

**Please Elect Carey & Carey
Your Write – In Candidates**

Thank you!!!

November 5th 2005

Dear Voter:

Subject: Tahuya Fire District Number 8 (TFDN8) **Drill Rosters** – Discussion of, Live Examples of, and Analysis of.

This is the sixth letter we have mailed to you. We hope that these letters, together with the additional information provided on our website <http://www.tahuya.org>, have provided you with useful information regarding the operation, conduct and activities of your Tahuya Fire Department and your Fire Commissioners – the Fire Commissioners that are responsible by law for its proper operation.

If you believe that we (Brad Carey and Harold Carey) will do a better job than Commissioners Dodd and Gall, please vote for us by writing our names in on your ballot as illustrated on the sample ballot presented on page 8 of this document.

Thank you

Background – Drill Rosters.

To achieve and maintain high levels proficiency, Tahuya firefighters and emergency medical technicians (EMT's) need to attend training drills. Training drills are generally conducted once a week on Tuesdays – late afternoons and/or early evenings. Each person that comes to the weekly training drill is required to formally sign in on a Drill Roster. For each training session, a new Drill Roster is created. Therefore, if training sessions were held once per week for 50 of the 52 weeks in 2005, there would be 50 separate Drill Rosters – one for each training session.

If properly designed and utilized, the Drill Rosters are a management tool that will provide an overview of the following types of information:

the “Date” of the drill or training session.

the “Subject” of the drill.

the name of the Drill Instructor.

the name and/or description of the “Drill Activity”.

some way of identifying each individual that attended the training session.

some way of auditing attendance, performance, quality of training, effectiveness of training, etc.

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the training attendance record for each firefighter and for each EMT during the current year and the training attendance record for prior years.

the type of training each firefighter and EMT has received during the current year and for prior years.

the amount of training overall, and by type, each firefighter and EMT has received during the current year and for prior years.

the proficiency and readiness level of each firefighter and EMT and training insufficiencies by individual.

the areas in which insufficient training exists.

the areas in which insufficient trained manpower exists.

Etc.

The Drill Rosters are also utilized by operating management each year to:

determine which volunteer firefighters and EMT's qualify for the annual cash stipend or bonus. It is our understanding eligibility for the stipend or bonus is based on Drill Roster attendance

determine which firefighters and EMT's qualify for TFDN8 contributions to their pensions. It is our understanding eligibility for contributions is based on Drill Roster attendance and whether the particular firefighter or EMT has elected to participate in the pension program.

Background – Training.

What determines whether or not TFDN8 volunteer firefighters and EMT's are properly trained?

In order to have an outstanding fire department, outstanding training is essential. Training can be performed properly or improperly, thoroughly or only partially, comprehensively or piecemeal, etc. Outstanding training is a function of outstanding management and leadership. Outstanding management and leadership demands the use of outstanding Drill Instructors as one of the key factors in achieving outstanding training results.

In order to have an outstanding fire department, you need outstanding personnel. For example, the personnel must be committed to the profession of firefighting and/or emergency medical services. The personnel must be mentally sharp, of

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high ethical and moral character, physically sound, committed to the concept of public service, committed to excellence and have a real sense of professionalism.

Based on everything written to this point, what types of questions should you, the voter and public, be asking your Mason County Fire Protection District 8 (MCFPD8) Commissioners?

For example, you may want to have answers, supported by proof, to the following types of questions:

What is the primary stated and documented goal of the Tahuya Fire Department?

Does MCFPD8 and TFDN8 have the management and leadership skills and commitment necessary to achieve and maintain an outstanding fire department?

Does TFDN8 have and/or utilize outstanding Drill Instructors for the training of its firefighters and EMT's?

What is the physical condition of each of our firefighters and EMT personnel and what is the overall physical condition of the Tahuya Fire Department personnel?

Etc.

Analysis.

On May 12th 2005 Harold Carey requested copies of the Drill Rosters for the years 1999 – current. Approximately 67 days later he received copies of allegedly 364 Drill Rosters. 364 Drill Rosters equals 364 pages. The normal time to copy 364 pages, assuming it takes 20 seconds a page, is approximately two hours and two minutes – not 60+ days. Several questions are in order before we proceed.

If the copying of the Drill Rosters only requires a total of two hours and two minutes, why did it take 60+ days for MCFPD8 and TFDN8 to make copies of the Drill Rosters available to Harold Carey?

Ans. Our commissioners, and the Tahuya Fire Department they are supposed to supervise and manage, neither have any desire to conform to either the letter or the spirit of the either the Washington State Public Disclosure Act nor the Washington State Open Public Meetings Act. This is especially true if they believe that the requestor of records and/or information may be looking for improper and/or illegal conduct. In other words, conduct such as malfeasance, misfeasance and nonfeasance.

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Is 60+ days a reasonable time for Harold Carey to have to wait to receive 364 single page documents that are allegedly filled out completely at the time of each weekly drill?

Ans. No.

Is 60+ days Harold Carey had to wait before he could receive the requested Drill Roster records consistent with the letter and the spirit of the law – the Washington State Public Disclosure Act (PDA)?

Ans. No.

Did MCFPD8 and TFDN8 make a good faith effort to provide Harold Carey with the requested copies of the Drill Roster records in a timely manner?

Ans. No.

We ask the citizens of MCFPD8, “if the above allegations are true, what are the implications for MCFPD8 and TFDN8 and for the citizens of MCFPD8 and TFDN8? ”

After receipt of the copies of the Tahuya Fire Department’s 364 Drill Rosters, we reviewed each Drill Roster.

General Observations – Partial Listing.

The current Drill Roster system is easily subject to fraud.

The Drill Roster forms design is incomplete. Additional data that needs to be recorded is not identified on the Drill Roster form.

There is a lack of discipline by the Fire Chief, his management “team”, the Drill Instructors and some of the firefighters and EMT’s when it comes to filling out the Drill Roster.

Data being requested on the Drill Roster form is often being only partially posted.

Data being requested on the Drill Roster form is often not being posted.

There is much inconsistency as to how the data that is posted, is posted to the Drill Roster form.

The section titled **“Subject”** was often left blank on numerous Drill Rosters. If you have a drill and you don’t specify what the drill is, then common sense would tell you that this invalidates those Drill Rosters. You might be able to make an

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exception in some cases where the “Drill Activity” section of the Drill Roster contained enough information to figure out what training allegedly took place.

The section titled **“Drill Instructor”** was often left blank – unsigned on numerous Drill Rosters. This quite simply invalidates those Drill Rosters as no one with the authority to vouch for the authenticity of the content of these Drill Rosters, or the actual drill, evidently was willing to sign in as the Drill Instructor.

The section titled **“Drill Activity”** was often left blank on numerous Drill Rosters. If you have a drill and you don’t specify the name or description of the Drill Activity, then common sense would tell you that this invalidates those Drill Rosters. You might be able to make an exception in some cases where the “Subject” section of the Drill Roster contained enough information to figure out what Drill Activity took place. However, this process could be open to abuse.

From the 364 copies of Drill Rosters received, 73 Drill Rosters were selected and are appended to a copy of this letter which is located at the <http://www.tahuya.org> web site under the sub-title “The Issues”. The 73 Drill Rosters selected were not included with this letter that has been mailed to you due to what the cost of mailing would have been had we mailed 73 additional pages. When reviewing the Drill Rosters on the website, please note we have marked item(s) in color to which we want to draw your attention.

Specific Observations – Partial Listing.

There is no starting time or ending time recorded on any of the 364 Drill Rosters.

Therefore, we have no way of knowing the legitimacy of the Drill Activity for any of the 364 Drill Rosters.

We also have no way of knowing how many hours of actual training for each given area of training a firefighter or EMT is actually accumulating by day, by year to date, and overall.

There is no indication on any Drill Roster when any given fireman or EMT arrived for the training session or when any given fireman or EMT left said training session.

Therefore, it is always assumed by Chief Olsen, and anyone else using the Drill Rosters, that every firefighter and EMT that is marked as having attended the Drill was in attendance when the Drill started and remained in attendance throughout the entire training session.

Firefighters and EMT personnel are supposed to write their initials beside their preprinted name on the Drill Roster.

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It appears that the writing of initials is sometimes done by someone other than the person whose name is being initialed. Each person should sign, not initial, his/her full name.

On numerous occasions, a mark is being placed where initials are supposed to be placed. This opens the system up to potential fraud as the entire training session could never have been held, or one or more firefighters or EMT's may never attended but were counted as present because someone place and "X", checkmark or some other mark in the location where their initials were to be written.

As discussed earlier, the Drill Roster contains a field called **"Subject"**. I would now like to list some of the training **"Subjects"** in which Chief Olsen and his firefighters and EMT's engaged – taken from the 73 Drill Rosters selected from the group of 364 Drill Rosters:

" Blanks – No Subject Entered & No Drill Instructor Entered and No Drill Activity Entered – Lots of These.

"Not Much"

"Tahuya Firefighters Association Meetings"- Lots of These

"Nothing"

"Put Up Signs"

"Easter"

"Easter Setup"

"Community Club Dinner"

"Discussion"

"Tahuya Days"

"Drill" – "Prepare for Salmon Bake"

"Community Club vs F.F." – "Appreciation Dinner"

"Nutrition"

"Who Know's?" – "Winterization Change Snow Tires on Aid Vehicles"

"Community Club Dinner" Drill Activity – "Enjoy"

"Cleanup for Salmon Bake"

"Goodbye to Danny"

"Christmas Tree Trimming"

"Drill"

" – Blank – Drill Activity – "Covered Septic Tank" "Played with Jaws"

"Easter Setup Orientation"

"Team Moral"

"Tahuya Community Club Dinner"

"Varies According to Mood"

"Get Ready for Salmon Bake"

"Salmon Bake"

"Tree Trimming" – "Incentive Awards"

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*“Setup for Xmas Party”
Etc.*

Conclusion.

TFDN8 Training is subpar: i.e. below a standard or normal level. This directly places the public in a position of unacceptable risk with respect to loss of life, increased potential for injury and loss of property.

If you want the required changes made from within to the Commission, to the Tahuya Fire Department and to the Tahuya Fire Fighters Association, – **vote for write in candidates Brad Carey and Harold Carey.**

Enclosed is a Xerox copy of the write-in portion of the Mason County punched card ballot. Please review and write our names in on your official ballot, when you vote, as illustrated. **You need to write in nothing more than our names.** Do not punch out the chad for Dodd or Gall when you vote for us as this will invalidate your vote.

Thank you for your support in beginning the process of cleaning up the mess!

With kind regards,

Brad Carey (son)

Harold Carey (father)

PS

Please refer to <http://www.tahuya.org> for additional information and examples of additional problems with your fire department. If you don't have access to the Internet, please contact us at 360-372-2600 for printed copies of material on the Internet.

If you did not receive via US Mail Letters 1 and/or 2 and/or 3 and/or 4 and/or 5 preceding this letter, you will also find on the Internet web site listed above a copy of Letter 1 dated October 19th 2005, Letter 2 dated October 21st 2005, Letter 3 dated October 25th 2005, Letter 4 dated October 31st 2005 and Letter 5 dated November 3rd 2005.