



Business Meeting Minutes June 2, 2022

1. Call to Order

President Jim Sharp called the Pierce County Fire Chiefs Association meeting to order at 9:08 a.m. remotely via Zoom and in person at South Sound 911 located at 3580 Pacific Ave, Tacoma. According to the Zoom attendee list (15) and sign in sheet (26), there were a total of 41 people in attendance. President Sharp welcomed everyone and thanked them for attending. Thanked South Sound for hosting the meeting.

2. Approval of Minutes

It was moved by Chief Wernet and seconded by Chief Gibson to approve the May 5, 2022 meeting minutes as presented. MOTION CARRIED.

3. Treasurer's Report – Denise Ross

See Treasurer's Report on the backside of the Agenda. Chief Wernet moved and Chief Gibson seconded to approve the Treasurer's Report as presented. MOTION CARRIED.

4. Correspondence

Nothing at this time.

5. Guest Speakers – GHFMO BC Scott Booth – Peer Support

President Sharp introduced the guest speaker Scott Booth and Erin McMichael. Thanked for the opportunity to be here. About 2 ½ years ago Adam Jackson presented. Then COVID hit, finally able to get back on track with this program. Presentation given. Incidents that overwhelm an organization is where they want to help. Multi-discipline group (LE and Fire); Available to pick up where local peer support isn't able or isn't in place; Requested like any DEM resource. Overview of the history of how it came to be. More of peer support side, not debriefing. Regional approach. The players: Fire - CPFR, GFR, TFD, WPFR, GHFD; LE – PCSO, LPD, Puyallup Tribal, SPD; Other: US Forest Service, TPPC, TPCHD, USNG, SS911, DEM, SKCFTC. Roster of about 40 people. As of June 1 available for response. Reach out to DEM Officer if have a need.

sbooth@gigharborfire.org

Misnomer about EAP being one stop shop, comment that is incorrect. Key things for this profession is to talk to others like us. Why Peer Support even exists. Someone who knows and gets. Erin stated Code4 NW is a 24-hour crisis line that is ran by peers. At State Chiefs Conference a coin was handed out with a number on it 1-800-662-HELP.

President Sharp stated this is super important work. Applaud Erin for having the courage and strength to share her story. Life is hard and helps us feel a little more connected.

WPFR BC Mark Giron – PC Diversity and Recruitment Workshop

President Sharp introduced Koree Wick and Mark Giron from WPFR. Appointed about 8 years ago to put together diversity and equity team. Diversity group has 40 members and Recruitment has 26 members with some crossover. Proposal to come alongside and work with for a PC Diversity and Recruitment Workshop. Spotlight on KIRO news story. Hope to bring something regionally. Mark sent contingent to King County events. King County Fire Chiefs Association hired a consulting group for DEI tool kit and recruitment. Opportunity to speak with consulting group. Collaborated with LA fire and other organizations around the country. Both events, have a robust marketing plan. Improved the second time from the first time. He, Chief Hicks from District 20 and Chief Skoggins have created a relationship – in the same boat of wanting to hire good people. How to get ideal candidate to walk through the door? Template created. 12 agencies represented, were the only ones from Pierce County. Need to duplicate in Pierce County. Ask is that everyone joins him in journey to find way to improve recruitment efforts to create consistent pool of quality candidates to pull off of. Requires commitment and would love support to create a workgroup and start the dialog to have this in our region. What does funding look like? Seattle has a matrix that works. Koree want to do collaboratively. WPFR can be lead agency and can create a matrix and look at multiple ways to fund. Work as a team to come up with how it works best for our region. Want to be purposeful. King County = every 6 months, would like to stagger and collaborate and work with.

President Sharp stated this is great and important work and we are missing a big pool of great candidates. Great opportunity for this Association to be a part of. Would love to see us pursue the concept. Not looking for a decision today.

Asked for the King County Plan to be sent out to the Association members to look at? Curious if comprehensive plan and also covers retention? Koree stated yes addresses how to keep once walk in the door and retain employees. This particular event is more about getting people in the door. Encourages agencies to do the work to address how to retain employee's, etc. We need to hear what people needs to stay engaged. It's our responsibility to be as welcoming as possible. Mark stated has a team in place for a leadership committee that is working on the piece. Broken it into 4 sections that addresses stages of employee's career.

Thanked Koree and Mark for their presentation. President Sharp stated feels this would be good work for the Executive Board to explore a little more and bring back to the members? Would like to see it be a County event. Consensus to do so.

6. Unfinished Business

None at this time.

7. New Business

A. Restructuring the PCFCA – President Sharp

Reported the Fire Chief's have had some meetings and would like to bring the group up to speed. New Chief's and a lot from other counties, states, etc. Discussions on what is the purpose of the Association and what are they trying to do? Reflective of where it was when formed and where we are now as the Fire Service to make worthwhile and valuable. Give

committees/divisions better direction and work, etc. We've not done that. Rarely have an initiative to work on. Poor job of giving guidance and expectations and then reflects on the overall whole of the association. Concept of decision making, authority, prioritization of work, consensus building, etc. Ton of value when working on something collaboratively – i.e. 911 taxing issue. When put horsepower behind, can be very productive. Determined Fire Chief's specifically want to see a restructure of the Association. A complete shift in how look at the dynamics. Bring it down to a core group of just the Fire Chief's. A lot of times have meetings where there are only a couple of Fire Chief's in the room and the rest are Assistant Chief's, Deputy Chief's, etc. Want the decision makers present to address issues, etc.

Association would set an agenda each year of work plan and priorities for the year. Through work plan, instead of standing Divisions have ad hoc committees that charge with specific work with direction on what needs to be done. To achieve some of these goals will take a major rewrite of the By-Laws. There is a process and rules to go about this. Next couple of months since no meetings, Executive Board will work on draft By-Law changes, come back in September to present and go over. Vote on at November meeting with target of January 1 for changes to go into effect. Open to the floor for thoughts, concerns, etc. Can be a positive influence in the Fire Service.

Chief Green stated has heard what the role would be for the other Chief's? A conversation to dig deeper into, but yes, role would be in ad hoc committees and subject matter experts to work on. See them having a role in that. Don't want to get totally away from the entire group meeting for networking, etc. Make meetings more meaningful. Maybe not big meetings every month. Still opportunities for all to come together with speakers, etc.

Looking at other Counties and their structure, or best practices, etc.? President Sharp stated have not done that yet. Chief's in the group have come from other areas and what their experience has been, etc. More anecdotal if you will. Will be further discussion and navigating through. Please feel free to reach out with any thoughts, concerns, etc.

DC Mike Mitchell from TFD will be retiring the end of this month. USAR policy board representative recommendation to fill is his replacement, Gil Barthe. President Sharp stated the E-Board will take under consideration.

DIVISION REPORTS - Detailed:

8. **EMS – Jesse Fox**
Not present.

9 A. **Metro Training – Tom Mason**
Not present.

9 B. **Training – TEW Training/Exercise – Tom Mason / Gary McVay**
N/A

9 C. **Training – TEW Equipment –**

Not present.

10. **Fire and Life Safety – Chuck King**

Not present.

11. **Logistics – Steve Richards**

Reported met last month in Gig Harbor. Discussed about what doing, problems running into and what can do collaboratively. Software discussed – Operative IQ several are using. Tracking bunker gear and what each department is doing and how can help each other out. Radios connectivity being priority. All agree that SCBA, some Districts are at or near end of life. CPFR taking lead on bringing on vendors to look at. Purchasing apparatus – lead times are a lot longer than they use to be. Looking at 2 years now for an engine or medic unit. If on a vehicle replacement plan, now is the time to be looking at. Seeing supply chain shortages. President Sharp stated can also impact grants to be aware of. Also price increases – sooner can get specs in is helpful.

12. **Operations – Michael Boltz**

No report. Commented on restructure having clear direction and expectations would be good.

13. **Volunteer Services – Eric Skogen**

Not present.

COMMITTEE REPORTS - Detailed:

14. **UASI Committee – Todd Magliocca**

Reported update 2022 justification phase working on. HazMat tools to measure natural gas, etc. with laser. Grant running as planned.

15. **Emergency Management Committee – Zane Gibson / Dustin Morrow**

Chief Gibson Zone 6 met yesterday and talked about pre-deployment and overhead ready. Still working through what it will look like. 13th hosting Strike Team Refresher and County Resource Plan update and Station 50 at 1330.

16. **Banquet/Awards Committee – DORMANT - Norm Fiacchi**

17. **Nominations Committee – DORMANT - Gibson / Bjurstrom / Parkinson**

18. **Audit Committee – DORMANT - Fiacchi / Morrow**

19. **CISM Committee – DORMANT –**

20. **Technology Committee – Dustin Morrow**

Not present.

21. **Good of the Order**

Nothing at this time.

22. **Adjournment**

There being no further business the meeting adjourned at 10:22 a.m.

Submitted by:

Denise Ross
Recording Secretary

2022 Meeting Schedule:

Jan 6, 2022 – General – Remotely via Zoom

Feb 3, 2022 – Business – Remotely via Zoom

Mar 3, 2022 – General – Remotely via Zoom

Apr 7, 2022 – Business – Hybrid – remotely via Zoom and Live at SS911

May 5, 2022 – General – Hybrid – remotely via Zoom and Live at SS911

Jun 2, 2022 – Business – Hybrid – remotely via Zoom and Live at SS911

Jul 7, 2022 – NO MEETING

Aug 4, 2022 – NO MEETING

Aug ?, 2022 – Joint Meeting with Police Chiefs - TBD

Sep 1, 2022 – Business – Hybrid – remotely via Zoom and Live at SS911

Oct 6, 2022 – General –

Nov 3, 2022 – Business –

Dec 1, 2022 – NO MEETING – AWARDS CEREMONY