SOUTH KING FIRE & RESCUE

April 22, 2014
Station 68

Commissioner Gates called the meeting to order at 1700 hours with Commissioners Rickert, Thompson and Freitas in attendance, Commissioner Fossos has not arrived. Board Secretary Lauri Perry recording.

The Pledge of Allegiance was led by Commissioner Freitas.

At 1701 hours Commissioner Fossos arrived.

APPROVAL OF MINUTES

Commissioner Gates asked for the approval of the minutes of the March 25, 2014 Commissioner's regular meeting. Commissioner Rickert made a Motion to approve the March 25th minutes; Motion was seconded by Commissioner Thompson. Motion passed unanimously.

COMMISSIONERS COMMENTS

Commissioner Freitas reported that he attended a couple of statewide meetings on injury and violence prevention. The committee is moving forward trying to prevent injury and violence, it works actively with WFCA, WFC and Department of Health. The committee is reviewing their plans, strategic planning, SWOTT analysis and going through a number of updates as you would expect committees to do. Commissioner Freitas added that he was not able to attend to the Lions basketball game, he was sorry to see that we lost. Work has picked up a little bit; the community is trying real hard.

Commissioner Rickert had no comments.

Commissioner Thompson reported that he attended the Lions basketball game FWPD vs SKF&R, it was a good basketball game for a good cause. He also attended the King County Fire Commissioners meeting; there was a great presentation by the Washington State Survey & Rating Bureau. The presentation was on how the fire districts can lower their insurance rating. There were more Commissioners at this meeting than most and there were a number of new Commissioners at this meeting, it is great to see the interest.

Commissioner Gates reported that he also attended the Lions basketball game, it was a good time and we actually led most of the game, however we ended up losing.

Commissioner Fossos reported that he also attended the SKF&R vs FWPD basketball game, it was a good game and a lot of fun.

PUBLIC COMMENTS

Wayne Corey reported that last year the SKF&R Aid Fund donated an AED Defibrillator to the Des Moines Farmers Market, next month they will receive CPR & AED training, so far 17 people have signed up for the class. The Des Moines Farmers Market normally draws approximately 4,000 – 5,000 people, so it is a good idea to have individuals trained in CPR and have an AED available if needed. Opening day for the Des Moines Farmers Market is June 2nd, everyone is invited.

Jerry Galland noted that at last month's meeting he asked about the sewer easement on the 320th property and he inquired if there is any information that he can get on that. Commissioner Gates noted that he was not aware of any additional information.

Roger Hershey noted that he is part of the Federal Way Lions and he thanked those that participated in the SKF&R vs FWPD basketball game. He also thanked Commissioners Fossos, Thompson and Gates for attending the game. All proceeds from the game will be split between three organizations, Federal Way Lions, FWPD, SKF&R (donations are split between the Foundation and the Aid Fund). Unfortunately we can't seem to get much support from the community. Commissioner Gates thanked Roger for all of his hard work and everything that he and the Lions do for our community.

Mary Stevens thanked the FW Lions for all they do in the community and she thanked Roger for all he does. Mary also reported that she would like to address some comments made at the last board meeting regarding the Fire Chief's complaint against a Commissioner. Federal and State Laws prohibit harassment, discrimination and retaliation in the work place. Every business, be it large or small, public or private, have some type of anti-discrimination and anti-harassment policy in place, and a process for filing a complaint. South King Fire has such a policy in place, just like any other business. Any employee of South King Fire & Rescue, regardless of their position or command level, has a right to work in an environment that is free of intimidation and harassing behaviors. The Department has an open door policy, for any employee, regardless of their position or command level, to report any concern they may have of unfair or unlawful treatment at work. It is the responsibility of the Department to follow up on such complaints, regardless of who made them. The Department took prompt and appropriate action to this complaint, by hiring an outside neutral party to assist and investigate. Although legal discrimination was not found, the investigation did reveal findings that the Commissioner made inappropriate comments and behaved unprofessionally towards the Chief and some of his staff. Behaviors which are not condoned by other Board Members. Commissioner Freitas made light of the matter at the last Board meeting, by jokingly saying to the Chief… "I'm not staring at you". The desired outcome would be for the Commissioner to take some accountability, extend an olive branch, and work towards mending the relationship with his employee and other Board Members, and move forward in a positive direction. I would also like to address a comment made by citizen, Jerry Galland, who referred to the complaint and investigation process as a "witch hunt". That statement is completely untrue and without merit. Over the past several years, Mr. Galland has made numerous statements and accusations which insult and attack our Department, our Board Members, our Fire Chief, his son…. all of which I find outrageous and malicious. We have a First Class Fire

Department with top rate employees and Leaders. Al Church has served this community every day, for the last 36 years. Starting out as a Probationary Firefighter in 1978, he has since held every single Fire Service position in this Department. He has entered the homes of our community, treated the sick and wounded, protected lives and property, served his commanders and elected officials, and worked long and hard to improve and enhance Fire Department Services here, and around the State of Washington. In his capacity of Fire Chief, he is a strong Leader, role model, and pillar in this community. I am proud to serve on his team, and applaud him for all he has done to make South King Fire and this Community a safe and inviting place to live and work. I support him wholeheartedly and 100%. Thank you for listening. Commissioner Freitas added that he takes his job as a Commissioner seriously, he does not mock people, he does not take things lightly, and his comment of "not staring" is extending an olive branch. He does look around the room and try to make eye contact with people as was stated in the investigative report which did not make the comment section in the report that was publicly released. I am extending an olive branch, I am doing my best to stay within the Commissioner Guidelines, I just want this thing to go away as much as everyone else does, I am tired of it, we all should get on with it and I apologize again if looking directly at you Chief Church causes a problem, I am just trying to do my job, I take it seriously.

COMMISSIONER COMMITTEE REPORTS

Commissioner Gates noted that the Policy & Procedure committee met on March 27th, their report is in your packet. Commissioner Thompson reported that the Policy & Procedure committee met and reviewed Section 18 of the Commissioners Guidelines; they added, changed and eliminated some information. All Commissioners should have received a copy of the requested changes in your packet. Commissioner Thompson made a motion; I move that the Board of Commissioners of South King Fire & Rescue approve the changes made to Section 18 in the Commissioner Guidelines. Motion was seconded by Commissioner Fossos. Commissioner Fossos added that he reviewed the information, the committee did a great job so we are prepared if a Commissioner leaves. Commissioner Freitas added that he appreciates receiving this information in advance so he can review the RCWs that are listed in the document and compare against other policy and procedure manuals. Motion passed unanimously.

Commissioner Thompson noted that the committee will be meeting soon to update and review the Ethics Policy. They are in the process of reviewing a number of other Ethics Policies and gathering information.

ADMINISTRATIVE TEAM REPORT

Chief Church thanked Roger Hershey and Mary Stevens for all of their work on Lions Basketball game. Mary was a one man band, securing players from SKF&R.

Kudos to Lt. Bellinghausen, & A/C Plumlee, our Annual Scouts Nite will be held on Wednesday, May 14th, which is the same night as the Federal Way Chamber will be recognizing Ms. Becca Martin as the new FW Chamber of Commerce CEO, it should be a great evening.

Commissioner Fossos thanked Chief Church for his report at the King County Commissioner meeting that was held at Station 67, the Commissioners really appreciated hearing his Legislative Report.

Congratulations to Joe Ganem and Lt. Bellinghausen, they are part of the current Advancing Leadership Class, they will be graduating on June 19th. The Youth Advancing Leadership graduation will be held on Monday.

The Advancing Leadership Annual Spaghetti Dinner will be held on October 4th, mark your calendar, Chief Church will be looking for Celebrity Waiters again this year.

APRIL BUDGET

CFO Lawson reported that the April budget is 0.3% over budget; CFO Lawson read into the record the list of expenditures for the month of April.

Mid-Month Utility Warrants (105793-105814) totaling	$52,702.14
Accounts Payable Warrants (105815-105908) totaling	$572,677.52
Payroll Direct Deposit Document for 156 indiv. DD007830-007985 totaling	$925,554.90
Payroll Warrants (for 0 individuals)	$0
Payroll Electronic Federal Tax Payment totaling	$207,304.70
TOTAL approval	$1,758,239.26

Commissioner Freitas inquired if there have been any meetings with Valley Regional Fire Authority regarding the studies that are taking place. At this time there is nothing for the committee to report.

Commissioner Fossos thanked Mary Stevens for her comments; I admire her work ethic and her dedication to South King Fire & Rescue.

Meeting adjourned at 1725 hours.

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COMMISSIONER (CHAIR) COMMISSIONER (VICE CHAIR)

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COMMISSIONER COMMISSIONER

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COMMISSIONER

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BOARD SECRETARY

SOUTH KING FIRE & RESCUE IS AN EQUAL OPPORTUNITY EMPLOYER