

- No orientation and in-service training for maintenance employees on DC/department rules and regulations.
- Shop mechanics and maintenance personnel governed by a different system of discipline.
- Fleet Maintenance director (a fire suppression battalion chief) has only been in his present position approximately 1½ years and has not acclimated to managing under DC civilian personnel regulations.
- Present fleet of fire apparatus, because of non-standardized units, require high technological skills in the following areas:
 - Pumps (different manufacturers – Hale, Waterous, etc.)
 - Transmissions, engines, drive power trains, etc.Mechanics are able to perform preventive maintenance and some major repairs on ambulance units but are inadequate on the larger high-tech fire apparatus (pumpers, ladders, squads, etc.)
- Because of fire apparatus units, parts are not available with a timely turn around, (e.g., they are waiting on Ford pumper parts for units that are no longer in production).
- Purchasing procedures cause lengthy delays because of bureaucratic approval levels.
 - Typically 55 or more days to complete a request.
 - Anything over \$2,500 must be processed (this may have changed recently with new emergency authority).
 - No open purchase ability to obtain parts.
- Ambulance units receive priority, and therefore the bulk of maintenance fund allocations, which are under-funded in the appropriations.
- A private/public partnership for fire apparatus like the one for ambulances might be highly desirable. The department has the ability to purchase ambulances off the GSA bid list. The Ford Motor Company was awarded the contract, and provides excellent support:
 - Ford provides free training to department mechanics
 - Ford also supplies automobiles to department

- Ford's warranty (36-month/36,000 mile) is often serviced and honored past time limits in an effort to retain market.
- It would be highly desirable to seek a public/private partnership such as the Ford ambulance/auto relationship for the fire apparatus.

Fleet maintenance problems affecting operations are discussed in more detail in several other chapters in this report.

Compliance

The Compliance Unit in the Services Bureau monitors the Department's disciplinary process. This unit's staff is supposed to watch proper form format and reporting of disciplinary action time frames. At present there are in effect two separate disciplinary systems, one pertaining to uniformed personnel and the other to EMS and communications personnel. Come mid-October, one system will be in place for all uniformed personnel, fire and EMS, as well as civilian employees. Both will come under the same set of guidelines and requirements.