

**VASHON ISLAND FIRE & RESCUE
BOARD OF FIRE COMMISSIONERS**

Minutes

Date: 7/28/15

Time: 6:30 p.m.

Place: 10020 SW Bank Rd., Vashon, EOC

REGULAR MEETING

- 1 **Present:** Candy McCullough, Chair
2 David Hoffmann, Vice-Chair
3 Rex Stratton, Commissioner
4 Camille Staczek, Commissioner
5 Ron Turner, Commissioner
6 Susan Wolf, Minute Taker
7 **Guests:** Charlie Krimmert, Stephen Palmer, Randy Tonkin
8 **Absent:** George Brown, Interim Fire Chief

9 **Amendments to Agenda**

10 None.

11 (Commissioner Stratton enters.)

12 **Approval of 7/14/15 Minutes**

13 Motion by Commissioner Hoffmann:

14 **“I move we approve the minutes of 7/14/15.”**

15 **MOTION PASSES, 5-0**

16 **Voucher Approval**

17 Motion by Commissioner Turner:

18 **“I move that we approve the referenced vouchers and transfers as detailed in**
19 **Administrative Memorandum 07.28.15-01.”**

20 **MOTION PASSES, 5-0**

21 **June Financial Report**

22 Motion by Commissioner Turner:

23 **“I move we accept the June Financial Report.”**

- 24 • Revenues are slightly down because the first half of ALS funds have not been received;
25 otherwise we're right on target.

MOTION PASSES, 5-0

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Chiefs' Reports

Interim Chief Brown reported to the Board Chair:

- There was a mobilization for fighting Wildland fires last Monday through Friday. We sent one tender and two men. Brett couldn't go due to work demands.
- While he is gone on vacation, Interim Chief Brown sent out an email to the troops setting out lines of authority in his absence. He'll be checking emails and phone messages.
- The Bias conversion (accounting software) is going well. Payroll functions will be implemented next.
- Festival resulted in triple the usual number of calls. All calls were handled, and the Incident Action Plan (IAP) worked well. Chief Brown thanked the volunteer lieutenants. Chair McCullough expressed her thanks to Lt. Krimmert and his co-workers. The Chamber of Commerce used one of our mobile generators and it reportedly worked fabulously.
- The SCBA grant came through: over \$300,000 for new SCBAs.
- Chief Lipe plans to return to work in a couple more weeks, if his convalescence goes as planned. He is not planning to retire soon as he wants to see the medic transition through.

New Business

SOG 1013 Procedures for Scheduling OT

The committee of officers, union and management has developed this SOG, which has been approved and signed by Chief Brown.

Old Business

Interim Fire Chief Pay

Motion by Commissioner Hoffmann:

"I move that we approve Assistant Chief George Brown to receive the Fire Chief rate of pay during his temporary appointment as Interim Fire Chief."

MOTION PASSES, 5-0

- It is standard operating procedure to pay a person at the higher rate of pay commiserate with the level of command/work the officer is performing.

Chief Evaluations

- The District has used Prothman in the past as a factfinder for comparables in order to set the chief's wages. They have been expensive and the last several years, in order to curtail costs, it has not been as formal a review. Because both chiefs' contracts ask for a third party facilitator, we could use Prothman, but we don't have to do it until the chief returns.
- The Board evaluates the Fire Chief, who evaluates the Assistant Chief, but both contracts ask for a facilitator.
- Before initiating a conversation with Prothman, the Board Chair wants to check with some other facilitators.

65 Motion by Commissioner McCullough:

66 "I move we table this."

67 MOTION PASSES, 5-0; TABLED

- 68
- 69 • Steve Palmer (*from the audience*): As a final evaluation the Board might choose to
 - 70 conduct a similar one to first couple years (Fire Chief's evaluation) as employees are
 - 71 interested in having input, especially after the transition of the Fire Chief's position if
 - Hank leaves and George assumes the position.

72 Chief's Conference

- 73 • Because it is an Executive Fire Officer symposium, Chief Brown can't attend because
- 74 he doesn't have the credentials. It was pointed out the Board already voted and
- 75 approved Chief Lipe's attendance. It's counterproductive to counter our decision and
- 76 his reservations may have already been made. One Commissioner felt there was no
- 77 value to the island for the chief to attend but since the majority of the Board felt
- 78 otherwise, he declined to move so the prior decision stands approved.

79 Security System

80 TABLED

81 Medic One Proposal Update

- 82 • There had been no news, but Paramedic Palmer (*in the audience*) reported that he
- 83 understood our Local will have the Interlocal Agreement between Locals 2595 and
- 84 4189 up for ratification Tuesday, August 4th. South King County is taking it to their
- 85 membership via an internet voting process; and intends to have their first meeting
- 86 Monday. King County labor negotiators are comfortable now, with the Locals ready,
- 87 to begin discussions. On the 3rd they will begin and Captain Huffinan has been
- 88 invited to the table for the discussion.
- 89 • Pressure is coming from this side that we achieve not only the quality of care but
- 90 level of service that is geographically required. That would dictate a third paramedic
- 91 here 24/7. That is necessary because employees believe Fogarty's proposal isn't
- 92 functional because of the ferries.
- 93 • The labor negotiators are focused on the issues of the effects to that labor group:
- 94 seniority, benefits and wage, but it is unlikely to be about staffing levels. Public
- 95 Health is ultimately responsible to bring the final plan to the Board. Dr. Eisenberg's
- 96 letter addressed how the county can improve quality.

97 Strategic Plan Update

- 98 • Nothing new to report. The Public Information Strategic Team (PIST) will be going
- 99 out to focus groups with the objective of developing a community-based plan. They
- 100 will refine it as they get more feedback.

101 **General Comments**

- 102 • Chief Lipe is recovering well and anticipates two weeks more off work.
- 103 • Union President Randy Tonkin joined the meeting. He commented he noticed that
- 104 security cameras were mentioned in the previous meeting minutes. He asked, if it
- 105 was to be a management tool, what behavior in the building was it trying to

106 discourage. Something like the installation of cameras is not fostering a trust
107 relationship amongst the staff nor creating a healthy work environment. It was
108 mentioned that there were cameras, some still in place when the District dispatched
109 our calls and that at this point the Board is only looking at costs. The subject has
110 been tabled.

- 111 • Steve Palmer commented that not to conduct a review of the fire chief or whoever is
112 filling that role doesn't seem like a very good idea. We all have evaluations; seems
113 like not to have it with chief officers is not having an objective review. He suggested
114 getting a third party in from outside, have an objective process, which the Board said
115 was in the process.
- 116 • Paramedic Palmer went onto comment that the labor group made a review of George
117 to the Board with their vote of "No Confidence," but it appeared the Board did not
118 take it seriously and "nothing happened." The Board responded that they did take it
119 seriously and did take action but personnel issues are confidential and not discussed
120 in public meetings. Palmer stated the employees are concerned about the results of
121 the investigation, feel they have no voice and lack an opportunity to express an
122 opinion anonymously. The Board commented that after taking action, the next
123 evaluation showed an improved performance of the Assistant Chief.
- 124 • Lt. Krimmert expressed that since there is no formal organization with the volunteers,
125 only as individuals do volunteers give opinions. There is no volunteer contract for
126 evaluations. The focus is on career staff and we don't have a system for looking at
127 needs, values or to express appreciation of volunteers. The Board expressed
128 appreciation for him bringing up an important issue.

129 **For the Good of the Order**

130 None.

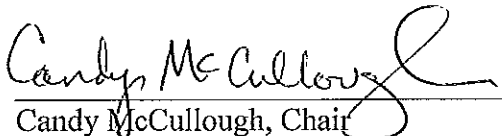
131 **Documents Signed**

132 EXECUTIVE SESSION

133 The Executive Session was held pursuant to a provision of RCW 42.30.110(1)(g). The Chair
134 closed the public meeting at 7:09 and opened in Executive Session. At 7:28 p.m., the Chair
135 extended the meeting for 30 minutes. At 7:54 p.m., the Chair opened the meeting in public
136 session and adjourned the meeting at 7:55 p.m. No decision was made.

137 *The next Regular Meeting will be on 8/11/15 at 6:30 p.m. at 10020 SW Bank Rd, Vashon, EOC Room*

Approved this 11 day of Aug, 2015.


Candy McCullough, Chair


Susan Wolf, Minute Taker