, who was commissioned into the Army after serving in the District of Columbia National Guard. Construction on the base began in 1941 and was originally part of Kelly Field. One year later, it became an independent organization called the San Antonio Aviation Cadet Center. On Feb. 3, 1948, the facility became Lackland Air Force Base, as referred to as the Gateway to the Air Force. The base consists of more than 24,000 active-duty members; 10,000 DOD civilians; and 11,000 contractors and family members.



Joint Base San Antonio-Fort Sam Houston traces its roots as far back as 1845 when the Army established a garrison in San Antonio. In 1876, the Army began constructing the Quadrangle on land donated by the city, and the Army garrison moved to the site a few years later. Fort Sam Houston was formally named for General Sam Houston, the hero of the battle of San Jacinto and the first president of the Republic of Texas in 1890. It is unique among Army posts. On the one hand, it is a major, active military installation that plays a vital role in the defense of the nation. On the other hand, it contains some of the oldest structures of any Army installation.

Joint Base San Antonio-Randolph began soon after the establishment of the Air Corps Act in 1926, which changed the name of the Army Air Service to the Army Air Corps. General Frank P. Lahm was placed in charge of all flying training and established the Air Corps Training Center and set up its headquarters at Duncan Field, next to Kelly Field. After deciding the facilities at Kelly and Brooks Fields were not enough for proper training, the Air Corps soon decided an additional training field was needed.



Joint Base San Antonio-Camp Bullis is a U.S. Army training camp comprising more than 27,000 acres in Bexar County, Texas, just northwest of San Antonio. The camp is named for Brigadier General John L. Bullis. Camp Bullis provides base operations support and training support to JBSA. It is used primarily as a maneuvering ground for U.S. Army, Air Force and Marines combat units. It is also utilized as a field training site for the various medical units stationed at Brooke Army Medical Center in nearby Fort Sam Houston.



MUTUAL AID AGREEMENTS

- Alamo Heights Fire Department

Bexar-Bulverde Fire Department

Bexar County Fire Department

Boeing Fire Department

Canyon Lake Fire Department

Converse Fire Department
- Kirby Fire Department

Leon Springs Fire Department

Live Oak Fire Department

New Braunfels Fire Department

San Antonio Fire Department

Schertz Fire Department
- Seguin Fire Department

Selma Fire Department

Shavano Park Fire Department

Terrell Hills Fire Department

Universal City Fire Department

Windcrest Fire Department



The 502d Air Base Wing (Joint Base San Antonio Fire & Emergency Services) is entered into a Joint Use Operating Agreement with Port Authority of San Antonio to provide fire prevention and aircraft rescue firefighting at Kelly Field.

The 502d Air Base Wing (Joint Base San Antonio Fire & Emergency Services) is entered into a Support Agreement with U.S. Army Camp Stanley to provide fire prevention and fire emergency services delivery.



FIRE STATIONS



FIRE STATION 1

1910 Kenly Ave JBSA-Lackland, TX 78236

Built 1995. Coverage Area: Fire District 1

Fire Chief, Deputy Chief, Accreditation Manager, EMS Division Chief, Fire Prevention Division, Health & Safety Division Chief, Ambulance, Engine Company, Rescue Company and 59th MDW Ambulance

FIRE STATION 2

120 Dominguez St JBSA-Lackland, TX 78236

Built 2001. Coverage Area: Fire District 2

Chief 3, 4 Aircraft Rescue Firefighting Apparatus, Engine Company, Training Division Chief, Public Services Branch Chief



FIRE STATION 3

200 Medina Base Rd JBSA-Lackland, TX 78236

Built 1955. Coverage Area: Fire District 3

Engine Company, Brush Truck and Tender

FIRE STATION 4

3201 Schofield Rd JBSA-Fort Sam Houston, TX 78234

Built 1996. Coverage Area: Fire District 4

Chief 4, Engine Company, Rescue Company and San Antonio Fire Department Ambulance



FIRE STATION 5

1704 Winans Rd JBSA-Fort Sam Houston, TX 78234

Built 2013. Coverage Area: Fire District 5

Engine Company

FIRE STATIONS



FIRE STATION 6

3920 Rawley Chambers Pass
JBSA-Fort Sam Houston, TX 78234

Built 2022. Coverage Area: Fire District 6

Ladder Company, Hazardous Materials Company, Operations Branch Chief, Fire Prevention Division, Training Division, 911 Communications Supervisor and Health and Safety Officer

FIRE STATION 7

4716 Wilkerson Rd, JBSA-Camp Bullis, TX 78257

Built 1995. Coverage Area: Fire District

Engine Company, Brush Truck and Tender



FIRE STATION 8

2080 5th Street East, JBSA - Randolph, TX 78150

Built 1966. Coverage Area: Fire District 8

Chief 5, 3 Aircraft Rescue Firefighting Apparatus, Engine Company, Support Services Branch Chief, Fire Prevention Division Chief, Training Division, Health and Safety Division and Schertz EMS Ambulance



FIRE STATION 9

1033 Airport Rd JBSA - Seguin, TX 78150

Built 1991. Coverage Area: Fire District 9

Command, Aircraft Rescue Firefighting Apparatus and Tender



A full-page background image showing two firefighters from behind, standing on a grassy field. They are wearing brown turnout gear with reflective yellow stripes, black helmets, and carrying large silver air tanks. A large fire is burning in the background, and a body of water is visible to the right. The firefighter on the right has 'PLOUFE' written on their back.

5,129

TOTAL CALLS

3,862

EMERGENCY MEDICAL SERVICES
INCIDENTS

856

FIRE INCIDENTS

170

AIRCRAFT RESCUE FIRE FIGHTING
INCIDENTS

125

MUTUAL AID INCIDENTS

116

RESCUE AND HAZARDOUS MATERIALS
INCIDENTS

2024 IMPACT BY THE NUMBERS

Fire Station 4 Highlight

FACTS:

Built in: 1996

Staffing: 5 personnel

Coverage Area: Fire District 4

Apparatus Assigned: Chief 4, Engine Company 54, Rescue Company 34 and SAFD EMS Ambulance

Mutual Aid Partners: San Antonio, Alamo Heights, Kirby, Windcrest and Terrell Hills

Mission: 502d Air Base Wing, U.S. Army North, U.S. Army South (Sixth Army), Medical Education & Training Campus (METC), U.S. Army Installation Command, U.S. Army Regional Health Command Central, U.S. Navy Regional Recruiting, San Antonio Military Medical Center and Brooke Army Medical Center



Fire Apparatus

Suppression (Engine and Aerial)

9

Water Tenders

4

Technical Rescue

4

Brush Trucks

2

Aircraft Rescue Firefighting

10

Special Operations

1



Community Served

Geographically Separated Sites

11

Response Area Square Miles

48

Mission Partners Served

266

Daily Work Force Population Served

80,000

Community Population Served

250,000



JBSA-RANDOLPH



JBSA-LACKLAND



JBSA-FORT SAM HOUSTON

Operations Branch

TEAM:

Joint Base San Antonio

Ashley, Robert, Branch Chief, Operations Division

JBSA-Fort Sam Houston

MSgt Villela, Sergio, Assistant Chief

Longueuil, Kenneth, Assistant Chief

JBSA-Lackland

Green, Steven, Assistant Chief

Born, Mark, Assistant Chief

JBSA-Randolph

Pena, Michael, Assistant Chief

Coscarelli, Michael, Assistant Chief

RESPONSIBILITIES:

243 Firefighters

30 Fire Apparatus

9 Fire Stations

Structural Firefighting

Emergency Medical Services

Aircraft Rescue Firefighting

Technical Rescue

Hazardous Materials Response



Operations Division

LACKLAND

TEAM:

Green, Steven, Assistant Chief
Born, Mark, Assistant Chief

Burns, Joseph, District Chief
Walker, Austin, District Chief
Hayes, Ali, District Chief
Mathie, Jacob, District Chief
Martinez, Ali, District Chief
Fabela, Armando, District Chief

TEAM COMPONENTS:

66 Operations Personnel
3 Fire Stations
3 Engine Companies
4 ARFF Companies
1 Rescue Company

PROGRAM MANAGEMENT:

Respiratory Protection
Emergency Medical Services
Aircraft Rescue Firefighting

MISSION:

37th Training Wing
59th Medical Wing
67th Cyberspace Wing
149th Fighter Wing
433rd Airlift Wing
TXANG 36th Combat Aviation Brigade



Operations Division

FORT SAM HOUSTON

TEAM:

MSgt, Villela, Sergio, Assistant Chief
Longueuil, Kenneth, Assistant Chief

Camarillo, Ramiro, District Chief
Salinas, Lawrence, District Chief
Adams, Alan, District Chief
Davis, Samario, District Chief

TEAM COMPONENTS:

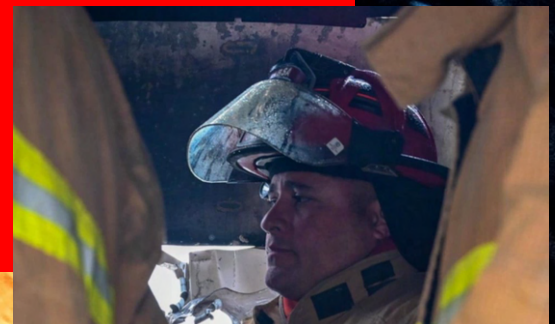
59 Operations Personnel
4 Fire Stations
3 Engine Companies
1 Ladder Company
1 Rescue Company
1 HAZ-MAT Company

PROGRAM MANAGEMENT:

Hazardous Materials Response
Ground Ladders, Hose, Nozzle
Personal Protective Equipment

MISSION:

502d Air Base Wing
U.S. Army North
U.S. Army South (Sixth Army)
Medical Education & Training Campus (METC)
San Antonio Military Medical Center (SAMMC)
U.S. Army Medical Command Headquarters (MEDCOM)



Operations Division

RANDOLPH

TEAM:

Coscarelli, Michael, Assistant Chief
Pena, Michael, Assistant Chief

TSgt, Arzu, Jermaine, District Chief
Miller, Michael District Chief

TEAM COMPONENTS:

46 Operations Personnel
2 Fire Stations
2 Engine Companies
1 Rescue Company
3 ARFF Companies

PROGRAM MANAGEMENT:

Technical Rescue
Power Equipment Readiness
Airfield Drivers Training
Facility Management
Military Readiness Training

MISSION:

Air Education and Training Command
Air Force Personnel Center
12th Flying Training Wing
Air Force Recruiting Service
19th Air Force



Emergency Medical Services Division

TEAM:

Garza, Bobby, EMS Division Chief/EMT
Burns, Joseph, Assistant EMS Division Chief/EMT

SUPPORT TEAM:

Maj. Thompson, Shannon, Medical Director
Capt. Sumpter, Ryan, Medical Director
Migl, Tyler, Lieutenant San Antonio Fire Department
Dyke, Sara, Lieutenant, San Antonio Fire Department
Hill, Brandon, Assistant Chief, Schertz EMS
Giambelluca, Matthew, EMS Supervisor, 59th Medical Wing

EMS DASHBOARD:

39 National Registry Emergency Medical Responders
120 National Registry Emergency Medical Technician Basic
6 National Registry Paramedics
17 Emergency Medical Service Instructors
27 American Red Cross ss Basic Life Support Instructors
5 American Red Cross Basic Life Support Instructor Trainers



| EMS ADVANCED LIFE SUPPORT AND AMBULANCE TRANSPORT | | |
|---|--|----------------|
| ORGANIZATION | COMMUNITY | RESPONSES 2024 |
| San Antonio Fire Department EMS | JBSA-Fort Sam Houston and Camp Bullis | 1,230 |
| Schertz EMS | JBSA-Randolph | 368 |
| 59th Medical Wing EMS | JBSA-Lackland, Kelly Field and Chapman Annex | 2,264 |
| | | Total: 3,862 |



Training Division

TEAM:

Willett, A., Assistant Chief Lead, JBSA
TSgt, Edwards A., Assistant Chief, Randolph
Morris M., Assistant Chief, Fort Sam Houston
Sanchez A., Captain, Lackland

TRAINING 2024:

Heath & Safety Officer
Incident Safety Officer
Swiftwater Rescue
Telecommunicator I & II
Tactics & Strategies Course
Quality Improvement for Fire Emergency Services



CONFERENCES 2024:

Women in Fire International Conference, San Diego, CA
Fire Rescue International Conference, Dallas, TX
Air Force Senior Fire Officer Summit, Charlotte Harbor, FL

FUTURE PLANS:

Purchase of HH-60 rotary wing aircraft fire training facility
Blue Card Incident Command System training for Incident Commanders
Swiftwater Rescue Operations training with New Braunfels Fire Department
Coordination with Texas Forest Service for NWCG, Wildland Fire Fighter Red Card



Health and Safety Division

TEAM:

Garza, B., Assistant Chief Lead, Joint Base San Antonio

TSgt Van Rees, J., Assistant Chief, Randolph

Owens, A., Assistant Chief, Fort Sam Houston

RESPONSIBILITIES:

NFPA 1500 Fire Station Inspections

NFPA 1581 Infection Control Program

NFPA 1582 Firefighter Physicals

Work Place Injury Reporting

Confined Space Permit Team Member

Respiratory Protection Program Manager

Fire Department Health and Safety Officer

Incident Safety Officer

Health, Wellness and Safety Education

ADDITIONAL DUTIES:

Government Purchase Card Official

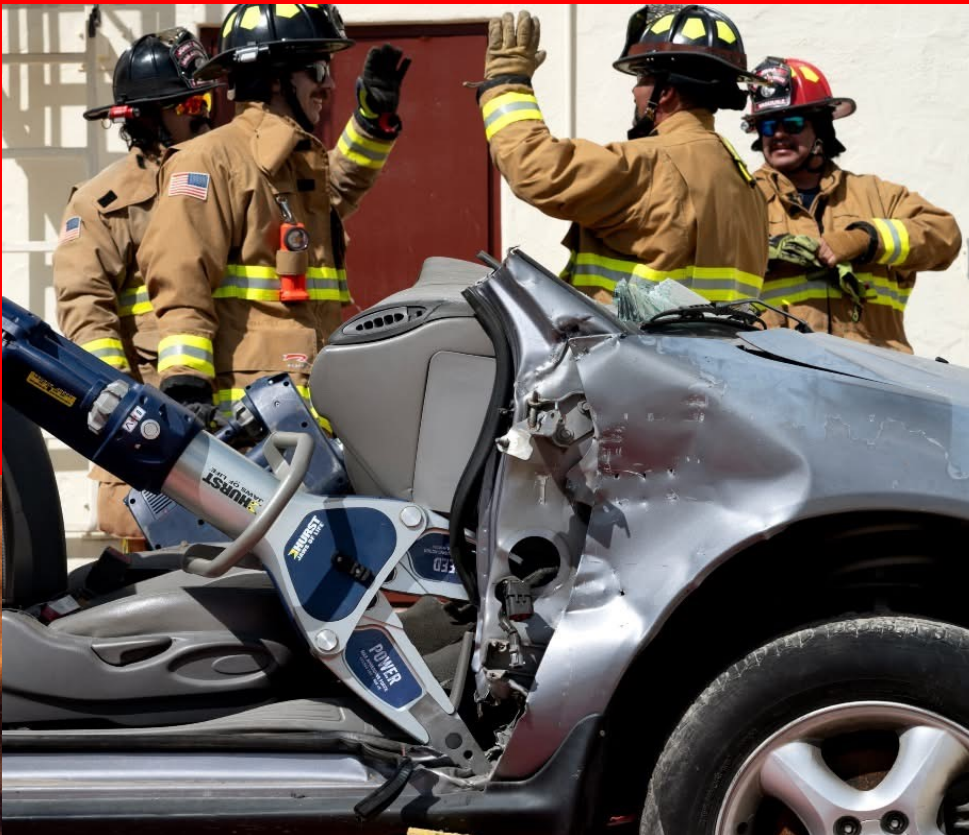
Wing Inspection Team (WIT Members)

Squadron Safety Representative

FUTURE PLANS:

NFPA Safety Stand Down Day 2025

Incident Safety Officer Course



Fire Prevention Division

TEAM:

Tannert, D., Assistant Chief Lead, Joint Base San Antonio
Campos, R., Assistant Chief Lackland
Rake, G., Assistant Chief, Fort Sam Houston
14 Fire Inspectors

AREA OF RESPONSIBILITY:

47 thousand acres
177 military aircraft
Performed 2,000+ fire inspections
Inspects 41 million square feet

RESPONSIBILITIES:

Plans Review
Fire Inspections
Code Enforcement
Fire Evacuation Drills
Public Fire and Life Safety Education
Emergency Support Function 4 Firefighting



FUTURE PLANS:

Recruit two GS-9 Plans Examiners
Assigned Military Fire Inspector



Communications Division

TEAM:

Barrera, Ricardo, Communications Chief
TSgt, Anderson, Chad, Supervisor
Blackwell, Antonio, Supervisor
King, Julie, Lead 911 Communications

FACTS:

Provides 24/7 service to 911 callers
15 personnel Communication Division
3 Communication Division Supervisors
6 Public Safety Answering Points (PSAP)
Certified Telecommunicator I and II
Certified Hazardous Materials Awareness

FUTURE PLANS:

Consolidation of existing PSAPs
Recruit GS-2151-10 Communications Supervisor
Recruit three GS-2151-6 Dispatcher Overhires
Emergency Medical Dispatcher (EMD) initiative



Accreditation

TEAM:

Walker, Austin, District Chief, Accreditation Manager
MSgt Villela, Sergio, Assistant Chief, Assistant Accreditation
Manager Smith, Clifton, Captain Assistant Accreditation Manager
Moss, Joshua, Branch Chief
Martinez, Cliff, Branch Chief
Willett, Anthony, Assistant Chief
Garza, Bobby, Assistant Chief
Longueuil, Kenneth, Assistant Chief
Campos, Ricardo, Assistant Chief
Burns, Joseph, District Chief
Cavazos, Michael, Captain
Parraguirre, Raymundo, Captain
Rascon, Esmeralda, Fire inspector
Castanon, Robert, Fire Inspector
Barrera, Ricardo, 911 Supervisor
Zapata, David, Lieutenant
Meta, Samuel, Lieutenant
Key, Cassandra, Firefighter



ACCOMPLISHMENTS:

1. Conduct agency stakeholder community review
2. Evaluated emergency response delivery systems
3. Published Community Risk Assessment and Standard of Cover
4. Published 5-year Strategic Plan
5. Team received CFAI self assessment writing course
6. Uploaded Self-Assessment Manual for CFAI technical review
7. Agency received self assessment site study
8. Technical advisor site study report recommended peer assessment visit
9. Peer Assessment Team (PAT) conducted site study and published report
10. PAT recommended CFAI commission hearing April 2, 2025



Executive Branch

TEAM:

Guzman, Michael, Installation Fire Chief
SMSgt Hrusovsky, Justin, Deputy Fire Chief
Moss, Joshua, Branch Chief, Compliance Manager
Campos, Ricardo, Assistant Chief, Finance Manager
Walker, Austin, District Chief, Accreditation Manager

BRANCH CHIEFS:

Ashley, Robert, Operations Branch Chief
Moss, Joshua, Support Services Branch Chief
Martinez, Cliff, Public Services Branch Chief

ACCOMPLISHMENTS

1. Completed CPSE Technical Advisor Program; published new 5-year Strategic Plan
2. Published Community Risk Assessment and Standard of Cover
3. Submitted 250 self-assessment modules and received CFAI candidate agency status
4. Instructed 3 National Registry EMT Basic courses; certified 30 firefighters
5. Deputy Chief provided mentorship for Air Force Institute of Technology Course
6. Mitigated T-6 aircraft crash landing; saved 2 pilots & secured \$6M training aircraft
7. Great Texas Airshow, ensured safety of 375K spectators to include 275 aircraft
8. Addressed San Antonio Fire Academy graduating class with motivational speech
9. New Braunfels Fire certified 12 members during Swiftwater Rescue Technician Course
10. Supported FEMA mobilization for six week operation during Hurricane Beryl



SMSgt Justin Hrusovsky
Deputy Fire Chief



Asst Chief Ricardo Campos
Finance Manager



District Chief Austin Walker
Accreditation Manager



Personnel Status

NEW ARRIVALS

| NAME | POSITION | START DATE |
|------------------------|------------------|------------|
| Allen, Derick | 911 Dispatcher | Feb 2024 |
| Arzu, Jermaine, TSgt | Station Chief | Aug 2024 |
| Cavazos, Michael | Firefighter | Feb 2024 |
| Chapa, Roy | Firefighter | Jul 2024 |
| Cisneros, Alex, Amn | Firefighter | Sep 2024 |
| Dutter, Aden, Amn | Firefighter | Oct 2024 |
| Fowler, Jeffery | 911 Dispatcher | Sep 2024 |
| Ramsey, Derek | Firefighter | Jan 2024 |
| Garcia, Daniel | Firefighter | Mar 2024 |
| Gutierrez, Anthony | Firefighter | Nov 2024 |
| Hunter, Piper | Firefighter | Oct 2024 |
| Kennedy, Joshua | Firefighter | Nov 2024 |
| Key, Cassandra | 911 Dispatcher | Feb 2024 |
| King, Julie | 911 Dispatcher | Mar 2024 |
| Little, Kevin | Firefighter | Nov 2024 |
| Metz, Nicholas | Firefighter | May 2024 |
| Moss, Joshua | Branch Chief | Mar 2024 |
| Pflum, Jason | Firefighter | Aug 2024 |
| Polanco, Gregory, SrA | Lead Firefighter | Oct 2024 |
| Pope, Steven | Firefighter | Jun 2024 |
| Quintanilla, Carlos | Firefighter | May 2024 |
| Ramsey, Derek | Firefighter | Jan 2024 |
| Sanchez, Daniel | Firefighter | May 2024 |
| Stevens, Williams, SrA | Lead Firefighter | Oct 2024 |
| Sheffield, Warren | Firefighter | Jul 2024 |
| Webb, Nicholas | Firefighter | Nov 2024 |

DEPARTURES

| NAME | POSITION |
|------------------------|------------------|
| Denena, Kyle, SrA | Lead Firefighter |
| Dixon, Dartavious, SrA | Lead Firefighter |
| Fernandez, Austin | Firefighter |
| Hollen, Jon | Firefighter |
| Jones, Jerod, MSgt | Asst Chief |
| King, Julie | 911 Dispatcher |
| Kenneth Reeves | Branch Chief |
| Laird, Ryan | Firefighter |
| Oister, Joseph, SrA | Lead Firefighter |
| Sanchez, Daniel, SrA | Lead Firefighter |
| Sorrell, Makayla, SrA | Lead Firefighter |
| Walker, Justin, MSgt | Asst Chief |
| Williams, Austin | Firefighter |

PROMOTIONS

| NAME | PROMOTION | DATE |
|-----------------------|-----------------|----------|
| Belcoff, Sage | Lieutenant | Feb 2024 |
| Burns, Joseph | District Chief | May 2024 |
| Castanon, Robert | Fire Inspector | Dec 2024 |
| Cavazos, Michael | Captain | Sep 2024 |
| Coscarelli, Michael | Assistant Chief | Aug 2024 |
| Garcia, Daniel | Lieutenant | Jul 2024 |
| Hearn, Stephen | Lieutenant | Jan 2024 |
| Jones, Eon | Captain | Dec 2024 |
| Key, Cassandra | Firefighter | Sep 2024 |
| Longueuil, Kenneth | Assistant Chief | Aug 2024 |
| Maldonado, Higinio | Lieutenant | Aug 2024 |
| Martinez, Cliff | Branch Chief | Jun 2024 |
| Martinez, James | Lieutenant | Jul 2024 |
| Mathie, Jacob | District Chief | Sep 2024 |
| McColgan, Sean | Lieutenant | Oct 2024 |
| Mcillheran, Chad | Captain | Sep 2024 |
| Metz, Nicholas | Lieutenant | Sep 2024 |
| Miller, Michael | District Chief | Oct 2024 |
| Ojeda, Roberto | Lieutenant | Aug 2024 |
| Owens, Anthony | Assistant Chief | May 2024 |
| Opiana, Cheyenne | Fire Inspector | Apr 2024 |
| Pardo, Jeffery | Captain | Jun 2024 |
| Parraguirre, Raymundo | Captain | Sep 2024 |
| Pope, Steven | Lieutenant | Sep 2024 |
| Ramsey, Derek | Fire Inspector | Jun 2024 |
| Rascon, Esmeralda | Lieutenant | Sep 2024 |
| Rico, Jesus | Captain | May 2024 |
| Saldivar, Abel | Lieutenant | Feb 2024 |
| Seibert, Kevin | Lieutenant | Oct 2024 |
| Smith, Clifton | Captain | Jun 2024 |
| Villela, Sergio | Assistant Chief | Sep 2024 |
| Walker, Austin | District Chief | Aug 2024 |
| Windler, Markell | Lieutenant | Oct 2024 |
| Zapata, David | Lieutenant | Jul 2024 |

RETIRED

| | |
|-------------------------|------------------|
| Cadena, Rene | Lead Firefighter |
| Crabbe, Dave | Lead Firefighter |
| Garcia, Pilar | Firefighter |
| Gomez, Edward | Lead Firefighter |
| Pelletier, Dana | Asst Chief |
| Perea, Xavier | Asst Chief |
| Ridenour, Scott | Branch Chief |
| Stanchfield, Tony, MSgt | Asst Chief |
| Webb, Derrick, MSgt | Asst Chief |



Promotions



District Chief Michael Miller



District Chief Joseph Burns



Captain Raymundo Parraguirre



Asst Chief Kenneth Longueuil



Captain Chad McIlheran



Asst Chief Michael Coscarelli



Branch Chief Cliff Martinez



District Chief Jacob Mathie



Fire Inspector Esmeralda Rascon



Brigadier General Russel Driggers visiting with our team.



JOINT BASE SAN ANTONIO F&ES 2024-2028 STRATEGIC PLAN

GOALS



Create a holistic health and wellness program for JBSA Fire & Emergency Services to maximize fitness and wellbeing.



Cultivate human capital for the enhancement of service delivery and organizational health.



Enhance physical assets to ensure mission readiness while building a sustainable future for Joint Base San Antonio.



Refine administrative processes to improve mission capabilities, enhance transparency, strengthen communications, and solidify integration.



Improve external communication processes to strengthen transparency and relationships within the community.

VISION

We will be an innovative organization, dedicated to respecting tradition while planning for our future, and committed to the safety of our community and the development of our members as a leader in DoD Fire & Emergency Services.

VALUES

Integrity - Accountability and ownership in the community and the fire department.

Tradition - Respect for the past while striving for a sustainable future through innovation.

Ethics - Teamwork embodying diversity, trust, loyalty, and honesty.

Professionalism - Selfless compassion towards the community and peers with respect.

Resilience - Adapting to internal and external change with a positive attitude.

MISSION

JBSA Fire & Emergency Services provides high-quality all-hazard response to save lives and protect property with courage and compassion that exceed established standards and community expectations.

“Because We Care”



AGENCY STAKEHOLDER INPUT
COMMUNITY STAKEHOLDER FEEDBACK





Joint Base San Antonio Fire & Emergency Services 2024 Program Appraisal: Prevention Program

Date submitted: 18 February 2025

Prepared by: Darrin Tannert

Rating Score: Satisfactory (Internal)

Description: JBSA Fire & Emergency Services (F&ES) operates a robust well-structured, and highly effective program designed to ensure compliance with DoDI 6055.06, the department of Defense Fire & Emergency Services program. This program is meticulously managed to align with the findings and recommendations outlined in the Community Risk Assessment and the Standards of Coverage, ensuring that all F&ES provided meet the highest standards of safety, efficiency, and effectiveness. JBSA F&ES takes a comprehensive, proactive approach to fire & emergency management by integrating strategies. These strategies encompass a wide range of critical components, including life safety measures, hazard identification, risk reduction initiatives, thorough plans review, and strict adherence to code compliance requirements. JBSA F&ES actively engages in the detection, reporting, and control of both fire-related risks, reinforcing a culture of safety and preparedness throughout the community.

Equipment Needs: JBSA F&ES ensures that all necessary resources for the Fire Prevention program are in place to support its objectives adequately.

Personnel Needs: The JBSA F&ES Fire Prevention Division is staffed by 17 highly trained and motivated fire inspectors focused on all fire prevention areas within the community, supporting the installations mission. F&ES Operations personnel provide additional manpower where needed to ensure the program sustains focus on fire prevention in the community.

Strengths: JBSA F&ES maintains a strong and active presence within the community, demonstrating a steadfast commitment to its mission and organizational objectives. All fire prevention inspectors are highly trained and hold the necessary certifications to perform their duties. The extra annual training the division receives enhances their ability to ensure code compliance, conduct thorough risk assessments, and deliver effective fire prevention education with expertise and professionalism.

Outputs: JBSA Fire Prevention inspectors, inspect each facility on the installation at a minimum of once a year. We have a well, established training program that allows for inspections and training classes on a monthly, quarterly and semi-annual schedule for installation members. Key accomplishments include:

- Over 1800 Annual Fire Inspections conducted
- 1,276 personnel successfully trained in kitchen systems training.
- 1,030 personnel participated in Fire Extinguisher Training, equipping them with essential skills.
- 331 personnel Welding Permit Training, enhancing safety awareness around high-risk activities
- A total of 171 Fire Evacuation Drills were conducted, reaching 20,568 personnel,

Outcomes/Impacts: JBSA F&ES is structured and managed to ensure strict compliance with DoDI 6055.06, adhering to the highest standards of fire protection and emergency response. The fire prevention division plays a vital role in minimizing property damage and fire-related losses across the installation by implementing proactive risk management, risk mitigation strategies, code enforcement, and comprehensive safety measures. Through these efforts, the program significantly contributes to maintaining exceptionally low fire incidents rates, effectively safeguarding personnel, infrastructure, and mission-critical facilities.

Continuous Improvement: JBSA F&ES Fire Prevention Program remains committed to enhancing community outreach efforts by actively seeking new opportunities for engagement and education. The program will continue to foster collaboration with other agencies to integrate programs and ensure seamless mission support. Additionally, it will undergo continuous evaluation and improvement, incorporating valuable feedback from both inspectors and community members to refine strategies, strengthen fire prevention initiatives, and enhance overall safety across the installation.

Overall Evaluation: Program effectiveness was assessed through internal processes, demonstrating that the program remains both effective and efficient in fulfilling its mission through proactive risk management, code enforcement, and continuous improvement efforts.



In 2024, all nine fire stations received a mission, values, and vision display.



J Joint Base San Antonio Fire & Emergency Services **2024 Program Appraisal: Public Education Program**



Date Submitted: 15 January 2024
Rating Score: Satisfactory (Internal)

Prepared by: Ricardo J. Campos

Description:

The Public Education Program at Joint Base San Antonio (JBSA) is an integral component of our proactive approach to fire and life safety, reaching all segments of the JBSA community. This dynamic and comprehensive program delivers timely, relevant, and actionable fire safety information that empowers individuals with the knowledge to recognize and mitigate potential fire hazards. By influencing behaviors, shifting attitudes, and raising awareness, the program seeks to foster a culture of fire safety that significantly reduces the incidence of fires, injuries, fatalities, and property damage.

JBSA Fire & Emergency Services (F&ES) leads this educational initiative and ensures that all community members, whether military personnel, civilian employees, or residents, receive the most up-to-date training and resources. Through a combination of classroom training, hands-on drills, and targeted outreach, the program not only helps prevent fires but also instills critical life safety practices that enhance the community's resilience to all types of emergencies.

The goal is to educate and transform how the community understands and responds to fire risks, resulting in a measurable reduction in fire-related incidents. By emphasizing prevention, preparedness, and personal responsibility, JBSA F&ES is at the forefront of creating a safer, more resilient environment for all who live and work on the base. This program is a cornerstone of our commitment to safeguarding lives, protecting property, and ensuring the well-being of the entire JBSA population.

Equipment Needs: To ensure the continued success of the Public Education Program, JBSA F&ES is dedicated to maintaining a well-equipped operational environment. The agency regularly evaluates its resources to meet the demands of fire and life safety education, providing both personnel and the community with modern, reliable tools to prevent and mitigate fire hazards. This includes state-of-the-art fire safety equipment, such as fire extinguishers for hands-on training, fire evacuation simulators, and updated instructional materials for workshops.

Additionally, F&ES invests in expanding educational resources like visual aids, digital content for remote learning, and interactive platforms to engage a wide audience. Regular assessments and strategic procurement ensure that the program is equipped with the latest tools to address emerging fire safety trends. Through continuous investment in high-quality equipment, JBSA F&ES ensures that the community receives the most current fire safety education, helping to reduce risks, prevent injuries, and create a safer, more prepared environment for all.

Personnel Needs: The Fire Prevention Division at JBSA F&ES is staffed by 17 highly trained fire inspectors who are experts in fire safety regulations and public education standards. These inspectors are committed to continuous professional development, ensuring they remain up-to-date with the latest fire codes, safety protocols, and emerging risks. Their expertise allows the division to effectively assess and address fire hazards and deliver education programs that promote fire prevention and life safety across the JBSA community.

The Operations Division plays a vital supporting role, providing additional personnel and resources when necessary to ensure that fire education efforts are carried out efficiently and effectively. This flexible approach ensures that the community receives comprehensive and consistent fire safety education, even

during high-demand periods. By leveraging the expertise of both divisions, JBSA F&ES maintains a robust public education program that fosters a culture of safety and preparedness throughout the base.

Strengths: One of the core strengths of JBSA F&ES is its ability to effectively reach and educate a diverse community through ongoing training and expert knowledge of fire safety protocols. The staff, particularly within the Fire Prevention Division, undergoes continuous professional development, ensuring they remain at the forefront of fire safety standards and regulations. This commitment to education and skill development allows JBSA F&ES to deliver comprehensive, up-to-date fire prevention strategies that address the unique needs of military personnel, civilian employees, and residents across the base.

The collaborative efforts between the Fire Prevention and Operations Divisions further enhance JBSA F&ES's success in serving the community. By working together, these two divisions ensure that fire safety education is not only widely accessible but also tailored to the specific needs of different groups within the community. This synergy enables the agency to provide targeted outreach, drills, and training programs that maximize the impact of each initiative, ultimately ensuring that the entire JBSA population is well-prepared for fire emergencies. The combined expertise and teamwork between the divisions are key to fostering a culture of safety and readiness throughout the base.

Outputs: In 2024, JBSA F&ES made significant strides in delivering comprehensive fire safety education to a broad and diverse audience. The Public Education Program achieved outstanding outcomes, engaging thousands of personnel across multiple critical areas of fire safety training. Key accomplishments include:

- 1,276 personnel successfully trained in kitchen systems training, ensuring preparedness for managing fire risks associated with cooking environments.
- 1,030 personnel participated in Fire Extinguisher Training, equipping them with essential skills to respond effectively to fire emergencies.
- 331 personnel completed Welding Permit Training, enhancing safety awareness around high-risk activities that can lead to fire hazards.
- A total of 171 Fire Evacuation Drills were conducted, reaching 20,568 personnel, ensuring that all individuals across JBSA are proficient in emergency evacuation procedures.

These efforts reflect JBSA F&ES's commitment to raising awareness and ensuring practical, hands-on preparedness in fire safety throughout the community. The extensive reach and high participation rates in these programs underscore the agency's dedication to reducing fire-related incidents and building a well-informed, proactive community.

Outcomes/Impacts: The Public Education Program at JBSA has profoundly impacted reducing fire risks throughout the community by targeting a wide range of demographics, including school-age children, residents, visitors, and military and civilian personnel. By delivering comprehensive fire prevention education, the program has successfully minimized the occurrence of major fire incidents and significantly improved overall safety. These efforts have cultivated a strong fire safety and preparedness culture, making JBSA a more resilient and proactive community. In large-scale events, the program has proven essential in preventing fire-related emergencies, ensuring rapid, efficient evacuations, and safeguarding lives and property across the base.

Moreover, the ongoing community engagement fostered by the program has empowered individuals to take personal responsibility for fire safety, resulting in a more aware and self-sufficient population. Participant feedback has demonstrated a marked increase in fire safety knowledge and a greater sense of confidence in addressing fire-related emergencies. These outcomes are a testament to the program's effectiveness in

raising awareness and equipping the JBSA community with the practical skills needed to prevent and respond to fires, ultimately enhancing the safety and well-being of all who live and work on the base.

Continuous Improvement: The JBSA F&ES Fire Prevention Division is deeply committed to continuously enhancing the Public Education Program, ensuring it evolves in response to community needs and emerging fire safety trends. Through comprehensive evaluations, including stakeholder feedback, incident reviews, and the integration of the latest fire safety technologies, the Division constantly refines its approach to fire prevention. This dynamic process ensures that the program remains at the cutting edge, capable of adapting to new risks and effectively addressing the ever-changing safety challenges within the JBSA community.

The Division's commitment to professional development is central to this ongoing improvement. Fire inspectors regularly participate in advanced training and education on the latest public safety trends, keeping them well-equipped to handle emerging fire hazards and refine the delivery of safety education. By continuously upgrading skills and incorporating innovative techniques, JBSA F&ES ensures that the program meets and exceeds expectations, fostering a fire safety culture that evolves alongside the community's needs. This proactive stance guarantees that JBSA remains a leader in fire prevention, always prepared to respond to and mitigate new threats.

Overall Evaluation: The JBSA F&ES Fire Prevention Division has successfully established a highly effective and sustainable Public Education Program that adheres to the most current fire codes and best practices. By integrating state-of-the-art equipment, expert personnel, and a commitment to ongoing education, the program has impacted fire safety across the community. The Division's collaborative efforts ensure that every segment of the JBSA population, military personnel, civilians, residents, and visitors, receives timely, relevant, and actionable fire safety education, significantly reducing fire risks and fostering a culture of preparedness.



Lt Col Clemente Berrios, 502 CEG Deputy Commander, will be the authority having jurisdiction during the Commission on Fire Accreditation International commission hearing on April 2025.



Joint Base San Antonio Fire & Emergency Services

2024 Program Appraisal: Fire Investigation, Origin, and Cause Program

Date submitted: 4 February 2025

Prepared by: Guzman, Michael

Rating Score: Satisfactory (Internal)

Description: Joint Base San Antonio Fire and Emergency Services (JBSA F&ES) operates an adequate, effective and efficient program directed toward origin and cause investigations and determination for fires, explosions, and other emergency situations. Fires exceeding the local investigation thresholds must be reported promptly to our leadership to include squadron, group and JBSA and 502 ABW Commander. The fire investigation reports are reported to Headquarters Air Force Civil Engineer Center (HQ AFCEC). JBSA F&ES coordinates with the proper agencies based on complexity of the fire and explosion investigation, to include the Air Force Office of Special Investigations (AFOSI), City of San Antonio Fire Department (SAFD) Office of Fire Investigations, and Bexar County Emergency Services District (BCESD) Bureau of Fire Investigation. Fire and explosion investigation reports are completed using the Air Force Fire Emergency Services Information Management System (FES-IMS) and National Fire Incident Reporting System (NFIRS).

Equipment Needs: Equipment and supply needs of the program are adequate.

Personnel Needs: Currently, JBSA F&ES has one member certified as a Fire Investigator with significant experience. The Fire Prevention Office shall provide a member to support as a liaison with the AFOSI, SAFD and or BCESD investigation teams. Our Fire Prevention personnel could benefit from additional fire investigation training. The Fire Chief will budget for additional training and have a training vendor (Alabama Fire College) teach a Pro Board Fire Investigator course.

Strengths: JBSA F&ES can reach out to AFOSI, SAFD, BCESD and HQ AFCEC if needed for additional resources to effectively investigate major fires or fires involving fatalities, serious firefighter injury associated with an incident, or other incidents deemed to be beyond our capability.

Outputs: In 2024, JBSA F&ES Communications Division reported seven (7) fires with damage documented in the National Fire Incident Reporting System NFIRS. The fire origin and cause were apparent, therefore there was no need for external partners to conduct fire investigation; senior incident commander and company officer determination was acceptable and credible.

Outcomes/Impacts: The Senior Fire Officer and Fire Prevention Division representatives were able to effectively determine fire origin and cause at the seven apparent fires located on the installation. The determination made by the JBSA F&ES team was not without future opportunities to grow and improve.

Continuous Improvement: The JBSA F&ES Fire Prevention Division continues to evaluate all fire investigation, origin, and cause program elements. The agency will continue to work with external agencies to reveal lessons learned to support local fire protection improvements and education programs.

Overall Evaluation: Program effectiveness was assessed through internal processes, with satisfactory findings. Partnerships exist to leverage other entities to investigate significant or complex fires on the installation.



Joint Base San Antonio Fire & Emergency Services

2024 Program Appraisal: Domestic Preparedness Program

Date submitted: 18 January 2025

Prepared by: Ali Hayes

Rating Score: Satisfactory (Internal)

Description: The agency operates an all-hazards preparedness program that includes a coordinated multiagency response plan designed to provide the community preparedness and resiliency in response to terrorist threats or attacks, major disasters, and other large-scale incidents occurring at or in the immediate area.

Equipment Needs: JBSA F&ES is equipped with Personal Protective Equipment (Firefighter Turnout Gear, Respiratory Protection (SCBA) and Hazmat Suits), Communication Systems (Radios, Mobile, Interoperable Communication Devices and Systems), Emergency Response Equipment (Fire Engines, Ladder Truck, Rescue and HazMat Vehicles), Medical Supplies, Search and Specialized Rescue Tools, and Public Safety and Alert Systems. A larger reserve fleet is needed to ensure seamless operations when primary assets are undergoing maintenance, repairs, or upgrades. A larger reserve fleet acts as a backbone for resilience, ensuring uninterrupted service and preparedness for unexpected challenges, and provides equipment for training purposes without disrupting active service vehicles.

Personnel Needs: The Operations Element is authorized 163 personnel assigned to seven pods working 48-hour shifts.

Strengths: Agency has a collaborative approach between JBSA F&ES and JBSA Emergency Management that has resulted in a well-integrated program. JBSA maintains strong partnerships with local and state agencies, as well as mutual-aid partners. The established training programs regularly conduct drills and exercises to ensure readiness for various emergency scenarios. Active community engagement, effective outreach and education programs increase public awareness and preparedness. Skilled and well-trained staff provide expertise in handling diverse incidents. Efficient communication networks facilitate information sharing during emergencies.

Outputs: JBSA holds regular meetings with local emergency services, law enforcement, and healthcare providers. Have well established mutual aid agreements with neighboring jurisdictions. Conducts full-scale disaster exercises, simulating large-scale incidents such as chemical spills or active shooter scenarios. Conduct tabletop exercises, organize scenario-based discussions to evaluate response plans and decision-making processes. Focusing on specific threats like natural disasters or terrorist attacks.

Evacuation Drills: Practice evacuation procedures for various public facilities and schools. Ensure all personnel and community members are familiar with routes and safety measures.

Outcomes/Impacts: Successfully managed several incidents with improved response times and coordination. Enhanced community resilience through public education and engagement efforts. Strengthened interagency communication and cooperation.

Continuous Improvement: Identify areas for enhanced training opportunities. Increase community outreach programs for broader engagement. Increase frequency and variety of specialized training sessions. Conduct evaluations after each drill or incident to identify strengths and areas for improvement. Update plans and training based on feedback and lessons learned. Encourage input from community members and stakeholders to refine emergency plans. Regularly review and adjust preparedness strategies.

Overall Evaluation: The program effectively supports the community's preparedness and resilience. Continued focus on collaboration and public engagement is recommended for future improvements.



Lt Col Stephen Emborski conducting 902d Civil Engineer Squadron Commander's Call at Fire Station 2.



Joint Base San Antonio Fire & Emergency Services

2024 Program Appraisal: Fire Suppression Program

Date submitted: 22 JAN 2025

Prepared by: GS-12 Cliff Martinez

Rating Score: Satisfactory (Internal)

Description: The agency operates an adequate, effective, efficient, and safe fire suppression program directed toward controlling and/or extinguishing fires to protect the community from injury or death and reduce property loss. JBSA F&ES outlines its emergency deployment objectives in the Community Risk Assessment/Standard of Cover (CRA/SOC). Benchmarks are aligned in accordance with DoDI 6055.06, consisting of first-due unit (07:00, four personnel) and effective response force (ERF) (12:00, 13 personnel) requirements at the 90th percentile. Total response time (TRT) components are tracked during each emergency response by Emergency Communications Center (ECC) personnel. The agency's TRT baseline performance from the previous three years is documented in the CRA/SOC.

Equipment Needs: The agency is currently well equipped to meet its assigned mission. The concentration and distribution of fire stations and apparatus is highly effective when units are kept in their response districts and in a ready state, which is predicated by staffing numbers. JBSA F&ES consists of 9 FRDs, including 2 geographically separated districts deemed variances by DAF. In 2023, JBSA F&ES housed 9 fire stations and 25 response apparatus that covered 3 operating locations across JBSA. Two response apparatuses are trending downward in vehicle performance reliability factors. For 2023, E-53 showing at 57% and E-52 at 85%. Both due to personnel needs and the necessity to respond out of district as first due apparatus. JBSA F&ES' goal is to maintain a Reduced Level of Service at a minimum, always.

Personnel Needs: JBSA met staffing challenges in 2024. Operations is authorized 163 personnel that are assigned to A and B shifts that work alternating 24-hour shifts. Multiple simultaneous military deployments dropped staffing numbers at stations 8/9 well below RLS, requiring augmentation by overtime, 8-hr personnel, reservists, and pulling personnel from other FRDs. In 2023, data shows fire response districts 2 & 3's response times were affected by staffing shortages. This alone creates challenges, due to having a minimum gallonage availability requirement to be on the airfield in a ready state.

Strengths: JBSA F&ES' 17 mutual aid agreements showcase strong partnerships across multiple counties, cities, and municipalities. These partnerships are calculated into mission and installation fire protection coverage to minimize impact and have augmented coverage to our community during the department's staffing challenges.

Outputs: There were 655 reported fire suppression incidents in 2023, which is down from 2022's total of 756 incidents. For 2023, first unit on-scene TRT was 6:14, with the ERF being 13:22.

Outcomes/Impacts: JBSA F&ES has adjusted to personnel challenges by establishing a staffing matrix and response coverage plan to always provide JBSA adequate fire protection. Fire/property loss was extremely low for JBSA, due to a successful Fire Prevention program and quick suppression activities.

Continuous Improvement: JBSA F&ES will continue to close the performance gaps for the fire suppression program. With the new fire station #6 built and placed in service in early 2022, coupled with the new NDAA 388 requirements, JBSA F&ES is hopeful for drastically improved baseline performance to the community. Performance following these fundamental changes will be quantified during the 2024 annual program appraisals.

Overall Evaluation: Fire suppression resources are established and assigned via the TIG 403; per Core Set group each installation falls under. JBSA F&ES' suppression program has been highly successful utilizing these established resources to provide the Installation an adequate, effective, efficient, and safe fire protection coverage. We have been effective in identifying shortfalls, as illustrated above, and seek towards continual improvement in all aspects of the suppression program.



Joint Base San Antonio Fire & Emergency Services

2024 Program Appraisal: Emergency Medical Services (EMS) Program

Date submitted: 1/20/2025

Prepared by: Assistant Chief Bobby Garza

Rating Score: Satisfactory (Internal)

Description: JBSA F&ES operates an EMS program with a designated level of out-of-hospital emergency medical care that protects the community from injury or death. Medical emergencies make up a large majority of responses. As first responders, JBSA F&ES responds to all incidents to make patient contact and begin basic life-saving measures. JBSA F&ES maintains a National Registry (NR) Emergency Medical Responder (EMR) level as an Air Force baseline however we are approved, by Medical Director, to operate at the NREMT level protocol. The responders utilize the Air Force Joint Prehospital Emergency Care Medical Protocols and obtain further medical direction from the JBSA Medical Director. JBSA F&ES utilizes three different organizations to provide our ALS emergency patient transport, the 59th MDW at operating location Lackland, SAFD EMS for operating location Ft. Sam Houston, and the City of Schertz EMS for operating location Randolph.

Equipment Needs: The agency is currently well equipped to meet its assigned mission. JBSA F&ES maintains financial ownership of EMS equipment and utilizes the 59th MDW for repairs through the Medical Equipment Management Office (MEMO) and consumable supplies.

Personnel Needs: The Operations Branch consists of three operating locations and maintains a staffing level that sufficiently meets the needs of the JBSA EMS Program needs. The agency's program is comprised of 40 NREMR, 119 NREMT, 6 NREMT- Paramedic, 190 American Red Cross BLS/CPR certified personnel, 27 BLS/CPR Instructors, and 5 BLS/CPR Instructor Train the Trainers.

Strengths: Personnel are extremely involved in all aspects of the EMS program. The Air Force Fire & Emergency Services operates at a NREMR level protocol, however JBSA F&ES has been approved to operate and maintains the certified personnel to operate at a NREMT/Skill level II protocol, exceeding the minimum standard.

Outputs: There were 3,862 reported EMS incidents in 2024, which is more than 2023's total EMS incidents, at 3,393. The total response time (TRT) 90 percent average was a 5:56 response time, exceeding the 7-minute standard set forth by DoDI 6055.06.

Outcomes/Impacts: JBSA F&ES has hosted three National Registry Emergency Medical Technician – Basic courses in 2024 enabling a total of 27 personnel within the department to obtain their NREMT certification. Upgrading certification/skill levels of personnel provides better customer service to all members of our community by giving them access to advanced medical care in the event of an EMS emergency.

Overall Evaluation: The JBSA F&ES EMS program effectiveness is always assessed internally and externally by the Medical Directors QA/QI plan with satisfactory findings. JBSA F&ES has met the standards outlined in DoD 6055.06 and the agency's Community Risk Assessment/Standards of Cover.



Joint Base San Antonio Fire & Emergency Services

2024 Program Appraisal: Technical Rescue Program

Date submitted: 24 January 2025

Prepared by: Adam Martinez

Rating Score: Satisfactory (Internal)

Description: JBSA F&ES operates an adequate, effective, efficient, and safe technical rescue program directed toward providing Technical Rescue Services to the community from any life-endangering causes involving Confined Space Incidents, Vehicle Accidents and Swift Water Rescue.

Equipment Needs: The agency is currently adequately equipped to meet its assigned mission for each identified rescue operation. JBSA F&ES maintains a first-line level of equipment to initiate rescue operations and/or mitigate further loss. However, based on risk assessment, not every location is equipped with Personal Flotation Devices (PFD) or water rescue rope. Future budget requests should include allocation of this equipment to distribute to all stations.

Personnel Needs: The Operations Branch consists of three operating locations. There are 6 Assistant Chiefs, 14 District Chiefs, 35 Captains, and 115 Firefighters. There are an adequate number of trained Rescue Technicians that serve as instructors and Subject Matter Experts for the rest of the agency personnel. There is adequate staffing to respond to the scene that are capable of both rescue and support functions. Any protracted events can draw additional support from other Operating Locations; any complex or specialized rescue incidents, beyond the scope of our capabilities, can be supported by Mutual Aid partners with dedicated Specialized/Heavy Rescue teams.

Strengths: JBSA F&ES has tailored its rescue service delivery to specific core competencies which allows for streamlined training and equipment cache. Frequency of events keeps wear on equipment at a minimum which extends their lifecycle.

Outputs: There were 42 reported incidents in 2024, which is a slight increase from 29 incidents from 2023. All incidents involved Elevator entrapments.

Outcomes/Impacts: JBSA F&ES personnel performed all related tasks with no failures in equipment and without causing further injury/distress to victims or rescuers. Frequency of elevator entrapments may be due aging infrastructure and typically require low level interventions.

Continuous Improvement: Areas of improvement should be focused on training for events that have low frequency and high risk, such as Swift Water Rescue. Personnel are trained in Technician-Level operations, however events where these skills are put into practice are rare. Local agencies that specialize in Swift Water Rescue and have flowing bodies of water in their service area have offered formal training, however the department could benefit from annual refresher training to maintain this perishable skill. Other skill areas should include training on extrication from Electric Vehicles which have become more frequent on base; and formal refresher training on elevator rescues at the operations level.

Overall Evaluation: JBSA F&ES has an effective and streamlined program that meets the standards outlined in DoD 6055.06 and the agency's Standards of Cover. A robust Confined Space Entry permit requirement from the Installation Safety Office helps mitigate incidents. Any Specialized/Heavy Rescue incidents that exceed our initial or follow-on support responses are supported through a strong working relationship with Mutual Aid partners that maintain these dedicated teams.



Joint Base San Antonio Fire & Emergency Services

2024 Program Appraisal: Hazardous Materials Program

Date submitted: 24 Jan 2025

Prepared by: Cliff Martinez

Rating Score: Satisfactory (Internal)

Description: The agency operates an adequate, effective, efficient, and safe Hazardous Materials Program directed toward protecting the community from the hazards associated with the uncontrolled releases of hazardous and toxic materials. Defensive hazardous materials release is part of the F&ES core response capabilities for each OL. If a release of a vapor, toxic chemical, or other high-risk hazmat occurs, defensive strategies are implemented, and the Offensive JBSA Hazmat truck (centralized at JBSA-FSH) is dispatched to bring a higher-level response capability. Primary defensive actions are releases of fuels on flightline or roadways by commercial vehicles or accidents.

Equipment Needs: The agency is currently well equipped to meet its assigned mission. JBSA F&ES meets the minimum equipment established in the 2010 Hazardous Materials Equipment Plan (HMEP) for a large installation. Due to the HMEP showing a minimum equipment inventory for each operating location originally, it was decided that JBSA F&ES will centralize its Hazmat equipment cache/response apparatus and keep one cache for all JBSA. This initiative was put in place to reduce the surplus of equipment and costs. This centralization of equipment has proved to be very effective in responses to Hazmat incidents across JBSA and efficient in resource management.

Personnel Needs: The Operations Branch consists of three operating locations. With each location operating at a reduced level of service minimally (LAK: 22, FSH: 17, RND: 16), ERF resources of at least 15 personnel for an offensive Hazmat incident is easily met, when coupled with the Hazmat response crew from Station 6. Additionally, JBSA F&ES has established mutual aid agreements with SAFD & CESO to supplement equipment/personnel during Hazmat responses if needed.

Strengths: As a Joint Base with three operating locations, the decision to centralize the Hazmat response resources and reduce three Hazmat response trailers/caches down to one Hazmat truck that transports F&ES' Hazmat response equipment and personnel, has proven to be very effective/efficient while reducing surplus and un-needed spending.

Outputs: There were 25 reported incidents in 2024, which is a significant decrease from the 32 that were reported in 2023. The 90th percentile total response time (TRT) performance for first-due units to a HazMat incident in 2024 was 6:41, exceeding the standard 7-minute response set forth by DoDI 6055.06.

Outcomes/Impacts: In 2024, all Hazmat responses required first alarm resources only. Zero negative impacts on life or property in JBSA from Hazmat releases.

Continuous Improvement: JBSA F&ES is developing a stronger partnership with CE Environmental to establish more effective reporting of Hazmat releases to include adding their Flight leadership to our Daily Activity Report distribution. This will aim to alleviate any discrepancies in F&ES' Hazmat release notifications to CE Environmental. In addition, CE Environmental has been invited to speak at F&ES' staff meetings and to conduct training to our Operations section in 2025.

Overall Evaluation: The JBSA F&ES Hazardous Materials Program has been highly effective and efficient in delivering a well-equipped Hazmat response team as well as a quick strike first alarm response to mitigate the smaller incidents.



Joint Base San Antonio Fire & Emergency Services

2024 Program Appraisal: Aviation Rescue & Firefighting (ARFF) Program

Date submitted: 22 January 2025

Prepared by: GS-11 Mark Born

Rating Score: Satisfactory (Internal)

Description: JBSA F&ES operates an adequate, effective, efficient, and safe ARFF program directed toward protecting the community from an aviation accident or incident occurring at or in the immediate area. JBSA F&ES has an established ARFF program as required by DoD 6055.06 and DAFI 32-2001. JBSA F&ES provides services to two primary flightlines, Kelly Field and Randolph Field, and an auxiliary airfield at Seguin Field. Additionally, off airport landing operations are conducted at Camp Bullis several times per year requiring ARFF support.

Equipment Needs: The agency is currently well equipped to meet its assigned mission. All ARFF apparatus are staffed to meet the minimum agent requirements of TIG 403.

Personnel Needs: The Operations Branch consists of three operating locations. There are six Assistant Chiefs, 12 District Chiefs, 37 Captains, and 101 Firefighters. JBSA F&ES's 18 mutual aid partners provide additional staffing, apparatus and resources when incidents expand beyond the initial firefighting forces of JBSA F&ES.

Strengths: The mutual aid agreement between JBSA and Boeing located on Kelly Field is a great strength to support and augment the ARFF mission on Kelly Field. This mutual aid partnership provides the flexibility to support the other JBSA F&ES ARFF missions with vehicles and staffing in times of vehicle outages or short staffing.

Outputs: There were 170 recorded incidents in 2024, compared to 93 from 2023. For 90 percent of all announced ARFF incidents, the total response time for the arrival of the first-due unit that is positioned on an aircraft and staffed with three firefighters is 01:32, with a :38 travel time. For 90 percent of all unannounced airfield rescue and firefighting (ARFF) incidents, the total response time for the arrival of the first-due unit that is positioned and staffed with three firefighters is 4:01. It has been identified that on scene times not been met and exceed DoDI 6055.06 standards.

Outcomes/Impacts: The implementation of NDAA 388 forced changes to ARFF response; improving staffing from 2 to 3 personnel per ARFF vehicle and removed cross-staffing from ARFF and structural apparatus. This change improved the number of personnel as part of initial ARFF response.

Continuous Improvement: JBSA F&ES will strive to improve response times for all unannounced airfield rescue and firefighting incidents. If factors are identified which hinder response times, these factors will be documented to determine if they can be mitigated or identify variables out of the control of responding crews.

Overall Evaluation: JBSA F&ES has successfully maintained the ARFF program and identified areas for improvement. Staffing changes driven by NDAA 388 required a modification to department staffing; however, the change has a positive impact to response staffing. The need to improve response times will be an ongoing process.



Joint Base San Antonio Fire & Emergency Services

2024 Program Appraisal: Wildland Fire Program

Date submitted: 24 January 2025

Prepared by: GS-11 Mark Born, GS-8 Eric Watkins

Rating Score: Satisfactory (Internal)

Description: Criterion 5K: JBSA F&ES outlines its emergency deployment objectives in the Community Risk Assessment/Standard of Cover (CRA/SOC). Benchmarks are aligned in accordance with DoDI 6055.06, consisting of a first-due unit (20:00, four personnel), capable of initial attack and ability to request additional resources if needed, requirements at the 90th percentile. Total response time (TRT) components are tracked during each emergency response by Emergency Communications Center (ECC) personnel. The agency's TRT baseline performance, from the previous three years, is documented in the CRA/SOC. The JBSA Wildland Fire Management Plan (WFMP) provides further detail on response objectives.

Equipment Needs: JBSA F&ES has identified three equipment need to improve. First, ensuring regular scheduled maintenance on Polaris vehicles and Firefighting Skid Packages ahead of fire season and establishing replacement schedules and/or allocation of funds to support future replacement. Second, is improved radios interoperability. JBSA-F&ES currently has limited capability of communicating with all mutual-aid partners (BLM, Texas Forest Service, Shavano, Leon Springs, Bexar-Bulverde) via our Motorola radios without having to operate on multiple radios. Third, is exploring advanced incident mapping support capable of plotting acreage and burn areas.

Personnel Needs: Continued training for personnel is needed to improve and ensure a more robust capability. JBSA F&ES is currently working with base safety to improve ATV/UTV training program for all assigned personnel. Wildland program managers will be train-the-trainers for the ATV/UTV training. JBSA F&ES is also exploring the Crosswalk program initiated by the NWCG and NFA to permit our personnel to obtain Wildland Qualifications utilizing their IFSAC certifications. Additionally, the need has been identified to establish minimum standard of training S-130, S-190, L-180, and ICS training throughout the organization to increase number of NWCG qualified personnel.

In addition to training JBSA F&ES should peruse the establishment of a deployable strike team and maintaining a roster of personnel with certifications and qualifications applicable to deploying.

Strengths: JBSA F&ES wildland program has many strengths. Strong mutual-aid relationship with surrounding emergency response personnel. Relationship with Bureau of Land Management through the AF Wildland Fire Branch. Provide fuels management and offer training opportunities to JBSA F&ES personnel. Fire break brush management provided by Civil Engineers to protect surrounding urban interface San Antonio communities/neighborhoods. Developed team of Wildland Program Managers responsible for various components to further enhance our capabilities. Wildland PPE and fire shelters issued for all responders and maintained in accordance with NFPA 1977.

Outputs: There were ten total Wildland Fire incidents in 2024. The TRT for first-due units was 09:59, greatly exceeding the benchmark of a 20-minute TRT.

Outcomes/Impacts: JBSA F&ES has relocated a type 3 wildland engine to operating location Lackland; expanding the apparatus training and familiarization to additional personnel. This assigned apparatus has improved wildland fire deployment capabilities throughout Chapman Training Annex.

Continuous Improvement: JBSA F&ES will strive to expand the training of department personnel to increase the number NWCG qualified personnel capable of extended operations in the wildland fire environment.

Overall Evaluation: JBSA F&ES has successfully maintained a wildland firefighting program capable of swift deployment and mitigation of brush fires within the areas of responsibility. The program has focused on continuous improvement and maintained strong relationships with mutual aid and mission partners.



Captain Paul Bourne demonstrating our next generation MSA G1 Self Contained Breathing Apparatus during Director Richard Trevino's 502d Civil Engineer Group Staff Meeting.



Joint Base San Antonio Fire & Emergency Services

2024 Program Appraisal: Training & Education Program

Date submitted: 16 January 2025

Prepared by: Matthew Morris

Rating Score: Satisfactory (Internal)

Description: Joint Base San Antonio Fire & Emergency Services (JBSA F&ES) has established a training and education program to support the agency's needs. The Training Division is managed by three Assistant Chiefs assigned to each Operating Location with one acting as the Lead for the division. They ensure that all elements of the training program are effectively managed, and training is delivered and documented. The agency provides access to and guidance on educational programs that increase advancement potential and support the agency's needs. Training and education programs are provided to support the agency's needs.

Equipment Needs: The agency is not currently well-equipped to meet its assigned ARFF Training mission. Over the last 4-5+ years we have been chasing repairs on our outdated ARFF Live Fire Trainers located at Operating Locations Lackland and Randolph. The equipment is over 30+ years old and the infrastructure is not able to withstand the training of the 220 firefighters assigned to JBSA Fire & Emergency Services. We have made repairs/upgrades over the last 4 years and are still experiencing challenges keeping the trainers in service. While out of service, we must rent a Mobile Aircraft Fire Trainer (MAFT) to meet our training needs. JBSA F&ES will require the replacement of two Aircraft Trainers soon.

Personnel Needs: NREMR to NREMT transition training, Blue Card, Rescue Task Force (RTF), Emergency Vehicle Operations Course (EVOC), DoD certifications related to career progression have all been identified as short-term training needs by the Assistant Chiefs of Training.

Strengths: A highly engaged workforce that wants to continue to provide our community with highly trained firefighters while ensuring the Firefighters mental health and physical well-being are being looked after. We are working on changing the culture from, the way we have always done things to, what's best for the health of our responders.

Outputs: Firefighters are responding with a better operational mindset/skillset. Once Blue Card is fully implemented our organizational communication, as well as our on-scene communication with our mutual aid partners, will be improved significantly.

Outcomes/Impacts: With the transition to NREMR to NREMT, Blue Card Command, RTF and implementing an EVOC courses we are not only providing a better service to our community but also a better service to our Firefighters by providing them with a better skillset all around. These courses give them better knowledge, communication skill and confidence in preparing/dealing with the response needs in today's climate. outcome of incidents.

Continuous Improvement: The Training Division will continue to work on course delivery communications and instructor/course evaluations. We have developed a documented timeline that sets the expectations to the Training Division that ensures the employee gets awarded their certifications in a timely manner after all requirements are met.

Overall Evaluation: Program effectiveness is being assessed through internal and external processes, to include the Installation Training Team, Wing Inspection Team for installation wide integrated exercises, all with satisfactory findings. JBSA F&ES has met the standards outlined in DoD 6055.06 and the department's Risk Assessment and Standards of Cover



Joint Base San Antonio Fire & Emergency Services

2024 Program Appraisal: External Agency Performance

Date submitted: 23 January 2025

Prepared by: Steven Green

Rating Score: Satisfactory (Internal)

Description: Category 10 – JBSA F&ES maintains current agreements with those external agencies which support the identified programs. All external agency agreements required to be maintained in support of any program must be current, reviewed, and/or updated within the accreditation period and adopted by the appropriate governing bodies. All agreements should support the agency's effort to take advantage of any operational and cost-effective benefits. Data reports, at least annually, should reflect the impact of each agreement on the agency.

Equipment Needs: N/A

Personnel Needs: N/A

Strengths: JBSA F&ES has a total of 18 mutual aid agreements with surrounding municipal fire departments. JBSA F&ES is an active participant in local Combined Emergency Services Organization (CESO) meetings. All local municipal/federal departments are active participants in this meeting. The CESO meeting serves as a platform for local F&ES leadership to brainstorm and discuss the following topics: (1) Resource Sharing (2) Improved Response Times (3) Specialized Skills and Equipment (4) Enhanced Training and Preparedness (5) Cost Efficiency (6) Community Safety. CESO meetings are conducted monthly.

Outputs: JBSA F&ES responded to a total of 125 mutual aid emergencies in 2024, which is an approximate 5% decrease from the previous year (2023).

Outcomes/Impacts: Mutual aid agreements have proven to be vital to JBSA F&ES and local municipal fire departments daily operations. Mutual aid support has maximized the effectiveness of all departments, particularly during large-scale or complex emergencies. It has leveraged the collective strengths and resources of multiple departments, ensuring a more robust and comprehensive emergency response capability.

Continuous Improvement: Improving F&ES communications is crucial for the effectiveness of emergency response operations. JBSA F&ES will continue to improve inter-agency communications through community engagement, real-time information sharing, use of modern technology, and training/drills. Enhanced communications systems and protocols lead to better coordination, quicker response times, and improved safety for both firefighters and the community we serve.

Overall Evaluation: JBSA F&ES utilizes a total of 18 mutual aid partnership agreements with local municipal fire departments. Understanding F&ES shortfalls and identifying local resources will eliminate the need to purchase services through a private contractor, while reducing the requirement to expend additional resources. Improving communication and remaining active in monthly CESO meetings will continue to provide a robust framework for resource sharing, improved response times, specialized support, and ensuring communities are well protected during emergencies. Continued annual review of external agency agreements will play a critical role in maintaining public safety and resilience for all stakeholders.



Joint Base San Antonio Fire & Emergency Services

2024 Program Appraisal: Health and Safety Program

Date submitted: 22 January 2025

Prepared by: Anthony Owens

Rating Score: Satisfactory (Internal)

Description: Category 11B – JBSA F&ES has a wellness/fitness program for personnel. The agency specifies and communicates the provisions if employees/members do not comply with the wellness/fitness program.

Equipment Needs: The agency is currently well-equipped to meet its assigned mission. JBSA F&ES recognizes the most vital resource to the agency is its members. The intent of the wellness/fitness program is aimed at improving members health and wellness. Adopting the national standards reduces occupational morbidity and mortality while improving the welfare of the agency members. The implemented NFPA 1582 medical requirements commit the agency to a process that evaluates and enhances the health and fitness for duty of the JBSA F&ES members on an annual basis. The JBSA F&ES in 2022 established a peer support team with 17 members that have received the training and 26 that have gone through the CISM (Critical Incident Stress Management) course put on by one of our Mutual Aid Partners.

Personnel Needs: The Health and Safety branch covers three operating locations. There are 3 Assistant Chiefs. One of the Health and Safety Chiefs oversees the EMS branch, one oversees the firefighter occupational exams, and the other is assigned on shift due to manning. The Health and Safety Section could use one additional body to offset the additional taskers.

Strengths: The Installation Fire Chief has allowed flexibility to allow firefighters ample opportunity to utilize all the Fitness facilities on all three locations. Station 1 was given a Beaver Box from the medical squadron to allow firefighters to work out a variety of exercises at the station. Unlike many fire stations, station 2 is equipped with a sauna and a heat and cold tub in addition to having a cardio and strength training room. All stations are equipped with gyms and if a firefighter prefers to workout at the station there is an option. Additionally, firefighters in all locations have access to the base gyms. All firefighters are required to get a firefighter Occupational Physical annually per NFPA 1582. All locations have occupational clinics that coordinate the Health Exams. They all use a tracking system call ASIMS (Aeromedical Services Information Management System) that helps the clinical personnel identify all the NFPA 1582 requirements for all firefighters to include the ones that don't work shift work.

Outputs:

- Firefighters comply with NFPA 1582 Health and Wellness Standards
- Increase moral with no barriers for improved fitness.
- Regularly reviewed and updated wellness policies and procedures.
- Established a peer support team with trained coordinators and members who are trusted and respected by their peers, ensuring confidentiality and appropriate protocols.

Outcomes/Impacts: Annual clinical programs and NFPA 1582 compliant exams help with early detection for certain health problems and can identify areas for a firefighter to improve. The flexibility for firefighters to work out at the local gyms on base and improved equipment, has proved to be resourceful. There is a buzz around the stations that there are no barriers to improve fitness. The peer support team has been utilized several times since it has been established. Peer members along with an experienced peer support leader was called upon when a young lady took her life and again when crews responded to an attempted suicide.

Continuous Improvement:

- Continue to research current firefighter trends for injuries, deaths, and health improvement.
- Work closely with the 559th Medical Squadron to implement a volunteer Cancer screening initiative.
- Sending Senior Health and Safety Officers to 2025 International Fire Service Cancer Symposium.
- Implemented an online survey to hear firefighter suggestions for improving physical fitness program.
- Schedule classes at the fire stations from our on base fitness elements to come in and educate firefighters on nutrition, proper rest, and work out strategies.
- Prepare for National Fire Fighter Safety Standby Day 2025.
- Schedule classes from the EAP (Employee Assistance Program).

Overall Evaluation:

The wellness/fitness program at JBSA F&ES has made significant strides in improving the health and safety of its fire personnel. All firefighters are required to get a firefighter Occupational Physical annually per NFPA 1582 to ensure firefighters are fit to perform their duties and possibly identify any health-related issues. The flexibility and convenience for firefighters to go to the on base gyms and utilize the fitness equipment at the fire stations have proven to be a good resource. The recent implementation of the peer support team to be able to provide CISB (Critical Incident Stress Briefings) after a traumatic event, has help firefighters that may need to reach out for assistance. Moving forward, the program will focus on continuous improvement to ensure it remains responsive to the evolving needs of the department.



Members participate in Alabama Fire College, Pro Board Health & Safety Officer Course.



<https://www.jbsa.mil/Resources/Fire-Emergency-Services/>



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