



SHORELINE FIRE DEPARTMENT (RFA) GOVERNING BOARD SPECIAL MEETING

SHORELINE FIRE DEPARTMENT (RFA) SPECIAL MEETING MINUTES March 9, 2026

Chair Fischer called the special meeting of the Shoreline Regional Fire Authority (RFA) Governing Board to order at 5:30 p.m. on March 9, 2026, at Station 61, 17525 Aurora Ave. N. Shoreline, WA. 98133.

PRESENT:

Kimberly Fischer , Chair	Matt Cowan , Fire Chief
Eric Adman , Vice-Chair (left the meeting at 6:27)	Andres Orams , Deputy Chief (DC)
Tyler Byers , Commissioner	
David Harris , Commissioner	
Rod Heivilin , Commissioner	
Rick Nye , Commissioner (attended via Zoom)	
Josh Pratt , Commissioner	
Barb Sullivan , Commissioner	
Rick Webster , Commissioner (left the meeting at 6:27)	
Lisa Wollum , Commissioner (attend via Zoom)	

ABSENT:

I. CALL TO ORDER

II. PLEDGE OF ALLEGIANCE

III. PUBLIC COMMENT:

- Members of the public were present. No public comment was offered.

IV. SALARY & BENEFITS FOR NON-REPRESENTED POSITIONS:

- As required by RCW 42.30, notice of the Special Meeting was posted on March 5, 2026.
- **Executive Session:**
 - The special meeting of the Governing Board entered Executive Session at 5:35 p.m. for approximately 10 minutes, until 5:45 p.m.
 - Commissioner Fischer announced the Executive Session; the correct statutory authority is RCW 42.30.110(1)(g) to review applicant qualifications and/or employee performance, with no decision expected.
 - At 5:45 p.m., the Governing Board returned to open session to discuss the salary and benefit recommendation for non-represented positions.
- Chief Cowan requested Governing Board direction on previously tabled salary schedule adjustments to support recruitment for upcoming administrative vacancies.
- Chief Cowan reported that the recommended salary ranges were based on administrative comparables and noted challenges with regional comparisons due to differing agency structures.

- The Post-Employment Medical Benefits (PEMB) program was discussed, and Chief Cowan noted the Department’s commitment to negotiate the replacement of post-employment medical benefits prior to the program’s expiration.
- The Governing Board expressed differing perspectives on the proposed salary adjustments, with some supporting the ranges to assist with recruitment and others preferring additional research and data.
- Future negotiation processes were discussed, including separating Fire Chief and Deputy Chief negotiations for Governing Board involvement, allowing the Fire Chief to negotiate non-represented administrative staff compensation.
- Following discussions, a motion was made regarding the proposed salary schedule adjustments.

MOTION: *Commissioner Sullivan moved, and Commissioner Heivilin seconded to accept the proposed salary schedule as presented.*

The motion passed (7–3), with Commissioners Sullivan, Heivilin, Fischer, Harris, Adman, Wollum, and Pratt voting aye, and Commissioners Byers, Webster, and Nye opposed.

V. POTENTIAL OF THE BOTHELL FIRE DEPARTMENT JOINING THE SHORELINE FIRE DEPARTMENT REGIONAL FIRE AUTHORITY (RFA):

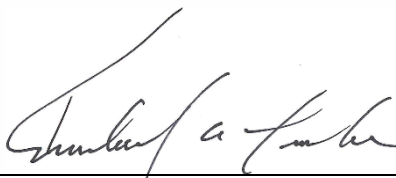
- Chief Cowan briefed the Governing Board on the current status of the potential integration of the Bothell Fire Department into the Shoreline Fire Department Regional Fire Authority (RFA).
 - The Governing Board discussed the timeline and process, including stakeholder engagement and potential service options such as a contract for services.
 - Chief Cowan noted that the Bothell City Council is scheduled to meet on March 10 to consider whether to continue exploring potential integration into the RFA.

The Governing Board adjourned the special meeting at 6:51 p.m.

Minutes prepared by: Beatriz Goldsmith



Bouphe K. Siharath
Secretary to the Governing Board



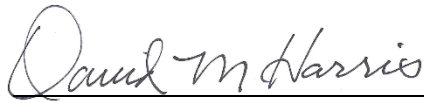
Kimberly A. Fischer, Chair



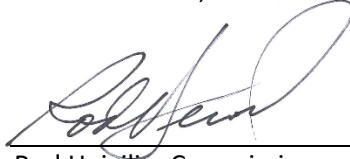
Eric Adman, Vice-Chair



Tyler Byers, Commissioner



David M. Harris, Commissioner



Rod Heivilin, Commissioner



Rick Nye, Commissioner



Josh Pratt, Commissioner



Barb Sullivan, Commissioner



Rick Webster, Commissioner



Lisa Wollum, Commissioner