CENTRAL PIERCE FIRE & RESCUE  
PIERCE COUNTY FIRE DISTRICT #6  
BOARD OF COMMISSIONERS  
SPECIAL MEETING  
August 5, 2000  
Station 6-9

The Special Meeting of the Board of Commissioners for Pierce County Fire District No. 6 was called to order by Chairman Wimsett at 9:00 a.m. at 17210 110th Avenue East; Puyallup, Washington.

Present were the following:
Chairman Kevin Wimsett  
Commissioner Rich Coleman  
Commissioner Larry Nelson  
Commissioner Dave Morell  
Commissioner Bill Eckroth  
Interim Fire Chief Ron Hoyt  
Assistant Chief Bill Thomas  
Assistant Chief Bryan Pearson  
Assistant Chief Jack Andren  
Assistant Chief John Sinclair  
Captain Baron Banks  
Captain Bob Franklin  
Captain Keith Wright  
Captain Mike Kondra  
Captain Paramedic Bob Hudspeth  
A/R Coordinator Mindy Roberts  
EMS Billing Coordinator Lisa Gahms  
EMS Shift Coordinator/ Firefighter Paramedic Dan Beckman  
Firefighter Alan Scott  
Firefighter Dan Fisher  
Firefighter Dan Teshera  
Firefighter Darrin Shaw  
Firefighter Dennis Hope  
Firefighter Derek Williams  
Firefighter Joe Guenthner  
Firefighter Joe Tennison  
Firefighter Kendra Levant  
Firefighter Mark Guenthner  
Firefighter Paramedic Adam Rosenlund  
Firefighter Paramedic Andy Moan  
Firefighter Paramedic Brian Caldier  
Firefighter Paramedic Dave Johnson  
Firefighter Paramedic Jason Simmons  
Firefighter Paramedic Jerry Flowers
1. Pledge of Allegiance

Chairman Wimsett led the flag salute.

2. Citizens Comments (for items not specifically listed on the Agenda)

Nothing at this time.

3. New Business (First Reading - For Discussion and Review Only)

   A. CPFR Personnel Concerns
Chairman Wimsett read the following statement: "Many of you are wondering what happened. Why did Mike Pretz resign? The details are now irrelevant. The point is, he resigned. Let us leave it at that.

The Board has appointed Ron Hoyt to be the Interim Fire Chief. From everyone we have talked to, he has the overwhelming support of the entire organization. Ron has the personal and humanistic attributes of honesty, integrity, compassion and empathy to lead Central Pierce. He is the right person, at the right time, to make a difference. He values each person within our great organization.

One of our goals here today is to locate any wounds of the past and begin to heal them. However, let us not dwell in the past; let us instead focus on our future. Central Pierce is a strong, proud organization. It is filled with exceptional people. It is filled with people who everyday extend themselves to the people of this community and show kindness and compassion.

Chief Hoyt and Chief Sinclair recently talked about some of our people, they told me about the Paramedic, who held the little, old lady's hand while he wheeled her into the Emergency Department. He held her hand because he knew how important that was to her. It made her feel secure.

They talked of one of our people, a tough biker dude, who showed so much compassion to a little girl that had just lost a family member. She hugged him tightly in her fear and grief, that picture was never captured, except in the heart of that little girl and the soul of that firefighter.

They spoke of your compassion in everything you do. The way we work with people to understand their transport bill, or how we spend a few extra minutes with the people who come in to have their blood pressure taken. Every one of you, from 6-0 to 6-9, from the mechanics to the secretaries and everyone in between, each of you has value. Each of you serves our community.

The greatest resource we have here at Central Pierce is you, the people. The Board values each of your talents. Today, the healing continues, let us grow strong and confident together, nurturing each other."

Commissioner Wimsett extended his thanks to I/F/C Ron Hoyt for bringing stability to the Department when we needed it the most.
The idea of this retreat was brought forth by the Board to figure out where we are going; it is a coming together in order to focus. He hopes today is helpful for everyone and he is eager to hear comments from everyone.

I/F/C Hoyt presented the proposed agenda for today's discussion.

9:00   How can we assure improved communications?
9:30   How can we better plan for the future?
10:00  How can we assure we are doing the best for our customers?
10:30  How can we make it more enjoyable and fulfilling to come to work each day/shift?
11:00  What other areas do you see where all of us can make CPF&R a better organization?

The discussion is not limited to these areas. He took major topics that several people are concerned with or have questions about and designed the agenda to meet the concerns/questions.

I/F/C Hoyt established some ground rules. (1) Be respectful of one another. This meeting is to identify situations where people are concerned or hurt. (2) This meeting is to address organizational issues not operational ones. (3) We will be focusing on a laundry list of issues. We will not be able to address them today but they will be addressed in the future. Today is designed to establish the list. Some issues that we are discussing at length will be tabled and addressed at a later time. (4) As means of organization and order, only one person will be recognized at a time.

**How can we assure improved communications?**

FF Fisher stated that there are several ways to communicate. Via phone, pager, e-mail, etc. Using one of those methods would handle the communication problem.

FF/PM Rosenlund stated that the District went through a long process in creating the Strategic/Master Plan. He would like proposals to be researched and discussed by several members of the Department. I/F/C Hoyt stated that when we have the time, the more the merrier.

Captain Kondra stated that we have the chain of command and recognized that the District is not good at using it. There have been several items that have bypassed certain groups.

FF/PM Gray stated that before a proposal is final the District needs to get all of the information possible.
FF Fisher stated that Administration needs to solicit ideas from others, especially if those people are directly affected.

FF/PM Rosenlund stated that issues need to go through the appropriate committees. Communication needs to go both ways.

Lieutenant Morse stated that decisions should be made after lots of discussion.

A/R/C Roberts stated that a lot of information is communicated through the reading of minutes.

Secretary Atwood stated that a lot of what is read in the minutes is discussion. Those reading the minutes need to verify the accuracy of the material before reacting to it.

P/E/C Moulton stated that the Department's Bunker Banner could include reports/updates from each division. Or possibly discussion items that need input.

H/R/M Johnson questioned those present if it is better if the Bunker Banner is printed out or if it is better left where it is. Several people raised their hand in favor of the Bunker Banner being printed out.

FF/PM Simmons stated that it is important to know what is exactly going on.

Captain Franklin stated that there are a lot of decisions that are made at Administrative levels without input. Also, it is important to respond to e-mails even if the issue is resolved.

FF Hope asked the reason why E/D Pretz resigned. I/F/C Hoyt stated that Administration is not able to communicate that reason because they are under legal constraints and ethical issues. The comments that were expressed in the newspaper were from Mike Pretz himself. That is what he chose to share. We aren't able to share anything.

Lieutenant PM Hill stated that whatever our perception is, that is our reality.

Captain Hudspeth stated that the three shifts need to communicate better on Battalion level. There should be set standards between shifts.
FF/PM Rosenlund stated that there should be listening on both sides.

At 9:50 a.m. I/F/C Hoyt recessed the meeting for ten minutes.

At 10:00 p.m. the meeting was brought back to order.

**How can we better plan for the future?**

FF Juarez stated that the Master Plan was thrown away and the District needs something in black and white.

A/C Pearson stated that the sooner we know who the leader will be, the sooner the healing process will take place. He suggested that the Board remove the "interim" from I/F/C Hoyt's title at the August 14, 2000 Board Meeting. I/F/C Hoyt has proven himself.

FF/PM Beckman echoes what A/C Pearson stated and suggests that I/F/C Hoyt sign a five-year contract.

FF/PM Gray applauds this meeting. It is a start at improved communication and is beneficial to this organization.

FF Taylor stated that the District should stick with the Master Plan in order to keep up with the staffing safety standards.

H/R/C Johnson stated that she overheard conversation when the meeting recessed about this meeting being the "same stuff on a different day". She stated that this meeting is a step in the right direction and that Administration is trying to solve the issues that are concerns of the Department. That type of attitude is what destroys progress.

Captain Hudpseth stated that he would like to see PIER and MSO divisions re-separate. This area should be researched.

FF Fisher read the following prepared statement: "We show signs that we have forgotten who our bosses actually are, and why we are here. We are a service organization or should be, and we are here for the good of the community. If the community needs EMS, we need to provide EMS. If they need fire suppression, then we need to provide fire suppression. The bottom line is, we need to give the community what they need. If we do this, we will be at the top of the heap. That is where we need to be when our competition comes into our communities and asks them to annex. The first thing that should come to their minds is “Wait! These folks want us
to give up our fire department and get rid of our firefighters.” We have the potential to grow and expand if we do not limit ourselves. We need to work with the smaller departments around us, as an example. In order to do this, we need to look on ourselves and see where and how we can improve.

For example: As a department we should be proactive not reactive. Over the last year or so, programs have been implemented with no or very little testing so the glitches have been very frustrating, as well as professionally embarrassing. We need to build programs from within and with the involvement of personnel that are willing to be involved. If no one is willing to be involved then we will have to accept what we are given. Give us the chance to be involved i.e. Reporting System, QAP’s, Hydrants Programs.

We need to get back to the basics, start by holding people (officers and firefighters) responsible for their jobs, actions, and make them accountable. If they are not willing to be accountable, then they should not be in the position. There is a down side to this also, you also need to give them the right and the tools to do the job we are here to do. Back the administration out a bit from the every day operations of the shifts. That is what we have B/C’s for, the B/C’s have station officers. It should smooth out the day-to-day operations.

Getting back to our jobs of providing service to our communities. We need tools to fill those needs. We are professionals, and to not be able to mitigate a problem for lack of the proper tools is not being professional, and not part of filling the needs of the community. When this is not given priority by Administration, it gives the impression that it really doesn't matter. So, why should we care if our role models don't? We have a problem at the shop, with things not getting repaired in a timely manner. Why? They repair the tools we use to satisfy the needs of our customers. They should be given a priority to repair CPFR equipment, and if we do not wish to refuse work from other agencies then we should expand the staff at the shop. Our mechanics are a very integral part of our foundation.

The largest and most important is morale. If you list all the items you are going to hear about today, they will all tie to the frustration we have been experiencing and to a certain extent still feel. Frustration has a way of eating away at morale, which compounds upon itself. I believe that the bottom line is we all know what our jobs are: filling the ever-expanding needs of our community. We would like to be along for the ride in the car, not riding in the trunk.
Call it attending to the internal customers if you will. If you address some of the items that you will become aware of here today, you will go along way toward rebuilding the moral of this family we call Central Pierce Fire & Rescue. Fire and Rescue. We are a team. Each of us gives something to this organization. When a small group sets itself apart from the rest, the rest will feel resentment, and behave accordingly."

FF/PM Bouchard stated that he would like to see the Commissioners do some ride time with the crews. Personnel never see them.

FF/PM Caldier stated that he believes that everyone is a product of their environment. The personnel are the "environment" and it is important to spend time with them.

Captain Banks stated that "bigger is better". The three entities that merged together made a lot possible. The future growth is with the surrounding entities. Consider it investment property.

FF Guenthner stated that the Administration needs to be people oriented. Criticism is important and it needs to be constructive, it should not tear down.

FF/PM Rosenlund agrees with Captain Banks. The future is south. Bigger is better.

V/FF Steve Hoyt thanked the administration that the volunteers were allowed to be bigger. He would like to see that division increased more so that they can help fill the third person on the engine. The Volunteers have taken over the Safety Trailer and fire extinguisher classes. He hopes that the Board sees fit to increase the numbers of the volunteers. B/C Garden has also done an excellent job in aiding the Volunteers.

Lieutenant PM Rhone stated that we need to plan 10-15 years ahead. Our future is only going south. We have technology but we aren't using it very well. The data management in the District is a nightmare. To sum it up (1) we need to go south and (2) we need to build on our technology and information management.

Lieutenant PM Grier thanked Board for having this forum. He is concerned at the timing of the implementation of the Sunpro system. The QAPs should be done for the sole concern of safety, aside from the visit of the Ratings Bureau. He is in favor of
Department growth, moving south, and live fire training. With a three person engine company, we will be fifth or sixth in the state.

Captain Hudspeth stated that the personnel in the District are professional and they do care for the Department and each other. Thinks that there needs to be a reprogramming of the Support Services Division. The Captains in charge of large budget items, i.e. hose, SCBA, bunker gear, should be able to have their own purchase order book. The Acting Battalion Chiefs should be more involved with the Battalion Chief Meetings, that way they are kept in the communication loop. Officer meetings should happen on a regular basis. There should be a solid Administrative push for the Battalion Chiefs to communicate.

FF/PM Caldier stated that being in motion is not always progress. He would like to see three people staffing an engine.

Captain Banks would like to clarify the statement that he made earlier (Bigger is Better). He is not in favor of taking money out of our budget to augment District 17 or District 21’s budget. We should not decrease our level of service.

Lieutenant PM Rhone stated that, as we plan for the future, it is important that we have an identity (every department has one). Our identity is one of the best around. He suggests that we not go to the outside in order to bring anyone in to fill the vacant positions. The personnel that are already a part of the Department can fill the positions successfully. Also, he added that he attends conferences in order to see the areas that we can grow in as a Department. He learns that we are already doing what the conference leaders suggest.

Lieutenant PM Hill stated that all positions should be looked at when short or long term planning is concerned. Believes that we should expand staff and possibly look at two Battalion Chiefs per shift.

I/F/C Hoyt stated that the number of personnel and apparatus demand a certain level of income. Another question that we need to look at is where are we going to put the additional bodies?

Lieutenant PM Hill suggested that we not hire at a higher level, maybe on the lower level.
FF/PM Beckman stated that there is a considerable difference between the shifts. We could possibly benefit from an aide to support the day to day operations.

Volunteer Lieutenant Hominda reported on the Cadet program. He suggested that an apparatus with surplussed equipment on it be dedicated to the program. The vehicle could be used for public events and would not have to worry about responding to calls. The engine will aid in training our future. The members of the cadet program are our future firefighters. He also seeks input for the program.

FF/PM Rosenlund suggested that we have preference points with our organization for internal personnel during hiring processes.

Lieutenant Morse stated that in order to plan for the future, from the Battalion Chief up; Administration needs to show a united front. It seems that each Chief is working individually. He believes that our Chiefs can fill the vacant positions; we should pick the people here.

Lieutenant Gress suggested that testing and tuning of programs before implementation is key, i.e. the QAPs. The shop needs more help. I/S/C Travis needs an assistant, he can only do so much.

FF Hernan stated that Administration should we working on obtaining permanent funding.

Commissioner Wilson stated that the District is seeking permanent implementation of the EMS Levy. And a permanent FBC in 2002.

FF Hope stated that who we decide to lead us is really important. Believes we should promote from within and thinks there is a lot of support there.

At 11:05 p.m. I/F/C Hoyt recessed the meeting for ten minutes.

At 11:15 p.m. Chairman Wimsett called the meeting back to order to continue discussion about future planning.

Lieutenant John Hamrick stated that the West side of the District gets hammered daily. He hopes that Administration follows through with their commitment to staff L611 each shift. The Hazardous Materials team disassembles box labs weekly which means that two to three engines are out of service during that time. The District needs to do the best for our customers and make a commitment to have the District staffed even if it means paying
Currently, we are not giving the best service to our customers.

FF/PM Flowers doesn't believe that we have someone as "groomed" as A/C Sinclair to fill the position of EMS Chief. He is EMS wise, is known country-wide, and knows what the Paramedics need.

**How can we assure we are doing the best for our customers?**

A/R Roberts stated that it seems like we are divided amongst ourselves. Communication lines need to be built between Divisions.

H/R/A - A/P Menge stated that each person should be consulted especially when it is a direct impact to work load. For example, the decision to have electronic timesheets, that directly impacts payroll and she was not consulted.

A/C Pearson stated that there are a lot of committees that meet monthly, they should be bringing the information back to a forum.

P/E/C Moulton stated that in the PIER Meetings, a person is dedicated to bring the information back. Also, we can submit the information to Carla for the Bunker Banner.

H/R/M Johnson stated that in the Staff Meeting the group is working more as a team.

FF Juarez asked what the priorities are and what needs to happen? Figuring out that will help do the best for our customers. It seems that there is a lot of micromanaging going on. As a District we need to stick to the chain of command.

FF Lang believes that with Tacoma and Puyallup annexing more of Central Pierce's land, we need to have a better relationship with the business owners.

Captain Wright stated that closing stations due to scheduling is not doing the best for our external customer. We need to know the scheduling and not shut down the stations. That is a liability.

Lieutenant Gress echoed the comments of Captain Wright. We need to bring personnel in and pay overtime for special events. Also, suggested that Administration give the officers authority to call
a taxi for a citizen or a tow truck at the expense of the District. He has heard of another District that states that if it takes $100.00 to solve a problem, then do it. That would free us up to do a lot of things and he doesn't believe that a lot of people will abuse it.

Captain Banks stated that a lot of times when training happens, we would have to step out of class for a call. He questioned the quality of training. If we spend money to have an outside teacher come in, we need to spend money so that personnel stay in class to learn.

FF/PM Simmons stated that all organizations should (1) respond effectively, (2) perform flawlessly, and (3) be nice. Has a friend that stated that we are a "meetingness" sort of people. He stated that we need to adopt an agenda and have something to accomplish.

FF Clinton stated that, a lot of times when people attend meetings, we are closing stations on the outskirts of our District, which means that the response times to emergencies on the outskirts are long. That is not doing the best for our customers. We need to evaluate the importance of the meetings.

Captain Franklin stated that on a given day, up to three stations could be out-of-service/closed. We should use our call back system in order to fill positions.

Secretary Atwood stated that the Video Teleconferencing system should eliminate some concerns on this issue.

Lieutenant PM Rhone stated that external customer service is the most important and, as far as internal customer service is concerned, we need to take care of each other so that we can do that. Also stated that the officers need to have Officer Meetings monthly and pay overtime for that to happen. The Paramedics do that and they are all on the same page. That would also help create consistency between shifts.

Lieutenant PM Connelly stated that as firefighter we are the "jack of all trades, but master of none". There are a lot of talented people that can be utilized in this District.

FF Juarez stated that a lot of times we are confused in the paper to be Puyallup Fire Department's firefighters. The citizens don't know that we are different than Puyallup. We need to work on that in the Public Relations area.
Captain Willis stated that annexation has nothing to do about fire service. It is about sewer developing.

FF Lang stated that we need to work on our relations with neighboring Fire Departments.

P/E/C Moulton stated that she needs better data in order to educate people and prevent things. Without that, the PIER Division can’t specifically define the problem areas.

Captain Kondra stated that operational things should be standardized and the policy and procedure manual should be up to date. He believes that Officer Meetings are essential and that the officers should be given priorities. Nothing is being done on a department level to standardize.

**How can we make it more enjoyable and fulfilling to come to work each day/shift?**

Captain Hudspeth stated that at the retirement party for A/D Taylor, B/C Tucker stated that Kathy was an individual that always stated that the decisions being made are affecting people. He hopes that, because she is retired, that is not forgotten. The decisions that are made at the Staff Meetings are affecting people. There is a lot of emphasis on the product, but not the process. For example, the QAP Program. It was stated that the firefighters need to get the reports or else they would incur discipline. That is not the right way to do it.

FF Guenthner stated that the customer service book by Alan Brunacini is something that he uses as a guideline. It says that people skills should be at the top and all the way down. "Atta-boys" are the way to go.

FF Clinton agrees that atta-boys would improve internal relations. Also believes that standards are put in place because something went wrong.

FF Guenthner stated that if people are happy at work then the external customer will be satisfied.

FF/PM Simmons stated that it would be nice to know where we are going to work at for the day, it seems that he arrives at a Station and he continues to move around all day. He appreciates the fact that this District does care for the individual, i.e. the situation with Mark Guenthner last year.
Captain Franklin expressed his frustration in dealing with the Master Calendar. It seems that physical training takes a back seat. Tasks need to be prioritized.

EMS Billing Coordinator Gahms, on behalf of the Billing team, stated that they could utilize the space in other stations. It is sometimes difficult for them to work in such a small space. She also suggests that the Billing team do ride-alongs.

Lieutenant PM Hill stated that people are realistic with their requests, he would like to know what the priorities are.

FF/PM Rosenlund stated that the resent proposal regarding the cross-staffing issue and how it affected the second busiest station really "lit his fire".

Commissioner Morell stated that the Board of Commissioners are taking the comments made at this meeting into consideration and they are taking notes. He recently attended a State Commissioners program and very few comments were made about the recent happening. He believes that that reflects well on the Department. He is proud to be a Commissioner at this time. This meeting is an opportunity to rebuild this organization and now is the time to reprioritize our goals and focus on our customer. As a District, we need to dwell on Central Pierce for now. If we focus on the needs of others and expand when we are weak internally, then we will destruct internally. He appreciates the participation at this meeting and the Board of Commissioners is leaning toward a known commodity to take us into the future.

Chairman Wimsett stated that at the next Board meeting the Board of Commissioners will be making a formal decision concerning the leader of the District.

Commissioner Morell stated that people will not remember what you went through, but how you handled the situation.

Commissioner Wilson stated that the District has the Board's commitment, with the Fire Benefit Charge, to end cross staffing in the District. The District has changed in the past five years and there is still going to be some change to get where we need to be. We need more staffing in CPFR, that's her commitment and has been since she became a Commissioner in 1997.

Commissioner Eckroth applauded Central Pierce in general.
At 12:10 p.m. Chairman Wimsett recessed the meeting for thirty minutes for lunch.

At 12:35 p.m. the meeting was called back to order.

**What other areas do you see where all of us can make CPF&R a better organization?**

Volunteer Firefighter Steve Hoyt, representing the Volunteers, Cadets, and Support Services personnel, stated that they are in favor of preference points. Also, in some stations, where beds were removed, they would like places to sleep and a place to be when they are on duty. They are willing to staff other engines on weeknights and weekends. Believes that the volunteers can be utilized in emergency situations more wisely, i.e. removing trees from the roadways, etc.

FF/PM Moan stated that it seems that continuous goal setting is taking place and we are not reaching any. As a District we need to maintain the goals that we have set and set goals that we can reach.

Lieutenant PM Rhone stated that most stress and energy goes into dealing with the Information Services Division. There needs to be more Fire Department people in there to manage the system. Training on how to use the equipment needs to take place and the Fire Department personnel can identify and manage the day-to-day operations of the Division.

FF/PM Bouchard stated that he would like to know the opinion that I/F/C Hoyt holds on this issue.

I/F/C Hoyt stated that he thinks that this is the kind of thing that he would like to see more of. Let’s let the folks who are running the stuff submit ideas. This is a step in the right direction. When we have more people with concerns and ideas, the more time it will take to address all of them. Each of the concerns are important to him.

A/C Andren stated that all of these things are on the wall. We’ll ask everyone to help make the decisions but there are many different priorities. What should administration’s priorities for the District be?

FF/PM Rosenlund stated that the Strategic Planning Committee can be utilized to figure that out.
Lieutenant PM Rhone stated the priorities should be (1) with the existing fire and EMS Protection (get rid of cross staffing) and (2) training us to provide that service.

Mechanic Mead presented a damaged tire and explained that the shop is needing more personnel to function at the level they are being required to function at.

Lieutenant Morse stated that administration needs to prioritize and that personnel want to be led. He is not in favor of cross staffing, we need to increase the safety and level of service.

Commissioner Wimsett stated that it is obvious that the mechanics are being worked to death. Is there a way that we can stop doing outside work?

I/F/C Hoyt stated that currently the shop is being audited. Some of the stuff that is being looked at is the value of doing outside work. We are expecting a report in the next month. When we receive it, we will evaluate then.

Captain Willis stated that he is in favor of ending cross staffing and that should be the priority for the next few years. Also, employees need to be active on external forces.

FF Juarez questioned the Board of Commissioners as to why the Master Plan has not been followed.

Commissioner Wimsett stated that the Master Plan was designed to be a road map and sometimes the road veers off the plan do to circumstance. The Master Plan is a point to reevaluate.

FF Juarez asked why we haven't hired the 18 people that the Plan refers to in the year 2000. And why have we not replaced the two to three firefighters when they left.

Commissioner Wimsett stated that that question is not something for the Board to answer. That question should be asked of someone who is not here anymore.

A/C Sinclair stated that we are actually ahead of the Master Plan in the amount that we will be hiring. We hired a total of nine people in 1999, which is six over the expected. And we will be hiring more once the EMS Levy passes.
A/C Pearson stated that slots have been reserved at the training academy and testing dates have been set.

Commissioner Wimsett stated that there has not been an official decision on to how many paramedics and how many firefighters will be hired. We are better off, as far as staffing, than five years ago and we are doing all we can with our fiscal concerns.

A/C Sinclair stated that we need to be a little flexible, act in humility, and help each other. We need to assume good intent and every leader must have followers. We are a great organization and we must remember that.

I/F/C Hoyt thanked everyone for their time and appreciates all of the input and thoughts today.

4. Old Business (Second Reading and Final Action)

   Nothing at this time

5. Considerations and Requests (Board Action Required)

   Nothing at this time

6. Summary Process (For Continued Discussion/Action)

   Nothing at this time

7. Commissioner Comments

   Chairman Wimsett, on behalf of the Board of Commissioners, thanked everyone for their participation in today's meeting. They appreciated everyone's time and thoughts. Encouraged everyone to contact them.

8. Executive Session

   Not at this time.
9. **Adjournment**

There being no further business, Commissioner Eckroth moved and Commissioner Wilson seconded to adjourn the meeting. MOTION CARRIED.

The meeting adjourned at 1:30 p.m.

_________________________  _______________________
KEVIN WIMSETT             VICKY CARLSEN
CHAIRMAN OF THE BOARD      DISTRICT SECRETARY

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STEPHANY J. CARTER
RECORDER