

POULSBO FIRE DEPARTMENT

annual report 2022



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FIRE CHIEF REPORT

FIRE CHIEF JIM GILLARD



The mission of the Poulsbo Fire Department is to protect and enhance the safety and well-being of our community. Our organization has been dedicated to this mission since the inception of the Poulsbo Fire Department in 1936. Evolving from an all-volunteer fire department into a professional all-hazards emergency response agency, our commitment to protecting our community has remained constant. I submit this annual report for 2022 to the Board of Commissioners and the community we are privileged to serve.

While the COVID-19 pandemic was drawing to a close, new challenges and opportunities arose in 2022. Of most concern to the safety of our community was the Saint Michael Medical Center's Emergency Department crisis, which led to long delays in hospital staff taking over care for emergency medical services patients. This impacted not only the level of care provided to our patients, but also impacted our emergency response readiness as our crews continued to provide care at the hospital, awaiting the availability of emergency department staff. This crisis created an opportunity to build a strong collaboration between fire chiefs, public health officials, emergency physicians, elected officials, and eventually hospital administrators working to find solutions that will improve the health and safety of our community.

In the general election, the community approved the fire levy renewal proving the funding necessary for the department to maintain service levels through the continued implementation of the [strategic plan](#). The [strategic plan](#) provides for the concurrent growth in the fire department to keep pace with our growing community, which includes the initial steps towards constructing a new fire station on Viking Avenue and adding emergency response personnel to fully staff the station. This also allowed for adding a finance specialist and fleet mechanic to our support staff.

The department's fleet saw the addition of a new four-wheel drive emergency response vehicle capable of responding to wildland fires and all-hazards emergency response during inclement weather. The department also received delivery of a new fire engine that is a replacement, provided by the manufacturer at no cost, for an engine initially purchased in 2016 that was returned to the manufacturer in 2019 due to significant reliability issues.

With the ongoing support of our community, the department continues to move forward in our commitment to meet our [service level objectives](#) in providing for the health and safety of our community, as this department exists for one reason, "them."

Jim Gillard

ABOUT POULSBO FIRE



OUR MOTTO: "THEM"

Every action is to be done with the mindset of serving those that rely upon us for their safety and well-being. It is about those we serve, those we serve with, and those who allow us to serve.



MISSION

The mission of the Poulsbo Fire Department is to protect and enhance the safety and well-being of our community.



VISION

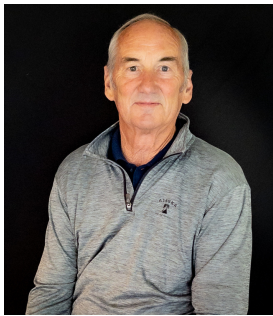
Our vision is to build upon the community's trust in us to protect their family, neighbors, and property as we would our own.

LEADERSHIP



Board of Fire Commissioners

JEFF UBERUAGA
CHAIRMAN-FIRE COMMISSIONER



JIM INGALLS
FIRE COMMISSIONER



DARRYL MILTON
FIRE COMMISSIONER



DAVE ELLINGSON
FIRE COMMISSIONER



CHRIS QUINN
TREASURER
FIRE COMMISSIONER

Department Leadership

Jim Gillard
FIRE CHIEF

Shane Anderson
BATALLION CHIEF-TRAINING

Justin Zeigler
BATALLION CHIEF - B SHIFT

Kurt Krech
BATALLION CHIEF - VOLUNTEER

Jake Gillanders
MEDICAL OFFICER

Lise Alkire
HUMAN RESOURCES MANAGER

Brett Annear
FLEET MANAGER

Jeff Russell
DEPUTY FIRE CHIEF

Chris Rahl
BATALLION CHIEF - A SHIFT

Craig Becker
BATALLION CHIEF - C SHIFT

Tom Harvey
DEPUTY FIRE MARSHAL

Wendy Luther
FINANCE MANAGER

Nichole Sawyers
ADMINISTRATIVE SERVICES MANAGER

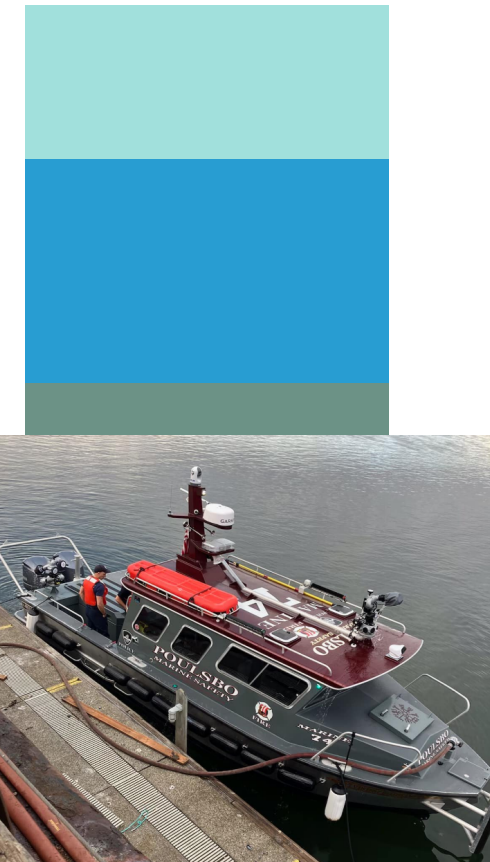
OPERATIONS

Post-Pandemic: A New Normal

In 2022, the Centers for Disease Control (CDC), Washington State Department of Health and Washington State Labor and Industries (L&I) eased several workplace restrictions related to COVID. As a result, Poulsbo Fire Department was able to re-implement many pre-pandemic services. This included fire & life safety inspections, pre-fire planning, firefighter building familiarization, opening station meeting facilities to community groups, providing fire safety programs to elementary schools, fire station open houses and fire station tours. While these programs support a safer community, it is the men and women of the Poulsbo Fire Department who committed themselves to providing emergency services throughout the pandemic which cannot be overstated. Use of increased respiratory precautions (N95 masks) for all patient contacts continued as part of our firefighter baseline personal protective equipment throughout 2022.

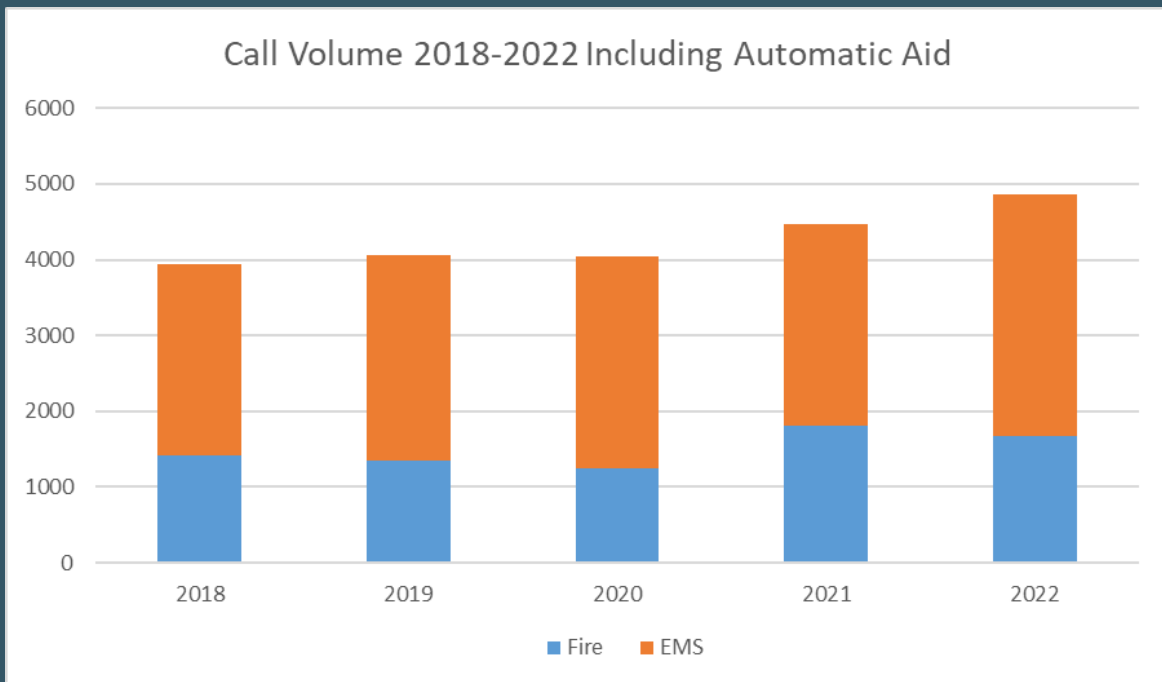
The Poulsbo Fire Department expanded marine response capabilities in 2022. We had four firefighters become certified as rescue swimmers. The primary goal of the rescue swimmer is to rescue victims in the water close to our shorelines where marine assets may take extend time to arrive or where not practical for marine assets to maneuver close to victims who are trapped in the water. After a short pilot program in 2021, one of our marine units was moored at the Lofall Dock south of the Hood Canal Bridge from May through September in 2022. With very limited emergency response marine assets on the Hood Canal, this marine unit is able to provide assistance to many areas which would not receive timely help otherwise.

Wildland firefighting capabilities were also expanded in 2022. In May, the fire department took delivery of a fire engine specifically built to fight wildland fires. Much smaller than our traditional fire engines, this engine is built on a pickup truck chassis designed for maneuverability in areas with limited accessibility. With the growing popularity of Port Gamble along with more residential development in wooded areas throughout the North Kitsap Peninsula, our firefighters will be more effective in mitigating these types of incidents.



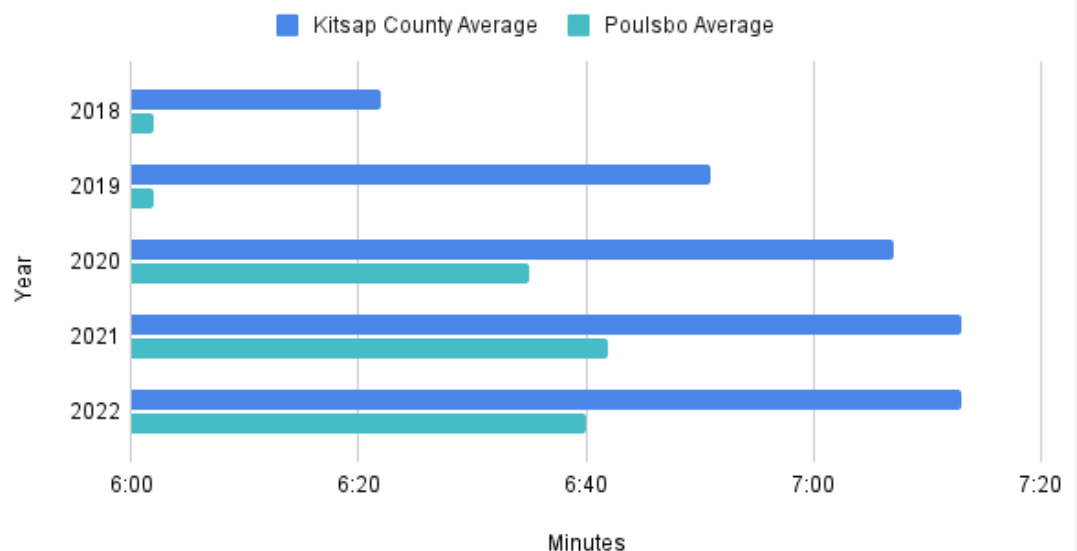
OPERATIONS

Post-Pandemic: A New Normal



Demand for services continued to increase. In 2022, we responded to 4,864 calls (including 378 mutual aid responses assisting other fire departments) while maintaining a faster response time than the Kitsap County average.

Priority 1 and 2 Response Times



Special Operations



RAPID ENTRY RESCUE SWIMMER PROGRAM

Poulsbo Fire Department currently has four active rescue swimmers trained to respond to emergencies that involve water rescue, assessment, and rendering medical aid to persons in distress. The department's rescue swimmers are exposed to all elements, including the waters of the Puget Sound, which has an average temperature of 46.4 degrees. Training involves a 40-hour class, specific fitness requirements, and ongoing training to ensure their safety. Each rescue swimmer is equipped with a manually inflated personal flotation device, mask, snorkel, fins, and weight belt.

TECHNICAL RESCUE

Captain Jake Gillanders leads the Kitsap County Special Operations Team (KSORT). KSORT provides technical and specialty rescue services. Currently, four members from the Poulsbo Fire Department serve on this team. In 2022, the department added two remote search cameras to utilize during structural collapse incidents.



WILDLAND

Poulsbo Fire Department currently has eight career members and several volunteers that make up the Poulsbo Wildland Team (PWT). The PWT is specially trained and equipped for local, state, and federal mobilization. In 2021 the PWT began developing a "community risk reduction" program to address natural disasters, including local risk management and prevention of wildland fires. In 2022, Poulsbo Fire Department responded to 22 brush fires. With the addition of our new multi-use "brush truck" in 2022, the department has been able to increase our strength and capability in fighting wildland fires.

MARINE

The marine program includes two dedicated marine apparatus that provide fire and rescue support for more than 20 miles of shoreline in the fire district. Marine 71 is a 19ft Safe Boat positioned to respond to the Hood Canal and Marine 74 is a 28ft North River Fire Boat stationed at the Port of Poulsbo for response to Liberty Bay and Puget Sound. All career personnel are trained to operate Marine 71. There are currently 15 qualified pilots for Marine 74, with all response personnel trained as deckhands. In 2022, the department responded to 3 boat fires and 10 water rescues.



COMMUNITY RISK REDUCTION



Poulsbo Fire-Commercial Fire & Life Safety Inspections

Jurisdiction	2017	2018	2019	2020	2021	2022
City of Poulsbo	6	200	19	105	557	389
Kitsap County	1	138	23	36	110	100
Total	7	338	42	141	667	489

Our goal is to educate the public on taking precautions to prevent fires and recognize hazards.

The services that our Deputy Fire Marshall provides to the community of Poulsbo are:

- Conduct plan reviews to ensure new construction and renovations comply with the international fire code
- Improving and implementing changes depending on the results of the report
- Conduct annual fire inspections in commercial buildings to ensure compliance with federal, state, and local codes, laws, and ordinances
- Conduct line safety inspections to assist and make recommendations for our community members in their homes
- Assist with the issuance and installation of key boxes or Knox® boxes for both commercial and residential community members
- Assist community members with the installation and inspection of smoke alarms



COMMUNITY RISK REDUCTION

COMMUNITY ASSISTANCE, REFERRAL, AND EDUCATION SERVICE
CARES TEAM



MEET THE CARES TEAM



JULIE ROGERS

A mental health professional with 15 years of experience in a variety of roles and settings focused on the overall health and well-being of the community.

Julie maintains a Master's Degree in Social Work with a concentration in Integrative Health-Mental Health. She is also a clinically licensed Social Worker with the Department of Health.



GABBIE CAUDILL

Is a substance use disorder professional (SUDP) and has been working in this field for over 10 years. Gabbie maintains a Master of Science degree in forensic psychology and is currently a doctoral student in the field of psychology, specializing in addictions and co-occurring disorders. Gabbie is also a veteran, maintaining experience with the daily struggles our veterans deal with.



DAVID MUSSELMAN

David has been with the Poulsbo Fire Department for the past 25 years as a firefighter/EMT and has just begun his third year as a Crisis Intervention Officer with our CARES Program. Dave's years of service and commitment to our community has provided this unique opportunity to serve the greater North Kitsap Region with responsibility, pride, and dedication.

In 2021 the CARES team was created to provide our community the desperately needed help. Staffed by a firefighter/EMT trained in crisis intervention and a behavioral health professional, the CARES unit is a multidisciplinary team aiming to prevent a crisis by being proactive in the field. The CARES program aims to connect individuals to appropriate care and services, reducing the impact of non-emergency calls on fire and police departments.

Poulsbo Fire CARES accepts fire and police referrals across North Kitsap communities—including Poulsbo, Suquamish, and Bainbridge Island. The team works closely with area schools and service providers to improve access to care. Many of our most vulnerable don't know where to turn during these challenging times. In 2022, the CARES team performed over 550 outreach activities, with 311 individuals receiving assistance from our team and 144 citizens connected to social or healthcare services.

TRAINING



TRAINING HOURS

EMS Training = 336 Hours

This training includes CPR and Emergency Medical Services training.

Fire & Other Training = 8,573 Hours

This training covers the bulk of training for fire suppression, health & safety, and incident management. This training also includes wildland, hazmat, and administrative training.



2022 represented our inaugural year of joint training in Kitsap County under the banner of Kitsap Fire Training Consortium. As a training group made up of Bainbridge Island Fire Department, Bremerton Fire Department, Central Kitsap Fire and Rescue, North Kitsap Fire and Rescue, Poulsbo Fire Department, and South Kitsap Fire and Rescue, joint training focused on an introduction of a county wide firefighter fundamentals manual, apparatus operator, emergency medical, fire operations, health and safety, incident management, and special operations training. Training and staffing was cost shared by all participating departments.

STATIONS & STAFFING

48 Career Personnel

5 Staff Members

4 Stations

E-Engine, M-Medic Unit, BN-Batallion, PM-Paramedic, FF-Firefighter, EMT-Emergency Medical Technician



Station 71 - 911 NE Liberty Rd

Station 71 has five personnel assigned each shift: E71 with a company officer and FF/EMT; M71 with a FF/PM and a FF/EMT; and BN71 with the shift Battalion Chief, who is either an EMT or paramedic.



Station 72 - 28882 Falkner Rd NE

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



Station 77 - 1305 NW Pioneer Hill Rd

Station 77 protects the Viking Ave corridor, Olhava, and Clear Creek communities. Station 77 is staffed with two personnel 24 hours a day; A company officer and FF/PM cross-staffing E77 and M77. Two additional FF/EMTs are assigned to dayshift during peak hours.



Station 73 - 1863 Northeast Pacific Avenue

Station 73 is located in Keyport; this volunteer staffed station houses a basic life support aid unit and a fire engine. It also houses the antique Model T fire engine.

FLEET

NEW ADDITIONS



New Multi-Use Vehicle "Brush Truck"

Our brush truck is a lightweight vehicle that will allow our crews to maneuver to harder-to-reach areas needing fire services. The brush truck is four-wheel drive equipped with a water tank and pump as well as other tools such as chainsaws, axes, and rakes.



Replacement Fire Engine

In 2016, Poulsbo Fire took delivery of two identical fire engines from Spartan ERV at a total cost of \$1.2 million, funded out of the 2015 Capital Bond. While one of the two engines met our expectations for performance, the other proved to be extremely unreliable. With the local dealer unable to resolve the reliability issues, the department began working directly with the manufacturer to find a solution to this ongoing problem. Spartan ERV eventually agreed to replace the fire engine, at NO COST to the department, which was placed into service in May of 2022.

PUSH-IN CEREMONY



Engine 71 Push-In Ceremony

On May 14, 2022, the Poulsbo Fire Department held a "push-in" ceremony where our community and department personnel formally put the new Engine-71 into service.

Push-in ceremonies are a long-held fire service tradition dating back to the 1800s when fire equipment was pulled by horses, requiring them to be disconnected from the horses and pushed back into the station.



FINANCIAL STATEMENT

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. These limitations make it necessary to regularly ask for voter approval to ensure the tax rates keep pace with inflation and costs to sustain service levels for our growing community. To reduce the impact and provide a stable funding stream, levies will be staggered on a six-year cycle. The department continues to pursue revenue sources to reduce the community burden, including expanding fees for services, impact mitigation fees, and state and federal grants. In 2022, the voters of the Fire District approved the restoration and maintenance of the fire levy rate to \$1.50 per \$1,000 of assessed value. The renewed levy of \$1.50 per \$1,000 of assessed value allows the District to properly maintain and support the level of fire protection prevention, emergency medical services, and the protection of life and property in the District.

The department's formal [strategic plan](#), which was adopted in 2021, identified short and long-term capital needs amounting to \$9.35 million. In July 2022, the District issued and sold limited tax general obligation bonds for \$4.24 million. The funds that are provided will be used to acquire, construct, and equip capital improvements to facilities, including a new fire station, and pay issuance costs.

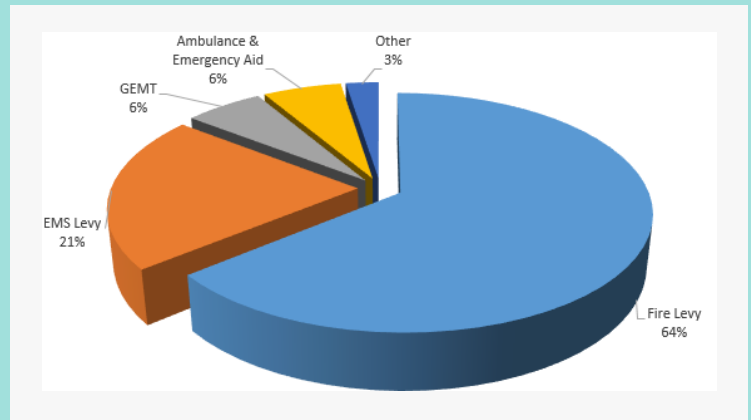


SUMMARY OF FINANCIAL PERFORMANCE

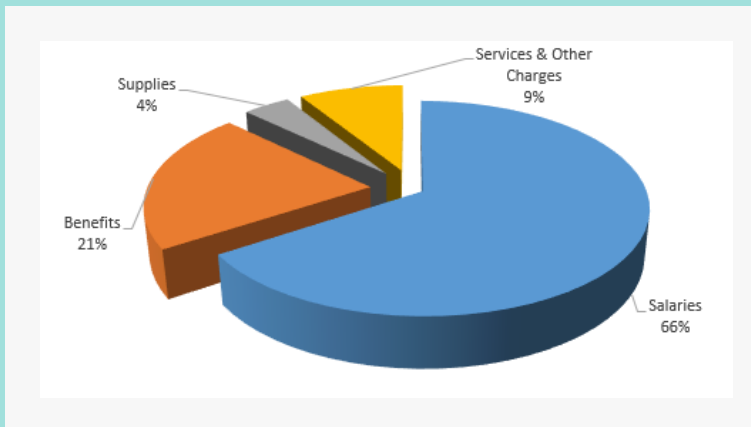
2022 Year-End Financial Report

REVENUE

Fire Levy.....	\$7,559,297
EMS Levy.....	\$2,519,766
GEMT.....	\$707,520
Ambulance & Emergency Aid.....	\$711,433
Other.....	\$296,939
Total 2022 Revenue.....	\$11,794,955



Poulsbo Fire Department is primarily funded through property taxes. The normal levies are a permanent fire levy and a six-year EMS levy. In 2022 levy revenue, they provided 85% of the district's total revenue. Additional revenue is generated through a fee-for-service patient transport and Ground Emergency Medical Transportation (GEMT) program.



EXPENSES

Salaries.....	\$6,919,893
Benefits.....	\$2,253,712
Supplies.....	\$422,398
Services & Other Charges.....	\$935,292
Total 2022 Expenses.....	\$10,531,295

PROPOSITION No. 1



2022 Fire Levy Renewal

On November 8, 2022, Kitsap County Fire District #18 went to the voters to approve Proposition No. 1, requesting a regular property tax levy lid lift for fire protection and emergency medical services. This proposition authorizes the District to restore the regular property tax levy rate back to the rate of \$1.50/\$1,000 of assessed valuation and will establish a limit factor for the following five years that shall be at 100% plus the annual percentage change in the consumer price index, or 1%, whichever is greater, but not to exceed 6%.

We are so appreciative of our community's continued support we are committed to continue earning their trust by using their tax dollars efficiently.

This levy renewal will allow us to maintain our service level, make our community safer and ultimately save more lives; and it is the community that has chosen to provide us with the resources to do that."

-Fire Chief Jim Gillard



PLANS TO BUILD A NEW STATION



Viking Way Coming 2025

Following the department's formal strategic plan, the most significant upcoming project is constructing our new Fire Station 76.

The new station project is critical to providing public safety to the community, as identified in the department's adopted strategic plan and 10-year capital improvement plan. A new fire station on Viking Way is critical to maintaining the level of service for the entire fire district, decreasing emergency response time to Scandia, Viking Ave, and Finn Hill areas; and improving reliability for the other stations that currently provide first response to that area. The proposed project will support the department's operations for 50 years and beyond.

In December of 2022, the District was approved by the Public Review Committee (PRC) to utilize a Progressive Design Build approach and has contracted with Hill International LLC to facilitate the process.

In 2026 to achieve the additional capital funding needed, it is anticipated that we will be pursuing an excess levy. The department intends to pursue shorter-term capital bonds, allowing the flexibility to reassess needs and priorities prior to successive excess levy measures. The annual expenditure budget is approved by the elected board of commissioners. 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.

HUMAN RESOURCES

HAPPY RETIREMENT



LISE ALKIRE

Lise started as an office clerk in October 1997; throughout her career with Poulsbo Fire, she served in many roles, including the Department's Administrative Services Manager, Human Resources Manager, and the District Secretary for the Board of Fire Commissioners. The Department thanks Lise for 25 years of hard work and dedication.

"We are so appreciative of Lise's dedication and commitment to this department and excited for her well-earned retirement." - Chief Gillard

THANK YOU



SUSAN GIBBS

The department would also like to express sincere appreciation and thanks to Administrative Specialist Susan Gibbs for all her hard work over the past 16 years. We wish you the very best in the next chapter of your life.

WELCOME TO OUR TEAM



MARK BARTHOLOMEW

Mark grew up on Bainbridge Island. He served as a mechanic for the City of Bainbridge Island for 23 years before joining Poulsbo Fire. Mark holds an A.A. in Diesel and Heavy Equipment Repair from Spokane Community College and is ASE Master Certified as an Automobile Technician and Medium/Heavy Duty Truck Technician. Mark is actively working on his Master EVT certification. When Mark is not at work, he enjoys coaching his son in youth sports, golfing, and watersports.

New Probationary Firefighter/EMTs

Poulsbo Fire also hired firefighter/EMT Cameron Rasmus and Gabriel Ingalls who have begun their 12-month probationary period.

HUMAN RESOURCES

PROMOTIONS



Tevya Friedman
Lieutenant Firefighter/EMT

Tevya Friedman started in the fire service in 1999 as a resident firefighter for North Kitsap Fire & Rescue. In 2003, Tevy was hired on with Poulsbo Fire Department as a Firefighter/EMT, and in 2021 Tevy was promoted to lieutenant. Tevy currently manages our fire equipment program, is a marine unit pilot, and is a Kitsap County Technical Rescue Team member. Tevy resides in Kingston and has an eleven-year-old son.



Ryan Sommer
Lieutenant Firefighter/Paramedic

Ryan Sommer has worked for Poulsbo Fire since 2006 and was promoted to lieutenant in 2021. Ryan holds a bachelor's degree in paramedicine from CWU and has overseen several department programs during his time here. Ryan says his success is because of the support of his wife, Melissa, his children, Claire and Cade, and family and friends.

HUMAN RESOURCES

SUCCESSFUL COMPLETION OF FIREFIGHTER PROBATIONARY PERIOD



AARON KRONLUND

Firefighter/EMT

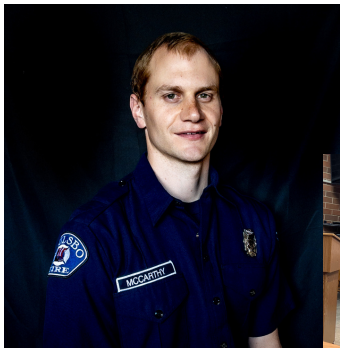
Aaron Kronlund grew up in Puyallup, WA. He served as a volunteer firefighter at South Whatcom Fire Authority, followed by seven years as a career firefighter with Brinnon Fire. He holds an A.A. in Fire Science from Everett Community College and a B.A from Western Washington University. Aaron enjoys spending time with his wife, Cydney, their two daughters, and the family dog.



KEVIN FOWLER

Firefighter/EMT

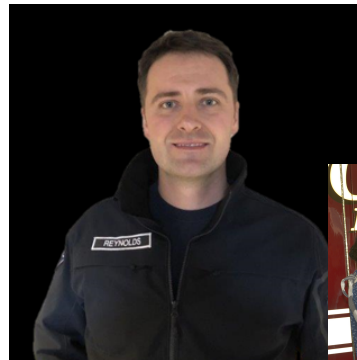
Kevin Fowler comes to Poulsbo from the Tacoma area. He was a volunteer firefighter with Ruston Fire Department and worked as an emergency room technician at Mary Bridge Children's Hospital. Kevin is passionate about the fire service and emergency medicine and hopes to further his education by attending paramedic school in the future. Kevin enjoys the outdoors, cooking, and spending time with his wife and dog.



TRAVIS MCCARTHY

Firefighter/EMT

Travis McCarthy joined the department in 2019 after having been in the first class of career firefighters at Kittitas Valley Fire & Rescue, which provides service to Ellensburg and the surrounding area. Travis is a very down-to-earth young man who embodies the spirit of a public servant and is a true asset to the community.



CHRIS REYNOLDS

Firefighter/EMT

Chris Reynolds grew up in Puyallup, WA, started his fire service career with the Washington State Department of Natural Resources as a wildland firefighter, then completed the Bates Technical College Fire Science program. Chris joined Poulsbo Fire Department in 2021. Chris stays busy exploring the Pacific Northwest with his wife Alicia and their two daughters.

HUMAN RESOURCES

SUCCESSFUL COMPLETION OF FIREFIGHTER PROBATIONARY PERIOD



JOSH FRANCE

Firefighter/EMT

Josh France is from Mount Vernon, WA. Josh joined Big Lake Fire Department in 2017, also working part-time at District 13 in LaConner. He worked for two years at the Department of Natural Resources, NW, based in Sedro Woolley, going on many trips to Eastern Washington to fight wildfires. Josh's interests are hiking, playing guitar, shooting his bow, and exploring his new home in Poulsbo.



SAMANTHA THOMAS

Firefighter/Paramedic

Samantha Thomas grew up in Poulsbo, WA. Samantha began her fire service career as a resident with Bainbridge Island Fire Department and was hired by Poulsbo Fire Department in 2018. She has a BS in Microbiology with a minor in Chemistry from the University of Wyoming. Samantha enjoys gardening, beekeeping, riding horses, and traveling with her husband Brian.

A LOOK BACK THROUGH 50 YEARS OF FORMER FIRE CHIEFS



Charles Olson
1968-1979



Larry Dibble
1979-1985



Jim Shields
1985-2008



Daniel Olson
2008-2012



Jeff Griffin
2012-2018

THANK YOU FOR YOUR SERVICE

5 YEARS OF SERVICE

DAVE CARPENTER	DOUGLAS SEITZ
AARON MATSON	STACEY SMITH
DUSTIN PICKERT	REGAN SYTSMA
BRYANT SABANDAL	JOSHUA WARTER
PATTY SABANDAL	

10 YEARS OF SERVICE

DEB HARRINGTON	MICHAEL PREVOST
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15 YEARS OF SERVICE

TRAVIS BEACH	SHANE KEELEY
CHRIS CRIBBS	WENDY LUTHER
BRYSON EADER	RYAN SOMMER
SUE GIBBS	KEVIN VAY
JAKE GILLANDERS	JAMES WHITSETT
ALAN GREEN	

20 YEARS OF SERVICE

DAVID ADAMS	BRENT JOLLY
BRETT ANNEAR	FRANK LEAMER
DAVE ELLINGSON	DARRYL MILTON
TREVOR HOLMBERG	CHRIS RAHL
JIM INGALLS	CHRIS STRICKLAND
CARL JOHNSON	JUSTIN ZEIGLER

25 YEARS OF SERVICE

SHANE ANDERSON	JIM GILLARD
LISE ALKIRE	JOHN WARNKE
CRAIG BECKER	JEFF RUSSELL

30 YEARS OF SERVICE

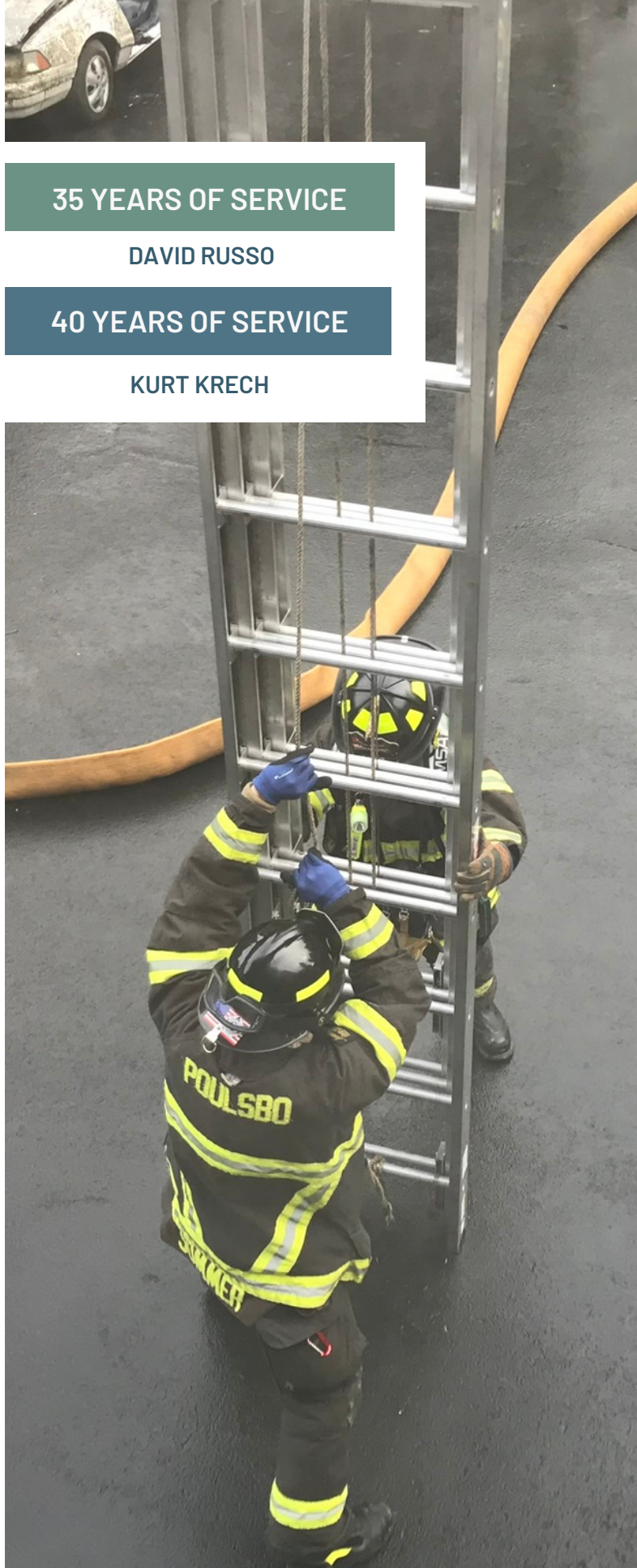
BRUCE LOWRIE

35 YEARS OF SERVICE

DAVID RUSSO

40 YEARS OF SERVICE

KURT KRECH



IN THE COMMUNITY

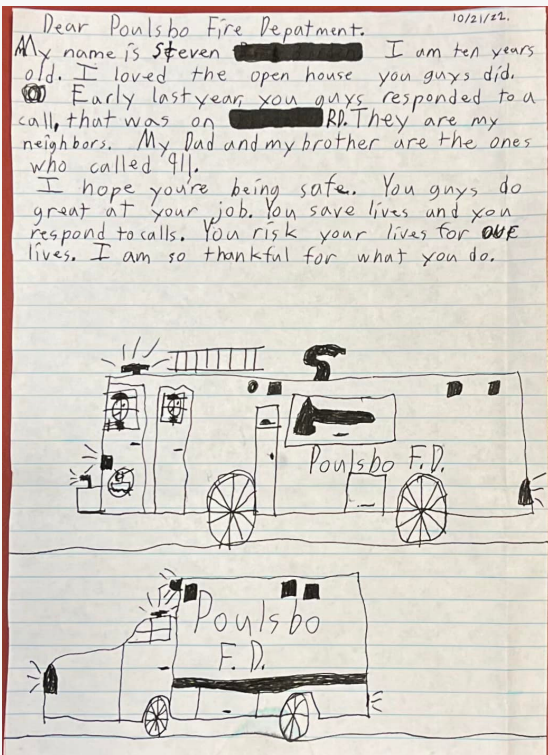
VIKING FEST



DOWNTOWN GHOULSBO TRICK-OR-TREATING



OPEN HOUSE



IN THE COMMUNITY

SANTA RUN

Each year, we are proud to serve as Santa's escort as we visit residents and families throughout our Poulsbo neighborhoods. In 2022, Santa was not only able to spread holiday cheer throughout our community, but also filled his sleigh with over 1,500 pounds of food and \$745 in monetary donations benefitting North Kitsap's Fishline, working to help our neighbors in need.

