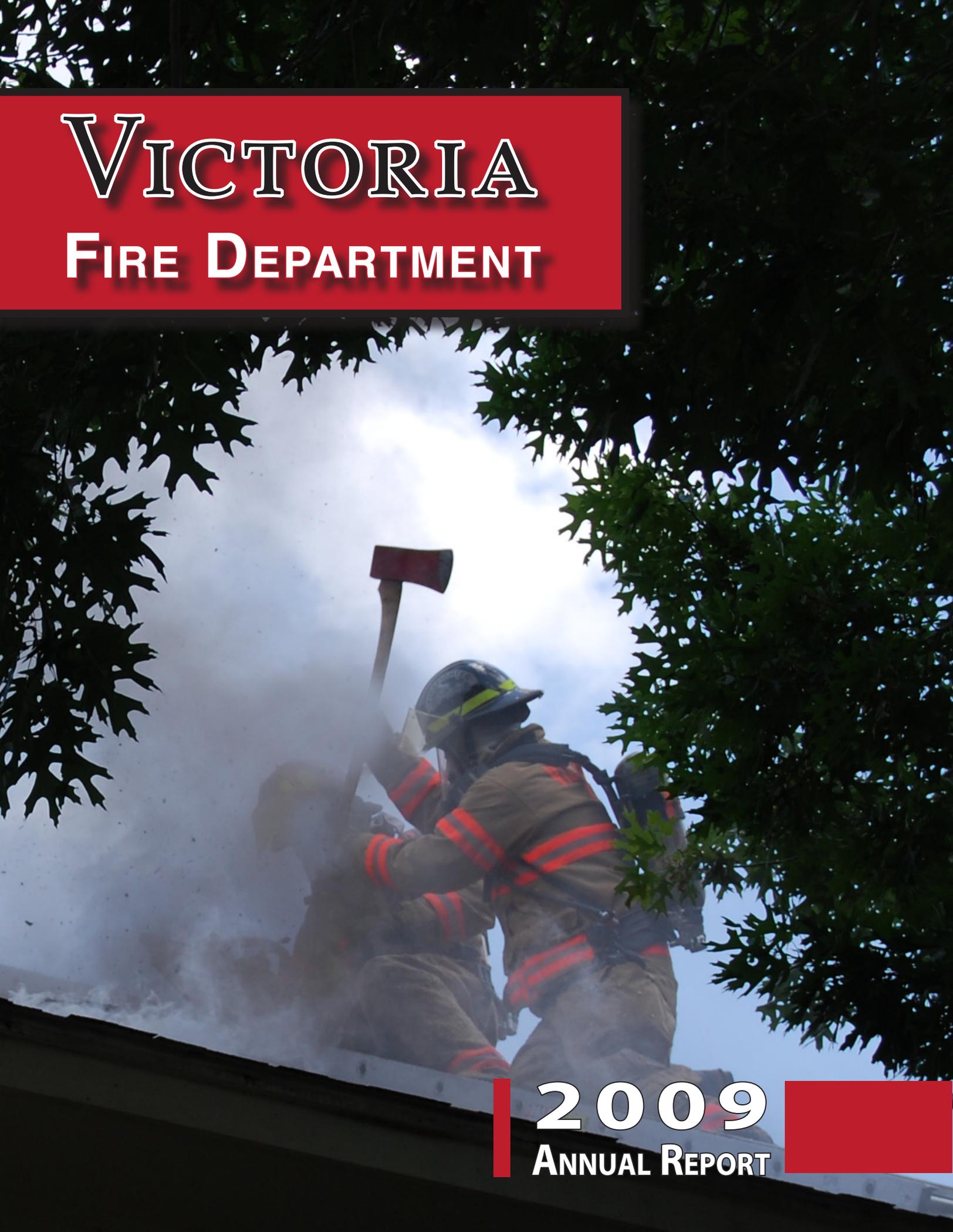


# VICTORIA FIRE DEPARTMENT

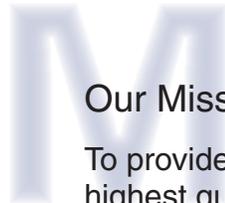


**2009**  
ANNUAL REPORT

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## Our Mission

To provide our community with the highest quality of emergency services, public safety, education, and municipal code enforcement.

We will achieve our mission by developing a positive and productive work environment filled with a team of professionals that are self-disciplined, highly trained, and motivated to serve the community in a caring and compassionate manner.

**Destination Excellence**

# From the Chief



**W**E ARE PLEASED to present this annual report for your review. We take pride in serving our customers during their time of need and always seek new ways to keep them from needing us at all. 2009 was another busy year with the volume of calls increasing by three percent; we set a new record for number of emergency responses. By the end of 2010, we will be responding to a different emergency need every hour on the hour, 365 days a year.

Numbers, by themselves, do not come close to representing the great caring hearts of our department members and the tremendous effort they put forward in carrying out our mission, vision and values. Our member-driven strategic planning process continues to provide direction for our department in process, procedure and budget.

We continue to look at ways to improve our response times, particularly in the east and northeast parts of the city where commercial development and growth is slowing emergency response. Groundbreaking for new Fire Station 2 occurred in early February 2010; construction is now in progress. The new station will be on Miori Lane near Sam Houston Drive. The current Fire Station 2 will be renovated into an Administration and Training facility in the future as funds become available.

The year 2009 brought continued improvements in the leadership of our Department as we focused on leadership, team building and multi-casualty incident training. This continues to be the finest chief officer leadership team that I have had the privilege of working with in my career. We use their experience and leadership to focus on succession planning for future leaders. The members of VFD have put forth extraordinary effort and positive attitude in working with the resources provided to us by the taxpayers of Victoria City and County. We also appreciate the support that City management and our elected officials provide to the Victoria Fire Department.

If we can ever be of service to you, please do not hesitate to contact me or any of the Chief Officer team. Thank you for the honor and privilege of serving you.

— Victoria Fire Chief Vance L. Riley

# Victoria Fire Stations



5



4

## Station 1 - 606 E. Goodwin Street

- Engine 1, Medic 1, Ladder 1, Tanker 1, Brush 1 & 2, 903 & 900

## Station 2 - 1701 E. Airline Road

- Engine 2, Medic 2, Rescue 2, Hazmat 1 & 2 and Medic 6
- \*New fire station 2 under construction

## Station 3 - 4406 E. Lone Tree

- Engine 3, Medic 3 and Engine 10

## Station 4 - 2007 Salem Road

- Engine 4, Medic 7, Engine 11, Ladder 4 and the Mobile Command Post

## Station 5 - 9508 Zac Lentz Pkwy.

- Engine 5, Medic 5 and the Mass Casualty Incident Trailer

## Fire Marshal's Office (FMO)

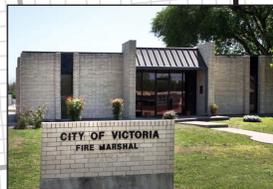
1703 E. Airline Road



2

FMO

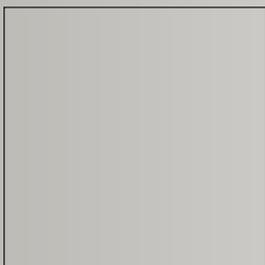
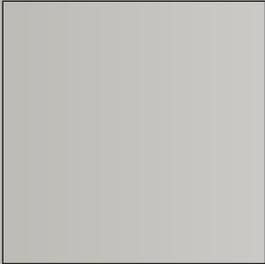
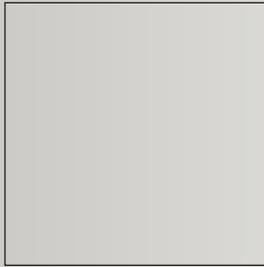
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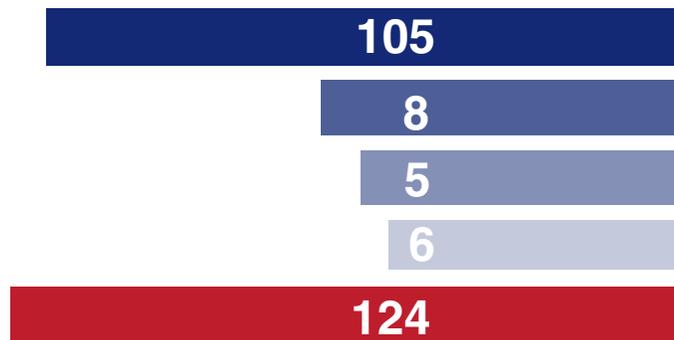


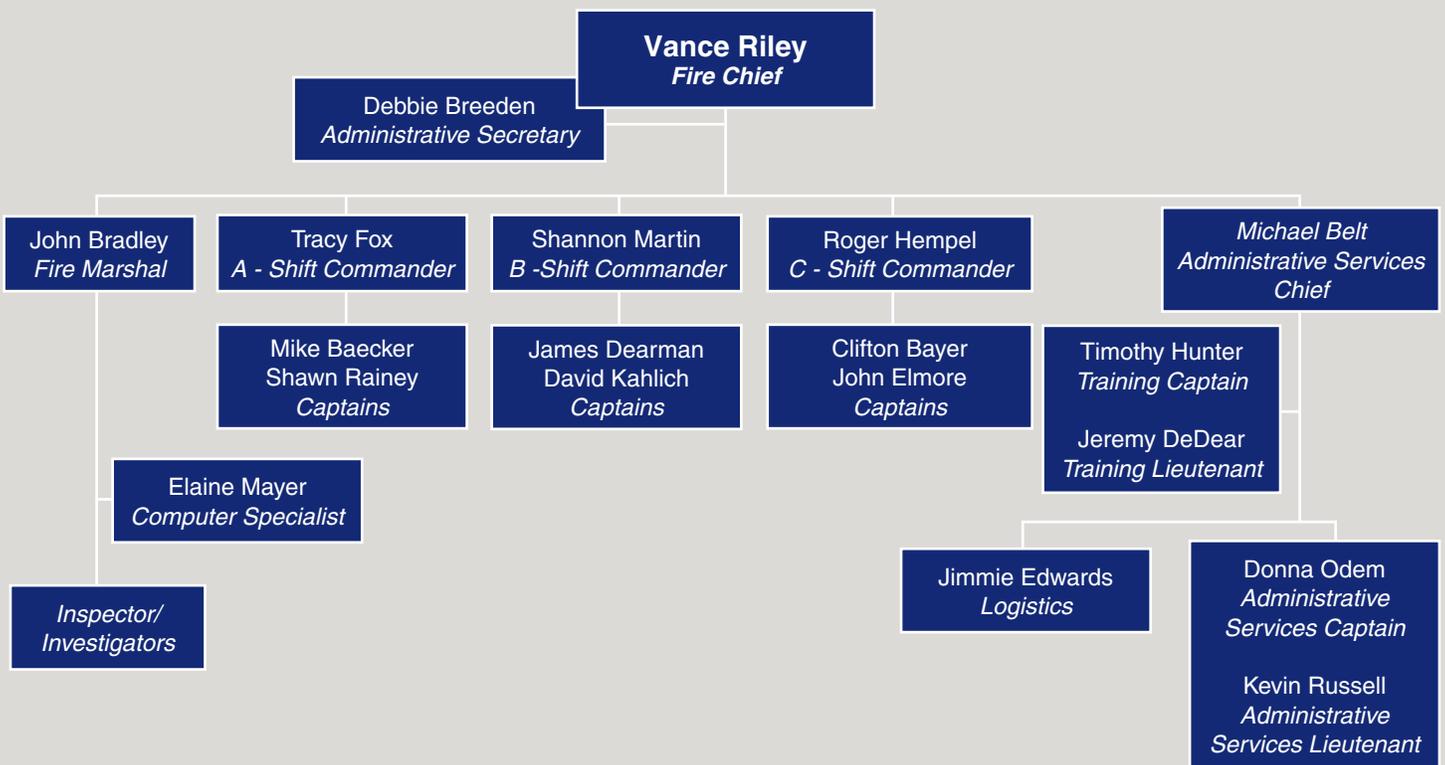
# PERSONNEL STRENGTH





Operations  
Fire Administration  
Fire Marshal - Life Safety  
Volunteer Chaplain Support  
Total Personnel





# Organizational Chart

# Administrative Services Division

**Fiscal Year**  
**2008-2009**

**Victoria Fire Department**  
**Operating Budget: \$11,649,363**  
**Percentage of Overall City Budget: 8%**

**Revenue**  
**Emergency Medical Services: \$1,676,238.59**  
**Fire Marshal Permits & Fees: \$9,180**

**A**DMINISTRATIVE SERVICES CHIEF MICHAEL BELT heads this division. His staff consists of a training captain and lieutenant, an administrative captain and lieutenant and a logistical support specialist.

The administrative captain and lieutenant are responsible for coordinating building and apparatus maintenance and ensuring compliance with personal protective clothing regulations and maintenance.

Other duties of this division include training, EMS supplies, EMS quality assurance, and all other support and logistical functions necessary to keep the department running.



# Operations Division

THE OPERATIONS DIVISION is probably the most recognizable facet of the Victoria Fire Department. It encompasses most of the function and activities that come to people's minds when they hear the words "Fire Department." It is the foundation and anchor of modern day fire fighting and emergency medical services.

The Operations Division comprises all of the apparatus and firefighters that respond to emergencies when citizens call 911. Firefighters are on duty at fire stations 24 hours a day, seven days a week, 365 days a year, ready to respond to the needs of our customers county wide at a moments notice.

This division is staffed on a three-shift, A, B, and C rotation; personnel work 24 hours and then are off for 48 hours. This division responds to public emergency requests; all types of fires, emergency medical services, motor vehicle accidents, rescue calls and hazardous materials incidents.

The Victoria Fire Department responded to 8,516 incidents in the city and county during the 2009 calendar year. Of these, 5,689 were medical calls; 716 were motor vehicle accidents; 547 were fires of all types and 1,564 were other incidents, such as: hazardous material response, false alarms, good intent calls, etc.





# Approximately 75 percent of all calls are medical

**OUR FIREFIGHTERS ARE CERTIFIED** Emergency Medical Technicians (EMT) ranging from the basic to the advanced level; there are three levels of certification: basic, intermediate and advanced paramedic.

A basic level, EMT-B, can perform basic life support treatment including CPR, bandaging and splinting, traction splints, mechanical aids to breathing (oxygen, bag-mask, suctioning, oral and nasal airways), patient assessment, vital signs, spinal immobilization, automated external defibrillation, pneumatic anti-shock garment, epinephrine auto-injector and nebulized bronchodilators.

An intermediate level (EMT-I), in addition to basic skills, can perform IV therapy and administer drugs. Advanced level (EMT-Paramedic) in addition to basic and intermediate skills is certified for

cardiac monitoring (EKG), advanced airway management and advanced life support drug administration.

All of our firefighters participate in on-going training and professional development; they are required to document more than 120 hours yearly, in subjects ranging from fire ground tactics and strategy, incident command procedures, emergency medical protocols, hazardous materials operations, street study and testing and vehicle extrication and rescue.

Many times we hear, "I called 911 for an ambulance, what is a fire engine doing here?" This may be due to the severity of the emergency and the need for more personnel to handle the emergency effectively, or that the fire engine was closest to the emergency location and can begin administering treatment before an ambulance arrives.



## Training is Crucial in our Changing Environment

FIREFIGHTERS PARTICIPATE in company level and multi-company training evolutions and exercises. This emphasizes teamwork and coordination during emergency incidents requiring multi-unit responses.

The Victoria Fire Department has now converted to all in-house training for education hours for all VDF Emergency Medical Technicians with the occasional outside organization coming in to give special classes. The department has added a training lieutenant to assist with the in-house training.

Rotation is used to maintain an even coverage of available apparatus across the city while crews are training. This is to ensure that there is a unit covering all stations and districts at all times.

Training is a vital part of our everyday duties. Our fire apparatus are outfitted with automated external defibrillators (AEDs) for cardiac patients, thermal imaging cameras (TICs) to assist with locating victims in smoke-filled environments, and carbon monoxide (CO) detectors to identify unsafe levels of the odorless, colorless gas.

## Operations Division

# Department Fleet

## **Engines**

Five-Frontline  
Two-Reserve

## **Brush Trucks**

One-Frontline  
One-Reserve

## **Ladder Trucks**

75 ft. Ladder  
100 ft. Platform

## **Ambulances**

Four-Frontline  
Two-Reserve

## **Support Vehicles**

Sedan, three SUVs,  
three pickups

## **HazMat/Rescue**

Operations trailer, technician  
trailer, two-ton rescue truck.

## **Boats**

12 ft. inflatable rescue boat,  
18 ft. aluminum flat bottom



# Life Safety Division

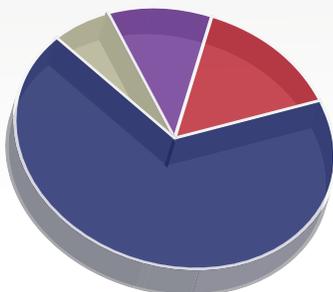


THE LIFE SAFETY DIVISION OF THE VICTORIA FIRE DEPARTMENT, commonly referred to as the Fire Marshal's Office, provides the leadership and inspection services to help prevent fires and assure fire and life safety for people who live, work and visit in Victoria.

The division consists of a five member team; Fire Marshal John Bradley, Computer Specialist Elaine Mayer and three investigators. Office hours: Monday-Friday, from 8 a.m.-5 p.m.

The Victoria Fire Marshal's office is responsible for fire inspections and investigations, construction plan review, fire alarm and fire sprinkler system plans and testing, public education, construction consultation and advisement.

Victoria Fire Department Fire Investigators determine cause and origin of fires; investigators are certified as firefighter/EMTs and peace officers . The Life Safety Division, 1703 E. Airline Road, next to Fire Station 2.



## Fire Marshal's Office 2009 Statistics

- Inspections - 1,348** (Commercial & Residential Fire Inspections)
- Investigations - 282** (Fire & Code Enforcement Investigations)
- Other - 207** (Assisting Victoria Police and Victoria Fire Operations Division)
- Public Education - 122** (Fire & Safety Programs and Presentations)

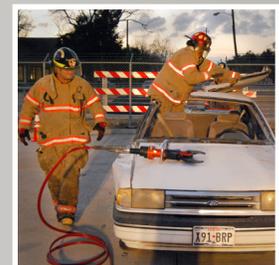


# Fire & Safety Programs

THE LIFE SAFETY DIVISION collaborates with other divisions from within the fire department, Victoria Police Department and emergency dispatch each year during Fire Prevention Week to produce several programs for elementary-age children in area schools teaching positive fire and safety behaviors.

Using well known safety hero characters, music and song, the volunteer cast focused on the importance of using safety gear when bicycling, skating or skateboarding; seat belt safety and burn prevention. The 6-Alarm Band entertained with clever lyrics to well known songs. More than 5,000 children attended the program.

Additional educational opportunities in 2009 included a Fire Prevention poster contest for elementary students, the Civilian Fire Academy, Project Fire and safety programs for the Victoria Senior Citizens Center.





**Victoria Fire Department  
2009 Annual Award Winners**

(Clockwise from upper left)

**FIREFIGHTER OF THE YEAR:** CHARLES ZAJICEK

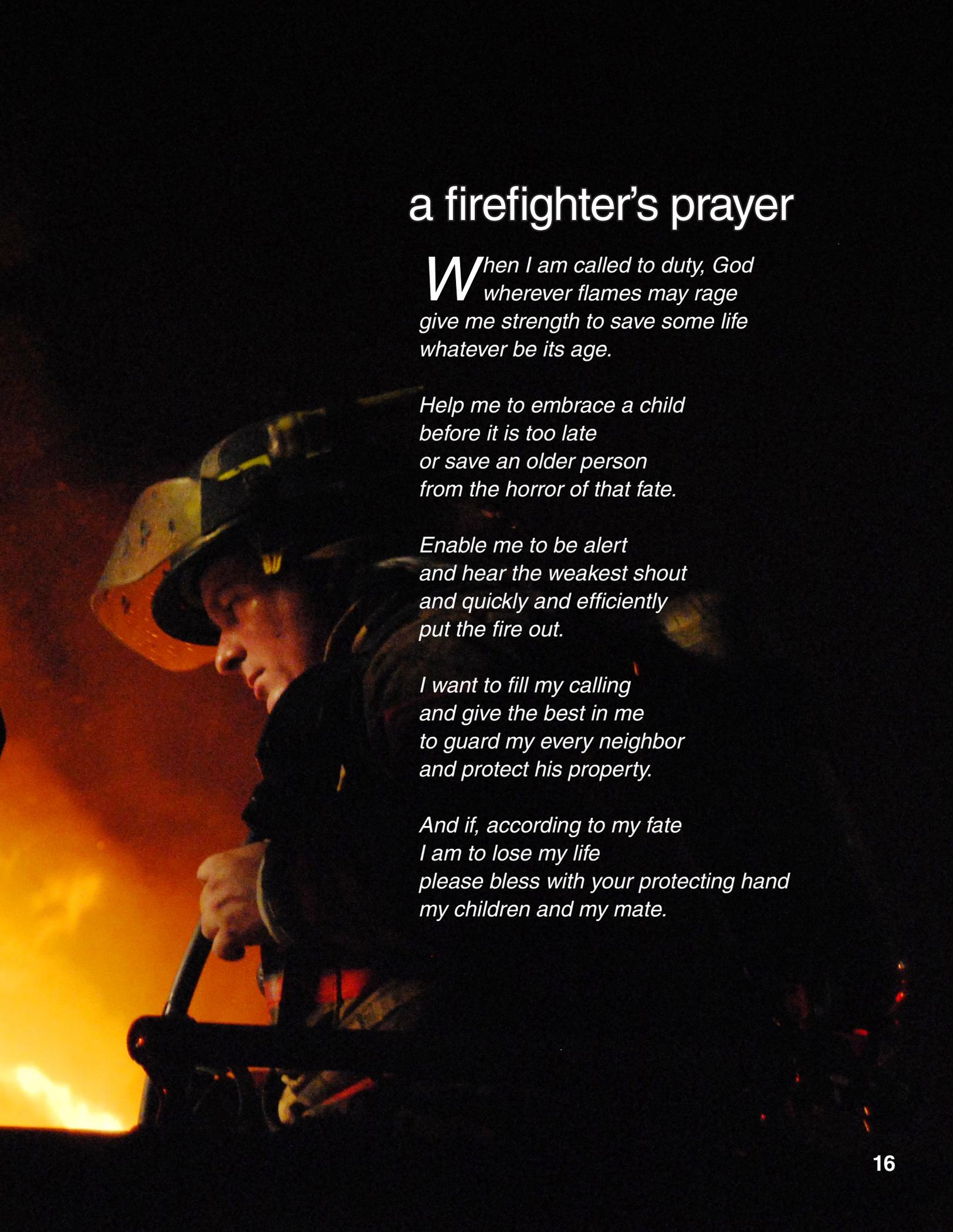
**OFFICER OF THE YEAR:** ALLEN CARROLL

**MEMBER OF THE YEAR:** SHAWN CULLAR

**ROOKIE OF THE YEAR:** JORDAN HUNNAM

**MEDIC OF THE YEAR:** COREY WASICEK

**2009 Annual Awards**



## a firefighter's prayer

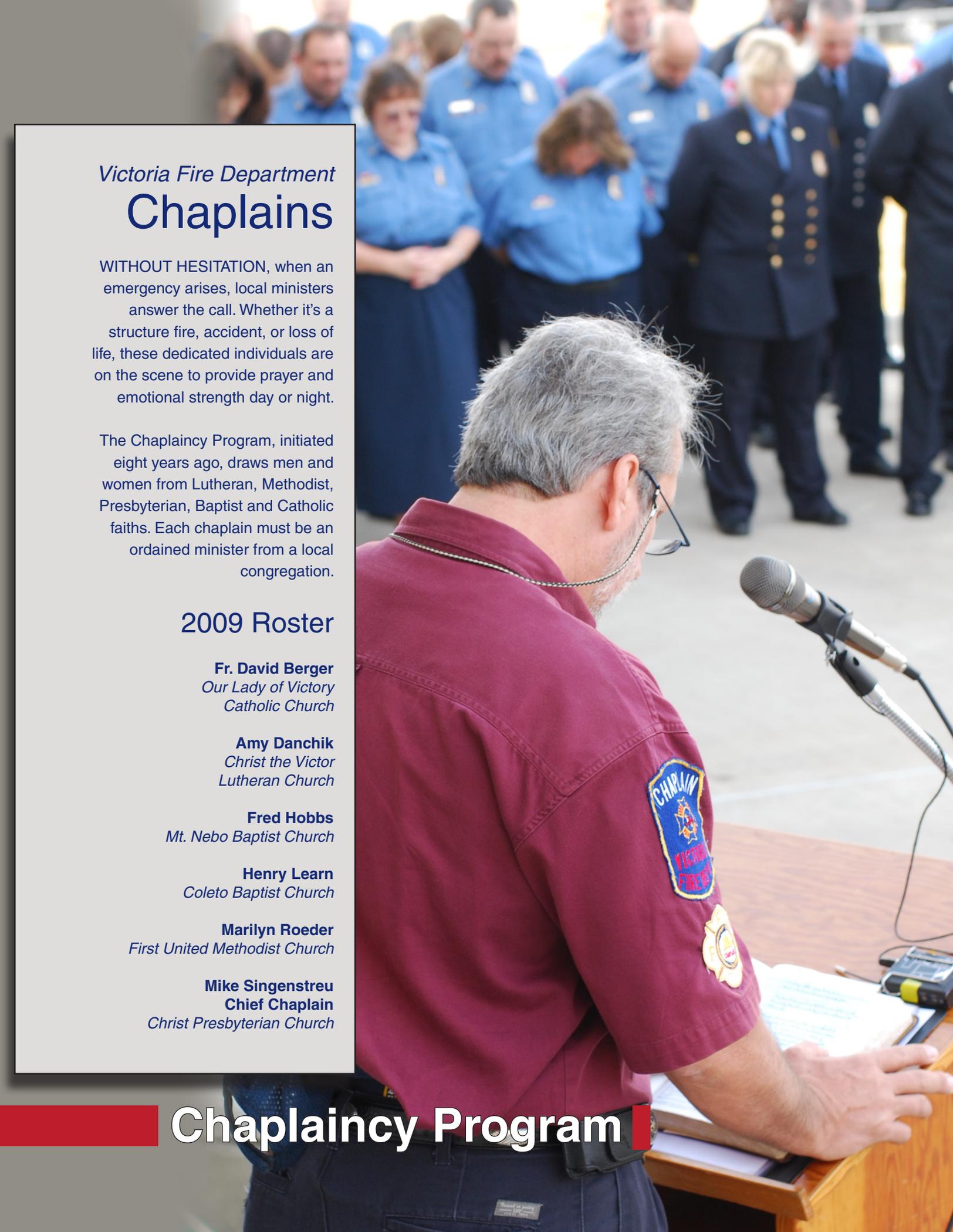
*When I am called to duty, God  
wherever flames may rage  
give me strength to save some life  
whatever be its age.*

*Help me to embrace a child  
before it is too late  
or save an older person  
from the horror of that fate.*

*Enable me to be alert  
and hear the weakest shout  
and quickly and efficiently  
put the fire out.*

*I want to fill my calling  
and give the best in me  
to guard my every neighbor  
and protect his property.*

*And if, according to my fate  
I am to lose my life  
please bless with your protecting hand  
my children and my mate.*



## Victoria Fire Department Chaplains

WITHOUT HESITATION, when an emergency arises, local ministers answer the call. Whether it's a structure fire, accident, or loss of life, these dedicated individuals are on the scene to provide prayer and emotional strength day or night.

The Chaplaincy Program, initiated eight years ago, draws men and women from Lutheran, Methodist, Presbyterian, Baptist and Catholic faiths. Each chaplain must be an ordained minister from a local congregation.

### 2009 Roster

**Fr. David Berger**  
*Our Lady of Victory  
Catholic Church*

**Amy Danchik**  
*Christ the Victor  
Lutheran Church*

**Fred Hobbs**  
*Mt. Nebo Baptist Church*

**Henry Learn**  
*Coleto Baptist Church*

**Marilyn Roeder**  
*First United Methodist Church*

**Mike Singenstreu**  
**Chief Chaplain**  
*Christ Presbyterian Church*

**Chaplaincy Program**

THE VICTORIA CIVILIAN FIRE ACADEMY ALUMNI ASSOCIATION, since its creation in 2007, has been instrumental in assisting the Victoria Fire Department during fires, with fund raising, educational support and promoting the fire department to the community. The organization currently boasts more than 25 active members. Local citizens interested in taking an active role in their community and the Victoria Fire Department are drawn to the association.

In 2009, members worked more than 2,000 hours in service to the community--offering refreshments and food to rehabilitate firefighters during local disasters, assisting at the Fire Prevention Week programs and raising money to fund various projects.

The VCFAAA donated \$4,000 for scholarships to local Fire Academy students, \$1,000 to the Life Safety Clown program, and a Bronze Bell for the Honor Guard in 2009.

VCFAAA members consist of all ages, and genders, and come from many backgrounds of experience--all with one desire, to support and supplement resource-constrained fire and emergency services in our city and county. VCFAAA is a non-profit organization.

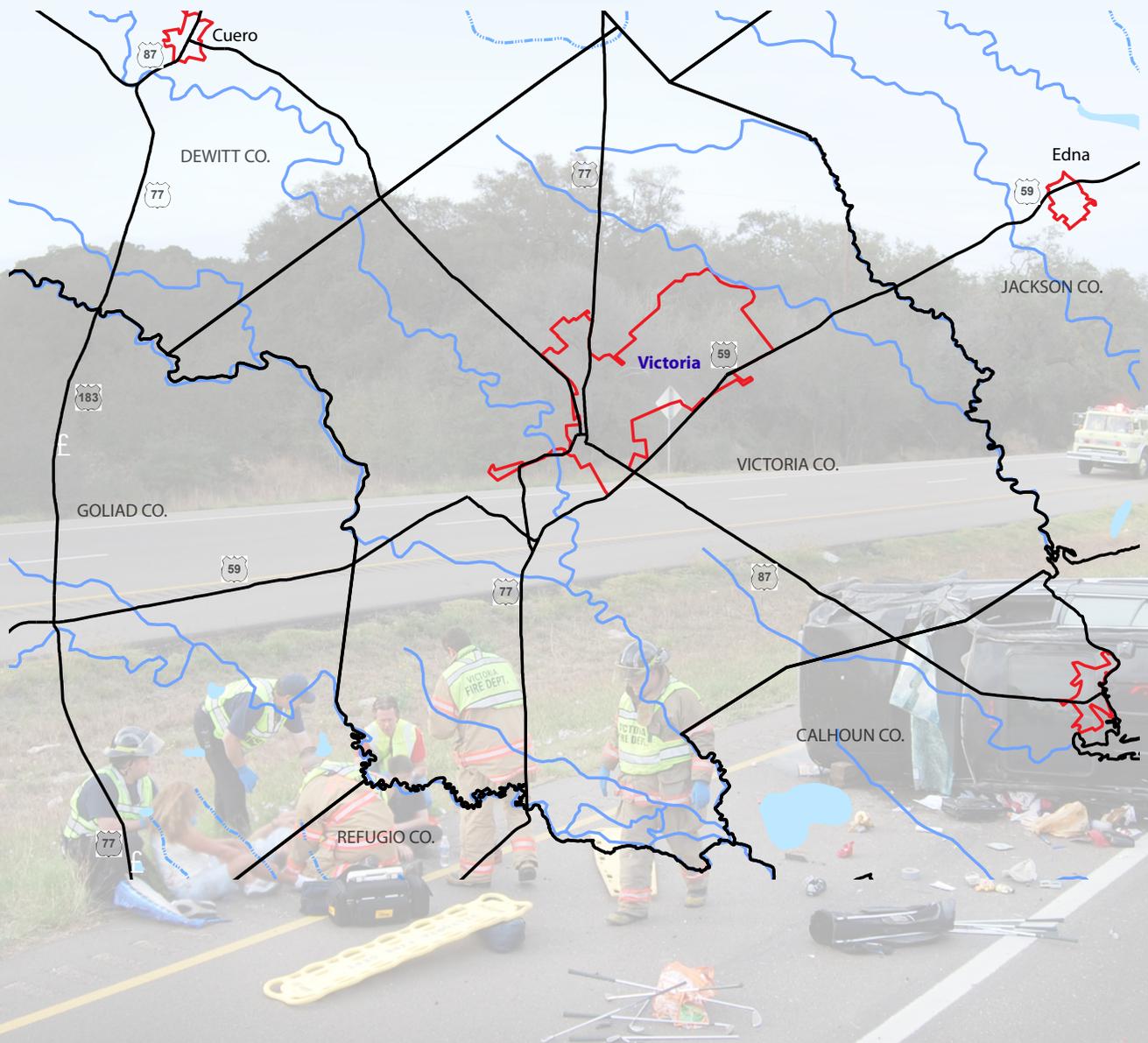
## 2010 VCFAAA Executive Officers

*Jeanie Fossati, Past President*  
*Del Jaschke, President*  
*Richard Garcia, Vice President*  
*Darline Poynter, Secretary*  
*Ellen Fagan, Treasurer*  
*Janie Adame, Chaplain*

# Response Area

THE VICTORIA FIRE DEPARTMENT RESPONDS TO ALL OF VICTORIA COUNTY which is an area of approximately 882 square miles. The population in the city limits at the last census was 62,500 with an additional 25,000 residents in the county for a combined population of 87,500. The VFD responded to 8,516 calls in 2009.

In addition to the resident population, Victoria has a large transient population. Located at the hub of highways 59, 77 and 87; Victoria is the gateway to San Antonio, Houston, Corpus Christi, the Rio Grande Valley and the Gulf Coast.



# Call Volume Comparison



City	Population	Incidents	Services	ISO	Stations	Engines	Ladder	Medic	Chief
Baytown	74,846	5,108	F/M/H/R	3	5	4/4P	1 /4P	FRO	1/1P
Bryan	75,000	9,002	F/M/R	2	5	5/3P	1/3P	4/2P	1/1P
College Station	93,400	6,871	F/M/H/R	2	5	5/3P	1/4P	3/2P	1/1P
Longview	80,000	15,430	F/M/H/R	2	8	7/3P	3/3P	4/2P	2/1P
Missouri City	69,700	5,720	F/M/H/R	3	4	2/4P	2/4P	FRO	1/1P
New Braunfels	51,860	6,936	F/M/H/R	2	5	4/3P	1/3P	5/2P	1/1P
Temple	62,000	11,235	F/M/H/R	3	7	7/3P	1/3P	FRO	1/1P
<b>Victoria</b>	<b>62,500</b>	<b>8,516</b>	<b>F/M/H/R</b>	<b>4</b>	<b>5</b>	<b>5/3P</b>	<b>2/3P</b>	<b>4/2P</b>	<b>1/1P</b>

Definitions:

**INCIDENTS** – Based on total responses for 2009.

**SERVICES** – Identified the types of emergencies in which the agency responds and handles through a 911 Center.

**F – FIRE**

**M – EMERGENCY MEDICAL**

**H – HAZMAT**

**R – TECHNICAL RESCUE**

**ISO RATING** – Established by the Insurance Service Organization for Fire Departments; rating is on a scale of 1-10, with 1 being the best possible score.

**APPARATUS / STAFFING** – Minimum staffing per unit is indicated under apparatus type. For example, the code (5 / 3P) under the Engine Category indicates the department has 5 engine companies staffed with at least 3 personnel at any give time.

**FRO** – First Responders Only: These cities do not have ambulances.

**CHIEF** – Identifies the number of Operations Chiefs assigned to a 24-hour period.

# 2009 City/County Incidents

<b>Fire</b>	<b>City</b>	<b>County</b>	<b>Combined</b>
Building Fire	69	11	80
Fires in Structures other than a building	1	1	2
Cooking Fire, confined to a container	33	3	36
Fire in mobile home used as a fixed residence	1	3	4
Passenger vehicle fire	37	14	51
Road freight or transport vehicle fire	2	6	8
Camper or recreational vehicle fire	1	1	2
Off-Road vehicle or heavy equipment fire	2	3	5
Forest, woods or wildland fire	2	3	5
Brush or brush-and-grass mixture fire	35	37	72
Grass fire	64	71	135
Outside rubbish, trash or waste fire	48	53	102
Dumpster or other outside trash receptacle	13	2	15
Outside equipment fire	10	8	18
Water vehicle fire	1		1
Rail vehicle fire	1	1	2
Trash or rubbish fire	3		3
Cultivated trees/nursery stock fire	1		1
Outside storage fire	2		2
Garbage dump or sanitary landfill fire	1		1
Outside mailbox fire	1		1
Self-propelled motor home or recreational fire		1	1
<b>Totals:</b>	<b>329</b>	<b>218</b>	<b>547</b>

## Overpressure Rupture, Explosion, Overheat (no fire)

Excessive heat, scorch burns	3	1	4
Fireworks explosion (no fire)	1		1
<b>Totals:</b>	<b>4</b>	<b>1</b>	<b>5</b>

## Rescue & Emergency Medical Service Incident

EMS call, excluding vehicle accident injuries	4,677	1,012	5,689
Motor vehicle accident with injuries	360	134	494
Motor vehicle/pedestrian accident	42	4	46
Motor vehicle accident with no injuries	124	51	176
Extrication of victim(s) from vehicle	12	8	20
Removal of victim(s) from stalled elevator	2		2
Extrication of victim(s) from machinery	1	1	2
Watercraft rescue		1	1
Rescue or EMS standby	16	3	19
Search for person in water	1		1
<b>Totals:</b>	<b>5,235</b>	<b>1,214</b>	<b>6,451</b>

## Hazardous Condition (No Fire)

Gasoline or other flammable liquid spill	15	1	16
Gas Leak	65	7	72
Oil or other combustible liquid spill	10	3	13
Chemical hazard (no spill or leak)	6	2	8
Chemical spill or leak	1	1	2
Refrigeration leak	1		1
Carbon monoxide incident	5		5
Heat from short circuit (wiring)	4	2	6
Overheated Motor	14	2	16

## Hazardous Condition (No Fire) City County Combined

Breakdown of light ballast	4		4
Power line down	32	2	34
Arcing, shorted electrical equipment	72	15	87
Biological hazard, confirmed or suspected	1		1
Vehicle accident, general cleanup	41	3	44
Electrical wiring/equipment problem	1		1
<b>Totals:</b>	<b>272</b>	<b>38</b>	<b>310</b>

## Service Call

Ring or jewelry removal	1		1
Smoke or odor removal	1		1
Assist police or other governmental agency	9	1	10
Assist invalid	164	26	190
Unauthorized burning	16	7	23
Police matter	4	2	6
Public service	1		1
Animal rescue	1		1
<b>Totals:</b>	<b>197</b>	<b>36</b>	<b>233</b>

## Good Intent Call

Dispatched & cancelled en route	85	241	326
No incident found on arrival at dispatched location	141	45	186
Authorized controlled burning	8	30	38
Smoke scare, odor of smoke	47	9	56
Steam, vapor, fog or dust thought to be smoke	14	3	17
Smoke from barbecue, tar kettle	34		34
EMS call, party transported by non-fire	5	2	7
Haz-Mat release investigation w/no Haz-Mat found	26	2	28
<b>Totals:</b>	<b>360</b>	<b>332</b>	<b>692</b>

## False Alarm & False Call

False alarm or false call	1		1
Local alarm system, malicious false alarm	1	4	5
Smoke detector activation due to malfunction	17	3	20
Heat detector activation due to malfunction	1	1	2
Alarm system sounded due to malfunction	55	7	62
CO detector activation due to malfunction	7		7
Smoke detector activation, no fire	28	4	32
Detector activation, no fire	15		15
Alarm system activation, no fire	106	11	117
Carbon monoxide detector activation, no CO detected	6	1	7
Sprinkler activation, no fire	4		4
Extinguishing system activation	1		1
Central station, malicious false alarm	2		2
<b>Totals:</b>	<b>245</b>	<b>32</b>	<b>277</b>

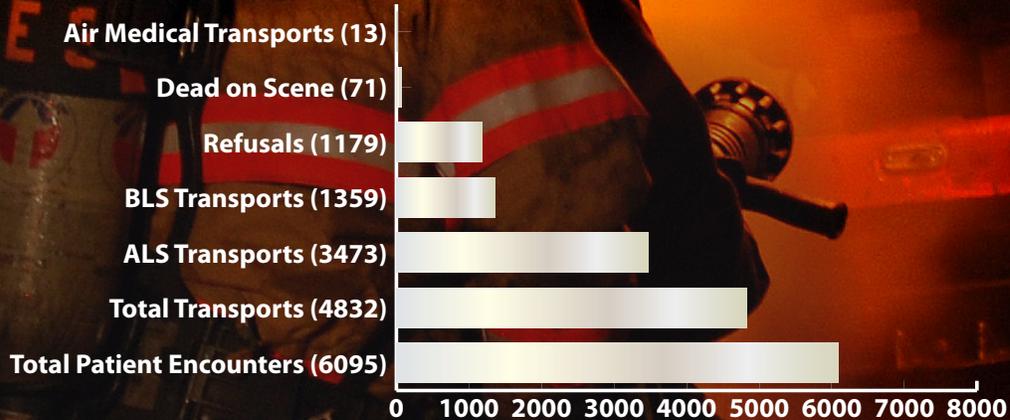
## Severe Weather & Natural Disaster

Lightning Strike (no fire)	2		2
<b>Totals:</b>	<b>2</b>		<b>2</b>

<b>Grand Totals</b>	<b>6,645</b>	<b>1,871</b>	<b>8,516</b>
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# 2009 Call Statistics

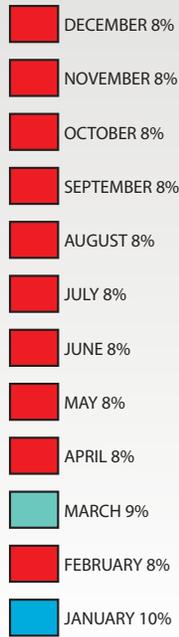
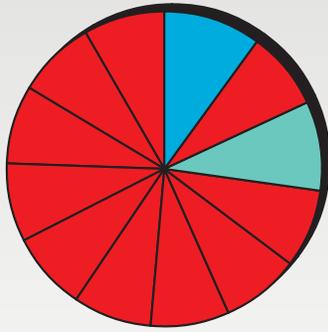
## EMS Patient Encounters



## FIRE Calls

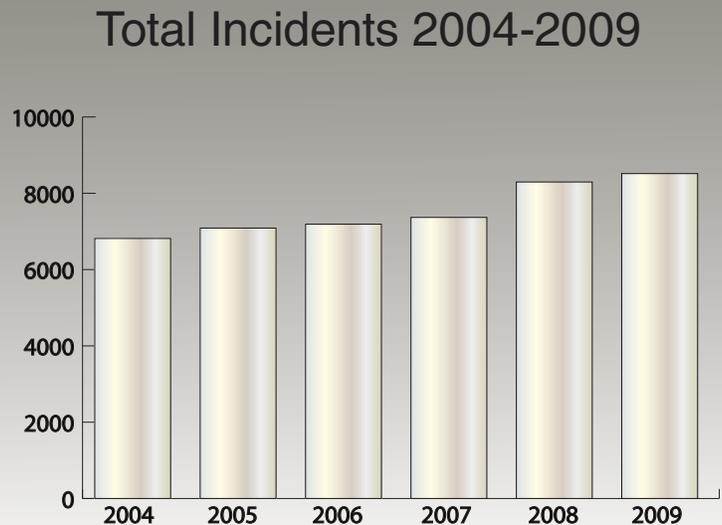
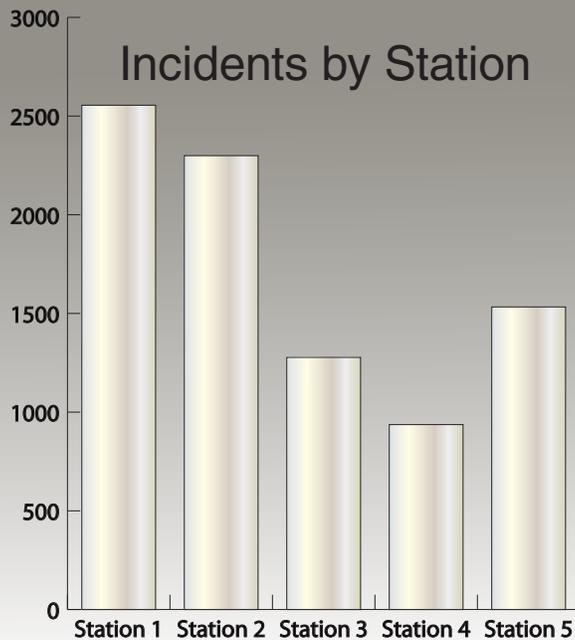
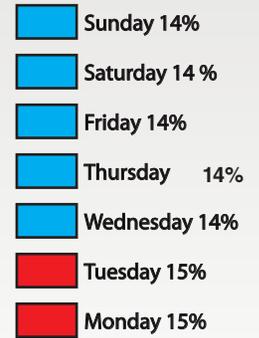
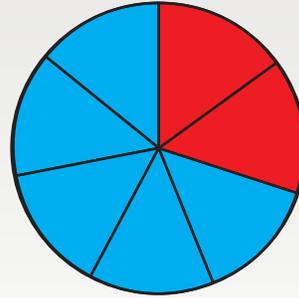


## Percentage of Calls by Month



The percentage of calls over a 12-month period, broken down by the number of calls each month. Only January and March of 2009 exceed the other 10 months by one or two percentage points. Overall, calls per day and per month are closely distributed.

## Percentage of Calls by Day of the Week



# Strategic Planning

THE VICTORIA FIRE DEPARTMENT FORMED A STRATEGIC PLANNING COMMITTEE in January of 2003. The committee is comprised of seven members of varying rank and time of service. This diverse group provides for the objective development of the strategic plan.

The Strategic Planning Committee's objective is to develop a plan that provides the department with a "roadmap" to the ideal future. This "roadmap" to the future assures the department will provide the highest quality of service possible to our customers.

The Victoria Fire Department (VFD) believes an "Ideal Future" can be achieved through an effective strategic plan. A strategic plan also allows the VFD to stay on the leading edge of technology and service to the community, as well as, improving the productivity of its members through a focus and direction for the future.

Strategic planning is continuous. Once the steps in the process are completed they are reviewed annually, along with the budget, to make the necessary adjustments.

---

## Step 1: Internal Assessment

- Department Member Value Assessment
- Department Strengths and Weaknesses

## Step 2: External Assessment

- Customer Survey
- Key Stakeholder Survey (Rotary Club, Local Elected Officials)

## Step 3: Data Interpretation

- The data from the internal and external surveys are compiled and coded to establish an information bank that is used throughout the completion of the plan.

## Step 4: Establish Philosophy of Operations

- Values – Mission – Vision – Slogan

## Step 5: Establish Strategic Issues

- Broad goals that are driven by the Philosophy of Operations.

## Step 6: Develop strategies and action plans to accomplish

- Strategic Issues
- A list of objectives / action plans that help achieve each one of the Strategic Issues

## Step 7: Review / Revise

The surveys assessed the department members' personal values, perceived strengths and weaknesses of the organization, department actions and situations that are positive, and department actions and situations that they could change if possible.

The Strategic Planning Committee will use the surveys to guide the strategic planning process in making the Victoria Fire Department a highly successful organization and a highly desired organization for employment.

# Fire Personnel

## Administration

Vance Riley - Fire Chief  
Debbie Breeden -  
Administrative Secretary

## Administrative Services

Michael Belt -  
Administrative Services Chief  
Donna Odem -  
Administrative Services Captain  
Kevin Russell -  
Administrative Services Lieutenant  
Timothy Hunter -  
Captain/Training Officer  
Jeremy DeDear -  
Lieutenant/Training Office  
Jimmie Lou Edwards -  
Support Services Specialist

## Life Safety

John Bradley - Fire Marshal  
Elaine Mayer - Computer Specialist

### A-Shift:

Roger Stuart - Inspector/Investigator

### B-Shift:

Adam Luther - Inspector/Investigator

### C-Shift:

Jeff Cowan - Inspector/Investigator

## Operations Division

### A-Shift:

Robert Fox - Battalion Chief  
Michael Baecker - Captain  
Shawn Rainey - Captain  
Shawn Cullar - Lieutenant  
Celeste Hunter - Lieutenant  
Bradley Madigan - Lieutenant  
Anthony McNary - Lieutenant  
Russell Chambers - Lieutenant  
Shawn Hoff - Engineer  
Paul Putnam - Engineer  
Elmoris Johnson - Engineer  
Wendell Geigle - Engineer  
Chris Thompson - Engineer  
Larry West - Paramedic Engineer  
Glenn Henley - Paramedic Engineer

Raul Liendo - Paramedic Engineer  
Joel Gomez - Paramedic Engineer  
John Trevino - Paramedic Engineer  
Corey Wasicek - Firefighter/Paramedic  
Marshal Kitchens - Firefighter/Paramedic  
Alex Rodriquez - Firefighter/Paramedic  
Cody Harryman - Firefighter/Paramedic  
Jacob Gomez - Firefighter/EMT  
Tommy Marbach - Firefighter/EMT  
Kevin Lamprecht - Firefighter/EMT  
Douglas Kelley - Firefighter/EMT  
William Welch - Firefighter/EMT  
Frank Naranjo - Firefighter/EMT  
Cody Langridge - Firefighter/EMT  
Kevin Westberry - Firefighter/EMT  
Alex Magallan - Firefighter/EMT  
Patrick Becker - Firefighter/EMT  
Jeremy Gonzales - Firefighter/EMT  
Timothy Ray - Firefighter/EMT  
John Yusko - Firefighter/EMT

### B-Shift:

Shannon Martin - Battalion Chief  
James Dearman - Captain  
David Kahlich - Captain  
James Rosenquest - Lieutenant  
Tim Dodge - Lieutenant  
David Pillar - Lieutenant  
Ryan Keller - Lieutenant  
Kevin Allen - Lieutenant  
Ronnie Pesek - Engineer  
Ronald Romanowski - Engineer  
Dennis Satsky - Engineer  
Steve Martin - Engineer  
Charles Zajicek - Engineer  
Joseph Payne - Paramedic Engineer  
Thomas Girt - Paramedic Engineer  
William Curlee - Firefighter/Paramedic  
Ray Gregory - Firefighter/Paramedic  
Dana Woodward - Firefighter/Paramedic  
Dillion Hannasch - Firefighter/Paramedic  
Dustin Carter - Firefighter/Paramedic  
Zack Martin - Paramedic Engineer  
Lee Morris - Firefighter/EMT  
Josue Pena - Firefighter/EMT  
Gerald Pelkey - Firefighter/EMT  
Morgan Ross - Firefighter/EMT  
Mark Flathouse - Firefighter/EMT

Chad Stauss - Firefighter/EMT  
Gabriel Pallanez - Firefighter/EMT  
Zachery Lawson - Firefighter/EMT  
Cash Montgomery - Firefighter/EMT  
Christopher Payne - Firefighter/EMT  
William Gerald - Firefighter/EMT  
August Oliver - Firefighter/EMT  
Aaron Janssen - Firefighter/Paramedic

### C-Shift:

Roger Hempel - Battalion Chief  
John Elmore - Captain  
Clifton Bayer - Captain  
Jennifer Dailey - Lieutenant  
Gregory Najvar - Lieutenant  
Dustin Ferguson - Lieutenant  
Allen Carroll - Lieutenant  
Dale Hartman - Engineer  
Dennis Jacob - Engineer  
Edwin Ellis - Engineer  
Richard King - Engineer  
Tommy Gutierrez - Engineer  
Jason Sutter - Paramedic Engineer  
Travis Fuhrken - Paramedic Engineer  
Allen LaFlamme - Paramedic Engineer  
Brandon Strelczyk - Paramedic Engineer  
Jon Sparkman - Firefighter/Paramedic  
Raymond Mitchell - Firefighter/Paramedic  
Emilio Reyes - Firefighter/Paramedic  
Gilbert Herman - Firefighter/Paramedic  
Lonnie Drost - Firefighter  
Jonathan Martin - Firefighter/EMT  
Chris Colston - Firefighter/EMT  
Patrick McLaughlin - Firefighter/EMT  
John Stary - Firefighter/EMT  
Brad Franklin - Firefighter/EMT  
Matthew Gomez - Firefighter/EMT  
William Linch - Firefighter/EMT  
Jordan Hunnam - Firefighter/EMT  
Reymundo Ramos - Firefighter/EMT  
Mark McClendon - Firefighter/EMT  
Adam Tedrow - Firefighter/EMT  
Shane Donahue - Firefighter/EMT  
Matthew Leur - Firefighter/EMT  
Craig Schmidt - Firefighter/EMT  
Joseph Moehler - Firefighter/EMT  
Garrett Crooks - Firefighter/EMT



**VISION OF EXCELLENCE:** The members of the Victoria Fire Department have a shared vision of creating an organization that is recognized for exceeding the needs of the community and setting the standard of excellence in emergency services.

**CORE VALUES:** The Victoria Fire Department is dedicated to providing excellent service to our customers. To achieve our Mission and reach our Vision of Excellence a healthy, positive and productive work environment is essential. The members of the Victoria Fire Department have identified a set of core values that every member shall uphold to insure our ideal work environment. Each and every action and decision will reflect these core values.

**Professionalism • Leadership**  
**Employee Well-being**  
**Accountability • Teamwork**

**PROFESSIONALISM:** Acting with honesty, integrity and respect.

**LEADERSHIP:** Showing the way with a positive attitude and open communication.

**EMPLOYEE WELL-BEING:** The department will strive to provide employee wellness, employee education, professional development and encourage and support employee family life.

**ACCOUNTABILITY:** Taking pride in our work and being responsible for our actions.

**TEAMWORK:** All members working together to achieve a common goal.