



**North County Regional Fire Authority
SPECIAL COMMISSIONER'S MEETING
STANWOOD / STATION 99
January 13, 2016
4pm**

MEETING MINUTES

CALL TO ORDER

The following attendees were present:

Commissioners	
X	Larry Longley, Chair
X	Greg Oakes, Vice-Chair
X	Jeff Sinker
X	David Fennell (by phone)
X	Jan Iverson

Fire Authority Staff	
X	Randy Krumm, Finance Manager

Meeting called to Order at: 4:13pm by Commissioner Longley, with all Commissioners present except Commissioner Fennell who was in attendance by phone.

FLAG SALUTE

Commissioner Longley presented the purpose of the meeting and how it was to be conducted

OLD BUSINESS

Professional Services Contract

DISCUSSION: Comm. Longley stated that the contract that was approved at Jan. 6th, 2016 meeting was not acceptable to consultant Al Ashley. The issues Mr. Ashley took exception to were the deletion of the mileage reimbursement and the ability to work at home. No motion was made to amend current contract so no action was taken.

PUBLIC COMMENTS

Staffing:

Discussion between Commissioners and Staff took place regarding several concerns related to staffing challenges and concerns, which Commissioners pointed out are budget driven.

Part Time Program:

The Part Time Program is experiencing some challenges include getting part time firefighters to sign up for shifts on a regular and consistent basis, and budget related pay issues.

Department Reorganization

Staff expressed concerns over positions left vacant. Commissioner Longley noted that these positions were not filled in order for us to gain priority status to obtain a SAFER grant and this is all a part of the strategy to win this grant – which will help us in the long run.

Quality Training

Staff discussed their desire to have quality training. Although the Mathis Group and HR Consultant Janice Corbin were brought in, staff feels that money spent on these trainings were not beneficial and has created more issues/distractions. They noted that Chief Cermak's intentions were good; however staff expressed a desire to have a more hands-on training such as ropes & knots class, tower training at District 4 and multi-company training locally. Commission Longley noted that Chief Cermak saw a need for foundation training to help the organization move forward in a professional manner. The Mathis Group and Janice Corbin brought that here. Commissioner Fennel acknowledged that Chief Cermak would be doing much more training himself however he is spending too much time with lawyers.



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Negotiations:

Staff brought forward concerns regarding schedules, budget items, and discipline. Commissioner Fennell noted that personnel policies are just as important to the Fire Chief, as the 48/96 schedule is to the union. He noted that everything is on the table and also noted that there is a proposal that the Union hasn't even seen yet. Union has concerns over personnel files, and would like discipline to be reasonable, fair, and just.

EXECUTIVE SESSION

- The meeting broke for Executive Session at 7:11pm and expected to last 30 minutes, to review the performance of a public employee per RCW 42.30.110(g). Executive Session extended another 15 minutes at 7:41pm. Executive Session extended another 10 minutes at 7:51pm. The Board reconvened at 8:22pm with no action taken.

ADJOURNMENT

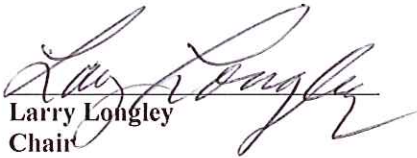
Motion to adjourn at 8:22pm

1st: Commissioner Fennell

2nd Commissioner Sinker

DISCUSSION: None

APPROVED: Unanimous


Larry Longley
Chair


Randy Krumm
Acting Board Secretary