

Hi Everyone,

The King County Fire Chief Association, in cooperation with King County EMS, did a survey of all fire and EMS personnel in 2021. Close to 3000 people participated. The results showed that 39% of the First Responders surveyed said they were burned out.

Many of you have seen the Tacoma Fire Department movie called “The Call We Carry” on YouTube or in the theater. We are learning that more and more of our people are or have been showing signs of Post Traumatic Stress (PTS) or Post Traumatic Stress Disorder (PTSD).

We know that being a first responder is one of the most stressful and unhealthy careers a person can choose. The past few years have been demanding, challenging, and just plain hard, not just for you but also for your family. This excessive workload has taken a toll on all those who are “boots on the ground”, administrative support, and fire bureau staff.

Your IAFF Executive Board from Local 2545, Peer Support Team, and Kirkland Firefighter Benevolent Fund board have seen the impact on you. They want to help!

This is why they have reached out to organizations like **ThriveLution**, so you and your family can access a counselor when you need one. KFD also has access to **Ready Rebound** for healthcare navigation for you and your family.

Now your leadership is asking the City of Kirkland to join efforts to help with building better relationships using the tools and programs that **Stronger Families** has designed for first responders, military, and veterans. Stronger Families OXYGEN program has been approved by the United States Pentagon and has served over 60,000 people. Stronger Families has reached about 300 First Responder couples in the Puget Sound area and has been recognized as a trusted partner with WSCFF and IAFF 7th district, 1st Responder Conferences, First H.E.L.P., and many more agencies and organizations across the country. Quite a few of our KFD members have attended the Stronger Families First Responders Couples Retreat and have recommended it to other first responders.

On Thursday, February 16th, 2023, representatives from Local 2545, Peer Support Team, KFFBA, and Chief Sanford met to discuss what Stronger Families could do to assist in the betterment of relationships with the fire department members both at work and with their families at home.

Here is an outline of the plan. It is broken into 5 phases. The phases may/may not happen in the following order:

Phase 1:

Stronger Families (Tim Sears) will **present the program plan at the Officer's Meeting** on Thursday, March 9th, 0800, length of the presentation is 30 min. *There is no fee from Stronger Families for this service.*

Phase 2:

Two Stronger Families facilitators will conduct in-person Train the Trainer sessions for 10 Kirkland Firefighters who want to be trainers for the department. They will be trained in person on how to do both in-person and online training through the Kirkland Firefighter Dashboard, which includes videos, PowerPoint slides, scripts, and materials needed for the training. *The Stronger Families fee for this service is \$8,000.00, which includes all materials, facilitators, and personal assessments. This cost will be divided by the Local 2545, KFFBA, and the Kirkland Fire Department.*

Phase 3:

Those 10 Trainers will train all Kirkland Firefighters, on all 6 Wellness Block Trainings. All participants will take the Personal Assessment and complete all 6 WBTs over the course of 6 months. *The Stronger Families fee for this service is \$6,160.00, which includes all materials, facilitators, and Personal OXYGEN Assessments for 140 people. This cost will be divided by the Local 2545, KFFBA, and the Kirkland Fire Department.*

Wellness Block Training Sessions:

Building Effective Communication

This Wellness Block Training Event will help Team Members learn tools and practice communication exercises. Communication skills can range between good or extremely bad, which can make or break a moment, or a relationship.

Creating Collaboration Through Conflict

This Wellness Block Training Event will help Team Members have a better grasp on what conflict looks like, how to manage it, and how to use it as a tool to encourage a positive outcome.

Knowing Your Appreciation Styles At Work

This Wellness Block Training Event will help Team Members understand their own appreciation style, and more easily identify others' relational styles and how to appropriately utilize that information to create stronger teams.

Leading From Your Strengths

This Wellness Block Training Event will help Team Members understand their unique strengths. These strengths are meant to be leveraged together within your team to create unity, better outcomes, and overall increased performance.

Empowerment to Understand Differences

This Wellness Block Training Event will help Team Members avoid the trap of viewing the differences between coworkers as a liability instead of an advantage. Learn how to empathize better rather than criticize.

Managing Life's Ongoing Transitions

This Wellness Block Training Event will help Team Members recognize and identify the impact times of transition can have on a person and team. (Probationary, Levels of Advancement, Retirement, Illnesses, change in leadership, etc.)

Phase 4:





Firefighter Spouse/Partner Day - *There is no fee for these days from Stronger Families. The cost of the classes would be paid for in collaboration with Kirkland Fire Department, Local 2545 and KFFBA. See the attachment for class details.*

Phase 5:

Spouse Support Network - Stronger Families, coordinating with the Kirkland Fire Department, will reach out to spouses and identify people interested in leading the Spouse Support Network. Stronger Families assists in building a custom online dashboard for the **partners** of First Responders. Stronger Families will meet with and provide a training class for the SSN Leadership to help prepare them for their monthly training topics. The KFD SSN Leadership team will kick off the education of the customized dashboard that provides access to videos, podcasts, articles, and book suggestions, with new material added each month. *The fee for this service will be free for one year due to the generous donations and scholarships awarded to the Kirkland Fire Department and its members, because KFD has agreed to be BETA testers*

for this new program and give feedback on a quarterly basis from an anonymous survey. The value of this subscription is \$7,500.00 per year based on 250 members. (\$5/couple/month)

What you are getting and the cost:

| Image | SKU | Product | Quantity | Price | Total Price |
|---|-----|--|----------|------------|-------------|
|  | | Wellness Block Training / 6 Topics / 2 Trainers | 1 | \$5,000.00 | \$5,000.00 |
|  | | FR Wellness Block Certification - 6 Topics - Participant Fee | 10 | \$300.00 | \$3,000.00 |
|  | | OXYGEN FR Wellness Block Training - 6 Topic Kit | 140 | \$44.00 | \$6,160.00 |
|  | | Product Shipping \$100 | 1 | \$100.00 | \$100.00 |
| Subtotal | | | | | \$14,260.00 |
| Cart Discount | | | | | -\$1,500.00 |
| Total | | | | | \$12,760.00 |

Please let me know if you have any questions.

Tim Sears

Director of First Responders

Stronger Families

Schedule a meeting with me- <https://calendly.com/tim-sears>