

# King County Fire Protection District No. 27

## Minutes

A special meeting of the Board of Commissioners of King County Fire Protection District No. 27 was held on March 4, 2013 at Station No. 271 located at 4301 334th PL SE in Fall City, Washington.

Chairman Hollis called the meeting to order at 1:06 p.m.

### Present:

Chairman Hollis  
Commissioner Meredith via phone  
Chief Connor  
Secretary Evans

### In Attendance:

Captain Larson  
Lt. Ledoux  
FF Noble

### UNFINISHED BUSINESS:

#### **Officer in Charge Policy**

Chief Connor discussed the Officer in Charge policy with the Board. Currently we have employees working both 12 and 24 hour shifts. Due to the different start times of 06:00 and 08:00 Chief Connor conveyed that he was concerned about the transfer of command at the earlier start time if some of the crew is not awake when the switch happens. At the Labor Management meeting this week it was proposed that in a situation when the Acting Officer who is senior arrives at the earlier shift time and is assuming command from another Acting Officer then the transfer of command would not occur until 08:00. The cost to the district may result in paying an additional \$10 in acting pay on these days. Lt. LeDoux stated that when this issue was identified we realized that this was an unintended consequence of a work situation and we're in the process of accepting the proposed change to the policy. Commissioner Meredith conveyed that the benefit of transferring command at the later time would outweigh the cost. The Board concurred with the policy change.

#### **Interlocal Agreement**

Chief Connor reported that the Interlocal Agreement (ILA) the Board received at the last meeting has been signed by representatives of Fire District 45-Duvall and the City of Snoqualmie. Chief Connor stated that the original concept of the ILA is to share personnel and reduce the use of mandatory overtime. It has been drafted in a very broad fashion to allow for other resource sharing. He provided some examples such as the PGA golf tournament in Snoqualmie where we might send one of our firefighters up to work. Snoqualmie would then reimburse us for that employees wages, taxes, and overtime cost. These opportunities would be optional for our employees; they can elect to participate at the local inter-department level and/or they can elect to be included during a mobilization event.

The discussion focused on mobilization events such as wildland fires. Chief Connor stated that initially we are talking about maybe sending one individual, or one position, which we would rotate other personnel in that position to these mobilizations. The cost of deploying our employees is reimbursed by the contracting agency and they pay for the back-filled position as well. The experience and knowledge that the individual brings back to share with other members will benefit the department. Chairman Hollis asked if the Volunteers can be a part of this. Chief Connor stated that they could be. A brief discussion followed on how many firefighters were currently red-card certified. Chief Connor also stated that the District has 13 sets of wildfire gear in its inventory.

Lt. LeDoux briefly discussed the deployment process and gave some examples of what the operational period and shifts might be for a mobilization event.

Chief Connor stated in order to do this and prepare the employees for shared coverage we will be setting up 8 hours of directed orientation then an additional 24 hours of work exchange. If this is sufficient we will continue to cycle personnel through until everyone who is interested is done. Chairman Hollis asked how the L&I coverage will be affected if someone is injured. Chief Connor replied that our employees will remain covered under the District's L&I insurance whether they are deployed or working at one of the other departments.

Chief Connor asked the Board if they were ok with the concept of the ILA. Commissioner Meredith stated that it has good support and it may open up other opportunities. The Board concurred with moving forward on the ILA. Chief Connor stated that the ILA has been reviewed by the Attorneys of Duvall, Snoqualmie and the Local. Chairman Hollis recommended that Attorney Snure review it as well.

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**Local 2878 Letter of Agreement**

Chief Connor reported that we have a few items in the current Collective Bargaining Agreement to address with a Letter of Agreement (LOA). Our agreement has the maximum consecutive hours worked set at 60 with a 12 hour break; we are looking at going to a maximum of 72 with a 24 hour break on both sides. Another issue is how we pay overtime; in most situations the employees working the 24 hour shift schedule are paid time and one half for hours worked in excess of 198 hours in a work period. Duvall and Snoqualmie compensate time and one half for any hours outside of the employee's normal scheduled hours. Chief Connor stated that the LOA provides for our employees to be compensated at time and one half when they are working at either of the other two departments regardless of the threshold. He stated that this should be cost neutral in most cases because the other agency will be reimbursing the District. However our firefighters could exceed the 198 hour threshold more often and then the District would incur some additional expense.

Chief Connor briefly discussed portal to portal compensation and stated that it's not the intent of the District to do this. Lt. LeDoux stated that what is typically reimbursed by the contracting agency for a mobilization incident would include the operational hours, some travel time and some additional hours to process paperwork. He further stated that if the Firefighter is on a normal scheduled day of work they will receive their normal salary, if they are working outside of their scheduled work day then they would be compensated at time and one half.

Chief Connor expected that the LOA would be ready for review by the next meeting.

**OTHER:**

Chief Connor reported that he had contacted Duvall Officials and is waiting on some proposed meeting dates to discuss their approach and experience with their most recent ballot measure.


Chief Connor reported that the District had not received any letters of interest for the Commissioner vacancy.

Chief Connor reported that the small electrical project to light up the reader board had been delayed due to some broken conduit in the ground.

**Adjournment:**

With no further business to discuss the meeting was adjourned by Chairman Hollis at 1:53 p.m.

Attest:  
Melinda Evans  
Board Secretary

  
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Commissioner

Melinda Evans

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Commissioner  
  
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Commissioner