



**Snohomish  
County  
Fire  
District 4**

**ANNUAL  
REPORT**

**2022**





# TABLE of CONTENTS

<b>Message From The Fire Chief</b>	<b>3</b>
<b>State of the Department</b>	<b>4</b>
<b>Finances</b>	<b>12</b>
<b>Personnel</b>	<b>15</b>
<b>Service Delivery</b>	<b>19</b>
<b>Operations</b>	<b>26</b>
<b>Prevention and Risk Reduction</b>	<b>32</b>

## *A Message From*

### **Fire Chief Don Waller**



Looking over the accomplishments corresponding to the Strategic Plan components on pages 7 and 8 of this report, you can see the busy year we've had; some may say January felt like eons ago.

This is often the case during periods of growth.

The District is embracing transitions in culture, expectations, and service levels to meet the community's diverse and expanding needs.

2022 saw Fire District #4 (FD4) lay crucial groundwork for the newly adopted Strategic Plan, including a new CBA, the decision to move to in-house financial software and a new organization chart. This groundwork creates a strong foundation for our community's next decade of fire, medical and emergency services.

2022 was a year for negotiations. It started by finishing negotiations on a new five-year labor contract. This contract allows the District to have stable financial planning for the next five years, reorganizes our staffing structure to be more consistent, and adds new positions to create more robust and professional service to the citizens. We continue raising the expectations and requirements we put on ourselves to better serve you.

2022 ended with reaching a new agreement with the City of Snohomish to resolve long-standing (40 year) property ownership, service and other issues. This new agreement is in the community's best interest, It allows for a very clear separation of capital to both organizations, giving each more flexibility to serve the community and creating opportunities for future collaborations in exciting ways. The City and FD4 have been working on this issue for at least five years, and seeing a positive solution that benefits our citizens is exhilarating. A huge thank you to Mayor Redman and City Administrator Thomas for their support during this process.

2023 will be the year that we build a strong foundation on 2022's great groundwork, culminating with the election for our General Fire Levy Lid lift on the August 1st Primary ballot. This was first passed in its current form in 2011 and then was renewed in 2017. As you can see on page 14, the General Fire Levy comprises over 65% of our funding. This levy allows us to continue to be strong and successful and meet the needs and expectations of the community. It will allow us to start building the structure on top of the foundation. If the General Levy Lid passes, the District will be able to fund one (and likely up to 3) fire stations, fund the full capital facility and capital equipment and apparatus plan for the **next ten years**, and fund increased staffing to reduce response time and increase service levels. All of this without any bonding or other debit. The District has saved about 30% of our capital needs and, with the passage of the Levy Lift, could fund the remaining through our normal taxes, saving the citizens money!

I trust you are as optimistic as I am when reflecting on the accomplishments of 2022 and looking forward to the possibilities of 2023. What a thrilling time to be a citizen of SCFD4!



*Donald D. Waller*

Donald D. Waller, Fire Chief

Masters of Health Policy & Administration (MHPA)- WSU  
BS Chem-WSU  
AAS Advanced Life Support SCC  
Chief Fire Officer (CFO)- Center for Public Safety Excellence (CPSE)

# STATE of the DEPARTMENT

- ◆ Core Values
- ◆ Strategic Plan
- ◆ District Map
- ◆ Station Map
- ◆ Year in Review

# Proficiency



Skillful and timely service delivery by motivated personnel.

# Balance



Cost efficient, equitable and compassionate interactions with the community and each other.

# Resilience



Plan for, adapt to and embrace the community's changing needs.

## CORE VALUES

# Collaboration



Supporting endeavors with the community and regional agencies.



# Strategic Plan

## Measures of Progress



**completed**



















**in progress**












**future goal**

### OPERATIONS














Effective Performance Management System	Monthly, Quarterly, Annual <i>Fire Stats</i> reports 
	Training on data entry & report writing 
	Reader Boards installed for call tracking 
Improve Response Times	Full Auto-Aid to ensure closest unit dispatch 
	Quick Dispatch ( <b>35.5%</b> decrease in response time) 
	Full time ALS unit added (2 total/day now) 
	2nd set turnout gear purchased 
Enhance Non-Emergency Services <b>NOTE:</b> COVID restrictions caused delays	Car seat technician appointments 
	Re-establish CERT & CPR programs 
	Explore partnerships with social workers, mental health professionals, community paramedics 
Manage RLB Training Site Opportunities	6 month collaboration with SCFTA 
	Hosted 2 Recruit Academy Cohorts for SCFTA 
	Billed for 275 hours of RLB rental with local agencies 
Improve Service Delivery Efficiency	New AEDs, LifePack 15s and Lucas Device 
	Pediatric Kits assembled in medic units 
	Work closely with SCFTA for updated training 

### COMMUNITY RELATIONSHIPS









Communicate Effectively with the Community	Monthly electronic and quarterly printed newsletters 
	Social Media presence (Facebook, Nextdoor, Twitter, website) 
	Update Comment Card feedback system 
	Increase Visibility (station & boundary signs) 
	Increase media engagement (media releases) 
	Disaster Preparedness Training 
	FD4 Representatives attend Community Group Meetings 

Enhance Diversity Services	Solicit Public Input (Community Survey, Comment Cards)	
	SCFD4 presence at Community Events	

## PERSONNEL & CULTURE

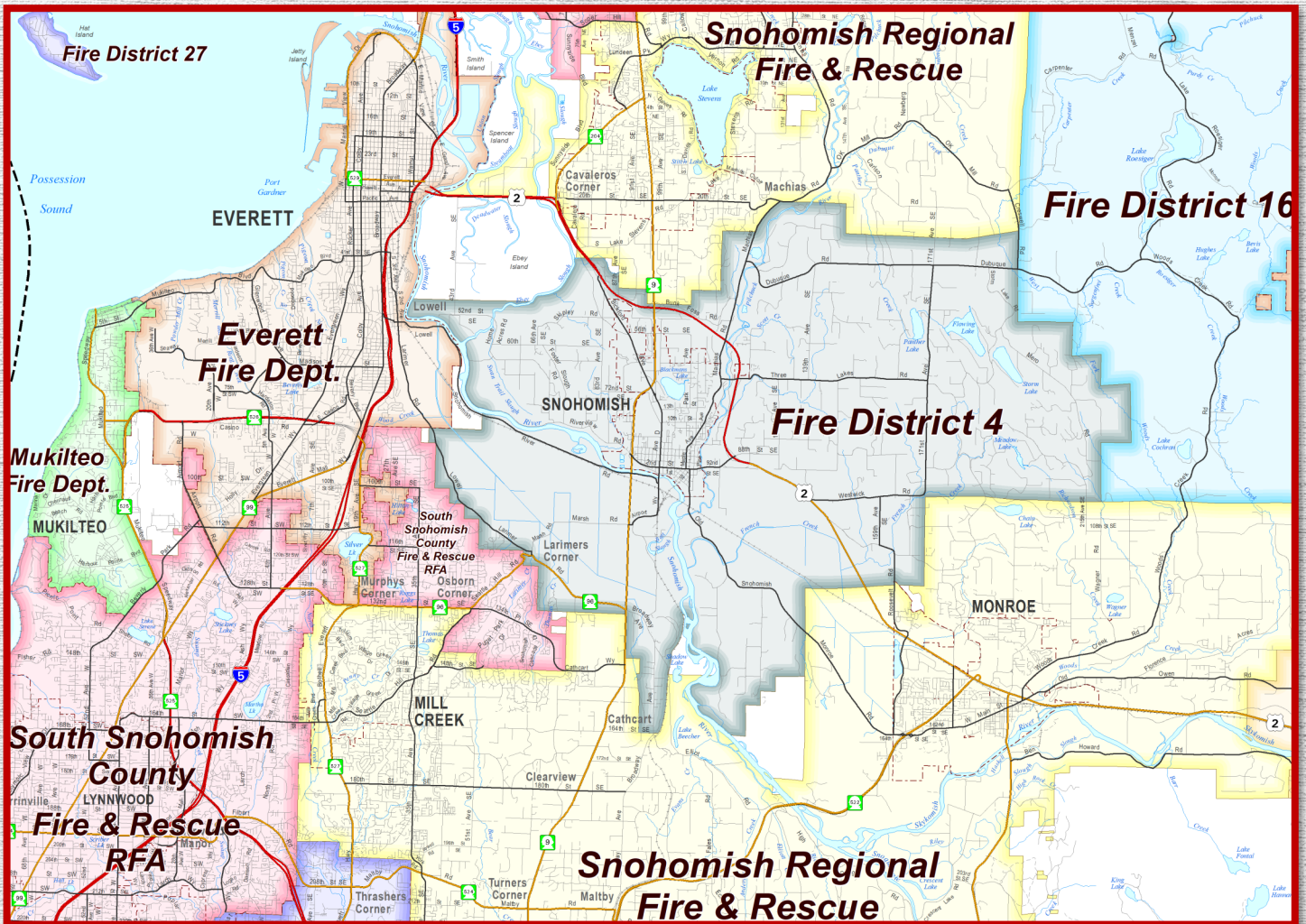
Prioritize Physical, Emotional and Mental Well-being of all Personnel	Created 4th Platoon to reduce hour saturation	
	Improve workout equipment & facilities	
	Mental Health Training	
Recruit and Train Staff to Reflect Makeup of the Community	Planning for Diversity in recruitment	
	Diversity Training for all District personnel	
Nurture a Positive and Inclusive Culture	Work Place Conduct Training for all District personnel	
	State of District Presentations	
	One-on-One Personnel Meetings & Open Door Policy	
Embody Learning Individually and as an Organization	Additional Training Officer to handle work load	
	Training and Advancement Flow Chart	
	Implement , monitor & update Task Books for all positions	
Ensure Personnel have Adequate Information to Complete their Jobs	Training updates presented at Officers Meetings	
	Updates on effective use of Communications Systems	

## SYSTEMS & RESOURCES

Exemplary Standard for Stewardship of Public Resources	Updated Training for all positions	
	Deputy Chiefs of Operations , Finance and Safety structured for efficient resource accountability	
	Publishing Annual Budget and State Audits	
Allocate Resources to Optimize Advancing the Strategic Plan	Quarterly Reports at Commissioners Meetings	
Use Technology and Other Means to Increase Efficient Use of Resources	Virtual daily operations briefings among Stations	
	Implement Pulse Point	
	Use of CAD texting in Fire Response Plans	
	Use of Smartphones & Mobile Data Computers on secondary apparatus	

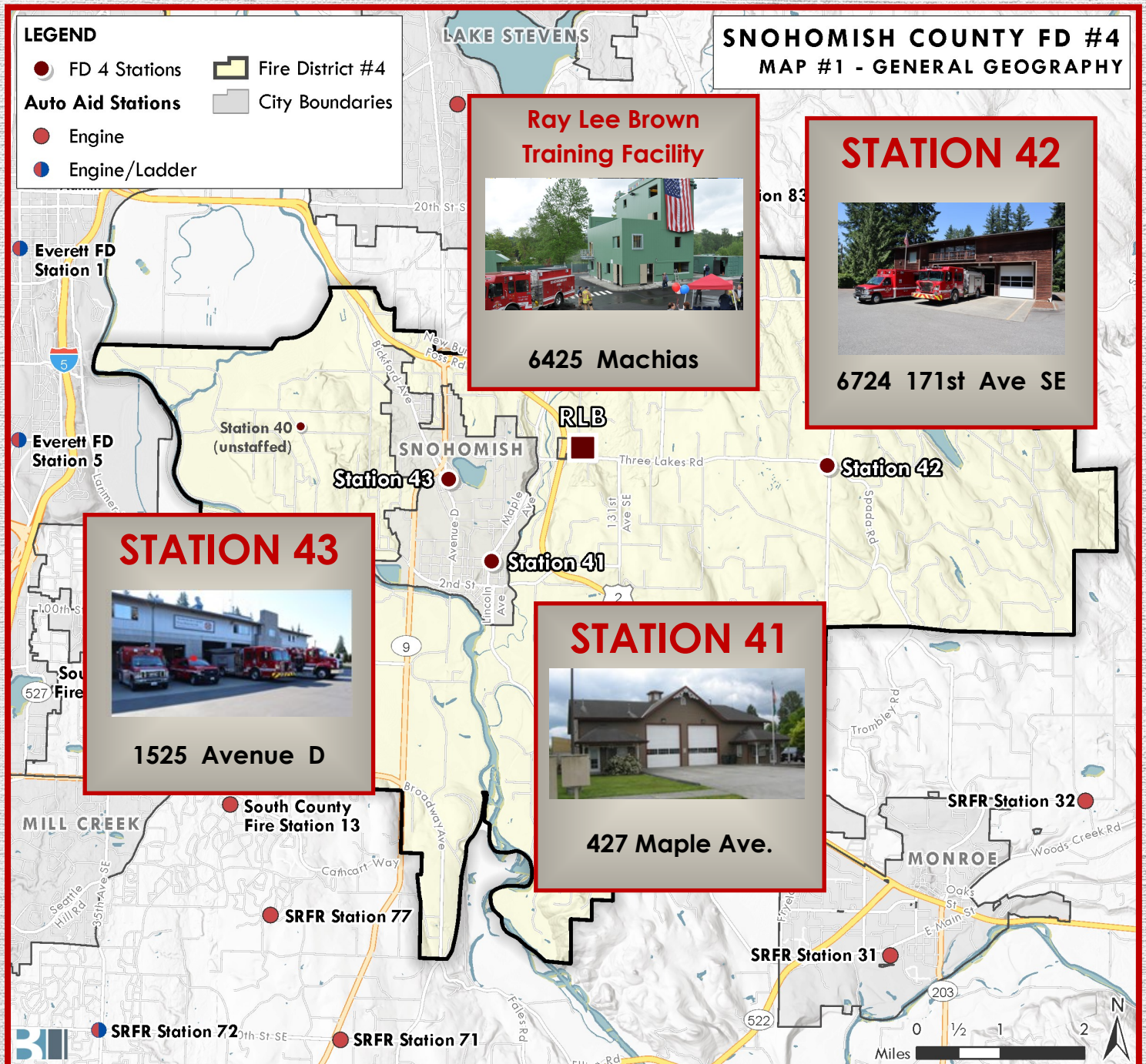


# District Map



**Snohomish County Fire District #4** has been serving the town of Snohomish, and the 60 square miles surrounding it, since 1883. Initially founded as a volunteer organization with a single hose cart and 1000 feet of hose, it has grown and adapted to the changes of its community. The 32,000 residents are currently served by a staff of 62 including full-time and part-time firefighters, executive and administrative personnel and volunteer chaplains. The district is governed by a board of three fire commissioners. In addition to fire suppression, rescue and emergency medical services, SCFD#4 also provides public education services including: *burn permits, car seat checks, CPR training, emergency preparedness, school visits and smoke alarm assistance.* Fire Explorer Post #444, a program for high school students interested in the fire service, is also sponsored by the district.

# Station Map



**Snohomish County Fire District #4** personnel respond to incidents from one of three stations that are staffed 24 hours a day.

The **Ray Lee Brown Training Facility** was constructed in 2011 and is used as a regional training resource by SCFD#4 and neighboring jurisdictions.

# Year in Review

JAN

- \$23,000 Grant Awarded by FEMA
- Hired 3 Part Time FF



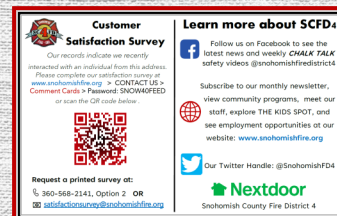
FEB

- 2021 State Audit Exit Conference
- Brush 452 Delivered
- Engineer Position Instated



MAR

- New Comment Card Format
- New Drug Safe - *dual factor authentication*
- Operative IQ Inventory program purchased
- 9 Personnel promoted to Engineer



APR

- Purchased 10 AEDs for Staff Vehicles
- Dry Suits for Water Rescue Team arrived



MAY

- RLB Sign purchased



JUN

- 2nd set PPE issued to all Personnel
- VFW Certificates of Appreciation
- Safety Presentation to Senior Center



# JUL

- Explorer Teams place 1st in Annual Muster
- Kla Ha Ya Days Outreach
- Commissioner Jill Gleason appointed



# AUG

- National Night Out demonstrations
- 15 personnel red card certified as Wildland FFs
- 4 Personnel Hired
- Chaplain Mark Lovell joined the District



# SEP

- Start with "HELLO" School Welcome
- Reading with FFs at SNO-ISLE Library



# OCT

- Approval for *Springbrook Payroll System*
- Bolt Creek Fire
- 80 Smoke Detectors given away—  
*courtesy of Service Master Restoration, Seattle*



# NOV

- FD4 wins *Battle of the Badges* Food Drive
- Major Wind Storm event
- District Border Signs installed
- Cessna Grand Caravan 208B Plane Crash



# DEC

- Riley & Ryan Pinneo Recognition



# FINANCES

◆ Revenues

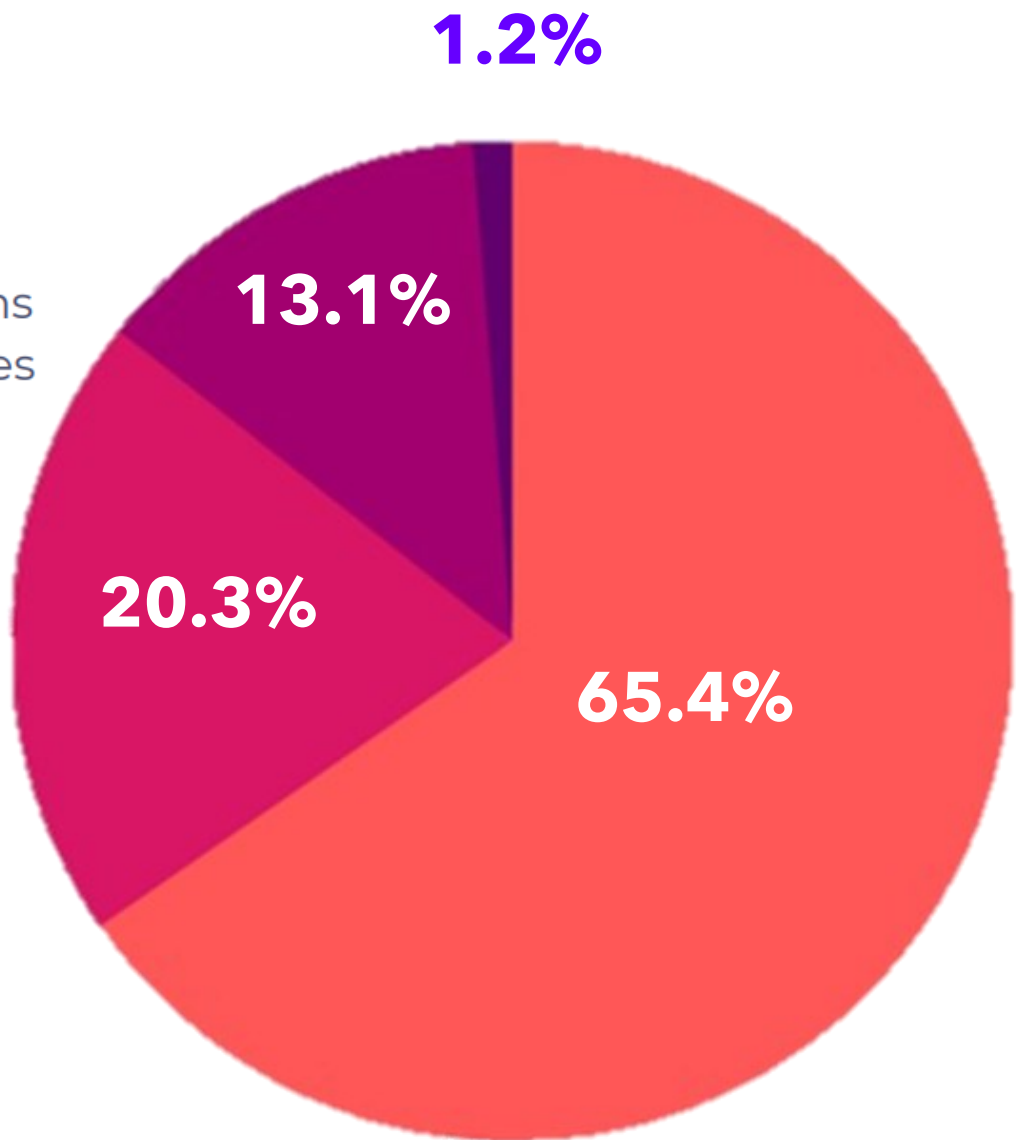
◆ Expenses

# Finances

## REVENUE

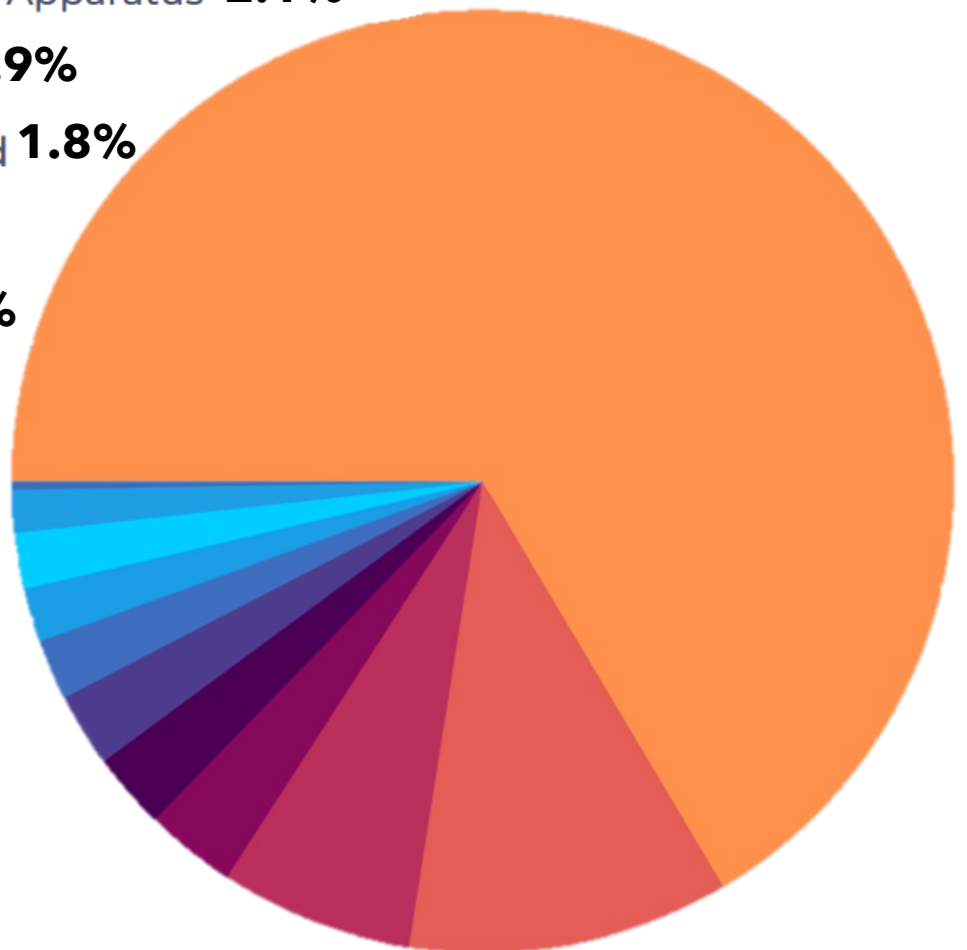
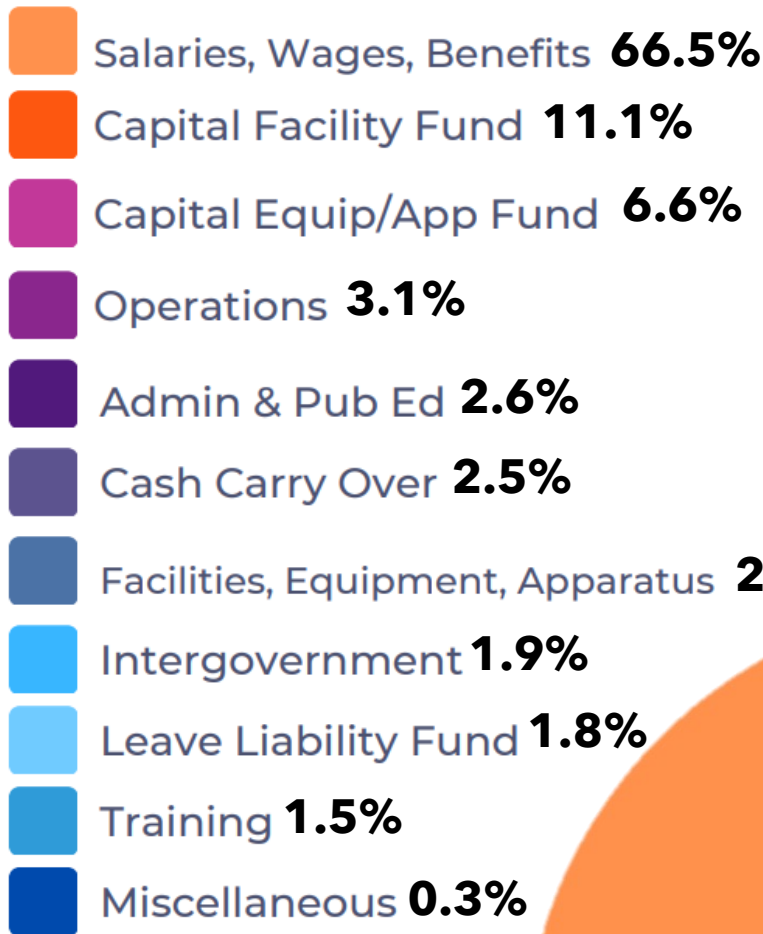
- General Fire Levy
- EMS Levy
- Transport Fees
- Other:

Grants  
Interest  
Misc. Taxes  
Mobilizations  
Rentals/ Fees



# Finances

## EXPENSES

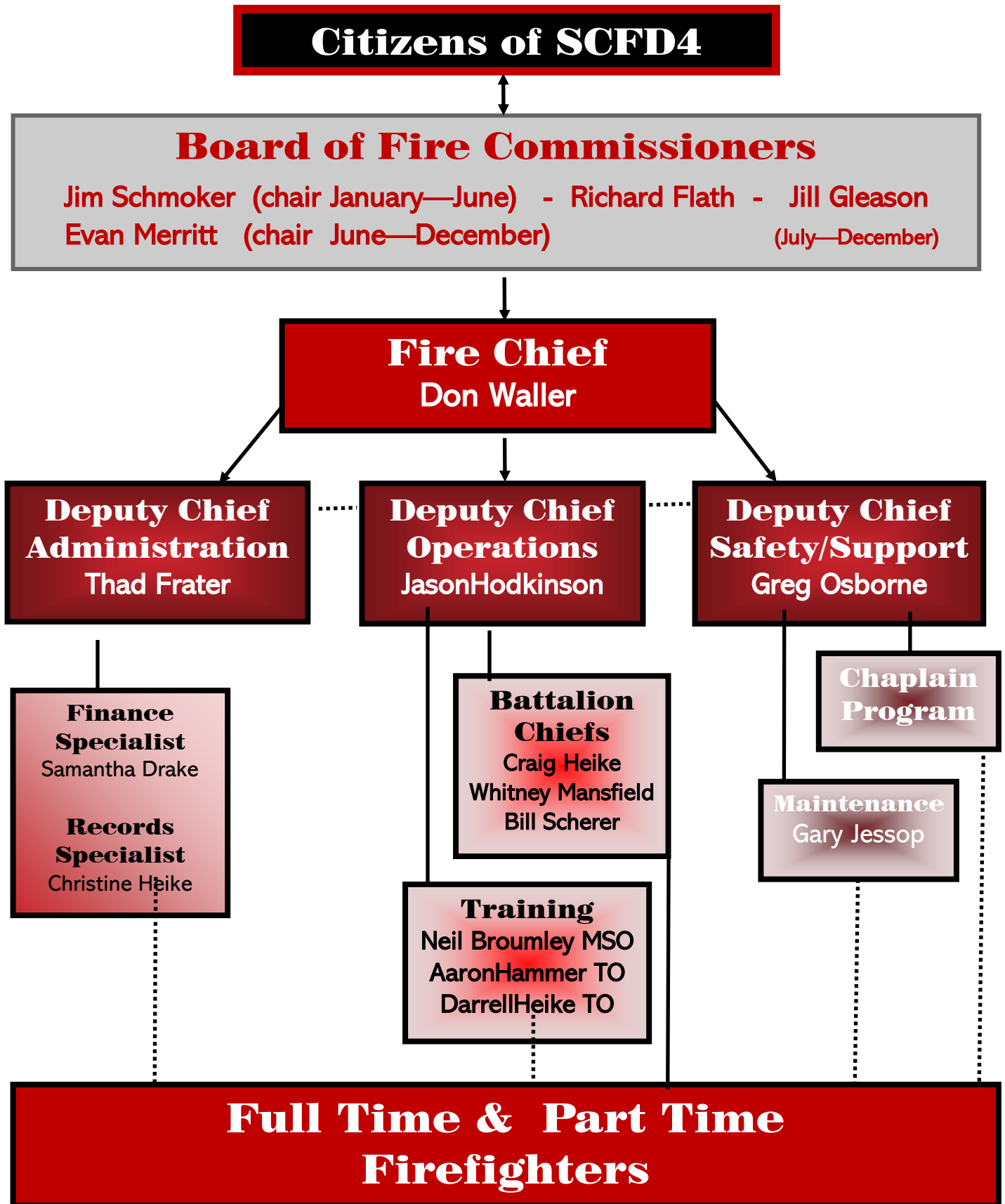


# PERSONNEL

- ◆ Leadership Chart
- ◆ New Hires
- ◆ Retirements
- ◆ Awards / Promotions



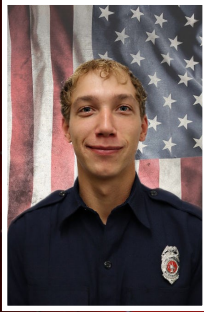
# Department Organization



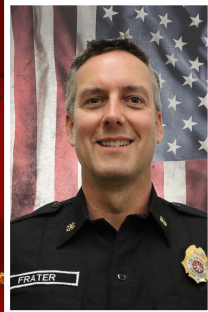
Organization chart depicts reporting structure only.

# Personnel Changes

## New Hires



**Ethan Dodd**  
Part Time FF  
08/01/22



**Thad Frater**  
Deput Chief  
08/01/22



**David Garcia-Esquivel**  
Part Time FF  
01/01/22



**Nick Garza**  
Part Time FF  
01/01/22



**Jill Gleason**  
Commissioner  
07/27/22



**Erroll Hooker**  
Part Time FF  
01/01/22



**Rachel Lee**  
FF/Paramedic  
08/01/22



**Mark Lovell**  
Chaplain  
08/01/22



**Trevor Ren**  
FF/EMT  
08/01/22



**Chelsea Ruggiero-Diehl**



**Mason Tucker**  
FF/EMT  
08/01/22

## Retirements



**Tim Dowdy**  
FF/EMT  
2013-2022



**Cherie Gatterman**  
Records Specialist  
2002-2022



**Mike Gatterman**  
Deputy Chief  
1977-2022

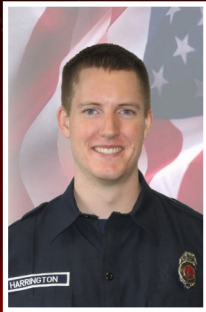


**Jeff Judy**  
Chaplain  
2017-2022



**Jim Schmoker**  
Commissioner  
1981-2022

## Promotions & Awards



**Gabe Harrington**  
Engineer



**Darrell Heike**  
Training Officer



**Doug Higbee**  
Engineer



**Karl Jacobsen**  
Engineer



**Dave Lacy**  
Engineer



**Marcus McGee**  
Lieutenant



**Joe Melnyk**  
Engineer



**Jon Stewart**  
Engineer



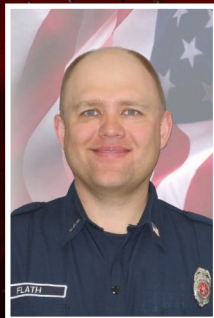
**Claire Woofenden**  
Engineer



Each year, the Veterans of Foreign Wars selects emergency medical technicians, law enforcement and firefighter personnel to receive VFW Public Servant Awards.



**Jake Dehaan**  
FF of the Year



**Nathan Flath**  
EMT of the Year



**Gabe Harrington**  
*Certificate of Commendation  
for exemplary Service to  
Humanity in Administering  
Emergency Assistance*



**Jon Stewart**  
*Certificate of Appreciation in  
Recognition and Highest Praise for  
Alertness, Personal Courage and  
Guardianship of Life and Property*

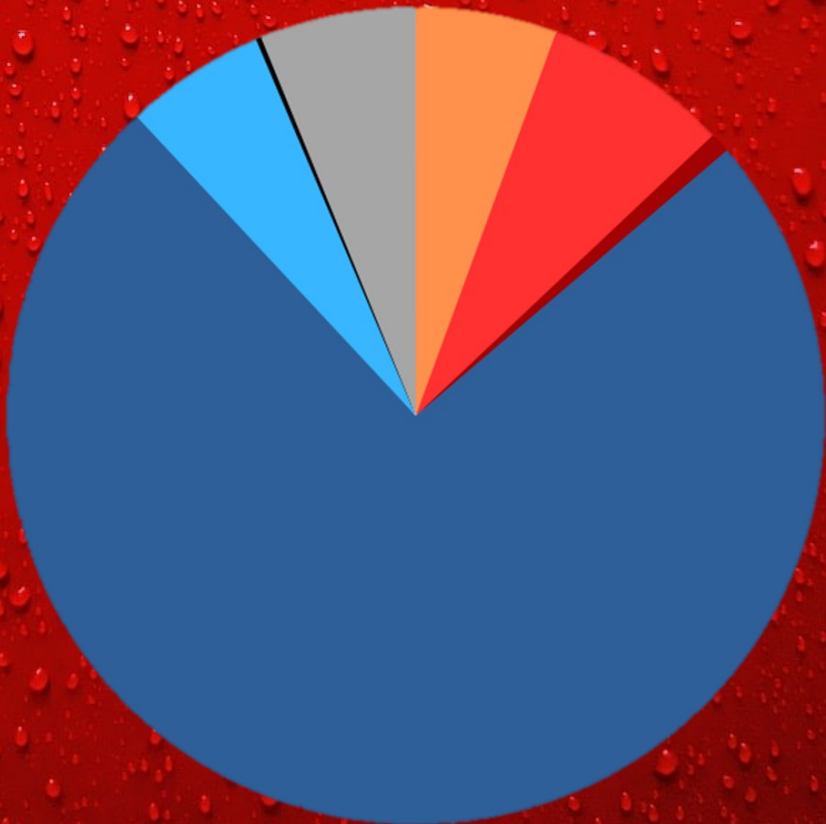
# SERVICE DELIVERY

- ◆ Incident Types
- ◆ In District & Mutual Aid
- ◆ Call Process Times
- ◆ Turnout Times
- ◆ Total Response Times
- ◆ First Due Travel Times
- ◆ ALS Unit Travel Times
- ◆ Effective Response Times
- ◆ Concurrent Calls

# Incident Types

Total	Incident Type	Count
<div style="border: 2px solid black; border-radius: 50%; width: 100px; height: 100px; display: flex; align-items: center; justify-content: center;"> <div style="text-align: center;"> <p>Total</p> <p style="font-size: 2em; font-weight: bold;">4,587</p> </div> </div>	Fire Alarm	243
	Fire	321
	Hazardous Cond. / Hazmat	35
	Medical	3,298
	Service/Other/Unknown	412
	Rescue	9
	Vehicle Accident	269
	<b>TOTAL</b>	<b>4,587</b>

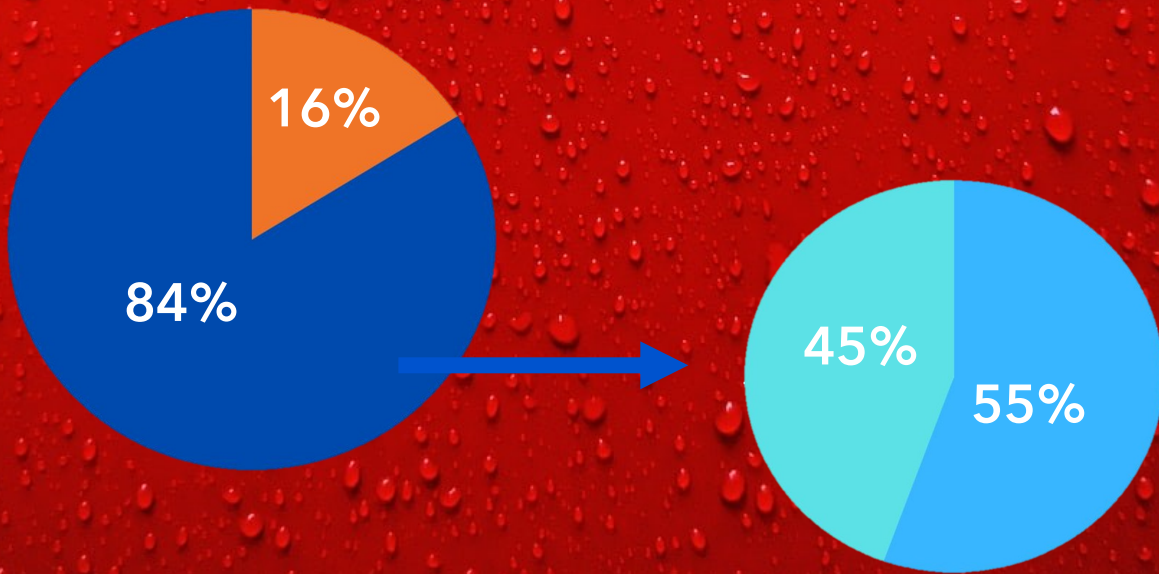
- Alarms – 5.3 %
- Fires – 7.0 %
- Haz Mat – 0.8 %
- Medical – 71.9 %
- Service / Other – 8.9 %
- Rescue – 0.2 %
- Vehicle Accidents – 5.9 %



## In District & Mutual Aid Incidents

Unique Incidents to which FD4 Responded	4,587	
Incidents outside FD4 (Auto Aid given)	733	16 %
Incidents inside FD4	3854	84%
Incidents in City of Snohomish	2137	55%
Incidents in Rural FD4	1717	45%
FD4 Incidents receiving Auto Aid	789	17.2 %
Total Unit Commitments on all Incidents	5530	

### Inside & Outside FD4 Responses

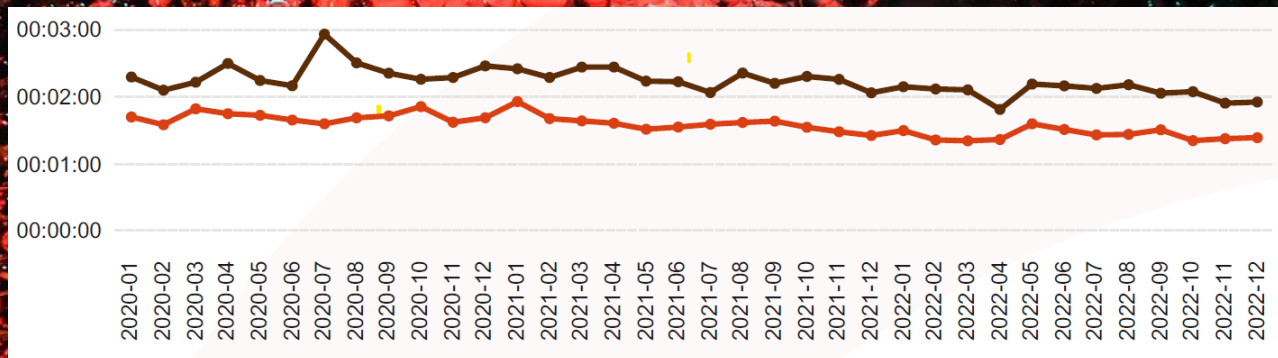


### Rural & Urban FD4 Responses

# Call Process Times - Dispatch

Statistic	2021	2022	Change
Count	2,500	3,672	
Max time (hr:min:sec)	00:03:59	00:03:59	No change
% Below 90 Seconds	81.00 %	80.01 %	↓ 0.91 %
90th Percentile	00:01:50	00:02:10	↑ 00:00:13 sec

# Turnout Times



2020 - night - day

2021 - night - day

2022 - night - day

**68.83 %** of 2022 Turnout Times **below 2 minutes** (3,346 call total)

# Total Response Times

	Average	Median	90th %tile
Inside City	00:05:27	00:04:47	00:08:30
Outside City	00:08:39	00:08:05	00:12:39

## City First Due Travel Times

Statistic	2021	2022	Change
Count	898	1202	
Max time (hr:min:sec)	00:14:38	00:14:51	↑ 00:00:13 sec
% Below 90 Seconds	60.47 %	65.97 %	↑ 5.50%
90th Percentile	00:07:24	00:06:53	↓ 00:00:31 sec

## Rural First Due Travel Times

Statistic	2021	2022	Change
Count	708	1230	
Max time (hr:min:sec)	00:14:46	00:14:59	↑ 00:00:13 sec
% Below 90 Seconds	73.02 %	66.34 %	↓ 6.68%
90th Percentile	00:10:22	00:11:15	↑ 00:00:53 sec

## ALS Unit Travel Times

	Count	Average	Median	90th %tile
Inside City	629	00:03:24	00:02:58	00:05:13
Outside City	518	00:06:28	00:06:14	00:09:27



## Effective Response Force Times

*Effective Response Force Time* reflects the arrival time of ALL the units needed to adequately address the emergency. This could be the arrival of an aid car and a fire engine or the arrival of multiple fire engines with enough personnel to combat the blaze.

	Range	Average	Median	90th %tile
Residential Fire (17 personnel)	09:51–14:18	00:12:35	00:12:15	00:14:44
Commercial Fire (22 personnel)	12:20–15:26	00:13:53	00:13:53	00:15:07

## Concurrent Calls

These figures show the number of simultaneous calls at the moment of first dispatch for the 3,854 calls answered in district.

Simultaneous calls occurred during 1,285 calls.

This shows that **33.34%** of our calls occur when another call is already being answered.

# Simultaneous Calls	1	2	3	4	5
# Calls	2,569	1,019	224	39	3
% of calls	66.66%	26.44%	5.82%	1.01%	0.08%

# OPERATIONS

◆ Support/Logistics

◆ Fire

◆ Medical

◆ Special Operations

◆ Training

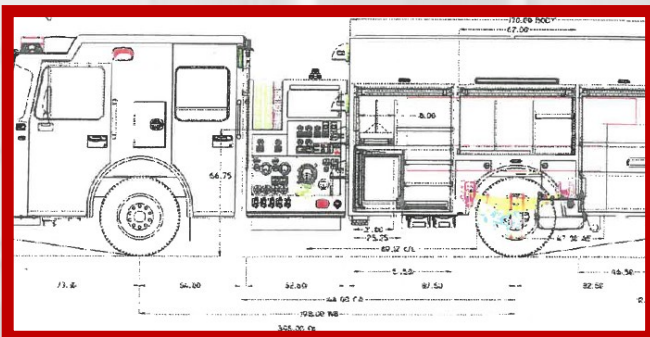
# Support and Logistics

🔧 SCFD4 began participation in the WA State Department L & I **FIIRE** Program—a proactive risk management implementation of best-practices that will reduce job related injuries and illnesses.



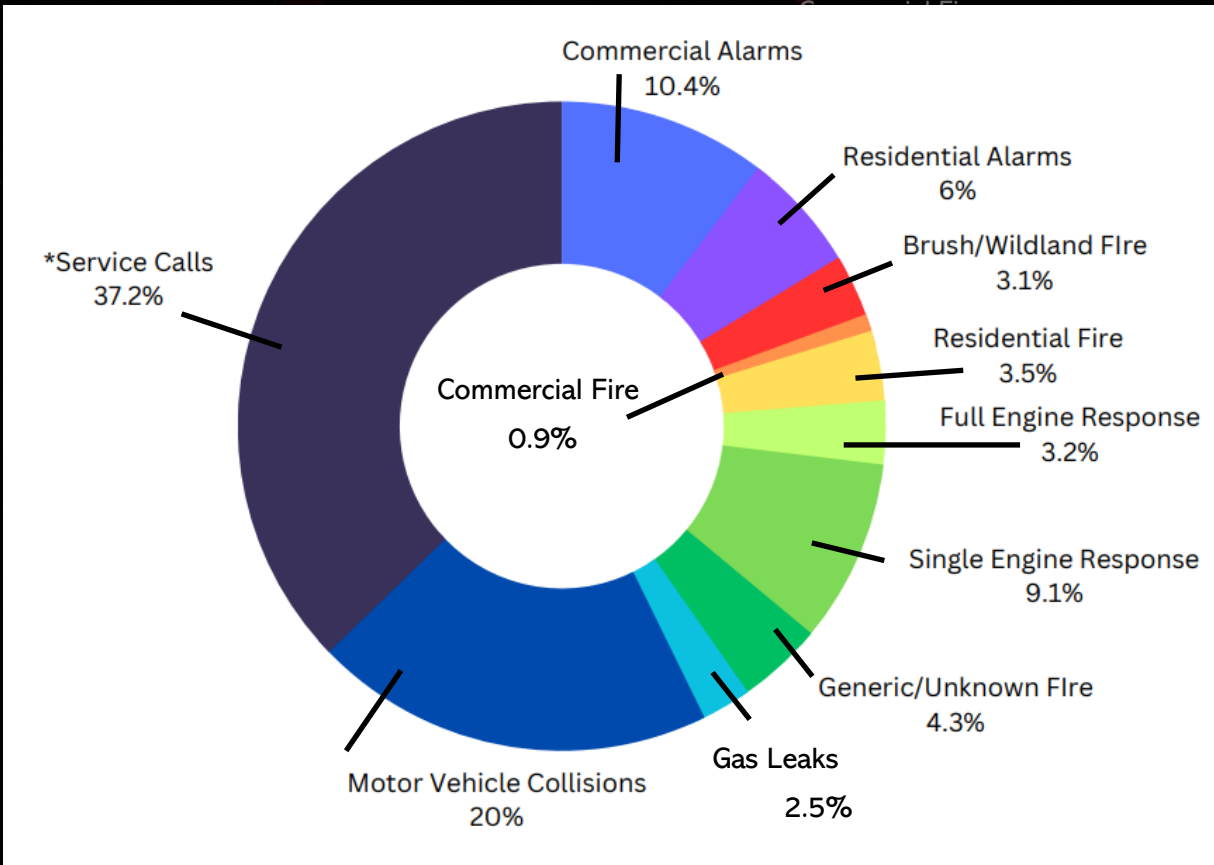
🔧 Engineer position established. Engineers perform all the duties of FF/EMTs or FF/medics and operate fire apparatus and a variety of specialized tools and equipment needed while firefighting.

🔧 3 Chevy Colorado Command Vehicles ordered and were visible at community events.



🔧 Spartan Metro Star engine with “clean cab”, 1500 gpm pump, back-up cam and dual arm hydraulic ladder ordered. Expected delivery Fall of 2023.

# Fire Incidents Breakdown



\*Service Calls include Smoke Alarm and Carbon Monoxide issues, downed power lines, unauthorized burn complaints, hazardous materials and other complaints.



# Fire Facility Statistics

**STATION 43** 1525 Avenue D **38 years old**



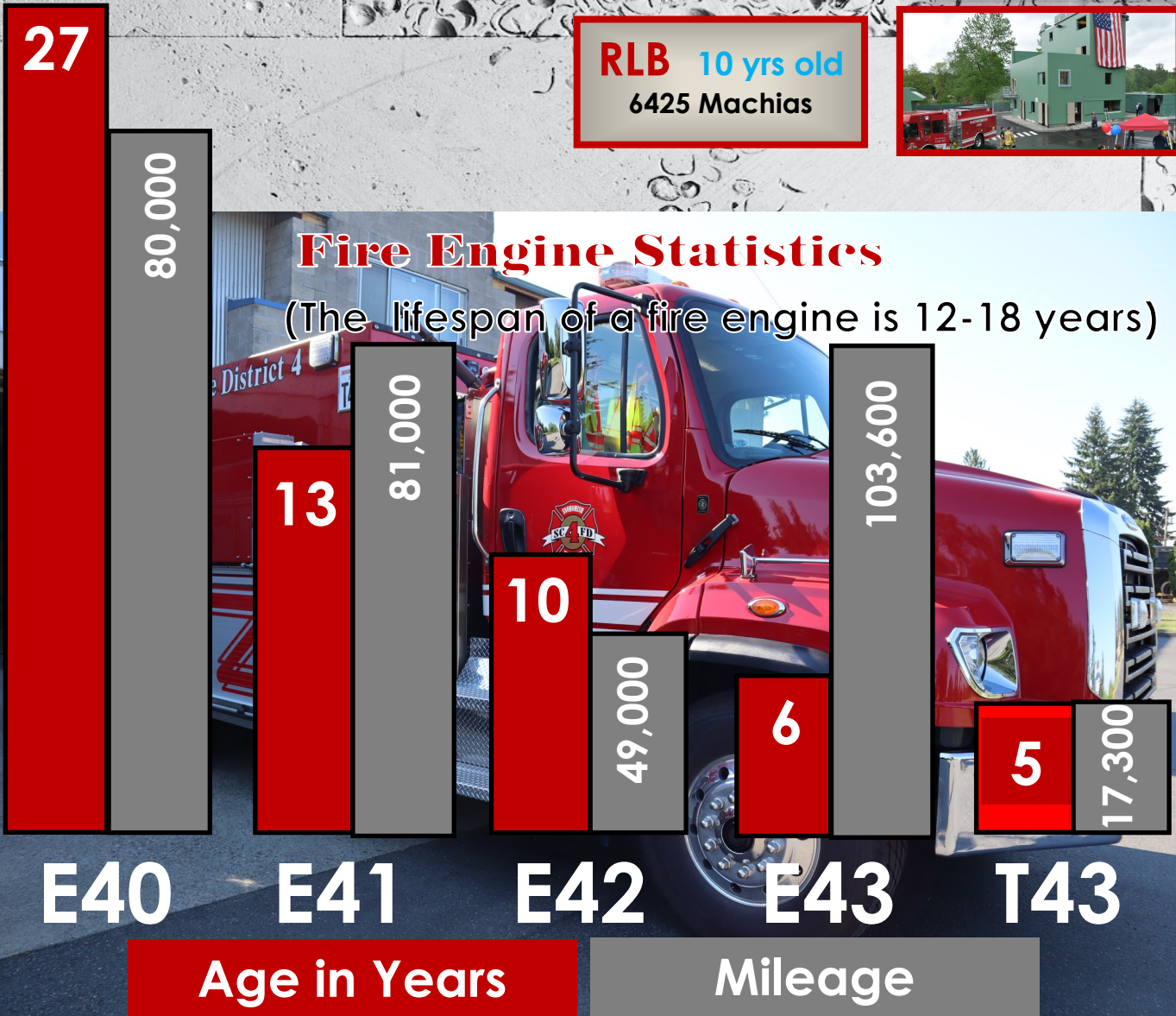
**STATION 42** 6724 171st Ave SE **32 years old**



**STATION 41** 427 Maple Ave. **27 years**



**RLB** **10 yrs old**  
6425 Machias



# Emergency Medical Highlights



The effects of **COVID-19** continued to be seen in 2022. Personnel continued wearing **PPE** for all respiratory calls, for their protection and yours. **FEMA** reimbursed **\$23,000** to SCFD4 to cover the labor costs of personnel at COVID vaccination sites.

**Pediatric Kits** were assembled in all the Aid Vehicles to streamline access to materials for pediatric care. This re-organization saves valuable seconds when working with our youngest patients.



**New LifePack 15 Defibrillators** were installed in all the aid and MSO vehicles. These devices are reliable and durable with an 8.4 inch color display screen and enhanced data communication.

**A Lucas Safety Device** was installed in the Battalion 43 vehicle. With this device fatigue and individual variations factors are removed from CPR. There is no longer a need for switching CPR providers every two minutes. Safer and more consistent chest compressions can be achieved when moving and transporting patients.



**New AEDs (Automated External Defibrillators)** were installed in all District command and staff vehicles. This provides increased coverage for citizens in case of cardiac events.

# Special Operations



SCFD4 continues to explore participation in Special Operations teams to meet the growing demands of the Fire District.

In 2022, the department enlisted personnel in Water Rescue and Wildland Firefighting Operations.



**Water Rescue:** The District sponsored training for 6 personnel to join the regional Water Rescue Team. The 88 hour long training included book work, skill work at the Aquatic Center and drilling on local waterways. The team responded to 3 calls during the year.



**Wildland Fire:** 17 members qualified for their 'red cards' making them eligible to join the Department of Natural Resource (DNR) firefighting efforts. The most notable fire was the Bolt Creek Fire which started on September 10. The 14,000+ acre fire blazed for more than 41 days. DNR estimates the cost of fighting the fire was in excess of \$7 million. SCFD4 sent Brush 42, Battalion 43 and 5 personnel to help the efforts.





- SCFD4 Personnel logged over 20,629 **Training Hours** in 2022.
- SCFD4 developed a **Training Program** to prepare training officers to continue participation in *Snohomish County Regional Fire Training Academy* as an instructors and mentors.
- The District participated in **Career Network Events** at EvCC to recruit members
- All Officers completed **Calm the Chaos** fire scene management training.
- SCFD4 hosted two cohorts of **Recruit Academy** at the RLB with SCRFTA, and shared the facility with *Snohomish County Fire Training Academy* for 6 months, working collaboratively with many neighboring agencies.
- Completed an **Extrication Evolution** demonstration at *National Night Out* in August.



# PREVENTION & RISK REDUCTION

- ◆ Explorers
- ◆ Community Education
- ◆ Social Media
- ◆ Community Partnerships

# Explorer Post 444

The Explorer Post meets weekly for planning and training.

Ventures include:

- Cooking and serving at the monthly pancake feed at the Snohomish Senior Center.
- Set up and traffic assistance for *Kla Ha Ya Days*.
- Assisting with sports physicals at Snohomish High School
- Winning the annual Muster competition between local Explorer posts.



# Community Education

SCFD4 values its interactions with district citizens of all ages. In 2022 we met with citizens an average of twice a week at special events. We may have seen you at one of them:

**Battle of the Badges Food Drive, Birthday Parties, Coffee with the Chief, CPR Classes, Easter Parade, Farmer's Market evenings, Fire Safety Walk-Throughs, Firefighters at the Library, Football Games, Kla-Ha-Ya Days, Knox Box set-ups, Ride-Alongs, School Visits, Senior Saturday Pancake Breakfasts, Smoke Detector Checks, Sports Physicals, Station Tours, Start-with-Hello, and Tough-A-Truck events.**





We also interacted with you through these public services:

- 1
- 2
- 3
- 4

Clearly displayed addresses aid in rapid address location for emergency calls. We fulfilled an average of one order a month for these \$12 Address Signs.



SCFD4 processed **163** burn permit applications & renewals in 2021.



Our certified car seat technician met with **25** citizens to educate them on correct car seat installation in 2022.



**9 electronic** and **3 printed newsletters** were distributed to SCFD4 citizens in 2022.

# Social Media



SCFD4 uses Facebook , Nnextdoor and Twitter to connect with the community. **125** posts about safety, traffic updates, Board of Fire Commissioners meetings, local acts of heroism, burn bans, and public service announcements kept Fire District citizens informed.



**Come meet SCFD4 Fire Chief – Don Waller**

**Javahaus**  
510 2<sup>nd</sup> St  
05/24/2022 2 pm

**Starbucks - Snohomish Station**  
10/18/2022 2 pm

**Looking Glass Coffee**  
801 1<sup>st</sup> St, Ste 201  
12/06/2022 9 am

Meet the chief, ask questions and learn more about SCFD4!

**Keeping Cool IN HOTWEATHER**

- Stay hydrated with water. Avoid alcohol, caffeine and sugary drinks.
- Take frequent breaks in activity
- Avoid strenuous activity indoors or outdoors in high temperatures
- Avoid outdoor activities during the hottest parts of the day (usually 3-6 p.m.) and limit sun exposure
- Use cold washcloth on neck or wrists
- Close doors of unheated rooms and close curtains or blinds to keep heat out
- Avoid or limit use of ovens, stoves or other appliances that increase indoor temperature
- In extreme heat, a fan should not be relied on as the only method of cooling
- NEVER leave a child, disabled adult or pet unattended in a vehicle. When not in use, lock vehicles so children cannot climb inside and become trapped.

**Check to often with:**  
 Older adults  
 Infants and young children  
 People with limited mobility  
 Pregnant women  
 Anyone with pre-existing or chronic medical conditions

**KNOW THE SIGNS of Heat-Related Illness**  
 Don't underestimate the danger of heat, even with short exposure.

HEAT STROKE	HEAT EXHAUSTION
<ul style="list-style-type: none"> <li>Call 911. This is a medical emergency</li> <li>High body temperature (103 degrees F or higher)</li> <li>Hot, red, dry or clammy skin</li> <li>Fast, strong pulse</li> <li>Headache</li> <li>Dizziness</li> <li>Nausea</li> <li>Confusion</li> <li>Loss of consciousness</li> </ul>	<ul style="list-style-type: none"> <li>Heavy sweating</li> <li>Cool, pale, clammy skin</li> <li>Fast, weak pulse</li> <li>Nausea or vomiting</li> <li>Muscle cramps</li> <li>Weakness or fatigue</li> <li>Clonus</li> <li>Headache</li> <li>Fainting</li> </ul>

Visit [www.snoco.org/cooling](http://www.snoco.org/cooling) for more info and a list of cooling stations

**The ABCs of Safe Sleep**

**A** Baby sleeps **alone**, in their own crib, but in the same room as you.

**B** Baby sleeps on their **back** for naps and bedtime.

**C** Baby sleeps in a **crib** free of blankets, bumpers, pillows, toys and bottles.

**SAFE KIDS**  
SNOHOMISH COUNTY

**Snohomish County Fire District #4**

**No Burn Ban in Effect**

Tel: 360-568-2141 Fax: 360-568-2143  
1525 Avenue D, Snohomish 98290

Office Hours: 7am - 4pm  
Monday - Friday, excluding Holidays

HOME LEVY ABOUT US CONTACT US COMMUNITY PROGRAMS EMPLOYMENT EXPLORERS THE KIDS SPOT RESOURCES

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MONTHLY NEWSLETTER

QUESTIONS/COMMENTS

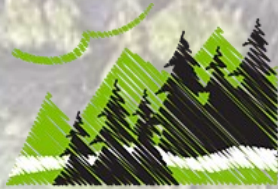
We update our webpage regularly and it can be used to find information about staff, district history, billing, commissioner meetings, records, and all the



# Community Partnerships

Every act of kindness is significant, and can shape a the road to recovery for those affected by disasters.

We are deeply grateful for the generosity of the partners, donors and friends that join with us to



SNOHOMISH SCHOOL DISTRICT



SNOHOMISH SENIOR CENTER 



Snohomish County Fire District 4 - 1525 Avenue D - Snohomish, WA 98290

360-568-2141

www.snohomishfire.org