



CKFR WEEKLY

ISSUE: 04/06/2018

CENTRAL KITSAP FIRE & RESCUE

2017 Awards Recipients Announced . . .

CKFR Annual Awards Night—April 3, 2018

Held at the Kitsap County Presidents' Hall.



Staff Employee of the Year

ROBERT MORLEY IT MANAGER

Awarded to the employee for his/her countless hours of outstanding work, dedication, and professionalism. His/her contributions have improved processes and programs for the Fire District.





Volunteer Member of the Year

CARLOS SUAZO

LIEUTENANT

Awarded to a member of the District who demonstrates exceptional performance and dedication to the District and the community. The Volunteer of the Year has exercised a significant time commitment to the District and community through participating in District activities and emergency support responses.

Career Firefighter of the Year

SASCHA EBERT
APPARATUS OPERATOR

Awarded to a member of the District (Chief, Officer, Apparatus Operator, Firefighter or Paramedic) who exemplifies and demonstrates exceptional performance and leadership and is a model and example to other members of the District. The Firefighter of the Year has exercised continuous professionalism and dedication to both their fellow employees and the community.



Fire Chief's Leadership Award

ALL MEMBERS IN 2017

UPCOMING EVENTS

April 9

BOC Meeting
Admin Office (4pm)

April 23

BOC Meeting
Admin Office (4pm)

May 1-4

**Annual Fire Extinguisher
Inspections** have been
scheduled!



**SPREAD THE
WORD! BURN
PERMITS NOW
AVAILABLE ON
OUR WEBSITE!**

Citizens living outside of our
"NO BURN ZONE" and within
CKFR limits can apply online for
a burn permit online at:
<https://www.ckfr.org/information/public-safety/burn-ban/ckfr-outdoor-burning-information/>

A valid email address is
required. The guidelines for
outdoor burning are located on
this page.

Subject: AO Eligibility List 2018

From: Brett Twomey

Sent: Thursday, March 29, 2018 5:01 PM

We are pleased to announce the results from testing for the Apparatus Operator position. This list is in order of placement on the exam and may be posted immediately. Congrats to all who participated and worked so hard!

I would also like to thank Lindsay Anderson, Serena Prince, Heidi Robnett, Marci Ewing, and Tim Maule for their help in validating the results.



Did you know that you have access to a virtual physician 24 hours a day, 7 days a week through **Teladoc**? Save a trip to the doctor and money by using this service. [Visit www.teladoc.com](http://www.teladoc.com) for more information and register today! You can do this online, by phone or Mobile app.

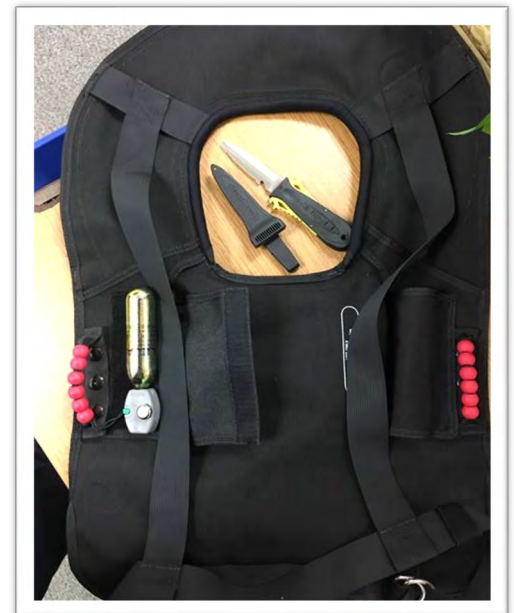
Subject: Life Vests/Dive Knife

From: Rick O'Rourke

Sent: Thursday, April 05, 2018 10:31 PM

Attached are pictures of the new dive style PFD and dive knife purchased for our Rescue Swimmer Program. 15 of these sets were purchased with monies donated by the Central Kitsap Medic One Foundation, purchased by the Weaver Foundation. All equipment has been issued to the Rescue Swimmer members and are now available daily for deployment.

These monies provided necessary and valuable life safety equipment to our membership and will serve the citizens of CKFR for years to come. Thank you!





DISTRICT PHOTOS FOR EMAIL CONTACTS

Some of you may have noticed that District photos have been uploaded into our email system. Yes, this was done on purpose. And no, you should not change them. Thank you!

Articles

1. ***Pretty Stripes and Pumpless Ladders***

By Billy Goldfeder

Article Source:

<http://www.firerescuemagazine.com/articles/print/volume-13/issue-3/departments/nozzlehead/pretty-stripes-and-pumpless-ladders.html>

2. ***EMS: The 2 Biggest Mistakes***

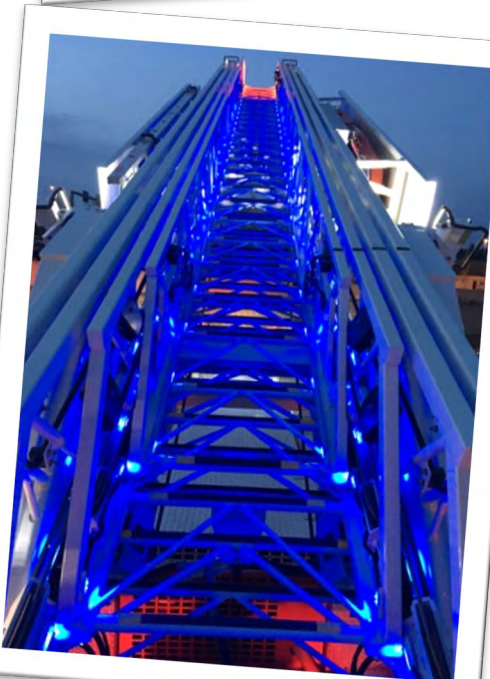
By Gary Ludwig

Article Source: <https://www.firehouse.com/careers-education/article/12397712/2-big-mistakes-in-ems-gary-ludwig>

3. ***Enhancing Fire-Rescue Human Capital: The Expanded Visual Scope of a Supervisor***

By Cassi Fields

Article Source: https://www.iafc.org/on-scene/on-scene-article/enhancing-fire-rescue-human-capital-the-expanded-visual-scope-of-a-supervisor?utm_source=informz&utm_medium=email&utm_campaign=onscene



REMINDER:

Guidelines for Local Government Agencies in Election Campaigns (Public Disclosure Law Re: Use of Public Facilities in Campaigns)

To read the full list of guidelines, go to: <https://www.pdc.wa.gov/learn/guidelines-local-government>

Persons	Permitted	Not Permitted	General Considerations
Management Staff or Their Designees	<ul style="list-style-type: none"> • May speak at community forums and clubs to present an objective and fair presentation of the facts on a ballot measure during regular work hours.[7] • May fully participate in campaign activities, including meeting with citizens' campaign committees to plan strategies, during non-work hours and without the use of public resources. • May inform staff during non-work hours of opportunities to participate in campaign activities. • May respond to questions regarding a ballot measure if such activity is consistent with his or her normal and regular duties. • May wear campaign buttons or similar items while on the job if the agency's policy generally permits employees to wear political buttons. • May place window signs or bumper stickers on their privately-owned cars, even if those cars are parked on government property during working hours. • Are encouraged to communicate to staff the difference between acceptable and unacceptable activities related to a ballot measure. • May encourage staff and members of the public to vote, as long as such encouragement routinely occurs for other elections. 	<ul style="list-style-type: none"> • Shall not use public resources to operate a speakers' bureau in a manner that may be viewed as promoting a ballot measure. • Shall not use public resources to promote or defeat a candidate or ballot measure. • Shall not pressure or coerce employees to participate in campaign activities. • Shall not use agency resources to organize the distribution of campaign materials. 	<ul style="list-style-type: none"> • Is the management staff using public resources in a manner that promotes or opposes a candidate or a ballot measure? • Does the presentation accurately present the costs and other anticipated impacts of a ballot measure? • Does the agency have a policy permitting employees to wear political buttons? • For considerations regarding agency employees' calendars, see pages 27-28.Persons
Union Representatives	<ul style="list-style-type: none"> • May, during non-work hours, make available campaign materials to union members in lunchrooms and break rooms that are used only by staff or other authorized individuals. • May distribute campaign materials at union-sponsored meetings. • May post campaign materials on a bulletin board, if such a board is in an area that is not accessible to the general public and if such activity is consistent with the agency's policy and the collective bargaining agreements. 	<ul style="list-style-type: none"> • Shall not use the agency's internal mail or email system to communicate campaign-related information, including endorsements. • Shall not distribute promotional materials in public areas. 	<ul style="list-style-type: none"> • Are campaign materials made available only in those areas used solely by staff or other authorized individuals? • Does such distribution occur during non-work hours?

- May speak at community forums and clubs to present an objective and fair presentation of the facts on a ballot measure during regular work hours.
- May inform staff during non-work hours of opportunities to participate in campaign activities.
- May engage in campaign activities on their own time, during non-work hours and without using public resources.
- May respond to questions regarding a ballot measure if such activity is consistent with his or her normal and regular duties.
- May wear campaign buttons or similar items while on the job if the agency's policy generally allows employees to wear political buttons.
- May, during non-work hours, make available campaign materials to employees in lunchrooms and break rooms that are used only by staff or other authorized individuals.
- May place window signs or bumper stickers on their cars, even if those cars are parked on government agency property during working hours.
- May encourage staff and members of the public to vote, as long as such encouragement routinely occurs for other elections.
- Shall not use work hours or public resources to promote or oppose a candidate or ballot measure (such as gathering signatures, distributing campaign materials, arranging speaking engagements, coordinating phone banks, or fundraising).
- Shall not pressure or coerce other employees to participate in campaign activities.
- Shall not use agency resources to organize the distribution of campaign materials.
- Do the presentations accurately present the costs and other anticipated impacts of a ballot measure?
- Is the employee acting on his or her own time, during non-work hours?
- See section on Agency Employees' Calendars below.

Subject: Dog Show Photos

From: Lucero Conde

Sent: Friday, March 30, 2018 12:31 PM

Hello! On Saturday March 24, Capt. Quill, Kristen Aleccia, and I (Lulu Conde) took a picture with Amber the Dalmatian.

On March 25, Capt Quill, capt Fry, and I took a picture with the fluffy Dunkin.



Eggstravaganza for the Extraordinary

Where: CK Christian Church (6735 Stampede Blvd, Bremerton, WA)

When: Saturday, March 31, 2018

What: An egg hunt, games, bouncy houses and food designed especially for families of kids with special needs of all ages!



Pictured: Staff from the ARC!



Pictured Above: Luke and Abraham visit with LT Thomas at the Eggstravaganza for the Extraordinary. Abraham shared the features of his wheel chair and LT Thomas shared info about Engine 41. Luke is Abraham's little brother. Both had an eggstra fun time!

Pictured Left: AO Ebert and a youngster have fun while learning to drive the Engine.

Pictured Below: LT Thomas and Noah, after a grand tour of the engine, discussing what a smoke detector sounds like and what to do when it sounds. Everyone out of the house, call 911, know your meeting place!



Subject: EVIP

From: Justin Brown

Sent: Saturday, March 31

Pics of a 51C Saturday. Doing EVIP training with Tender 56, and cleaning and checking Boat 51 and the new ladder 51.



Subject: Probationary Final Exam Pictures

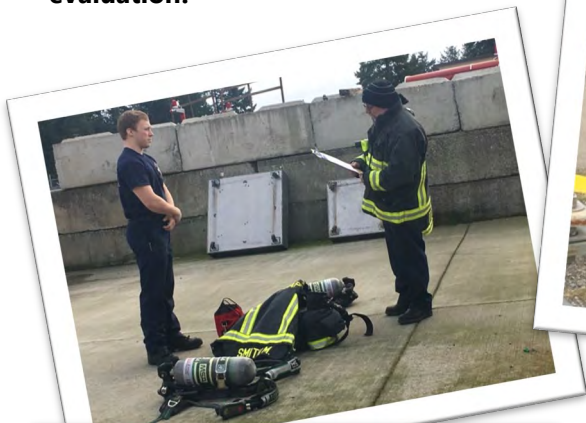
From: Rick O'Rourke

Sent: Thursday, March 29

Attached are pictures from The Probationary Final Exam for PM Holt, FF Llewellyn, FF Smith and PM Wright. The drill consisted of four stations examining competency in areas such as hose handling and deployment, ladders, personal protective equipment, search and rescue and rope operations. This process is the culmination of 15 months of preparation by these probationary members.

BC Twomey, Captain Goodwin, Lieutenant Davison, Engine 64 (Captain Porter and AO Fassett), Engine 56 (Lieutenant Gillespie and AO Jackson), and Battalion 51 (BC O'Rourke), served as evaluators and assistants during the process.

Congratulations to all four members for successfully passing this skills evaluation!





Employee NEWSLETTER

Employee Assistance Program
April 2018

Budgeting 101 (or 102, or 202, or 303)

By Patrick Rice, MA, LMHC, CEAP

Let's face it: budgeting is not on a list of anyone's activities they do for fun. Budgeting is tedious, stressful, and frustrating when you inevitably break your budget.

However, for most people budgeting remains an inescapable and necessary component to saving for a new car, saving for a house, or saving for retirement. If it's been a while since you've set a budget, or if you're looking to tighten up your current budget, consider some of the following tips for working on and sticking to a budget:

Make A List of Your Expenses

Sounds simple, doesn't it? However, the biggest problem for most budgets begins with people not being honest about their expenses. While it may be uncomfortable, realistic budgets start with tracking every expense you make or expect to make, including: one-time expenses, gifts, recurring expenses, upcoming trips, nights out, retirement planning, etc. In order to lay the foundation for good budgeting, make a physical, written expense record where you track your spending according to the **spending categories on page 2**. Physically writing what you're spending in the moment will enable you to get a better sense of your habits in a way that computer programs just can't do.

Total Your Household Income

Your total income should include only your take-home income. Try to include expected bonuses, dividends, child support, or other sources of income. If your income isn't always the same, try to average your expected income based on the past year.

Make a Budget

Once you have the tools, you'll be better able to make a realistic budget for your household. Although there are a few different ways to create a budget, your budget worksheet should ultimately come down to money in versus money out. If you can, take your expected expenses for the year and compare them to your expected income for the year – that way you can make more sense out of small, regular monthly amounts like magazine subscriptions.

Once you have a budget and a financial goal in mind, consider where you can cut expenses to meet your goals. If you want to reduce your expenditures, cut a small amount across multiple categories. Also, be sure to preserve what you absolutely "must have." Like any other diet, you're more likely to succeed if you make room for the things that make your life satisfying.

Staying on Track

Without a doubt, staying on track is the hardest part of budgeting. Sticking to a budget can feel frustrating at times, and most people will cite the lack of progress as their primary reason for giving up on the idea of sticking to a set budget. If you know that you have had trouble with budgeting in the past, then consider ways to motivate yourself better this time.

Do you need to set a reward for having a good budget record? Do you have to make a large change before making small ones? Do you often give up when a setback occurs? If you treat your past failures as learning experiences, then you can better plan for your future budgeting success. And don't forget that your EAP is here to help with a free financial consultation. Simply call 1-800-777-4114, anytime.

Continued on the next page.

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www.FirstChoiceEAP.com



Your EAP service is free, confidential and available 24/7 to help you balance your work, family, and personal life.

Expense Categories with Examples

HOME

Rent or mortgage
Property taxes
Homeowner's insurance
Homeowner's association dues
Telephone
Gas and electric
Water and sewer
Cable Internet service
Garbage
Household supplies
Housewares
Furniture and appliances
Cleaning
Yard or pool care
Snow removal
Maintenance and repairs

FOOD

Groceries
Dining out
Coffee and tea

CLOTHING

Clothes, shoes and accessories
Laundry and dry cleaning
Mending

SELF CARE

Toiletries and cosmetics
Haircuts
Massage
Health club membership

HEALTH CARE

Insurance
Medications
Vitamins
Doctors
Dentist
Eyecare

TRANSPORTATION

Car payments
Insurance
Road service club
Registration
Gasoline
Maintenance and repairs
Parking and tolls
Public transit and cabs
Parking tickets

ENTERTAINMENT

Music
Movies and rentals
Concerts, theater and ballet
Museums
Sporting events
Hobbies and lessons
Club dues and membership
Film development
Books and magazines
Newspapers
Software and games

DEPENDENT CARE

Child care
Clothing
Allowance
School expenses
Toys and entertainment

PET CARE

Grooming
Boarding
Vet
Food, toys, and supplies

EDUCATION

Tuition or loan payments
Books and supplies

TRAVEL

GIFTS AND CARDS

PERSONAL BUSINESS

Supplies
Copying
Postage
Bank and credit card fees
Legal fees
Accounting fees

TAXES

INSURANCE

SAVINGS AND INVESTMENTS

