



**North County Regional Fire Authority**  
**COMMISSIONER'S MEETING**  
**June 25, 2025**  
**4:00pm**

**CALL TO ORDER**

Secretary Wheeler called the meeting to order at 4:00 pm.

The following attendees were present:

**COMMISSIONERS**

Ric Cade

~~Rob Johnson~~, excused absence

~~Leonard Kelley~~, excused absence

Greg Oakes

Marilyn Oertle

Al Schreiber

Holly Sloan-Buchanan

**FIRE AUTHORITY STAFF**

Dave Kraski, Fire Chief

Kari Wheeler, Board Secretary / Bus. Process Coordinator

Matt Hickman, Assistant Chief of EMS

*Before proceeding with the meeting, Secretary Wheeler noted that in light of the excused absences of Chair Johnson and Vice-Chair Kelley, the board would need to nominate and elect a Chair Pro Tempore to preside over the meeting.*

*Secretary Wheeler called for nominations and a motion.*

**MOTION TO DESIGNATE COMMISSIONER OAKES AS CHAIR PRO TEMPORE FOR THE JUNE 25, 2025 MEETING.**

**1<sup>st</sup>:** Commissioner Cade

**2<sup>nd</sup>:** Commissioner Oertle

**Discussion:** none.

**APPROVED:** Unanimous

*With no discussion and unanimous decision, Secretary Wheeler turned the remainder of the meeting over to Commissioner Oakes.*

Chair Pro Tempore Oakes led the room in the Pledge of Allegiance.

**PUBLIC AND EMPLOYEE COMMENTS**

*None.*



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**IAFF LOCAL 3438**

***Report from Local IAFF 3438 Vice President, Kirk Normand***

*Vice President Kirk Normand thanked the Board for the opportunity to speak and noted that he is currently serving as a delegate at the Washington State Council of Firefighters during the week.*

*He reported that the annual **MDA Fill the Boot** campaign was a major success, with 11 local firefighters and their families collecting a record **\$8,013** in donations. The event was held in Arlington only, due to staffing limitations, but there are plans to expand to Stanwood next year, potentially near Haggan, and to involve the Stanwood-Camano area to increase community participation.*

*Regarding **political engagement**, the union has already knocked on hundreds of doors in support of the upcoming levy, emphasizing its benefits to the public and encouraging a "yes" vote. Normand affirmed the union's ongoing commitment to the community and the Commission.*

*On **contract negotiations**, Normand shared that while the process has been lengthy, significant progress has been made. Both labor and management have made intentional efforts to collaborate and reach a fair agreement. He commended the positive and open dialogue that has taken place and expressed pride in the resulting contract.*

*Lastly, Normand acknowledged an improvement in the overall relationship between labor, management, and the Commission. While tensions and conflict existed in recent months, deliberate efforts by all parties have led to increased understanding, respect, and trust. He emphasized the union's intent to continue building on that progress and working collaboratively to serve the community.*

*He concluded by thanking the Board and making himself available for questions.*

**MOTION TO APPROVE THE AGENDA**

**1<sup>st</sup>:** Commissioner Cade      **2<sup>nd</sup>:** Commissioner Schreiber

**Discussion:** none.

**APPROVED:** Unanimous



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*At 4:05pm, the Chair Pro Tempore Oaks called for a 20-minute executive session, allowable under RCW 42.30.140 to discuss matters relating to collective bargaining issues and negotiations. The regular meeting will resume at 4:25pm.*

*At 4:25pm, the executive session concluded with no action taken, and the Chair Pro Tempore Oaks called the regular meeting back to order.*

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**MOTION TO APPROVE CONSENT AGENDA.**

**1<sup>st</sup>:** Commissioner Cade      **2<sup>nd</sup>:** Commissioner Oertle

**Attachments:**

- a. [June 11, 2025 Meeting Minutes](#)
- b. [General Fund Accounts Payable](#) Check #'s 126476-126531 in the amount of \$106,604,66.
- c. [ILA – Transfer of Surplus Property](#) (regarding boat to Tulalip Bay Fire & Rescue)
- d. [Job Description – Payroll and Accounting Coordinator](#)
- e. [Amendment to the 2025 Non-Represented Pay Scale](#) (to add position titles, other amendments)
- f. [Report – Payroll Review Project](#) - submitted by HR Director Jubb

**Discussion:** none.

**APPROVED:** Unanimous

**QUARTERLY DIVISION PRESENTATION**

- a. [EMS 2025 Q1 Report](#) – submitted by AC Matt Hickman

**UNFINISHED BUSINESS**

**MOTION TO APPROVE THE TENTATIVE AGREEMENT DATED JULY 17, 2025, IN SUBSTANTIALLY THE FORM AS PRESENTED, AND SUBJECT TO RATIFICATION BY IAFF LOCAL 3438.**

**1<sup>st</sup>:** Commissioner Oertle      **2<sup>nd</sup>:** Commissioner Sloan-Buchanan

**Attachments:**

- a. [2025-2027 Collective Bargaining Agreement between IAFF Local 3438 and North County Regional Fire Authority, AND Associated Settlement Agreement](#)

**Discussion:** none.

**Roll Call Vote:**

Commissioner Cade – yes  
Commissioner Oaks – yes  
Commissioner Oertle – yes  
Commissioner Schreiber – yes  
Commissioner Sloan-Buchanan – yes



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**MOTION TO APPROVE THE SETTLEMENT AGREEMENT IN SUBSTANTIALLY THE FORM AS PRESENTED, SUBJECT TO RATIFICATION BY BOTH NORTH COUNTY REGIONAL FIRE AUTHORITY AND IAFF LOCAL 3438 OF THE TENTATIVE AGREEMENT DATED JULY 17, 2025.**

**1<sup>st</sup>:** Commissioner Cade      **2<sup>nd</sup>:** Commissioner Oertle

**Attachments:**

- a. [2025-2027 Collective Bargaining Agreement between IAFF Local 3438 and North County Regional Fire Authority, AND Associated Settlement Agreement](#)

**Discussion:** none.

**APPROVED:** Unanimous

**NEW BUSINESS**

[May 2025 Financial Report](#) – submitted by Finance Director Krumm; presentation only

**Discussion:** *Commissioner Sloan-Buchanan asked Director Krumm where the Training Center falls in the budget; Director Krumm explained the Training Center is its own budget but offered to include an update in his next report.*

**MOTION TO APPROVE A BUDGET EXPENDITURE OF UP TO \$18,000 FOR THE PURPOSE OF HIRING A TEMPORARY, PART-TIME EMPLOYEE IN THE COMMUNITY RISK REDUCTION PROGRAM THROUGH 2025.**

**1<sup>st</sup>:** Commissioner Cade      **2<sup>nd</sup>:** Commissioner Schreiber

**Attachments:**

- a. [Authorize Hiring of a temporary, part-time Assistant for Community Risk Reduction](#)

**Discussion:** none.

**APPROVED:** Unanimous

**CHIEF'S REPORT**

Fire Chief's Verbal Report Summary:

*Chief Kraski reported that **annual reports are complete** and expressed satisfaction that the **Collective Bargaining Agreement (CBA)** was ratified at the commission level earlier in the meeting. Local 3438 ratified it the previous Friday. The CBA will be listed under Old Business for formal signing at the July 9 Commission Meeting.*

*Regarding the **levy**, Chief Kraski noted that the union has been actively doorbelling and advocating for support. While the department is limited to an **educational role**, staff are responding to questions and providing factual information. A targeted **public outreach***



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***campaign** will begin after the Fourth of July. Levy signs will go up for a 3- to 4-week period, and **weekly social media videos**—four total—will be released throughout July. One video, in particular, was noted as especially impactful. Final approvals from participating families are pending before the videos are shared.*

*The **fire boat** listed on the consent agenda is being transferred to Tulalip Bay Fire for use as a **training vessel**. In exchange, Tulalip Bay will provide **five years of marine services** in Port Susan, through a signed interlocal agreement.*

*Chief Kraski highlighted a full calendar of **public engagement events**, including:*

- **Stanwood Car Show** (this Sunday)
- **Arlington Fourth of July events**
- **Stanwood Fair and Parade**
- **Levy Q&A open houses** at all stations (Station 99 signage pending due to nearby road construction)
- **Meetings with community groups** such as the Warm Beach Men's Group, Rotary, and Chamber of Commerce

*Chief Kraski announced that **Dr. Keay (Snohomish County's Medical Control Physician)** will attend the July 9 Commission Meeting to present **EMS awards**. Of the three 2024 award categories, North County Regional Fire Authority providers received two. Dr. Keay will speak in person to share the significance of these recognitions.*

*Additionally, Chief Kraski shared details about the upcoming **Water Safety Event on July 1 at Haller Park**, a collaboration with the Stillaguamish Tribe and Fire District 21. The Tribe donated several hundred life jackets for kids, which will be distributed at the event. The event will also feature **water rescue demonstrations**, including swimmers and hovercraft operations. Lastly, he noted that **Chief ten Hoopen and Chief Goforth** are currently on vacation and not present at the meeting.*

*Chief Kraski concluded by offering to answer any questions.*

**BOARD DISCUSSION – COMMISSIONER COMMENTS**

- July 2<sup>nd</sup>, the Snohomish County Fire Commissioners will hold their meeting at North County's Fire Training Center. They will be given a brief tour of the facility.



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**MOTION TO ADJOURN 4:57pm**

**1<sup>st</sup>:** Commissioner Schreiber

**2<sup>nd</sup>:** Commissioner Cade

**Discussion:** None

**APPROVED:** Unanimous

Prepared by:

DocuSigned by:

*Kari Wheeler*

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**Kari Wheeler**

**Commission Secretary**

7/11/2025

**Date Signed**

Attest:

DocuSigned by:

*Greg Oaks*

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**Greg Oaks**

**Chair Pro Tempore**

7/11/2025

**Date Signed**