



FIRE COMMISSION

TREVOR FORD, CHAIR
LORI ALMARZA, VICE CHAIR

JEN CHAHANOVICH, COMMISSIONER
JEFF MURRAY, COMMISSIONER
GARY PACHECO, COMMISSIONER
RODNEY YAMA, COMMISSIONER
VACANT, COMMISSIONER

Meetings of the Fire Commission will be conducted as follows until further notice:

- Meetings will be publicly noticed pursuant to HRS Chapter 92.
- Minutes of the meeting will be completed pursuant to HRS Chapter 92 and posted to the Commission's website upon completion and approval.

Public Comments and Testimony:

- **Written testimony** will be accepted for any agenda item herein.
 - Written testimony indicating your 1) name or pseudonym, and if applicable, your position/title and organization you are representing, 2) the agenda item that you are providing comment on, and 3) contact information (telephone number and email address), may be submitted to loyama@kauai.gov or mailed to the Fire Commission, c/o Office of Boards and Commission, 4444 Rice Street, Suite 300, Lihue, Hawaii 96766.
 - Written testimony received by the Fire Commission at least 24 hours prior to the meeting will be distributed to all Fire Commissioners prior to the meeting.
- **Oral testimony** will be taken during the public testimony portion of the meeting in-person at the public meeting.
 - It is recommended that anyone interested in providing oral testimony register at least 24 hours prior to the meeting by emailing loyama@kauai.gov or calling (808) 241-4918. Any request to register shall include your 1) name or pseudonym, and if applicable, your position/title and organization you are representing, and 2) the agenda item that you are providing comment on, and 3) contact information (telephone number and email address).
 - Per the Fire Commission and Chair's practice, there is a three-minute time limit per testifier per agenda item.
 - Individuals who have not registered to provide testimony will be given an opportunity to speak on an agenda item following speakers who have registered.

SPECIAL ASSISTANCE

IF YOU NEED AN AUXILIARY AID/SERVICE, OTHER ACCOMMODATION DUE TO A DISABILITY, OR AN INTERPRETER FOR NON-ENGLISH SPEAKING PERSONS PLEASE CONTACT THE OFFICE OF BOARDS AND COMMISSIONS AT (808) 241-4917 OR ADAVIS@KAUAI.GOV AS SOON AS POSSIBLE. REQUESTS MADE AS EARLY AS POSSIBLE WILL ALLOW ADEQUATE TIME TO FULFILL YOUR REQUEST. UPON REQUEST, THIS NOTICE IS AVAILABLE IN ALTERNATIVE FORMATS SUCH AS LARGE PRINT, BRAILLE, OR ELECTRONIC COPY.

REGULAR MONTHLY FIRE COMMISSION MEETING NOTICE AND AGENDA

Tuesday August 18, 2026
2:00 p.m. or shortly thereafter
Lihu'e Civic Center, Moikeha Meeting Room 2A-2B
4444 Rice Street, Lihu'e, Kaua'i, Hawai'i

MEETING CALLED TO ORDER

ROLL CALL TO ASCERTAIN QUORUM

APPROVAL OF AGENDA

CHAIR'S ANNOUNCEMENT

- Next Regular Monthly Meeting: 2:00 p.m., Tuesday, September 15, 2026, at the Lihu'e Civic Center, Moikeha Meeting Room 2A-2B
4444 Rice Street, Lihu'e, Kaua'i, Hawai'i

PUBLIC TESTIMONY ON ANY AGENDA ITEMS

Oral testimony will be taken at any time during the meeting.

APPROVAL OF MINUTES

July 21, 2026, Open Session Meeting Minutes

CHIEF'S MONTHLY JULY BUREAU REPORTS AND PERTINENT UPDATES

- a) Update on Kaua'i Fire and Ocean Safety, including updates on Partnerships, Resources Highlights, and Wildfire/Council
- b) Administrative Bureau Update, including updates on the budget, staffing, overtime report, facilities, and fleet
- c) Fire Operations Bureau Update, including statistics on calls for service and brief description of some of the incidents responded to
- d) Fire Prevention Bureau Update, including monthly statistics
- e) Fire Training Bureau Update, including monthly statistics
- f) Ocean Safety Bureau Update, including monthly statistics and bureau highlights
- g) Update on Fire Chief Gibson's progress regarding the Goals and Objectives for FY 2026-2027

BUSINESS

KFC 2026-5

Presentation by HFD Senior Fire Helicopter Pilot and HFD Chief regarding (1) Air 1 Firefighter Helicopter Pilot training and other requirements from an aviator's perspective and (2) search and rescue mission cost recovery.

KFC 2026-6

Discussion on Fire Chief Michael Gibson's Fiscal Year Performance Evaluation DRAFT Report for the period of July 1, 2025 – June 30, 2026.

EXECUTIVE SESSION (CLOSED TO PUBLIC)

Pursuant to Hawai'i Revised Statutes, ("H.R.S.") §92-7(a), the Commission may, when deemed necessary, hold an Executive Session on any agenda item without written public notice if the Executive Session was not anticipated in advance. Any such Executive Session shall be held pursuant to H.R.S. §92-4 and shall be limited to those items described in H.R.S. §92-5(a).

ADJOURNMENT

cc: Deputy County Attorney Jenna Tatsey
Fire Chief Michael Gibson

COUNTY OF KAUAIMinutes of Meeting
OPEN SESSION

Board/Commission:		Kaua'i Fire Commission	Meeting Date:	July 21, 2026
Location	Lihu'e Civic Center, Moikeha Building Meeting Room 2A-2B 4444 Rice Street, Lihu'e, Kaua'i, Hawai'i		Start of Meeting: 2:01 p.m.	End of Meeting: 2:37 p.m.
Present	Vice Chair Lori Almarza; Commissioners: Jeff Murray and Gary Pacheco, Jen Chahanovich Also present: Boards & Commissions Office Staff: Support Clerk Lisa Oyama; Administrator Ellen Ching; Office of the County Attorney: Deputy County Attorney Jenna Tatsey; Fire Department: Deputy Fire Chief Roger Mills; Chief's Secretary Soncy Tamashiro			
Excused	Commissioner Rodney Yama			
Absent	Chair Trevor Ford			

SUBJECT	DISCUSSION	ACTION
Meeting Called to Order/Roll Call to ascertain quorum	Vice Chair Almarza called the Fire Commission, July 21, 2026, meeting to order at 2:01 p.m. A roll call ensued that quorum was established, four (4) Commissioners were present to conduct business.	Quorum was established with four (4) Commissioners present.
Approval of Agenda	Vice Chair Almarza called for a motion to approve the agenda as circulated.	Commissioner Chahanovich moved to approve the July 21, 2026, agenda. Commissioner Murray seconded the motion. Hearing no objections, motion carried 4:0.
Chair's Announcements	Next Regular Monthly Meeting will be 2:00 p.m., Tuesday, August 18, 2026, at the: Lihu'e Civic Center, Moikeha Building Meeting Room 2A-2B 4444 Rice Street, Lihu'e, Kaua'i, Hawai'i	
Public Testimony	Vice Chair Almarza called for public testimony. No public testimony was received.	
Approval of Minutes	Vice Chair Almarza called for a motion to amend or approve the minutes of the June 16, 2026, meeting.	Commissioner Chahanovich moved to approve the minutes of the June 16, 2026, meeting minutes as circulated. Commissioner

KFC Open Session Minutes
Of July 21, 2026, Meeting

SUBJECT	DISCUSSION	ACTION
		Pacheco seconded the motion. Hearing no objections, motion carried. 4:0.
Employee Service Recognition	Administrative Battalion Chief Jason Pablo was recognized for his 27 years of service to the community and the Kaua'i Fire Department. The commission thanked him and wishes him the best in his retirement.	
Chief's Monthly Bureau Reports and Updates for June 2026	a) Update on Kaua'i Fire and Ocean Safety, including updates on Partnerships, Resources Highlights, and Wildfire/Council b) Administrative Bureau Update, including updates on the budget, staffing, overtime report, facilities, and fleet c) Fire Operations Bureau Update, including statistics on calls for service and brief description of some of the incidents responded to d) Fire Prevention Bureau Update, including monthly statistics e) Fire Training Bureau Update, including monthly statistics f) Ocean Safety Bureau Update, including monthly statistics and bureau highlights g) Update on Fire Chief Gibson's progress regarding the Goals and Objectives for FY 2026-2027 Fire Chief Gibson gave a brief summary of the June Report.	Commissioner Murray moved to receive the Chief's Monthly Reports. Commissioner Pacheco seconded the motion. Hearing no objections, motion passes. 4:0.
ADJOURNMENT	Vice Chair Almarza adjourned the meeting.	No motion/second. Meeting was adjourned at 2:37 p.m.

KFC Open Session Minutes
Of July 21, 2026, Meeting

Submitted by: Lisa Oyama
Lisa Oyama, Commission Support Clerk

Reviewed and Approved by: _____
Trevor Ford, Chair

() Approved as circulated (date of meeting approved).

KFC Open Session Minutes
Of July 21, 2026, Meeting

() Approved with amendments.



FIRE CHIEF REPORT to the FIRE COMMISSION



Reporting Month: July 2026

Submitted by
Office of the Fire Chief



KAUAI FIRE AND OCEAN SAFETY

VISION

KAUA’I FIRE DEPARTMENT CREATES A SAFER COMMUNITY BY CONTINUALLY STRIVING FOR EXCELLENCE IN PREVENTION & EMERGENCY RESPONSE

MISSION

TO PRESERVE AND PROTECT LIFE, PROPERTY, AND THE ENVIRONMENT OF KAUA’I COUNTY FROM ALL HAZARDS AND EMERGENCIES

STRATEGIC PRIORITIES: SERVICE DELIVERY

PROFESSIONAL STANDARDS

TRAINING/CAREER DEVELOPMENT

Fire and Ocean Safety	Partnerships	Resource Updates
• Firefighter Trainee Interviews – 7/6, 7 • Fire Mechanics Meeting – 7/8 • EMSAC – 7/24 • Hanalei Bay Swim Challenge – 7/25 • CST Exercise – 7/30 • KFD Graduation - 7/31 • Fire Apparatus Status	• Po’ipū Beach / Turtles & Spectators • Kaua’i Community Alliance – 7/9 • AMR / REACH – Air Comms – 7/24 • Paddle for Life – 7/30 • Lifeguard Apprenticeship Program	• Pending Delivery: • (2) Fire Engines: August 2026 • 1 Water Tender: August 2026 • (3) Type V Brush Trucks: Late 2026 • 1 Twin Engine Helicopter: 2028 / 2029 • Kapa’a Fire Station // FTC
Wildfire / Severe Weather		Council / Mayor
• Cross County Wildfire 7/15 • TC Fausto – 7/24-29 • Home Wildfire Assessments • State Fire Marshal – Prevention Updates – 7/30		• Council / WUI Code – 7/8

ADMINISTRATIVE BUREAU

FIRE DEPARTMENT FINANCIAL STATEMENT for JULY 2026

Description	Budget	YTD Expenses	Expended	FY24-25	Variance
Payroll Admin	\$ 2,593,715.00	\$ 6,376,324.35	246%	\$ 2,619,035.90	143.46%
Payroll Fire Ops	\$ 27,647,278.00	\$ 25,881,666.96	94%	\$ 25,062,650.67	3.27%
Payroll Prevention	\$ 1,108,492.00	\$ 738,437.77	67%	\$ 726,309.30	1.67%
Payroll Training	\$ 1,296,533.00	\$ 1,290,613.21	100%	\$ 1,226,185.13	5.25%
Payroll OSB	\$ 7,789,050.00	\$ 7,388,261.86	95%	\$ 8,327,937.75	-11.28%
PAYROLLSUBTOTAL	\$ 40,435,068.00	\$ 41,675,304.15	103%	\$ 37,962,118.75	9.78%
Operating Admin	\$ 897,562.00	\$ 584,057.35	65%	\$ 351,603.54	66.11%
Operating Fire Ops	\$ 11,064,325.00	\$ 10,768,009.09	97%	\$ 6,397,866.86	68.31%
Operating Prevention	\$ 64,129.00	\$ 39,799.23	62%	\$ 25,154.61	58.22%
Operating Training	\$ 306,303.00	\$ 215,503.06	70%	\$ 217,910.39	-1.10%
Operating OSB	\$ 781,534.00	\$ 709,386.13	91%	\$ 540,990.73	31.13%
OPERATINGSUBTOTAL	\$ 13,113,853.00	\$ 12,316,754.86	94%	\$ 7,533,526.13	63.49%
GRANDTOTAL	\$ 53,548,921.00	\$ 53,992,059.01	101%	\$ 45,495, 644.88	18.68%
OVERTIMEREPORT					
OVERTIME TYPE	Monthly Cost	YTD Cost	FY234-25YTD Cost	Cost %	Variance
Regular	\$ 192,403.88	\$ 1,737,272.79	\$ 1,771,366.25	-1.92%	
Rank for Rank	\$ 117,527.00	\$ 332,637.88	\$ 1,070,864.12	-68.94%	
Scheduled	\$ 35,435.95	\$ 332,637.88	\$ 320,376.63	3.83%	
Training	\$ 42,006.94	\$ 369,194.57	\$ 355,983.27	3.71%	
TOTAL	\$ 387,373.77	\$ 2,771,743.12	\$ 3,518,590.27	-21.23%	

STAFFING

Description	Vacancies	Total Authorized	Notes
Administration	0	13	
Operations	9	132	9 Retirements
Prevention	0	4	
Training	0	3	
Ocean Safety FT	1	67	
Ocean Safety ST	1	6	
TOTAL	11	225	

FACILITIES

Description	Exceptions
Fire Stations	Kapa'a Rebuild - ppd
Administration	Need new floor covering – Prep
Training	Need a FTC
Air Operations	Architects design/plans/permitting
Towers	4 ARRIVED
Utility	Fire Mechanics/Repair Facility Needed

FLEET UPDATE

Description	Notes
Engines	6 Mission Capable + 0 Reserve Engines (down 3)
Trucks	All Mission Capable +1 Reserve Trucks (down 2)
Watercraft	All Mission Capable
Admin/Staff	All Mission capable

FIRE OPERATIONS CALLS FOR SERVICE

Description	2026 July	2025 July	Variance	2026 YTD Total	2025 YTDTotal	Variance
Brush Fire	28	30	-6.67%	133	202	-34.16%
Crop Fire	1	4	-75.00%	9	6	50.00%
Electrical Rescue	0	0	0.00%	0	0	0.00%
EMS	385	407	-5.41%	2790	2808	-0.64%
Extrication Rescue	4	2	100.00%	12	11	9.09%
False Call	28	17	64.71%	140	121	15.70%
Good Intent	124	83	49.40%	712	687	3.64%
Hazardous Condition	8	5	60.00%	34	40	-15.00%
Other	0	0	0.00%	1	0	100.00%
Rescue/EMS Standby	2	4	-50.00%	23	31	-25.81%
Ruptures/Explosion	0	0	0.00%	2	0	100.00%
Search for Lost Person	2	12	-83.33%	36	50	-28.00%
Service Call	34	36	-5.56%	285	224	27.23%
Severe Weather	0	1	-100.00%	1	1	0.00%
Structure Fire	7	10	-30.00%	55	43	27.91%
Type Not Specified	4	9	-55.56%	35	27	29.63%
Vehicle Fire	10	4	150.00%	44	39	12.82%
Water Rescue	6	3	100.00%	26	19	36.84%
Totals	643	627	2.55%	4338	4309	0.67%

OPERATIONS HIGHLIGHTS

Fires:

- #3778: Hanamāʻulu Beach Park – E3/R3, ARFF, Tanker 3, BC, KPD – 50'x50' brushfire extinguished by fire personnel.

Rescues – Trails:

- #3934: Kalalau Trail – E1/T1, R3 – Male visitor (knee injury) wheeled out (via stokes litter) of trail by fire personnel.
- #3997: Kalalau Trail – E1/T1, R3 – 56 y/o male visitor (knee injury) wheeled out of trail (via stokes litter) by fire personnel.
- #4246: Hanakāpīʻai – E1/T1, R3, Air1 – 40 y/o female visitor (fractured leg) airlifted to Princeville airport.

Rescues – Water:

- #3999: Wailua Beach – E2/T2 – 45 y/o male resident (swimmer in distress) rescued by fire personnel.

FIRE PREVENTION BUREAU

PREVENTIONBUREAU STATISTICS

Description	Month Total	FY25 Month	% Variance	Current YTD	FY25 YTD	% Variance
Fire Investigation	2	3	-33%	2	3	-33%
ADU Permit Applications	19	15	27%	19	15	27%
Building Permit Plan Review	241	132	83%	241	132	83%
Planning Dept Review	18	11	64%	18	11	64%
Certificate of Occupancy Inspection	11	2	82%	11	2	82%
Business Occupancy Inspection	11	13	-15%	11	13	-15%
Witness Acceptance Tests	12	5	140%	12	5	140%
Fire Extinguisher Training	7	1	85%	7	1	85%
Fire Safety Presentation	3	2	50%	3	2	50%
Telephone/Email Inquiries	875	589	49%	875	589	49%
Complaint Investigations	3	3	0%	3	3	0%
Sparky Presentation	0	0	0%	0	0	0%
Fireworks Displays & Inspections	1	0	100%	0	0	0%
TOTAL	1203	776	630%	1202	776	530%

Public Education & Outreach:

- Wildfire Home Assessment certification activities
- Home Assessment Program planning and implementation
- Sparky's Lab public education activities
- 4th of July Concert in the Sky fire safety coordination
- Wildfire preparedness coordination with community partners
- Public outreach supporting wildfire awareness and community resilience

Inspections & Code Enforcement:

- Annual School Inspections
- Retail & Commercial Occupancy Inspections
- Witness Acceptance Test (WAT) for fire sprinkler system
- Kekaha Mill notice of violation re-inspection
- Big Save retail final inspection
- Site visit for 4th of July Concert in the Sky
- Site visit for Vidinha Stadium Expansion Project

Key Meetings:

- State Fire Council Fire Prevention Committee Meetings
- National Weather Service coordination meetings
- Department of Water, KIUC coordination meetings
- Home Assessment, Wildfire Planning, County Interagency coordination meetings
- Fire Prevention Bureau planning and project coordination meetings

Training:

- Wildfire Home Assessment Certification Training
- National Weather Service Wildfire Weather Briefing
- Professional development related to wildfire mitigation and fire prevention
- Planning Decision-Making for Wildfire Management Webinar

FIRE TRAINING BUREAU

2026 TRAINING PLAN

Keystone Objective	• Trimester1Keystone–USLA • Trimester2Keystone–High Angle Ropes • Trimester3Keystone–Pump Relay Ops
Task Performances	• Don Structure Gear • Don SCBA go on air • Restricted Egress with SCBA • Forcible Entry Door • District Familiarization
Certification Professional Development Train the Trainer (TtT)	• Hazmat Tech Certification • FEMA Operation Section Chief
EMS Training	• Vector Solutions

TRAINING STATISTICS

Description	July Hours	2026 YTD Total
Task Performances	139	870
Refresher/Recerts/Prof. Develop.	187	3375
Individual Crew Training	535	4391
Recruit Class Training (4 FFTs)	704	4512
TOTAL	1565	13,148

July KFD Training

- HELI Ops Training
- GRIN Peer Support Training
- 93rd CST Multi Agency Training Week
- RC35 FGS Testing
- RC35 FGO Training
- RC35 HAZTECH Training/Certification

Upcoming August KFD Training

- FEMA ICS Operations Section Chief Aug 3-6
- Ho'omau Academy/KFD sponsored Aug 3-7
- USLA Recertification Aug 12-14
- NAMI Mental Health Clinic Aug 13-14

Training Bureau

- FirstDue Training module implementation
- FSI I and II Tentative plan for September w/HFD
- RC36 Planning and Prep for Oct 1st Start Goal

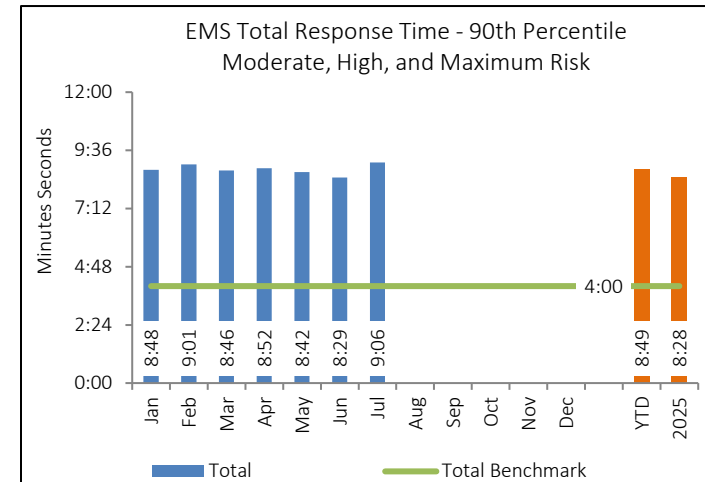
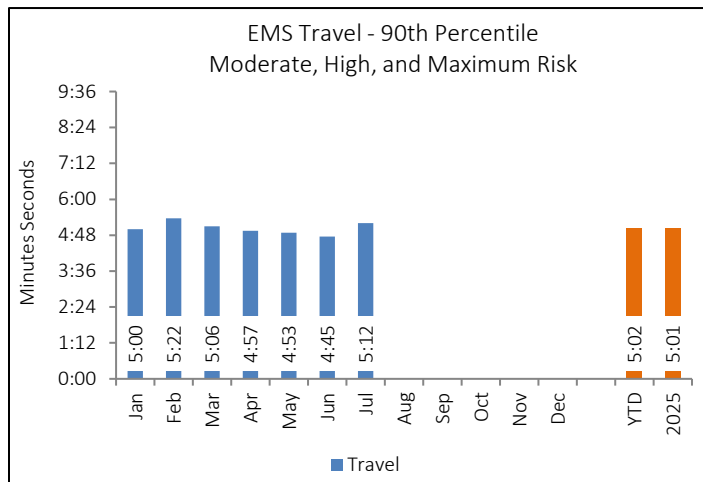
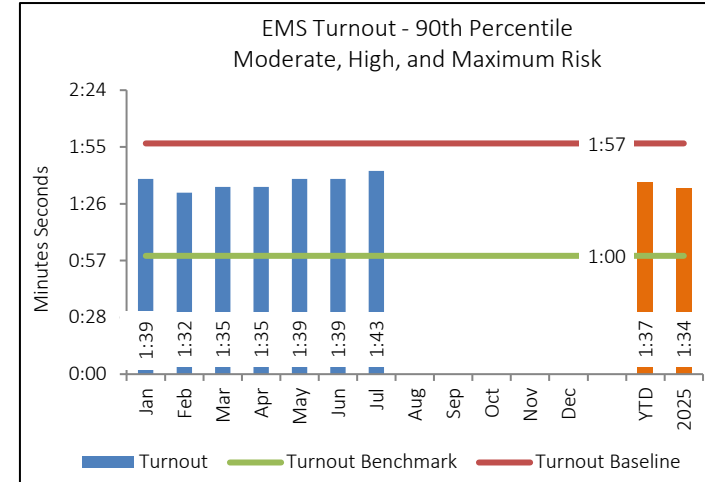
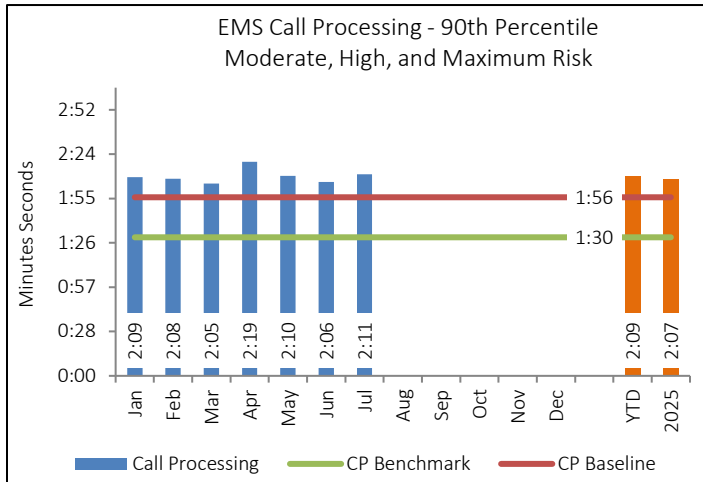
OCEAN SAFETY BUREAU

OCEAN SAFETY BUREAU						
TOWERS						
Description	July Total	FY 25-26 Month Total	% Variance	Current Year to Date Total	FY 25-26 Yr.to Date Total	% Variance
Rescue	34	27	26%	34	27	26%
Jet Ski Rescue	18	15	20%	18	15	20%
Preventive Actions	11,068	8,632	28%	11,068	8,632	28%
1 st Aid	233	584	-60%	233	584	-60%
Public Contact	9,820	11,559	-15%	9,820	11,559	-15%
Beach Attendance	255,895	116,256	120%	255,895	116,256	120%
ROVING PATROL						
Rescue	18	15	20%	18	15	20%
Jet Ski Rescue	18	15	20%	18	15	20%
Preventive Actions	7,215	648	1013%	7,215	648	1013%
1 st Aid	47	16	194%	47	16	194%
Public Contact	7,668	1,082	609%	7,668	1,082	609%
Beach Attendance	38,810	8,950	334%	38,810	8,950	334%
DROWNING						
Statistics	0	0	0%	0	0	0%
TRAINING / COMMUNITY SERVICE						
Training	40	24	67%	40	24	67%
Community Service	16	20	-20%	16	20	-20%
Jr. Lifeguard	300	300	0%	300	300	0%

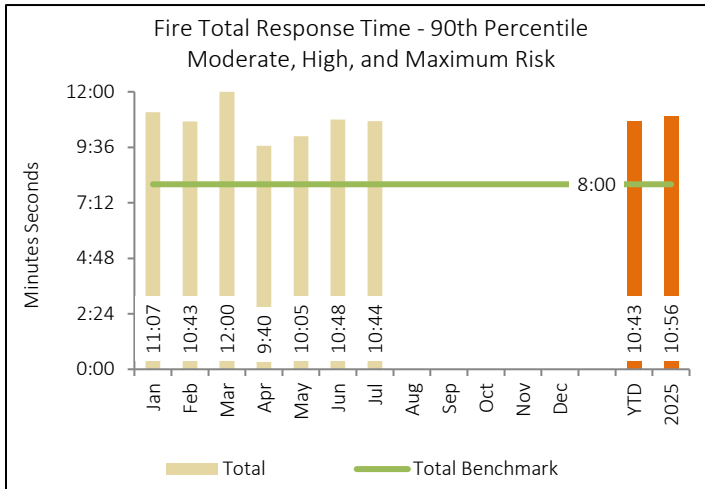
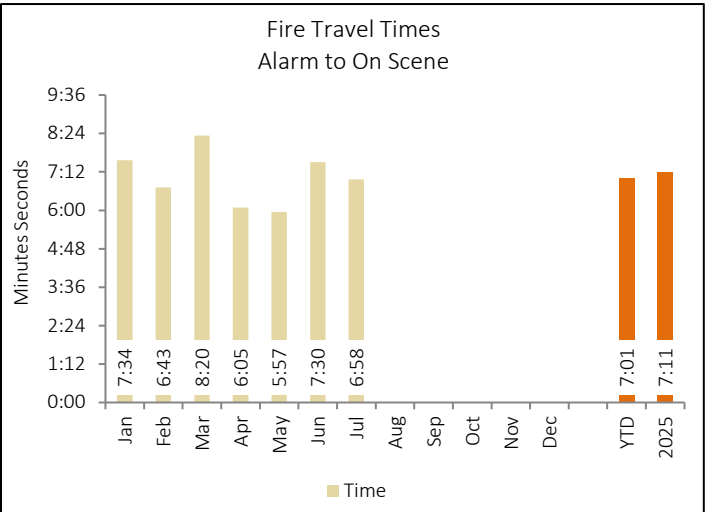
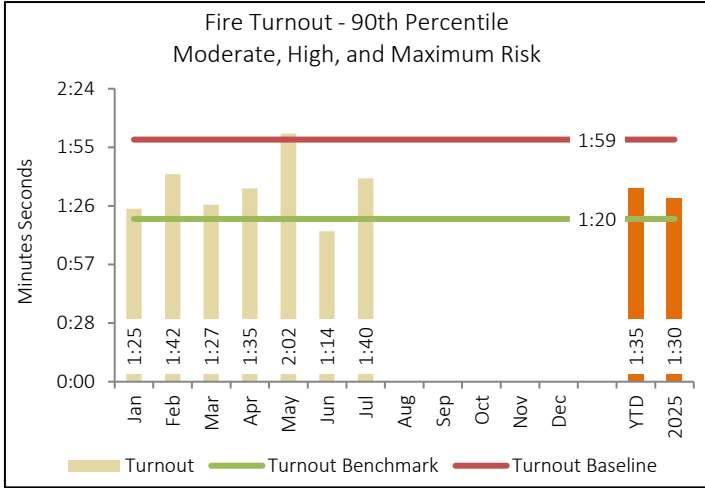
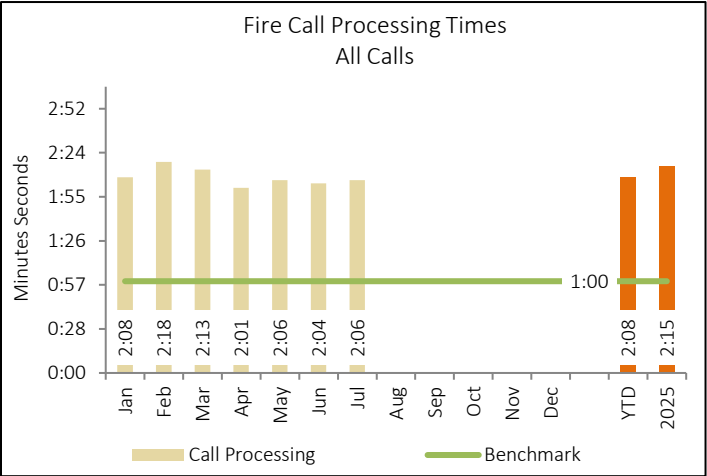
Ocean Safety Bureau:

- Paddle for Life Campaign
- KFD/OSB New Recruit Recognition Ceremony
- Hanalei Rough Water Swim
- Ocean Safety Officers Agility Exam
- Ocean Safety Officers' Interviews
- Native Hawaiian Council Convention
- Port Allen Youth Fishing Tournament
- Completed last three weeks of Keiki and Junior Lifeguard Program
- Junior Lifeguard Training for State Championship

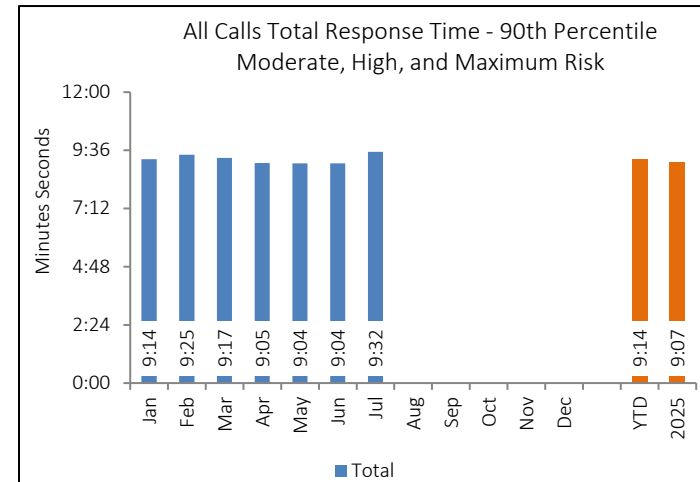
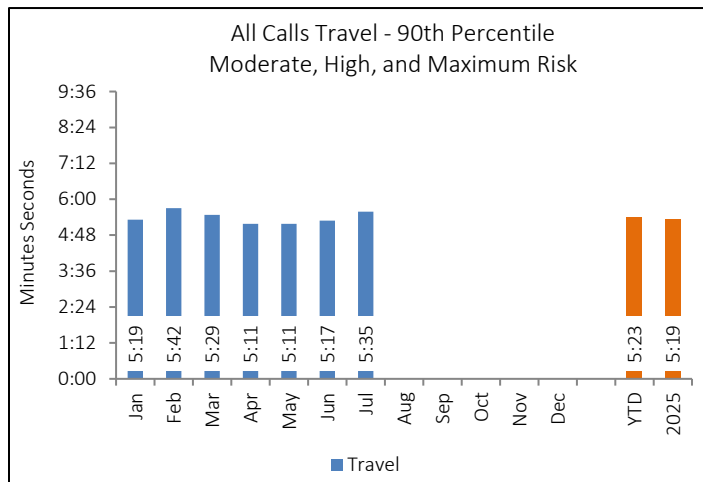
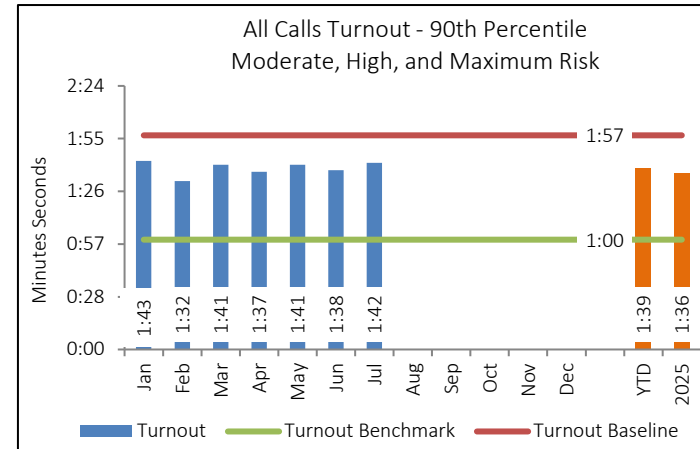
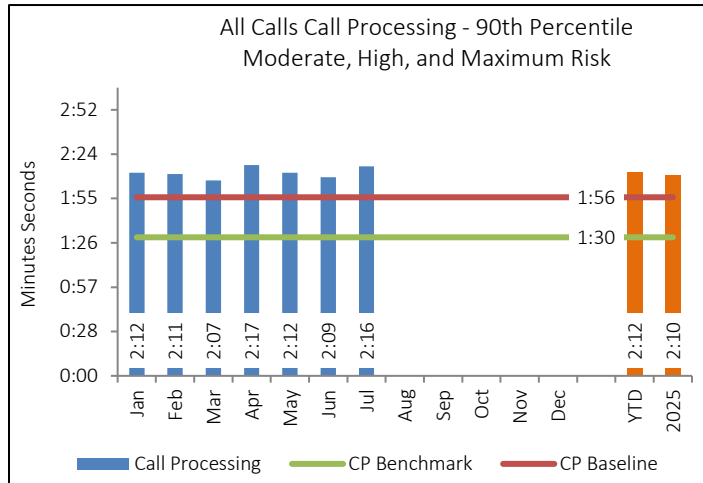
July 2026 – EMS Incidents



July 2026 – Fire Incidents



July 2026 –All Incidents



Goals and Objectives Report – COK Fire Commission

Fire Chief Michael Gibson – Period July 1, 2026 to June 30, 2027

Goal #1 – Finalize and Implement the Standards of Cover (SOC) and Community Risk Reduction (CRR) Plan			
Objectives	Success Measurements	Desired Outcome	Status
G1A: Complete the Standards of Cover (SOC) and Community Risk Reduction (CRR) Plan in partnership with FACETS Consulting. G1B: Begin implementation of SOC and CRR recommendations by incorporating priorities into departmental planning, budgeting, deployment strategies, and operational decision-making. G1C: Educate County leadership, the incoming Mayor's Administration, and County Council on the findings and recommendations of the SOC and CRR process.	1: SOC and CRR documents completed, reviewed, and formally adopted by the Department. 2: Priority recommendations identified, implementation plan developed, and incorporated into FY28 work plans, budget requests, and strategic initiatives. 3: Conduct presentations and briefings to County leadership, Fire Commission, Mayor's Administration, and County Council.	Establish comprehensive, data-driven planning documents that guide the future of the Kaua'i Fire Department. Align staffing, deployment, facilities, apparatus replacement, training, and community risk reduction initiatives with identified community risks and service demands. Improve understanding of community risk, strengthen support for future public safety investments, and ensure long-term, data-driven decision-making that enhances firefighter safety, emergency response capabilities, community resilience, and responsible stewardship of public resources.	Update Due: October 2026

Goals and Objectives Report – COK Fire Commission

Fire Chief Michael Gibson – Period July 1, 2026 to June 30, 2027

Goal #2 – Continue Modernization and Implementation of Fire Records Management and Operational Data Systems			
Objectives	Success Measurements	Desired Outcome	Status
G2A: Complete implementation of the new Fire Records Management System (RMS) and associated operational data platforms throughout the Department. G2B: Integrate operational workflows and improve data quality to support daily operations and executive decision-making. G2C: Ensure compliance with national reporting requirements while strengthening organizational accountability and performance measurement.	1: RMS successfully deployed; personnel trained; core modules operational, including incident reporting, training records, apparatus maintenance, PPE/assets, staffing, pre-plans, and analytics. 2: Successful integration of operational processes, refinement of workflows, increased data accuracy, and development of management dashboards and performance reports. 3: Achieve compliance with NERIS and other applicable reporting requirements; implement standardized reporting and performance metrics across the Department.	Establish a modern, integrated records management system that enhances operational efficiency, accountability, and regulatory compliance. Provide leadership with timely, accurate, and actionable information to support resource allocation, operational readiness, strategic planning, and continuous improvement. Improve organizational transparency, strengthen data-driven decision-making, enhance service delivery, and provide reliable information to support future planning, budgeting, and community expectations.	Update Due: October 2026

Goals and Objectives Report – COK Fire Commission

Fire Chief Michael Gibson – Period July 1, 2026 to June 30, 2027

Goal #3 – Advance Wildfire Mitigation, Preparedness, and Community Resilience Initiatives			
Objectives	Success Measurements	Desired Outcome	Status
G3A: Continue implementation of the County's Wildland-Urban Interface (WUI) Code while advancing wildfire mitigation, preparedness, and community resilience initiatives. G3B: Expand collaborative wildfire planning, operational preparedness, and interagency coordination with local, state, and community partners. G4C: Enhance operational readiness and community risk reduction through training, public education, and resource preparedness.	1: Support implementation of the WUI Code through interdepartmental coordination, community outreach, stakeholder engagement, and development of implementation guidance. Consistency and transparency in promotional process 2: Participate in Community Wildfire Protection Plan (CWPP) updates, conduct interagency planning meetings and exercises, strengthen partnerships with HWMO, DOFAW, Planning, Emergency Management, landowners, and community organizations. 3: Expand wildfire training opportunities, improve reserve apparatus readiness and staffing plans, increase public education efforts, conduct home wildfire assessments, and enhance Red Flag Warning response protocols.	Strengthening wildfire-resistant development practices, reduce community vulnerability, and improve long-term public safety and resilience. Improve island-wide coordination, preparedness, and unified response capabilities before, during, and after significant wildfire events. Increase firefighter preparedness, reduce wildfire risk, improve community awareness, and build a safer, more resilient Kaua'i through prevention, mitigation, and coordinated emergency response.	Update Due: October 2026

Goals and Objectives Report – COK Fire Commission

Fire Chief Michael Gibson – Period July 1, 2026 to June 30, 2027

Goal #4 – Strengthen Emergency Response Readiness, Safety, and Specialty Program Development			
Objectives	Success Measurements	Desired Outcome	Status
G4A: Enhance emergency response readiness through strategic apparatus replacement planning, equipment modernization, specialty program development, and operational preparedness initiatives. G4B: Strengthen firefighter health, safety, and risk reduction through occupational exposure initiatives and continuous improvement of operational policies and procedures. G4C: Foster leadership development, workforce sustainability, and organizational excellence throughout all divisions and specialty programs.	1: Progress apparatus and equipment replacement plans; improve reserve apparatus readiness; expand specialty team training; evaluate Battalion Chief Aide/Shift Safety Officer program; enhance emergency communications and accountability systems. 2: Implement occupational exposure reduction strategies; review and update departmental policies, SOGs, and operational procedures; incorporate lessons learned and best practices into training and operations. 3: Expand leadership development and mentoring opportunities; support succession planning; improve operational consistency; strengthen specialty program coordination and workforce development initiatives.	Improve emergency response capabilities, operational readiness, firefighter safety, and the Department's ability to effectively respond to complex emergencies. Reduce occupational risk, improve firefighter health and safety, promote operational consistency, and ensure compliance with current industry standards and best practices. Develop the next generation of fire service leaders, enhance organizational resilience, improve employee engagement, and ensure the long-term sustainability of the Kuaʻi Fire Department.	Update Due: October 2026