

CITY OF *Visalia* FIRE DEPARTMENT



AT YOUR SERVICE
2015 ANNUAL REPORT

VISALIA FIRE DEPARTMENT

MISSION STATEMENT

Dedicated to protecting all through excellent service

CORE VALUES

- ◆ *INTEGRITY*
- ◆ *PROFESSIONALISM*
- ◆ *HONESTY*
- ◆ *RESPECT*
- ◆ *DIVERSITY*
- ◆ *RESPONSIBILITY*
- ◆ *VALOR*

VISION STATEMENT:

We will carry on the pride of our profession

By providing excellent service through:

- Innovation*
- Progressive Leadership*
- Compassionate Care*

EST.

SERVING WITH PRIDE

1869

MESSAGE FROM THE FIRE CHIEF



2015 will long be remembered for the extreme drought, the effect and the changes it has brought to our lives both at home and at work. This year was reported to be one of the hottest and driest ever in the state and the summer temperatures contributed to a severe wildfire season. Our personnel responded to numerous wildfires throughout the state and on two separate occasions to the Rough Fire in Sequoia National Forest.

Our department was directly affected with the lack of water in our fire prevention activities and even our way of conducting training for our personnel. Our fire stations have a different look and drought tolerant landscape is now the norm. We are active participants in water conservation and serve on the Tulare County Drought Taskforce.

We saw an increase in both vegetation and structure fires throughout the year. This coupled with a major increase in calls for service in the EMS realm sent our annual call volume to over 14,000 alarms. This was a double digit increase of over 11 percent from 2014. It was a challenging and busy year for all our divisions. Our accomplishments are listed herein and I thank you for your time in reading this report that chronicled the diverse yet important mission that each division brings to the Visalia Fire Department and ultimately the City of Visalia.

I'm incredibly honored to work with the men and women of our department and offer this year's annual report as a strong testament to the hard work and dedication our employees give to the citizens of our city to keep them safe.

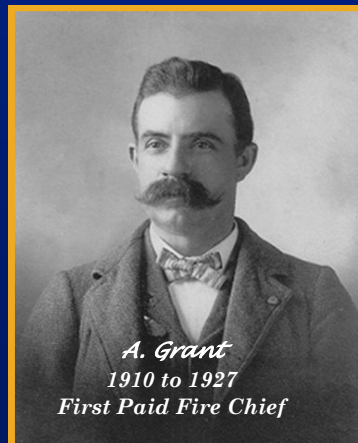
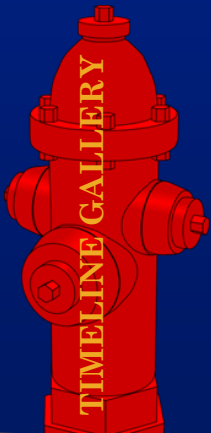
On behalf of all the staff of the Visalia Fire Department, thank you for your support this past year.

Sincerely,

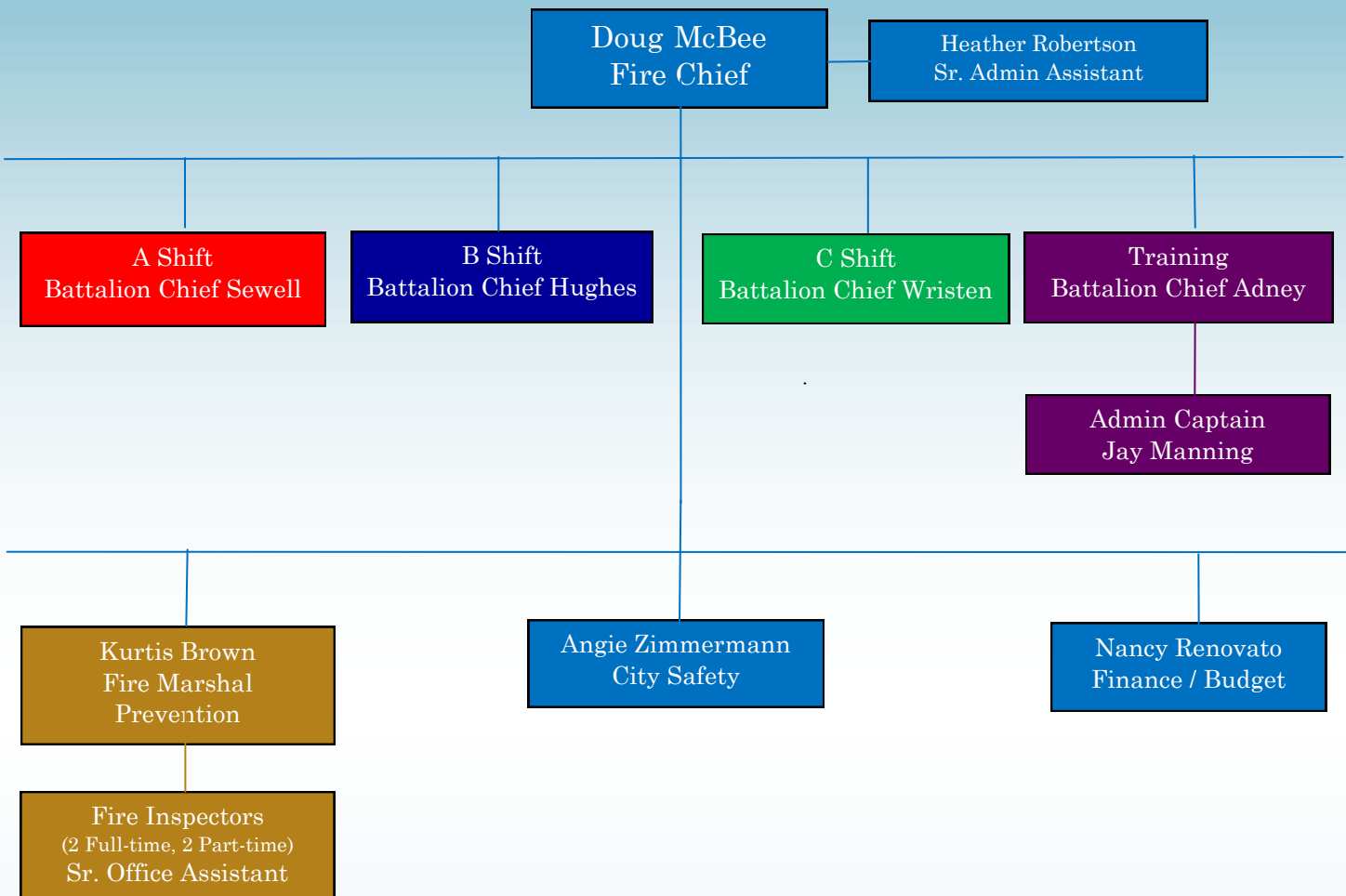
Doug McBee,

Fire Chief

2013 to Present



FIRE DEPARTMENT ORGANIZATION CHART



The **Administration Division** consists of the Fire Chief, four Battalion Chiefs, an Administrative Captain, Fire Marshal, Safety Officer, and Administrative Support Staff. The division provides leadership, departmental oversight and planning. The Administration Division is responsible for the overall management of the Fire Department including fiscal management, strategic planning, personnel matters, labor relations, and special projects. The division provides support services for all fire divisions and customer service to the citizens of Visalia.

Notable Accomplishments in 2015

- Two management staff participated in Leadership Visalia
- Worked with CSET to acquire an Office Assistant at not cost to the City
- Participated in the Tulare County Drought Task Force
- Provided oversight for the Visalia Emergency Communications Center and new Fire Station 53
- Transitioned departmental SOGs to Lexipol (new software)
- Under budget
- Updated Auto Aid/Mutual Aid Plan with Tulare County Fire Department
- Represented Fire Department with the Ballot Measure Advisory Committee
- Received grants for the purchase of equipment and personnel training

Division Highlights: Operations

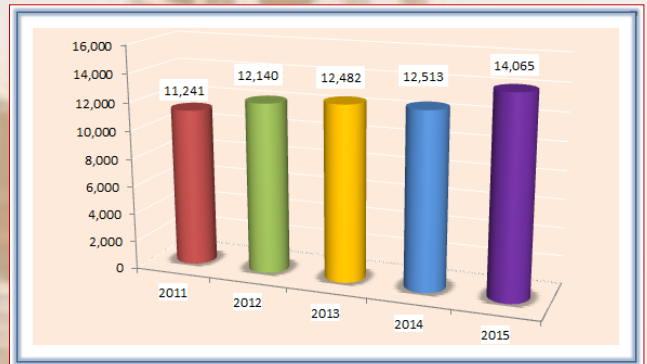
The Department continues to see a climb in the demand for services, responding to more than 14,000 calls for service in 2015.

There has been a 20% increase in calls for service over the past five years and 26% increase in EMS calls.

Over the past few years, the fire department in collaboration with the Visalia Police department have worked together on the construction of the Visalia Emergency Communication Center (VECC). The VECC is a state of the art dispatch center, that will also include Fire Administration, the Emergency Operations Center, Information Services and a Traffic Management Center. Concurrently, the police and fire departments worked together on a project to replace the aging Computer Aided Dispatch System (CAD). The CAD system is the foundation of the dispatch center and provides the dispatchers with the information needed to process calls, recommend and track resources, and supports the mobile data terminals located in the emergency response vehicles. The current CAD system is 30 years old. Replacing the system will ensure the City continues to meet all requirements for a community this size.

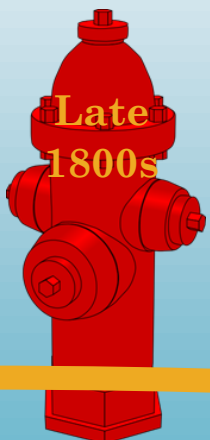
 **The Fire Department has installed 426 smoke detectors in the past five years.**

YEARLY CALLS FOR SERVICE



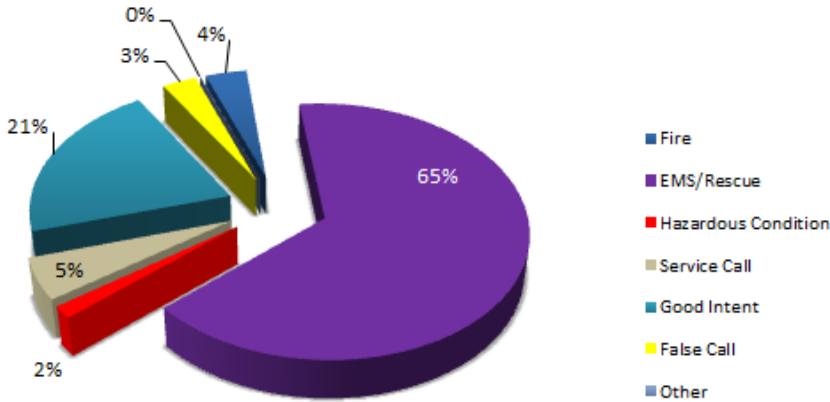
Emergency Preparedness

2015 was an active year for the Emergency Preparedness program. We brought the City EOC Team together two times for training. The first gathering was a refresher training for all EOC Team members. The training was 3 hours and we reviewed the overall concepts for the EOC that allow us to operate effectively and efficiently during emergency operations. The training focused on the individual position responsibilities and the flow of information through the EOC. The second training was a table top drill that focused on a rain/storm event. This drill was designed to test our abilities to handle an “El Nino” type rain event that would overwhelm our normal response capabilities. The EOC Team did very well in handling the drill and we found certain areas that we can continue to improve our operations.



STATISTICS

2015 Incident Count

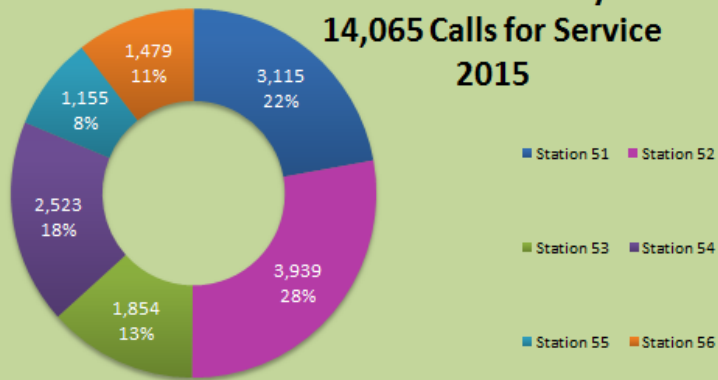


Date Range: From 01/01/2015 To 12/31/2015

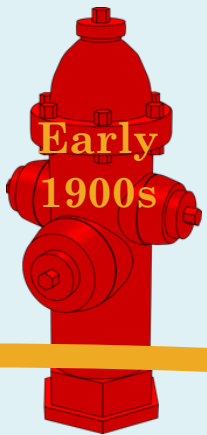
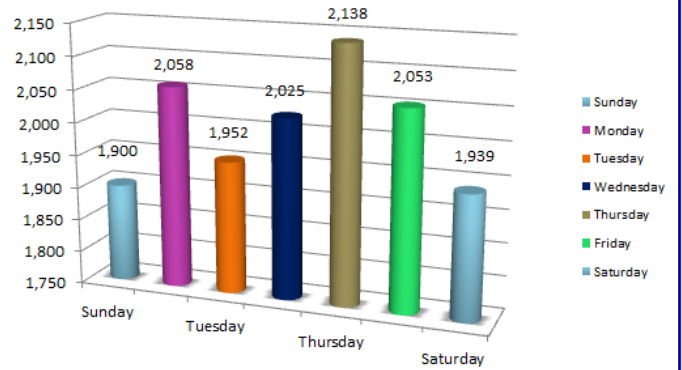
Incident Type(s) Selected: All

Incident Type	Incident Count
Fire	523
Rupture/Explosion	4
EMS/Rescue	9,192
Hazardous Condition	221
Service Call	748
Good Intent	2,929
False Call	439
Severe Weather	2
Other	7
Totals	14,065

Number of Incidents by Station 14,065 Calls for Service 2015

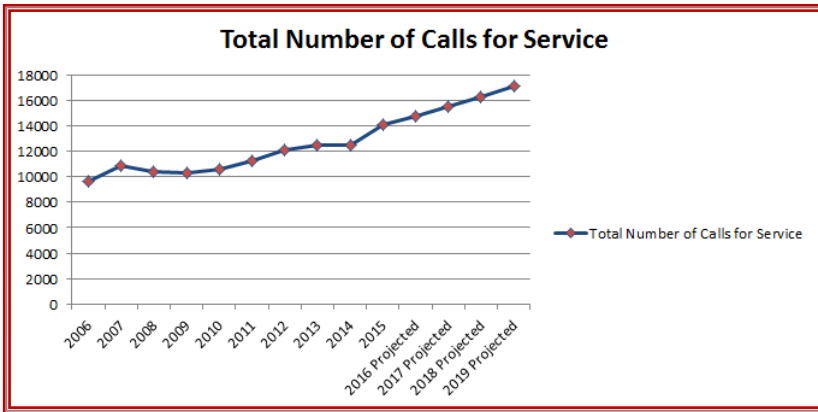
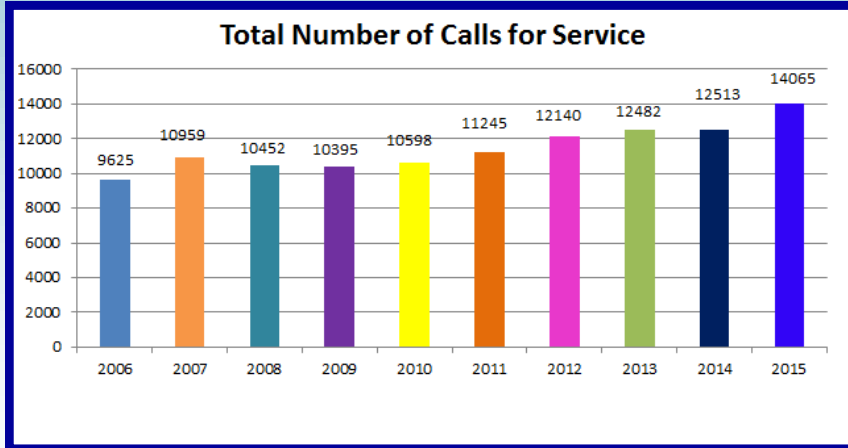


Incident Response by Day of Week



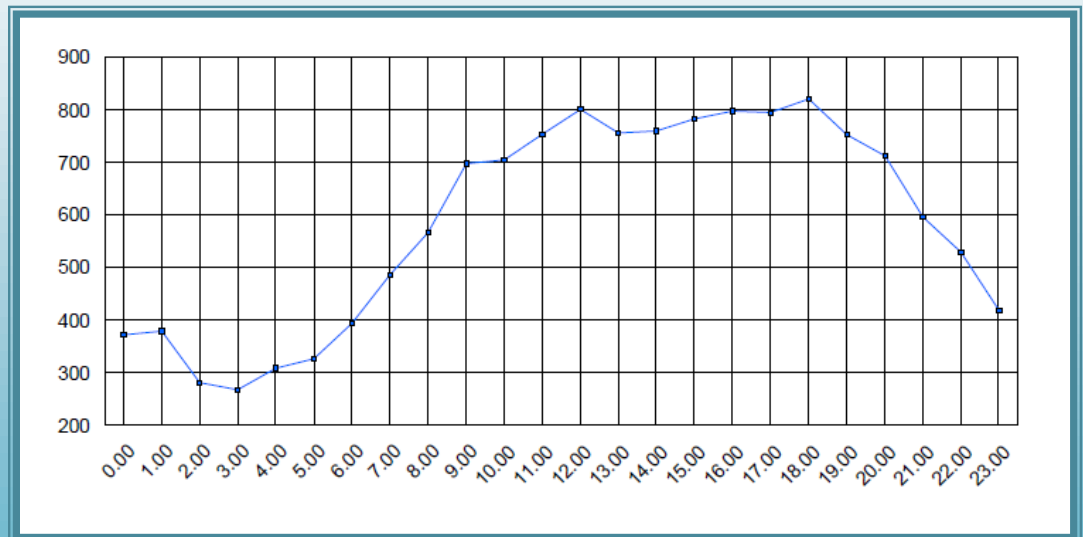
FIRE DEPARTMENT


TEN YEAR HISTORY



 It is anticipated the fire department will respond to approximately 18,000 calls for service by the end of 2019.

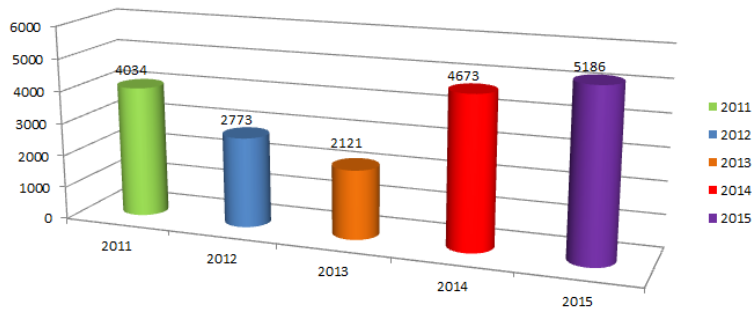
INCIDENTS BY TIME OF DAY



 Most calls occurred between the hours of 9am to 8pm during the time most people are at work.

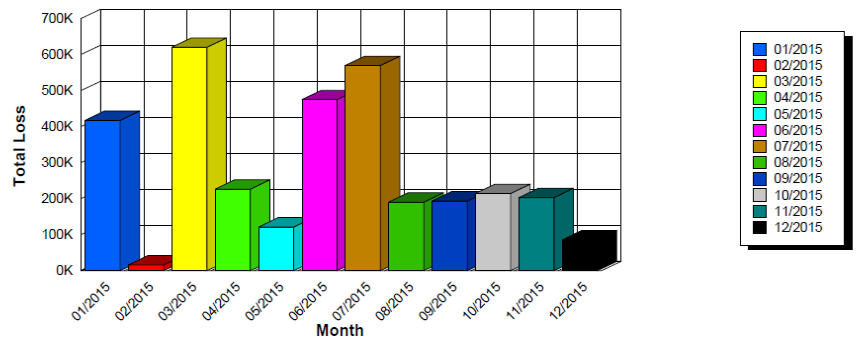
STATISTICS

FIRE & LIFE SAFETY INSPECTIONS

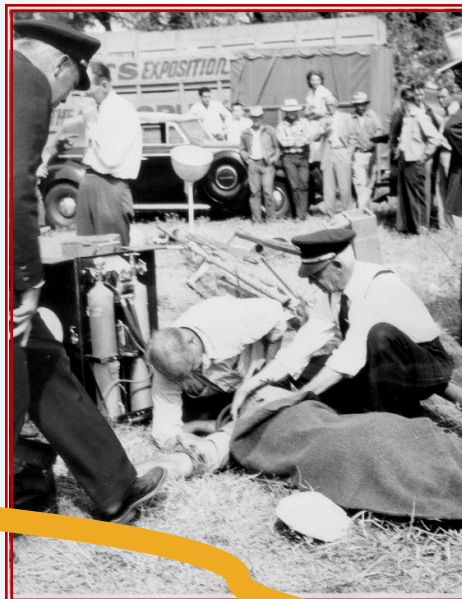
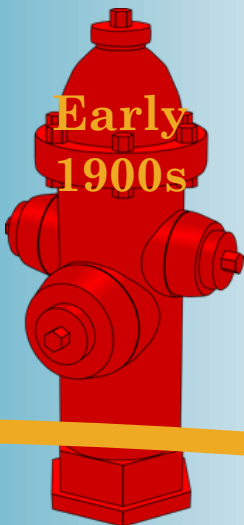


Fire & Life Safety Inspections have increased during the last two years mainly due to the addition of one Fire Prevention Inspector.

TOTAL FIRE LOSS BY MONTH

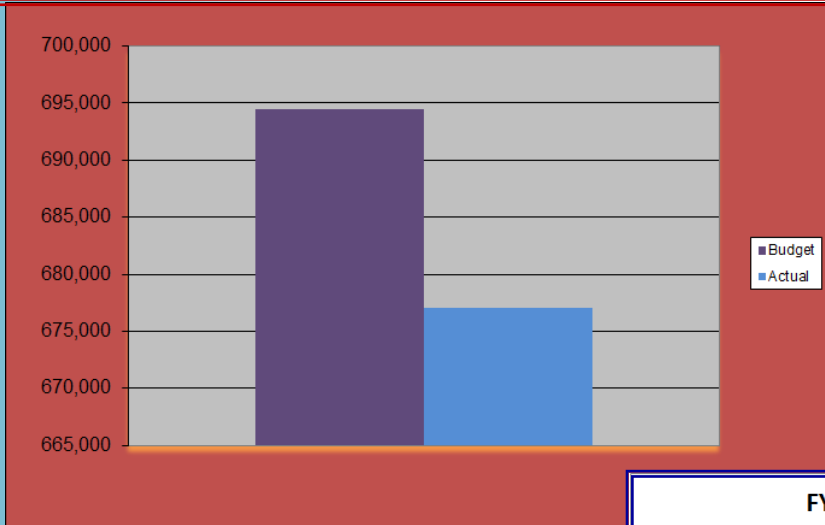


March had the highest fire loss value with a total of \$620,350.



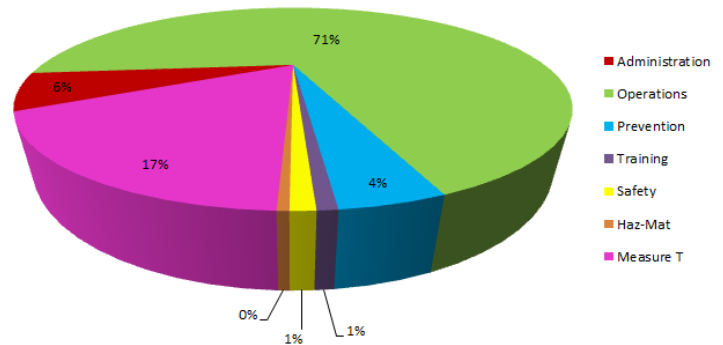
FISCAL ANALYSIS

OVERTIME BUDGET TO OVERTIME ACTUAL



In 2015, the fire department was under budget in overtime costs by approximately \$17,000.

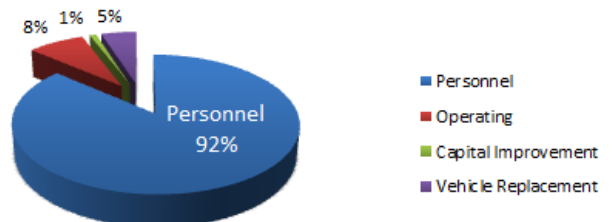
FY2014/2015 Division Breakdowns Adopted Budget \$14,449,881



CITY OF VISALIA Adopted Budget TO Actuals 2014/15

	BUDGET	ACTUALS
FIRE ADMINISTRATION	\$ 865,100	\$ 982,795
EMERGENCY SERVICES/OPERATIONS	\$ 10,219,281	\$ 10,027,742
FIRE PREVENTION	\$ 601,800	\$ 553,057
TRAINING	\$ 113,800	\$ 92,769
SAFETY PROGRAM	\$ 140,000	\$ 136,287
HAZARDOUS MATERIALS RESPONSE	\$ 66,600	\$ 32,927
TOTAL BUDGET	\$ 12,006,581	\$ 11,825,577
Under Budget		\$ 181,003
MEASURE T	\$ 2,443,300	\$ 2,460,244
Over Budget		\$ (16,944)

FY 2014/15 Supplies and Services



Operating costs include expenditures for all divisions, firefighting equipment, gear, fuel, hoses, tools, supplies, etc.

CITY SAFETY

Safety Committee

The Safety Officer organized and chaired nine Safety Committee meetings for 2015. The Safety Committee reviewed all injuries, illnesses, and near misses reported by employees; took action to move the city's on-line safety data sheet inventory to a different provider; facilitated the safety incentive program among other items of importance for the safety program.

Inspections

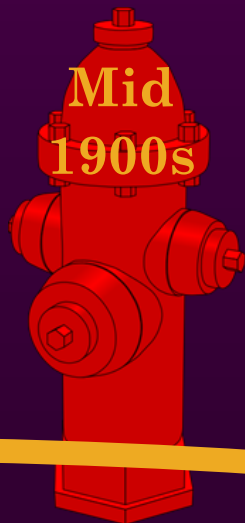
The Safety Officer also provided facility inspections for most City facilities. As several departments moved from one location to another, inspections give staff an opportunity to understand the use of each facility and to make recommendations to enhance safety for both staff and the members of the public visiting City offices.

Investigations and Evaluations

The Safety Officer investigated vehicle accidents and property damage reports for all departments except the Police Department; provided numerous ergonomic evaluations; managed remediation of indoor air quality conditions and hazards; conducted emergency evacuation training and exercises; developed MS Access database for Infectious Disease exposure control and vehicle accident tracking.

Required Programs

To comply with California's aerosol transmissible diseases and bloodborne pathogen regulations, the Safety Officer continued training programs in various departments where employees have an occupational exposure to these hazards. Working with other department staff, developed a database that is used to determine employee immune status in the event of an exposure. Along with other infection control staff, the Safety Officer conducted training of 21 individuals from 12 other public employers in managing required infection control programs. Testing required for respiratory protection and hearing conservation programs was also conducted for several hundred employees.



SPECIALTY TEAMS

Hazardous Materials Response Team

The fire department has one of California's 25 Office of Emergency Services Type I Hazardous Materials Teams which includes 23 certified Hazardous Materials Specialists managed by one Battalion Chief. Visalia's Haz-Mat Team not only covers Tulare and Kings Counties locally, but it can be utilized anywhere in the state on a large-scale incident if needed. In 2015, four firefighters completed over 240 hours of grant-funded training in order to become the newest Haz-Mat Specialists on the team. During the year there were multiple multi-agency training sessions that were either hosted at our training facility or outside agencies that our team attended. Some of the local agencies that trained with our team were the California Highway Patrol, Tulare County Environmental Health, Tulare County Sheriff's Department, and the Tulare County District Attorney's Office. Training was also conducted with local businesses in the Industrial Park which included: Hydrite, Verdegaal Brothers Incorporated, and Univar.



The City collected approximately \$29,000 from surrounding agencies who support the fire department's Haz-Mat Team.

In October the Haz-Mat Response Team performed a hazardous materials demonstration at the Tulare Agri-Center for students from various law enforcement agencies who were attending the Environmental Crimes Symposium. Besides a level "A" entry and sampling, the students were given a tour of our hazardous materials unit and the equipment we carry when responding to emergencies. Throughout the year the Haz-Mat Team responded to a variety of hazmat incidents. One included the field identification of unknown materials which were used to create some improvised explosive devices. These chemicals when mixed together in a pressurized container explode due to an uncontrolled chemical reaction. Visalia's Haz-Mat Team will continue to train and respond to a variety of incidents to provide the highest level of hazardous materials service in the Central Valley.

Technical Rescue Team

In 2015, the department's 20-member Type II state certified Technical Rescue team conducted over 784 hours of specialized rescue training; including participating in a multi-agency drill with the Fresno Regional Task Force Team - 5, conducting confined space drills for the team members, and providing confined space awareness training for the rest of our fire department's personnel. Throughout the year there were multiple purchases of rescue tools that were added to the cache of specialized rescue equipment. Some of the tools include a line launcher gun which will provide assistance to a tree trimmer stuck in a palm tree, as the department has received multiple calls in the past on these type of incidents. The department also purchased six certified rescue harnesses to replace older models no longer compliant with the latest fall protection requirements. Other equipment added to the specialized rescue cache were new rope rescue devices to simplify and decrease set up time for rope systems that could save a person from either a steep embankment or a high building when needed.

Visalia's Rescue Team responded to five different incidents within the city in which vehicles damaged buildings and special shoring equipment and techniques had to be utilized. Although these incidents are unfortunate, the Rescue Team has very skilled operational capabilities to assist in various situations.

EMERGENCY MEDICAL SERVICE

Since its inception, the Visalia Fire Department has delivered high quality medical services to those who call Visalia home or come here to work or play. It is a challenge to ensure high quality service; a challenge that has only intensified. This intensification is due to multiple reasons, two of which are the recent changes to the Nation's Healthcare System and the aging of our society. Each of these have increased the use of medical service the Fire Department provides. As an example, in 2015, the department responded to **9,192** EMS related incidents, which accounts for **65%** of all incidents. 2015 had an increase of **842** medically related incidents compared to 2014.



One way to ensure that the high quality of service continues is to ensure that fire personnel are well trained in different disciplines, have the best equipment possible, and be afforded an internal process that provides continuous quality improvement (CQI). Approximately four years ago, the fire department developed its own cadre of instructors as a way to control the quality of education the department's paramedics and EMTs receive. After four years, it is evident this format is very successful. Personnel receive training that is second to none, and department administration can better control the cost associated with mandated training.

In addition to taking a more active role in the types of training personnel receive, Staff has been able to take advantage of partnerships with local entities. One such partnership developed in 2015, is the educational partnership with Kaweah Delta Medical Center (KDMC). The Resident Doctors from KDMC provide two hour trainings to fire department personnel and outside agencies. The training topics range from how to take care of patients who are suffering from a stroke to high risk interventions like needle thoracostomy and cardiac defibrillation. This type of training has been well received from all participants and looks like it will be a long standing option.

“Continue to be active in a leadership role in Cal Chiefs EMS Section as well as at the local level through regional and local activities.”

Designated Infectious Control Officer

Personnel who work for the City of Visalia are at risk of being exposed to bloodborne pathogens (BBP), aerosol transmissible diseases (ATD), and other potential infectious materials (OPIM). In the United States, emergency response agencies are required to have a process in place to ensure that responders are properly trained in infectious control. This includes the identification and understanding of situations that may place the employee at risk of exposure, actions to take if exposed, and who is the identified infectious control officer. In California, these standards are governed by CAL OSHA. The City of Visalia's Infectious Control Program is overseen by the fire department with three designated infectious control officers (DICO). The DICOs are on-call 24-hours a day, 365-days a year to ensure the City's employees receive the best treatment and guidance to the proper course of action.

The City of Visalia has been very active in Infectious Control. The DICOs not only take care of the needs of the City, but have also been teaching this subject for the last three years with curriculum developed in-house and is recognized throughout the State of California. Agencies from all over the state have come to Visalia to take part in the training that is offered and hosted by the City's DICOs.



The City's Infectious Control program also includes the Aerosol Transmissible Disease Prevention Program which provides protection through vaccinations. The vaccinations offered are the flu, MMR, TDaP, Chickenpox, and Hepatitis B. As the program continues to improve, the total number of exposures continue to be maintained at a low level.

COMMUNICATIONS

2015 was a very busy year for the Communications Program. The department placed an additional 15 Motorola dual band portable radios in service and upgraded some of the repeater infrastructure. We established an additional voter receiver site at Station 56 with a lease of a portion of the Cal Fire tower from the state. We also purchased an additional voter receiver for the Fire Station 53 site on the new tower provided as part of the construction. The project should be completed in the first quarter of 2016. A lot of time and effort has been placed into the new fire station, VECC, CAD/RMS project with Dispatch, and the Motorola repeater system upgrade that will be taking place during 2016. During the year, the department received two grants from State Homeland Security through Tulare County Office of Emergency Services for an additional six Motorola dual band portable radios that will be received during 2016.

We have worked very closely with the police department this year on projects that will help enhance the timely response to emergencies by increasing the capabilities with our dispatch center. 2015 also marked the completion of vehicle mounted modems by finalizing the Battalion Chief vehicles which provide the department a platform for constant communication with dispatch. We also mounted vehicle antennas to provide automatic vehicle location (AVL), which enhances the possibility for closest unit dispatching and will help reduce response times to emergencies. This has been a very busy year preparing for the upgrades surrounding the VECC and we anticipate this trend to continue as we prepare and negotiate new contracts and the training associated with new systems.

STRIKE TEAM

With another year of extreme drought conditions, the Visalia Fire Department had a very busy fire season. In 2015, fire department personnel was deployed to seven (7) Strike Team Wildland Fires:

The state reimbursed the City of Visalia a total of \$325,109 for staff time and apparatus use.

Rough Fire—\$154,232.12
Anza Fire—\$4,673.08
Sky Fire—\$5,246.38
McCabe Fire—\$955.51
Willow Fire—\$119,574.98
Creek Fire—\$2,973.78
Valley Fire—\$37,453.21



PREVENTION

Inspections

In 2015, the Fire Prevention Division and engine companies conducted a total of 5,186 Fire & Life Safety Inspections. This number is an increase of 513 inspections compared to 2014. A total of \$140,664 in Operational Permits and Fire & Life Safety fees were billed during 2015 compared to \$116,753 in 2014.

Property Maintenance

The Prevention Division initiated cases and performed inspections on property maintenance cases throughout 2015, with a heavy emphasis during the summer months. Property maintenance cases were started on properties with trash, junk and or debris, weeds and any other items that constitute a fire hazard. Many cases are vacant undeveloped lots, but some are vacant or occupied homes and commercial properties. A summary for the year includes:

- 500 Property Maintenance cases were started
- 652 Courtesy Notices were sent
- 662 initial Inspection
- 570 follow-up inspections
- Issued 156 Declarations of Public Nuisance notices
- Billed cost recovery fees totaling \$41,893.50
- Staff also authorized the abatement of 94 properties

Fire Investigations

The Fire Investigation Team is responsible for investigating fires to determine cause and origin. As Peace Officers, Fire Investigators conduct criminal investigations and prosecuting of arsonists. The team is also active in public education, continuing education, and illegal fireworks enforcement details. The team is made up of six suppression and two prevention personnel trained in fire investigations by the State Fire Marshal's Office. In 2015, the team conducted over 162 fire investigations. The team is managed by Fire Marshal Kurtis Brown and program manager Captain Eric Bush.

Public Education

The fire department provides educational programs tailored to different groups from schools, to in-home trainings, churches and community service groups. In 2015, engine company personnel completed approximately 200 tours, visitations, and presentations. The department provided this service to approximately 16,000 people in the community; 59 community members also participated in the department's ride-a-long program. Additionally, 100 smoke detectors were installed in homes throughout the city. The fire department hosts two popular events each year: Youth Fire Camp and Open House. The Fire Camp workshop is one of the most popular summer camps in the City of Visalia. Approximately 120 campers participated in the 2015 fire camps. Each camp is filled with fire related activities such as fire hose pulls, practicing STOP, DROP & ROLL, learning to use a fire extinguisher and so much more. Open House is an event that marks the conclusion of Fire Prevention Week with an open house celebration. Open House takes place at Fire Station 55 located at 6921 W. Ferguson. The event provides the fire department the opportunity to continue sharing the fire prevention message in a large event setting. Also, the event provides the community the opportunity to gather information from other public agencies and other City services provided at the event.

The Fire Investigation Team received a grant totaling \$2200 from FM Global for the purchase of two cameras.



PREVENTION

Site Plan Report

The fire department is a member of the Site Plan Review Committee. The committee reviews plans and operational statements, for proposed businesses, operations and future construction projects throughout our community. Lists of comments are provided to applicants from each member of the committee to assist applicants with their project. In 2015, the fire department reviewed 242 plans submitted to the committee for comments.

Special Events Committee

The Special Events Committee was put together by the City of Visalia and designed to ensure event planning is successful while taking into consideration the protection of the public's health and safety. A Special Event defined by the City of Visalia is any organized activity involving the use of or having an impact on public property, public parks and facilities, streets, sidewalks or any other public right of way. The Committee is comprised of representatives from various departments, and managed by the Special Events Committee Chair. The committee is comprised of representatives from City departments including, Fire, Police, Engineering, Recreation, Natural Resources, Transit, Public Works, Business Tax, Planning, and a representative from Tulare County Health.

In 2015, the Special Event Committee reviewed applications for 100 events within our community. Out of the 100 events reviewed, 88 completed the application process and were permitted. Some of the special events that went through the application process and were permitted in 2015 were;

- Project Homeless Connect
- Farmers Market
- St Patrick's Day Parade
- Blues, Brews & BBQ
- PALS Easter
- Valley Oak SPCA Walk-A-Dog-A-Thon
- Earth Day
- Fill the Boot
- Color Vibe
- Downtown Visalia Car Show
- 4th of July Celebration
- Waiter's Race
- Taste the Arts
- Spooky Sprint
- Visalia Band Review
- Veteran's Day Parade
- Christmas Tree Lighting
- Candy Cane Parade
- Jingle Bell Run



TRAINING

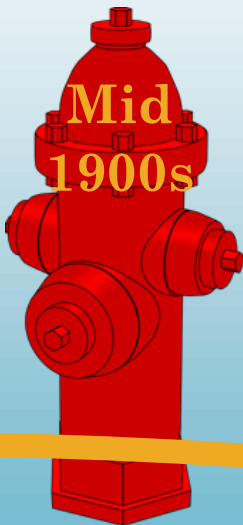
In 2015, the Training Division completed two Firefighter Paramedic Recruit Academies. There were a total of four personnel who participated in the academies, with two successfully completing the process. The academy consisted of physical training, SCBA, salvage & overhaul, forcible entry, hose evolutions, rope rescue and vehicle extrication just to name a few. The Training Division was also very busy with maintaining certification and training records, developing training materials and training facility scheduling.

Fire department personnel completed 19,004 hours of training in 2015. The Training Division developed new task-book certification programs for the positions of Acting Fire Captain and Acting Fire Battalion Chief. In addition to all departmental training aspects, the Training Division provided oversight and management to the following programs; Training Facility Business & Marketing, Communications, Dispatch Liaison and Grants. Personnel completed annual individual core testing, multi-company training, City Safety, EMS and monthly Tailboard training, as well as the required annual wildland fire training. The Rescue and Haz-Mat Teams conducted bi-monthly training throughout the year as well.

California Firefighter Joint Apprentice Committee (CFFJAC)

The Visalia Fire Department has been a participant of the CFFJAC Program since 2006. The program allows the fire department to receive reimbursement funds from the State of California for all probationary employees based on their hours of training in their new positions. Currently, the department has 17 employees who receive funds for a period of 3 years or 216 hours approved by CFFJAC. The funds reimbursed can be utilized on various training needs.

The Training Division, continues to foster and develop relationships with surrounding agencies and participates as a member of the local South Valley Training Officers Association.



OPERATIONS

Buildings and Grounds (Facilities) – Fire Station 53 Construction

This was an exciting year for the Buildings and Grounds program. Construction began on the new Fire Station 53 located at Walnut and Atwood. This station will greatly enhance our fire protection coverage for south-west Visalia. The department has worked closely with the contractor and has met regularly with them to keep informed on construction status and issues that have developed during the process. The Fire Station 53 site was purchased from the Visalia Unified School District and sits on 1.25 acres. The overall budget for this project was \$3.2 million dollars and the station is designed for one engine company with three personnel staffed 24 hours per day, 7 days per week. This station will improve response times to over 1,200 calls for service. The construction is scheduled to be complete in early 2016, with anticipated move-in of late February.



Fire Pre-Plans

One of the best ways for the Fire Department to maximize citizen and firefighter safety, while minimizing the amount of damage sustained to property is to be prepared. This is done by having an understanding of what target hazards are present and how to best react if an incident in-fact occurs. The Fire Department is able to manage this responsibility through fire personnel completing Pre-Fire Plans. In 2015, 21 high hazard facilities were identified and crews were responsible for completing a plan that identified the risk, any fire suppression or life safety features available on site, and the completion of a site map which provides responding crews with an overview of the facility.

Apparatus

During 2015, the Visalia Fire Department received 2 new Pierce Fire Engines to update the reliability of our fleet. The new fire engines were assigned to Fire Station 52 and Fire Station 55. The new engines are on the Pierce Arrow XT chassis, with a 500 gallon water tank and a 1500 GPM, single-stage pump. The Apparatus Program works closely with the City Fleet Shop to manage repairs and maintenance on fire department apparatus and staff vehicles. The fire department fleet consists of six front-line fire engines, one front-line ladder truck, six pieces of reserve apparatus, fifteen staff vehicles and several trailers. The apparatus program is one of our most complex programs and requires almost daily coordination with the City shop. Reserve Engine 426 was out of service for several months this year for extensive repairs and Reserve Ladder Truck 427 was permanently taken out of service due to the need of extensive repairs on the aerial ladder. Truck 427 was 22 years old and the value of the apparatus did not warrant the extensive repairs.

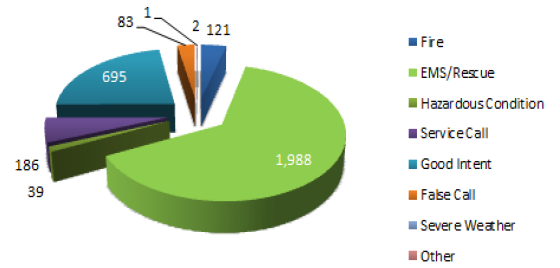


STATION 51 - 309 S. JOHNSON STREET

3,115 CALLS FOR SERVICE



Incident Count

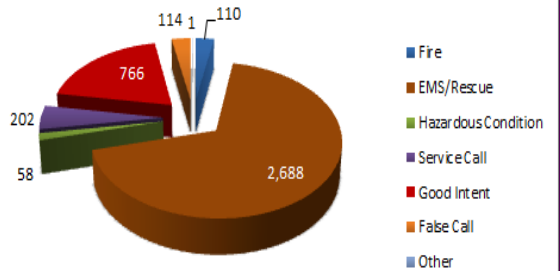


STATION 52 - 2224 W. MONTE VISTA

3,939 CALLS FOR SERVICE



Incident Count

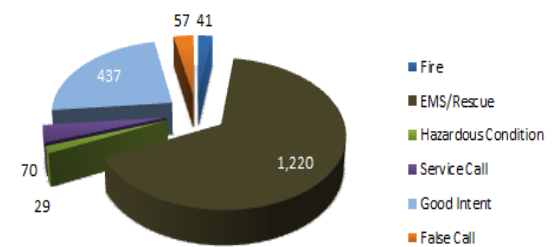


STATION 53 - 309 JOHNSON STREET

1,854 CALLS FOR SERVICE

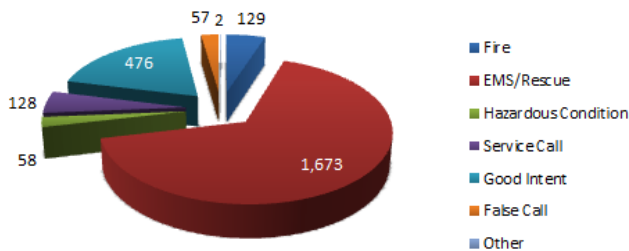


Incident Count



STATION 54 - 440 W. FERGUSON STREET

Incident Count

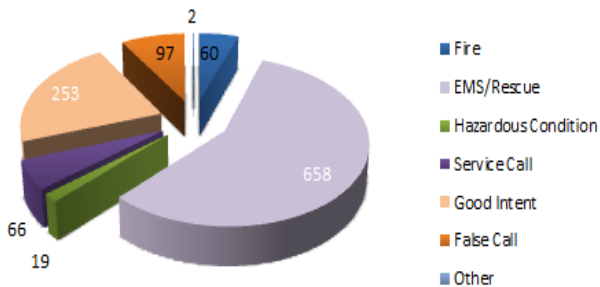


2,523 CALLS FOR SERVICE



STATION 55 - 6921 W. FERGUSON AVENUE

Incident Count

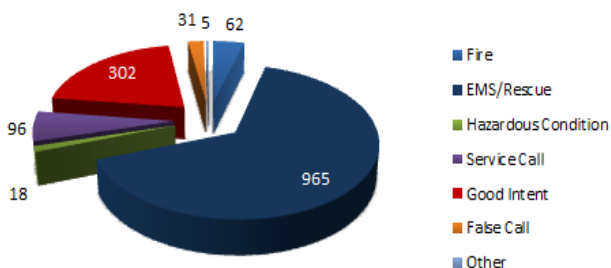


1,155 CALLS FOR SERVICE



STATION 56 - 1968 S LOVERS LANE

Incident Count



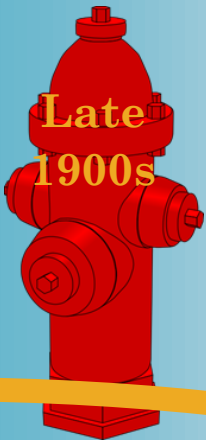
1,479 CALLS FOR SERVICE



PERSONNEL



**FIREFIGHTER OF THE
YEAR**
KARL KASSNER
FIRE CAPTAIN PARAMEDIC



EMPLOYEE SERVICE AWARDS

THOMAS JIMENEZ
FIRE ENGINEER
20 YEARS OF SERVICE

JASON COSTA
FIRE ENGINEER
20 YEARS OF SERVICE

WADE BENSON
FIRE CAPTAIN
15 YEARS OF SERVICE

MATTHEW COWELL
FIRE CAPTAIN
15 YEARS OF SERVICE

JOHN GREENWOOD
FIRE CAPTAIN PARAMEDIC
15 YEARS OF SERVICE

DUSTIN HALL
FIRE CAPTAIN PARAMEDIC
15 YEARS OF SERVICE

JEFFREY MACUMBER
FIRE CAPTAIN PARAMEDIC
15 YEARS OF SERVICE

JAY MANNING
FIRE CAPTAIN
15 YEARS OF SERVICE

NANCY RENOVATO
SENIOR ADMIN ANALYST
15 YEARS OF SERVICE

CHRISTOPHER FISCHER
FIRE ENGINEER PARAMEDIC
10 YEARS OF SERVICE

GERARDO HERNANDEZ
FIRE ENGINEER
10 YEARS OF SERVICE

KARL KASSNER
FIRE CAPTAIN PARAMEDIC
10 YEARS OF SERVICE

CHRISTIAN ORTIZ
FIRE CAPTAIN PARAMEDIC
10 YEARS OF SERVICE

STEPHANIE PHIPPS
SENIOR OFFICE ASSISTANT
5 YEARS OF SERVICE

CONTINUING EDUCATION

FIRE OFFICER

*JACK ALVORD
MIKE CROMER
JEFF HUST*

BACHELOR OF SCIENCE FIRE ADMINISTRATION

DUSTIN HALL

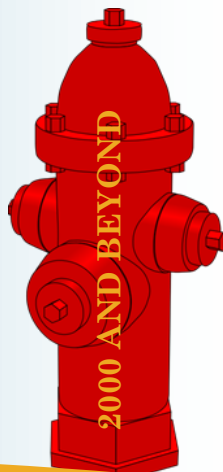
LEADERSHIP VISALIA

KURTIS BROWN

EMERGENCY MANAGEMENT SPECIALIST KARL KASSNER

SUPERVISORY ACADEMY

*BRIAN ADNEY
JAY MANNING*



FAREWELL & BEST WISHES



Adam Arakelian
1992 - 2015



Nathan Moncibais
2012-2015



Doyle Sewell
1989 - 2015



Brandon Bencomo
2012 - 2015

In Loving Memory



CHAPLAIN STEVE HARMS
1961 - 2015

**FOREVER IN OUR
HEARTS
AND
NEVER FORGOTTEN**

2015 ACTION SHOTS



VISALIA FIRE DEPARTMENT MISSION

Dedicated to protecting all through excellent service

VISION STATEMENT

WE WILL CARRY ON THE PRIDE OF OUR PROFESSION

BY PROVIDING EXCELLENT SERVICE THROUGH:

INNOVATION

PROGRESSIVE LEADERSHIP

COMPASSIONATE CARE

