



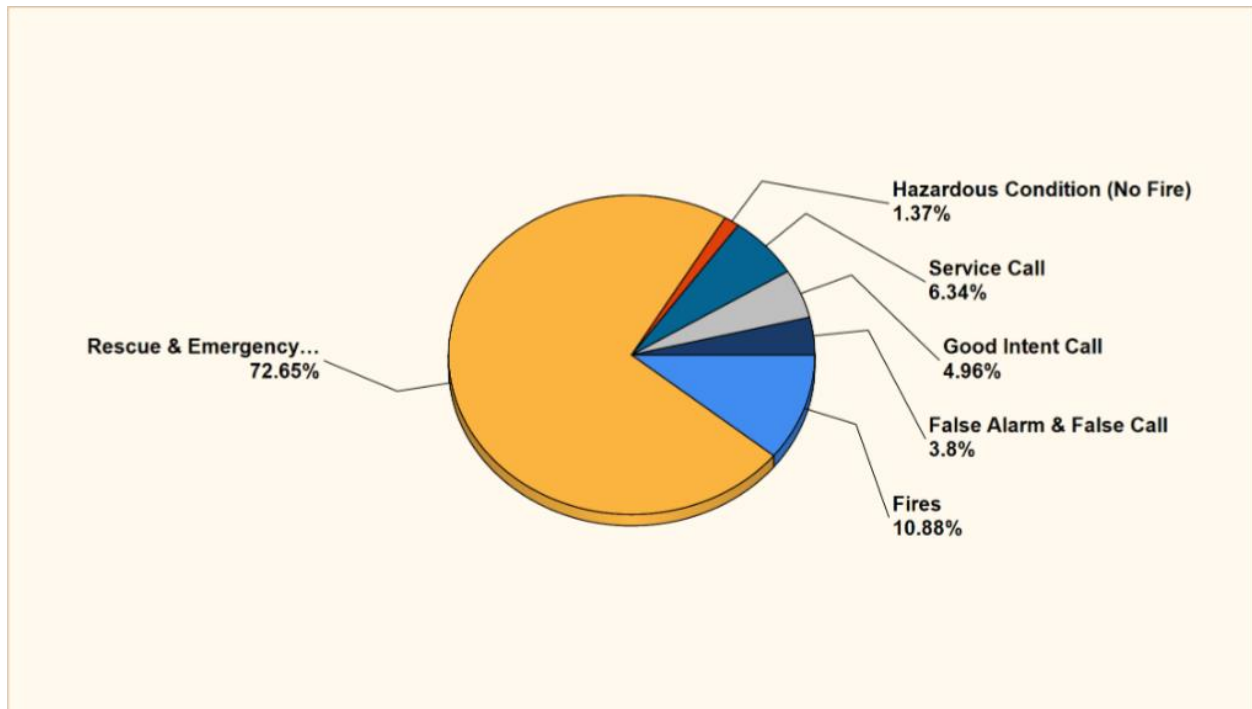
2023 DEPARTMENT REPORT

Major Accomplishments:

- Updated and adopted 2024-2028 Strategic Plan.
- Completed 2023 Strategic Action Plan.
- Processed four newsletters all in-house.
- Put new Engine 51 in service.
- Installed a backup generator at Station 53.
- Purchased 10 sets of bunker gear.
- Updated AV equipment in Training Center.
- Put a new command vehicle in service.
- Secured grab bar grant.
- Taught Safe-Sitter course.
- Received \$42k in DNR grants for equipment and training.
- Installed 4 front mount nozzles on brush trucks with state and DNR funding (State \$36,516, DNR \$7,000).
- Received a \$25k L&I grant for a decon machine.
- Met our response time goals 71% of responses.
- Hosted Red Cross blood drives totaling 178 units of blood.

Total Alarms in District:	947		Total in Zone	
Station Fifty-One:	118	13.87%	200	27%
Station Fifty-Two:	154	17.95%	300	40%
Station Fifty-Three:	113	12.86%	162	22%
Station Fifty-Four:	41	4.72%	83	11%
Station Fifty:	376	37.65% (28 Duty only)		
Yakima Covered	15	0.37%		
Ambulance Only	130	12.58% (31 lift assist)		

Major Incident Type:



Major Incident Type	# Incidents	% of Total
Fires	103	10.88%
<i>36 Building, 58 Brush, 5 Vehicle</i>		
Rescue & EMS	688	72.65%
<i>620 EMS, 56 Collisions, 12 Med Alarms</i>		
Hazardous Condition (no fire)	13	1.37%
<i>9 Power problems, 3 HAZ MAT</i>		
Service Call	53	5.59%
<i>47 Assist Invalid</i>		
Good Intent Call	54	5.70%
<i>31 Burning, 23 smoke calls.</i>		
False Alarm	36	3.80%
<i>33 Fire Alarms, 2 CO Detectors</i>		

Action Taken:

Provide Basic Life Support	607	64%
Investigate (Arrived no action taken)	105	11%
<i>30 outdoor burn, 22 Smoke, 16 AFA, 16 MVC, 14 EMS, 5 EMS, 5 AMA</i>		

Canceled Enroute	84	9%
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38 EMS, 16 AFA, 11 Auto Aid, 5 MVC, 5 Mutual Aid, 3 AMA, 3 Smoke/Burn

Extinguishment	85	9%
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Assist Physically Disabled	50	5%
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Other	16	2%
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Losses:

Total Property Loss \$911,300; Total Content Loss \$255,600.00.

Total losses \$1,166,900 with the average loss of \$55,566 per incident

Pre-incident Value \$3,626,900 of which 32% was lost.

161 total acres burned in wildland fires causing \$20,600 in property loss.

Heat Source for ignition:	# Incidents
Undetermined	20
Heat Spread from Another Fire	11
Operating Equipment	10
Hot or Smoldering Object	7
Other Heat Source	6
Open Flame/Smoking	3
Fireworks	3
Chemical	1

Smoke Detectors:

19 incidents reported smoke detector conditions, of which 6 had detectors, 5 undetermined and 8 did not.

Incident Count for Apparatus:

E-51 = 42	E-2-51 = 228	B-51 = 123	Air 50 = 14
Rehab 50 = 18	B-2-51 = 108	T-51 = 11	TK-51 = 9
E-52 = 53	T-52 = 24	B-52 = 28	R-52 = 146
E-53 = 22	T-53 = 18	B-53 = 18	B-2-53 = 7

R-53 = 70 E-253 = 3
 E-54 = 8 B-54 = 4 R-54 = 33
 Duty 50 = 191 Bat 50 = 84 Car 50 = 69 Ambulance Only 125

Average Number of Responding Personnel by Incident: Top 5

1. Brush Fire-17
2. Building Fire- 15
3. Chimney Fire- 14
4. Vehicle Fire-13
5. False Alarm-12

Mutual Aid Received: 6

Automatic Aid Received: 21 (6 together, 15 YFD alone)

Mutual Aid Given: 29 (Dist. 1-5, D2-2, D3-3, D4-1, D5-8, D9-3, Yakima-7)

Automatic Aid Given: 23 (Dist. 1-11 [5 bldg., 6 brush], Yakima-7 [9 bldg., 1 brush, 3 misc.]

EMS:

Complaint Reported by Dispatch Top 5:

1. Breathing Problem
2. Sick Person
3. Chest Pain
4. Falls
5. Unconscious

Response Times:

AVERAGE RESPONSE TIME (Dispatch to Arrival) First on scene by zone

STATION 51 9:03
 STATION 52 8:32
 STATION 53 10:52
 STATION 54 16:38
AVERAGE FOR ALL CALLS 10:15

LIGHTS AND SIREN - AVERAGE TURNOUT TIME (Dispatch to Enroute) Captures all apparatus enroute.

Station	EMS	FIRE
STATION 50	2:18	7:36
STATION 51	6:21	8:02
STATION 52	4:41	7:23
STATION 53	6:23	8:44
STATION 54	6:58	11:59

AVERAGE FOR ALL CALLS 4:37

AGENCY AVERAGE TIME ON SCENE: 53:45

Arrival Time Goal: within 1 mile of a station arrive in 8 minutes or less, add 2 minutes every mile after 75% of the time.

Qualifying Alarms: 601,

Target met: 428 (71%), Target not met: 173 (29%)

Annual response goals by Station: 50- 82%, 51- 71%, 52- 78%, 53- 42%, 54- 29%

Personnel:

Personnel Hours for Incidents: 4,687 hours

Personnel Hours for Training: 7,468 hours

Paid-on-Call that responded to the highest number of calls: St 52 Captain David James 191 calls.

23 Members over 100 responses

Members over 100 call response:

- | | |
|---------------------|-------------|
| 1. Eddie Smith | 178 (St-52) |
| 1. Mike Parish | 178 (St-50) |
| 2. Leif Pray | 166 (St-50) |
| 3. Conor Gohl | 162 (St-52) |
| 4. Justin Nickolaus | 153 (St-52) |
| 5. Travis Schlaman | 150 (St-51) |
| 6. Jason Tupy | 147 (St-53) |
| 7. Lane Fate | 146 (St-50) |
| 8. Jack Cobb | 141 (St-52) |
| 9. Jaden Davie | 136 (St-52) |
| 10. Dell Finnell | 128 (St-53) |
| 11. Frank Woodin | 123 (St-52) |
| 12. Chris Payne | 122 (St 51) |
| 13. Jake Williams | 115 (St-52) |
| 14. Jackson Abrams | 105 (St-52) |
| 14. Jeff Harding | 105 (St-51) |
| 15. Ben Hartmann | 103 (St-52) |
| 16. Britt Weiler | 101 (St-52) |

Officers over 100 call response:

- | | |
|---------------------|-------------|
| 1. Lt. Andrew Pfaff | 201 (St-50) |
| 2. Cpt. David James | 191 (St-52) |
| 3. Lt. Mike Gohl | 175 (St-53) |
| 4. Lt. Mat Weiler | 118 (St-52) |
| 4. Lt. Jason Wood | 118 (St-51) |

*6,230 Individual responses for the year.

Longevity: District Average years of Service = 8.6 Years

10-15 Years of Service = 5 (Deloza, McCay, Pfaff, Pray, Parish)

15-20 Years of Service = 4 (Blanchard, M. Wellner, D. Boisselle, M. Weiler)

20-30 Years of Service = 11 (Craig, C. Boisselle, B. Vetsch, Mickelson, James, Biddick, R. Gohl, S. Wellner, J. Wellner, M. Gohl, Johnston)

30-35 Years of Service = 3 (Hendrickson, Pedersen, Thomas)

44 Years Wayne Haubrich, 47 Years Frank Woodin

Staffing:

Station Fifty-One: 22 members assigned.

Station Fifty-Two: 23 members assigned.

Station Fifty-Three: 14 members assigned.

Station Fifty-Four: 8 members assigned.

Support Services: 12 members assigned.

80 Paid-On-Call Members + 8 Staff/Full Time + 3 Commissioners = 91 Members

Summary:

In 2023 there were no major injuries to members or damage to equipment to report.

Call volume differences from 2022: We were able to decrease by 134 incidents overall, our only increase was in alarms handled via auto aid by Yakima which went from 4 to 15. Station 51 down 32, Station 52 down 40, Station 53 down 26, Station 54 down 10 and Station 50 calls down 31. Additionally, ambulance only calls were down 6. As a majority on-call department we focus on reducing false alarms and incidents where a fire response is unnecessary to assist in retaining our quality on-call Members without burning them out with unnecessary calls.

Call volume District wide has steadily increased the previous 5 years from 874 in 2018 & 2019 to 933 in 2020, 950 in 2021 to the first time breaking 1k in 2022 with 1081. Reducing 2023 to 947 calls keeps the volume manageable for a combination department. While there was a decrease in overall number of calls, Station 52's zone now accounts for 40% of all calls up from 37% in 2022, while 51 is 27%, 53 is 22% and 54 9%.

2023's call volume breakdown by incident type saw an increase of 25 more fire responses even though we averaged about the same automatic and mutual aid responses which are typically all

fires. EMS calls are up 1.5% more for 2023 as service calls were reduced by 62 mostly due to a 66-call reduction in lift assists. 2023 was our first full year of contracting lift assists nights and weekends, to contrast 2022 to 2023, in 2022 we had 113 lifts of which WV performed 99 of them and our contract for the last quarter covered 14, in 2023 of the 47 lift assists WV did 16 while ambulances covered 31. Prior to our contract lift assists had been on a steep incline over the past five years, '18 & '19 we had 48, '20 down to 38, '21 up to 70 and in 2022 we had 113. The contract was designed to reduce call volume for on-call Members to remain active.

Our rate of investigating (arrived but took no action) decreased by 14 for a total of 105 alarms and we were canceled enroute 3 less times for a total of 84. Both actions taken are closely monitored to reduce alarms we are not needed at to remain majority on-call.

Losses in 2023: Total losses of \$1.1mile are up \$731k from the year before. Total acreage burned increased 118 acres to a total 161 acres.

Number of Responders: We average 14.75 responders per fire.

Assistance: We received mutual aid six times in 2023 and received automatic aid 21 times both of which were more than 2022 (1 & 10). The District provided automatic aid 23 times in 2023 up from 19 in 2022 and mutual aid 29 times up from 27 in 2022. Of the mutual and auto aid responses we were canceled 16 times (1 less than '22).

Response Time: Our average response time (dispatch to arrival) was 14 seconds shorter in 2023 but our turnout time (dispatch to enroute) increased 17 seconds in 2023.

We met our arrival time goal of 71% of alarms which is an decrease of 2% over the previous year and we had 48 less qualifying alarms. (Goal is 75% or more of the time)

Members: Our members logged 1,243 more hours for incidents and 1888 hours more training for a total of 4,687 incident hours and 7,468 training hours. Even with the incident hours being higher, members had 228 fewer individual responses in 2023 for a total of 6,230 due to having less alarms in 2023.

Our average longevity is 8.6 years which decreased from 8.7 years in 2023. Starting 2023 we have a total of 91 members which is an increase of 2 over our starting numbers for 2023.

2024: With the county ambulance contract for 911 calls starting in 2024 we anticipate being able to reduce our number of BLS responses by having more available ambulances to respond without a fire response further into the District. Additionally, the new 911 triage system ProQA will be used to reduce responses for minor EMS calls.

Reducing our call volume to true emergencies aligns with our Strategic Goal of remaining an on-call department with fulltime support, retention of on-call Members is our number one Strategic Priority, we believe focusing on reducing false alarms and non-emergency service calls by responding to true emergencies improves our retention rate as each Member feels their response and training is truly making a difference in our community.

Through our Capital Improvement Plan we will add a new brush truck while retaining the old one for reserve, refurbish a tender and replace a command vehicle as our major purchases in 2024. Moving to our new reporting vendor will allow us to move to paperless reporting in 2024 with the goal of accurately capturing all incident data from those on the scene.

2023-2027 Yakima County Fire District 12 Action Plan – **First Quarter – Report**

Strategy #	Description	Key Member	Action Strategies	Measurements
Priority 2, Obj III, G-2	Fuel Consumption Quarterly	Craig/Boisselle	Monitor the fuel budget to determine if adjustments to training, apparatus type and travel are necessary.	% of budget used, any changes? <i>Fuel cards- 27%</i> <i>51 Fuel- 24%</i> <i>52 Fuel- 28%</i> <i>51 LPG- 89%</i> <i>53 LPG- 51%</i> <i>54 LPG- 55%</i>
Priority 4, Obj III, B-3	Newsletter Quarterly	Boisselle/Phipps	Utilize newsletter to inform public on department news, public safety info and invite to provide comment.	Newsletter out each quarter? <i>Completed will have in boxes 1/25-27. Mailed & posted on website Finalizing end of March to mail first of April</i>
Priority 1, Obj I, A-5	Informational Luncheon X2/Qtr.	Craig	Saturday informational luncheon, equipment issues, Q&A opportunity for Members	Held? Information: <i>Mar 11 scheduled. No RSVP's cancelling this idea</i>
Priority 1, Obj I, H-3	Duty Crew Staffing Review Quarterly	Johnston	M-F staff 2 crews, north and south utilizing volunteer stipends and planning vacations.	Are we capable of staffing 2 crews? Crews of 2 or 3? <i>Jan crew of 4 45% of the time, Feb Crew of 4 75% of the time, rest were crew of 3</i>
Priority 1, Obj II, I-11	Member Wellness Quarterly	Rhine/Wellness Committee	Educate Members on responder mental health, provide Member support and visit stations.	What education provided, were stations visited? <i>Jan Meeting, online class. State of Dept. First Responder Resilience and Behavioral Health: Synchronous Virtual Workshop Series. Meet 3/1 Met 3/22 setting up a rotation to visit stations</i>
Priority 3, Obj V, D-5	Sawyer program	Pfaff/Johnston	Maintain sawyer program, teach initial class, secure equipment, PPE, develop task book and train.	What have we done? <i>S-212 Feb 25/26 Class taught 14 sawyers. Setting up</i>

				<i>equipment and planning a practical day</i>
Priority 1, Obj I, F-2	Strengthen new Member mentor program.	Johnston	Assign a trained mentor to support new Members. Set expectations for both mentor and mentee.	Were expectations provided? Were mentors assigned? <i>Johnston contacting mentors will bring in first chapter class. Mentors met with recruits. Each recruit is assigned a mentor.</i>
Priority 3, Obj V, B-14	Responder Safety in mental health crisis	Johnston/Training Committee	Provide training for responding to patients in mental health crisis, including de-escalation techniques and self-defense tactics.	Did we provide training? <i>Looking at an online class. Working on developing situational awareness and de-escalation course with Morgan Grant, waiting to hear back from Morgan on a date</i>
Priority 3, Obj V, C-4	Mutual/Automatic Aid	Craig	Maintain agreements to handle escalating incidents.	Were plans updated? <i>Feb Chiefs meeting update. Updated, New books printed and distributed</i>
Priority 1, Obj I, E-5. Priority 2, Obj III, A	Legislature	Craig	Work with legislature to improve Member benefits. Protect tax authority and restructure 1% lid limit to CPI.	Did we meet with legislators? <i>Scheduled to meet 2/17. Met with Mosbrucker, King, Warnick, Sandlin and Torres. Supported splitting BOVFF bills and raising the property tax limit factor.</i>
Priority 1, Obj I, H-4 Priority 4, Obj I, C-1	Review annual call volume. Response objectives	Craig/Officers	Determine what calls we are dispatched to that we have no effect on the outcome and our response does not support our mission. Review response times vs objectives. Adjust response.	Did we identify calls? Did we adjust? <i>Lift assists, smoke calls, power problems Used social media to remind open burning March 15</i>
Priority 1, Obj III, A	On-Call Hiring Schedule	Johnston/Boisselle	Jan. Medical physicals Feb AFA class Mar Wildland FF2	Completed? <i>Feb 1 Orientation then class starts Through AFA working on Wildland now. Article in newsletter for recruitment, focus on 54, postcard mailing and possibly holding the class at 54 if enough applicants</i>
Priority 1, Obj I H-3	Duty Crew Staffing	Craig	Evaluate ability to staff duty crew with our "volunteers", if unable evaluate ability to develop a pool of outside volunteers from other FDs to fill shifts.	Days per week staffed with 2 crews. Are we able to use stipends? <i>Based on quarterly percentage, if necessary, continue talks with Selah and EV. Have an example of a PPE use agreement between</i>

				<i>agencies. Applied for SAFER grant for staffing.</i>
Priority 1, Obj III, B-2, G-1	Recruitment	Johnston	Update written recruitment plan and strategy. Develop an advertising campaign, work with other departments that recruit at the same time to determine best way to advertise and when.	Is the plan updated? What recruiting did we do? <i>For next hiring cycle considering direct mailers in 54 area. Schedules don't line up to recruit with others.</i>
Priority 1, Obj II, H-3	Officer Development Program	Craig/Johnston	Teach the initial ODP to new and perspective officers in the first quarter.	Class taught? Attendees: <i>Scheduled 1/28 10 signed up, class taught to 11</i>
Priority 1, Obj II, E-1	Station Captain & Lieutenant Job Descriptions	Boisselle/Johnston/Craig	Update job descriptions prior to promotional testing.	Were they updated? <i>Updated mostly just adding policy and SOG changes</i>
Priority 1, Obj II, B-4	Promotional Testing Station CPT & LT	Johnston/Craig	Conduct promotional testing process to establish a list of eligible Members.	Did we develop a new list? <i>Scheduled Feb 1 & 15, Completed written and practical, list developed, Tested for Support LT</i>
Priority 2, Obj V D-3, E-3	Group Purchasing	Craig	Partner with other agencies for group purchasing discounts. Work with DEMS for supply warehouse.	Do we have agreements? <i>Working with EMS office, letter of intent and supply list</i>
Priority 4, Obj III	Strategic Communications Plan	Staff	Update plan.	Updated? <i>Completed and following</i>

2023-2027 Yakima County Fire District 12 Action Plan – Second Quarter Report

Strategy #	Description	Key Member	Action Strategies	Measurements
Priority 2, Obj III, G-2	Fuel Consumption Quarterly	Craig/Boisselle	Monitor the fuel budget to determine if adjustments to training, apparatus type and travel are necessary.	% of budget used, any changes? <i>First quarter gas/diesel on target, LPG high at 51</i>
Priority 4, Obj III, B-3	Newsletter Quarterly	Boisselle/Phipps	Utilize newsletter to inform public on department news, public safety info and invite to provide comment.	Newsletter out each quarter? <i>In mailboxes April 3/4</i>
Priority 1, Obj I, H-3	Duty Crew Staffing Review Quarterly	Johnston	M-F staff 2 crews, north and south utilizing volunteer stipends and planning vacations.	Are we capable of staffing 2 crews? Crews of 2 or 3? <i>March 65% 4, 31% 3, 4% 2</i>
Priority 1, Obj II, I-11	Member Wellness Quarterly	Rhine/Wellness Committee	Educate Members on responder mental health, provide Member support and visit stations.	What education provided, were stations visited? <i>Scheduled CMH for de escalation training. Setting up Emotional Intelligence Class for all to kickstart our program</i>

Priority 1, Obj I, E-6	Focus Group for Retention	Johnston	Gather a focus group of Members with 1-6 years of service to advise on retention strategies and plan.	Was the group assembled? Did we develop new ideas? <i>Meeting the 18th 18:00. Met again June 21st</i>
Priority 1, Obj II, B-5	Succession Planning	Staff/Board- Retreat	Review and update written succession plan.	Was the plan updated? <i>Plan reviewed, discussed the influx of staff during transitions</i>
Priority 3, Obj II A-10	Brush 52	Craig	Put B52 in service with front mount nozzle	Status? <i>Chassis here in 60 days, developing spec now, most likely due to delays will be finished in fall. Working out details of spec, should be in the next month going to bid</i>
Priority 1, Obj III B-7	Media Day for recruiting	Johnston/Craig	Invite media to participate in a training day to highlight volunteerism and recruitment.	Was the day held ahead of application period? <i>Draft agenda developed, May 17th press release going out end of April. Cancelled due to lack of media, will revamp to not be a full day, break into a series</i>
Priority 2	SCBA replacement plan	Craig	Work with other departments to develop a SCBA replacement plan for 2027.	What is the plan? <i>Developing a survey to all departments in Yakima County to create plan. Survey is open to departments discussion on 18th Chiefs Meeting. Working with YFD on a possible regional grant. Attended Scott demo</i>
Priority 1, Obj III, B-1, 3. Priority 4, Obj I, A-5	Focus Group	Johnston	Utilize a focus group of younger Members to advise on advertising strategy with SM, hold recruitment drives. Utilize group to develop strategy for receiving feedback from younger generation of citizens.	Did we get feedback from Members? <i>No responses</i>
Priority 3, Obj V, A-2	Staffing Model	Craig	Analyze current staffing model vs. Mission, if changes necessary research appropriate changes.	Results? Any changes? <i>1 FT FF left to YFD, ap's open now and a grant to staff 2 three person crews. Filled vacant spot and created a list.</i>
Priority 1, Obj I H-5	Outdoor Burns False Alarms	Staff	Educate the public on outdoor burning to reduce false alarms. Work with partners for any potential burn bans	Did we provide information? <i>Chiefs, burn ban discussion, working with clean air and county commissioners on set dates. Meeting 18th Chiefs voted and requested residential burn ban starting July 1, County agrees and provided warning ahead of time.</i>

Priority 1, Obj III, A	On call hiring schedule	Johnston/Boisselle	Wildland FF II class, recruit for May 31 st applications, June interviews, physical's ability	Completed? <i>Post cards St 54, newsletter, road signs. Decided against a movie showing and no media day for recruiting. Using social media</i>
Priority 3, Obj I A-4 & 5	Access	Craig	Work with the county on access for 96 th Ave, Falcon Ridge & Cottonwood Grove (Rose Ln)	Results? <i>Working with Falcon Ridge and DNR for access. Contacted County again to move forward.</i>
Priority 3, Obj V, D-2 & 3	Wildfire Preparedness	Staff	Promote Wildfire Ready Neighbors, work with partners to develop Fire-Wise Communities and fuel reduction.	What programs are in place? <i>Tampico meeting 4/12, CWPP meetings, DNR grant draft \$12k</i>
Priority 3, Obj V, E-3	Support Member Development	Johnston/Haubrich	Develop support members in EMS, carcinogen reduction and SCBA maintenance	Information taught? <i>4/20 drill Johnston 5/3 air truck drill</i>
Priority 1, Obj III F-1	Potential New Members	Johnston	Invite applicants for a meet and greet at their potential assigned station.	Event held? <i>June 7th. 1 support, 1 cadet, 6 FF going through background now</i>
Priority 3, Obj V F-1	Special Emergencies	Johnston	Provide training for Members to handle special emergencies.	Did we teach the drill? <i>Safety Stand Down will cover these, talking with YFD on a lithium battery class jointly. Drill on batteries and fires</i>
Priority 4, Obj I B-1	Community Feedback	Staff	Utilize newsletter, SM to invite public to provide comments on fiscal accountability, public information, and public education to ensure our Mission meets public expectation.	Feedback received? <i>Survey opened 4/3, drawing at egg hunt, 60 responses as of 4/19. Closed 5/15 with 70 responses (2 members)</i>
Priority 4, Obj II, D	WSRB Rating	Craig	Review WSRB rating for areas to improve fire protection.	Results: <i>4/11 review with WSRB, no results yet</i>
Priority 2, Obj V G-1	Fiscal Policies	Boisselle/Board	Review results of 2022 audit, adjust all fiscal policies to match current laws and any audit recommendations	Which policies updated. <i>No findings, no recommendations from audit</i>

2023-2027 Yakima County Fire District 12 Action Plan – Third Quarter - Report

Strategy #	Description	Key Member	Action Strategies	Measurements
Priority 2, Obj III, G-2	Fuel Consumption Quarterly	Craig/Boisselle	Monitor the fuel budget to determine if adjustments to training, apparatus type and travel are necessary.	% of budget used, any changes? <i>Fuel card purchases at 100% of budget, 51 Diesel tank 56%, 51 LPG 107%, Training LPG 15%, 52 gas/diesel 72%, 53 LPG 65%, 54 LPG 72%. Of \$66,200 budgeted have \$15,498 remaining.</i>

Priority 4, Obj III, B-3	Newsletter Quarterly	Boisselle/Phipps	Utilize newsletter to inform public on department news, public safety info and invite to provide comment.	Newsletter out each quarter? <i>Printing, to mailer 26th. In mailboxes Next newsletter October- Recruitment, Fire Prev, Election Info, Halloween, Bazaar, Winter Chimney prep, decorating safety, falls and if room possibly list of capital improvements</i>
Priority 1, Obj I, H-3	Duty Crew Staffing Review Quarterly	Johnston	M-F staff 2 crews, north and south utilizing volunteer stipends and planning vacations.	Are we capable of staffing 2 crews? Crews of 2 or 3? <i>April, May & June shift of 4 61%, shift of 3 26%, shift of 2 3%</i>
Priority 1, Obj II, I-11	Member Wellness Quarterly	Rhine/Wellness Committee	Educate Members on responder mental health, provide Member support and visit stations.	What education provided, were stations visited? <i>Chaplain corner AFU, Aug Emotional Intelligence Drills. Discussion with chaplain on visiting stations. Safety and comms. Meeting with counselor & AlliConnect First Responder mental health.</i>
Priority 1, Obj I D-4, E-2	Member benefits	Boisselle	Ensure members are aware of the benefits offered. Review LOSAP in July to ensure it is meeting District needs.	Was information disseminated? Status of LOSAP? <i>LOSAP accounts gaining for all. Handed out LOSAP balance to all.</i>
Priority 1, Obj I, F-2	Strengthen new Member mentor program.	Johnston	Assign a trained mentor to support new Members. Set expectations for both mentor and mentee.	Were expectations provided? Were mentors assigned? <i>Mentors ready for new recruits. Mentors working with new members</i>
Priority 1, Obj II, D	Succession Plan	Board/Craig	Commissioner Borst position up for election.	Who is on the ballot? <i>Borst is running, also 2 past Members Cockrum, Murphy. Aug 1 Primary. With 3 election cost doubled due to primary. Looking to move admin assistant to FT.</i>
Priority 2, Obj II, D-1	EMS Levy	Craig	Review levy distribution to ensure accuracy and correct formula.	Did we review? Results? <i>Accurate, levy reset, and new formula will bring \$165k more for EMS in 2024.</i>
Priority 1, Obj III, C-3	Structural Recruit Academy	Johnston	Research county-wide approaches to new firefighter training.	Are there any opportunities? <i>TO's meeting in September will look at ways to cover make ups with other depts. Johnston meeting with EV to discuss.</i>

Priority 2, Obj II, E-1b	Lid Lift	Boisselle/Craig	Compare expected income to CIP to determine if/when a lid lift is needed.	Result? <i>1% max, plus EMS levy, lid lift not in the works now, watching Dist 3 & 5. Dist 3 passed lift in Aug. EMS levy, new construction and 1% lift be around \$205k increase for 2024. Additional grant funding to offset capital and training.</i>
Priority 1, Obj II, A	On Call Hiring	Johnston/Boisselle	July med physicals August AFA September Structural Academy & recruiting	Completed? <i>All but one completed physical so far, Aug 1 orientation then class starts. Nov 30 next deadline</i>
Priority 2, Obj I, B-1	September Facilities Tour	Staff	Tour all facilities to review building and apparatus needs for the upcoming budget.	Completed? Results? <i>Sept 14th. Completed found a few projects to take care of now, no surprises.</i>
Priority 3, Obj II, A-11	Emergency Vehicle Technician	Pfaff	Continue EVT training for certification.	What modules completed? <i>Pfaff to attend a conference in September. Pfaff attended pumps training, be a couple months before test results are out.</i>
Priority 2, Obj V, B-3	Budget Analysis	Boisselle	Analyze mid-year budget to over/under expenses and adjust.	Completed? Adjustments? <i>Waiting for county numbers, completed</i>
Priority 3, Obj III, A-6	Flow test SCBA and Masks	Pfaff	Flow test and inspect all SCBA equipment.	Completed? <i>Completed in June</i>
Priority 3, Obj IV C-2 & 3	Paperless reports and equipment check by 2024	Boisselle	Utilize tablets for on scene reports that autofill into reporting system.	Will the technology work by 2024 to budget for? <i>Image Trend selected and is capable of on-scene reporting. Budget for tablets 2024.</i>
Priority 4, Obj II, A, B, C	WFCA Management Excellence, Wage & Benefit, Comparison	Craig/Boisselle	Participate in both then compare our District with similar sized Districts.	Did we submit? Did we compare A 1-4 and B? <i>No more excellence awards have been receiving updates to the wage and benefit, once final is complete will provide comparison. Comparable completed</i>

2023-2027 Yakima County Fire District 12 Action Plan – Fourth Quarter - Report

Strategy #	Description	Key Member	Action Strategies	Measurements
Priority 2, Obj III, G-2	Fuel Consumption Quarterly	Craig/Boisselle	Monitor the fuel budget to determine if adjustments to training, apparatus type and travel are necessary.	% of budget used, any changes? <i>Will tally up 3rd quarter for reporting in November then full review in January. \$3k over budget for fuel though Sept. 87% of LPG spent</i>
Priority 4, Obj III, B-3	Newsletter Quarterly	Boisselle/Phipps	Utilize newsletter to inform public on department news, public safety info and invite to provide comment.	Newsletter out each quarter? <i>In mailboxes 10-21</i>
Priority 1, Obj I, H-3	Duty Crew Staffing Review Quarterly	Johnston	M-F staff 2 crews, north and south utilizing volunteer stipends and planning vacations.	Are we capable of staffing 2 crews? Crews of 2 or 3? <i>78% of the time staffed w/ 4</i>
Priority 1, Obj II, I-11	Member Wellness Quarterly	Rhine/Wellness Committee	Educate Members on responder mental health, provide Member support and visit stations.	What education provided, were stations visited? - <i>Chaplain's corner, Alli-Connect meeting. Launch Alli-Connect Jan 17 & 24</i>
Priority 3, Obj VII, B-a	Repair costs	Craig/Boisselle	Review 2023 repair costs, routine vs unexpected and equipment reliability.	Completed? <i>\$5k over budget, more repairs in-house change the line item.</i>
Priority 1, Obj I F-4	Evaluate retention program	Johnston	Review longevity, exit interview information and statistics of joining and leaving to review current program	How are we doing on retention? Anything need to change? <i>Committee met last month, changes upcoming. 4 Members (3-51, 1-55) developed a list of ideas- time mngt, communication, values, positive leadership setting examples instead of negative discussions, reverse evaluations, multi-generational training/teamwork.</i>
Priority 1, Obj III B-7	Media Day for recruiting	Johnston/Craig	Invite media to participate in a training day to highlight recruitment.	Was the day held ahead of the application period? <i>Scheduled Nov 8, half day. 2 media outlets participated and provided news stories with the message we are looking for new recruits.</i>
Priority 2, Goal	Capital Improvement Plan	Craig/Staff	Review and update plan, compare to capital fund, review next 3 years	Completed? <i>Completed, will need increased revenue. \$450k before inflation needed annually for next 6 years</i>

Priority 1, Obj III, A	On Call Hiring	Johnston/Boisselle	October Structural Academy November 30 th aps due- Recruitment drive December interviews/ability test	Completed? <i>S.M. advertising, signs will go up at the start of November. At 53 & 54 we are installing a real estate type sign with applications on the post. 9 applications received</i>
Priority 1, Obj III F-1	Potential New Members	Johnston	Invite applicants for a meet and greet. discuss time commitments and expectations.	Event held? <i>Dec Scheduled Dec 13th Equip check drill</i>
Priority 2, Obj III, B	Tax Rate	Staff/Board	Ensure District is not “banking”, Review CPI and apply to budget, Review 2024 budget to ensure expenses match level of service.	Budget completed with all these considerations. <i>First budget draft using capital funds, final draft everything in budget with less carryover. Article in newsletter regarding inflation. Researching levy lid lift for Aug 2024 ballot</i>
Priority 3, Obj II, A-3	Pump Testing	Pfaff/Johnston	Maintain apparatus to NFPA standards, pump test engines.	Completed? Results? <i>Complete T52 needs new tank to pump valve to be tested, ordered</i>
Priority 4, Obj III, B-5a	Web Site	Craig/All	Complete a full review of all pages on website to update and purge old information.	Completed? <i>Started getting apparatus corrected on 51-page, updated homepage pic to recruitment</i>

Every Month Actions

Strategy #	Description	Key Member	Action Strategies	Measurements
Priority 1 Goal	Response time goal	ALL	Response within 1 mile 8 minutes or less, add 2 minutes per mile after	Monthly percentage of calls meeting objective. <i>Ended 2022 73%, Jan 60%, Feb 66%. March 71%, April 73%, May 76%, 77% in June, 72% in July, 75% Aug, 76% Sept, Oct 69%, ytd 73%</i>
Priority 1, Obj I, A-1 Obj III, A-2	Promote District culture, communication	Staff & Officers	At Officer Meetings provide talking points related to culture, mission, vision, and PRIDE to be officer led discussions during equipment check drills to improve communication and understanding. Include “what have you been hearing” to dispel rumors. Provide opportunity for Members to discuss rumors, likes, dislikes in an open forum.	Are talking points provided and discussed, did Officers discuss at drill. <i>Year-end review of all. Discussion at State of Dept. Jan cancer/carcinogen awareness, Feb D/O Safety Culture. Mar On Scene Rehab Culture. Leadership video. No projector in April will play video in May. May Leadership video. June Standdown fireside chat dispels misinformation, improve communication. High/Low drill, including rumors and improvements. Completed all</i>

				<i>the points for 2023. Working on 2024 Teams vs Groups</i>
Priority 1, Obj II, H-1	Ongoing Officer Development	Craig	Provide Mission focused Officer development refresher training at Officer meetings.	What subject? <i>Carcinogens, Driver Operator, Mission Video Mar. Physical Fitness for April meeting with testing to meet policy 2110. Wildfire response with DNR discussion, CO role training. Strategic Planning priority 1 and Budget Wildland Aircraft Use. Size up and tactics for October meeting. Finished for 2023</i>
Priority 1, Obj I A-4, B-2, F-1	Fulltime Members Support On-Call Operations	FT FF's	Adjust shift schedule so FT FF's attend drills at different stations each month. Post daily duty crew training schedule for on-call Members to participate.	What drills were attended by who? <i>Eq Check, SCBA, Equip Scramble, State of Dept. Kai on a roster once. Pfaff teaching wildland refresher. Eq Check, Team Building, Hose Testing. Emotional intelligence, E51 drill. Regularly scheduled attendance.</i>
Priority 3, Obj I, A-10	Station Check	Admin Staff	Monthly a staff member to visit each station during daylight hours to look for emerging maintenance issues.	Who visited what station? Any issues? <i>Christy 1/3, Jim 2/8 & 15 2/28, Craig 3/27 list created. Craig 54, 52, Johnston 53, All 51. Setting up rock at 53 & 54, Rock complete at 53 looks good. 51, 52, 53, 54. Asphalt sealed, waiting for weather for 54 rock. Checked all on the 14th. All stations visited; a list of small projects developed.</i>
Priority 1, Obj I D-3	Keep Members Active	Johnston/Phipps/Company Officers	Review call and drill attendance for changes in Member's activity, follow up with Members when a change in activity is detected.	Were percentages developed? Reviewed? Member follow-up? <i>Final 22 numbers posted. At the end of the first quarter forms for documented conversations will go to Station Captains for anyone below 2110 standards to improve. Developed and 2110 forms sent out to each station 2nd qtr. Number tallied per 2110 letters provided to Stations Captains. End of 3rd quarter coming up. 3rd quarter info input, need to add leaves then send out 2110 letters. Letters sent out for improvement</i>

Priority 1, Obj I D-6	Member of the Month	Craig/Officers	Highlight all aspects of the District and the work our Members do.	Did we have nominations? Selection? Award and post social media and digital boards? <i>State of Dept awarded last month, Monthly awarded. Recognized during BBQ</i>
Priority 1, Obj II I-9	Driver/Operators	Johnston/Officers/ Training Committee	Provide tender training, driver operator training to focus on certifying new driver/operators within 2 years of hire.	What drills? How many new drivers? <i>Classroom Mar 11 8 task books open. Port a tank drills with tenders. EVIP. Next EVIP classroom in November, Eng evolutions in October for pump operators</i>
Priority 2, Obj I, B-2	Preventative Maintenance	Johnston/Duty Crew	Schedule all apparatus, equipment and buildings for preventative maintenance.	Completed? <i>Yes, 51 generator maintenance complete, LOF small apparatus, Completed monthly. Started swamp cooler in kitchen. Scheduled followed, irrigation blow out next. Irrigation winterized WVSD compressor.</i>
Priority 4, Obj I, C-4	Review alarm types	Craig/Board	Breakdown alarm types monthly to evaluate call type patterns and mitigate false alarms.	Information in Chiefs report? <i>Year-end report completed, January reported, Feb Reported. Completed monthly during Chiefs report</i>
Priority 3, Obj V C-3, D-2	Pre-Fire planning	Pfaff	Pre-fire plan all commercial buildings and historic wildland interface areas.	How many pre-fires are completed each month? <i>Scheduling, Will provide 20 to WSRB. Completed 1</i>
Priority 3, Obj IV	Dispatch technology	Craig	Monitor Spillman for dispatching, EMD at 911.	Any issues or changes needed? <i>Looking into turning on new fire module. Module has been agreed to turn on, probably late 23 or early 24. Still moving ahead with Spillman screens at dispatch. Demo's another EMD program, decision soon and probably in use by 2024. 911 Board selected ProQA, funding from EMS levy available for startup costs. Spillman update in September, EMD in January. Training on new screens is happening now, will go live next month. New 911 phone system installed, still working on ring down to Valley Fire. New fire Spillman screens are in service and being used, a slight learning curve for all. Dispatch class 11/29</i>

Priority 3, Obj VII, B (a)	Maintenance	Pfaff	Provide ongoing training for Members to understand all aspects of maintaining equipment, apparatus, and stations for preventive maintenance	What has been taught and who to? <i>Saw maintenance to sawyer group. B52 pump teaching crew maintenance of pump. Pfaff attending equipment check drills and going through apparatus with Members. Pfaff passed EVT certification for pumps, working on ability to do our own pump testing.</i>
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Year-Long Actions

Strategy #	Description	Key Member	Action Strategies	Measurements
Priority 1, Obj II, A	Enhance internal interpersonal communications to understand and meet our mission adhering to core values and PRIDE	Staff & Officers	All fired up and internal reader boards to carry message. ODP discussions on mission, values, and PRIDE	Officer led discussions involve Members understanding the mission, values and PRIDE. <i>Carcinogens, Driver Operator, Rehab Culture to improve wellness. Physical Fitness. Member planning survey is open to all. June AFU PRIDE. Communications article in AFU. AFU was educating Members on capital plan.</i>
Priority 1, Obj I, F-3	Exit Interviews	Johnston/Boisselle	Any Member that leaves the department conduct an exit interview and compile all reasons for leaving in one document to update retention plan	What interviews were completed? What reasons given? <i>Moved out of WV. Got a 2nd job, has no time. College, moving</i>
Priority 3, Obj V, B-2	County EMS System	Craig	Work with partners to develop county-wide 911 EMS system. Find solutions to non-emergent calls.	Is there a system in place? <i>AMR proposal includes, met with a neighbors' network group, advertised. Chiefs made this a goal for 2023. The EMD program will improve the system. In progress, seems the EMD setup and ambulance contract are where we will see this. Discussed with ALTC, provided in English and Spanish flyer to hand out on calls for those that need more assistance. The ambulance contract has been through county legal, now AMR is reviewing, we are all hopeful this can be in place by Jan 1. Pro QA training taking place.</i>

Priority 1, Obj II, B-3	Training & Certification for promotion	Johnston	Make available required training and certification courses on a three-year cycle.	What course? <i>NFA courses in town through YCTOA. STICO in Selah. Leadership courses at EV, cancelled Lasky. Leadership courses at EV</i>
Priority 2, Goal, Obj IV, A	Grant Funding	Staff	Seek grant funding, use CIP to apply for all grants we qualify for.	Grants applied for and outcome. <i>Trauma grant, AFG coming up. Submitted AFG for Engine 54, DNR grant for front mount nozzle, Capital Budget request for all wildland engine nozzles and radio tower microwaves. Will receive an additional \$13k from covid relief through FEMA and \$135k from BOCC for a generator. FEMA SAFER \$754k/3years, BLM Rural Readiness apparatus, Pallet of water grant, Received state funds for brush truck monitors. Received a NVFC Drip Drop grant. Applied for FIRES grant. BIA grant applied for B52. FIIRE grant for decon. DNR Computer grant. Applied for Narcan grant, Applying for DNR training grant \$10k. Applied for DNR training, DNR apparatus. Requested Mental Health tax funding for Ally-Connect. Meeting with Narcan grant 10-23. Applied \$64k ecology grant for PPE.</i>
Priority 2, Obj II, C	Annexation	Craig	Work with Yakima Planning Dept on potential future annexations to understand impact and plan our future	What areas are considered? <i>Encourage BOCC to not ARPA fund sewer in our area. Sozo 10 parcels 100 acres vacant land, Coolidge annexation 4 parcels 38 acres, \$359k assessed value, 1 dilapidated house and vacant land part of a development. No new info. Spoke to county about sewer line to Wiley, spoke about city wanting to remove area from UGA, they advised the city may look to remove Wiley and add Summitview Ext, provided info regarding all the current vacant land in the UGA and City Limits.</i>

Priority 2, Obj V, D 1 & 2	Vacant space	Staff/Commissioners	Lease/Rent vacant office space and land at Station 51	What agencies have we pursued and what agreements are in place? <i>AMR increased rent \$25/mo. Pursuing WA DNR Forestry for 1 office. Spoke with DNR quoted a cost Still discussing with DNR</i>
Long Range Goal #1	Remain on-call with FT support	All	Recruit/Retain/Assist/Support Members to meet mission with majority on-call. Review response goal, amount of responders/call.	What have we done to improve on this goal? <i>New Members starting Feb, 63% response goal through 2 months. Advertising for May 30 hiring. 8 recruits starting August 1. Recruit Hiring. Teaching recruit academy. November recruiting mostly in 53 & 54 9 Applications so far.</i>
Long Range Goal #2	Independence	All	Remain stand-alone district, work to protect funding and meet mission without outside departments. Review CIP.	What have we done to improve on this goal? <i>Newsletter added budget info. Contacted legislators regarding the bill to go above 1%. The new EMS formula will improve our budget \$165k. Yakima RFA explained our goals and that would only consider if it showed an improvement to our mission. Attended an educational class on mergers. Updated the CIP. Advised YFD of our position during an RFA meeting. Reviewed CIP, developing a plan for funding. CIP adjusted and will be used to increase funding.</i>
Long Range Goal #3	Capabilities	All	Measure against WSRB 5, NFPA 1720. Review WSRB rating for areas of improvement, compared to 1720.	How to we measure up to standards? <i>WSRB in March WSRB moved to April. Waiting on WSRB results to utilize both documents for measurement. 1720 for portions of strategic plan update. Response times chart in 1720 for fire will track. Still waiting on WSRB report as of 12/31.</i>