



FIRE COMMISSION

RODNEY YAMA, CHAIR
GARY PACHECO, VICE CHAIR

LORI ALMARZA, COMMISSIONER
JEN CHAHANOVICH, COMMISSIONER
TREVOR FORD, COMMISSIONER
ALFREDO GARCES JR., COMMISSIONER
JEFF MURRAY, COMMISSIONER

Meetings of the Fire Commission will be conducted as follows until further notice:

- Meetings will be publicly noticed pursuant to HRS Chapter 92.
- Minutes of meetings will be completed pursuant to HRS Chapter 92 and posted to the Commission's website upon completion and approval.

Public Comments and Testimony:

- **Written testimony** will be accepted for any agenda item herein.
 - Written testimony indicating your 1) name, and if applicable, your position/title and organization you are representing, 2) whether you are a registered lobbyist and, if so, on whose behalf you are appearing, and 3) the agenda item that you are providing comment on, may be submitted to loyama@kauai.gov or mailed to the Fire Commission, c/o Office of Boards and Commission, 4444 Rice Street, Suite 300, Lihue, Hawaii 96766.
 - Written testimony received by the Fire Commission at least 48 hours prior to the meeting will be distributed to all Fire Commissioners prior to the meeting.
 - Any late testimony received will be distributed to the to the members after the meeting is concluded.
- **Oral testimony** will be accepted for any agenda item herein.
 - It is recommended that anyone interested in providing oral testimony register at least 24 hours prior to the meeting by emailing loyama@kauai.gov or calling (808)241-4918. Any request to register may include your 1) name, and if applicable, your position/title and organization you are representing, and 2) Whether you are a registered lobbyist and, if so, on whose behalf you are appearing, and 3) the agenda item you are providing comment on.
 - Per the Fire Commission Oral Testimony Policy, there is a three-minute time limit per testifier per agenda item.
 - Individuals who have not registered to provide testimony will be given an opportunity to speak on an agenda item following the registered speakers.

SPECIAL ASSISTANCE

IF YOU NEED AN AUXILIARY AID/SERVICE, OTHER ACCOMMODATION DUE TO A DISABILITY, OR AN INTERPRETER FOR NON-ENGLISH-SPEAKING PERSONS PLEASE CONTACT THE OFFICE OF BOARDS AND COMMISSIONS AT (808) 241-4917 OR ADAVIS@KAUAI.GOV AS SOON AS POSSIBLE. REQUESTS MADE AS EARLY AS POSSIBLE WILL ALLOW ADEQUATE TIME TO FULFILL YOUR REQUEST.

UPON REQUEST, THIS NOTICE IS AVAILABLE IN ALTERNATIVE FORMATS SUCH AS LARGE PRINT, BRAILLE, OR ELECTRONIC COPY.

REGULAR MONTHLY FIRE COMMISSION MEETING NOTICE AND AGENDA

Tuesday June 18, 2024
2:00 p.m. or shortly thereafter
Lihu'e Civic Center, Moikeha Building
Meeting Room 2A-2B
4444 Rice Street, Lihu'e, Kaua'i, Hawai'i

MEETING CALLED TO ORDER

ROLL CALL TO ASCERTAIN QUORUM

APPROVAL OF AGENDA

CHAIR'S ANNOUNCEMENT

- Next Regular Monthly Meeting: 2:00 p.m., Tuesday, July 16, 2024, at the Lihu'e Civic Center, Moikeha Building Meeting Room 2A-2B 4444 Rice Street, Lihu'e, Kaua'i, Hawai'i

PUBLIC TESTIMONY ON ANY AGENDA ITEMS

Oral testimony will be taken at any time during the meeting.

APPROVAL OF MINUTES

May 21, 2024, Open Session Meeting Minutes

RESPONDER RECOGNITION

CHIEF'S MONTHLY MAY BUREAU REPORTS AND PERTINENT UPDATES

- a) Update on Kaua'i Fire and Ocean Safety, including updates on Partnerships, Resources Highlights, and Wildfire/Council
- b) Administrative Bureau Update, including updates on the budget, staffing, overtime report, facilities, and fleet
- c) Fire Operations Bureau Update, including statistics on calls for service and brief description of some of the incidents responded to
- d) Fire Prevention Bureau Update, including monthly statistics
- e) Fire Training Bureau Update, including monthly statistics
- f) Ocean Safety Bureau Update, including monthly statistics and bureau highlights
- g) Update on Fire Chief Gibson's progress regarding the Goals and Objectives for FY 2023-2024

BUSINESS

KFC 2024-1

GOALS and OBJECTIVES 2024 deferred item from May 21, 2024, meeting. Discussion and decision making on the Fire Chief's goals and objectives.

KFC 2024-2

Discussion and decision making on Fire Chief Michael Gibson's Fiscal Year Performance Evaluation Report for the period of July 1, 2023 – June 30, 2024.

KFC 2024-3

Discussion and decision making on selecting two (2) Commissioners to attend the 2024 Fire-Rescue International Association of Fire Chiefs Conference in Dallas, Texas, at the Kay Bailey Hutchison Convention Center, August 14-16, 2024.

EXECUTIVE SESSION (CLOSED TO PUBLIC)

Pursuant to Hawai'i Revised Statutes, ("H.R.S.") §92-7(a), the Commission may, when deemed necessary, hold an Executive Session on any agenda item without written public notice if the Executive Session was not anticipated in advance. Any such Executive Session shall be held pursuant to H.R.S. §92-4 and shall be limited to those items described in H.R.S. §92-5(a).

ADJOURNMENT

cc: Deputy County Attorney Jenna Tatsey
Fire Chief Michael Gibson

COUNTY OF KAUA'I
 Minutes of Meeting
 OPEN SESSION

Board/Commission:	Kaua'i Fire Commission	Meeting Date:	May 21, 2024
Location	Boards and Commissions Conference Room, Pi'ikoi Building 4444 Rice Street, Suite 300, Līhu'e, Kaua'i, Hawai'i 96766	Start of Meeting:	2:00 p.m. End of Meeting: 3:33 p.m.
Present	Chair Rodney Yama; Vice Chair Gary Pacheco; Commissioners: Lori Almarza, Jen Chahanovich, Trevor Ford, Alfredo Garces Jr., Jeff Murray Also present: Boards & Commissions Office Staff: Support Clerk Lisa Oyama; Administrator Ellen Ching; Office of the County Attorney: Deputy County Attorney Laura Barzilai, Kaua'i Fire Department: Fire Chief Michael Gibson, and Chief's Secretary Soncy Tamashiro.		
Excused			
Absent			



SUBJECT	DISCUSSION	ACTION
Meeting Called to Order/Roll Call to ascertain quorum	Chair Yama called the Fire Commission May 21, 2024, meeting to order at 2:00 p.m. A roll call ensued that quorum was established, seven (7) Commissioners were present to conduct business.	Quorum was established with seven (7) Commissioners present.
Approval of Agenda	Chair Yama called for a motion to approve the agenda as circulated.	Vice Chair Pacheco moved to approve the May 21, 2024, agenda. Commissioner Garces seconded the motion. Motion carried 7:0.
Chair's Announcements	Next Regular Monthly Meeting will be 2:00 p.m., Tuesday, June 18, 2024, at the: Līhu'e Civic Center, Moikeha Building Meeting Room 2A-2B 4444 Rice Street, Suite 300, Līhu'e, Kaua'i, Hawai'i 96766	
Public Testimony	Chair Yama called for public testimony. Being there was no written testimony, or members of the public present at the meeting. Ms. Ching stated for the record that it would be necessary for Chair Yama to call for public testimony on each agenda item.	
Approval of Minutes	Chair Yama called for a motion to amend or approve the minutes of the April 16, 2024, meeting.	Commissioner Chahanovich moved to approve the April 16, 2024; meeting minutes as

KFC Open Session Minutes
of May 21, 2024, Meeting

SUBJECT	DISCUSSION	ACTION
		circulated. Commissioner Garces seconded the motion. Hearing no objections, the minutes were approved. 7:0.
<p>Responder Recognition</p>	<p>Chief Gibson gave a short speech recognizing the First Responders for a Life-Saving Rescue on March 5, 2024.</p> <p style="text-align: center;"><u>Kapa'a Green</u> Fire Captain Blair Yamashita Fire Fighter III Christopher Simpson Fire Fighter I Christian Marston Fire Fighter I Matthew Mauricio</p> <p>Councilmember Felicia Cowden expressed her gratitude to those involved in the rescue.</p> <p>Fire Captain Blair Yamashita shared his appreciation of the Administrations, Fire Commission, Council, and the mayor for their continued support.</p>	
<p>Chief's Monthly Bureau Reports and Updates for April 2024</p>	<ul style="list-style-type: none"> a) Update on Kaua'i Fire and Ocean Safety, including updates on Partnerships, Resources Highlights, and Wildfire/Council b) Administrative Bureau Update, including updates on the budget, staffing, overtime report, facilities, and fleet c) Fire Operations Bureau Update, including statistics on calls for service and brief description of some of the incidents responded to d) Fire Prevention Bureau Update, including monthly statistics e) Fire Training Bureau Update, including monthly statistics f) Ocean Safety Bureau Update, including monthly statistics and bureau highlights g) Update on Fire Chief Gibson's progress regarding the Goals and Objectives for FY 2023-2024 	

KFC Open Session Minutes
of May 21, 2024, Meeting

SUBJECT	DISCUSSION	ACTION
	<p><u>Fire and Ocean Safety</u> Staff was on alert because of a Kona low, fortunately it didn't reach the warning level. Interviews were held for Firefighter Trainee Recruits and selections have been made to fill three positions. Recruit Class is scheduled to begin July 1st. KFD anticipates at least five personnel to retire by the end of 2024. 4/10 schedule went into effect on May 1st for Ocean Safety.</p> <p><u>Resource Updates</u> Kalāheo Fire Engine estimated delivery is sometime in July. KFD will notify the Commissioners of a blessing when the fire engine is delivered. No updates on Kaiākea and Hanapēpē fire engines. 3 Brush Trucks that were approved in FY 2024 budget are still in the bid process.</p> <p><u>Wildfire</u> May has been declared as Wildfire Awareness Month.</p> <p><u>Administrative Bureau</u> Firefighter vacancies, one firefighter on long-term leave due to a work injury, one firefighter on military leave, five on long-term leave for various situations, and quite a few on FMLA. Going back to the pandemic, HR is hearing a grievance from the Hawai'i State Firefighters, and seeking hazard pay.</p>	<p>Commissioner Murray moved to receive the Chief's Monthly Report. Commissioner Almarza seconded the motion. Hearing no objections, motion passes. 7:0.</p>
KFD Resources Presentation	Chief Gibson gave a PowerPoint presentation in an effort to show that KFD needs another fire station between Hanalei and Kaiākea.	
Goals 2024	Chief Gibson presented a draft of the goals and objections for 2024-2025.	Commissioner Garces made a motion to defer to next meeting on June 18, 2024. Commissioner Ford seconded the motion. Hearing no



**KAUA'I FIRE DEPARTMENT
COUNTY OF KAUAI**

Kahea Mauiola Continuum of Care

**PLEASE JOIN US IN HONORING OUR FIRST RESPONDERS
FOR LIVES SAVED DURING THE RAIN 2024 FLOOD EVENT
ON APRIL 11, 2024**

Kapa'a

Fire Fighter III Marc Beeby
Fire Fighter III Christopher Simpson
Fire Fighter I Charles Dubocage
Fire Fighter I Paul Haraguchi

Rescue 3

Fire Captain Francisco Garcia
Fire Fighter III Maui Kjeldsen
Fire Fighter II Byron Costa
Fire Fighter I Frederick Caoagas

Kōloa

Fire Captain Aaron Hawthorne
Fire Fighter III Chad Tabuchi
Fire Fighter I Jetsen Wakuta
Fire Fighter I Ryan Allen

Recognition & Commendation

Fire Commission Meeting

**Līhu'e Civic Center, Moikeha Meeting Room 2A/B
Tuesday, June 18, 2024
2:00 p.m.**

No RSVP Necessary

For additional information

Call or email Soncy Tamashiro @ (808) 241-4975 or stamashiro@kauai.gov

If you need an ASL Interpreter, materials in an alternate format, or other auxiliary aid support,
please contact Soncy Tamashiro (808) 241-4975 or stamashiro@kauai.gov
at least seven (7) calendar days prior to the event.



FIRE CHIEF REPORT to the FIRE COMMISSION



Reporting Month:
May 2024

Submitted by
Office of the Fire Chief



KAUAI FIRE AND OCEANSAFETY

VISION

KAUA'I FIRE DEPARTMENT CREATES A SAFER COMMUNITY BY CONTINUALLY STRIVING FOR EXCELLENCE IN PREVENTION & EMERGENCY RESPONSE

MISSION

TO PRESERVE AND PROTECT LIFE, PROPERTY, AND THE ENVIRONMENT OF KAUAI COUNTY FROM ALL HAZARDS AND EMERGENCIES

STRATEGIC PRIORITIES: SERVICE DELIVERY

PROFESSIONAL STANDARDS

TRAINING/CAREER DEVELOPMENT

Fire and Ocean Safety	Partnerships	Resource Updates
<ul style="list-style-type: none"> • OSO4 interviews completed - Selection • OSO3 position – Retest Needed (HR) • Firefighter Trainee Recruitment (3 positions) Tentative start date of July 1, 2024. • Kona Low / May 15th – 20th / KEMA • Rain24 – FEMA Approval / Koloa Fire Station • Accountant III Vacancy 	<ul style="list-style-type: none"> • First Responders / 5 Year Homeless Strategic Planning Meeting: May 23rd Kapa'a & Anahola • Prosecuting Attorney / KPD / Arson TF • LIH Helicopter Hanger Update – Phase 1 ESA to commence after signing of new lease. • PulsePoint Update • Wildfire Detection Sensors / Weekly Meetings 	<ul style="list-style-type: none"> • ETA Delivery New Engine 5 (Kalaheo): Late July • Pending Delivery: Highwater Vehicle, BC Vehicle, Training Bureau Vehicle, 2 Fire Engines, 2nd Water Tender • IFB: 3rd Water Tender, 3 Brush Trucks
Wildfire		Council
<ul style="list-style-type: none"> • May 15th - Western Region Wildland Fire Council Meeting • May 15th - Cross-County Wildfire Prevention Council • May 22nd – HWMO Meeting “Wildfire & Drought Lookout” • May 31st – Kauai Annual stakeholder meeting on wildfire mitigation 		<ul style="list-style-type: none"> • May 30th – CM Cowden / Hanalei Fire Crew (Blue) – Mr Murphy • Lihue Business Association – Presentation / Q & A • State DOH – Emergency Ambulance Services / Contract Update

ADMINISTRATIVE BUREAU

FIRE DEPARTMENT FINANCIAL STATEMENT for MAY 2024

Description	Budget	YTD Expenses	Expended	FY22-23	Variance
Payroll Admin	\$ 2,436,850.00	\$ 2,090,957.97	86%	\$ 1,803,657.05	15.93%
Payroll Fire Ops	\$ 24,314,787.00	\$ 19,248,141.24	79%	\$ 18,475,434.90	4.18%
Payroll Prevention	\$ 1,092,351.00	\$ 648,535.62	59%	\$ 691,036.65	-6.15%
Payroll Training	\$ 1,189,394.00	\$ 755,807.15	64%	\$ 681,002.68	10.98%
Payroll OSB	\$ 6,934,333.00	\$ 5,225,806.95	75%	\$ 4,897,315.06	6.71%
PAYROLL SUBTOTAL	\$ 35,967,715.00	\$ 27,969,248.93	78%	\$ 26,548,446.34	5.35%
Operating Admin	\$ 324,186.00	\$ 262,054.73	81%	\$ 164,949.87	58.87%
Operating Fire Ops	\$ 5,192,931.00	\$ 3,740,512.54	72%	\$ 2,288,644.05	63.44%
Operating Prevention	\$ 44,463.00	\$ 21,576.94	49%	\$ 23,958.34	-9.94%
Operating Training	\$ 194,347.00	\$ 137,570.61	71%	\$ 127,007.97	8.32%
Operating OSB	\$ 305,321.00	\$ 235,207.41	77%	\$ 199,646.57	17.81%
OPERATING SUBTOTAL	\$ 6,061,248.00	\$ 4,396,922.23	73%	\$ 2,804,206.80	56.80%
GRANDTOTAL	\$ 42,028,963.00	\$ 32,366,171.16	77%	\$ 29,352,653.14	10.27%

OVERTIME REPORT

OVERTIME TYPE	Monthly Cost	YTD Cost	FY22-23 YTD Cost	Cost % Variance
Regular	\$ 104,852.88	\$ 1,286,762.24	\$ 1,206,125.12	6.69%
Rank for Rank	\$ 89,498.58	\$ 865,995.37	\$ 774,344.10	11.84%
Scheduled	\$ 26,097.03	\$ 261,015.51	\$ 249,828.87	4.48%
Training	\$ 10,318.21	\$ 201,426.91	\$ 171,580.13	17.40%
TOTAL	\$ 230,766.70	2,615,200.03	\$ 2,401,878.22	8.88%

STAFFING

Description	Vacancies	Total Authorized	NOTES
Administration	0	13	
Operations	3	132	Firefighter Trainees
Prevention	0	4	
Training	0	3	
Ocean Safety FT	1	66	
Ocean Safety ST	4	6	
TOTAL	8	224	

FACILITIES

Description	Exceptions
Fire Stations	St. 7 Asphalt / Kapa'a Renovation
Administration	Need New carpeting
Training	Class A Burn Containers
Air Operations	Meetings: DOTA LIH & Architect, new site
Towers	3 Towers / IFB
Utility	Fire Mechanics / Repair Facility Needed

FLEET UPDATE

Description	NOTES
Engines	All Mission Capable + 2 Reserve Engines
Trucks	All Mission Capable + 3 Reserve Trucks
Watercraft	All Mission Capable
Admin/Staff	All Mission Capable

FIRE OPERATIONS CALLS FOR SERVICE

Description	2024 May	2023 May	Variance	2024 YTD Total	2023 YTD Total	Variance
Brush Fire	13	13	0.00%	116	72	61.11%
Crop Fire	3	1	200.00%	5	3	66.67%
Electrical Rescue	0	0	0.00%	0	1	-100.00%
EMS	458	408	12.25%	2136	2043	4.55%
Extrication Rescue	1	0	100.00%	17	3	466.67%
False Call	15	14	7.14%	74	80	-7.50%
Good Intent	73	75	-2.67%	406	368	10.33%
Hazardous Condition	7	2	250.00%	21	14	50.00%
Other	0	0	0.00%	1	0	100.00%
Rescue/EMS Standby	4	5	-20.00%	13	21	-38.10%
Ruptures/Explosion	1	0	100.00%	3	0	100.00%
Search for Lost Person	5	6	-16.67%	25	32	-21.88%
Service Call	50	51	-1.96%	260	191	36.13%
Severe Weather	0	0	0.00%	4	4	0.00%
Structure Fire	10	5	100.00%	39	22	77.27%
Type Not Specified	7	2	250.00%	23	7	228.57%
Vehicle Fire	3	12	-75.00%	25	32	-21.88%
Water Rescue	3	8	-62.50%	18	26	-30.77%
Totals	653	602	8.47%	3186	2919	9.15%

OPERATIONS HIGHLIGHTS

Fires:

- #2797: Anahola – E8/T8, E2/T2, BC – Single story residential structure fire extinguished by fire personnel. No injuries.
- #2934: Kekaha – E7/T7, Haz8, E8/T8, BC – Propane tank leaking from a private residence mitigated by fire personnel. Transported off property by Amerigas personnel.
- #3049: Puhi – E3/R3, E2/T2, E6/T6, L4/T4, BC – 2 story commercial structure fire extinguished by fire personnel. Under investigation.

Rescues – Trails:

- #2674: Kalalau Beach – E1/T1, R3, Air1 – 39 y/o male visitor (ankle injury) airlifted to Princeville airport and awaiting medics.
- #2934: Kukui Trail – E7/T7, R3, Air1 – 43 y/o female visitor (ankle injury) short-hauled by rescue personnel to awaiting medics.
- #3157: Kukui Trail – E7/T7, R3, Air1 – 53 y/o female visitor (sprained ankle) airlifted to awaiting medics.

Rescues – Water

- #2688: Hanalei Pier – E1/T1, R3 – 18 y/o male resident (downs syndrome) missing in Hanalei Bay, located on the family vessel moored in the bay. No injuries reported.
- #2977: Hanalei River – E1/T1, North Rov ski – 2 female visitors (Lost kayaks) stranded in hao bushes, rescued by north roving ski, and transported to safety.

FIRE PREVENTION BUREAU

PREVENTION BUREAU STATISTICS

Description	Month Total	FY23 Month	% Variance	Current YTD	FY23 YTD	% Variance
Fire Investigation	3	4	-25%	23	24	-4%
ADU Permit Applications	0	4	-100%	67	81	-17%
Building Permit Plan Review	121	93	30%	1066	1501	-29%
Planning Dept Review	25	5	400%	125	35	257%
Certificate of Occupancy Inspection	4	10	-60%	405	54	650%
Business Occupancy Inspection	12	12	0%	188	154	22%
Witness Acceptance Tests	7	1	600%	47	49	-4%
Fire Extinguisher Training	18	0.5	3500%	184	4	4500%
Fire Safety Presentation	14	5	180%	99	73	36%
Telephone/Email Inquiries	663	219	203%	4988	3134	59%
Complaint Investigations	2	2	0%	88	18	389%
Sparky Presentation	0.1	0.1	0%	13	14	-7%
Fireworks Displays & Inspections	0.1	0.1	0%	21	32	-34%
TOTAL	869.2	355.7	144%	4902	4128	19%

Accomplishments:

- Social media filming Helicopter Operations
- Co-hosted Wildland Zoom online series with HWMO (3-Tues. in May)
- Fire Extinguisher Training for 150 County employees
- 2024 Wildland Stakeholder Collaboration Meeting @ KFD HQ, 40 attendees

Classes/Training:

- Kinoshita – Leadership Kaua’i
- Hazmat Refresher: Keahi/Minei/Mohr
- CST Meeting (Mohr)
- KFD Drivers Training: Keahi/Minei/Mohr
- Waimea High School Career Day

Events:

- Kapa’a Elementary School Career Day
- Hanalei Bay Resort: Fire Extinguisher Training
- Chiefess Kamakahahelei Middle School Career Day
- Stop-the-Bleed: Holo Holo Charters

Key Meetings:

- Okupu Fire Investigation Meeting with insurance adjusters/investigators
- DOW/KFD Prevention to start reviewing ALL building plans. Meeting to get on same page for fire flow requirements
- Meeting with Building Division to go over plans KFD will review
- Budget review with KFD Administration
- KFD Website Meeting
- KFD/KPD/Prosecuting Attorney: communication fire investigation between agencies



2024 Wildland Stakeholder Collaboration Meeting – Station 3 Water Tender Demo

FIRE TRAINING BUREAU

2024 TRAINING PLAN Q2	
Keystone Objective	<ul style="list-style-type: none"> • Trimester 1 Keystone – USLA (3/24) • Trimester 2 Keystone – High Angle Ropes (6/24) • Trimester 3 Keystone – Pump Relay Ops (9/24)
Task Performances	<ul style="list-style-type: none"> • Don Structure Gear • Don SCBA go on air • Restricted Egress with SCBA • Forcible Entry Door • District Familiarization
Certification Professional Development Train the Trainer	<ul style="list-style-type: none"> • FF Recertification • CPR Recertification • Narcan training
EMSTraining	<ul style="list-style-type: none"> • Vector Solutions • In Station year around refresher

May KFD Training

- Driver Training (In Station-On Duty)
- Narcan Training roll-out
- Ropes Refresher in Station on Duty
- CST Lanes Training Hazmat/Comms
- New Radio Roll-out and Training in Station
- Elder Abuse Guide training (EAGLE) May 14th
- Zoll AED Auto Pulse Demo
- Extrication Tool Training (Genesis) Waimea
- Recertification of Returning Firefighters

Upcoming KFD Training

- Helicopter Training Reboot (June)
- Driver Training in Station
- CPR in Station Training
- 93rd CST Exercise (June 7th)
- Leadership/Culture Class (June 28th)
- Strong Safe Sober Training (June 21st)

Training Bureau

- Procurement wrap-up with Cadre needs
- Prepare for 93rd CST Exercise (June)
- Preparing for RC33/goal of July 2024 start

TRAINING STATISTICS

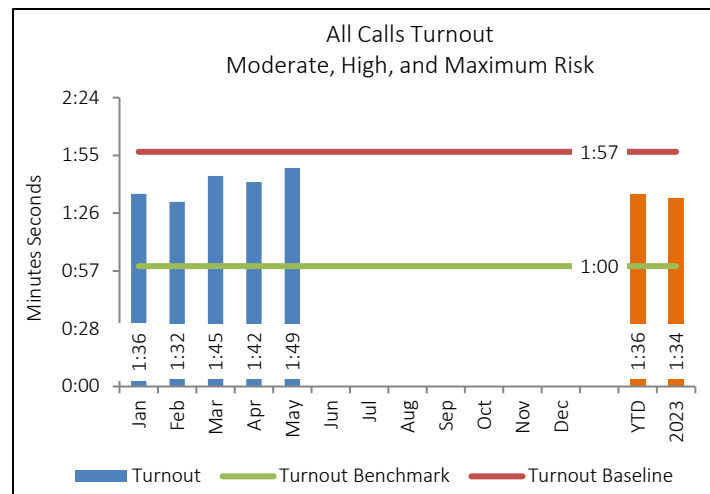
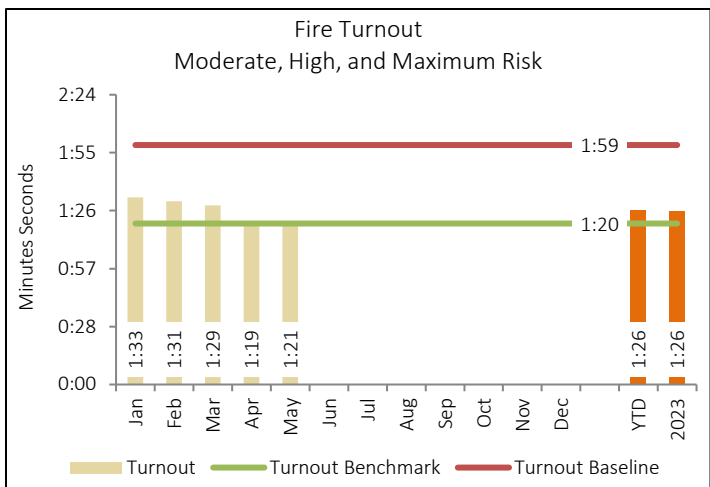
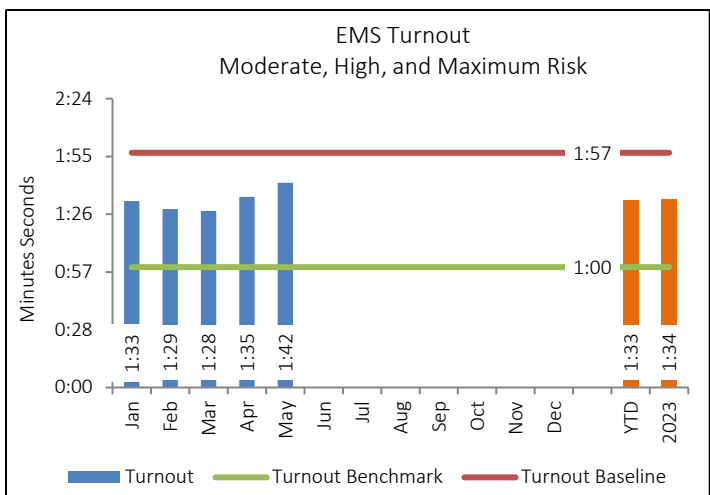
Description	May Hours	2024 YTD Total
Task Performances	181	1512
Refresher / Recerts/Prof. Develop.	443	2280
Individual Crew Training	970	4246
TOTAL	1594	8038

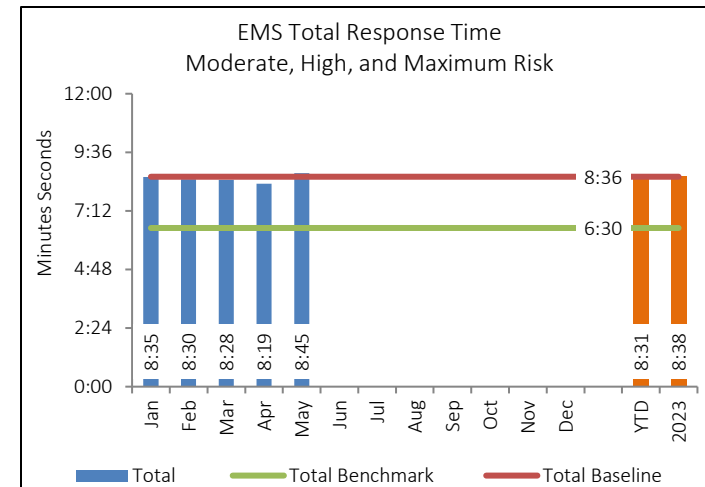
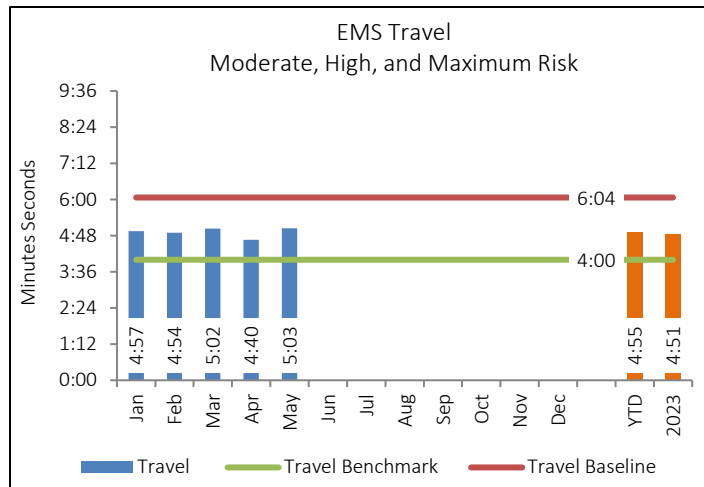
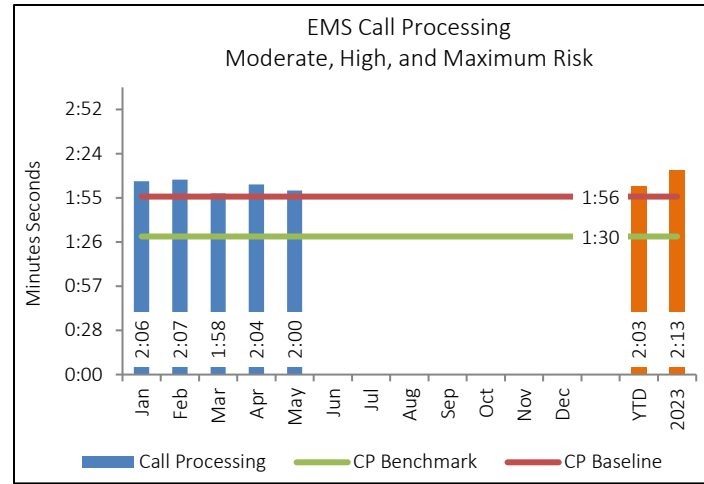
OCEAN SAFETY BUREAU

OCEAN SAFETY BUREAU						
TOWERS						
Description	May Total	FY22-23 Month Total	% Variance	Current YTD Total	FY22-23YTD TOTAL	% Variance
Rescue	33	50	-34%	317	272	17%
Assist	0	0	0%	0	0	0%
Preventive Actions	2,484	10,954	-77%	162,395	173,738	-7%
1 st Aid	94	689	-86%	7,975	8,540	-7%
Public Contact	3,409	21,136	-84%	236,526	114,555	106%
Beach Attendance	130,656	102,426	28%	1,518,137	1,272,687	19%
ROVING PATROL						
Rescue	0	15	-100%	164	90	82%
Jet Ski Rescue	5	10	-50%	96	30	220%
Assist	0	0	0%	0	0	0%
Preventive Actions	46	3,353	-99%	73,687	50,295	47%
1 st Aid	17	125	-86%	2,757	1,173	135%
Public Contact	150	10,760	-99%	154,074	33,839	355%
Beach Attendance	1,015	40,495	-97%	333,644	301,888	11%
DROWNING						
Statistics	0	0	0%	1	2	-0.5%
TRAINING/ COMMUNITY SERVICE						
ITEM	Month Hours	FY22-23 Month Hours	% Variance	Current YTD Total Hours	FY 22-23 YTD Total Hours	% Variance
Training	24	32	-25%	1624	906	79%
Community Service	20	0	0%	350	316	11%
Jr. Lifeguard	24	24	0%	570	430	33%

Ocean Safety Bureau:

- OSOIV Interviews
- Jr. Lifeguard electronic registration
- Hawaiian Lifeguard Association Meeting
- Narcan Training
- Waimea High School – Multiagency Career Day
- OC1 Canoe race from Kalapakī to Port Allen
- Rescue Craft Training Manual Review Meeting
- State Jr. Lifeguard Championships Meeting





Goal #1 – Improve Fire Department Response Times (continuing)

Objectives	Success Measurements	Desired Outcome	Status
<p>Goal 1A. Analyze current response and turnout times:</p> <ul style="list-style-type: none"> ● Gather data on response times and turnout times for different types of emergencies. ● Identify trends, patterns, and potential barriers that contribute to delays. ● Identify areas for improvement. <p>Goal 1B</p> <ul style="list-style-type: none"> ● Implement performance metrics and feedback systems to track and improve individual crew and team performance. 	<p>Measuring performance against the NFPA 1710 standard; turnout time: 60 seconds for EMS, 80 seconds for fire responses.</p> <ol style="list-style-type: none"> 1. Utilize Fire Record Management System (RMS) to collect and review: <ol style="list-style-type: none"> a. Dispatch call processing times b. Fire Crew turnout times c. Drive response times 2. Establish and publish standard operations guidelines (SOG), set clear expectations, and provide training. 3. Monthly review and report of performance 4. Outside resources/new technology—Research technological industry advancements; seek feasibility in funding resources to implement. 	<p>To develop a continuous improvement process to increase our effectiveness in emergency situations and increase the level of service provided to our community.</p>	<p>6/29/2023—Met with FF Contrades (Firefighter with RMS data knowledge) to discuss Data and report needs—will reconvene in 6 weeks to update and formalize reporting plan and method.</p> <p>7/14/23—Draft SOG, Fire Department Turnout Times</p> <p>New Data—Included in NOV FC Report</p> <p>By 9/1/2023: Jan 2024</p> <ul style="list-style-type: none"> ● Produce draft SOG “Turnout Times / Response Times” Complete ● Distribute Crew “Turnout Times” Monthly Report Complete <p>JAN 2024—For the past 2 months, KFD Response Times and Turnout Times have been sent to all line personnel. Will work with IT specialists to further break down response data per crew.</p>

Goal #1 – Improve Fire Department Response Times (continuing)

Objectives	Success Measurements	Desired Outcome	Status
	5. Implement continuous monitoring and feedback to all members		FY 2024 Goal Complete. SOG Established. Monthly KFD Turnout times and response times are being tracked and reported monthly to Fire Commission and to line staff for continued improvement.

Goal #1 – Improve Fire Department Response Times (continuing)

Objectives	Success Measurements	Desired Outcome	Status
<p>Goal 1A. Reinforce/ revise training and performance:</p> <ul style="list-style-type: none"> Reinforce directives and training focused on improving turnout times. <p>Goal 1B. Implement performance metrics and feedback systems to track and improve individual crew and team performance.</p> <p>Note: Continuing this goal, formerly FY 23-24, 1B)</p> <p>Goal 1C. – Provide “Total response time metrics for complete picture</p> <p>Note: Call Processing Times (CP), the time measured from when the call is answered at PSAP by the dispatcher until the selected fire crew is aware of the call.</p> <p>Goal 1D. Utilize complete “Total Response Time” to show gaps in coverage and need for “Fire Station #9”, somewhere between Hanalei & Kaiākea.</p>	<p>Measuring performance against the NFPA 1710 standard; turnout time: 60 seconds for EMS, 80 seconds for fire responses.</p> <ol style="list-style-type: none"> Redistribute Turnout Times SOG (Standard Operating Guidelines) / annual revision process. (1A) Provide each station shift / crew with individualized crew performance reports so that their Battalion Chiefs can review with them. (3 shifts x 9 members = 27 reports) (1B) <p>Note: Call processing time + Turnout Time + Travel Time = Total Response Time</p> <ol style="list-style-type: none"> Identify areas that have a delayed response time and cannot meet NFPA 1710 for “effective response force”. (1B) Establish benchmark data for each fire station. (1B) <ul style="list-style-type: none"> Track and provide KFD’s Total Response Time data per district (each fire station) Implement continuous monitoring and feedback to all members. (1A-B) Work with KPD dispatch to review/assist with staff shortages and/or implementation of software that can automate the call taking/dispatch process. (1B) <ul style="list-style-type: none"> Track and report Call processing times and review monthly with KPD Dispatch 	<p>To develop a continuous improvement process to increase our effectiveness in emergency situations and increase the level of service provided to our community.</p> <p>Note: Maintaining the same outcome.</p> <p>Gain COK Leadership and Elected Officials support to consider an additional Fire Station for Community Response and Firefighter safety. (1D)</p>	

Goal #2 – Implement a continual improvement process to review, revise, and implement workplace operations: Standard Operating Guidelines (SOGs), Rules & Regulations (R&R) (continuing)

Objectives	Success Measurements	Desired Outcome	Status
<p>Goal 2A. Establish a policy review committee comprised of various ranks and bureaus.</p> <p>Goal 2B. Define the Committee’s Scope and Responsibilities:</p> <ul style="list-style-type: none"> • Review existing Standard Operating Guidelines (SOGs). • Develop new SOGs. • Ensure compliance with regulations and best practices. • Designate review timeline. <p>Goal 2C. Review existing SOGs: Assign to correct subject matter experts to identify areas that require revision, improvement, or clarification:</p> <ul style="list-style-type: none"> • Seek input from line personnel, Officers, and other stakeholders to gather feedback on the effectiveness of specific SOGs. • Identify any gaps or inconsistencies in the current guidelines and propose necessary changes. <p>Goal 2D. Develop an effective review process:</p> <ul style="list-style-type: none"> • Define criteria / annual timeline / for when SOGs need to be reviewed or revised. • Implement a mechanism for soliciting input and feedback from all stakeholders. 	<ol style="list-style-type: none"> 1. Working group recruited and orientation meeting to draft SOG review change management process. 2. Written process plan developed. 3. Committee reviews full SOG library and assigns specific SOGs to subject matter experts with review submission deadline. 4. The committee receives revisions, makes corrections, and sends draft to the line for feedback. 5. Final corrections made to SOGs, Committee publishes final version with effective date and archives previous documents. 6. Monitor and evaluate the review process 	<p>Establish a culture of continuous improvement and ensure that our organization’s operations align with the best practices and evolving industry standards to enhance the department’s efficiency, safety, and overall effectiveness in serving our community.</p>	<p>Goal Progress — 4/8/2024, estimation completion date 8/1/24</p> <ol style="list-style-type: none"> 1. KFD Administration — 2. SOG — Drafted, “Workplace Operations and procedures Change Management Plan” 3. a). Review complete KFD SOG Library by KFD Admin Team by 4/30/24 (WPOC) b). SOG’s will be categorized and sent to SME’s (Cadres, Bureaus, Committees and/or administrative Teams). Deadline to review and send back is 5/31/24. 4. WPOC meets by 6/14 to send drafts to line for feedback, due back by 7/15 5. Final corrections made and revised/updated SOG’s uploaded to PowerDMS by 8/1/24

Goal #2 – Implement a continual improvement process to review, revise, and implement workplace operations: Standard Operating Guidelines (SOGs), Rules & Regulations (R&R) (continuing)

Objectives	Success Measurements	Desired Outcome	Status
<p>Goal 2E: Promote Collaboration and Communication:</p> <ul style="list-style-type: none"> • Foster a culture of collaboration and inclusivity within the committee to encourage diverse perspectives and ensure a comprehensive review of the SOGs. • Establish clear lines of communication between the committee and KFD leadership, ensuring accountability and transparency. • Regularly communicate updates and changes to the SOGs to all department members, providing training and support as necessary. <p>Goal 2F: Document and archive changes:</p> <ul style="list-style-type: none"> • Maintain comprehensive records of all changes made to SOGs, including the rationale behind the revisions. • Establish a centralized system for archiving and accessing the updated SOGs, ensuring easy retrieval and dissemination of information. 			

Goal #2 – Implement a continual improvement process to review, revise, and implement workplace operations: Standard Operating Guidelines (SOGs), Rules & Regulations (R&R) (continuing)

Objectives	Success Measurements	Desired Outcome	Status
<p>Goal 2A. Develop an effective review process:</p> <ul style="list-style-type: none"> • Define criteria and annual timeline for SOGs/R&Rs to be reviewed or revised. • Implement a mechanism for soliciting input and feedback from all stakeholders. <p>Note: Continuing this goal, formerly FY 23-24, 2D however R&R added)</p> <p>Goal 2B. Promote Collaboration & Communication:</p> <ul style="list-style-type: none"> • Foster a culture of collaboration and inclusivity within the committee to encourage diverse perspectives and ensure a comprehensive review of the SOGs/R&R. • Establish clear lines of communication between the committee and KFD leadership, ensuring accountability and transparency. • Regularly communicate updates and changes to the SOGs/R&R to all dept. members, providing training and support as necessary. <p>Note: Continuing this goal, formerly FY 23-24, 2E however R&R added)</p>	<p>Revise KFD’s Rules & Regulations (R&R) document.</p> <ul style="list-style-type: none"> • Working group recruited and orientation meeting to draft R&R review change management process. • Written process plan developed includes input from all employees and all ranks to participate in change management process. • Committee reviews full R&R library and assigns specific R&R to subject matter experts with review submission deadline. • The committee receives revisions, makes corrections, and sends drafts to the line for feedback. • All SOGs will be classified by subject matter and sent to each Subject Matter Expert (SME) for review – SME’s will have 30 days to review and provide needed edits – will send back to Admin Group • Admin Group will finalize edits and will publish final revision to Power DMS. • Final corrections made to SOGs/R&R and final version published with effective date and previous document is archived. • SOGs/R&R uploaded to Power DMS by January 1st (to coincide with promotional testing) • KFD Admin group will obtain a Computer Science Intern to establish a new electronic library and index system. 	<p>Establish a culture of continuous improvement and ensure that our organization’s operations align with the best practices and evolving industry standards to enhance the department’s efficiency, safety, and overall effectiveness in serving our community.</p> <p>Note: Continuing this Outcome from FY 23-24</p> <p>KFD Employees will be familiar with the location of and how to quickly access Rules & Regulations and all Standard Operating Guidelines by subject or topic.</p> <p>One Stop Shop” Library (PowerDMS) created to access all documents:</p> <ul style="list-style-type: none"> • SOG’s, • Memos, • Training Manuals, • Power Points, Educational and Study Guides, • Wellness Resources 	

Goal #3 – Establish KFD Culture and Values			
Objectives	Success Measurements	Desired Outcome	Status
<p>Goal 3A. Assess and evaluate our current mission statement, vision, and values:</p> <ul style="list-style-type: none"> ● Identify core values and principles that reflect the desired professional behavior and ethics of the fire department. ● Collaborate with personnel at all levels to gather input and feedback for the development of the professional standards and values document. 	<ol style="list-style-type: none"> 1. Completion of a professional standards or values document. 2. Approval and endorsement by KFD leadership. 3. Document distributed to all KFD personnel. 4. Conduct surveys or assessments to measure the level of awareness and understanding of the document. 5. Periodically assess the departments overall culture, morale, and reputation through various means: <ul style="list-style-type: none"> ● Internal Surveys ● Interviews/ discussions ● Public surveys ● Meetings 	<p>Establish and permeate mission, vision, value statements and professional standards to promote a culture of professionalism, integrity, and ethical conduct among all personnel</p>	<p>Goal Complete –</p> <ol style="list-style-type: none"> 1. June 2023 “KFD CARES” Values statement refined with feedback from the line. 2. Received support from all Chief Officers, all signed final page of document to be printed and distributed to all KFD personnel. 3. Program Logo created and a prototype “Brochure” produced and began distribution to line personnel with Fire Chief Station Visits. 4. Measurement – Line Captains conveyed to KFD Administration via quarterly Captains meetings that there was sufficient understanding and awareness of KFD CARES Document. This was further realized during KFD Promotional Interviews, as interviewees would refer to the Values within the KFD CARES document.

Goal #3 – Establish KFD Culture and Values			
Objectives	Success Measurements	Desired Outcome	Status
<p>Goal 3B – Clearly articulate expectations:</p> <ul style="list-style-type: none"> • Clearly articulate the expected behaviors, conduct, and ethical standards for all KFD personnel. • Define the core values and principles that guide decision making, interactions, and actions within the KFD. • Establish a code of conduct that aligns with the KFD's mission and vision statements. <p>GOAL 3C – Dissemination and communication:</p> <ul style="list-style-type: none"> • Develop and distribute a standards or values document to all personnel (KFD Memo, SharePoint), Crew meetings. <p>Goal 3D. Continuous evaluation and improvement</p>			

Goal#3 – Prioritize Department Improvements			
Objectives	Success Measurements	Desired Outcome	Status
<p>Goal 3A. Obtain necessary resources (funding for software and personnel) to generate data, information, and reports for Department wide improvement.</p> <ul style="list-style-type: none"> Review Department priorities for resource development i.e. to benchmark station response time, standardize fillable report writing (Fire/EMS incident narratives), daily inspections of vehicles and equipment etc. <p>Goal 3B. Collaborate with County IT and KPD on the Future Implementation of a new Fire Records Management System / Platform *this will be a 2 to 3 year process</p> <p>Goal 3C. Assess, evaluate, and create a process to ensure the identification of the best potential future leaders:</p> <ul style="list-style-type: none"> Review selection process for Captains and Fire Fighter III for HazMat and Rescue Teams Seek input from personnel at all levels and other stakeholders (HR Goal #3 – Prioritize Department Improvements etc.) to gather feedback on the process. 	<p>3A:</p> <ol style="list-style-type: none"> Working group / IT Specialist/Support recruited orientation meeting to identify Department priorities. Committee solicits input from all personnel. Strategic plan is drafted that identifies resources and prioritizes needs. Draft is finalized. Plan is implemented. <p>3B:</p> <ol style="list-style-type: none"> Gain COK leadership support to obtain “Request for Proposal” of a new Fire Records Management System <p>3C:</p> <ol style="list-style-type: none"> Working group recruited and orientation meeting to draft selection process changes. Committee completes drafts, distributes, and solicits feedback. Draft is finalized with effective date and previous process is archived. Approval and endorsement by KFD leadership. Collaborate and seek support with bargaining unit (HFFA) and COK Human Resources Establish, publish, and distribute selection process documents to all KFD personnel. 	<p>Strategic changes and investments to result in the overall improvement of the Department.</p> <p>KFD employees use cloud-based software to complete daily vehicle checks, request vehicle and station maintenance needs, and inventory requests.</p> <p>Enhanced selection process for Specialty assignments to place the most qualified person versus with the most seniority. (3B)</p>	

Goal#4 – Review, revise, and implement plans for wildfire mitigation to increase community resilience.			
Objectives	Success Measurements	Desired Outcome	Status
<p>Goal 4A. Review the Maui County After Action Report and the Attorney General’s Report as it becomes available.</p> <p>Goal 4B. Create a strategic plan that prioritizes mitigation actions for implementation.</p> <p>Goal 4C. Seek partners, and grant writers for wildfire defense grants.</p> <p>Goal 4D. Solicit community engagement in Wildfire awareness and prevention.</p>	<p>4A/B/D:</p> <ol style="list-style-type: none"> Working group recruited and orientation meeting to review reports and draft a plan. Written plan developed. Plan circulated for input. Committee reviews input, creates a final draft and circulates feedback. Plan is finalized, distributed for implementation. Seek partnerships and locate resources. Fire resistant materials and mitigation measures will be integrated into County rules and regulations (Fire Adapted Communities). <p>4D:</p> <ol style="list-style-type: none"> Community educated in Defensible spaces and Home hardening. 	<p>The Department will have adequate resources to fulfill its mission during a wildfire event.</p> <p>Partnerships will be established with Hawaii Wildfire Management Organization, DLNR, Dept of Forestry, United States Fire Administration.</p> <p>Community Engagement will result in “neighborhood associations” to engage their neighbors on home fire prevention measures (Firewise Communities).</p> <p>Mission Statement: “To preserve and protect life, property, and the environment of the Kauai County from all hazards and emergencies”</p> <p>Vision Statement: “Kauai Fire Department creates a safer community by continually striving for excellence in prevention and emergency response”</p>	

Goal #1 – Improve Fire Department Response Times (continuing)			
Objectives	Success Measurements	Desired Outcome	Status
<p>Goal 1A. Reinforce/ revise training and performance:</p> <ul style="list-style-type: none"> Reinforce directives and training focused on improving turnout times. <p>Goal 1B. Implement performance metrics and feedback systems to track and improve individual crew and team performance.</p> <p>Note: Continuing this goal, formerly FY 23-24, 1B)</p> <p>Goal 1C. – Provide “Total response time metrics for complete picture</p> <p>Note: Call Processing Times (CP), the time measured from when the call is answered at PSAP by the dispatcher until the selected fire crew is aware of the call.</p> <p>Goal 1D. Utilize complete “Total Response Time” to show gaps in coverage and need for “Fire Station #9”, somewhere between Hanalei & Kaiākea.</p>	<p>Measuring performance against the NFPA 1710 standard; turnout time: 60 seconds for EMS, 80 seconds for fire responses.</p> <ol style="list-style-type: none"> 1. Redistribute Turnout Times SOG (Standard Operating Guidelines) / annual revision process. (1A) 2. Provide each station shift / crew with individualized crew performance reports so that their Battalion Chiefs can review with them. (3 shifts x 9 members = 27 reports) (1B) <p>Note: Call processing time + Turnout Time + Travel Time = Total Response Time</p> <ol style="list-style-type: none"> 3. Identify areas that have a delayed response time and cannot meet NFPA 1710 for “effective response force”. (1B) 4. Establish benchmark data for each fire station. (1B) <ul style="list-style-type: none"> Track and provide KFD’s Total Response Time data per district (each fire station) 5. Implement continuous monitoring and feedback to all members. (1A-B) 6. Work with KPD dispatch to review/assist with staff shortages and/or implementation of software that can automate the call taking/dispatch process. (1B) <ul style="list-style-type: none"> Track and report Call processing times and review monthly with KPD Dispatch 	<p>To develop a continuous improvement process to increase our effectiveness in emergency situations and increase the level of service provided to our community.</p> <p>Note: Maintaining the same outcome.</p> <p>Gain COK Leadership and Elected Officials support to consider an additional Fire Station for Community Response and Firefighter safety. (1D)</p>	

Goal #2 – Implement a continual improvement process to review, revise, and implement workplace operations: Standard Operating Guidelines (SOGs), Rules & Regulations (R&R) (continuing)

Objectives	Success Measurements	Desired Outcome	Status
<p>Goal 2A. Develop an effective review process:</p> <ul style="list-style-type: none"> Define criteria and annual timeline for SOGs/R&Rs to be reviewed or revised. Implement a mechanism for soliciting input and feedback from all stakeholders. <p>Note: Continuing this goal, formerly FY 23-24, 2D however R&R added)</p> <p>Goal 2B. Promote Collaboration & Communication:</p> <ul style="list-style-type: none"> Foster a culture of collaboration and inclusivity within the committee to encourage diverse perspectives and ensure a comprehensive review of the SOGs/R&R. Establish clear lines of communication between the committee and KFD leadership, ensuring accountability and transparency. Regularly communicate updates and changes to the SOGs/R&R to all dept. members, providing training and support as necessary. <p>Note: Continuing this goal, formerly FY 23-24, 2E however R&R added)</p>	<p>Revise KFD’s Rules & Regulations (R&R) document.</p> <ul style="list-style-type: none"> Working group recruited and orientation meeting to draft R&R review change management process. Written process plan developed includes input from all employees and all ranks to participate in change management process. Committee reviews full R&R library and assigns specific R&R to subject matter experts with review submission deadline. The committee receives revisions, makes corrections, and sends drafts to the line for feedback. All SOGs will be classified by subject matter and sent to each Subject Matter Expert (SME) for review – SME’s will have 30 days to review and provide needed edits – will send back to Admin Group Admin Group will finalize edits and will publish final revision to Power DMS. Final corrections made to SOGs/R&R and final version published with effective date and previous document is archived. SOGs/R&R uploaded to Power DMS by January 1st (to coincide with promotional testing) KFD Admin group will obtain a Computer Science Intern to establish a new electronic library and index system. 	<p>Establish a culture of continuous improvement and ensure that our organization’s operations align with the best practices and evolving industry standards to enhance the department’s efficiency, safety, and overall effectiveness in serving our community.</p> <p>Note: Continuing this Outcome from FY 23-24</p> <p>KFD Employees will be familiar with the location of and how to quickly access Rules & Regulations and all Standard Operating Guidelines by subject or topic.</p> <p>One Stop Shop” Library (PowerDMS) created to access all documents:</p> <ul style="list-style-type: none"> SOG’s, Memos, Training Manuals, Power Points, Educational and Study Guides, Wellness Resources 	

Goal #3 – Prioritize Department Improvements			
Objectives	Success Measurements	Desired Outcome	Status
<p>Goal 3A. Obtain necessary resources (funding for software and personnel) to generate data, information, and reports for Department wide improvement.</p> <ul style="list-style-type: none"> Review Department priorities for resource development i.e. to benchmark station response time, standardize fillable report writing (Fire/EMS incident narratives), daily inspections of vehicles and equipment etc. <p>Goal 3B. Collaborate with County IT and KPD on the Future Implementation of a new Fire Records Management System / Platform *this will be a 2 to 3 year process</p> <p>Goal 3C. Assess, evaluate, and create a process to ensure the identification of the best potential future leaders:</p> <ul style="list-style-type: none"> Review selection process for Captains and Fire Fighter III for HazMat and Rescue Teams Seek input from personnel at all levels and other stakeholders (HR Goal #3 – Prioritize Department Improvements etc.) to gather feedback on the process. 	<p>3A:</p> <ol style="list-style-type: none"> Working group / IT Specialist/Support recruited, orientation meeting to identify Department priorities. Committee solicits input from all personnel. Strategic plan is drafted that identifies resources and prioritizes needs. Draft is finalized. Plan is implemented. <p>3B:</p> <ol style="list-style-type: none"> Gain COK leadership support to obtain “Request for Proposal” of a new Fire Records Management System <p>3C:</p> <ol style="list-style-type: none"> Working group recruited and orientation meeting to draft selection process changes. Committee completes drafts, distributes, and solicits feedback. Draft is finalized with effective date and previous process is archived. Approval and endorsement by KFD leadership. Collaborate and seek support with bargaining unit (HFFA) and COK Human Resources Establish, publish, and distribute selection process documents to all KFD personnel. 	<p>Strategic changes and investments to result in the overall improvement of the Department.</p> <p>KFD employees use cloud-based software to complete daily vehicle checks, request vehicle and station maintenance needs, and inventory requests.</p> <p>Enhanced selection process for Specialty assignments to place the most qualified person versus with the most seniority. (3B)</p>	

Goal #4 – Review, revise, and implement plans for wildfire mitigation to increase community resilience.			
Objectives	Success Measurements	Desired Outcome	Status
<p>Goal 4A. Review the Maui County After Action Report and the Attorney General’s Report as it becomes available.</p> <p>Goal 4B. Create a strategic plan that prioritizes mitigation actions for implementation.</p> <p>Goal 4C. Seek partners, and grant writers for wildfire defense grants.</p> <p>Goal 4D. Solicit community engagement in Wildfire awareness and prevention.</p>	<p>4A/B/D:</p> <ol style="list-style-type: none"> 1. Working group recruited and orientation meeting to review reports and draft a plan. 2. Written plan developed. 3. Plan circulated for input. 4. Committee reviews input, creates a final draft and circulates feedback. 5. Plan is finalized, distributed for implementation. 6. Seek partnerships and locate resources. 7. Fire resistant materials and mitigation measures will be integrated into County rules and regulations (Fire Adapted Communities). <p>4D:</p> <ol style="list-style-type: none"> 8. Community educated in Defensible spaces and Home hardening. 	<p>The Department will have adequate resources to fulfill its mission during a wildfire event.</p> <p>Partnerships will be established with Hawaii Wildfire Management Organization, DLNR, Dept of Forestry, United States Fire Administration.</p> <p>Community Engagement will result in “neighborhood associations” to engage their neighbors on home fire prevention measures (Firewise Communities).</p> <p>Mission Statement: “To preserve and protect life, property, and the environment of the Kauai County from all hazards and emergencies”</p> <p>Vision Statement: “Kauai Fire Department creates a safer community by continually striving for excellence in prevention and emergency response”</p>	

COUNTY OF KAUAI FIRE COMMISSION

FIRE CHIEF MICHAEL GIBSON JPR

Name: Michael Gibson, Fire Chief

Reporting Period: July 1, 2023-June 30, 2024

Appointment Date: June 24, 2022

Leadership Skills and Professional Qualities this Reporting Period:

Meets Expectations: Does Not Meet Expectations: Unable to Rate:

Policies, Procedures, Rules, and Regulations

Meets Expectations: Does Not Meet Expectations: Unable to Rate:

Planning, Organizing, and setting Priorities:

Meets Expectations: Does Not Meet Expectations: Unable to Rate:

Personnel and Resource Management :

Meets Expectations: Does Not Meet Expectations: Unable to Rate:

Communications:

Meets Expectations: Does Not Meet Expectations: Unable to Rate:

<u>Notable Accomplishments:</u>
<u>Achievement of Goals:</u>
<u>Progress Toward Goal Accomplishment:</u>
<u>Summary of Performance:</u>
<u>Areas of Concern by Fire Commission:</u>
<u>Overall Performance for this Reporting Period:</u>
I Received a Copy of this Performance Review: _____ Date: _____ Fire Chief
Discussed with Chief By: _____ Date: _____ Chair – Kauai Fire Commission

- Word Document format – boxes expand to accommodate inserted narrative.



Fire-Rescue International 2024

Registration and Housing are open now!

SCHEDULE-AT-A-GLANCE

*Schedule is subject to change

Wednesday, August 14

7:00 AM – 5:30 PM	Registration Open
8:00 AM – 10:00 AM	Opening General Session
10:00 AM – 3:15 PM	Education
12:30 PM – 2:00 PM	Division Lunches
2:15 PM – 3:15 PM	Education
3:00 PM – 7:00 PM	Welcome Reception

Thursday, August 15

7:00 AM – 6:00 PM	Registration Open
8:30 AM – 10:00 AM	General Session
10:00 AM – 10:60 AM	IAFC Business Meeting
1:00 PM – 5:00 PM	Education
5:00 PM – 7:00 PM	Thursday Night Reception

Friday, August 16

7:00 AM – 1:00 PM	Registration Open
7:00 AM – 8:30 AM	Diversity Breakfast
8:30 AM – 10:00 AM	Closing General Session & Installation of Officers
10:00 AM – 2:00 PM	Exhibit Hall Open
10:15 am – 4:45 PM	Education

Each summer, thousands of the most prominent fire and emergency service leaders from across North America and around the globe come to Fire-Rescue International (FRI). This year we are Headed to Dallas, Texas and the Kay Bailey Hutchison Convention Center, August 14-16, 2024, to Learn, network, and collaborate together.