



North County Regional Fire Authority

COMMISSIONER'S MEETING

January 8, 2025

4:00pm

CALL TO ORDER

Commissioner Chair Oertle called the meeting to order at 4:00 pm.

The following attendees were present:

COMMISSIONERS

Ric Cade
Rob Johnson
Leonard Kelley
~~Greg Oakes~~, excused
Marilyn Oertle
Al Schreiber
Holly Sloan-Buchanan

FIRE AUTHORITY STAFF

John Cermak, Fire Chief
Dave Kraski, Deputy Fire Chief
Kari Wheeler, Board Secretary / Bus. Process Coordinator
Randy Krumm, Finance Director
Allison Jubb, Human Resources Director

Commissioner Chair Oertle led the room in the Pledge of Allegiance.

MOTION TO AMEND AND APPROVE THE AGENDA, ADDING AN EXECUTIVE SESSION PURSUANT TO RCW. 42.30.140 TO DISCUSS MATTERS RELATING TO COLLECTIVE BARGAINING AS "ITEM 3" ON THE AGENDA AND MOVE ALL SUBSEQUENT ITEMS DOWN 1 NUMBER.

1st: Commissioner Oertle **2nd:** Commissioner Johnson

Discussion: The Board would move right in to an executive session.

APPROVED: Unanimous

The Board met in Executive Session pursuant to RCW 42.30.140 to discuss matters relating to collective bargaining.

At 4:05pm, Chair Oertle announced a 10 min Executive Session. The meeting will resume at 4:15pm.

At 4:15pm, Chair Oertle announced a 5-minute extension. The meeting will resume at 4:20pm.

At 4:20pm, Chair Oertle announced a 5-minute extension. The meeting will resume at 4:25pm.

At 4:25pm, Chair Oertle announced a 5-minute extension. The meeting will resume at 4:30pm.

At 4:30pm, the Executive session concluded with no action taken, and Chair Oertle called the Regular Meeting back to order.



**North County Regional Fire Authority
COMMISSIONER'S MEETING
January 8, 2025
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Chair Oertle turned the meeting to Secretary Wheeler for the purpose of conducting a simple election by roll call vote for the positions of 2025 Board Chair and Vice-Chair.

Secretary Wheeler opened the floor for nominations for the position of 2025 Board Chair.

- Commissioner Sloan-Buchanan nominated Commissioner Oertle for Board Chair.
- Commissioner Kelley nominated Commissioner Johnson for Board Chair.

With no other nominations, Secretary Wheeler asked nominees whether they accepted or declined the nomination.

- Commissioner Oertle declined the nomination.
- Commissioner Johnson accepted the nomination.

Secretary Wheeler conducted a roll call vote for the position of 2025 Board Chair. Commissioners were instructed to state the name of their vote, or decline to vote:

Roll call vote for the position of 2025 Board Chair

Commissioner Cade: "Rob Johnson"

Commissioner Johnson: "myself, Rob Johnson"

Commissioner Kelley: Rob Johnson

~~Commissioner Oakes: excused absence~~

Commissioner Oertle: "Rob"

Commissioner Schreiber: "Commissioner Johnson"

Commissioner Sloan-Buchanan: "Rob"

Unanimous decision. The 2025 Board Chair is Commissioner Rob Johnson.

Secretary Wheeler opened the floor for nominations for the position of 2025 Board Vice-Chair.

- Commissioner Sloan-Buchanan nominated Commissioner Oertle.
- Commissioner Schreiber nominated Commissioner Kelley.

With no further nominations, Secretary Wheeler asked nominees whether they accepted or declined the nomination.

- Commissioner Oertle accepted the nomination.
- Commissioner Kelley accepted the nomination.

Secretary conducted a roll call vote for the position of 2025 Board Vice-Chair. Commissioners were instructed to state the name of their vote.

Roll call vote for the position of 2025 Board Vice-Chair

Commissioner Cade: "Leonard Kelley"

Commissioner Johnson: "Commissioner Kelley"

Commissioner Kelley: "Kelley"

~~Commissioner Oakes: excused absence~~

Commissioner Oertle: "Commissioner Kelley"



North County Regional Fire Authority
COMMISSIONER'S MEETING
January 8, 2025
4:00pm

Commissioner Schreiber: "Commissioner Kelley"

Commissioner Sloan-Buchanan: "Commissioner Marilyn"

Majority decision. The 2025 Board Vice-Chair is Commissioner Leonard Kelley.

At the conclusion of the 2025 simple election for 2025 Board Chair and 2025 Board Vice-Chair, Secretary Wheeler turned presiding of the meeting over to Board Chair Johnson.

Chair Johnson thanked Commissioner Oertle for her work over the last year serving as 2024 Board Chair.

PUBLIC AND EMPLOYEE COMMENTS

There was no public or employee comment.

IAFF LOCAL 3438

Local 3438 Vice-Chair, Kirk Normand addressed the Commission. He thanked form Chair Oertle for the last year of progress made and congratulated Commissioner Johnson and Commissioner Kelley on their election to serve as 2025 Board Chair and Vice-Chair.

He indicated 2025 is a new year and a time for change, growth and collaboration. He noted that Chief Cermak has driven change, facilitated mergers, grown the agency and built a training center. He noted the leadership style has resulted in strained relationships with internal and external stakeholders. He stated that internally, morale and trust are at an all-time low. He stated labor negotiations are exceeding 9 (nine) months. He noted contentious negotiations with external stakeholders: 3 years of pending litigation over the medic contract with FD 21; the fire inspection program with the City of Arlington; negotiations with external Chiefs regarding the training center fee structure. He stated the Chief Cermak is a fierce negotiator and acknowledged the season of growth. Vice-Chair Norman called for a season of unity and stated that the Local 3438 is calling for a prompt change in leadership that moves us into the future in partnership and collaboration with neighboring agencies and our labor group that provides the critical, life-saving services to the community. He closed by again thanking Chief Cermak for the season of growth, and emphasized to the Commission the need for trust, integrity and unity. He called for the Commission to prioritize the future of the agency and the local's ability to serve the community.

There were no question or further discussion. Chair Johnson thanked Kirk for his address.



North County Regional Fire Authority
COMMISSIONER'S MEETING
January 8, 2025
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MOTION TO APPROVE THE REMAINING PART OF THE AGENDA.

1st: Commissioner Oertle **2nd** Commissioner Schreiber

Discussion: none

APPROVED: Unanimous

MOTION TO APPROVE CONSENT AGENDA

- a. [December 11, 2024 Meeting Minutes](#)
- b. [General Fund Accounts Payable Check #'s 125727-125751 in the amount of \\$291,812.49.](#)
- c. [General Fund Accounts Payable Check #'s 125752-125778 in the amount of \\$267,990.60](#)
- d. [December Payroll in the amount of \\$1,449,679.47](#)

1st: Commissioner Sloan-Buchanan **2nd** Commissioner Kelley

Discussion: none

APPROVED: Unanimous

UNFINISHED BUSINESS

No unfinished business on the agenda.

NEW BUSINESS

No new business on the agenda.

CHIEF'S REPORT

Chief shared that staff has put much work into negotiations and wage analysis. Chief shared a November and December data report of the RFA's deployment effectiveness. He shared that during the month of November, Station 96 was staffed 43% of the time (or 13 days). Station 46 was cross-staffed 12 times out of 30 (40% of the time). In December, Station 96 was staffed 22 out of 31 days (71% of the time). In December, Station 46 was cross-staffed 12 times, or, 40% of the time. Chief will provide this data report to the Commission on a monthly basis.

Chair Johnson asked that the Chief increase the font size and summarize the monthly report for the Board to no more than 10 bullets.



**North County Regional Fire Authority
COMMISSIONER'S MEETING
January 8, 2025
4:00pm**

The Board met in Executive Session pursuant to RCW 42.30.110(1)(g) to review the performance of an employee.

At 4:55pm, Chair Johnson announced a 30 min Executive Session. The meeting will resume at 5:25pm.

At 5:25pm, Chair Johnson announced a 5-minute extension. The meeting will resume at 5:30pm.

At 5:30pm, Chair Johnson announced a 5-minute extension. The meeting will resume at 5:35pm.

At 5:35pm, the Executive session concluded with no action taken, and Chair Johnson called the Regular Meeting back to order.

BOARD DISCUSSION & COMMISSIONER COMMENTS

Commissioner Schreiber thanked Director Jubb for all the work she has done.

Commissioner Sloan-Buchanan thanked Commissioner Oertle for her work.

GOOD OF THE ORDER & CORRESPONDENCE

NCRFA received a \$1000 donation from the Medallion Hotel in Smokey Point, thanking the RFA for the service provided to them. A thank you letter has been composed and sent.

MOTION TO ADJOURN 5:39pm

1st: Commissioner Oertle

2nd: Commissioner Sloan-Buchana

Discussion: None

APPROVED: Unanimous

Prepared by:

Docusign Signed by:

Kari Wheeler

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**Kari Wheeler
Commission Secretary**

1/23/2025

Date Signed

Attest:

Signed by:

Rob Johnson

A23111091B944A7...

**Rob Johnson
Commission Chair**

1/23/2025

Date Signed