



# **PORTLAND FIRE & RESCUE**

## **Annual Performance Report**

### **Fiscal Year 2019-2020**



## Our Vision

Our Community is safe and protected from fire, medical, and other emergencies.

## Our Mission

Portland Fire & Rescue proactively, safely, and aggressively protects life, property, and the environment.

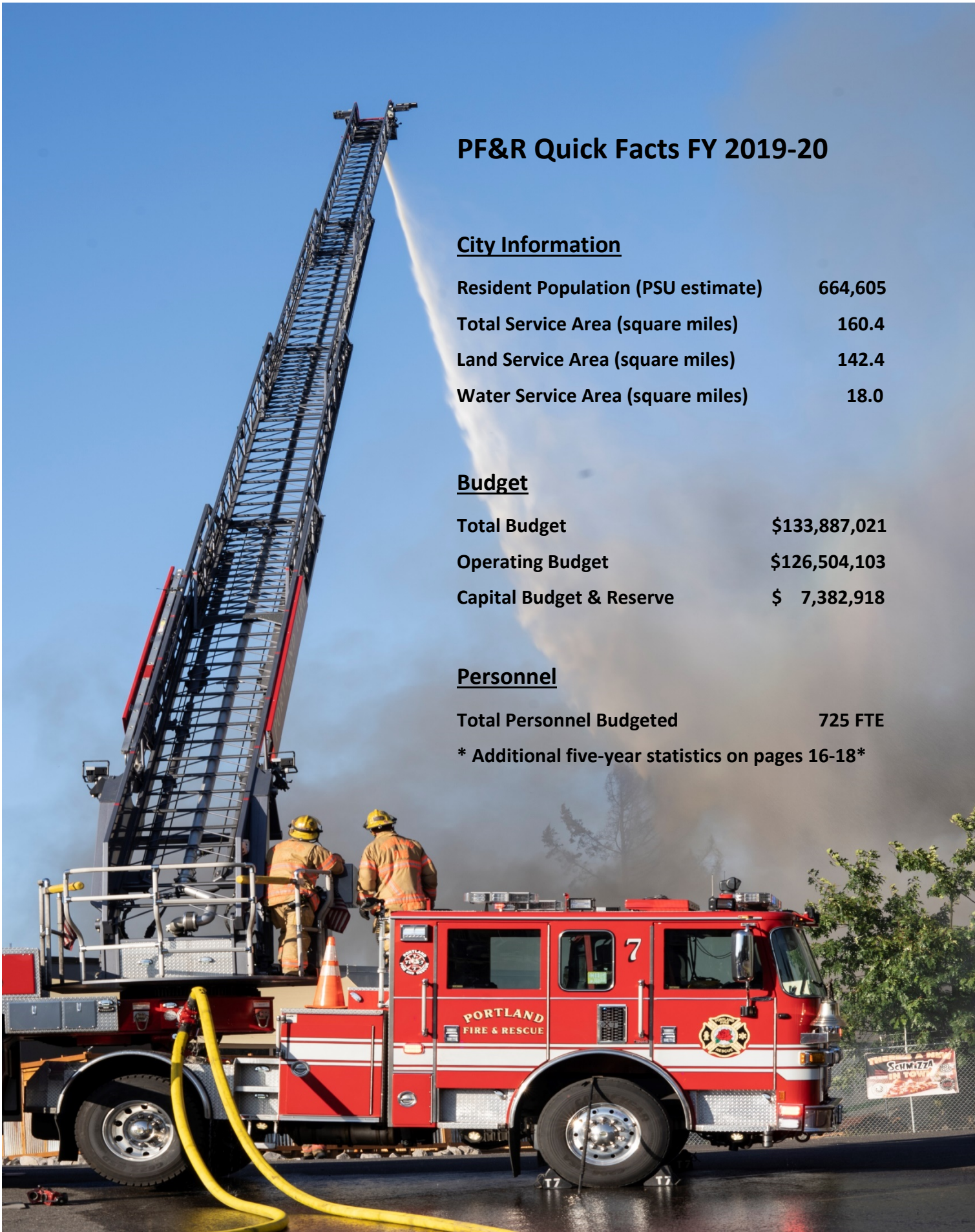
## Our Principles

Our Principles illustrate the values we live by—the truth about how we do our work, how we relate to our co-workers, and how we present ourselves to the public.

- We are an integral, engaged, and approachable part of our neighborhoods.
- We are experts in prevention and emergency response.
- We are dedicated to diversity, equity, and inclusion in our workplace and the communities we serve.
- We are fiscally accountable and environmentally responsible.
- We are committed and accountable to each other because everyone's safety depends on it.







# PF&R Quick Facts FY 2019-20

## City Information

Resident Population (PSU estimate)	664,605
Total Service Area (square miles)	160.4
Land Service Area (square miles)	142.4
Water Service Area (square miles)	18.0

## Budget

Total Budget	\$133,887,021
Operating Budget	\$126,504,103
Capital Budget & Reserve	\$ 7,382,918

## Personnel

Total Personnel Budgeted	725 FTE
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\* Additional five-year statistics on pages 16-18\*

## New Fire Chief, Sara Boone



Chief Boone has been with Portland Fire & Rescue (PF&R) for 24 years, rising through the ranks from entry-level firefighter. Chief Boone spent the majority of her career in emergency operations before transitioning into assignments as the Bureau's Safety Chief, Logistics Deputy Chief, and Division Chief of Medical Services and Training before Commissioner JoAnn Hardesty selected her as PF&R's new Fire Chief in August 2019.

Chief Boone, who is deeply respected by her colleagues, is considered a collaborative and team-oriented leader who champions the selfless service of others. Chief Boone's extensive experience and success in the fire service has been recognized through the Fire Chief's Certification of Appreciation and Portland's Exceptional Wonder Woman Diverse and Empowered Employees of Portland (*DEEP*) Award.

Chief Boone was raised in Northeast Portland and still calls the city of Portland her home. She attended St. Francis of Assisi grade school where volunteerism was a core tenet of the school's curriculum. She later attended Lincoln High School and excelled as an athlete, earning all-state and all-American honors in track and field. Chief Boone earned a Bachelor of Science degree in secondary education from Boise State University. While completing her student teaching at Marshall High School in Portland, she had a chance encounter with a PF&R Inspector who encouraged her to test for PF&R's first firefighter apprenticeship program.

Throughout Chief Boone's career, she has remained heavily involved in community service, outreach, and education. The work she chooses to do is intentional and with purpose to help inspire, shape, and support the future generation of service leaders and improve the resiliency of our communities.



# Community Health

Within the last five years (FY 2015-2020), Community Health within PF&R has become a fundamental component of our overall mission. Creating programs that utilize upstream prevention strategies has proven effective, not only in reducing the number of non-emergency-related 911 calls, but also improving the overall health of our community members.

The Community Health program has three different sub-programs within its area of operation:

- CHAT/Community Health Assessment Team
- CHAT/High Utilizers
- CHAT/Portland Street Response

As part of this vision, the Chief expanded CHAT from one member to two team members. The traditional CHAT/High Utilizer program has been maintained by focusing on the housed population in the City that calls 911 over three times a month or 20 times in a six-month period. CHAT/Street Response is a new program currently being developed by City agencies and leaders to address the rising behavioral and health related calls within the houseless population across the city.

## CHAT/Community Health Assessment Team

The CHAT/Community Health Assessment Team program was developed during FY 2015-16 and was designed to work with frequent 911 callers to identify health and social service resources that would reduce their dependence on the emergency medical system for their primary health care needs. In FY 2019-20, Chief Sara Boone made the decision to expand the CHAT team. She recognized that reducing the use of the 911 system for medical treatment was important for improving the medical outcomes of community members and ensuring that PF&R could maintain service levels in a financially sustainable way. In today's Fire Service, one of the greatest challenges is addressing the high run demands that are derived from the complex medical needs of the citizens within our communities. Chief Boone's vision going forward is to build a robust Community Health model that both reduces excessive run volume and improves the overall health for our communities.



During FY 2019-2020, the CHAT team has also created innovative programs to address community needs during the COVID-19 pandemic. While other agencies across the city have suspended their home-based outreach due to COVID-19 restrictions (social workers, caregivers, in-home physical therapists), PF&R's CHAT team continues to extend and adapt to the needs of the community during times of crisis in our city. We understand that there are systemic gaps in our current public health system. These gaps disproportionately impact our most marginalized community members – people of color, refugees, houseless, seniors, and those with disabilities. The CHAT team is working to address these gaps by connecting these communities with resources that will help them during the COVID-19 pandemic.

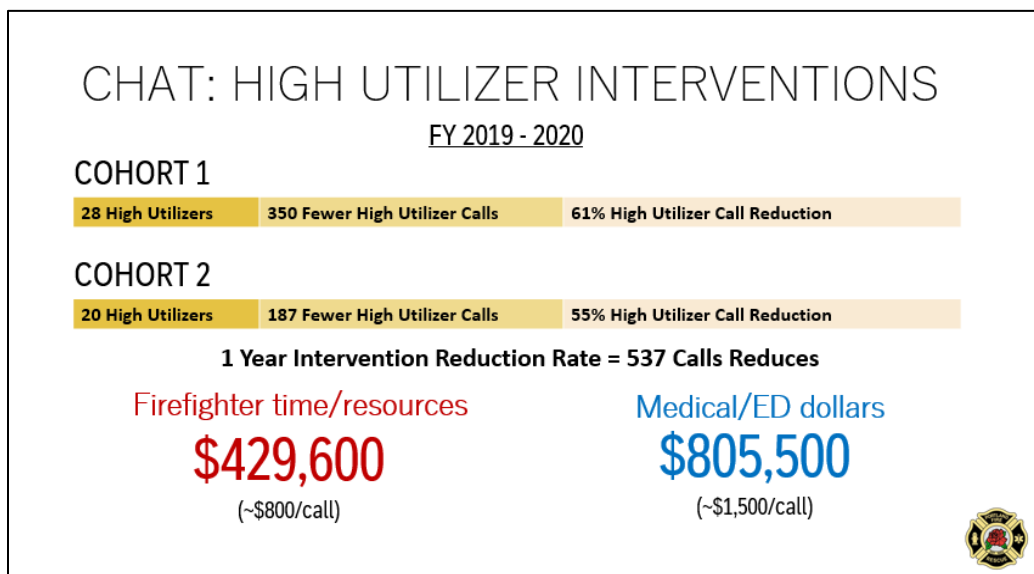
## CHAT/High Utilizers

The Chat/High Utilizers program's mission is to prevent the over-utilization of the 911 system by connecting individuals with social services that better meet their needs.

Non-emergent 911 medical calls are the leading cause of unnecessary emergency department (ED) visits and skyrocketing healthcare costs. PF&R believes by providing patient education, and advocacy in cooperation with intensive case management, we will not only better utilize PF&R resources, but also improve the health and resiliency of our community members.

The program's goals are to decrease 911 utilization by 50% and show improved health outcomes in 20 designated High Utilizers within a six-month period. A focus group of two cohorts will be identified each year.

During FY 2019-2020, 215 total high utilizers were referred to the CHAT/High Utilizer program from 31 different Fire Stations across the City of Portland. A High Utilizer (HU), for the intent of this program, is defined as anyone who calls 911 over three times in a month or 20 times in a six-month period. Two cohorts of HUs were identified and intensive case management as well as multi-system care coordination were performed with each individual.



For Cohort 1, the cumulative total of emergency 911 calls by 28 HUs from the period of March 1, 2019 to August 31, 2019 was 573. From the period of September 1, 2019 to February 28, 2020, the 911 calls for the same 28 HUs decreased to 223. This shows a 61% reduction in 911 calls for Cohort 1 during the first six-month period.

For Cohort 2, the cumulative total of emergency 911 calls by 20 HUs from the period of September 1, 2019 to February 28, 2020 was 335. From the period of March 1, 2020 to August 31, 2020, the calls for the same 20 HUs decreased to 148. This shows a 55% reduction in 911 calls for Cohort 2 during the second six-month period.

## CHAT/Portland Street Response

The mission of the program is to provide a branch of first responders who are trained in behavioral health, crisis intervention, and on-scene medical assistance; whereby enabling Portland Street Response to reduce Police, Fire, and EMS interactions with individuals who have not committed a crime, and who may be experiencing a mental health crisis or have an emergency health concern that does not immediately threaten their life or the lives of individuals around them.



Portland Street Response is designed to serve as a new branch of the City of Portland's first responder system: Police, Fire, and Portland Street Response. The Bureau of Emergency Communications' (BOEC) role will be to dispatch Police, Fire, or AMR if the call relates to saving a life, reporting a fire, or reporting a crime. For other non-life-threatening (but crisis-related) scenarios currently responded to by Police and Fire (such as behavioral health issues and welfare checks), Portland Street Response will be dispatched as an unarmed, first responder team trained in behavioral health and on-scene medical assistance.

Two primary benefits of creating this new branch of first responders for non-life-threatening, but crisis-related calls are:

- Enables the City of Portland to free up Police and Fire resources to attend to life saving and crime-related calls for help.
- Provides quick and compassionate response by trauma informed members trained in crisis management, emergency medicine, and behavioral health.

The measurable outcomes are:

- Reduce the number of calls traditionally responded to by Police where criminal activity is not present.
- Reduce the number of individuals transported to the emergency department for lower acuity, medical-related issues that could instead be addressed in a pre-hospital care setting.
- Reduce the number of behavioral health and lower acuity medical calls traditionally responded to by Police and Fire.

## COVID-19 Response

### Meds on Wheels Program



On April 14, 2020, in response to the COVID-19 pandemic, PF&R, in partnership with Multnomah County Aging, Disability and Veterans Services went live with an innovative assistance program to help some of our most vulnerable community members during a time of crisis.

PF&R's Meds on Wheels outreach program is designed to offer community members within the city of Portland a prescription pick-up and delivery service of vital, life sustaining medications. The program is specifically geared toward community members 65 and older and those individuals with disabilities who desperately need life sustaining medications from a pharmacy, but leaving their home poses a substantial risk to their health and the health of the community.

PF&R's Meds on Wheels program is available to Portlanders during the time period of Governor Brown's Stay Home, Save Lives executive order.

PF&R deployed the CHAT/Community Health Assessment Team for this initiative. The team picks up and delivers medications using proper PPE and social distancing. The team also engages and encourages this population who may be lonely, fearful, and isolated. The team also delivers a community resource flyer that lists places the community member can call for help with basic needs during the citywide state of emergency.



The Program Criteria is:

- Vulnerable to the effects of Covid-19
- 65 years of age and have a life threatening pre-existing medical condition
- Disabled community member unable to leave the house
- Community members with no other means of obtaining prescriptions. (If family members can pick-up and drop off prescription, please use available resources.)
- Critical, chronic health-related prescription medication only
- Dedicated referral line number



### COVID-19 Symptom Checker

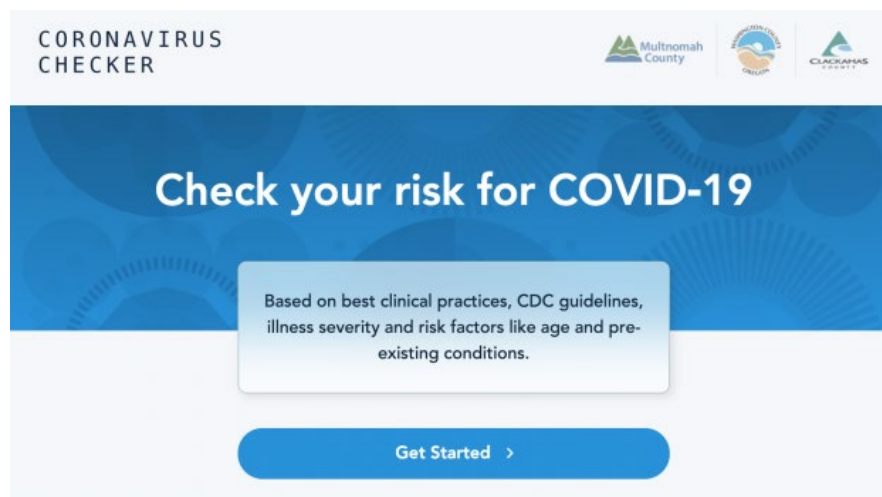
On April 10, 2020, regional health officials and first responders launched a simple “symptom checker” tool people can pull up on their laptop or smartphone for advice on COVID-19. The [c19oregon.com](https://c19oregon.com) application, customized for use in Multnomah, Washington, and Clackamas counties, helps people determine if their illness is serious enough to require immediate emergency care. The application is available in 15 languages. “This puts a valuable tool in the hands of anyone with a phone...to make informed decisions about their health,” said Multnomah County Officer Dr. Jennifer Vines.

The tool offers an online checklist to help people decide if their symptoms and underlying health conditions are serious enough that they should go to the hospital, visit their provider at a clinic, or can recover at home.

Developers from Vital Software in Atlanta worked with Emory University School of Medicine and the Emory Office of Critical Event Preparedness and Response to create the free [c19check.com](https://c19check.com) website.

Long-time collaborators Lt. Rich Chatman of PF&R and Multnomah County Emergency Medical Services Director Dr. Jon Jui learned of the tool and advocated for support and funding for local developers to hone a custom version for the Portland tri-county area.

By providing their zip code, users could see the nearest hospitals with space available. It also alerts people to the steps they could take, depending on their risk level, from calling a physician, to an advice nurse, to 211 for other support.



"If people need medical help and their local hospital is experiencing a surge, the tool will send them to another facility where they can get treated quickly," said Lt. Chatman. "The goal is to have [c19oregon.com](https://c19oregon.com) direct the right resources to the right place at the right time to help the people in greatest need."

## PF&R's Fire Arson Investigation Unit Announces Arrest of Suspect in Multiple Arson Fire

November 26, 2019, PF&R along with Portland Police, announced the arrest of a suspect in multiple arson fires. Most notably, the suspect, Allen Singerhouse, 39, was charged with setting a large and dangerous four-alarm grass fire in Northeast Portland on August 26, 2019. The fire burned two businesses, at least five townhomes, 47 parked cars and four acres of brush. It took a large and



dangerous effort by multiple partner fire departments and City bureau partners (Police, Water, Transportation, Emergency Management) to prevent a large loss of life, injury, and further property damage.

Under a coordinated arrest warrant, police, and fire personnel arrested the suspect at his house in Northeast Portland, after he admitted to starting several fires around Portland, including three the night of August 26, 2019 and several others. The suspect was interviewed at his residence and he confessed to setting multiple fires in the Northeast Portland area. The suspect was charged with three counts of first-degree arson.

PF&R's Chief Sara Boone said of the work put into this investigation: "This entire operation required a massive amount of planning, technical expertise, and shared resources between



PF&R's Arson Investigation Unit, Portland Police, and many others. There are few moments in a person's career where such an operation is so significant that the arrest of a suspect has a profound impact on the city at large. The core of our mission is to protect life and property from the threat of fire. This prolific arsonist instilled fear throughout the public domain and threatened the welfare of communities across this city with a devastating economic impact. I am proud of the work of the Arson Investigation Unit in finding this suspect and protecting the city."

After being briefed, Fire Commissioner Jo Ann Hardesty had the following reaction: "I'm very grateful for the diligent efforts of the joint PF&R and Portland Police Bureau's Arson Investigations Unit. Our community can rest a little easier thanks to the work of our public safety officials."

## Cancer Reduction Efforts Continue

Firefighter safety, health, and wellness is a top priority for PF&R. Multiple studies have demonstrated that 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. In FY 2017-18, PF&R began the process to replace Self-Contained Breathing Apparatus (SCBA). 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.

## Firefighter Health and Wellness

PF&R has adopted and implemented the gold standard of Health and Wellness Programs, the IAFF/IAFC Wellness Fitness Initiative, in order to improve the wellness of our firefighters. Some 2019-2020 fiscal year accomplishments and challenges include:

### Accomplishments

- Continue reminding members to get their NFPA 1582 annual physical examination and beginning July 1, 2020, firefighters can get their physical while on-duty
- Continue 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.

The biggest challenge was COVID-19 and PF&R has continued to work tirelessly on behalf of firefighters and non-sworn personnel to secure the best PPE, post-exposure testing and treatment, and behavioral health resources.

## New Community Themed Mural Unveiled at PF&R Headquarters



On January 3, 2020, a new piece of public art was installed at PF&R's main administrative building at SW Ash Street and Naito Parkway. The colorful mural by Portland artists Addie Boswell and Antwoine Thomas was commissioned by PF&R Chief Sara Boone and managed by the Regional Arts and Culture Council (RACC).

When Fire Chief Sara Boone was sworn in, she communicated that the three areas she considers to be the pillars of PF&R are community, service, and sacrifice.

In her first weeks, Chief Boone installed new lighting and painted an accent wall behind the portrait of Chief David Campbell, one of PF&R's most notable former chiefs. She wanted Chief Campbell's portrait to be an area of focus because Campbell, who died in a fire, symbolizes the service, and sacrifice every firefighter commits to when they are sworn into duty. Chief Campbell tragically died in the line of duty during a 1911 fire when he entered a building to make sure all firefighters had retreated; the building collapsed upon him before he could get out. Chief Campbell made the ultimate sacrifice to ensure his firefighters were safe.

Chief Boone also wanted to add a mural on the wall leading to the Chief's office to showcase the bureau's deep connection to the community it serves. She wanted to make sure that everyone who walks down the hallway to the Chief's office knows that they are welcome and included. The bureau engaged RACC to manage the project. The project was funded with one percent-for-art dollars that earmarks the costs of certain City improvements for public art.

Through a paneled public process, Boswell and Thomas's submission themed "It takes everyone to create community" was selected and commissioned. The colorful painting, now titled "Vibrant Cities Don't Burn," creates a bright tapestry of Portland imagery stitched together with

symbolic threads denoting PF&R's history and work. A flutter of 36 butterflies representing each of the 36 PF&R firefighters lost in the line of duty (as noted by the downtown firefighters' memorial) fly in the direction of Chief Campbell's portrait down the hall. Among the scenes of nature and people working in harmony are roses, which are both a symbol of the city and the centerpiece of PF&R's logo. The work honors the sacredness of the land and people who came before us. The piece is imbued with so many surprise bits of symbolism that a key will accompany it on the wall.

"I want to thank the artists for creating this celebratory, inclusive, and engaging piece of work that will greet those who head down the hall to the Chief's office. I appreciate the level of commitment and understanding that the artists put into this work as visual and visceral representations of service and community," said Chief Sara Boone. "Images are powerful, and they play a meaningful role in who feels welcomed in certain spaces. Those who head down this hallway will understand our history and know that we are going into the future together. This artwork highlights the best of our city and Portland Fire & Rescue."

## **New Solar Battery Storage System at PF&R Station 1 Fuels Emergency Resiliency**

Portland's first renewable, resilient power project installed at an emergency response facility has gone online at Fire Station 1, the result of a partner project between The Bureau of Planning and Sustainability (BPS) and PF&R. In 2016, BPS applied for and received an \$89,959 grant from the Portland General Electric's 2016 Renewable Development Fund, and an additional \$25,000 PGE Research and Development grant to collaborate with PF&R on installing Oregon's first renewable microgrid on a fire station.

The vanguard project includes a 30-kW solar electric system, a commercial-sized battery, and an existing onsite generator. These components allow the site to generate and store power from multiple sources in the event of a prolonged power outage. Since this was a frontrunner installation, BPS and PF&R worked tirelessly with a variety of partners over the past four years to set up a leading-edge system that uses sustainable energy in emergency response scenarios. The 30 kW/60 kWh

lithium-ion battery storage system allows the solar system to continue to power the building during an extended outage. The system stores excess solar for use at night making it possible





for the fire station to use solar energy to power preselected critical loads indefinitely. There is a screen in the building's lobby to monitor the system's output and usage.

As more photovoltaic and energy storage systems come online, the importance of training first responders how to use these types of systems will continue to grow. The Station 1 installation will help others in the firefighting and emergency response communities learn how to design and use solar-plus-storage installations.

"We need to be innovative in our energy approaches to make sure we are able to fuel our responses now and in the future. The addition of this solar-plus-battery system at Station 1 serves as a training opportunity involving a technology that is growing in the region and is a much-needed ingredient for our City's sustainability efforts," said Fire Commissioner Jo Ann Hardesty. "This is a great example of what we can accomplish by partnering across bureaus for innovative solutions."

This system also creates a testing ground for similar installations at other City facilities. The battery storage system and controls installed at Station 1 are also able to respond to signals from the utility (Portland General Electric) to provide additional demand response energy services to the grid. This allows the battery to earn an additional value stream beyond the energy savings of solar power. Additional value streams would help the City, and other energy customers, to offset the cost of the battery. This pilot project will help test the potential for microgrids on City facilities to provide both resilience and energy services to the utility.

"The solar and battery installation at Station 1 is a wonderful example of Portland's climate leadership and innovation," said Mayor Ted Wheeler. "Tackling the climate crisis is going to require a broad coalition of partners, and I want to thank BPS, PF&R and PGE for their effort to realize this project, which reflects the need to prepare for climate impacts as we work to reduce emissions."



# Appendix A

## PF&R Financial Information

Fiscal Year End Results	FY 15-16	FY 16-17	FY 17-18	FY 18-19	FY 19-20
<b>Expenditures by Division</b>					
Chief's Office	\$ 2,377,156	\$ 1,272,309	\$ 1,980,480	\$ 1,579,429	\$ 1,009,931
Emergency Operations	81,029,918	80,762,447	85,604,292	89,237,621	92,926,486
Management Serv./Logistics	16,748,897	19,039,433	20,928,285	21,044,550	23,961,645
Prevention	7,734,481	8,368,640	9,012,514	9,828,726	10,251,735
Training & Medical Services	6,305,505	5,860,076	5,310,582	4,767,510	5,737,224
<b>Total</b>	<b>114,195,957</b>	<b>115,302,905</b>	<b>122,836,153</b>	<b>126,457,836</b>	<b>133,887,021</b>
<b>Expenditures by Category</b>					
Personal Services	98,738,545	97,874,939	103,172,643	107,310,012	111,680,133
External Material & Services	7,748,545	6,706,597	7,460,680	7,041,131	7,466,988
Internal Material & Services	6,353,553	6,490,666	7,342,215	7,549,367	7,356,982
Capital Outlay-General Fund	91,528	3,112,587	3,603,362	3,460,224	4,509,868
Capital Outlay-GO Bond	1,263,786	1,118,116	1,222,980	1,053,738	0
Capital Outlay-Grants	0	0	34,273	43,364	2,066,050
Transfer to Fire Capital Fund	0	0	0	0	807,000
<b>Total</b>	<b>114,195,957</b>	<b>115,302,905</b>	<b>122,836,153</b>	<b>126,457,836</b>	<b>133,887,021</b>
<b>Resources by Category</b>					
General Fund Discretionary	99,404,745	103,061,656	107,615,547	110,205,064	107,180,580
Fire Capital Fund	0	0	0	0	8,648,806
Interagency Agreements	4,517,096	5,308,500	6,387,675	7,199,062	9,181,291
Licenses & Permits	3,464,629	3,455,712	3,284,661	3,467,468	3,539,789
Charges for Services	1,652,320	1,235,054	1,391,607	1,855,294	1,909,848
Inter-Governmental	895,419	588,795	2,422,254	1,788,256	527,527
Grants	2,201,186	121,327	19,220	15,500	2,143,687
GO Bond	1,263,786	1,118,116	1,300,194	1,053,738	0
Misc. & GF Overhead	796,776	413,745	414,995	873,454	755,493
<b>Total</b>	<b>\$114,195,957</b>	<b>\$115,302,905</b>	<b>\$122,836,153</b>	<b>\$126,457,836</b>	<b>\$133,887,021</b>
All financial information includes the 2010 Public Safety General Obligation (GO) Bond					
<b>Budgeted FTE (Full-Time Equivalent)</b>					
Sworn	668	672	672	674	672
Non-Sworn	49	50	52	55	53
<b>Total</b>	<b>717</b>	<b>722</b>	<b>724</b>	<b>729</b>	<b>725</b>

## Appendix B

### PF&R Performance Measures – Last Five Fiscal Years

Performance Measures	FY 15-16	FY 16-17	FY 17-18	FY 18-19	FY 19-20
<b>Portland Population</b>	<b>632,309</b>	<b>639,863</b>	<b>647,805</b>	<b>653,115</b>	<b>664,605</b>
<b>Chief's Division</b>					
Number of civilian deaths due to fires	9	4	8	11	3
Time lost to on-duty injury (FTE)	10.10	8.8	7.7	11.0	11.4
Percent of new sworn hires who are women	12%	0%	13%	8%	14%
Percent of new sworn hires who are men of color	n/a	n/a	n/a	n/a	34%
Percent of new sworn hires who are women of color	n/a	n/a	n/a	n/a	4%
Percent of new sworn hires who are two or more races	n/a	n/a	n/a	n/a	0%
Number of outreach events attended to connect and recruit communities of color	n/a	n/a	n/a	n/a	24
<b>Emergency Operations</b>					
Total number of incidents	81,076	85,698	87,166	85,629	83,025
Percent flame spread confined to room of origin	71%	70%	73%	73%	68%
Percent of responses to code 3 incidents within 5:20	61%	57%	61%	58%	55%
Percent of high-priority responses with a turnout time of less than 80 seconds	63%	61%	61%	60%	52%
Response time to high-priority incidents at 90 <sup>th</sup> percentile	7:18	7:39	7:19	7:24	7:38
Percent of all fires that are non-structure fires	n/a	n/a	79%	81%	80%
Percent of all fires that are "unauthorized burning" fires	n/a	n/a	n/a	n/a	46%
Percent of calls responded to that do not pertain to fire or medical emergencies	n/a	n/a	25%	27%	28%
Percent of lower acuity healthcare and public assist calls responded to by RRV	71%	69%	71%	64%	66%
<b>Medical Services &amp; Training</b>					
Percent of new recruits who complete Academy training and probation (*not completed within this fiscal year)	83%	84%	80%	96%	n/a*
Hours of in-service training per sworn employee	91	93	154	120	78
<b>Prevention</b>					
Percent of high-hazard inspections within 27 months	77%	67%	65%	72%	89%
Number of fee code enforcement inspections	13,423	21,277	23,386	26,625	28,870
Number of fee code enforcement re-inspections	826	5,145	6,331	7,150	8,047



Performance Measures	FY 15-16	FY 16-17	FY 17-18	FY 18-19	FY 19-20
Percent of code enforcement re-inspections completed within 90 days	n/a	n/a	n/a	n/a	66%
Number of Plan reviews and permits	9,176	8,690	9,001	8,384	6,982
Percent of plan reviews completed within turnaround goals	n/a	n/a	92%	96%	n/a
Average number of cases per investigator	n/a	n/a	n/a	n/a	324
<b>Management Services Division (MSD)</b>					
Amount of outside grants received	n/a	n/a	n/a	2.05 M	0
Percent of contracts awarded to vendors with COBID	n/a	n/a	3%	5%	10%
Percent of frontline apparatus at or near end of useful life	28%	33%	5%	10%	7%
Percent of City fleet vehicles allocated to Fire that are electric or hybrid	n/a	n/a	n/a	42%	39%
Percentage of total spending on station supplies that is spent on green products	n/a	n/a	n/a	50%	20%
Number of ADA barriers removed	n/a	n/a	n/a	42	31
<b>Workforce Diversity/Sworn Employees</b>					
American Indian/Alaskan Native	2.9%	2.9%	3.0%	2.9%	2.8%
Asian/Pacific Islander	6.3%	6.3%	6.3%	6.2%	6.3%
Black/African American	4.0%	4.0%	3.7%	3.8%	4.0%
Hispanic/Latino	4.6%	4.8%	5.1%	5.3%	5.7%
White/European American	80.1%	79.9%	79.8%	79.7%	79.0%
Two or More Races	2.1%	2.1%	2.1%	2.1%	2.2%
Female (any race)	7.2%	7.2%	7.3%	7.4%	7.8%
Male (any race)	92.8%	92.8%	92.7%	92.6%	92.2%
<b>Workforce Diversity/Non-Sworn Employees</b>					
American Indian/Alaskan Native	0%	0%	0%	0%	0%
Asian/Pacific Islander	6.7%	6.9%	9.8%	7.6%	9.4%
Black/African American	5.0%	6.9%	3.9%	3.0%	3.8%
Hispanic/Latino	5.0%	5.2%	7.8%	6.1%	7.5%
White/European American	81.6%	79.3%	74.6%	77.2%	77.4%
Two or More Races	1.7%	1.7%	3.9%	6.1%	1.9%
Female (any race)	50.0%	47.0%	45.1%	42.4%	43.4%
Male (any race)	50.0%	53.0%	54.9%	57.6%	56.6%

If you have questions or comments on the content of this report, contact:  
Angela Bostock, Senior Management Analyst @ [Angela.Bostock@portlandoregon.gov](mailto:Angela.Bostock@portlandoregon.gov)