



**North County Regional Fire Authority
COMMISSIONER’S MEETING
via ZOOM
July 27, 2022
4:00pm**

CALL TO ORDER

The following attendees were present:

COMMISSIONERS

Greg Oakes, Chair
Jan Iverson
~~Judy Williams~~ Excused
Ric Cade
Larry Longley
Rob Johnson
Marilyn Oertle
Debora 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, Admin Asst 2
~~Theresa Ramey, Executive Assistant~~
Doug ten Hoopen, AC Support Services
Steve Goforth, AC Fire Marshal
~~Jenn Baxter, Admin. Asst~~

Meeting called to order at 4:00 pm

MOTION TO APPROVE AGENDA – With the ability to flex the order of the All-American Leadership discussion

1st: Commissioner Johnson 2nd Commissioner Cade

Discussion: none

APPROVED: Unanimous

MOTION TO APPROVE CONSENT AGENDA

1st: Commissioner Cade 2nd Commissioner Oertle

Discussion: none

APPROVED: Unanimous

EMPLOYEE AND PUBLIC COMMENTS

N/A

MOTION TO APPROVE MINUTES FROM JULY 13, 2022

1st: Commissioner Oertle 2nd Commissioner Nelson

Discussion: none

APPROVED: Unanimous

OLD BUSINESS

Commissioner Guidelines - Commission Guidelines Committee Chair, Ric Cade presented the guidelines that have been worked on by the Committee. The Board of Commissioners discussed the contents and noted several items to consider to be altered, deleted, or moved to a different section of the guidelines. Commissioner Cade will make these changes and bring the document back to the Board for continued review and consideration at a later date.

All American Leadership – Chief Cermak was asked to seek proposals from other agencies who provide the same or similar Purpose and Ethos workshops as All American Leadership (AAL). He reached out to NCRFA’s



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attorney Richard Davis who recommended three agencies. Chief Cermak reached out to these agencies who felt that since we have already been working with AAL, it would be in our best interest to remain working with them.

Commissioner Johnson stated that he is in favor of working with AAL now more than before and believes there is value in this work considering the addition of the training center and the impact it will make on the governance of NCRFA. He believes that whether the Board of Commissioners change a little or a lot it's important for future Commissioners to understand the mission/vision already in place.

Commissioner Tolbert would like to see a yearly update form the Labor/Management survey and work that was done in 2021. She also would like to discuss this as the Board gets closer to budget discussions for 2023.

Commissioner Nelson feels that the Board will be turning over soon and believes a greater benefit would happen if the work with AAL were to happen after those changes. She also would like to gather data from the work done with employees already.

Commissioner Longley acknowledges that a lot of changes will likely be happening and combined with the projects NCRFA has in place a cohesive Board is essential.

Commissioner Oertle believes the AAL work is important due to the training center.

Rick Rochelle with AAL stated that although ZOOM is not as ideal as meeting in person, it would be available for those who are unable to attend the meeting in person.

Chief Cermak stated that due to the lack of training etc. for the Board of Commissioners the 2022 budget has room to include this cost of this workshop.

MOTION TO SCHEDULE AAL AS PROPOSED FOR A JANUARY TIMEFRAME

1st: Commissioner Johnson 2nd Commissioner Longley

Discussion: Commissioner Iverson would like to see feedback for how well this workshop worked for the crews. Commissioners Iverson and Nelson both stated they were opposed. Commissioner Oakes called for a roll-call vote:

Commissioner Johnson – YES

Commissioner Longley – YES

Commissioner Nelson – NO

Commissioner Iverson – NO – Would like to see the data before committing to a definite answer.

Commissioner Johnson withdrew his motion until the data is distribution to the Board of Commissioners. Commissioner Longley agrees to withdraw his second to the motion.

Rick Rochelle will follow up with another survey. He also suggested that the Commission can ask staff for their thoughts on the outcome as well as contact South County Fire Board of Commissioners for their views.

Chief Cermak asked for Rick Rochelle to send out a Pulse Survey.

This will be revisited at the end of August.



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Resolution 07272027-01 – Chief Kraski presented the staff report and resolution outlying the changes in the standard of cover. This will be brought back to the Board for consideration of approval on August 10, 2022.

High Utilizer Update – Chief Kraski presented the staff report and data outlining the data for the high utilizer of our EMS system. This is information only for the Commission. We will continue to help and aid this individual. Commissioner Tolbert asked if the Commission needs to come up with a policy to determine who is a high utilizer and who is not. Chief Kraski thought this would be helpful to make it clear going forward.

NEW BUSINESS

Finance Report – Randy Krumm presented the mid-year finance report.

New Hire Firefighter/Paramedic – Chief Kraski presented a staff report and discussed the need for another firefighter/paramedic. Commissioner Nelson asked whether or not the level of staffing is as agreed at the time of the merger, Chief Cermak said that it was.

MOTION TO MOVE FORWARD WITH THE HIRING OF A FULL TIME FIREFIGHTER/PARAMEDIC

1st: Commissioner Tolbert

2nd Commissioner Cade

Discussion: none

APPROVED: Unanimous

CHIEF'S REPORT

Recognition to Chief Kraski was given. We were recently donated an Astro Van from a Coca Cola vendor that he coordinated. This van allows enclosed supply deliveries to stations and pickup from vendors. Our CERT Leader, Bob Knapp, has been volunteering to make a weekly delivery of supplies to the stations. Thank you Bob!

Recognition to Chief ten Hoopen and the CERT team for collectively identifying a potential opportunity to be given an Incident Command vehicle that would double as an alternate EOC in a major emergency where Station 99 was unable to be utilized. The Snohomish County Department of Emergency Management (DEM) was granted two units that they don't utilize in the best interest of DEM and see them more useful at the agency level. Our CERT and Ham radio team have said that they would monitor and test the radios. These units have very little miles, and all modern and updated equipment that offer us some amazing opportunities in the future. We will know more by the end of the year. We will bring it forward as the availability gets closer. I spoke with Joel Johnson, Northwest Incident Support (NWIS), regarding the need for NCRFA maintaining two support vehicles and housing them in the apparatus bays. With the annexation, I don't see the need to maintain two units with the amount of calls that they are being utilized on regularly. I did explain that we would be glad to consider donation of one to another agency if they were going to maintain it as a support unit for NWIS.

We conducted multiple chief's interviews for paramedic. We have two very good candidates. One is a lateral and one is an ER nurse with a fire background.

Chief Cermak worked on 501c3 committee outcomes.



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Chief ten Hoopen and Chief Cermak attended several meetings relating to the training center. They are in the process of mobilizing and we are planning a formal groundbreaking on August 3rd.

Chief Cermak worked on research requested by the Board for alternatives to All American Leadership for the Board portion.

Chief Cermak researched Cost of Service Analysis conducted by Public Consulting Group (PCG), relating to Cost of Service Analysis for other Washington agencies. I would recommend we utilize their services for future contract negotiations with neighboring agencies rather than FCS to update that study in the future. We will need to begin negotiations in late August, early September.

Chief Cermak worked on several labor management items.

COMMITTEE REPORT

Commissioner Tolbert asked for the Non-Profit Committee report to be moved to the next meeting.

GOOD OF THE ORDER

Commissioner Johnson stated that the Station 99 crews transported his wife after she fell and wanted to take the time to thank them for their professionalism.

Commissioner Iverson wanted to let Chief Cermak know about a planned power outage on Friday July 29th from 8am – 4pm in the area of 236th due to the construction happening there. Chief Cermak stated he would ask staff to post the cooling stations in Arlington and Stanwood area for those without air conditioning during this hot weather, including those within this planned power outage area.

The Board broke for Executive Session and reconvened at 6:53pm.

MOTION TO APPROVE NEW CONTRACT FOR DOUG ten HOOPEN

1st: Commissioner Johnson

2nd: Commissioner Oertle

Discussion: none

APPROVED: Unanimous



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MOTION TO DIRECT THE FIRE CHIEF TO CLARIFY THE LANGUAGE IN THE CBA TO INCREASE MINIMUM STAFFING TO 15, INCLUDING THE BATALLION CHIEF, IN A MEMORANDUM OF UNDERSTANDING WITH LOCAL 3438

1st: Commissioner Oertle

2nd Commissioner Longley

Discussion: none

APPROVED: Unanimous

MOTION TO ADJOURN at 6:55pm

1st: Commissioner Tolbert

2nd Commissioner Oertle

Discussion: none

APPROVED: Unanimous

DocuSigned by:

Greg Oakes

Greg Oakes
Chair

DocuSigned by:

Katie Casey

Katie Casey
Board Secretary