

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 August 26, 2013 at Station No. 271 located at 4301 334th PL SE in Fall City, Washington.

Chairman Hollis called the meeting to order at 7:05 p.m.

Present:

Chairman Hollis
Commissioner Hansen
Commissioner Meredith

Chief Connor
Secretary Evans

In Attendance:

Lt. LeDoux

BUSINESS FROM THE FLOOR:

Lt. LeDoux addressed the Board and discussed the issue regarding disability leave. Due to the six month provision of the disability leave supplement and because the District does not have a policy addressing this situation, an employee could lose service credit and have his retirement and/or pay impacted.

Lt. LeDoux conveyed his desire for the Board to work with the employee and try to keep him whole while he is on disability. Commissioner Hansen asked what other departments do. Lt. LeDoux stated that most departments that he had talked to typically have a policy in place that allows the employees to use accrued leave and/or they have a sick leave buy back policy that can be initiated while on disability from an on the job injury. Lt. LeDoux thanked the Board for their time and consideration.

NEW BUSINESS:

Disability Leave Supplement - Executive Session

The Board convened into a 30 minute Executive Session with Chief Connor at 7:10 p.m. to discuss the interpretation of the collective bargaining agreement in accordance with RCW 42.30.140(4)(a)(b). An additional 20 minutes was requested at 7:40 p.m. to continue the discussion. At 8:00 p.m. an additional 10 minutes was needed to finish the discussion. The Executive Session was closed and the Special meeting was opened at 8:10 p.m.

On the Motion made by Chairman Hollis, that under the current request regarding employee disability and use of sick leave, from an at work injury, if it is determined that this is a change to the current collective bargaining agreement and an LOA (letter of understanding) is determined to be needed, allowing the use of accrued leave, this LOA would be retroactive to today and must be completed within sixty (60) days. A second was provided by Commissioner Meredith. Motion carried unanimously.

Lt. LeDoux requested clarification on the Board's intent. Chief Connor stated that if our Attorney determines an LOA is not needed then an employee would be allowed to use earned accrued leave to provide the difference in pay between what is received from L&I and what they normally would have received less federal and Medicare taxes. If it is determined that an LOA is needed then additional information would be provided for Board review, any action taken would be retroactive.

Lt. LeDoux asked "Is it the intent of the Board to keep the employee whole by allowing him to use his accrued leave". Chairman Hollis conveyed that there is the caveat of what will be advised.

Chief Connor stated that we need to get some determination on the DRS rules and how they apply in this situation. Commissioner Hansen asked if Chief Connor and Lt. LeDoux could work on this collectively. Chief Connor conveyed that any information he receives would be shared.

Adjournment:

With no further business to discuss the meeting was adjourned by Chairman Hollis at 8:21 p.m.

Attest:

Melinda Evans
Board Secretary

Melinda Evans

[Signature]
Commissioner
[Signature]
Commissioner

Commissioner