



CK Weekly

ISSUE: 01/13/2017

CENTRAL KITSAP FIRE & RESCUE

A huge thanks to all that came out for Monday night's Board meeting, where we welcomed our new Finance Director, new Probationary Firefighters, recognized 3 Lieutenant promotions, and formally thanked Commissioner Fergus for his 10 years of service to our District.

A Message from Lt. Dan King

***Presented at the Board of Commissioner Meeting
on Monday, January 9, 2017***

As the New Year begins I wanted to take the opportunity to officially introduce myself as the newly elected Vice President for the Union at Central Kitsap and to briefly share a few thoughts with you. But first, Charlie and I would like to publically thank Owen Rhodes and Brian Danskin for their dedication and countless hours they spent representing our members and for ushering in a new era of positive labor relations.

I have been with our District for 24 years, originally hired as a Firefighter Paramedic for District #1 and then promoted to Lieutenant five years ago. I was fortunate to serve as the Union Vice President when District #1 and District #15 merged. During that time I helped usher in our new organization, which included a combined contract, new policies and with the fire chief co-authored an Agreement of Partnership and Trust. That agreement between labor and management reaffirmed our commitment to working together in a positive way that creates opportunities and served as a guide for all our interactions. I would hope to bring that agreement back to the forefront of this new labor and management era.

Our labor relations are not only defined by our collaborative successes but the true test is how we conduct ourselves when we have to draw the "line in the sand". I am committed to fostering an honest and transparent relationship that will make our organization stronger. That doesn't mean we will always agree but I will always attempt to find the middle ground that both parties can support.

Sometimes the name union is met with negative reactions. Words like selfish, difficult and thug are often associated with organized labor. But when I look at the men and women of this organization I see caring, committed and loyal people that serve our citizens. I see these attributes every day at work but I also see them displayed off duty in our community. Last year our members were involved in Coats for Kids, where we give out free winter coats to children that can't afford them, we collected 1500 pounds for food for the Kitsap Food Bank, we hosted a blood drive, coordinated our annual Santa Run and our members continue to be involved with the Kitsap Firefighters Benevolent Fund which raises and donates money not only to firefighters in need but also to members of our community, including providing college scholarships.

So when you look at the men and women that work for Central Kitsap Fire and Rescue I hope you see more than paychecks or negotiated benefits. We are husbands, wives, fathers, mothers, brothers, sisters, aunts and uncles but above all WE are individuals committed to this organization and committed to our community.

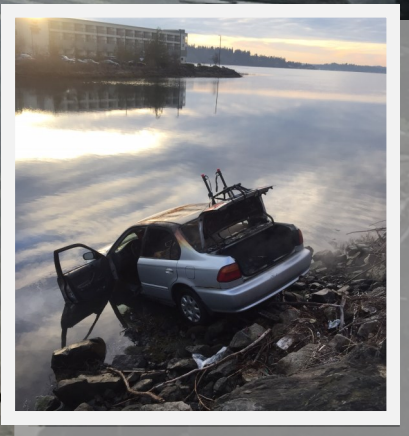
I want nothing more than to make Central Kitsap Fire and Rescue the best fire department in the State of Washington and have us serve as a role model for positive labor and management relations. This can only be accomplished if WE as leaders commit to this process, put any negative experiences in the past and look forward to the future. It is my desire to create a positive working relationship with the Board of Commissioners that is both open and one that does not undermine the authority of the Fire Chief. I truly believe this can be accomplished; in fact, it is the true representation of a healthy partnership. Thank you and I look forward to talking to each of you in the future.

PRESS RELEASE

Friday, January 13, 2017

"Partially Submerged Car On Fire"

At approximately 8:13 am this morning Central Kitsap Fire and Rescue received a call in reference to a car that had gone off the road near Spiro's on NW Bucklin Hill Road. Upon arrival crews observed a 4 door vehicle partially submerged in the water of Dyes Inlet and on fire. Firefighters checked the vehicle for any occupants and found it to be empty. The fire was inside the car, primarily in the backseat, and was quickly extinguished. The County Fire Marshal has been called to the scene to investigate. The keys remained in the ignition and KCSO says the vehicle has not been reported stolen.



UPCOMING EVENTS

Mon. Jan 16—Martin Luther King Holiday

Mon. Jan 23—BOC Study Session, Admin Building (4 PM)

Jan 28—Hockey Night

Mon. Feb 13—BOC Regular Meeting, Admin Building (4 PM)

Mon. Feb 20 —President's Day Holiday

Meet our new Probationary Firefighters!



NICHOLAS
MORGAN

JEFF
WRIGHT

MICHAEL
SMITH

MACKINLEY
HOLT

WILL
LLEWELLYN



WEEKLY QUOTE

“Change does not roll in on the wheels of inevitability, but comes through continuous struggle.”

Martin Luther King Jr.

Pictured Right:

Firefighter Brian Soete takes part in an **ice rescue refresher course** Friday on the frozen retention pond behind Station 56 on Seabeck Highway. Brrr!



Pictured Left:

SCBA Training
On Thursday, our new Probies were trained on SCBA's.



Pictured Left & Below:

Paramedics Bernt, McCracken, and Backus reported from the **NW EMT 48-Hour Paramedic Refresher Training Course** in Bend, Oregon, that they are experiencing 3 feet of snow along with some freezing rain!

Wishing them a safe trip back!



5 Leadership Styles Good Bosses Avoid Like The Plague

Mar 15, 2016

It's not crazy to think that you'll [become a leader](#) in some capacity within your lifetime, whether a middle manager, senior director or even a CEO. This advance is likely to be accompanied by the following: a bump in salary, a title change and most importantly, increased responsibility.

People often forget about that last part when they're dreaming of titles. But let me tell you, it isn't easy. [Leading others](#) is a big undertaking in which you need to be able to manage not only your own tasks, but your employees' workloads and goals, as well as the team dynamic, too. With so many things to keep track of, it's easy to become one of those bosses no one can stand. (And I know that in your head you're picturing one of those people right now and getting annoyed.)

[According to](#) Dr. Travis Bradberry, President at [TalentSmart](#) and co-author of *Emotional Intelligence 2.0*, being managed by someone who really isn't good at it can be a deal breaker. Says Bradberry, "Managers tend to blame their turnover problems on everything under the sun, while ignoring the crux of the matter: people don't leave jobs; they leave managers."

So if you'd like to steer clear of your employees calling it quits because of you, try to avoid the following [management styles](#).

1. The Know-It-All

Yes, you were chosen for a reason. But that reason is not because you know everything about everything. No matter what your title is, there's always something to learn.

Especially from your own team who works day in and day out on your part of the business. They're likely to have smart and innovative solutions and ideas—possibly to problems you're not even aware exist.

"Being the best isn't about knowing the most. Being the best is about confidently admitting you don't know it all, while embracing every opportunity to learn and grow from the wisdom of others. Have confidence in your ability to learn, not in the amount of information you already know. Always remember that wisdom comes from gaining knowledge and experience over the course of time—not a day or a week—but over a lifetime, so never stop learning," [says](#) Amy Rees Anderson, Managing Partner of [REES Capital](#).

When someone you manage (or anyone, really) has a better idea than you or knows something you don't, that's not a bad thing. It actually makes your job easier, because you don't have to have all the answers.

2. The Micromanager

Managing people can be daunting—the performance of your team reflects directly back on you. And this may tempt you to hold their hands every single step of the way to ensure the job is done right.

But this is a major productivity roadblock. When you spend a good portion of your time breathing down their necks, you're limiting the amount of time you can dedicate to your own work. Not to mention, it also puts you at risk for losing track of the big picture.

As Eytan Dallal, Vice President of IT at [Land of Lincoln Health](#) explains, "Managers should delegate and manage from a distance. Employees should be held accountable for their decisions and work product, and need to be empowered with the ability to own their decisions and take risks. Most importantly, employees need managers to stand behind them, not on top of them."

That means that if you insist on standing on top of them, you're likely stifling their creativity, making them feel incompetent and just plain bugging the crap out of them. None of this is fun—and you'll just end up with a bunch of annoyed and disengaged individuals.

3. The Absentee Boss

Sure, managers should manage from a distance, as [Dallal said](#), but that doesn't mean you should disappear completely.

It may be nice at first to have a boss who never checks in, but after a while, having a supervisor who is never seen nor heard gets old. Employees want and deserve a certain degree of autonomy, yes, but they also want and need guidance, feedback and validation that they are on the correct path.

Being MIA can only really result in one of two situations—your employees feel unsupported and don't know where to go, so they halt progress and do nothing. Or, they decide to move forward sans your input, everything goes haywire and you have no way to explain it to your boss. Neither is good.

Read more at:
<http://www.forbes.com/sites/dailymuse/2016/03/15/5-leadership-styles-good-bosses-avoid-like-the-plague/#5960833e27b2>



Pictured Above:

Firefighter Mark Tuemler takes a breather and chats with Aidden, Amelia, Ian, and Lillian while CKFR ran a call near Clear Creek Trail on Thursday, January 5th. Mom, Kristin, shared the pic on our Facebook page.

Pictured Left:

Paramedic Terrence Lofgreen, Captain David Stebor, and Firefighter Brian Soete had fun showing Girl Scout Troop #42398 around Station 56 Monday night!



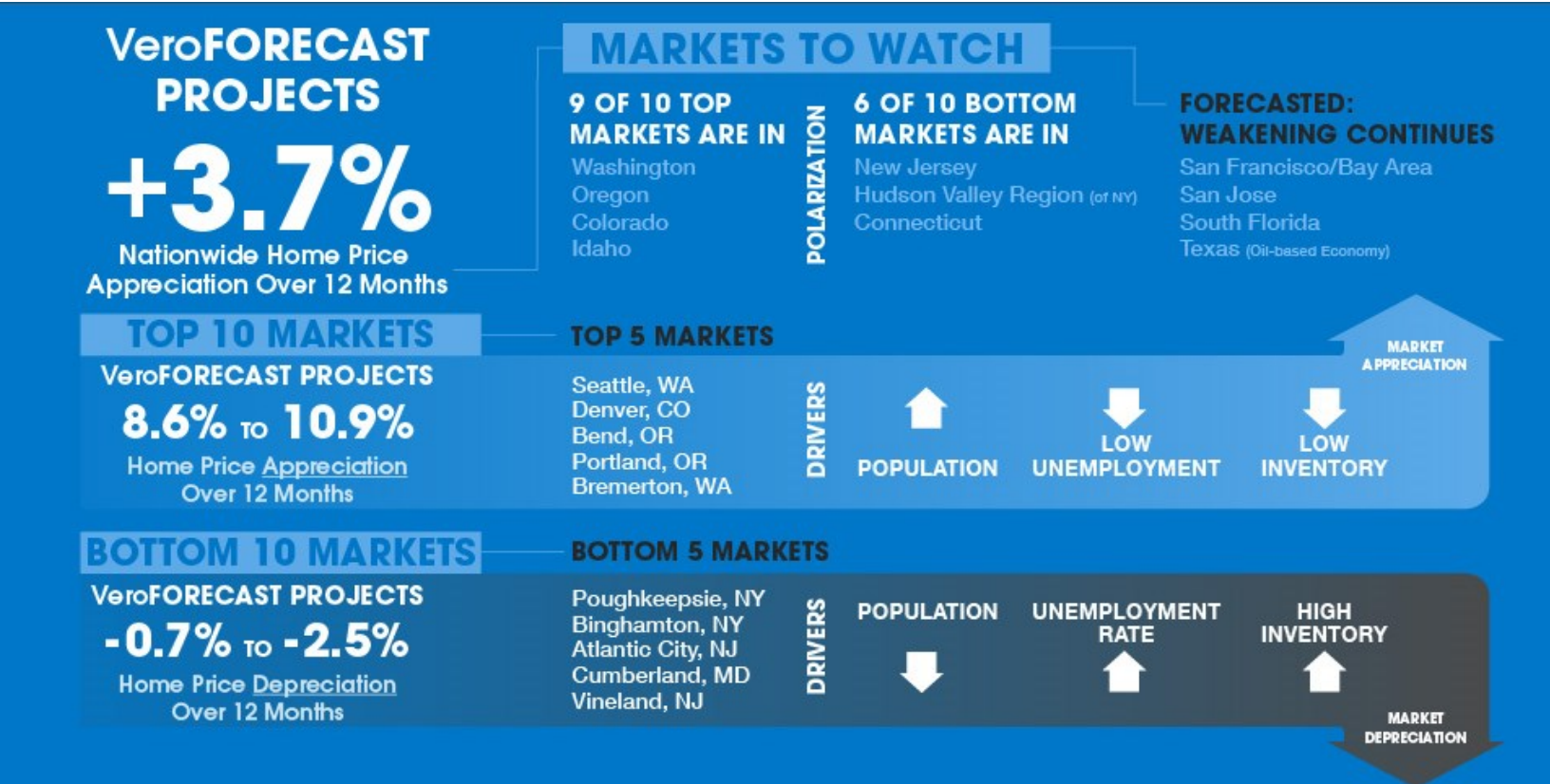
Kitsap County Housing Prices

A Message from Fire Chief Weninger

As real estate prices continue to rise in Kitsap County, the Assessed Value (AV) of CKFR total protected property will continue to rise. This collective AV is often referred to as our “tax base” or “taxable properties”. Since we are primarily a property tax funded service agency, keeping our eye on changing AV is important. In the near future (if things keep moving like they are), we may again reach the total AV level we experienced briefly during 2008. A chart of historical AV and the impacts of the great recession are provided on Page 17 of the new 2016-2020 CKFR Strategic Plan.

Please remember, If AV rises 10% in a year, the fire district budget does not increase by this same amount. We are limited by a voter-approved increase of one percent above what was levied the previous year. Most of us believed that we were capped at 1% *plus new construction*, but we learned in the last few years if we are at the fire district statutory cap of \$1.50, we may not be eligible to receive these additional new construction revenue dollars.

In December 2017, Kitsap County homes sold for a median price of **\$279,500**. Peirce County homes sold for a median price of **\$286,526**. Snohomish County homes sold for a median price are **\$329,600**. In King County, the median home price was more than **\$500,000**. And finally, San Juan County sold homes at a median price of **\$536,000**. Overall, Kitsap County is still a very affordable housing market.



Monday Night's Board Meeting

Thank you PM Bresnan for capturing the evening!



