

Station 84 B Shift Accountability and Expectations

Captain Scellick (509) 406-1572 (I am available anytime for anything)

Our Culture, Our Standards

Attitude

- The Big 4
 - Do your job
 - Treat people right
 - Give an all-out effort
 - Have an all-in attitude
- Professionalism – We spend too much time at work to not have fun, make jokes, and give each other a hard time. However; when on calls, in the public, in training, and when we have department or outside guests speaking, we act like PROFESSIONALS!
- Support the mission of PFD- The strategic goals of the Chief and administration, and how to obtain them may not always be easily recognized by the front line firefighters. At times they can increase our work load and cause us frustration. Regardless of our personal feelings we will embrace, own, and excel in these directives to achieve the overall mission.
- Caring, kindness, customer service- We are here for THEM! Sometimes that is risking your life and sometimes it is lifting grandma off the floor or responding to someone's CO alarm. We will treat all patients how we would want our family treated. We will also treat other responders from other departments with the same respect. If they are lacking on skills and experience, we will capitalize on the opportunity to teach.

Skillset/ Training

- Our station has the single most skill sets required of any station in the Tri-Cities. We will work every day to master these skills.
- Ladder Truck- We are a ladder company, we will be experts in everything truck related. We will search, ventilate, and conduct forcible entry aggressively on every call. Everyone in our crew has completed or will complete a truck academy.
- Technical Rescue-TRT members will be expected to be highly proficient at all three specialties of TRT. Non-TRT members will be expected to have a very strong rope operations level.
- Medical- We have the opportunity to affect more lives through EMS than any other specialty. We will train on ALS and BLS as a station not by our individual certification level. Paramedics will be expected to teach EMT's, EMT's will be expected to tech all calls that are BLS. The ladder crew will be expected to get the ambulance checked out or back in service at all times of our shift. The medic unit will not be utilized as the errand unit, any time Ladder crew can take work off the medic (bathrooms, chores, dinner etc), it is expected they will.
- All members will be expected to teach their specialty skill sets to our crew. If you don't have one, decide an area you would like to be an SME.
- Station 82 B will be expected to perform at an **elite level**. We have all chosen to take on the many skills required to work at this station. Crew members will be expected to seek training outside of department facilitated training. Our crew has committed itself to trying to travel and attend training together whenever possible. If you don't have an interest in seeking outside ongoing training, a station with less skills and lower expectations may be a better fit.

Accountability

- We will hold ourselves and each other accountable.
- We will review our performance with a critical eye; when we make mistakes we will own them, and learn from them.
- When the crew makes a mistake, it is the Captains fault; we will improve together and will be held accountable together.

Readiness

- 0755 is “on time” but not on time to our standards
- Gear will be on apparatus and FF’s will be response ready at 0800
- If you are at the station and a call comes in early, TAKE IT.
- Air packs will be checked thoroughly and topped off every day if needed.
- Apparatus will be checked thoroughly as well. The tools we use are our lifelines and we owe it to our families to be diligent in their readiness.

Respect

- We spend 1/3 of our working lives at work. We must respect each other, authority and the public. Every day and every call.
- Use proper communications when addressing each other and customers. Mr, Mrs, Sir, Ma’am, Chief, Mayor, etc.
- At times we will have to “agree to disagree” and respectfully move on.
- Respect city equipment as if it were our personal property.

Crew Continuity

- Our crew believes that spending time off duty directly relates to our ability to function at a high level on duty. Be committed to the crew on and off duty!
- Keep problems in house and in the chain of command. If you can’t go to an officer go to a senior FF on our crew first.
- Our crew likes to sweat together on the drill ground and in our workouts, the more we suffer together, the tighter we are. Join us!
- Have your crews back, if someone is bad mouthing one of our crew, let them know, you won’t hear it! Even if they are right, we defend each other.

Call guidelines

- **EMS**

- **Wear PPE**
- **Gloves**
- **Eye protection**
- **Ballistic Vests for any Med with Violence**
- **MVA**
 - **Bunker gear (Bunker Pants for Medic Crew)**
 - **Position apparatus for safety**
 - **Medic performs triage**
 - **Dry chem to the scene**
 - **Hose line as appropriate**
- **Fires**
 - **Anything with “smoke” or “fire” in the dispatch**
 - **This includes alarms**
 - **Turnouts**
 - **EVERYONE brings a tool**
 - **If first on scene, prepare while the Officer is doing 360**
 - **Know your tool assignment**
 - **Be ready to split and be independent**

What you can expect from me as an officer:

You may hear me refer to you as “my crew”. That is a statement of pride not in status. Make no mistake, **I work for you**. My job is to make your job easier, make

you a better Firefighter, and prepare you for and help you achieve your future ambitions. You can also expect:

- Consistency
- Sense of urgency
- Betterment of myself
- Leadership/direction
- Open door
- Accountability
- Regular feedback on performance
- Respect
- Sense of humor
- Mistakes

What I expect from you:

- Sense of urgency
- Concentration
- Compliance
- Preparation
- Accountability
- Commitment
- Willingness to complete your role
- Leadership and “followership”
- High personal and team standards
- Make mistakes and then learn from them
- Run the daily life of the station inside the given parameters

Remember:

- This isn't just “a job”. People call us because they cannot help themselves and don't know who else to call. If you cannot help them, whom can they call? The city pays us very well to do our job. Be worth your paycheck. Make every day count. Be the person you want responding to your family because you are responding to mine.
- Don't wear a costume to work, wear a uniform.
- We have inherited a climate of public trust, high morale, status (tangible/monetary and intangible/good will). Protect it (like it is your job) when at work and on your time off.

- I'm not here for **me**, I'm here for **we** and we are here for **them**.

Gilberto Diaz

Mike Beckwith

Raquel McGrath

Grant Williams

Mike Krueger

Ryan Scellick