

**YAKIMA COUNTY FIRE PROTECTION DISTRICT 4
BOARD OF COMMISSIONERS
SPECIAL MEETING
December 19, 2016**

The meeting convened at 3:02 pm at East Valley Fire Station 40. Those present were Commissioner Chairman Les Riel, Vice-Chairman Dan McNulty, Commissioner David Ramynke, District Secretary Jenifer Huitt, Liaison Dave Leitch, and Lt Keith Schrank.

Chairman Riel called the meeting to order and conducted the Pledge of Allegiance.

APPROVAL OF AGENDA

The agenda was approved and the meeting continued.

DISCUSS REFERENCES FOR HIRING FIRMS ESCI AND PROTHMAN.

Commissioner Ramynke made the reference calls and reported the following after attempting 3 contacts for each firm:

PROTHMAN

- Benton County Fire District 4/Commissioner AJ Hill: Used Prothman twice, very pleased with both hires, Highly recommended, Thorough, Hands on, Responsive, professional, excellent candidate pool, knowledgeable of fire service. Tried hiring a chief themselves in the past and would not recommend it.
- East Pierce Fire & Rescue/Chairman Dale Mitchell: Rave review, extremely satisfied, professional, thorough, has used ESCI in the past and did not compare to Prothman in his opinion, would definitely use Prothman again.
- Lake Stevens Fire/Commissioner Troy Elmore: Spoke very highly of Marcus Kragness, high integrity, straight shooter, not satisfied with 1st candidate pool and Prothman did not hesitate to run the advertising again, 2nd pool was a much better group, clean process, met deadlines, very professional, excellent fit with the chief they have now.

ESCI

- Spokane Fire District 10/Peggy Calahan: Positive with ESCI but not descriptive, used them for internal promotions and assessments. Had used Prothman in the past and did not care for them. Suggested we call Ron Hiroki of Spokane.
- Mid-Columbia Fire/Chief Robert Palmer: Used ESCI for Division Chief Hiring and strategic planning, very comprehensive, more like facilitators/guidance, great at reviewing processes and assessments, relied on department staff for information and legwork. Would hire them again.
- Greater Eagle Fire: Left a message and received no call back. According to their minutes used ESCI to hire a chief that was sworn in August 2016. By September of 2016 they were discussing hiring another chief and not using ESCI's 1 year guarantee. Unable to get further information.

Based on all the information gathered along with the presentations on December 12, 2016 and the references I recommend we hire Prothman. After discussing the above references and presentations the Board was in agreement in moving forward with hiring Prothman and Chairman Riel continued the meeting.

DECISION ON HIRING FIRM

Commissioner Ramynke made a motion to hire Prothman to assist us in recruiting the next chief. Vice-Chairman McNulty seconded the motion and the motion carried. Chairman Riel noted we agree to all of their terms, get a special meeting together after the first of the year to set the timeline for hiring, discuss the package, wages, advertising, etc. Commissioner Ramynke noted he is available for any work that needs to be done before the meeting. Liaison Leitch will contact Prothman to gather any needed information. Chairman Riel continued the meeting.

GENERAL DISCUSSION

The Board discussed wages for the chief's position and comparable wages in other Washington districts and no action was taken. There were no further comments and Chairman Riel continued the meeting.


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ANNOUNCEMENT

There was a HUGE Hockey game today between the East Valley Middle School 5th Graders and the East Valley Firefighters. Yakima Fire was there and the whole auditorium was rocking with music and excitement! EVFD was victorious this year and the 5th graders took the trophy back to school show it off until next year's rematch.

ADJOURNMENT

There being no other business, Vice-Chair McNulty made a motion to adjourn the meeting. Commissioner Ramynke seconded the motion and the meeting adjourned at 3:39 pm.



Chairman Les Riel



Vice-Chairman Dan McNulty



Commissioner David Ramynke

ATTEST:



District Secretary Jenifer Huitt