

**Newsletter** - Discussion regarding Newsletters and design options.

**Organizational Structure** - Discussion regarding appointment of Joel Smith as Assistant Chief for command presence when Chief is out of office. Focus areas he's very knowledgeable about will include SnoPac New World, run card changes, volunteer training , county training , understanding WAC's, career and personnel development, and information Systems. Further discussion regarding classification as volunteer without benefits.

Discussion regarding requests to take on responsibilities for leadership assistance with neighboring departments and additional opportunities in valley forthcoming.

Discussion regarding partnering experienced staff with new to ensure safety.

Discussion regarding Structure and culture of organization

Desire to have Captain Bates focus on being an operational Captain; provide him the time and opportunity to be successful as an Officer with Joel providing additional mentorship in Chief's absence.

Discussion regarding increased call volume and inability to cover neighboring areas.  
Discussion regarding limited resources and not draining from district.

1 full day a week and share Tuesday evening trainings, on-call 3x week to respond to incidents. \$1,500 per month. Goal to assist bring in enough training to pay for his position.

Joel Smith noted his other goal is to bring in enough grants to more than cover the cost of his salary.

Org Structure as proposed:

Assistant Chief – Joel Smith

Daytime Captain – Branden

Part Paid Captain – Cody Kraski

Part Paid -

Volunteer Captain – (1)

Volunteers

Administrative Assistant

**Volunteer vs. Part Paid** – Discussion regarding

Policy on hours worked not to exceed 48 hours simultaneously 6-6 . Volunteer affordable care act must keep hours under 130 limit shifts to 5 24 hour per month. Reclassify as part-paid and

hourly employees with job descriptions and contribute to PERS \$17,000 estimated annual expense.

Current volunteers grandfathered in new hires must complete physical agility test. Shift work will require firefighter 1 and EMT.

Fire Trex or Crew Cents staffing and training modules

Budget discussion and review of amendments. PERS discussion

Grant proposals – SCBAs, PPE,

Hospital Grant – Power load gurney

**Levy Lid Lift** – Chief will hold community informational sessions. Discussion regarding Bond options, and potential need to tap into reserve fund for capital expenditures.

Staffing plans looking 2-5 years out Chief desires to focus on serving our entire District; building a South District station and staff with a career part-time paid and full time paid

Resident volunteer program 1-3 year; goal to have living quarters at station; continue to bolster volunteer program.

Discussion regarding growth and expanded coverage needs.

Mr. Taft commented \$0.20 Discussion regarding sustainability

Chief provided staffing cost comparisons for medic, firefighter and part time positions.

Discussion regarding regionalization, consolidation opportunities, cost reductions, history, tradition and individualism.

Oso and Darrington; training,

Arlington & North County consolidate part-time programs; share costs of pre-employment, PPE etc.

City of Arlington approaching District to pursue becoming one department. Contract negotiations upcoming.

Community outreach is resulting in tremendous progress building relations and opening lines of communication.

**Commissioner replacement** – Mr. Safford submitted his application to Chairman Nordstrom, and Mr. Taft expressed possible interest. Application submission deadline is March 24, 2017.

**South Side Station** - Discussion regarding researching available property on South side of District. Chief will proceed accordingly.

**Strategic Plan and Apparatus Replacement Plan** - Chief is working on strategic planning and apparatus replacement plans. Wendy provided copy of current Strategic Plan. Eric will provide Chief with copies of Capital Facilities Plan and Apparatus Replacement Plan.

Discussion regarding wildland apparatus reimbursement rates, coverage, and deployment.

Discussion regarding station renovations and desire to separate office space and add sleeping quarters.

### **ADJOURNMENT**

Meeting was adjourned at approximately 3:00pm

District's Mission Statement:

*"We aspire to serve our community with professionalism, honesty, education and integrity by building a firm foundation that provides safety and security for all."*