



**Shoreline Fire Department**  
*Dedicated to the Protection of Life and Property*  
*Serving our Communities for Over 85 Years, Since 1939*

**FIRE CHIEF**  
Matt Cowan

<b>COMMISSIONERS</b>	
Ken Callahan	Rod Heivilin
Kim Fischer	Barb Sullivan
David Harris	Eric Adman
Tyler Byers	Rick Webster
Lisa Wollum	Josh Pratt

**SHORELINE FIRE DEPARTMENT**  
**(Regional Fire Authority)**

**RESOLUTION 25-04**

*Accepting Employment Obligations*

A RESOLUTION of the Shoreline Fire Department, a regional fire authority Governing Board recognizing its status as successor in interest as employer to the employees of Shoreline Fire Department, a fire protection district.

**WHEREAS**, Shoreline Fire Department, a fire protection district entered into Employment Agreements with a term of January 1, 2025 through December 31, 2027 with five administrative exempt employees;

**WHEREAS**, Shoreline Fire Department, a fire protection district employs non- represented employees pursuant to the terms of an Administrative Support Staff Employee Handbook (updated February 2025);

**WHEREAS**, Shoreline Fire Department, a fire protection district, executed collective bargaining agreements with IAFF Local No. 1760 with effective dates of February 3, 2022 (Uniform and Chief Officer), and June 9, 2022 (Non-Uniform);

**WHEREAS** On February 11, 2025, the voters of Shoreline Fire Department, a fire protection district, and Northshore Fire Department, a fire protection district approved the formation of the Shoreline Fire Department, a regional fire authority "RFA" effective May 1, 2025 in accordance with the Shoreline and Northshore Regional Fire Department Plan "RFA Plan";

**WHEREAS**, Section 7.B of the RFA Plan provides as follows:

1. **Fire Chief.** On the Effective Date, the Fire Chief of Shoreline shall serve as the Fire Chief of the RFA. The Fire Chief shall at all times be appointed and serve at the pleasure of the Governance Board.

2. **Personnel.** The existing personnel of Northshore and Shoreline shall transfer to the RFA to fulfill assigned duties as outlined in the organizational structure in Appendix A. All Northshore and Shoreline personnel shall be transferred on the Effective Date at their current rank, grade and seniority.

3. **Agreements.** All current employee agreements, personal service contracts, and any other contracts or agreements pertaining to work, duties, services or employment with Northshore and Shoreline shall be transferred over with all personnel on the Effective Date.


**RESOLUTION:** NOW, THEREFORE, BE IT RESOLVED, that the Governing Board of the Shoreline Fire Department, a regional fire authority, in order to comply with the RFA Plan and to formally establish that the Shoreline Fire Department, a fire protection district employees become employees of the Shoreline Fire Department, a regional fire authority effective May 1, 2025 hereby recognizes and establishes that:

1. The Shoreline Fire Department, a regional fire authority, is the successor in interest to the above referenced Agreements, Administrative Support Staff Employee Handbook and the Collective Bargaining Agreements and shall assume all obligations of the Employer; and


2. The Fire Chief is authorized to notify all affected employees of the change in Employer.

**Adoption:** Adopted by the Governing Board of the Shoreline Fire Department, at a special open public meeting of such Board on the 1st day of May, 2025 the following Board Members being present and voting:

**Attest:**

  
Bouphe K. Siharath  
Secretary to the Board


**BOARD OF COMMISSIONER OF THE SHORELINE FIRE  
DEPARTMENT REGIONAL FIRE AUTHORITY (RFA)**

  
Eric Adman, Commissioner

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Tyler Byers, Commissioner

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Kenneth G. Callahan, Commissioner

  
Kimberly A. Fischer, Commissioner

  
David M. Harris, Commissioner

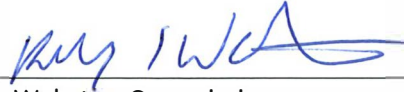
  
Rod Heivilin, Commissioner

  
Josh Pratt, Commissioner



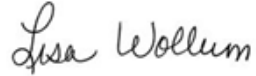
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Barb Sullivan, Commissioner



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Rick Webster, Commissioner



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Lisa Wollum, Commissioner