



North Mason Regional Fire Authority (NMRFA)

Meeting Minutes

14880 NE North Shore Rd, Tahuya

3/21/2017

Present: Commissioners Kewish, McIntosh, Quigley, Severson, Miller; Executive Assistant Patti, Chief Bakken; Asst. Chief Cooper

Guests: FF/PM Josh Warter, FF/EMT Glenn Screws

FINANCIAL REPORT: Chief Bakken provided an update on the financials to date. We are doing well so far. He reported we have seen some timber revenue and we can expect to start to see our first portion of tax revenues coming in next month.

Firefighter Assessment Process: We will be establishing a hiring list for any future firefighter/EMT positions. WE are accepting internal applicants only. The assessment is set for April 24th. We are looking at bringing in outside assessors.

Community Outreach Coordinator: We had seven well-qualified applicants, of which four will move on to a Chiefs interview. Interviews begin tomorrow. We hope to have a selection made by the end of this week.

Mental Health Transports: Chief Bakken spoke about concerns with non-medical transports of mental health patients. Chief Bakken will attend a meeting next week to discuss partnerships and temporary solutions to this issue. Ideas have been presented in the past but have not taken hold at the County level.

Copier: At the beginning of the year we purchased a new copier for Station 21. We would like to surplus the old copier (Sharp MX-2600N, S/N: 0510709X00) thru the Department of Enterprise Surplus Services and request Board approval to move forward. In addition, to be able to access the services of the DES we would like Board direction to enter into an Inter Local Agreement with the DES Surplus Division.

Commissioner McIntosh made a motion to surplus the Sharp Copier as presented; Commissioner Quigley seconded the motion. Motion approved.

The Board provided direction to enter into an ILA as requested.

Station 27 Kitchen Bid: Chief Bakken reported the permitting process is underway and the contractor will be placing an order for the cabinets. There is about a 10 week delay from cabinet start to finish.

Union Negotiations: At last week's meeting Commissioner Quigley had volunteered to sit on the negotiations committee however; she is not able to do so and asked Commissioner Kewish to take her spot on the negotiation committee. He is able to assume this role.

Retention Committee: PM/FF Josh Warter attended the meeting to share some data from the retention committee with the Board. He shared that over the past 10 years (2017 – 2007) the Fire Authority has lost a total of 23 employees who had an average of 3 ½ years of service. The cost to bring on a new firefighter (using a figure of \$15k per person) the total dollars lost is equivalent to \$350k. He also spoke about the cost of training provided and the cost to train new individuals in addition to the overtime backfill for positions. Of the comparable agencies he contacted, we had by far the highest numbers of individuals who have left. The Local is researching bringing in someone from the outside to come in and help figure out why people are leaving. They are willing to help pay for a service/individual.

Chief Bakken agreed with FF/PM Warter’s assessment. He spoke about many factors that can affect retention including location, contractual changes, and the economy resulting in an increase in hiring by other agencies. Former employees are also heavily recruiting others. We are a relatively new He added we increased our staffing following our levy passing in 2009 and we don’t have the traditions and cultures built in like other agencies do – which comes with time. He re-iterated we don’t need numbers to prove this is not ok and noted have some serious groundwork to do.

Public Comment: None

Good of the Order: PDC Reporting: This is due for all Commissioners by April 15th. Contact Executive Assistant Patti if you require assistance.

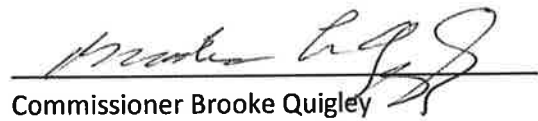
Commissioner McIntosh moved to adjourn; Commissioner Quigley seconded the motion. Motion carried. The meeting was adjourned at 6:10p.



Authority Secretary Katie Patti



Commissioner Kelley McIntosh



Commissioner Brooke Quigley



Commissioner Bob Miller



Commissioner Daniel Kewish



Commissioner Paul Severson