

Minutes  
Board of Commissioners Special Board Meeting  
June 30, 2004

In attendance: Commissioners  
Eugene Carmody, David Wheeler, Bill Hanson, Mike Porter, Robert Pontius, LV  
"Red" Denson, Gillian Gregory, Fernando Espinosa, Leon Thomas  
Public  
Luke Bogues (Peninsula Daily News)

Meeting called to order by respective Chairs (Eugene Carmody - for District 3;  
Red Denson for NKFR)

Flag Salute

Meeting Agenda was reviewed and discussed

Motion to adopt the agenda on behalf of District 3 made by Wheeler and  
seconded by Hansen - motion carried all in favor.  
Motion to adopt the agenda on behalf of NKFR made by Thomas, Seconded by  
Espinosa - motion carried all in favor.

Carmody reviewed the Purpose Statement for the meeting., to conduct a  
workshop (opportunity for discussion) between the two districts' Commissioners  
regarding recent proposals for consolidation opportunities).

Denson proposed a process for carrying out the discussion - to allow each  
Commissioner to summarize the concerns, questions or thoughts they may have  
regarding the proposals presented to this point by the Chiefs from both districts.  
These would captured on flipchart papers, and discussion could ensue from  
there.

Gregory agreed to record minutes and flipchart work.

Wheeler began the discussion stating that he had no big concerns, he's  
interested in listening and is waiting for more information.

Espinosa expressed that he is hoping for open communication and sharing and  
emphasized the need to move forward as a unified body.

Discussion ensued as ideas were recorded on flip charts (see attached  
summary).

Additional notes of discussion:

Personnel needs where discussed , which district needs what staff?

Emphasis was made by Hansen that it's important to not talk about "who's doing what" at this point, but rather that the first step is to think about what needs doing - what are the roles required, the work that must be done.

6:45 Mr Luke Bogues arrives. Mr Hansen explains the purpose of this meeting to him and gave him feedback about the need for the press to report information accurately has information misconstrued makes things difficult for the non-attending public to understand.

Discussion and Flip Chart Noting Continued, the following opinions were offered by various members.

It was suggested that project recommendations should be presented in a "phased-in" manner.

There is a need for the commissioners to participate at the visionary, conceptual and executive level.

Discussion about the Chiefs' invite to have commissioners participate in a committee to do just this (2 Commissioners from each district and the 3 chiefs).

Need to have Commissioner discussions based on cost projections. Increased flexibility of staffing is one of the major deliverables as a result of this consolidation.

The "proposal/package" was presented as a done deal. Need to have all the alternatives considered - have those who presented this "brainstormed" all the potential opportunities?

Why is this consolidation proposed in the first place?

- need training facilities
- need maintenance program
- need training officer

Consolidation is fair - if we can do this as proposed and get the increase in service - it can be supported.

There are real potential road blocks that can stand in the way and need to be dealt with - as is true in any joint venture.

This must also result in a tangible benefit North Kitsap taxpayers.

Why do District 3 employees need to become part of NKFR organizations? Why does the \$\$\$ need to be deposited in in NKFR savings institutions/managed by Kitsap government?

They gave us a plan, it should have a cost attached to it.

The design is that the commissioners will ultimately govern the plan, the fund. It's not you controlling us or we controlling you.

Let's each develop a spec list of what each district would require as the important tangible deliverables that would result if this consolidation takes place and bring those back to the group working with the Chiefs to incorporate into the plan - general agreement.

Each group should also select their appointees to the "Scope" committee.

Should District 1 be included in this process??? General consensus was that they should.

Need to re-look at the ratio formula of cost burden (59-24-17) needs to be carefully evaluated. Is it fair to NKFR???

Need to consider Ludlow's growth projections - which are looking like they may be less than that projected for Chimacum.

Suggested that the Commissioners from both districts take the opportunity to interact, discuss and become more acquainted with one another outside of planned special meetings - 1 one 1.

We're fortunate to have talented staff, understands they are doing exactly what they have been asked to do - get out of the box.

Recollection of other consolidation efforts and the felt final results as being very positive for the citizens.

Need to think about our next meeting, and work on the underlying philosophy about what drives this endeavor.

Transfer of funds seems to be a big issue needing careful examination.

Each Commission agrees to select two members for representation at their first next meetings in July to represent each board in the Scope Committee. The Scope Committee should meet the week of July 12<sup>th</sup>, and then report back to this body at a Special Meeting to be held July 27<sup>th</sup> at NKFR. NKFR commissioners invited to attend the next joint meeting of District 1 and 3 - in an effort to begin the process of meeting jointly.

Denson and Carmody to work together to get these scheduled.

Meeting adjourned by each board.

## Attachment A

### FlipCharts Summary

Describe NKFR decision making processes?  
Relationships, how are decisions made.

Costs? Never hear anything  
Need more information  
Concerned about lack of communication

Motives? What's driving this?

Are our expectations the same?

What are the deliverables? The outcomes, the tangible results?

Who drives the wagon? This was initiated by the Chiefs, scope and scale has "crept."

Need a detailed org chart that specs the "roles" of what's needed.

Need detail of the "economics"  
Wages  
Operations  
Projections

Address the issue of geography and the bridge regards flexible staffing.

Can we scale down the concept to create a "consortium" style governance presiding over the new positions/roles?

Why are funds needing to be deposited into a Kitsap County account. Has this been considered what impact this might have on local government?

Are our expectations the same?

It's on a roll and we need participation.

Economics - what will the impact be on NKFR voters?

Need to look at the work needed, not who will do what.

Costs?  
FF Wages and Benefits Comparables?

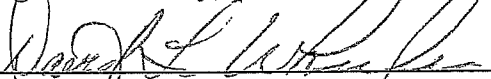
Sees a salary increase for Dist 3 employees  
Union Contract would need to be restructured  
Performance Evals of all staff annually


Formula for estimated participation/burden on districts

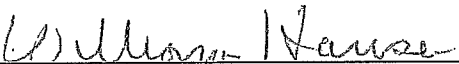
59% NKFR  
24% District 3  
17% District 1

**SIGNED: JEFFERSON COUNTY FIRE PROTECTION DISTRICT NO. 3**

By: \_\_\_\_\_  
Eugene Carmody, Commissioner, Chairman of the Board

By:   
David Wheeler, Commissioner, Vice Chair

By:   
Robert Pontius, Commissioner

By:   
William Hansen, Commissioner

By:   
Mike Porter, Commissioner

**SIGNED: NORTH KITSAP FIRE & RESCUE**

By: \_\_\_\_\_  
L. V. "Red" Denson, Commissioner, Chairman of the Board

By: \_\_\_\_\_  
Gillian Gregory, Commissioner, Vice Chair of the Board

By: \_\_\_\_\_  
Fernando Espinosa, Commissioner

By: \_\_\_\_\_  
Leon Thomas, Commissioner

By: \_\_\_\_\_  
Will Stewart, Commissioner

**ATTEST:**

By: \_\_\_\_\_  
Gillian Gregory, Commissioner; Recording Secretary