



**South Bay Volunteer Firefighters Association
Statement of Position on the Merger of Districts 8 and 7:**

Whereas the South Bay Volunteer Firefighters Association is incorporated within the State of Washington as a membership organization made up of volunteers and career staff of Thurston County Fire Protection District 8; and

Whereas the South Bay Volunteer Firefighters Association's purpose is, among other things, to provide leadership to its members and consider other such causes as may be deemed useful and worthy by the membership within the district and Thurston County; and

Whereas the Board of Commissioners of the Thurston County Fire Protection District 7 has formally petitioned Thurston County Fire Protection District 8 to merge into a single district; and

Whereas the Board of Commissioners of Thurston County Fire Protection District 8 has solicited the public for input regarding the subject of a potential merger between the two districts; and

Whereas the volunteers and career staff of Thurston County Fire Protection District 8 will be directly impacted by changes necessary to provide fire and life safety services to a newly defined district;

Now be it resolved by the South Bay Fire Fighters Association that the following statements regarding merger represent the best interests of its members:

- 1) The Board of Fire Commissioners of Thurston County Fire Protection District 8 should condition its acceptance of the petition to merge upon the voters of Thurston County Fire Protection District 7 to include:

- a. Voter approval of a levy on property within the boundaries of Thurston County Fire District 7 at the rate of \$1.50 per thousand dollars of assessed valuation and
 - b. Voter approval of the proposition that the former Thurston County Fire Protection District 7 be merged into Thurston County Fire Protection District 8.
- 2) Assuming a merger is accomplished by January 1, 2015, the Board of Fire Commissioners should, by January 1, 2016, petition the voters of Thurston County Fire Protection District 8 to establish a 5 member Board, pursuant to Chapters 52.06.085 and 52.14.020 RCW.
- 3) The Board of Fire Commissioners must direct and hold itself to act as a policy-making entity, delegating all responsibilities related to fire and life-safety operations and practices to the fire chief. Following adoption of annual budgets (both operating and capital) and strategic plans, the board should hold the fire chief accountable for operating within said budgets and according to such plans while achieving identified outcomes for service delivery and public stewardship.
- 4) The Board of Fire Commissioners should formally state their commitment to retain the nature of Thurston County Fire Protection District 8 as a volunteer fire department.
- 5) The Board of Fire Commissioners should support an Incident Readiness and Response plan that assigns career staff to weekday staffing responsibilities and relies on volunteer staffing for night and weekend duties, including firefighter, EMT, shift and battalion officer assignments.
- 6) The Board of Fire Commissioners should support a district staffing plan that supports opportunities for recognition of skills, experience, and personal commitment. The Board of Fire Commissioners should direct the fire chief to develop a merger transition plan with identified dates and targets for:
 - a. Total volunteer census;
 - b. minimum numbers of volunteer firefighters and volunteer EMTs;
 - c. minimum numbers of vehicle drivers (both light weight and heavy weight vehicles).
- 7) The Board of Fire Commissioners should direct the fire chief to establish a long term plan to maintain an adequate depth of leadership within the ranks of the volunteers for specifically assigned duties such as company officers, shift officers, and battalion officers that recognizes the average duration of volunteer service, the length of time required to train personnel, and the long term nature of the District's commitment to quality public service.
- 8) The Board of Fire Commissioners must recognize and value the 60 year history of the former North Olympia Fire District such that its legacy of service to the public and traditions not be forgotten. The board should consider memorializing the former district and its volunteers.

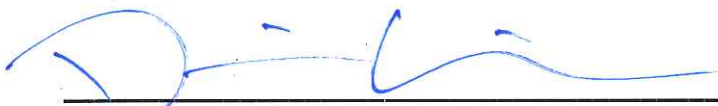
Signed and delivered on behalf of the membership of the South Bay Fire Fighters Association,
this 15th day of May, 2014 by the Executive Committee of the Association.



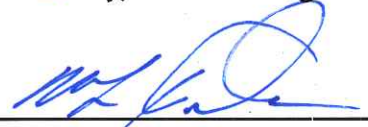
President, Douglas Kilpatrick



Vice President, William Halbert



Secretary, Damian Longmire



Treasurer, William Terhune