



Vashon Island Fire and Rescue
18019 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: 26 May 2021

Time: 18:30

REGULAR MEETING

Present: Andy Johnson, Chair (Webinar)
Candy McCullough, Vice-Chair (Webinar)
Dave Hoffmann, Position 05 (Webinar)
Camille Staczek, Position 02 (Webinar)
Charles Krimmert, Fire Chief (Webinar)
Rebecca Pollock, District Secretary (Webinar)
Raechel Ehlers, HR Administrator (Webinar)
Joseph Quinn, Legal Counsel (Webinar)

Absent: Robert Larsen, Assistant Chief of Operations (Webinar)
Brigitte Schran-Brown, Position 03 (Webinar)

Welcome

Amendments to Agenda

- Vice-Chair McCullough requests that "NAEFO Conference" be added under New Business.

Approval of 4/28/2021 Regular Meeting Minutes

Motion by Chair Johnson:

"I make a motion that we approve the regular meeting minutes from April 28, 2021."

MINUTES APPROVED, 4-0

Voucher Approval

Motion by Commissioner Staczek:

"I move we approve the referenced vouchers and transfers as detailed in Administrative Memorandum 05.26.2021-1."

MEMORANDUM APPROVED, 4-0

Assistant Chief Larsen Report:

- *See Assistant Chief's Report*

- Chief Krimmert states that in parallel with the state, we will likely reopen our facility on July 6, 2021 after the state reopening the prior week on June 30, 2021.
- Chief Krimmert states that given new Labor and Industries guidance, with proof of vaccination, personnel may be unmasked within the station, but still must follow operational mask protocol with patients.
- Chief Krimmert states that the EOC, MRC, and other disaster response groups on the island have begun discussions on moving from an activation status to a more monitoring status.

Chief Krimmert Report:

- *See Chief's Report*
- 7.a. should say that the island has had 3 cases identified over the last two weeks.

Approval of April financial report

Motion by Chair Johnson:

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

FINANCIAL REPORT APPROVED, 4-0

New Business

Sale of the Bennedsen Residence

- Chief Krimmert discussed the initial purchase of the Bennedsen Residence and prior usefulness of the home, mostly for a bed facility. Chief states that we have seen less and less use of the asset and offers to the Board that VIFR may have a better way to provide those beds by selling the Bennedsen house and using the income seen from that sale to offset the cost of an expansion and renovation of the living quarters at Station 55.
- Chair Johnson confirms that he believes it to be a reasonable idea given its lack of usefulness in the ways that were expected at the time of purchase.
- Vice-Chair McCullough is saddened by the loss of the facility but understands the renovation and expansion plans given our current service and staffing levels and believes it to be a reasonable idea as well.
- Chief Krimmert clarifies that the discussion this evening is to present the plan to sell the Bennedsen Residence and to request the Board's suggestions and support in moving forward with that plan. Chief is not, at this time, asking the Board to support or approve of the renovation of the living quarters at Station 55. The Administration requires some additional cost analysis before moving forward with those plans.
- Commissioner Hoffmann asks where personnel will stay during the expansion and renovation of the Station 55 quarters.
- Chief Krimmert discusses the current renovation plans and retaining the current quarters during the first part of the renovation.
- Commissioner Staczek adds her agreement to move forward with the Bennedsen Residence sale.

Public Meeting moved into Executive Session at 18:54 for 15 minutes pursuant to RCW 42.30.110(1)(g)

Extended at 19:09 for 10 more minutes by Chair Johnson

Extended at 19:20 for 5 more minutes by Chair Johnson

Executive Session ended at 19:26

Decision

- The Board Chair will visit with Chief Krimmert to go over feedback discussed in Executive Session.

Article Creation and Implementation Process Overview

- Tabled

Captains' Premium Appendix Approval

- Chief Krimmert discussed with the Local in the course of our most recent CBA Negotiations the Local's interest in pursuing a bump for the Captains' Premium: currently set at 117% of a Top Step Firefighter. The Administration was willing to consider it and discuss it and agreed to do so as stated in the CBA with an implementation goal deadline of September 2021 pending clearer understanding of Captains' roles and responsibilities. The Chiefs and Captains had a meeting during which the Captains presented ten critical issues and improvements that would advance the District. There was a positive open dialogue regarding these improvements and the Chiefs expectations of them. Chief Krimmert states that this meeting was advantageous to the growth of the District and aligned with many of the points in the Chief's District Improvement Plan. The Chiefs and Captains came to a collective understanding of all these issues and justified increasing the Captains premium sooner rather than later.
- When they were made Captains initially, the standing rate at the time was 120% of Top Step Firefighter and the Administration at the time started them at 117% and said they would increase it at a later time. Chief Krimmert thought this was an obligation that a prior Administration made and defaulted on.
- The Captains' premium was not applied retroactively to January 1, 2021. The 120% went into effect May 16, 2021 and applies to all 2021 paycheck moving forward.
- Vice-Chair McCullough asked if Acting Captains receive the same 120% bump for hours worked as an Acting Captain.
- Chief Krimmert states that Acting Captains who are qualified receive 120% for hours worked as an Acting Captain while unqualified Acting Captains receive 115%. Qualification results from completing all of the same trainings and certifications required of the hard bar Captains.
- Vice-Chair McCullough asked if there is mandatory overtime or who will cover, hard-bar or soft-bar captains, in the event overtime is needed given this new premium amount.
- Chief Krimmert states that the Local has an overtime assignment process in which they maintain a priority list in assigning overtime. If a captain requires overtime coverage, the hard bars get first choice.
- Chief Krimmert states that at the time of Captain Tonkin's Leave of Absence, Firefighter Davidson will become the Captain of D shift.



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Motion by Chair Johnson:

"I make a motion that we approve the Captains' Premium Appendix."

APPENDIX APPROVED, 4-0

NAEFO Conference

- Vice-Chair McCullough announces that NAEFO is planning on hosting its educational conference in Las Vegas, Nevada on September 20th and 21st.
- NAEFO is hosting its executive Board meeting on Saturday, June 5, 2021.
- NAEFO posted webinars on their website regarding different processes for reimbursement of COVID expenses.

Old Business

Board of Commissioners' Authorities & Responsibilities Article

- Tabled

General Comments

- Vice-Chair McCullough and Chief Krimmert discussed leadership and labor trainings they have attended.
- HR Administrator Ehlers states that the volunteers have been meeting as a group and organizing and will be meeting with the Administration soon to speak out what was discussed at their meetings.
- Vice-Chair McCullough looks forward to hearing from volunteers at Commissioner meetings to hear about their discussions and what they are working on.

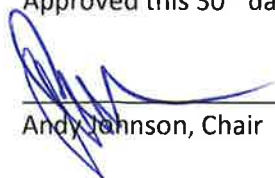
For the Good of the Order

Documents Signed

Adjourned at 19:57

The next Regular Meeting will be on Wednesday, 30 June 2021, at 18:30

Approved this 30th day of June 2021



Andy Johnson, Chair



Rebecca Nason, District Secretary