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).

COMMISSIONER 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.

COMMISSIONER (CHAIR)

COMMISSIONER (VICE CHAIR)

COMMISSIONER

COMMISSIONER

COMMISSIONER

BOARD SECRETARY