#### **EAST COUNTY FIRE & RESCUE**

#### REGULAR BOARD OF FIRE COMMISSIONERS MEETING

December 5, 2017 Station 91

7 PM

#### **AGENDA**

#### **CALL TO ORDER:**

Flag Salute

#### **AGENDA ADJUSTMENTS:**

#### **CONSENT AGENDA:**

- 1. Approval of November 21, 2017 Regular Board Meeting Minutes
- 2. Approval of November 21, 2017 Local BVFF&RO Meeting Minutes
- 3. Approval of November 28, 2017 Policy Review Meeting Minutes
- 4. Approval of December 4, 2017 Special Meeting Minutes
- 5. Approval of Financial Transactions
- 6. Excuse Absent Commissioner(s):

#### **GUESTS:**

Paul Lewis

#### **OPEN TO PUBLIC:**

#### **CORRESPONDENCE:**

WFCA Board Vacancy Announcement

Clark County Auditor

Washougal Community Development Director

#### **STAFF REPORT:**

Chief Swinhart

Deputy Chief Carnes

Assistant Chief Jacobs

#### **VOLUNTEER FIRE FIGHTERS ASSOCATION:**

#### **SAFETY REPORT:**

#### FIRE DISTRICT BUSINESS:

Facilities Use Policy

Station 93 Repair Estimates

2018 Board Assignments

2018 Holiday Schedule

2018 Commission Meeting Schedule

OPEIU COLA MOU

See Reverse

This Meeting is Being Recorded.

Please Silence or Turn-Off Your Personal Cell Phones, Pagers, etc.

Page # 1 of 2

#### **COMMISSIONER COMMENTS:**

#### **OPEN TO PUBLIC:**

#### **LOCAL BOARD FOR VOLUNTEER F/F & RESERVE OFFICERS:**

#### **ROUND TABLE:**

Monthly Event Calendar Next Policy Workshop

#### **EXECUTIVE SESSION:**

RCW 42.30.110 (g) To evaluate the qualifications of an applicant for public employment or to review the performance of a public employee.

#### **ADJOURNMENT:**

Next Regular Board Meeting: December 19, 2017, Station 91, 7 PM



#### EAST COUNTY FIRE & RESCUE CONSENT AGENDA December 5, 2017

- 1. Minutes -
  - November 21, 2017 Regular Meeting
  - November 21, 2017 Local BVFF&RO Meeting
  - November 28, 2017 Special Meeting Minutes
  - December 4, 2017 Special Meeting Minutes
- 2. Invoices
  - \$31,518.51
    - i. Check Nos.10422-10437 dated November 29, 2017
- 3. Approved Commissioner Stipends December 10 Pay Date

For the Period Nov 15 thru Nov 31									
Name	Regular Meeting	Committee Meeting	Special Mtg	Education	Other	Total			
Berg	1	1	1	Luucation	Other	Total			
Gianatasio	1	7 - 70	1			8			
Martin	1		1						
Petty	1		1						
Taggart	1		1						

- 4. Voided/Destroyed Claims/Payroll Warrants
  - None
- 5. Payroll/Benefits
  - \$ 48,279.76 (Payroll/EFTs)

Commissioner Mike Taggart – Chair	Commissioner Martha Martin – Vice Chair
Commissioner Mike Berg	Commissioner Tom Gianatasio
Commissioner Sherry Petty	

#### EAST COUNTY FIRE & RESCUE

#### REGULAR BOARD OF FIRE COMMISSIONERS MEETING

November 21, 2017 Station 91 7 PM

#### **Draft Minutes**

#### ATTENDANCE:

Martha Martin Tom Gianatasio

Mike Carnes
James Troutman

Karen Gianatasio

Sherry Petty

Nick Swinhart Robert Jacobs

Zach Hougan

Kacie Jones

Mike Taggart

Mike Berg Tad Crum

Michael Hongel

CALL TO ORDER: 19:00 PM

Flag Salute

#### **GUESTS:**

None

#### **AGENDA ADJUSTMENTS:**

None

#### **CONSENT AGENDA:**

- 1. Approval of November 7, 2017 Regular Board Meeting Minutes
- 2. Approval of November 7, 2017 Local BVFF&RO Meeting Minutes
- 3. Approval of November 7, 2017 Public Hearing Minutes
- 4. Approval of November 15, 2017 Policy Review Workshop Minutes
- 5. Approval of Financial Transactions
- 6. Excuse Absent Commissioner(s):

Motion by Commissioner Gianatasio to approve the consent agenda with the adjustment, seconded by Martin. Motion passed.

#### **OPEN TO PUBLIC:**

Captain Troutman wished a belated Veteran's Day to the veterans in attendance.

#### **CORRESPONDENCE:**

None

#### **STAFF REPORT:**

Chief Swinhart shared that Paul Lewis study is slated for presentation to the Camas City Council on December 4<sup>th</sup>, 2017. Commissioner Martin inquired about the possibility of having a joint workshop for the presentation. Chief Swinhart also announced that the Port will not be moving forward with the water access ILA. The port will present a formal termination soon.

Deputy Chief Carnes read his report; a copy is in the packet.

Chief Jacobs gave his report; a copy is in the packet.

#### **VOLUNTEER FIRE FIGHTERS ASSOCATION:**

Nothing

#### **SAFETY REPORT:**

The next Safety Committee meeting will be November 29, 2017, 7:30PM at Station 91.

#### **FIRE DISTRICT BUSINESS:**

#### Facilities Use Policy:

Commissioner Petty shared that subsequent to the last policy review workshop, she had revised her stance on a recent facilities request. The board discussed different facets of the policy and potential revisions. The policy will continue to be reviewed in the next policy workshop.

#### Resolution #230-11212017 General Operating Budget:

Motion by Commissioner Berg to approve the resolution, seconded by Commissioner Martin. Motion Passed. Martin, Taggart, Petty and Berg vote Yea. Gianatasio votes no.

#### Resolution #231-11212017 EMS Levy Budget:

Motion by Commissioner Gianatasio to approve the levy, seconded by Commissioner Petty. Motion Passed unanimously.

#### Resolution #232-11212017 Debt Service Budget:

Motion by Commissioner Martin to approve the invoice, seconded by Commissioner Petty. Motion Passed unanimously.

#### Approve Policies:

Revised:

00.4.1 Public Records

10.2.3 Grooming

10.3.1 EST Guidelines

10.4.1 Recognition of Tenure and/or Retirement

10.4.4 Unpaid Holidays for Reasons of Faith or Conscience

10.5 Definition of Members

10.6 Personnel Records

10.7.6 Weapons

10.7.10 Military Leave

10.711 Drug & Alcohol Free Workplace

10.7.18 Conflicts of Interest

Reviewed:

10.7.9 Disability-Procedure for Requesting Accommodation

10.7.15 Taking of Photos and Video

Suspended:

10.7.1 Aids

10.7.2 Sexual Harassment

10.7.4 Pregnancy Leave

10.7.5 Anti-Retaliation Policy

10.7.7 Equal Employment Opportunity & Anti-Discrimination

10.7.8 Disability Discrimination Policy

#### **COMMISSIONER COMMENTS:**

Commissioner Petty inquired about the status of ST95. Chief Advised there have been no updates. Commissioner Martin queried that with the incoming of a new Washougal Mayor, perhaps the Board would be interested in inviting the new Mayor to a committee or Board meeting. Commissioner Martin also shared that a citizen had reached out to her with an inquiry about ambulance transportation billing. Chief Swinhart explained that ambulance billing is dependent upon several individual factors. Commissioner Martin also gave an update on the Port's progress with a property transaction and shared that she had attended Chief Wrightson's retirement party. Commissioner Taggart inquired about the audit, which is still ongoing and going well. Commissioner Gianatasio questioned the cost of the travel that is scheduled for the initial inspection of the new apparatus being constructed. Chief Jacobs advised that the trip is included in the purchase price of the apparatus.

#### **OPEN TO PUBLIC:**

Nothing

#### LOCAL BOARD FOR VOLUNTEER F/F & RESERVE OFFICERS:

Nothing

#### **ROUND TABLE:**

Chief Carnes advised that the administrative office at Station 91 will be closed November 23<sup>rd</sup> and 24<sup>th</sup> in observance of Thanksgiving, and the tentative dates of the Holiday Dinner is December 13<sup>th</sup>, 6:00 PM

#### **EXECUTIVE SESSION:**

RCW 42.30.110(g) To evaluate the qualifications of an applicant for public employment or to review the performance of a public employee.

The Board adjourned to executive session at 20:00 for 20 minutes. The Board returned at 20:20

The Board takes no action.

Motion by Commissioner Petty to adjourn, seconded by Commissioner Gianatasio. Motion passed.

ADJOURNMENT: 20:21	
Mike Taggart, Chairperson	Martha Martin, Vice Chair
Tom Gianatasio, Commissioner	Mike Berg, Commissioner
Sherry Petty, Commissioner	DISTRICT SEAL:
ATTEST:	
Kacie Iones District Secretary	

## EAST COUNTY FIRE & RESCUE

## Local Board for Volunteer Fire Fighters & Reserve Officers Meeting

Draft Minutes November 21, 2017

CALL TO ORDE	₹:
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Bob Jacobs, Chief's Rep.

The meeting was called to order by Chairperson Mike Taggart at 19:16 at Station 91.

The following were in attendance: Martha Martin Tom Gianatasio Mike Carnes James Troutman Karen Gianatasio	Sherry Petty Nick Swinhart Robert Jacobs Zach Hougan Kacie Jones	Mike Taggart Mike Berg Tad Crum Michael Hongel
BUSINESS: None		
ADJOURNMENT: The Local Board adjourned at 19:17.		
Respectfully Submitted,	*	
Tom Gianatasio, Commissioner, Sherry Petty, Alternate	Tad Crum, FF's Ass Paula Knapp, FF's A	soc. Liaison ssoc. Liaison Alternate
Kacie Jones, District Secretary Bob Jacobs, Alternate	Mike Taggart, Cha Marth Martin, Alter	<b>★</b> 3
200 vaccos, i menate	DISTRICT SE	

#### **EAST COUNTY FIRE & RESCUE**

#### SPECIAL BOARD OF FIRE COMMISSIONERS MEETING

November 28th, 2017 Station 91

#### **Draft Minutes**

#### ATTENDANCE:

Martha Martin Sherry Petty Linda Durrett Neil Cahoon Janet Hurd Kent Mehrer Matt Hazlett Joel VanNess

Mike Taggart Tom Gianatasio Mike Berg Mike Carnes Kacie Jones Robert Jacobs Keith Halcumb Kay Courrier Patricia Holt Zach Allen

Cindy Halcumb David Courrier Sr. Richard Hamby Zach Hougan

CALL TO ORDER: 17:30 PM

#### **EXECUTIVE SESSION:**

RCW 42.30.110 (g) To evaluate the qualifications of an applicant for public employment or to review the performance of a public employee.

The Board adjourned to executive session at 17:30 for 30 minutes.

The Board reconvened at 18:00.

The board takes no action.

#### **AGENDA ADJUSTMENTS:**

Motion by Commissioner Martin to move the public comment section to after fire district business, before policy review, seconded by Commissioner Berg. Motion Passed

#### **FIRE DISTRICT BUSINESS:**

#### Rescind and Approve Resolutions:

Chief Carnes explained that the county sent over some new information regarding the population count for East County and different number for the EMS Levy, which required revisions to previously passed resolutions.

Motion by Commissioner Martin to rescind resolutions 228-11072017 General Fund Levy, 229-11072017 EMS Levy and 231-11212017 2018 EMS Budget, seconded by Commissioner Petty. Motion Passed.

Motion by Commissioner Martin to approve resolutions 233-11282017 2018 EMS Budget, 234-11282017 General Fund Levy and 235-11282017 EMS Levy, seconded by Commissioner Berg. Motion Passed.

#### **OPEN TO THE PUBLIC:**

Commissioner Taggart read a prepared speech. Kent Mehrer spoke of his hope to continue using the room for meetings; Neil Cahoon spoke of encouraging public use of the building and a 'culture of yes'; Dave Courrier Sr. encouraged public use of the facility and described his experience using Camas facilities; Janet Hurd inquired about the original intent of the building and obtaining a copy of the facilities use policy; Richard Hamby asked everyone to consider each other's side and work together; Cindy Halcumb shared how important having

public facilities is to the community; Kay Courrier relayed examples of successful past use of the room and Patty Holt spoke of her experience organizing meetings at the police department.

#### **POLICY REVIEW:**

The Board, Chiefs, and administrative staff reviewed the facilities use policy and discussed revisions. Staff anticipates having a revised draft for the next regular board meeting on Tuesday, December 5, 2017.

#### **EXECUTIVE SESSION:**

RCW 42.30.110 (g) To evaluate the qualifications of an applicant for public employment or to review the performance of a public employee.

The Board adjourned to executive session at 20:18 for 30 minutes.

A 15 minute extension was announced at 20:48

The Board reconvened at 21:03

The Board takes no action.

Motion by Commissioner Taggart to adjourn, seconded by Commissioner Berg. Motion passed.

Meeting adjourned: 21:03	
Respectfully Submitted,	
Mike Taggart, Chairperson	Mike Berg, Commissioner
Tom Gianatasio, Commissioner	Sherry Petty, Commissioner
	DISTRICT SEAL:
Martha Martin, Commissioner	DISTRICT SEAL:
ATTEST:	
Kacie Jones, District Secretary	

#### **EAST COUNTY FIRE & RESCUE**

#### SPECIAL BOARD OF FIRE COMMISSIONERS MEETING

December 4, 2017 Camas Council Chambers

#### **Draft Minutes**

#### ATTENDANCE:

Martha Martin Sherry Petty Mike Carnes

Mike Taggart

Mike Berg Nick Swinhart Tom Gianatasio

Mike Carnes

Kacie Jones

#### **CALL TO ORDER: 16:31**

Chief Swinhart reviewed the scope and recommendations of a previously completed ESCI study. Paul Lewis introduced the areas of the functional consolidation financial review he recently completed. He reviewed options for staffing models, deployment scenarios and funding sources, both on an interim and permanent basis. As time in the council workshop is limited, a meeting will be scheduled in the future for the councils to discuss the information and consider action.

Meeting adjourned: 17:34	
Respectfully Submitted,	
Mike Taggart, Chairperson	Mike Berg, Commissioner
Tom Gianatasio, Commissioner	Sherry Petty, Commissioner
M. J. M. C. G.	DISTRICT SEAL:
Martha Martin, Commissioner	
ATTEST:	
Kacie Jones, District Secretary	

#### **CHECK REGISTER**

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#### **CHECK REGISTER**

East County Fire & Rescue

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MCAG #: 1060

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11/01/2017 To: 11/30/2017

Claimant

Time: 14:37:01 Date:

Amount Memo

12/01/2017

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#### **CHECK REGISTER**

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11/01/2017 To: 11/30/2017

Time: 14:37:01 Date:

12/01/2017

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### WASHINGTON FIRE COMMISSIONERS ASSOCIATION

November 15, 2017

E (C	12	N	W	B	n
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BY: .....

TO:

Region 8 Fire Commissioners

FROM:

Roger Ferris, Executive Director

RE:

Region 8 Board Vacancy

Effective January 1, 2018 there will be a vacancy in the Washington Fire Commissioners Association's Region 8 Board of Directors position as Jerry Kolke lost his election for Fire Commissioner.

According to Article 4, Section 2 of the WFCA Articles of Association and Bylaws, an active member in good standing for a period of two years during the previous five years is eligible to be nominated to fill this vacancy. The term of this Board position runs through December 31, 2018 and this position will be up for election at the 2018 WFCA annual conference in October.

If you wish to be considered for this appointment, please submit a letter of interest and resume by Friday, January 12, 2018 to:

Washington Fire Commissioners Association PO Box 134 Olympia, WA 98507 Fax: 360.664.0415

Email: wfca@wfca.wa.gov

The WFCA Board plans to make an appointment at its regular meeting on January 20, 2018 in accordance with the bylaws.

If you have any questions, please contact the WFCA office at 1.800.491.9322.

RF/an



#### proud past, promising future



BY		 	 	001	 2000
E-con-	-	 	 		 0606

AUDITOR GREG KIMSEY

November 29, 2017

Nick Swinhart, Fire Chief East County Fire & Rescue 600 NE 267<sup>th</sup> Ave. Camas WA 98607

#### Dear Chief Swinhart:

On November 28, 2017, the results of the November 7 General Election were certified by the County Canvassing Board. The candidates receiving the most votes for Fire District Commissioner, Position Nos. 1 and 4 have been sent an official 'Certificate of Election.' The winning candidates were also sent a letter explaining their need to sign an 'oath of office' before beginning the duties of their new term. A copy of the letters are enclosed.

Newly elected officials take office on January 1, 2018. The winners can take the oath of office up to ten days before the end of the year. I have included two copies of the oath of office. Once the oath has been taken, both copies should be signed, if your jurisdiction chooses to use the oath forms provided. One copy is for your files and the other copy should be returned to the Elections Office in the enclosed postage paid envelope. An oath of office can be administered by any judge, the County Auditor, or a Notary Public.

Traditionally, our office makes arrangements for an oath of office ceremony for candidates whose full term begins the first of the year. This ceremony is scheduled for 2 pm, Wednesday, January 3, 2018, at the Clark County Elections Department, 1408 Franklin Street, Vancouver. If the candidate elected wishes to attend this ceremony, an oath of office may be taken at that time.

Sincerely,

Greg Kimsey

Clark County Auditor

encl.

#### Good Afternoon Nick!

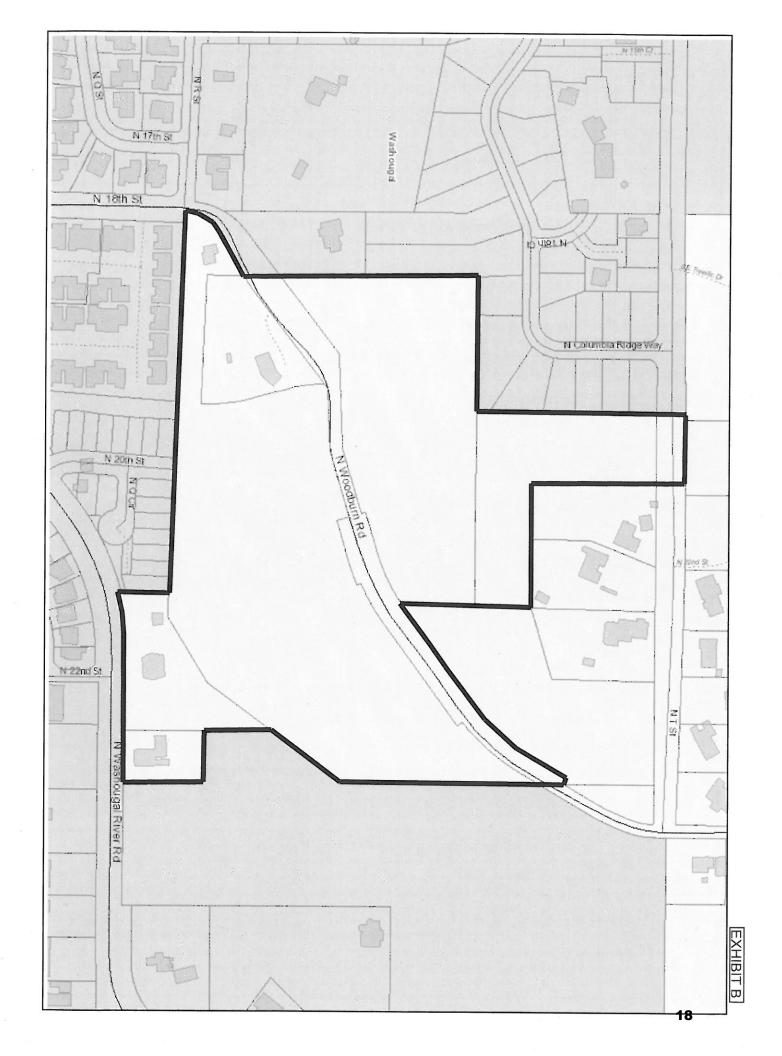
Mayor Guard asked me to let ECFR know, prior to a formal application being submitted, that the City of Washougal is looking at a possible annexation of about 20-acres north of Washougal River Road (see attached map). The City Council has authorized a petition to be circulated, which it has, and we are expecting a formal application to be submitted soon.

Please let me know if you have any questions or concerns.

Best regards, Mitch

Mitch Kneipp | Community Development Director | City of Washougal City Hall | 1701 C Street | Washougal, WA 98671 | 360.835.8501 Ext.604 | FAX 360.835.8808 www.cityofwashougal.us





#### **Deputy Chief Report**

#### 12-5-17

Calls since last Commissioner meeting: 31

EMS: 22

Fire: 1

Other: 8

Calls YTD: 2017-901

**Staff Overtime Numbers:** 

Budget Amount: \$68,000.00

Used YTD:

\$59,818.85

% Used:

87.97%

Brown outs since last meeting: 3

11-23-17, Station 94, 24 hours

11-29-17, Station 94, 12 hours

12-2-17, Station 94, 24 hours

- Attended the Clark County Ops Chiefs meeting at Station 21 on 11-28-17.
- Working with CRESA on ECFR's radio template changes.
- Staff continues to work with the State Auditor.
- Kacie Jones has given the District notice that she has accepted a similar Job with CWFD and her last day is Dec. 13<sup>th</sup>.

### AC Jacobs Report 12-5-17

ACC/ EOC training was 11-14-2017

November EST training was 11-27-2017.

Tentative date for the inspection trip for the new engine postponed.

No December EST or ACC/EOC training.

C.A.R.O.L. box packing 12-20-17 Sta. 42 delivery 12-23-2017.

Safety Report

Safety committee meeting was 11-29-17

Next safety committee meeting, 1-25-18 Sta. 91 7:30 PM.

One minor incident since the last board meeting

#### **EAST COUNTY FIRE & RESCUE**

#### POLICIES, PROCEDURES & GUIDELINES

SUBJ	ECT: Facility Use			
PPG N	UMBER: 70.4	PAGE: 1 of 3	DATE C	OF ISSUE: 06-05-07
APPR	OVED BY:		_ REVIEWED:	BY:
	Во	oard Chair		
<u>POLI</u>	CY:			
	*			
all app faciliti use she	olicable legal regula es, when such usage	tions, Fire District fare does not conflict with pense of tax dollars col	cilities may be made a h East County Fire and	and in compliance with available for public use. Rescue activities. Such re District programs—or
1.0 P	riority Uses of F	acilities		
East C	County Fire and Relating facility usage.	escue related activitie East County Fire and R	s and functions shall Rescue reserves the follo	have precedence when
<del>2.</del> 3.	The first and 3 <sup>rd</sup> I Saturday, 0800 hr Friday/Saturday	Suesday of each mont s, through 1900 hrs.	200 hrs. All rooms, all h, 1600 hrs, through 2: All rooms, all facilities. curday/Sunday Trainirons, meetings, etc.	200 hrs. Every
Oı	<del>der of</del> Approved G	oups Facility Priorit	v Use	
1. 2. 3. 4.	Fire District Activity Public Elections. Firefighters Associated Clark County and County	ties. ation Functions. other governmental age	encies.	* * * * * * * * * * * * * * * * * * *
5.	Community Group Educational groups will have priority.	s, Neighborhood Ass s. Groups originating	ociations (HOA's & F from East County Fire	ROA's), Youth Groups, and Rescue jurisdiction
6.	Other <u>individuals</u> of which have participly by the general public	oation and/or members	ed to be public or publ hip policies which allow	ic service in nature and w open and equal access
The B	oard of Fire Comm	issioners reserves the	right to make final de	etermination of what is

"appropriate use".

#### 2.0 Applications and Permits for Use of Fire District Facilities

Applications for facility use are obtained from the East County Fire and Rescue's administrative office. The application must be completed and submitted by an adult representative of the organization to the District Office.

The Fire Chief or <u>their</u>his designee shall approve the application form attesting to the availability of dates, the appropriateness of use, and limitations or problems that might become evident.

Users will need be required to complete a "hold harmless agreement" and accept responsibility for injury to persons or property that is the result of their actions or omissions during the use of district facilities. In addition, user groups may be required to provide a Certificate of Insurance naming ECFR as an additional insured.

The Board of Fire Commissioners reserves the right to make final determination of what is "appropriate use".

#### 3.0 Limitations and Regulations

- 1. Each requested use of a facility shall require a user agreement\_/permit. Frequency of meetings may be limited.— It is not intended that the facilities be used for regular, recurring meetings (for non-governmental concerns)\_; but rather for special occasionss. Groups requesting use for regular, recurring meetings may be approved if their request is determined to be "appropriate use". However, their use may be preempted if their regular use prevents other appropriate groups from using the facility. No admissions may be charged, except to benefit community service projects.
- 2. 2. It is the applicant's responsibility to state on the application, in detail, the intended use of the facility. The applicant shall certify to be personally responsible for any damage or abuse of Fire District facilities, grounds, or equipment growing out of the occupancy of said premises.
- 3. When the building or any equipment is damaged or left in an unsatisfactory condition, the responsible individual or group will be billed for cost of repair, replacement, and/or cleaning of the facility, and may be denied use of the facilities until payment is received. The user group will be charged the actual cost of the clean-up.
- 3. Satisfactory sponsorship, adequate adult supervision, appropriateness of activity, care of equipment and facilities, and conformance with <u>Policy 70.4 rules and regulations</u> are conditions of usage.
- 4. The facilities shall not be used for commercial ventures or activities in support of a particular political party, issue or candidate.
- 5. Facility usage shall be limited to:
  - (a) Classroom, public restrooms, parking lot., day Room, and apparatus bays.

- 6. Alcoholic beverages and/or narcoticsillegal drugs will not be brought to, nor consumed on Fire District premises.
- 7. Use of tobacco or tobacco products shall not be allowed on Fire District property.
- 8. Boisterous conduct, profane or improper language, and other objectionable practices must be controlled by the using organization.
- 9. The Fire Chief or their designee may waive the need to have require that Aa designated Fire District representative must be be on-site during any usage.—unless waived by the Fire Chief.
- 10. 10. Only that portion of the building listed and approved on the application will be available for use by the organization.
- 11. Groups Attendees shall not exceed the Fire Marshal's maximum rating for room capacity.
- 11. When the building or any equipment is damaged or left in an unsatisfactory condition, the responsible individual or group will be billed for cost of repair, replacement, and/or cleaning of the facility, and may be denied use of the facilities until payment is received. The user group will be charged a minimum of \$25.00 per hour for clean up.

PPGNUMBER: 70.4	PAGE: 2 of 3	——DATE OF ISSUE: 06-05-07
EXCITOTYRODES. TOPP	1 Trong, a 01 5	

- 12. Applicants are required to remove, at their expense, materials, equipment, furnishings, or rubbish left after use of the facilities. If this is not done, the organization to which the agreementpermit is issued will be required to pay the cost of removal. The Fire District cannot provide storage space for user group equipment or supplies.
- 13. All equipment, furniture, and other Fire District property will be protected and left in the same location and condition as originally found.
- 14. All meetings will terminate, and the facility be vacated by 2130 hrs, unless previous arrangements have been made with the Fire Chief or his designee.
- 15. No animals are allowed inside any Fire District <u>buildingfacility</u> except Service Animals.
- 16. No use of East County Fire and Rescue audio-visual equipment is permitted for non-ECFR sponsored events. without staff oversight.
- 17. Adult supervisors of organizations using Fire District facilities will remain with their groups during usage and will be responsible to the Fire District for observance of all rules. The adult supervisor shall check in and out with the responsible a Fire District representative, as required. The adult supervisor shall be the last to leave and shall inform the Fire District representative in charge to secure the building.
- 18. The user organization shall be responsible for the enforcement of the above-related regulations and shall be responsible for all participants, spectators, and affiliated personnel.
- 19. The <u>Board of Fire Commissioners</u>, <u>Fire Chief or their designee Fire Chief</u> reserves the right to cancel any <u>permit facility use agreement</u> where it is deemed such action is in the

Page 3 of 4 PPG#70.4

best interest of the Fire District, or any provisions of the user's agreement are being violated.

21.20. The Fire Chief or their designee may cancel user agreements/permits in favor of Fire District activities whenever a scheduling conflict may occur.

PPG NUMBER: 70.4

PAGE: 3 of 3

DATE OF ISSUE: 06-05-07

**To:** Mike Carnes < mcarnes@ecfr.us > **Subject:** Re: Policy on facility use by the public

Mike,

My general approach to facility use policies includes a hold harmless provision and the option of requiring insurance. If you would like a copy of my standard policy and use application let me know and I can send it over. I generally charge for an hours time when I provide master policies (with up to an hour of work to answer questions and revise to meet your needs).

Let me know, thanks.

Sincerely,

Brian Snure Snure Law Office, PSC A technical reference bulletin by the Risk Control Service. Department of the Glatfelter Insurance Graup

## RISK COMMUNIQUÉ

#### Rental Agreements

Many Emergency Service Organizations (ESOs) have social halls, picnic pavilions, meeting rooms and other facilities that are available for use by the public. While these are typically good sources of revenue and are also a good public relations tool, they also present additional liability exposures to the ESO.

For ESOs that rent facilities to others, VFIS recommends the use of a contract that details the terms and conditions of the rental and provides that the lessee/renting party will hold the emergency service organization harmless in the event of injury or other damages related to the use of the facility. When reviewing Rental Agreements, VFIS Risk Control has found that many contracts may not be appropriately worded with necessary protections or are incorrectly completed, often with provided spaces left blank.

This communiqué offers risk management guidelines to assist emergency service organizations in managing their liability exposures relating to rentals. It includes a sample rental contract with a hold harmless agreement that may be used in whole or as an example for an ESO. It is recommended that the agreement, whether sampled or developed, be reviewed by a local attorney.

Consider including the following points if developing a form:

- Make certain that that all parties who are actually responsible for the event are listed and obtain appropriate signatures.
- Define what is being leased including rooms, halls, picnic grounds, ball fields, additional structures, accessories, equipment and cooking facilities.
- Be aware of what type of events are going to take place and the events/activities are described in detail
  on the agreement in writing. It is important to know what kind of activities the renting party intends to
  have and specify any activities that the ESO does not want to have taking place on the premises.
- The laws of the state govern the leasing agreement. The parties shall agree that if any provision of the
  agreement is held to be invalid or unenforceable, all other provisions shall continue in full force and
  effect.
- Require a Certificate of Insurance and a copy of the renter's insurance policy showing the existence of liability insurance. Individuals will also be required to provide such insurance protection.
- Have a hold harmless and indemnification clause included in the contract to protect the organization's
  officers and members against any demands, causes of actions or any other claim of the renting party, its
  members, agents, employees, subcontractors, patrons, guests or invitees arising out of or relating to the
  leasing party's rental.
- Include a statement explaining that the ESO has the right to cancel the agreement if the renting party or other individual fails to comply with the terms and conditions of the rental agreement.
- Inform the leasing party, that the ESO reserves the right for its members, representatives and agents to have free access and the right to enter the premises.
- Specifically list the amount of any deposit required, when the deposit is required to be paid and what takes place for the deposit to be returned.
- Indicate the maximum capacity of the facility and strictly adhere to local building codes.

This is a sample guideline furnished to you by VFIS. Your organization should review this guideline and make the necessary modifications to meet your organization's needs. The intent of this guideline is to assist you in reducing exposure to the risk of injury, harm, or damage to personnel, property, and the general public. For additional information on this tapic, contact your VFIS Risk Control Representative at (800) 233-1957.

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## RISK COMMUNIQUÉ

If alcohol is served/consumed, a licensed bartender or certified and trained person is required in
accordance to applicable state liquor laws. This includes, but is not limited to, obtaining the appropriate
state license and appropriate insurance coverage for the event. Post written liquor rules and regulations
within the event area.

Have forms/contracts reviewed by an attorney for compliance with local laws and suitability to the particular needs of the ESO involved. Once developed, the contract may be used for all events (this would include times when the facility is provided for use without a charge or being used by a member for a private party). Provide a copy of the contract to the lessee and keep the original on file.

This is a sample guideline furnished to you by VFIS. Your organization should review this guideline and make the necessary modifications to meet your organization's needs. The intent of this guideline is to assist you in reducing exposure to the risk of injury, harm, or damage to personnel, property, and the general public. For additional information on this topic, contact your VFIS Risk Control Representative at (800) 233-1957.

A technical reference bulletin by the Risk Control Services Department of the Clatfelter Insurance Group

## RISK COMMUNIQUÉ

### ABC Emergency Service Organization Sample Rental Agreement

Date:	MANAGE.			
Person(s) or Name	of Organization:			(Lessee)
		Rental Time In:		
				****
Amount." In the evant the tathe Organization a	vent that the reservationsks set forth below are soliquidated damages.  Deposit Amount, a valid	n the sum of \$00 b n is cancelled by the Lessee not performed by the lesse certificate of insurance ind (10) days prior to the event.	without sixty (60) days pri e, the Deposit Amount sha icating in force liability Ins	ior written notice or ill be retained by urance shall be
The total sum for t	he aforementioned eve	ent will be \$t	o be paid in full by	(Date).
Applicable deposit	s will be returned only	d in advance of the event w if the following conditions a		d until that time.
<ul> <li>Floors sw</li> </ul>			Doors locked.	
<ul> <li>Spills wip</li> </ul>		•	Furniture repositioned.	
<ul> <li>Lights off.</li> </ul>		•	Heat/air conditioning th	ermostat set per
and the second s	rty damage.		instructions.	
and the second second	pags placed in hopper.	•	Key returned to proper	person.
<ul> <li>Table top</li> </ul>	s washed.			

Once the event is held and all duties of the lessee under this agreement have been, in the opinion of the Organization, properly executed, the Deposit Amount will be applied to any outstanding portion of the rental sum OR returned as overpayment within 15 days by the Organization. The following persons should be contacted if problems arise during the event: John Smith 555-0000 or Susan Deer 555-1111.

#### **Event Restrictions:**

- No illegal activities or drugs.
- No firearms.
- No taping, nailing or thumb tacking of decorations or signs to any wall, door or ceiling.
- All alcoholic beverages brought in must be served by bartenders assigned or approved by the
  Organization. During the event the beverages are released to and to remain in the care, custody and
  control of the bartenders. The fee for the bartenders for the aforementioned event is \$\_\_\_\_\_\_

This is a sample guideline furnished to you by VFIS. Your organization should review this guideline and make the necessary modifications to meet your arganization's needs. The intent of this guideline is to assist you in reducing exposure to the risk of injury, harm, or damage to personnel, property, and the general public. For additional information on this topic, contact your VFIS Risk Control Representative at (800) 233-1957.

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## RISK COMMUNIQUÉ

payable in addition to and in full with the rental fee. No alcoholic beverages may be removed from the building at any time.

- The premises leased and related services are described and limited as follows:
- The premises shall be used for the type of event described above and for no other purposes.

The Lessee shall be responsible for all persons who attend the function and shall ensure that all persons act in an orderly, responsible and safe manner. The Organization retains the right to terminate the event or expel any person or persons who are deemed to be unruly, unsafe, illegally or acting with dangerous behavior or who are in violation of any other clause of the contract. The lessee shall also be responsible for any damage to the leased premises during the subject rental, regardless of cause and shall promptly reimburse the organization in full for such damages.

In consideration of the leasing of the premises of ABC Emergency Service Organization (otherwise referred to as The Organization) to the undersigned, the undersigned hereby releases The Organization, its officers, directors, members and employees (collectively the "The Organization Parties") from any and all suits, actions, compensation, consequential and punitive damages, any and all property damage, personal injuries, illnesses, death resulting from any occurrence or accident that may occur as a result of or arise out of leasing or use of the described premises by the Lessee.

This rental agreement shall be governed by the laws of the state in which the premises are located. The parties agree that jurisdiction and venue shall lie exclusively in the appropriate trial court of the county/parish/town/village in which the premises is located, or, if appropriate in the United States District Court for such county/parish/town/village.

The undersigned hereby agrees to indemnify, defend and hold harmless The Organization Parties from any claims brought by any person or entity arising out of or related to this agreement.

In the event that any court of competent jurisdiction enters a final order determining that any provision of this rental agreement is unenforceable, all other provisions of this agreement shall survive and continue in full force and effect.

Name of Lessee (print):	Name of Lessee (sign):	
Name of Lessee (print):	Name of Lessee (sign):	
For the Organization (print):	Signature:	
Date:		
Addendums (Initial each):		
***************************************		

This is a sample guideline furnished to you by VFIS. Your organization should review this guideline and make the necessary modifications to meet your organization's needs. The intent of this guideline is to assist you in reducing exposure to the risk of injury, harm, or damage to personnel, property, and the general public. For additional information on this topic, contact your VFIS Risk Control Representative at (800) 233-1957.

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Your request # 84674 for East County Fire and Rescue has been resolved.

#### Your question was:

Does the fire district have a responsibility to validate whether or not someone using our public meeting room is or is not making a profit/conducting commercial business?

#### The background information you provided was:

Our fire department has a training room that is available for public use. We are under the impression that members of the public may not charge fees nor make profit from use of the room. A member of the public has requested use of our room to teach a class. The instructor charges a fee for the class, but he states that it only cover supplies/materials, and therefore is not a profit. The district is unsure what our responsibility is to verify whether he is actually making a profit or not, as it pertains to the use of a public building, in relation to the gifting of government funds.

#### Our response is as follows:

The Fire District Board can enact a policy to govern how they will allow their facilities to be used by others including other local governments and community groups and private citizens. The policy should address how the facilities can be used and include an appropriate fee schedule which can be different based on the user. We've seen a differentiation for other governments, non-profit organizations, private citizens or groups and in some cases the use of the facilities are limited to certain group categories for various reasons that would be defined by the board, such as security of facility.

The Municipal Research and Services Center of Washington has a page of information on this topic on their website at <a href="http://www.mrsc.org/subjects/parks/comcen.aspx">http://www.mrsc.org/subjects/parks/comcen.aspx</a>. There is also a link on that page to one fire district's meeting room policies and rental agreement that you may find useful.

Unless the District's policies state otherwise, I am not aware of restrictions on commercial use of a rented/leased public facility.

#### Overview

Many jurisdictions have established policies for the use of public facilities by private individuals, companies, or nonprofit organizations. These policies typically address topics such as (but not limited to):

- Rental rates, often including discounts for residents or nonprofits
- Scheduling, changes, and cancellation
- Deposits and payment
- · Liability and insurance requirements
- Parking and noise
- · Prohibited activities, such as religious, political, or commercial uses
- Food and drinks, including catering and alcohol use
- · Pets and service animals
- Facility cleanup

A public agency should generally receive some sort of compensation for the use of its facilities to avoid an improper gift of public funds. At a minimum, the fee or rental charge should at least cover the cost of operating the facility for the event (maintenance, utilities, staffing, etc.).

Many jurisdictions charge lower fees for residents, since residents support the facilities through taxes. (See *Clarkston v. Asotin County Rural Library Board*, 18 Wn. App. 869 (1977)). Many jurisdictions also charge reduced rates to registered nonprofit organizations. Similarly situated individuals and groups should be treated the same, so that no entity receives unfair or preferential treatment.



2210 W. Main St. Suite 107-205 Battle Ground, WA 98604 Contractors License COUNTR\*833MO Federal Tax ID # 26-3314295 www.countryrestoration.com

Client:

ECFR Station #93

Property:

121 NE 312th Ave.

Washougal, WA 98671

Operator:

**MATT** 

Estimator:

Matthew Wilson

Position:

Estimator -

Company:

Country Restoration

Business:

2210 W. Main Street, Ste. 107-205

Battle Ground, WA 98604

Type of Estimate:

Water Damage

Date Entered:

10/17/2017

Date Assigned:

Business:

E-mail:

(360) 546-3259

com

matt@countryrestoration.

Price List:

WAVA8X\_OCT17

Labor Efficiency:

Restoration/Service/Remodel

Estimate:

2017-10-17-3901

Thank you for choosing Country Restoration for your restoration needs. We appreciate the opportunity to provide an estimate for the repairs at your home.

This estimate is written with the expectation of performing all work listed. Deletions and or additions may adjust the price of the remaining line items, and will be reflected in a change order estimate/contract. The items in this estimate may not be the exact quantity needed due to waste, pattern matching etc.

If upon demolition hidden damages or unforeseen costs are identified, work will cease and all parties involved will be contacted prior to any additional demolition/repairs. Any hidden damages or unforeseen costs will be identified in a change order estimate/contract as discovered. Hidden damages may include but are not limited to: microbial growth, dry-rot, asbestos, lead, electrical, plumbing, HVAC, code upgrades, permits, engineering, drafting fees, or other requirements.

Please don't hesitate to call or email us if you have any questions regarding the scope of work outlined in this estimate. Once you are ready to proceed with scheduling please contact Matthew Wilson at (360) 546-3259 or matt@countryrestoration.com.



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#### 2017-10-17-3901 Main Level

#### Main Level

DESCRIPTION	QTY	UNIT PRICE	TOTAL
1. Equipment setup, take down, and monitoring (hourly charge)	4.50 HR @	63.46 =	285.57
Monitoring drying progress.			
2. Haul debris - per pickup truck load - including dump fees	1.00 EA @	176.00 =	176.00
3. R&R Attic vent - gable end - wood	1.00 EA @	250.12 =	250.12
4. Painter - per hour	2.00 HR @	42.62 =	85.24
Caulking and painting exterior vent in gable.			

Bedroom			Height: 8'
DESCRIPTION	QTY	UNIT PRICE	TOTAL
5. Tear out trim	21.42 LF @	0.54 =	11.57
6. Tear out wet drywall, cleanup, bag, per LF - up to 4' tall	21.42 LF@	5.41 =	115.88
7. Tear out and bag wet insulation	85.68 SF @	0.84 =	71.97
8. Apply anti-microbial agent to the surface area	21.42 SF @	0.27 =	5.78
9. Air mover (per 24 hour period) - No monitoring	15.00 EA@	26.61 =	399.15
10. Dehumidifier (per 24 hour period) - Large - No monitoring	5.00 EA@	71.00 =	355.00
11. Batt insulation - 4" - R13 - unfaced batt	85.68 SF @	0.69 =	59.12
12. Mask wall - plastic, paper, tape (per LF)	21.42 LF @	0.93 =	19.92
13. 1/2" - drywall per LF - up to 4' tall	21.42 LF@	9.57 =	204.99
14. Texture drywall - smooth / skim coat	85.67 SF @	0.89 =	76.25
15. Seal the surface area w/PVA primer - one coat	85.67 SF @	0.36 =	30.84
16. Texture drywall - machine	171.33 SF @	0.34 = 0.34	58.25
17. Paint part of the walls - two coats	171.33 SF @	0.62 =	106.22
18. Clean and deodorize carpet	113.00 SF @	0.57 =	64.41
19. Cove base molding - rubber or vinyl, 4" high	21.42 LF@	1.86 =	39.84
20. Final cleaning - construction - Residential	113.00 SF @	0.37 =	41.81

Laundry Room			Height: 8'
DESCRIPTION	QTY	UNIT PRICE	TOTAL
21. Tear out wet drywall, cleanup, bag, per LF - up to 4' tall	12.75 LF@	5.41 =	68.98
22. Tear out and bag wet insulation	51.00 SF @	0.84 =	42.84
23. Apply anti-microbial agent to the surface area	51.00 SF @	0.27 =	13.77
2017-10-17-3901		10/19/2017	Page: 2



2210 W. Main St. Suite 107-205 Battle Ground, WA 98604 Contractors License COUNTR\*833MO Federal Tax ID # 26-3314295 www.countryrestoration.com

#### **CONTINUED - Laundry Room**

DESCRIPTION	QTY	UNIT PRICE	TOTAL
24. Air mover (per 24 hour period) - No monitoring	10.00 EA @	26.61 =	266.10
25. Dehumidifier (per 24 hour period) - Large - No monitoring	5.00 EA @	71.00 =	355.00
26. Batt insulation - 4" - R13 - unfaced batt	51.00 SF @	0.69 =	35.19
27. Mask wall - plastic, paper, tape (per LF)	12.75 LF @	0.93 =	11.86
28. 1/2" - drywall per LF - up to 4' tall	12.75 LF @	9.57 =	122.02
29. Texture drywall - smooth / skim coat	51.00 SF @	0.89 =	45.39
<ol><li>Seal the surface area w/PVA primer - one coat</li></ol>	51.00 SF @	0.36 =	18.36
31. Texture drywall - machine	142.50 SF @	0.34 =	48.45
32. Paint part of the walls - two coats	142.50 SF @	0.62 =	88.35
33. Final cleaning - construction - Residential	40.50 SF @	0.37 =	14.99

#### Labor Minimums Applied

DESCRIPTION	QTY	UNIT PRICE	TOTAL
34. Insulation labor minimum	1.00 EA @	80.04 =	80.04
35. Floor cleaning labor minimum	1.00 EA @	69.39 =	69.39
36. Siding labor minimum	1.00 EA @	213.97 =	213.97
37. Vinyl floor covering labor minimum	1.00 EA @	205.28 =	205.28
38. Cleaning labor minimum	1.00 EA @	41.43 =	41.43

#### **Grand Total Areas:**

153.50	17.06	SF Ceiling SY Flooring SF Short Wall	: : : :	68.33	SF Walls and Ceiling LF Floor Perimeter LF Ceil. Perimeter
		Total Area Exterior Perimeter of Walls		546.67	Interior Wall Area
		Number of Squares Total Hip Length		0.00	Total Perimeter Length

2017-10-17-3901

10/19/2017

Page: 3



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#### **Summary**

	Panlacoment Cost Value	Poplacement Cost Value	388.01				Sales Ta
Replacement Cost Value \$5.42	Replacement Cost value	Rediacement Cost value	\$5,427.29	95		Replacement Cost Value	Replac

Matthew Wilson Estimator Client:

Washougal Fire District

Project:

Water damage repair

Date:

11/3/2017

<u>Description</u>			<u>Cost</u>
<b>General Conditions</b>	÷	\$	3,150
Demo		\$	1,500
Siding		\$	1,100
Gable vent		\$	200
Rot repair		\$	700
Insulation		\$	500
Drywall		\$	2,000
Window sill		\$	400
Paint		\$	800
Reinstall carpet/base		\$	500
Final clean		\$	500
	Subtotal	\$	11,350
829	General liability insurance	\$	114
	Profit	\$	1,135
	Overhead	\$	1,135
	Sales Tax	10000	1,153.61
	TOTAL BID PRICE		14,887
Estimated duration is	2 weeks.	-	



#### Gen conditions breakdown:

Desc	<b>Unit price</b>	<u>Unit</u>	<u>Total</u>
Project management	500	week	\$ 1,000
Job office	300	month	\$ * =0
Outhouse	100	month	\$ <ul> <li>Assumes use of fire station</li> </ul>
Vehicle	100	week	\$ 200
Fuel	100	week	\$ 200
Misc tools/equipment	100	week	\$ 200
Waste management	650	week	\$ 1,300
Safety/Office supplies	150	week	\$ 150
Phone/Internet	50	week	\$ 100
		Total	\$ 3,150



## EAST COUNTY FIRE & RESCUE BOARD ASSIGNMENTS FOR 2018

<u>POSITION</u>	ECF&R BOARI
Chair	•
Vice Chair	
EMS Sub-Committee	<u>tee</u>
Primary	-
Alternate	
Chief's Rep	
Fire Authority Wo	rking Group
Risk Group	
Commissioner: _	
Alternate: _	1971
Safety Committee 1	Representative

## BOARD FOR VOLUNTEER FIRE FIGHTERS & RESERVE OFFICERS for FY2018

<u>POSITION</u>	<b>ASSIGNMENT</b>	<b>ALTERNATE</b>
Chair	<del></del>	
Commissioner		-
Chief		-
Fire Fighter		
Secretary		-

#### **EAST COUNTY FIRE & RESCUE**

## 600 NE 267<sup>th</sup> Avenue Camas, WA 98607

Phone: 360.834.4908 Fax: 360.834.5454 www.ECFR.us

## FY 2018 Holidays

#### Legal Holidays Observed by the Fire District

New Years Day
Martin Luther King Day
Presidents Day
Memorial Day
Independence Day
Labor Day
Veterans Day
Thanksgiving Day
Day after Thanksgiving
Christmas Day

January 1, 2018 January 15, 2018 February 19, 2018 May 28, 2018 July 4, 2018 September 3, 2018 November 12, 2018 November 22, 2018 November 23, 2018 December 25, 2018

Adopted by the Board of Fire Commissioners at the December 5, 2017 Regular Meeting.

## East County Fire & Rescue 2018 Regular Board of Commissioner Meeting Schedule

January 2, 2018	July 3, 2018
January 16, 2018	July 17, 2018
February 6, 2018	August 7, 2018
February 20, 2018	August 21, 2018
March 6, 2018	September 4, 2018
March 20, 2018	September 18, 2018
April 3, 2018	October 2, 2018
April 17, 2018	October 16, 2018
May 1, 2018	November 6, 2018
May 15, 2018	November 20, 2018
June 5, 2018	December 4, 2018
June 19, 2018	December 18, 2018



Office & Professional Employees International Union, Local 11, AFL-CIO

3815 Columbia Street Vancouver, WA 98660

Vancouver Line: (360) 719-1766

General Email: opeiu11@opeiu11.comcastbiz.net

Phone: (503) 257-6691 Toll Free: (800) 547-8902

November 30, 2017

Mike Carnes, Deputy Chief East County Fire & Rescue 600 NE 267<sup>th</sup> Ave Camas, WA 98607

Dear Deputy Chief Carnes,

A review of our records shows that we have not yet received a signed original of the enclosed Memorandum of Understanding, so we are resending it. Please find two (2) originals of the Memorandum of Understanding and revised Exhibit A between the East County Fire & Rescue and the Office & Professional Employees International Union, Local 11.

Please review and have both documents signed where indicated, retaining one (1) completed MOU for your records and returning one (1) completed MOU to OPEIU Local 11. A mailing label is included for your convenience.

Please telephone me at the Union office if you have any questions.

Thank you for your assistance.

Respectfully,

Maureen Colvin

Executive Secretary-Treasurer

Jacun Cuhin

MC/dmt opeiul l/afl-cio Priority Mail

## MEMORANDUM OF UNDERSTANDING BETWEEN EAST COUNTY FIRE & RESCUE AND THE

#### OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL 11

This Memorandum of Understanding is entered into between East County Fire & Rescue and the Office & Professional Employees International Union, Local 11 with the intent to allow proper communications between the parties listed above and in accordance with Article 11 and Exhibit "A" within the Collective Bargaining Agreement.

It is mutually agreed by all parties that the CPI-U announced in August of 2017 came in at 4.4% and that the current wage rates within Exhibit "A" shall be amended to a three percent (3%) maximum increase in accordance with Article 11; for an effective date of January 1, 2018; within the Collective Bargaining Agreement.

Be it further agreed that this memorandum shall be pursuant to the terms of Article 21/Grievance Machinery should there be any dispute regarding the interpretation and/or application of this memorandum.

This memorandum is agreed to on this 1s	st day of September, 2017
	- Marin Cahin
Sherry Petty, Commissioner East County Fire & Rescue	Maureen Colvin, Executive Secretary-Treasurer OPEIU Local 11
	Of ETO Local AT
Martha Martin, Commissioner East County Fire & Rescue	
Mike Taggert, Commissioner East County Fire & Rescue	
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Mike Berg, Commissioner East County Fire & Rescue	
Tom Gianatasio, Commissioner	— MC/dmt opeiul 1/afl-cio
East County Fire & Rescue	

# EXHIBIT "A"

It is mutually agreed to by all parties that the wage scales herein established shall be considered minimum wages and be it further agreed that all employees over scale shall receive the wage increases negotiated in accordance with Article 11 - Compensation to this Agreement.

				2018	2018 WAGE RATES	ATES						
Position	Step 1		Step 2 Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Sten 11	Sten 12
Administrative Specialist	Starting Rate		2-Years	3-Years	4-Years	3-Years 4-Years 5-Years 6-Years	6-Years	7-Years	8-Years	8-Years 9-Years	10-Years	11-Years
	\$20.13	\$20.73	\$21.35	\$21.99	\$22.65	\$23.33	\$24.03	\$24.75	\$25.49	\$26.27	\$27.05	\$27.85
Position	Step 1	Step 2	Step 2 Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10		Step 123
Accounting Assistant	Starting Rate	1-Year	2-Years	3-Years	4-Years	5-Years	6-Years	7-Years	8-Years	4-Years 5-Years 6-Years 7-Years 8-Years 9-Years	10-Years	11-Years
	\$15.92	\$16.41	\$16.89	\$17.40	\$17.92	\$18.46	\$19.01	\$19.59	\$20.18	\$20.79	1	\$22.04

Be it further agreed that upon receiving the CPI-U a new Exhibit "A" shall be reflective to this Agreement and signed by the parties in accordance with Article 11.3 within this Agreement.

Dec 2017 - East County Fire & Rescue

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÷										Shift Shift C	07:00-07:00	Shift Shift A	07:00-07:00
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Events Livingston Min. HOA Station 91 Community F	18:30 - 20:30			Events Commissioner Meeting Station 91	19:00 - 21:00			Events POW/MIA Flag	07:00 - 07:00				
10		4		12		13		14		15		16	
Shift Shift C	07:00-07:00	Shift Shift A	07:00-07:00	Shift Shift B	07:00-07:00	Shift Shift C	07:00-07:00	Shift Shift A	07:00-07:00	Shift Shift B	07:00-07:00	Shift Shift C	07:00-07:00
		Events ACC/EOC, Chief Jacobs Station 91 Community F	19:00 - 21:00	Events Cemetery Board Meeting Station 91 Community F	16:30 - 18:30	Events OTEP	19:00 - 21:00				D-VAADVYYBBBYAGSoonsoon		
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* Indicates time starts on following calendar day	following ca	endar day											

<sup>\*</sup> Events and Time Off follow default Split Time of Day of 07:00