

2018  
Annual Report

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# About the Department

## Board of Fire Commissioners

**David Ellingson**  
**Conrad Green**  
**James Ingalls**  
**Darryl Milton**  
**Jeff Uberuaga**

## Leadership Staff

**James Gillard**  
Fire Chief

**Bruce Peterson**  
Deputy Chief

**Lise Alkire**  
Administrative Services/  
Human Resources Manager

**Wendy Luther**  
Finance Manager

**Chris Morrison**  
Battalion Chief - A Shift

**Jeff Russell**  
Battalion Chief - B Shift

**Chris Rahl**  
Battalion Chief - C Shift

**Shane Anderson**  
Battalion Chief-Training

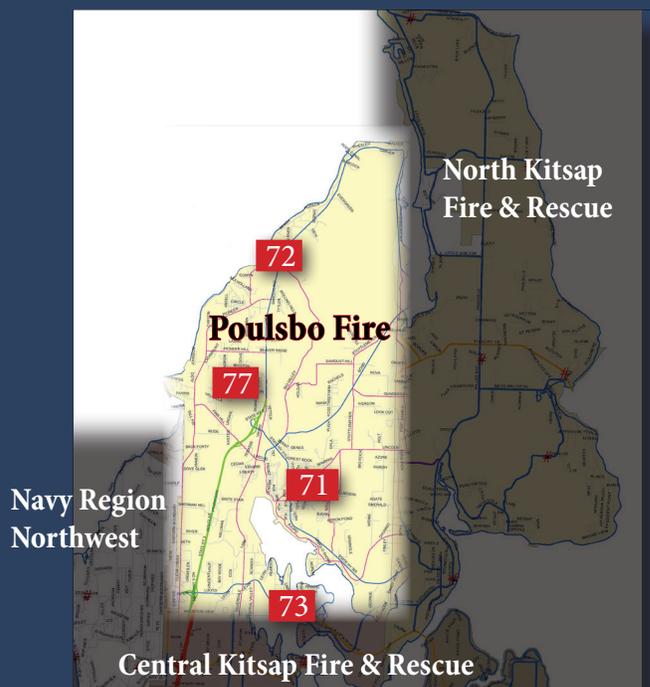
**Kurt Krech**  
Battalion Chief-Volunteers

**Brett Annear**  
Fleet Manager

The Poulsbo Fire Department is an all-hazard emergency response agency, providing fire protection, rescue, and emergency medical services to the 26,000 residents of Kitsap County Fire Protection District #18. The Fire District protects the City of Poulsbo and the unincorporated area of North Kitsap from Keyport to Port Gamble.

Poulsbo Fire is a combination department, with 40 career firefighters supported by emergency response volunteers and administrative and support employees. The Department responds to over 3,900 emergency calls per year out of four fire stations, three of which are staffed 24-hours a day.

The Fire District is governed by an elected board of commissioners, and is a municipal corporation formed under RCW 52.02 for the provision of fire prevention, fire suppression services, emergency medical services, and for the protection of life and property.



## Introduction - Chief Gillard

As the Fire Chief of Poulsbo Fire Department, I respectfully submit this annual report for 2018 to the Kitsap County District #18 Board of Commissioners and to the citizens we serve. Poulsbo Fire originally formed in 1936 as a small group of volunteers, led by Chief Rudie Iverson, providing fire protection to the City of Poulsbo. The Department has evolved into an all-hazards emergency response agency which is actively involved in protecting the community through prevention and education programs. The Department has grown to 40 career firefighters, supported by volunteer emergency responders and a small administrative staff, handling close to 4,000 emergency incidents per year.

In 2018, with the assistance of a federal grant that provided substantial funding for the addition of three firefighters, we were able to reopen Station 72 and return our staffing to nine personnel. In 2010, the economic downturn forced the reduction in staffing to seven personnel, which resulted in Station 72 going unstaffed at times. Currently, Station 72 is constantly staffed with a crew of two personnel, cross-staffing a medic unit and engine. This not only reduces our response time to Surfrest and Port Gamble, but helps to improve our resiliency to multiple incidents - reducing our reliance on other agencies and increasing our revenue from patient transports. The Poulsbo Fire Department boasts the quickest average response time to emergency incidents of the five fire districts in the county.



The retirement of Chief Jeff Griffin brought noteworthy changes to the department's leadership team. Chief Griffin served our community as the Fire Chief from 2012 until his retirement in 2018. He led the department through the economic downturn and initiated the return of full-time staffing to Station 72. Perhaps Chief Griffin's greatest legacy will be for fostering a collaborative labor/management environment which has played a significant role in the department's successes. The retirements of Chief Griffin and FF/PM Ed Mclaughlin, along with the implementation of a federal grant for staffing, called for the recruitment of five new firefighters to the Department.

Voter approval of the fire levy lid lift dramatically improved the financial outlook for the department. Due to increasing operational costs and the limitations placed on revenue from property taxes causing the property tax rate to fall each year, the fire department was facing considerable budget shortfalls. The fire levy's restoration improved the department's financial stability, allowing us to maintain service levels and to make the investments necessary to ensure sustainability into the future.



As your new fire chief I am honored to lead this department, an organization I feel privileged to simply be a part of. I am proud of the manner in which the Poulsbo Fire Department protects this community. I also am committed to ensuring we continue to improve as an organization providing the highest level of service as efficiently as possible. The service we provide is important, and our citizens deserve our best every day.

*Respectfully Submitted*  
*Jim Gillard, Fire Chief*

# Human Resources

2018 brought several changes. Arguably the most impacting personnel was the retirement of Chief Jeff Griffin. Chief Griffin retired from Poulsbo Fire in June of 2018, after serving the last six of his 37-year fire service career with Poulsbo. The Board of Commissioners selected Battalion Chief James Gillard to serve as the Fire Chief. Chief Gillard came to the Department in 1996 as a firefighter. With the selection of Chief Gillard, there were several subsequent promotions (pictured left to right): Chris Rahl, who joined the department in 2001, was promoted to battalion chief; Craig Becker, who has been with the Department since 1997, was promoted to captain; and, Kevin Vay, who started as a volunteer and joined the career ranks in 2007, was promoted to lieutenant. Congratulations to these outstanding new leaders!

The SAFER (Staffing for Adequate Fire and Emergency Response) grant from FEMA enabled the full-time staffing of Station 72. The grant afforded an opportunity to hire three firefighters in addition to the two hires that had already been authorized to fill vacant positions. In January of 2018 Nick Navarro, James Pratt, Andrew McCaffrey, and Samantha Thomas (pictured left to right) joined the Poulsbo Fire family. The class of 2018 is an outstanding addition to our team and all have shown their commitment to providing our community with exemplary service.

In addition to the retirement of Chief Griffin, 2018 also saw the retirement of long-time Firefighter/Paramedic Edward McLaughlin. After serving 26 years, Ed decided it was time to enjoy the next stage of his life. In his letter of intent to retire, Ed said, "It has been an honor to have worked with all of you, and a privilege to have been given the opportunity to serve the Poulsbo and North Kitsap communities all these years." The Department feels likewise, and thanks Ed for his years of committment.

The department's 40 career firefighters are supported by two command officers, six support personnel, and 10 volunteer emergency responders working together to serve the community.

*Retired Chief Griffin with new Fire Chief James Gillard at the traditional "swearing in" ceremony.*



*Edward McLaughlin, one of the first medics with Poulsbo, retired last year. Thank you for your many years of service Ed!*

*Photo credit: Firefighter and Photographer Brent Jolly*



# Finance

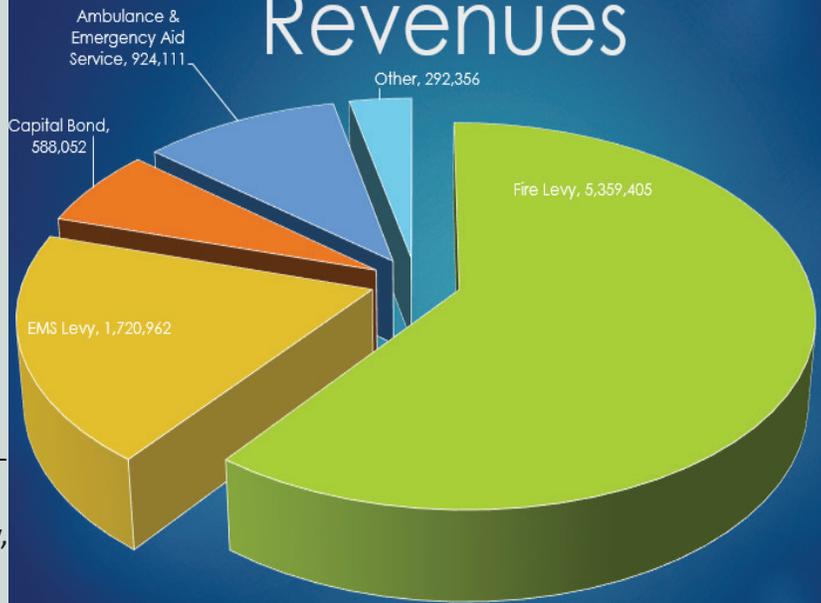
Poulsbo Fire Department is primarily funded through property taxes, referred to as levies. The normal levies are a permanent fire levy and a six-year EMS Levy, which provides 85% of the District's revenue. The district generated additional revenue through a six-year capital bond that was approved in 2013 and a fee for service for transporting patients to the hospital.

The district was facing significant budget short-fall projections for 2019, with the potential necessity to reduce service levels; however, in November the voters approved the fire levy lid lift. This brought the fire levy rate back to \$1.50/\$1,000 (AV) from the \$1.32/\$1,000 (AV) to which it had fallen, and tied revenue growth to the consumer price index rather than the normal 1% limitation for six years. The fire levy lid lift improved the department's financial stability, allowing for maintaining service levels and making the investments necessary to ensure sustainability into the future.

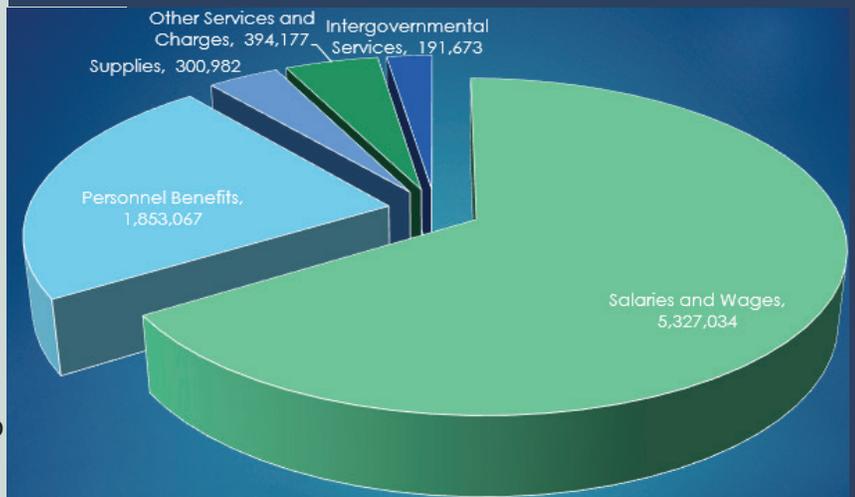
Financial responsibility and controlling costs is integral to the operation of the department. However, as a public agency with 85% of the operating budget coming from property taxes, financial sustainability is inextricably linked to stable income from those taxes. The limitations placed on revenue from property taxes, by Washington State law, make it necessary to regularly ask for voter approval to ensure the property tax rates keep pace with inflation and other costs necessary to sustain service levels to the growing community.

The district's annual expenditure budget is approved by the elected board of commissioners, with input and oversight by the Citizens' Budget Revenue Committee. Each year the District adopts a five-year financial projection to ensure financial sustainability and the ability to maintain projected future service levels.

## Revenues



## Expenditures



## 2018 OPERATIONAL BUDGET OVERVIEW

Revenue (Budgeted)	\$8,151,966	Revenue (Actual)	\$8,318,706
Expenses (Budgeted)	\$8,451,627	Expenses (Actual)	\$8,166,922
Beginning Fund Bal	\$5,238,926	Ending Fund Bal	\$5,390,699

# Operations

Poulsbo Fire is an all-hazards response organization. Types of responses include fires, emergency medical, hazardous materials, and water-related emergencies. In addition to emergency response, Poulsbo Fire is a partner agency with Kitsap County and the City of Poulsbo for fire and life safety code enforcement for both new construction and existing commercial occupancies. Organizationally, the district also performs a variety of public education and community outreach programs through the department's community educator, including fire and life safety education in local schools.

The Poulsbo community has several high-risk structures and facilities. Inside the City of Poulsbo, there are three major marinas which moor both pleasure craft and commercial fleet vessels. The downtown Front Street corridor is a significant risk as many of the buildings were built prior to sprinkler suppression system requirements, and have limited access. The downtown area also has a large nursing home, and two assisted living facilities.

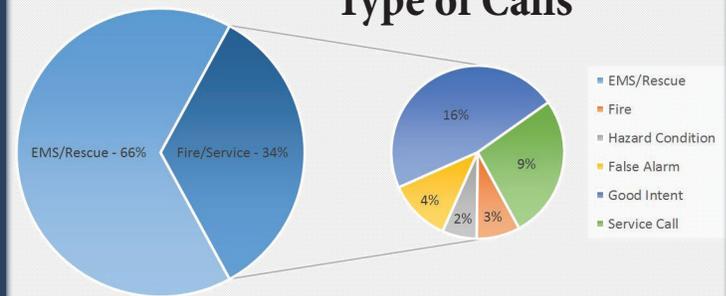
Other vulnerabilities include the Hood Canal Bridge. This is the longest salt water floating bridge in the world, and is located in the northwest corner of the fire district. The community is home to over a million square feet of manufacturing facilities and major retailers including Walmart and Home Depot. The Olympic College Poulsbo Campus hosts one of Western Washington University's satellite facilities. There are also several medical facilities in the community which include two oncology treatment centers, a kidney dialysis center, a minor surgery center, and a birthing center.

Kitsap County, and particularly the boundaries of the fire district, have significant geographical challenges. Liberty Bay splits the city and fire district, creating longer response times. In addition, the entirety of the west side of the fire district is bordered by the Hood Canal, which extends around the north end of the district and partially down the east side of the district. This creates additional demand on resources and response delays.

2018 Calls for Service = 3,990



Type of Calls



Annual Call Volume



## PRIORITY INCIDENTS RESPONSE TIMES

POULSBO FIRE DEPARTMENT	6:16
KITSAP COUNTY AVERAGE	6:59

# Special Operations

Fire and rescue incidents account for a majority of the department's emergency responses. However, as an all-hazard emergency response agency, the Poulsbo Fire Department must be ready to respond to any emergency. Special Operations covers technical rescue, hazardous materials, wildland firefighting, and marine incidents.

Technical Rescue includes high angle, confined space, trench, structural collapse, and machinery rescues. Our response personnel are all trained and equipped to perform operations level rescue in these disciplines. For highly technical incidents, four of our personnel are part of the regional technical rescue team which covers Kitsap and Clallam counties.

Washington State Patrol has responsibility for hazardous materials incidents. As the first-in agency all of our response personnel are trained to the operations level to handle minor incidents and perform initial control actions. We also maintain an agreement with Navy Region Northwest to provide technician-level responses to major incidents.

Fires in the wildland urban interface are increasing in frequency and severity. In 2018 we completed training and equipping all of our line personnel to the regional training standard for wildland firefighting. Our volunteers play a large role in this special operation, frequently deploying to state mobilizations. This includes volunteer Battalion Chief Kurt Krech who is a member of the regional incident management team.

Poulsbo is a maritime community with four marinas, an FAA recognized seaplane airport, and the world's longest floating bridge over salt water. The district maintains two marine units, including our our new 28' vessel that was obtained through a federal grant. The district maintains a shared resource agreement with the Poulsbo Police Department to allow use of both agency's vessels for emergency responses in support of the United States Coast Guard.



# EMS

Life Safety is the highest priority of the Poulsbo Fire Department; therefore, all of the uniformed personnel and all of our emergency response vehicles are a part of the EMS delivery system. Accounting for a majority of emergency responses, the department responded to 2,611 EMS-related incidents in 2018.

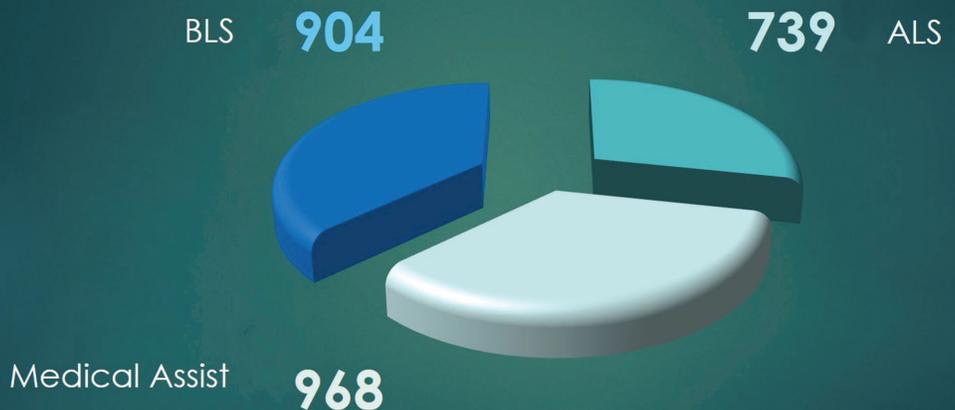
All officers and firefighters are certified as either Emergency Medical Technicians (FF/EMT) or Paramedics (FF/PM). EMTs provide Basic Life Support (BLS), with the ability to perform non-invasive airway management, cardiac defibrillation, and administer several emergency medications. The paramedics provide Advanced Life Support (ALS), with the ability to provide advanced cardiac monitoring and defibrillation, advanced airway management, and deliver a wide range of medications including pain management. EMTs and paramedics participate in regular ongoing training to maintain their individual certifications and proficiency, providing care as a team. Our EMTs and paramedics work under the license of the county medical program director, Dr. Robert Hoffman. The district's EMS program is managed by Battalion Chief Chris Morrison.

Units providing ALS level of care are designated as "medic units," units providing BLS level of care are designated as "aid units." The staffing provides for personnel to manage three transport units, with two units providing ALS level of care. In 2018 the district transported 1,635 patients to area hospitals. The only regular fee for service is for patient transports to the hospital. This allowed for \$924,111 in revenue and is the district's largest non-tax related source of funding. The district does not regularly charge for response to emergency scenes, only for patient transport.



*All Emergency Response apparatus are staffed and equipped for EMS incidents. This includes fire engines, which are a critical component of EMS responses and provide the personnel and equipment to assist with EMS calls, while maintaining readiness to respond to the next emergency incident. A typical ALS patient requires four firefighter/EMTs or paramedics to provide efficient and safe care on scene, and patient movement to the medic unit for transport.*

## Medical Calls Breakdown



# Stations and Staffing

Three fully staffed stations:

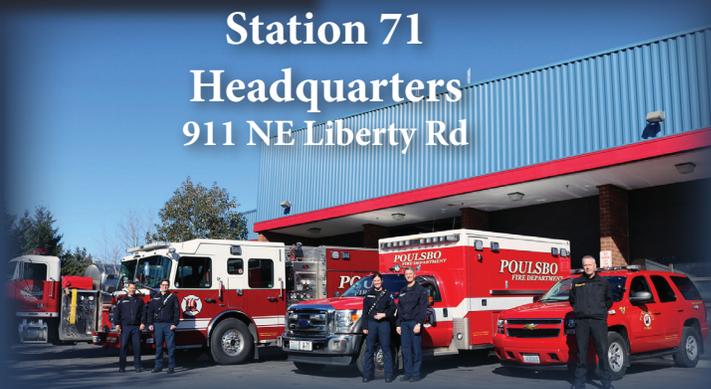
Poulsbo Fire has three full-time staffed stations with a minimum of nine personnel on duty 24 hours a day, with support from volunteer personnel who staff the fourth station. Personnel are normally assigned to either a medic unit and/or engine, however all are cross-trained to operate all of our apparatus. Our normal staffing is:

Station 71 is the busiest station and the main headquarters, located off Highway 305 near the downtown Poulsbo corridor. Station 71 has five personnel assigned each shift: E71 with a company officer and a FF/EMT; M71 with a FF/PM and a FF/EMT; and , BN71 with the shift Battalion Chief, who is also an EMT.

Station 72 is located in the Surfrest neighborhood, serving Port Gamble and Edgewater areas. Station 72 is staffed with two personnel: a company officer and a FF/EMT or FF/PM cross-staffing E72 and M72.

Station 77 off Pioneer Hill Road, protects the Viking Ave corridor, Olhava, and Clear Creek. Station 77 is staffed with two personnel: a company officer and a FF/PM cross-staffing E77 and M77.

Station 73 in Keyport is a volunteer-staffed fire station, and houses a BLS aid unit and a fire engine. It also houses the antique Model-T fire engine.



**Station 71**  
**Headquarters**  
911 NE Liberty Rd



**Station 72**  
28882 Falkner Rd NE

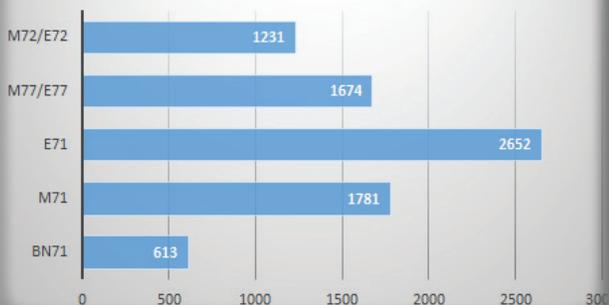


**Station 77**  
1305 NW Pioneer Hill Rd



Volunteer staffed station:  
**Station 73**  
1863 NE Pacific Ave  
Keyport

**Responses per Crew**



# Fleet

## Appratus List

### Fire Engines (Pumpers) - vehicle and year

Engine 71A, 1992 E-One  
Engine 71, 2016 Spartan  
Engine 72, 2002 Pierce  
Engine 72A, 1996 E-One (reserve)  
Engine 73, 1996 E-One  
Engine 77, 2016 Spartan

### Aid/Medic Units

Medic 71, 2015 Ford/Lifeline  
Aid 71, 2013 Ford/Lifeline  
Medic 72, 2015 Ford/Lifeline  
Aid 73, 1999 Ford/Lifeline  
Medic 77, 2015 Ford/Lifeline  
Aid 77, 2018 Ford/Lifeline

### Water Tenders

Tender 71, 1999 S&S  
Tender 77, 1999 S&S

### Marine Vessels

Marine 74, 2017 28' North River  
(moored at Port of Poulsbo)  
Marine 71, 2007 19' Safeboat  
(trailed in Station 71)

### Off Road Vehicle

ATV 2003 Polaris Ranger, 6x6



*Fire engines enhance scene safety and carry important vehicle extrication equipment.*



*For quicker response, firefighters bring an ATV to large events such as Viking Fest, or to calls in rural areas only accessible by horseback or off-road vehicles.*



*Fleet Manager Brett Annear checks to ensure less than half a volt drops between the alternator and the battery when all the emergency lights are in use.*



# Interoperability

Providing efficient emergency services to the public is one of the primary goals of Poulsbo Fire. To do this, the department continuously works with other public safety agencies to share resources and improve service delivery. All of the county fire departments maintain an automatic aid agreement, which includes a “dropped borders” philosophy. The closest unit responds to any high priority incident, regardless of jurisdiction. Additionally, departments train and have countywide common incident management procedures and patient care protocols. In 2018 Poulsbo Fire provided automatic aid 271 times, and received automatic aid 210 times.

To better provide marine services, the department maintains an inter-local agreement with the Poulsbo Police Department to allow for shared use of marine units on Liberty Bay. This provides both agencies access to the most appropriate resources - with the smaller police boat providing quick response to water rescues, and the larger fire boat providing all-weather response and advanced sensing ability.

To provide more cost-effective facilities maintenance, Poulsbo Fire, North Kitsap Fire & Rescue, and Bainbridge Island Fire jointly fund a full-time maintenance technician responsible for the 12 combined stations. The three north-end departments regularly share tools and equipment to further reduce costs.

## Survey & Rating Bureau

The Washington Surveying and Rating Bureau (WSRB) is an independent not-for-profit public service institution responsible for determining risk for fire loss within cities and fire districts in the state. This is accomplished primarily through the use of a proprietary fire Protection Class (PC) rating system. This rating system uses a numeric protection class rating scale from 1 to 10, with 1 being the best possible rating and 10 being the worst. When determining a community’s PC, WSRB evaluates water systems, fire department features (apparatus, equipment, staffing, and training), communication center and fire safety control (inspection, codes and pre-fire program).

The district was re-evaluated by the WSRB in 2016 and both the City of Poulsbo and surrounding unincorporated areas within the fire district were awarded a Protection Class rating (PC) 4.

In an emergency, the closest available firefighters are dispatched, regardless of the jurisdiction in which a citizen re-



*Facilities Manager Dan Fuller serves the three north-end fire departments.*



*Firefighters from Poulsbo and Bainbridge Island quickly responded to assist North Kitsap Fire and Rescue with a car fire in the Clearwater Casino garage. Mutual aid ensured citizens were getting the closest available resources, along with the necessary manpower.*

*“As a result of our WSRB re-evaluation in 2016, the unincorporated areas within our Fire District improved from a Protection Class Rating 5 to a Protection Class Rating 4. This provides citizens in rural areas of the community access to lower home owner insurance premiums.”*

*Battalion Chief  
Jeff Russell*

# Training

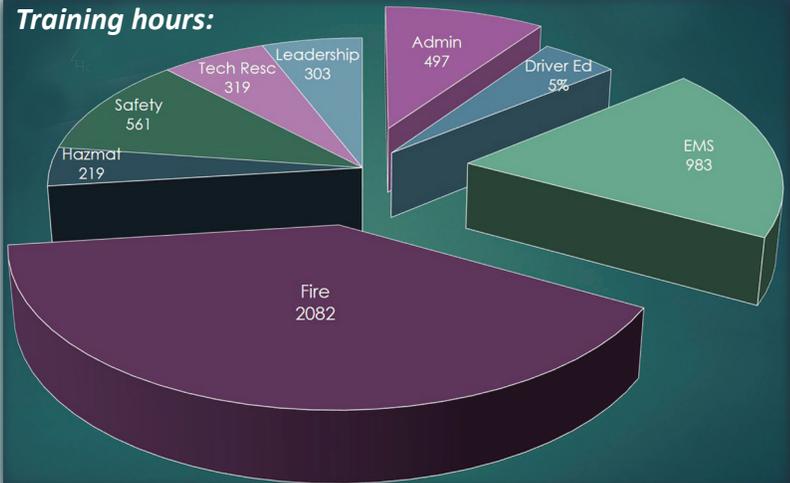
Because Poulsbo Fire is an all-hazard, fire, and medical response agency, the training is rigorous and continual. Medical response is much of what firefighters do. Whether it's due to illness or trauma such as from vehicle collisions, everyone knows their role and relies on each other. There are also special emergencies that are high risk, such as a collapsed trench or high-angle rescue. These incidents don't happen often, but when they do they are very dangerous. Advanced training is vital.

The training division identified three focus topics for the year: auto extrication; marine fire/rescue; and, incident command training. Auto extrication training was held at the Pioneer Hill Station 77 over a three-week period. Crews were able to demonstrate advanced stabilization and extrication techniques. There were also multiple drills involving marine/fire rescue both for our own crews as well as involving the cruise ships that now come into Liberty Bay. The district participated in the annual county-wide incident command training.

Firefighters are dedicated, compassionate, hard-driving professionals. They are dedicated to the people they serve and training is a big part of what they do. They take care of each other, so they can take care of the citizens they serve.



**Training hours:**



*Training Officer Battalion Chief Shane Anderson instructs firefighters in vehicle security/stabilization, and extrication, as part of a multi-agency exercise.*



## Volunteers

From the district's inception through the 1970's, the Poulsbo Fire Department was staffed solely by volunteer firefighters, responding to the alarm at the sound of the station siren. The Poulsbo Fire Department's volunteer program has since evolved to support the needs of the modern fire department, and the needs of the community it serves.

A primary focus of our volunteer program today is supplementing our emergency medical services, transporting patients with less serious injuries or medical conditions to the hospital. They also help staff large community events. Volunteers continue to support fire protection, specializing in the operation of the department's water tenders and providing wildland firefighting services to our community and beyond through deployment with state and regional mobilizations.

Another aspect of the volunteer program is administrative volunteers, who provide wide ranging services from supporting fire prevention programs to supporting the fleet maintenance division by transporting vehicles and equipment. Volunteers continue to be an important part of the Poulsbo Fire Department, and provide a valuable service to our community.

## Chaplains

The district maintains a strong chaplaincy program. Four chaplains provide 24-hour coverage, providing grief counseling and emotional support to families and loved ones following a tragedy. While firefighters will provide initial support, the chaplains are available to continue providing emotional care and support, information on funeral services, and help contacting family members. They ensure that no one is left to grieve alone.



# Community Risk Reduction

## Public Education

A successful community risk reduction program includes a combination of both public education outreach, and prevention through prefires, plans reviews, and code enforcement.

Poulsbo Fire places a high priority on saving lives and property through outreach and prevention, as the following two pages demonstrate.

### 1,200 Students reached

- 180 Elementary students visited
- 480 Student's families reached with fire escape planning
- 280 Daycare and preschool students visited
- 200 High school students taught CPR
- 60 High school students taught "stop the bleed"

### 170 Citizens completed CPR training

- 120 Citizens certified - American Heart Association
- 50 Citizens trained in "Hands-only" CPR

### 12 Community presentations

- 80 Citizens reached with fire prevention information
- 50 Citizens reached with fire extinguisher training
- 200 Citizens reached with fire levy information

### 14 Community Events

- 700 Citizens reached through 10 community events
- 200 Citizens reached through four open houses

### 330 Personal safety measures

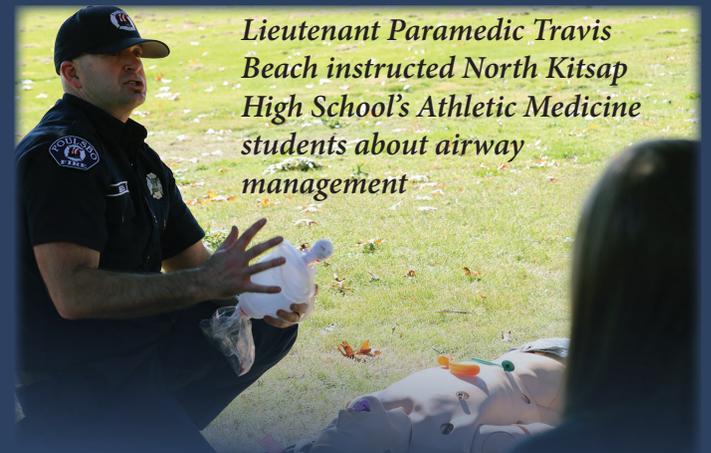
- 170 Smoke alarms installed in homes
- 80 Bicycle helmets custom fit
- 20 Lifejackets fit and/or supplied to loaner boards
- 60 Car seats inspected and installed



*Paramedic Doug Seitz dons his gear and teaches fire safety to students at Vinland Elementary.*



*Battalion Chief Shane Anderson encourages a young future firefighter.*



*Lieutenant Paramedic Travis Beach instructed North Kitsap High School's Athletic Medicine students about airway management.*

*Want to meet your firefighters?  
Check out [www.poulsbofire.org](http://www.poulsbofire.org)  
and click on the video button:*

**Meet Poulsbo Fire**

# Community Risk Reduction

## Prevention

Poulsbo Fire has established working relationships with the authorities having jurisdiction for fire safety, both within the City of Poulsbo and Kitsap County. An interlocal agreement with the City of Poulsbo and Kitsap County, allows the Department to have input on buildings and fire safety, building access, planned developments, and other fire safety related issues.

The City of Poulsbo is experiencing the largest amount of growth it has seen in years, there are several multiple unit developments in the planning stages or under construction. There are also several larger apartment complexes and townhouses being developed. Front Street is starting on a long awaited remodel, and the redevelopment of the old city hall and police department properties continues.

The Olhava area is seeing renewed interest, with construction of several new buildings having been completed. Three more buildings are in the planning stages, including a 110-unit motel.

### **2018 by the numbers:**

Fire Safety Inspections - 331  
Plans Review- 20+ major proposals  
Burn Permits - 993

The Kitsap County Fire Marshal's Office and Puget Sound Clean Air establish rules regarding outdoor burning and issues "fire safety" and "air quality" burn bans. The district supports these agencies in responding to burning complaints and illegal burns, to ensure the community's safety.

### **Excerpt from a burn permit**

#### **RECREATIONAL OUTDOOR FIRES**

- No permit required.
- Permissible countywide.
- Burn pile must be less than 3'L x 3'W x 2'H in a designated fire pit that is situated 25' away from any structures.
- Burn ONLY dry seasoned firewood or charcoal.

#### **SPECIAL OUTDOOR FIRES**

- Must be applied for in person at the fire agency serving the area where the fire is planned.
- Special conditions related to the approved special outdoor fire must be attached to this permit.

#### **SMALL RESIDENTIAL OUTDOOR FIRES**

- Permissible only outside "no burn" zones.
- Permit is required and valid through the last day of the calendar year.
- Burn pile must not be larger than 4'L x 4'W x 3'H.
- The burn pile must be 10 times the diameter of the pile from any structure.
- No fire will be ignited before sunrise, and no material will be added to the fire after sunset.
- The fire may NOT contain materials hauled from another property.
- Burn only natural vegetation such as leaves, clippings or prunings.

*Firefighters team with the City of Poulsbo to perform routine fire safety inspections in local businesses.*



*Deputy Chief Bruce Peterson examines plans for the expansion of two adjacent apartment complexes, to ensure there is adequate room for fire engine access and proper access to fire hydrants.*



*The summer of 2018 was another dry season, with county-wide fire safety burn bans. Burning permits and outdoor burning are only allowed when there are no burn bans in effect and residents must live outside the Poulsbo urban growth area. See safety requirements listed left and go to [www.Poulsbofire.org](http://www.Poulsbofire.org) for more information.*

# Recognitions & Awards



Andy Wooster was at a local fitness club when he suffered a cardiac arrest. By-stander CPR was vital to his amazing survival and recovery.

Left to right: Shannan VanHouten, survivor Andy Wooster, off-duty Bainbridge Island Fire Department Paramedic Carol Mezen. Flight Medic Shawn Thumma and Kaity Skelley were unable to attend. These citizens teamed together to perform life-saving CPR.



Firefighter/Paramedic Bruce Lowrie was honored by the Kitsap County Sheriff's Office for his medical assistance during a dangerous active shooter event on Bainbridge Island.



Captain Jacob Gillanders and Firefighter Tevya Friedman responded to floods and other natural disasters around the world in 2018. All volunteers with Empact NW give up their own vacation time, and resources, to help others in devastating circumstances.

Captain Gillanders is co-founder and executive director of Empact NW, providing emergency services to communities throughout the world who have suffered a catastrophic event. Gillanders was awarded Kitsap County's distinguished "20 under 40" award for the amazing impact he's had on communities around the globe.



Finance Manager Wendy Luther is presented with an "Award of Excellence" in appreciation of her out-standing performance.



"Presented in recognition of outstanding accomplishment in the stewardship of public resources" Office of Wa State Auditor



Poulsbo Fire Commissioner Dave Ellingson, also President of the Kitsap County Fire Commissioners and former President of the Washington State Fire Commissioner Board of Directors, presents retired Chief Jeffrey Griffin with an award of excellence for his work as a board member of the Washington State Fire Chiefs.