



North County Regional Fire Authority

COMMISSIONER'S MEETING

February 26 , 2025

4:00pm

CALL TO ORDER

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

The following attendees were present:

COMMISSIONERS

Ric Cade
Rob Johnson
~~Leonard Kelley~~, excused
~~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 Johnson led the room in the Pledge of Allegiance.

PUBLIC AND EMPLOYEE COMMENTS

- a. [Written Comment](#) – submitted by Shawn Smith, City Administrator, City of Stanwood

Commissioner Sloan-Buchanan requested to read 3 letters that were submitted as public comment at the February 12 meeting. Chair Johnson stated that the letters that were submitted had already been recorded and are available in the meeting minutes.

Chris Peterson, Arlington resident, asked Commissioner Sloan-Buchanan for the [letter submitted by Thad Hovis](#), retired Chief of South County Fire, took the podium and read the letter.

Les Anderson, Stanwood resident, gave public comment. He recommended that the Board of Commissioners do a search (for the next Fire Chief).

IAFF LOCAL 3438

Speaker: Kirk Norman, Vice President of IAFF Local 3438

Mr. Normand stated that "today at contract negotiations I'd say we had one of our most collaborative days that we've ever had there was open discussion. We moved the ball forward on some really big topics and gained some insight into each other's positions." He thanked the commission and admin team for stepping up and making a difference. He reminded the Commission as a governing body of their choices to have a profound and lasting impact on the employees of the agency. He affirmed the Commission holds the power to decide the succession plan and future of the agency. He echoed Chief Hovis' statement and said labor group and many



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stakeholders believe Chief Kraski is the person to support them and bring the agency to the next level. He asked the Commission to choose the path forward that wounds and creates an atmosphere of cooperation between administration, governance, and the labor group.

MOTION TO APPROVE THE AGENDA.

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

Discussion: none.

APPROVED: Unanimous

MOTION TO APPROVE CONSENT AGENDA.

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

Attachments:

- a. [February 12, 2025](#) Meeting Minutes
- b. [February 19, 2025](#) Meeting Minutes – Special Meeting – Board Workshop
- c. [General Fund Accounts Payable](#) Check #'s 125945-125998 in the amount of \$215,818.63.
- d. [Authorization for Pay Step Increases](#) – submitted by Chief John Cermak
- e. [Revised Snohomish County EMS ILA language](#) – submitted by Deputy Chief Kraski
- f. [Quarterly Division Update – Training Q4 2024](#) – submitted by BC Greg Koontz
- g. [Payroll Project Update](#) – submitted by HR Director Jubb

Discussion: none.

APPROVED: Unanimous

GUEST PRESENTATION – Dr. Joshua Corsa, NCRFA Medical Programs Director

Dr. Corsa's address to the Board of Commissioners can be [viewed here](#) at approximately 19:30.

UNFINISHED BUSINESS

UPDATE – District 21 – ILA

Deputy Chief Kraski shared that he had met with Labor Management to talk through details of the potential ILA with FD 21. He will meet again with Chief Schmidt of FD21 and anticipates the ILA will come before the Board of Commissioners for approval at the second meeting in March.



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NEW BUSINESS

- a. [January 2025 Finance Report](#) – presented by Director Krumm
Presentation only. No discussion. No Action
- b. [Letter of Support for Liquid CO2 PPE Decontamination System](#) – presented by AC ten Hoopen
MOTION TO HAVE THE BOARD CHAIR SIGN A LETTER OF SUPPORT FOR NCRFA TO PURSUE THE PROCUREMENT OF A LIQUID CO2 PPE DECONTAMINATION SYSTEM THROUGH CONGRESSIONALLY DIRECTED SPENDING SPONSORED BY THE STATE OF WASHINGTON FEDERAL DELEGATION.
1st: [Commissioner Oertle](#) 2nd: [Commissioner Sloan-Buchanan](#)
Discussion: none.
APPROVED: Unanimous
- c. [Purchase of New Re-Chassis Ambulance](#) – presented by AC ten Hoopen
MOTION TO ENTER INTO CONTRACT WITH HUGHES FIRE EQUIPMENT FOR THE PURCHASE OF ONE RE-CHASSIS'D AMBULANCE IN ORDER TO MEET A FALL 2025 DELIVERY.
1st: [Commissioner Schreiber](#) 2nd: [Commissioner Cade](#)
Discussion: none.
APPROVED: Unanimous
- d. [Fire Stats Strategic Plan Data Analytics](#) – presented by Deputy Chief Kraski
MOTION TO APPROVE AND DIRECT THE FIRE CHIEF TO ACCEPT THE PROPOSAL FROM FIRESTATS FOR OPTION #2.
1st: [Commissioner Oertle](#) 2nd: [Commissioner Schreiber](#)
Discussion: This option will set the reporting standards for our Standard of Cover and provide data for the 2024 Annual Report
APPROVED: Unanimous

The Board met in Executive Session allowable under RCW 42.30.140 for a discussion on matters relating to collective bargaining issues and negotiations; AND as allowed by RCW 42.30.110(1)(g) to review the performance of a public employee.

At 4:40pm, Chair Johnson announced a 30 min Executive Session. The regular meeting will resume at 5:10pm.



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At 5:10pm, the Executive Session concluded, and the regular meeting was called to order.

MOTION TO AUTHORIZE THE BOARD CHAIR TO EXECUTE A SEPARATION AGREEMENT WITH JOHN C. CERMAK IN SUBSTANTIALLY THE FORM PRESENTED, SUBJECT TO FINAL LEGAL REVIEW.

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

ROLL CALL VOTE: Commissioner Cade – Yes
Commissioner Oertle – Yes
Commissioner Schreiber – Abstain
Commissioner Sloan-Buchanan – Yes
Commissioner Johnson - Yes

MOTION APPROVED

The Board called for and met in a second Executive Session allowable under RCW 42.30.110(1)(g) to review the performance of a public employee.

At 5:15pm, Chair Johnson announced a 15-minute Executive Session. The regular meeting will resume at 5:30pm.

At 5:30pm, Chair Johnson announced a 15-minute extension. The regular meeting will resume at 5:45pm.

At 5:45pm, Chair Johnson announced a 15-minute extension. The regular meeting will resume at 6:00pm.

At 6:00pm, Chair Johnson announced a 10-minute extension. The regular meeting will resume at 6:10pm.

At 6:10pm, the Executive Session concluded with no action taken, and Chair Johnson called the regular meeting back to order.

CHIEF'S REPORT

There was no Chief's report. Chief Cermak is on vacation.



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BOARD DISCUSSION – COMMISSIONER COMMENTS

There will be a Special Board Meeting, Monday, March 3, 2025 at 4:00pm, at Station 99 in Stanwood.

MOTION TO ADJOURN 6:11pm

1st: Commissioner Cade

2nd Commissioner Oertle

Discussion: None

APPROVED: Unanimous

Prepared by:

DocuSigned by:

Kari Wheeler

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Kari Wheeler

Commission Secretary

3/13/2025

Date Signed

Attest:

DocuSigned by:

Greg Oakes

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~~Rob Johnson~~ Greg Oakes

~~Commission Chair~~ Presiding Officer Pro-Tempore

3/13/2025

Date Signed