



Gig Harbor Fire & Medic One

COMMISSIONERS' MEETING MINUTES

March 23, 2021

Chairman Wilsie called the virtual Zoom meeting to order at 5:00 p.m.

Present: Commissioners Wilsie, Sutich, Entze, Nelson and Urvina, F/Chief John Burgess, F/Chief Dennis Doan and EA T. VanderVaate.

APPROVAL OF THE AGENDA

Commissioner Entze moved to approve the agenda as presented. With no further discussion, the **MOTION CARRIED** by unanimous roll call vote.

COMMISSIONER ABSENCE

COMMUNICATIONS

MINUTES AND BLANKET VOUCHERS

Commissioner Sutich moved to approve Minutes of the March 9, 2021 meeting. With no further discussion, the **MOTION CARRIED** by unanimous roll call vote.

Commissioner Nelson moved to approve the accounts payable vouchers as set forth in the agenda for a total consideration of \$230,409.87. With no further discussion, the **MOTION CARRIED** by unanimous roll call vote.

LOCAL 3390 REPORTS

L3390 President Jake Flick reported the B/Cs and D/Cs have requested to organize their own bargaining unit. Discussion followed.

CHIEFS REPORTS

Chief John Johnson gave a brief update regarding current COVID19 numbers and vaccine distribution information and reported a District Employee has been deployed as part of an Incident Management Team to assist with a max vaccination site in Yakima.

Chief Burgess gave a strategic plan update.

Chief Doan thanked Chief Burgess for a great transition and gave a report to the Board regarding his transition as new Fire Chief.

STANDING COMMITTEE REPORTS

The Audit Committee met on March 19, 2021 and is scheduled for an exit interview with the State Auditor on March 26, 2021.

CHAIRMAN'S REPORT

Chairman Wilsie read a statement to those in attendance (copy attached).

OLD BUSINESS

NEW BUSINESS

PUBLIC COMMENT

John Hargroves, a citizen of Gig Harbor spoke to the Board.

GOOD OF THE ORDER

The Commissioners all expressed their appreciation to Chief Burgess for his years of service to the District.

SPECIAL INTERESTS/UPCOMING EVENTS

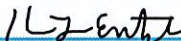
Pierce County Fire Commissioner meeting – Thursday, March 25, 2021 @ 7:00pm

ADJOURNMENT

There being no further business to discuss, Chairman Wilsie adjourned the meeting at 6:04pm. The next regular meeting will be 5:00 p.m. on Tuesday, April 13, 2021.



Alex Wilsie (Apr 15, 2021 07:23 PDT)
Chairman/Commissioner


Thomas A Sutich (Apr 14, 2021 16:08 PDT)
Commissioner


Kevin L Entze (Apr 13, 2021 22:48 PDT)
Commissioner


Bryce Nelson (Apr 15, 2021 06:48 PDT)
Commissioner


Joe Urzina (Apr 13, 2021 21:52 CDT)
Commissioner


Attest: District Secretary

**Statement Regarding Chief Search Process
As Read by Chairman Wilsie during Chairman's Report
During March 23, 2021 Board Meeting**

The board of commissioners of Gig Harbor Fire and Medic One (GHFMO) believe that it is important to provide to our community information detailing how we conducted our search for a new chief. Throughout the process, we have been transparent, and have allowed the public to observe and provide input every step of the way.

At the end of 2019, John Burgess, who has been the Chief of GHFMO since 2011, announced his plans to retire in 2021. The board of commissioners realized that the selection of the next fire chief was critical to both the organization and the community. We decided that no subcommittee would be formed to oversee the search process. This was intentional, as it meant all 5 members of the board would be involved in every decision at an open public meeting, rather than meetings of a subcommittee which are not required to be public.

To assist with the search, in 2020 the board of commissioners contracted with Prothman, a firm specializing in executive recruitment. Prothman assigned Mark Risen to assume responsibility for conducting the search.

Risen retired in 2017 as the Chief of the Bellevue (WA) Fire Department after a 38 year career in the fire service. Chief Risen conducted several meetings with GHFMO stakeholders to understand the needs of the community and develop a position profile.

Prothman began soliciting applicants for the position in the fall of 2020 by advertising on their website, other online sources, in print, and by sending direct mailers to fire departments throughout the United States. Applicants were screened by Chief Risen based on his assessment of their qualifications and interviews which he conducted. From Chief Risen's work, a list of potential candidates was provided to the board of commissioners.

At an open meeting on December 8th, 2020, the board conducted a roll call vote on each candidate that was nominated to be a finalist. This vote was broadcast to the community via zoom. We took this vote publicly to ensure that the decision making process continued to be transparent.

Interviews of the finalists were conducted on January 15th, 2021. Prior to the interviews, the board sought input from the community, asking that they send us questions to pose to the finalists. Chief Kelly Busey of the Gig Harbor Police Department served as a moderator.

The same questions were asked of each of the three candidates, and it was made clear to those viewing the proceedings whether the question had come from the labor group, the commissioners, or the public. 6 of the 18 questions asked during the interviews of each of the 3 finalists were provided by members of the community in response to the board's request for public input. Each interview was broadcast via zoom and live-streamed on the department's YouTube channel, where they can still be viewed.

After the interviews were completed, the board of commissioners set another special meeting on January 20th, 2021, to take input from the community and then make our final hiring decision. We set this meeting on the Wednesday after a 3 day holiday weekend so those that could not watch the

interviews live could take the time to view them on YouTube, and provide the board of commissioners feedback prior to our final decision.

At the special meeting, the feedback provided to the board from the community was unanimous: they believed we should hire Dennis Doan as our next chief. Based on his experience, interview, and community feedback, the board extended a conditional offer to Chief Doan to be our next fire chief.

The offer was initially conditional because the board contracted with Public Safety Testing to conduct a detailed background investigation of Chief Doan. This investigation was conducted without any input from the board of commissioners to allow it to be completely independent. The background investigator conducted 24 interviews and delivered to the board a 45 page report, which was extremely positive and expressed no concerns about Chief Doan.

Due to COVID-19 restrictions, an in-person review by the background investigator of Chief Doan's personnel file in Boise was not possible. Instead, the background investigator contacted the Human Resources Department of the City of Boise and asked them to perform a review of Chief Doan's personnel file, with a particular emphasis on identifying and relaying any information in the file that was negative. The Human Resources Manager of the City of Boise advised the background investigator that they had reviewed Chief Doan's personnel file, and it contained no documents of a negative nature. Once the background investigation was complete, the board finalized our offer to Chief Doan, and he was officially hired as the next chief of Gig Harbor Fire and Medic One.

Throughout this process, the board of commissioners has engaged experienced professionals to assist in the search for a new chief. All decisions have been made in public, at meetings, where input may be received from the community. We are incredibly appreciative of the feedback we have received. We asked for your input, and over and over again you came through. Your help tells us that our efforts to conduct a process that was open, accountable, and transparent were successful.