

DISTRICT MONTHLY REPORT: APRIL 2019

ADMINISTRATIVE:

- 1) During the month, an Executive Performance Committee (made up of Chief VanCamp and Commissioners Harper and Zvirzdys met to examine potential processes for multi-level (District, Board, Fire Chief) planning and assessment processes based on the District Master Plan and other relevant elements. This committee was established at the Board's March 18th workshop.

PLANNING: Action Item Summary List:

No.	Topic	Date	Priority	Action/Status
44	District Training Center	TBD	Med	<u>VanCamp:</u> <ul style="list-style-type: none"> ▪ Topic included in Master Planning Phase III Training & Education Plan (<i>draft to BoFC in June 2019</i>)
53	Organizational performance management	Ongoing	High	<u>Harper, VanCamp, Zvirzdys:</u> <ul style="list-style-type: none"> ▪ Executive Performance Assessment Committee work on draft process (<i>draft to BoFC in May 2019</i>)
55	Consideration of apparatus sizing	TBD	Low	<u>VanCamp:</u> <ul style="list-style-type: none"> ▪ Topic included in Master Planning Phase III Apparatus & Equipment Plan (<i>draft to BoFC in May 2019</i>)
59	IR&R Staffing Planning	Ongoing	High	<u>VanCamp, LeMay, McBride:</u> <ul style="list-style-type: none"> ▪ Pawlowski promoted to Lieutenant, May 1st ▪ Parnell & Choate hired as Dayshift Firefighters, as of May 1 ▪ Lieutenant promotional register in process of re-establishment
60	Boston Harbor Hydrant System	Ongoing	Low	<u>VanCamp:</u> <ul style="list-style-type: none"> ▪ No report.

Phase II Master Plan Report: A summary of the preceding month:

- No action this month.

Phase III Master Plan Development: A summary of the preceding month:

- Draft reports being prepared for Board review and approval.

PUBLIC RELATIONS & COMMUNITY SERVICES:

- 1) At the April 9th Board meeting, Chief VanCamp shared that a request was made to consider assisting local businesses in obtaining public access defibrillators. Possible businesses would include marinas, schools (if they didn't already have them), churches, etc. The District would also provide training. Following a discussion and Board support, Chief VanCamp was directed to research details (including cost) and provide further recommendations to the Board in the future.
- 2) On April 26th Chief VanCamp met with Jodie Leer of RI-International, who is planning to open a new behavioral health facility in South Bay. The facility, a 16-bed transitional care center, is planned to open in the fall, and is expected to have a low impact on the community. This effort is part of the state-wide initiative to de-centralize behavioral health treatment.
- 3) The Johnson Point Home Owners group met at Station 8-1 on April 13th.
- 4) Firefighter-EMT Creger-Zier participated in a Girl Scout visit at South Bay Elementary School on April 25th.
- 5) The Day Crew hosted a visit from the Sequoia's Treehouse kids on April 26th. The actual driving event ("rodeo") was held on Saturday April 29th.

EMERGENCY RESPONSE: Total of 396 calls to date; 307 for 2008-18 average (composite for pre-merger FD7 and FD8); (see attached **Monthly Call Summary Report Appendix 1**):

1) **Type of responses for the month of April:**

	Fire	ALS	BLS	Pub Svc	False	Total
2019 In FD8	3	22	47	6	1	67
2019 Total	4	21	46	7	1	79
2018 (Total)	3	70	(Tot EMS)	6	3	81
Average ^{NOTE 1}	4	60	(Tot EMS)	7	3	74

2) **Average number of responders-per-incident for April:**

	Total	Daytime	Night	Weekend
2019	3.4	3.6	3.5	3.2
2018	4.2	3.3	5.0	5.4

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	22	16	73%	1	1	100%
Station 8-2	10	3	30%	1	0	0%
Station 8-3	22	15	68%	0	0	0%
Average	EMS			Fire		
	Total	Meet	Pct	Total	Meet	Pct
Avg 2019 To Date	63.5	38.5	61%	3.3	1.5	46%
Avg 2018	62.4	38.6	62%	3.0	2.7	89%
Avg 08-18 ^{NOTE 2}	52.8	33.9	64%	3.9	2.7	70%

*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 April 2008-2018 (average)

NOTE 2: Combination of pre-merger FD7 and FD8, average for 2008-2018

4) **Delayed responses for the month of April:**

FD8	Date	Sta	Time	R/T	Incident Type	Comments	Shift
323	2 Apr 19	86B	22:35	10.08	BLS Dizziness	Travel time from Sta 3-5	5
324	3 Apr 19	83A	00:31	16.01	ALS Chest Pain	Arrival time not recorded by Dispatch	5
328	4 Apr 19	86B	14:50	15.05	Brush Fire	Delayed response due to ongoing fire incident	
329	4 Apr 19	86A	21:57	11.08	ALS Heart Problem	Travel time from Sta 8-1	7
330	5 Apr 19	83A	18:05	19.56	BLS Respiratory Prob	Travel time from Sta 8-1, shift turn-over delay	8
333	6 Apr 19	86B	12:49	9.18	BLS Fall	Delayed response due to training, travel time from site	9
334	6 Apr 19	81F	13:36	12.16	BLSY Patient Assist	Delayed response due to training, travel time from site	9
340	8 Apr 19	84A	05:07	9.24	ALS Breathing Prob	Travel time from Sta 8-3, delay with address directions	1
348	10 Apr 19	85A	15:50	9.40	BLSY Patient Assist	Travel time from Sta 8-3	
350	13 Apr 19	82A	16:14	11.47	BLS Medical Alarm	Travel time from Sta 8-1, non-emergency	
355	16 Apr 19	82A	05:29	9.57	BLS Breathing Difficulty	Delay in turn-out (crew turn-over)	9
356	16 Apr 19	81H	08:24	12.29	ALS Heart Problem	Sta 3-5 covering for District, travel time	
360	18 Apr 19	82A	09:05	9.59	ALS Breathing Prob	Travel time from Sta 8-1	
365	19 Apr 19	81F	08:53	11.20	BLS Weakness	Difficulty in finding correct address (signage)	
366	19 Apr 19	84A	09:56	9.06	BLS Abdominal Prob	Travel time from Sta 8-3	
378	22 Apr 19	81F	10:54	10.10	BLS Weakness	Difficulty in finding correct address (signage)	
382	24 Apr 19	81C	03:25	10.06	BLS Abdominal Prob	Difficulty in finding correct address (signage)	9
394	28 Apr 19	86B	10:31	12.23	BLSY Patient Assist	Travel time from Sta 8-1	4

IR&R STAFFING LEVELS: Staffing levels for April:

Staffing Targets by Position:		Station 8-1	Station 8-3	Note
Day-shift	Battalion Chief:	23%		A
	Engine/EMS Company:	100%	95%	B
	Station Staffed:	100%	95%	
Night & Weekend	Battalion Chief:	61%		
	Company Officer:	74%	45%	B
	Engine Company:	100%	45%	B,C
	EMS Company:	100%	84%	D
	Operations Support (Tenders)	71%		E
Total	Summary of Staffing Level for the Month:	100%	84%	D

Notes:

- A) *Includes weekday holidays when BC not staffed;*
- B) *Includes BC assigned as Company Officer if needed;*
- C) *May be cross-trained/certified staff (e.g. Firefighter-EMT);*
- D) *Includes minimum target staffing of Aid Unit 83 at Station 8-3; and*
- E) *Operations Support Program staff for on-call for Driver-Operator & Tender response.*

Volunteer Staffing: status for the current month: see **Appendix 2**.

PERSONNEL MANAGEMENT, SAFETY& TRAINING:

- 1) Current Training Topics:
 - Standard Tactical Evolution
 - SCBA Donning
 - CPR/AED Quarterly Qualification
 - Forcible Entry
 - Residential Fire Simulation Drill
- 2) Medic-One OTEP:
 - *(Not yet scheduled)*
- 3) Leadership:
 - The Operations Team (formerly known as the Incident Readiness & Response, and Training & Education integrated decision making teams) met on April 11th.
- 4) Other:
 - During the month, IR&R crews participated in the required live-fire training at the Mark Noble Regional Fire Training Center.
 - The annual wild-land firefighting field day was held on April 25th for “red-card” holding responders (to re-certify); the “red-card” refresher class was held at Station 8-1 on April 30th.
 - An Emergency Vehicle Incident Prevention class was held at Station 8-1 on April 26th.

PERSONNEL MANAGEMENT, RELATIONS:

- 1) At the April 9th regular Board meeting, Battalion Chief Longmire presented a brief overview of the Officer Development Program (ODP). He went on to introduce the current members participating in the Leadership program. They included: David Liukkonen; Drew Bonser; Amber Sullivan and Shane Frost.

EQUIPMENT & FACILITIES:

- 1) Apparatus & Equipment:
 - a. On April 19th, Chief VanCamp, Lieutenant Hall and Lieutenant Osborne met and discussed the final draft of the District Master Plan Phase III “Apparatus & Equipment” document, to be forwarded to the Board at their May meeting.
 - b. New pulse oximeters were provided to all District run-kits during the month.
 - c. Tender 81 had a relief-valve repaired during the month.
 - d. All District VHF radio equipment was serviced during March and April by Kevin Paddock of the Thurston County Radio System; this is part of an ongoing preventative maintenance program under contract.

- 2) Facilities:
 - a. The apparatus bay door (for Engine 81) was rendered out of service and repaired during the month. Additional doors are being evaluated for possible replacement at Stations 8-1 and 8-3.
 - b. At the April 9th Board meeting, discussion ensued on the possibility of purchasing the property next to Station 8-3 should it become available. Two hundred thousand dollars has been set aside for a possible property purchase.
 - c. Surplus property on Libby Road was successfully sold during the month. This is the last of the surplus properties to be disposed of. Thanks to Terry Toth and Lieutenant Hall for helping to make this all happen!
 - d. After further review of the proposed cell tower lease buyout from tower owner Insite, Chief VanCamp decided to continue with the current lease and not accept the buyout offer.
 - e. During the month, an accidental release of water from a tender in Station 8-3 caused some immediate but minor flooding in the building. Quick action by the on-duty crew and salvage work by a contract firm to ventilate and dry the area prevented any significant damage.

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 19	\$ 1,032,984		\$ 1,776,252		\$ 1,250,226		\$ 1,172,215	
Current Balance	\$ 1,545,685	1,3	\$ 1,774,236	1,3	\$ 1,257,727	1,3	\$ 1,793,451	1,3
Est End Balance	\$ 1,033,000	2,3,4	\$ 1,900,000	2,3,4	\$ 1,267,000	2,3	\$ 1,750,000	2,3

Notes:

- 1: As of 1 May 2019.
- 2: Estimates based upon preliminary tax revenue calculations & fully accounted expensed for remaining budget year.
- 3: Interest rates for current period:
 LGIP Pool: 2.24 %
 TCIP Pool: 1.95 %.
- 4: Includes transfer of \$307,460 from Fund 6680 to Fund 6681 (November 2019).

Operating Cash Flow: projected for the year: see **Appendix 3**.

APPENDIX 1- MONTHLY RESPONSE RECORD

Number		Date	Sta Zone	Grid	Location	Alarm Time	Resp Time	Type	Resp	Shift #
FD8	Med-1									
321	09123	1 Apr 19	81D	I17	2840 26th Ave NE	16:14	3.45	ALS Chest Pain	3	
322	09175	2 Apr 19	81E	H20	3722 Eagle Dr NE	09:36	7.17	BLS Patient Assist	3	
323	09229	2 Apr 19	86B	G20	6946 47th Ave NE	22:35	10.08	BLS Dizziness	4	5
324	09233	3 Apr 19	83A	G15	4806 Cushman Rd NE #105	00:31	16.01	ALS Chest Pain	2	5
325	09315	4 Apr 19	83A	H16	3741 Harrington Ln NE	02:10	8.10	BLS Medical Alarm	2	6
326	09348	4 Apr 19	81A	I17	3506 Shincke Rd NE	12:37	0.00	BLS Trauma	3	
327	09361	4 Apr 19	307	K17	839 Fenske Dr NE	14:41	5.01	BLS Medical Alarm	3	
328		4 Apr 19	86B	F21	8116 57th Ln NE	14:50	15.05	Brush Fire	8	
329	09406	4 Apr 19	86A	F20	5718 Puget Beach Rd NE	21:57	11.08	ALS Heart Problem	5	7
330	09477	5 Apr 19	83A	G16	5120 Boston Harbor Rd NE	18:05	19.56	BLS Respiratory Prob	2	8
331		6 Apr 19	82A	D19	7927 Johnson Point Rd NE	11:25	5.59	Smoke Investigation	2	9
332		6 Apr 19	81B	G17	4830 Lemon Rd NE	12:15	11.12	Smoke Investigation	2	9
333	09535	6 Apr 19	86B	G20	7147 Deerfield Park Dr NE	12:49	9.18	BLS Fall	2	9
334	09358	6 Apr 19	81F	G19	4922 Puget Rd NE #36-5	13:36	12.16	BLSY Patient Assist	3	9
335	09565	6 Apr 19	83A	H15	3845 Boston Harbor Rd NE	20:02	6.11	ALS Chest Pain	4	9
336	09572	6 Apr 19	81F	G20	4919 Foxtrail Dr NE	22:49	N/A	BLS Assist L/E	4	9
337	09615	7 Apr 19	83A	G15	4805 Cushman Rd NE #7	13:45	N/A	BLS Medical Alarm	4	1
338	09616	7 Apr 19	83A	I16	1721 36th Ave NE	14:06	6.46	BLS Fall	4	1
339		7 Apr 19	321	G23	9738 Glacis Dr NE	20:00	7.08	Structure Fire (MA)	4	1
340	09672	8 Apr 19	84A	E14	7205 Lighthouse Ln NE	05:07	9.24	ALS Breathing Prob	5	1
341	09729	8 Apr 19	83A	I16	1721 36th Ave NE	15:07	5.44	BLSY Patient Assist	2	
342	09749	8 Apr 19	83D	I15	1020 33rd Ave NE	19:25	2.26	BLS Fall	3	2
343	09752	8 Apr 19	83D	I15	1020 33rd Ave NE	20:22	4.57	ALS Fall	3	2
344		9 Apr 19	83A	G16	4700 Boston Harbor Rd NE	14:41	0.00	BLS MVA	4	
345	09860	9 Apr 19	307	J17	1922 Meixner St NE	20:06	5.23	BLSY Patient Assist	4	3
346	09908	10 Apr 19	81A	F18	6306 Snug Harbor Ct NE	09:14	6.05	BLSY Fall	3	
347	09922	10 Apr 19	81H	H18	3845 Sleater Kinney Rd NE	13:15	3.16	BLS Trauma	3	
348	09937	10 Apr 19	85A	D17	2725 83rd Ct NE	15:50	9.40	BLSY Patient Assist	3	
349	10000	11 Apr 19	83A	H16	4110 Baker Ames Rd NE	09:26	7.03	ALS Heart Problem	2	
350	10243	13 Apr 19	82A	D19	8202 Baird Rd NE	16:14	11.47	BLS Medical Alarm	4	
351	10264	13 Apr 19	307	K17	2725 12th Ave NE	20:12	N/A	BLS Trauma	5	7
352		15 Apr 19	84B	E16	7300 Zangle Rd NE	10:45	9.50	Fire Alarm Activation	5	
353	10425	15 Apr 19	83A	I16	1729 36th Ave NE	15:45	5.21	ALS Breathing Prob	5	
354		15 Apr 19	81A	I17	South Bay @ Lilly Rd NE	19:10	3.24	Private Vehicle Fire	3	9
355	10475	16 Apr 19	82A	E19	5035 70th Ave NE	05:29	9.57	BLS Breathing Difficulty	4	9
356	10489	16 Apr 19	81H	I18	3145 Sleater Kinney Rd NE	08:24	12.29	ALS Heart Problem	3	
357	10519	16 Apr 19	81A	I17	3031 36th Ave NE	14:04	3.00	ALS Heart Problem	3	
358	10579	17 Apr 19	81A	G17	4925 Shincke Rd NE	08:20	3.47	BLS Fall	3	
359	10587	17 Apr 19	307	J16	2504 20th Ave NE	09:59	5.09	ALS Pain Management	3	
360	10679	18 Apr 19	82A	E19	5035 70th Ave NE	09:05	9.59	ALS Breathing Prob	3	
361		18 Apr 19	81H	F18	5606 Sleater Kinney Rd NE	12:33	3.20	Service Call	3	
362		18 Apr 19	307	K16	905 Wilson St NE	17:11	5.15	BLS Unk Med Prob	3	
363	10722	18 Apr 19	83A	H15	300 39th Ave NE	18:17	8.09	BLS Breathing Difficulty	2	3
364	10743	19 Apr 19	307	K17	1130 Fenske Dr NE	02:17	8.23	ALS Chest Pain	4	3

APPENDIX 1- MONTHLY RESPONSE RECORD

Number		Date	Sta Zone	Grid	Location	Alarm Time	Resp Time	Type	Resp	Shift #
FD8	Med-1									
365	10765	19 Apr 19	81F	G19	4922 Puget Rd NE #15-4	08:53	11.20	BLS Weakness	3	
366	10768	19 Apr 19	84A	E15	6927 Zangle Rd NE	09:56	9.06	BLS Abdominal Prob	3	
367	10771	19 Apr 19	83A	H15	3944 Gull Harbor Rd NE	10:36	3.55	BLS Fall	6	
368	10823	19 Apr 19	81F	G19	4922 Puget Rd NE # 36-5	17:35	7.48	ALS Chest Pain	3	
369	10830	19 Apr 19	83A	G15	4806 Cushman Rd NE #125	18:27	4.13	BLS Fall	3	4
370	10839	19 Apr 19	307	K17	334 Devoe St NE #4	20:32	17.97	ALS Suicide	4	4
371	10888	20 Apr 19	81E	H20	3712 Owl Ln NE	13:08	6.27	BLS Seizure	2	5
372	10914	20 Apr 19	83A	G16	5110 Boston Harbor Rd NE	17:16	7.24	BLS Nosebleed	3	5
373		20 Apr 19	307	K17	505 Devoe St NE	21:36	5.17	Burn Ban Violation	3	5
374	10941	21 Apr 19	82A	E18	4305 68th Ave NE	00:33	7.36	BLS Medical Alarm	3	5
375	10954	21 Apr 19	81E	H20	3608 Eagle Dr NE	07:33	6.54	BLS Back Pain	3	6
376	11006	21 Apr 19	81A	G17	4925 Shincke Rd NE	20:45	5.47	BLS ALoC	4	6
377	11028	22 Apr 19	81E	H20	3718 Eagle Dr NE	04:13	8.41	BLSY Patient Assist	4	6
378	11056	22 Apr 19	81F	G19	4922 Puget Rd NE #36-5	10:54	10.10	BLS Weakness	3	
379	11100	22 Apr 19	81A	H17	4202 Shincke Rd NE #2	22:32	5.00	ALS Heart Problem	4	7
380		23 Apr 19	83A	I15	3600 Gull Harbor Rd NE	18:10	5.44	Smoke Investigation	6	8
381	11190	23 Apr 19	84A	E15	6849 Boston Harbor Ext Rd NE	20:48	N/A	BLS Medical Alarm	2	9
382	11207	24 Apr 19	81C	I16	3222 Friendly Grove Rd NE	03:25	10.06	BLS Abdominal Prob	2	9
383	11305	25 Apr 19	84A	F16	Woodard Bay @ Boston Harbor Rd	01:04	7.45	BLS MVA	6	9
384	11359	25 Apr 19	307	J17	2600 South Bay Rd NE	15:44	3.29	BLS MVA	5	
385	11440	26 Apr 19	81C	I16	3115 Friendly Grove Rd NE	15:32	4.29	BLS Breathing Difficulty	3	
386	11441	26 Apr 19	81A	I16	2527 36th Ave NE	15:42	3.32	BLS Weakness	4	
387		26 Apr 19	81A	I17	2905 Lilly Rd NE	18:53	3.37	Smoke Investigation	3	2
388		27 Apr 19	83A	H16	2425 46th Ave NE	10:44	5.39	BLS Fall	2	3
389	11520	27 Apr 19	83A	I15	847 36th Ave NE	11:53	4.55	ALS Allergic Reaction	2	3
390	11558	27 Apr 19	307	J16	2206 20th Ave NE	18:47	N/A	BLS Medical Alarm	3	3
391		27 Apr 19	307	J17	2715 24th Ave NE	20:46	6.18	Brush Fire	3	3
392	11569	27 Apr 19	81A	I17	3031 36th Ave NE	20:57	4.42	ALS Chest Pain	3	3
393		28 Apr 19	307	J17	2540 Lister Rd NE	07:22	6.12	BLS Welfare Check	3	4
394	11601	28 Apr 19	86B	G20	7147 Deerfield Park Dr NE	10:31	12.23	BLSY Patient Assist	4	4
395		28 Apr 19	81G	I19	Carpenter @ 33rd Ln NE	14:52	9.08	Smoke Investigation	4	4
396	11626	28 Apr 19	81E	H20	3608 Eagle Dr NE	14:58	6.56	ALS Unconscious	4	4
397	11665	28 Apr 19	86B	H20	7234 Prairie Ridge Dr NE	21:42	4.31	ALS Heart Problem	4	4
398	11776	30 Apr 19	85A	D17	81st @ Libby Rd NE	10:59	7.52	BLS MVA	6	
399	11780	30 Apr 19	86B	G20	5433 St Charles Lp NE	11:44	8.00	ALS Chest Pain	3	

MONTHLY REPORT APPENDIX 2: VOLUNTEER STAFFING ROSTER

Name	Shift, Assignment or Status	Name	Shift, Assignment or Status	Name	Shift, Assignment or Status
Armstrong, Walker	OSP	Gormley, Robert	9	Rendon, Mike	OSP
Bahr, Michaela	6	Harn, Jakob	4	Robinette, Les	1,4 & 7
Benson, Marikka	3	Harry, Raymond L	Receptionist	Robinson, Zackery W	1
Bigelow, Debra W	Receptionist	Hayes, Dale	9	Roebuck, Tara A	8
Bivens, Dan	Receptionist	Helfrich, Jefferson	4	Rollman, Wyatt	Recruit
Bonser, William A	2	Henson, Ronald C	Receptionist	Sachet, James	7
Brandt, Robert	5	Henze, Dane	7	Sheller, Elliot	4
Brink, Peggy	Receptionist	Johnson, Jacob	2	Sinclair, Sharon	Receptionist
Bushaw, Bladden M	4	Kraft, Bethany H	6	Skorna, Zach	1
Carlton, Susan E	Receptionist	Kramer, Gavin	8	Smith, Kelli	8
Caron, Judy G	Receptionist	Lacy, Ben	2	Snyder, Zachary	Recruit
Chapman, Cody R	Recruit	LaDue, Chris	2, 6 & 8	Stenerson, Ian	3
Clemens, Jonathan	CEMSO	LaGra, Kimberly W	2	Stewart, Christopher	1 & 5
Clinton, Anthony	1	Lara, Leroy	Recruit	Sullivan, Amber	5
Cochran, Ann	Receptionist	Leyva, Jennifer	7	Thoms, Michael L	2
Dicke, Ben	8	Lindwall-Endof'horn, Desiree	Recruit	Timmis, David	Recruit
Dodge, David	3	Liukkonen, David	6 & 8	Toth, Terry	8
Ehlers, David C	Recruit	Longmire, Damian	3, 5 & 9	VanKirk, Nick	3
Ermshar, Stevick Cassidy	3	Mahoney, Korban	6	Warfield, Tony	
Estrada, Diana	1	McCann, Dustin	4	Williams, Tom	2
Fakkema, Ryan J	3	Milligan, Nicholas	Recruit	Youngs, John	9
Fass, Bonnie	Receptionist	Mize, Art	Chaplain	Zimmerman, Jacob	1
Flynn, Angelina	9	Osborn, Mara	6	Zolman, Reagan	Recruit
Fox, Eli	9	Parnell, Evan	2	Zopolis, James P	Receptionist
Freed, Richard	Recruit	Petersen, Lisa Amber	9	Zvirzdys, Joshua	2 & 7
Frost, Shane	4 & 9	Poole, James	7	Conklin, Amber	LoA
Gettle, Eric James	7	Powell, Shelby	Recruit	Coyne, Ashlie	LoA
Gill, Patricia Ann	Receptionist	Prine, Don	OSP	Gibler, Bryce	Resigned
				Harris, Jesse	Resigned
				Hollander, Max	Resigned
				Konrad, Maxwell A	Resigned
				Olson, Brian	LoA

APPENDIX 3 - 2019 BUDGET VS ACTUAL, CASH BALANCE

