



Photo above by: Lisa Ellis

Last Sunday, CKFR members attended the memorial for fallen FF/PM Jimmy Hendryx at the Kitsap Pavilion.

## *Promotional Testing*

*For the first time in approximately 18 years, Central Kitsap Fire and Rescue created, and administered our own promotional assessment Center. The assessment center consisted of the following four dimensions: 1. Tactical exercise, 2. Panel Interview, 3. In Basket exercise, and 4. Written exam. High quality assessment centers are not easy to create, but they are considered the gold standard for promotional testing.*

*To help score the candidates evaluators were brought in from Kitsap County, Kent, Spokane City, Valley Regional Fire (Auburn), Gig Harbor, and Seattle.*

*I would like to congratulate all the candidates who took the exam, it is a clear demonstration of their courage and their commitment to our profession.*

*Creating the assessment center was no small endeavor that required help from numerous individuals, I would personally like to thank Deputy Chief Oliver, Chief Hostetter, Chief Sorenson, Chief Danskin, Serena Miller, and Sandy Schneider for their help.*

*Developing this process internally provides a solid foundation for the growth of our organization.*

***Brett Twomey, Battalion Chief of Training and Safety***

# Promotional Testing Cont.

**Below are some comments from the evaluators:**

*“Thank you for the opportunity and the hospitality. I had fun and learned a lot. I thought your test was very good!!”*

*- Seattle Deputy Chief*

*“I am very impressed on how your candidates track resources and manage accountability”*

*- Spokane BC*

*“That was one of the best tactical exercise performances I have ever seen”*

*- Kent BC*

*“I have an entire list of items that I am going to take back to my organization”*

*- South Kitsap BC*

Copyright 2005 by Randy Glasbergen.  
www.glasbergen.com



**“After federal, state, and local taxes,  
you get one-third of a wish.”**

## UPCOMING EVENTS

- |                    |  |
|--------------------|--|
| <b>Mon. Feb 13</b> | BOC Regular Meeting,<br>Admin Building (4 PM)                |
| <b>Thu. Feb 16</b> | Monika Carberry’s Retirement<br>Celebration, Admin (3 PM)    |
| <b>Mon. Feb 20</b> | President’s Day Holiday                                      |
| <b>Mon. Feb 27</b> | BOC Study Session, Admin<br>Building (4 PM)                  |
| <b>Mon. Mar 13</b> | BOC Regular Meeting,<br>Admin Building (4 PM)                |
| <b>Fri. Mar 17</b> | Benevolent Fund Fundraiser,<br>Cloverleaf Sports Bar & Grill |

## Why am I receiving two W-2 Forms???

Good Afternoon,

We are sharing some important news with you about 2016 tax forms, being mailed on January 27 to the address we currently have on file for you.

As you may know, CKFR instituted a new payroll system in the middle of this year. This means you will be receiving two (2) different W-2 forms. One is from Kitsap County for the period January through June, and one is from CKFR for the period July through December through our internal system. You will also receive one 1095-C (ACA Insurance Coverage Notification).

Kudos to Tammy Sargeant for her work this year on our new payroll system and for getting us to this point successfully. Please feel free to contact her, at 360-447-3571, if you have any questions.

Best wishes with tax season activities!

Eileen

To: All Personnel—1/24/17

# New/Revised SOPs on CKShare

Be sure to read through  
ALL of the new and  
revised documents.

## CKFR:

- [Peer Support SOP 8-03.docx](#) - NEW

## Operations / Administration:

- [Personnel Shift Station Preference Request.pdf](#)
- [Daily Activities Calendar SOP 2-30.docx](#) - NEW
- [Daily Shift Staffing.docx](#)
- [Shift Coverage Overtime Call Back.docx](#)
- [Incident After Action Reviews SOP 6-20.docx](#) - NEW
- [Emergency Callback SOP 6-11.docx](#)

## Updated Forms:

- [Station-Shift Preference.docx](#)
- [Annual Physical Exam Forms](#)
  - Only Form 2409 Physical Examination Confirmation has been revised. All the forms that you need to take to your doctor each year are now in this sub-folder for your convenience.

# *CKFR Commissioner Vacancy*

*(Application Deadline: Feb. 28, 2017 @ 4:30 PM)*

Central Kitsap Fire and Rescue (CKFR) is seeking a well-qualified and motivated candidate to be appointed by the Board of Commissioners (BOC) to a temporary position as Fire Commissioner, serving approximately April 1, 2017 through December 31, 2017.

For the full announcement and requirements for appointment, visit:

[www.ckfr.org/boc-vacancy/](http://www.ckfr.org/boc-vacancy/)

# *Part-Time Admin Support Position*

*(Application Deadline: Feb. 10, 2017 @ 3 PM)*

KITSAP COUNTY EMERGENCY MEDICAL SERVICES AND TRAUMA CARE COUNCIL is preparing to post a Part-Time (20 hours per week) job vacancy for an Administrative Support Specialist. This position will be an hourly employee at \$20.00 per hour w/o benefits.

For the full announcement and job posting, visit:

[www.ckfr.org/join-ckfr/employment-opportunities/](http://www.ckfr.org/join-ckfr/employment-opportunities/)

*Central Kitsap Fire & Rescue invites you  
to join us as we honor and thank*

**MONIKA CARBERRY**

*for her countless contributions and over 34 years  
of dedication to the Central Kitsap Community.*

*Thursday, February 16, 2017*

*3:00 PM - 5:00 PM*

*at the Administrative Building*

*5300 NW Newberry Hill Rd*

*Silverdale, WA 98383*



# SAVE THE DATE

*Refreshments will be served after presentations.*





## *Fire Chief Al Duke retires after 32.5 years with Bremerton Fire Department*

Pictured Above:

Bremerton's Fire Station 1 was named after Chief Duke, which was presented during his retirement celebration on Friday, January 27th at the Kitsap Conference Center.

Announcement:

Effective Monday January 30, 2017, Patrick McGanney has been appointed Provisional Fire Chief. Please use his e-mail address of Patrick.McGanney@ [ci.bremerton.wa.us](mailto:ci.bremerton.wa.us). His office phone is 360-434-6401. He will get you his cell phone number shortly.

*Al Duke, Retired Fire Chief*

As of January, Central Kitsap Fire & Rescue PulsePoint now has 2955 followers!

All totals for the month of December 2016	
Total number of followers	2955
Total number of followers with CPR alerts enabled	1915
SCA incidents	12
SCA incidents in public location	0
CPR Alerts sent	0
Number of devices alerted to CPR needed events	0
Total number of incident notifications	64
Total number of incidents appearing in PulsePoint	717

Followers by notification type (EOM December 2016)	
Structure Fire notifications enabled	919
Working Structure Fire notifications enabled	934
Vegetation Fire notifications enabled	640
Working Vegetation Fire notifications enabled	689
Traffic Collision notifications enabled	849
Traffic Collision Expanded notifications enabled	905
Technical Rescue notifications enabled	744
Hazmat Response notifications enabled	646
Water Rescue notifications enabled	820
NEWS notifications enabled	608
CERT notifications enabled	508
DISASTER notifications enabled	935



## FIRE ACADEMY

Central Kitsap Fire & Rescue currently has 4 members attending the Fire Academy. This week, Captain Goodwin paid a visit and shared some photos.

The top photo shows the members doing their morning formation.

In the photo to the left, you can see the burn tower in the background. This was taken after the posting of colors.

It is noteworthy that it was 27<sup>0</sup> with a 15-20 MPH wind. Brrrrrrrr!



### WEEKLY QUOTE

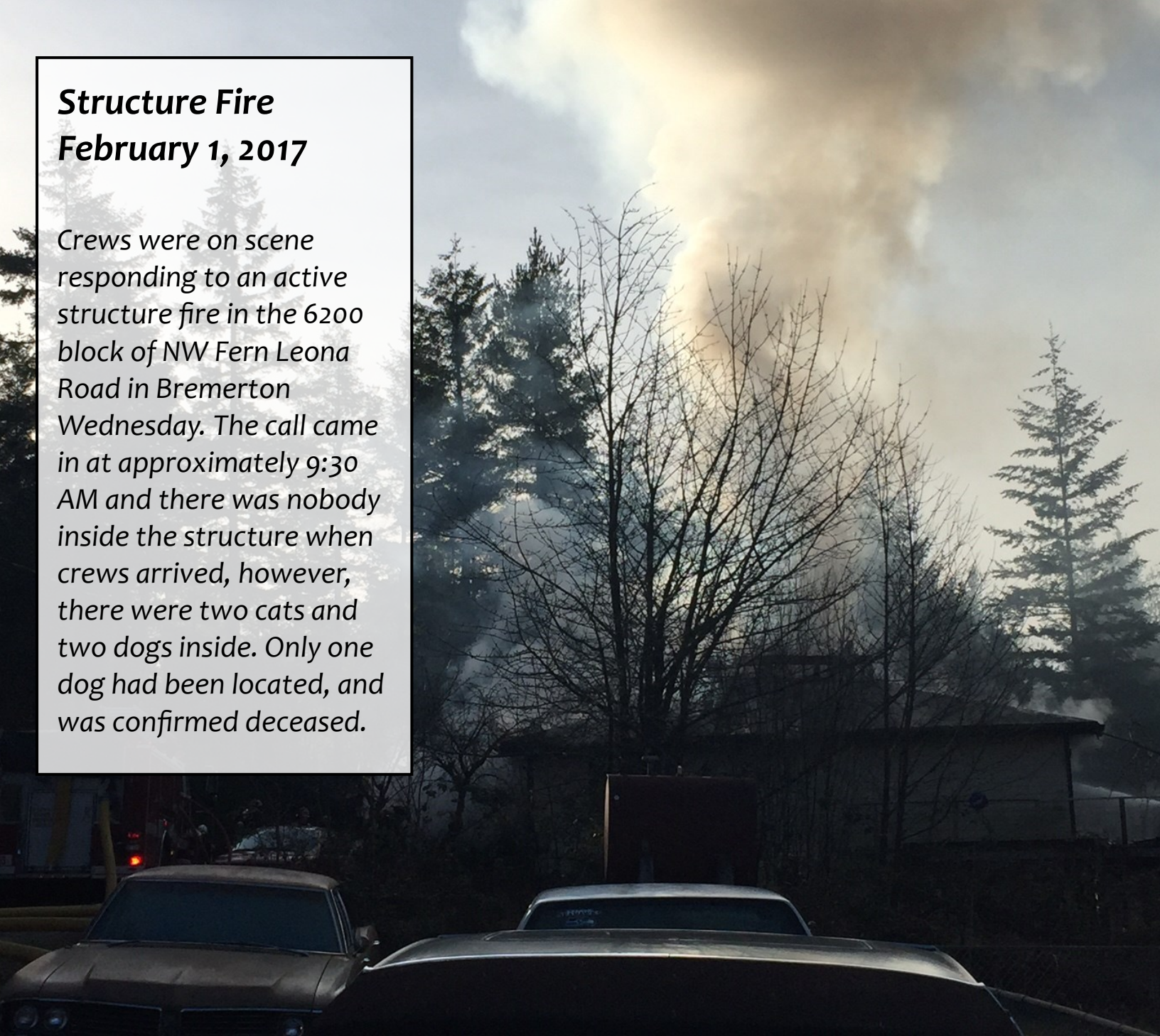
*There is no substitute for hard work.*



## **Structure Fire**

### **February 1, 2017**

Crews were on scene responding to an active structure fire in the 6200 block of NW Fern Leona Road in Bremerton Wednesday. The call came in at approximately 9:30 AM and there was nobody inside the structure when crews arrived, however, there were two cats and two dogs inside. Only one dog had been located, and was confirmed deceased.







## Continued

Good news! Three animals were found alive during a secondary search of the basement of the residence on NW Fern Leona Road. The Fire Marshal located Ally the Chihuahua, and the crew of Medic 41 found Skip the Cat and Rose the Hamster.

A second cat is still missing and the family's other dog didn't survive. Red Cross arrived to assist the family. CKFR and Navy Federal Fire crews worked for a couple hours to extinguish the fire this morning.

Battalion Chief Brian Danskin holds Ally with her owner, 19 year old Destiny.





# Cancer Prevention – The Little Things That Can Make a Difference!

## By Lt. Chad Gillespie

In an effort to continually protect our members from exposure to carcinogens, a list of “little things” has been compiled to help protect personnel from exposure to these toxic carcinogens. This is by no means a complete list, and can be added to.

- **Nedderman Exhaust System** - system should be connected in apparatus bay prior to going on a call. While backing apparatus, personnel should take time to connect this system. Use appropriate backing procedures per policy. Research proves that this system prevents spread of diesel fumes, and overall exposure to personnel.
- **Bunker Gear Exposure in Apparatus Bays:**
  - ⇒ Bunker gear left in an open air environment on our gear racks in the apparatus bays does get contaminated by diesel exhaust fumes while vehicles are backing in or pulling through. It readily absorbs into your gear!
  - ⇒ **Example:** L51 has a pull through bay. Each time it pulls through the gear racks are coated with exhaust. A suggestion is to wash gear frequently to prevent carcinogen build up, particularly in higher exposure areas.
  - ⇒ **Suggestion:** Keep bunker gear covered (cut a 32 mil bag up the middle and cocoon over the top of your gear on the lower rack), or in a bunker gear bag while it is not being used in order to prevent absorption.
- **Drilling with Diesel Exhaust and Diesel Fumes Exposure**
  - ⇒ **How many times have we all stood next to, or in the vicinity of the engine exhaust while discussing a drill and we breathe fumes?**
  - ⇒ **Suggestion:** avoid discussing drills in front of the exhaust, downwind of the exhaust, or anywhere we smell the exhaust to prevent exposure. Shutting off the apparatus will also solve the problem.
  - ⇒ **Rig Checks:** limit exposure time near exhaust fumes as rig checks are conducted.
  - ⇒ If vehicle is running, choose a different path where you don't inhale the exhaust.
  - ⇒ While backing apparatus into bays, and you choose to not use the Nedderman system, avoid walking through exhaust, or hold your breath if you must walk through exhaust.



# A Message from Deputy Chief Oliver

## Sun, Jan. 29, 2017

After returning from the memorial I stand proud and eternally humbled. Each and every one of you have portrayed and delivered commendable acts of respect and dignity that Bremerton Fire needed in their greatest time of need. Today, as a member of this great organization I cannot be more proud of the men and women of Central Kitsap Fire and Rescue.

As of sunset today all flags will be returned to full staff and all mourning badges will be removed.

Though we end these somber acts of display and respect, let us never be relieved of the duty to serve the Hendryx family. Let us be our brother's keeper and continue to support Bremerton Fire in their time of need.

All of the following photos were taken by Lisa Ellis.







LegalEyes | CopyrightedMedia.com



LegalEyes | CopyrightedMedia.com













Lisa Ellis | CopyrightedMemorials

---

*Thank you to all who helped set up at the memorial, participated in the ceremony, and came out to show support for Bremerton Fire and fallen FF/PM Jimmy Hendryx's family on Sunday.*

---



Lisa Ellis | CopyrightedMemorials