



BOARD OF FIRE COMMISSIONERS MEETING MINUTES

SNOHOMISH REGIONAL FIRE & RESCUE

SRFR Station 31 Training Room / Via Zoom

163 Village Court, Monroe, WA 98272

March 28, 2024, 1730 hours

CALL TO ORDER

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

Chairman Elmore added an agenda item under Old Business Action – Shop Employee Sick Leave Sharing Program.

PUBLIC COMMENT

One public comment in support of the firefighters.

UNION COMMENT

Teamsters: N/A

IAFF: One comment from the IAFF regarding the Cultural Health Assessment.

CHIEF'S REPORT

As presented. Chief O'Brien commented that we had a good Scout Day Open House and he thanked everyone for their participation. We also received our Cultural Health Assessment and there is a lot of good information in there. We have a lot to learn and grow, especially with senior leadership.

COMMISSIONER REPORTS

Capital Facilities Committee – Commissioner Steinruck commented that they went through a thorough update at the retreat, and they will have a written report in the next Commissioner Packet. They have a facility plan well under way.

Finance Committee – Chairman Elmore commented that they met earlier this afternoon and reviewed the following items: retiree medical benefit increase, post-employment medical update, negotiations forecasting model, funding options review, risk management assessment update, CARES ILA with South County, Darkhorse Community Risk Assessment, and ballistic vests.

Sno911 Committee – Commissioner Waugh commented that they met on March 21st. There was a glitch in the algorithms with the nurse's helpline, where there was a 75% push back with the non-urgent low acuity calls being noted as high acuity and then dispatching fire and aid. They are correcting the issues. Their



SNOHOMISH REGIONAL FIRE & RESCUE

annual report will be posted on the website once it has been approved and they've had two years of clean audits. Commissioner Waugh confirmed with the Board he should continue with this committee.

Policy Committee - Commissioner Schaub commented their next meeting will be April 11th. On March 14th they reviewed the following five policies: 309 Staging, 315 Wildland Firefighting, 606 Hearing Loss & Noise Control Training, 918 Health & Safety, and 1032 Temporary Modified Duty Assignments.

COMMITTEE MEETING MINUTES

Policy Committee - March 14, 2024

CONSENT AGENDA

Approval of Vouchers

Benefits Vouchers: 24-00725 to 24-00734; (\$709,216.15)

AP Vouchers: 24-00735 to 24-00822; (\$362,397.30)

Approval of Payroll

March 15, 2024 (\$1,134,838.84)

Approval of Minutes

Approve Regular Board Meeting Minutes March 14, 2024

Motion to approve the Consent Agenda as submitted.

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

On vote, Motion carried 7/0.

OLD BUSINESS

Discussion

N/A

Action

2023 Fourth Quarter Budget Amendment

Motion to approve the 2023 Fourth Quarter Budget Amendment as submitted.

Motion by Commissioner Steinruck and 2nd by Commissioner Gagnon.

On vote, Motion carried 7/0.

Shop Employee Sick Leave Sharing Program

Chief O'Brien commented we had our first touch on this at the last meeting. We received some feedback from the Commissioners and made a change to establish a limit where employees may share their sick leave, however they must maintain 160 hours after the donation.



Commissioner Schaub commented that seems like a lot of hours, however he will support the decision. Chairman Elmore confirmed that there are three members who are eligible to donate at this time.

Motion to approve the Shop Employee Sick Leave Sharing Program as submitted.

Motion by Chairman Elmore and 2nd by Commissioner Edwards.

On vote, Motion carried 7/0.

NEW BUSINESS

Discussion

Interface Systems Contract: Fire Benefit Charge Analysis

Chief O'Brien commented that as part of our Strategic Plan, we are researching alternative funding methods. He thanked Business Administrator Schoof for working on this.

Business Administrator Schoof commented that this is our first touch on this and if any questions come up, please reach out to the Chief. This will give us the ability to evaluate the fee structure of a benefit charge, with multiple components. It's not an agency-to-agency structure comparison, it is a flexible model to basically see potential options.

Mobile Integrated Health ILA

Chief O'Brien commented that this is a first touch regarding an interlocal agreement with South County, where we would provide an EMT individual to work in a mobile integrated healthcare / community paramedicine program. It also includes the costs for administration.

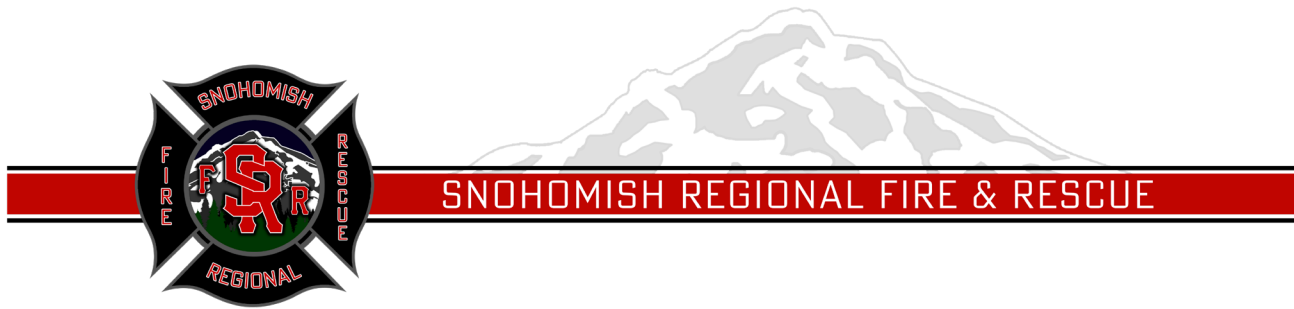
Assistant Chief Lundquist commented that the feedback we received from CRP's prior to 2020, was the lack of support they had to navigate the system. An idea that came up last fall was to integrate our teams together, which would allow an SFR member to join the South County program they already have running. This would also allow us coverage from South County on days that we currently don't have coverage, one year at a time.

Commissioner Waugh commented that he speaks in support of this program, however the proposal is that we pay 10% of a budget that we have no control over. Is it possible to change the language or use the previous year's budget, to address the concern of a percentage of a contract that is over a budget that we have no control. Assistant Chief Lundquist confirmed that they will address this.

Commissioner Steinruck asked if we decide to move forward with this program, would we be asking the crews for interested candidates. Assistant Chief Lundquist confirmed yes. The Commissioners could choose not to sign an ILA with South County and then solicit through our memo system to see if there are any interested parties in the CARES system. However, this would allow an individual to jump into an already working system and they wouldn't have to start their own system from scratch.

Retiree Medical Benefit Resolution 2024-2

Business Administrator Schoof thanked CFO Camille Tabor for her work on this. The current retiree



medical benefit for LEOFF 2 employees allows for an annual inflator to the medical premium. The increases to the retiree medical benefit typically match the health insurance increases; and for 2023 and 2024 it would be 1.5% and 3% respectively. Please let us know if there are any questions.

Body Armor RAB

Chief O'Brien commented that we have a committee of firefighters who have done a lot of work on this, and this is in support of our mission.

Assistant Chief Lundquist commented that he was hoping to have the committee give their presentation this evening, however he wasn't able to give them enough notice. He hopes to have them join us at the next meeting. The team is excited to bring this forward, as we don't currently have the protection for our firefighters and deputy fire marshals. The North Battalion had them in 2017 with a 5-year life cycle, and currently we have none on the apparatus.

PERS Post-Employment Medical Coverage Program

Chief O'Brien commented that the committee met and prepared a proposal to provide post-employment medical to PERS employees. The District currently provides post-employment medical to LEOFF employees. In the interest of taking care of people, there is a resolution where the District would pay 50% of medical costs for the PERS employee at the age of 62. CFO Camille Tabor confirmed the employee would have to have 78 points, just as the firefighters do.

Commissioner Elmore commented that this is the right thing to do, and this is a way to acknowledge these individuals. Commissioner Waugh asked about the years of service, as it reads that 5 years must be with SRFR, and his thought is that this would be for long-term employees. CFO Camille Tabor explained the intent was to include employees that have merged in from another district.

Action

N/A

GOOD OF THE ORDER

Chairman Elmore - I've read through the entire Cultural Health Assessment report and this was our primary focus at COMEX. It was a very difficult read, and I appreciate people being honest and straightforward about how they were feeling and how they were perceiving things. On behalf of the Board, we have work to do. Thank you to everyone who participated.

Commissioner Schaub - As an elected commissioner I don't manage or supervise people, but I do believe in servant leadership and my job here is to serve the community, develop policies and support the District, which logically means that I want to support the firefighters. The main thing I want to say is that I will listen, I will respect anonymity, and I will follow up. The report was tough to hear and we want to make things better.

Commissioner Waugh - We, as a team, heard your voice and we will act on what you said. The questions



were asked because we care about all people, those we serve and those who do the serving. It was very hard to read many of these comments and hear how many of you feel, and it will take a while to digest all this information and develop an actionable plan to move forward. It seems like we have let a lot of people down. We can and will do a better job. We appreciate all the all time and effort that everyone put into completing the surveys and participating in the interviews. I thank you for all you do and for all you have done. You have been heard and we will act on what you said.

Vice Chairman Fay - I want to echo the thank you from Commissioner Waugh. I thank everyone for voicing your opinions. The consensus from our retreat is that both organizationally as a Board and individually we own this; and I extend my apologies that we have fallen short. It wasn't all bad news. It is great to hear the crews are maintaining good morale at the stations and it is great to hear that at the administrative level morale is good. However, we have a broken link around the issues of accountability and follow through. I will do what I can to help facilitate fixing this. I also have hopes and dreams for this process. Each department that merged over the last few years has brought a lot of the same values to the table, and each district brought new ones to the table. The overwhelming message is that you want to see us improve, and it seems like a lot of people seem to think we have the capacity to do that. I hope as we move forward together, we can look for redemption, we want to be accountable. This is a partnership, and what we have from you now is a response. What we need is communication. I realize that trust has been broken, and this is where we need to start to make things work. We want to facilitate change and it needs to be in partnership with everyone in the organization. We need to reach a point where we can rebuild trust and start communicating and craft solutions together. My apologies for my part in this and I will work with the Board to help facilitate healing and get back on the right track.

Commissioner Steinruck - I think what you are hearing from the Commissioners is echoed by all the executive leadership team. We all received the input, as difficult as it was to hear, which gives us a lot to work on and improvements to make. One of the many things I am hearing is that it sounds like we are taking really good care of the public, however the crews and staff feel we aren't taking good care of our people within the organization. There also seems to be a concern that nothing will be done with the survey results. This is our time to take this seriously and come up with a plan to improve our communications and our face time. It was good to hear that the mergers between District 3, District 7 and Lake Stevens Fire have gone well, with people in the stations cooperating and working well together. This is exciting. We are reviewing the feedback we have received and taking it to heart. We will develop a plan going forward, to address this with meaningful communication and face time. This is my commitment.

Commissioner Edwards - I reviewed the report and I was a bit blindsided. I apologize for being out of touch. I may not talk much, but I am a good listener, and I am here for you. I look forward to improving things.

Commissioner Gagnon - We did a self-assessment and we asked the question, how are we doing. We aren't happy with the results. We heard you. I heard you. You will see some changes.



Commissioner Elmore - We knew it was going to be rough, and it was a very resounding message. Thank you again to everyone for your time and effort. We all acknowledge there is work to be done.

ATTENDANCE CHECK

Regular Commissioner Meeting April 11, 2024, at 1730 - Station 31 Training Room/Zoom.

EXECUTIVE SESSION

N/A

ADJOURNMENT

Chairman Elmore adjourned the meeting at 1815 hours.

Snohomish Regional Fire & Rescue



 Commissioner Rick Edwards



 Chairman Troy Elmore



 Vice Chairman Randy Fay



 Commissioner Paul Gagnon



 Commissioner Jeff Schaub



 Commissioner Jim Steinruck



 Commissioner Roy Waugh