



Thurston County Fire Protection District 8 South Bay Fire Department News

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SPRING 2018

District Master Planning: Updating Our Path to the Future

Join Us!

Regular Board Meetings are held on the 2nd Tuesday of each month, beginning at 5:30 pm and are held at our South Bay Station 8-1 located at 3506 Shincke Road NE.



The District's Board and Staff have been updating its Strategic Plan - the first since the merger with North Olympia Fire District 7 in 2014. The main focus is on staffing to help meet our Target Levels of Service. The process is organized into four phases:

Phase O: In late 2016, the Board updated the District's Mission Statement, Vision Statement and Goals. This led to a detailed discussion about meeting the Target Levels of Service and impacts on citizens of the District. These discussions created a "baseline" for further master planning work.

Phase I: In 2017, the District evaluated current service and staffing using a series of comprehensive workshops. The highest priority resource is staffing, for without people, all other resources are useless in providing service. Our mission is to provide consistent incident readiness and response service throughout the District. This is accomplished by a combination of volunteer and career responders. From that process, a District Strategic Staffing Plan resulted, which is now being implemented.

Highlights of the Plan include:

- Replace one career assistant chief position with two career firefighters for weekday coverage and restructure workloads to improve productivity;
- Create a non-uniformed position to support volunteer services and assist in an overall positive work environment;
- Increase the focus on leadership development and support of skills-maintenance training;
- Boost volunteer incident readiness and response staff with career officers to work on 24-hour shifts, support night and weekend training and be available for incident response;
- Consideration to implement a resident firefighter program at the Johnson Point sub-station as an interim step to improve service in that area.

These changes are subject to developing a sustainable funding plan. Changes to career staff are also contingent on impacts to the firefighters' collective bargaining unit. It is expected that it will take up to two years to fully implement this phase of the plan.

Phase II: After allowing Phase I implementation to begin, and having an expectation of stabilized staffing levels, the next step is to determine how staff will be deployed. The focus of Phase II is to evaluate options for optimal fire station locations, developing interim and long-range plans for fire stations, disposing of unneeded properties, and capital needs.

Work has already commenced! Since January, a task force has been considering options to meet the district's needs. Through these discussions, the group came to consensus to move forward with planning based on a "two-station" model. Under this model, service would be provided from two stations, one centrally located on the East side and one on the West side. Some facility would be retained on the South side of the District for use as headquarters, training center, and as a contingency for deployment when the district is short-staffed.

Planning continues with a focus on the East side as a priority, then the West side, and then the South side.

East side District Response Coverage:

As a temporary measure for improved response on the East side, the District is exploring a resident housing program as well as using the Johnson Point Station 8-2 for night and weekend response.



Under a two-response-station model, this station would only be used on an interim basis until a new station located at a more central location on the peninsula has been put in place.

Other elements of the plan being considered include retention of the North Olympia station to provide service on the west side, and options for the south side headquarters/training facility. The plans being developed prioritize staffing first before building facilities, minimizing investment in facilities that are not part of the long-term plan, utilizing existing facilities as much as practicable, and disposing of unneeded facilities.

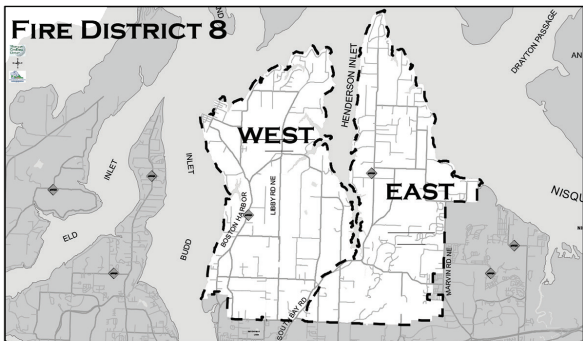
Phase III: The concluding phase will cover support functions, including apparatus and equipment, training, administration, community relationships, technology, and prevention services.

The overall result will be an updated District Strategic Plan, which will be updated on an annual basis much as it was prior to the merger.

For further information regarding the District's master planning, please visit the District Website which has all current information available. Join us for a Special Public Meeting on **Monday, April 30th, beginning at 7:00 pm.** and held at our South Bay Station 8-1 located at 3506 Shincke Road NE. This meeting will be an opportunity for the public to learn more about improved staffing concepts and facilities plans that were discussed at the recent Master Planning workshops. It will also be an opportunity to provide feedback to the Board.

Feel free to attend the District's monthly Board meetings (held the second Tuesday of every month at 5:30 pm at the South Bay Firestation). You may also call Chief VanCamp at 360-491-5320 (or e-mail at VanCamp@southbayfire.com) if you have any questions.

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**Special Public Meeting
Monday, April 30th
7:00 pm**

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This meeting will be an opportunity for the public to learn more about improved staffing concepts and possible location changes to fire stations that were discussed at the recent Master Planning workshops. It will also be an opportunity to provide feedback to the Board.

Training Center Project

In 1996, the District considered using the location of the previous headquarters (on South Bay Road) as a Training Center. In 2005, the Training Center theme was adopted as one of the District's Goals, Objectives & Business Plan. Over the next several years, staff visited other sites and compared facility options and costs. In 2011 the Board voted to establish a preliminary training center budget; however, due to financial restraints in 2012 and 2013 and the possible consolidation with North Olympia Fire District 7, the project was placed on hold.



and training tools, both interior and exterior. Vector Engineering was hired to provide project design and construction management services.

In 2014, phase I was nearly completed (build and purchase fire training props); and phase II was 75% complete (repaving, re-roof and install a fire hydrant system).

By 2015, 90% of the construction package was complete; the well was decommissioned and bids went out for a contractor. OSG Dozing was awarded the project that included asphalt, removal of underground utilities, installation of a new drainage and hydrant system, construction of a new storm-water retention pond, and new security fencing.

By 2016 permits had been issued, OSG had completed most of their work and the project was 95% complete. Work that had yet to be done included a ladder platform, cleaning, painting, doors and interior work as well as landscaping and fencing.

Although the project was a lengthy process, in the end, a high quality product was delivered to the District by the contractors and designers.

Currently, the District is using the Training Center for residential and commercial fire response drills, which includes search and rescue, forcible entry, water flow and hydrant training, ventilation and firefighter emergency evacuations drills. Phase III is planned to begin sometime later this year.

In 2013, staff and volunteers evaluated the needs of a training center and determined that they would use the existing site of the old station and focus on props which were the greatest need. It was agreed that a live fire component wasn't necessary since the Olympia Fire Department has a training center equipped with live fire capability. Chief VanCamp and Training Chief LeMay updated the District Training Plan to include a three phase process. Phase I: Perform some interior demolition and construct some basic fire training props; Phase II: Critical and substantial infrastructural improvements to pavement, water drainage/retention, and installing training hydrants. Phase III: Completion of fire suppression training props



Recruitment and Retention

We've recently completed a two-year recruitment and retention study on the department's volunteer emergency responder program. In short – recruitment is booming!

Record numbers of new volunteers have joined up! The department has recruited 56 new volunteers in 2016 & 2017.

In comparing the recruitment rates, the South Bay Fire Department recruited more volunteers than any other Department in the county regardless of size or demographic.

While the department has record success in its recruitment efforts, our greatest challenge is retention. As the department continues to strive to grow and improve its staffing capability the demographic of new members has changed from decades past. A survey taken in November of 2017 discovered that nearly 73% of the current volunteer members would like a career in Fire/EMS. This is up 11% from just two years ago. Volunteering continues to be a great opportunity for people to be trained and get a "foot in the door" experience that folks are competing for; however, the department has seen a drastic change in membership attrition and a decrease in member's average years of experience and longevity.

The South Bay Fire Department welcomes and encourages all eager volunteers to join our team for whatever your interests and goals are; however, we could really use more members who would like to make a long-term pledge and be part of our team for the long-haul! Please feel free to call or stop by the station for a tour and discuss the opportunities we have to offer our members!

To review the full 2016-2017 recruitment and retention study, please visit our website.



Goodbye to Commissioner Dick Small

Commissioner Dick Small retired in December. He had been with the South Bay Fire Department since 1999. The expertise he's brought to our department has been invaluable. Mr. Small spent most of his professional career managing fire and life safety systems as a firefighter, fire chief, state fire marshal and management consultant.

He began his extraordinary career in the US Army; worked as an arson investigator and a police officer, then spent 30 years as a Fire and Life Safety Officer. His career in the fire service includes six years as the Deputy State Fire Marshal for the State of Oregon, nine years as the Executive Director for the Fire Standards and Accreditation Board for Oregon and eight years as the State Fire Marshal for the State of Washington. During his extensive career, Mr. Small has achieved numerous accomplishments – some of the many highlights include:

- He developed the Washington State Master Plan for Fire Protection and implemented 42 recommendations – over half of which are still being used today.
- He developed the first code for access for the handicapped to public buildings for the State of Oregon. The code eventually served as a basis for amendments to the National Building Codes for handicapped in public buildings.
- He directed the development and implementation of a nationally accredited standards and certification system for fire protection personnel.
- He directed the operations of the State Fire Training Academy that included several large contract negotiations.

As a consultant, Mr. Small provided services to national, state and local fire protection agencies, including risk management, promotional testing planning services and problem solving. During that time he wrote the Oregon State Forestry's Rural/Forest Lands Fire Mitigation Plan for the Federal Emergency Management Administration and he successfully completed numerous contracts with public agencies. He also served as an adjunct faculty instructor for the National Fire Academy and Western Oregon State University.

Now in retirement, he and his wife Helen live in the Hollywood subdivision. They treasure the beauty of the Pacific Northwest and find it a perfect place to pursue their hobbies that include boating, fishing and RV'ing. He also shares many hours with Helen and her passion for gardening.

We wish Commissioner Small the very best in his retirement. He will be missed, and his replacement, Gloria Zvirzdys has big shoes to fill.

Welcome Commissioner Gloria Zvirzdys

Filling Commissioner Small's position is Gloria Zvirzdys. She and her husband Victor have been married 37 years and have raised three wonderful children. She has lived in the district for 18 years and has a long history of volunteering in the South Bay Area. When her children were at South Bay Elementary she coached soccer, baseball, and basketball for over ten years. She was awarded with the Acorn Award for her effort, excellence and commitment to helping at the school. Those years were followed by serving as PTA President at Chinook Middle School for six years.

Gloria is a successful business owner of two hair styling salons in Lacey and a partner with her husband in an IT business. She plans to bring this entrepreneur knowledge and all-out effort to create and maintain positive values in the district, while keeping the interests of the tax payer and personnel in mind.

In Gloria's free time, she enjoys growing fresh vegetables and fruits in her garden, decorating her house for the holidays, spending time with her family, and cooking massive feasts for the copious amounts of family events she hosts at their home. Because of her unending energy and amazing work ethic, her kids always tell her that she is the definition of a "super mom." Ms. Zvirzdys is enthusiastic about her position as Commissioner and shares, "I look forward to being a part of the team of commissioners and look forward to the challenges ahead."



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The South Bay News is an informational update for residents and taxpayers in the Thurston County Fire District 8. Disclaimer: This publication contains opinions and interpretations of various authors. South Bay Fire District 8 and its management do not make warranties with respect to accuracy, reliability or completeness of the information in this publication.

Wildfire Safety Tips for Homeowners

Residential outdoor burning is not permitted from July 15 - October 15

For more information on alternatives to outdoor burning, please visit our website or *Olympic Region Clean Air Agency* at www.orcaa.org. You can also call *Thurston County Solid Waste* at (360) 786-5494.

FREE HOME ADDRESS MARKERS

Free address markers are available from the South Bay Fire Department. If you live in the district and need a marker, please stop by or email us to request one. Markers will be installed by the department free of charge.

FREE BLOOD PRESSURE CHECKS

Stop by either of our stations any time and receive a blood pressure check.

FREE SMOKE ALARMS

Free smoke alarms are available to our community. Prevention is the best way to keep your home and your family safe from fire. To get a free alarm, you can call our front office at (360) 491-5320; or stop by the South Bay Station to pick one up.

FREE CPR CLASSES

If you or someone you know would like to take a CPR course, free CPR classes are available through the South Bay Fire Department usually on Wednesday evenings.

For specific dates, give us a call or visit our web site. To register for a class (or for information on First Aid training), please call Medic One at (360) 704-2780.

Every year, wildfires burn across the U.S., and more and more people are living where wildfires are a real risk. Nearly 45 million homes abut or intermingle with wildlands and more than 72,000 U.S. communities are now at risk.

HOMEOWNER CHECKLIST

Wildfires don't have to destroy everything in their path. Science and research have proven that using Firewise principles in your landscaping can minimize damage and prevent losses. The work you do today can make a difference. Follow these simple action steps now and throughout the year to prepare and help reduce the risk of your home and property becoming fuel for a wildfire:

- Clear needles, leaves and other debris from the roof, gutters, eaves, porches and decks. This reduces the chances of embers igniting your home.
- To reduce ember penetration, replace or repair loose or missing roof shingles or tiles, and caulk any gaps or openings on roof edges.
- Cover exterior attic vents, and enclose under-eave and soffit vents with metal wire mesh no larger than 1/8 inch to prevent embers from entering the home.
- Remove items stored under decks or porches; replace vegetation in these areas with rock or gravel.
- Replace mulch with hardscaping, including rock, gravel or stone. If it can catch fire, don't let it touch your house, deck or porch.
- Remove flammable items within 30 feet of all structures including firewood piles, portable propane tanks and dry and dead vegetation.
- Dry grass and shrubs are fuel for wildfire so keep your lawn hydrated and maintained. If it is brown, trim it to reduce fire intensity, and don't let debris and lawn cuttings linger. Dispose of these items quickly to reduce fuel for fire.
- Fire can spread to tree tops. If you have tall trees on your property, prune low hanging branches 6 to 10 feet from the ground and for smaller trees, prune low hanging branches no more than a third of the tree's height. Remove tall grasses, vines and shrubs from under trees.
- Talk to your neighbors and create a plan for how to address your wildfire safety challenges together.

During the time a wildfire is in your area...

- Stay aware of the latest news and updates from your local media and fire department. Get your family, home and pets prepared to evacuate.
- Place your emergency supply kit and other valuables in your vehicle.
- Move patio or deck furniture, cushions, door mats and potted plants in wooden containers either indoors or as far away from the home, shed and garage as possible.
- Close and protect your home's openings, including attic and basement doors and vents, windows, garage doors and pet doors to prevent embers from penetrating your home.
- Connect garden hoses and fill any pools, hot tubs, garbage cans, tubs, or other large containers with water. Firefighters have been known to use the hoses to put out fires on rooftops.
- Leave as early as possible, before you're told to evacuate. Do not linger once evacuation orders have been given. Promptly leaving your home and neighborhood clears roads for firefighters to get equipment in place to fight the fire, and helps ensure residents' safety.

After a wildfire has been contained...

- Continue to listen to news updates for information about the fire. Return home only when authorities say it is safe.
- Learn more about how to keep your family safe and reduce your home's risk for wildfire damage at firewise.org.
- Visit FEMA/Ready.gov for more information regarding wildfire after an emergency.

Working together, residents can make their own property - and their neighborhood - much safer from wildfire.

Article used with permission from NFPA's Firewise.org



Learn the Heart Attack Warning Signs!

Some heart attacks are sudden and intense, but most start slowly with mild pain or discomfort.

Be Aware of These Warning Signs:

- Chest pressure, burning or pain
- Shortness of breath
- Accompanying discomfort in the jaw, neck, shoulders, arms or back
- Fatigue, sweating, feeling weak, dizzy or lightheaded
- Nausea or vomiting
- Indigestion or gas-like pain

Women are more likely than men to experience some of the other common symptoms, particularly shortness of breath, nausea/vomiting, and back or jaw pain.

Heart attacks are a leading killer of both men and women in the United States. Fortunately, there are excellent treatments for heart attack that can save lives and prevent disabilities. Treatment is most effective when started within 15 minutes of the beginning of symptoms. If you think you or someone you're with is having a heart attack, call 9-1-1 right away!



Important Information:

To Report a Fire or Medical EmergencyCall 9-1-1
South Bay Fire District 8www.southbayfire.com (360) 491-5320
Olympic Region Clean Air Agencywww.orcaa.org (360) 539-7610, toll free 1-800-422-5623
(Land clearing burn permits & complaints about nuisance outdoor burning)
Thurston County Waste & Recovery Center (360) 867-2491

Do You Have What It Takes To Be A Volunteer?



Becoming a volunteer Firefighter/EMT is far more challenging and competitive than it was in previous years. The challenges facing Emergency response along with an increased call volume demands only the highest caliber of people. That's why the South Bay Fire Department strives to recruit highly motivated and competent people who have a strong desire to serve others in their worst times of need.

Being a Firefighter/EMT is not for everyone and challenges even the toughest and most astute team members. However; this is no doubt, one of the most rewarding, exciting and challenging ways a person can volunteer to help the community!

It takes someone who has the ability to remain calm and collective during a critical incident. Those selected for volunteer membership will partake in the department's orientation process, be assigned a mentor, and will get registered for the Thurston County Fire Academy and EMT courses to become properly trained and certified. There is no out-of-pocket cost for training or certification for members selected to the South Bay Fire Department; in fact they are even paid a stipend for their time and contribution to the community.

The South Bay Fire Department accepts applications for entry level firefighter and emergency medical technicians 365 days a year; however, the selections process only takes place twice a year (January and June). On average the department processes about 50 applications per recruitment cycle (every six months). The Department's maximum capacity is 90 volunteers.

Applications are reviewed for accuracy and completeness then the applicant's driving record is reviewed. All applicants who are deemed eligible are invited to move forward in the selection process where they are required to take a written examination. Candidates who pass the written test with a 70% or better, move on to take the physical agility test consisting of a timed firefighter challenge course. Those who pass the physical agility test continue to an interview. Offers for membership are made based on the number of vacancies and only to the most successful of the applicant pool.

After conducting a criminal background check, selectees are processed and attend an orientation. The new recruit members are scheduled to attend the 200+ hour, Fire Academy or Emergency Medical Technician (EMT) school to gain Firefighter and EMT certifications.

Volunteers are rewarded with a competitive array of financial incentives, educational and training opportunities, as well as insurance, tuition assistance, retirement benefits and much more! If you think that you or anyone you know is willing, dedicated and capable of completing all these requirements; please apply to be our newest volunteer! More information can be found on our website www.southbayfire.com or stop by to talk with us about the details of the program.

Benefits

- Training (Fire fighter & EMS)
- Complete Uniforms & Bunker Gear
- Stipends
- Health & Wellness
- Pension Plan
- Accident Insurances
- Life Insurance
- Chaplain Services
- Employee Assistance Program
- Tuition Reimbursement Program
- Fire Fighter's Association
- Social & Recognition Events



2017 Recruit Graduates

Firefighter Requirements and Regulations

Many people may not realize what is required for a firefighter to do his or her job effectively. There are several regulations that allow or prohibit various actions on a fire scene. Washington State has adopted laws specific to firefighters, both career and volunteer. (See Revised Code or Washington (RCW) 49.17 and Washington Administrative Code (WAC), Section, 296-305 for details). There are many subsections and details to these rules; however, here is a summary of a few key points.

“Two-In & Two-Out”

The two-in-two out rule requires that if/when two firefighters make entry into an “Immediate Danger to Life and Health” (IDLH) area, such as a burning building, two other firefighters are positioned and prepared outside in the event that they need to be rescued themselves. There have been events when fire crews (of less than four) must remain outside and are not allowed to make entry into a burning structure until more firefighters arrive on scene. This is one of the main reasons why it is so critical that a fire department have minimal staffing requirements. As soon as a fire team can confirm that they have a team of two & two established, only then may they enter the building with two responders for fire control and search for people to rescue. (WAC 296-305-08000) A fire department is not legally required to adopt minimal staffing requirements, but are required to comply with the two-in two-out rule regardless. Established minimal staffing helps to ensure that initial operations may take place without delay.

Required training

These regulations require that firefighters not only have completed initial training but detail mandated ongoing safety and proficiency training. Various training topics may be quarterly, semi-annual, annual or every three years (in some cases such as live fire training). Firefighters by law and policy shall complete quarterly training expectations in order to remain proficient as well as remain legally compliant responders. A fire department would be liable and non-complaint if members were allowed to respond without having maintained their minimal training requirements. (WAC 296-305-05502).



The National Fire Protection Association (NFPA)

The NFPA is an Association (with over 66,000 fire safety professionals) that creates and maintains private, copyrighted standards and codes for usage and adoption by local governments. As the world's largest and most influential fire safety organization, NFPA publishes approximately 300 codes and standards intended to prevent the loss of life and property. These standards identify the minimum job performance requirements for career and volunteer fire fighters whose duties are primarily structural in nature.

Standards also include *Rules of Engagement* for structural firefighting to increase firefighter survival. For example the NFPA standard 1001 outlines training requirements that are used during the recruit firefighter academy to ensure that all new recruits are properly trained to all firefighter performance standards. Various NFPA standards may or may not be legally adopted from state to state; however, they are recognized as the industry standard to strive for.

Washington Survey and Ratings Bureau

(WSRB) is a non-profit fire service assessment organization that evaluates multiple aspects of a fire department's capability. This information is primary used by insurance companies to determine fire insurance rates. The WSRB is not a regulating authority however there are some specific staffing and training aspects that have the greatest influence on how a fire department is rated.

Not unlike most professions, the fire service is regulated and needs to remain compliant in order to be effective, safe and just to “Do the Right Thing!”



South Bay Fire Department 40th Annual Crab Feed

Article by Firefighter Shane Frost, Photography provided by Chris Hamilton and Captain Clemens

On March 10th 2018, the South Bay Fire Department held their 40th annual Crab Feed. What began as a fundraising event by the North Olympia Fire Department back in 1978, has grown into 40 years of celebration and tradition. The name of the event may have changed with the merger of the North Olympia Fire Department and the South Bay Fire Departments, but the tradition has remained the same. Guests enjoyed an all-you-can-eat homemade spaghetti and fresh caught crab dinner. A new edition to this year's event included a live performance donated by local rhythm and blues band, *The Pleasure Hounds*.

Members past and present volunteered their time and energy for a chance to serve the community, while the community came out in force to support the fire service. The event was considered by all a huge success, with over 280 tickets sold to guests that included generations of men, women and children celebrating with their local fire department. There is no better feeling than when the community and an organization can come together to support one another. The South Bay Fire Department would like to thank all of the members and families that volunteered their time and energy to help make this 40th year a huge success. To the public, we thank you for your continued generosity and support. In the fire service we volunteer because of a calling to serve our community and help a fellow citizen in need. It was a pleasure to serve you once again and get to interact with you on a different level. From the bottom of our hearts, thank you and we look forward to many more social events to come!



Community members enjoying the crab feed



Association Volunteers work the crab feed.

Vision Statement:

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

Mission Statement:

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