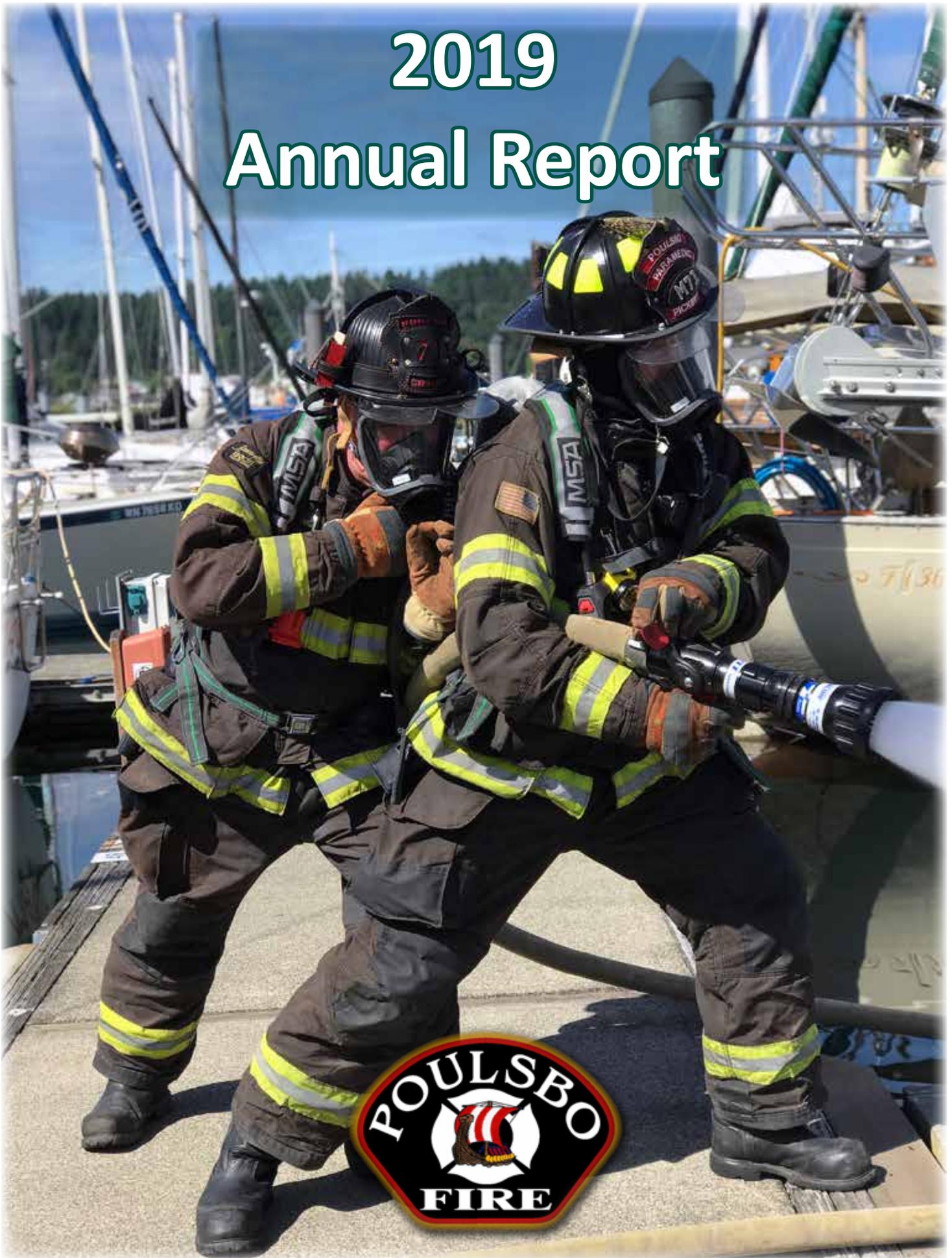


# 2019 Annual Report



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# About the Department

## Board of Fire Commissioners

**David Ellingson**  
**James Ingalls**  
**Darryl Milton**  
**Chris Quinn**  
**Jeff Uberuaga**

## Leadership Staff

**James Gillard**  
Fire Chief  
**Bruce Peterson**  
Deputy Chief  
**Jeff Russell**  
Deputy Chief  
**Lise Alkire**  
Admin Serv/Human Res Mgr  
**Wendy Luther**  
Finance Manager  
**Craig Becker**  
Battalion Chief - A Shift  
**Chris Rahl**  
Battalion Chief - B Shift  
**Justin Zeigler**  
Battalion Chief - C Shift  
**Shane Anderson**  
Battalion Chief - Training  
**Kurt Krech**  
Battalion Chief - Volunteers  
**Brett Annear**  
Fleet Manager

The Poulsbo Fire Department provides 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, career firefighters supported by emergency response volunteers and administrative and support employees.

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.



# Letter from the Fire Chief

I respectfully submit this annual report for 2019 to Kitsap County Fire District #18 Board of Commissioners and to the citizens we are privileged to serve. Today's Poulsbo Fire Department is a professional all-hazards emergency response agency: which provides advanced life support; special operations; and modern community risk reduction programs. Despite our growth and evolution into a paid department, we are well grounded in our roots as a traditional all-volunteer fire department dedicated to protecting their community. Since 1936, the Poulsbo Fire Department has existed for that one simple reason; to safeguard our families, homes, and businesses. This is our mission, our obligation, and our privilege. We take it very seriously.

**Growth:** In 2019 the Poulsbo Fire Department responded to over 4,000 emergency incidents, averaging over 11 calls per day. Despite the continuing increase in call volume, we have maintained one of the fastest average response times to emergency incidents in Kitsap County. 2019 not only brought an increase in the number of calls, but crews also faced extremely challenging incidents. At some emergencies, firefighters took extraordinary personal risks. They performed rescues in dangerous life-threatening situations, under intense time pressure.

**Advancement:** The department saw substantial changes to the leadership team of our three rotating shifts in 2019. At the beginning of the year Battalion Chief Jeff

Russell was selected to fill the Deputy Chief of Operations position, which had been vacant since the economic downturn in 2010. Then in June, Battalion Chief Chris Morrison retired, after serving the community for 36 years. While this leaves us with an experience deficit, the resulting promotions of new battalion chiefs, captains, and lieutenants has created the opportunity to reinvigorate our shifts with fresh leadership and renewed motivation. Also in 2019, our Office Assistant Holly Randall retired after six years with the department, initiating a re-organization of our front office

staff which continues our effort to improve the efficiency of the department's administrative functions.

**Sustainability:** The department achieved much needed financial stability with the renewal of the EMS Levy during the 2019 general election.

This allowed the department to continue providing advanced emergency medical services. Sustaining our service levels and meeting the needs of our rapidly growing community, as efficiently as possible, is a primary focus of our planning and budgeting process.

This annual report provides the details of our 83rd year of protecting this community. I am proud of the Poulsbo Fire Department's heritage, but even more proud of how we have evolved into a modern fire department. We are committed to providing the highest level of service in a humble and respectful manner, which this community expects and deserves.



*Respectfully Submitted,*

*Jim Gillard*

*Fire Chief*

# About Our Community

The waters of Liberty Bay and surrounding lands have been occupied by the people of the Suquamish Tribe for millennia. The department is appreciative of its positive partnership with the Suquamish Tribe.

Poulsbo was originally established on the eastern shores of Liberty Bay in the late 19th century. Many of the original settlers were immigrants from Norway who were fishermen, loggers, and farmers. It is said that those first residents were amazed at how the Puget Sound Region reminded them of their homeland. For the next 50 years, the fishing industry was a primary economic source for Poulsbo. While those local fisheries are no longer commercially viable, Poulsbo continues to be influenced by our fishing heritage, Norwegian and Native American influences, and strong maritime ties.

Our community, like all communities, has specific risks which make it unique. Downtown Poulsbo is one of those risks. Being only a one hour trip from Seattle via ferry, downtown sits on the eastern shore of Liberty Bay with several blocks of connected buildings used as retail space and residential apartments. Several thousand tourists visit downtown each year. While an attraction, this area provides limited access, narrow roadways and limited or no fire protection. Downtown Poulsbo burned in the 1930's and was rebuilt prior to modern fire protection requirements.

There are three marinas inside the city, mooring nearly 1,000 pleasure craft and commercial vessels. Limited access to these vessels is one of the risks as some of the dock accesses are over 1,000 feet from shore. In addition, Poulsbo is home to one nursing home and rehabilitation center and two assisted living facilities with dementia care units. Over the past twenty years, Poulsbo has become a medical hub. There are two oncology treatment centers, a dialysis center, several general practice and specialist medical offices, a birthing center, two medical imaging facilities, and a minor day-surgery center.

Poulsbo's fire department provides services to unincorporated areas around Poulsbo. Our western fire district border is the Hood Canal with several miles of shoreline. We provide service to the Hood Canal Bridge which is the longest saltwater floating bridge in the world measuring a mile and a half in length.

In the south end of the district is the town of Keyport, on the western shores of Liberty Bay. Keyport has a small marina, commercial businesses, and several hundred residences built on small lots, with limited access.

In addition, there are two military installations along the southern border of our district. These facilities are served by Navy Region Northwest Fire Department. Poulsbo Fire provides Advanced Life Support and transport services for these installations. Navy Region Northwest Fire Department and Poulsbo Fire Department continue to enjoy a close working relationship.

The town of Port Gamble is located on the northern tip of the fire district. Port Gamble was established in 1852 producing wood and lumber exports for nearly 150 years. Today, the lumber mill is gone, but this picturesque town



maintains several historic residential homes and commercial buildings. Port Gamble is a popular wedding location and hosts multiple events and festivals each year. Some of the risks unique to Port Gamble are the remote location; a water system which is not designed to

support firefighting operations; increased population during festivals and events; and the challenges presented because of historic construction methods.

Large warehouse and manufacturing came to unincorporated Poulsbo 30 years ago. Twelve Trees is an industrial park located a few miles north of the City of Poulsbo and is over one million square feet of commercial warehouse space. Within the complex, there are several manufacturers from furniture to limb prosthetics as well as storage facilities and office space. Modern fire protection systems have been installed in these buildings, making these facilities much safer. Risks include materials used in manufacturing and providing emergency medical services to occupants. The Poulsbo Fire Department is committed to protecting the lives, property, and environment of this great community.

*Jeff Russell*

*Deputy Chief*

# Operations

## Total call volume

The Poulsbo Fire Department is an all-hazards emergency response agency. These emergency incidents include fires, medical emergencies, vehicle accidents, water rescues, hazardous material emergencies, and other types of specialized technical rescues. Our emergency responders also participate in fire prevention activities, train extensively to maintain technical proficiency, and assist in community outreach. Of the 51 full-time employees of the department, 46 are emergency responders with 40 of our members assigned to 24 hour shift work. In addition, there is a small and dedicated group of volunteers providing support to the organization.

In total, the fire department responded to 4,087 incidents which included providing assistance to our partner fire department agencies. This is an increase of 97 calls over 2018's call volume. We continually assess our risks and capabilities to determine the best use of resources to provide service to our community.

## High Priority Incidents

In 2019, Poulsbo Fire Department's average response time to high priority incidents was 6:02 minutes from dispatch to arrival. We have the second fastest response time in Kitsap County and only 7 seconds from holding the number one position.

High priority incidents are dispatched as priority "1" or "2" calls; for example, residential structure fires, CPR calls, and critical rescues. Responses to these call types are closely monitored for areas of improvement.

Calls such as welfare checks, burning complaints, and lift assists are responded to immediately, but without lights and sirens.

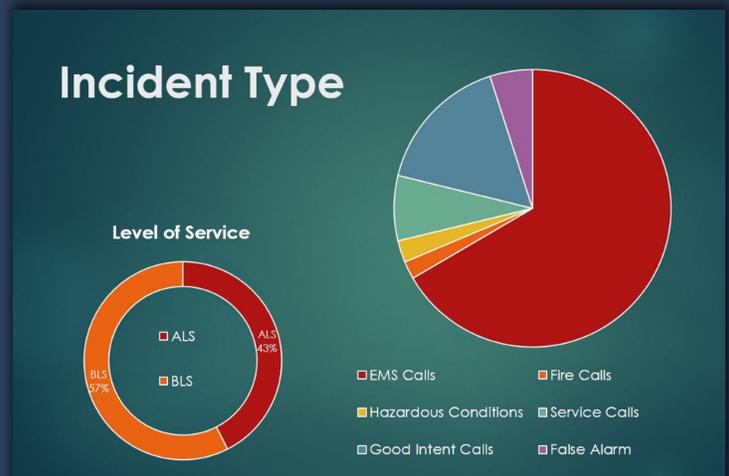
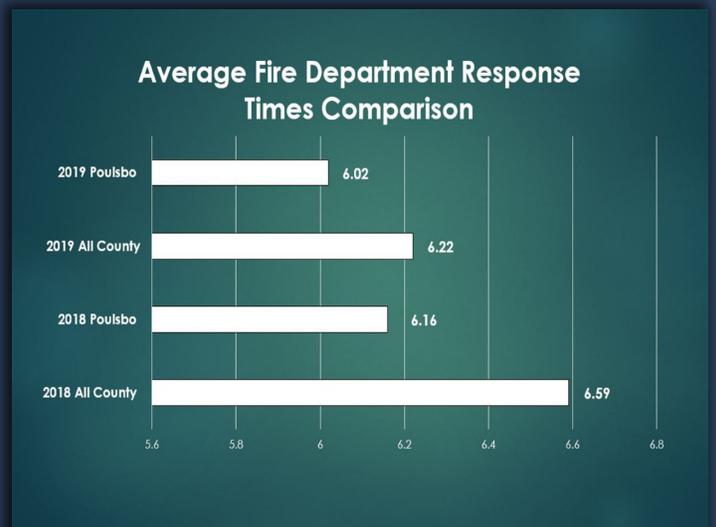
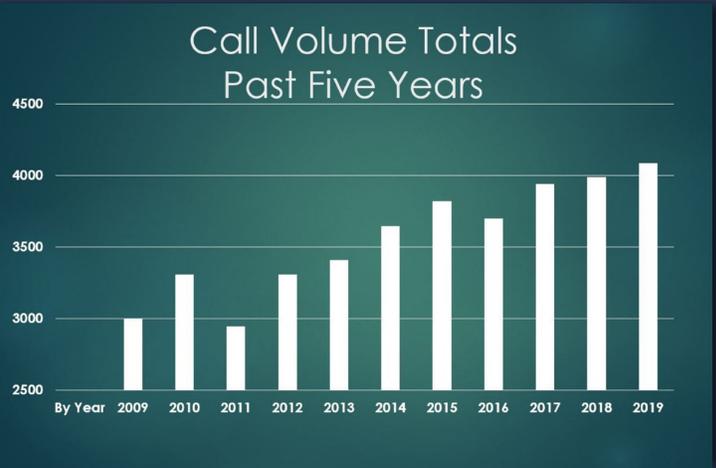
## Type of calls

Overall, the calls for 2019 were 66% EMS rescue, and 34% fire and service-related calls. The more specific breakdown is as follows:

- 2,722 EMS calls
  - 663 Good intent calls
  - 310 Service calls
  - 203 False alarms
  - 104 Hazardous conditions
  - 85 Fire calls

Levels of service:

Of the EMS calls, 1,158 were for Advanced Life Support (ALS) and 1,564 were for Basic Life Support (BLS).



# Operations

## Fire

Poulsbo Fire Department recognizes firefighting is a high risk event as it is inherently dangerous. To combat these dangers, we train to industry best practices and provide our personnel with the most capable fire service equipment possible. Each engine is carefully designed to meet the needs of our community. Each engine carries 500 gallons or water or more. For families that reside outside of hydranted areas, the district has two water tenders that can respond with 3000 gallons of water each.



## Technical Rescue

Poulsbo Fire participates in the Kitsap County and Washington State Region II Special Operations Teams. These teams provide services to regional fire districts and law enforcement agencies in technical rescue specialties that include rope rescue, confined space rescue, trench collapse rescue, and structural collapse rescue. All members assigned to these teams go through extensive training in these rescue specialties, as well as advanced response and incident management training. As a clear example of interoperability, they are an available resource for every resident in Kitsap County.



## Marine

Our program includes two dedicated marine apparatus that provides fire and rescue support for more than 20 miles of shoreline in our fire district. Marine 71 is a trailerable Safeboat used to launch in remote locations and assist in shallow operations where a larger vessel would be impractical. Marine 74, moored in Liberty Bay, is a designated fire and rescue boat. Special training is required for all our marine pilots who operate the vessel while responding to emergencies. Marine 74 was designed to be CBRN (chemical, biological, radiological, nuclear) response capable.

Poulsbo Fire also works closely with Poulsbo Police to mitigate water related emergencies on Liberty Bay.



## Extrication

Having an adequate number of firefighters, designated rescue units, and rescue equipment is essential to the mitigation of these events. Firefighters are serious about their ability to respond to all types of vehicle accidents. From electric to commercial vehicles, each requires careful consideration while mitigating the emergency. Each crew is supported with the industry's best rescue tools and equipment carried by our fire engine apparatus.



# EMS

Life Safety is the highest priority for Poulsbo Fire. All uniformed personnel and emergency vehicles are a part of the EMS delivery system. Accounting for a majority of emergency responses, the department responded to 2,722 EMS-related calls in 2019.

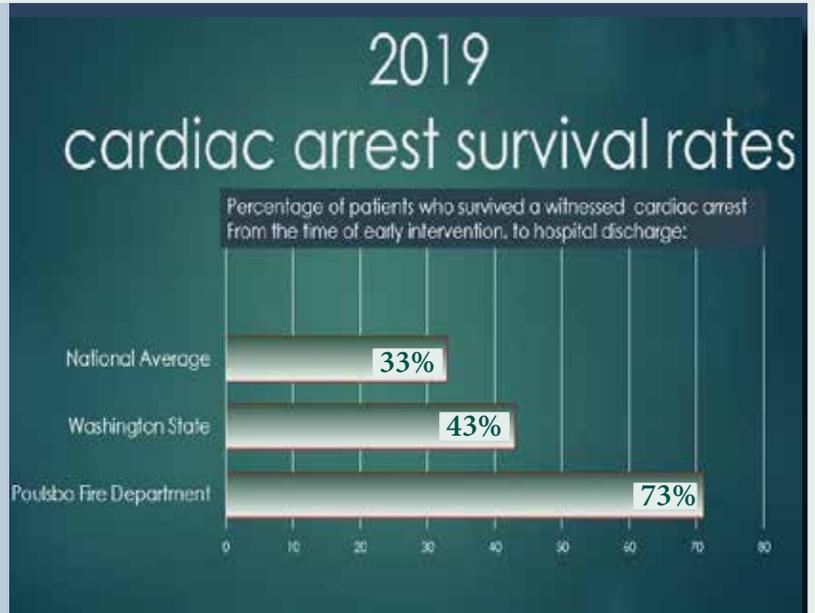
All officers and firefighters are certified as either Emergency Medical Technicians (FF/EMT) or Paramedics (FF/PM). EMTs are the first line of care and provide excellent Basic Life Support (BLS), including non-invasive airway management techniques, CPR, bleeding control, automated cardiac defibrillation, and administer several emergency medications. Our paramedics add to this care by providing Advanced Life Support (ALS); advanced cardiac monitoring, manual cardiac pacing and defibrillation, advanced airways, and deliver a wide range of medications including pain management. Our EMTs and paramedics work under the license of the county medical program director, Dr. Joe Hoffman and the district's EMS program is managed by Captain Jake Gillanders.

Units providing ALS level of care are designated as "medic units," units providing BLS level of care are designated as "aid units." Staffing provides for personnel to manage three transport units, with two units providing ALS level of care. In 2019 the district transported 1,699 patients to area hospitals, or about 65% of all EMS calls. The only regular fee for service is for patient transports to the hospital. This allowed for \$910,004 in revenue and is the district's largest non-tax related source of funding. The district does not regularly charge for response to emergencies, only for patient transport.



The district is proud to share updated "Utstein-style" (a form of cardiac arrest reporting from witnessed, to post hospital) survival numbers. While the overall national average for Utstein cardiac arrest survival is around 33% and Washington State's lands at 43%, the department was able to achieve a survival rate of 73% for all cardiac arrests that meet the inclusion criteria!

The district's significant jump in cardiac arrest survival rate is due to improved training, improved equipment, and advancements in the science of cardiac arrest. Additionally, one of the most important components in survival is bystander CPR. Poulsbo's caring citizens started CPR before EMS arrival in 53.8% of all witnessed cardiac arrests, which is more than 10% higher than the national average for bystander CPR. The public can take great pride in increasing CPR survival rates; great job Poulsbo!



# Stations and Staffing

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 an engine, however all are cross-trained to operate all of department apparatus. Our normal staffing is:

## Station 71:

This is the busiest station and the headquarters. 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:

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:

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:

Located 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.

## Breakdown of unit responses

\*Note-more than one unit normally responds, to ensure proper resources



# Fleet

## Service Manager Brett Annear

Brett Annear has an incredible mechanical mind. He oversees and maintains a fleet of 39 emergency and support apparatus, numerous small tools, and equipment. Brett provides single source service for the fleet including equipment design, specification, and inservice preparation.



## Apparatus List

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

- 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, 1996 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)



# Training

In support of an all hazards fire department, training is rigorous and continual. Emergencies can be high risk, such as structure fires or technical rescue. Prio to these events happening, advanced training is essential.

The training division identified three focus topics for the year: agency interoperability; marine fire/rescue; and, emergency scene coordination. Interoperability training is held at the Pioneer Hill Station 77 in the form of multi company operations (MCO). Crews are able to demonstrate advanced firemanship and technical rescue skills while training with neighboring agencies. MCO training is the foundation to address large-scale emergency incidents.

Marine operations training has focused on the continued training of boat operators and deckhands. Great care is taken to make sure that firefighters are prepared to manage water and shoreline emergency incidents.

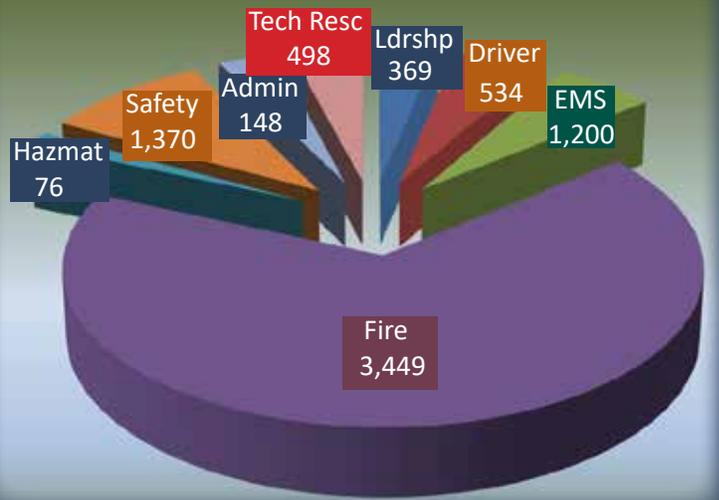
Communication is vital to the mitigation of high risk events. In 2019, Poulsbo firefighters engaged in emergency scene coordination training as Kitsap County Incident Management Procedures were updated.

Firefighters are dedicated, compassionate, hard-driving professionals. They are devoted to the people they serve. Training is a big part of what they do, learning each other's strengths and weaknesses. They take care of each other, so they can take care of the citizens they serve.



*Upper left: Paramedic/Firefighter Ryan Sommer trains with Officer Jack Meikle from North Kitsap Fire and Rescue.*

## Training hours:



*Below: Firefighters from different departments receive training in multi company operations.*



## 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.



*Poulsbo crews join other firefighters from across three counties. Last August, a fast moving brush fire threatened homes in Mason County.*

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 contact family members. They ensure that no one is left to grieve alone.



*The Red Cross generously supplied our community with smoke alarms, and teamed up with Poulsbo Fire to install nearly 200 alarms.*



# Public Education

*Poulsbo Fire teaches tourniquet application to NKHS.*

Poulsbo Fire places a high priority on saving lives and property through community outreach. By providing education through school programs, CPR and First Aid classes, injury prevention coalitions, service and civic club partnerships, public events and more, your department is working hard to reduce preventable injuries. Firefighters strive to help all ages take emergency and safety precautions seriously.

## 1,090 Students reached

- 190 Elementary students visited
- 500 Students' families reached with fire escape planning
- 150 Daycare and preschool students visited
- 200 High school students taught CPR
- 50 High school students taught "Stop the Bleed"

## 170 Citizens completed CPR training

- 140 Citizens certified - American Heart Association
- 30 Citizens trained in "Hands-only" CPR

## 760 Contacts via outreach presentations

- 650 Citizens reached with fire prevention information
- 60 Citizens reached with fire extinguisher training
- 50 Citizens trained in "Stop the Bleed" program

## 1050 Contacts via community events

- 900 Citizens reached through 8 community events
- 150 Citizens reached through four open houses

## 320 Personal safety measures

- 190 Smoke alarms installed in homes
- 60 Bicycle helmets custom fit
- 30 Lifejackets fit and/or supplied to loaner boards
- 40 Car seats inspected and installed



*To schedule a car seat check email [jmatson@poulsbofire.org](mailto:jmatson@poulsbofire.org)*



**BEST PRACTICE RECOMMENDATIONS FOR CHILDREN**

AGES	Birth	1	2	3	4	5	6	7	8	9	10	11	12	13+
<b>Rear-Facing</b>														
<b>Forward-Facing with Harness</b>														
<b>Booster Seat</b>														
<b>Seat Belt</b>														

Washington requires use of restraints according to vehicle and car/booster seat manufacturer's instruction.

# Prevention

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

The City of Poulsbo is experiencing tremendous growth resulting in several multiple unit developments in the planning stages or under construction. There are also several larger apartment complexes and townhouses being developed. Front Street and Downtown Poulsbo redevelopment are in the planning stages - including the addition of a new breakwater and dock complex at the Port of Poulsbo, the final development of Poulsbo Place, and several smaller projects. The Olhava area has two multi-family housing projects in development, along with a tire store, a light industrial project, and a restaurant.

2019 closed out with the beginning of a new tracking system for burn permits. Fire departments throughout Kitsap County worked to incorporate First Due's "Community Connect" for online burn permits. For more information and easy access, go to [www.Poulsbofire.org](http://www.Poulsbofire.org).

## **2019 by the numbers:**

27 pre-applications for new projects, along with numerous remodel projects which included:

- 9 commercial building reviews
- 8 multi-family residential project reviews
- 3 planned unit development reviews
- 2 food trucks
- 2 multi-family apartment complexes
- 1 hotel
- 1 restaurant
- 1 tire store

10 major projects completed:

- 2 multi-family apartment complexes
- 3 planned unit developments in progress
- 1 restaurant
- 1 multi-use retail/restaurant
- 3 story mini storage building



*Deputy Chief Peterson and Deputy Chief Russell check water flow and attend the final inspection of Arendal Apartments on Viking Avenue.*



*The summer of 2019 was another dry season, with county-wide fire safety burn bans and fireworks restrictions. This swift moving fire occurred with nearby over-grown dry vegetation. It could have had tragic consequences for the neighborhood. To learn more about wildfire potential and how to increase "defensible space" around your home, contact the department at 360 779-3997.*

# Finance

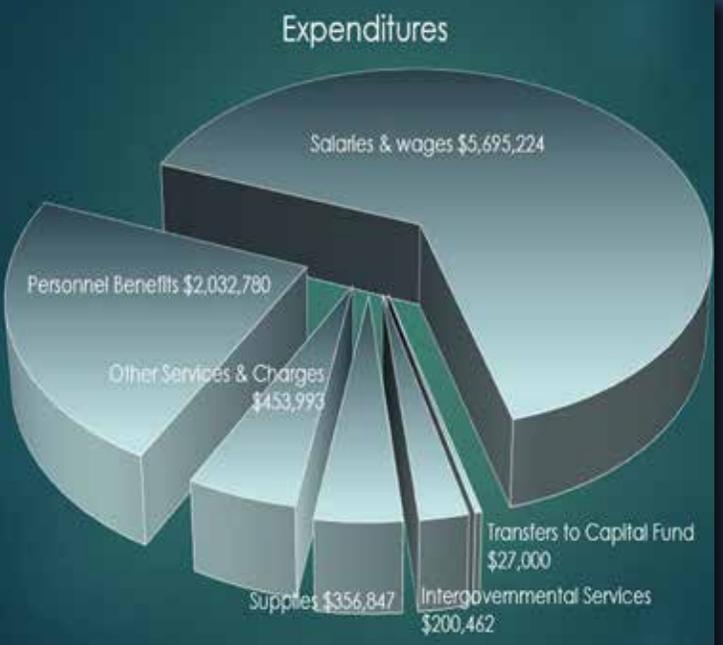
Poulsbo Fire Department is primarily funded through property taxes, referred to as levies. The normal levies are a permanent fire levy and a six-year EMS levy. In 2019, this provided 78% of the district's revenue. Additional revenue was generated through a six-year capital bond that was approved in 2013, and a fee for service patient transport and Ground Emergency Medical Transportation (GEMT) program.

In 2019 GEMT generated \$1,304,871. GEMT is a result of House Bill 2007 passed in the 2015-16 legislative session. This program provides supplemental payments to publicly owned or operated qualified GEMT providers. These payments cover the funding gap between actual costs per GEMT transport and allowable amounts received from Medicaid and any other sources of reimbursement.

Included in the 2019 GEMT payments was a one-time Managed Care reimbursement for 2017 amounting to \$578,834. The district has designated GEMT funds for purchase of equipment and necessary repairs. The program will continue to be reviewed and analyzed to determine its sustainability and budget impact.

Poulsbo Fire strives for fiscal responsibility, controlling costs and transparency. As a public agency our revenue source is linked to stable income from taxes, limited by state law. Approved by voters in 2018 for collection in 2019, a lid lift brought the fire levy back to the maximum of \$1.50/\$1,000. This ensures the District's ability to keep pace with inflation and costs necessary to sustain service levels in our growing community.

The annual expenditure budget is approved by the elected board of commissioners. A Citizens' Budget Review Committee annually reviews and provides input to financial operations. An adoption of the district's five-year projections is used as a planning tool to ensure financial sustainability and the ability to grow with the community while maintaining service levels.



## 2019 OPERATIONAL BUDGET OVERVIEW

Revenue (Budgeted)	\$9,490,298	Revenue (Actual)	\$11,070,586
Expenses (Budgeted)	\$9,232,791	Expenses (Actual)	\$8,766,306

# Retirements

2019 marked the end of an era for the fire department when longtime firefighter Battalion Chief (BC) Chris Morrison retired after serving our community for more than three decades. BC Morrison first joined the department in 1979 as a volunteer, then becoming a resident along with three others, at the old Headquarters Station in 1980. In 1981, Chris attended Medic One paramedic training at Harborview Medical Center in Seattle, completing the program in June of 1982 and was hired full time by the department in September of that year. Due to budget constraints the department could not afford the expenses associated with the state's proctoring requirements. This was the final step in becoming a licensed paramedic, and Chris was let go. But as the saying goes, when one door closes, another opens.

For Chris this meant that he was hired in Wenatchee, where he spent one year. Then Poulsbo Fire came knocking once again and Chris was hired back in October of 1983 where he remained for the next 36 years. Chris worked his way up the ranks, retiring as battalion chief. In addition to being the "A" shift supervisor, BC Morrison also served as the department's medical officer making extraordinary improvements in our service delivery and solidifying relationships with other healthcare and law enforcement professionals in Kitsap County. On behalf of the community, first responder and healthcare colleagues, and the Poulsbo Fire Department family, thank you BC Chief Morrison.

2019 also was the year the department's office assistant, Holly Randall, retired from public service. A Pacific Northwest native, Ms. Randall came to us via her last post in Arizona. She is a graduate of the University of Minnesota and, prior to her stint in Arizona, served as a librarian for the Perkins Coie law firm in Seattle. We were fortunate to have Holly with us for the last six years of her career and hope she is enjoying a very well deserved retirement!

Commissioner Conrad Green retired after serving the community for 13 years. Green was presented with an award of excellence from the Washington State Fire Commissioners.

*Chris Morrison as a paramedic firefighter at the new headquarters Station 71 -1991 B.C.*



*Battalion Chief Morrison during his career celebration -2019*



*"Thank you (Chris) for helping to shape the department into what it is today."  
Fire Chief Gillard*

*Holly Randall*



*Dave Green (son), Judy Green (wife), Conrad Green*

# Human Resources

*Left to right: Deputy Chief of Operations Jeff Russell, Battalion Chief Justin Zeigler, Captain Jake Gillanders, Lieutenant Travis Beach.*

## Promotions

Changes and advancements within Poulsbo Fire Department in 2019 led to well deserved promotions. The department is fortunate to have the talent and dedication within its ranks for great successorship. Many of these firefighters have worked for Poulsbo Fire for decades. Along with the promotion of Jeff Russell from Battalion Chief (BC) to the Deputy Chief position, left vacant since 2010, the following officer promotions took place in December. Captain Zeigler to BC, Lieutenant (Lt) Gillanders to Captain, Firefighter/Paramedic (FF/PM) Beach to Lt.

BC Morrison's retirement initiated a cascade of promotional opportunities that required rigorous advancement testing and oral boards. We are pleased to announce the following promotions that took place in June. With them came new ideas, leadership, and energy. FF/Par Eader to Lt, Lt Ramey to Captain, FF/PM Lowrie to Lt, Lt Vay to Captain, and Captain Becker to BC.



*Left to right: Lieutenant Bryson Eader, Captain Brian Ramey, Lieutenant Bruce Lowrie, Captain Kevin Vay, Battalion Chief Craig Becker.*

## New Hires

The department welcomed three new members in 2019. FF/Paramedic Erik Payne and his family have lived in our community for several years, but he worked for Clallam County Fire District #3 in Sequim. When the opportunity arose to join Poulsbo Fire, Erik jumped at the chance and he has proven himself to be an experienced and empathetic member of the team. FF/EMT Travis McCarthy joined the department after having been in the first class of career firefighters at Kittitas Valley Fire & Rescue, which provides service to Ellensburg and the surrounding area. FF McCarthy is a very down-to-earth young man who embodies the spirit of a public servant and is a true asset to the community. FF/Paramedic Jeremy Rosenau grew up in eastern Washington, graduating from Wenatchee High School. After graduation from the University of Iowa's paramedic education program, his goal was to return home. Or at least close enough that he could regularly visit his family, particularly his twin brother. FF/PM Rosenau is a talented paramedic with a demeanor that belies his youth and he is a shining example of the next generation of the fire service. A big welcome to all of you!



*FF/EMT Curtis Lightner passes his one-year probation and is sworn in by Chairman of the Board Jim Ingalls.*

*Left to right: FF/Paramedic Erik Payne, FF/EMT Travis McCarthy, and FF/Paramedic Jeremy Rosenau*



## Recognitions & Awards



*Chief Gillard presents retired Battalion Chief Chris Morrison with an honorary helmet shield.*



*Commissioner Conrad Green retired at the end of 2019 after three terms with the department. Green received a well deserved "Award of Appreciation" by the department.*



*Firefighter Marty Ellis receives the "Award of Excellence" from the Board of Fire Commissioners for his outstanding work in coordinating the department's peer support program.*

## Above & Beyond



*What appeared to be a perfect day to do yard work turned into a trip to the emergency room. The Poulsbo resident suffered a fall down her concrete stairs while carrying her lawn clippings. Medic 72 transported the woman. Engine 71 stayed back to finish mowing her lawn." (This post generated more than 100 positive comments which included...)*

*"What an incredible gesture! I'm sure you are heroes in her eyes, as well as mine, and the eyes of others. Awesome!"*

*"My wife might push me down stairs if she thought she might get to watch a handsome firefighter mow our lawn."*



*Poulsbo firefighters help Hurricane Dorian victims. Two employees volunteering with Empact NW, Firefighter Tevya Friedman and Captain Jake Gillanders, were deployed for a seven-day mission performing urban search and rescue operations. This photo of a destroyed house was taken in the Treasure Cay community of Abaco Island, Bahamas - after Hurricane Dorian. It shows the signage used after they immediately finished searching the ravaged home.*