



North County Regional Fire Authority
COMMISSIONER'S MEETING
Hybrid
12/14/22
4:00pm

MOTION TO TABLE THE DISCUSSION OF 360-DEGREE FIRE CHIEF EVALUATION

1st: Commissioner Johnson

2nd Commissioner Longley

Discussion:

Commissioner Tolbert would like to know what questions are remaining that necessitate the tabling of the discussion.

Commissioner Johnson feels that part of the problem is that we do not know the questions and that it is the wrong time of year to proceed. He also feels as though it is not all of North County's job to evaluate the Fire Chief.

Commissioner Tolbert wants to see the discussion move forward to make a decision and noted that the Commissioner Board will still be in charge of the final evaluation, and feels that a 360 evaluation will provide a wider range of input so that the Board can evaluate the Chief.

Commissioner Longley would like to hear from our attorney regarding the legal standpoints of doing a 360 evaluation and is concerned about confidentiality and what information from an evaluation will be available to the public.

Commissioner Oakes stated that he has already spoken with Attorney Rich Davis who confirmed that a public record of the evaluation can be requested.

Commissioner Iverson feels that input from the organization would be of value and would provide the Board with additional information.

Commissioner Nelson agrees and wants to move forward with this process.

Commissioner Oakes asked why she feels this needs to be addressed sooner than later.

Commissioner Tolbert responded that the Board will need time with the consultant to formulate the evaluation.

Commissioner Longley questions having the Chief's review prior to the Board receiving the results of All American Leadership (AAL) evaluations with the crew.

Commissioner Iverson feels there should be a deadline for these evaluations and states that an evaluation was not done this year.

Deputy Chief Kraski notes that on January 11, 2023 , AAL will present its findings to the Board.

Commissioner Oertle feels the 360-evaluation discussion should wait until after the AAL presentation.

Commissioner Oakes states that the goals that the Board normally sets were not set for Chief Cermak this year and takes responsibility for this.

Chief Cermak states that the pandemic set goals askew and that the organization is working from the Strategic Plan for goals.

Deputy Chief Kraski explains that the AAL evaluation included all three shifts of crew members.



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Commissioner Nelson would like to see the results of the AAL evaluation to be included in the Commissioner's packet so that the Board can process the results prior to the presentation by AAL.

Commissioner Iverson agrees.

Commissioner Cade states that the information was quite generic the last time the Board received evaluation results.

Chief Cermak noted that the AAL evaluation encompasses the whole organization and that some of the results may not give an accurate picture since they are compared with many different business types.

Commissioner Tolbert would like to see a comparison between the new evaluation results with the last results we received.

Commissioner Iverson asked how much we have invested in AAL.

Commissioner Tolbert responded that it is around \$70,000.00.

Commissioner Cade suggested that the Board hear from the attorney in an Executive Session and review performance evaluations to support a 360 evaluation as soon as possible and to table this topic until after January 11, 2023.

QUESTION CALLED BY COMMISSIONER OERTLE

Commissioner Oakes called for a Roll-Call vote:

Commissioner Cade – YES

Commissioner Johnson – YES

Commissioner Oertle – YES

Commissioner Longley – YES

Commissioner Iverson – NO

Commissioner Tolbert – NO

Commissioner Nelson – NO

APPROVED: 4/3 TO TABLE

MOTION TO TABLE THE DISCUSSION OF A 360 EVALUATION AND HAVE IT ADDED TO THE MEETING AGENDA FOLLOWING THE AAL EVALUATION IS RECEIVED (JAN 25, 2023)

1st: Commissioner Cade

2nd Commissioner Oertle

FRIENDLY AMENDMENT THAT THE PREVIOUS MOTION INCLUDE THAT A NORMAL TOOL BE USED FOR THE EVALUATION

1st: Commissioner Tolbert

2nd Commissioner Cade

Discussion: None

APPROVED: Unanimous



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MOTION TO APPROVE RESOLUTION 12142022-01 - 2023 BUDGET

1st: Commissioner Cade 2nd Commissioner Oertle

Discussion: None

APPROVED: Unanimous

NEW BUSINESS

MOTION TO APPROVE RESOLUTION 12142022-02 - 2023 BUDGET AMENDMENT

1st: Commissioner Iverson 2nd Commissioner Johnson

Discussion: None

APPROVED: Unanimous

Randy Krumm provided the November Finance Report

MOTION TO CANCEL THE COMMISSIONER'S MEETING ON DECEMBER 28, 2022 AND HAVE IT REMOVED FROM THE SCHEDULE

1st: Commissioner Johnson 2nd Commissioner Nelson

Discussion: None

APPROVED: Unanimous

CHIEF'S REPORT

A big thank you was given to all that participated in the Santa Run. Thank you to families, friends, children and all that assisted. With your help, NCRFA raised \$3,322 dollars and collected 16,173 pounds of food for the food bank! A big thank you to Nich Sacha for all of the work and coordination that goes along with this event. Both Arlington and Stanwood Rotary came out to assist with all shifts and administration.

Chief Cermak and Chief Kraski attended the Snohomish Chief's Fire Training Academy to recognize and celebrate the completion by Alan Coombs. Alan comes to us from Providence Hospital where he served as an ER Nurse and a community member of Stanwood where he and his wife raise and coach their children in multiple sports.

Chief Cermak attended the Snohomish County Chief's Association Meeting where they discussed the call times experienced by our teams throughout the county and state. The chiefs have appointed a board to address the issue with hospitals. Additionally, the State Chief's Association will be addressing this issue, and hopefully our Fire Commissioner Associations.

We continue to have challenges in maintaining adequate numbers of PTE firefighters that continue to get hired by other fire departments. This is good in one essence but a continual challenge for maintaining adequate numbers to staff the aid units. With the additional number of FTE added and the merge of Arlington, we can no longer work PTE personnel over 130 hours without penalty. Beginning January 4, PTE will not be allowed to work greater than 130 hours. We have additional PTE being hired, however, five more are in backgrounds. We are looking at alternatives to address these challenges. The peak activity unit will help to address the immediate challenge on days that aid units may be browned out.

All three shifts went through the AAL Pulse Survey. We have scheduled them to present the same at the first January meeting.



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IAFF LOCAL 3438 REPORT

Kirk Norman provided the IAFF Local 3438 report.

Wins include new employees being hired and the successful installation of the Battalion Chiefs. Discussions are underway to add an additional 16 crew members per shift. Overtime was approved for Aid 90.

Labor wins include progress with MBOs. The Labor Board is keeping the new hires up to training standards. The MSOs are training the medics above and beyond the standards. Matt Hickman's work as the Community Resource Program paramedic is making a difference that is palpable and substantive. Labor collected \$2,500 that is being used to support three families in the community with presents, food and replacing a broken water system for one family.

Labor noted that the last AAL evaluation occurred over 13 months ago and that they want a full 360 review for all leadership.

BOARD DISCUSSION – COMMISSIONER COMMENTS

None

GOOD OF THE ORDER

Chief Kraski noted that RSVPs for the Annual Banquet are due on December 27, 2022.

Commissioner Tolbert said it was nice to get an IAFF Report and to hear about the good work that is happening.

Commissioner Johnson thanked everyone for their support for what is going on with his family and that he will have more time in the future and will make himself available to be considered as the next Board Chair. He feels that we should have an outside advisory committee with fire department experience to guide us with the Training Center plans.

MOTION TO ADJOURN at 5:15 pm

1st: Commissioner Cade

2nd Commissioner Nelson

Discussion: none

APPROVED: Unanimous

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Greg Oakes
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Greg Oakes
Board Chair

DocuSigned by:
Jenn Baxter
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Jenn Baxter
Interim Board Secretary