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

October 15, 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 October 1, 2026 Board of Fire Commissioners Meeting.
B. Draft Minutes of September 24, 2026 Board of Fire Commissioners Workshop Meeting.
C. Warrants (AP 10B 2026):
   - General Fund 001 (Acct #6630): EFTs numbered 5874 through 5879; Checks numbered 25084 through 25104; Drafts numbered 1871 through 1884 for a total amount of $1,520,067.41.
   - Donations Fund 101: EFT numbered 5881; Check numbered 25105 for a total amount of 2,012.84.
   - Equipment Repair and Replacement Fund 103: EFTs numbered 5882 through 5885; Check numbered 25106 for a total amount of $32,199.28.
   - Capital Projects Fund 301: EFT numbered 5880 for a total amount of $27,120.00.
   - 2025 Capital Project Fund 309: EFTs numbered 5886 through 5887; Check numbered 25107 for a total amount of 22,449.65.
D. Payroll 10A 2026 in the amount of $2,164,969.70.

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 — Staff

I. Logistics — Staff

J. Standards and Resilience — Staff

VI. OLD BUSINESS

A. Bond Updates

B. Healthcare Plan — Board Discussion and Action

VII. NEW BUSINESS

A. Policy Review — Staff Presentation and Possible Board Action
   1. E-203 Fee Schedule - Recommended Changes
   2. E-204 Selection of Board Chair and Vice Chair - Recommended Changes (Appendix A)

B. EOFD Merger Petition Discussion — Staff Presentation and Possible Board Action

VIII. ADMINISTRATIVE REPORT

A. Monthly Budget Review & 2027 Budget Preview

IX. COMMISSIONER COMMENTS

X. OTHER INFORMATION

A. Correspondence

XI. HEARING OF THE PUBLIC / MEMBERS PRESENT

XII. EXECUTIVE SESSION

A. In accordance with RCW 42.30.110(1)(i)(iii) to discuss with legal counsel representing the agency litigation or potential litigation

XIII. ADJOURNMENT

THERE WILL BE NO WORKSHOP CONDUCTED THIS EVENING.

- ***Next Regular Meeting: November 5, 2026***

THURSTON COUNTY FIRE DISTRICT THREE

BOARD OF FIRE COMMISSIONERS

MINUTES OF THE MEETING

October 1, 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 Gamble	Commissioner Kelling	Commissioner Roberts

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

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

IV. RECOGNITION AWARD PRESENTATION

A. American Legion Award Presentation to FF of the Year Gwen Morton.

V. APPROVAL OF THE CONSENT AGENDA

A. Draft minutes of September 17, 2026, Board of Fire Commissioners meeting.
B. Warrants (AP 10A 2026):
- General Fund 001 (Acct #6630): EFTs numbered 5871 through 5873; checks numbered 25072 through 25079 for a total amount of $45,917.98.
- Donations Fun 101: check numbered 25081 for a total amount of $1,100.00.
- Equipment Repair and Replacement Fund 103: checks numbered 25082 through 25083 for a total amount of $1,585.20.
- Capital Projects Fund 301: Check numbered 25080 for a total amount of $638.75.

C. Payroll 9B-2026 in the amount of $769,170.30.

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

VI. COMMITTEE REPORTS

A. Thurston County Medic One
Commissioner Kirkbride reported from the EMS Council meeting from September 24th:

- There was a very full agenda of reports that the medical program director assembled, along with staff, as to EMS calls, specifically ALS calls. Commissioner Kirkbride provided the commissioners with a copy of the report.
- There was also a discussion about the status report on the community needs assessment. There are 13 planned meetings. Four of them have already been completed and are contained in a report. More information will be shared as additional meetings take place.

B. Thurston 9-1-1 Communications (TCOMM)
Chief Schmidt reported after attending the meeting in Commissioner Roberts' stead:

- TCOMM's meeting this month was to go over the 2027 budget review. Of note, they noted an overall budget of $22.3 million, with 3.9 for capital and 18.4 for normal operating budget.
- They shared that their staffing is stable. They have a total of just under 77 full-time employees. There is an operational reserve of 25%.
- They have capital improvement and replacement plans in place for the coming year, including working on some new reporting software, as well as upgrades to a radio site shelter in Bucoda.
- Goals for 2027 include replacement of the CAD system. They have been concerned about it for some time, as it is a bit of an antiquated system. They are also looking at power upgrades to the Bald Hills site.

C. City/District Liaison
No report; the next meeting will take place on November 19th.

D. LFD3/EOFD ILA Committee
No report; the next meeting will take place on November 4th.

E. Thurston County Fire Commissioners Association
No report; the next meeting will take place on October 20th.

F. Thurston Regional Planning Council

No report; the next meeting is tomorrow. There are three items for action to include the 2027 legislative priorities.

G. Community Outreach

Chris DeBell reported:

- Last Saturday LFD3 was a co-sponsor of the Thurston County Emergency Prep Expo, along with the City of Lacey and Thurston County Emergency Management. Along with staffing of the inflatable firehouse, Engine 31 and Battalion 31 spent a good amount of time there engaging with the attendees. The event was highly attended by the larger community.
- On Tuesday of this week, Support Services provided outreach for an event along with the Senior Safe at Home team at the Alonda Villa neighborhood. They visited 16 homes and provided smoke alarm battery changes and installations.
- There continues to be a steady flow of community members coming in for car seat checks in the last couple of weeks. There have been five in the last week.
- Upcoming: there will be a crew on site at the Lacey Children's Day event at Huntamer Park this Saturday.
- October is Fire Prevention Month. During the month, there will be scheduled events in 15 elementary schools. There will be more info on these presentations at the next meeting.
- Communications: Tiffiny Baldwin will be giving a overview of social media presentation this evening.
- Chief Schmidt mentioned that Chris DeBell had a car seat check today in which the community member was Spanish speaking only. The IT team worked with her to successfully communicate and install the car seat.

H. Operations:

Chief Carson shared:

- On Tuesday of this last week, crews responded to a two-story duplex fire at about 1:30 in the afternoon. Due to the timely response, crews were able to quickly extinguish what turned out to be a kitchen fire. Interestingly, there were no occupants of the duplex at the time. There were no injuries.
- Updated response information for September: responded to 1,582 calls, which is an increase over last year by about 150 calls.
- Year to date update: at this time last year, LFD3 was at 13,385 calls. In 2026, that has increased by almost 200 calls, up to 13,572 calls with a projection for the year of about 18,100 calls.
- Tomorrow morning there will be a celebration for Lt. Brian Brown's retirement. He is retiring after 30 years. The celebration will be held at Station 31 at 8:00 a.m.
- Commissioner Kelling inquired about how the kitchen fire started if the unit was unoccupied. Chief Carson responded that it is still under investigation, but the presumption is that the unit was being cleaned with the oven self-cleaning function, and it is possible that it failed to turn off.

I. Logistics

Chief Patti reported:

- Two apparatus are having their motors replaced this week. There has been good progress thus far, with the anticipation that the ladder truck will be ready towards the end of October or the first part of November. The engine is expected to be ready at the end of November or early December.
- Chief Frost has been continually working on scouring the United States for a replacement for Battalion 34.
- The uniform store is closed as of today. Staff is now spending their time getting all the final orders ready. All of the orders should be out by the end of October. Reconciliations will take place after that and the uniform store will open again after the 1st of the year.

J. Standards and Resilience

Chief Cerovski reported:

- Safety & Compliance: Assistant Chief Fogarty has done a lot of work in developing an after-action review process, not just so that the operations team can go through those but also to collect analysis data that can be aggregated over the course of the year. These reports are done for fires as well as traffic accidents involving extrication and complex medical incidents and other rescues.
- All of the LifeScan visits have been scheduled. The commissioners should have received an email inviting them to schedule if they are interested. LifeScan will be here on the 13th of the month until November 6th.

VII. OLD BUSINESS

A. Bond Updates

Chief Schmidt reported:

- There have been a couple of outreaches and connections with the community. Chief Schmidt and Chris DeBell went to Jubilee on September 22nd and had a very good turnout. There was great interaction and lots of thoughtful questions asked.
- There is a Chamber presentation on October 7th at the Community Center.
- The mailer will be going out on Monday.

B. Merger Updates

Chief Schmidt reported:

- There was a bigger merger meeting on September 21st for all three districts to come together. This followed a letter sent by the LFD3 Board to South Bay's Board sharing the desire to cease efforts to merge with South Bay.
- At the recent meeting, a South Bay representatives attended, including a commissioner, a command officer, and an administrative member. It was a very good conversation that led to greater clarity about the

situation. They asked LFD3 to keep an open mind towards possibly reengaging in conversations in the future.

- There will be a meeting between East Olympia's members and Lacey's members on October 26th to continue conversations.
- East Olympia has their normal board meeting scheduled for October 8th. They have already added an additional special meeting for October 14th.

C. Healthcare Plan Options Board Discussion & Possible Action

Chief Schmidt reported:

- There was an informational Zoom meeting with IAFF Health and Wellness Trust's Chris McKeon to present to the members. He did a good job of presenting the options for the program. Guidance was given to members about how to get more information through President Greene, Steve Brooks, and administration. There is a goal of coming up with a timeline that will be comfortable for the commissioners that will also allow members time to look at the two different plans. There is no request for Board action this evening.
- Chief Schmidt shared a PowerPoint with the recommended timeline:
  - October 1: COFC Initial Review
  - October 7: Local 2903 Meeting
  - October 14: In-Person Benefit Fair
  - October 15: Final BOFC Action
- Chief Schmidt also shared the premium cost comparison:
  - Current WFCA PPO-100: $4,458,985
  - Proposed IAFF Plan: $4,013,036 (10% savings)
  - Alternate IAFF Plan: $3,795,525 (14.9% savings)
  - There was also a slide breaking down the premium rates by tier, as well as slides showing the difference in the member costs at point of care and a comparison of the HRA/VEBA contributions.
- Of note, there will be impacts to the retirees in terms of premium increases.
- Vision and dental coverage was compared between the two providers.
- Added value benefits were explained.
- A Multi-Stakeholder Impact Scorecard was shared delineating the impacts to the fire district, the active members, and the retirees.
- For the Board of Commissioners – critical decision inputs ahead of the scheduled October 15 final determination:
  - Solicit union feedback
  - Retiree mitigation options
  - Direct vendor Q&A

VIII. NEW BUSINESS

None.

IX. ADMINISTRATIVE REPORT

A. District Communications Overview Tiffiny Baldwin

- LFD3 became a recognizable brand with consistent colors and graphics, a distinctive voice, more intentional photography and video, and consistent messaging across platforms with a focus on "The LFD3 Way" and "Service with Excellence."
- The work being done is shows calls for emergency response, training, community, prevention & preparedness, education, and the people of LFD3.
- It has become clear that people in the community like to see the people within LFD3. Social media analytics show that posts about the people in LFD3 perform very well.
- In the last year, there have been 364 total pieces of content across Facebook and Instagram with nearly 5 million views across these two platforms.
- Historical and current Meta performance was compared. Views have increased dramatically in the last year. Follower count has also gone way up.
- The data shows that people want to see the people of LFD3, the informational content can still reach people, that LFD3 can reach beyond the existing audience, that people care about what LFD3 is doing in the community, and that consistency matters.
- The overall goal is not just to accumulate more followers, but to be more consistent, more human, more informative, more recognizable, and more connected to the community.
- Commissioner Hetzler asked a question about how it feels to talk about the bond measure. Tiffany shared that it has been a fun challenge to share about the bond in ways that connect with the community.

B. Chief Schmidt reported:

- A couple of questions came up about responses to Maple Court and that general area. This is the Days Inn that has been repurposed for communal housing. It opened in 2023 and immediately became an impact to both fire and law enforcement.
- Chief Cerovski pulled up data from the analytics program, Dark Horse, about responses in those areas. Community Risk Reduction also has a role to play in that facility.
- Chief Cerovski presented:
    - The number of responses specifically to the location in question, 8200 Quinault Drive NE, is not as valuable as looking at data about responses in the area surrounding that address.
    - The response zone is 3LF17, and in that response zone, responses went from 1550 calls in 2022 up to 2029 calls this year to date.
    - The 3LF17 response zone is fairly large. Looking at a slightly narrower response zone, in 2022 there were 718 calls. In 2023,

it went up to 925 incidents. Although this increase may not feel hugely significant, it does demonstrate that LFD3 responded to that area about 200 more times compared to the year previous. This year, to date, there have been just under 900 calls to that area.
    - Chief Cerovski showed maps illustrating the response zones under discussion.
- Chief Schmidt commented that the address in question is under the jurisdiction of the City of Lacey. The Community Risk Reduction team has been invited to join a team from the City on occasion to go and assess situations at the location.
- Medic One's town halls are beginning tomorrow. The first one will be tomorrow at the SPSCC Lacey campus from 9:00 to 11:00. The next one will be on October 4th at Yelm High School from 1:00 to 3:00 p.m.
- An update on the new hire process: chiefs' interviews were completed. Phone calls have been made this week with conditional offers to five candidates.

X. COMMISSIONER COMMENTS

Commissioner Kelling – thanks for the opportunity to participate virtually. Congratulations to Firefighter Morton. Thank you to Tiffiny for the presentation.

Commissioner Hetzler asked whether Commissioner Kelling will be absent at the next meeting. He responded that he will be out of town but may try to attend virtually.

Commissioner Gamble – Tiffiny is doing an amazing job. All the reports this evening were great.

Commissioner Kirkbride – the Commissioners Conference is October 21-24 in Spokane. A paid registration is available, as Commissioner Kirkbride had planned to attend but will no longer be able to make it.

Commissioner Hetzler – an email went out about a blood drive on November 2nd. There was an exit conference with the auditor, and everything was deemed to be as predicted.

XI. OTHER INFORMATION

A. Correspondence
Chief Schmidt reported:
- A letter was received from Russ Barstow from Southeast Thurston. He is a lieutenant in their MSO. The letter was written to formally acknowledge the efforts of Southeast Thurston and Lacey Fire members, specifically medics Ryan Cortese and Ernie Gudino. On September 16th, crews from both Southeast Thurston and Lacey Fire's Medic 2 were dispatched to a 14-year-old female found pulseless and unresponsive in bed by her parents. Crews established the need for quick intervention and CPR. After three rounds of CPR with shocks advised, the patient was transported to St. Pete's. The patient was

subsequently transferred to Mary Bridge in Tacoma and was released with a newly implanted defibrillator device on September 23rd. The joint efforts of everyone involved were acknowledged in the letter that was sent.

XII. HEARING OF THE PUBLIC / MEMBERS PRESENT

Jonathan Clemens made the comment that the social media presentation was very good. He asked AI where a suburban fire department should focus its efforts, and Facebook and Instagram were only about 40% of the total. In order, the other recommendations were NextDoor, YouTube, TikTok, X, and LinkedIn. The department is encouraged to continue reaching everyone by exploring different platforms.

XIII. EXECUTIVE SESSION

A. In accordance with RCW 42.30.110(1)(g) to review the performance of a public employee.

The executive session began at 6:59 PM and was scheduled to take 10 minutes.

The executive session concluded at 7:09 PM. There are two board action items.

MOTION: To approve the Lacey Fire District Fire Chief Evaluation as written.
Motion: Commissioner Gamble
Second: Commissioner Kelling
Carried: Unanimous

MOTION: In assembling the budget for the next year, the Chief be compensated at the same percentage as the senior staff will be budgeted, plus be compensated with an out-of-class category of 103%.
Motion: Commissioner Kirkbride
Second: Commissioner Gamble
Carried: Unanimous

XIV. ADJOURNMENT

The meeting adjourned as of 7:10 PM.

Next Regular Meeting: October 15, 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

COMMISSIONER WORKSHOP

MINUTES OF THE MEETING

September 24th, 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 Kelling		
Commissioner Roberts		
Commissioner Hetzler		
Commissioner Gamble		
Commissioner Kirkbride		

I. CALL TO ORDER

Commissioner Hetzler the meeting to order at 5:30 PM, 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 Kelling
Second: Commissioner Gamble
Carried: Unanimous

IV. WORKSHOP DISCUSSION ITEMS

A. Health Insurance Discussion
Chief Schmidt reported:

- Although everyone has been very pleased with the current insurance plan, last year there was a 15% cost increase. The rates are going up again this year. In response to rising rates, a healthcare committee was formed at the beginning of the year. The current plan is the Commissioners Plan PPO 100.
- The other option currently being investigated is the IFF Health and Wellness Trust. Their rates were shared in the presentation.

- Rate differences between the IFF and the Commissioners Plan were shared. Rates are very similar for the most part.
- With the current rate difference, there would be significant savings if LFD3 were to switch to the IFF Health and Wellness Trust.
- Next week, September 29th, there will be a presentation about the IFF and an opportunity to ask questions. This will be for all of the members and their families to attend.
- IFF was founded by the Washington State Council of Firefighters. It began in Washington State but there are now 15 states involved. Their five-year average renewal rate is 5.9. They have a very good local and national network. They use Regence Blue Shield locally and the Blue Card PPO nationwide.
- Their out of pockets are $1200 for single individuals and $2400 for families. Co-pay predictability: with the Firefighters Trust, it is $20 primary.
- As far as coverage: the physicals with LifeScan is covered by Firefighters Trust. They have a mental health focus with a lot of resources for not only members but also their families. They have a lot of cancer and specialty care providers as well.
- Although a change in insurance was originally anticipated for 2028, with the potential savings for the District, it seems worthwhile to expedite the process. The Firefighters Trust encouraged the decision to be made by October to be prepared for open enrollment in November. There is also a goal of having a Healthcare Benefit Fair on the 14th.
- One item of note: with the Firefighters Trust, there would be an additional $300 – $600 increase for retirees.
- Steve Brooks shared his opinion that the IAFF plan is the best alternative to the Commissioners Plan and is a very viable option.
- Ethan Kruse from Local 2903 shared that everyone is feeling up to speed on the potential changes.
- Commissioner Kirkbride shared his opinion that taking action during the meeting on October 1st will be too soon and that action should be deferred to the second October meeting.
- Commissioner Schmidt shared that if the benefits fair takes place on the 14th, that would be before the second October meeting. Possibly the decision could be made on the 1st if everyone feels comfortable moving forward and if enough feedback has been received.

B. Capital Facilities Plan
Chief Cerovski presented:
- Capital Program Scope: capital programs are the coordinated planning, acquisition, construction, replacement, rehabilitation, and improvement of long-term public assets, together with financial and lifecycle coordination that is necessary to support facilities, apparatus, and large value equipment.

    - Three distinct areas of focus: apparatus, large capital equipment, and capital facility projects.
    - Capital Facilities Team includes architectural firms, owner representation, legal and insurance services, real estate services, cost estimation, specialty engineering, construction management, and commissioning.
    - Chief Cerovski provided an analysist of construction costs from 2003 to 2026. The typical project cost in 2003 was around $425 per square foot. Today's number is just over $1,000 per square foot.
    - The asset values and cost analysis were shared on a chart.
    - The Capital Facilities Plan (finalized document) will be ready on October 15th.
    - Goals going forward include: amortize our facility costs across a 50-year lifespan; increase planning/prediction for annual maintenance; leverage alternative CFP funding mechanisms; evaluate facility design strategies over time (programming).
- Program Reporting Deliverables:
    - Cost of Construction Reporting (monthly) which includes: professional services, project management, site/infrastructure, construction, land, planning contingencies, timeline progress report.
    - Facility Management Reporting (monthly) which includes annual maintenance costs, annualized facility inspection program, asset management and analysis forecasting needs.
- Station 31 Forecast:
    - Already completed: building refresh programming, updated baseline drawings, pre-submission for scope of work with the City of Lacey).
    - To be completed: cost estimation (value engineering); design analysis (construction, structural engineering, energy code), method of bidding (small works or bid project); continuity of operations planning; funding mechanisms.
- Station 33 Forecast:
    - Already completed: building remodel programming, updated baseline drawings.
    - To be completed: pre-submission of scope of work (City of Lacey); cost estimation (value engineering); design analysis (construction, structural engineering, energy code); method of bidding (GCCM, packaged GCCM, bid project); continuity of operations planning, funding mechanisms.
- Station 32 Forecast:
    - Already completed: building design programming, cost estimation (value engineering).
    - To be completed: land acquisition, project construction pre-submission, design analysis (construction, structural

engineering, energy code); method of bidding (GCCM, packaged GCCM, bid project); funding mechanisms.

- Britton Parkway (training facility, logistics warehouse, Station 36):
  - Already completed: building design programming, project construction pre-submission, cost estimation (value engineering).
  - To be completed: design analysis (construction, structural engineering, energy code; method of bidding (GCCM, packaged GCCM, bid project); funding mechanisms.
- Chief Cerovski opened the floor for questions and comments:
  - Commissioner Kirkbride spoke about his background in construction and development and his thoughts on different ways of approaching these projects. He emphasized that the responsibility of the Board is to the taxpayers and constituents who will be paying for the capital projects. Commissioner Kirkbride proposed that for new construction projects, the Board of Commissioners should act as the body that gives approval. The commissioners should take an action on a monthly action to pay the bill for each of the buildings. The commissioners would then know the numbers and what has been budgeted, what has been spent, etc.
  - Commissioner Kelling asked if Commissioner Kirkbride's recommendation for pay application approvals will require action? Commissioners' Kirkbride and Hetzler responded that this any action would be for a future meeting.
  - Commissioner Hetzler asked if DC Cerovski was familiar with pay application forms. DC Cerovski stated that he is and has routinely signed them for previous construction projects for the District. Commissioner Hetzler asked the Board for some time to evaluate this information before making any decisions or recommended board action. Commissioner Kirkbride agreed with this direction.
  - Commissioner Kelling also asked about the capital facilities plan that has been completed and will be presented on the 15th. Commissioner Kelling asked what the approach for that presentation will be. Chief Cerovski responded that the intent is to provide a copy of that document to the Board for a review, with no recommended action.

C. Introduction to Accreditation
Chief Cerovski presented:

- Defining Accreditation: accreditation is a voluntary self-assessment and peer-review process. The Center for Public Safety Excellence, through the Commission on Fire Accreditation International, administers the fire and emergency services accreditation program.

- Accreditation Life Cycle: 5-7 years. The progression takes an agency from registered to applicant to candidate to accredited, then moves to annual compliance and re-accreditation.
- Prequel – Organizational Readiness: this process includes the steps of designate and prioritize, data readiness, and programs centric analysis of work. Also included are community and agency centric analysis and documentation readiness.
- Preparing for Evaluation: Three main deliverables include Community Risk Assessment/Standards of Cover (CRA-SOC); Community Drive Strategic Plan (SP); and Self-Assessment Manual (SAM).
- Timeline & Cost:
    - 2027 – 2028: Prequel / Registered Agency (18 months)
    - 2028 – 2029: Validation; Candidate Agency; Hosted Peer Review; CFAI Hearing (6 – 9 months)
    - 2029 – 2034: First Accreditation Cycle (5 years)
    - Registered Agency Status: $700 (3 years)
    - Applicant Agency Status: $10,900
    - Candidate Process (Peer Team): $6,000 – $8,000
- Value Proposition: the value of accreditation is showcasing that our organization can clearly demonstrate why we deploy resources the way we do, whether those resources are producing the intended outcomes we expect, where gaps might exist, and what we intend to do about those gaps. Accreditation provides 3rd party validation of that system.
- Commissioner Kirkbride asked if an outcome of this process might be that LFD3 will learn how to do some things differently or improve what is already being done. Chief Cerovski responded that the rating isn't scoring LFD3 against other agencies; rather, LFD3 will be scored against itself. The challenge will be to look at the agency using the data available to determine what LFD3 can do to function better.
- Commissioner Kirkbride shared that it is surprising how inexpensive this process is.
- Chief Schmidt commented that an additional consideration is that this requires a lot of staff time. The timeline suggested by Chief Cerovski is excellent because it will give staff adequate time to focus on this project, regardless of what happens with the bond.

D. Board Chair Process

Commissioner Hetzler presented:

- The current process for selection of Board Chair was provided for the commissioners.
- Commissioner Kelling shared that he looked into how this process works for other fire districts in the state and was able to look into other policies. The majority of policies that he was able to review are much more general than LFD3's. At LFD3, it seems that there is general dislike of the rotational process. An additional sticking point is the timing which seems misaligned with the calendar year. LFD3's policy

being more general would allow for future boards to have greater flexibility going forward.

- Commissioner Kirkbride opined that for the last couple of years, the Board has had the best chairman in a long time. He also mentioned that although the Board has a rotational process, for the last couple of years the rotation has not been happening per the preference and choice of the commissioners.
- Commissioner Kelling shared more, reading that "Each year at the first meeting in January, the Board shall select from its members one member to serve as Chairman or Chairperson of the Board and one member to serve as Vice Chairperson of the Board." The RCW is very specific about appointing a secretary but it does not mention a vice chairman. The Commissioners Handbook does suggest appointing or electing a vice chair. Commissioner Kelling suggested that doing this in December at a meeting when all commissioners are present would allow for the transition to take place at the first meeting in January. This would also align with the fire chief's evaluation process.
- Commissioner Hetzler commented that newly elected commissioners would be required to sit on the Board for a year before potentially becoming Chair. It does feel awkward to wait until the second meeting in January to do the rotation.
- Commissioner Kelling commented that the advantage of having elections in December is that any newly installed commissioners in January are precluded from that vote, which could be perceived as an advantage or as a disadvantage.
- Commissioner Kirkbride opined that it is important that all five members of the Board vote. Meetings in December can become more difficult to attend due to holidays, but commissioners could submit an absentee vote. The nominations could be done at the first meeting in December with elections at the second meeting.
- Commissioner Roberts shared that historically, most commissioners are present for the first meeting in December and verbalized agreement with the nomination and election process happening in December.
- Commissioner Kelling suggested adding the vice chair role to this process and volunteered to come up with language to that effect to share at the next meeting.
- Chief Cerovski referred the commissioners to a section of the handbook that specifically addresses the vice chair role.
- Commissioner Kelling opined that submitting proxy votes for this process is not ideal. At the time of the election of the chair and vice chair, committee assignments are also done, and these things should happen with all commissioners present.
- Commissioner Kirkbride mentioned that the committee assignments should happen in January with any new members present.
- On an unrelated note, Commissioner Kirkbride shared that Medic One is soliciting community feedback on the provision of their services.

That meeting will take place on October 2nd from 9:00 to 11:00 at South Puget Sound Community College in Lacey.

V. HEARING OF THE PUBLIC / MEMBERS PRESENT

None.

VI. EXECUTIVE SESSION

A. In accordance with RCW 42.30.110(1)(g) to review the performance of a public employee.

The executive session began at 7:20 PM and was planned to take 15 minutes.

The executive session took two additional five-minute extensions.

The executive session ended at 7:45. No action was taken.

VII. ADJOURNMENT

The meeting adjourned as of 7:45 PM.

Next Regular Meeting: October 1, 2026 – 5:30 p.m.
Available via remote meeting.

Chair	Vice Chair
Commissioner	Commissioner
Commissioner	ATTEST: District Secretary