



**North County Regional Fire Authority
COMMISSIONER'S MEETING
December 11, 2024
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
Marilyn Oertle
Al Schreiber
Holly Sloan-Buchanan

FIRE AUTHORITY STAFF

John Cermak, Fire Chief
Dave Kraski, Deputy Fire Chief
Kari Wheeler, Business Proc. Coord. / Comm. Secretary
Randy Krumm, Finance Director
Allison Jubb, Human Resources Director

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

PUBLIC AND EMPLOYEE COMMENTS

There was no public or employee comment.

IAFF LOCAL 3438

Local 3438 Political Action Chair, Kirk Normand, updated the Board the Annual Santa Run is off to a good start. He shared that the Local has raised approximately \$3,000 to support 10 local children of single-parent homes this holiday season. He indicated that after 9-months of negotiations, the labor union is looking for a response to their contract proposal. He shared that while they have several issues they would raised and addressed in 2025, they will pause on bringing attention to these items during the holidays. He expressed appreciation to the Commission Board for their continued work and wished Happy Holidays to all.

MOTION TO AMEND THE AGENDA, moving Special Agenda "Item 8" up to Item 6, to accommodate guest presenters.

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

Discussion: none

APPROVED: Unanimous



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MOTION TO APPROVE AND DIRECT THE FIRE CHIEF TO SIGN THE SNOHOMISH COUNTY EMS MEMBER AGENCY ILA

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

Discussion: See [Emergency Medical Services ILA \(SCEMSA\)](#);

Guest presenters included: Dave Demarco, Fire Chief Everett Fire Dept. , SNO911 Board Member; Dr. Ryan Keay, Snohomish County Medical Control Physician;
and, Roy Waugh, Fire Commissioner Snohomish Regional, SNO911 Board Member

APPROVED: Unanimous

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

At 4:35pm, Commission Chair Oertle announced that the Executive Session would last 15 minutes.

At 4:50pm, the Executive Session concluded and Commission Chair Oertle called the regular meeting back to order.

MOTION TO APPROVE CONSENT AGENDA

- a. [November 27 Meeting Minutes](#)
- b. [General Fund Accounts Payable](#) Check #'s 125632-125667 in the amount of \$1,025,770.64.
- c. [November Payroll](#) in the amount of \$1,471,857.41

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

Discussion: none

APPROVED: Unanimous

QUARTERLY DIVISION PRESENTATION

- a. [Q3 2024 EMS Division Report](#) - presented by Interim MSA Matt Hickman

Discussion: Chief Cermak noted both from tonight's presentation and from the Strategic Planning session on December 9th, that North County's KPI's had INCREASED, or IMPROVED from 2023-2024. Interim MSA Hickman concurred that this was correct.

- b. [Q3 2024 Support Services Report](#) – presented by AC ten Hoopen



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UNFINISHED BUSINESS

MOTION TO APPROVE RESOLUTION 12112024-01, ADOPTING THE 2025 ANNUAL BUDGET.

See [RESOLUTION 12112024-01 – 2025 Budget](#)

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

Discussion: Point of order to clarify with Director Krumm if the Resolution needed signatures following the meeting? No urgency, Secretary Wheeler will send the Resolution for signature via DocuSign.

APPROVED: Unanimous

Director Jubb provided an update to the Board of Commissioners on the Compensation Study for Non-Represented Employees Project. See [Compensation Study Update](#)

NEW BUSINESS

MOTION TO APPROVE RESOLUTION 12112024-02, AMENDING THE 2024 ANNUAL BUDGET

See [RESOLUTION 12112024-02 – Amending the 2024 Budget](#)

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

Discussion: None

APPROVED: Unanimous

MOTION TO AUTHORIZE PAYROLL CORRECTIONS FOR THE PERIOD OF AUGUST 1 through AUGUST 31, 2024, FOR ALL IMPACTED EMPLOYEES, IN AN AMOUNT NO TO EXCEED ONE-HUNDRED-TWENTY-FIVE-THOUSAND DOLLARS (\$125,000.00)

See [Authorization of Overtime Correction](#)

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

Discussion: None

APPROVED: Unanimous

MOTION TO AUTHORIZE FIRE CHIEF CERMAK TO BARGAIN THE IMPACTS AND IMPLEMENTATION OF REVERSING THE TEMPORARY PAYROLL PROVISION USING ONLY THE FAIR LABOR STANDARDS ACT OVERTIME RATE CALCULATION WHILE THE HISTORICAL PAY AUDIT IS UNDERWAY, AND AUTHORIZING CHIEF CERMAK TO EXECUTE AN ASSOCIATED AGREEMENT WITH IAFF LOCAL 3438 NECESSARY TO EFFECTUATE THE AGREEMENT REACHED.

See [Authorization of Overtime Correction](#)



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1st: Commissioner Johnson

2nd Commissioner Kelley

Discussion: None

APPROVED: Unanimous

MOTION TO AUTHORIZE FIRE CHIEF CERMAK NON-MONETARY IMPACTS AND IMPLEMENTATION, IF ANY, ASSOCIATED WITH THE PAYROLL CORRECTIONS BETWEEN AUGUST 1, 2021 AND AUGUST 31, 2024, AND AUTHORIZING CHIEF CERMAK TO EXECUTE AN ASSOCIATED AGREEMENT WITH IAFF LOCAL 3438 AS NECESSARY TO EFFECTUATE SUCH AGREEMENT.

See [Authorization of Overtime Correction](#)

1st: Commissioner Johnson

2nd Commissioner Schreiber

Discussion: None

APPROVED: Unanimous

CHIEF'S REPORT

See [2024, Dec. 11 Board Update - JC](#)

BOARD DISCUSSION

MOTION TO CANCEL THE DECEMBER 25, 2024 COMMISSION MEETING.

1st: Commissioner Oakes

2nd Commissioner Kelley

Discussion: None

APPROVED: Unanimous

COMMISSIONER COMMENTS

Commissioner Oakes thanked NCRFA Employees and Administration for the work in the community with the Santa Run, and also the labor group for "adopting" local families in need for the holidays. Chief Cermak echoed the same comments and also affirmed Nich's great work leading the Santa Run efforts.



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MOTION TO ADJOURN 5:50pm

1st: Commissioner Oakes

2nd Commissioner Johnson

Discussion: None

APPROVED: Unanimous

Prepared by:

DocuSigned by:

Kari Wheeler

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Kari Wheeler
Commission Secretary

2/24/2025

Date Signed

Attest:

DocuSigned by:

Marilyn Oertle

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Marilyn Oertle
Commission Chair

2/24/2025

Date Signed