



North County Regional Fire Authority
COMMISSIONER'S MEETING
Hybrid
January 11 , 2023
4:00pm

CONTINUED UNFINISHED BUSINESS

The Board was updated on efforts to continue working on the Management Excellence Award submission

NEW BUSINESS

Policy 51 has been updated to eliminate the Pay Grade steps and convert them to a pay rate of \$22/hr for all part-time employees in order to remain competitive in the market for part-time firefighters. This was the first review and will be brought back to the Board at the January 25, 2023 meeting.

CONTINUED UNFINISHED BUSINESS

Attorney, Richard Davis explained that a 360 evaluation done by all employees (subordinates of the Fire Chief) may or may not be subject to the public record requirements since subordinates' evaluations of the Fire Chief do not affect employment status.

Commissioner Johnson stated that he will appoint a Committee to evaluate the Fire Chief and asked the Commissioners to email him to let him know of their interest.

MOTION TO HIRE THE ASSISTANT MECHANIC AT STEP 14 RATHER THAN STEP 1 AS SET BY POLICY 72.

1st: Commissioner Oakes

2nd Commissioner Nelson

Discussion:

APPROVED: Unanimous

Chief Kraski provided an overview of some concerns provided by a few Grandview Community citizens. He plans to meet with the community on January 17th.

MOTION TO SIGN THE CONTRACT WITH LIZ LOOMIS FOR THE LEVY LID LIFT COMMUNICATION PLAN.

1st: Commissioner Iverson

2nd Commissioner Tolbert

Discussion:

APPROVED: Unanimous

CHIEF'S REPORT

We conducted Chief Interviews with multiple people in the organization to continue to hire based on our hiring plan. There are multiple conditional offers of employment out, allowing for backgrounds and medicals to be completed before the February 20, 2023, Snohomish County Consortium academy start date.

Chief Cermak worked with Eric Quinn on neighboring agency contracts. We have met with FD 21 and FD 25 to kick off negotiations.

Last meeting, Commissioner. Johnson suggested that he would like to see an advisory committee for the training center. Chief Cermak started doing research on a process and people that may be interested and appropriate. If the Board wants him to build a staff report on a program, he can move that forward for one of the February meetings. Chief Cermak met with Scott Goodale who is interested in chairing the committee. Scott has assisted in developing the Consortium, however, is now retired. Chief Hovis would be interested in assisting as available. He is also as one of the associate members of the Consortium. EvCC Papken O'Farrell might be a good fit as a representative of Everett Community College as well as a Skagit Community College representative.

Chief Cermak continues with his Thursday meetings with crews.



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The Training Consortium Group met for our monthly meeting. Chief Cermak was asked to continue discussions with EvCC in developing an ILA for advanced academy college credits and partnership supporting our Consortium with Paul Gagnon from Everett Fire.

Labor shortages caused a setback in the delivery of the containers used to build the training tower until April 15, setting us back a bit.

Work was completed in preparation for the Annual Banquet.

Chief Cermak participated in a final PCG debrief meeting. There were several issues identified that are being remedied regarding the report that will be updated and reissued.

Assistant Chief ten Hoopen and Chief Cermak met with Jeff Davis for the position of Asst. Mechanic. He has been provided a conditional offer of employment. He accepted and is expected to start work soon. Jeff comes to us with many years of auto and bus mechanic experience.

We conducted Administrative Assistant interviews and provided Kari Wheeler a conditional offer of employment. She accepted and is expected to start work on January 16. You may recognize Kari as the person that sang at our 9-11 events. She comes to us with an administrative background working for a large church.

Just an interesting snippet that Randy found while researching levy information. Since 2009, the inception of the RFA, the average property tax increase has been 1.24% per year over the 14 years.

Chief Cermak attended the Sno-Isle virtual meeting.

Chief Cermak attended the County Chiefs' meeting and expressed concern and the need to address wall times sooner than later. Chief Cermak has asked Rich Davis to research agency alternatives.

IAFF LOCAL 3438 REPORT

Greg Koontz, Local 3438 President voiced some concerns regarding the AAL Culture Survey results regarding the anxiety and overall well-being of NCRFA staff including being understaffed (creating a lot of overtime) and working in potentially dangerous/not safe situations. He also stated that the Local shared their concerns regarding the cell tower at Station 97 and feel that their concerns were ignored. Greg stated that they are one of the busiest units in the county and feels that incidents will occur due to exhaustion.

Kirk Norman, PAC Local 3438 thanked Rick Rochelle for his work on the Culture Survey and for providing the results. He feels the survey provided only subjective answers to choose from. Kirk feels that trust and lack of communication continue to be an issue. When looking at the 67% participation rate of those who took the survey, Kirk feels that this is due to the fear of retaliation. He asked that if any direct conversations occur that everyone please respect the employee's anonymity. He would like to see a 360 completed throughout the agency to keep everyone accountable.

Commissioner Tolbert inquired whether or not these issues are being addressed in labor-management meetings. Greg Koontz said that these meetings have been so full of other items to be discussed, there hasn't been time to do this in that setting. Greg also stated that he is frustrated with the Chief's Report which talks about how the training center benefits area colleges and other departments, but there was no mention of how the training center will benefit NCFCA.

Chief Cermak stated that he is working on addressing these issues.

Commissioner Williams stated her interest in addressing the staffing issue once the training center is fully operational with a steady revenue stream.



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BOARD DISCUSSION – COMMISSIONER COMMENTS

Commissioners Williams and Tolbert would like to see a monthly work plan for the work being done with regard to resolving issues identified by All American Leadership.

Commissioner Johnson thanked everyone for the outpouring of sympathy for his daughter's passing.

CORRESPONDENCE

\$30 donation was received in memory of Scott Lundberg

An email was received by Kathy Richardson, a citizen concerned about the potential building of a Residential Treatment Facility in North Stanwood, that email was forwarded to all Commissioners so that they have the information available to make a public comment if desired. Chief Cermak stated that he met with Mayor Roberts, the Health Facility, and Tribe representatives and voiced his concerns.

Commissioner Johnson is concerned with the potential high utilization of the facility. Commissioner Oakes feels this could be a good opportunity to provide information to the hearing examiner regarding NCRFA's concerns.

GOOD OF THE ORDER

The following new employees were recognized and their biographies were provided to the Board:
Erik Gustafson, Lateral Firefighter/EMT
Ben Fikse, Lateral Firefighter/EMT
Kari Wheeler, Administrative Assistant

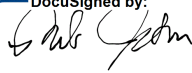
MOTION TO ADJOURN Time?

1st: Commissioner Iverson


2nd Commissioner Williams

Discussion:

APPROVED: Unanimous

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Rob Johnson
Board Chair

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Katie Casey
Board Secretary