SOUTH KING FIRE & RESCUE
October 26, 2021
Station 68 and Virtual

Commissioner Gates called the regular meeting to order at 1700 hours with Commissioners Fuller, Rickert, Berger and Thompson in attendance via the virtual meeting. Board Secretary Lauri Perry recording.

The Pledge of Allegiance was led by Commissioner Thompson.

Commissioner Gates mentioned that there will be an Executive Session for approximately 10 minutes per RCW 42.30.110 (1) (i) *to discuss with Legal Counsel representing the agency matters relating to agency enforcement actions or to discuss whit Legal Counsel representing the agency the governing body or a member acting in an official capacity is or is likely to become a party when public knowledge regarding the discussion is likely to result in an adverse legal or financial consequence to the agency.* Attending Executive Session will be the five (5) Commissioners, Legal Counsel, Chief Pennington, Executive Director Ganem and Board Secretary Lauri Perry. At 1712 hours it was noted that Executive Session is starting. At 1723 hours Executive Session was extended for an additional 10 minutes.

The meeting reconvened at 1735 hours.

APPROVAL OF MINUTES
Commissioner Gates asked for the approval of the Regular Meeting Minutes on September 23, 2021. Commissioner Thompson made a motion to accept the minutes of the regular meeting on September 23, 2021 as distributed. Motion was seconded by Commissioner Rickert. Motion carried unanimously.

Commissioner Gates asked for the approval of the Special Meeting Minutes on October 19, 2021. Commissioner Berger so moved. Commissioner Thompson seconded that. Motion carried unanimously

PUBLIC COMMENTS
IT Specialist Jaden Hassell oversaw the Public Comments.

(Public comments have been transcribed)
Chris Andersen, Captain at Station 64, here again. Good news I no longer pose a threat to myself, my coworkers or the community. So I'm feeling pretty good about that. I'm not sure what more I can say to you guys other than. I hope that we're trying to figure out how to get our members back.
It's pretty sad that we've lost these members. Other thing I'll leave you with is there's more mandates coming and I hope that you guys are giving it some thought before we're in this situation again.
Cause we're likely that you lose another group of people so I would empower you guys or implore you guys to please give it some thought. We can't afford to lose any more people.

Lieutenant Chad Snyder, South King Fire Station 67 on day shift still. Commissioners we've only got 3 opportunities now in the past, too, for me to address you and to state my concerns. The level of betrayal, and disappointment that we've seen from leadership at South Fire and Rescue has been astonishing. In my 18 years in the fire service, I have not seen nor have I ever heard of this level of

failed leadership, you as the commissioners. Mr. Gates I appreciate you being here, I really do being in person is important for these things. I know last time you guys passed a resolution that allowed Commissioners to not be in person if the vaccine works, if our masks work, if 6 feet of distancing works, then it is completely safe for you, Commissioners to be here in person. You guys are running an organization that has the lowest level of morale that I have ever seen in the fire Department. It has the least amount of leadership from above that I've ever seen in a fire Department. Meanwhile, you sit behind computer screens and attempt to lead this organization. As a leader in the company level I can tell you leading behind the screen does not empower your personnel. You have a morale problem at your fire department. You have an upper level leadership problem at the fire Department. You've lost some amazing leaders and you've lost some people that would no doubt have grown into amazing leaders. Whether I'm here in a couple months or not does not matter. But I'm just a number to you guys, you can replace me, you'll do another Academy, that's fine.

What you guys will be left with if you do nothing about this morale problem. Is an organization that has people come and go as quickly as they see their culture that truly is South King Fire and Rescue. South King Fire and Rescue originally it was told to me that it is a family, this is a crumbling family, you as the leaders have an opportunity to go out each and every day to try and rebuild that family I would suggest that you make every opportunity or effort to do that. If my brothers and sisters out there at the department regardless of what is done in leadership above just understand it, it's the people in your firehouse that make this job great, so whether it's disregarding the lack of leadership from above or leading from the bottom you have the choice each and every day to do that. Thank you guys for being here. I'm not mad.

This is Ryan Herrera, President of IAFF Local 2024. I share the sentiments of the members that just spoke. I think this organization had an opportunity for the Fire Commissioners and the Administration. Had the ability to provide reasonable accommodations as stated by the Department of Health and the State of Washington.

Just recently Dr. Waffle, who is the Medical Program Director in Pierce County. Recently met with their constituents there and supported his position and the position of Pierce County to allow for reasonable accommodations to firefighters within that County.

You had the ability to do so and you failed. And as a result, we lost 280 years fire service experience that we will never get back. It's disappointing, I agree, probably, this is the worst that I have seen morale within our organization. I do hope that something is done about it. You know, I had a meeting with the Administration here recently. And I asked the Fire Chief if he had even had a chance to meet with personnel that were affected by this mandate. Sadly, his response was no.

I know that members have reached out to meet and he refused to do that. I personally contacted every single one of those members affected. To express my sympathy see if there's anything that I could do to help. Offer (?) a letter of recommendation if they choose to find employment in another County. It's disappointing it's incredibly disappointing. I think this Administration and this Board of Fire Commissioners you are on the wrong side of history. And my only hope is that we replace you some someday, someday soon. Thank you.

COMMISSIONER COMMITTEE REPORTS

Commissioner Gates noted that he wasn't aware of any committee meetings.

COMMISSIONER MEETING RECORDINGS AND MINUTES

Executive Director Ganem noted that we would like to make a change and have the video recordings of the Board Meetings posted on our website and they will be the official recording of the meeting. The Board Secretary will summarize the minutes to include the District business that was conducted at the meeting and comments. Commissioner Thompson made a Motion that we make the recordings of our meetings official record and that we update our Commissioner Guidelines to reflect that change and then allow the secretary to summarize the written minutes. Motion was seconded by Commissioner Fuller. Motion carried unanimously.

RESOLUTION NO. 600 DELEGATING AUTHORITY TO FIRE CHIEF AND EXECUTIVE DIRECTOR OF BUSINESS OPERATIONS TO ENTER INTO CONTRACTS AND OTHER OBLIGATIONS - RESINDS RESOLUTION 569

Chief Pennington read Resolution 600 into record. Commissioner Thompson moved we approve Resolution 600 and rescind Resolution 569. Motion was seconded by Commissioner Berger. After some discussion and confusion over legal review, Commissioner Thompson moved that we table the Motion until the November meeting. Motion was seconded by Commissioner Rickert. Motion to table the Resolution was carried.

ADMINISTRATIVE TEAM REPORT

Chief Pennington

Chief Pennington read the following on behalf of the Fire District;

To all that have ended their time with South King Fire and Rescue the district. Thank you for your commitment, contributions, and service to South King Fire Rescue and the communities that we serve. The Governors vaccine mandate has had a profound impact on our organization. As a result, on October 19th, 2021, 14 firefighters exercised their options provided by a Memorandum of Understanding between IAFF Local 2024 and South King Fire and Rescue. One (1) firefighter chose to retire, three (3) accepted accommodations, four (4) are on L&I or protected leave or light duty status, one (1) is on L&I and/or family medical leave, one (1) firefighter exercised a 90 day leave of absence and four (4) exercised a resignation.

To all that continue to serve, thank you. I and the District understand and respect the varying opinions beliefs and ideologies involving vaccinations and the Governor's mandate. It is not lost on any of us, the division this moment in time has created between coworkers, friends and in some cases family. To our citizens and all others that require fire district services. Our commitment of professional fire department services remains unbroken as we move forward from here, thank you.

So with that, we've got an executive session. That's going to take quite a bit of time to go through some things so we will have a short Administration Report tonight.

AC Mataftin reported that they recently took a trip to Louisiana to look at the new boat. They made some notes and some minor changes, it's probably 80-85% completed. The factory is having a difficult time outsourcing one critical component. The boat looks very good and we will be very happy when it arrives.

Executive Director Ganem reported that we have resumed the budget development process. Typically we approve the budget in October but with the uncertainty around the mandate we had to postpone that to November. We are back on track with a Special Meeting scheduled in November. Our Auditors have also postponed our Audit until December.

OCTOBER BUDGET

Finance Supervisor Kelsey Barrett read into record the list of expenditures for the month of October.

Mid-Month Utility Warrants (#115782-115808) totaling	$117,927.04
Accounts Payable Warrants (#115809-115886) totaling	$975,545.23
Payroll Direct Deposit Document for 187 indiv. DD024047--024233 totaling	$1,342,569.00
Payroll Warrant for 0 individual #	$0
Payroll Electronic Federal Tax Payment totaling	$310,494.02
Medical Claims as of October 19, 2021	$204,251.62
TOTAL approval	$2,950,786.91

We are .93% over budget, however if you back out the price of the Engines purchased earlier this year we are .31% over budget.

APPROVAL OF VOUCHERS

Commissioner Gates requested a Motion and a second to approve tonight's vouchers. Commissioner Fuller made a Motion to approve the vouchers as presented. Motion was seconded by Commissioner Rickert. Motion carried unanimously.

EXECUTIVE SESSION

At 1802 hours Commissioner Gates mentioned that there will be an Executive Session for approximately 45 minutes per RCW 42.30.110 (1) (c) to consider the minimum price at which real estate will be offered for sale or lease when public knowledge regarding such consideration would cause a likelihood of decreased price. Attending Executive Session will be the five (5) Commissioners, Legal Counsel, Chief Pennington, Executive Director Ganem and AC Mataftin. At 1810 hours it was noted that Executive was extended until 1900 hours.

Meeting reconvened at 1900 hours.

Commissioner Gates added that in your packet was a list of the 2022 meeting dates. We will be adopting the January 2022 meeting date at the December meeting and we will be approving the rest of the 2022 meeting dates at the January 2022 meeting. That way everyone that is on the Board next year will have a chance to chime in on the dates.

Meeting adjourned at 1905 hours.

COMMISSIONER (CHAIR)

COMMISSIONER (VICE CHAIR)

COMMISSIONER

COMMISSIONER

COMMISSIONER

BOARD SECRETARY

SOUTH KING FIRE & RESCUE IS AN EQUAL OPPORTUNITY EMPLOYER

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