SOUTH KING FIRE AND RESCUE
SPECIAL MEETING
BOARD OF FIRE COMMISSIONERS
September 23, 2021
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 August 24, 2021 and the Minutes from the Special Meeting on August 27, 2021

4. Commissioners Comments

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

6. Commissioner Committee Reports

7. Resolution 599 – Authorizing Open Public Board Meeting to include Remote Participation by One or More Commissioners

8. Administrative Team Report

9. September Budget

10. Approval of Vouchers

11. 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
August 24, 2021
Station 68 and Virtual per Governor Inslee's Proclamation

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

The Pledge of Allegiance was led by Commissioner Thompson.

APPROVAL OF MINUTES

Commissioner Gates asked for the approval of the Regular Meeting Minutes on July 27, 2021. Commissioner Thompson made a Motion to approve the July 27th minutes. Motion was seconded by Commissioner Rickert. Motion passed unanimously.

Commissioner Gates asked for the approval of the Special Meeting Minutes on July 28, 2021. Commissioner Fuller made a Motion to approve the minutes from the Special Meeting. Motion was seconded by Commissioner Thompson. Motion passed unanimously

COMMISSIONER COMMENTS

Commissioner Berger had no comments.

Commissioner Rickert had no comments.

Commissioner Thompson had no comments.

Commissioner Fuller noted that this afternoon he attended the Federal Way Chamber meeting regarding wildland fires, it was well done by AC Mataftin.

Commissioner Gates had no comments.

PUBLIC COMMENTS

Lieutenant Snyder stationed out of Station 67 commented that he appreciates the opportunity to be able to come here tonight and he has the utmost respect for you as our fire chief and the Commissioners for the job that you guys are doing. Obviously this is a very difficult time. There's a lot of unknowns and there's a lot of unknowns from us at the rank level. And so Chief I would hope tonight we get to hear from you, as this effects a lot of people, it's easy to allow our emotions to get in the way of this. And we have our own background, including political views. I would hope that as a Board of Commissioners, you feel empowered by the group of individuals that you see logged in online and the group here in person tonight. This group is a very passionate group, and the group wants to protect our rights of our members, support their families and allow them to continue to serve our public in the way that they've been doing for the last 18 months. The last 18 months the men and women of South King Fire have served on the front lines we've been applauded, for the work that we have done, we've felt supported from our community and in the last month this mandate, we felt chastised by this community. We felt that we've gone from a hero that has been asked to serve which we don't consider

ourselves heroes we are just doing our jobs. We arrive on scene and evaluate the situation and advocate for the patients as firefighters, lieutenants, captains and chiefs of your organization. We're calling on you to advocate for us. If tonight you guys see this opportunity or see this as an opportunity to publically stand with your firefighters and with members of this organization. We implore you and we would plead with you to make a public stand support the men and women of South King Fire & Rescue and our medical partners. We've made choices we have an understanding, like nobody else has on this situation. We've seen COVID from a different level and those people that are choosing not to get vaccinated have made that decision based on their education and they should have that option. We are pleading with you to back up the members of South King Fire & Rescue to unify with the union with the administration. We want to work together for this. We don't want to see any firefighters laid off or retired. We don't want to see anybody put on days. That's not what we are asking you to go to days in this opportunity. Mr. Chair please work with the men and women of this department and I appreciate your time. Thank you.

Captain Andersen B Shift stationed at Station 64, I brought my family with me today. My wife left work, my kids have better things to do than be here today but it is so important to us. Do you guys understand what could potentially occur, so our organization loosing just 1 member is unacceptable and I would hope that what Lieutenant Snyder and others guys have said that you would get behind all of us and work with our elected officials to let our Governor know that this mandate is unacceptable. And there's other ways we can keep people here at work doing the work that we've done for the last 18 months. Thank you.

Nich Gullickson thanked the Commissioners. I want to speak here tonight on behalf of the Local. President Herrera is still deployed and is currently busy and he couldn't make it on but we just wanted to express our concern that you know our members have witnessed the devastation caused by COVID since the very beginning. And while we agree that vaccination plays a very crucial role in stopping this COVID-19, we disagree with and oppose mandate. We've sent the governor a letter stating as such and we believe that the decisions regarding the vaccine are a personal one and as such our members should be able to retain the ability to make their own decision on their personal health matters. With that being said we appreciate the collaborative relationship we've had throughout this process and we do look forward to continuing to work through it to find a solution. Thank you for your time.

Brooks Werner noted that he is out of town dealing with a family emergency so he has limited service and he will keep it short and sweet. As Lieutenant Snyder and Captain Andersen said before me, this mandate could have an extreme effect on our fire department. Not only with losing people but the amount of experience that we risk losing like Captain Andersen said only 1 person leaves unfortunately we are looking at closer to one third of our department right now that could potentially leave because of this mandate. I just ask with all respect that the Board please stand with us publically and I can't emphasize enough publicly on our behalf to oppose this mandate and do everything in your power, not only as a Board but any potential personal relations that you may have with any politicians that you beg them to do the same. Thank you for your time.

Chief Pennington noted that each and every one of you is an extremely important to the Department. I mean, I don't care what side of any political field your on but for us to have to stand here and talk about a mandate that affects the lives of people it is, everyone one of you matter to me. And all I can do is in the scope of the law, is support each and every one of you feel like you have an exemption,

please these are based on there a lot of questions about what the accommodations are. We still don't have clarity and all that. I've been working last week work and identifying clarity whether its legal whether it's the medical programming director we've been working with President Herrera we have 3 or 4 phone calls a the day with other Chiefs in the area. This is a huge thing. It has a tremendous impact on this organization. To lose a third to lose of an organization, not only today but long after my time. That's what's so concerning because of what this mandate has brought to the fire service. I have been here for 46 years I have never seen this level or polarization we live in. I will do what I can to work to reduce the impact as much as we can, we have found whether you agree or disagree. This is a legal mandate so I will work, I will give you my word. I will work as much as I can required to try to mitigate those impacts. I've already spoken, I think all of you know I have background in different politics. I have spoken to some of my political acquaintances, expressing my concern about the loss of a workforce which impacts the service to the communities we serve. So together and I said before we will work through this as we've done this before, which not this same situation but we work together as an organization as labor as management regardless of the side of the table you are sitting on, we have to work together so that we can protect communities we serve. With that that I will do my best to work with all of you, keeping people here it's about delivering service through our community which we all signed up to do. Thank you

Local 2024 President Ryan Herrera apologized that he is on a deployment and has limited service and he did talk to Nick about speaking on his behalf but he had a bit of a break and wanted to add a few comments. I came in on the end of Lieutenant Snyder's comments and I've heard the rest and I from the union standpoint we do adamantly oppose the mandate. This isn't a concern about freedom per se but the freedom of our members and their right to make medical decisions for themselves. Local 2024 recently signed on to a letter to Governor Inslee. Initially that was send on Monday, August 23rd and if you don't mind I would like to read that letter to you.

President Herrera read the letter that was sent to Governor Inslee

We write you today in solidarity to inform you of our concerns regarding the impacts of Proclamation 21-14. We understand these are unprecedented times. However, we ask that you take pause to understand the impact on our members, their employers, and the communities they serve. There is more than a single path forward to achieve your goal.

Firefighters, EMTs and Paramedics, are the epitome of frontline workers, and we have witnessed up-close the devastation that COVID-19 has caused within our communities. We agree that vaccination plays a crucial role in stopping the spread of COVID-19. However, we oppose the vaccine mandate due to the variety of impacts it carries, and we fully support the rights of our members. The decision regarding the vaccine is complex and personal; we believe our members should retain the ability to make their own decisions on personal health matters.

As we witness the nation's direction on vaccination, it's important to note that the federal mandate provides a well thought-out direction for unvaccinated workers through mandatory masking, weekly testing, and social distancing requirements. While other states with similar mandates have provided alternatives, this mandate offers only vaccination or termination. This mandate lacks direction on implementation, an attainable timeline, and acknowledgment or understanding of its impacts.

The Proclamation, as currently written, will have significant impacts on frontline workers, our communities, and emergency services. Our members put service above self in everything they do. From the beginning of the pandemic, they have been at the forefront, leading and demonstrating fearlessness, resilience, strength, and professionalism in their communities. When the state shut down and most worked from the comfort of their homes, it was our members who continued to show up. Despite the unknowns and ever-changing environment, our members found a deep sense of pride as they continually stood fast and fulfilled their sworn duty each and every day. Notwithstanding the current climate, this commitment to selflessly serve remains unwavering.

None of our members can simply be replaced, nor should they have to be for making a distinctly personal choice. We are a highly skilled and highly specialized workforce critical to our communities during their time of need. That is especially true in the middle of a pandemic when our ability to respond efficiently and execute flawlessly while providing a safe work environment for our members is paramount.

This letter is written with the utmost sincerity as the Proclamation concerns impact the wellbeing of our members and their families. With that, we believe our members are equipped to make their own medical decisions. You placed your trust in frontline workers at the beginning of the pandemic, and we ask that you continue to do so. We request that Proclamation 21-14 be revised to provide alternatives to mandatory vaccination and welcome further dialogue with you.

This letter was signed by the Presidents for the following Locals 31, 437, 726, 1461, 1488, 1747, 2024, 2819, 2876, 3390 and 3520. So this letter was sent to Governor Inslee and Chief anytime you and I had a lot of conversation throughout this I appreciate your willingness to sit down at the table and discuss the impact of this to our members I look forward to continue the conversations. I do echo what our members have asked for. We do ask that the District take a position publicly on this mandate and the impact that is has and its workers and the communities we serve. Thank you very much for your time. I apologize for taking so much time. Thank you.

Commissioner Gates thanked President Herrera for his comments. This is the first meeting the Board has had since his the mandate came out they have not met but he has been in talks with the chief. What the impact would be if we lost people but it certainly would be a negative impact for the community and the professional service that we give. We would appreciate your comments you know whenever that that's fine. We will have to see how we can move more forward. We still have to follow the law.

Commissioner Berger noted that he wasn't able to hear what Chairman Gates said but is there anyway that the Commission will be needing to meet to discuss the implications of this order. I would support having a meeting to discuss the implications of this order.

Commissioner Gates added that's probably the next step which we have special meeting to talk about and make sure everyone understands what the entity is.

All right is there any other public comments

Brian Jack Driver Engineer at Station 65 on A shift I just wanted to encourage you to stand with us in against this mandate, Commissioners this this is a very time sensitive issue I understand that. You need to discuss it, but the mandate goes into effect October 18th. I remind you all this is very very time sensitive matter. We need to make sure that you know the deadlines so that you're aware because like I said the mandates makes it sound like there's a lot of time there. There's no time to check. Thank you. (unfortunately we weren't able to hear all of DE Jacks comments).

watCOMMISSIONER COMMITTEE REPORTS

Commissioner Gates was not aware of any committee meetings.

RESOLUTION NO. 598 – AUTHORIZING THE SALE OF SURPLUS DEPARTMENT EQUIPMENT

Chief Pennington read Resolution 598 into record. Commissioner Berger so moved. Motion was seconded by Commissioner Thompson. Motion passed unanimously.

ADMINISTRATIVE TEAM REPORT

Chief Pennington

Chief Pennington reported and thanked Mr. Chair obviously the last few weeks have been busy and there haven't been a lot of issues that we have covered, whether it be the vaccination mandate and we've work a tremendous amount of time on that plus the change in legislation and worked with our local police departments. Worked on the change in legislation regarding police reform and the impacts to that. We believe that there's a consensus among fire and police agencies on how we'll handle that. So there's been a lot of time spent on that. Perfect and those are probably the two most consuming pieces here. This last week, our last month the other thing that was that was brought up was the development in downtown Federal Way and then multifamily tax exemptions for affordable housing for the workforce. Housing different types of housing this is part of that we're still doing a little bit more research on that but that's a part of the King County plan which is which is secondary to the legislation. That was in 2019 legislation out of the State of Washington. And so it really had to do with multifamily tax exemptions, So what we're doing is I'm working with our legislative advocate and we're going to work with our respective cities to work in Olympia to get some relief on some of that legislation for fire districts and fire authorities. And with the potential impacts of that it created a demand, a higher demand for service with no correlating increases in revenue to support that service. So that's 1 of the things that we've been working on that that took a little bit of a back seat to the governors mandate relative to vaccinations. So but those are some of the things over this last month that we've been working on I would also factor in the numerous other projects that we are working on. September 11th at 1:00 pm we will be celebrating the respects to those who have fallen on September 11th and it will be at Station 64. This will be the 20th Anniversary so all are invited to come and pay their respects.

FMO – CARES – AC Goodsell

AC Goodsell reported that he and Captain Parise met with the new building official at the City of Des Moines, Dan Hopp and the Assistant Building Official Jamie Weigand and it was great meeting. We will continue to touch base with them and firm up expectations about how we'll work together in a number of different ways, including how we manage damaged buildings and notifications. We look forward to a good working relationship with them. We continue to explore different software options for our

property and inspections that we will be transitioning to a new platform to improve efficiency and reporting. We continue to work on inspections and fire code permits.

CARES – the CARES team received 26 new referrals and they had 12 new enrollments. The team is engaged in maintaining and continuing education with an upcoming conference that they will be attending in Atlanta as well as taking virtual training.

Community Affairs – National Night Out was a great event they participated in over 50 different events in partnership with our local law enforcement. You may notice on our website there is a new survey there for our community members to reach out and let us know how we are doing. We will have a September 11th event at Station 64 at 1:00 pm, this will be the 20th Anniversary masks will be required at this event.

SPECIAL OPERATIONS – BOND – EMERGENCY MANAGEMENT – AC Mataftin

AC Mataftin noted that he doesn't have any significant updates to report on the new fire apparatus and fire boat are ongoing. In regards to Station 65 we are waiting for the bid documents, which we should receive them in the not too distant future. As a Chief Officer I want to take the opportunity to publicly support the Fire chief and President Herrera and all of the members logged in and other members in our efforts to find a resolution and path forward with regard to the mandate that the state now has.

HUMAN RESOURCES – Director Stevens

Director Stevens noted that she was deeply moved by everyone's comments and added that this is impacting all of us. She is going to commit to helping and advocating for all of you to come to some type of resolution in this matter. Thank you for your letters that you wrote to the Governor. We have two (2) new recruits that started this week. Jonathan Ptak and Kristopher Clark and they will be here until Friday then they will start at the Academy. We are very pleased to announce that Kelsey Barrett has extended an offer to an excellent candidate that will be joining the finance group on September 7th. Her name is Lorraine Young, she comes with a wealth of accounting experience from the nonprofit sector.

ACCREDIATION – AC Crossen

AC Crossen reported that the digital dashboards have been deployed in all of the stations we will have a few changes. In regards to policy updates and Lexipol the project team will have the initial kickoff meeting on Thursday. They will review the first batch of policies in September. Through the new process we anticipate the Commissioners and everybody will see those processes as we go through the process. We expect the project to take anywhere from 6 months to a year. The goal is to start writing the core competencies in 2022 and advance to the next step in the accreditation process. The goal is to do the creation process in three (3) years.

OPERATIONS – AC Chaney

AC Chaney thanked everyone who testified tonight. I'm pleased to hear your comments as you know we've been working on this vaccination issue and I want to compliment Local 2024 Executive Board for their professionalism as we move through this. The Lieutenant exams are coming up, the written test will be held soon and the labs part will be held on September 13th. AC Chaney welcomed Jonathan Ptak and Kris Clark to South King.

AUGUST BUDGET

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

Mid-Month Utility Warrants (#115594-115605 totaling	$241,934.35
Accounts Payable Warrants (#115606-115673) totaling	$855,288.12
Payroll Direct Deposit Document for 187 indiv. DD023670--023856 totaling	$1,303,132.36
Payroll Warrant for 0 individual #	$0
Payroll Electronic Federal Tax Payment totaling	$294,318.54
Medical Claims as of August 17, 2021	$209,396.21
TOTAL approval	$2,904,069.58

We are 1.54% over budget, however if you back out the front loaded capital expenses for the engines we are just over .3 over budget.

APPROVAL OF VOUCHERS

Commissioner Gates requested a Motion and a second to approve tonight's vouchers. Commissioner Berger so moved. Commissioner Thompson seconded. Passed unanimously.

Meeting adjourned at 1746 hours.

DRAFT

COMMISSIONER (CHAIR)

COMMISSIONER (VICE CHAIR)

COMMISSIONER

COMMISSIONER

COMMISSIONER

BOARD SECRETARY

SOUTH KING FIRE & RESCUE
August 27, 2021
Special Meeting
Station 68 and Virtual per Governor Inslee's Proclamation

Commissioner Gates called the regular meeting to order at 1000 hours with Commissioners Rickert, Berger, Thompson and Fuller in attendance via the virtual meeting. Board Secretary Lauri Perry recording.

The Pledge of Allegiance was led by Commissioner Rickert.

COMMISSIONER COMMENTS

Commissioner Fuller had no comments.

Commissioner Thompson had no comments.

Commissioner Rickert thanked everyone for attending today's special meeting, this is an important meeting.

Commissioner Berger had no comments.

Commissioner Gates had no comments.

PUBLIC COMMENTS

Morning Gentlemen my name is Greg Folwell I'm a firefighter here with South King Fire & Rescue in 14 shifts myself and others in the same boat potentially face termination from this great department. I would like to ask that you please stand with us to fight this mandate. So that myself and others can continue to provide the quality service to this community. That's all I've got to say thank you for your time.

Good morning Commissioners my name is FF Chad Van Berkam I'm one of your more new recent hires and just over 2 years with the department and it's a job that I have really even faster than I thought grown to love and working the job itself. Everything's new every single day the people that work with and work for sure amazing and I never saw just as I'm getting my feet underneath me in this career. I was hoping to have a long career that essentially 1 person would be dictating that and possibly taking that away. I just want to ask that you guys support us in this fight publicly, come out against this and support these members that are opposing this mandate. Thank you.

Captain Mike Lawson at Station 61, I am on the hazmat team and I just would like to speak on behalf of myself and the other non-vaccinated members in support of them. I'd like to ask the Board of Commissioners and the Department to come out in support against the mandate, as a vaccinated person I had , I was able to make that choice on my own between myself and my doctor whether or

not to get vaccinated. However I do not want to be forced to take a booster show without being able to make that decision again between myself and my doctor.

Again Commissioners, I appreciate your time again, this is Riley Carr I'm a firefighter at Station 62 A shift. I'm echoing what my brothers and sisters have said in 14 shifts I will be facing termination, Commissioners. There isn't a time or a need stronger than this to lock arms and fight for my family and this community that we serve publicly to any extreme and any content that needs to be done. We have to stand against personal decisions and medical choices that remain in the confines of our home. Thank you Commissioners.

Robert Bryant, I'm a Lieutenant for the department I've been here for a little over 19 years. I'm also retired military veteran. I served from 1991-1997 and the reason I joined the Army was to serve my country. And protect our real life and to protect our freedoms for the United States of America after 9/11, I joined again because I felt that our freedoms are being attacked and I want to protect our freedoms. I stand here today with my brothers and sisters and unity for the protection of our medical freedom I know. One we think this is a mandate, it's the law but is it legal but I remind you not too long ago Slavery segregation was legal to, until like-minded people stood up and said this is wrong and we're going to fight for it. I believe this organization has an opportunity to be on the right side of history. In standing with their employees. I'm fighting for our medical freedoms because this is the right thing to do. Thank you for your time. Commissioner Gates thanked him for his service.

Jason Tady firefighter at Station 63 on B shift. I support my brothers and sisters and this idea of mandatory vaccination being wrong the choice for medical freedom, it should be the one that this department and the Board of Commissioners stands behind. I implore you to stand beside us walk and lock arms with us to support and do everything in your power to put pressure on where it's needed to uphold our current freedoms and support the members of this department. Thank you for your time.

Lieutenant Freeborn from Station 63 on C shift, I'd first like to thank the Board of Commissioners and everybody here online and in the room for your time. I'm the newest Lieutenant here at South King and when I chose to be a Lieutenant I promised that I would, like you lead this department and support the men and the women on the ground. The easy thing to do in this is to say this is the new law and this is what we have to do. The hard thing is to stand up and say that this is not okay at the end of the day we all want to support Mrs. Smith. That's what we always talk about. How can we best serve? The worst thing that we can do is to lose the leadership, years of experience and the people on the ground that have continued to fight through the pandemic and through all of the crime that we see and everything else day in and day out that is not the best way that we can support Mrs. Smith. So, I as a Lieutenant am standing here in front of you all to say that I will continue to fight and asked me to all of the men and women on the ground because that is how we can serve. Thank you for your time.

Lieutenant Chad Snyder, I appreciate you guys for taking the opportunity to come together in this special meeting to discuss this you guys have a lot of weight on your shoulders in this decision. However sometimes the radius decisions are the easiest and the fact that in your hearts I believe you guys know what the right thing to do is and how to support the members. Just like we and Lieutenant Freeborn said, what is the right thing for Mrs. Smith or Mr. Smith out there. If we lose 30% of our organization to this unfair mandate. So in the time today I would ask that you see the group here in

the room and the group that's online and ask yourself if we lose these members can we effectively provide service to the community, I don't think the answer is yes. I think its no so I implore you to please fight for us. Recognize the opportunity, kind of like what Lieutenant Bryant said the right side of history in this service. I appreciate your time.

Tim Gurule I'm a firefighter at Station 65 on D shift. I've been here about a year and a half and a professional firefighter for about 7 year's total. I am also a veteran I served in the Army. My entire adult life has been devoted to services of others, to my country, my community and I've devoted my life to these things because I believe in them fundamentally that we as citizens have an obligation to act in the greater good to make the difficult decisions. To preserve the liberties that we are afforded to the lives that we enroll and still today do not come by chance but sacrifice and taking great risks. I also understand that this is a very difficult situation for you to consider I also understand that you have the opportunity to make discernment the step perhaps outside the traditional bounds of what your normal capacity is to stand with our members. Provide powerful leadership that could make a difference and be impactful for generations to come. I know it's a difficult choice but I want to believe that we have placed in these positions for a reason. So that when a difficult time came you have the ability to make these difficult decisions and I'm just asking you to stand with us stand in support of our individual's freedoms and the preservation of our liberties. Keep our community strong and safe so that we can keep delivering service to our community. Not only in this current time of need, but in time of need in the future. Thank you.

This is Ryan Herrera, President of Local 2024 and Battalion Chief on B Shift. I just want to point out I've heard a lot about this being a political campaign that we're expecting firefighters to be on the front line or to be first in line for COVID vaccinations (unfortunately President Herrera keeps cutting in and out). Its important to rate the vaccination versus the mandate. This is not an opposition to the vaccination, this is an opposition for the rights of our members and the freedoms for them to make their own personal choices related to their medical issues. So I just want to point out that we continue to work with our members for our members in the state and with the state council with the Department of Health. There have been some questions that I've reached out to the Fire Commissioners and Chief Pennington to clarify. We do we need the organization to step up and to speak our publicly not against the vaccination but against the mandate. I appreciate your time, hopefully you guys were able to hear me and I look forward to continuing to work collaboratively on our resolution. Thank you.

Good Morning everyone my name is Kelly Salvage, I'm a firefighter at Station 62 on B Shift. I want to thank you guys for having this special meeting today. I just want to echo the sentiment that all my brothers and sisters have already voiced during this meeting we have an opportunity to stand up for what's right just because something is made legal doesn't necessarily make it right. Like Lieutenant Bryant said. I am a vaccinated member, I made that choice for myself with my family and doctors and I believe that every member should have that right and they should not have this choice forced upon them and made for them and using their way of life as leverage overcome. Please I'm requesting the Board of Commissioners take a public stand on this against the Governor's mandate as our members are relying on you and we really appreciate your support thank you.

Brooks Werner, thank you again, I'm just going to be quick we understand that the department has to follow the law as it is currently written right now again we're just asking for you to stand with us in opposition of this mandate. We understand at the end of the day if we can't effect a change that the

department is going to have to do what is written in the mandate as it will be law at that moment. However again we just ask that you stand with us in opposition publicly and fight with us as best we can to change anything we can before that date. Thank you.

Good morning Commissioners this is Driver Engineer Miller out of Station 64 B shift. I can't say much more than what's already been said I'd like to add onto what President Herrera stated that this isn't against the vaccine, this is against the mandate and you can see the number of veterans standing up before you even speaking against this and its because it is against the freedoms that they fought for. I joined the fire service to become part of a family and the thought of being expendable is pretty counter to that. And a lot of us through the pandemic people feel like they're not there alone in they're not alone in fighting for this. Our Local signed a letter, a collaborative letter with several other locals, statewide departments are facing this and the staffing shortages and issues beyond that I feel there are things being significantly overlooked and I hope that that's not something we suffer. All of us appreciate you standing with us side by side we're willing to do the legwork I think we've shown that to get to this point. One of our guiding principles is to do what's right we are just asking for everybody here to do what's right. Thank you.

Dean Bastin Driver Engineer at Station 66 I would like to echo what most everyone else has said and I think this is not about the vaccine it's about the choices that are being taken away and if this is step 1, what's step 2, 3, 4 or beyond that? So I'd like to say we take a stand lock arms on this step so they don't get to the other steps I appreciate that and I urge you to do what's right, thanks.

This is Lieutenant Joel Bergfalk Engine 367 A shift, I just want to say that I stand in support of everybody that's spoken today. This is not about the vaccine as we've said this is about the government forcing us to make medical decisions that we're not comfortable with I just hope that you'll stand with us and that's really all that I have to say. Thank you.

Lieutenant White from station 62 I wasn't planning to make any comments but we recently read the International Association of Fire Chiefs letter basically taking a stance for the mandate and I just really hope we get some support from you gentlemen as well. Thank you.

My name is Justin Farris, I've been a firefighter at South King for just under 4 years. I just want to say I'm going to keep this short but I am in support of not having the mandate and I'm asking the Board of Commissioners to do everything in their power to protect our personal medical freedom and protect our jobs of those facing termination thank you for your time.

BC Suckoll wanted to sum up his support of everyone. It really is, we all know and everyone said it's not against the vaccine but yet we are being forced into it and the freedom of choice. It really dawned on me the other day when we had a rider in here and we were talking about the vision of this department the future with Diversity, Equity, Equality. Stuff like that and this member wanted not to choose to get the vaccine because he and his wife were planning on having a baby, well our members aren't going to have the choice the effects of it or whatever so they don't have that choice that this is forced upon them which is wrong. So that's when it really set in with me and I just realized you know what if it's not for everyone then why is it right for just our members who have not seen any of the dangers and the harms way as reported on some of the news outings so the men and women that

fight for the freedom for our countries and gave their lives now it's going to be the men and women that gave their livelihoods for freedoms. Thank you.

Good morning I'm Firefighter Kanonik I've been here for almost 10 years I just want to echo what everyone has said today. I'm in support of that and I also ask for your support it can be a life altering event either way you look at it for you or anyone else in the room and anybody online.

Commissioner Gates thanked everyone for their comments.

DISCUSS GOVERNOR INSLEE'S PROCLAMATION – MANDATORY COVID VACCINATIONS FOR EMTs/FIREFIGHTERS

Commissioner Gates noted that what I would like to do here is start by asking Chief Pennington to sort of summarize this proclamation you know what are the key points what are the dates that we need to be aware of remember taking to be aware of just sort of over the proclamation case everybody's not up to speed on it so thank you everyone here. Chief Pennington added so there's a couple of things that we have to consider and one is the mandate, the law of the land as somebody pointed out this is the law right now whether we agree with it or not the district is bound by the law and as we speak, how do we handle that how do we navigate that and its really been put on our shoulders. We would have a very narrow window of navigation in terms of accommodation. To be accommodated, what we can accommodate and then the thing that I find not acceptable is termination but you know with that being said we have a very narrow piece of the law that was passed down on us that we have to navigate through so and the legal challenges around that or the legal implications around that so it's a policy decision from the Board in terms of levels of service in terms of people having the potential we'll have discussions with our attorney. People working unvaccinated under accommodations if those are feasible so there is a host of things or other agencies in our area have taken a stand that if you're not vaccinated you are not working patient care and so those are the things that I'm going to ask the Board to consider I'm going to ask them so we're going to go through these mandates and the legal ramifications around ethics and there probably will be a few and we will have to discuss those and that's where we'll have the executive session to discuss the legal ramifications and in terms of public support or against the mandate that's another policy decision that the Board will have in terms of so that's the parameters in which we will be discussing.

Executive Session

Commissioner Gates noted that the board will be going into Executive Session for about 45 minutes per RCW 42.30.110 (1) (i). The Board may or may not take any action after the Executive Session. This is to discuss with legal counsel representing the agency matters relating to agency enforcement action, or to discuss with legal counsel representing the agency litigation or potential litigation to which 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. Commissioner Gates added that the executive session will be held in the meeting room with the Board, Joe Quinn and the following staff Chief Pennington, Assistant Chief Chaney, Executive Director Ganem, Assistant Chief Goodsell, Human Resources Director Mary Stevens and Lobbyist Anthony Hemstad.

At 1035 hours executive session began.

At 1120 hours Executive Session was extended 30 minutes
At 1150 hours Executive Session was extended until 1215 hours
At 1215 hours Executive Session was extended until 1230 hours
At 1230 hours Executive Session was extended until 1230 hours
At 1230 hours Executive Session was extended until 1245 hours
At 1245 hours Executive Session was extended until 1255 hours

At 1255 hours the special meeting reconvened in open meeting.

Commissioner Berger has dropped off the meeting, he had some technical issues and a previous commitment.

Commissioner Gates asked if there are anyone else that would like to make a public comment.

President Herrera apologized and noted that he is having some technical difficulties but thank you for allowing me an opportunity to speak again. I just wanted to pass on some additional information on the Department of Health regarding the medical and/or religious exemption and how those are to be determined. I think the question right now lies with can somebody who receives an exemption a bonafide exemption provide healthcare services as a first responder and unfortunately the Department of Health is not able to answer that question they too are still trying to gain information from the Governor's office and the information that I received is really that it is relegated to the department and I think we're making great strides and though the impact bargaining and discuss this topic and how it affects our members we've heard from a number of folks that feel very strongly on this topic and I want to reiterate so there is no confusion this is not an opposition to the vaccination on behalf of the Local this is an opposition to the mandate. Local 2024 does stand in favor of a vaccination but more importantly stands for our rights, the rights of our members to make their own medical decisions so Chief Pennington, I look forward to working with you and the Board of Commissioners I think there is reasonable accommodation from the conversations that I've had with the Department of Health that we can put something in place for those with bonafide exemptions and still provide a level of care to the citizens we serve. Thank you guys again I appreciate your time.

Commissioner Gates noted that the Board understands where everybody is coming from.

Commissioner Thompson made a Motion to direct the Chief to prepare a letter to send to the Governor explaining the concerns of the District and its employees regarding the Proclamation. Motion was seconded by Commissioner Fuller. There was a lot of discussion about the motion and who else should receive a copy of the letter that is being sent to the Governor. Motion carried.

Commissioner Thompson made a Motion it is the Policy of the Board of Fire Commissioners of South King Fire & Rescue to support the mandates of the Governors Proclamation and direct the Fire Chief to not allow accommodations to non-vaccinated employees to deliver patient care. Motion was seconded by Commissioner Fuller. Motion passed unanimously.

Commissioner Fuller noted that that we need to clarify on how the accommodations and exemptions will be handled.

Chief Pennington added that his thinking is that the employee has to apply for an accommodation that they believe that they meet the threshold for that accommodation into acting process with the employee in terms of the accommodation and talking with them and understanding. As far as what specifically the accommodations are we've been working with President Herrera to really define what those are and in terms of what we can place so we're still working on that we had our first meeting and we'll continue to have those meetings to define the impacts and how we can best mitigate those impacts for both the district and the employee. The accommodation process however members need to decide if they're going to apply for one, if so they need to do that as soon as we can see and so we have a better understanding on what we can or cannot accommodate. Know the deadlines for the different vaccinations and when they take effect whether it be Pfizer, Moderna or Johnson & Johnson I believe and correct me if I'm wrong but the first shot deadline is September 4th. So that is like the urgency and why the special meeting today so that our folks could have some clarity and understanding of your decisions your policy decisions and so that it allows them to have time to make decisions and we heard that loud and clear.

Adjourned 1315 hours.

DRAFT

COMMISSIONER (CHAIR)

COMMISSIONER (VICE CHAIR)

COMMISSIONER

COMMISSIONER

COMMISSIONER

BOARD SECRETARY

SOUTH KING FIRE & RESCUE

KING COUNTY, WASHINGTON

RESOLUTION NO. 599

A RESOLUTION of the Board of Fire Commissioners of South King Fire & Rescue (aka KCFPD #39), King County, Washington, Authorizing Open Public Board Meetings to include Remote Participation by One or More Commissioners

WHEREAS, technology is available to allow participation of a commissioner(s) in an open public meeting of the Board of Commissioners of South King Fire & Rescue, under circumstances when the commissioner(s)cannot be physically present in the meeting room; and

WHEREAS, on occasion it will be in the best interest of the district and its citizens to allow participation by a commissioner(s) from a remote location, so long as the technology is available to allow such remote commissioner(s) to be heard when they speak to those assembled; and

WHEREAS, circumstances may arise due to local, state and/or federal emergencies as declared by the President of the United States, State Governor and or local elected leaders that limit in person meetings and would allow for hybrid meetings; such as health or other emergencies ie; Pandemic, Natural or manmade disaster and the like; and

WHEREAS, the general public may still participate in any open public meeting of the Board of Fire Commissioners via electronic means or in person at the designated meeting place of the Board of Fire Commissioners.

NOW, THEREFORE BE IT RESOLVED:

Section 1: The Board of Fire Commissioners hereby authorizes remote participation by electronic means by a Commissioner(s) if such Commissioner(s) cannot be physically present for a meeting, subject to the conditions stated herein. Such Commissioner(s) shall be counted toward the quorum requirement, so long as he/she continues to participate in the meeting. Such Commissioner(s) shall be entitled to vote, make motions, and discuss district business just as if he/she were physically present.

Section 2: Such remote electronic participation is allowed, but only if the proper technology is utilized to ensure that persons physically attending the meeting can hear (or see and hear) the remote participant(s).

Section 3. Such participating Commissioner(s) shall obtain permission to so participate, in advance, from the Chair or acting Chair of the Board of Commissioners.

Section 4. To avoid confusion, no more than four (4) Commissioners at a time may utilize this procedure for remote electronic participation. At least one (1) commissioner shall be in person attendance at the designated Board Meeting Location along with the Board Secretary along with any citizens who may be attending the meeting.

Section 5. This procedure is not to be used simply because a commissioner does not desire to attend the meeting in person. It shall be limited to legitimate instances such as travel out of the district, sickness, quarantine, or other legitimate reasons why a Commissioner cannot be physically present but is otherwise able to participate in the meeting. Therefore, the Chair has the authority to deny the request if no legitimate reason is given for not physically attending.

Section 6. The Commissioner(s) participating shall be deemed to be present, not absent, for the meeting, and are therefore entitled to the normal compensation pursuant to RCW 52.14.010, unless a proper waiver of compensation is filed with the Board Secretary for the meeting.

Section 7: This resolution shall be deemed to amend the current Board Resolution pertaining to the conduct of Board meetings and comply with current Board of Fire Commissioner Guidelines.

ADOPTED by the Board of Fire Commissioners of South King Fire & Rescue, King County, Washington, at a regular meeting this 23rd day of September 2021, with the following Commissioners being present and voting.

_____
CHAIR/COMMISSIONER

_____
VICE CHAIR/COMMISSIONER

_____
COMMISSIONER

_____
COMMISSIONER

_____
COMMISSIONER

ATTEST:

_____
Secretary