SOUTH KING FIRE AND RESCUE
BOARD OF FIRE COMMISSIONERS MEETING
January 24, 2023
Station 68 and Virtual Meeting
5:00 PM
AGENDA

1. Call to Order
2. Pledge of Allegiance
3. Approval of the Minutes from the Regular Meeting on December 27, 2022
4. Commissioners Comments
5. Election of Board Chair for 2023
6. Election of Board Vice Chair for 2023

Public Comments – Please state your name and address for the record (please limit comments to 3 minutes or less)

Individuals addressing the Board, who are not specifically scheduled on the agenda, will be requested to give their name and address for the record, and should limit their remarks to three (3) minutes. All remarks will be addressed to the Board as a whole.

Decorum and respect of others and others' opinions is of utmost importance in the conducting of public business in a public meeting forum. Breach of decorum and/or disrespect of anyone in this public meeting will not be tolerated. Should there be a lack of decorum by those in attendance they will be asked to leave these proceedings. If the lack of decorum disrupts the meeting or distracts participants from the public meeting process, the meeting shall be immediately recessed by the Chairman until decorum is restored as provided by the Open Public Meetings Act, RCW 42.30.050 and SKFR Commissioner Guidelines.

The Chair has the authority to preserve order at all meetings of the Board, to recess the meeting and/or to cause the removal of any individual from any meeting for disorderly conduct and to enforce the Rules of the Board.

7. Commissioner Committee Reports
8. Approval of Strategic Bridge Plan
9. Resolution 626 – Authorizing Mileage and Per Diem Rates
10. Resolution 627 – District Holiday Schedule
11. Administrative Team Report
12. January Budget
13. Approval of Vouchers
14. The Board may adjourn into Executive Session per RCW 42.30.140 (4)(b) relative to collecting bargaining. Executive Director Ganem will brief the board on the status of collective bargaining. RCW 42.30.140 provides, in pertinent part: "That this chapter shall not apply to ... (4)... (b) *that portion of a meeting during which the governing body is planning or adopting the strategy or position to be taken by the governing body during the course of any collective bargaining,*

professional negotiations, or grievance or mediation proceedings, or reviewing the proposals made in the negotiations or proceedings while in progress. Action may or may not be taken after Executive Session.

15. Approval of Amendments to the Fleet/Facilities/Plans Examiner/FMO Admin Assistant/Fire & Life Safety Inspectors CBA
16. The Board may adjourn into Executive Session per RCW 42.30.110 (1)(g) *to evaluate the qualifications of an applicant for public employment or to review the performance of a public employee. However, subject to RCW 42.30.140(4), discussion by a governing body of salaries, wages, and other conditions of employment to be generally applied within the agency shall occur in a meeting open to the public, and when a governing body elects to take final action hiring, setting the salary of an individual employee or class of employees, or discharging or disciplining an employee, that action shall be taken in a meeting open to the public.* Action may or may not be taken after Executive Session.
17. Adjournment

We will respect each other and their opinion, and we will hold each member accountable to confront inappropriate behavior, or behavior that does not add value.

The Board of Fire Commissioners may add items and take action on items not listed on the agenda.

SOUTH KING FIRE & RESCUE
December 27, 2022
Station 68 and Virtual

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

The Pledge of Allegiance was led by Commissioner Fuller.

APPROVAL OF MINUTES

Commissioner Gates asked for approval of the Regular Meeting Minutes from the November 22, 2022, meeting. Commissioner Thompson moved approval of the minutes of the November 22nd Regular Meeting. Motion was seconded by Commissioner Berger. Motion carried unanimously.

Commissioner Gates asked for the approval of the Special Meeting Minutes from the December 9, 2022 meeting. Commissioner Berger so moved approval of the minutes. Motion was seconded by Commissioner Vadino. Motion carried unanimously.

COMMISSIONER COMMENTS

Commissioner Vadino wished everybody a Happy New Year.

Commissioner Thompson wished everyone a Happy New Year 2023. He hopes everyone had a great Christmas holiday. He recognized that Commissioner Fuller for being elected as President of the King County Commissioners for 2023 and 2024.

Commissioner Berger had no new comments that haven't already been said.

Commissioner Fuller wished everyone a Happy New Year.

Commissioner Gates wished everyone a Happy New Year.

PUBLIC COMMENTS

There were no public comments.

COMMISSIONER COMMITTEE REPORTS

Commissioner Gates noted that the notes from Policy and Procedure Committee. Commissioner Thompson added that the Policy and Procedure Committee recommends approval of the latest changes to Section 8.1 and 15. Board Secretary Perry added that the Board needs to approve all of the updates to the Commissioner Guidelines. Commissioner Thompson made a Motion to approve the proposed changes to the Commissioner Guidelines including sections 8.1 and 15. Motion was seconded by Commissioner Fuller. Motion passed unanimously. Commissioner Fuller thanked Board Secretary Perry for her assistance in going through all of the Commissioner Guidelines, we updated and deleted sections that didn't need to be there, we appreciate her knowledge.

RESOLUTION 624 – ADOPTING THE 2023 REGULAR MEETING DATES

Chief Mataftin read Resolution 624 into record. Commissioner Thompson moved approval of Resolution 624. Motion was seconded by Commissioner Vadino. Motion passed unanimously.

RESOLUTION 625 – UPDATING THE IFC PERMIT FEE SCHEDULE

Chief Mataftin read Resolution 625 into record. Commissioner Berger moved approval of Resolution 625. Commissioner Berger thanked DC Crossen for the excellent and thorough staff report that accompanied the draft Resolution. Motion was seconded by Commissioner Vadino. After some discussion between the Commissioners and DC Crossen, Commissioner Berger amended his Motion that in the fee schedule *fireworks be changed to fireworks display.* Amendment was seconded by Commissioner Thompson. Motion and amendment carried unanimously.

ADMINISTRATIVE TEAM REPORT

Chief Mataftin

Chief Mataftin noted that most of the team is off, enjoying some time away from the office. Commissioner Thompson asked if we had any problems responding to call or accidents during the bad weather/freezing rain. Chief Mataftin noted that we had a very minor accident with E367 a few scrapes, however no issues with accessibility to any of the calls. It may have taken us a little longer to get to some calls, we have not looked at the response times.

DEI & WORKFOCE STRATEGIC PLAN

Program Manager Workforce Equity Development/Human Resources Sherese Gamble gave a presentation on the DEI and Workforce Strategic Plan, followed by a lot of discussion with the Commissioners. To listen to the full presentation please view a recording of the meeting. Meeting link is available on our website, Southkingfire.org.

DECEMBER BUDGET

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

Mid-Month Utility Warrants (#117296-117320) totaling	$95,306.87
Accounts Payable Warrants (#117321-117449) totaling	$1,551,546.39
Payroll Direct Deposit Document for 187 indiv. DD026279-026465 totaling	$1,737,338.29
Payroll Warrant for 22 individual #100229-100251	$38,014.37
Payroll Electronic Federal Tax Payment totaling	$450,520.99
Medical Claims as of December 13, 2022	$199,829.34
TOTAL approval	$4,072.556.25

This brings us to 96.6 % of the budget, so we are under budget by 3.4%.

APPROVAL OF VOUCHERS

Commissioner Gates requested a Motion and a second to approve tonight's vouchers. Commissioner Thompson moved approval of vouchers. Motion was seconded by Commissioner Fuller. Motion carried unanimously.

EXECUTIVE SESSION

Commissioner Gates noted that at this time we will be going into Executive Session per RCW 42.30.110 (1) (g) to evaluate the qualifications of an applicant for public employment or to review the performance of a public employee. Action may or may not be taken after Executive Session.

Joining the Board in Executive Session will be Chief Mataftin, Executive Director Ganem, Assistant Chief Van Valkenburg and Division Chief Smith. At this time will recess for 5 minutes to get everyone transferred into Executive Session. We anticipate the Executive Session lasting for 15 minutes. Action may or may not be taken after Executive Session. At the end of Executive Session we will take a 2 minute recess to get everyone transferred back over to the Regular Meeting

At 1750 hours the Regular Meeting recessed into Executive Session.

At 1810 hours Executive Session was extended for fifteen minutes.

At 1825 Executive Session ended and the meeting transferred back into the Regular Meeting.

At 1827 the Regular Meeting resumed with no action to be taken as a result of the Executive Session.

Meeting adjourned at 1828 hours.

_____
COMMISSIONER (CHAIR)

_____
COMMISSIONER (VICE CHAIR)

_____
COMMISSIONER

_____
COMMISSIONER

_____
COMMISSIONER

_____
BOARD SECRETARY

DRAFT

Strategic Bridge Plan 2023-2024

18 JAN 2023

SOUTH KING FIRE & RESCUE

For Board Adoption

Strategic Bridge Plan 2023-2024

Background

In December 2022, South King Fire & Rescue conducted a planning process to develop a Strategic "Bridge" Plan defining the District's key strategies and objectives for the next two years. The District's prior strategic plan was ratified in 2017 and reached its five-year conclusion. While there have been profound changes in the District since 2017, two top priorities motivated the 2022 planning process.

The first is funding. The District's current maintenance and operations levy is set to expire at the end of 2024. Therefore, determining the best means of raising funds from several options, seeking community support, and gaining voter approval is critical. The second priority is continuing the Organizational Transformation and further integrating findings from the Organizational Health Assessment (OHA) into action— especially in accountability, leadership, and internal communications.

Purpose

The two-year Strategic Bridge Plan places the District on a path to financial viability for 2025 and beyond; and improves the organization. With the successful completion of this two-year plan, South King Fire & Rescue will become a regional leader in how it serves the public and be a better place to work for all employees.

Implementation

Once adopted by the Board (targeted for January 2023), the District will begin executing the Strategic Bridge Plan. Under the direction of the Fire Chief, identified owners will be responsible for implementing specific strategies and achieving plan-defined objectives. The Fire Chief and the Director of Enterprise services will provide a Strategic Bridge Plan implementation progress report to the Board on a quarterly basis beginning in Q2-2023.

Strategic Bridge Plan 2023-2024

Summary of Plan Scope

Pillar	Strategies
Funding	▪ Assess and determine funding mechanisms ▪ Gain alignment and Board approval ▪ Develop education and outreach plans, messages and materials ▪ Bolster public affairs and community relations ▪ Conduct public affairs, community relations, education and outreach activities
Accountability	▪ Conduct District-wide evaluations ▪ Evaluate ratio of supervisors to Fire Fighters, implement recommended changes based upon evaluation ▪ Improve Officer and Crew oversight ▪ Increase hands-on training to meet standards ▪ Implement business operations process improvements
Leadership	▪ Define leadership competencies and expectations ▪ Identify training resources and enable leadership training ▪ Implement and deploy transparent and objective promotion practices ▪ Implement and deploy a District-wide organizational depth and sustainable planning process ▪ Implement a District-wide business and operations planning function ▪ Establish communication and engagement practices
Internal Communications	▪ Define and establish a communications governance model for inter-departmental communications ▪ Define and deploy a project management capability ▪ Define and implement field testing and acceptance practices ▪ Establish an inter-departmental communication function that drives adherence to best practice and guidelines

Funding

Strategic Bridge Plan 2023-2024

Funding

Vision

Voters overwhelmingly approve a 2024 ballot initiative that funds the District for stability and growth for 2025 and beyond.

Current State

- Current funding, the Maintenance and Operation levy and lid lifts, expires on 12/31/2024.

Future State

- The District assesses viable funding options and conducts a SWOT analysis comparing the (i) service benefit charge, (ii) maintenance and operation levy with multi-year lid lifts, (iii) bond issuance, (iv) leveraging the King County EMS levy, and (v) alternate funding methods available under state law.
- The District's assessment analyzes:
  - Performance during the economic downturn
  - Stability amid swings in property values
  - Tax-payer affordability
  - Mechanisms used by peer agencies and the city of Renton
  - Tax law and tax exemptions currently in place by the municipalities within the District
- All constituents (employees, public partners, municipalities, community members) understand the need for funding and can articulate the benefits of the funding mechanism the District pursues.
- The District develops robust community education and outreach activities that:
  - Are attuned to the political climate and potential opposition
  - Assess the impact of other initiatives on the August and November 2024 ballot
  - Boost support in precincts with historically low support and/or low turnout for prior measures
  - Provide voters with a tool they can use to calculate the costs they will incur and educate voters who are not subject to property taxes about new fees
  - Communicate to voters which aspects of the funding mechanism are fixed and permanent and which require future ballot approval

Funding Objectives & Strategies

#	OBJECTIVE	BY WHEN	DESCRIPTION
1	Conduct and complete a funding mechanism assessment	Q1-23	▪ Research peer agencies, including the city of Renton ▪ Research tax law and tax exemption practices currently in place by the municipalities within the District ▪ Assess options: FBC, M&O Levy with Lid Lifts, Bonds, EMS Levy, and others sanctioned by state law, conduct a SWOT analysis ▪ Model performance during an economic downturn and model tax-payer affordability
2	Align around the determined funding mechanism	Q2-23	▪ Develop recommendations and identify resources required to pursue the recommended funding mechanism ▪ Develop contingency if voters fail to approve a ballot measure on the first attempt ▪ Administration meets with Board and labor leadership to confirm the direction
3	Gain Board approval	Q3-23	▪ Develop and present Board recommendation ▪ Gain Board approval for the funding mechanism
4	Design and develop education and outreach plans, data and materials	H2-23*	▪ Gather and prepare underlying data to support anticipated inquires by the public ▪ Assess constituencies, identify key messages and identify influential surrogates ▪ Assess voting patterns, identify strategies to boost support and turnout ▪ Develop a contact database of surrogates and key audience constituents ▪ Develop digital/social, web and newsletter campaign materials ▪ Develop a tax estimator tool for use by the public ▪ Develop specific messages about affordability and max annual cost increases

*"H" indicates either the 1st or 2nd half a given year

Funding Objectives & Strategies

#	OBJECTIVE	BY WHEN	DESCRIPTION
5	Conduct education and outreach	H1-24	▪ File ballot measure with King County ▪ Monitor initiative and referendum landscape for the August and November ballots ▪ Monitor for possible opposition and prepare a counter-campaign if necessary ▪ Deploy surrogates to target constituencies ▪ Deploy digital/social, web, and newsletter content and advertising

6	Community Affairs and Public Relations Planning	Q1-23 & Q1-24	▪ Develop Community Affairs and Public Relations plans to support outreach and education:
			  ▪ Audience segmentation
			  ▪ Channel strategies across broadcast, print, digital/social, web and newsletter
			  ▪ Enlisting on-duty Fire Fighters as messengers and outreach advocates
			  ▪ Story telling, e.g., incident reporting, "your tax dollars at work," capital investment and operating expense allocations, community public safety improvements, new equipment rollouts.
			  ▪ Celebrate wins to build awareness for how the District serves the public
			  ▪ Design a measurement strategy and identify key metrics
			▪ Align 2024 Community Affairs and Public Relations plans with outreach and education activities.

7	Community Affairs and Public Relations Execution	On-Going	▪ Deploy and measure ▪ Communicate activity and impact

*"H" indicates either the 1st or 2nd half a given year

Accountability

Strategic Bridge Plan 2023-2024

Accountability

Vision

South King Fire & Rescue seeks to create a culture of accountability where District employees in all divisions and roles are held to a consistent high standard of job performance and integrity. The District seeks to invest in training and development programs to increase competencies and promote growth opportunities for employees; while building user-friendly tools to consistently measure and monitor progress, performance, and success. We seek to create an atmosphere of trust and inclusiveness where employees feel free to share ideas and thrive.

Current State

- Standards of performance are more consistently defined for operations than for business and administrative roles
- Limited Battalion Chief capacity hinders their ability to have day-to-day oversight for Officers and companies
- Recurring feedback and structured performance evaluations have not occurred within the District for several years
- Officer development is neglected
- Officers do not meet with peer Officers
- Battalion Chiefs do not meet with the Operations Chief or Administrative Chiefs

Future State

- Clear expectations are established for all roles
- Skill and competency development occurs
- There is a predictable and consistent application of standards
- Evaluations occur at all levels of the District
- Training and support plans are in place to develop skills and competencies
- Officers meet with one another
- Battalion Chiefs have the capacity to meet with and manage their Officers
- Company-wide SWOT assessments occur with regular frequency

Accountability Objectives & Strategies

#	OBJECTIVE	BY WHEN	DESCRIPTION
1	Deploy Evaluations District-wide	Q4-23	▪ Evaluations are deployed and conducted for all roles in the District by year-end 2023 and then occur going forward on an annual basis ▪ Managers are trained in how to conduct evaluations and provide feedback ▪ Managers are integral to the evaluation process and review results with each of their employees, highlighting strengths and development opportunities
2	Evaluate and align the supervisory ratio of Fire Fighters	Q4-23 & Q4-24	▪ Evaluate the ratio of supervisors to Firefighters throughout the District (by Q4-23) ▪ Share findings and recommendations with all Operations employees (by Q4-23) ▪ Implement recommended changes (no later than Q4-24)
3	Improve Officer and Crew oversight	Q2-23	▪ Battalion Chiefs engage, meet with, and provide oversight on a frequent and consistent recurring basis with their Officers and crews
4	Increase hands-on training to meet standards	Q4-24	▪ Confirm required training to meet standards ▪ Develop clear expectations for 'per shift' and 'per rotation' training ▪ Meet a minimum of 80% training compliance for all Zone standards
5	Business operations process improvements	Q4-23	▪ Implement business operations process improvements and technology that increases speed of access for employees to needed information and services ▪ Improve the quality of communication and employee participation in the areas of hiring, promotion, shift alignment, retirement, and other areas of Human Resources

Leadership

Strategic Bridge Plan 2023-2024

Leadership

Vision

South King Fire & Rescue strengthens leadership to build trust, create cohesion across all divisions of the District, communicate and engage with employees, public partners, and the people we serve in the community with mission focus and integrity.

Current State

- Low degree of trust between labor and management
- Low morale (that became worse during the pandemic)
- Insufficient and inconsistent communication and engagement between leaders, management, and employees
- A "we've always done it this way" mentality

Future State

Leaders are committed to building trust through:

- Consistent communication and engagement
- Adhering to expectations and standards of performance
- Transparent promotion practices
- Helping people advance through ongoing succession planning
- Embracing and guiding people through change
- Forward planning: conducted with bottom-up input, and implemented from the middle of the organization, not just from the top down
- Measuring what matters and striving to improve what is measured
- Fostering empowerment by listening, advocating, and advancing good ideas heard from anywhere

Leadership Objectives & Strategies

#	OBJECTIVE	BY WHEN	DESCRIPTION
1	Define leadership competencies and expectations	Q3-23	▪ Define leadership competencies, expectations, job performance requirements and communication responsibilities for all roles, including leader and managerial roles
2	Identify training resources and begin training	Q4-23	▪ Identify leadership training resources and venues, within the District, the Consortium and beyond, that support the development of competencies and expectations ▪ Develop and implement a leadership training plan and budget that prioritizes providing training based upon greatest need by role ▪ Begin providing training for highest priority roles
3	Implement and deploy transparent and objective promotion practices	Q4-23	▪ Define the framework and criteria used to evaluate promotion readiness ▪ Train all managers and leaders on how to evaluate promotion readiness ▪ Establish and rollout consistent, transparent and objective promotion practices that articulate the expectations and competencies candidates must meet ▪ Consistently demonstrate how chosen candidates are qualified for leadership promotion

Leadership Objectives & Strategies

#	OBJECTIVE	BY WHEN	DESCRIPTION
4	Implement a District-wide organizational depth and sustainability planning process	Q4-24	▪ To support the operation and advance careers, implement a depth and sustainability process for all management and leadership roles in the District ▪ Train managers and leaders on how to conduct depth and sustainability planning ▪ Align organizational depth and sustainability planning with the evaluation process and conduct it annually
5	Implement a District-wide business and operations planning function	Q1-24	▪ Implement a planning and coordination function responsible for gathering the needs and developing bottom-up District-wide plans that align across operations and business to support the demands of the District ▪ Hold leaders and managers accountable for communicating and executing plans ▪ Measure milestones, objectives, and continually monitor plan execution
6	Establish communication and engagement practices	Q3-23	▪ Identify the communication and engagement practices specific leaders and managers must conduct ▪ Develop training and support for leaders and managers so they begin communicating consistent messages and engaging with their teams on a frequent basis

Internal Communications

Strategic Bridge Plan 2023-2024

Internal Communications

Vision

Communications within the District are mission focused to support firefighters, fellow support staff, and the public. By improving our communication methods, we aim to create visibility and clarity, stay informed, reduce ambiguity and rework, and strive to improve the job.

Future State

- Accountability and governance occur for what is communicated across all functions and divisions of the District
- Established protocols guide communication between Administration and all employees
- Communications are:
  - Easy to access, easy to understand, and enable everyone to be informed
  - In tune with how firefighters work and how the administration works to support firefighters
  - Complete and provide current information for the organization, accountabilities, and projects
  - Streamlined, automated (where applicable), and interoperable across systems
  - Tightened between South King Fire & Rescue and the South King County Training Consortium
- Communications use:
  - The optimal channel for the audience and the nature of the message
  - Branded visual signals and formats that are easy to recognize and quick to comprehend
  - Informatic standards and guidelines for consistency to enhance the overall end-user experience
  - Video more often for brief, broad-reaching messages
- Communications provide:
  - Effective two-way articulation of needs and support between operations and administration
  - Relied upon news and timely information to operations and business
  - Improved onboarding so people know where to go as they start in new positions
  - A centralized portal (one-stop-shop)
- Every email stands on its own; overall, email traffic is reduced and is more effective

Internal Communications Objectives & Strategies

#	OBJECTIVE	BY WHEN	DESCRIPTION
1	Define and establish a communications governance model for inter-departmental communications	Q3-23	▪ Convene a standing communications governance committee ▪ Determine the communication governance model by audience and function ▪ Develop a communications framework by workflow and channel ▪ Define vision and user interface guidelines ▪ Define repository and system requirements ▪ Establish protocols for audience communications, i.e., out to stations and to the rank and file
2	Define and deploy a project management capability	Q2-23	▪ Establish governance and accountabilities by division and function ▪ Provide visibility and support for R-n-D, large capital, change, and organizational initiatives
3	Define and implement field testing and acceptance practices	Q2-23	▪ Define the field test model by division and function ▪ Deploy field testing for go forward communications
4	Establish an inter-departmental communication function that drives adherence to best practices and guidelines	Q1-24	▪ Identify communication ambassadors by division and function ▪ Align communications ambassadors with functional and division leadership ▪ Engage communication ambassadors in ongoing onboarding and field-testing activities

SOUTH KING FIRE & RESCUE
KING COUNTY, WASHINGTON

RESOLUTION NO. 626

A RESOLUTION of the Board of Commissioners of South King Fire & Rescue, King County, Washington, Establishing Meal Per Diem and Mileage Expenses For District Personnel

WHEREAS, it is sometimes necessary for District Personnel to travel to conduct District business, attending meetings, or attending educational classes, Resolution 626 supersedes and rescinds Resolution 607 and

WHEREAS, during such travel the individual will incur expenses for meals and, if required to use their own vehicle, mileage expense, and

WHEREAS, if District Personnel are required to use their own vehicle, the District will use actual odometer readings, Mapquest.com and/or AAA to determine the reimbursable mileage, and

WHEREAS, the District has an obligation to reimburse such personnel for reasonable expenses incurred while acting on behalf of the District.

NOW, THEREFORE, BE IT RESOLVED that a reasonable sum to be allowed personnel for mileage and per diem allowances has been established by the District (in accordance with IRS guidelines). Per Diem paid will be at the total Meals and Incidental Expense (M&IE) rate listed at the Federal General Services Administration's website based on the travel destination.

ADOPTED by the Board of Fire Commissioners of South King Fire & Rescue, King County, Washington, at a regular meeting this 24th day of January 2023, with the following Commissioners being present and voting.

_____
CHAIRMAN/COMMISSIONER

_____
VICE CHAIRMAN/COMMISSIONER

_____
COMMISSIONER

_____
COMMISSIONER

_____
COMMISSIONER

ATTEST:

_____
Board Secretary

SOUTH KING FIRE & RESCUE
KING COUNTY, WASHINGTON

RESOLUTION NO. 627

A RESOLUTION of the Board of Commissioners of South King Fire & Rescue, King County, Washington, Establishing Juneteenth As A Holiday and Setting Forth The Revised District Holiday Schedule

WHEREAS, on January 1, 1863, the Emancipation Proclamation legally ended slavery in the Confederate states, but the low presence of Union troops and refusal of white slaveowners to comply with the proclamation prolonged slavery in Texas and in other states; and

WHEREAS, on June 19, 1865, two and one-half years after the Emancipation Proclamation, a Union general and 2,000 federal troops arrived in Galveston, Texas to enforce the emancipation of slaves and inform the last of those enslaved within the borders of the United States that they were free; and

WHEREAS, June 19 has been celebrated in smaller communities across the nation as Juneteenth and also is known as Freedom Day, Jubilee Day, Liberation Day, Emancipation Day, and Black Independence Day; and

WHEREAS, Juneteenth is the oldest nationally celebrated commemoration of the emancipation of those who had been enslaved in the United States; and

WHEREAS, while over 157 years have passed since chattel slavery was officially ended in the United States, slavery has left a catastrophic and unrelenting legacy of trauma for generations of Black Americans; and

WHEREAS, our country and our city continue to struggle with dismantling discriminatory systems and structural racism; and

WHEREAS, establishing Juneteenth as an official District holiday brings awareness and consciousness to a crucial day in history and is a distinct step toward achieving racial equity, working toward an antiracist future, and ending the historical and continued harms of slavery; and

WHEREAS, on May 13, 2021, Washington Governor Jay Inslee signed House Bill 1016 establishing Juneteenth as a legal holiday for state employees starting in 2022; and

WHEREAS, on June 17, 2021, United States President Joe Biden signed the Juneteenth National Independence Day Act into Law immediately establishing Juneteenth as a legal holiday for federal employees; and

WHEREAS, in order to recognize Juneteenth as an official District holiday, the Board of Fire Commissioners desires to amend any previous resolutions setting forth the District holiday schedule; and

NOW, THEREFORE, BE IT RESOLVED THAT:

Section 1. South King Fire & Rescue will honor every nineteenth day of June as Juneteenth.

Section 2. Beginning in 2023, employees of South King Fire & Rescue shall be entitled to the following paid holidays during each calendar year unless otherwise provided in a valid applicable collective bargaining contract:

- The first day of January (New Year's Day)
- The third Monday of January (Martin Luther King, Jr.'s Birthday)
- The third Monday of February (President's Day)
- The nineteenth day of June (Juneteenth)
- The last Monday of May (Memorial Day)
- The fourth day of July (Independence Day)
- The first Monday in September (Labor Day)
- The eleventh day of November (Veterans Day)
- The fourth Thursday of November (Thanksgiving Day)
- The day immediately following Thanksgiving Day
- The twenty-fifth day of December (Christmas Day)
- One day either immediately before or immediately after the Christmas holiday, as designated by the District.

Section 3. If a holiday falls on a weekend, the District shall follow its established policies and procedures for designating the normal workday closest to the holiday as the observed holiday.

Section 4. This resolution does not affect floating holidays or other paid days off provided by the District.

Section 5. The holiday schedule set forth in Section 2 of this resolution hereby supersedes any previous versions of the District holiday schedule set forth in any resolutions, amendments, or other enactments setting forth a holiday schedule or changes to such schedule.

ADOPTED by the Board of Fire Commissioners of South King Fire & Rescue, King County, Washington, at a regular meeting this 24th day of January 2023, with the following Commissioners being present and voting.

_____
CHAIRMAN/COMMISSIONER

_____
VICE CHAIRMAN/COMMISSIONER

_____
COMMISSIONER

_____
COMMISSIONER

_____
COMMISSIONER

ATTEST:

Board Secretary

Resolution No. 627

DRAFT