

JEFFERSON COUNTY FIRE PROTECTION DISTRICT NO. 3
a.k.a. Port Ludlow Fire and Rescue
BOARD of COMMISSIONERS
Special Meeting Minutes
August 29, 2003

CALL to ORDER:

Chairman Commissioner Howard Morse called the Special Meeting of August 29, 2003, of the Board of Commissioners of Jefferson County Fire Protection District No. 3, a.k.a., Port Ludlow Fire and Rescue, to order at 3:00 p.m. at Station 31 located at 7650 Oak Bay Road in Port Ludlow, Washington.

Commissioners present were Commissioner Howard Morse, Commissioner Gene Carmody, Commissioner David Wheeler, Commissioner Robert Pontius, and Commissioner Bill Hansen. Also present was Fire Chief Wayne Kier and Administrative Assistant Amber Barney. Not present: CFO/District Secretary Arlene Obtinario.

FLAG SALUTE Chair Morse asked Commissioner Robert Pontius to lead the assembly in the Pledge of Allegiance to the Flag of the United States of America.

APPROVE the AGENDA Chair Morse called for any changes to the Agenda. **MOTION:** Commissioner Hanson made a Motion to approve the Agenda as presented. Commissioner Wheeler seconded the Motion. Chair Morse called for discussion on the Motion. Question was called. Chair Morse called for a vote on the Motion. The Motion carried unanimously.

PUBLIC COMMENT: Chair Morse called for public comment and received no response.

PURPOSE of the SPECIAL MEETING:

Chair Morse stated the purpose of the Special Meeting is to (1) Accept and Review a Recommendation from Chief Kier regarding a Probationary Public Employee Fire Fighter/Paramedic Debbie Randall; (2) Call for an Executive Session to review the performance of this public employee; and to (3) Act on all information received in the Open Public Meeting.

Call for Chief Kier's Recommendation for Promotion of Probationary Fire Fighter/Paramedic Debbie Randall:

Chief Kier supplied the Board with final test results and his written recommendation to "not promote Fire Fighter Randall beyond the probationary period" because ". . . Randall's physical shortcomings will never be resolved in order to work efficiently and safely as a structural fire fighter to my satisfaction." Chief Kier recommended against the 2-month extension of probation, but indicated that he would support the Board's decision should the Board extend probation. The question was asked if there were any other alternatives. Chief Kier offered 2 additional alternatives for the Board's consideration: (1) Allow Randall to resign; cash out all benefits; and re-hire Randall as a probationary fire fighter/paramedic; or (2) Allow Randall to resign; cash out all benefits; re-write the job description; and re-hire Randall as a probationary support fire fighter/paramedic. (Chief Kier's written recommendation is included with these Minutes as part of the permanent record.)

RECESS: Chair Morse asked for a three-minute recess at 3:02 to review the packet. Chair called back to order at 3:06 and called on FF/Paramedic Debbie Randall for questions. FF/Paramedic

Randall asked the Board for permission to read them a letter out loud. (Included with these Minutes as part of the permanent record.)

LT. Seeley commented that he was Randall's supervisor and stated on behalf of Randall that she has inspired some high school girls to come in and work with her and they've become interested in this business. Lt. Seeley also asked the Board to consider giving her the 2-month extension; stated that they will see improvements; and that he is willing to lay his career and reputation on the line to say that she will make it.

FF/PM Steele (afp)
FF/EMT Steve Mekim stated that he thinks that Randall offers a lot to this district. States that Randall has shown more positive attitude in his view than negative.

Chair Morse called for an Executive Session at 3:14 for the purpose of evaluating Randall's performance. Chair Morse called the Regular Meeting back to order at 4:42.

Chair Morse stated that the Board has decided to deny the request of FF/EMT Debbie Randall for the 2-month extension to probation. Chair Morse stated that the Board accepts Chief Kier's recommendation to not promote as a Structural Fire Fighter/Medic. Chair Morse stated that Randall may re-apply in ten (10) days after her last day of probation; that she needs to separate from the department; and that, in order to continue in the 12-month probation, she needs to be able to pass the Kitsap County Certified Physical Agility Test (CPAT) test at 90 days probation. **MOTION:** Commissioner Hansen moved for denial of request for an extension in accordance with the steps stated by the Chair. Commissioner Wheeler seconded the Motion. Chair Morse called for discussion of the Motion. Question was called. Chair Morse called for a vote on the Motion. The Motion carried unanimously.

Good of the Order; Questions and Answers Chief Kier thanked the Board for their time in reconsidering Randall's extension. The Board stated that they would like to see Randall succeed and that the decision is based on safety issues. The Board gave Randall the option to resign.

ADJOURNMENT: Chair Morse called for Adjournment at 4:49 p.m.

JEFFERSON COUNTY FIRE PROTECTION DISTRICT NO. 3

Signed:

BY: *Howard Morse*
Commissioner Howard Morse, Chairman

BY: *Eugene Carmody*
Commissioner Eugene Carmody, Vice-Chairman

BY: *David Wheeler*
Commissioner David Wheeler

BY: *Robert Pontius*
Commissioner Robert Pontius

BY: *William Hansen*
Commissioner William Hansen

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Commissioner Eugene Carmody, Vice-Chairman

BY: _____
Commissioner David Wheeler

BY: _____
Commissioner Robert Pontius

BY: _____
Commissioner William Hansen

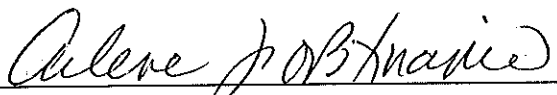
Recording Secretary:

By:


Amber Barney, Administrative Assistant

ATTEST:

By:


Arlene F. Obtinario, District Secretary