

PRE-MERGER FIRE DIST 8 TIME-LINE

Year	Calls/Yr	Activity
1953	15	District incorporated
1954 - 1977	43 (avg)	Volunteers elect Fire Chief on an annual basis, all officers appointed by Fire Chief; Zittel elected as first Fire Chief
1954 - 1955	9 (avg)	New firestation constructed with volunteer labor, first new fire engine purchased
1955		Staffing: Glandon elected as second Fire Chief
1964	25	GO Bond Issue (10 year @ \$23.8k) for 2nd station & apparatus
1965	27	Johnson Point firestation constructed with volunteer labor
1965		Staffing: Neat elected as third Fire Chief
1966	33	First use of radio dispatching used by District
1973		Staffing: Horton elected as fourth Fire Chief
1974 - 1989	206 (avg)	Training provided through State <i>Operation Support</i> Program
1974, Nov	82	Thurston County voters approved Medic One ballot issue
1976	127	First job descriptions written for District officers; first written operational guidelines adopted
1977 - 1978	146	Strat Plng: long-term capital planning (3rd fire station, EMS functions)
1978, Fall	142	GO Bond Issue (20 year @ \$175k) for 3rd station & apparatus
1980	202	Puget Beach firestation constructed by contractor; Station 8-1 remodeled
1981		Staffing: Smerdon elected as fifth Fire Chief
1984 - 1997		Staffing: B VanCamp hired as part-time Dist Secty, first internal hire in District history
1984	224	First resident in privately owned mobile home at Station 8-1
1985 - 1996		Staffing: R VanCamp hired as full-time Support Services Manager (sixth volunteer Fire Chief); first full-time employee
1986 - Present		Initiate statistical reporting to state (WAFIRS, NFPA Form 901)
1990, Sep	349	Strat Plng: first "official" strategic planning session: Dist Pol & Proc, mission statement
1991 - Present		Policy: adopts <i>District Policy & Procedure Manual</i>
1991, Aug	274	Strat Plng: second strategic planning session [UGMA impacts; rev/esp trends @ I-559; operational assessment; community relations]
1991, Dec		Strat Plng: adopt 5 & 10 year Ph I capital plan (first) incl eval headquarters station needs
1992, Jul - Sep		Negotiations for new parcel for future headquarters firestation
1992, Aug	336	Strat Plng: strategic planning session [staffing, IR&R (Incident Readiness & Response) and training]
1992, Fall		GO Bond Issue (4 year @ \$465k) for apparatus & equipment
1993	357	Staffing: Kessel hired as first full-time Training Officer; later assigned facilities & equipment mgt
1993, Jun		First custom-chassis fire engine placed in-service (Pierce Arrow, Engine 81)
1993, Aug		Strat Plng: strategic planning session [rev Ph I cap plan results; prepare Ph II cap plan]
1993 - 1997		Staffing: Terhune hired as Special Projects Mgr (and first full-time Safety Officer)
1994, Aug	443	Strat Plng: strategic planning session [kick off Ph II cap plan; community relations]
1995 - 1996	453	Strat Plng: (Magoon) val & vis; strat issues [commo, trng, qual svc, clarify rol & resp, ER&R (Equipment Repair & Replacement), ldrshp]
1996 - 2002	436	Staffing: Volunteer Duty Officer program (rotation)
1996		"Wingspread IV" Conference : societal influence on FP tech, prev & ed, mgt & stfg; prof development; criteria for det of cost eff FP; role of fed & loc gov
1996, Aug		Strat Plng: strategic planning session [rev Magoon report; finalize Ph II cap plan; review Dist Pol & Procs]
1996, Nov		Staffing: B VanCamp appointed seventh volunteer Fire Chief
1996, Fall		GO Bond Issue (16 year @\$1.975 mil) for new headquarters station, apparatus & equipment (Ph II cap plan)
1997	417	WISHA adopts <i>Vertical Standards for Firefighters</i>
1997, Sep		District moves into new 14 thousand SF headquarters firestation; first firestation with sleeping quarters
1997 - 1998		Staffing: Smith hired as Safety & Training Officer, replacing Terhune
1997 - 2006		Staffing: Hansen hired as first full-time Dist Secty
1998 - 1999	503	CKFR, Yakima County processes evaluated
1998 - 2009	503	Staffing: Thompson hired as Training Officer, replacing Smith
1998, Sep		Strat Plng: sel of consultant: Fire Svc Mgt (Good): survey of stakeholders & org assessment
1999		NFPA 1720 (first volunteer fire standards)
1999 - Present	508	Initiated comprehensive incident reporting system; monitor & report statistics on a monthly basis
1999, May		Strat Plng: (Fire Svc Mgt): final report Phase I rec [strat pln/mission; fire chief; NFA bus org; job desc/clarify roles; financial plng & ER&R formula; asset mgt]
1999, Jul		Policy: Northeast Thurston Cooperative established for Health & Safety Program for FD3, 7 and 8
1999 - Present		Staffing: B VanCamp hired as Fire Chief (first full-time FC)
2000	546	Strat Plng: adopt <i>2000 Business Plan</i>
2000, Feb - Aug		Staffing: NET proposal for day-time coverage
2000 - 2002		Staffing: volunteer stand-by program pilot initiated

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2000 - Present		Northeast Thurston (NET) program adopted: <i>Health & Safety Program</i>
2000, May		Officer training & team building (Fire Svc Mgt, Proj Phase II)
2000, Jul		Strat Png: initial adoption of current Plan & organization (incl full-time staff management of programs to support volunteer IR&R)
2001, Oct		Staffing: internal task force to create a Volunteer Staffing Project (Incentives Program)
2001 - 2003	562	Project to evaluate merger/consolidation with FD7
2002 - Present		Staffing: nine-shift volunteer staffing plan implemented
2002 - Present	570 (avg)	Adopted <i>Target Levels of Service</i> ; monitored on a monthly basis
2003, Jul	562	Strat Png: workshop (Colvin) [mission/val SWOT; org roles clarification; scan env; fiscal plng] leads to trng policy (TFRTC, Trng Ctr) merger position; <i>Community Risk Analysis</i> leading to <i>Deployment Plan</i>
2004, Jan		Org Health Survey: issues incl trng/ed; commo (expect/reinf accty); vol morale & recog (demands, trust); and admin expectations & reinf accountability
2004, Mar		IAFC report " <i>A Call for Action, the Blue Ribbon Report on Preserving & Improving the Future of the Volunteer Fire Service</i> " published
2004 - 2005		Developed <i>Community Risk Assessment</i> process & analysis for District (as part of deployment planning process)
2005, Jan		Strat Png: Org Health Survey, <i>Deployment Plan</i> and <i>2006 Business Plan</i>
2005, Feb		WSU community volunteer survey proposal
2005, Jun		First ambulance-type vehicle (Rescue 81) in-service: rebuilt from surplus Medic One unit
2005, Jul		Bachmeier accident (significant org event)
2005, Aug		Strat Png: workshop (Colvin) ["vol emergency svc"; leadership & culture; Exec Team duties to address operations]
2005, Nov		IAFC report " <i>Lighting the Path of Evolution, the Red Ribbon Report on Leading the Transition in Volunteer and Combination Fire Departments</i> " published
2006, Mar		Staffing: Prince hired as Dist Secty, replacing Hansen
2006, Mar-Nov	623	Strat Png: ABS "Chart Your Own Course" staff team-building and process for Vision, Mission, Goals and Objectives
2007, Feb		Strat Png: Goals & Objectives adopted; 4 Busines Plan themes proposed: 1) Deployment, 2) Management, 3) Internship Program and 4) Training Center
2007, Aug		Strat Png: Busines Plan themes adopted: 1) Deployment, 2) Management and 4) Training Center
2007, Oct		Strat Png: Busines Plan themes adopted: 3) Internship Program
2007, Dec		Strat Png: Board prioritizes capital projects: 1) new north-end firestation, 2) training center (<i>Business Plan Item 4 on hold</i>)
2008, Jan-Mar		RFPs issued for north-end firestation project design & construction management; URS selected as contractor (<i>Business Plan Item 1</i>)
2008, Aug		Staffing: McBride hired as Asst Chief; staff reorganization (<i>Business Plan Item 2</i>)
2008, Sep		Strat Png: ABS "Chart Your Own Course" Board/staff team-building and process for reviewing of adopted Vision, Mission, Goals and Objectives and Business Plan
2008, Oct		Staffing: Graham, Pooley & Richardson hired as first Firefighter-Interns and placed on daytime shift (<i>completes Business Plan Item 3</i>)
2008, Dec		Staffing: Asst Chiefs assigned to three-each duty shifts; focus on shift-based training (<i>completes Business Plan Item 2</i>)
2008, Nov		Report from Thurston County Assessor with estimated 2% reduction in real property valuation: first drop in District history
2009, July		District & URS team meet with Thurston County on pre-submission for building permit of north-end firestation (<i>Business Plan Item 1</i>)
2009, Oct		Strat Png: Board/staff team-building and process for reviewing of adopted Vision, Mission, Goals and Objectives and Business Plan
2009, Dec		Staffing: Thompson death creates vacancy on executive team; first District on-duty death
2009, Dec		Staffing: Phillips hired as Firefighter-Intern to replace Graham
2010, Jan		Strat Png: the District convened the first Citizens' Advisory Task Force for review & recommendation of strategic initiatives
2010, Jan		Staffing: Fernstrom hired as Firefighter-Intern to replace Pooley
2010, Mar		Strat Png: the Board adopted a plan to 1) build a new north-end firestation (5,662 sf), 2) on location of parcel on 78th Ave NE, and 3) funded by UTGO Bonds in 2011
2010, Apr		Strat Png: the FD7 and FD8 Boards met for the first of a series of joint meeting regarding cooperative ventures
2010, Apr		Staffing: the District began a search for new Assistant Chief to fill vacancy left by Thompson
2010, Jun		District retains Organizational Resource Group to assist in evaluating organization health especially related to communications, relations and alignment of vision/mission/goals; the hiring process for a new Assistant Chief is placed on hold during this process
2010, Sep		Staffing: LeMay hired as Assistant Chief for Training & Safety, filling Thompson vacancy
2010, Sep		Staffing: Jones hired as Firefighter-Intern to replace Fernstrom
2010, Nov		Strat Png: Goals & Objectives for 2011-2013 adopted as result of strategic planning work conducted with Organizational Resources Group; specific changes to executive team roles & responsibilities adopted; Incl 1) improved service to north-end, 2) collaboration with FD7, 3) full complement of volunteers, 4) strengthen admin functions, 5) relations between Board & staff, 6) Dist Training Ctr, 7) community relations, and 8) focus on accountability & efficiency
2011, Jan		Staffing: Dickenson hired as Firefighter-Intern to replace Richardson (Dickenson leaves in Nov 2012, without replacement).
2011, Jun		District hosts public meeting regarding new north-end firestation project with significant participant feedback; this is followed by a series of events from citizens protesting the new firestation project
2011, Oct		Staffing: Bevan hired as Firefighter-Intern to replace Jones
2011, Nov	627	Unsuccessful ballot issue: GO Bond Issue (12 year @\$1.2 mil) for new north-end firestation

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2012, Jan	699	Staffing: Raben hired as Firefighter-Intern to replace Phillips
2012, Feb		Strat Plng: Organization wide workshop to 1) review TLoS, 2) evaluate District Internship Program, and 3) volunteer Battalion Chief
2012, Apr		Strat Plng: second Citizen Advisory Task Force convened to review options from failed bond measure.
2012, May		Staffing: Washington State Public Employees Relations Commission (PERC) notifies District that a petition was filed for creation of a bargaining unit of ACs and Interns under IAFF Local 2903.
2012, Sep		Staffing: Rood hired as Firefighter-Intern to replace Bevan
2012, Sep		Staffing: Terhune retires as FD7 Fire Chief, remains as FD8 Chaplain
2012, Oct		Staffing: PERC issues revised definition of District bargaining unit of IAFF Local 2903 of 3 ACs only.
2012, Nov		District holds first citizen-based workshop to review annual budget proposals.
2012, Nov		Strat Plng: Initial discussions between the FD7 Board Chair and FD8 Board Chair begin regarding potential combinations options including joint-operation, merger and creation of fire authority.
2013, Feb		733
2013, Mar	Strat Plng: Workshop held to examine FD7-FD8 combination with objectives of 1) process for joint operation, 2) process for consolidation, 3) creation of an <i>Emergency Services Integration Plan</i> , and 4) planning next steps.	
2013, May	Staffing: Pawlowski hired as Temporary Firefighter to replace Raben; Zvirzdys hired as Temporary Firefighter to replace Rood (2 FTEs). The Internship Program was officially terminated.	
2013, June	Strat Plng: Two Interim Citizen Advisory Committee workshops held to review and comment on FD7-FD8 combination planning	
2013, June	The Safety Committees of FD7 and FD8 merge.	
2013, Jul	Staffing: Boards for FD7 and FD8 begin joint-planning efforts for labor negotiations with IAFF Local 2903.	
2013, Sep	Efforts to evaluate options for continued county-wide training are begun by the Thurston County Fire Chiefs Association and the Thurston Fire & Rescue Training Consortium; the future continuation of the TFRTC is in doubt.	
2013, Nov	Strat Plng: The Thurston County Hearings Examiner issues a Mitigated Determination of Non-significance to the District on the zoning and development requirements for the Johnson Point (78th Ave NE) site for a new firestation. An appeal is filed.	
2013, Nov	Staffing: Pawlowski and Zvirzdys appointment extended and additional 6 months as Temporary Firefighter.	
2014, Jan	707	
2014, Feb		A standing organization called the Citizens' Advisory Committee is formed based on the work of an ad hoc team's recommendations.
2014, Feb		Vector Engineering hired to begin work on District Training Center project as authorized by the Board.
2014, Mar		Strat Plng: A public workshop held on presenting details of FD7-FD8 merger.
2014, Apr		Staffing: Board authorizes positions for 2 full-time permanent Daytime Firefighters; a competitive process will be held to fill the two positions.
2014, May		Staffing: The CBA is approved by IAFF Local 2903 and the District for the 3 AC positions.
2014, May		Staffing: The first permanently assigned volunteer Battalion Chiefs appointed (Longmire & Robinette).
2014, June		Notice of Intention is filed with the Thurston County Boundary Review Board for FD7 and FD8 to merge.
2014, May		Staffing: The CBA is approved by IAFF Local 2903 and the District for the 3 AC positions.
2014, June		Staffing: Friar and Zvirzdys appointed as first full-time Daytime Firefighters after competitive process.
2014, Aug-Dec		Staffing: It is determined that District employees in the LEOFF and PERS retirement plans will need to vote to [continue to] participate in Social Security; subsequently , the vote is to not participate, therefore, the District will no longer participate in SS retirement.
2014, Oct		Staffing: The CBA is re-opened by the District and IAFF Local 2903 to accommodate the Daytime Firefighters and FD7 Lieutenants (planned to be transferred during the merger process).
2014, Oct		The Station 8-1 energy savings project is completed.
2014, Nov		Voters of FD7 approve levy lid lift to \$1.50 per thousand and merger into FD8.

FIRE DIST 7 TIME-LINE

Year	Calls/Yr	Activity
1953	1	District incorporated, volunteers elect Giberson as first Fire Chief; Schwagler elected as second Fire Chief First fire engine leased, 1943 Ford 500 gpm, stored in neighborhood shed
1954	3	Land for first firestation purchased near Gull Harbor Mercantile
1955	5	Staffing: Mel Ames elected third Fire Chief
1955-1957	8 (avg)	Strat Png: Planning and construction of first new firstation in Gull Harbor area
1957		First 2-way radio and self-contained breathing apparatus acquired
1959	19	Gull Harbor firestation opened
1961	39	Staffing: Kaler elected as fourth Fire Chief (will serve until 1983)
1961		Strat Png: Volunteers purchase additional land adjacent to Gull Harbor firestation
1962	45	Strat Png: District purchases land for second firestation at Zangle Road (placed into service in July 1964)
1963	35	District purchases first new pumper, 750 gpm Western States-Ford
1966	39	GO Bond Issue: voters approve \$9,000 bond for new tender truck (delivered in February 1968)
1969	51	Staffing: District provides first stipends to volunteer responders (\$1.50 per call)
1974	72	GO Bond Issue: voters approve \$50,000 bond for new pumper and new firestation on Libby Road (placed into service November 1978)
1977	101	Staffing: Board of Fire Commissioners to appoint Fire Chief (not elected by volunteers)
1979	109	The volunteers begin hosting an annual "Crab Feed" in March (continues until 2019)
1980	100	District & Thurston County Sheriff's Office commission rescue boat, to be known as "Rescue 741", moored at Boston Harbor Marina
1982	159	Strat Png: District begins work on formal policy and procedure manual
1983	169	Staffing: Martin Ames appointed as fifth Fire Chief
1985	156	Strat Png: Additional land is purchased adjacent to Gull Harbor firestation for future expansion
1985		Staffing: Kaler and Haisch appointed part-time day-response and maintenance staff (first part-time employees)
1988	186	Strat Png: First five-year strategic plan developed and adopted
1989	200	Strat Png: Discussions with Lacey FD3 and South Bay FD8 begin on joint-operational opportunities
1989		Strat Png: Planning begins on replacement main firestation at Gull Harbor location
1990	346	District begins to issue outdoor burning permits
1990		District works with new Boston Harbor waterworks hydrants (including maintenance)
1991	102	Staffing: Kistler appointed as sixth Fire Chief
1992	149	GO Bond Issue: voters approve \$750,000 bond for new main firestation at Gull Harbor (placed into service in 1994)
1996	304	Staffing: First rotational duty schedule for command officer established
1996		Staffing: Harry appointed as seventh Fire Chief
1996		Strat Png: First ten-year master plan developed and adopted
1999	219	Lacey FD3, North Olympia FD7 and South Bay FD8 create Northeast Thurston Cooperative; develop joint health & safety program
2001	301	Staffing: Board of Fire Commissioners plan for creation of full-time career staff positions for response and maintenance duties
2003	267	Strat Png: Board of Fire Commissioner adopt resolution calling for merger discussions with South Bay FD8
2004	336	Staffing: Hamilton appointed at eighth Fire Chief
2004		Staffing: Farnham hired as first full-time career employee for daytime response and maintenance
2005	357	Staffing: Taylor appointed at ninth Fire Chief
2007-2008	390 (avg)	Staffing: Hall, Pooley and Graham hired as full-time responders and staff duties
2008	283	Staffing: Terhune hired as first full-time career Fire Chief (tenth fire chief)
2011	295	Staffing: Full-time career staff petition Public Employees Relations Commissioner (PERC) for collective bargaining
2011		Staffing: IAFF Local 468 (Olympia) selected as representative of bargaining unit employees (3 members)
2012	329	Staffing: Osborne hired at full-time career employee replacing Pooley
2013	351	Staffing: Harry re-appointed as Fire Chief (also serves as District Secretary)
2013		Strat Png: District resumes discussions with South Bay FD8 for merger or consolidation
2014, Nov		Voters of FD7 approve levy lid lift to \$1.50 per thousand and merger into FD8.

POST-MERGER FIRE DISTRICT 8 TIME-LINE

Year	Calls/Yr	Activity
2015, Jan		Merger of FD7 into FD8 completed as new 6-member Board plans to ask voter approval for permanent 5-member Board.
2015, Jan	1064	Staffing: A revised CBA is approved by the District and IAFF Local 2903 to accommodate the Daytime Firefighters and FD7 Lieutenants.
2015, May		Minor annexation issues of District parcels into the City of Olympia and City of Lacey are monitored (non-significant impact on budget).
2015, Jul		Staffing: Pawlowski appointed as Daytime Firefighters after competitive process; later promoted to LT
2015, Jul-Dec		A sub-committee of the Citizens' Advisory Team surveys stakeholders on potential new name for post-merger fire department.
2015, Nov		Voters approve District proposition for permanent 5-member Board.
2016, Apr	986	Staffing: Kilpatrick promoted to Volunteer Assistant Chief in charge of Night & Weekend IR&R Program; senior management re-organized
2016, Sep		District receives Public Protection Classification of 5 from Washington Survey & Rating Bureau
2016, Nov		Strat Png: Phase I staffing master plan project initiated (several facilitated group meetings resulting in a draft plan in 2017)
2016, Dec		Staffing: Wilson hired to replace Friar for Dayshift Firefighter
2017, Apr	1046	Staffing: Kessel retires as manager of facilities & equipment program
2017, July		Initial implementation of the member Performance & Development Plan (PDP) process and "Servant Attitude" principals
2017, Dec		On Dec 18th, the District responded to a derailment of Amtrak Train 501 onto the I-5 at Nisqually
2018, Jan	1069	Strat Png: Phase II deployment and facilities master plan initiated (including 3 versus 2 firestation scenarios)
2018, Sep		Staffing: With new CBA, senior staff re-organized: LeMay new career AC; McBride to fill new career BC position
		Staffing: Chiatovich (later promoted to LT) and Creger-Zier hired as Dayshift Firefighters; Graham resigns LT position
2019, Jan-Apr	1200	The District declared surplus and sold three firestations: Libby Rd, Puget Beach Rd and Zangle Rd
2019, Jan-Apr		Strat Png: Phase II "Facilities & Deployment" Master Plan adopted by the Board
2019, Apr-Jun		Staffing: Choate, Mahoney (later promoted to LT) and Parnell (later promoted to LT) hired as Dayshift Firefighters
2019, Jun		Strat Png: Phase III "Apparatus & Equipment" Master Plan and Phase III "Incident Readiness & Response" Master Plan adopted by the Board
2019, Oct		Strat Png: land for a future east-side firestation purchased as part of Phase II master plan; house used for future resident program
2020, Jan	1122	Staffing: Clowes hired as LT (later promoted to BC)
2020		SARS-COVID-19 pandemic emerges with major impacts to operations through end of 2022 (including "virtual" public meetings); eventually, one career and one volunteer member resign due to mandatory requirements for vaccination
2020, Feb		Strat Png: Phase III "Training & Education" Master Plan adopted by the Board
2020, Apr		Staffing: Bonser and Fakkema hired as Dayshift Firefighters; Hall promoted to BC
2020, May		District receives Public Protection Classification of 3 from Washington Survey & Rating Bureau
2020, Jun		Strat Png: Phase III "Community Communications & Risk Reduction" Master Plan adopted by the Board
2020		Planning for use of Johnson Point Firestation for a site for the Thurston County Emergency Radio Network radio equipment
2021, Apr	1237	Significant problems on county, state and national level for pre-hospital care & transport of patients critically effects service Staffing: DeGagne hired as LT
2022	1290	Staffing: District implements pilot IR&R staffing plan for three-platoon, 24-hour shift for all career staff (including 9-shift volunteer model under the 3-platoons); formalized by CBA in 2023
2022, Jan		Staffing: Baldwin, Gettle and Gibler hired as Dayshift Firefighters
2022, Feb		District Executive Team begin to develop comprehensive public communications plan and program, work with consultant for format
2022, Apr		District re-opens facilities to public after SARS-COVID-19 pandemic rules are relaxed by the Governor
2022, Jun		District form Community Outreach Team to implement the new Community Communications Plan
2022, Dec		Staffing: Valdez and Yenne hired as career Firefighter-EMTs
2023, Jan		Staffing: McCosh & Smith hired as career Firefighter-EMTs, first under the newly adopted 3-platoon system; first FD8 career FF-EMTs to be assigned to county-wide career recruit academy Strat Png: Board adopts plan to ask voter approval for funding for IR&R staffing leve known as "Plan A"
2023, Mar		Strat Png: District holds public forum on staffing "Plan A" proposing fall 2023 ballot measure for levy rate restoration and fall 2024 ballot measure for excess levy