

DISTRICT MONTHLY REPORT: JULY 2017

ADMINISTRATIVE:

- 1) At their July 11th regular meeting, the Board adopted the draft District Mission, Vision, Values and Goals statements as part of its ongoing strategic planning process. A copy of these statements is included with the Report.

Action Item Summary List:

No.	Topic	Date	Priority	Action/Status
2	North-end Firestation Project Master Plan	Ongoing	Medium	<u>VanCamp:</u> ▪ Two firestation strategic concept used in planning (#59)
44	District Training Center	Ongoing	Medium	<u>VanCamp:</u> ▪ Pending Phase III (building interior modifications & additional props), coordinating with Training Program
48	Community Risk Assessment Project	Ongoing	On Hold	<u>VanCamp:</u> ▪ Thurston County Fire Commissioners' Association application to FEMA for grant for CA project submitted in June, District will be lead agency if accepted
52	Verizon Wireless Tower at Station 8-3 (Boston Harbor)	Ongoing	Medium	<u>VanCamp:</u> ▪ Agreement signed for interim rental payments ▪ Verizon working with County on permit process
53	Organizational performance management	Ongoing	High	<u>Board Chair/VanCamp:</u> ▪ PDP Policy 3-30 to be approved in August ▪ PDP-Expectations process training being developed
55	Consideration of apparatus sizing	?	?	<u>VanCamp:</u> ▪ CR&R scheduled replacement of next pumper in 2018 ▪ Inclusion in overall strategic planning update
59	IR&R Staffing Planning	Ongoing	High	<u>VanCamp:</u> ▪ BoFC authorized hiring of two additional Dayshift Firefighters ▪ BoFC adopted Hybrid Staffing Plan

PLANNING SERVICES:

- 1) At their July 11th regular meeting, the Board adopted Chief VanCamp's recommendation for a strategic staffing plan based upon a hybrid solution developed during the workshop process held earlier in the year. With the approval, further work will begin with stakeholders on the provisions of the plan including a Performance & Development Plan (PDP) system (authorized by *Policy 3-30, "Member Performance Evaluations"*), expansion of leadership training & education and focused effort for volunteer incident readiness & response recruitment and retention.

PUBLIC RELATIONS & COMMUNITY SERVICES:

- 1) The District provided stand-by crews for the annual Boston Harbor community Independence Day events, including fireworks, on July 3rd.
- 2) The South Bay Firefighters' Association hosted a birthday celebration for benefit raffle winner (South Bay Elementary PTA) on July 9th.
- 3) Prior to the July 11th Board meeting, Chief LeMay hosted a tour of the District Training Center and presented a demonstration of the District's structural fire suppression standard evolution process for interested public members.

EMERGENCY RESPONSE: Total of 636 calls to date; 560 for 2008-16 average (composite for pre-merger FD7 and FD8); (*see attached Monthly Call Summary Report*):

1) Type of responses for the month of July:

	Fire	ALS	BLS	Pub Svc	False	Total
2017 In FD8	8	19	55	14	1	97
2017 Total	11	22	58	15	1	107
2016 (Total)	15	64	(Tot EMS)	13	1	93
Average ^{NOTE 1}	10	62	(Tot EMS)	12	2	86

2) Average number of responders-per-incident for July:

	Total	Daytime	Night	Weekend
2017	3.8	3.0	4.5	4.3
2016	3.8	3.3	4.6	3.7
FD7 ^{NOTE 2}	3.3	2.6	3.8	3.6
FD8 ^{NOTE 3}	4.2	3.1	5.3	4.7

3) Performance measures to *Target Levels of Service** for the month/year:

Response Zone	EMS			Fire		
	Total	Meet	Pct	Total	Meet	Pct
Station 8-1	23	17	74%	3	3	100%
Station 8-2/8-6	18	10	56%	3	1	33%
5Station 8-3	20	21	70%	2	1	50%

Average	EMS			Fire		
	Total	Meet	Pct	Total	Meet	Pct
Avg 2017 To Date	64.0	42.4	66%	3.4	1.9	54%
Avg 2016	56.8	34.3	60%	2.8	2.6	92%
Avg 08-16 ^{NOTE 4}	50.8	32.8	65%	3.7	2.5	69%

*KEY: EMS targets: minimum 2 responders on scene within 8 minutes
Fire targets: minimum 4 responders on scene within 10 minutes
Does not include false alarms, service calls, mutual aid outside District

NOTE 1: Combination of pre-merger FD7 and FD8, for July 2008-2016 (average)

NOTE 2: Average for pre-merger FD7, for July 2008-2016

NOTE 3: Average for pre-merger FD8, for July 2008-2016

NOTE 4: Combination of pre-merger FD7 and FD8, average for 2008-2016

4) Delayed responses for the month of July:

FD8	Date	Sta	Time	R/T	Incident Type	Comments
548	5 Jul 17	81F	19:19	14.33	BLS Weakness	Travel time from Sta 8-1
552	6 Jul 17	86B	19:21	10.12	BLS Seizures	Travel time from Sta 8-1
558	8 Jul 17	82A	18:42	10.08	ALS Diver Cramps	Travel time from Sta 8-1
562	10 Jul 17	82A	00:53	18.11	BLS MVA	Travel time from Sta 8-1
571	12 Jul 17	83A	04:07	10.13	BLS Fall	Travel time from Sta 8-1, Sta 8-3 not staffed
577	13 Jul 17	85A	05:05	11.33	BLS Syncope	Travel time from Sta 8-1
587	17 Jul 17	85A	20:25	12.58	BLS Fall	Travel time from Sta 8-1 (E-83 @ Sta 8-1)
590	18 Jul 17	81F	11:35	10.00	BLS Dizziness	Access problems @ location (addressing)
598	20 Jul 17	82A	08:55	9.59	ALS Sick Person	Travel time from Sta 8-1
604	22 Jul 17	81F	06:33	13.46	BLSY Fall	Access problems @ location (addressing)

FD8	Date	Sta	Time	R/T	Incident Type	Comments
607	22 Jul 17	81F	13:42	11.29	BLS Fall	Access problems @ location (addressing)
608	22 Jul 17	86A	16:16	10.15	ALS Breathing Prob	Travel time from Sta 8-1
616	25 Jul 17	83A	04:16	11.17	BLS Weakness	Travel time from Sta 8-1, Sta 8-3 not staffed
625	27 Jul 17	83A	02:02	17.26	BLS Medical Alarm	Dispatch did not record arrival (by radio)

IR&R STAFFING: Staffing levels for July:

Staffing Targets by Position:		Station 8-1	Station 8-3	Note
Day-shift	Assistant Chief (as BC) (Career):	86%		A
	Firefighter/Lieutenant (Career): 2	100%	86%	
	Station Staffed:	100%	86%	
Night & Weekends	Battalion Chief (Volunteer):	66%		B
	Company Officer (Volunteer):	71%	17%	
	Engine Driver-Operator (Volunteer):	100%	54%	C
	Fire Personnel (Volunteer): 3	100%	54%	D
	EMS Personnel (Volunteer): 2	100%	56%	D
	Station Staffed:	100%	56%	E

Notes:

- A) Includes weekday holidays when BC not staffed;
- B) Includes BC assigned to Engine 81, with or without Company Officer;
- C) Driver-Operator assigned may be Company Officer or other position;
- D) May be cross-trained/certified staff (e.g. Firefighter-EMT); and
- E) Includes minimum target staffing of Aid Unit 83 only.

Volunteer Staffing Levels: for the month of July:

Position	Jun	Jul	Comments
Battalion Chief	6	6	Incl Kilpatrick, LaDue and Clemens
Company Officer (incl "Acting")	8	8	
Firefighter-EMT	23 (3)	23 (3)	(Awaiting State Cert)
Firefighter	20	20	
EMT	8 (4)	8 (4)	(Awaiting State Cert)
In-training: Firefighter		8	New members
In-training: Firefighter (existing)		3	Currently FD8 EMTs
In-training: EMT		9	New members
In-training: EMT (existing)		2	Currently FD8 FFs
Member Leave-of-Absence			
Leave Service, Resignation			

PERSONNEL MANAGEMENT, SAFETY & TRAINING:

1) Drills for the Month:

- Quarterly skills required:
 - EVIP Modules
 - CPR-AED quarterly review
 - Standard evolution: wild-land fire attack
 - SCBA-donning quarterly
 - Two-hour drive time (Driver/Operators)

- Medic-One OTEP:
 - Infectious Disease Exposure Control
 - Altered Mental States
 - High Performance Trauma Management
 - Mental Health for Providers
 - Stroke
- 2) Chief VanCamp attended Fire Rescue International in Charlotte, NC during July 25-29.
- 3) Chiefs McBride and LeMay developed and hosted special training for interested volunteers on career firefighting hiring practices during the month.

PERSONNEL MANAGEMENT, RELATIONS:

- 1) As part of development of the District PDP process (see *"Planning Services" above*), Chief VanCamp presented District guiding principles he called "The Servant Attitude". As he explained during the July 11th Board meeting, they are intended to be models for behavior for all Members as the District move forward with its staffing initiatives. A copy of The Servant Attitude is included with this Report.

EQUIPMENT & FACILITIES:

- 1) Apparatus & Equipment:
 - a. Lt Graham continues to coordinate warranty issues on the new Engine 81.
- 2) Facilities:
 - a. The last of the older style building locks (mechanical) have been changed out by Lt Osborne with the standard Best BASIS type units.
 - b. Lt Hall and Chief VanCamp conducted an inspection of all District facilities to examine pending maintenance needs; a list of items is being prioritized and will be addressed.
- 3) Information Technology:
 - a. Servers in service: 5; Workstations in service: 30
 - b. Service tickets this month: 123
 - c. Help Desk tickets this month: 5
 - d. The *Policy 1-20 "Information Technology & Media"* update was approved by the Board at their July 11th meeting.

FINANCIAL: (see also *Budget Reports provided by the District Secretary*)

Cash Balance	Fund 6680 Operations	Note	Fund 6681 CR&R	Note	Fund 6683 Reserve	Note	Fund 6685 Cap Fac Proj	Note
Beg. 1 Jan 17	\$ 1,263,199		\$ 1,356,898		\$ 1,041,410		\$ 1,244,065	
Current Month	\$ 1,302,590	1	\$ 1,351,451	1	\$ 1,047,071	1	\$ 1,149,789	1
Est. End 31 Dec17	\$ 1,394,472	2,4	\$ 1,469,593	2,4	\$ 1,053,300	2	\$ 1,190,500	2

Notes:

- 1: As of 1 August 2017.
- 2: Estimate based upon preliminary tax revenue calculations & fully accounted expenses for remaining budget year.
- 3: Interest rates for current period:
 LGIP Pool: 0.23 %
 TCIP Pool: 0.82 %.
- 4: Includes transfer of \$254,100 from Fund 6680 to Fund 6681 (November 2017).

MONTHLY RESPONSE RECORD

Number		Date	Sta Zone	Grid	Location	Alarm Time	Resp Time	Type	Resp	Shift #
FD8	Med-1									
536		3 Jul 17	307	J17	2336 Dove Ln NE	17:12	13.56	Non-injury Rescue	4	
537	16548	3 Jul 17	84A	E15	312 73rd Ave NE	20:21	0.00	BLS Minor Injury	3	6
538	16555	4 Jul 17	84A	F16	Boston Harbor @ Woodard Bay Rd NE	23:41	9.18	BLS MVA	7	6
539		4 Jul 17	82A	C18	Otis Beach @ 92nd Ave NE	21:43	11.12	Smoke Investigation	6	7
540		4 Jul 17	82A	E19	5205 70th Ave NE	22:13	6.04	Brush Fire	9	7
541	16651	5 Jul 17	85A	D17	8102 Libby Rd NE	01:34	8.27	ALS Cardiac Prob	5	7
542		5 Jul 17	83A	F16	5621 Heights Ln NE	04:48	6.07	Structure Fire	10	7
543		5 Jul 17	84A	G16	5302 Boston Harbor Rd NE	08:24	2.19	Smoke Investigation	2	
544	16673	5 Jul 17	307	J17	2519 South Bay Rd NE	10:09	3.07	ALS Abdom Pain	2	
545	16676	5 Jul 17	83A	G16	5243 Boston Harbor Rd NE	10:30	6.43	BLS Fall	2	
546	16689	5 Jul 17	83A	G16	4932 Boston Harbor Rd NE	13:24	2.31	ALS Unk Med Prob	2	
547		5 Jul 17	86B	G20	6736 Prairie Ridge Dr NE	15:37	10.48	Brush Fire	5	
548	16742	5 Jul 17	81F	H19	4105 Johnson Point Rd NE	19:19	14.33	BLS Weakness	4	8
549	16729	5 Jul 17	83A	G16	4711 Bellwood Dr NE	20:04	4.20	BLS Abdom Pain	3	8
550		5 Jul 17	81B	F17	5700 Lemon Rd NE	20:19	9.34	Smoke Investigation	5	8
551		6 Jul 17	81A	I17	3443 Lilly Rd NE	12:34	3.27	Brush Fire	4	
552	16810	6 Jul 17	86B	G20	7242 Highlands Dr NE	19:21	10.12	BLS Seizures	6	9
553	16848	7 Jul 17	81B	H17	3711 Stead Ln NE	08:40	2.58	BLS Unk Med Prob	2	
554	16867	7 Jul 17	82A	F19	5740 65th Ave NE	13:58	5.22	BLS Illness	4	
555	16882	7 Jul 17	81D	I17	3216 26th Ave NE	17:06	4.16	ALS Fall	5	
556	16968	8 Jul 17	81J	I16	1820 26th Ave NE	16:53	6.10	BLS Pain	4	2
557		8 Jul 17	86B	F20	7430 56th Ave NE	18:01	5.49	BLS Unk Med Prob	4	2
558	16977	8 Jul 17	82A	C19	9144 Gallea Ln NE	18:42	10.08	ALS Diver Cramps	5	2
559	16990	8 Jul 17	81B	H17	3726 Lemon Rd NE	21:24	5.03	BLS OD	4	2
560	17005	9 Jul 17	83C	H16	4407 Libby Rd NE	03:10	6.22	ALS Unconscious	6	2
561	17038	9 Jul 17	81H	I19	2930 Jorgenson Rd NE	14:40	8.20	BLS Seizures	2	3
562		10 Jul 17	82A	E19	70th @ Diann St NE	00:53	18.11	BLS MVA	7	3
563	17088	10 Jul 17	307	K17	2828 8th Ave NE	09:33	6.04	ALS Illness	2	
564	17090	10 Jul 17	83A	H15	3943 Boston Harbor Rd NE	10:00	6.38	ALS Unresponsive	4	
565		10 Jul 17	81J	I15	1132 26th Ave NE	15:51	5.58	Brush Fire	5	
566	17142	11 Jul 17	81A	H17	3809 Shincke Rd NE	05:48	4.51	BLS Fall	3	4
567	17159	11 Jul 17	86B	H20	7204 44th Ave NE	10:37	N/A	BLS Medical Alarm	2	
568	17199	11 Jul 17	86B	G20	6645 Prairie Ridge Dr NE	18:56	7.36	BLSY Patient Assist	2	5
569		11 Jul 17	83A	I15	614 35th Ave NE	20:02	7.14	Burn Ban Violation	5	5
570	17210	11 Jul 17	81E	I20	6703 Hawks Prairie Rd NE	23:01	7.07	BLS Fall	2	5
571	17220	12 Jul 17	83A	G15	4805 Cushman Rd NE #44	04:07	10.13	BLS Fall	2	5
572	17225	12 Jul 17	81F	H19	4013 Foxhall Dr NE	05:48	5.15	ALS Delirious	6	5
573	17229	12 Jul 17	83A	F16	5721 Boston Harbor Rd NE	07:16	3.33	BLS Fall	2	
574	17251	12 Jul 17	83A	G16	4711 Bellwood Dr NE	12:49	4.11	BLS Fall	2	
575		12 Jul 17	82A	E18	4305 68th Ave NE	15:57	0.00	Service Call	2	
576	17303	13 Jul 17	81A	G17	4723 Shincke Rd NE	01:20	6.54	ALS Respiratory Dx	6	6
577	17313	13 Jul 17	85A	E16	6745 Libby Rd NE	05:05	11.33	BLS Syncope	3	6
578	17340	13 Jul 17	86B	G20	7415 Deerfield Park Dr NE	12:39	0.55	BLS Fall	2	
579		13 Jul 17	84A	E15	6927 Boston Harbor Rd NE	16:34	6.36	Marine Rescue	6	
580	17447	14 Jul 17	307	J17	2819 Lindell Rd NE	18:04	6.14	ALS Diabetic Prob	3	8
581	17581	16 Jul 17	81J	I16	2072 26th Ave NE	09:18	5.33	BLS Fall	2	1
582	17603	16 Jul 17	86B	G20	6645 Prairie Ridge Dr NE	12:52	5.28	BLSY Fall	2	1
583	17659	17 Jul 17	81A	G17	4723 Shincke Rd NE	00:06	5.16	BLS Sick Person	3	1
584	17720	17 Jul 17	81B	H17	2924 36th Ave NE	14:36	2.51	ALS Syncope	3	
585		17 Jul 17	82A	D20	8540 Mill Bight Rd NE	15:55	10.58	Burn Ban Violation	5	
586		17 Jul 17	81F	G19	4700 Johnson Point Rd NE	16:54	0.00	Service Call	1	

MONTHLY RESPONSE RECORD

Number		Date	Sta Zone	Grid	Location	Alarm Time	Resp Time	Type	Resp	Shift #
FD8	Med-1									
587	17754	17 Jul 17	85A	C17	3412 Fishtrap Lp NE	20:25	12.58	BLS Fall	2	2
588	17761	17 Jul 17	308	J18	1358 Alonda Ln NE	21:42	5.45	Structure Fire	4	2
589	17778	18 Jul 17	83A	H15	Boston Harbor @ 41st Ave NE	07:51	6.43	BLS Leg Injury	3	
590	17798	18 Jul 17	81F	G19	4922 Puget Rd NE # 50-2	11:35	10.00	BLS Dizziness	3	
591		18 Jul 17	81E	H20	6808 Falcon Wy NE	19:38	1.43	Burn Ban Violation	3	3
592	17837	18 Jul 17	83C	F17	5736 Libby Rd NE	20:29	6.40	BLS Choking	5	3
593		18 Jul 17	84A	E15	6927 Boston Harbor Rd NE	21:03	8.16	Brush Fire	8	3
594		19 Jul 17	307	J17	2725 12th Ave NE	00:46	5.50	Brush Fire	3	3
595	17857	19 Jul 17	83A	G16	4711 Bellwood Dr NE	07:02	5.05	BLS Fall	2	
596		19 Jul 17	307	J17	2725 12th Ave NE	09:34	6.25	Grass Fire	3	
597		19 Jul 17	86B	F20	7430 56th Ave NE	20:33	7.20	BLS Possible Suicide	8	4
598	17929	20 Jul 17	82A	E19	7146 71st Wy NE	08:55	9.59	ALS Sick Person	2	
599	17939	20 Jul 17	83A	H15	4142 Gull Harbor Rd NE	10:42	3.12	BLS Fall	2	
600	17976	20 Jul 17	86B	G20	6645 Prairie Ridge Dr NE	15:46	7.48	BLSY Patient Assist	2	
601	17991	20 Jul 17	82A	F19	6348 Johnson Point Rd NE	21:00	6.41	BLS Fall	2	5
602	17997	20 Jul 17	81A	H17	4209 Shhincke Rd NE	22:35	3.44	ALS Chest Pain	3	5
603	18028	21 Jul 17	83A	G15	4806 Cushman Rd NE #118	13:16	4.36	BLS Abdom Pain	2	
604	18079	22 Jul 17	81F	G19	4922 Puget Rd NE # 44-1	06:33	13.46	BLSY Fall	3	7
605		22 Jul 17	81H	G18	Sleater Kinney @ 56th Ave NE	10:51	6.10	Private Vehicle Fire	6	7
606		22 Jul 17	81A	I17	3323 Lilly Rd NE	13:37	N/A	Smoke Investigation	4	7
607	18108	22 Jul 17	81F	G19	4922 Puget Rd NE #44-1	13:42	11.29	BLS Fall	4	7
608	18120	22 Jul 17	86A	E20	7026 Puget Beach Rd NE	16:16	10.15	ALS Breathing Prob	6	7
609		22 Jul 17	83C	H17	4500 Lilly Rd NE	21:58	N/A	Smoke Investigation	6	7
610	18149	22 Jul 17	318	I22	3221 Willamette Dr NE	23:09	N/A	BLS MVA	4	7
611	18151	23 Jul 17	82A	E19	6709 Johnson Point Rd NE	00:24	8.41	BLS MVA	6	7
612	18239	24 Jul 17	86B	G20	5146 Blacktail Ct NE	04:57	7.01	BLS Abdom Pain	4	7
613	18255	24 Jul 17	82A	D19	8501 Baird Rd NE	09:22	8.59	BLS Fall	3	
614	18261	24 Jul 17	84A	E15	312 73rd Ave NE	11:03	7.12	BLS Seizures	2	
615		24 Jul 17	86B	G20	7208 47th Ave NE	20:53	9.58	Smoke Investigation	5	9
616	18325	25 Jul 17	83A	G16	1530 Merchantile Ln NE	04:16	11.17	BLS Weakness	5	9
617	18327	25 Jul 17	83A	I16	1923 36th Ave NE	05:14	1.40	BLS MVA	5	9
618	18352	25 Jul 17	81A	I17	South Bay @ Shincke Rd NE	12:15	4.09	ALS Bicycle Accident	5	
619		25 Jul 17	86B	G20	7139 Deerfield Park Dr NE	13:58	7.45	Fire Alarm Activation	5	
620	18383	25 Jul 17	81A	I16	3233 Libby Rd NE	18:48	4.49	BLS Illness	4	1
621	18436	26 Jul 17	83A	H15	4005 Boston Harbor Rd NE	11:14	3.25	ALS Shock	2	
622	18446	26 Jul 17	82A	E18	4516 68th Ave NE	12:33	9.53	BLSY Patient Assist	3	
623		26 Jul 17	83A	G15	4805 Cushman Rd NE #53	13:16	5.08	BLS Illness	2	
624	18451	26 Jul 17	83C	G16	5001 Libby Rd NE	14:32	7.26	ALS Respiratory Dx	3	
625	18490	27 Jul 17	83A	H15	3944 Gull Harbor Rd NE	02:02	17.26	BLS Medical Alarm	2	2
626	18546	27 Jul 17	83A	G15	4806 Cushman Rd NE #154	16:33	2.34	BLS Abdom Pain	2	
627		27 Jul 17	81A	I17	3506 Shincke Rd NE	18:13	0.00	BLS Medical Eval	2	3
628	18570	27 Jul 17	86B	G20	7223 Highlands Dr NE	22:01	5.46	ALS Chest Pain	5	3
629	18589	28 Jul 17	83A	F16	2315 66th Ave NE	05:56	8.55	ALS Unk Med Prob	4	
630	18600	28 Jul 17	81A	H18	3730 Shincke Rd NE	10:43	2.22	ALS Chest Pain	3	
631	18618	28 Jul 17	83C	G17	5428 Libby Rd NE	14:42	5.34	ALS Chest Pain	3	
632		28 Jul 17	81C	H16	3707 Libby Rd NE	21:24	5.44	Burn Ban Violation	4	4
633	18720	29 Jul 17	83A	G16	4932 Boston Harbor Rd NE	17:10	N/A	BLS Unconscious	4	5
634	18728	29 Jul 17	307	J17	2725 12th Ave NE	18:37	5.41	BLS Fall	4	5
635		29 Jul 17	85A	D17	8400 Libby Rd NE	19:35	N/A	Smoke Investigation	4	5
636	18734	29 Jul 17	86B	H20	7032 44th Ave NE	20:00	N/A	BLS Choking	4	5
637	18743	29 Jul 17	83A	I15	614 35th Ave NE	21:25	6.34	BLS Abdom Pain	4	5

MONTHLY RESPONSE RECORD

Number		Date	Sta Zone	Grid	Location	Alarm Time	Resp Time	Type	Resp	Shift #
FD8	Med-1									
638	18749	29 Jul 17	83A	G16	5110 Boston Harbor Rd NE	22:42	10.59	BLSY Patient Assist	4	5
639		30 Jul 17	82A	D19	8100 Johnson Point Rd NE	04:53	10.24	Private Vehicle Fire	6	5
640	18771	30 Jul 17	81A	I17	3506 Shinecke Rd NE	07:10	0.00	BLS Medical Eval	5	6
641	18810	30 Jul 17	317	J21	1325 Marvin Rd NE	17:38	15.26	BLS MVA	5	6
642	18859	31 Jul 17	81D	J17	26th @ South Bay Rd NE	10:15	9.21	BLS MVA	4	

Mission, Vision & Values

**Adopted
11 July 2017**



Mission: statement declaring the District's primary stakeholder, services and strategic priority:

We are committed to serve our community with prompt, consistent and professional fire suppression, basic life support, rescue and prevention/preparedness services.

Vision: statements summarizing, in present tense, the picture of the District five to ten years from now:

We will strive to meet adopted Target Levels of Service to our community through deployment based on three strategically located firestations, staffed round-the-clock with competent responders and equipped with all necessary apparatus and equipment to provide Mission and Value driven services.

Values: statements summarizing characteristics the organization strives to practice:

Our priority is to provide a consistent & professional emergency response throughout our District. We are committed to deploy our resources to ensure a response that meets our Target Levels of Service regardless of the incident location within our District.

We are a team oriented organization and support each member's achievement toward providing excellent service to our community. We commit to recruit and retain our members through programs that make effective use of their time, prepare them for their assigned duties, create synergy between organizational health & community service and build an environment that is safe, stimulating, respectful and fun.

We will provide a consistent level of leadership and support for all of our members. Our commitment is to maintain and provide round-the-clock direction and mentorship. We will provide management and other resources as necessary to ensure the success consistent with our Mission, Vision and Values.

We will identify, evaluate and offer appropriate proactive risk management programs to mitigate anticipated community hazards.

We value an actively involved and well-informed community of residents, and believe citizens should have a fair and democratic opportunity to influence outcomes, participate in activities and share the pride of ownership of *their* fire department.

2017-18 Goals

**Adopted
11 July 2017**



Primary District Goal: Provided customer service consistent with our adopted Target Levels of Service:

Fire Operations Target Level of Service: provide emergency response to structure fires and begin initial attack procedures within 10 minutes of notification, with a minimum staffing of 4 personnel, and be able to deliver a minimum of 250 gallons per minute of water for a 30 minute period in non-hydranted areas, and deliver the fire flows prescribed in hydranted areas.

Emergency Medical Services Target Level of Service: provide basic life support (BLS) response and begin necessary medical treatment within 8 minutes of notification, with a minimum staffing of 2 EMTs or First Responders and attendant equipment (either carried on District apparatus or on POV). This LOS will include BLS initial response to advance life support (ALS) calls in conjunction with the Thurston County Medic-One system.

Strategic Goals:

1. Ensure we have a full complement of qualified responders.

Performance Measurements:

- Number of incident readiness & response members, by qualification level, on the active roster ("quantity"); and
- General competency among members for all positions ("quality").

2. Strengthen our involvement with the community.

Performance Measurements:

- A broad-based Community Advisory Team with active ongoing communication with the Board;
- Community-based volunteers actively participating in both incident readiness & response and support programs; and
- Effective community risk reduction programs.

3. Build an organizational culture of trust and accountability.

Performance Measurements:

- A well-communicated and understood set of Mission, Vision, Values and Goals;
- An annual organization health survey; and
- Job descriptions, performance evaluations and personal development plans for all members.

4. Strengthen our cultural focus on fiscal accountability and operational efficiency.

Performance Measurements:

- Balanced operating and capital budgets; and
- A well understood purchasing process and assurance that we obtain the best value for our money.

The Servant Attitude



The concept of a "Servant Attitude" is one of teamwork, understanding of purpose, positive attitude, respect for others and personal accountability.

The purpose of District Guiding Principles is to provide all Members a clear and objective model of expected behavior as part of the Team providing critical services to our Community.

The concept of a "Servant Attitude" is one of teamwork, understanding of purpose, positive attitude, respect for others and personal accountability. This concept will become the over-arching theme of each Member's Performance and Development Planning (PDP) process.

This document is intended to describe the key attributes of "Servant Attitude" as it will relate to the PDP process and day to day practice.

Members work well with others: any success in accomplishing the District's Mission is critically dependent upon teamwork. Teamwork is demonstrated when we expand our perspective from simply performing our individual tasks to helping ensure the overall mission is accomplished by giving assistance, encouragement and support to Team Members. Offer assistance to others and mentor newer Members. Take pride in achievements of the Team. Lead by example and be the Team Member that everyone counts on.

Members understand why we are here: the American fire service has a cherished and respected tradition of community service that we must carefully preserve. Each Team Member must act in accordance with our District's Mission, Vision and strategic direction, taking care of all of our customers, external (our public and recipient of service) and internal (our Members and supporters). *You must serve with integrity, passion and competency.*

Members display positive attitudes: research has shown that human relational skills and attitude account for 85% of a person's success on the job (versus 15% for technical skills). A positive attitude and the effect it has on others is contagious. Members working toward common understanding, with positive "can do" energy, create organizational unity and promote achievement.

Members will always act in a respectful manner: mutual respect and empathy create strong bonds and promote understanding within an organization. While we may not always agree with each other, it is important to consider (*actively listen*, not only with our ears, but with our mind and heart) to the other Member's "side of the story". Building respectful relationships starts with you. Respectful relationships lead to trust, and with organizational trust, our collective ability to achieve is assured.

Each Member is accountable for their role in serving the Community: the District is committed to training and providing you with all the tools necessary for you to do your job. You will be held accountable to act as a Team Member, serve with intent, passion and competency and to be respectful at all times. Using the PDP process and day-to-day cooperation, your Supervisor will help you achieve your personal goals and objectives.

This is all part of practicing the Servant Attitude!

2017 BUDGET VS ACTUAL, CASH BALANCE

