



## September 2023 Update

This report is an update and status of the five major initiatives within the 2020 – 2025 Strategic Plan.

### 1. ACCREDITATION

100%

- Initiative completed in December 2021.
  - The VRFA was accredited by the Commission for Fire Accreditation International (CFAI) in December 2021.
  - The VRFA submitted our first Annual Compliance Report to CFAI on February 15, 2023 and received positive feedback.
- Ongoing:
  - We have begun planning to update our Community Risk Assessment and Standards of Cover documents.

### 2. CAPITAL FACILITIES PLAN

100%

- Initiative completed in March 2021.
  - The VRFA's six-year CFP was approved by the BOG in March 2021.
  - TCA submitted its costing report to VRFA, and the BOG approved going to voters to fund execution of CFP.
- Ongoing:
  - VRFA capital measure will be on November 2023 ballot.

### 3. STAFFING

95%

- Progress from February 2023 to September 2023: 5%.
- Progress made:



- Ops staffing: Daily minimum staffing increased from 20 to 22 in January 2023, which is the first increase in daily staffing since 2009 (3A).
- Increased staffing resulted in a second aid car 24/7 at Station 31 (3A)
- Six recruits graduated SKCFTC Class 16; eight more recruits are currently in Class 17 at SKCFTC; these two groups will support the staffing of an engine company at Station 31 Q1 of 2024 (3A).
- Admin staffing: Managers completed 2022 Program Appraisals which included analysis of future needs for consideration by Senior Staff (3B).
- Admin staffing: Two FTEs approved by BOG for 2023, one in HR and one in Support Services. A Facilities Maintenance Technician (Jon Johnson) began in May 2023; the HR position is in queue for Q4 2023(3C).
- Onboarding: Recruit Class 16's one week "post academy" included one full day with Support Services (3E).
- In progress:
  - Recruitment: staff continue to work to with King County Fire Chiefs' Association DEI Committee (3D) and regional "WA Fire Careers" partners (3F).

## 4. MENTORSHIP

70%

- Progress from October February 2023 to September 2023: 10%.
- Progress made:
  - Mentorship: "JATC Development Tracker" online December 2022 (4B).
- In progress:
  - Succession planning: discussion are ongoing regarding succession planning at a variety of levels (4A.2 & 4A.3).

## 5. COMMUNICATION

90%

- Progress made from February 2023 to September 2023: 10%.
- Progress made:
  - Internal communications: CARES Team met with all stations and shifts to discuss mutual needs (5A.2)



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- Internal communications: content within Station Information Kiosks has been refined (5A.3).
- Internal communication (5A.2 & 5B.3): Chief Thompson and DCs Day and Olson completed the first “Chiefs’ Chat” – a 60-minute virtual all-staff meeting. These meetings will be held at regular intervals TBD.
- In progress:
  - Internal communication (5A.2 & 5B.3): work continues to best ways to address internal communication gaps and practices.
  - External communications (5B.1-5B.4): refinements to external communications, including annual report, Fire Watch newsletter, and social media are ongoing.