

ANNUAL REPORT



2022

S P O K A N E F I R E D E P A R T M E N T



Trust ● Mutual Respect ● Integrity ● Empathy ● Transparency ● Equity



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MISSION

We enhance your quality of life, always earning your trust, by saving lives, preventing harm and protecting property with compassion and integrity.

VISION

The Spokane Fire Department's vision is to cultivate a culture and legacy of pride through teamwork, inclusion, respect, and professionalism; rooted in our community and service. Every member of the organization is bound together by our mission and a passionate commitment to saving lives.

VALUES

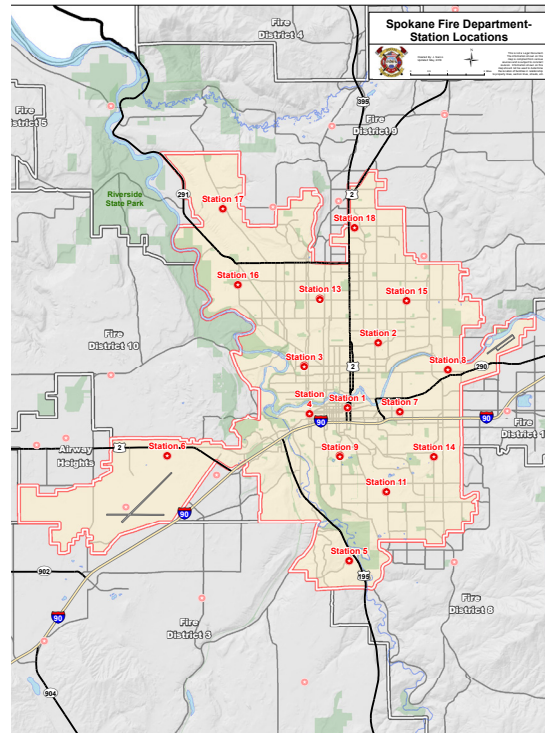
Trust - Mutual Respect - Integrity - Empathy - Transparency
- Equity

AGENCY OVERVIEW

The Spokane Fire Department (SFD) has existed as a fire protection agency within the State of Washington since 1884. The fire department is a division of the City of Spokane general government as required of first-class cities under Chapter 35.22 RCW. The City of Spokane is the second-largest city in the State of Washington, located adjacent to the Idaho border. It has a Washington Survey and Rating Bureau (equivalent to the Insurance Services Office) rating of three (3). The Spokane Fire Department's service area is approximately 69.5 square miles and consists of a mix of urban, suburban, industrial, and wildland areas.

The primary services provided by the Spokane Fire Department include:

- Emergency Response/ Operations Fire/Rescue and Suppression Emergency Medical Services (BLS/ALS)
- Fire Prevention (Enforcement, Education, Engineering, Economic Incentives)
- Training; All Risks for Initial, Incumbent, Special Operations.
- Special Operations; Marine, Technical, Hazardous Materials, USAR





MESSAGE FROM FIRE CHIEF BRIAN SCHAEFFER

2022 has been an ever-evolving year of challenges, new faces, and recovery from several disasters for the SFD. We faced unprecedented challenges together and have continued to overcome them all.

We delivered on the community promise to recruit nationally for open-entry firefighters and held two large Fire Academies to assist in alleviating the mandatory overtime crisis. As a result, class 2022-1 and 2022-2 graduated 34 firefighters (of 42 hired), and as a result, we have aligned the staffing plan in 2023 to be in a much better situation than in years prior. Despite the work in 2022, our objective to eradicate mandatory overtime remains. As I write this message, we currently have 24 candidates that have passed the background, medical, and psych exams for employment as firefighters. Class of 2023-1 will start their 22-week Academy on February 21st. Watching these new faces enter the organization, I am encouraged and motivated by their future here and the resolve of our tenured staff that has taken on the responsibility of perpetual training.

We can remain a prominent and recognized Metro Fire Department because of everyone's continued effort, sacrifice, and dedication to the mission. We opened our doors and returned to open houses and meetings with community members, schools, and non-profit organizations. The community and elected officials greatly appreciate the feedback and connections we have created. We have also proactively addressed our long-standing issue with apparatus and station repair and replacement by adding staff to the shop and ordering replacement apparatus. In addition, Integrus Architecture was awarded the contract to assist us in creating a roadmap for capital prioritizing and strategic-level investments. Creating a comprehensive study of this magnitude and depth is a prime example that just because we have never done something before does not mean it cannot be done. We must continue with this mindset in every regard of our mission to remain a relevant, professional organization that embraces industry best practices and establishes them for other national and international fire and emergency services organizations to emulate.

Our history and traditions should be embraced and respected; however, out of respect for our history and tradition, we must look at what we do and how we do it to ensure that we are as efficient and effective as possible. Change is not a bad word. If anything, change means work--and can make some uncomfortable because it is out of the norm and unfamiliar. Our leadership team communicates vision and expectations and executes well-thought-out strategies to accomplish our goals. It is all our responsibility to implement and work together as a team. No portion of our mission is expedited autonomously by one person. The fire service is the ultimate team sport, and every day we should all report for duty as if it is the championship game and everything is on the line because, in reality, it is.

IAFF Local 29 and Fire Administration's partnership has been exemplary and benefitted our department. Further, our relationship with Local 270 and the Managerial and Professional Association (M&P) representing our civilian members has never been better. We accomplish more when we work together, exercise candor, and focus on problems without politics or emotion. Our team will continue collaborating with all of our bargaining units, so our members can safely execute their duties and responsibilities while always pursuing the highest quality of life in the firehouses, support facilities, and at home off-duty.

As a team, we accomplished a significant amount of work in 2022, and many of those accomplishments will be explained in the following pages of the report. As you will see, I am justifiably proud of what we did in 2022 and even more excited about what's in store for 2023. However, as an exceptional organization, we must refuse to be complacent and move beyond the "status quo." Undoubtedly, the best part about our department is our people. Whenever I see our people operating in the field, training, on an inspection, teaching kids, creating technology, or even pushing through tons of compliance or accounting work, I am reminded that we are beyond blessed to have the most talented professionals in Spokane--period.

Thank you profusely for your hard work and dedication, SFD. Your efforts are improving our organization, City, and region. It continues to be my honor to serve each of you as your Chief. Thank you, and stay safe.

Brian P. Schaeffer



5.3%

**INCREASE IN
EMERGENCY
INCIDENTS**



9

**ARSON ARRESTS
MADE**



16,741

**INSPECTIONS
COMPLETED**



165

**FIRES
INVESTIGATED**

EVERY SECOND COUNTS

CASCADE OF EVENTS

The Commission on Fire Accreditation International (CFAI) has defined response time elements as a cascade of events. This cascade is similar to that used by the medical community to describe the events leading up to the initiation, mitigation, and ultimate cardiac arrest outcome. It is imperative to keep in mind that certain intervals described, such as turnout and travel time, can be directly influenced by the fire service via station locations and design, staffing levels, as well as local rules and procedures for a response. Other factors, such as the alarm interval, can be influenced indirectly through public education and engineering initiatives. The fire service can also affect the call-processing interval through its ability to define standards and compel performance by its dispatch centers.

TIME TEMPERATURE STANDARD

The "time-temperature curve" standard is based on data from the National Fire Protection Association (NFPA) and the Insurance Services Organization (ISO), which have established that a typical point source of ignition in a residential house will "flash over" at some time between five and ten minutes after ignition, turning a typical "room and contents" fire into a structural fire of some magnitude.

TIME TEMPERATURE CURVE

The utility of the time-temperature curve for fire station placement is limited to several factors, including:

- It does not account for the time required for the existence of a fire to be "discovered" and reported to the fire department via the 911 system.
- The time from ignition to flashover varies widely (5-30 minutes depending on building characteristics); thus, it cannot provide a reasonable basis for allocating resources.
- The curve is continuously shifting, given the numerous changes in building construction, built-in suppression systems, the increased use of fire-resistive materials for furniture, and other items typically found in the interior of occupied buildings.





CARDIAC ARREST SURVIVAL RATE

In communities where the fire service is the principal provider of Emergency Medical Services (EMS) first response, the goal is for basic life support (CPR and defibrillation) to be available to the victim of a cardiac arrest within four minutes of the event, advanced life support (paramedic service) should be available within eight minutes or less of the event. Early notification, distribution, and concentration of emergency response services are thus paramount to successful resuscitation efforts.

THE GOLDEN HOUR

In trauma events, the golden hour is the historic benchmark applied to victims with significant critical traumatic injuries. The golden hour reflects the concept that survivability decreases significantly if the patient isn't in the operating room within one hour of receiving a critical traumatic injury.





EMERGENCY MEDICAL SERVICES



264
PATIENTS DEFIBRILLATED
WITH RETURN OF A PULSE



2,585
MOTOR VEHICLE
ACCIDENTS

As we shift our focus from the global pandemic and all the rapid adaptations all healthcare providers had to make in its wake, we are again looking to the future. We are rebuilding and reclaiming lost ground. We have returned to in-person, hands-on, skills-based emergency medical training in group settings, rehabbing our cache of emergency medical equipment, upgrading our advanced airway equipment to video-assisted, acquiring new heart monitor-defibrillators, and setting our EMS providers up for success in the field even when facing some of the most gut-wrenching and complex challenges they will ever meet; the life threat of infants and children. The Spokane Fire Department was the first to fully implement the Handtevy pediatric care system in Spokane County. The award-winning innovative Handtevy program, which is an Emergency Medical program designed by a Pediatric Emergency Physician, assists emergency medical providers in the field to operate efficiently while under immense emotional stress and scrutiny that comes from treating a young child in peril with distraught parents hovering over and complex decisions and procedures needing to be performed with precious little time to think.

Spokane Fire department EMS personnel voluntarily participate in a progressive national program that currently only exists in approximately half-a-dozen cities in the US, where off-duty personnel are equipped with automated external defibrillators and are notified in the event of a nearby cardiac arrest even when in a private home, and can respond from anywhere, at any time. It has already resulted in multiple citizens surviving sudden cardiac arrest.

The Spokane Fire Department's Behavior Response Unit (BRU) is a specialized team that provides emergency medical services and crisis intervention to individuals experiencing behavioral or mental health emergencies.

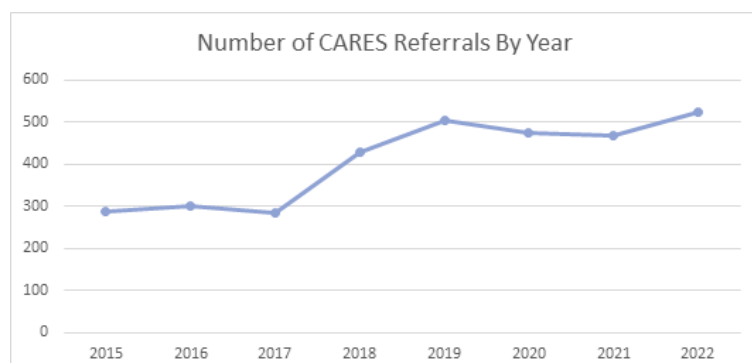
The BRU consists of firefighters and paramedics specially trained to respond to mental health crises, substance abuse, and other behavioral health-related issues. They collaborate with mental health professionals to provide on-scene assessment, stabilization, and referral to appropriate community resources.

The primary goal of the BRU is to provide compassionate and effective care to individuals experiencing behavioral or mental health emergencies while reducing the need for costly and unnecessary emergency room visits or law enforcement involvement. The BRU is an essential component of the Spokane Fire Department's commitment to addressing the growing need for behavioral health services in the community.

HEALTH CARE INNOVATION

The CARES Team is the Fire Department's social response team. Many times, Fire Department personnel encounter an individual who has significant needs apart from their physical health needs. When they encounter these situations, Fire Department EMS providers make a referral to the CARES Team requesting a follow-up visit. The CARES Team advocates on behalf of the client and assures that connections are in place to help the client improve their quality of life. The primary goal of the program is to improve quality of life and reduce unnecessary use of the emergency health care system through addressing needs based on the social determinants of health.

Most of the referrals are sent to the CARES Team due to concerns related to aging, such as declining health, decreased mobility, chronic disease management, ability to perform activities of daily living, and other health issues. The Spokane Fire Department CARES team works with some of the most vulnerable populations in the City and County of Spokane.



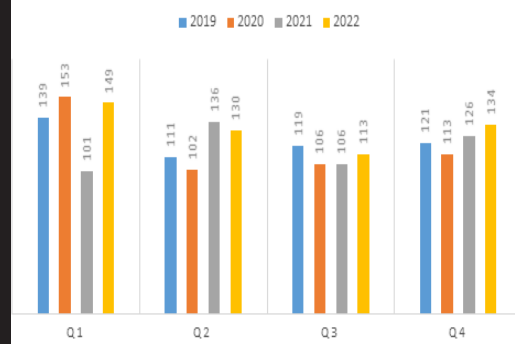
The CARES Team will outreach to every referral received from the fire department personnel. Once contact has been made with an individual, the team will complete an assessment of individual needs. The CARES Team ensures that the individual has services that are sufficient to meet the needs that the firefighters identified in the referral, or the team will assist in connecting to the appropriate resources.

In 2022, the CARES Team:

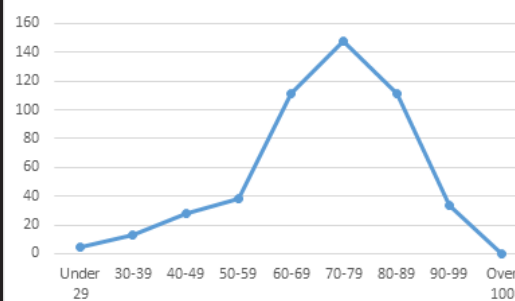
- Received 526 referrals from Spokane Fire Department EMS providers. This represents a 12% increase in the number of referrals managed by the CARES Team in comparison to 2021.
- Worked with 319 individuals or families to ensure their connection to services or resources.
- Provided resources that allow vulnerable citizens in our community to remain in their home in a stable, safe and healthy environment.

The CARES Team continues to track 911 calls for three months after closing a referral. At the three months post-closure date the CARES team will evaluate the effectiveness of the intervention provided. The CARES Team will review 911 calls three months prior to the team's involvement and then three months after the referral has been closed.

NUMBER OF CARES REFERRALS



CARES Referral by Age



3 Month Post Closure 911 Call Reductions

	Average 911 Calls Pre-CARES	Average 911 Calls Post-CARES Closure	Reduction in Calls
2022	3.80	1.63	57.1%
2021	4.11	1.52	63.0%
2020	3.7	1.55	58.1%
2019	4.01	1.33	66.8%



HAZARDOUS MATERIALS

The SFD Hazmat Team's mission is to respond to incidents involving hazardous and suspected hazardous materials located within the City of Spokane and anywhere within the region when the appropriate requests are made. The Spokane Hazmat Team will conduct operations to remove endangered people, conduct rescue operations, stabilize the incident, and act as technical advisors to incident commanders of hazmat incidents using properly trained team members, safe work practices/equipment, and adhering to the following priorities:

- To Preserve Life
- To Protect the Environment
- To Protect Property
- To Stabilize Dangerous Situations

Hazardous materials are defined as chemical, biological, radiological, and nuclear releases that pose threats to people, the environment, and property. All personnel assigned to the team undergo rigorous training upon assignment and ongoing training to maintain proficiency and increase efficiency and safety in hazardous materials incidents. The Hazmat Team is staffed daily by three fire stations, with thirteen members filling the various roles. SFD's Hazmat Team is a member of the Inland Empire Hazmat Task Force, comprised of the Spokane Fire Department, Fairchild AFB Hazmat Team, and Kootenai County Fire and Rescue Hazmat Team. These resources have the capabilities and training to work together to stabilize large-scale, regional hazmat incidents.



SPECIAL OPERATIONS

RESCUE TASK FORCE

The Spokane Fire Department's Rescue Task Force (RTF) is a specialty team within the SFD that is tasked with providing medical care during mass casualty acts of violence or other active threat situations. RTF Teams are made up of specially trained firefighters/EMTs and paramedics from Stations 13 and 14. RTF Teams are designed to coordinate with SPD resources to allow them to operate in the "warm zone" of dynamic threat situations, in the clear but not secure areas. RTF crews are provided a security detail that allows them to access trauma patients faster and more effectively, improving the chance of survival for the victims of an active shooter/domestic terrorism incident. The RTF team's primary objectives are to access, stabilize, and remove victims from the hostile environment.

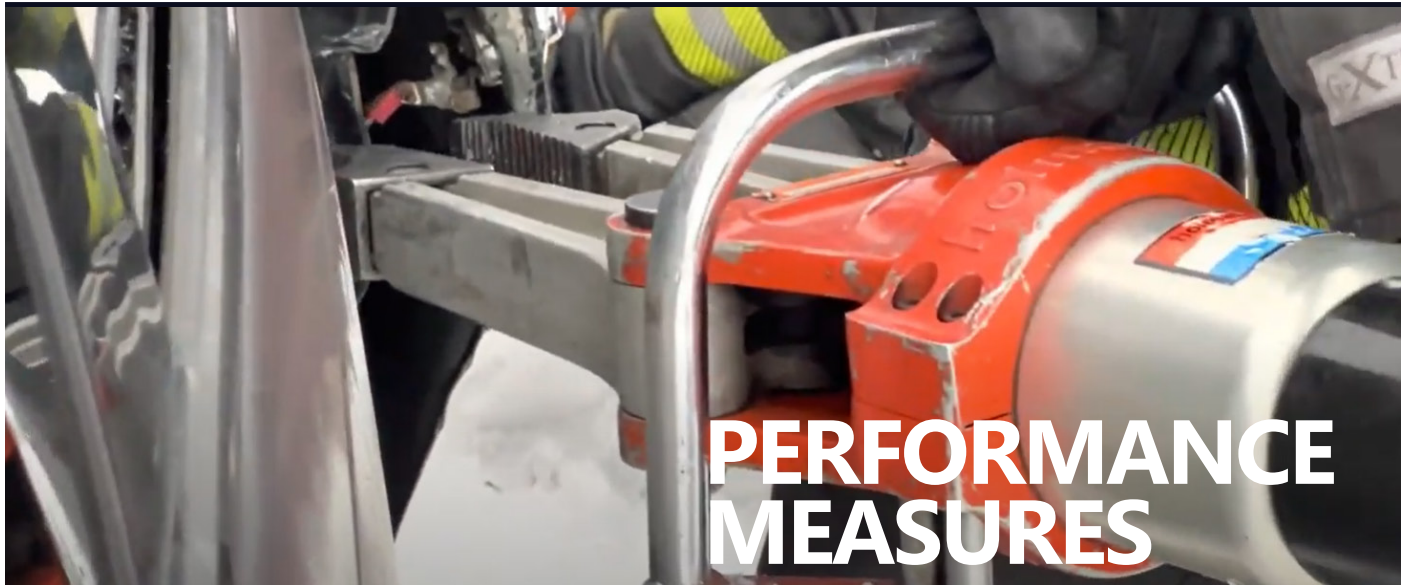
WATER RESCUE

The SFD Water Rescue Team provides first-response rescue capabilities for all water-related incidents. The Spokane Fire Department Water Rescue Team also responds to emergencies throughout Spokane County in conjunction with the Spokane Valley Water Team and Spokane County Sheriff's Dive Team. In addition to providing swift water rescue on the Spokane River, the team will respond to ponds, ice, and flooding incidents. Forty highly trained technicians, responding from Station 2, located in the Logan Neighborhood, and Station 3, located in the West Central neighborhood, utilize various equipment, including a jet boat, catarafts, and kayaks, to conduct rescue operations. The Captains of Stations 2 and 3 manage the water rescue team with program administration handled by a Battalion Chief under the Deputy Chief of Operations supervision.

TECHNICAL RESCUE

The Spokane Fire Department's Technical Rescue Team was established in the early 1990s. The team responds to rescue situations beyond the standard fire company's capabilities within the City of Spokane and throughout Spokane County. The team has responded to many challenging and high-profile incidents in 20-plus years. These extreme rescue situations include building collapse, confined space rescue, trench/ excavation emergencies, machinery rescue, and high and low-angle rope rescue operations. The team is comprised of 40 personnel with highly specialized training and equipment responding from Station 15 and Station 4. The Captains of Stations 15 and 4 manage the team with program administration managed by a Battalion Chief under the Deputy Chief of Operations supervision.





Call Processing Time (Urgent)

Fire Dispatch call pickup to first unit assigned
Spokane Fire Department call processing time standard is 106 seconds, 90% of the time.

Year	% Met
2022	96.7%
2021	94.7%
2020	97.7%
2019	98.2%

Call Processing Time (Critical)

Fire Dispatch call pickup to first unit assigned
Spokane Fire Department call processing time standard is 64 seconds, 90% of the time.

Year	% Met
2022	93.9%
2021	91.2%
2020	93.1%
2019	95.5%

Critical EMS Turnout Time

Time unit assigned to en route
Spokane Fire Department turnout time standard is 60 seconds, 90% of the time.

Year	% Turnout Time Met
2022	25.3%
2021	25.5%
2020	24.2%
2019	28.5%

Critical Fire Turnout Time

Time unit assigned to en route
Spokane Fire Department turnout time standard is 90 seconds, 90% of the time.

Year	% Turnout Time Met
2022	65.3%
2021	69.3%
2020	63.2%
2019	67.5%

Emergency Incidents

Spokane Fire Department calls from 911

Emergency Incidents County Wide Responded to by SFD		
Year	Units	% Increase
2022	52,538	5.3%
2021	49,897	13.2%
2020	44,079	-2.9%
2019	45,393	2.4%

Emergency Incidents In Spokane City Limits Responded to by SFD Units		
Year	Units	% Increase
2022	49,655	5.2%
2021	47,191	12.7%
2020	41,862	-3.2%
2019	43,259	2.5%

First Arriving Engine At Fire

Fire Dispatch call received to on scene

Spokane Fire Department response time standard for the first arriving engine at a fire response is 8 minutes 30 seconds, 90% of the time.

Year	% Response Objective Met
2022	92.9%
2021	94.6%
2020	93.8%
2019	93.2%

Full First Alarm Assignment Met

Time unit assigned to on scene

Spokane Fire Department response time standard for full first alarm response (14 firefighters) when responding to a fire is 11 minutes, 90% of the time.

Year	% Response Time Met
2022	90.9%
2021	89.3%
2020	89.7%
2019	90.9%

Basic Life Support Unit

Call received by Fire Dispatch to on scene

Spokane Fire Department response time standard for the arrival of the first unit to a Non-Life Threatening Incident is 11 minutes, 90% of the time.

Year	% Response Time Met
2022	86.2%
2021	85.7%
2020	87.4%
2019	85.3%

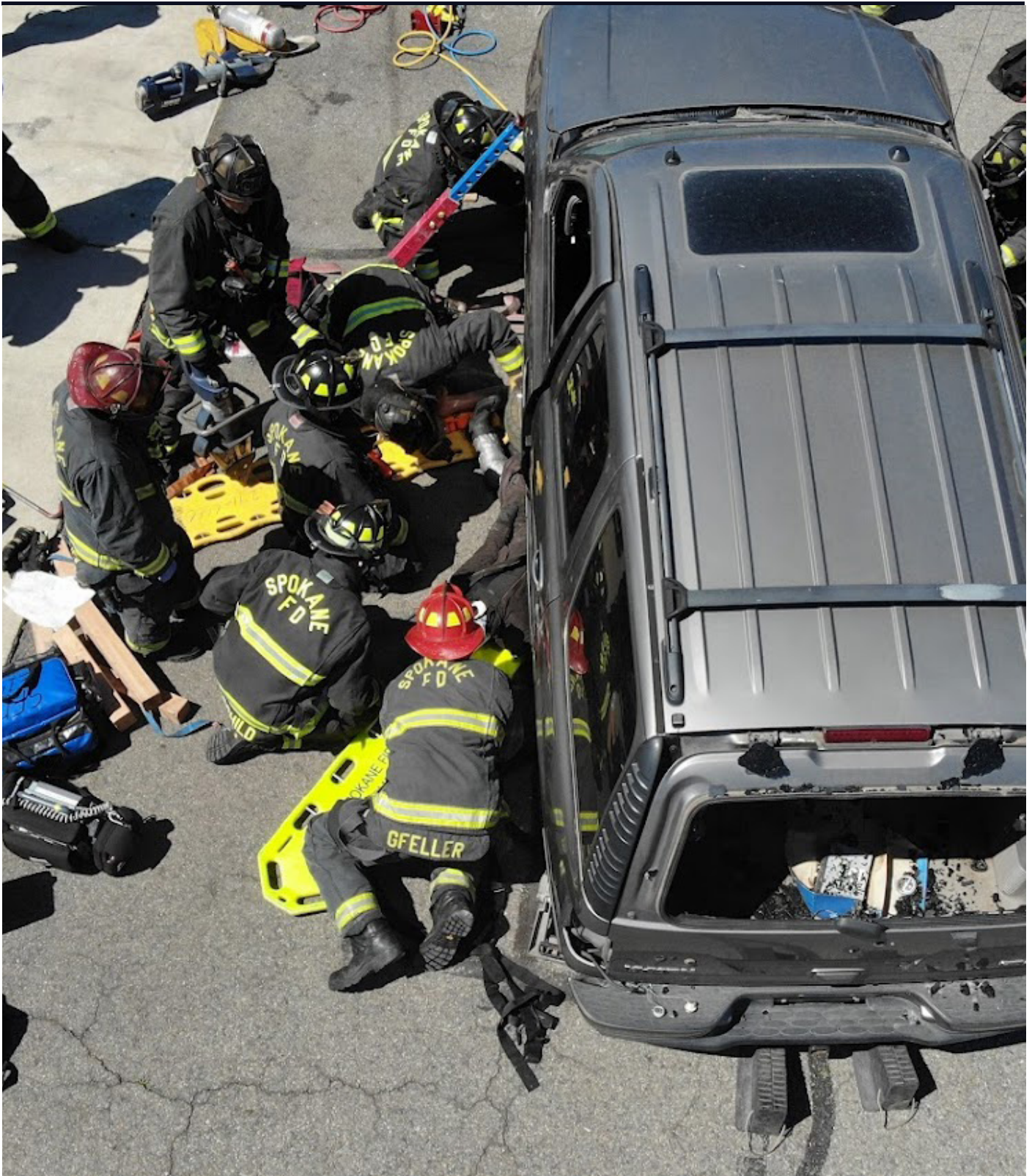
Advanced Life Support Unit

Call received by Fire Dispatch to on scene

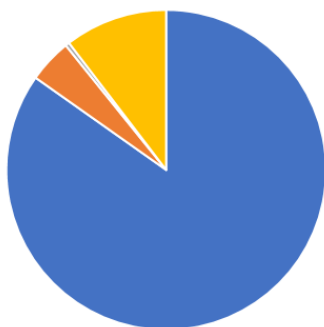
Spokane Fire Department response time standard for the arrival of the first unit to a Life Threatening Incident is 8 minutes 30 seconds, 90% of the time.

Year	% Response Time Met
2022	91.0%
2021	93.3%
2020	93.7%
2019	94.5%



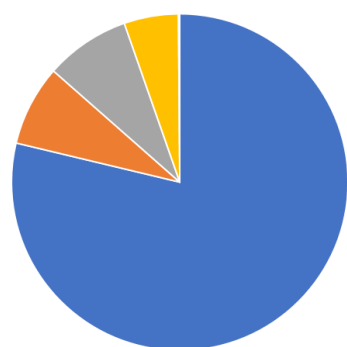


FINANCE



Overall Budget

	2022 Budget	2021 Budget
Fire/EMS	60,234,728.00	58,741,561.00
Fire Communications Center	3,137,955.00	5,090,200.00
Combined Communications Building	287,219.00	610,884.00
Asset Management/Fire Capital	7,393,887.00	5,979,479.00
Total	71,053,789.00	70,422,124.00



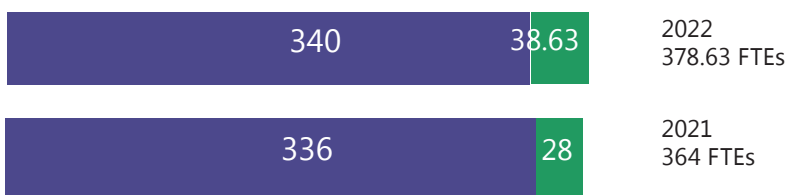
Budgeted Expenses

	2022 Budget	2021 Budget
Personnel	55,947,784.00	54,786,397.00
Maintenance & Operations	5,504,765.00	4,111,944.00
Capital	5,799,637.00	5,171,252.00
Interfund	3,713,224.00	3,294,833.00
Operating Transfers	88,379.00	3,057,698.00
Total	71,053,789.00	70,422,124.00



Budgeted FTEs

- Fire Communications
- Fire/EMS



Uniformed vs. Civilian FTEs

- Uniformed
- Civilian

TRAINING DIVISION

In 2022, the Spokane Fire Department Training Center trained both civilian and uniformed members of SFD. The Training Divisions' primary responsibilities include:

- Fire and EMS training.
- Production of audio-visual products used for training and media.
- Management of the Quartermaster and Personal Protective Equipment (PPE) programs.
- Grant Writing
- Recruiting and Hiring
- Training Academies
- Supported Employment Program



2

16 WEEK RECRUIT
ACADEMY

2022-1: 19 Recruits

2022-2: 23 Recruits

The Training Division hired 42 firefighter recruits. With the help of highly skilled and experienced instructors from Operations volunteering to develop the new generation of firefighters, the Training Division delivered two successful recruit schools. The Training Division conducted various training programs throughout the year, including live fire and wildland refresher training, search and rescue training, competency-driven testing, and hose deployment. Training facilitates local, regional, and national training, with personnel attending courses at the National Fire Academy in Emmitsburg, MD, and other certification-level training opportunities to promote growth within the department.

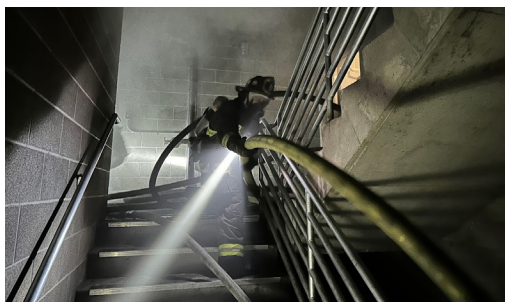
The Training Division hosted a conference on lithium-ion battery fires with speakers and guests from around the U.S., focused on sampling air, smoke, and water from live fire experiments to better understand how to eliminate chemicals from firefighter equipment to keep firefighters safe and healthy. The Training Division also aids in the rehabilitation process of injured firefighters. Additionally, the Training Division manages recruitment, hiring of recruits, and promotional exams in collaboration with Civil Service.



49,664

HOURS OF TRAINING

Cummulative hours of training across the
Spokane Fire Department Operations Team.



4,714
DEPUTY FIRE MARSHAL SITE VISITS
TO RENEW ANNUAL OPERATING
PERMITS



262
SPECIAL EVENT EVALUATIONS
CONDUCTED WITH PERMITS ISSUED



742
CONSTRUCTION RELATED SIGN-
OFFS WITH APPROVALS

The Spokane Fire Department Prevention Division's responsibilities include community risk reduction, education, inspection, engineering, fire code enforcement, wildland fuels mitigation, and special inspections for temporary special events. In January 2022, we added five Deputy Fire Marshals, a Fire Protection Engineer in training, a Wildland Urban Interface planner, and a Clerk to achieve this staffing level. In 2023 we will add a Specialist for Community Risk Reduction education programs; this position was approved in the 2022 budget. The Division now consists of one Fire Marshal, one Assistant Fire Marshal, ten Deputy Fire Marshals, a Captain of Fire Investigations, two Lieutenant Fire Investigators, a Community Risk Reduction Manager, two Fire Protection engineers, a Wildland Urban Interface (WUI) Planner, an Office Manager, and three exemplary administrative staff. The Division currently utilizes the 2018 International Fire Code adopted by the State of Washington and the City of Spokane. The Fire Code provides the legal requirements for protecting property from the hazards of fire, explosion, or dangerous conditions in new and existing buildings. It provides a minimum level of life safety for the public and emergency responders during daily building use and emergency operations.

In 2022, the Division conducted 16,741 inspection activities requiring site visits or reviewing and approving submitted reports. Of that number, seven different types of service reports were reviewed, totaling 8,952 activities, consisting of private hydrant reports, range hood service reports, fire alarm, sprinkler system reports, standpipe service reports, extinguishing system reports, and paint/spray booth service reports.

Additionally, 4,714 Deputy Fire Marshal site visits were conducted to renew annual operating permits for activities involving more hazardous operations, 262 special event evaluations were completed, 786 plan review approvals by the Fire Protection Engineer, and 742 construction-related sign-offs. The Division also monitors all above-ground tanks (AST) and the end-life dates for multiple single-wall underground storage tanks (UST) in Spokane. It notifies property owners when those tanks need to be removed and monitors the removal process and the installation of new code-compliant double-walled tanks if required.

FIRE PREVENTION

SPECIAL INVESTIGATIONS UNIT

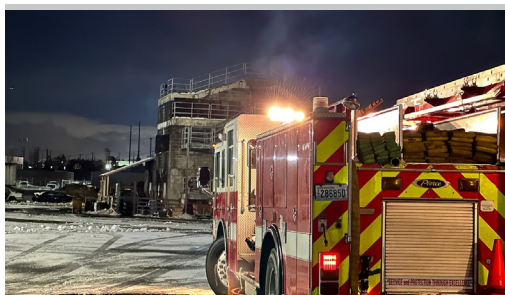
The Special Investigations Unit (SIU) had 89 fewer fires in 2022, totaling 165. Working closely with Detective Chris Body and the Major Crimes Division, the SIU assisted in 9 arson arrests. Fatalities are an unfortunate result of fires and are hard on the crews that fight the fires and the Investigators who investigate them. Four fatalities were reported in 2022. We continue our partnership on significant events with ATF's Senior Agent Todd C. Smith, a Certified Fire Investigator.

Training for the Investigators ramped up in 2022 after the COVID restrictions of 2021 were lifted. All the full-time Investigators and our newest supplemental, Lt. Ed Miller, attended ITC (International Training Conference) in Jacksonville, Florida. Lt. Knapp attended the Pacific NW Fire Investigation Training Conference in Leavenworth, WA. Ongoing training is a priority for SIU Investigators. These opportunities ensure that all Investigators are trained to a level that qualifies them to testify in court as expert witnesses in fire investigations.

The SIU regularly reviews fire incidents and educates fire officers on the National Fire Incident Reporting System (NFIRS). This reporting system collects the necessary data to track the kind of incidents the fire department responded to, the location of the incident, the needed resources to mitigate it, and how losses and other information designed specifically to understand the nature and cause of the fire.

Current full-time Investigators: Capt. Bridget Luby, Lt. John Goodman, and Lt. Shane Sanders.

Current supplemental Investigators: Lt. Ethan Verduin, Lt. Adam Knapp, Lt. Ed Miller, Lt. Jesse Ayotte, and Capt. Tom Oliver.



52,538
TOTAL EMERGENCY CALLS FOR
SERVICE



42,554
EMERGENCY MEDICAL CALLS



5,365
FIRE CALLS

COMMUNITY RISK REDUCTION

Educational programming provides data driven, fire and life safety information to our community. Check out our Community Risk Assessment (CRA):



Informed by our CRA, various community programs are offered with increased emphasis placed on the national Community Risk Reduction priority populations: older adults, people living with disabilities, immigrants and refugees, families with young children and low income households. Examples of programming include; smoke alarm installation, home safety visits for low income households, preschool and grade school fire safety curriculum, first responder interaction for refugees and immigrants, and fire and fall prevention programming for older adults.



NOTABLE COMMUNITY EQUITY EDUCATIONAL EVENTS

Kids Jr Fire Academy

Open to the public, the event provided an opportunity for kids to have positive interactions with first responders, practice hands only CPR, participate in a junior combat challenge, and sit in a firetruck.

Preschool Program

Spokane Fire Department works with preschool providers to help the community better recognize the higher risk status of children under the age of five. We provide an age-appropriate lesson on the sound of a smoke alarm, tools for adults vs toys for kids, hands off matches & lighters and the chance for the children to see a firefighter slowly put on their gear. This positive interaction with first responders helps children feel more comfortable if they are ever in an emergency situation.



STATISTICS

31 Large community events attended by SFD

24 Public presentations facilitated by SFD

525 Smoke and CO alarms installed during two install blitz events



REFLECTIONS:

COMMUNICATION DIVISION TRANSITION

The responsibility of FireComm's Public Safety Answering Point (PSAP 2) was formally transitioned to the Spokane County Regional Emergency Communications Agency (SREC). SREC operates Spokane County PSAP 1, meaning all 911 calls enter SREC first for answer and triage. Before the amalgamation, SREC would have to perform an initial triage as PSAP 1, then transfer the caller to SFD's FireComm, ultimately adding time to the caller's wait and possible care (e.g., CPR, bleeding control, airway clearing, et al.). The rapidly increasing call volume, system performance expectations, risk and liability, and ever-decreasing staff pool all contributed to FireComm's lack of sustainability. The change to SREC allowed 100% of the County's Fire Service agencies and resources to operate together and as a truly integrated system for better safety and service to the person(s) needing help on the phone or text and provided dedicated communication specialists to our personnel utilizing land mobile radios tactically in the field.

WELLNESS AND MENTAL HEALTH PRIORITIES

Partnerships with the SFD's Psychologist, Ready Rebound, and Physical Fitness Trainers were continued and improved in 2022. The Ready Rebound Program alone saved over \$44,800 due to mandatory overtime backfill. However, the more profound impact of the mental and physical wellness programs has been a healthier and more resilient workforce that remains committed to protecting people's lives in Spokane.

EMS LEVY FUNDING SECURED

Spokane Voters overwhelmingly approved a renewal of the EMS Levy, securing the future of the Paramedic and BLS Medical Programs. The EMS Levy is a 6-Year funding measure based on property tax within the SFD's jurisdictional boundaries. The funding was earmarked for EMS improvements, including capital funding for intensive cardiac and advanced airway equipment updates, pediatric and neonatal training and equipment, and system enhancements created to save lives in the community.

ADDITION OF DIVERSE TALENT

Several recruiting sessions with Public Safety Testing (PST) occurred in-person and online throughout the Country. Those efforts added a diverse group of 42 Entry-Level Firefighters to the SFD. Additionally, the SFD and Civil Service piloted a change to the entry process that resulted in adding an EMT Course to the academic curriculum in 2023. By integrating the EMT Course into the traditional academy, the requirement was lifted by Civil Service and increased the number of applicants by three times in 2022.



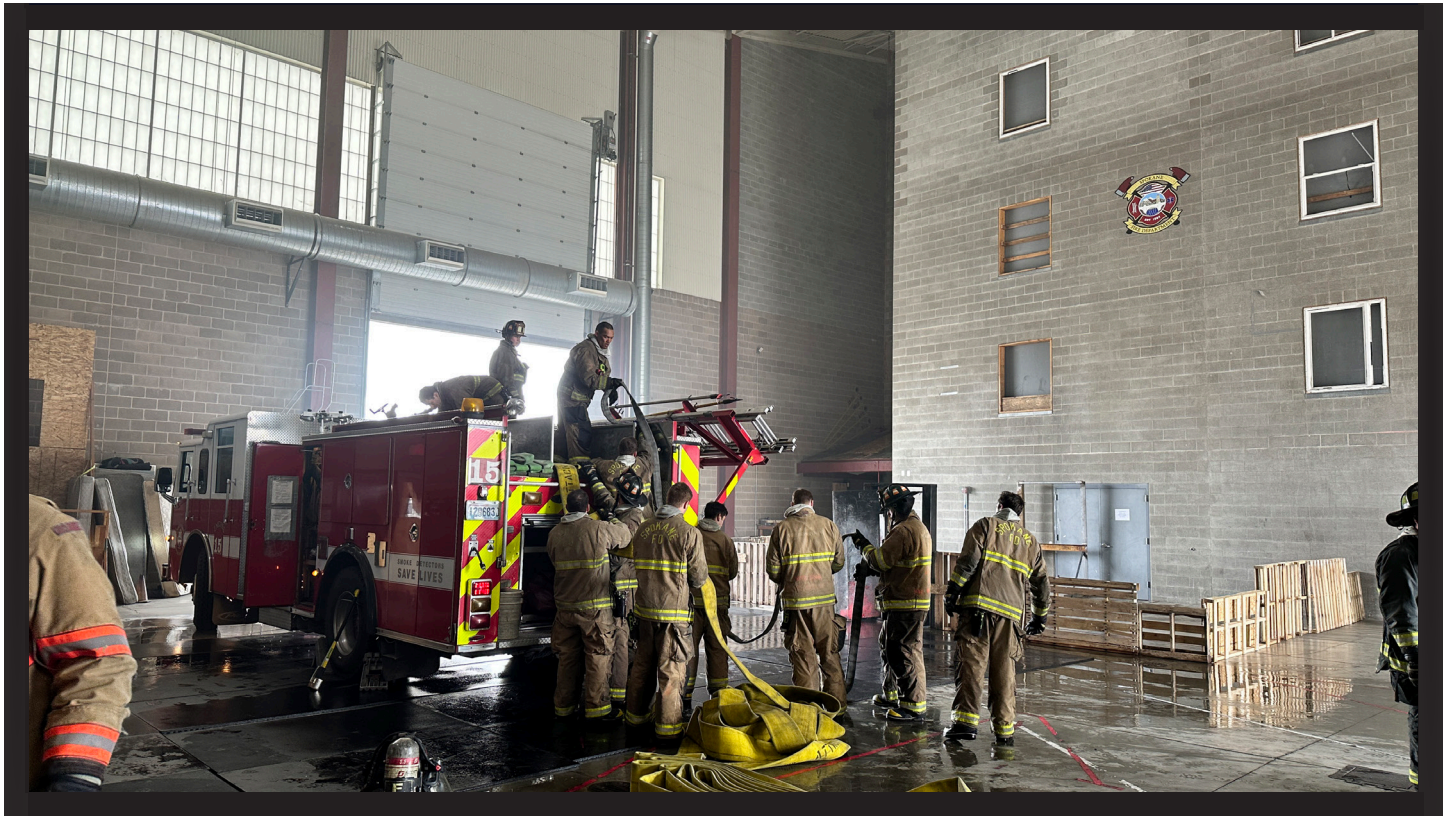
LEGISLATIVE EFFORTS

Building on prior efforts, leadership improved an active legislative focus nationally and on the state level to advance the SFD's ability to provide quality service for our community. The SFD actively participates with the Executive Branch's agenda, the Legislative Branch's Agenda, IAFC, IAFF, NAEMT, and other organizations that further improve the safety and treatment of our people and the community.

IMPROVED COMMUNICATION

The Fire Chief continues to distribute monthly messages addressing emerging issues in the organization. In addition, a PIO was budgeted to assist us in telling the organization's story, highlighting individual members and their contributions, and representing the SFD to the community. Meetings with leaders at most levels have been held virtually for two years. However, in 2022, the shift is moving back to in-person with options for a hybrid model. This shift is intended to encourage more dialog, discussion, and sharing of perspectives throughout the organization.





CAPITAL REPLACEMENT PLAN

A capital replacement plan using an ongoing Spokane Investment Pool (SIP) loan program was initiated before 2016. The budget continues to be updated and expanded for the ever-changing needs of the organization's funding. The demands in 2022 and future years continue to be greater than predicted despite access to one-time funding through the ARPA Program. Despite the challenges, the SFD successfully placed an order with Pierce Manufacturing for four Type 1 Structural Engines delivered in Quarter 4 of 2023. In addition, remaining SIP funding allowed purchasing life-saving equipment needed to provide fire and rescue services, including personal protective equipment, tools, and special operations rescue gear.

LABOR MANAGEMENT RELATIONS

SFD enjoys a healthy relationship with the IAFF 29, SAFO, and the leadership team, who together participated in the IAFF/IAFC Labor/Management Alliance (LMA) to create a formal agreement guiding the department's labor-management partnership. As a result, a landmark Collective Bargaining Agreement was reached with the Local 29 Firefighters Bargaining Unit and approved by Council in 2022. Formal negotiations with Local 29 Chief Officers continued later in the year, with an expected completion date in Quarter 3 of 2023.

EXPANDING OUR REACH

SFD maintains updated partnerships with Kootenai County (ID), Whitman County, Stevens County, the Department of Natural Resources, Avista, and Spokane County Fire Agencies. For Spokane County Fire Districts 1, 8, 9, and Spokane International Airport, the SFD sends the closest resource for emergency incidents removing the political boundary for the best service to our customers.

CONSTRUCTION PLANS

A Spokane Company, Integrus Architecture, has begun to evaluate all fire stations for safety, physical condition/ stability, and planning needs for future stations. The SFD's facilities will meet safety codes, physical requirements, and future community growth needs when completed.

SFD DOES NOT OPERATE ON AN ISLAND IN SPOKANE COUNTY

The labor/management team is engaged with local, regional, and national organizations to help identify best practices and bring those ideas and research back to Spokane. Many Labor and Administrative leaders serve on local boards and associations, and Chief Staff are appointed to state and federal committees representing the industry and Spokane's interests. SFD's leadership participates in over 20 State, National, and International committees contributing to the industry and representing Spokane's interests.

THE FUTURE...

- Continue efforts to integrate a culture of Community Risk Reduction into the overall organizational philosophy, planning, and allocation of resources.
- Continue recruiting the highest quality people at all levels with the talents to sustain and improve our community. Two additional Academy Classes will be held in FY2023. The priority is supporting the new Firefighters and Officers with education, training, and experiences.
- Continue to pursue alternatives for staffing that achieve NFPA 1710 compliance. Implement a sustainable Paramedic Staffing Plan that is equitable to all community areas.
- Continue the focus on overall improvement and employee safety and wellness in every position, regardless of assignment.
- Build on successful partnerships with community organizations that align with SFD's Mission and Values.

2022 New Hires

2022-1 Academy

Aaron Beaulaurier
Willis Berkshire
Joseph Buckner
Michael Donahoe
Cory Erickson
Kolby Fairchild
Mallory Haugen
Steven Holland
Peyton Moss
Scout Olson
Jase Piskulick
William Powers
Kyle Roach
Zach Turner

2022-2 Academy

Jordon Johnson
Ryan Weinstock
Joshua Sanders
Reid Geyer
Carson Nielsen
Kaare Anderson
Lincoln Fletcher
Kellen Jorgenson
Christopher Davis
Nathan Stegenga
Dylan Balauro
Icher Pule-Annes
Jimmy Bailey
Brady Johnson
Juston Summers
Jacob Bingham
Grant Presley

Organizational Hires

Christina Schrader-Clerk
David Rogers-Deputy Fire Marshal
Jason Drye-Heavy Equip. Mechanic
Brian Zehm-Heavy Equip. Mechanic
Richard Galtieri-Deputy Fire Marshal
Nick Jeffries-Wildland Resource Planner
Justin Cravalho-Fire Prevention Engineer
in training
Anne Raven-Medical Services Officer



2022 RETIREMENTS

RUSS BUTTERS
JASON RESER
ANDREW BESSMER
GRACE HAMMERSLEY
MIKE LOPEZ
STEVEN MCMULLEN
DAVID BUECHLER
MIKE ROSSI
JEFF WEBB
BRENDA WRIGHT
ANTHONY SERQUINA
TONYA PEONE
JEFFREY BRAVIROFF
TODD POWELL
TRACY SCHOENLEBER





MISSION

We enhance your quality of life, always
earning your trust, by saving lives,
preventing harm and protecting property
with compassion and integrity.

Chapter 35.103 RCW: Revised Code of Washington Chapter 35.103 was passed into law during the 2005 legislative session (House Bill 1756). This law mandated certain response criteria be established and measured by fire departments across the State of Washington beginning in 2007 with an analysis of responses in 2006. The requirement was passed and is now the law for all substantially career fire departments. The purpose of this law is to report to the Governing Body of each fire jurisdiction, as well as to the residents of any given area, how the fire department is doing in meeting its established emergency response standards. These standards take into consideration a number of response types: A) Fire Suppression, B) Emergency Medical Services - Basic Life Support (BLS), C) Emergency Medical Services - Advanced Life Support (ALS), D) Special Operations (i.e. Hazardous Materials response and Technical Rescue response), E) Aircraft rescue and firefighting, F) Marine rescue and firefighting, G) Wildland firefighting.

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