



**North County Regional Fire Authority  
 COMMISSIONER'S MEETING  
 STANWOOD / STATION 99  
 September 28, 2016  
 4:00pm**

**MEETING MINUTES**

**CALL TO ORDER**

The following attendees were present:

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

Fire Authority Staff	
X	John C. Cermak, Fire Chief
X	Katie Ellis, Board Secretary
X	Randy Krumm, Finance Manager

Meeting called to order at: 1604

**FLAG SALUTE**

Done during Dist.14 Meeting

**PUBLIC COMMENTS**

None

**APPROVAL OF AGENDA**

Motion to approve the Agenda as amended to correct the dollar amount of the vouchers to \$206,780.75

1<sup>st</sup>: Commissioner Sinker                      2<sup>nd</sup> Commissioner Iverson

**DISCUSSION:** None

**APPROVED:** Unanimous

**APPROVAL OF CONSENT AGENDA**

Motion to approve the Consent Agenda

1<sup>st</sup>: Commissioner Fennell                      2<sup>nd</sup> Commissioner Longley

**DISCUSSION:** None

**APPROVED:** Unanimous

**APPROVAL OF MEETING MINUTES**

Motion to approve the September 14, 2016 meeting minutes

1<sup>st</sup>: Commissioner Fennell                      2<sup>nd</sup> Commissioner Longley

**DISCUSSION:** None

**APPROVED:** Unanimous

**OLD BUSINESS**

Chief Cermak noted that we have accepted the SAFER grant and now need to focus on a process for it to be successful. This must be done before February 1<sup>st</sup>; however the Labor Management issues will need to be resolved in order to facilitate the recruitment and retention efforts.

**NEW BUSINESS**

Finance Manager Randy Krumm presented a Treasurers Report to the Commissioners, providing a budget summary through August.

**CHIEF'S REPORT**

- BC Bartlett, Comm. Oakes, Lt. Wilbur, and Chief Cermak attended the John Murphy training provided by VFIS relating to discipline at Snohomish Fire District 4.
- Chief Cermak attended the Stanwood Camano Rotary Oktoberfest at the Camano Center. They cooked 240 bratwurst and auctioned items to support the Food Bank, Warm Coats Program, and Imagine library



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- BC Bartlett and Chief Cermak attended the Everett Training Consortium meeting. It is a process that started approximately one year ago to consolidate training efforts, addressing local training needs. A Kent RFA Deputy Chief presented their program and the benefits that were obtained through their process.
- The Annual Banquet Committee met and discussed the event. Katie has ordered the appropriate awards to be presented from the district side and the Association is polling for the awards they present. Katie and Randy met with the host and assured all was in order.
- We received and Chief Cermak has reviewed the WSRB Rating. Chief Cermak would like to thank Capt. Davis, Capt. Smith and Acting Capt. Johnsen for all of the hard work compiling the data to support the decrease in rating in all areas of our district excluding the 5 miles surrounding Station 92 that increase rating from a 9a rating to a 9. The Fire District decreased from a 6 to a 5 and the City reduced from a 6 to a 4. The effect of the reduction could reduce insurance costs except in those areas in the five square miles of Station 92.
- The North County Chief's agreed to apply for a Regional SCBA grant together. A contingent met on two occasions to discuss language that is due in October. Chief Cermak met the first time and BC Bartlett and Randy met the second time. Randy will be entering the grant under NCRFA as a Regional Grant.
- Chief Cermak worked on Labor Management issues periodically.
- Chief Cermak attended the Bagger's Meeting in Phoenix. Chief Cermak spoke with Chief Brunacini and asked if he would be willing to come up and assist NCRFA in building a more productive Labor Management process. He was one of the authors of the original of Labor Management Initiative partnership between IAFF and IChiefs. He was eager to assist in the process.
- Chief Cermak met with Chief Schick regarding current issues.
- Per the City Administrator request, BC Bartlett and Chief Cermak both attended the Flood Fight Awareness class today, tomorrow, and Friday. We will have an EOC tabletop on October 5.

#### **LABOR LOCAL #4118 COMMENTS**

Will King, Local #4118 stated that he would like it noted that Brandi Westling did not quit her job at NCRFA, she was terminated. He said that Brandi came to him with some concerns regarding some anti-union remarks that were made. She told him that she loves her job and the employees here. Due to the anti-union remarks, he has decided that all pre-planned labor management meetings will be cancelled. He also asked that the Commission conduct an independent investigation into these allegations. He also asked that the name of the investigator be open knowledge. Pursuant to Article 4 of the CBA he would like to be present during Executive session to discuss these allegations in detail and would like for this to come to a peaceful resolution

#### **COMMITTEE REPORTS**

Commissioner Sinker reported that Murray Gordon, Everett Fire, will present on October 6<sup>th</sup> at the Sno-Isle Commissioners meeting which will be held at 6:30pm in Silvana. Topic will be joint training efforts.

Shared Services Committee, Commissioner Longley reported that he attended the Camano Island Commission meeting and was able to update them with our stand on moving forward with an RFA and let them know that we are very interested in discussing future mergers.

#### **CORRESPONDENCE**

Thank you letter received from the family of Charlie Morgan

#### **GOOD OF THE ORDER**

Chief Cermak thanked Commissioner Fennell for his service to this community and his time on the Board. He also wanted to send his condolences to the Crow family due to the passing of Robert Crow. Commissioner Fennell thanked the Administrative Staff, fellow Commissioners, and the Labor Group for the opportunity to serve and will miss it. With regret he must resign due to moving out of the district.



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**EXECUTIVE SESSION**

The Board broke for Executive Session to review the performance of an employee pursuant to RCW 42.30.110(1)(g) at 4:40pm for 30 minutes and Union President Will King will be included. Executive Session with Will King was extended by 20 minutes and concluded at 5:20pm. Executive Session resumed for another 30 minutes. Executive Session was extended another 20 minutes. Executive Session ended at 7:20pm.

The regular Commission meeting reconvened at 7:29pm with the following actions being taken: The Fire Commissioners have decided to have a third party conduct an investigation into the allegations brought forth. While this is happening Chief Cermak will remain on paid administrative leave. He will still partake in prescheduled training on Thursday 9/29/16 as well as perform his presentation previously scheduled with the City of Stanwood. Brandi Westling will be temporarily reinstated (effective 9/20/16) as Administrative Assistant and will also be on paid administrative leave pending the outcome of the investigation. Due to ongoing labor management issues with the BC job descriptions stating that the BC will act as Fire Chief in the Fire Chief's absence, Chief Schick with Camano Island Fire will be contacted to cover the Chief's duties as found necessary.

**ADJOURNMENT**

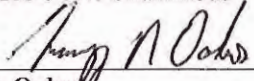
Motion to adjourn at 7:36pm


1<sup>st</sup>: Commissioner Longley

2<sup>nd</sup> Commissioner Fennell

DISCUSSION: None

APPROVED: Unanimous

  
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Greg Oakes  
Chair

  
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Katie Ellis  
Board Secretary