



Gig Harbor Fire & Medic One

COMMISSIONERS' MEETING MINUTES November 18, 2025

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

Present: Commissioners Entze, Urvina, Nelson, Sutich and Fleming (virtually); Fire Chief D. Doan; Deputy Chief's P. Oldenburg, N. Langlow, S. Booth, J. Johnson, Division Chief S. Peterson, Finance Director K. Hackmeister, IS Manager T. Wagenmann, Technology & Communications Specialist M. Herzog, HR Manager J. Grunder, Executive Assistant L. Medved, and Local 3390 (virtually).

APPROVAL OF THE AGENDA

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

COMMISSIONER ABSENCE

COMMUNICATIONS

MINUTES AND VOUCHERS

Commissioners Sutich and Nelson moved and seconded approval of October 28, 2025, meeting minutes. With no further discussion, the **MOTION CARRIED** by unanimous roll call vote.

Commissioners Nelson and Urvina moved and seconded a motion to approve accounts payable checks #2632 – 2643, and payroll checks #2584 – 2631 and #2645 – 2691, and ACH payroll transfers, as outlined in the agenda for a total consideration of \$1,772,135.71. With no further discussion, the **MOTION CARRIED** by unanimous roll call vote.

LOCAL 3390 REPORTS

Michael Collins has been elected as the next President for the local chapter and will assume office in January. Chairman Entze expressed gratitude to Jake Flick for his past services as President.

CHIEFS REPORTS

DC Langlow reported:

- All seven lateral hires are now staffed in the engine 3rd role, where they will remain through probation. With these positions filled, we are able to increase services.
- Promotional interviews were conducted last week, resulting in conditional offers based on upcoming retirements. LT Hoeschen to BC, LT Phillips to DC, FF Rippl to Training Division LT, and FF Freeby to Operations LT.

DC Booth reported:

- Four candidates were interviewed to fill the position upon May retirement. DC Tom Wescott was selected, and a transition plan is being developed.
- Binder lifts have been deployed and working well.
- Hazard mitigation plan submitted to DEM and we expect it to be approved by FEMA in Q1 of 2026.
- A welcome reception is planned for 8AM on December 8th to introduce Karen Simmonds, the new

Health and Safety AA.

FC Doan reported:

- DC Tom Wescott will be the next Health and Safety Deputy Chief. Transition plans are in progress, and a personal services contract will be presented to the board next year.
- Station visits this week and next.
- Attending the Chambers public forum affairs and PC Fire Chiefs meetings on Thursday.
- Participating in the leadership roundtable with Executive Ryan Mellow next week and a leadership round table with the City the following week.
- Finalizing the 2025 workplan and drafting the 2026 workplan for Board review in January and February.
- Preparing Command Staff evaluations and scheduling performance reviews; Fire Chief evaluation and the executive session will be scheduled for February.

STANDING COMMITTEE REPORTS

- Negotiations are ongoing and the next meeting is scheduled on December 1st.
- Chairman Ente requested that any Commissioners interested in filling Commissioner Sutich's position on the Labor Management Subcommittee contact him.
- Committee assignments and Board elections will be conducted in January.

CHAIRMAN'S REPORT

2022 CAPITAL BOND PROJECTS UPDATE

DC Johnson reported:

- Station 53 & 57 – Working on submitting the completion notice with the state.
- Station 51 – Following Thursday's court judgment, a special meeting was scheduled for Friday but canceled at noon due to an appeal. Briefs are due tomorrow for the district and Friday for the companies, with a decision anticipated next week.
- Training Campus
 - Support Building: Power to the site is on, and additional circuits are being activated as able.
 - Training Tower: Third floor was poured today, and domestic water line installation is underway.

OLD BUSINESS

NEW BUSINESS

A. 2026 Budget – Presentation of Final 2026 Budget and Resolutions. Krystal Hackmeister presented the final 2025 Budget and Resolutions for approval.

- Resolution 2025-04 – 2026 Budget Approval
- Resolution 2025-05 – Fire Expense
- Resolution 2025-06 – EMS
- Resolution 2025-07 – Capital Expenses

Commissioners Nelson and Urvina moved and seconded approval of Resolutions 2025-04, 2025-05, 2025-06, and 2025-07. With no further discussion, the **MOTIONS CARRIED** by unanimous roll call vote.

B. Station 50 Project Final Acceptance – DC Johnson

- No current policy exists to delegate final acceptance. DC Johnson requested approval to submit final documents to the state. Commissioner Nelson made a motion to authorize staff to proceed with final acceptance and submit required documents. With no further discussion, the **MOTION CARRIED** by unanimous roll call vote.

PUBLIC COMMENT

GOOD OF THE ORDER

Commissioner Sutich announced this would be his final in-person meeting. Chairman Entze and Commissioners Nelson and Urvina expressed their appreciation for his service and leadership. Chairman Entze presented Commissioner Sutich with a plaque to honor his time as Fire Commissioner.

SPECIAL INTERESTS/UPCOMING EVENTS

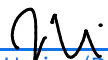
EXECUTIVE SESSION


ADJOURNMENT

There being no further business to discuss, Chairman Entze adjourned the meeting at 5:42PM.

The next regular meeting will be Tuesday, December 9, at 5:00 p.m.


Kevin L Entze (Dec 11, 2025 11:41:31 PST)
Chairman/Commissioner


Joe Urvina (Dec 10, 2025 15:23:30 PST)
Commissioner


Byron Nelson (Dec 10, 2025 15:42:42 PST)
Commissioner

Tom Sutich
Tom Sutich (Dec 10, 2025 15:42:42 PST)
Commissioner

Matthew Fleming
Matthew Fleming (Dec 12, 2025 17:20:33 PST)
Commissioner

Dennis Doan
DennisDoan (Dec 10, 2025 15:07:36 PST)
Attest: District Secretary