

ISSUE: 11/09/2017  
VETERANS DAY EDITION  
CENTRAL KITSAP FIRE & RESCUE

# CKFR WEEKLY

## HONORING ALL OF OUR VETERANS . . .

*Central Kitsap Fire & Rescue (CKFR) takes great pride in serving a community that has such a large number of veterans and active duty military personnel. Census data shows that 12.8% of Kitsap County residents are veterans—this is significantly higher than the state average of 7.7%. We are extremely grateful for the selfless service that all of these veterans have provided to our nation and community, and we are proud to be able to provide our service to those veterans and their families who have made Central Kitsap their home.*

*Something that makes CKFR a strong and vibrant organization is our own members who are veterans. Of the 140 employees and volunteers at CKFR, 20% of them are veterans. Some of our volunteers are active duty Navy and several of our employees are active reservists. In fact, we currently have one of our members activated and deployed in Puerto Rico assisting in the relief efforts there. CKFR's veterans bring unique skillsets with them that are vitally important to accomplishing our mission in an effective manner.*

*We are so thankful for the influence that these veterans have on our organization and we applaud them for their service in the military. We are a better organization because of their service and influence at Central Kitsap Fire & Rescue. In honor of our their service, for this Weekly, we are collected pictures from their days in the military.*

*Thank you, and Happy Veteran's Day!*

*John Oliver*

*Deputy Chief, Central Kitsap Fire & Rescue*



# UPCOMING EVENTS

**November 1—December 1**  
Open Enrollment

**Friday, November 10**  
Admin Office Closed in  
observance of Veterans Day

**Saturday, November 11**  
Veterans Day

**Monday, November 13**  
BOC Regular Meeting  
Admin Building (4 PM)  
**\*BADGE PINNING FOR  
AO PROMOTION: SMITH\***

**Thursday, November 23**  
Thanksgiving Day  
Admin Office Closed  
Silverdale Rotary Turkey Trot

**Friday, November 24**  
Native American Heritage Day  
Admin Office Closed

SCOTT

**FIREFIGHTER  
STAIRCLIMB**



LEUKEMIA &  
LYMPHOMA  
SOCIETY®

**REGISTRATION OPENS  
NOVEMBER 9  
AT 0900 PST**

Visit this link for more  
information on the  
Scott Stairclimb:

[http://www.llswa.org/site/PageServer?pagename=sfs\\_2015\\_register](http://www.llswa.org/site/PageServer?pagename=sfs_2015_register)

## **Badge Pinning for AO: Ronny Smith**

*Monday, November 13 at 4:00 PM during the Board Meeting*

**From:** Eileen McSherry

**Sent:** Tuesday, November 07, 2017 10:20 AM

### **Subject: New Hire -- HR Generalist**

We are pleased to announce the hiring of Marci Ewing to the part time position of HR Generalist. Marci comes to us with an extensive background as a paralegal with outstanding recommendations and has been a long time resident of our community. She also makes amazing piñatas!

Marci will begin working at CKFR on December 1, 2017. Please welcome her when you see her either at the Administration Building or when we introduce her to the staff at our fire stations.

### **Central Supply on Leave: November 16-27**

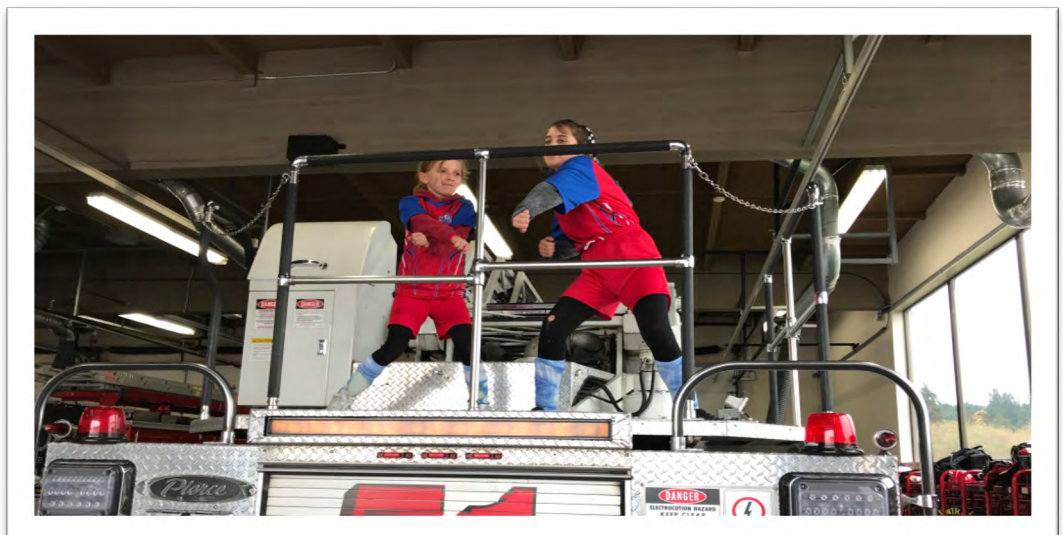
*Please order appropriately to get you through this week (medical, cleaning supplies). After that, please hold your orders until Joe Calkins returns.*

**From:** Brian Danskin

**Sent:** Wednesday, November 08, 2017 1:45 PM

### **Subject: Mail Run**

In an effort to become more efficient in Support Services, I have instructed Pat Busby and Joe Calkins to complete a mail run on Mondays, Wednesdays, and Fridays. Your Battalion Chiefs still have access to the building and can get items for you on the days that there is no mail run, similar to weekends and holidays. Thank you for your patience as we continue to change and get better!



**Pictured Above:** Station 51 had a visit from 2 very cold soccer players from the North Mason Soccer Club. Pictured on the right is Lt. Brown's daughter Isabell, and on the left her is friend Savannah.

## Benefits Open Enrollment:

**November 1st through December 1st.**

Please contact HR if you'd like to make any changes to your benefit plans.

## Military Leave Q&A

Find it on [CKShare](#).

### Q. How much military leave am I entitled to take?

**A.** Per RCW 38.40, military leave is granted on a yearly basis (fiscal year for the military begins October 1 of each year) to any employee attached to a military branch. The period granted is 21 days per year. Washington State defines a day as midnight to midnight. Both training and deployment are included in "military leave". Military leave is only charged for those days or shifts that an employee is scheduled to work.

### Q. What happens if my military leave runs out and I am still deployed?

**A.** You may use compensatory and vacation leave, and also leave without pay if necessary. The Fire Chief and/or the Board of Commissioners may grant additional leave on a case by case basis. CKFR will continue to maintain your status as an employee and restore you to your previous position after deployment, barring unforeseen circumstances. A period of retraining may be necessary.

### Q. How should I communicate my need to take military leave?

**A.** As soon as you are aware that you will be receiving orders, it is best to advise your supervisor, the Deputy Chief of Operations, and Human Resources. Each of these plays a part in supporting you and your family in your military role as well as planning for staffing to take your place. Once you receive orders, please send them to the group called "Military Notice" listed on our CKFR e-mail.

### Q. How is my pay calculated when I am on military leave?

**A.** You will be paid your usual amount by the District. You will also continue to accumulate sick leave and vacation leave during paid leave.

### Q. How is medical coverage treated while I am gone?

**A.** A military member is immediately transferred to coverage from the District's medical plan to coverage by the military when deployed. Under the USERRA, the dependent family also has access to medical care under the military plan. However, CKFR's medical plan retains coverage for the family until after 30 days of deployment. At that point, COBRA election is possible (at the expense of the employee's family) concurrent with their coverage under the military.

## Get your flu shot for a chance to win!

Everyone is encouraged to get a flu shot. It's one more way that we can protect ourselves, families, coworkers, and patients. In order to inspire us to achieve the coveted state of "maximum herd immunity", we are pleased to offer a \$50 gift card to the Yacht Club Broiler, sponsored by Commissioner Guy Earle. Provide proof of your flu immunization to Division Chief Jeff Sorenson by November 15, and your name will be submitted to a drawing!



- **VOLUNTEERS:** Return your receipt to the Volunteer Coordinator, Captain Kevin Goodwin and you will be reimbursed by the District. If you happen to have medical insurance that provides for flu shots, then we encourage you to utilize that option.
- **CAREER STAFF:** Most flu shot locations will honor our WFCA Health Insurance and provide the flu shot **at no cost to the employee**.

### Seasonal Flu Shot Questions & Answers

Centers for Disease Control and Prevention

<https://www.cdc.gov/flu/about/qa/flushot.htm>



St. 41 hosted cadets from the Washington Youth Academy last week for a shadow day.

The twelve Cadets learned about different careers in the fire service, ran a mock medical call, got into bunker gear, and hit the training ground for some drills!

CKFR holds two shadow days a year for the academy and they provide Cadets to help run our community events such as Kids' Day. We appreciate and enjoy the partnership!



# Shadow Days

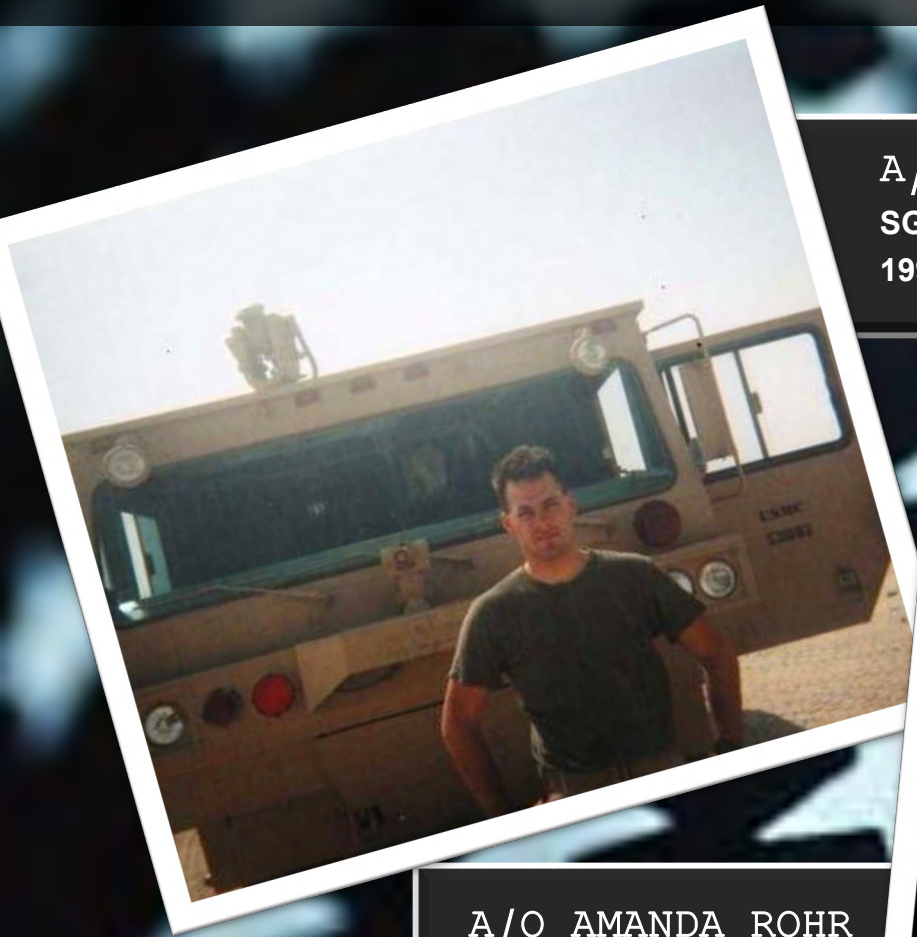


*"The supreme quality for leadership is unquestionably integrity. Without it, no real success is possible, no matter whether it is on a section gang, a football field, in an army, or in an office."*

**General Dwight D. Eisenhower**

*This week, we honor all of our own who have served and are currently serving in our nation's armed forces . . .*

*A huge thank you to Lt. Steve Davison and Lt. Carlos Suazo for collecting all of these photos.*



A/O ADAM SMITH  
SGT—USMC  
1999-2005



A/O AMANDA ROHR  
SFC—ARMY RESERVE  
1996-PRESENT



A/O BILLY GEORGE  
SENIOR AIRMAN, AIR FORCE  
2000-2004

FF/EMT CRAIG  
WELLBROCK  
SPC—ARMY  
1986-1988





B/C BRETT TWOMEY  
SP4—ARMY  
1985-1987



FF/EMT MARCUS OLIVER  
SPC—ARMY  
1988-1991

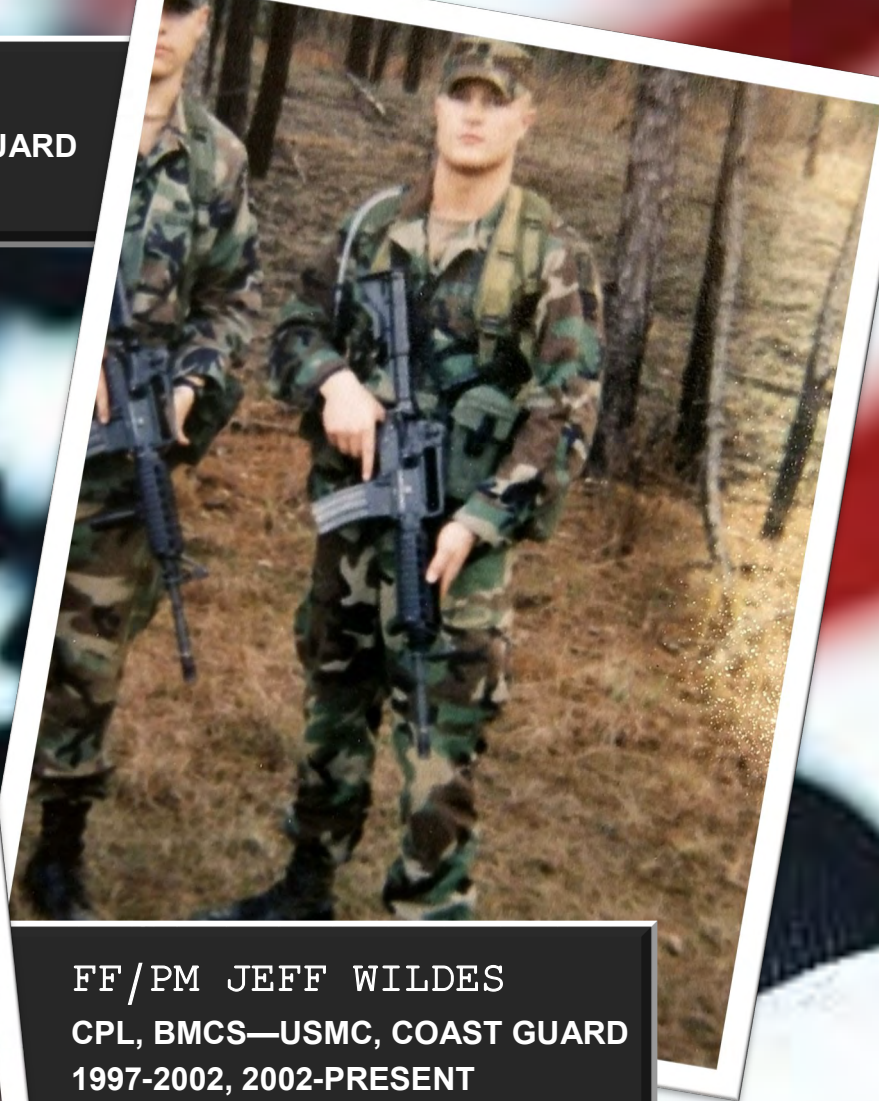


Capt. JAY CHRISTIAN  
DC2—COAST GUARD  
1993-1998



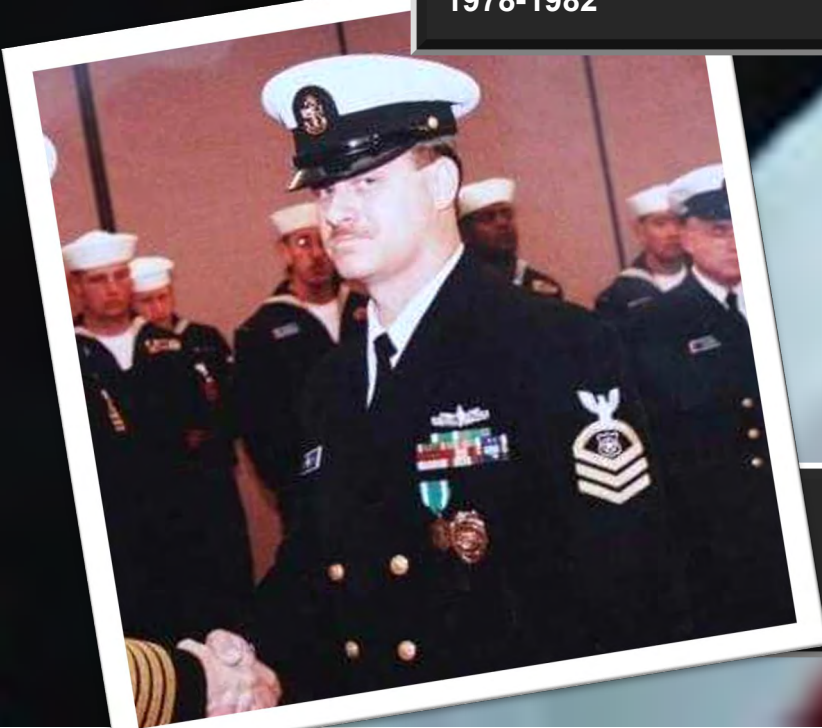
FF/EMT CONNOR BITTERMAN  
SRA—AIR FORCE  
2014-PRESENT

FF/EMT JEFF RYE  
CPL—ARMY, ARMY NATIONAL GUARD  
2000-2003, 2006-2007

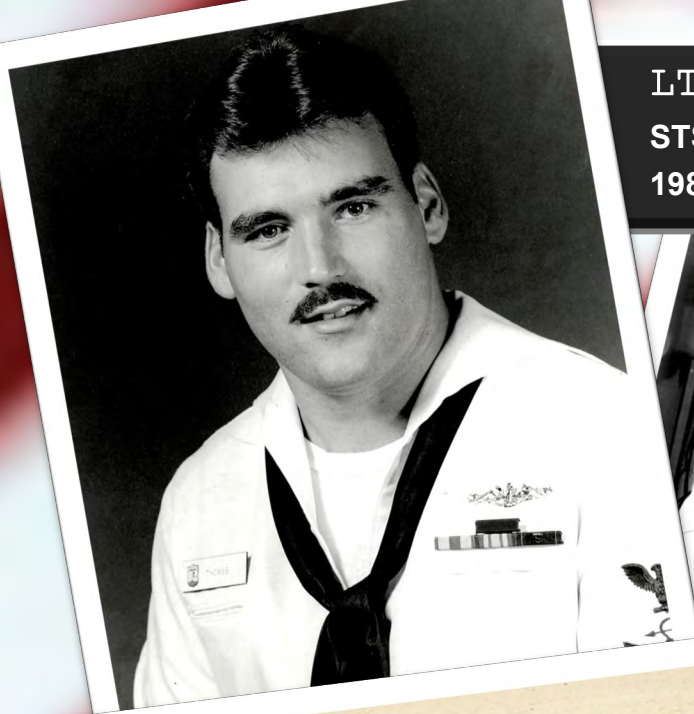


FF/PM JEFF WILDES  
CPL, BMCS—USMC, COAST GUARD  
1997-2002, 2002-PRESENT

FF/PM JOE SCHWEIGER  
SSGT—AIR FORCE  
1978-1982



Capt. TONY STEWART  
MAC(SW)—NAVY  
1982-2004



LT JONATHAN THOMAS  
STS2(SS)—NAVY  
1982-1992



A/O KYLE GOOD (left)  
SGT—ARMY  
2002-2008

FF/PM MARK JOHNSON  
SPC—ARMY RESERVE  
1988-1995

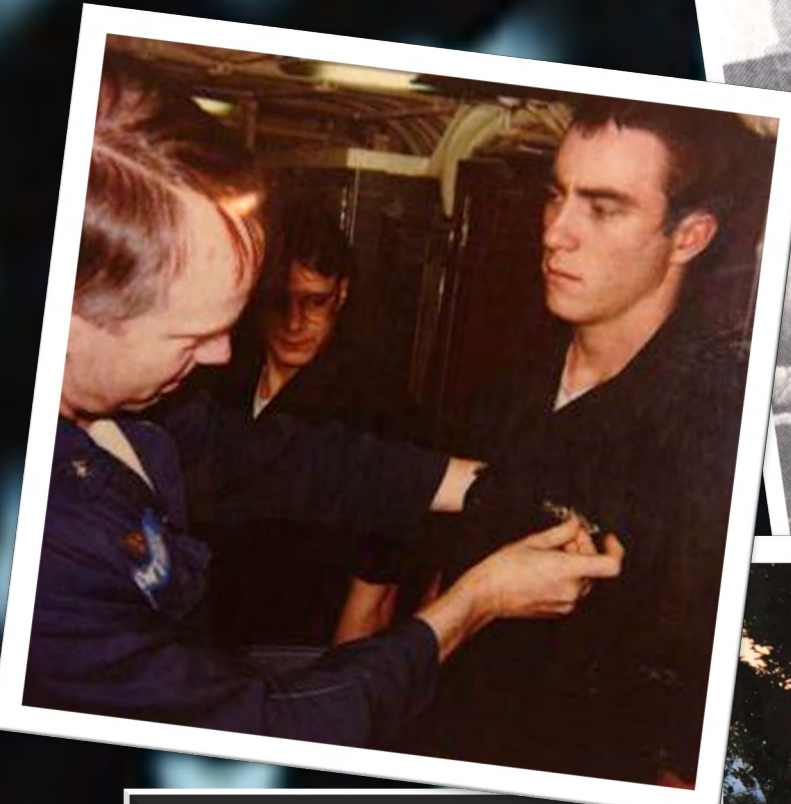


FF RYVER KALLSTROM (center)  
HM3—NAVY  
2015-PRESENT

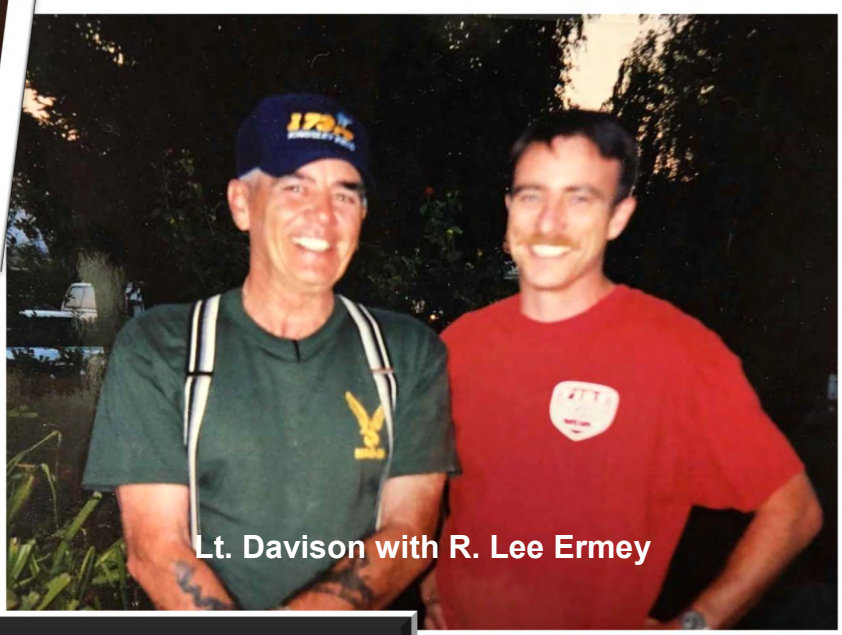




A/O SHAWN MAHONEY  
ASM2—NAVY  
1997-2001



LT STEVE DAVISON  
FT1(SS)—NAVY  
1987-1995



Lt. Davison with R. Lee Ermev

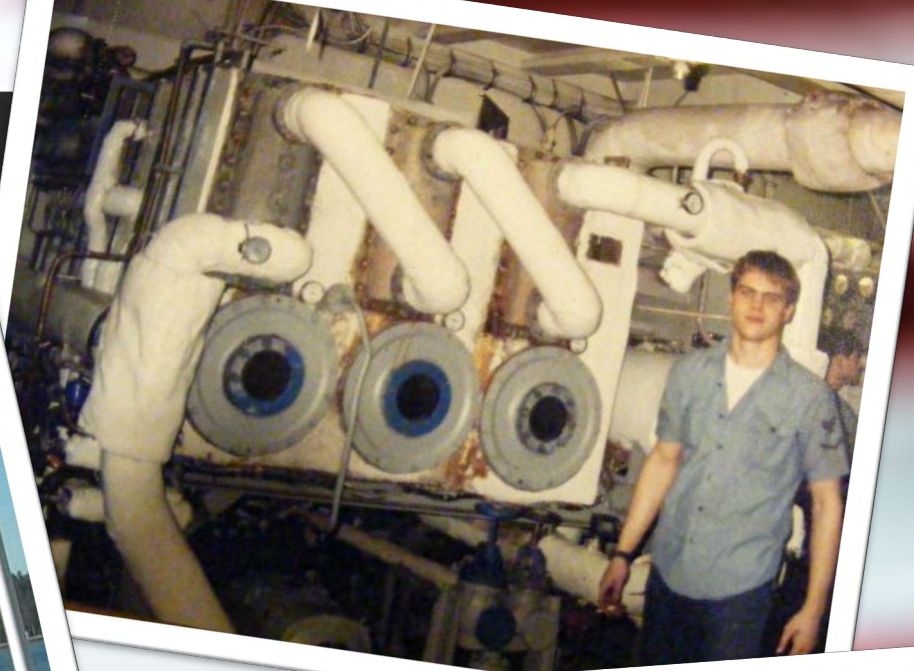
EMT LUCERO (LULU) CONDE  
MA3—NAVY  
2016-PRESENT



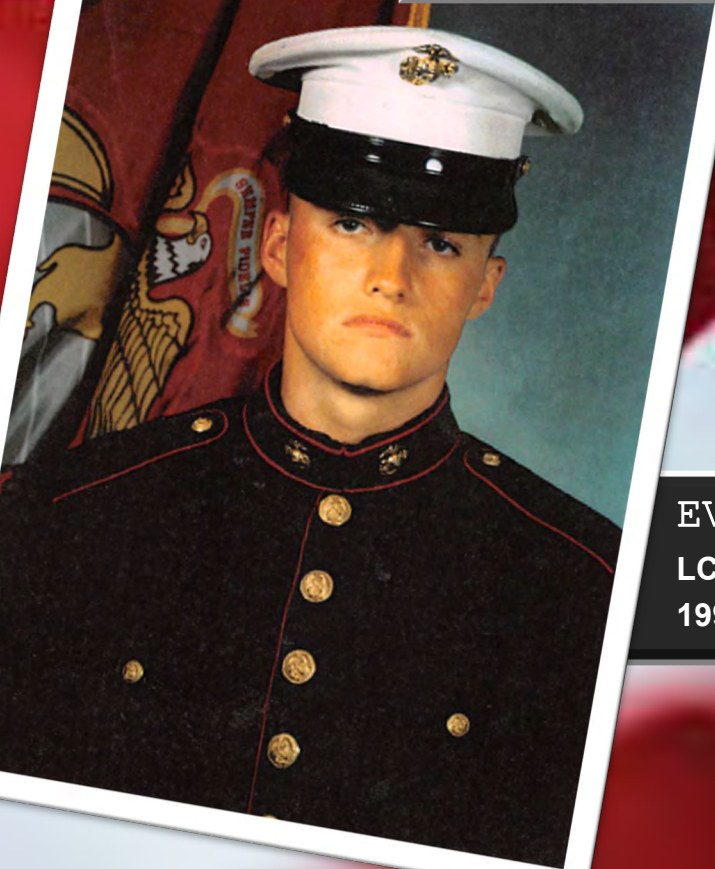
FF MICHAEL HARDY  
MT1(SS)—NAVY  
2004-PRESENT



A/O TERRY FASSETT  
NCCS(SW)—NAVY  
1985-2007

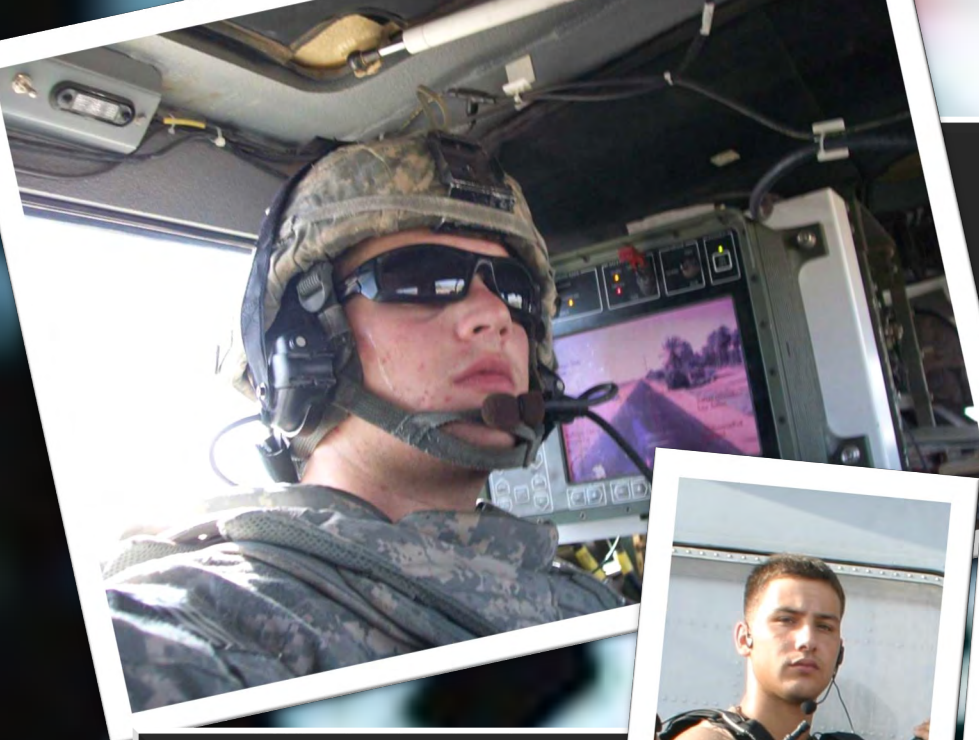


COMMISSIONER BOB MUHLEMAN  
SGT—AIR FORCE  
1966-1969



EVT BRANDIN SKOVALD  
LCPL—USMC  
1999-2002

(NOT PICTURED)  
FF CHRISTOFER SMEAD  
ABH2—NAVY  
2006-PRESENT



IT TECH LEVI COOK  
SPC—ARMY, ARMY RESERVE  
2007-2011, 2011-2013

LT CARLOS SUAZO  
FC1(SW)—NAVY  
1999-2008

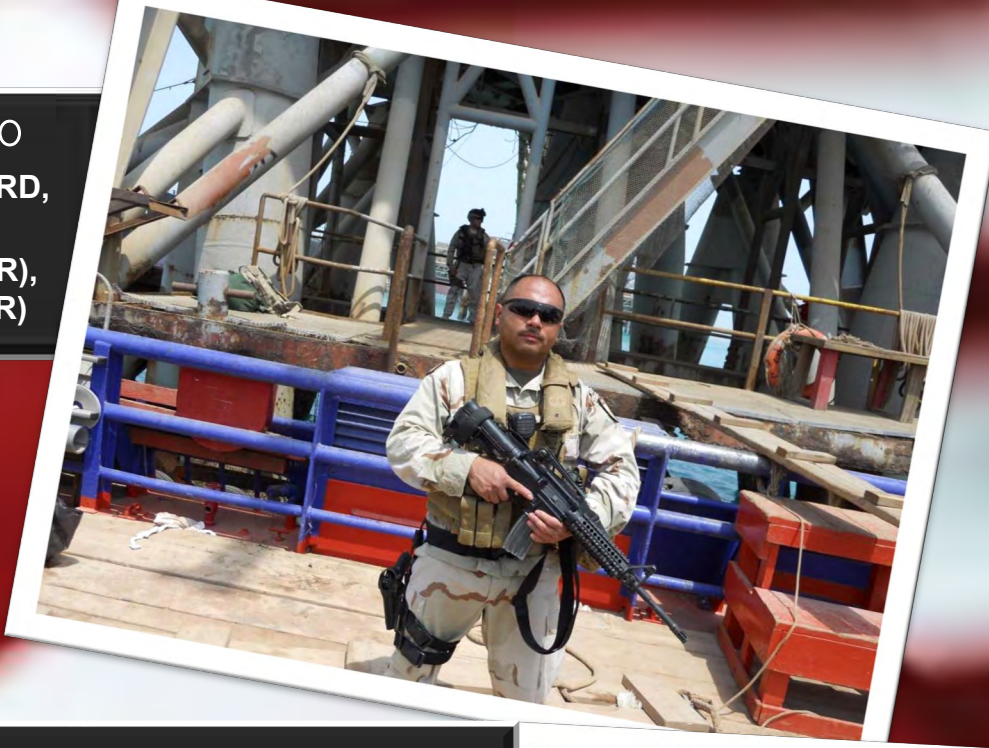


Capt. DAVE BRISBON  
DT1—NAVY  
1982-2002

Capt. TED FRY  
HMC—NAVY  
1971-1995



**FF/EMT FELIX CRISOSTOMO**  
**CPO—USMC, ARMY NATIONAL GUARD,**  
**COAST GUARD RESERVES**  
**1984-1989 (USMC), 1993-2001 (USMCR),**  
**2004-2006 (ARNG), 2007-2014 (USCGR)**



**RH JEN SARGEANT**  
**SGT—ARMY NATIONAL GUARD**  
**2011-2017**



**EMT KYLE FIELDS**  
**HM3—NAVY**  
**2015-PRESENT**



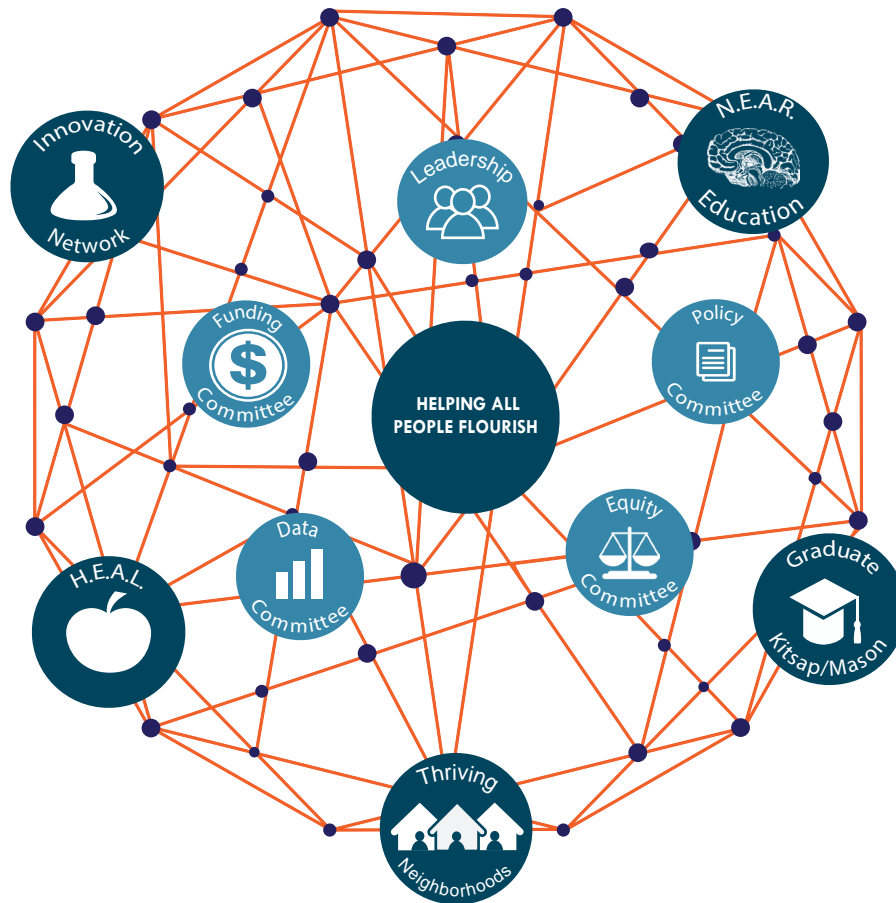
**FF SETH SULLIVAN**  
**SN—COAST GUARD**  
**1998-2002**





# WHAT IS KITSAP STRONG?

KITSAP STRONG IS A NETWORK OF COMMUNITY PARTNERS USING SCIENCE AND COMPASSION TO MAKE LIFE MORE AWESOME.



## THE GOALS



Ensuring all people in Kitsap have two or more people to call on in a time of need, feel socially/emotionally supported & hopeful about their future.



By 2025, a 10% decrease in the percentage of Kitsap residents (aged 18-34) reporting 3 or more ACEs. (2015 baseline = 37%).



By 2025, a 20% increase in the percentage of adults in Kitsap (aged 18-34) who report feeling socially & emotionally supported. (2015 baseline = 82.9%)



By 2025, a 20% increase in the percentage of children in Kitsap who report they have someone to turn to when feeling sad or hopeless about the future. (2015 Baseline = 52%)



By 2025, a 10% increase in the percentage of children in Kitsap who report they live in a home with "good" family management. (2014 Baseline = 66%)



By 2025, local high school graduates will have college or technical school enrollment rates of at least 65% and post-secondary degree or credential attainment of at least 35%.

## THE NETWORKS



### THRIVING NEIGHBORHOODS

Initiatives focused on helping neighbors form strong connections and create neighborhoods where people look out for one another and intervene or help children in danger or need.



### GRADUATE KITSAP MASON

Increase the percent of youth completing a post-secondary program to a minimum of 70% by 2030 (Kitsap and Mason County average based on the graduating class of 2007 is 27.45%)



### H.E.A.L. (HEALTHY EATING ACTIVE LIVING)

Focused on physical health, chronic disease prevention, active living, exploring the role of physical/social environment on our health.



### N.E.A.R. EDUCATION (NEUROSCIENCE, EPIGENETICS, ACES, RESILIENCY)

Working to provide high quality, consistent, scientifically accurate information to our community.



### INNOVATION NETWORK

Helping agencies incorporate the NEAR sciences into their work; evaluate their services through a trauma-informed, client-centered, NEAR perspective.

## Kitsap Strong leadership team

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Attachment and Trauma Network  
Bainbridge Youth Services  
Bremerton UMC Tutoring Program  
Emmanuel Apostolic Church  
Georgia's House (Weaver Foundation)  
Harrison Foundation  
Harrison Health Partners  
Holly Ridge Center  
Housing Kitsap (B.A.S.I.C)  
Kids In Concert  
Kitsap Child Care and Preschool  
Kitsap Community Resources  
Kitsap Community Foundation

Kitsap Connect  
Kitsap County  
Kitsap County Department of Human Services  
Kitsap Mental Health Services  
Kitsap Public Health District  
Olympic College  
Olympic Education Service District 11  
Partnering For Youth Achievement  
Peninsula Community Health Services  
The Suquamish Tribe  
United Way of Kitsap County  
US Navy

## Partner Organizations

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Kitsap Connect  
Kitsap Immigrant Assistance Center (KIAC)  
Kitsap Legal Services  
Kitsap Mental Health Services  
Kitsap Rescue Mission  
Kitsap Sexual Assault Center  
Multicare Hospice of Kitsap County  
Neighborhoods Now  
New Live Community Development Agency  
Olive Crest  
Olympic College Foundation  
One Heart Wild Education Sanctuary  
Our G.E.M.S  
Raising Resilience  
Scarlet Road  
St. Vincent de Paul  
West Sound Treatment Center  
YMCA of Pierce and Kitsap Counties  
YWCA