



City of Tumwater Fire Department

committed to healthy lifestyle which includes maintaining fitness, and is dedicated to their profession.

The testing process for firefighter selection will be conducted annually, (or as needed) in conjunction with Human Resources Department. This process includes at a minimum: a general aptitude test, Candidate Physical Ability Test (CPAT), panel interviews, extensive background checks, and a pre-employment medical examination along with a drug screening.

An aggressive and proactive approach is taken to make all eligible candidates in the job market aware of an upcoming testing process, and to acquaint candidates with the nature of the job, expectations, challenges, and opportunities that the position presents. Additionally, we must take action to ensure quality recruitment efforts attract the most highly qualified applicants. Recruitments include strong efforts to notify, attract, and recruit qualified women and minority candidates.

2016 -2021 ACTION PLAN OBJECTIVES

- Conduct recruitment emphasizing diversity and establish an eligibility list for the firefighter position as needed
- Develop recruitment, selection, promotion and training strategies that address the personnel needs of the department while ensuring a productive and well trained workforce
- Staff the department at a sufficient level striving for compliance with NFPA 1710

FOLLOW UP RESPONSIBILITY: Fire Chief, Human Resources

WORKING ENVIRONMENT – LABOR/MANAGEMENT – MEMBER RELATIONS

SECTION 4

GOAL: To deliver highly effective services to the citizens and visitors through a positive and cooperative working relationship between Fire Department Management and the Tumwater Firefighters Union Local 2409 of the International Association of Firefighters, Reserves, Administrative Staff and City Stakeholders.

The purpose of the Labor/Management and Member Relations process is to make the Tumwater Fire Department more effective as an organization.

The delivery of effective emergency services, fire prevention and public educations services and support programs is highly dependent on positive working relationships and a positive approach to the care of and the development of our members.



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The success of the Labor/Management, Member Relations process is dependent on a number of foundational elements, including:

- Value input and diversity
- Build on an environment of trust
- Look for solutions where everyone wins
- Always work to strengthen relationships as well as address issues
- Allow for disagreements and strive for consensus and agreement – choosing to place emphasis on working on areas of agreement
- Protect the Labor/Management, Member Relations Process
- Share the credit and the work of the process

Additionally, the department is supportive of and utilizes the building blocks of employee relations which include:

- Strengthen groups
- Develop capacity to promote within
- Develop careers
- Educate employers
- Communicate and listen
- Support and coach
- Respect everyone
- Compensate fairly

A standing labor management committee is in place, co-chaired by the Fire Chief and Union President of Tumwater Firefighter Union Local 2409 of the International Association of Firefighters.

It is anticipated in the near future that standing committees will be in place within the labor management process to deal with committee related issues, and to support a strong communication system within the department for effective input, early problem identification and grass root solutions to issues within a committee's area of responsibility.

Standing committees co-chaired by a departmental chief officer and a union member may include:

- Support Services
- Fire Prevention
- Emergency Services
- Training and Professional Development



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- Special Operations
- Emergency Medical Services
- Grant Committee

Standing Initiatives

Standing cooperative initiatives of the labor management process include:

- Good and welfare of department members
- Recruitment and hiring of firefighters
- Annual departmental/city 911 remembrance lunch
- Annual Christmas Party
- Operating guideline review and updates possibly utilizing the Lexipol program (Lexipol committee continues to evaluate)
- Labor/Management Committee meetings
- Community Services Opportunities
- Quarterly officer meetings with administration

2016 -2021 ACTION PLAN OBJECTIVES

- Work closely with the Training Officer in support of all personnel
- Conduct monthly Labor/Management committee meetings
- Joint support of Food bank, Coats for Kids and other Union supported functions

FOLLOW UP RESPONSIBILITY: Fire Chief, Union President

FIRE PREVENTION AND INSPECTION

SECTION 5

GOAL: To prevent loss of life, injury and property loss due to fire through the creation, implementation, and management of comprehensive and effective building codes, education programs and fire inspections.

Primary fire prevention functions focus on fire and building code development and management, public education, fire inspection, code enforcement, and fire/hazardous material release investigations. The integration of activities in these areas will produce the most effective use of available resources and ultimately, result in achievement of the department's goal – preventing fires, saving lives, minimizing property loss, educating the public, protecting property and the environment. We are at the forefront of completing inspections in every business, apartment complex, and commercial structure since the re – establishment of the fire inspection program in 2013.