



## February 2023

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.
- Ongoing:
  - The VRFA will be submitting its first Annual Compliance Report to CFAI on February 15, 2023.

### 2. CAPITAL FACILITIES PLAN

100%

- Initiative completed in March 2021.
  - The VRFA's six-year CFP was approved by the BOG in March 2021.
- Ongoing:
  - The VRFA continues to work with architectural firm TCA on costing the individual elements of the CFP.

### 3. STAFFING

90%

- Progress from October 2022 to February 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)



- Seven recruits currently in SKCFTC Class 16; this class 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. Support Services position (Facilities Maintenance Tech) currently open; HR position in queue (3C).
- Onboarding: Recruit Class 15'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

60%

- Progress from October 2022 to February 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

80%

- Progress made from October 2022 to February 2023: 5%.
- Progress made:
  - Internal communications: CARES Team met with all stations and shifts to discuss mutual needs (5A.2)
  - Internal communications: content within Station Information Kiosks has been refined (5A.3)



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- 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.