



Thurston County Fire Protection District 8

Proudly Serving Northeast Thurston County Since 1953

2023 DISTRICT ANNUAL REPORT

Progress on 2023 Goals & Objectives:

- *Goal #1: The District shall adopt and begin to implement a three-year (2023-2025) staffing plan to provide sufficient IR&R staffing deployed from two firestations to meet TLoS response objectives.*
 - The 2023-25 CBA was ratified in January 2023.
 - This is a direct continuation of 2022 Goals #1 and #2: strategic staffing plan adopted December 2022; a three-platoon organization was formalized and adopted based on the terms of the new CBA.
 - The District has achieved staffing targets (two firestations) 88% of the time (through November 2023); monthly reports have been provided on the status of the staffing achievements.
- *Goal #2: The District will adopt a 2023-2027 financial plan that will provide sufficient funding to ensure adequate staffing, operational support and capital assets commensurate with the IR&R staffing plan (in Goal #1).*
 - A five-year financial plan was presented to the Board and adopted in February 2023.
 - During 2023, the District Community Outreach Team was formalized and began an aggressive stakeholder communications system
 - In August 2023, voters approved a District property tax levy rate restoration to \$1.50 per thousand AV.
- *Goal #3: The District will update its position description and position requirements to clarify competency requirements, encourage professional development and promote performance accountability.*
 - Personnel positions descriptions and minimum qualifications for each position were reviewed, updated and approved by Chief VanCamp in October 2023; training commensurate for minimum qualifications (and updates to the District Training & Education Plan) were deferred to 2024 (Goal #2).

Factors effecting progress:

- Competing efforts in finalizing and “fine tuning” the new IR&R staffing deployment model.
- Career staff initiation of assumption of business functions (i.e. training, facilities & equipment, health & safety, community outreach) and formalized “platoon” based organization (piloted in 2022, adopted in 2023).
- Key shortages in both volunteer and career IR&R staffing; pilot for career staff deployment (24-hr), both in recruitment/retention of volunteers and impacts from career staff disabilities and sick leave.

2024 Goals & Objectives:

2024 Goal #1: the District will revise and update its 2023-27 financial plan (adopted in 2023) seeking to provide sufficient funding to ensure adequate staffing, operational support and capital assets commensurate with the adopted IR&R “2 Station Plan” (formerly known as “Plan A”).

- 1) An interactive process based on the *District Strategic Communications Plan* will be coordinated by District Secretary Stumpf to share information and receive input on the adopted 2024-2028 financial plan by February 2024.
- 2) Chief VanCamp shall provide a 2024-2028 financial plan proposal for Board approval by March 2024.
- 3) The Board will adopt a resolution to place on the 2024 Primary/General Election ballot a measure to provide additional funding to support the 2024-2028 financial plan in accordance with the 2024 scheduled election dates.

2024 Goal #2: the District will review and update its Phase III Master Plan documentation.

- 1) Chief McBride will review and update the *Phase III Apparatus Equipment Master Plan*, providing a recommendation to Chief VanCamp by August 2024.
- 2) District Secretary Stumpf will review and update the *Phase III Community Communications and Risk Reduction Master Plan*, providing recommendations to Chief VanCamp by July 2024.
- 3) Chief LeMay will review and update the *Phase III Incident Readiness & Response Master Plan*, providing a recommendation to Chief VanCamp by July 2024.
- 4) Chief Clowes will review and update the *Phase III Training & Education Master Plan*, providing a recommendation to Chief VanCamp by August 2024.
- 5) Chief Hall will review and update the District Health & Safety Policy, Procedures and Plan, providing a recommendation to Chief VanCamp by August 2024.
- 6) Chief VanCamp will provide an overall recommendation to the Board for amendments to the *District Master Plan* by October 2024.
- 7) Upon approval by the Board, Chief VanCamp will coordinate the implementation of the updated master plans.