

CK Weekly

ISSUE: 02/24/2017

CENTRAL KITSAP FIRE & RESCUE

Last week, Crews decorated the Battalion Chief office in the colors of the Chiefs Patch to celebrate Brian Danskin's last day as Battalion Chief! He is now CKFR's Division Chief of Support Services.



Battalion Chief Promotion

Good Afternoon All,

We are pleased to announce the promotion of Greg Platz to the position of Battalion Chief, effective March 1, 2017. Greg holds a Bachelor's degree from the University of Washington with a double major in Communications and History, as well as an Associates of Arts degree in Fire Science from Bellevue College. As a well-respected leader in our organization, we know he will do an outstanding job in his new position. Congratulations Greg!

Eileen A. McSherry

Human Resources Manager

Dated: February 22, 2017

UPCOMING EVENTS

- | | |
|-------------|---|
| Mon. Feb 27 | BOC Study Session, Admin Building (4 PM) |
| Mon. Mar 13 | BOC Regular Meeting, Admin Building (4 PM) |
| Fri. Mar 17 | Benevolent Fund Fundraiser, Cloverleaf Sports Bar & Grill |
| Wed. Apr 19 | CKFR Annual Awards Night, Station 41 (5 PM) |



CKFR *Annual Awards Night*

SAVE THE DATE

April 19, 2017

5:00 PM at Station 41

The **Nominations Survey** is open!
Please nominate one member for each award category and provide a brief narrative on what makes that person a great candidate!

<https://www.surveymonkey.com/r/CKFR2016AWARDS>

Award Categories

- Career Firefighter of the Year
- Volunteer Member of the Year
- Support Staff Member of the Year
- Most Inspirational

Service Pins

For members who have been with the District for 5, 10, 15, 20, 25, 30, or 40 years!

Pictured: The Admin Remodel is nearing completion and Captain Goodwin is all settled into his new office!



WEEKLY QUOTE

“You are never too old to set another goal or to dream a new dream.”

C. S. Lewis

CKFR Commissioner Vacancy (apply soon!)

(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/

Update on Harrison

CERTIFICATE OF NEED PUBLIC HEARING AGENDA

CHI Franciscan Health
Harrison Medical Center (#17-09)

Date: February 21, 2017

Time: 11:00 am

The purpose of today's public hearing is to receive comments from community members regarding the Certificate of Need application from CHI Franciscan Health. Harrison Medical Center is currently licensed for 347 acute care beds on two campuses in Kitsap County: Bremerton campus = 253; Silverdale campus = 94. The application proposes to relocate 242 of the 253 acute care beds from the Bremerton campus to the Silverdale campus. At project completion, Harrison Medical Center would be licensed for a total 336 acute care beds at the Silverdale campus. The relocation project would be completed in two phases. The total estimated capital expenditure for both phases of the relocation project is \$484,690,706.

This week, Chief Weninger attended a public hearing that was held for the Certificate of Need application for Harrison Hospital. CHI Franciscan Health proposes a two phased project that will relocate the beds at Harrison Medical Center in Bremerton to new space on the Harrison Medical Center Silverdale campus. This two phased project will result in consolidating all of the Harrison Medical Center services beds in a single location in Silverdale. No new services or beds are proposed as a result of this project.

- **Phase 1**, proposes to construct a 9 story tower that will house acute care beds, an emergency department, a cancer center, diagnostic imaging, and ancillary and support services (pharmacy, laboratory, central supply, etc.). Phase 2 will relocate 168 acute care beds to Silverdale by January 1, 2020 (144 beds in a new tower and 24 beds in the existing hospital).
- **Phase 2**, which will relocate the remaining 74 beds, includes the construction of a second new tower and will open by 2023. At the completion of Phase 2, the Bremerton campus will close. And at that time, with completion of Phase 2, Harrison will have 312 acute care beds and 24 neonatal beds, for a total of 336 beds.
- Harrison Medical Center, beginning with it's 2008 application to add acute care beds, has noted that its Bremerton campus was functionally obsolete and located in downtown Bremerton on only 7 acres (compared with the 32 acres at Silverdale).

The Elephants—Better Known as the Undiscussables

By Chief Jo-Ann Lorber

(<https://www.iafc.org/on-scene/on-scene-article/the-elephants-better-known-as-the-undiscussables>)



I recently read an organizational improvement book because the name intrigued me a bit. The name was *The Thin Book of Naming Elephants: How to Surface Undiscussables for Greater Organizational Success*.

Now, I know what you're thinking: where is she going with this? Just think about it for a minute or two. Is there an issue or problem in your department that keeps rearing its ugly head but nobody wants to discuss it or attempt to fix it?

For all intents and purposes, the unnamed elephants are issues or problems that everyone in the organization knows exist but is afraid to discuss (unless on the tailboard of an apparatus with trusted coworkers, but not to the fire chief or other chiefs).

The elephants are topics that are undiscussable in order to “avoid surprise, embarrassment or threat.” Usually, embarrassment and threat are the biggest reasons behind most elephants.

While doing a hot yoga class, I came up with a couple of local elephants in the fire service that have been randomly observed for this article.

First elephant observed is our ever-so-challenging safety-based culture.

Are we as fire service professionals consistent in enforcing our safety policies? Do we ensure that each and every person riding in an apparatus is wearing their seatbelt? Do we approach every scene with the safety-first attitude or do we pick and choose, forget or ignore those things that we were taught in the academy or in training?

What if each fire-rescue department performed a risk/benefit analysis on every emergency scene, performed skills safely or followed national standards such as OSHA, NIOSH and NIST recommendations? A lot of what ifs just on safety-based culture. Hmm...

The second elephant observation is the health and well-being of our employees.

Are we encouraging our employees to have physicals each and every year? Does your department budget for employee physicals, or is that budgeted line-item just for special operations personnel?

Do we ensure that employees over the age of 40 have stress tests at least every five years? Do we have a health/wellness program for our employees?

Do we care about our employees' nutrition while at the stations? Better yet, are we as fire service professionals cognizant of our employees coming to work or driving home physically and emotionally exhausted or—more alarming—sleep-deprived after working a busy 24-hour shift or possibly longer if mandatory overtime much less a natural disaster has struck the area?

Of course, our latest concern of behavioral health is firefighter suicides.

So, how do you name the elephants? Naming elephants is a three-part process.

First, identify what is undiscussable; that is, name the elephant.

Second, surface the underlying assumptions people have about the elephants, or the situation. This creates the opportunity to learn all the ways people see the reality of the situation (multiple realities).

Third, learn how to have constructive dialogue involving an unobstructed conduit of information to and from upper management, middle management and the rank-and-file “boots-on-the-ground.”

This process is not linear and can happen in any order.

Dialogue is often the time when the elephant is named or assumptions are surfaced. The key is to include constructive dialogue somewhere in the process because dialogue techniques can dissipate the fear created by power and status differentials.

Just remember, power and status differentials always impact a person's willingness to openly explore different point of views. Ensure that every voice is heard and collectively name the elephant and work to change or remove it.

I will admit that naming an elephant will be uncomfortable and will upset the status quo, but organizational change begins with each and every one of us.

If you don't have the authority to make the decisions, you certainly have the authority to challenge the decisions. Being a member of an organization such as the fire service, you have the responsibility to be mindful, to push back, to a certain extent (remember chain-of-command and union contracts), to name elephants and

to add your sense to the group. If you're a leader, you also have the responsibility to create a culture in which all employees can contribute fully to the organization.

I just gave a quick synopsis on this subject and a brief overview on how to name an elephant that may be in your department. My suggestion is to obtain a copy of the book, read it and see what elephants you can name.

Until next time, stay safe!

Kitsap County EMS Office Surplus List

On February 28 at 9:00 AM, the following items will be available for purchase at the estimated price or to the highest bidder.

Quantity	Item / Description	Current Estimated Value
4	Corner desk, 5' desks, 4' hutch desk	\$25 each
2	4' tall file cabinets non locking	\$30 each
2	5' tall file cabinets locking	\$60 each
1	5' tall file cabinet wide - locking	\$200
2	28" rolling file cabinets - locking	\$25 each
1	3' long drawer filing cabinet locking	\$40
2	5' storage cabinets	\$75 each
1	28" file cabinet	\$20
5	3', 4' and 5' tables	\$25 each
1	5' pine bookcase	\$25
2	pine and metal bookcases	\$40 for the pair
4	various sized book cases	\$20 each
1	Paper shredding container	\$50
1	paper shredder	\$20
1	Conference table	\$75
10	10 conference table chairs	\$250
3	office cahirs	\$30 each
4	delux desk chairs	\$80 each
1	Dell printer	\$100
1	laminating machine	\$20
1	table top fax machine	\$60