



North County Regional Fire Authority
COMMISSIONER'S MEETING
via ZOOM
February 09, 2022
4:00pm

CALL TO ORDER

The following attendees were present:

COMMISSIONERS

Greg Oakes, Chair
Jan Iverson
Judy Williams
Ric Cade
Larry Longley
~~Rob Johnson~~-Excused
Marilyn Oertle
Debra Nelson
Barb Tolbert

FIRE AUTHORITY STAFF

John Cermak, Fire Chief
Dave Kraski, Deputy Chief
Chris Dickison, Assistant Fire Chief
Katie Casey, Human Resources Manager
Randy Krumm, Finance Director
Kayley Mizell, Administrative Assistant
Theresa Ramey, Executive Assistant
Doug ten Hoopen, Temp. Project Manager

Meeting called to order at 4:00pm by Chairman Oakes.

EMPLOYEE AND PUBLIC COMMENTS

N/A

MOTION TO APPROVE AGENDA

1st: Commissioner Iverson 2nd: Commissioner Oertle

Discussion: none

APPROVED: Unanimous

MOTION TO APPROVE CONSENT AGENDA

1st: Commissioner Cade 2nd: Commissioner Williams

Discussion: none

APPROVED: Unanimous

MOTION TO APPROVE MINUTES FROM JANUARY 26, 2022 with amendment to excuse Rob Johnson

1st: Commissioner Nelson 2nd: Commissioner Oertle

Discussion: none

APPROVED: Unanimous

NEW BUSINESS

IT Interlocal Agreement discussion has been tabled until further notice.

Employment Contract Adjustment for Ian Wilson has been moved to Executive Session

OLD BUSINESS

Doug ten Hoopen contract discussion will be moved to Executive Session. Commissioner Oakes stated that although this has already been approved at a previous meeting there are three things that can happen at this point if any changes are to be made with 2/3 vote:

- 1) Motion to reconsider the previous motion
- 2) Motion to rescind previous motion
- 3) Motion to amend the previous motion

Commissioner Nelson asked what was different now as opposed to what was previously approved. Chief Cermak stated that the Board previously approved the position to be filled and now that it is he is asking for approval of the contract.

CHIEF'S REPORT

Chief Cermak was out of town on vacation January 17-23 and then was out of town again on January 24th in order to fly to Wisconsin with Chris Peterson, Zander Woofenden, and Craig Monson to complete the pre-trip process for the new E46. There were approximately \$22k of changes that occurred and will be pulled from the equipment budget for that vehicle. With all of the thefts trending to fire departments throughout the region, locks were identified as an option for all doors and



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cabinets that will cost approximately \$10k. Additionally, On Spot chains for snow were specified for this vehicle that was costly as well as lowering the ladder rack for the low entry at Station 46. None of the changes were unnecessary. The committee was very creative in leveraging the tool budget to accommodate these changes.

All-American Leadership, Doug Kunzman, has been conducting ride-alongs with all shifts and all crews. These opportunities have illuminated a need for better communication. A communication model has been developed using the existing communication model, enhancing training with all officers for more effective communication, and developing routine follow-up and feedback through those processes. We will offer three training dates for training all officers in mid-March.

Battalion Chief examination planning has been occurring for a mid-April examination process. On May 9, 2022, we would like to celebrate the promotion of these three individuals, the hiring of six new firefighters, and the milestones of achievements that have occurred over the past eight months. New uniforms will be distributed with the new patches under the core values and purpose of serving our communities with compassion that our personnel developed together as one.

Chief Cermak worked on Annual Report information in preparation for that deadline as well as contract and personnel issues during this period.

Commissioner Cade requested an update on the status of the Community Risk Reduction Assistant Chief position. Chief Cermak let him know that the last Chief's interview would be held on February 10th and expect to make an offer soon.

Commissioner Iverson inquired about the status of the All-American Leadership update showing the data obtained from their work. Commissioner Oakes stated that the All-American Leadership group would like to present this information when the Board meets in person. Commissioner Iverson stated that she doesn't understand why it cannot be presented via ZOOM since we've been operating on this platform for some time and it works great. Commissioner Oakes stated that he would reach out to All American Leadership again.

COMMITTEE REPORT

Commissioner Longley noted that the Sno-Isle Commissioner's Association has a tentative banquet date set for March 26th at the Angel of the Winds Casino. Randy Woolery's position has been eliminated from the Sno-Isle Board. He has been named a Lifetime Member and will remain the Board Secretary.

Commissioner Williams inquired about the status of the Community Resource Paramedic program. Chief Cermak stated that the program was put on hold due to the COVID emergency and then Darin Reid, CRP retired. A new job posting will be out on Friday February 11th.

CORRESPONDENCE

GOOD OF THE ORDER

Chief Kraski stated that the Peak Activity Unit work is still continuing and no decision has been made yet as to what type of vehicle will be used for the medical facility to medical facility transports.

EXECUTIVE SESSION

The Board moved into Executive Session to discuss the performance of a public employee at 4:37pm and returned to the regular session at 5:19pm with direction given in regards to the employment contract of Doug ten Hoopen.

MOTION TO ADJUST IAN WILSON'S CONTRACT TO REMOVE THE \$500 PERSONAL VEHICLE/TOOL USAGE AND LOWER IT TO \$250 TO REFLECT THE SALE OF HIS PERSONAL VEHICLE

1st: Commissioner Williams

2nd Commissioner Nelson

Discussion: none

APPROVED: Unanimous



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MOTION TO INCREASE THE HOUR LIMIT THRESHOLD IN THE COLLECTIVE BARGAINING AGREEMENT TO REFLECT THE INCREASED MEMBERSHIP IN LOCAL #3438 AT NORTH COUNTY FIRE. THE NEW ACCUMULATIVE TOTAL WILL BE 5,820

1st: Commissioner Nelson 2nd Commissioner Iverson

Discussion: To include a friendly amendment by Commissioner Cade to review again at the first meeting in December 2023. Friendly amendment accepted by Commissioner Nelson

APPROVED: Unanimous

MOTION THAT COVID RELATED SICK LEAVE OR QUARANTINE EMPLOYEE TIME LOSS AS DEFINED IN THE SNOHOMISH COUNTY COVID PLAYBOOK WILL NOT BE COUNTED TOWARDS THE LANGUAGE IN THE COLLECTIVE BARGAINING AGREEMENT APPENDIX A.3

1st: Commissioner Tolbert 2nd Commissioner Williams

Discussion:

APPROVED: Unanimous

MOTION TO ADJOURN at 5:24pm

1st: Commissioner Nelson 2nd Commissioner Iverson

Discussion: none

APPROVED: Unanimous

DocuSigned by:

Greg Oakes

**Greg Oakes
Board Chair**

DocuSigned by:

Katie Casey

**Katie Casey
Board Secretary**