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Personnel Paid By the Washington State Patrol

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Form W-4 (2014)

Purpose. Complete Form W-4 so that your employer can withhold the correct federal income tax from your pay. Consider completing a new Form W-4 each year and when your personal or financial situation changes.

Exemption from withholding. If you are exempt, complete only lines 1, 2, 3, 4, and 7 and sign the form to validate it. Your exemption for 2014 expires February 17, 2015. See Pub. 505, Tax Withholding and Estimated Tax.

Note. If another person can claim you as a dependent on his or her tax return, you cannot claim exemption from withholding if your income exceeds \$1,000 and includes more than \$350 of uneamed income (for example, interest and dividends).

Exceptions. An employee may be able to claim exemption from withholding even if the employee is a dependent, if the employee:

- Is age 65 or older,
- Is blind, or

Will claim adjustments to income; tax credits; or itemized deductions, on his or her tax return.

The exceptions do not apply to supplemental wages greater than \$1,000,000.

Basic instructions. If you are not exempt, complete the Personal Allowances Worksheet below. The worksheets on page 2 further adjust your withholding allowances based on itemized deductions, certain credits, adjustments to income, or two-earners/multiple jobs situations.

Complete all worksheets that apply. However, you may claim fewer (or zero) allowances. For regular wages, withholding must be based on allowances you claimed and may not be a flat amount or percentage of wages.

Head of household, Generally, you can claim head of household filing status on your tax return only if you are unmarried and pay more than 50% of the costs of keeping up a home for yourself and your dependent(s) or other qualifying individuals. See Pub. 501, Exemptions, Standard Deduction, and Filing Information, for information.

Tax credits. You can take projected tax credits into account in figuring your allowable number of withholding allowances. Credits for child or dependent care expenses and the child tax credit may be claimed using the Personal Allowances Worksheet below. See Pub. 505 for information on converting your other credits into withholding allowances. Nonwage income. If you have a large amount of nonwage income, such as interest or dividends, consider making estimated tax payments using Form 1040-ES, Estimated Tax for Individuals. Otherwise, you may owe additional tax. If you have pension or annuity lincome, see Pub. 505 to find out if you should adjust your withholding on Form W-4 or W-4P.

Two earners or multiple jobs. If you have a working spouse or more than one job, figure the total number of allowances you are entitled to claim on all jobs using worksheets from only one Form W-4. Your withholding usually will be most accurate when all allowances are claimed on the Form W-4 for the highest paying job and zero allowances are claimed on the others. See Pub. 505 for details.

Nonresident alien. If you are a nonresident alien, see Notice 1392, Supplemental Form W-4 Instructions for Nonresident Aliens, before completing this form.

Check your withholding. After your Form W-4 takes effect, use Pub. 505 to see how the amount you are having withheld compares to your projected total tax for 2014. See Pub. 505, especially if your earnings exceed \$130,000 (Single) or \$180,000 (Married).

Future developments. Information about any future developments affecting Form W-4 (such as legislation enacted after we release it) will be posted at www.irs.gov/w4.

A Enter "1" for yourself if no one else can claim you as a dependent
B Enter "1" if: You are married, have only one job, and your spouse does not work; or Your wages from a second job or your spouse; wages (or the total of both) are \$1,500 or less. C Enter "1" for your spouse. But, you may choose to enter "-0-" if you are married and have either a working spouse or more than one job. (Entering "-0-" may help you wild having too little tax withheld). C Enter "1" if you will file as head of household on your tax return (see conditions under Head of household above) E Enter "1" if you have at least \$2,000 of child or dependent care expenses for which you plan to claim a credit F Enter "1" if you have at least \$2,000 of child or dependent care expenses for which you plan to claim a credit F Enter "1" if you have at least \$2,000 of child or dependent care expenses for details.) G Child Tax Credit (Including additional child tax credit). See Pub. 503, Child and Dependent Care Expenses, for details.) G Child Tax Credit (Including additional child tax credit). See Pub. 572, Child Tax Credit, for more information. If your total income will be less than \$65,000 (\$95,000 if married), enter "1" for each eligible child . G M Add lines A through G and enter total here. (Note. This may be different from the number of elexentols, our day our spouse both work and the combined earnings from all jobs exceed \$50,000 (\$20,000 if married), see the Two-Earners/Multiple Jobs Worksheet on page 2 to and Adjustments Worksheet on page 2. If you re single and have more than one job or are married and you and your spouse both work and the combined earnings from all jobs exceed \$50,000 (\$20,000 if married), see the Two-Earners/Multiple Jobs
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C Enter "1" for your spouse. But, you may choose to enter "-0-" if you are married and have either a working spouse or more than one job. (Entering "-0-" may help you avoid having too little tax withheld)
than one job. (Entering "-0-" may help you avoid having too little tax withheld.)
D Enter number of dependents (other than your spouse or yourself) you will claim on your tax return D 0 E Enter "1" if you will file as head of household on your tax return (see conditions under Head of household above)
E Enter "1" if you will file as head of household on your tax return (see conditions under Head of household above) E 1 F Enter "1" if you have at least \$2,000 of child or dependent care expenses for which you plan to claim a credit F 0 (Note. Do not include child support payments. See Pub. 503, Child and Dependent Care Expenses, for details.) G Child Tax Credit (including additional child tax credit), See Pub. 972, Child Tax Credit, for more information. F 0 If your total income will be less than \$65,000 (\$95,000 if married), enter "2" for each eligible child: then less "1" if you have serven or more eligible child. G 0 </th
F Enter "1" if you have at least \$2,000 of child or dependent care expenses for which you plan to claim a credit F 0 (Note. Do not include child support payments. See Pub. 503, Child and Dependent Care Expenses, for details.) G Child Tax Credit, for more information. F 0 G Child Tax Credit (including additional child tax credit). See Pub. 972, Child Tax Credit, for more information. F 0 H Add lines A through G and enter total income will be between \$65,000 and \$84,000 (\$95,000 if married), enter "1" for each eligible child G 0 0 3 For accuracy, complete all worksheets that apply. • If you plan to itemize or claim adjustments to income and want to reduce your withholding, see the Deductions and Adjustments Worksheet on page 2.
(Note. Do not include child support payments. See Pub. 503, Child and Dependent Care Expenses, for details.) G Child Tax Credit (including additional child tax credit). See Pub. 972, Child Tax Credit, for more information. • If your total income will be less than \$65,000 (\$95,000 if married), enter "2" for each eligible child; then less "1" if you have three to six eligible children or less "2" if you have seven or more eligible children. • If your total income will be between \$65,000 and \$84,000 (\$95,000 and \$119,000 if married), enter "1" for each eligible child
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H Add lines A through G and enter total here. (Note. This may be different from the number of exemptions you claim on your tax return.) ► H 3 For accuracy, complete all worksheets that apply. • If you plan to itemize or claim adjustments to income and want to reduce your withholding, see the Deductions and Adjustments Worksheet on page 2. • If you are single and have more than one job or are married and you and your spouse both work and the combined earnings from all jobs exceed \$50,000 (\$20,000 if married), see the Two-Earners/Multiple Jobs Worksheet on page 2 to avoid having too little tax withheld. • If neither of the above situations applies, stop here and enter the number from line H on line 5 of Form W-4 below. Separate here and give Form W-4 to your employer. Keep the top part for your records. Form W-4 Peartment of the Treasury Internal Revenue Service • Whether you are entitled to claim a certain number of allowances or exemption from withholding is subject to review by the IBS. Your employer may be required to send a copy of this form to the IRS. 1 Your first name and middle initial John B Smith PO Box 123 1
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PO Box 123 Note. If married, but legally separated, or spouse is a nonresident alien, check the "Single" box.
City or town, state, and ZIP code
City or town, state, and ZIP code 4 If your last name differs from that shown on your social security card,
Olympia WA 99999 check here. You must call 1-800-772-1213 for a replacement card. ▶ 🗌
5 Total number of allowances you are claiming (from line H above or from the applicable worksheet on page 2) 5 0
6 Additional amount, if any, you want withheld from each paycheck
7 I claim exemption from withholding for 2014, and I certify that I meet both of the following conditions for exemption.
Last year I had a right to a refund of all federal income tax withheld because I had no tax liability, and
This year I expect a refund of all federal income tax withheld because I expect to have no tax liability.
If you meet both conditions, write "Exempt" here
If you meet both conditions, write "Exempt" here
Under penalties of perjury, I declare that I have examined this certificate and, to the best of my knowledge and belief, it is true, correct, and complete.
Under penalties of perjury, I declare that I have examined this certificate and, to the best of my knowledge and belief, it is true, correct, and complete. Employee's signature (This form is not valid unless you sign it.) $\int Gchn B Smith$ Date $1/2/14$
Under penalties of perjury, I declare that I have examined this certificate and, to the best of my knowledge and belief, it is true, correct, and complete.
Under penalties of perjury, I declare that I have examined this certificate and, to the best of my knowledge and belief, it is true, correct, and complete. Employee's signature (This form is not valid unless you sign it.) $\int Gchn B Smith$ Date $1/2/14$





Mobilization Plan Waiver of Polygraph/Background Check

Mobilization Incident Name	Resource	e Order Number
Printed Name	Dat	e of Birth
Address	City	ZIP Code

Home Fire Jurisdiction Name

As a law enforcement agency, many aspects of the Washington State Patrol (WSP) are confidential. Therefore, successful completion of a polygraph examination and background investigation on all employees is required for permanent employment.

Personnel who are not reimbursed by their home jurisdiction, but who will be reimbursed by the WSP under the State's Fire Mobilization Plan, will not be required to take the polygraph examination or background check. However, in order to be considered for future opportunities with the WSP in any capacity, you will be required to take and pass the polygraph examination and background check prior to employment with the WSP. Otherwise, your employment with the WSP will be limited to the Fire Protection Bureau working as an "emergency temporary firefighter" under the State's Mobilization Plan.

WAIVER:

I hereby waive the background check and polygraph examination required for employment with the Washington State Patrol. I agree to voluntarily take a polygraph examination and submit to a background check before I will be considered for any position with the Washington State Patrol other than as an "emergency temporary firefighter" under the State's Fire Mobilization Plan.

Further, my signature also indicates I have been provided a copy of the Code of Conduct, Sexual Harassment and Discrimination, Agency Rules, and Alcohol and Drug Free Workplace policies.

John B Smith Signature

Date signed

Check here if you are currently employed by the state of Washington.

NOTE: If you are a contracted resource hired with a vehicle or equipment, you do not need to complete this form or the W-4. You will be required to complete a W-9 (Request for Taxpayer Identification Number and Certification Form).

To receive payment:

You must complete the WSP Waiver and W-4 (IRS Tax Withholding) for **each** mobilization incident. These documents must be submitted with your Emergency Firefighter Time Record and Crew Time Reports to the Finance Section. Claims submitted without the WSP Waiver or W-4 cannot be processed for payment.

To receive the increased pay beyond a FF2, you must show certification (red card) for the higher level position. Trainee positions below Strike Team Leader will be paid at the highest level carded.

If you have not received a check within 45 days from date of demobilization or have a question regarding your pay, contact the Professional Development and Response Section. The preferred method is e-mail—provide your name, contact number, and your message to include the incident name and resource order number. We will contact you as soon as possible.

E-mail: FPBMobilizationSec@wsp.wa.gov Phone: (360) 596-3945





Code of Conduct

Resources mobilized to an incident shall promote and maintain a harmonious and productive work place environment. Core to the State Fire Marshal's values is the necessity that all employees deserve to be treated with the utmost respect and dignity. All resources shall strive to ensure that these basic ideals are promoted and maintained. Ultimately, this is the standard by which the State Fire Marshal will:

- Measure how employees interact with those they serve.
- Establish the expectation of how individuals will be treated and how individuals will treat others.

The State Fire Marshal will make available only those resources that align themselves with the following code of conduct.

The Code of Conduct entails the following qualities:

- Lead by example
- Be proficient in your craft
- Promote a positive environment
- Deal with issues directly
- Empower others to solve problems
- Treat others as equals and with respect
- Expect the best
- Share your knowledge

Sexual Harassment and Discrimination

All personnel participating in a mobilized incident will abide by all federal and state laws prohibiting any form of discrimination or harassment. All forms of discrimination and harassment under state and federal laws are prohibited. The policies and work rules of your home agency govern your conduct. The Incident Commander will ensure all incidents of discrimination or harassment reported by personnel at the incident are preliminarily investigated.

The decision whether to demobilize personnel will reside with the Incident Commander in consultation with the State Fire Marshal's Office. The Incident Management Team is responsible for:

- Gathering initial statements; and
- Contact information from witnesses; and
- Notifying the employee's home agency of the complaint.

If the preliminary investigation reveals any potential violations of federal or state laws prohibiting discrimination or harassment, it is expected that a formal investigation will be done by the accused personnel's home agency according to the home agency rules and policies. The home agency will be responsible to investigate the incident, record the findings, and impose discipline, if appropriate.





At the conclusion of the formal investigation, the home agency shall notify the State Fire Marshal's Office of the outcome. If the accused person is found to have engaged in misconduct as a result of the formal investigation, the home agency will also advise the status of the person's future participation in Mobilization.

If the home agency fails to notify the State Fire Marshal's Office of the outcome of the formal investigation, the agency may not be called to participate in future State Mobilizations.

Agency Rules/Policies

Mobilized resources are required to follow their home agency's policies and work rules. Allegations of misconduct will be referred to the person's home agency. The home agency will be responsible for:

- Conducting an investigation into the allegation(s) to determine if there is a violation of home agency policy and/or procedure.
- Administering any corrective or disciplinary action for violation(s) of home agency policy and/or procedure.

Drug- and Alcohol-Free Workplace

The unlawful manufacture, distribution, dispensing, possession, or use of controlled substances (including alcoholic beverages) in the workplace or assigned workplace is prohibited. In compliance with the Federal Drug-Free Workplace Act of 1988, all employees and/or contractors are required to abide by this prohibition.

In addition to criminal prosecution, employees violating this prohibition will be subject to dismissal under the terms of the Fire Mobilization Plan and Fire Mobilization Temporary Employment Certification.

It is the Washington State Patrol's policy to maintain a drug- and alcohol-free workplace. Drug abuse is a health hazard to the user and clearly undermines the workplace and causes unsafe work practices that are a danger to the abuser, to co-workers, and to the citizens of Washington State whose safety is one of our primary responsibilities.

Employees who may have a problem with drug abuse or chemical dependency are encouraged to seek assistance for rehabilitation.

Personnel Paid By Home Agency

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Personnel Paid By the Washington State Patrol

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Personnel Paid By Home Agency

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Т	Steve Jones	ENGB	15:00	19:30		С	Steve Jones	ENGB	19:30	20:00		+
	Robert Smith	FF1					Robert Smith	FF1	I	1		-
	Jon Blackwell	FF1	\mathbf{V}	✓			Jon Blackwell	FF1	V	V		_
С	Steve Jones	ENGB	19.30	20.00		B	Steve Jones	ENCR			06:00	06:3
	Robert Smith	FF1	1	1		RP	Robert Smith	ENGB FF1			00;00	00;5
	Jon Blackwell	FF1	V	₩			Jon Blackwell	FF1			V	\downarrow
						1	Steve Jones	ENGB			06:30	18:30
							Robert Smith	FF1			00;50	10:50
							Ton Blackwell	FF1				
							Uon Diuckweit	///			V	V
												-
_												
1) RE	MARKS					(11)	F ^{KS} Travel to Rock Candy	Mountain I	Fire	1	1	
	Muster & Travel to Rock	Candy Mou	rtain Fi	re			Sheck-in					
	C Check-in						riefing / RP Rig Preg Assisgned to Division B -					
						1) 1	Assisgned to Division B -	Structure,	Protec	tction		
		-				1/2	Hr Compensable Lunch					
12) OF	FICER-IN-CHARGE (Signature)		(13) TI	TLE (Office	er-in-Charge)	(12) OFFIC	CER-IN-CHARGE (Signature)		(13) TI	TLE (Office	er-in-Char	ge)
14) NA	ME (Person Posting to Emergency Time	Report)	1	(15) DATE	(14) NAME	(Person Posting to Emergency Time	Report)	1	(15	5) DATE	
51-101					D FORM 261 (5/78) G Handbook No. 2)	261-101		Prescribed by			RD FORM	

CTR Showing Muster, Travel & Check-in Only

CTR Showing Muster, Travel, Check-in & Initial Assmt

Please Note:

Camp set up is not eligible for reimbursement and should not be recorded on the CTR.

Line personnel only - Lunch breaks are considered on-duty time and should be recorded in the Remarks Section as "1/2 Hr Compensable Lunch".

Excessive muster and travel time will be deducted from your recorded hours unless a reasonable justification is provided to and approved by the assigned Mobilization Representative.

Time required for vehicle/equipment servicing or maintenance is not compensable.

If the apparatus is out of service and the crew is reassigned to other units, it must be documented on the CTR. If it is not documented, the hours for those personnel will not be compensable.

Emegency Equipment Shift Ticket

Showing Initial Response to a Mobilization Incident

1. AGREEMEN	IT NUMBE	ER				2. CONTRACTOR (name) Thu	rston #25
3. INCIDENT O				WA-WFS-5	501	5. OPERATOR (name)	Smith
6. EQUIPMEN	Ford		7. EQ	F450		8. OPERATOR FURNISHED BY	
9. SERIAL NU	MBER -251		10. LI	CENSE NUMBER 34545C		11. OPERATING SUPPLIES FURNIS	HED BY
12. DATE MO/DAY/YR 7/2/14	START 15:00	stop 19:30		MENT USE S/DAYS/MILES (circ SPECIAL Travel		14. REMARKS (released, down time Type 6 Engine Starting Mileage from Hom	re: 10,100
						Ending Mileage arriving India 15. EQUIPMENT STATUS a. Inspected and under ag b. Released by Governmer c. Withdrawn by Contractor	reement nt
						16. INVOICE POSTED BY (Recorder	r's initials)
		White		I NT'S SIGNATURE	18. GOV	L 'ERNMENT OFFICER'S SIGNATURE	19. DATE SIGNED

Indicate type of engine or tender.

On the initial travel day, keep track of both the hours worked and miles driven. *(Travel time is calculated as miles from home unit to incident divided by 45 mph.)* DO NOT include muster, check-in, briefing, demobe or rehab time on the equipment.

Example Showing Travel and Working on Same Emergency Equipment Shift Ticket

1. AGREEMEN	іт нимве	IR			2. CONTRACTOR (name) Thurston # 25
B. INCIDENT C	ndy	II. r	4. INC	WA-WFS-501	5. OPERATOR (name) John Smith
5. EQUIPMEN	Ford		7. EQ	UIPMENT MODEL	8. OPERATOR FURNISHED BY
9. SERIAL NU	MBER -251		10. LI	CENSE NUMBER 34545C	11. OPERATING SUPPLIES FURNISHED BY
12. DATE MO/DAY/YR 7/2/14	START 15:00	stop 19:30	HOURS WORK 4,5	MENT USE S/DAYS/MILES (circle of SPECIAL Travel	14. REMARKS (released, down time and cause, problems, etc.) Type 6 Engine Mileage from Home to incident 200 miles.
7/3/14	06:30	18:30	12	Division "B"	
					16. INVOICE POSTED BY (Recorder's initials)
		White		NT'S SIGNATURE 18.	GOVERNMENT OFFICER'S SIGNATURE 19. DATE SIGNED

Emegency Equipment Shift Ticket

Command Vehicle - Department Owned

1. AGREEMEN						2. CONTRACTOR (name)	urston # 25
3. INCIDENT O	or proje	Ita Fi		A-WFS-	501		Dates
6. EQUIPMEN	Ford		7. EQU	Expedition		8. OPERATOR FURNISHED BY	
9. SERIAL NU	MBER -3		10. LIC	85588C		11. OPERATING SUPPLIES FURNIS	SHED BY
12. DATE MO/DAY/YR 7/2/14	START 1500	STOP 1930	WORK	MENT USE /DAYS/MILES (cir SPECIA Travel		14. REMARKS (released, down tin Command Vehicle - STEN	
7/3/14	0630	1830	150 miles	Division "C	"		
7/4/14	0630	1900	25 miles	Division "D	"	15. EQUIPMENT STATUS a. Inspected and under and the second seco	ent
						16. INVOICE POSTED BY (Records	er's initials)
17. CONTRAC	TOR'S OF	AUTHOR	IZED AGEN	T'S SIGNATURE	18. GOV	ERNMENT OFFICER'S SIGNATURE	19. DATE SIGNED

Support Vehicle - Personal Vehicle

	NT NUMBI	EH				2. CONTRACTOR (name)	rston # 27
3. INCIDENT O	or proje	11 F	4. INC	WA-WFS-5	01		a White
6. EQUIPMEN	Ford		7. EQ	UIPMENT MODEL		8. OPERATOR FURNISHED BY	
9. SERIAL NU	MBER		10. LI	CENSE NUMBER		11. OPERATING SUPPLIES FURNIS	HED BY
MO/DAY/YR 7/2/14	START 23100	STOP 23175	HOURS WORK 75	s/days/miles (circ special Travel		Personal Vehicle - As	rsigned Finance
7/7/14	23200	23275	75	Travel		15. EQUIPMENT STATUS	
N	Ailea	ge to	fron	Only		a. Inspected and under age b. Released by Governmer c. Withdrawn by Contracto	nt
						16. INVOICE POSTED BY (Recorder	's initials)
		a Whit		NT'S SIGNATURE	18. GOV	L ERNMENT OFFICER'S SIGNATURE	19. DATE SIGNED

Indicate vehicle type, i.e., command or support, and position at incident.

Line personnel - Keep track of miles driven and hours worked.

Command vehicles are reimbursed for mileage OR daily guarantee, whichever is higher. Support personnel - Keep track of miles driven.

Support vehicles are reimbursed for mileage only for initial travel to and return travel home.

Emergency Equipment Fuel and Oil Issue

	of equipment and Vehicle quantity 25	UNIT Gallons	85588C	CATION NUMBEF AMOUNT \$68,75
	25	Gallons	\$2,75	\$68,75
.s				
				TOTAL \$68,75
	PRINT NAME A	AND TITLE		
		AND TITLE		
	NANCE II		PRINT NAME AND TITLE PRINT NAME AND TITLE	PRINT NAME AND TITLE

Command Vehicle

The cost of fuel obtained from a fuel truck at the incident will be <u>deducted</u> from the reimbursement for the equipment.

Unit Log

			Reso	ource Order #	214		
U	NIT LOG	1. INCIDENT NAME Rock Candy M	t Fire	2. DATE PREPARED 7/2/14	3. PAGE NO		
4. REGION/FI	RE	5	SUPERVISOR'S	NAME AND POSITION	STEN		
	-	ACTIVITY					
6. TIME	MAJOR EVENTS						
13:00	Type 6 Engine requested for the Rock Candy Mountain Fire, Resource # 2145						
		t t					
19:30	Arrived at Basec	amp. Checkin and get ten	t set up.	Brief desci	ription of		
			/	work.			
				and the second development addition rates and a sur-			
7. PREPARED	BY: (Print Name and Position)	5. 2	8.	SIGNATURE	1		
	BY: (Print Name and Position) Robert Gerard -	Engine Boss		Robert Gera	vrd		
		L-Fire File or Finance Section Chief; CANA	Y-Use as Need	ed: PINK—Personal Becords			