



Gig Harbor Fire & Medic One

AGENDA Commissioners' Meeting January 14, 2025 5:00 P.M.

1. Call to Order/Pledge of Allegiance
2. Approval of the Agenda
3. Board Secretary Swearing in by Chairman Entze
4. Commissioner Absence
5. Communications
6. Approve minutes of the **December 10, 2024**, Commissioner meeting
7. Accounts Payable & Payroll Approvals

Accounts Payable Claims:	CLM0000560-CLM0000747	\$2,317,952.40
Payroll Vouchers:	201934 - 201957	\$1,045,483.29
Claims/Vouchers Total		\$3,363,435.69

ACH Payroll Transfer:	\$1,583,843.75
941 ACH Payroll Transfer:	\$381,569.78
ACH Payroll Transfer Total	\$1,965,413.53

GRAND TOTAL CLAIMS/VOUCHERS/ACH TRANSFER	\$5,328,849.22
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8. Local 3390 Reports
9. Chiefs Reports
10. Standing Committee Reports
11. Financial Report
 - a. State Audit Final Report
12. Chairman's Report
13. 2022 Bond Update
14. **OLD BUSINESS**
15. **NEW BUSINESS**
 - a. Personal Services Contract: J. Rudebaugh
16. Open Public Comment (state your name for the record, you will have 3 minutes)

K. Hackmeister

FC Doan



Gig Harbor Fire & Medic One

17. **GOOD OF THE ORDER**

- a. Commissioners must file their annual Personal Financial Affairs (F-1) statement with the Public Disclosure Commission, by April 15, 2025. Visit <https://www.pdc.wa.gov>

18. **SPECIAL INTERESTS/UPCOMING EVENTS**

Adjourn Meeting. Next regular meeting: **January 28, 2025, at 5:00 PM**

DRAFT



Gig Harbor Fire & Medic One

COMMISSIONERS' MEETING MINUTES

December 10, 2024

Chairman Urvina called the hybrid meeting to order at 5:00 p.m. and led the Pledge of Allegiance.

Present: Commissioners Urvina, Wilsie, Entze, Sutich, and Nelson; Fire Chief D. Doan (remote); Assistant Chief's P. Oldenburg, S. Booth, T. Meyer, J. Johnson, Battalion Chief N. Langlow, Division Chief's S. Peterson, S. Corrigan, PIO T. Curran, Chaplain Rudd, Administrative Assistants L. Schroeder & P. Vivian, IS Manager T. Wagenmann, HR Program Manager, J. Gunder and several other employees and community members.

APPROVAL OF THE AGENDA

Commissioners Sutich and Entze moved and seconded approval of the agenda. With no further discussion, the **MOTION CARRIED** by unanimous roll call vote.

RECOGNITIONS

Assistant Chief Todd Meyer presented the following awards: the Citizen Hero Award, Charles "Chuck" Elliot Service to Community Award, Chief's Medal, Meritorious Awards and Years of Service Pins. Assistant Chief Scott Booth and Chairman Urvina presented Assistant Chief Todd Meyer with a retirement plaque and gave recognition for his accomplishments and years of service with the District.

COMMISSIONER ABSENCE

COMMUNICATIONS

MINUTES AND VOUCHERS

Commissioners Wilsie and Nelson moved and seconded approval of the November 26, 2024, meeting minutes. With no further discussion, the **MOTION CARRIED** by unanimous roll call vote.

Commissioners Nelson and Wilsie moved and seconded a motion to approve accounts payable claim vouchers CLM000525-CLM000559, as outlined in the agenda for a total consideration of \$821,878.03. With no further discussion, the **MOTION CARRIED** by unanimous roll call vote.

LOCAL 3390 REPORTS

CHIEFS REPORTS

AC Booth reported:

- Gig Harbor Fire & Medic One hosted the Pierce County all hazard incident management training.
- Commissioner Sutich inquired about a "storm stick" and AC Booth explained that this was considered but it was decided to move in another direction.

STANDING COMMITTEE REPORTS

- Chairman Urvina reported that the State audit had no findings. He requested to include this on the agenda for the next Board meeting.

CHAIRMAN'S REPORT

2022 CAPITAL BOND PROJECTS UPDATE

AC Johnson reported:

- Station 53 – Completing a walk through. Project close to completion.
- Station 57 – Some issues with cold weather, had to heat concrete to place flooring.
- Station 51 – Working through city variances.
- Station 50 – All permits received.

OLD BUSINESS

NEW BUSINESS

- a. Cancellation of meeting on December 24, 2024.

Commissioners Nelson and Wilsie moved and seconded a motion to cancel the Board meeting on December 24, 2024. With no further discussion, the **MOTIONS CARRIED** by unanimous roll call vote.

- b. AC Booth reviewed the new Reproductive Health Procedure which replaces the outdated policy 7000.2.3-Pregnant Firefighters.
- c. Board position elections were discussed. Chairman Urvina nominated Commissioner Kevin Entze to be the Board Chairman for calendar year 2025.

Commissioner Wilsie and Nelson moved and seconded a motion to appoint Kevin Entze as Board Chairman for calendar year 2025. With no further discussion, the **MOTIONS CARRIED** by unanimous roll call vote.

Commissioner Wilsie and Nelson moved and seconded a motion to appoint Joe Urvina as the Board Vice Chairman for calendar year 2025. With no further discussion, the **MOTIONS CARRIED** by unanimous roll call vote.

- d. Board committee assignments were discussed. It was agreed that Commissioner Tom Sutich will move to the Labor Management Committee and Commissioner Alex Wilsie will move to the Risk Management & Insurance Committee for calendar year 2025.

PUBLIC COMMENT

GOOD OF THE ORDER

- Commissioner Nelson acknowledged and extended congratulations to Assistant Chief Todd Meyer for his many years of service and support throughout his career with GHFMO.
- Commissioner Nelson acknowledged FF Ryan Watson for his hard work with the annual Santa Runs.

SPECIAL INTERESTS/UPCOMING EVENTS

- AC Booth announced the retirement celebration for AC Meyer on December 20, 2024.

ADJOURNMENT

There being no further business to discuss, Chairman Urvina adjourned the meeting at 6:02 p.m.

The next regular meeting will be Tuesday, January 14, at 5:00 p.m.

Chairman/Commissioner

Commissioner

Commissioner

Commissioner

Commissioner

Attest: District Secretary

DRAFT

CLAIMS APPROVAL:

December 3, 2024
APPROVED BY KRYSTAL HACKMEISTER

ACCOUNTS PAYABLE:

					Dollar Amount		TOTAL
Claim Nos:	CLM0000560	through	CLM0000578	Expense Fund	\$	63,035.78	\$ 63,035.78
	CLM0000579	through	CLM0000579	Capital Fund	\$	125,032.64	\$ 125,032.64

GRAND TOTAL ACCOUNTS PAYABLE: \$ 188,068.42

** PAYABLES RUN FOR COUNTY'S WARRANT PRINTING ON 12/4/2024



Finance Department
District Payment Transmittal

District Name: Fire District #5

PAYMENT LISTING

Trans Date	District Ref #	Payee Printed Name	Amount
12/4/24	CLM0000560	BLUECOSMO	\$337.52
12/4/24	CLM0000561	COMCAST	\$7,410.63
12/4/24	CLM0000562	JOHN DENTLER	\$481.46
12/4/24	CLM0000563	GREEN IT CONSULTING LLC	\$9,909.90
12/4/24	CLM0000564	JOHN A CAMPBELL MD PC	\$7,941.00
12/4/24	CLM0000565	KELLEY CREATE - LEASE PYMTS	\$1,803.87
12/4/24	CLM0000566	ALAN PREDMORE	\$300.00
12/4/24	CLM0000567	PRENTICE PERFECT CLEANING LLC	\$5,600.00
12/4/24	CLM0000568	PUGET SOUND ENERGY	\$1,099.19
12/4/24	CLM0000569	QUEST DIAGNOSTICS	\$1,677.36
12/4/24	CLM0000570	RICE FERGUS MILLER	\$3,920.00
12/4/24	CLM0000571	SEBREN MELISSA	\$62.55
12/4/24	CLM0000572	SPRAGUE PEST SOLUTIONS	\$294.03
12/4/24	CLM0000573	STERICYCLE INC	\$139.20
12/4/24	CLM0000574	SUNBELT RENTALS INC	\$678.83
12/4/24	CLM0000575	TYLER TECHNOLOGIES INC	\$12,166.78
12/4/24	CLM0000576	VERIZON WIRELESS	\$279.83
12/4/24	CLM0000577	WASHINGTON WATER SERVICE - 1	\$142.06
12/4/24	CLM0000578	WATERSHED LLC	\$8,791.57
12/4/24	CLM0000579	RICE FERGUS MILLER	\$125,032.64
Payment Count: 20		Total Amount:	\$188,068.42

Payment Count: 20
Payment Total: \$188,068.42

CERTIFICATION

I, the undersigned do hereby certify under penalty of perjury, that the materials have been furnished, the services rendered or labor performed as described herein, and that the claim is a just, due and unpaid obligation, and that I am authorized to authenticate and certify to said claim.



12/3/2024

Authorized District Official Signature	Date	Authorized District Official Signature	Date
Authorized District Official Signature	Date	Authorized District Official Signature	Date
Authorized District Official Signature	Date	Authorized District Official Signature	Date
Authorized District Official Signature	Date	Authorized District Official Signature	Date

INSTRUCTIONS FOR USE:

Submit signed Transmittal To Pierce County Finance Department

FAX:
253-798-6699

EMAIL:
pcacctspayable@piercecountywa.gov

PC Finance Department Use Only

Authorization Recieved on

Batch Verified by

CLAIMS APPROVAL:

December 10, 2024
APPROVED BY KRYSTAL HACKMEISTER

ACCOUNTS PAYABLE:

					Dollar Amount		TOTAL
Claim Nos:	CLM0000580	through	CLM0000631	Expense Fund	\$	200,608.29	\$ 200,608.29
	CLM0000632	through	CLM0000634	Capital Fund	\$	92,412.26	\$ 92,412.26

GRAND TOTAL ACCOUNTS PAYABLE: \$ 293,020.55

** PAYABLES RUN FOR COUNTY'S WARRANT PRINTING ON 12/11/2024 **



Finance Department
District Payment Transmittal

District Name: Fire District #5

PAYMENT LISTING

Trans Date	District Ref #	Payee Printed Name	Amount
12/11/24	CLM0000582	CENTRAL PIERCE FIRE & RESCUE	\$6,315.35
12/11/24	CLM0000580	AMERICAN MESSAGING	\$142.62
12/11/24	CLM0000581	BRAUN NORTHWEST INC	\$338.81
12/11/24	CLM0000583	CENTRAL WELDING SUPPLY	\$658.44
12/11/24	CLM0000586	CINTAS CORP	\$465.25
12/11/24	CLM0000587	COMCAST	\$993.12
12/11/24	CLM0000589	CUMMINS SALES AND SERVICE	\$908.04
12/11/24	CLM0000592	FIDELITY SOLUTIONS	\$527.53
12/11/24	CLM0000594	FREIGHTLINER NORTHWEST	\$9,656.75
12/11/24	CLM0000595	Galls LLC	\$4,465.21
12/11/24	CLM0000584	CENTURYLINK	\$97.82
12/11/24	CLM0000585	CINTAS CORP	\$276.75
12/11/24	CLM0000588	CURTIS LN & SONS	\$2,531.43
12/11/24	CLM0000590	DOBBS PETERBILT - TACOMA 1	\$2,191.63
12/11/24	CLM0000591	EMS CONNECT	\$864.00
12/11/24	CLM0000593	FIRE SERVICE REPAIR LLC	\$704.92
12/11/24	CLM0000597	GRAINGER	\$642.16
12/11/24	CLM0000598	HUGHES FIRE EQUIPMENT	\$1,353.44
12/11/24	CLM0000599	INDUSTRIAL SCIENTIFIC CORP	\$1,887.03
12/11/24	CLM0000600	LADDERMEN LLC	\$2,287.88
12/11/24	CLM0000596	GIG HARBOR CITY OF	\$1,393.84
12/11/24	CLM0000601	LAWSON PRODUCTS	\$991.91
12/11/24	CLM0000606	SEAWESTERN	\$3,141.87
12/11/24	CLM0000607	SPRAGUE PEST SOLUTIONS	\$294.03
12/11/24	CLM0000608	SPRINGBROOK	\$16,893.78
12/11/24	CLM0000609	SUNBELT RENTALS INC	\$2,053.95
12/11/24	CLM0000610	TACOMA TROPHY	\$167.90
12/11/24	CLM0000611	TAHOMA ASSOCIATES	\$898.43
12/11/24	CLM0000613	ULINE	\$2,185.40
12/11/24	CLM0000602	McVay Gary	\$300.00
12/11/24	CLM0000603	PFAFF HAZMAT TRAINING	\$1,495.00
12/11/24	CLM0000604	POMPS TIRE SERVICE INC	\$420.77
12/11/24	CLM0000605	PUGET SOUND ENERGY	\$601.18
12/11/24	CLM0000612	TELEFLEX LLC	\$3,073.22
12/11/24	CLM0000614	WASHINGTON WATER SERVICE - 1	\$269.66
12/11/24	CLM0000615	WHISTLE WORKWEAR	\$238.24
12/11/24	CLM0000616	ZOLL	\$1,944.58
12/11/24	CLM0000617	AT&T MOBILITY	\$4,098.59

12/11/24	CLM0000618	CENTURYLINK	\$22,630.84
12/11/24	CLM0000619	CLAIBORNE LARRY	\$174.70
12/11/24	CLM0000620	COPELAND ROBERT	\$174.70
12/11/24	CLM0000621	ERIC T QUINN PS	\$1,200.00
12/11/24	CLM0000622	GOODMAN CHRIS	\$174.70
12/11/24	CLM0000623	KILTED TRAINING INC	\$4,000.00
12/11/24	CLM0000624	LAND RECOVERY INC	\$262.65
12/11/24	CLM0000625	MAIL PLUS COPIES	\$113.71
12/11/24	CLM0000626	CLIFFORD MCCOLLUM	\$300.00
12/11/24	CLM0000627	SIMPLIFY IT LLC	\$26,000.00
12/11/24	CLM0000628	US BANK	\$51,856.37
12/11/24	CLM0000629	US BANK - INSTANT CARD	\$6,393.16
12/11/24	CLM0000630	VERIZON WIRELESS	\$3,947.97
12/11/24	CLM0000631	WLEO & FFR SYSTEM EMPE	\$5,608.96
12/11/24	CLM0000632	BFC CONSTRUCTION INC	\$88,668.83
12/11/24	CLM0000633	SEAWESTERN	\$398.47
12/11/24	CLM0000634	US BANK	\$3,344.96
Payment Count: 55			Total Amount: <u>\$293,020.55</u>

Payment Count: 55
Payment Total: \$293,020.55

CERTIFICATION

I, the undersigned do hereby certify under penalty of perjury, that the materials have been furnished, the services rendered or labor performed as described herein, and that the claim is a just, due and unpaid obligation, and that I am authorized to authenticate and certify to said claim.



12/10/2024

Authorized District Official Signature	Date	Authorized District Official Signature	Date
Authorized District Official Signature	Date	Authorized District Official Signature	Date
Authorized District Official Signature	Date	Authorized District Official Signature	Date
Authorized District Official Signature	Date	Authorized District Official Signature	Date

INSTRUCTIONS FOR USE:

Submit signed Transmittal To Pierce County Finance Department

FAX:
253-798-6699

EMAIL:
pcacctspayable@piercecountywa.gov

PC Finance Department Use Only

Authorization Recieved on

Batch Verified by

CLAIMS APPROVAL:

December 17, 2024
APPROVED BY KRYSTAL HACKMEISTER

ACCOUNTS PAYABLE:

					Dollar Amount		TOTAL
Claim Nos:	CLM0000635	through	CLM0000667	Expense Fund	\$	139,596.73	\$ 139,596.73
	CLM0000668	through	CLM0000672	Capital Fund	\$	1,187,225.22	\$ 1,187,225.22

GRAND TOTAL ACCOUNTS PAYABLE: \$ 1,326,821.95

** PAYABLES RUN FOR COUNTY'S WARRANT PRINTING ON 12/18/2024 **



Finance Department
District Payment Transmittal

District Name: Fire District #5

PAYMENT LISTING

Trans Date	District Ref #	Payee Printed Name	Amount
12/18/24	CLM0000635	CANOPY WORLD INC	\$1,878.34
12/18/24	CLM0000636	CARDINAL HEALTH 112 LLC	\$276.92
12/18/24	CLM0000637	CDW-G	\$10,508.38
12/18/24	CLM0000638	CENTRAL WELDING SUPPLY	\$245.60
12/18/24	CLM0000639	CENTURYLINK	\$111.64
12/18/24	CLM0000640	CINTAS CORP	\$550.04
12/18/24	CLM0000641	CINTAS CORP	\$1,245.01
12/18/24	CLM0000642	COLOR GRAPHICS	\$548.70
12/18/24	CLM0000643	COMCAST	\$74.71
12/18/24	CLM0000644	INTERSTATE BATTERIES OF OLYMPIA	\$1,062.51
12/18/24	CLM0000645	CURTIS LN & SONS	\$1,333.90
12/18/24	CLM0000646	CUSTOM PRINTS NW LLC	\$73.47
12/18/24	CLM0000647	DM RECYCLING	\$227.52
12/18/24	CLM0000648	GRAINGER	\$6,717.54
12/18/24	CLM0000649	HUGHES FIRE EQUIPMENT	\$4,387.98
12/18/24	CLM0000650	FIDELITY SOLUTIONS	\$1,369.84
12/18/24	CLM0000651	INTERSTATE BATTERIES OF OLYMPIA	\$260.21
12/18/24	CLM0000652	KIMBALLS HANDS ON DETAILING	\$245.03
12/18/24	CLM0000653	LAWSON PRODUCTS	\$354.88
12/18/24	CLM0000654	LIFE ASSIST	\$1,920.47
12/18/24	CLM0000655	LEVEL 3 COMMUNICATIONS LLC	\$2,161.90
12/18/24	CLM0000656	MURREYS DISPOSAL	\$2,468.94
12/18/24	CLM0000657	SATTERLEE MD PS	\$1,600.00
12/18/24	CLM0000658	SEAWESTERN	\$3,021.54
12/18/24	CLM0000659	STRYKER MEDICAL	\$1,165.76
12/18/24	CLM0000660	URVINA JOESEPH L	\$530.20
12/18/24	CLM0000661	WRAPJAX LLC	\$2,846.31
12/18/24	CLM0000662	BLUECOSMO	\$337.52
12/18/24	CLM0000663	SERVEN SCOTT	\$14,000.00
12/18/24	CLM0000664	STATE AUDITOR'S OFFICE	\$5,633.55
12/18/24	CLM0000665	TYLER TECHNOLOGIES INC	\$53,438.18
12/18/24	CLM0000666	TYLER TECHNOLOGIES INC	\$18,943.53
12/18/24	CLM0000667	UNIFIED OFFICE SERVICES	\$56.61
12/18/24	CLM0000668	DRYBOX	\$14,917.80
12/18/24	CLM0000669	FIDELITY SOLUTIONS	\$6,329.26
12/18/24	CLM0000670	LAKEWOOD APPLIANCE LLC	\$18,706.84
12/18/24	CLM0000671	MATERIALS TESTING & CONSULTING	\$2,492.50
12/18/24	CLM0000672	PEASE CONSTRUCTION INC	\$1,144,778.82

Payment Count: 38

Total Amount:

\$1,326,821.95

Payment Count: 38
Payment Total: \$1,326,821.95

CERTIFICATION

I, the undersigned do hereby certify under penalty of perjury, that the materials have been furnished, the services rendered or labor performed as described herein, and that the claim is a just, due and unpaid obligation, and that I am authorized to authenticate and certify to said claim.

12/17/2024

Authorized District Official Signature Date Authorized District Official Signature Date

Authorized District Official Signature Date Authorized District Official Signature Date

Authorized District Official Signature Date Authorized District Official Signature Date

Authorized District Official Signature Date Authorized District Official Signature Date

INSTRUCTIONS FOR USE:

Submit signed Transmittal To Pierce County Finance Department

FAX: 253-798-6699

EMAIL: pcacctspayable@piercecountywa.gov

PC Finance Department Use Only

Authorization Recieved on

Batch Verified by

CLAIMS APPROVAL:

December 30, 2024
APPROVED BY KRYSTAL HACKMEISTER

ACCOUNTS PAYABLE:

					Dollar Amount		TOTAL
Claim Nos:	CLM0000673	through	CLM0000720	Expense Fund	\$	396,070.14	\$ 396,070.14
	CLM0000721	through	CLM0000722	Capital Fund	\$	62,403.19	\$ 62,403.19
	CLM0000723	through	CLM0000724	Expense Fund	\$	11,083.94	\$ 11,083.94

GRAND TOTAL ACCOUNTS PAYABLE: \$ 469,557.27

** PAYABLES RUN FOR COUNTY'S WARRANT PRINTING ON 1/2/25 **



Finance Department
District Payment Transmittal

District Name: Fire District #5

PAYMENT LISTING

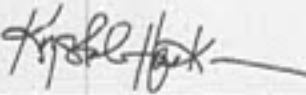
Trans Date	District Ref #	Payee Printed Name	Amount
12/30/24	CLM0000673	BCBS OF ARIZONA	\$333.39
12/30/24	CLM0000674	CDW-G	\$5,417.99
12/30/24	CLM0000675	CENTURYLINK	\$623.22
12/30/24	CLM0000676	CINTAS CORP	\$546.14
12/30/24	CLM0000677	CINTAS CORP	\$801.17
12/30/24	CLM0000678	COMCAST	\$41.03
12/30/24	CLM0000679	COMMERCIAL BRAKE & CLUTCH	\$1,062.51
12/30/24	CLM0000680	CSD Attorneys At Law	\$3,624.00
12/30/24	CLM0000681	DOBBS PETERBILT - TACOMA 1	\$776.30
12/30/24	CLM0000682	DRUG FREE BUSINESS	\$15.00
12/30/24	CLM0000683	FIDELITY SOLUTIONS	\$616.17
12/30/24	CLM0000684	GALLS LLC	\$5,162.66
12/30/24	CLM0000685	GRAINGER	\$376.38
12/30/24	CLM0000686	HACKMEISTER KRYSTAL	\$83.74
12/30/24	CLM0000688	HARBOR ENGRAVING	\$37.03
12/30/24	CLM0000689	HERITAGE-CRYSTAL CLEAN LLC	\$69.76
12/30/24	CLM0000690	HI TECH CLEANERS	\$15.25
12/30/24	CLM0000691	HUGHES FIRE EQUIPMENT	\$5,775.04
12/30/24	CLM0000692	IMS ALLIANCE	\$69.40
12/30/24	CLM0000693	JOHN A CAMPBELL MD PC	\$5,747.50
12/30/24	CLM0000694	KELLEY CREATE - LEASE PYMTS	\$1,803.87
12/30/24	CLM0000695	KITSAP READINESS RESPONSE CTR	\$525.00
12/30/24	CLM0000696	LAWSON PRODUCTS	\$3,417.26
12/30/24	CLM0000697	LINDEN SALVAGE & DEMOLITION	\$437.60
12/30/24	CLM0000698	PACIFIC POWERSHIFTS	\$152.94
12/30/24	CLM0000699	PENINSULA LIGHT COMPANY	\$5,251.18
12/30/24	CLM0000700	POMPS TIRE SERVICE INC	\$2,435.24
12/30/24	CLM0000701	PRENTICE PERFECT CLEANING LLC	\$5,600.00
12/30/24	CLM0000702	PUBLIC SAFETY TESTING	\$1,146.00
12/30/24	CLM0000703	PUGET SOUND ENERGY	\$891.63
12/30/24	CLM0000704	RICE FERGUS MILLER	\$141,014.03
12/30/24	CLM0000705	RIGHT WAY SPRING CO INC	\$2,702.81
12/30/24	CLM0000706	RWC GROUP	\$267.36
12/30/24	CLM0000707	S&S METAL FABRICATION	\$3,033.25
12/30/24	CLM0000708	SEAWESTERN	\$104,987.58
12/30/24	CLM0000709	SPRAGUE PEST SOLUTIONS	\$392.04
12/30/24	CLM0000710	SUNBELT RENTALS INC	\$1,398.80
12/30/24	CLM0000711	SYSTEMS DESIGN WEST LLC	\$7,349.19

12/30/24	CLM0000712	TITUS-WILL	\$1,431.75
12/30/24	CLM0000713	UNITED HEALTHCARE	\$83.80
12/30/24	CLM0000714	US BANK	\$50,929.86
12/30/24	CLM0000715	US BANK - INSTANT CARD	\$1,920.38
12/30/24	CLM0000716	VERIZON WIRELESS	\$4,188.08
12/30/24	CLM0000718	WHELEN ENGINEERING CO INC	\$875.56
12/30/24	CLM0000717	WESTBAY AUTO PARTS	\$362.74
12/30/24	CLM0000719	WILCOX & FLEGEL	\$16,897.96
12/30/24	CLM0000720	ZOLL	\$5,285.55
12/30/24	CLM0000687	HARBOR AUDIOLOGY	\$95.00
12/30/24	CLM0000721	RICE FERGUS MILLER	\$60,243.91
12/30/24	CLM0000722	US BANK	\$2,159.28
12/30/24	CLM0000723	DON SMALL & SONS OIL	\$3,834.82
12/30/24	CLM0000724	CENTRAL PIERCE FIRE & RESCUE	\$7,249.12
Payment Count: 52			Total Amount: \$469,557.27

Payment Count: 52
Payment Total: \$469,557.27

CERTIFICATION

I, the undersigned do hereby certify under penalty of perjury, that the materials have been furnished, the services rendered or labor performed as described herein, and that the claim is a just, due and unpaid obligation, and that I am authorized to authenticate and certify to said claim.



12/27/24

Authorized District Official Signature	Date	Authorized District Official Signature	Date
Authorized District Official Signature	Date	Authorized District Official Signature	Date
Authorized District Official Signature	Date	Authorized District Official Signature	Date
Authorized District Official Signature	Date	Authorized District Official Signature	Date

Signature:
Email: POldenburg@gigharborfire.org

INSTRUCTIONS FOR USE:

Submit signed Transmittal To Pierce County Finance Department

FAX: 253-798-6699 EMAIL: pcacctspayable@piercecountywa.gov

PC Finance Department Use Only

Authorization Recieved on _____

Batch Verified by _____

CLAIMS APPROVAL:

January 7, 2025
APPROVED BY KRYSTAL HACKMEISTER

ACCOUNTS PAYABLE:

					Dollar Amount		TOTAL
Claim Nos:	CLM0000725	through	CLM0000747	Expense Fund	\$	40,484.21	\$ 40,484.21

GRAND TOTAL ACCOUNTS PAYABLE: \$ 40,484.21

** PAYABLES RUN FOR COUNTY'S WARRANT PRINTING ON 1/8/25 **



Finance Department
District Payment Transmittal

District Name: Fire District #5

PAYMENT LISTING

Trans Date	District Ref #	Payee Printed Name	Amount
1/8/25	CLM0000725	ACTION BUSINESS FURNITURE INC	\$4,291.89
1/8/25	CLM0000726	AT&T MOBILITY	\$6,239.25
1/8/25	CLM0000727	BARGREEN ELLINGSON	\$5,679.08
1/8/25	CLM0000728	CENTRAL WELDING SUPPLY	\$482.13
1/8/25	CLM0000729	CINTAS CORP	\$1,287.97
1/8/25	CLM0000730	CINTAS CORP	\$595.98
1/8/25	CLM0000731	COMCAST	\$1,014.60
1/8/25	CLM0000732	DRUG FREE BUSINESS	\$10.00
1/8/25	CLM0000733	EMS CONNECT	\$871.50
1/8/25	CLM0000734	FIDELITY SOLUTIONS	\$1,751.76
1/8/25	CLM0000735	FOX ISLAND MUTUAL WATER	\$135.00
1/8/25	CLM0000736	GALLS LLC	\$566.72
1/8/25	CLM0000737	IMS Alliance	\$20.59
1/8/25	CLM0000738	INDUSTRIAL SCIENTIFIC CORP	\$1,887.03
1/8/25	CLM0000739	LAKEWOOD APPLIANCE LLC	\$848.33
1/8/25	CLM0000740	LAND RECOVERY INC	\$67.02
1/8/25	CLM0000741	LAWSON PRODUCTS	\$486.84
1/8/25	CLM0000742	PENINSULA LIGHT COMPANY	\$7,550.68
1/8/25	CLM0000743	POMPS TIRE SERVICE INC	\$420.77
1/8/25	CLM0000744	PUGET SOUND ENERGY	\$2,043.63
1/8/25	CLM0000745	SEBREN MELISSA	\$62.55
1/8/25	CLM0000746	ULINE	\$3,684.79
1/8/25	CLM0000747	WASHINGTON WATER SERVICE - 1	\$486.10
Payment Count: 23		Total Amount:	<u>\$40,484.21</u>

Payment Count: 23
Payment Total: \$40,484.21

CERTIFICATION

I, the undersigned do hereby certify under penalty of perjury, that the materials have been furnished, the services rendered or labor performed as described herein, and that the claim is a just, due and unpaid obligation, and that I am authorized to authenticate and certify to said claim.



01/07/25

Authorized District Official Signature	Date	Authorized District Official Signature	Date
Authorized District Official Signature	Date	Authorized District Official Signature	Date
Authorized District Official Signature	Date	Authorized District Official Signature	Date
Authorized District Official Signature	Date	Authorized District Official Signature	Date

INSTRUCTIONS FOR USE:

Submit signed Transmittal To Pierce County Finance Department

FAX: 253-798-6699 EMAIL: pcacctspayable@piercecountywa.gov

PC Finance Department Use Only

Authorization Recieved on _____

Batch Verified by _____

VOUCHER APPROVAL:

December 9, 2024
APPROVED BY AC Oldenburg

PAYROLL:

Dollar Amount

TOTAL

Voucher Nos:	201934	through	201952	\$ 1,023,993.68	\$ 1,023,993.68
	(Benefit & L&I Monthly Payment)				
	ACH Payroll Transfer Amount:			\$ 1,301,789.49	\$ 1,301,789.49
	941 ACH Payroll Transfer Amount:			\$ 306,628.88	\$ 306,628.88

GRAND TOTAL ACCOUNTS PAYABLE & PAYROLL: \$ 2,632,412.05

VOUCHER APPROVALS

Pierce County Fire District #5

Time: 14:02:17 Date: 12/09/2024

12/27/2024 To: 12/27/2024

Page: 1

Voucher Claimant	Trans	Date	Type	Acct #	Amount	Memo
201934 AFLAC	3527	12/27/2024	Payroll	1	2,071.43	
201935 BHT BUSINESS SERVICES INDUSTRY	3528	12/27/2024	Payroll	1	8,558.34	
201936 COLUMBIA BANK	3529	12/27/2024	Payroll	1	24,620.58	
201937 DEPT LABOR & INDUSTRIES	3530	12/27/2024	Payroll	1	113,243.16	
201938 EMPLOYMENT SECURITY DEPT - PFMLA	3531	12/27/2024	Payroll	1	9,828.42	
201939 GHFFU HEALTH & WELFARE	3532	12/27/2024	Payroll	1	88,016.08	
201940 GIG HARBOR PENINSULA FF ASSOCIATION	3533	12/27/2024	Payroll	1	730.00	
201941 KEY BANK - DECISION POINT	3534	12/27/2024	Payroll	1	221,490.42	
201942 KEY BANK - DIV OF CHILD SUPPORT	3535	12/27/2024	Payroll	1	879.00	
201943 KEY BANK - FIDELITY	3536	12/27/2024	Payroll	1	18,820.17	
201944 LOCAL 3390 GHFUHW TRUST	3537	12/27/2024	Payroll	1	221,675.88	
201945 Local 3390 GHFUHW Trust	3538	12/27/2024	Payroll	1	17,922.21	
201946 THE HARTFORD	3539	12/27/2024	Payroll	1	7,582.68	
201947 TRUSTMARK VOLUNTARY BENEFITS	3540	12/27/2024	Payroll	1	5,866.85	
201948 VISION SERVICE PLAN - AT	3541	12/27/2024	Payroll	1	60.37	
201949 WA CARES FUND - LTC	3542	12/27/2024	Payroll	1	3,688.43	
201950 WASHINGTON PER SYSTEM EMP	3543	12/27/2024	Payroll	1	24,531.22	
201951 WASHINGTON STATE TREASURER	3544	12/27/2024	Payroll	1	18,341.66	
201952 WLEO & FFR SYSTEM EMPE	3545	12/27/2024	Payroll	1	236,066.78	

Total Vouchers:

1,023,993.68

VOUCHER APPROVALS

Pierce County Fire District #5

Time: 14:02:17 Date: 12/09/2024

12/27/2024 To: 12/27/2024

Page: 2

Voucher Claimant	Trans	Date	Type	Acct #	Amount	Memo
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Commissioner Signatures:

Chair

CERTIFICATION: I, the undersigned do hereby certify under penalty of perjury, that the materials have been furnished, the services rendered or the labor performed as described and that the claim is a due and unpaid obligation against Pierce County Fire District #5 and that I am authorized to authenticate and certify to said claim.

District Secretary

Date

VOUCHER APPROVAL:

January 6, 2025
APPROVED BY AC Oldenburg

PAYROLL:	Dollar Amount	TOTAL
Voucher Nos: 201953 through 201957 (Benefit & L&I Monthly Payment)	\$ 21,489.61	\$ 21,489.61
ACH Payroll Transfer Amount:	\$ 282,054.26	\$ 282,054.26
941 ACH Payroll Transfer Amount:	\$ 74,940.90	\$ 74,940.90

GRAND TOTAL ACCOUNTS PAYABLE & PAYROLL: \$ 378,484.77

VOUCHER APPROVALS

Pierce County Fire District #5

Time: 13:37:36 Date: 01/06/2025

01/10/2025 To: 01/10/2025

Page: 1

Voucher Claimant	Trans	Date	Type	Acct #	Amount	Memo
201953 DEPT LABOR & INDUSTRIES	129	01/10/2025	Payroll	1	226.36	
201954 EMPLOYMENT SECURITY DEPT - PFMLA	130	01/10/2025	Payroll	1	3,352.60	
201955 WA CARES FUND - LTC	131	01/10/2025	Payroll	1	1,470.25	
201956 WASHINGTON PER SYSTEM EMP	132	01/10/2025	Payroll	1	801.03	
201957 WLEO & FFR SYSTEM EMPE	133	01/10/2025	Payroll	1	15,639.37	
Total Vouchers:					21,489.61	

Commissioner Signatures:

Chair

CERTIFICATION: I, the undersigned do hereby certify under penalty of perjury, that the materials have been furnished, the services rendered or the labor performed as described and that the claim is a due and unpaid obligation against Pierce County Fire District #5 and that I am authorized to authenticate and certify to said claim.

District Secretary

Date

PIERCE COUNTY FIRE PROTECTION DISTRICT NO. 5

Employment Agreement for Exempt Personnel

This Employment Agreement is made by and between Pierce County Fire Protection District No. 5, hereinafter referred to as "the District" and, Justin Rudebaugh, hereinafter referred to as "the Employee," both of whom agree and understand as follows:

WHEREAS, the District wishes to employ the services of, Justin Rudebaugh, as an Information Systems Sr. Analyst, for the District; and

WHEREAS, the District and the Employee desire to provide certain terms and conditions of employment, salary and benefits, procedures and requirements regarding the employment of the Employee by the District; and

WHEREAS, the Employee wishes to accept employment in that capacity under the terms and conditions recited herein;

NOW THEREFORE, the District and the Employee agree as follows:

1. **DUTIES AND RESPONSIBILITIES**

The duties and responsibilities of the Employee shall be in accordance with Washington State statutes and case law, resolutions of the District, and such policies or standard operating procedures that shall be adopted from time to time by the Board of Fire Commissioners of the District, hereinafter referred to as "the Board." The duties and responsibilities of the Employee are outlined in the job description.

2. **TERM OF AGREEMENT**

This agreement is effective from January 17, 2025, through December 31, 2027. During the last year of the agreement, the parties may discuss renewal of the employment agreement, for a three-year term, or any other term upon which the parties may agree. The agreement may be renewed upon and subject to satisfactory performance evaluations conducted on a regularly scheduled basis, to be performed at least annually. **See Section 6 below.**

2.1 Employee is required to serve a probationary period of twelve (12) months of continuous service commencing from the date of their employment. During this period, Employee may be terminated or disciplined at the sole discretion of the District for any reason, with or without cause.

3. **NON-RENEWAL**

In the event the District does not intend to renew this Agreement or any renewals thereof, the District will provide the Employee with written notice ninety (90) days prior to the expiration of the term. The Employee will have no property rights to a renewal of this Agreement. The decision of whether to renew the Agreement will be at the sole discretion of the District and may

be made for any reason with or without cause. Upon termination due to non-renewal, the Employee will receive accrued vacation and sick leave as outlined in Section 8 and Section 9.

4. DISABILITY

- 4.1 Employee shall enroll in the District sponsored Long-term Disability plan, at their own expense, when required by the plan. Applicable Employee premiums will be paid in the form of payroll deductions.
- 4.2 Other disability plans offered to and selected by the Employee will require the Employee to make payment directly to the vendor, as the selected plan may require.

5. SALARY & LONGEVITY

The 2025 base salary shall be \$10,833.33 per month/\$130,000 annually. If the current job description is expanded to include additional accountabilities, the District will consider reopening wage negotiations for a possible increase in salary.

- 5.1 Calendar Years 2026 and 2027 will include an annual COLA equal to 100% CPI-U (2% min to 6% maximum, Seattle-Tacoma-Bellevue, June-June). COLA will be applied to annual base salary.
- 5.2 Longevity: The District longevity pay plan provides an additional 2% of gross salary for employees with 5-9 years of service and an additional 2% of gross salary for employees with 10-14 years of service and an additional 2% for 15-19 years of service and an additional 4% for 20 years of service to Pierce County Fire District No. 5.
- 5.3 Employee will be responsible for applicable local, state and federal taxes (to include L&I premiums), paid via payroll deduction. The District will cost share the premiums for Paid Family/Medical Leave, in the same manner as is provided for employees covered by the Local 3390 Collective Bargaining Agreement.

6. PERFORMANCE EVALUATION

The District shall review and evaluate the performance of the Employee at least once annually. A review and evaluation of performance shall be in accordance with criteria developed by the District and shall define goals and performance objectives for the Employee as necessary for proper performance of the Employee's duties.

7. HOURS OF WORK

It is recognized that the Employee is required by the job description to devote a great deal of time outside normal office hours to the business of the District. The Employee shall be considered a supervisory, executive or administrative employee who is qualified for an exemption from the overtime provisions of the federal Fair Labor Standards Act. As such, the Employee has no standard workweek and must accomplish all tasks within the time or hours deemed appropriate by the Employee. Because of the excess hours worked, over and

beyond a standard workweek, the Employee's pay shall not be reduced, for absences of less than one day, even if all earned leaves are exhausted.

8. VACATION

A lump sum of 120 vacation hours will be deposited into the employee's vacation bank as of January 17, 2025. If the employee separates from employment for any reason, within the first twelve (12) months of hire, the remaining vacation balance, at the time of separation, will be forfeited and not eligible for cash out.

8.1 Employee shall accrue vacation to be credited monthly, rounded to the tenth decimal as follows:

- Calendar Year 2025 will accrue at the years 10-14 rate.
- Calendar Year 2026 will accrue at the years 15-19 rate.
- Every five (5) years thereafter will move to the next highest tier.

Completed Years of Service	Vacation Earned Monthly
Years 1-4	11.8 hours
Years 5-9 (increase at 49 th month)	15.2 hours
Years 10-14 (increase at 109 th month)	20.3 hours
Years 15-19 (increase at 169 th month)	21.9 hours
Years 20-24 (increase at 229 th month)	23.6 hours
Years 25+ (increase at 289 th month)	25.3 hours

8.2 The maximum accrual of vacation shall be the Employee's annual accrual (fixed total based on years of service) multiplied by four (4). Vacation time accumulated more than the above maximum, if unused, shall be forfeited.

8.3 The District will also offer a buyout of up to a maximum of one (1) year accrued vacation, not to exceed three (3) times during the Employee's tenure to be paid at the regular hourly rate as taxable income. The Employee must retain a minimum of two (2) weeks' vacation to be taken in a twelve (12) month period.

8.4 Upon separation, for any reason, Employee will receive payment, at their regular hourly base pay rate, for accrued vacation leave, prorated to the date of separation.

9. SICK LEAVE

9.1 Employee shall be granted a starting sick leave balance of 160 hours and shall thereafter accrue sick leave at the rate of 16 hours for each full month of service. Maximum sick leave accrual shall be 1040 hours. No sick leave shall accrue during leaves of absence without pay or layoffs.

- 9.2 Upon accrual of 1,040 hours, the Employee will continue to accrue excess sick leave to a maximum of 96 hours. When the excess equals 96 hours, the District will pay out the excess hours at 35% of its value based upon the Employee's regular hourly base pay rate, into the Employee's HRA account.
- 9.3 Upon separation, non-renewal, retirement or resignation, accrued sick leave, except in the case of termination for cause and termination without cause, will be paid out as cash, at 35% of its value based upon the Employee's regular hourly base pay rate. To be eligible to receive this sick leave payment, the Employee must have completed five (5) years of employment with the District or have reached retirement eligibility.
- 9.4 Employee will forfeit accrued sick leave upon termination for cause. For termination without cause the Employee's accrued sick leave balance will be paid out at 50% of its value, based upon the Employee's regular hourly base pay rate.
- 9.5 In the event of a line of duty death, accrued sick leave will be paid by the District at 100% of its value based upon the Employee's regular hourly base pay rate.

10. AUTOMOBILE & CELL-PHONE

Vehicles may be assigned to non-uniformed exempt staff to conduct District business. All District owned vehicles are to be used solely for the purpose of official District business. Employee may use a pool vehicle for District business. When using a personal vehicle for District business, Employee may be eligible for mileage reimbursement.

The Employee is expected to carry a District issued cell phone to effectively perform the duties of this position. The Employee may use the District cell phone for reasonable personal use.

11. DEFERRED COMPENSATION

The Employee may participate in a District sponsored Deferred Compensation plan. The District shall match equal participation of the employee, up to 6% of gross earnings, per pay period, or the following, whichever is greater:

Effective January 1, 2025 – A monthly amount up to \$775.

Effective January 1, 2026 – A monthly amount up to \$800.

Effective January 1, 2027 – A monthly amount up to \$825.

When an Employee reaches age fifty (50) and has a minimum of five (5) years of PERS service credit, the District shall match equal participation of the employee, up to 8.5% of gross earnings, per pay period.

Gross earnings are defined as base salary, longevity and education. The District match contribution will be calculated on gross earnings, as defined, on a per pay period basis, and deposited into the applicable deferred compensation plan, on a monthly basis.

12. RETIREMENT PARTICIPATION

The District agrees to contribute the Employer portion of the State of Washington PERS retirement plan, and the Employee agrees to contribute the Employee portion to the same plan for their own benefit.

13. MEDICAL/DENTAL INSURANCE COVERAGE

Medical, Dental and Vision insurance coverage shall be provided upon hire, according to plan guidelines, and the District agrees to pay 100% of the monthly premiums for the Employee and their dependents. The minimum District contribution to the Employee's Health Reimbursement Arrangement (HRA) account shall be \$535 per month.

14. PROFESSIONAL DEVELOPMENT

The District hereby agrees to budget for and to pay the reasonable travel and other expenses of Employee for professional development of the Employee. The District also agrees to budget and to pay for the reasonable travel and other expenses of Employee for short courses, conferences and seminars that are necessary and desirable for professional development and for the good of the District. All such travel and other expenses shall be subject to the prior written approval of the Board or Fire Chief, or their designee.

15. HOLIDAYS

New Year's Day	Veteran's Day
Martin Luther King Jr. Day	Thanksgiving Day
President's Day	Day after Thanksgiving
Memorial Day	Christmas Eve
Juneteenth	Christmas Day
Independence Day	Four (4) Floating days (Prorated during
Labor Day	Employee's first year of employment)

15.1 PAY FOR HOLIDAYS.

Employees may request pay at the regular hourly rate of pay in lieu of time off for floating holidays. The cumulative pay requested may not exceed thirty-two (32) hours annually. Floating Holiday hours shall be used or cashed out during the year in which they are earned and will not carry over to the next calendar year.

16. BEREAVEMENT LEAVE

In the event of an imminent death or death of an immediate family member, Employee shall be granted up to five (5) days of bereavement leave. Additional time may be considered under Emergency Leave. Said bereavement leave shall be time off with pay. Immediate family shall be defined as the Employee's spouse or registered domestic partner, children, including biological, adopted, foster children, stepchildren, or children for whom you stand in loco parentis, parents, including biological, adoptive, or foster parents or anyone who stood in loco parentis to the

Employee, siblings, grandparents, grandchildren and parents-in-law of the Employee, Employee's spouse or registered domestic partner.

17. EMERGENCY LEAVE

In the event of a family emergency that requires the presence of the Employee, the Employee may be granted reasonable time off. If the emergency is of a medical nature, time off shall be charged to accrued sick leave. If the emergency is non-medical in nature, time off shall be charged to other accrued leave.

18. CLOTHING ALLOWANCE

Uniforms, if required by the District, will be provided on a fair wear and tear basis.

19. EDUCATIONAL INCENTIVES

Employees with an associate degree will receive an educational incentive equal to 2% of their base monthly wage. A bachelor's degree will receive an additional 2% incentive. Master's degree or higher will receive an additional 2% incentive.

Employees are eligible for a reimbursement of 50% of the cost for classes and materials for enrollment in, and successful completion of, studies at an accredited school or university. The class must be applicable to the field in which the Employee works and have prior approval of the Fire Chief.

20. PHYSICAL FITNESS

Each full-time employee may be allowed three (3) hours per workweek, in one (1) hour increments, for physical fitness. Physical fitness hours shall not interfere significantly with the routine or the effectiveness of the District. Time for physical fitness will be scheduled during the workday at a time that is mutually agreed upon between the employee and the District.

21. PROFESSIONAL AND CIVIC CLUB MEMBERSHIPS

The District recognizes the desirability of representation in and before professional, local, civic and other organizations, and upon approval of the Board, Employee is authorized to become a member of a reasonable number of professional, civic clubs and other such organizations for which the District shall pay all membership related expenses.

22. VOLUNTARY AND INVOLUNTARY REDUCTION IN GRADE

Employee may request, in writing, their desire for a voluntary reduction in grade to any previously held position, or position with reduced responsibilities, for which they are qualified, and as may be available. Any reduction in grade will be for a minimal commitment of one year, unless otherwise agreed. Employees forced into an involuntary reduction in grade may maintain their current respective wages until such time that the base pay matches the current salary. A reduction in grade will not displace other members from permanently

assigned positions. The District must be able to release the Employee from the present position and have the desired position available.

23. GRIEVANCE PROCEDURES

The purpose of this procedure is to provide an orderly method of resolving all disputes involving interpretation of this agreement, and any other work-related problems. A determined effort shall be made to settle any differences at the lowest possible level in the grievance procedure, and there shall be no suspension of work or interference with the operation of the District as a result of the filing of a grievance. An Employee's failure to use the procedure in a timely manner shall constitute a full and complete waiver of the grievance. The District's failure to comply with time limits shall not constitute a waiver of the Employee's grievance, but shall also not constitute an admission that the grievance is valid. Any time limits stipulated herein may be extended for stated periods of time by the parties by mutual agreement in writing. The parties may also waive any step(s) to expedite the matter.

Step One. The Employee shall include the following in any written grievance: (1) statement of grievance and relevant facts; (2) specific provisions of the agreement violated, if any; (3) remedy sought. Any grievance shall be filed in writing with the District Secretary or in the absence of the Secretary, with any member of the Board within 14 calendar days after the occurrence complained of. The Board shall conduct a hearing within 14 calendar days of receipt by the Secretary or Board member. Within 14 calendar days following the hearing, the decision of the Board shall be transmitted in writing to the Employee.

Step Two. If the grievance is not satisfactorily resolved at step one, the Employee may within 14 calendar days thereafter request that the matter be submitted to an arbitrator. The parties agree to select an arbitrator through the auspices of the Public Employment Relations Commission or the American Arbitration Association. Any arbitrator so selected shall have no power to render a decision that would add to, subtract from, or alter, change or modify the terms of this agreement. The arbitrator's power shall be limited to interpretation and application of this agreement. Any decision of the arbitrator shall be binding upon both parties. Each party shall bear one-half the cost of arbitration. If an arbitrator orders additional compensation or back pay for the aggrieved Employee, such compensation shall not extend back to a date more than 60 days before the filing of the grievance.

24. DISCIPLINE AND SUSPENSION

Generally, the District will follow concepts of progressive discipline and agrees that all discipline shall only be for just cause. Discipline, in the appropriate cases may include oral reprimand, written reprimand, suspension for up to 30 days without pay, and/or termination. If continued presence on the job by the Employee would be dangerous or present a safety or security risk to the District, the District has the option to immediately suspend the Employee with or without pay. Suspension with pay may be granted to the Employee during an active investigation.

25. TERMINATION FOR CAUSE

The District will have the right to immediately terminate the Employee's services and this agreement for cause as defined below. If terminated for cause, all compensation and benefits described herein shall cease as of the termination date. "Cause" for discipline or termination includes but is not limited to:

- Incompetency, inefficiency or inattention to or dereliction of duty.
- Dishonesty, intemperance, immoral conduct, insubordination, discourteous treatment of the public or other District employees, or any other act of omission or commission tending to injure the public service; or any other willful failure on the part of the Employee to maintain proper conduct.
- Mental or physical unfitness for the position which the Employee holds.
- Dishonest, disgraceful, immoral or prejudicial conduct.
- Use of alcoholic beverages or controlled substances to such extent that such use interferes with the efficiency or mental or physical fitness of the Employee, or which precludes the Employee from properly performing the functions and duties of the position.
- Conviction of a felony, or a misdemeanor involving moral turpitude.
- Any other act or failure to act which in the judgement of the Fire Chief and is sufficient to show the Employee to be unsuitable and unfit for the position.

Any termination of this Agreement for cause will be subject to the District's disciplinary policies and procedures and the Employee will receive accrued vacation and sick leave as outlined in Section 8 and 9.

26. TERMINATION WITHOUT CAUSE

The District may terminate employment under this agreement without cause and without advance notice, provided that the District shall pay the Employee a severance amount, in a single lump sum payment, equivalent to the value of six (6) months base salary, and any vacation and sick leave entitlements as outlined in Section 8 and 9. The severance amount will be paid during the District's normal payroll cycle within thirty (30) days following the date of termination.

27. RETIREMENT/RESIGNATION

Employee may voluntarily retire or resign their position with a minimum of (30) days advance written notice, unless such notice is waived in writing by the Fire Chief. Upon separation, Employee will receive payment for accrued vacation and sick leave as outlined in Section 8 and 9, including accrued or remaining floating holidays.

28. GENERAL PROVISIONS

- a. Survival. To the extent required by the circumstances, any rights of the parties created by this agreement may survive termination of employment hereunder.
- b. Notices. Any notice required or permitted to be given under this agreement shall be sufficient, if in writing and delivered personally or sent by registered or certified mail to the Employee at his/her residence, or to the District at its principal office.

- c. Complete Agreement. This agreement contains the entire agreement between the parties hereto relating to the subject matter hereof, and no modifications of this agreement shall be valid unless made in writing and signed by the parties hereto. Addendums authorized by the District may periodically update this contract to ensure continuity with like exempt contracts. These addendums will outline modifications to compensation or benefits extended to exempt personnel and become a permanent part of this agreement at the time of Board and Employee approval.
- d. Severability. Any provisions hereof which are prohibited by law or are unenforceable shall be inoperative and all the remaining provisions of this agreement shall, nevertheless, continue in effect.
- e. Employee's Death. In the event of the Employee's death, all wages and benefits due the Employee shall be handled in accordance with the probate laws of the State of Washington.
- f. Governing Law. This agreement shall be governed by and construed in accordance with the laws of the State of Washington.

IN WITNESS WHEREOF, this agreement was approved on _____(date) at a regular meeting of the Pierce County Fire Protection District No. 5, Board of Fire Commissioners.

SIGNATURES

Chairman

Commissioner

Commissioner

Commissioner

Commissioner

District Secretary

Employee