



**CLAYTON**



**FIRE DEPARTMENT**

**2024 ANNUAL REPORT**

# CLAYTON FIRE DEPARTMENT



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# MESSAGE FROM THE FIRE CHIEF



On behalf of the dedicated men and women of the Clayton Fire Department, it is my privilege to present the 2024 Annual Report. I encourage you to take a moment to review this document, which highlights the steps we have taken to prepare Clayton not only for the challenges of tomorrow but also for the opportunities that lie ahead. Our achievements this year have been significant, and even greater milestones lie ahead. By working together as a unified team, I am confident in our ability to rise to the challenges and exceed the expectations of those we proudly serve.

With the steadfast support of Mayor Jody McLeod, Clayton's Town Council, and the leadership of Town Manager Rich Cappola, our department is poised to achieve anything we set our sights on. While challenges will undoubtedly arise as we strive to become the premier department in the region, I am confident in the exceptional leadership team we've assembled. These talented and adaptive individuals possess the skills and dedication needed to overcome all obstacles and guide us into the future. Together, we will continue to uphold the Town Council's priority in making Clayton a safe and thriving community for both residents and visitors.

Once again this year, our citizens demonstrated their unwavering support for public safety, ranking it as their top priority in the 2024 Annual Budget Survey. Equally important is the commitment of the Town Council and staff to act on this public feedback. To enhance public safety coverage and promote social equity, we successfully acquired 8.01 acres of land at 143 Short Johnson Road and 8.18 acres of land at 119 Club Connection Blvd., for future public safety facilities. These two strategic locations are vital to ensuring timely and effective emergency responses for our community.

Every day, the dedicated men and women of the Clayton Fire Department stand ready to meet the community's expectations through emergency response, public education, and risk reduction, always striving to be better tomorrow than we are today. By pursuing perfection, we aim to achieve excellence. We are steadfast in our commitment to meeting the growing demand for our services while exploring innovative and cost-effective solutions. It is a true honor to serve those who choose to live, work, and play in Clayton.

Respectfully,

A handwritten signature in blue ink that reads "David R. Ranes".

David R. Ranes, Fire Chief



# DEPARTMENT LEADERSHIP



**David Ranesh**  
Fire Chief



**Chad Stephenson**  
Deputy Fire Chief



**Stacey Turner**  
Deputy Fire Chief



**Michael Tatum**  
Fire Marshal



**Elizabeth Jernigan**  
Executive Assistant



**Chris Carter**  
Battalion Chief



**Mark Morris**  
Battalion Chief

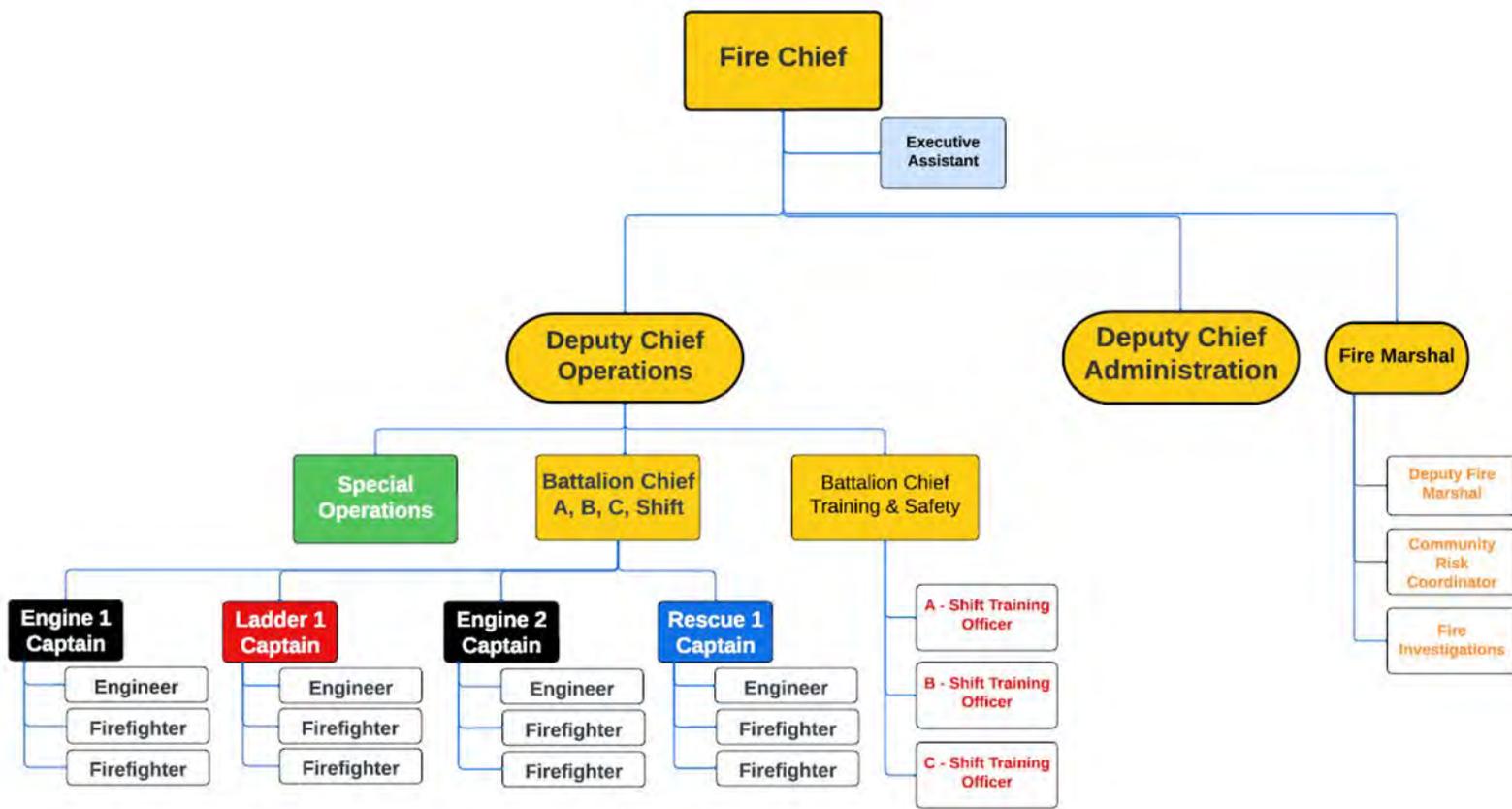


**Andrew Shaw**  
Battalion Chief



**Matt Sutphin**  
Battalion Chief

# ORGANIZATIONAL CHART



## 59 Budgeted Positions

- 1 – Fire Chief
- 1 – Deputy Fire Chief of Operations
- 1 – Deputy Fire Chief of Administration
- 1 – Fire Marshal
- 1 – Executive Assistant
- 1 – Battalion Chief of Training & Safety
- 3 – Battalion Chief - Operational
- 1 – Deputy Fire Marshal
- 1 – Community Risk Reduction Specialist
- 12 – Fire Captain
- 12 – Fire Equipment Operator (engineer)
- 24 – Firefighter/Master Firefighter



# MISSION, VISION, & VALUES

## MISSION

To provide prompt, professional services with pride, ensuring that every individual involved in an incident returns home safely. From the moment a call is received, our team is prepared to respond swiftly and effectively, upholding the highest standards of professionalism.

## VISION

To constantly evolve to meet the needs of an ever-changing community. We strive for excellence through relentless dedication to improvement in all aspects of our operations.

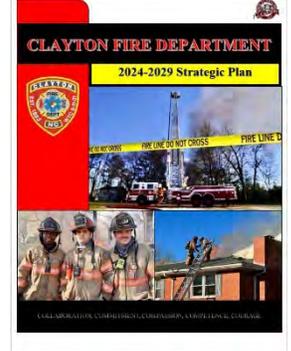
## VALUES

Collaboration, Commitment, Compassion, Competence, and Courage – these values form the foundation of our department. Through teamwork, dedication, empathy, expertise, and integrity, we fulfill our duty to serve with excellence and compassion, treating each interaction with the utmost respect and care.



# 2024 – 2029 STRATEGIC GOALS

The 2024 - 2029 Strategic Plan provides a clear roadmap for the next five years, guiding the department’s growth, efficiency, and service excellence. Focused on personnel development, infrastructure improvements, and enhanced emergency response, this strategy ensures the department remains adaptive, resilient, and committed to protecting Clayton’s residents and visitors through 2029 and beyond.



<p><b>Goal 1</b></p>	<p>Develop an ongoing Capital Expenditure Plan that maintains current capabilities and provides for capabilities expansion in the future.</p>
<p><b>Goal 2</b></p>	<p>Develop, promote, and enhance the professional development of all CFD members to improve operational effectiveness and quality of life by providing exceptional training and education.</p>
<p><b>Goal 3</b></p>	<p>Continue to increase the number of outreach and engagement opportunities to external stakeholders and continue to align our efforts with the community's expectations.</p>
<p><b>Goal 4</b></p>	<p>Provide the highest quality of service in the most efficient of current departmental programs and enhance capabilities for the future needs of our community.</p>
<p><b>Goal 5</b></p>	<p>Develop a culture of internal engagement within the department that promotes empowerment, trust and open communication.</p>
<p><b>Goal 6</b></p>	<p>Develop, promote, and enhance the wellness of all CFD members in order to improve operational effectiveness and quality of life.</p>



# LEADERSHIP PROMOTIONS AND HIRINGS

## Promotions and Hiring of Leadership Positions

In 2024, the Fire Department underwent a reorganization aimed at addressing both immediate leadership needs and preparing for future demands as our community continues to grow. This restructuring resulted in the creation and fulfillment of several key leadership positions, ensuring the department remains well-equipped to meet the evolving challenges ahead.

### Deputy Chief Chad Stephenson

Chief Stephenson was selected as the next Deputy Fire Chief of Operations in September 2024, after successfully competing against 25 applicants from across the country. In this role, he oversees the daily operations of the emergency response group and provides strategic oversight for the training division. His experience includes serving as a battalion chief for Northside Fire/Rescue and as a fire captain for the Cary Fire Department.

### Deputy Chief Stacey Turner

Chief Turner was promoted to Deputy Fire Chief of Administration in February 2024, a newly established position that includes serving as the Town's emergency manager. His additional responsibilities include accreditation manager, NFIRS reporting, data analysis, Insurance Services Office (ISO) compliance, fire department PIO, and overseeing the hiring process.

### Fire Marshal Michael Tatum

Chief Tatum was appointed as the new Fire Marshal in July 2024 following a rigorous, nationwide recruitment and selection process. This hire comes on the heels of Fire Marshal Tony Atkinson's retirement after 30 years of dedicated service to the citizens of Clayton. In his new role, Chief Tatum is responsible for applying and enforcing the fire code, building on his previous experience as a member of the Cary Fire Department.

### Battalion Chief Chris Carter

Chief Carter was promoted to Battalion Chief of Training & Safety in July 2024. With an extensive background in training, he teaches at the national level and has a deep passion for fire and rescue education. In addition to leading training initiatives, Chief Carter also serves as the Fire Department's Health and Safety Officer, ensuring the well-being of its members.

### Community Risk Reduction Specialist Bryan Belvin

Captain Belvin was promoted in November 2024, to serve as the newly created position of Community Risk Reduction Specialist. As the CRRS, he is responsible for developing and delivering public education programs focused on fire prevention, emergency preparedness, and overall community risk reduction.



# CAREER LADDER POSITIONS

## Master Firefighter Career Ladder Position

The reorganization of the department identified the need for a career ladder position, that allowed for the department to develop a promoted position to serve as relief driver when fire equipment operators are absent. This position has allowed the department to have better qualified and trained staff to operate the various pieces of fire equipment within the fleet. The following personnel were promoted to the rank of Master Firefighter in 2024.



Justin Allen



Jonathan Braswell



Andrew Craver



Charles Evans



Antwan Hardy



Michael Hine



Justin Jones



Alan Johnson



Aaron Lee



Jordan Manning



James Merle



Austin Neuhaus



# PROMOTIONS & RETIREMENT

## Fire Captains

The 2024 re-organization of the department identified a need to promote three members to fire captain. The Fire Captain position is critical to the success of the department, serving as an entry level leadership position that oversees the personnel assigned to a fire company. The following were promoted to Fire Captain after competing in a competitive process.



Jordan Craven



Joel Shanks



Ryan Tillerson

COLLABORATION - COMMITTEMENT - COMPASSION - COMPETENCE - COURAGE

## Retirement of Tony Atkinson



The year 2024 marked the retirement of long-time member Tony Atkinson, a cornerstone of the Clayton Fire Department and its first full-time employee. Tony dedicated 30 years to the department, playing a pivotal role in its growth and progress. Throughout his distinguished career, he served in various capacities, from firefighter to Deputy Fire Chief. As the Town's first Fire Marshal, Tony established the fire marshal's office from the ground up, setting a standard of excellence that endures to this day. The Fire Department expresses its deepest gratitude to Tony for his unwavering commitment to the Town, the Department, and the community.



# ACCOMPLISHMENTS

- Reorganization of the Department which created several new positions to prepare the department for immediate and future needs. This includes adding captains and drivers to all companies.
- Awarded a Staffing for Adequate Fire and Emergency Response (SAFER) Grant for \$1,568,113.00, funding six positions for 3 years.
- Creation of the Master Firefighter career ladder position to serve as the department's relief driver.
- Increased minimum staffing levels to 15 per shift/day.
- Command and control training for command staff personnel.
- Sponsored seven chief officers to attend the National Fire Academy in Emmittsburg, MD.
- Promoted a total of 18 personnel throughout the ranks.
- Facilitated four new hire orientation academies for the hiring of 13 new personnel.
- Hired a Deputy Chief of Operations and Fire Marshal.
- Drafted and Council adopted the 2024 – 2029 Strategic Plan.
- Re-established the training division and the position of Battalion Chief of Training & Safety
- Re-established partnerships with Northside and Cleveland Fire Departments for technical rescue services.
- Purchase of a new brush truck.
- Updated the fleet with four new vehicles for administrative staff.
- Received and placed in service a 2024 Pierce Enforcer pumper as Engine 1.
- Ordered two new engines scheduled for delivery in the second quarter of 2026.
- Donated a 1992 Emergency One pumper to Marshallburg Fire Department in Carteret County.
- Recognized as a registered agency with the Center for Public Safety Excellence, the first step in becoming an accredited agency.
- Acquired two parcels of land for the Veterans Parkway and Covered Bridge Road Public Safety facilities.
- Partnered with Novo Nordisk for confined space rescue standby services.



# FEMA SAFER GRANT

In 2024, the Clayton Fire Department was honored to receive a Staffing for Adequate Fire and Emergency Response (SAFER) grant from FEMA totaling \$1,568,113.00. This grant provides funding for the salaries and benefits of six firefighters over a three-year period. With these funds, we were able to hire six new firefighters, increasing our staffing to four firefighters per apparatus and bringing total shift staffing to 17 personnel. These additional positions are vital in meeting our effective response force requirements, ensuring we have the necessary personnel to handle all operational needs on the fireground.

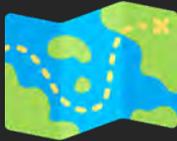


Pictured left to right: Front Row: Nicholas Bishop, Earlece Hayes, Hannah Groh  
Back Row: Andrew Webster, Dylan Herron, Russ Overly



# KEY STATISTICS

Service is at the heart of our mission - we exist to serve the citizens of our community. Each year, our call volume increases by approximately 8%, and we remain committed to delivering exemplary service. Below are the key indicators for 2024.



**Area Served**  
44.3 Sq. Miles



**Population Served**  
41,677



**Training Hours**  
20,334



**Calls For Service**  
3,569



**Unit Responses**  
5,122



**Fire Calls**  
1,454



**EMS Calls**  
2,115



**Hazardous Calls**  
91



**Fire Alarms**  
380

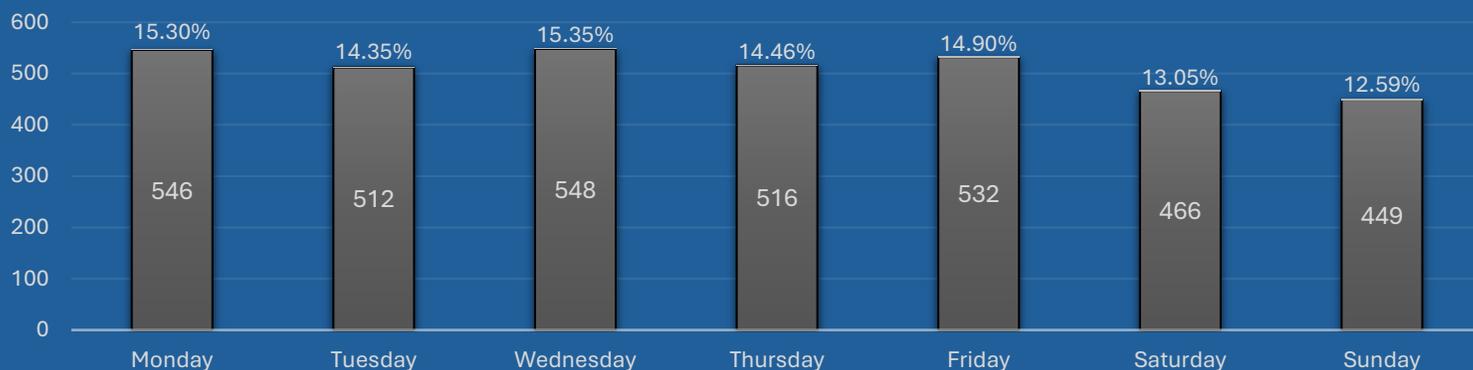
## NFIRS Response Data

NFIRS Incident Type	Total	Percentage
100 – Fire	128	3.58 %
200 - Overpressure	3	.08 %
300 – Rescue & EMS	2458	68.87 %
400 – Hazardous Condition	91	2.55 %
500 – Service Calls	173	4.85 %
600 – Good Intent Call	333	9.33 %
700 – False Alarm	380	10.65 %
800 – Severe Weather	2	.06 %
900 – Special Incident	1	.03 %
<b>Totals</b>	<b>3,569</b>	<b>100.0 %</b>

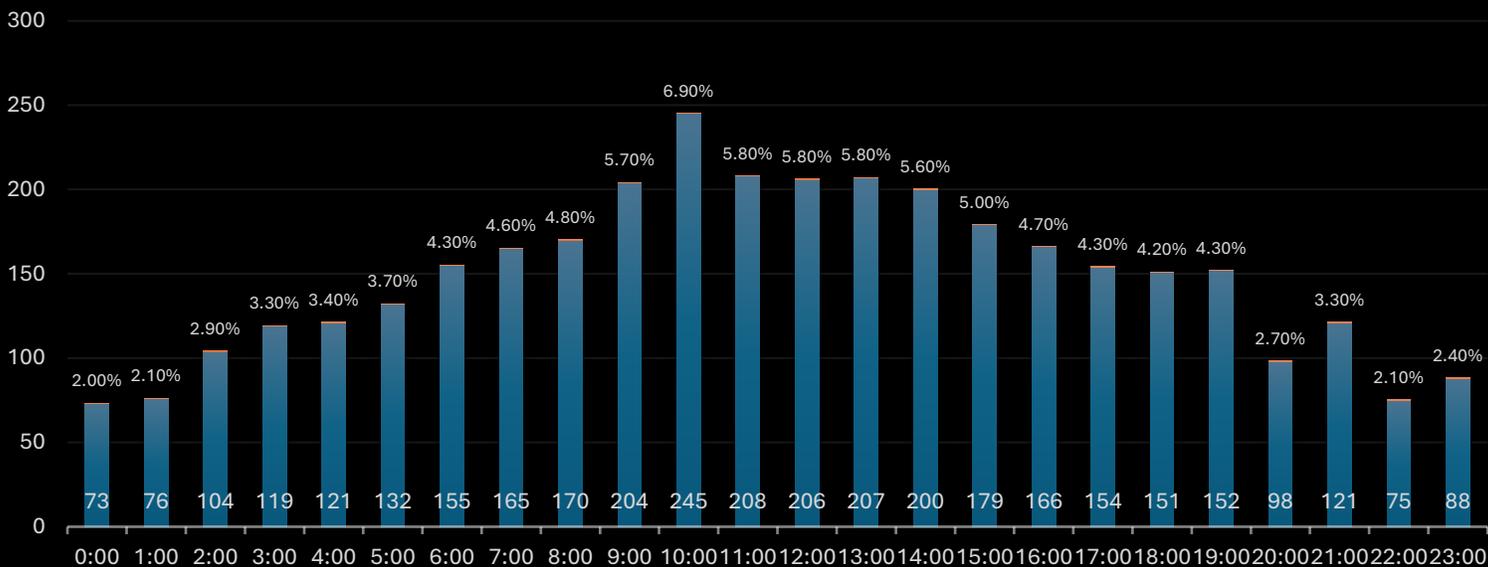


# RESPONSE STATISTICS

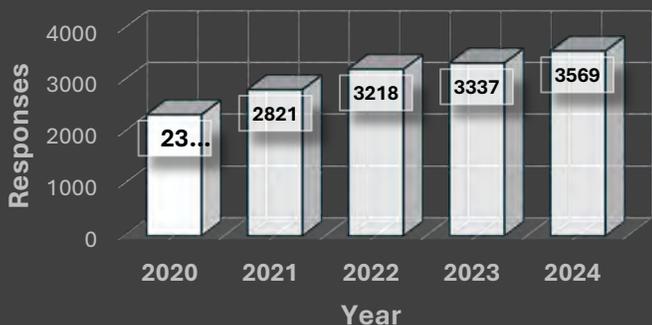
## BUSIEST DAY OF THE WEEK WEDNESDAY



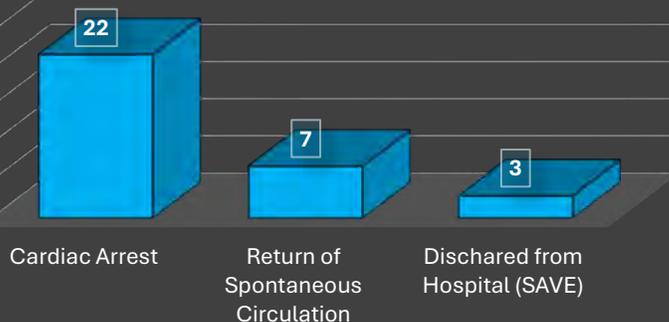
## BUSIEST HOUR OF THE DAY 10 am



## CALL DEMAND BY YEAR

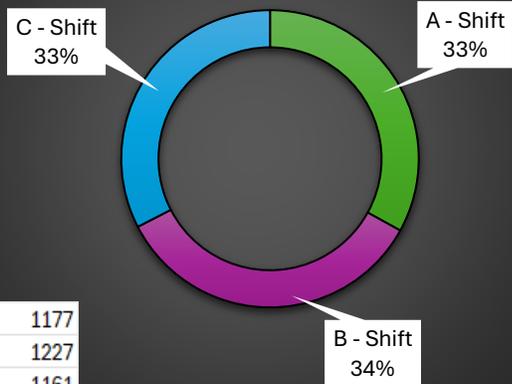


## CARDIAC ARREST RESPONSE



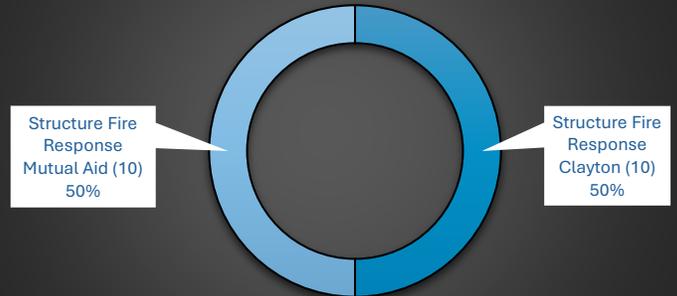
# RESPONSE STATISTICS

## Response by Shift

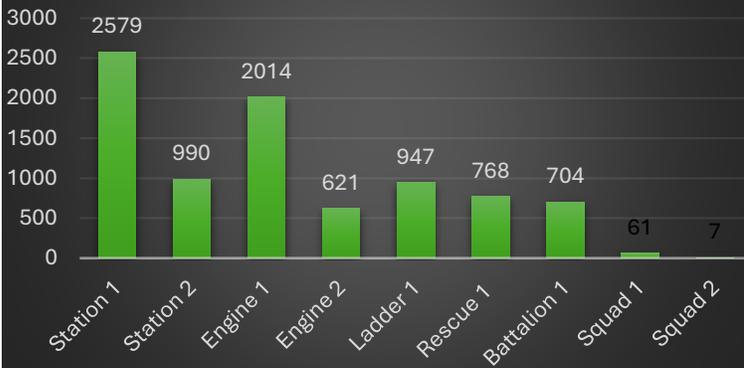


A - Shift	1177
B - Shift	1227
C - Shift	1161

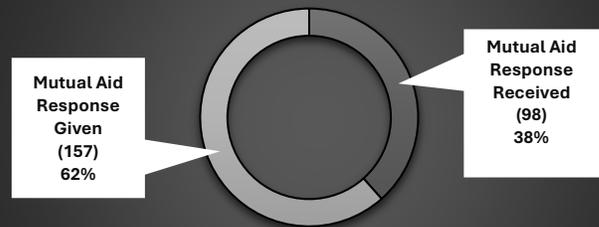
## Structure Fire Response



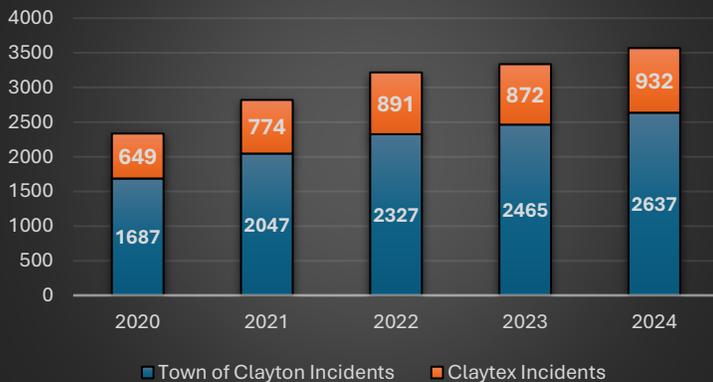
## Unit Responses



## Mutual Aid Response



## Town Response vs Claytex Response 2020 - 2024



## 90<sup>th</sup> Percentile Response Data

### Department Wide

Turnout Time: 1m 49s

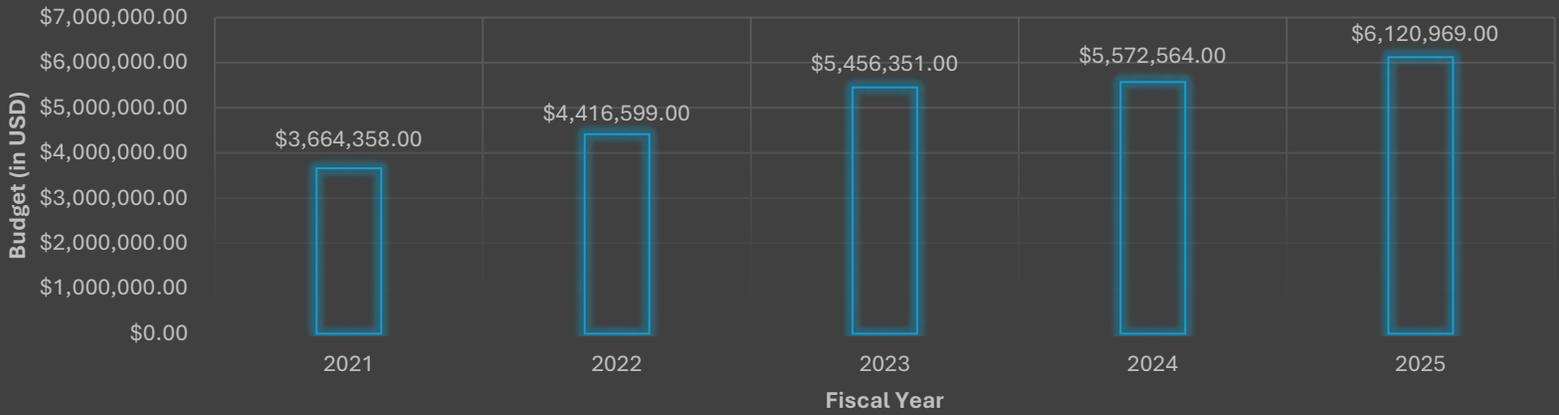
Travel Time: 7m 22s

Response Time: 8m 21s



# BUDGET

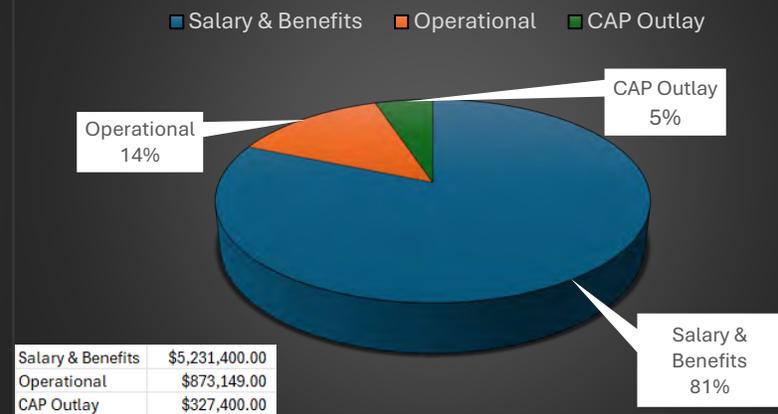
## Fire Department Adopted Budgets FY 2021 - 2025



## FY25 Fire Department Revenue

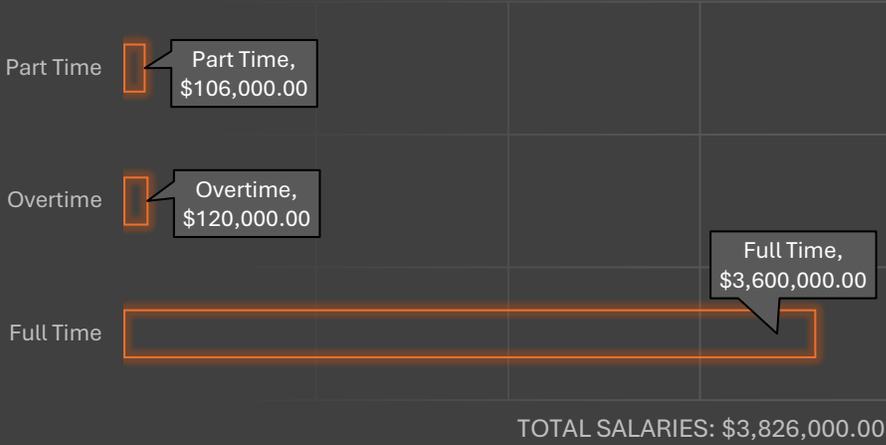


## Fire Department FY25 Budget



# BUDGET

## FY25 Salaries



## FY25 Benefits



## FY25 Operating Budget



# Risk Management

The Risk Management Division is dedicated to enhancing community safety through fire prevention, public education, and risk mitigation. Responsibilities include conducting fire inspections, enforcing safety codes, and analyzing incident data to improve emergency response. The division also helps with disaster preparedness plans, promotes firefighter health and safety, and engages the community through fire safety education, CPR training, and outreach programs. By integrating prevention, education, and enforcement, the division works to reduce hazards and protect both residents and first responders.



## Smoke Alarm Saturday

With the help of a grant from the North Carolina Office of the State Fire Marshal, we were able to install more than 50 smoke detectors in homes within our community on June 1, 2024.



# Risk Management Statistics

## 2024 Fire Inspections

INSPECTION TYPES COMPLETED	
ANNUAL ROUTINE	10
2 YEAR ROUTINE	8
3 YEAR ROUTINE	267
GENERAL FIRE INSPECTION	3
ABC PERMIT	10
SPRINKER AND FIRE ALARM	54
COMPLAINT	9
FIRE CALL FOLLOW UP	5
PLAN REVIEW	19
CERTIFICATE OF OCCUPANCY	10
HOOD/FIXED SUPPRESSION	14
KNOX BOX UPDATE/INSTALL	28
PERMIT	3
PRE CO WALK THROUGH/STOCKING	8
SITE VISIT/FOLLOW-UP/INFORMATION UPDATE	91
R3/FOSTER HOME	11
TENT	3
ANNUAL SPRINKLER - ER	42
UNSCHEDULED INSPECTION - ER	11
REINSPECTIONS	151
<b>TOTAL</b>	<b>818</b>

## Public Education

Events	52
Contact Hours	249
Contacts Made	2108



# AWARDS & RECOGNITION



**Captain Bryan Belvin**  
2024 American Legion  
Firefighter of the Year

**Fire Marshal Tony Atkinson (ret)**  
Clayton Chamber Foundation  
2024 Outstanding Service Award



# FLEET UPDATES



2024 Pierce Enforcer



2018 Chevrolet Silverado 3500



# FAMILIAR FACES



# ON THE JOB



# CLAYTON FIRE DEPARTMENT



Cory Beard  
Captain



Bryan Beikin  
Captain



Mitch Boyette  
Captain



Stacey Turner  
Deputy Fire Chief



David Ranes  
Fire Chief



Tony Alberson  
Fire Marshal



Aubyn Bauder  
Engineer



Jordan Craven  
Engineer



Louis O'Aras  
Engineer



Chris Carter  
Captain



Kyle Ornes  
Captain



Kenneth Evans  
Captain



Mark Morris  
Deputy Chief



Andrew Shaw  
Deputy Chief



Matthew Sulglin  
Deputy Chief



Anthony Marino  
Engineer



Brian Rukonis  
Engineer



Joel Shanks  
Engineer



Daryle Harris  
Captain



Joshua Spivey  
Captain



Anthony Veness  
Captain



Elizabeth Jernigan  
Executive Assistant



Kevin Stanot  
Deputy Fire Marshal



Marshall Smith  
Engineer



Ryan Tiberson  
Engineer



Dustin Adkins  
Firefighter



Justin Allen  
Firefighter



Jonathan Branstetter  
Firefighter



Andrew Cropper  
Firefighter



Michael Duffy  
Firefighter



Charles Evans  
Firefighter



Blake Grindy  
Firefighter



Arden Hardy  
Firefighter



Paul Harris  
Firefighter



Michael How  
Firefighter



Ty Hubbard  
Firefighter



Alan Johnson  
Firefighter



Justin Jones  
Firefighter



Seth Knott  
Firefighter



William Lee  
Firefighter



Jordan Marving  
Firefighter



James Mena  
Firefighter



Austin Neuhoff  
Firefighter



Nicholas Rorer  
Firefighter



Chad Royal  
Firefighter



David Rossini  
Firefighter



Dominique Sengler  
Firefighter



Rene Smith-Saltz  
Firefighter



Dakota Toms  
Firefighter



Steven Walls  
Firefighter

2024

Jim O'Sullivan Photography - www.JimOPhotos.com

Town of Clayton Fire Department

325 W. Horne Street

Clayton, North Carolina 27520

919-553-1520

