

**MINUTES OF THE OCTOBER 21, 2025 REGULAR MEETING
OF THE BOARD OF COMMISSIONERS OF KING COUNTY FIRE DISTRICT NO. 2**

The regular meeting of the Board of Commissioners of King County Fire District No. 2 was held on October 21, 2025, at Headquarters Station 28, commencing at 5:00 p.m., pursuant to proper notice. District officials in attendance, either in person or via GoToMeeting, were Commissioners Chris Elwell, Ted Sitterley and Mike Ziegler, Fire Chief Jason Gay, Assistant Chief (AC) Wayne Metz, AC Ray Desmarais, and District Secretary Eric Quinn, and several others as reflected on the attached attendance roster.

I. **CALL TO ORDER AND FLAG SALUTE.** Vice Chair Sitterley called the meeting to order at 5:00 p.m. and led the Board in the Pledge of Allegiance.

II. **AGENDA APPROVAL.** The agenda was approved by unanimous vote.

III. **PRESENTATIONS/ANNOUNCEMENTS.**

Presentations.

- AC Metz provided the call summary reports. The District is down 564 calls on the year compared to 2024. AC Metz discussed calls of note.

Announcements.

- Chief Gay reminded the Board of the WFCFA annual conference at Tulalip Resort, October 22 through 25.

IV. **PUBLIC COMMENTS.** There were none.

V. **CORRESPONDENCE.** There was a letter from Puget Sound Fire Chief Mark Jones, thanking the District for covering Puget Sound Fire stations during the celebration of life of Deputy Chief Jimmy Webb.

VI. **I.A.F.F. LOCAL 1461 COMMENTS.** There were none.

VII. **ADMINISTRATION REPORTS.** Chief Gay delivered the Chief's Report as follows:

OPERATIONAL UPDATE:

AC Metz provided the operations update. AC Metz discussed relevant trainings that have taken place recently. There was also a Battalion Chief academy recently.

FIRE PREVENTION UPDATE:

AC Desmarais discussed data standards and CAD upgrades.

LABOR-MANAGEMENT MEETINGS

This week's labor-management meeting (LMM) was cancelled by the local due to conflicting scheduling with training and FMO responsibilities. The District is looking to reschedule for tomorrow, October 22. As for issues under discussion:

1. The parties want to ensure that a battalion chief is on duty. The District is interested in not having a lot of mandatory overtime and the Local is interested in employees being able to pick their vacation time. A memorandum of understanding may be discussed.
2. HOB0 pay. In the past, HOB0 pay has not been given to someone that is showing up for an overtime shift. This is under discussion.
3. Chief Gay also discussed reserve apparatus and the intersection between Kelly Day usage and DRS reporting.

EQUIPMENT:

The project completion and Final Acceptance Form has been signed and sent to AVIDEX for the work conducted upgrading the District's training room and Emergency Operations Center (EOC) for use in coordination with the City of Burien.

FACILITIES:

Chief Gay contacted Plymovent regarding "full scale" costing for budgeting purposes, timeline, and ensuring they are listed under the MRSC small works rosters. Plymovent signed up for the District's MRSC small works roster.

PERSONNEL:

The District completed the new-hire Chiefs interviews October 6 through 10. There are some great candidates. As the District forecasts needed positions going into next year, it will be budgeting for up to eight new hires. Chief Gay requested a motion to approve the "New Hire Eligibility List" and authorize conditional offers for five persons for Recruit Academy 22, to commence in late January, 2026.

On October 9th, the District emailed out the ranked order of the Captain's Promotional Eligibility List. Chief Gay requested a motion to solidify the promotional list, with a duration of November 1, 2025 through October 31, 2027

Chief Gay requested two different executive sessions, both of which would be pursuant to RCW 42.30.110 (1)(g) to discuss the performance of a public employee.

EVENTS:

Chief Gay indicated that the rollout of the Provident Employee Assistance Program (EAP) is under way. Lindsey Mueller our Mental Health Professional (MHP) and FF

Rosenthal, in coordination with the shift battalion chiefs, are giving information sessions to each shift on what services are offered through the EAP, and giving further instructions as to how to use the EAP. Chief Gay reminded the Board that the District used to have an EAP, but it was approximately triple the cost it is now projected to be. There is a desire to have a more robust EAP, and this is being worked on.

STRATEGIC PLANNING:

Chief Gay has received the final draft Strategic Plan from BERK. He plans to disseminate the plan for approval to the board in November, and subsequently send the plan to the union body. There is still some work to be completed. Chief Gay will initially bring the draft to the Chiefs group, and members of the planning team, to coordinate SMART goals and ownership of tasks, prior to submitting to the board for approval.

OTHER:

Chief Gay noted correspondence from PSRFA, thanking the District for coverage during Deputy Chief Webb's celebration of life. Specifically, Chief Gay thanked BC Kupferling who stepped up to cover for a PSRFA BC spot, and Firefighters Watkins, Wilson, and Clauson who provided engine coverage for one of PSRFA's 17 stations.

The Julota kick-off meeting was this week, on October 21. This is the software utilized by MIH (CARES). The District listed it in the budget for 2025. This software cost is covered by MIH and the King County EMS Levy.

That concluded the Chief's Report.

VIII. CONSENT AGENDA APPROVAL.

Commissioner Ziegler moved to approve the consent agenda, consisting of the following items:

- October 21, 2025 Chief's Report
- Meeting Minutes: Minutes of the October 7, 2025 Regular Board Meeting
- Voucher Approval for October 2025

Expense Fund: Voucher No. 251001001 through 251001073 in the amount of \$1,969,346.51 and due for payment October 31, 2025.

Commissioner Sitterley seconded the motion, which carried unanimously.

IX. UNFINISHED BUSINESS. There was none.

X. NEW BUSINESS. See agenda.

- Commissioner Ziegler moved to approve and authorize Chairman Elwell to execute the 2025 Captain Promotional List to be effective November 1, 2025 through October 31, 2027.

Chair Elwell seconded the motion, which carried 3-0.

- Commissioner Ziegler moved to approve the new hire list and authorize Chief Gay to make a conditional offer of employment to the following five individuals: Jared Rogers (a rollover candidate from the March 2025 hiring cycle), Breck Martin Stewart, Gregory Hessler, Timothy Knoles, and Camron Rincon, to be effective January 26, 2026. This conditional offer of employment is subject to each candidate's successful completion of a background check, medical and psychological tests, drug screen test, completion of fire academy, and subject to an eighteen-month probation period. Seniority ranking will be based on the numerical position on the New Hire Interview Final Results list, and as listed above. In the event that a candidate declines the offer, or fails to meet the requirements of this conditional offer, Chief Gay is authorized to make a conditional offer to the next candidate on the New Hire Interview Final Results list.

Chair Elwell seconded the motion, which carried 3-0.

XI. EXECUTIVE SESSION.

- Vice Chair Sitterley announced that the Board would convene into executive session pursuant to RCW 42.30.110(1)(g) to evaluate the qualifications of an applicant for public employment or to review the performance of a public employee. However, subject to RCW 42.30.140(4), discussion by a governing body of salaries, wages, and other conditions of employment to be generally applied within the agency shall occur in a meeting open to the public, and when a governing body elects to take final action hiring, setting the salary of an individual employee or class of employees, or discharging or disciplining an employee, that action shall be taken in a meeting open to the public, with executive session to conclude at 5:48 p.m. unless extended by the Board. The Board reconvened into regular session at 5:48 p.m. with no action taken.
- Vice Chair Sitterley announced that the Board would convene into executive session pursuant to RCW 42.30.110(1)(g) to evaluate the qualifications of an applicant for public employment or to review the performance of a public employee. However, subject to RCW 42.30.140(4), discussion by a governing body of salaries, wages, and other conditions of employment to be generally applied within the agency shall occur in a meeting open to the public, and when a governing body elects to take final action hiring, setting the salary of an individual employee or class of employees, or discharging or disciplining an employee, that action shall

be taken in a meeting open to the public, with executive session to conclude at 6:10 p.m. unless extended by the Board. The Board came out of executive session at 6:10 p.m. and extended the session until 6:15 p.m. The Board reconvened into regular session at 6:15 p.m.

XII. OTHER NEW BUSINESS.

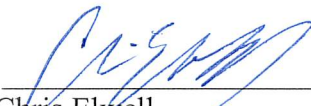
- Vice Chair Sitterley inquired as to whether there is any new business. Commissioner Ziegler moved that the Board authorize Chief Gay to finalize a non-disciplinary, medical separation of Brian Lamoureaux, with said medical separation to take effect October 22, 2025, resulting in the non-disciplinary termination of Brian Lamoureaux taking effect on the same date.

Commissioner Sitterley seconded the motion, which passed 3-0.

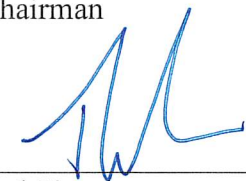
XIII. GOOD OF THE ORDER. There was none.

- XIV. ADJOURNMENT.** Commissioner Ziegler moved to adjourn the meeting at 6:17 p.m. Commissioner Sitterley seconded the motion and the meeting was adjourned at that time.

Minutes Approved: 11/4/2025,



Chris Elwell
Chairman



Ted Sitterley
Commissioner



Mike Ziegler
Commissioner

ATTEST:



Eric Quinn (Nov 5, 2025 12:13:07 PST)

Eric T. Quinn, District Secretary

ATTACHMENTS

- Attendance Roster
- Agenda
- Call-Summary Reports
- Chief's Report
- New Hire List
- Thank-You letter from PSRFA

October 21, 2025






10.21.2025 KCFD2 Meeting Minutes_Need E-Signature

Final Audit Report

2025-11-05

Created:	2025-11-05
By:	Charles Chen (cchen@king2fd.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAAI9AfyBt-nLtbXENMBDHnBhRfoKfxPy3D

"10.21.2025 KCFD2 Meeting Minutes_Need E-Signature" History

-  Document created by Charles Chen (cchen@king2fd.org)
2025-11-05 - 7:44:02 PM GMT
-  Document emailed to Eric Quinn (ericquinn@firehouselawyer2.com) for signature
2025-11-05 - 7:44:07 PM GMT
-  Email viewed by Eric Quinn (ericquinn@firehouselawyer2.com)
2025-11-05 - 8:12:50 PM GMT
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Signature Date: 2025-11-05 - 8:13:07 PM GMT - Time Source: server
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