Agenda for the Board of Fire Commissioners

Regular Meeting

Conducted remotely via Zoom and with in-person attendance at Station 31
(1231 Franz ST SE, Lacey, WA 98503)

Click here to join the meeting:
https://us06web.zoom.us/j/743870521
Meeting ID: 743 870 521

April 16, 2026
5:30 pm

I. **CALL TO ORDER / FLAG SALUTE**

II. **HEARING OF THE PUBLIC / MEMBERS PRESENT**

III. **APPROVAL OF THE AGENDA**
   A. Additions / Deletions

IV. **APPROVAL OF THE CONSENT AGENDA**
   A. Draft Minutes of March 28, 2026 Board of Fire Commissioners Workshop.
   B. Draft Minutes of April 2, 2026 Board of Fire Commissioners Meeting.
   C. Warrants (AP 4B 2026):
      - General Fund 001 (Acct #6630): EFTs numbered 5772 through 5776; Checks numbered 24841 through 24859; Drafts numbered 1737 through 1754 for a total amount of $1,532,617.14.
      - Reserve Fund 102: EFT numbered 5777 for a total amount of $43,680.00.
      - Equipment Repair and Replacement Fund 103: EFTs numbered 2778 through 5781; Checks numbered 24861 through 24862 for a total amount of $29,779.13.
      - Capital Projects Fund 301: Check numbered 24860 for a total amount of $14,850.77.
   D. Payroll 4A-2026 in the amount of $2,189,309.18.

V.	**COMMITTEE REPORTS**	
	A. Thurston County Medic One	Commissioner Kirkbride
	B. Thurston 9-1-1 Communications (TCOMM)	Commissioner Roberts
	C. City / District Liaison	Commissioner Hetzler
	D. LFD3/EOFD ILA Committee	Commissioner Hetzler
	E. Thurston County Fire Commissioners Association	Commissioner Gamble
	F. Thurston Regional Planning Council	Commissioner Kelling
	G. Community Outreach	Staff
	H. Operations and Logistics	Staff
	I. Standards and Resilience	Staff
VI.	**OLD BUSINESS**	
VII.	**NEW BUSINESS**	
VIII.	**ADMINISTRATIVE REPORT**	
	A. District Monthly Financial Report	Staff Presentation
	B. CRR Updates and Projects	Staff Presentation
IX.	**COMMISSIONER COMMENTS**	
X.	**OTHER INFORMATION**	
	A. Correspondence	
XI.	**HEARING OF THE PUBLIC / MEMBERS PRESENT**	
XII.	**ADJOURNMENT**	

THERE WILL BE NO WORKSHOP CONDUCTED THIS EVENING.

- ***Next Regular Meeting: May 7, 2026***

THURSTON COUNTY FIRE DISTRICT THREE

BOARD OF FIRE COMMISSIONERS

COMMISSIONER WORKSHOP

MINUTES OF THE MEETING

March 28th, 2026

The meeting was conducted remotely via Zoom and with in-person attendance at Station 31.
1231 Franz St SE, Lacey, WA 98503

Present:	Present (Virtual):	Excused:
Commissioner Kelling	Commissioner Roberts	
Commissioner Hetzler		
Commissioner Gamble		
Commissioner Kirkbride		

I. CALL TO ORDER

Commissioner Hetzler the meeting to order at 9:00 AM, followed with a salute to our Nation's Flag.

II. HEARING OF THE PUBLIC / MEMBERS PRESENT

III. APPROVAL OF THE AGENDA

MOTION: To approve the agenda as published.

Motion: Commissioner Kirkbride
Second: Commissioner Gamble
Carried: Unanimous

IV. WORKSHOP DISCUSSION ITEMS

A. ILA Updates

Chief Schmidt reported:

- ILA is functioning well. Staff is reporting time spent on EOFD projects. A reporting tool for review at future BoFC meetings for both agencies is in the works.
- It is believed that the money will balance, but the ILA also gives language that if it is found that there is a discrepancy in what they're paying or what LFD3's costs are, staff can go back to the board.

- It continues to be the perception that things are going very well, and there has been good feedback from all parties.
- Commissioner Hetzler commented that they provided a more detailed breakdown of hours worked by whom. They have a good system now of tracking everybody's hours.
- There will be another meeting in a month, and that will be the last of the trial phase meetings. It feels like everything is going as smoothly as possible.
- Commissioner Kirkbride inquired if Chief Schmidt feels comfortable that $400,000 is adequate. Chief Schmidt responded in the affirmative. For the more deeply involved staff, such as Chief Schmidt, Chief Patti, finance, and HR, it appears that the expected numbers or hours has been almost exactly on par. No major adjustments are expected to be needed.
- Chief Schmidt continued with her report. There was an invitation to South Bay's Board of Fire Commissioners Workshop, which took place yesterday. They intended the workshop to address the question of whether or not they should be considering some sort of regionalization or merger talks with other districts. They invited Steve Brooks as a consultant or liaison, as well as inviting the commissioner chair, Chief Schmidt, and Chief Kirkwood, to talk about LFD3's experience with East Olympia so they could understand what is happening regionally. There was a large membership from South Bay present, as well as union leadership. President Green and the rest of E-Board represents South Bay's membership. The Board therefore got a very robust presentation of how things are going in East Bay and Lacey as well as the perceptions and feelings of the membership. Steve Brooks talked about the dynamics of ILAs and mergers. Ultimately, at the end of the meeting they agreed on creating a committee that is more regional, with the ask of bringing on all four districts or departments, including Lacey Fire, East Olympia, South Bay, and Tumwater, to start to sit down together for very early, high-level conversations about what each organization currently has for membership, what their finances look like, plans for the next three to five years, etc., with the goal of talking about what efficiencies can be created and whether partnerships are a good plan. A key point of the conversation was succession planning or attrition.
- It was recommended to Steve Brooks to suggest some dates to the four agencies and create a checklist of items that each agency could bring forward with the goal of a first meeting in late April.
- Commissioner Hetzler added that one of the factors spurring this move is that the administrative person at South Bay does a great deal for their department and is planning on retiring in three years. The chief

will not give any time of timeline but is planning to retire in the next year to three years.

- Commissioner Kirkbride commented that putting together a committee like this to explore the direction of the future is an excellent plan. LFD3 has a good cultural similarity with South Bay and East Olympia for a merger to make sense. Tumwater is a very different organization, and a municipal organization thinks and acts very differently compared to a district. Overall, Commissioner Kirkbride expressed strong support for a merger, but not including Tumwater. In the first organizational meeting, the goals should be spelled out, with Tumwater welcome to monitor the process and be a part of the conversations, but it is too early to consider Tumwater joining.
- Commissioner Kelling expressed support for a deliberate approach. Commissioner's Kirkbride's comments on being careful in how Tumwater's participation is messaged is important.
- Chief Schmidt expressed appreciation for the concern regarding Tumwater. The primary goal right now is to understand the opportunities. As soon as LFD3 started working with East Olympia, Tumwater stepped up and offered to help, including an offer to expand battalion borders and provide support wherever possible.
- Commissioner Hetzler commented that it would be valuable for all of the commissioners to have more education on what an RFA means and what the benefits are.
- Commissioner Kirkbride commented that given that this topic is not officially on the agenda, perhaps it could be discussed more at the next regularly scheduled commissioners' meeting.

B. 2025 Annual Report – Final Review

Chief Schmidt reported:

- Excellent feedback from the commissioners was received after the draft annual report was presented to them. It has been improved following their comments and suggestions. At this point, the question is whether the board feels comfortable with the document being published with these improvements, or if it should be brought forward to the next regular meeting for a detailed review as a group.
- Chris DeBell reported that Commissioners Kirkbride and Kelling sent in comments, and changes were made to the document in accordance with their suggestions. The link to the updated document was just sent out yesterday.
- Chief Schmidt suggested that the board may take until the next meeting to review the document again and look at the changes and decide about publishing it at the next meeting.

C. Bond Discussion

Chief Schmidt introduced the direction of the discussion.

Chief Patti spoke to training and logistics:

- There has been a goal of getting the logistics staff out of Station 31, which is a confined space, while moving forward with the current warehouse project. Having the ability to organize all of the equipment in the warehouse has been very helpful.
- The goal is to integrate training and logistics in the same location. Having classrooms co-located with logistics, as well as a training location, would be very helpful.

Chief Schmidt commented:

- TCOMM had asked a year ago to be notified if LFD3 ever decides to lease out the TEC. If TCOMM took over the TEC and had the radio shop there, when any user of the VRF comes in, not only can they come in for maintenance on their rig, they also have the opportunity for updates on their equipment. If TCOMM used the TEC, they wouldn't necessarily want to use all of the space. Perhaps the meeting room and some of the office space could still be available for district use.
- Commissioner Kelling commented that a site visit to Logistics would be helpful. He also commented that the reasoning behind the goal of improving the Logistics space has been well established, but the how and when will need to be fleshed out.
- Chief Schmidt commented that it's important that the community knows that LFD3 isn't building in excess with the expectation of a merger or RFA. When asking for a sizeable investment from the community, it is important not to under build, in order to have a facility that will still be suitable 20 years from now.
- It was also suggested that when the Citizen Advisory Group is established, that group of individuals should have the opportunity to tour facilities and get a better idea of how they are currently being used and what improvements are needed.
- Commissioner Kirkbride shared that it is necessary to get the message out to the voters that the goal is not to overbuild but rather to build to meet the needs of 20 years from now.
- Chief Schmidt suggested transitioning to Chief Carson to discuss priorities and stations.

Chief Carson shared:

- Regarding Station 32: the double wide was initially purchased to house volunteer residents. The District pivoted in a time of need to make it user-friendly in the interim, but it has a lot of deficiencies, including dedicated workout facilities, and currently relies upon improvised workout space.

- The facility has living quarters and detached apparatus housing. The turnout time, just as a product of the layout of the property, falls short and negatively impacts response time.
- The apparatus bay is a 1970s construction and does not meet today's size requirements.
- Staff is currently looking at an opportunity to move the station further west. In looking at the densely populated areas where calls are originating, it would uniquely position LFD3 to be more effective and decrease response times in that area.
- Currently, LFD3 is looking at property around the Spurgeon Creek area. Building a community-based fire station brings all the efficiencies that the district would like to see: a place for blood pressure checks, an available meeting room, etc. These would all be beneficial. Ownership from the community is important as well.
- Looking at the long term, moving the station further west also provides some efficiencies. When looking at call volume for Station 33, there is a big demand. There could be overlap with Station 33 to take some of the pressure off.
- One of the biggest benefits would be that LFD3 would be strategically placed into the northern area of District 6, potentially saving taxpayer dollars down the road.
- Regarding the property at West Britton Parkway: the area is both an opportunity and a threat to response infrastructure. With the anticipated projects by the Tribe, the projections are for around 2,000 calls per year annually. As things currently stand, the burden of that increased call volume would fall on Station 35.
- Currently, looking into a buildout of Station 36 to house an engine and a truck company. In looking at the building infrastructure north of the freeway, it is high density, multi family, and commercial properties. A truck company is essential for this area.
- Another benefit of doing this would be in the event of catastrophic infrastructure damage (such as due to seismic activity) – if there was overpass damage, it would be hugely beneficial to have an effective response force north of the freeway.
- Similarly to what Station 32 would provide, it would strategically position a new station to be able to service the South Bay area if there was ever a merger, potentially saving a lot of taxpayer dollars.
- Commissioner Kirkbride shared his positive reaction to what was shared thus far.
- Chief Schmidt commented: staff has been working with different HOAs recently. One of the recent groups was the Meridian Campus HOA. One of their priorities was to ask what LFD3 is planning, as

they have seen the development in their community and neighborhood. They want to know what LFD3 is planning to do to accommodate the growth. They expressed in respectful terms that Station 35 does not seem to fit the bill for the long-term needs.

- Commissioner Kelling shared the need to educate the community about the anticipated Quiemuth Village buildout.
- Chief Schmidt mentioned that it is also important to be respectful of Nisqually Tribe's development process. It is not clear how they are going to proceed, and they are waiting on federal approval.
- Chief Schmidt mentioned that staff's vision is that Battalion 34 would be moved to Station 36. This would help cover the majority of the district, and in the case of a major event, there would be incident command oversight on both the north and south sides of I-5.

At this point in the meeting, a brief recess was taken.

When the meeting resumed, Chief Schmidt introduced the next presentation from Chief Cerovski about the priority projects that are appropriate moving forward.

Chief Cerovski presented:

- Right now, the first process to be underway is the development of an RFQ: a request for qualifications for an owner's representative. That process involves interviews, consulting, and evaluating the capability of an owner's representative for their transparency, their collaboration, and accountability to LFD3, as well as holding the future contractor and architectural team accountable in the processes in which they will be involved. This process will be taking place as early as this month with the goal of selecting someone in the next quarter.
    - Commissioner Kelling inquired about the type of person this might be – a lawyer, a former fire chief? Chief Cerovski responded that an owner's representative might be a former firefighter who has extensive experience in the fire service and is familiar with the trends, challenges, etc. The challenge with this type of an individual is a lack of construction experience. Another possibility is an individual with a background in construction management. The goal would be to find someone with specific experience in construction management within the realm of the fire service.
    - Chief Kirkwood mentioned that the requirements of the RFQ is very extensive and has a detailed list of every project that this individual would oversee for the district. When someone submits a proposal, their obligation is to meet all of the different requirements that have been delineated.
- Capital Facility Programming: this involves outlining how all of the different pieces that are needed come together in an efficient way.

Next week, there will be a visit with the architectural team to facilitate this process.

- Alternative Methods: this requires approval from the State of Washington. With the owner's rep, LFD3 will apply for the opportunity to use alternative methods in bidding for construction. This means that instead of the traditional bidding process, there will be a request for a general contractor/construction manager concept, which is a shared, collaborative approach wherein a contractor is identified. This will be a collaborative effort between the owner's rep, the owner, the architectural team, the engineering team, and the contractor of choice. This will help in identifying the right person for the project.
- Remodel project for Station 31 and 33: identifying this project and its goal and then utilizing the owner's rep for these projects. This will also involve dealing with the complexities of remodeling a facility while people are residing in and using it.
- Architectural planning for Station 32, training administration and logistics, and training facility drill grounds. This is anticipated to begin in Quarter 4 of 2026.
- The bond vote will take place in November 2026.
- Phase II will begin in January 2027 with the design and construction of Station 32, involving land acquisition, finalizing the design and developing the construction project, taking 12 to 24 months, depending on the complexities that exist with planning review boards, permitting, etc. The goal is a 10,000 square foot, 3-bay facility.
- Apparatus orders will take place in February 2027 for Engine 36 and Truck 36. There will be a delivery window of about 56 months.
- Britton Parkway construction project beginning in April 2027 with infrastructure development and property development.
- Britton Parkway construction in Quarter 1 of 2028 with training, admin, and logistics.
- Britton Parkway construction in Quarter 4 of 2028 with training facility drill grounds.
- Station 36 construction in 2029, as well as Phase II of the training facility grounds. The construction of Station 36 is dependent on third parties' functioning and needs.
- Chief Schmidt mentioned that the Tribe has been a forward thinking and communicative partner, to the degree that they are available. Over a year ago, they came forward and said they would like to have a partner in this. Their consultants supported what LFD3 believes the impacts would be, even with the early stages. They have expressed that when things begin to move forward, they will partner with LFD3. This is helpful in knowing that staffing at Station 36 will happen

because there will be an agreement with the Tribe before the build of 36 officially takes place.

- Chief Cerovski shared that staff have been looking at what other agencies are doing and their gaps and successes. This includes looking at their architects and the types of buildings they've built. Their success was driven by their programming.

Chief Schmidt then turned the floor over to Chief Kirkwood to talk about the finances behind the bond.

Chief Kirkwood shared:

- This is the original presentation that the architect, Rice Fergus Miller, gave in the beginning of February. The focus is cost per square footage, which is currently estimated to be about $950.
- The document includes the square footage of each project (Station 32, Station 36, Logistics, Training Support Building, and a Training Campus), the raw construction budget for each, as well as the construction cost escalation based on inflation and other related cost increases.
- Each cost is broken down into categories, including a 20% contingency.
- The grand total of all construction in play is $102 million. There is also a 2025 bond debt of $13.6 million, $3.7 million for two apparatus, and $1.6 million for a Station 32 property. The total amount needed is $121 million.
- This amount would require an additional levy of $0.32 per 1,000 to the taxpayer. If this is added to the current excess levy for bonds that LFD3 is currently paying on ($0.06 per 1,000), the total excess levy to the voters would be $0.38 per 1,000. If this is added to the current expense levy of $1.50, the total levy overall would be $1.88 per $1,000.
- From the perspective of a homeowner: a home worth $500,000, the new bond would cause an increase of $157 per year or $13.15 monthly. Added with the total excess levy, these numbers would be $188 per year or $15.70 per month. With a home with an assessed value of $1 million, the new bond would cost $315 per year or $26 per month. Added to the total excess levy, these numbers would be $376 per year or $31 per month.
- It has been recognized that these are high numbers, and additional review and assessment has been completed, including comparing measures that have been taken by East Pierce Fire and Rescue, Central Kitsap Fire and Rescue, and Valley Regional Fire Authority.
- Rice Fergus Miller has since provided updated numbers. They were able to lower their cost per square foot to $800 (compared to initially

$950). This alone makes a big difference in cost. Combining Logistics and Training Support into one building would create additional savings. They also estimated a lower continency of 10%.

- With the new numbers, the construction grand total is $76 million. When adding in debt, apparatus, and Station 32 property, the total dollars needed for the bonds adjusts for $95 million (compared to the initial $121 million).
- The impact to the voters with the $95 million number would be $0.25 per 1,000. Added with the current excess levy of $0.06, the total excess levy would be $0.31. Added to the current expense levy of $1.50, the total levy to the voter would be $1.81 per $1,000 of assessed value.
- The impact based upon home ownership with assessed value of $500,000 would be $124 annually or $10 per month; the total excess levy would be $154 annually or $12 per month. With a home with an assessed value of $1 million, the annual cost would be $248 annually or $20 per month; the total excess levy would be $309 annually or $25 monthly.
- The levy rates were compared to other agencies in the area, especially those who have issued bonds recently.
- Chief Cerovski commented on the huge amount of work that Chief Kirkwood has done on this project thus far.
- Commissioner Hetzler commented with concerns about the 10% contingency. The new numbers from Rice Fergus Miller have a 10% contingency compared to the previous figure, which had a 20%. The concern would be if things play out with a higher continency than 10% and how this would impact the total cost.
- Chief Schmidt stated that what staff needs to proceed right now is not a final number. What is needed is a maximum of what the board feels comfortable with in order to move forward with all of the critical planning and decision making. A final number to ask for will be needed in June to go forward with ballot language. Ideally, the board could provide a comfortable range of the capped dollar amount to ask for.
- Chief Schmidt also expressed the importance of communicating the message to the community about what is needed. Steve Brooks came forward to speak to this concern.

Steve Brooks shared:

- It is important to realize that these numbers are not just a dollar amount, but a value proposition to the community. The value provided by LFD3 to the community should not be lost in the conversation.

- There was a challenging period in 2008 and 2011 with failed ballot measures for levy restoration.
- There was strong support from the city and the district in 2010 for annexation, so the expectations for the levy passing in 2011 were high, yet it failed. There was a lack of trust and communication with the public.
- Leveraging LFD3's current relationship with the community and modern technology, it is possible to show why the stated goals are beneficial and how they will open up opportunities in the future.
- Virtual open houses and a citizen advisory committee are good ideas to connect the community.
- Commissioner Hetzler asked Steve Brooks if based on previous work in preparing for bonds, if additional consultation is needed for communications. Brooks responded, mentioning several things that are different at this time that give an advantage, such as having Chris DeBell on staff as well as a social media specialist. For education outreach, the right staff is on board. It would be a smart decision to look for someone to manage the project side of it, as Chief Cerovski and Chief Kirkwood are proposing.
- Commissioner Hetzler commented that in the past, levies have succeeded best when the Union is ready to put in some time and effort and energy. Local 2903 President, Lt. Jim Greene responded that this is just starting to come up in the union as a topic of conversation. There is a decent amount of capital for a campaign like this, and there are a lot of young, energetic people who would be willing to get very involved. Union members have built a healthy program for going through this process.
- Commissioner Kirkbride commented that in every campaign LFD3 has had, the Local has been outstanding with their energy, their money, and their influence. He also made a comparison between a design build or a construction manager. With a design build, you control the program but not the money. With a construction manager, the contractor would control both. In Commissioner Kirkbride's opinion, there is not enough money allocated to the training center. The training center budget should be increased to $25 million.
- Chief Schmidt commented that if there is a partnership with the Tribe and a capital investment is made later, that will allow the props at the training center to be built out at a more expanded level. It is still important to go to the voters with a money amount that won't be as shocking; hence the desire to stay under $100 million.
- Commissioner Kirkbride asked if $80 million is the actual cost of what is planned, can the rest be spent on improving the training center?

- Chief Schmidt stated that this is where the ballot language is very critical. It will be necessary to talk about all of the proposed projects and how it can be spent. There is also an opportunity in the second series to take less if it is not felt to be necessary. This is also an important message to the community.
- Chief Kirkwood clarified that language can be added to the ballot to indicate that funds can be spent for additional capital projects as needed. The language can be fairly broad.
- Commissioner Kelling commented that under $100 million feels like a comfortable amount.
- Chief Schmidt requested that the Board approve with moving forward with a bond up to a given amount and give staff time to further educate and make a decision about a defined number.
- Chief Schmidt also reported the City's actions about a funding measure timeline will be based on what the Board decides. They do not want to compete. If LFD3 moves forward with November, they will look at a February timeframe for their own measures.
- Chief Kirkwood reported that with the idea of moving forward with a number of $98.3 million, the total levy overall would be $1.82 per $1,000 of assessed value.
- It was agreed to make a motion for a bond amount at the next regularly scheduled meeting on Thursday.

V. HEARING OF THE PUBLIC / MEMBERS PRESENT

Community member Jonathan Clemens made a comment that it is great to be present as an invited part of the community and offered a wholehearted endorsement of combining things into one building. However, one missing component from this discussion is how the additional staffing is going to affect the budget.

VI. ADJOURNMENT

The meeting adjourned at 11:57 PM.

Next Regular Meeting: April 2nd, 2026 – 5:30 p.m.
Available via remote meeting.

Chair	Vice Chair

Commissioner	Commissioner
Commissioner	ATTEST: District Secretary

THURSTON COUNTY FIRE DISTRICT THREE

BOARD OF FIRE COMMISSIONERS

MINUTES OF THE MEETING

April 2, 2026

The meeting was conducted remotely via Zoom and with in-person attendance at Station 31.
1231 Franz St SE, Lacey, WA 98516

Present:	Present (Virtual):	Excused:
Commissioner Hetzler Commissioner Kirkbride	Commissioner Kelling Commissioner Roberts	Commissioner Gamble

I. CALL TO ORDER

Commissioner Hetzler called the meeting to order at 5:30 PM, followed with a salute to our Nation's Flag.

II. HEARING OF THE PUBLIC / MEMBERS PRESENT

None.

III. APPROVAL OF THE AGENDA

Chief Schmidt made a change to the agenda: the WHA presentation is being removed from the agenda. This will be done at a later date when more board members are present.

MOTION: <u>To approve the agenda as published.</u>
Motion: Commissioner Roberts
Second: Commissioner Kirkbride
Carried: Unanimous

IV. MEMBER RECOGNITION

Commissioner Kelling – 5 Years of Service

Chief Schmidt acknowledged Commissioner Kelling's five years of service. His pin will be given to him at a later meeting when he is attending in person.

V. APPROVAL OF THE CONSENT AGENDA

A. Draft minutes of the March 19, 2026, meeting of the Board of Fire Commissioners.

B. Warrants (AP 4A 2026):

- General Fund 001 (Acct #6630) EFTs numbered 5767 through 5771; checks numbered 24828 through 24838 for a total amount of $72,381.12.
- Equipment Repair and Replacement Fund 103: checks numbered 24839 through 24840 for a total amount of $49,146.68.

C. Payroll 3B-2026 in the amount of $785,599.12.

MOTION: To approve the consent agenda as published.
Motion: Commissioner Kirkbride
Second: Commissioner Kelling
Carried: Unanimous

VI. COMMITTEE REPORTS

A. Thurston County Medic One
Commissioner Kirkbride reported from the most recent meeting:
- The Comprehensive Plan was adopted last fall by the Board of County Commissioners, which allows for moving forward into the next phase, a Community Needs Study. This began at the beginning of the year. A consultant was hired to direct that process.
- There are four phases to the Community Needs Study. The first phase is meeting with the fire districts, fire departments, chiefs, commissioners, etc. to find out their view on where the county is and where it should be going. The conversation was very productive.
- The next phase is to get input from partners including hospitals, care providers, ambulance companies, etc.
- In the fourth place, all of the information that has been gathered will be used to create a strategic plan to be implemented in 2027.

B. Thurston 9-1-1 Communications (TCOMM)
Commissioner Roberts reported that the meeting yesterday was canceled due to lack of agenda items. The next meeting is scheduled for May 6th.

C. City/District Liaison
Commissioner Hetzler reported that the next meeting will take place on May 21st.

D. LFD3/EOFD ILA Committee
Commissioner Hetzler reported that the next meeting will take place on April 30th.

E. Thurston County Fire Commissioners Association
Commissioner Kelling reported that the next meeting will take place on April 21st.

F. Thurston Regional Planning Council
Commissioner Kelling reported that the next meeting will take place on April 3rd.

G. Community Outreach
Chris DeBell reported:
- The CPR-7 team was at Chinook and Komachin Middle Schools last week and provided instruction to over 150 seventh graders.

- A crew was sent to help provide a good luck send-off to the dance teams of the three high schools (North Thurston, Timberline, and River Ridge), who all advanced to state competition.
- Social media analytics: moving forward, a monthly report will be provided on engagement from the prior month.
    - The third top post was Chief Schmidt's letter to the community in response to the Second Hand Rose fire. This had a reach of more than 23,000. This one is noteworthy because it was a text-only post, and these typically do not perform as well.
    - The second top post was the weekend dog rescues. These were just shy of 55,000.
    - The top social media post was the Second Hand Rose fire post, with almost 230,000 views.
- A podcast project is underway. It will be titled The Signature Series. The focus is on leadership, growth, and the stories that shape public service. Tiffany Baldwin, LFD3's multimedia specialist, is acting as the host and producer of the podcast. The first episode is complete. It features an interview with Chief Schmidt.

H. Operations and Logistics

Chief Carson shared:

- About a week and a half ago, there was a significant accident on I-5. Lt. Scott Santhuff was off duty and heading to special operations training that morning. He and another SORT member came across the accident and immediately took action. His action epitomizes Service with Excellence.
- Two nights ago, there was a structure fire in the northeast section in Station 35's area. Crews showed up and contained the fire to the garage. There was no extension into the house and no injuries.
- This week, there was a meeting with Public Safety Testing to start the next lieutenant process. There are 21 members who signed up for that process. The three days of testing will take place on May 19-21.
- The four newest battalion chiefs have successfully completed probation as of April 1st.

Chief Patti reported on East Olympia logistics:

- There was one emotionally charged incident involving a young person's suicide. It was a rough call. Crews did a great job of working with Medic 5. The peer support person on their shift immediately recognized the issue and talked with the crews.
- This morning, assistance was given to South Thurston with a structure fire in the Bucoda area.
- The meet and greets are almost done. There are two left to do. These have been very well received by the crews.
- This week, the second round of trucks went into the VRF for inspection. These rigs have a much shorter list of repair needs. One rig remains in the VRF but should be back early next week.

- Facility inspections began today. Two of the four stations are complete. The process includes walk-arounds and looking at maintenance needs and recommendations. At this point, there are no major issues. Crews have taken really good care of the stations.
- On Friday, crews will host the SSRA Family Day at Station 64 at the Training Center.
- This week, the new logistics technician is onboarding. He will be starting his first day with Moses tomorrow.
- The elevator is back in service.

I. Standards and Resilience

Chief Cerovski shared:

- Training division: the SSRA is in week 6 of the fire section and week 12 overall.
- The SSRA Family Day is April 10th.
- The rest of the training division is focused on the annual refresher training for the members.
- Community Risk Reduction: applications were received for the fire investigator position. The goal is to add four fire investigators to the department.
- The May 7th Insurance Symposium will take place from 8:00 to noon at the Lacey Community Center.
- Community Risk Reduction is scheduled to provide a presentation at the Commissioners Meeting on April 16th.
- Safety and Compliance: this division worked with Training last week and traveled to Wenatchee for the Training and Safety Conference.
- Confirmation was received that Wetherholt, the contracted engineering firm, would visit Station 34 this week. They did so on March 31st. Their professionalism was very impressive. The architect and the contractor were both present as well.

VII. OLD BUSINESS

A. 2025 Annual Report — Board Review and Approval

Chief Schmidt reported:

- Commissioners have sent in their edits and suggested changes. One of these is changing the pictures on the front cover to include more of what LFD3 does day to day, including EMS, car seat checks, and other routine activities.
- Also now included is a map of the district area, broken down by stations so that community members have a visual to understand service in Lacey.
- Acronyms used in the document are broken down and explained.
- Staff would like to know if the board feels comfortable making a motion to publish this for the public.

MOTION: To approve publishing of the 2025 Annual Report of Lacey Fire District.
Motion: Commissioner Kirkbride
Second: Commissioner Kelling
Carried: Unanimous

B. Bond Level Authorization — Board Review and Approval

Chief Schmidt reported:

- At the workshop last week, staff presented revisions to address concerns from the board about the bond. The funding amount presented was $98.3 million, knowing that there is still time between now and June to work through remaining details, with an opportunity in June to make a final determination of an amount to bring forward to the public.
- The ask is for a motion for a not-to-exceed number so that staff can start working more formally on the plan and design process for projects going forward.

MOTION: That the Board of Fire Commissioners of Lacey Fire District 3 direct the fire chief, staff, and legal counsel to take all necessary and appropriate steps to develop and pursue a voter-approved general obligation bond measure in an amount not to exceed $98.3 million.
Motion: Commissioner Kirkbride
Second: Commissioner Kelling
Carried: Unanimous

C. Facilities Security and Public Access — Staff Report

Chief Schmidt reported:

- At the last meeting, it was reported that a group of citizens had reached out and asked to meet with staff and with Chief Schmidt in particular about their concerns around ICE action that took place on property.
- Chief Schmidt attended this meeting at which about 15 citizens were in attendance.
- The group had the most concern about whether LFD3 works with ICE and whether there is a relationship with ICE in which use of LFD3 property had been previously arranged.
- The primary conversation focused around expressing that LFD3 does not normally work with federal agents, nor do federal agents notify LFD3 of their activity.
- The community members had several requests for LFD3. When they looked through documents and procedures, they requested language changes that would be more inclusive. They also had a variety of concerns about access to public areas and groups that may or may not be welcome.
- Prior to meeting with this group of community members but after finding out about the event on Station 34's property, a work group was created to work on LFD3 documents. Staff would like that work group to reconvene. Commissioner Roberts was kind enough to participate, and her repeated attendance would be very welcome, as

well as perhaps one other board member, to talk more specifically about the asks from this group.
- One of the other asks was regarding messaging out to the public and making sure that the public knows that calling 911 is safe regardless of citizenship status.
- Commissioner Roberts expressed ongoing willingness to continue participate. Commissioner Kirkbride also expressed willingness to participate as his schedule allows.
- Chief Schmidt suggested that staff will recommend some dates, which will be sent to the board members. A date can than be selected.

VIII. NEW BUSINESS

A. Regional Conversations Regarding ILA and Potential Mergers
Chief Schmidt reported:

- LFD3 has a relationship and ILA with East Olympia. There has been a discussion about South Bay Fire reaching out and asking to have conversations.
- South Bay's Board of Fire Commissioners had a workshop last Friday. Chief Schmidt, Commissioner Hetzler, and Chief Kirkwood were in attendance. Steve Brooks was the coordinator of the group. There was also union representation both from South Bay and from Local 2903.
- South Bay asked for an update about LFD3's relationship with East Olympia.
- The Board of South Bay asked that a committee be convened, consisting of East Olympia, Lacey, and South Bay, to consider what a merger might look like.
- It was recommended that a date be looked at for later April to include a number of board members from each agency to allow participation and understanding without creating the need for a public meeting, as this would just be early conversation and discovery.
- For South Bay and Lacey, this would require two members of the board (a chair and one additional). East Olympia would send one member.
- The ask from staff is for a board member to attend. The meeting will be on April 27th at 8:30. Commissioner Kirkbride offered to attend.

IX. ADMINISTRATIVE REPORT

Chief Schmidt reported:

- There are several executive staff members who will be out of the office for part or all of next week. If any needs arise, Chris DeBell is a great resource and knows how to get in touch with everyone.
- In response to the workshop last week: Chief Kirkwood is already engaged with bond council and starting to set up some exchanges of information.

- LFD3 has also engaged with the media team regarding getting some footage and information out about the fire district, facilities, etc.
- Another project that Chief Schmidt and Chris DeBell have been working on is getting the community advisory group back together. There will be posts online to solicit for members of the community who want to be involved in an advisory group. The hope is to get this group together at the beginning of May with at least one meeting before June so that they can give direction to the Board about the District's plan and vision and the community reactions.
- Chief Schmidt has been reaching out to Medic One, TCOMM, and other partner agencies to keep them posted on the projects and the direction that the District is going in.

X. COMMISSIONER COMMENTS

Commissioner Roberts – thank you for the opportunity to Zoom in. A special thank you for the lovely "get well" basket from the administrative team. Regarding training, it would be helpful if there could be an overview of the legal definition of a merger and more information surrounding that.

Commissioner Kelling – thanks for the opportunity to participate virtually. The reports from the meeting, from the fire chief on down, really exemplify the values of the agency. It is immensely appreciated.

Commissioner Kirkbride – what was heard in all of the staff reports today shows how great this organization is. This organization is doing the job that the people want and need. The job is complicated and extensive, but every single report shows outstanding work being done. The Washington State Fire Marshall's newsletter includes an article about a group of kids from Commissioner Kirkbride's high school. They have a program in the high school to introduce kids to the fire service. This would be a great idea for LFD3 to emulate.

Chief Schmidt commented that there would be some competition because there is already New Market Skill Center in Tumwater. They have a firefighter program. LFD3 members are involved, and Chief Cerovski is on the board there. Chief Schmidt is going out on April 14th to do their chief's interviews.

Commissioner Hetzler – a reminder to the commissioners about the PDC filing deadline; please get reports in. Commissioner Hetzler will be out of town beginning next week and will not be in attendance at the next meeting.

XI. OTHER INFORMATION

A. Correspondence
None.

XII. HEARING OF THE PUBLIC / MEMBERS PRESENT

None.

XIII. EXECUTIVE SESSION

A. In accordance with RCW 42.30.110(1)(b) to consider selection of a site or acquisition of real estate.

The executive session was scheduled for 15 minutes starting at 6:21 p.m.
No action was taken. The executive session concluded at 6:37.

XIV. ADJOURNMENT

The meeting adjourned as of 6:37 PM.

Next Regular Meeting: April 16, 2026 – 5:30 p.m.
Available via remote meeting.

____________________ Chair	____________________ Vice Chair
____________________ Commissioner	____________________ Commissioner
____________________ Commissioner	____________________ ATTEST: District Secretary