

## NORTH COUNTY REGIONAL FIRE AUTHORITY

19727 Marine Drive  
Stanwood, WA 98292-7879

The Board of Commissioners of North County Regional Fire Authority, meeting was called to order by Commissioner Bratland, **July 9, 2014**, at Station 90 at 4:10 PM. Commissioners in attendance were Commissioner Jeff Sinker, Commissioner Larry Longley, Commissioner Richard Bratland and Commissioner Greg Oakes. Also present were Assistant Chief Bob Eastman, Battalion Chief Scott Johnston, District Secretary Sue Evenson and several guests.

**CALL TO ORDER:** Commissioner Bratland called the meeting to order at 4:10 PM.

**FLAG SALUTE:** Commissioner Bratland led the meeting in the flag salute.

**PUBLIC COMMENTS:** None

**APPROVAL OF AGENDA:** Commissioner Longley made a motion to add grievances to the agenda and approve the agenda as amended. Commissioner Sinker seconded the motion. The motion was moved, seconded, and carried.

**APPROVAL OF CONSENT AGENDA:** Commissioner Oakes made a motion to approve the Consent Agenda approving the minutes of the June 25, 2014 meeting and the General Expense Fund Vouchers 1407001 thru 1407031 in the amount of \$48,113.97. Commissioner Longley seconded the motion. The motion was moved, seconded, and carried.

### **OLD BUSINESS:**

- **Grievances:** Discussion was held on the grievances. Assistant Chief Eastman explained that all the grievances except for the one on Paul Wagner had been resolved. More research is needed on this grievance and Chief Eastman was going to draft a memo of understanding with regards to the rest of them. Union President was fine with a memo of understanding to move forward.
- **Medic 97 Staffing:** Paul Wagner has requested that we move this to the next meeting for discussion since a new interim chief will be named tonight.
- **Employment Contracts:** A 5 minute recess was called at 4:40 p.m. so Commissioner Oakes and Commissioner Sinker could discuss contracts with legal counsel Rich Davis, meeting was called back into session at 4:45 pm. .
- **Recent resignations:** Commissioner Oakes made a motion to accept the resignations of Dale Fulfs and Stewart Lervick as of June 25, 2014. Commissioner Sinker seconded the motion. The motion was moved, seconded and carried.
- **Fire Chief Search:** Chief Eastman discussed the long term goals for hiring a new Chief. Chief Eastman discussed hiring our own Chief, Regionalization with Camano and partnering with District 1. The use of a professional search company like Prothman may cost in excess of \$15,000. After further discussions, Commissioner Longley suggested that we do the search ourselves. Commissioner Longley volunteered to Chair the Committee with Commissioner Oakes assisting. Discussion was held on advertising in the Daily Dispatch and Western Fire Chiefs. Updates will follow in future meetings.

- **Interim Chief:** Amendment added on July 23, 2014 to include Interim Chief to Old Business. Commissioner Oakes made a motion for the **appointment** Scott Johnston as interim chief and Commissioner Sinker seconded. It was moved, seconded and carried.

#### NEW BUSINESS:

- **Commissioner Agendas:** District Secretary Sue Evenson asked the Commissioners if any changes were needed in the process of submitting agenda items for the Board Meeting, no comments were given, all were good with submitting them directly to her
- **Financial Report-June:** Submitted in board packet for review.
- **Preliminary Assessed Values from County:** Chief Eastman briefed the commissioners on assessed values.
- **Captain and BC Promotional Testing:** Paul Wagner discussed the promotional lists for each will expire at the end of the year and we need to consider running promotional testing exams, as we only have 3 eligible on the Captains list and 2 on the BC list with one of these individuals not eligible. Currently the cost will be between \$8,000-10,000 for the total package. Wagner explained to the commissioners that this is time sensitive because we have fire fighters that are currently in the top five hiring lists at other fire departments and if we fill from the current lists, we don't have anyone remaining on these lists. Discussion was also held on how to handle this scenario and Chief Eastman explained that we only have three options and they are (1) Backfill OT, (2) Backfill Temporary or (3) Backfill PT. Chief Eastman and BC Johnston will need to evaluate the budget and formulate a plan within the next 30 days. Commissioner Oakes made a motion to table this until August 13<sup>th</sup> meeting. Commissioner Sinker seconded the motion. The motion was moved, seconded and carried.
- **Business Card :** Commissioner Oakes discussed ordering business cards. District Secretary Sue Evenson, will coordinate this request.
- **Commissioner Shirts:** Commissioner Oakes discussed ordering short sleeve shirts. District Secretary Sue Evenson will coordinate this effort.
- **Board Secretary:** Commissioner Oakes discussed the open vacancy and it was decided that the District Secretary will fill this position.
- **6 Member Board vs 5 Member Board:** Commissioner Oakes asked if we can move to a 5 member board. Assistant Chief Eastman explained in order to do this we would have to change the NCRFA plan to dissolve Fire 14 and Fire 18 as they are still both legal entities. More discussion will follow in future board meetings and AC Eastman will provide a copy of the plan to the board for review.
- **Finance Auditor:** Commissioner Longley discussed having an audit. Chief Eastman asked for clarification. Commissioner Longley explained that an email was sent to Chief Fulfs over a month ago on expenditures for credit cards and mileage and he hasn't received this request. Chief Eastman will work with BC Johnston on providing this information to him.
- **Station 92:** Commissioner Oakes asked about volunteers in this area. BC Smith said we have 2 currently responding. Commissioner Oakes asked if we advertised for volunteers for this area. BC Smith explained that we started last year with a handful of potential candidates for this area, and after running background checks many of them couldn't pass our requirements for hiring based on their driving record and also the commitment was too much for these individuals.

**CHIEF'S REPORT:**

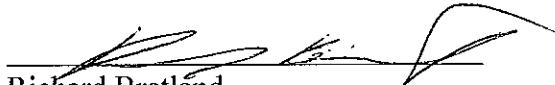
Chief Eastman discussed his appointment of Scott Johnston as the interim Assistant Chief. He and Union President Alex Johnston drafted a MOU outlining the details of this appointment. Discussion was held on the MOU. Legal Counsel Rich Davis had reviewed the MOU and had no issues with it. This position would be a day position and still be in the bargaining unit. Eastman will handle any grievances, or discipline issues. Discussion was also held on coverage concerns for Fridays since this position would work a 4-10 schedule. Eastman said if he wasn't available, the BC could handle any issues that arose. Oakes made a motion to accept the MOU for a period of time and revisit this arrangement in 30 days. Sinker seconded. It was moved, seconded and carried.

**CORRESPONDENCE:** None

**EXECUTIVE SESSION:** None

**ADJOURNMENT:** Commissioner Oakes made a motion to adjourn. Commissioner Longley seconded the motion. The motion was moved, seconded, and carried.

The meeting was adjourned at 6:00 p.m.



Richard Bratland  
Chairman



Sue Evenson  
Board Secretary