

# FIRE DEPARTMENT

## I. MISSION

Our mission is to safeguard life and property through a dedicated blend of community volunteers and professional personnel. By employing advanced ground and aerial emergency medical services, efficient rescue operations, effective fire suppression techniques, and proactive prevention and training strategies, we commit to delivering the highest standard of public safety and community support.

## II. DEPARTMENT RESPONSIBILITIES

The North Slope Borough Fire Department is responsible for professionally responding to emergency situations including: structure fires, vehicle fires, ground fires, commercial fire alarms, carbon monoxide alarms, emergency medical calls, emergency trauma calls, medevacs, hazardous materials incidents, surface water rescue, and vehicle extrication in all eight North Slope Borough communities.

### • Emergency Response Services

The North Slope Borough Fire Department is committed to professional emergency response across all eight communities within the borough. Our areas of response include:

- Structure, vehicle, and ground fires

- Commercial and residential fire alarms
- Carbon monoxide alarms
- Emergency medical and trauma calls

### • Documentation and Compliance

The Department ensures all emergency responses are meticulously documented, with reports submitted in compliance with Municipal Codes, State Regulations, and Federal Law.

### • Training Coordination

Under the guidance of Village Fire Chiefs, we coordinate and enhance training programs to meet the specific needs of each department. The Fire Department Administration actively supports these efforts to ensure the highest standards of firefighting and emergency medical skills are maintained.

### • Maintenance Division

Our Maintenance Division is entrusted with overseeing all emergency apparatus and response vehicles, ensuring they are in peak operational condition. The mechanics are expertly trained, certified, and experienced in preventative maintenance, mechanical diagnostics, and repairs, and they also hold certifications in Fire/EMS, authorizing them to aid in emergency responses.

- **Medevac Division**

The Medevac Division provides critical care air ambulance services to all communities within the North Slope Borough. This division focuses on providing the highest level of emergency medical care during patient transport from local to specialized medical facilities. Additionally, the Medevac personnel support ground EMS, fire suppression, and Search and Rescue activities.

### **III. GOALS AND OBJECTIVES**

#### **Goal 1: Recruitment and Retention**

- Obj. 1.1: Develop and implement a comprehensive Health and Safety Program that minimizes exposure to occupational hazards and promotes wellness among all personnel, both staff and volunteers.
- Obj. 1.2: Enhance collaboration with Police and Search and Rescue (SAR) teams to fortify the integrated emergency services network within the North Slope Borough, thereby boosting morale and retention of emergency responders.
- Obj. 1.3: Sustain and expand the Pay for Call incentives, and support volunteers in achieving or upgrading their certifications to ensure proficient service delivery.

- Obj. 1.4: Provide necessary support and resources for department personnel, including Community Health Aides, to maintain or renew their professional certifications through accessible training and development opportunities.

#### **Goal 2: Enhanced Training and Education**

- Obj. 2.1: Revise and update the department's policy and curriculum to ensure compliance with mandatory annual training requirements as outlined by OSHA, the State of Alaska, North Slope Borough Fire Department, and NFPA standards.
- Obj. 2.2: Revise and enhance the policy and curriculum for elective training programs, tailored to meet the specific needs and requests of each community as identified by their respective Fire Chiefs.
- Obj. 2.3: Develop and empower local instructors within each community to deliver comprehensive training on all authorized courses provided by the North Slope Borough Fire Department (NSBFD).
- Obj. 2.4: Equip each community fire department with the necessary resources to conduct regular, innovative, and relevant topic-specific training sessions on a weekly basis.

**Goal 3: Revitalization of Emergency Response Services**

- Obj. 3.1: Strengthen emergency response capabilities by establishing a comprehensive network of paid first responders throughout the North Slope Borough.
- Obj. 3.2: Mitigate burnout and improve retention by addressing the current challenges and demands faced by our trained and certified personnel.

**Goal 4: Fire Prevention and Life Safety Education**

- Obj. 4.1: Develop and implement a proactive and innovative fire prevention program targeted at educational institutions within the North Slope Borough to enhance safety awareness among students.
- Obj. 4.2: Establish and promote a clear and accessible process for local businesses, groups, and organizations to engage with the Fire Department, facilitating customized fire prevention and life safety education activities.
- Obj. 4.3: Sustain and enhance the service of offering courtesy inspections by department personnel, aimed at improving fire safety in homes and businesses throughout the community.

**Goal 5: Fire and Emergency Medical Service Equipment Replacement**

- Obj. 5.1: Regularly review and update equipment and PPE to meet or exceed current NFPA standards and OSHA regulations.
- Obj. 5.2: Conduct annual safety audits to identify equipment and PPE that is outdated, damaged, or otherwise non-compliant.
- Obj. 5.3: Optimize Replacement Cycles Implement a standardized replacement schedule based on manufacturer recommendations and industry best practices.
- Obj. 5.4: Develop a monitoring system for tracking the age, condition, and usage of all equipment and PPE.
- Obj. 5.5: Establish a budget plan that supports the systematic replacement of equipment and PPE without compromising financial stability. Pursue grants, funding opportunities, and partnerships to supplement the department's budget for equipment and PPE replacement.

**Goal 6: Enhance Professional Development for Sustainable Leadership and Skill Proficiency**

- Obj. 6.1: Establish and Implement an Officer Development Program. Design a

comprehensive Officer Development Program to cultivate leadership skills among potential future leaders. The program should include training in operational leadership, strategic planning, crisis management, and communication.

Obj. 6.2: Develop and Roll Out a Structured Mentorship Program. Create a mentorship framework that pairs experienced officers from the Officer Development Program with department members who have at least one year of service. This pairing should focus on knowledge transfer, skill enhancement, and professional guidance.

Obj. 6.3: Integration with Overall Department Goals: Align the professional development programs with the overarching goals of the fire department, ensuring that training and mentorship contribute to the department's strategic objectives and community safety priorities.

Obj. 6.4: Initiate a New Recruit Orientation Program. Implement a New Recruit Orientation Program led by mentors. This orientation should comprehensively introduce new recruits to the department's operations, guidelines, and emergency response protocols.

### **Goal 7: Systematically Replace Aging Fire and EMS Apparatus to Enhance Service Delivery and Safety**

Obj. 7.1: Conduct a Comprehensive Assessment of Current Apparatus. Complete an inventory assessment of all current fire and EMS, identifying age, condition, operational status, and any deficiencies.

Obj. 7.2: Create a prioritized replacement schedule that addresses the most critical needs first. Establish a rolling replacement plan ensuring continuous assessment and updating of the apparatus needs.

Obj. 7.3: Implement a Transition Plan for New Apparatus. Develop a comprehensive training program for personnel on the operation of the new apparatus.

Obj. 7.4: Conduct a review of apparatus effectiveness one year after deployment to measure impacts and identify any issues or further needs.

### **Goal 8: Strengthen Administrative Support and Coordination in Fire Department Services**

Obj. 8.1: Foster Collaborative Relationships with Community Fire Departments. Schedule and conduct quarterly meetings with leaders from each community Fire Department to discuss support needs and

collaborative opportunities. Implement a feedback mechanism to assess the effectiveness of the support provided and identify areas for improvement.

Obj. 8.2: Successfully Organize the Annual NSB Fire Chiefs Conference. Form a planning committee to oversee the logistics, agenda, and participant engagement of the conference.

Obj. 8.3: Standardize Operating Procedures with Updated Guidelines and Policies. Review and update the Department Standard Operating Guidelines and Policies to ensure alignment with current regulations and standards.

Obj. 8.4: Coordinate Health and Safety Compliance for Firefighters. Schedule annual physicals and fit testing for all members, ensuring compliance with OSHA 1910.134 and relevant NFPA standards. Publish and distribute the updated manual to all staff and ensure training sessions are conducted for clarity and compliance.

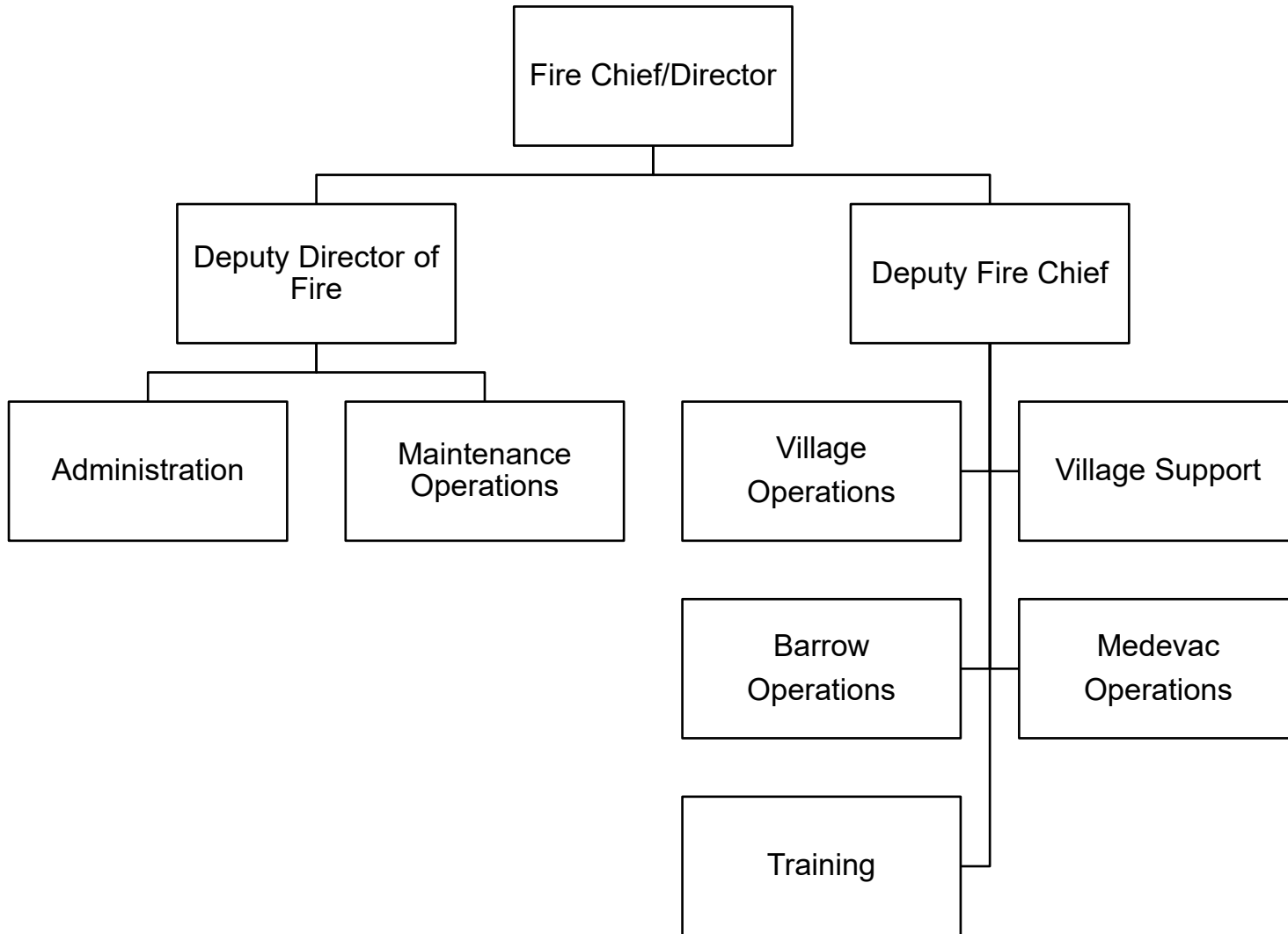
Obj. 8.5: Implement an Electronic Patient Care Reporting System. Select and deploy an appropriate electronic patient care reporting system in compliance with Alaska Statute 18.08.

Obj. 8.6: Enhance Funding Opportunities for Department Sustainability. Identify potential grants and alternate funding sources quarterly and apply to appropriate sources each year.

Obj. 8.7: Provide Essential Training and Certification Funding. Establish a reserve fund specifically for training and certification purposes, to be used when no other funding sources are available. Develop a clear application process for accessing these funds, ensuring fair and necessary distribution according to member needs and departmental priorities.

# North Slope Borough

## Fire Department



**FIRE**  
**FY 2026-2027**  
**Operating Budget Summary**

<b>Business Unit and Division</b>	<b>FTE FY25-26</b>	<b>FTE FY26-27</b>	<b>FY 25-26 Total Budget</b>	<b>Personal Services</b>	<b>Contractual Services</b>	<b>Supplies</b>	<b>Equipment</b>	<b>Other</b>	<b>FY 26-27 Total Budget</b>	<b>Change from Prior Year</b>	<b>% Change</b>
4205 - FIRE CENTRAL OFFICE	83	85	16,093,593	14,023,248	1,141,228	354,169	242,457	0	15,761,102	(332,491)	(2.1)%
<b>Grand Total</b>	<b>83</b>	<b>85</b>	<b>16,093,593</b>	<b>14,023,248</b>	<b>1,141,228</b>	<b>354,169</b>	<b>242,457</b>	<b>0</b>	<b>15,761,102</b>	<b>(332,491)</b>	<b>(2.1)%</b>

**FIRE**  
**Department Total**

Expenditure Type	Actual Year 2023-2024	Actual Year 2024-2025	Budget 2025-2026	Actual 6 months 2025-2026	Budget 2026-2027	Budget Variance	% Change
<b>6100 Personal Services</b>							
Total Permanent Wages	5,358,763	5,580,026	7,563,906	3,376,298	8,072,837	508,931	6.7%
Total Permanent Overtime Wages	532,277	539,497	288,000	178,812	288,000	0	0.0%
Total Temporary Wages	214,521	313,285	97,280	141,355	60,650	(36,630)	(37.7)%
Total Temporary Overtime Wages	7,542	23,395	0	9,259	0	0	0.0%
Total Benefits	4,986,999	5,099,982	5,260,777	1,901,946	5,601,761	340,984	6.5%
<b>Total Personal Services</b>	<b>11,100,102</b>	<b>11,556,183</b>	<b>13,209,963</b>	<b>5,607,670</b>	<b>14,023,248</b>	<b>813,285</b>	<b>6.2%</b>
<b>6200 Contractual Services</b>							
Total Communications	70,186	73,508	121,641	41,933	127,241	5,600	4.6%
Total Contributions & Municipal Support	0	0	0	0	0	0	0.0%
Total Maintenance Services	33,442	18,217	29,749	16,768	29,749	0	0.0%
Total Insurance & Bonding Reserves	0	0	0	0	0	0	0.0%
Total Professional Services	20,496	33,310	222,226	0	222,226	0	0.0%
Total Rents and Utilities	211,291	223,569	175,220	74,171	245,670	70,450	40.2%
Total Travel and Lodging	144,626	233,203	710,973	149,151	428,147	(282,826)	(39.8)%
Total Other Services & Expenses	45,059	106,447	72,195	67,104	88,195	16,000	22.2%
<b>Total Contractual Services</b>	<b>525,100</b>	<b>688,254</b>	<b>1,332,004</b>	<b>349,127</b>	<b>1,141,228</b>	<b>(190,776)</b>	<b>(14.3)%</b>
<b>6500 Supplies</b>							
Total Fuel	150,531	135,317	135,580	34,582	135,580	0	0.0%
Total Supplies-Buildings & Grounds	3,822	12,348	13,500	3,291	13,500	0	0.0%
Total Supplies-Non-Buildings & Grounds	112,078	219,097	805,089	143,279	205,089	(600,000)	(74.5)%
<b>Total Supplies</b>	<b>266,431</b>	<b>366,763</b>	<b>954,169</b>	<b>181,151</b>	<b>354,169</b>	<b>(600,000)</b>	<b>(62.9)%</b>
<b>6700 Equipment &amp; Replacement Parts</b>							
Total New Equipment Under \$5,000	20,168	123,944	105,564	60,198	105,564	0	0.0%
Total Equipment & Parts Under \$5,000	17,889	29,305	86,893	6,595	36,893	(50,000)	(57.5)%
Total Equipment & Parts Over \$5,000	102,220	81,184	405,000	0	100,000	(305,000)	(75.3)%
<b>Total Equipment &amp; Replacement Parts</b>	<b>140,276</b>	<b>234,432</b>	<b>597,457</b>	<b>66,793</b>	<b>242,457</b>	<b>(355,000)</b>	<b>(59.4)%</b>
<b>Grand Total</b>	<b>12,031,910</b>	<b>12,845,631</b>	<b>16,093,593</b>	<b>6,204,740</b>	<b>15,761,102</b>	<b>(332,491)</b>	<b>(2.1)%</b>

Fire Total

**6100 Personal Services**

	FTE	FTE	FTE	Position	# Months	Budget	Budget	Change	%
	FY 25	FY 26	FY 27	Range		FY 26	FY 27	Amount	Change
Fire Chief/Director	1	1	1	42	12	164,561	186,989	22,428	13.6%
Deputy Director of Fire	1	1	1	38	12	156,694	175,998	19,304	12.3%
Deputy Fire Chief	0	1	1	37	12	158,785	177,552	18,767	11.8%
Barrow Fire Chief	0	1	1	34	12	114,304	117,984	3,680	3.2%
Battalion Chief - Operations	1	1	1	33	12	111,971	116,450	4,479	4.0%
Battalion Chief/Village Operations	1	1	1	33	12	108,043	110,401	2,358	2.2%
Division Manager	1	1	1	32	12	138,446	115,770	(22,676)	(16.4%)
Training & Development Manager-EMS	0	1	1	32	12	108,043	105,070	(2,973)	(2.8%)
Village Fire Chief	7	7	7	32	12	886,661	930,543	43,882	4.9%
Captain - Medevac Operations	0	2	2	31	12	219,512	265,648	46,136	21.0%
Captain/Operations	3	7	7	31	12	789,246	833,259	44,013	5.6%
Fire Captain - Mechanic	1	1	1	31	12	110,469	115,813	5,344	4.8%
Assistant Division Manager	1	1	1	30	12	99,268	104,120	4,852	4.9%
Fire Lieutenant	3	4	4	29	12	384,637	397,204	12,567	3.3%
Firefighter/Mechanic	2	2	2	29	12	182,622	191,609	8,987	4.9%
Flight Paramedic	8	8	8	29	12	886,927	913,943	27,016	3.0%
Village Fire Lieutenant	7	7	7	27	12	602,048	623,659	21,611	3.6%
Senior Office Specialist	0	1	1	23	12	66,330	65,220	(1,110)	(1.7%)
Emergency Responder	9	9	9	22	12	687,698	730,049	42,351	6.2%
Firefighter - EMT	9	12	12	21	12	755,911	779,772	23,861	3.2%
Firefighter - EMT - Roving	0	4	4	21	12	245,028	259,924	14,896	6.1%
Office Specialist	1	1	1	21	12	54,694	58,019	3,325	6.1%
Village Firefighter - EMT	9	9	9	21	12	532,008	564,363	32,355	6.1%
Firefighter/Mechanic Trainee	0	0	2	20	12	0	133,478	133,478	100.0%
Assistant Chief/EMS Officer	0	0	0			0	0	0	0.0%
Battalion Chief - Medivac Operations	1	0	0			0	0	0	0.0%
Battalion Chief/Training Officer	1	0	0			0	0	0	0.0%

**6110 Permanent Wages**

6111	Regular Wages	67	83	85		7,563,906	8,072,837	508,931	6.7%
6115	Overtime Wages					288,000	288,000	0	0.0%
<b>Total Permanent Wages</b>						<b>7,851,906</b>	<b>8,360,837</b>	<b>508,931</b>	<b>6.5%</b>

**6120 Temporary Wages**

6123	Callout Stipend					97,280	60,650	(36,630)	(37.7%)
<b>Total Temporary Wages</b>						<b>97,280</b>	<b>60,650</b>	<b>(36,630)</b>	<b>(37.7%)</b>

**6130 Benefits**

6131	Permanent Employee Benefits - 67%					5,260,777	5,601,761	340,984	6.5%
<b>Total Benefits</b>						<b>5,260,777</b>	<b>5,601,761</b>	<b>340,984</b>	<b>6.5%</b>

<b>Total Personal Services</b>						<b>13,209,963</b>	<b>14,023,248</b>	<b>813,285</b>	<b>6.2%</b>
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**FIRE CENTRAL OFFICE**

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Object Account	Budget FY 2025-2026	Budget FY 2026-2027	Budget Year Variance	Budget Year Variance %
<b>6100 Personal Services</b>				
<b>6110 Permanent Wages</b>				
6111 - REGULAR WAGES-PERMANENT	7,563,906	8,072,837	508,931	6.7
<b>Total Permanent Wages</b>	<u>7,563,906</u>	<u>8,072,837</u>	<u>508,931</u>	<u>6.7</u>
<b>6115 Permanent Overtime Wages</b>				
6115 - OT WAGES-PERMANENT	288,000	288,000	0	0.0
<b>Total Permanent Overtime Wages</b>	<u>288,000</u>	<u>288,000</u>	<u>0</u>	<u>0.0</u>
<b>6120 Temporary Wages</b>				
6123 - CALLOUT STIPEND	97,280	60,650	(36,630)	(37.7)
<b>Total Temporary Wages</b>	<u>97,280</u>	<u>60,650</u>	<u>(36,630)</u>	<u>(37.7)</u>
<b>6130 Benefits</b>				
6131 - BENEFITS-PERMANENT	5,260,777	5,601,761	340,984	6.5
<b>Total Benefits</b>	<u>5,260,777</u>	<u>5,601,761</u>	<u>340,984</u>	<u>6.5</u>
<b>Total Personal Services</b>	<u>13,209,963</u>	<u>14,023,248</u>	<u>813,285</u>	<u>6.2</u>
<b>6200 Contractual Services</b>				
<b>6210 Communications</b>				
6215 - AIRLINE EXPRESS	33,710	33,710	0	0.0
6220 - PHONE/FAX/MODEM	38,675	38,675	0	0.0
6225 - POSTAGE	1,200	1,200	0	0.0
6229 - OTHER COMMUNICATIONS	48,056	53,656	5,600	11.7
<b>Total Communications</b>	<u>121,641</u>	<u>127,241</u>	<u>5,600</u>	<u>4.6</u>
<b>6250 Maintenance Services</b>				
6265 - COPIER MAINTENANCE	4,749	4,749	0	0.0
6299 - OTHER EQUIP MAINTENANCE	25,000	25,000	0	0.0
<b>Total Maintenance Services</b>	<u>29,749</u>	<u>29,749</u>	<u>0</u>	<u>0.0</u>
<b>6330 Professional Services</b>				
6359 - OTHER SERVICES	222,226	222,226	0	0.0
<b>Total Professional Services</b>	<u>222,226</u>	<u>222,226</u>	<u>0</u>	<u>0.0</u>
<b>6360 Rents &amp; Utilities</b>				
6370 - RESIDENTIAL LEASES	0	63,600	63,600	0.0
6375 - UTIL-ELECTRICITY	138,000	140,250	2,250	1.6
6376 - NATURAL GAS	11,220	11,970	750	6.7
6380 - WATER/SEWER	26,000	29,850	3,850	14.8
<b>Total Rents and Utilities</b>	<u>175,220</u>	<u>245,670</u>	<u>70,450</u>	<u>40.2</u>

**FIRE CENTRAL OFFICE**

4205.\*

Object Account	Budget FY 2025-2026	Budget FY 2026-2027	Budget Year Variance	Budget Year Variance %
<b>6400 Travel &amp; Lodging</b>				
6401 - AIRFARE ON-SLOPE	49,768	37,417	(12,351)	(24.8)
6402 - AIRFARE IN-STATE	65,644	65,644	0	0.0
6403 - AIRFARE OUT-OF-STATE	127,456	61,456	(66,000)	(51.8)
6410 - GROUND TRANSPORTATION	43,350	20,850	(22,500)	(51.9)
6415 - PER DIEM	68,555	36,930	(31,625)	(46.1)
6420 - LODGING	349,150	198,800	(150,350)	(43.1)
6428 - EXCESS BAGS(not freight)	6,050	6,050	0	0.0
6429 - OTHER TRAVEL AND LODGING	1,000	1,000	0	0.0
<b>Total Travel and Lodging</b>	<b>710,973</b>	<b>428,147</b>	<b>(282,826)</b>	<b>(39.8)</b>
<b>6450 Other Services &amp; Expenses</b>				
6485 - TRAIN/TUITION/CONFERENCE	36,150	52,150	16,000	44.3
6490 - MEMBERSHIPS DUES/SUBS	36,045	36,045	0	0.0
<b>Total Other Services &amp; Expenses</b>	<b>72,195</b>	<b>88,195</b>	<b>16,000</b>	<b>22.2</b>
<b>Total Contractual Services</b>	<b>1,332,004</b>	<b>1,141,228</b>	<b>(190,776)</b>	<b>(14.3)</b>
<b>6500 Supplies</b>				
<b>6510 Fuel</b>				
6530 - VEHICLE FUEL	133,580	133,580	0	0.0
6539 - OTHER FUEL	2,000	2,000	0	0.0
<b>Total Fuel</b>	<b>135,580</b>	<b>135,580</b>	<b>0</b>	<b>0.0</b>
<b>6540 Supplies-Buildings &amp; Grounds</b>				
6550 - HEATING & ELEC SUPPLIES	1,500	1,500	0	0.0
6599 - OTHER BLDGS & GRND SUPPL	12,000	12,000	0	0.0
<b>Total Supplies-Buildings &amp; Grounds</b>	<b>13,500</b>	<b>13,500</b>	<b>0</b>	<b>0.0</b>
<b>6600 Supplies-Non-Buildings &amp; Grounds</b>				
6610 - EDUC/TRAINING SUPPLIES	135,000	135,000	0	0.0
6615 - FOOD/WATER/COFFEE/CATER	18,500	18,500	0	0.0
6620 - HOUSEHOLD SUPPLIES	13,000	13,000	0	0.0
6630 - MEDICAL SUPPLIES	120,061	13,784	(106,277)	(88.5)
6645 - SOFTWARE FOR PC'S	4,900	4,900	0	0.0
6650 - UNIFORMS/PROTECTIVE ITEMS	493,723	0	(493,723)	(100.0)
6655 - VEHICLE/AIRCRAFT SUPPLIES	10,848	10,848	0	0.0
6699 - OTHER NON-BLDG SUPPLIES	9,057	9,057	0	0.0
<b>Total Supplies-Non-Buildings &amp; Grounds</b>	<b>805,089</b>	<b>205,089</b>	<b>(600,000)</b>	<b>(74.5)</b>
<b>Total Supplies</b>	<b>954,169</b>	<b>354,169</b>	<b>(600,000)</b>	<b>(62.9)</b>
<b>6700 Equipment &amp; Replacement Parts</b>				
<b>6710 New Equipment Under \$5,000</b>				
6720 - COMPUTER/PRINTER <\$5000	57,180	57,180	0	0.0
6730 - FRNTR & FRNSHGS < \$5000	24,050	24,050	0	0.0
6759 - OTHER EQUIPMENT < \$5000	24,334	24,334	0	0.0
<b>Total New Equipment Under \$5,000</b>	<b>105,564</b>	<b>105,564</b>	<b>0</b>	<b>0.0</b>

4205

**FIRE CENTRAL OFFICE**

4205.\*

Object Account	Budget FY 2025-2026	Budget FY 2026-2027	Budget Year Variance	Budget Year Variance %
<b>6760 Replacement Parts Under \$5,000</b>				
6785 - GENERATOR PARTS < \$5000	1,000	1,000	0	0.0
6795 - VEHICLE PARTS < \$5000	80,893	30,893	(50,000)	(61.8)
6799 - OTHER EQUIP PART <\$5000	5,000	5,000	0	0.0
<b>Total Equipment &amp; Parts Under \$5,000</b>	<b>86,893</b>	<b>36,893</b>	<b>(50,000)</b>	<b>(57.5)</b>
<b>6830 Equipment &amp; Parts Over \$5,000</b>				
6855 - MEDICAL EQUIP >\$5000	152,880	100,000	(52,880)	(34.6)
6879 - OTHER EQUIPMENT > \$5000	252,120	0	(252,120)	(100.0)
<b>Total Equipment &amp; Parts Over \$5,000</b>	<b>405,000</b>	<b>100,000</b>	<b>(305,000)</b>	<b>(75.3)</b>
<b>Total Equipment &amp; Replacement Parts</b>	<b>597,457</b>	<b>242,457</b>	<b>(355,000)</b>	<b>(59.4)</b>
<b>Grand Total</b>	<b>16,093,593</b>	<b>15,761,102</b>	<b>(332,491)</b>	<b>(2.1)</b>