



THURSTON COUNTY FIRE PROTECTION DISTRICTS 1 & 11
**WEST THURSTON REGIONAL FIRE
AUTHORITY**



10828 Littlerock Rd SW
Olympia WA 98512
360.352.1614

November 16, 2022 – Governing Board Workshop at 18720 Sargent Rd SW (Grand Mound 1-1 station)

Call to Order/Attendance: Commissioner Pethia called the meeting to order at 16:30 hours. Commissioners Culleton, Dahl, Elkins, Jernigan, and Ricks, Chiefs Scott, R. Smith and R. Stone, Captains Christenson, E. Smith (Zoom), and Dyer, Volunteer BC Frasl, Union Representative Lt. Garza, Lt's. Lyon, Morales (via Zoom), Palmerson, and Swecker (via Zoom), FFs Bennett (via Zoom), Cooke (via Zoom), Dean, Devert, Fox, Hall, Howe (via Zoom), Hull, Kaleiwahea, Kondrack (via Zoom), Matson (via Zoom), Panuska, Santee (via Zoom), Sexton, Trautman, Trott, Vavrinec (via Zoom) and White, Volunteer Spiegelberg (via Zoom), Maintenance Tech Heilman, Admin Assistant Linda Patraca, Admin Services Director in-training Shannon Hemminger, Secretary Linda Shea and guests Julie Cooke, Brenda Heilman, John Jones, Emily Morales, Kyle Rose (via Zoom), and Megan Trautman (via Zoom).

Additions/Deletions to the Agenda: None.

Public Comments/Presentations: None.

Old Business:

1. Fire Chief Recruitment. Linda S. presented an updated Fire Chief job description to include a salary range and recommended the use of a professional service to conduct the recruitment due to limited staff resources. Discussion was held, with the board and Lt. Garza agreeing that the use of a professional service was too costly, and the recruitment could be accomplished in-house. Linda S. will develop a recruitment notice and timeline to send out to the board and Lt. Garza for final review and approval.

At this point, Chief Smith read a personal letter to the department membership, thanking them for their continued compassion and care during this difficult and challenging time.

2. Immediate Operating Changes. After a brief discussion, the board agreed that these are operational changes of which the board has given responsibility to the chiefs to implement.
3. 2023 Budget Presentation/Discussion. Linda S. presented 3 additional options of funding for the department, given the levy failures:
 - a. Option 4: Lid lift successful in 2024, retain all current personnel thru 2025.
 - b. Option 5: Lid lift fails in 2024, retain all current personnel thru Dec2023.
 - c. Option 6: Lid lift fails in 2024, begin layoffs in Feb2023.

Discussion was held, the board agreed that Option 4 was viable and provided time to develop a strong levy campaign while retaining all current personnel, even though it requires closing of stations, spending down reserves, eliminating all non-essential projects, and significantly reducing some programs in the department.

Lt. Garza noted that giving layoff notices to personnel sooner rather than later would give these personnel an advantage if they elected to apply at other fire districts.

Discussion was further held on ways to increase revenue, such as adding a dedicated transport unit. Chief Smith and Linda S. will develop some projections on that scenario.


Good of the Order: None.

Adjournment: The board adjourned the workshop at 18:09 hours.

Submitted for Board approval by:


Linda Shea, Secretary


Tom Culleton, Board Member


Ben Elkins, Board Member


Dave Pethia, Board Member


Calvin Dahl, Board Member


Jeff Jernigan, Board Member


John Ricks, Board Member