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VASHON FIRE
Vashon Island Fire and Rescue
10020 SW Bank Road PO Box 1150 Vashon WA 98070
206.463.2405 www.vifr.org

BOARD OF FIRE COMMISSIONERS
SPECIAL MEETING MINUTES
AUGUST 5, 2026

The Board of Fire Commissioners met for a Special Board Meeting on August 5, 2026, at the Penny Farcy Training Center located at 10011 SW Bank Rd, Vashon, WA 98070. Chairperson Brigitte Schran-Brown opened the meeting at 6:30pm with Commissioners Candy McCullough, Pam King and Amy Drayer present. Others attending the meeting were Finance/HR Director Christina Bosch, Deputy Chief Ben Davidson and District Attorney Eric Quinn.
Commissioner Jim Whintey was unable to attend.

Chairperson Schran-Brown announced that the purpose of this Special Meeting was as follows:

> Executive Session under RCW 42.30.110(1)(i); To discuss with legal counsel representing the agency matters relating to agency enforcement actions, or to discuss with legal counsel representing the agency litigation or potential litigation to which the agency, the governing body, or a member acting in an official capacity is, or is likely to become, a party, when public knowledge regarding the discussion is likely to result in an adverse legal or financial consequence to the agency.

At 6:30pm motion was made and seconded to meet in an Executive Session for fifteen minutes beginning at 6:32pm under Executive Session under RCW 42.30.110(1)(i); To discuss with legal counsel representing the agency matters relating to agency enforcement actions, or to discuss with legal counsel representing the agency litigation or potential litigation to which the agency, the governing body, or a member acting in an official capacity is, or is likely to become, a party, when public knowledge regarding the discussion is likely to result in an adverse legal or financial consequence to the agency. Motion carried unanimously.

At 6:47pm motion was made and seconded to extend the Executive Session by 15 minutes. Motion carried unanimously.

At 7:02pm the meeting was reconvened with no decisions or announcements being made.

Chairperson Schran-Brown read the following statement:

> *Consistent with its commitment to maintaining a respectful and professional workplace, Vashon Island Fire & Rescue (VIFR) retained an independent investigator to review concerns regarding certain workplace interactions involving administrative staff. Based on the information available, the investigation substantiated that unprofessional interactions occurred. Fire Chief William McLaughlin has submitted a letter of resignation, effective August 31, 2026, citing personal reasons. This letter of resignation is under consideration by the VIFR Board.*

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The facts developed through the investigation do not support a finding, under applicable law, that a hostile work environment exists at VIFR, nor do the facts identify evidence of unlawful workplace harassment, and certainly no evidence of criminal wrongdoing. But that does not make the conduct insignificant. The investigation concretely established behavior that caused discomfort and workplace disruption and, in turn, presented valid concerns regarding VIFR's workplace culture. Ultimately, the Fire Chief and the Board of Fire Commissioners are responsible for setting and maintaining that culture. The investigation identified communication and workplace practice issues that present opportunities to strengthen organizational effectiveness.

Commissioners and other municipal officers are prohibited from sharing confidential information learned by virtue of their position, pursuant to RCW 42.23.070 (4). Therefore, said officers cannot comment further upon the investigation or the resignation of Fire Chief McLaughlin. VIFR appreciates his service. VIFR is dedicated to fostering a healthy workplace for all and is taking further action to ensure that.

With nothing further to come before the Board, at 7:06pm motion was made and seconded to adjourn the Special Board Meeting of August 5, 2026. Motion carried unanimously.

DocuSigned by:
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Chairperson Brigitte Schran-Brown

Signed by:
7F963F660478447...
Commissioner Pam King

Absent
Commissioner Candy McCullough

Abstain
Commissioner Jim Whitney

Attest:

DocuSigned by:
C44508CF8BDF417...
Commissioner Amy Drayer

DocuSigned by:
F428CA76D228437...
Finance/HR Director Christina Bosch (Recorder)