



North County Regional Fire Authority

COMMISSIONER'S MEETING

May 14, 2025

4:00pm

CALL TO ORDER

Chair Johnson 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~~, excused absence

FIRE AUTHORITY STAFF

Dave Kraski, Fire Chief

Kari Wheeler, Board Secretary / Bus. Process Coordinator

Matt Hickman, Assistant Chief of EMS

Chair Johnson led the room in the Pledge of Allegiance.

PUBLIC AND EMPLOYEE COMMENTS

None.

IAFF LOCAL 3438

Speaker: Kirk Normand, Vice-President, IAFF Local 3438

Fill the Boot Event: Reminder that the annual "Fill the Boot" fundraiser for MDA will take place on the first Saturday in June at two locations—Stanwood and Arlington. Commissioners and staff are invited to attend.

New Honor Guard Chapter: The labor group has established its own chapter of an honor guard, led by Keith Johnson. It is intended for ceremonial duties, especially fire and police funerals. It will honor both current and retired members when requested. Supported by Chief Kraski.

Payroll Project: Expressed appreciation to the commission for addressing past underpayments to members. Acknowledged the hard work of Allison Jubb, Autumn Head, Jessy Bosley, and Bob Beam in resolving the issue in collaboration with consultants.

Swift Water Rescue Training: Six additional members were recently trained in swift water rescue, raising the department's total to 12 technicians. A selective process ensured appropriate participation. Training has been supported by partnerships with agencies like SRFR, known for their comprehensive water rescue programs.



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Public Demonstration: Plans are underway for a joint water rescue demonstration with District 21 before summer begins. The event will likely be held at Howard Park and will showcase capabilities and promote water safety awareness, emphasizing river hazards in the area.

Closing: Opened the floor for questions and confirmed the labor group's continued support and collaboration.

Speaker: Jessy Bosley, Political Action Chair, IAFF Local 3438

Upcoming Workload: The department and union are facing a busy few months with the levy lid lift and two positions up for election. Acknowledged the significant effort required but expressed optimism about the likelihood of the levy passing.

Invitation to Candidates: Extended an invitation to Mr. Oaks and Mr. Schreiber to attend the upcoming union meeting at the end of the month. The same invitation will be offered to other candidates running for election. The meeting provides an opportunity to present their message and request union endorsement if desired.

Before calling for approval of the agenda, Chair Johnson noted the need for a second topic of discussion during the executive session.

MOTION TO APPROVE THE AMEND item 11, Executive Session, citing a second topic as set forth in RCW 42.30.140 to discuss matters relating to collective bargaining and negotiations; and, APPROVE THE AGENDA.

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

Discussion: none.

APPROVED: Unanimous



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MOTION TO APPROVE CONSENT AGENDA.

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

Attachments:

- a. [April 23, 2025 Meeting Minutes](#)
- b. [General Fund Accounts Payable](#) Check #'s 126243-126333 in the amount of \$428,677.79.
- c. [Previous Months' Payroll](#) in the amount of \$1,672,680.01
- d. [Proposed Revision](#) – sec. 2.2 of "Guidelines for North County Regional Fire Authority Governing Board, regarding regular meeting location.

Discussion: none.

APPROVED: Unanimous

UNFINISHED BUSINESS

Nothing Scheduled

NEW BUSINESS

[April 2025 Financial Report](#) – presented by Finance Director, Randy Krumm

No action. No Discussion.

MOTION TO APPROVE an EMS WEEK PROCLAMATION designating May 18-24, 2025 as EMS Week.

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

Attachment: [PROCLAMATION – EMS Week](#)

Discussion: None

APPROVED: Unanimous

Introduction of NCRFA's new CARES team member, by AC Matt Hickman:

Introduction of New Care Coordinator: Introduced Michael Golder as the newest member of the CARES team. Michael is a lifelong Arlington resident and a Western Washington University graduate with a degree in public health. He and his wife are expecting their first child.

Hiring Background: Michael was selected as the second care coordinator due to increasing caseloads and strong applicant turnout. His quick integration and the upcoming first home visit reflect that he was the right choice for the role.

Recognition of CARES Team: Highlighted the full CARES team, including MSO Price (who succeeded Hickman as CARES coordinator) and Kristina (joined in September 2023). Emphasized how the program supports EMS operations by helping reduce call volume and keeping providers available for high-acuity incidents.



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EMS Week Acknowledgment: Ahead of EMS Week, Hickman recognized the critical role the CARES team plays in enabling emergency response capacity, especially for major incidents like cardiac arrests and traumas.

Closing: Offered to answer any questions from the board.

Chief Kraski conducted an **Oath and Badge Pinning Ceremony** for Assistant Chief of Emergency Medical Services, Matt Hickman. AC Hickman's wife, Amy participated in the formal badge pinning.

Chair Johnson called for a 15-minute recess at approx. 4:30pm in order to have a break for celebration of newly pinned AC Hickman.

At approx. 4:45pm Chair Johnson called the meeting back to order.

CHIEF'S REPORT

Fire Chief's Report Summary:

- **ALS Unit Launch:** Jointly staffed ALS unit at Station 46 with District 21 launches June 1. Staffing, equipment, and logistics are in place.
- **Union Negotiations:** Nearly finalized; currently about 95% complete.
- **Safety Compliance:** Collaborated with Labor & Industries to develop an accident prevention plan. Station 99 reviewed; full facility assessments pending.
- **Strategic Plan & Annual Report:** Delays due to data collection; expected within 30 days.
- **Training Consortium:** Participated in regional fire academy board. New ILA being developed for implementation after current agreement expires end of year.
- **Fire Levy Prep:** Extensive outreach and education in progress, including videos featuring real incidents and positive outcomes.
- **Used Vehicle Purchase:** Proposal forthcoming to acquire two low-mileage trucks from South County Fire for support use at Stations 97 and 99.



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- **Boat Surplus:** Proposal coming to surplus unused rescue boat at Station 92; future replacement planned with more suitable equipment.
- **Public Info Collaboration:** Established info-sharing networks with Stanwood and Arlington PDs, cities, and schools to improve community communication during incidents.
- **Payroll System Transition:** Progress continues; resolution expected within 45 days.
- **Seasonal Training:** Active wildland and water rescue training underway, with high inter-agency participation and social media outreach.
- **Recruit Graduation:** Gauge Smith to graduate from fire academy tomorrow.
- **Recognition:** Firefighter/Paramedic Anna Milo appointed to IAFF Female Health & Safety Standing Committee.
- **Community Engagement:** Ongoing participation in local council meetings; Chief attended Stanwood's new flood wall ribbon cutting.

At 4:55, Chair Johnson called a 10-minute executive session allowable under RCW 42.30.140 to discuss matters relating to collective bargaining and negotiations; AND allowable under RCW 42.30.110(1)(g) to review the performance of a public employee. The meeting will resume at 5:10pm.

At 5:10pm, Chair Johnson called for a 20 minute extension to the executive session. The meeting will resume at 5:30pm.

BOARD DISCUSSION – COMMISSIONER COMMENTS

Next meeting, 5/28 will be held at Council Chambers at City Hall, Arlington. The agenda for the June workshop in Chelan is being planned. Any input is welcome, email Chief Kraski, Chair Johnson, or Kari.



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MOTION TO ADJOURN 5:34pm

1st: Commissioner Oakes

2nd Commissioner Cade

Discussion: None

APPROVED: Unanimous

Prepared by:

DocuSigned by:

Kari Wheeler

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Kari Wheeler

Commission Secretary

5/29/2025

Date Signed

Attest:

Signed by:

Rob Johnson

A23111691B944A7...

Rob Johnson

Board Chair

5/29/2025

Date Signed