



GWINNETT COUNTY
BOARD OF COMMISSIONERS

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Nicole L. Hendrickson, Chairwoman
Kirkland Dion Carden, District 1
Ben Ku, District 2
Jasper Watkins III, District 3
Matthew Holtkamp, District 4

Unofficial

Informal Presentation Minutes

Tuesday, March 3, 2026 – 11:00 AM

Present: Nicole L. Hendrickson, Kirkland D. Carden, Ben Ku, Jasper Watkins III, Matthew Holtkamp

1. Fire & Emergency Services

Fire & Emergency Services Update

Fire Chief Fred Cephas provided the Board with an update on department vacancies, highlighting workforce stabilization, response and prevention initiatives and current projects. No official action was taken.



Fire and Emergency Services

Fred Cephas
Fire Chief, Department
Director

BOC/Department Alignment

Gwinnett Standard – An expectation of excellence in service, stewardship, and integrity in everything we do!

VISION

Gwinnett is the preferred community where everyone thrives!

MISSION

Gwinnett proudly supports our vibrantly connected community by delivering superior services

VALUES

Integrity: We believe in honesty, building trust, and having strong moral principles

Accountability: We believe in stewardship, transparency, and sustainability

Equity: We believe in fairness and respect for all

Inclusivity: We believe in engaging, embracing, and unifying our communities

Innovation: We believe in continual adaptation of technology, process, and experience

VISION

Deliver the Highest Quality of Service

MISSION

Saving Lives and Protecting Property

VALUES

Truth: We believe in integrity and honesty

Trust: We believe in accountability and transparency

Respect: We believe in equity and compassion

Unity: We believe in inclusivity and engagement

Service Delivery Model

Integrated Prevention and Response

Emergency Response

- Emergency Medical Services
- Fire Suppression and Rescue
- Specialized All-Hazard Response

Prevention

- Community Risk Reduction Programs
- Inspection, Investigations, and Education



Objectives



- Vacancies
- Response and Prevention Initiatives
- Current Initiatives



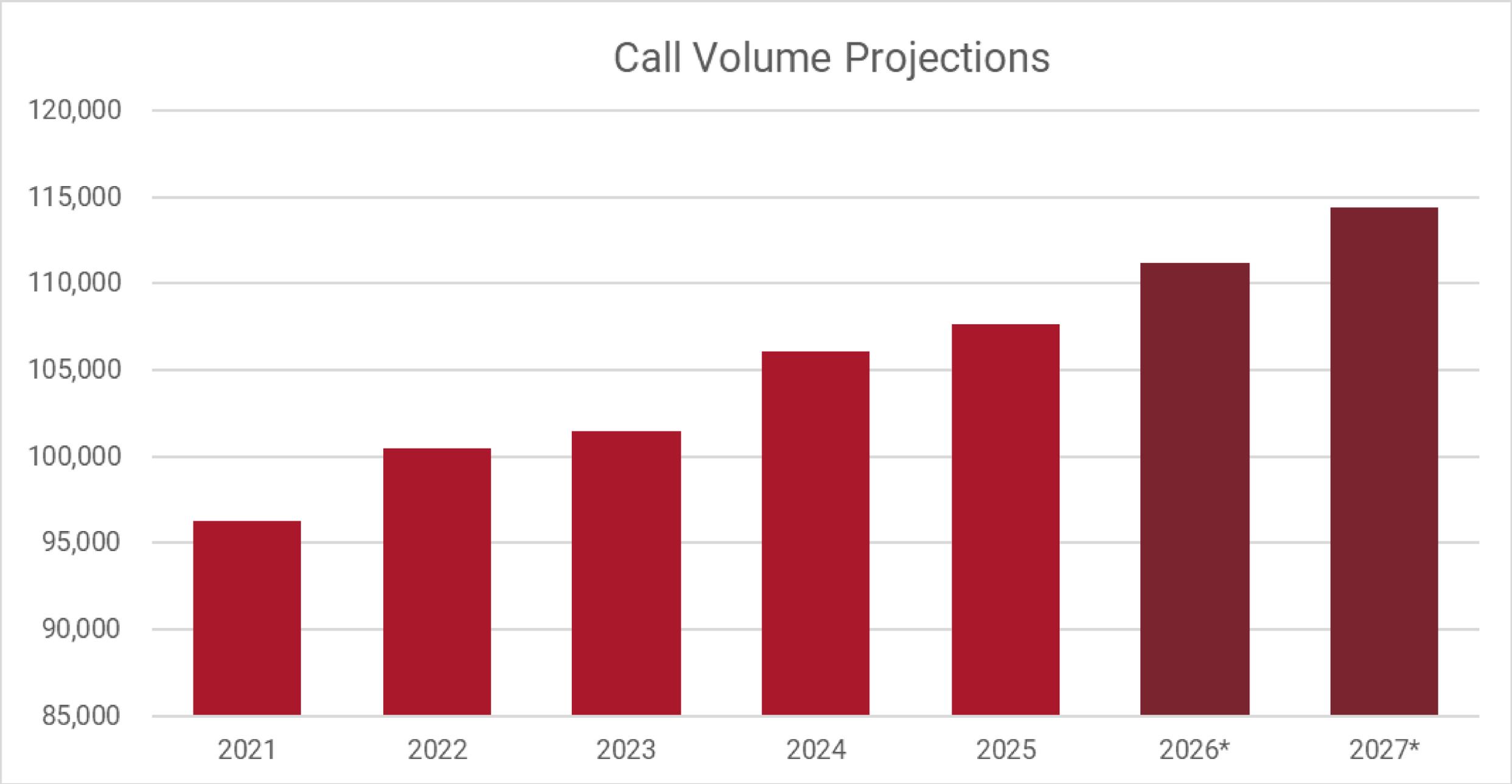
Vacancies



Workforce Stabilization

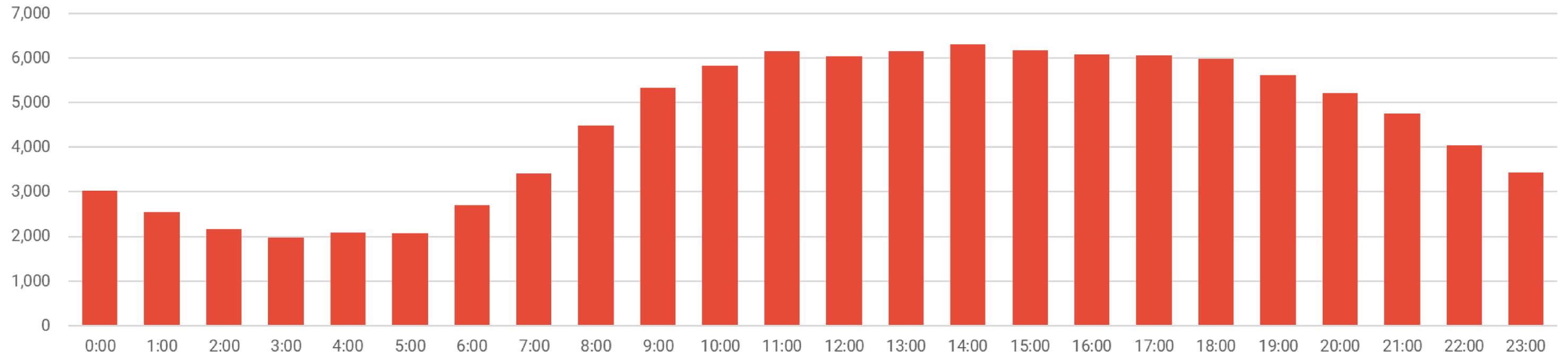
- **Marketing**
Enhanced recruitment and outreach
- **Background booklet**
Streamlined application process
- **Physical Performance Evaluation**
Climate-controlled testing for consistency
- **BOC/Starting Pay**
Competitive salary adjustments
- **Lateral positions**
Hiring experienced personnel for faster deployment
- **Hiring guidelines**
Updated to remove barriers and improve efficiency

Call Volume Projections



2025 Total Incident Count by Hour of Day

2025 Total Incident Count by Hour of Day



Source: FireRecords SQL and ESOInsights - retrieved 02.27.26

Response Initiatives



Alternative Response Vehicles

- Over 11,000 responses in 2025
- Lower operating and staffing costs
- Faster access in dense areas

Peak-Time Response Units

- Deployed during highest demand (7:00am – 7:00pm)
- Expands capacity when needed, reduces when not
- Supports faster response and unit availability
- Four additional units planned for June

Prevention Initiatives

Home Safety Surveys

Countywide awareness campaign to increase resident participation

Hands-Only CPR Training

Expanded delivery in local communities for easier access

Youth Safety Education

Online fire & life safety resources available for families and schools



Current Initiatives

Fire Station Rebuilds/Relocations (SPLOST)

Stations 2, 3 and
14 expanded capacity
to support growth



Station 2



Station 3

Fire Station 14



Questions?