



**PIERCE COUNTY
FIRE PROTECTION DISTRICT No.17**

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**A SPECIAL MEETING OF THE BOARD OF FIRE COMMISSIONERS
FOR PIERCE COUNTY FIRE PROTECTION DISTRICT NO. 17**

April 25, 2016

A special meeting of the Board of Fire Commissioners for South Pierce Fire and Rescue District No. 17 held at 302 McNaught Street South, Roy WA 98580, was called to order at 7:00 p.m. Chairman Morris led the Pledge of Allegiance.

Present: Commissioner John Christian, Commissioner Olivia Werner, Chairman Dan Morris, Commissioner John Sebastian, Commissioner Kathy Kadow were present.

FC Vellias, DC Grant, DS Summer Miller, a few citizens as well as several firefighters.

LOCAL 726: Grievance, Step 3

Commissioner Dan Morris opened the special meeting, introducing President Russ Karns to present the Local 726's grievance, step 3 regarding recent Lieutenant testing. The Union presented that testing, specifically time constraints at station 3, were inconsistent and as a result should either be dismissed or retested. President Karns presented information to support the Local's position that the candidate that stayed within the 15-20 minute time block was penalized, resulting in a lower score than those that exceeded the presentation time block.

President Karns addressed questions from the Board, indicating that the Local is representing the group of testers, and not a single individual; that it is only concerned with the educational portion (station 3) of the testing process; and that this grievance is filed because the Local believes testing results from station 3 is in direct violation of contractual terms.

Chief Vellias contradicted the statements from Local 726 President Karns and presented timeline evidence that the entire testing process was based on the presentation, application, and evaluation by each individual tester. It was further proffered that throughout the grievance process the Union has failed to follow its own guidelines. i.e. dating and/or numbering the grievance filings, changing its position on representing an individual, and then the group as a whole. The Chief stated that time factors within the entire testing process were to be used strictly as a guideline, and at no time were test administrators advised to reduce scores for those who presented under or over the 15-20 minute guideline. It was further presented that conversation quoted in LMC meeting minutes with Vice President Brown indicated that the Local was in agreement that the overall testing and vetting process was "good."

The Chief addressed questions from the Board, stating that all candidates were given a 20 minute warning during station 3 testing to finish up their individual teaching presentations. It was also addressed that timing was not considered in the scoring process. The Chief advised that the lowest scorer ran 18 minutes long, while the second lowest scorer at station 3 had the longest presentation time – indicating that time was not a factor.

The Local was given the opportunity to rebut statements made by the Chief. President Karns stated the testing process in question was the first for one evaluator (in particular). He also elaborated that the word "shall" used

