



PORTLAND FIRE & RESCUE

Annual Performance Report

Fiscal Year 2021-22



Fire Chief Sara Boone

Our Vision

All communities are safe from fire, medical, and other emergencies.

Our Mission

We keep all communities protected through a combination of prevention, community health programs, and all hazard response to fire, medical, natural disaster, and other emergencies.

Our Values

Every life has value.

- **Excellence** – We are prepared to provide the appropriate response to every emergency.
- **Accountability** – We earn trust by being accountable for what we say and do.
- **Resilience** – We are ready for the future with sustainable practices and infrastructure.
- **Prevention** – We proactively create a safe and healthy environment.
- **Equity** – We challenge ourselves to create an equitable environment for all.
- **Collaboration** – We collaborate with partners to best serve our community.



PF&R Quick Facts FY 2021-22

City Information

Resident Population (PSU estimate)	647,697
Total Service Area (square miles)	160.4
Land Service Area (square miles)	142.4
Water Service Area (square miles)	18.0

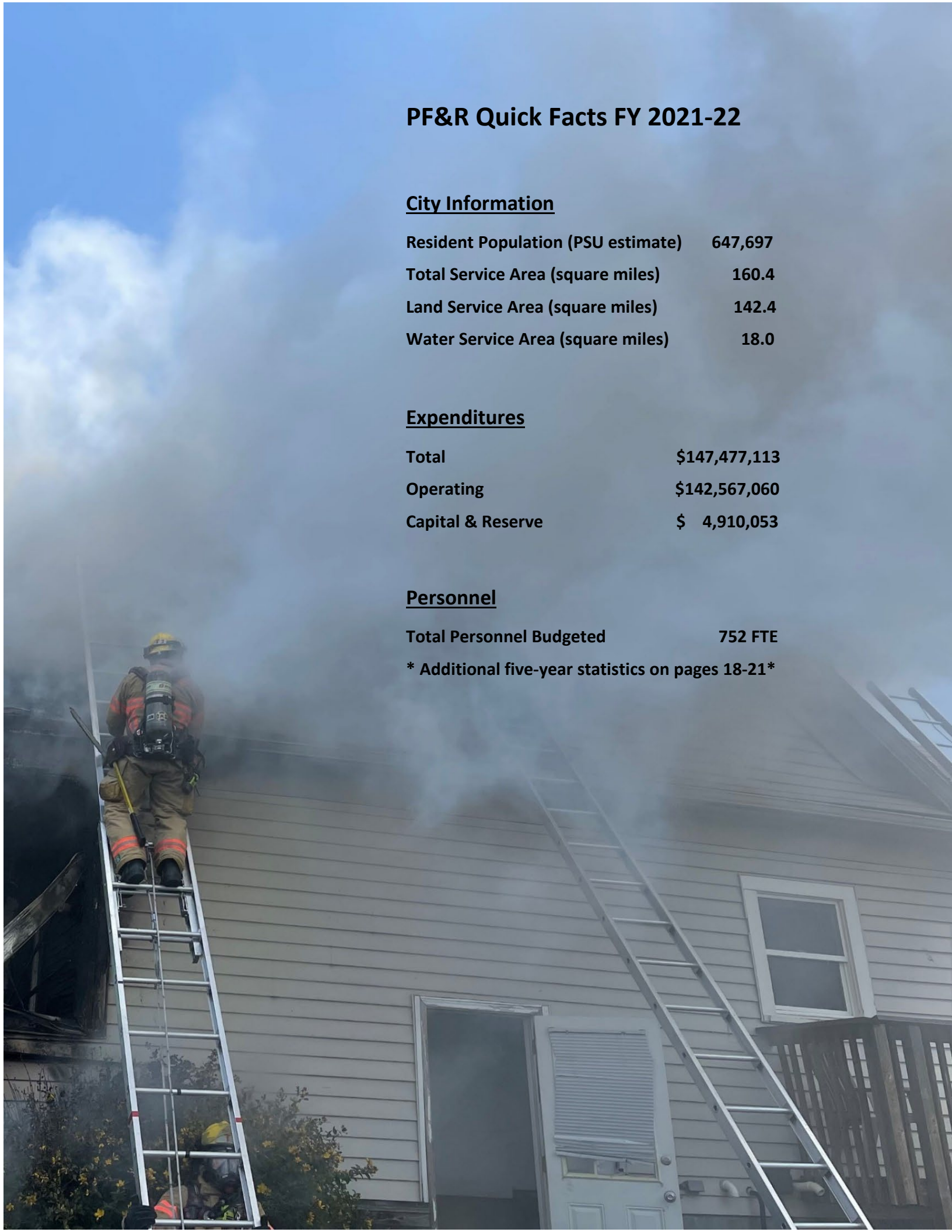
Expenditures

Total	\$147,477,113
Operating	\$142,567,060
Capital & Reserve	\$ 4,910,053

Personnel

Total Personnel Budgeted	752 FTE
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* Additional five-year statistics on pages 18-21*



Select Accomplishments and Events

Community Health

For the first time in nearly 100 years, Portland Fire & Rescue (PF&R) created a new division within the Bureau. The Community Health Division (CHD) has been created to manage the community health initiatives within PF&R.

The current initiatives fall into three distinctive programs:

- Community Health Assess & Treat (CHAT)
- Portland Street Response (PSR)
- Community Connect

Each of the CHD sections are overseen by a specific Program Manager who is responsible for the day-to-day operation of the programs within their section.

Community Health Assess & Treat (CHAT)

In order to address the dramatic rise in low-acuity medical calls across our region, PF&R has partnered with a nonprofit that provides health care services to low-income Oregonians to create CHAT units.

The CHAT unit's goals are to:

- Change system of health care delivery in pre-hospital care settings by responding to low-acuity medical calls, assessing and treating in the field, and following up when feasible and requested within twenty-four (24) hours.
- Direct community members to resources and educating them on more appropriate medical and healthcare options than 911 response.



The intent of the program is to address social and behavioral determinants of health barriers, which keep this population from accessing appropriate health care. With a healthcare partnership and financial investment, CHAT will bridge gaps in care with response to specific 911 calls, which include on site assessment, evaluation, and, when appropriate, treatment for non-emergent medical needs.

Portland Street Response (PSR)

PSR aims to provide trauma-informed response to low-acuity mental, behavioral health crisis, and substance abuse related 911 calls in our community.

PSR goals are to reduce the number of:



- Calls traditionally responded to by Police where no crime is being committed.
- Non-life-threatening mental health, behavioral health, and substance use 911 calls that are transported to the hospitals' emergency department.
- Non-emergency houselessness, mental health, behavioral health, and substance use calls traditionally responded to by Police or Fire.

Community Connect

The Community Connect section is designed to function as an extension service between PF&R Community Health programs and community members. The programs that are housed within this section are:

- Meds on Wheels
- Mobile Vaccination Teams
- Community Resource Center
- High-Utilizer Program
- Community Education

Accelerant Detection Canine Team



PF&R has restarted the Accelerant Detection Canine (K9) Team program. It has been almost five years since PF&R used an Accelerant Detection K9.

Accelerant detection K9, commonly called arson dogs, are trained law enforcement dogs that are used to sniff out evidence at fire scenes. State Farm is providing the arson dog for PF&R. These canine heroes work alongside their human handlers, identifying

the cause of home or business fires, assisting in cold crime cases, and uncovering potential evidence in homicides. PF&R's new special arson investigator is K9 Kiki, an accelerant detection canine who partnered with Lt. Jason Andersen during a four-week K9-training school.

"We feel law enforcement officials should have every tool possible to combat this costly – and sometimes deadly – crime," said Amy Harris, spokesperson for State Farm. "These K9s enable investigators to do their job more efficiently and effectively. The scope of arson goes beyond

impacting insurance companies – it affects the personal and financial well-being of us all. Training dogs to detect accelerants at fire scenes saves time and money in arson investigations."



4th Alarm Fires

Deadly 4th Alarm Fire Determined to be Fireworks



On July 4, 2021, just after 3:30 AM, crews responded to reports of an apartment fire at 2226 NE Weidler. Upon arrival, crews found two apartment buildings fully involved. The fire was upgraded rapidly ultimately resulting in 4 alarms. Two individuals were transported to local hospitals, with unknown injuries at the time. Multiple patients were treated on scene.

After being on scene of this early morning fire, Fire Chief Sara Boone stated, “The magnitude of this fire moved so quick that people had little time to escape and many did not. This is a tragic day for our city. I want to first acknowledge the pain and suffering of the victims and their families. I also want to praise the heroic efforts of the firefighters and residents who worked together to save so many victims under extreme conditions. If not for their efforts, there would be a much greater loss.”

Later Arson Investigators confirmed that the apartment fire resulted in four injuries and two deaths. The cause of this deadly 4th alarm fire was determined to be fireworks.

4th Alarm Fire in Unsafe Building



On September 24, 2021, around 12:30 AM, PF&R was dispatched to the report of a building on fire at the intersection of SE Alder and SE 9th Ave in Portland. When the first crews arrived, they found heavy fire showing from the east side of the building. Fire crews were familiar with this building as it had been vacant for many years.

Other fires have occurred in this building within the last few years with the most recent being in July 2021. Due to the significant fire involvement and growth, command upgraded this to 4 alarms. Crews focused their attention on the two adjoining buildings and were able to save both buildings. The building mostly collapsed, and crews spent most of the day on scene to extinguish the fire. There were no reports of people inside the building and no injuries were reported.

Fire Investigators were on scene working to determine the cause of the fire. Portland Fire Chief Sara Boone said, "This is one of the most hazardous buildings firefighters can face. It is so perilous that we indicate these buildings with a U marker indicating that it is an unsafe building. From the first company to arrive, and as the incident expanded, every crew on scene as well as the incident command staff made outstanding tactical and operational decisions. Crews made a

valiant effort to search the basement of the fire building for potential victims in zero visibility using an anchor point and search rope. Fire conditions quickly changed as they were conducting search operations and they had to withdraw from the building. Other hazards that firefighters faced were, building collapses, the sidewalk collapsing over the basement as well, and energized power lines coming down. Every person on scene did an incredible job and I am so grateful that no one was hurt and thankful for the effort everyone displayed on this scene.”

Many Lives Saved in Overnight 4th Alarm Fire



On May 11, 2022, around 1:00 AM, a call came in from a care facility at 12045 SE Pardee St. in Portland. A caller at the facility told dispatchers there was a fire in the roof of this facility.

PF&R crews were dispatched and the first apparatus on scene found heavy fire from the roofline and went all-in for search. While Engine 7 began to pull hose lines to fight the fire, Truck 7 went inside where they found a couple of employees of the facility pulling residents out to safety. Truck 7 began to pull other victims from their rooms as the fire blew down the vents and light fixtures above their heads. Truck 7

requested more crews to help with evacuation and Engine 29 and Engine 25 assisted in evacuation as every room had people inside that could not evacuate themselves.

A total of 16 people were evacuated out of the front of the structure. Command called for a second alarm; at this point a Mass Casualty Incident (MCI) was called due to the possibility of multiple victims. This brought additional fire units as well as AMR transport units.

Firefighters continued the search of the rear of the building where they found an attached two-story building that had additional residents. They were able to safely evacuate an additional eight victims and get them to safety. At this point, the priorities of command shifted to extinguishment and the additional crews focused more on the fire that was now consuming a

large portion of the attic space of this U-shaped building. Crews began to pull the ceiling and attack the fire from below, but the attic was so heavily involved that crews were ordered to withdraw and attack the fire from the exterior until it was safe to continue interior operations.

During the firefighting operations, crews including Fire, AMR, and PPB helped move victims to a safe place to allow operations to continue. Around 1:45 AM part of the roof structure collapsed, but it did not fall onto any firefighters as they were ordered out of the facility in anticipation of such collapse. Firefighters were able to get the fire under control and it was recalled around 2:30 AM. It is certain that having the appropriate resources made a difference in the outcome of this incident.

Fire Chief Sara Boone said, “First and foremost, I want to commend the heroism of the two on-site employees who risked their lives starting the initial evacuation of the residents under heavy fire conditions. When firefighters arrived their number one priority was the immediate rescue of every resident within the facility under worsening fire conditions. Because of their tactical decisions and valiant efforts so many lives were saved and turned near tragedy into an incredible success story. I’d like to recognize and thank AMR, our mutual aid partners Clackamas County Fire and Gresham Fire, BOEC, Portland Police, TRI-Met, Red Cross, PGE, and NW Natural Gas for their critical contributions on this complex incident. Portland should be proud.”



Firefighter Honors and Programs

2021 Marked the 20th Anniversary of 9/11

This year marked the 20th anniversary of the September 11, 2001, terror attacks which killed nearly 3,000 people at the World Trade Center, Shanksville, PA, and at the Pentagon.

The Portland Firefighters Association and PF&R honored the fallen heroes with a small ceremony.

“Our members believe it’s our duty and honor every year to pay tribute to the men and women who lost their lives 20 years ago trying to save others,” said Alan Ferschweiler, President of the Portland Firefighters Association. “Although our ceremony is virtual again this year, we have guest speakers who will share their stories of being at ground zero that horrible day and how it has forever made an impact on their lives.”

Portland Firefighters who flew to New York immediately after the terrorist attack and a retired New York City Police officer shared their stories of assisting in the recovery efforts. A total of four Portland Firefighters flew to New York City to help fellow firefighters at Ground



Zero. “That horrific day 20 years ago brought firefighters, emergency workers, law enforcement, and fellow citizens together to help one another and stand united in the midst of chaos,” said Fire Chief Sara Boone of PF&R. “Today we come together to

honor and recognize those who made the ultimate sacrifice, and to remember the lives lost on September 11, 2001,” said Chief Boone.

“On this 20th anniversary of 9/11, we remember all the innocent lives lost and honor the bravery of firefighters and all first responders who are willing to risk everything at a moment’s notice in service to our communities,” Commissioner Jo Ann Hardesty said. So far, 110 firefighters have died due to 9/11 related illnesses due to the World Trade Center terror attacks, and 343 firefighters died on September 11, 2001. “We will never forget those men and women who lost their lives that day, or those who have died and are suffering from illnesses related to their grueling recovery efforts,” said Ferschweiler.

The David Campbell fire boat closed out the special ceremony, along with the Portland Firefighters Pipes & Drums. The 1927 historical fire boat was retired earlier this year and the 9/11 ceremony will be its last Bureau sponsored public event.



Cancer Reduction Efforts Continue

Firefighter safety, health, and wellness is a top priority for PF&R. Multiple studies have demonstrated firefighters have higher cancer risks for many types of cancers compared to the general population due largely to chemical carcinogens in burning materials and other exposures.

In FY 2016-17, PF&R purchased a second set of turnouts for each firefighter. Purchasing a second set of turnouts allows one set to be professionally cleaned, while the other set is in use.

In FY 2017-18, PF&R began the procurement process to replace Self-Contained Breathing Apparatus (SCBA). SCBA breathing air cylinders and tanks connect to a face mask to provide safe, breathable air which allows firefighters to enter in IDLH (immediately dangerous to life or health) situations.

In FY 2018-19, PF&R addressed and implemented the following projects to reduce risk and improve firefighter safety, health, and wellness.

- Implemented National Fire Protection Association (NFPA) 1582 annual physicals
- Implemented twice a year turnout cleaning per NFPA guidelines

- Reduced diesel exhaust levels in stations
- Converted all station cleaners to non-toxic
- Tested radon levels in fire stations and remediated
- Tested water for lead in fire stations and remediated

In FY 2019-20, PF&R completed the purchase and installation of special extractor washing machines for cleaning turnouts in all station locations. Having extractors in all station locations significantly helps reduce carcinogens on turnouts when turnouts need to be cleaned more often than twice per year due to excessive contaminants.

Additionally, PF&R successfully performed testing on new SCBA units, trained firefighters on proper operating and maintenance procedures, and deployed the SCBAs to all firefighters across 31 stations.

In FY 2020-21, PF&R applied for and received a grant to install Source Capture Exhaust Systems in PF&R's 31 stations. Source Capture Exhaust Systems remove diesel exhaust from stations to reduce carcinogenic exposures to firefighters. The installation of these systems in fire stations are anticipated to be completed during FY 2021-22 and FY 2022-23.

In FY 2021-22, PF&R provided tobacco cessation training to all members. The training included the documented increased risk of cancer for firefighters, PF&R's cancer reduction and mitigation efforts, and the City of Portland's health and cessations benefits.



Firefighter Health and Wellness Efforts Continue

PF&R has adopted and implemented the gold standard of Health and Wellness Programs, the IAFF/IAFC Wellness Fitness Initiative, to improve the wellness of PF&R's firefighters.

In FY 2019-20, some of the accomplishments include:

- Continued to remind members to get their NFPA 1582 annual physical examination
- Continued to participate in a sleep study
- Conducted fitness testing on new recruits
- Conducted on-line and in-person yoga classes
- Upgraded over \$150,000 in fitness equipment to replace step-mills, treadmills, spin bikes, etc.

In FY 2020-21, some of the accomplishments include:

- Tracked and supported members to get their NFPA 1582 annual physical examination and beginning October 1, 2020, firefighters were authorized to get their NFPA 1582 annual physical while on-duty
- Enrolled firefighters in OHSU collaborative sleep study to access cardiovascular and sleep health, family dynamics, safety, and schedule acceptance
- Provided EAP, peer support, and specific mental health resources

In FY 2021-22, some of the accomplishments include:

- Participated in a larger OHSU collaborate sleep study to access cardiovascular and sleep health, family dynamics, safety, and schedule acceptance.
- Purchased and upgraded physical fitness equipment to allow members to remain physically fit.
- Provided behavioral health benefits information to ensure timely access to mental health services.



Grants and Technology

Grants to Assist with Prevention, Emergency Response, and Community Risk Reductions

Why does PF&R apply for and utilize grant funding opportunities? The fiscal constraints of the City's General Fund are inadequate in the face of the region's population growth. As a result, the bureau's ability to update and replace assets and fully staff firefighters in fire stations has eroded, compelling PF&R to diversify its funding sources.

In FY 2018-19, PF&R managed one grant. In FY 2019-20, PF&R refocused a position to seek grant funding opportunities. Between July 2019 and June 2022, PF&R has applied for 13 grants; six have been awarded, three were not awarded, four are waiting notification. PF&R will continue to pursue grant funding as a strategy to meet the needs of the bureau.

In FY 2021-22, PF&R was awarded \$572,232 in federal funding for wildfire hazard mitigation. In a time when the effects of the pandemic on local economies continue to be felt and amid record inflation, the success of PF&R's grant-writing team in securing funds to support the bureau's mission to protect the region is even more critical.

The winning grant, funded on behalf of the Federal Emergency Management Agency (FEMA) during FY 2021-22, is:

2021 Hazard Mitigation Grant Program

\$572,232 awarded to conduct hazard mitigation for wildfire in Forest Park. Portland Parks and Recreation and PF&R were jointly awarded this grant to reduce hazardous fuels within Forest Park and surrounding areas. The project minimizes wildfire damage and impacts to residential properties, public resources, critical transportation arterials, and Critical Energy Infrastructure.

Grants Applied for, but not yet Awarded by June 30, 2022

\$1,382,622 requested from the 2021 Assistance to Firefighters Grant (AFG). If awarded, this grant will fund Haz-Mat training, Technical Rescue training, EMS training aids, vehicle extrication equipment, portable radios, and thermal imaging cameras.

\$481,758 requested from the 2021 Assistance to Firefighters Grant (AFG). If awarded, this grant will fund a Rosenbauer Timberwolf Type 3 off-road wildland firefighting vehicle designed for urban and wildland extreme duty applications. This vehicle would be located at Station 27 adjacent to Forest Park.

\$300,000 requested from the 2022 Workforce Ready Grant. If awarded, this grant will fund PF&R to launch a comprehensive Community EMT Certificate Program for priority populations.

PF&R will use these funds to build capacity to conduct outreach and promotion to underserved students and learners.

\$2,076,406 requested from the 2022 Staffing for Adequate Fire and Emergency Response (SAFER) Grant. If awarded, this grant will allow PF&R to fully staff firefighters in Station 23 which closed in 2010 due to budget constraints. The station was partially reopened in 2017 when PF&R created a Rapid Response Vehicle model (two firefighters providing emergency medical services) in response to community concerns and several emergency incidents that had an inadequate response time.

The SAFER award funds six firefighter FTE to fully staff Station 23. The six SAFER funded firefighters will allow PF&R to staff Station 23 with an engine and four firefighters each day, each shift. These additional firefighters will improve Station 23's ability to meet NFPA 1710's response standards and enhance community and firefighter safety.



Technology Improvements

The listed technology investments are identified as essential projects in PF&R's Strategic Plan 2020-2023 to modernize the bureau's information systems with real-time data, mobile, and cloud-based software solutions.

CivicGov

PF&R entered into a contract for a new software application for fire inspections. The new system will replace the current 20-year-old system and will enable on-site facility inspection access and data entry, risk-based prioritization, and efficient scheduling of inspections. PF&R estimates the project will go-live in early to mid-2023.

ImageTrend

ImageTrend is a software that provides a suite of functionality, including electronic patient care record system that will enhance emergency medical services. The Emergency Operations and Community Health sections have implemented the EMS and Community Health modules for improved data collection and record keeping.

PF&R has finalized the testing of the fire incident reporting system at two fire stations. This new module is scheduled to be implemented in July 2022 and replace the current 25-year-old fire incident tracking system.

Intterra

Intterra is a software developed to meet the challenges of fire and emergency operations, incident management, preplanning, and analytics and reporting. PF&R has implemented modules for Reporting and Analytics, and Community Health. The Intterra preplanning module is still being considered as well.

Intterra is utilized by regional fire agencies such as Tualatin Valley Fire & Rescue and Clackamas Fire District #1 allowing for collaboration, and the software is approved by the Fire Defense Boards for each county.

LogRX

LogRX is a web-based software application that allows PF&R to track, maintain, and report on controlled substance inventories in compliance with the Drug Enforcement Administration (DEA). This application has been implemented and distributed across all crews and apparatus in PF&R.

Appendix A

PF&R Financial Information

Fiscal Year End Results	FY 17-18	FY 18-19	FY 19-20	FY 20-21	FY 21-22
Expenditures by Division					
Chief's Office	\$ 1,980,480	\$ 1,579,429	\$ 1,000,331	\$ 1,684,557	\$ 1,363,241
Community Health	0	0	9,600	794,080	3,002,213
Emergency Operations	85,604,292	89,237,621	92,926,486	101,026,919	104,845,118
Management Serv./Logistics	20,928,285	21,044,550	23,961,645	15,856,144	21,791,997
Prevention	9,012,514	9,828,726	10,251,735	10,202,247	10,500,250
Training & Medical Services	5,310,582	4,767,510	5,737,224	6,505,576	5,974,295
Total	122,836,153	126,457,836	133,887,021	136,072,523	147,477,113
Expenditures by Category					
Personal Services	103,172,643	107,310,012	111,680,133	121,513,063	126,950,588
External Material & Services	7,460,680	7,041,131	7,466,988	6,325,760	7,280,511
Internal Material & Services	7,342,215	7,549,367	7,356,982	7,166,546	8,335,961
Capital Outlay-General Fund	3,603,362	3,460,224	4,509,868	0	4,431,600
Capital Outlay-GO Bond	1,222,980	1,053,738	0	0	0
Capital Outlay-Grants	34,273	43,364	2,066,050	1,067,154	0
Transfer to Fire Capital Fund	0	0	807,000	0	478,453
Total	122,836,153	126,457,836	133,887,021	136,072,523	147,477,113
Resources by Category					
General Fund Discretionary	107,615,547	110,205,064	107,180,580	117,573,441	117,857,380
Fire Capital Fund	0	0	8,648,806	0	505,042
Interagency Agreements	6,387,675	7,199,062	9,181,291	10,629,937	12,097,328
Licenses & Permits	3,284,661	3,467,468	3,539,789	2,057,686	2,612,107
Charges for Services	1,391,607	1,855,294	1,909,848	1,731,419	1,999,632
Inter-Governmental	2,422,254	1,788,256	527,527	3,354,394	2,118,365
Grants	19,220	15,500	2,143,687	337,566	9,960,735
GO Bond	1,300,194	1,053,738	0	0	0
Misc. & GF Overhead	414,995	873,454	755,493	388,080	326,524
Total	\$122,836,153	\$126,457,836	\$133,887,021	\$136,072,523	147,477,113
All financial information includes the 2010 Public Safety General Obligation (GO) Bond					
Budgeted FTE (Full-Time Equivalent)					
Sworn	672	674	672	674	678
Non-Sworn	52	55	53	61	74
Total	724	729	725	735	752

Appendix B

PF&R Performance Measures – Last Five Fiscal Years

Performance Measures	FY 17-18	FY 18-19	FY 19-20	FY 20-21	FY 21-22
Portland Population	647,805	653,115	664,605	658,773	647,697
Chief's Division					
Number of civilian deaths due to fires	8	11	3	12	9
Time lost to on-duty injury (FTE)	7.7	11.0	11.4	16.0	n/a
Percent of new sworn hires who are women	13%	8%	14%	14%	n/a
Percent of new sworn hires who are men of color	n/a	n/a	34%	14%	n/a
Percent of new sworn hires who are women of color	n/a	n/a	4%	9%	n/a
Percent of new sworn hires who are two or more races	n/a	n/a	0%	0%	n/a
Number of outreach events attended to connect and recruit communities of color	n/a	n/a	24	0	n/a
Emergency Operations					
Total number of incidents	87,166	85,629	83,025	85,867	84,218
Percent flame spread confined to room of origin	73%	73%	68%	57%	55%
Percent of responses to code 3 incidents within 5:20	61%	58%	55%	50%	49%
Percent of high-priority responses with a turnout time of less than 80 seconds	61%	60%	52%	n/a	60%
Response time to high-priority incidents at 90 th percentile	7:19	7:24	7:38	7:58	7:55
Percent of all fires that are non-structure fires	79%	81%	80%	80%	72%
Percent of calls responded to that do not pertain to fire or medical emergencies	25%	27%	28%	20%	33%
Percent of lower acuity healthcare and public assist calls responded to by RRV	71%	64%	66%	75%	66%
Successful cardiac resuscitations	n/a	n/a	29%	27%	n/a
Portland Street Response (PSR)					
PSR % of calls that result in request for Police assistance	n/a	n/a	n/a	1%	1%
PSR % of calls that result in AMR transport	n/a	n/a	n/a	1%	2%
PSR Average time response	n/a	n/a	n/a	12.51	13.42
PSR 90 th percentile response time	n/a	n/a	n/a	21.50	25.22
PSR Annual call volume	n/a	n/a	n/a	n/a	2,949
PSR % of calls that result in referrals to outside agencies	n/a	n/a	n/a	n/a	10%
PSR % of calls related to drug or alcohol use	n/a	n/a	n/a	26%	48%
PSR % of calls related to mental health	n/a	n/a	n/a	30%	50%

Performance Measures	FY 17-18	FY 18-19	FY 19-20	FY 20-21	FY 21-22
PSR % of comorbid calls involving both drug or alcohol use and mental health	n/a	n/a	n/a	19%	54%
PSR % of calls involving a houseless individual	n/a	n/a	n/a	69%	65%
PSR Average time on scene	n/a	n/a	n/a	30.20	35.37
PSR % of calls high utilizers	n/a	n/a	n/a	n/a	5%
Medical Services & Training					
Percent of new recruits who complete Academy Training and probation (*not completed within this fiscal year)	80%	96%	n/a*	96%	n/a
Hours of in-service training per sworn employee	154	120	63	78	n/a
Prevention					
Percent of high-hazard inspections within 27 months	65%	72%	89%	93%	96%
Number of fee code enforcement inspections	23,386	26,625	28,870	17,865	18,161
Number of fee code enforcement re-inspections	6,331	7,150	8,047	5,187	7,008
Percent of code enforcement reinspections completed within 90 days	n/a	n/a	66%	78%	78%
Number of plan reviews and permits	9,001	8,384	6,982	2,073	7,114
Percent of plan reviews completed within turnaround goals	92%	96%	86%	69%	99%
Average number of cases per investigator	n/a	n/a	324	493	264
Management Services Division (MSD)					
Amount of outside grants received	n/a	\$2.0 M	n/a	\$2.8 M	\$6.6 M
Percent of frontline apparatus at or near end of useful life	5%	10%	7%	17%	6%
Percent of City fleet vehicles allocated to Fire that are electric or hybrid	n/a	42%	39%	40%	41%
Percentage of total spending on station supplies that is spent on green products	n/a	50%	20%	33%	33%
Number of ADA barriers removed	n/a	42	31	15	18
Workforce Diversity/Sworn Employees					
American Indian/Alaskan Native	3.0%	2.9%	2.8%	2.9%	2.8%
Asian/Pacific Islander	6.3%	6.2%	6.3%	6.2%	6.2%
Black/African American	3.7%	3.8%	4.0%	3.9%	3.8%
Hispanic/Latino	5.1%	5.3%	5.7%	5.7%	5.9%
White/European American	79.8%	79.7%	79.0%	79.1%	78.9%
Two or More Races	2.1%	2.1%	2.2%	2.3%	2.4%
Female (any race)	7.3%	7.4%	7.8%	7.7%	7.5%
Male (any race)	92.7%	92.6%	92.2%	92.3%	92.5%

Performance Measures	FY 17-18	FY 18-19	FY 19-20	FY 20-21	FY 21-22
Workforce Diversity/Non-Sworn Employees					
American Indian/Alaskan Native	0%	0%	0%	0%	0%
Asian/Pacific Islander	9.8%	7.6%	9.4%	7.3%	7.2%
Black/African American	3.9%	3.0%	3.8%	5.5%	5.2%
Hispanic/Latino	7.8%	6.1%	7.5%	7.3%	10.3%
White/European American	74.6%	77.2%	77.4%	76.4%	74.2%
Two or More Races	3.9%	6.1%	1.9%	3.6%	3.1%
Female (any race)	45.1%	42.4%	43.4%	47.3%	50.5%
Male (any race)	54.9%	57.6%	56.6%	52.7%	49.5%

If you have questions or comments on the content of this report, contact:
Angela Bostock, Special Projects, and MSD Admin Manager @ Angela.Bostock@portlandoregon.gov



COME JOIN US

WE WORK AND LIVE IN EVERY NEIGHBORHOOD
THROUGHOUT THE CITY

WE ARE DEDICATED MEN AND WOMEN
OF EVERY RACE AND ETHNICITY

NO MATTER OUR BACKGROUND, WE CAN ALL
CLIMB 10 STORIES WITH A TANK OF AIR
STRAPPED TO OUR BACKS

WE ARE ALL SMART AND STRONG, AND EVEN
SMARTER AND STRONGER – TOGETHER

EVERY DAY, 24/7, WE SAVE LIVES, PROPERTY AND
THE ENVIRONMENT

WE SAVE PEOPLE FROM HEART ATTACKS,
CHEMICAL SPILLS, CAR PIN-INS,
AND YES, WE FIGHT FIRES

WE ARE A TEAM

WE ARE

PORTLAND FIRE & RESCUE



Become a Firefighter

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Facebook: facebook.com/portlandfire
Twitter: @PDXfire | 503-823-3811



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