



FIRELINE

AN OFFICIAL PUBLICATION OF THE WASHINGTON FIRE COMMISSIONERS ASSOCIATION

THIRD QUARTER 2019

71st Annual WFCA Conference

The Washington Fire Commissioners Association's (WFCA's) 71st Annual Conference will be held at the Tulalip Resort beginning Thursday, October 24th; conference will conclude on Saturday, October 26th.

The following is important information regarding conference. For a complete schedule of events and registration form, please refer to the brochure that was mailed to all members, visit www.wfca.wa.gov, or call the WFCA office at 800.491.9322.

*Opening Ceremonies will kick off
at 9:30 am on Thursday*

WEDNESDAY, OCTOBER 23RD (Pre-Conference)

- ◆ The **WFCA Board of Directors** will hold its final regular **meeting** of 2019 beginning at 9 am. WFCA members are welcome to attend.
- ◆ The **Legal Committee Meeting** will commence at 1:30 pm. All interested WFCA members are encouraged to attend.
- ◆ A **Health Care Workshop** will be take place from 3:30-5 pm, featuring the latest information on the WFCA-sponsored program. Whether or not your organization participates in the program, you are invited to attend—please pre-register!
- ◆ **Vendor Exhibit Tables** will be displayed during early registration from 4-6:30 pm. Stop by and say “hello” and see what our vendors have to offer.
- ◆ Commissioners of Snohomish, Island, Skagit, Whatcom, Pierce and Thurston Counties will host a **Welcome to Conference Reception** in the afternoon for those arriving at the Tulalip.
- ◆ The **Snure Seminar** is scheduled from 6:30-9:30 pm. A separate registration form was mailed and emailed for this workshop.

See Conference on Page Three

Succession Plan Update

By Roger Ferris

I want to take this opportunity to provide the membership with an update on our staff reorganization.

As most of you have already heard, Nora Eylenfeldt and Sandy Babcock will be retiring on February 28, 2020, each having served the association for more than 35 years.

See Update on Page Two

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A Message from the President *by Gerry Gustafson*



I want to thank you for the privilege of serving as your President for the past two years.

I appreciate your warm hospitality as I have traveled throughout the state visiting various county association meetings. Your generosity and delicious food will be missed!

Plans are shaping up for a great conference at the Tulalip. Registration brochures were mailed last month and there is still plenty of time to sign up.

I want to thank the Education Committee for all the work they do to consistently offer a great

lineup of classes at seminars and conferences.

I would also like to thank WFCA staff for their hard work

Serving on a committee is a good opportunity for members to become involved in the WFCA...

in putting together the logistics of the conference, and for providing a first class venue for this event. In 2015, the last time we held conference at the Tulalip, we saw record attend-

ance (468); it looks like we could match or exceed that this year!

In closing, I want to encourage all of you to fill out the committee service form which will be in the conference packets. Serving on a committee is a good opportunity for members to become involved in the WFCA and to help shape the future of the association. A commissioner can learn a lot by serving, too. The new incoming president will be appointing members to the association's committees for the upcoming year.

I look forward to seeing all of you next month at the Tulalip and I thank you for your continued support of the WFCA.



Update from Page One

Two years ago, the Board adopted a Succession Plan to address future staffing for the WFCA office. The Executive Committee and staff worked together to review job descriptions and as a result, positions were reorganized to better meet the needs of the association moving forward. A strategy and timeline were developed for hiring new employees and all the plans were in place.

Over the summer, we advertised for a Communications Specialist and received more than 130 applications. Interviews were just completed and our new employee is expected to start the first part of October, and will be attending conference at the Tulalip.

The Finance/Human Resources Manager position will be advertised soon with a projected hire date of December 1st.

I am confident that our new hires will have ample time to learn the ropes with Nora and Sandy and am excited about the opportunities that lie ahead for the association, as well as our new, current and retiring employees!

ON THE WEB

The WFCA website contains a variety of information designed to help fire service administrators, such as:

- Updates from fire service attorneys
- Commissioner compensation rates
- Resources and best practices
- Equipment and employment notices
- Calendar of events
- Much, much more!

Log onto www.wfca.wa.gov for more information.



Conference from Page One

THURSDAY, OCTOBER 24TH

- ◆ **A Conference Kickoff Breakfast**, sponsored by associate members Emergency Services Insurance Program (ESIP), Rice Fergus Miller Architects and D.A. Davidson & Co., will be held from 8-9 am. Please join these gracious sponsors for a tasty breakfast while you catch up with old friends and meet new ones.
- ◆ **Opening Ceremonies** will kick off at 9:30 am. The memorial service, first call for floor nominations and keynote address are among the events that take place during the opening ceremonies.
- ◆ **Vendors' Luncheon** (12 pm). Good food, good fun—you may win a door prize!
- ◆ **Seminars**
 - 1:30-5 pm: Hot Button Legal & Legislative Issues.** Fire service attorney Brian Snure will moderate a panel of legal experts discussing issues such as the new bid limit laws, the Family Medical Leave Act (FMLA), long term care and discrimination laws, just to name a few. Don't miss this opportunity to review new and current laws that impact elected officials.
 - 1:30-3 pm: Implementing a Firefighter Wellness Program.** Back by popular demand, Dr. Guy Earle, Fire Commissioner at Central Kitsap Fire & Rescue, will provide information on implementing a firefighter wellness program. Dr. Earle will discuss the "Joint Labor Management Wellness-Fitness Initiative" and "Healthy In, Healthy Out" recommendations, and review a plan for determining a cost-effective program based on your agency's needs and available funds while using best practices for implementation.
 - 3:30-5 pm: How to Protect Your Fire Service Agency from Cyber Intrusion.** This class will help you discover how to guard against the growing threat of computer hacking and cyber crime. Cyber security experts will present an informative and valuable program on how to protect not only your district's confidential material, but to secure your personal information as well.
- ◆ Free evening (**Vendors' Hospitality Rooms** will open at 5 pm).

FRIDAY, OCTOBER 25TH

- ◆ **Seminars**
 - 8:30 am-12 pm: Surviving a Lawsuit.** Clark County Fire District 6 went through a lengthy employment litigation case which was resolved in December 2018. After a six-week jury trial, the district prevailed with a full defense verdict. Attorneys Charles Lind and Megan Starks of Patterson, Buchanan, Fobes & Leitch will present a historical case analysis of what the district went through and will provide insight on how best practices can be utilized to manage the far-reaching impact of litigation on your organization. This seminar will emphasize the importance of topics such as maintaining confidentiality, preparing employees for depositions, responding to public disclosure requests and addressing legal issues such as collective bargaining agreements and public meeting laws within the context of tort claims and lawsuits. This is a "must attend" for fire service agencies with paid employees.
 - 8:30-10 am: Successful Tax Measures & Bond Market Update.** Jim Nelson, Vice President of D.A. Davidson, will begin this workshop with an overview of bond election results and bond market updates. Following Jim's presentation, a panel of fire chief executive officers will provide case studies that have led to successful passage of bond measures. The case study analysis will provide a winning blueprint on how to communicate with your voters on much needed capital projects. Don't miss this informative and interactive workshop!
 - 10:30 am-12 pm: What's New? A State Agency Interactive Workshop with Fire Districts & RFAs.** This panel presentation will focus on current issues and programs offered by the State Auditor's Office and the Department of Natural Resources. How can we communicate and interact with these and other state agencies? Have questions for the auditor? How about finding out what's new at DNR? Discover what issues will be in the forefront in 2020. Bring your questions and be prepared for lively interaction with our state agency partners!
 - ◆ **12-3 pm: Eye to Eye Expo.** The Expo is a great opportunity for delegates to visit one-on-one with representatives from various state, federal and non-
- See Conference on Page Four**

2019 Nominating Report

The Nominating Committee (Chair David Ellingson, Poulsbo Fire Department, Ken Eakin, Yakima County Fire District 12, Gerald Preuss, South Kitsap Fire & Rescue, Alan Stromberger, Lincoln County Fire District 1, and Mike Tomasheck, Riverside RFA) has nominated the following individuals to the 2020 WFCOA Board of Directors:

OFFICERS

President:

Brad Lothspeich, Clark 6

Vice President:

Daniel Rankin, West Pierce Fire & Rescue

Secretary-Treasurer:

Lee Boling, Spokane 8

REGIONAL DIRECTORS

Region 1:

Jack Hensley, Spokane 4

Region 3:

Dwight Vander Vorste, Grant 10

Region 5:

Larry Kibbee, Skagit 13

Region 7:

Mike Cathey, East Pierce Fire & Rescue

Region 9:

Gene Carmody, Port Ludlow Fire & Rescue

The membership may authorize whatever time it deems appropriate for candidate and support speeches. Nominations will be accepted on the floor at conference.

Conference from Page Three

profit agencies. Among the groups expected at this year's Expo: Airlift Northwest, Board for Volunteer Firefighters, Correctional Industries, Department of Ecology, Empower Retirement, Labor & Industries, LEOFF Plan 2 Retirement Board, Public Disclosure Commission, State Archives, State Treasurer's Office, Washington State Fire Training Academy, Washington Surveying & Rating Bureau and the WFCOA Health Care Program...and more are signing up!

- ◆ **1:30-4:30 pm: Business Meeting.** The Business Meeting will feature the election of 2020 WFCOA officers and odd-numbered regional directors (elections will take place between 2 and 2:30). There will also be time allotted for members to bring up issues before the membership.
- ◆ **The No-Host Social (6 pm), Awards Banquet and Entertainment (6:30-9 pm)** will conclude the evening.

SATURDAY, OCTOBER 26TH

- ◆ **8-9 am: 2020 Board Installation Breakfast.** Be sure to join the group at the swearing in of your elected officers and directors.
- ◆ **Seminar**
9-11:30 am: Reinvent Your Leadership. You can't manage people and work with governments today like you could just a few years ago; but you can reinvent your thinking, your leadership style and the basics of what you do to be more effective. Mr. Jim Mathis, a bestselling author and certified speaking professional, will work with attendees to identify community values, zero in on outdated policies or programs that have become "dinosaurs" in your districts, and help you recognize what is changing in organization management. Participants will be engaged in an energetic, entertaining, interactive presentation that will allow them to develop ideas and discover what is needed to move forward in their management style.
- ◆ Please see page five for conference reminders.

Annual Conference Reminders

Kat Perkins, Keynote Speaker

sponsored by Enduris

The WFCAs is excited to welcome Kat Perkins as the conference keynoter. Kat has learned to live a fearless life: fearless in the pursuit of her dreams, in doing and standing up for what's right, and in her efforts to make a positive impact on the world. Hear about her struggles, triumphs, and how she perseveres in pursuit of her dreams. A nationally recognized motivational speaker, Kat will deliver an inspiring message about finding your passion, being a leader, and living fearlessly!

Lodging

While room blocks are full at the Tulalip and Holiday Inn, we encourage members to call both facilities regularly to check for cancellations. In the meantime, lodging is available at several nearby hotels. One good option is the Wyndham Garden Arlington/Marysville (16710 Smokey Pt. Blvd, Arlington 98223, 360.657.0500) located about four miles from the Tulalip. If you need assistance finding lodging, please contact the WFCAs office.

Memorial Service

Please contact the WFCAs office as soon as possible if you know of a commissioner, secretary or chief who has passed away so that they may be included in the memorial. Pictures are needed for the PowerPoint presentation shown during opening ceremonies and obituaries are included in the written tribute distributed to delegates.

Snure Seminar

Brian Snure will present the *31st Annual Pre-Conference Laws Update Seminar* on Wednesday, October 23rd, 6:30-9:30 pm, at the Tulalip. A separate registration form was mailed and emailed to district and RFA personnel; you may also register online at snurelaw.com.

Vendor Sponsorships

Please be sure to show your support to the associate members who participate in and sponsor the following conference events:

- Vendor Exhibit Tables
- Breakfast and Refreshment Breaks
- Keynote Address
- Vendor Luncheon

Commissioner Service Awards

October 12 is the deadline to submit applications for service awards, which acknowledge commissioner service every five years between 10 and 50 years. To qualify, an individual must be from a member agency and service must be as a fire commissioner. PLEASE NOTE: The WFCAs office **does not** keep records of commissioner service dates, so awards are **not** automatically issued. *A commissioner or his/her agency must complete and return the service award form to the WFCAs office in order to receive recognition.*

Proxy Authority

Proxy forms must be submitted to the WFCAs office by Thursday, October 17th. Forms are available on the WFCAs website or by contacting the state office at wfca@wfca.wa.gov or 800.491.9322.

Registration Grant Program

The WFCAs offers a limited number of registration grants to member fire districts/RFAs with assessed values of \$75 million or less. If your agency qualifies, please contact the WFCAs office at 800.491.9322 or email wfca@wfca.wa.gov.

Register for Conference

To register, visit www.wfca.wa.gov (click the [Online Registration for Districts/RFAs](#) link shown under *FireWire* on the homepage).



**WASHINGTON
FIRE COMMISSIONERS
ASSOCIATION**

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LOCATION

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OFFICE HOURS

8:30 AM - 4:30 PM
MONDAY - FRIDAY

2019 BOARD OF DIRECTORS

OFFICERS

PRESIDENT.....GERRY GUSTAFSON - GRAHAM FIRE & RESCUE
VICE PRESIDENT ...BRAD LOTH SPEICH - CLARK 6
SECRETARY | TREASURER.....DANIEL RANKIN - WEST PIERCE FIRE & RESCUE

DIRECTORS

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REGION 2BRAD LANGDELL - WALLA WALLA 5
REGION 3DWIGHT VANDER VORSTE - GRANT 10
REGION 4LES RIEL - YAKIMA 4
REGION 5LARRY KIBBEE - SKAGIT 13
REGION 6CHRIS ELWELL - KING 2
REGION 7GENE DOBRY - LACEY FIRE DISTRICT 3
REGION 8DEAN BLOEMKE - CLARK 6
REGION 9GENE CARMODY - PORT LUDLOW FIRE & RESCUE

EXECUTIVE DIRECTOR

ROGER FERRIS

THE OPINIONS EXPRESSED IN THIS PUBLICATION ARE NOT NECESSARILY THOSE OF
THE WFCA BOARD OF DIRECTORS AND/OR MEMBERSHIP