



CK Weekly

ISSUE: 03/10/2017

CENTRAL KITSAP FIRE & RESCUE

On Monday (3/6/17), Crews responded to a Motor-Vehicle Collision on Hwy 3 Southbound where 4 cars were involved in total, but fortunately was non-injury!



Career Captain Promotion

We are pleased to announce the promotion of Jay Christian to the position of Captain, effective March 13, 2017. Jay has long contributed to the positive morale of our organization with his innovation and upbeat approach to solving problems. He is a committed leader encouraging the advancement of his team through strong personal mentorship, as well as encouraging their further education with formal post-secondary classes, on-the-job training and technical certifications.

Please join me in congratulating Jay as he moves forward in his career with us and takes on another challenging role as Career Captain. Go Jay!

Eileen A. McSherry

Human Resources Manager

Dated: March 6, 2017

The Danskin, Platz, and Christian Families invite you to a

PROMOTIONAL *Celebration*

Brian Danskin
DIVISION CHIEF

Greg Platz
BATTALION CHIEF

Jay Christian
CAREER CAPTAIN

2 MARGARITAS

10600 SILVERDALE WAY

MONDAY, MARCH 13, 2017

4:30 PM (following Board Meeting)



UPCOMING EVENTS

- Mon. Mar 13** BOC Regular Meeting, Admin Building (4 PM)
Promotions for Division Chief, Battalion Chief & Captain!
Event following at 2 Margaritas in Silverdale (4:30 PM)
- Fri. Mar 17** Saint Patrick's Day
- Fri. Mar 17** Benevolent Fund Fundraiser, Cloverleaf Sports Bar & Grill
- Mon. Mar 27** BOC Study Session, Admin Building (4 PM)
- Mon. Apr 10** BOC Regular Meeting, Admin Building (4 PM)
- Wed. Apr 19** CKFR Annual Awards Night, Station 41 (5 PM)

We are still collecting donations. Contact EA Miller if you have any questions or would like to donate!

CKFR Annual Awards Night

SAVE THE DATE

April 19, 2017

5:00 PM at Station 41

Award Categories

1. Career Firefighter of the Year
2. Volunteer Member of the Year
3. Support Staff Member of the Year
4. Most Inspirational Leader
5. Award of Valor—**NEW**
6. Life-Saving Award—**NEW**
7. Unit Citation—**NEW**
8. Award of Distinguished Service—**NEW**

The Nominations Survey for 1-4 (on the left) can be accessed here:
<https://www.surveymonkey.com/r/CKFR2016AWARDS>

The Nominations Survey for 5-8 (on the left) can be accessed here:
<https://www.surveymonkey.com/r/CKFR2016AWARDSPART2>

The Surveys will close at:
4:00 PM on March 17, 2017

Please contact EA Miller with any questions!

February Event Coverage

Feb. 3, Station 53 Standby
5:30 - 10:30 pm

Linda Jenkins
Valerie Quill

Feb. 5, Station 41 Standby
11:00 - 7:00 pm

Aurelia Flores
Valerie Quill
Kyle Fields

Feb. 11, Station 42 Standby
4:30 - 10:00 pm

Kyle Fields
Aurelia Flores
Valerie Quill

Feb. 19, Station 41 Standby
11:00 - 6:30 pm

Kyle Fields
Valerie Quill

HR CORNER

Annual retirement statements available online

Posted 05-Mar-2017

If you're an active member of one of the retirement systems named below (or an inactive Public Employees' Retirement System member who worked for an education employer), your 2016 annual statement is now available from the Department of Retirement Systems. (Annual statements for education employees were issued [last November](#).)

- PERS (Public Employees' Retirement System)
- LEOFF (Law Enforcement Officers' and Fire Fighters' Retirement System)
- WSPRS (Washington State Patrol Retirement System)
- JRS (Judicial Retirement System)
- PSERS (Public Safety Employees' Retirement System)

To view your statement, simply log in to your [online account](#). You can view balances and interest for your defined benefit contributions as well as the amount of service credit you've earned.

If you're not signed up for online account access, why not [register now](#)? It's easy, secure and takes only a couple minutes. [Contact us](#) if you need assistance.



Statistics for February 2017

As of February, Central Kitsap Fire & Rescue PulsePoint now has **3313** followers!

All totals for the month of December 2016	
Total number of followers	3313
Total number of followers with CPR alerts enabled	2067
SCA incidents	15
SCA incidents in public location	1
CPR Alerts sent	1
Number of devices alerted to CPR needed events	3
Total number of incident notifications	66
Total number of incidents appearing in PulsePoint	678

Followers by notification type (EOM December 2016)	
Structure Fire notifications enabled	999
Working Structure Fire notifications enabled	1021
Vegetation Fire notifications enabled	697
Working Vegetation Fire notifications enabled	748
Traffic Collision notifications enabled	924
Traffic Collision Expanded notifications enabled	994
Technical Rescue notifications enabled	806
Hazmat Response notifications enabled	706
Water Rescue notifications enabled	898
NEWS notifications enabled	669
CERT notifications enabled	553
DISASTER notifications enabled	1011

WEEKLY QUOTE

“If you are going to achieve excellence in big things, you develop the habit in little matters. Excellence is not an exception, it is a prevailing attitude.”

Charles R. Swindoll

A Message from the Shop

Studded snow tire season is nearing its end and the shop will be removing snow tires from the District vehicles. With the unpredictable weather that we've been having, please ensure that you have the proper tires on **before** doing any winter condition driving. Also, let the Shop know if you have any plans to drive your District vehicle over the mountain passes in the next few weeks so that we do not remove your winter tires.

Paul Anderson

In other news... **Station 56's HVAC is completed!**

REMINDER: TOUGH MUDDER

I would like to begin our team registration NLT April. If you have decided to challenge yourself to this event for a personal goal, confidence, team building or just some good old fashioned dirty fun, please send me your \$ money and I will begin our registration!! I needed at least 4 to start the team and we have accomplished that thus far. If you decide later that you would like to join, that is not a problem so long as they have available tickets. Joining a team is much cheaper than individual tickets. If you need some inspiration, visit: www.toughmudder.com.

Date: September 17th (Sunday Funday)

Price: \$158.30 (team)

\$186 Individual

Contact: Amanda Rohr (360) 204-0028





Top 4 driving safety tips

1. Focus on driving

- Keep 100% of your attention on driving at all times (no multi-tasking).
- Don't use your phone or any other electronic device while driving.
- Slow down. Speeding gives you less time to react and increases the severity of an accident.

2. Drive “defensively”

- Be aware of what other drivers around you are doing, and expect the unexpected.
- Assume other motorists will do something crazy, and always be prepared to avoid it.
- Keep a 2-second cushion between you and the car in front of you.

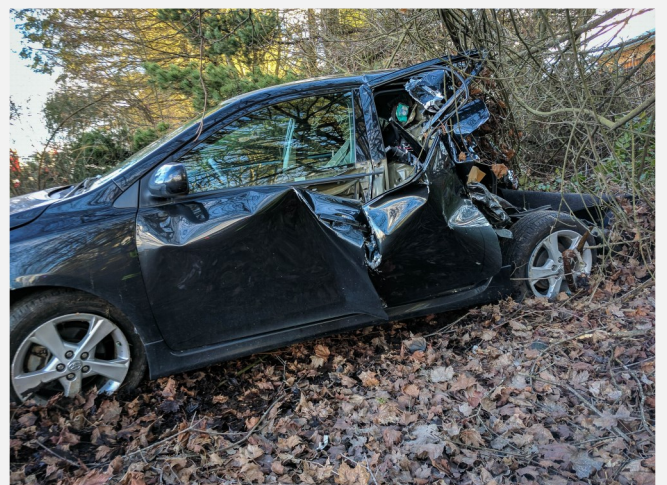
Make that 4 seconds if the weather is bad.

3. Plan ahead

- Build time into your trip schedule to stop for food, rest breaks, phone calls or other business.
- Adjust your seat, mirrors and climate controls before putting the car in gear.
- Pull over to eat or drink. It takes only a few minutes.

4. Practice safety

- Secure cargo that may move around while the vehicle is in motion.
- Don't attempt to retrieve items that fall to the floor.
- Have items needed within easy reach – such as toll fees, toll cards and garage passes.
- Always wear your seat belt and drive sober and drug-free.



The 3 Simple Rules of Managing Top Talent

By Roger L. Martin—February 24, 2017

The general view in business is that top-end talent is highly sensitive to and motivated by compensation and that big monetary rewards are key to their management. There is a grain of truth to this — but only a grain. In my 36-year career, I haven't met a single person truly at the top end of the talent distribution who is highly motivated by compensation. Not one.

Sure, I've met lots of successful people who are highly motivated by compensation: CEOs who pump up the perceived value of their company to sell it, hedge fund managers who destroy companies for short-term gain, investment bankers who get their clients to acquire companies they shouldn't to earn big fees, consultants who sell their clients work that they don't need, and me-first athletes who poison their teams.

But none are the kind of top-end talent who make their organization great for a sustained period.

During my 15 years of managing talent as dean of the Rotman School of Management, and previously as cohead of Monitor, I have managed some of the best and brightest in professorial talent and the strategy consulting industry worldwide. Over this combined quarter-century of experience, I developed three rules for managing top-end talent.

Treat Them as Individuals, Not as Members of a Class

I learned this one by making a mistake. A top consultant, one of the firm's 15 or so global account managers, approached me to ask for paternity leave (a benefit that's now fairly standard, but 20-odd years ago was rare). I readily replied, "Sure. You're a GAM. At your level, you can do pretty much whatever you want." He said "OK" and walked off, looking sullen. I was taken aback: He had asked for something, and I had given it to him. What was his problem?

It finally dawned on me that top-end talent doesn't want to be treated as a member of a class — even if it is an exalted class. They want to be treated as individuals. This consultant wanted to hear: "We care about you and what you need. If paternity leave is the thing that is particularly important to you, we support you 100%."

The result would have been the same — unfettered paternity leave — but with a totally different end result. Rather than being treated as a generic member of a particular class, he would have been treated in an individualized fashion.

Since that incident, I have watched this phenomenon over and over. Each member of the top-end talent class spends their life striving to be unique. It is discordant with them at a very deep level if you treat them any other way. And, conversely, it makes them warm inside every time they are treated as a unique, valuable individual.

Provide Opportunity Continuously

The biggest enemy for top-end talent is blocked opportunity, especially on the way up. If they are motivated to become top talent, they want to take on big challenges — and the sooner, the better. If they are blocked and made to wait for opportunity to be available, they will simply go somewhere else.

This is, of course, something to handle very carefully. They may blame you if you allow them to bite off too much and they fail. But managing top-end talent requires leaning aggressively into giving them as many opportunities as you reasonably can. The way to win their loyalty is to be the provider of opportunities that enable them to keep growing and learning.

Sometimes this means battling the HR function, which tends to want to treat people homogenously and limit opportunities to rigid time frames. You have to both insist on the desired outcome and take personal responsibility for it to make these first two happen. I recall getting intense pushback from the head of allocations when I wanted to assign a less-seasoned consultant to a senior role on a major case. I was told he wasn't ready and that it wasn't fair to others who were more senior. I offered to look for opportunities on other future cases for those I bypassed on this one and promised to take full responsibility for cleaning up any mess that would derive from giving the senior role to the consultant. Fortunately, it worked out well, and catapulted the young consultant into a position that eliminated all such questions about his readiness going forward.

Give Pats on the Back

I see a lot of managers making big mistakes on this front. Because top-end talent is highly driven and intrinsically motivated, their managers can mistake them for being indifferent to praise. It is just the opposite. Talented people spend all their time doing really hard things. To do what they do, they have to flirt regularly with — and actually experience — failure. For this reason, they need regular pats on the back. Otherwise, they become resentful or sad and drift away from the organization.

In my experience, top-end talent rarely, if ever, *asks* for praise — at least not directly. So the top-end talent manager has to intuit when they need it. But it has to be done in a fashion consistent with the first two rules: It has to be individualized. The generic year-end praise will be a negative, not a positive. And tying the praise to the opportunity that has been taken on and successfully completed is what will make it most effective.

These three rules, although sounding pretty simple, can be hard to follow. That is because most organizations, and many of the managers in them, tend to default to reliability over validity. That is, they favor a consistent, replicable outcome (like similar treatment, opportunities, and praise for all) over an outcome that optimizes their desired intent. At first blush, it seems that reliability is safer than validity, since the latter requires more judgment calls. But reliability is just an alluring siren call; the skilled top-end talent manager knows to avoid it. To the extent that you rely on top-end talent to produce outstanding organizational performance, you must treat your best people as individuals, find ways to give them opportunities even when bureaucracy gets in your way, and shower them with praise when they succeed.

Article: <https://hbr.org/2017/02/the-3-simple-rules-of-managing-top-talent>