



## SNOHOMISH REGIONAL FIRE & RESCUE

### **BOARD OF FIRE COMMISSIONERS MEETING MINUTES**

#### **SNOHOMISH REGIONAL FIRE & RESCUE**

SRFR Station 31 Training Room / Via Zoom

163 Village Court, Monroe, WA 98272

March 14, 2024, 1730 hours

#### **CALL TO ORDER**

Chairman Elmore called the meeting to order at 1730 hours. In attendance were Chairman Elmore, Vice Chairman Fay, Commissioner Schaub, Commissioner Steinruck, and Commissioner Waugh; and via Zoom were Commissioner Gagnon and District Secretary Snure. Commissioner Edwards was absent with notice.

#### **PUBLIC COMMENT**

There were multiple comments from citizens regarding the effects of the Governor of Washington's Proclamation 21-14 and its vaccine mandate.

#### **UNION COMMENT**

N/A

#### **CHIEF'S REPORT**

As presented. Chief O'Brien congratulated Lieutenant Jeff Thompson and Battalion Chief Rob Fisher on their retirements. He congratulated Battalion Chief Ray Kosiba on his upcoming retirement on April 1st, and he congratulated Mindy Leber on her upcoming retirement on April 5th. Our staff, pipes and drums, and honor guard attended the memorial service for Trooper Christopher Gadd. It was quite a service, and our hearts go out to Trooper Christopher Gadd's family and the Washington State Patrol. Our crews are working hard out there and doing a great job. We appreciate everything the staff and firefighters are doing.

#### **COMMISSIONER REPORTS**

*Capital Facilities Committee* - Commissioner Steinruck commented that they discussed the Station 83 update, Station 31 Shop update, Station 32 update, Station 81 update, Admin Building, training property and the Design Conference.

*Post-Employment Medical Committee* - Chairman Elmore commented that the committee unanimously voted to move the information forward for post-employment medical for our PERS employees, and we are planning for this topic to be a first touch on the next agenda.

*Sno-Isle Commissioners Committee* - Vice Chairman Fay commented that they are trying to schedule the new Sheriff for their next meeting.



*Policy Committee* - Commissioner Schaub commented that they are making good progress. Earlier today they covered five additional policies.

### **COMMITTEE MEETING MINUTES**

Capital Facilities Committee - February 27, 2024

Finance Committee - February 22, 2024

### **CONSENT AGENDA**

#### **Approval of Vouchers**

Benefits Vouchers: 24-00536-2400552; (\$676,847.95)

AP Vouchers: 24-00553 to 24-00724; (\$511,503.89)

#### **Approval of Payroll**

February 29, 2024 (\$1,209,687.08)

#### **Approval of Minutes**

Approve Regular Board Meeting Minutes February 22, 2024

#### **Motion to approve the Consent Agenda as submitted.**

Motion by Commissioner Steinruck and 2nd by Vice Chairman Fay.

On vote, Motion carried 6/0.

### **OLD BUSINESS**

#### **Discussion**

N/A

#### **Action**

##### *Policy Updates*

- Policy 100 Fire Service Authority
- Policy 101 Chief Executive Officer Qualifications
- Policy 102 Policy Manual
- Policy 327 Line-of-Duty Death and Serious Injury Investigations

#### **Motion to approve Policies 100, 101, 102, and 327 as submitted.**

Motion by Vice Chairman Fay and 2nd by Commissioner Schaub.

On vote, Motion carried 6/0.

#### *IAFF Contract*

Chief O'Brien thanked Union President Fisher and his team and Assistant Chief Lundquist and staff for their hard work. After working together and lots of hard work, we have a tentative agreement on a contract and it's good for everyone.



## SNOHOMISH REGIONAL FIRE & RESCUE

### **Motion to approve the IAFF contract as submitted.**

Motion by Chairman Elmore and 2nd by Commissioner Waugh.

On vote, Motion carried 6/0.

### **NEW BUSINESS**

#### **Discussion**

##### *2023 Fourth Quarter Report and Budget Amendment*

Business Administrator Schoof commented that this is a second touch on the quarterly report and budget amendment. It was reviewed by the Finance Committee and forwarded to the Commissioners for review.

#### **Action**

##### *Shop Sick Leave Donation MOU*

Chief O'Brien commented that the shop employees would like to be able to donate sick leave to each other, in the event that someone runs low with their leave. There is actually a situation in the shop where that is occurring. This MOU would allow them to donate to each other and help each other out.

Commissioner Gagnon asked if it has been considered whether there should be a cap on what can be donated. Assistant Chief Messer commented that this has been sent to legal for review and we have added the language under item 1, "...with approval by the District" which allows us to review what's coming in and what is being used.

Commissioner Schaub commented that at his previous job with Snohomish County, if you were donating leave there was the qualifier that you had to have at least 80 hours in reserve. We might want to consider a minimum. Commissioner Gagnon requested that the Board look at this more closely before approving.

Chairman Elmore commented we will have further discussion on this, and plan to have it on a future agenda.

Commissioner Steinruck asked when time is donated, at whose rate is it donated? Is it at the rate of the person who earned it or is it at the rate of the person receiving it? Business Administrator Schoof appreciated the question and confirmed they will review and bring this information back to the Commissioners.

##### *IAFF Sick Leave MOU*

Chief O'Brien commented that we have a retiree who would like to convert his sick leave sellback to VEBA, but the contract specifies that it will go to deferred comp.

Assistant Chief Lundquist commented that this would allow the member to make a choice, and then after it is decided they would still have to do a vote by the body. This would allow them flexibility.



Commissioner Gagnon asked if they can currently put any money into MERP and should we consider adding MERP? Assistant Chief Lundquist commented that currently the contract language says it goes specifically into their deferred compensation program. Our hope is that the language would be generalized enough to include, "...or distributed into another qualified plan as established by the bargaining unit..." which would then cover this.

**Motion to approve the IAFF Sick Leave MOU as submitted.**  
 Motion by Commissioner Waugh and 2nd by Vice Chairman Fay.  
 On vote, Motion carried 6/0.

#### GOOD OF THE ORDER

Chairman Elmore attended the last two retirement ceremonies and commented that they were well done. These members will both be missed.

Commissioner Schaub appreciated the opportunity to attend the Northwest Leadership Seminar this month.

Vice Chairman Fay thanked those who attended the Commissioner Meeting tonight and commented that their time and opinions are appreciated.

Commissioner Steinruck thanked the administrative staff and responders for their commitment to our communities and their service.

#### ATTENDANCE CHECK

Regular Commissioner Meeting March 28, 2024, at 1730 - Station 31 Training Room/Zoom.

#### EXECUTIVE SESSION

RCW 42.30.140(4)(a): Labor Negotiations  
 Chairman Elmore confirmed there was no need for an executive session.

#### ADJOURNMENT


Chairman Elmore adjourned the meeting at 1756 hours.

Snohomish Regional Fire & Rescue

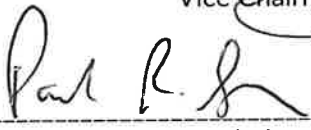
Commissioner Rick Edwards



SNOHOMISH REGIONAL FIRE & RESCUE

  
Chairman Troy Elmore

  
Vice Chairman Randy Fay

  
Commissioner Paul Gagnon

  
Commissioner Jeff Schaub

  
Commissioner Jim Steinruck

  
Commissioner Roy Waugh