



# Public Safety Board Goal

*Presentation to Public Safety Committee  
October 24, 2016*



# Board Goals & Objectives

- Approved by the Board November 2015
- 9 Goal Areas to track and monitor progress of the Board Goals
- Plan to update and revise goals annually
- 2016 updating process to begin through work in committees
- Desired outcome: update 2017 goals in order for departments to consider as they develop FY2018 budget requests

# Board Goals Committee Work

- Focus on outcomes – what are we trying to achieve?
- Review progress on goals
- Determine if goal / objective/initiative:
  - Has been Achieved / “Done”?
  - If the goal still applicable?
  - Need to be continued / modified?
    - Revise goal wording?
    - Revise / add objectives and/or initiatives?



# Public Safety

**Goal:** Provide a safe and secure community through coordinated, efficient and effective public safety services.



*Objective PS 1:* Develop strategies to build trust, cooperation and accountability among agencies, programs and initiatives that incorporate public safety agencies and resources throughout the county.

PS 1.1: Coordinate public safety data collection to inform and assist public policy decisions.

- Fire Service partners surveyed to determine RMS system platforms
- Meeting held with IS server team to discuss options to interconnect all FD data systems
- CAD replacement process on-going
- IS currently in hiring process for Data Scientist
- Will be exploring use of existing RMS platform's API capabilities for data mining
- Approved funding for data analytics (NC State & SAS)
  - High users across systems (LE, EMS, Hospital, Jails)
  - Understand mental health problems in jails



*Objective PS 1:* Develop strategies to build trust, cooperation and accountability among agencies, programs and initiatives that incorporate public safety agencies and resources throughout the county.

PS 1.2: Evaluate the existing state of countywide interagency coordination and cooperation and identify areas for strengthening.

- Emergency Management has been working with stakeholders across the county, primarily through the Domestic Preparedness Task Force, to inventory existing committees and their role.
- To date, Emergency Management has identified over twenty-two existing public safety related committees



*Objective PS 1:* Develop strategies to build trust, cooperation and accountability among agencies, programs and initiatives that incorporate public safety agencies and resources throughout the county.

PS 1.3: Work with key stakeholders to develop a sustainable funding and resource plan for fire tax district services.

- Cost-share data elements and values validated
- Developed implementation models
- Fire Commission recommended implementation
- Adopted by County Commissioners and included in FY17 Fire Tax District budget
- New Fire Tax District model developed, illustrating sustained funding
- Began Staffing and Deployment study – anticipated completion by end of year 2016

# Review PS1

- Focus on outcomes – what are we trying to achieve?
  - What will success look like?
  - Can we measure it?
- What objectives and initiatives will help us achieve the desired outcomes?
- Determine if objective/initiative:
  - Has been Achieved / “Done”?
  - Is still applicable?
  - Needs to be continued / modified?
- Is a new objective/initiative needed?





*Objective PS 2:* Identify and reduce hazards posed to existing and future buildings (both public and private) and develop adequate planning and communication infrastructure to prevent, mitigate and respond to emergencies related to hazardous materials.

PS 2.1: Assess and respond to issues surrounding encroachment upon hazardous materials facilities and corridors.

- The Local Emergency Planning Committee (LEPC), working with industry experts, has established and validated criteria to be used in identifying at risk facilities and corridors
- Emergency Management and the LEPC have identified the facilities that pose a potential risk under the established criteria
- Emergency Management has been awarded a grant that will provide the resources needed for quantitative validation of the identified sites and corridors
- Scope of Work under development by LEPC's Land Use Subcommittee



*Objective PS 2:* Identify and reduce hazards posed to existing and future buildings (both public and private) and develop adequate planning and communication infrastructure to prevent, mitigate and respond to emergencies related to hazardous materials.

PS 2.2: Work with all county municipalities and agencies to explore establishing standardized policies.

- Public Safety Objective 2.2 is dependent upon completion of PS 2.1.

# Review PS2

- Focus on outcomes – what are we trying to achieve?
  - What will success look like?
  - Can we measure it?
- What objectives and initiatives will help us achieve the desired outcomes?
- Determine if objective/initiative:
  - Has been Achieved / “Done”?
  - Is still applicable?
  - Needs to be continued / modified?
- Is a new objective/initiative needed?



*Objective PS 3:* Study and identify opportunities for enhanced public safety communications and interoperability within the county.

PS 3.1: Work with public safety agencies within the county to develop radio system core service area and in-building coverage and interoperability standards.

- In July, Wake County worked collaboratively with public safety agencies and municipal partners to finalized a radio system design that improves system coverage via the addition of three new tower sites. Specifications from the design will be included in a system replacement RFP scheduled for release in October of 2016.
- Four recently opened school facilities included radio signal amplification systems to improve in-building coverage: Apex Friendship High, Green Elementary, Pine Hollow Middle and South Garner High.
- Funding approval for radio signal amplification systems for four new elementary schools is expect within the next 60 days and is now included within the project scope for all new schools.

# Review PS3

- Focus on outcomes – what are we trying to achieve?
  - What will success look like?
  - Can we measure it?
- What objectives and initiatives will help us achieve the desired outcomes?
- Determine if objective/initiative:
  - Has been Achieved / “Done”?
  - Is still applicable?
  - Needs to be continued / modified?
- Is a new objective/initiative needed?



*Objective PS 4:* Study the effects of illegal drug use, specifically heroin and other narcotics, on the community and the impacts on public safety departments and partners.

PS 4.1: Establish coordination group of stakeholders and collect data that would inform key leaders on drug-related issues and their impact on the community.

- Through efforts of the Overdose Prevention Coalition:
  - High Intensity Drug Trafficking Area (HIDTA) has received 2.0 FTE
    - Data Analyst – work with Public Health officials at the state and local level
    - Intel Officer – work with law enforcement across agencies
  - Exploring objectives and outcomes of LEAD Programs Fayetteville and Wilmington
  - US Attorney's Office and Drug Enforcement Agency leading Opiate/Heroin Strategic Initiative to compliment local efforts to combat opiate use



*Objective PS 4:* Study the effects of illegal drug use, specifically heroin and other narcotics, on the community and the impacts on public safety departments and partners.

PS 4.2: Work with partners such as other law enforcement agencies, first responders, and the County health department, to improve public education and define county messaging parameters.

- Continued work in the Wake County Drug Prevention Coalition:
  - US Attorney's Office and Drug Enforcement Agency leading Opiate/Heroin Strategic Initiative to compliment local efforts to combat opiate use
  - Community Partners have worked with the NC General Assembly to successfully implemented syringe exchange programs through the NC Harm Reduction Coalition
- Wake County Sheriff's Deputies are now carrying Naloxone to promote officer safety

# Review PS4

- Focus on outcomes – what are we trying to achieve?
  - What will success look like?
  - Can we measure it?
- What objectives and initiatives will help us achieve the desired outcomes?
- Determine if objective/initiative:
  - Has been Achieved / “Done”?
  - Is still applicable?
  - Needs to be continued / modified?
- Is a new objective/initiative needed?





*Objective PS 5:* Identify strategies to improve personnel retention and workforce wellbeing in public safety departments.

PS 5.1: Identify and develop resources to maintain the long-term physical and psychological wellbeing of public safety personnel.

- Development and funding of Fire Service annual medical exams
  - Vendor selected by bid process
  - Medical program guidelines written and recommended by Fire Commission
  - Contract amendments and program under review by County Attorney's office
- New County EAP provider – will go live at end of October.
- Human Resources currently working on Public Safety specific EAP resources.



*Objective PS 5:* Identify strategies to improve personnel retention and workforce wellbeing in public safety departments.

PS 5.2: Develop strategies to increase public safety personnel recruitment and retention rates.

- Fire service salary market analysis completed
- New salary matrix adopted and included in FY17 Fire Tax District budget
- EMS and Sheriff's office included in County salary analysis
- EMS and Sheriff's office salary adjustments were included in county-wide pay band and compression adjustments and approved as part of FY17 budget
- Relief factors approved in Sheriff's office as part of budget adoption



*Objective PS 5:* Identify strategies to improve personnel retention and workforce wellbeing in public safety departments.

PS 5.3: Study and implement best practices for volunteer recruiting and utilization in fire services.

- Fire Commission Staffing and Compensation sub-committee compiled best practice policies from county departments
- Fire Commission established a stand alone Volunteer Recruitment and Retention sub-committee
  - Will serve as volunteer coordinating body
  - Will formally develop incentive programs for volunteers
  - Will seek grant funding opportunities to leverage federal dollars in volunteer recruitment, training and retention programs
- #OneWake volunteer recognition program

# Review PS5

- Focus on outcomes – what are we trying to achieve?
  - What will success look like?
  - Can we measure it?
- What objectives and initiatives will help us achieve the desired outcomes?
- Determine if objective/initiative:
  - Has been Achieved / “Done”?
  - Is still applicable?
  - Needs to be continued / modified?
- Is a new objective/initiative needed?

# What's Missing?

- Are there other desired outcomes related to this Board Goal that we're missing?
  - Focus on outcomes – what are we trying to achieve?
    - What will success look like?
    - Can we measure it?
- What objectives and initiatives will help us achieve the desired outcomes?