



Vashon Island Fire and Rescue
10019 SW Bank Road PO Box 1150
Vashon WA 98070 206.463.2405 206.463.2954 fax
www.vifr.org administration@vifr.org

BOARD MEETING MINUTES

Date: 22 December 2021

Time: 18:30

REGULAR MEETING

Present: Andy Johnson, Chair (Webinar)
Candy McCullough, Vice-Chair (Webinar)
Dave Hoffmann, Position 05 (Webinar)
Brigitte Schran-Brown, Position 03 (Webinar)
Camille Staczek, Position 02 (Webinar)
Charles Krimmert, Fire Chief (Webinar)
Rebecca Pollock, District Secretary (Webinar)
Raechel Ehlers, HR Administrator (Webinar)
Carin Bruce, Administrative Assistant (Webinar)
Bradley John, Firefighter, Sec/Treasurer Local 4189 (Webinar)
Larissa Nakatsu, Volunteer Leadership (Webinar)
Jim Westcott, Volunteer Leadership (Webinar)
Pam King, Commissioner-Elect (Webinar)
John Simonds, Commissioner-Elect (Webinar)

Absent: Robert Larsen, Assistant Chief of Operations (Webinar)

Welcome

Approval of 11/24/2021 Regular Meeting Minutes

Motion by Chair Johnson:

"I make a motion that we approve the regular meeting minutes from November 24, 2021."

Seconded by Commissioner Schran-Brown.

- Commissioner Schran-Brown states that the discussion requested under AC Hiring process Discussion bullet points 3 and 4 may not be a discussion that can be held in executive session.
- Commissioner Schran-Brown requests that a correction be added under Volunteer Group Status Update stating that Paige received a response from her.

MINUTES APPROVED as Amended, 5-0

Voucher Approval

Motion by Commissioner Staczek:



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"I move we accept the referenced vouchers and transfers as presented in Administrative Memorandum 12.22.2021-1."

MEMORANDUM APPROVED, 5-0

Chief Krimmert's Report:

- *See Chief's Report*
- 4.2. Correction: We are interviewing one new support recruit.
- Commissioner Staczek asks about the Retirement Incentive program being put into place and the counter intuitive aspect of it given that we have been having conversations about need staffing / more people and asks why we are paying employees to leave.
- Chief Krimmert states that the District has every intent to replace them, that these personnel are close to retirement anyway, and that this program/these contracts allow the District to better predict who is leaving when and give the District control to better implement their replacements in a timely manner.
- Chair Johnson states that this program is similar to one implemented by Medic One and allows individuals who are considering retirement anyway make the decision a little easier and its worked out quite well.

Approval of November 2021 Financial Report

Motion by Chair Johnson:

"I make a motion that we approve the November 2021 financial report as presented."

Seconded by Vice-Chair McCullough.

FINANCIAL REPORT APPROVED, 5-0

New Business

Volunteer Group Status Update

- EMT Larissa Nakatsu successful all volunteer meeting after Saturday training a couple of weeks ago.
- This month helping the full-time crew(s) update the red shirt curriculum(s), the onboarding procedure(s) for new EMTs.
 - Rotating scheduling, binder updates, and standardizing training and feedback
 - Transition period between ending red shirt training and starting as a blue shirt (purple shirt)
 - Whether there is a red shirt equivalent for the FF only and support volunteers
- Looking at updating the volunteer reimbursement schedule and what we can do in regards to reimbursement for zone one callbacks
- Setting up a meeting with the Chief in January to continue the conversation(s).



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- Chief Krimmert states that he loves the “purple shirt” idea for volunteers/candidates who have completed their red shirt training, but don’t believe they’ve had enough patient contact to help them with that transition and work their way into their blue shirt.
- Chair Johnson states that he is happy and it is encouraging that we were able to have this type of meeting and that it went so successfully for everyone involved.

WFCFA Membership Dues Approval

- Washington Fire Commissioner Association sent their annual bill for membership/dues in the amount of \$3,500.00 and District Secretary Pollock is requesting Board approval for this expense.

Motion by Chair Johnson:

“I make a motion that we approve the WFCFA Membership Dues.”

Seconded by Commissioner Schran-Brown and Vice-Chair McCullough.

DUES APPROVED, 5-0

Resolution 21-413 A Resolution Commending Commissioner Hoffmann upon the end of his term.

Motion by Chair Johnson:

“I make a motion that we approve Resolution 21-413.”

Seconded by Vice-Chair McCullough.

- Chair Johnson states that he appreciates Commissioner Hoffmann’s service and appreciate the time they have spent on the Board together.
- Vice-Chair McCullough thanks Commissioner Hoffmann and states that it has been an honor to serve together.
- Commissioner Hoffmann states it has been a pleasure and this has been his sixteenth year completed and he has only missed three or four meetings in total.

**RESOLUTION APPROVED, 4-0
COMMISSIONER HOFFMANN ABSTAINED, 1-0**

Resolution 21-414 A Resolution Commending Commissioner Schran-Brown upon the end of her term.

Motion by Chair Johnson:

“I make a motion that we approve Resolution 21-414.”



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Seconded by Commissioner Staczek.

- Chair Johnson states that he appreciates Commissioner Schran-Brown's encouragement to join the Board and thanks her for her influence and getting him involved.
- Commissioner Staczek thanks Commissioner Schran-Brown and states that we will miss her.

**RESOLUTION APPROVED, 4-0
COMMISSIONER SCHRAN-BROWN ABSTAINED, 1-0**

Approval of Board Meeting Dates

- No discussion.

CBA Appendices Approval

Motion by Chair Johnson:

"I make a motion that we approve the current CBA Appendices as presented."

Seconded by Commissioner Schran-Brown.

APPENDICES APPROVED, 5-0

Old Business

Required Vaccination Policy/Article Discussion

- District Secretary Pollock presents the draft Policy and requests Board Approval of language.
- District Secretary Pollock also asks for a Board decision as to whether this policy should apply to "employees" or "employees and EMT volunteers" or "all members of the District."
- Vice-Chair McCullough and Commissioner Schran-Brown propose that we draft this Article to include both employees and EMT volunteers.

Motion by Chair Johnson:

"I make a motion that we include volunteer EMTs and FF/EMTs in the Vaccination Policy."

Seconded by Commissioner Schran-Brown and Commissioner Staczek.

**ARTICLE APPROVED as Amended, 4-0
COMMISSIONER HOFFMANN DENIED, 1-0**

Oaths of Office

Swearing in Pamela King for Commissioner Position 03

Swearing in John Simonds for Commissioner Position 05

General Comments

- Commissioner Schran-Brown shares a story of trust, thanks everyone, and says goodbye. Keep the trust going, keep the levy going, and keep the Fire District funded. Commissioner Schran-Brown asks the community members to step up and volunteer.
- Commissioner Schran-Brown welcomes Commissioners King and Simonds.
- Commissioner Hoffmann states that after 16 years of being on the Board, working with many Commissioners, and many Chiefs, he has considered them all friends, even though there were spirited debates and they didn't always agree and thanks everyone for all their hard work and effort that they put in.

Motion by Commissioner Schran-Brown:

"I move that we add the words "each other" to the end of our mission statement."

Tabled.

- Chair Johnson, Vice-Chair McCullough, and Commissioner Staczek thank Dave and Brigitte for their time and commitment and wish them well.

For the Good of the Order

Documents Signed

Adjourned at 19:30

The next Regular Meeting will be on Wednesday, 26 January 2022, at 18:30

Approved this 26th day of January 2022



Andy Johnson, Chair



Rebecca Nason, District Secretary