



## **MASON COUNTY FIRE PROTECTION DISTRICT NO. 4**

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March 7, 2022

### **SPECIAL MEETING NOTICE**

The Mason County Fire District #4 Board of Commissioners will hold a special meeting on Tuesday, March 8, 2022, at 9:00 a.m. (via Zoom/in person) to discuss Chief Burbridge's retirement and plan to hire a new Chief. There is a possibility of an EXECUTIVE SESSION to discuss the performance of a public employee.

ZOOM meeting room: 596-196-1523

**MASON COUNTY FIRE PROTECTION DISTRICT NO. 4  
FIRE COMMISSIONERS SPECIAL MEETING AGENDA**

Tuesday, March 8, 2022 @ 9:00 A.M.

**Special Meeting**

**Via Zoom or In-Person**

**CALL TO ORDER:**

**CHIEF'S RETIREMENT:**

**GOOD OF THE ORDER:**

**MASON COUNTY FIRE PROTECTION DISTRICT NO. 4**

Special Fire Commissioners Meeting Minutes – **In-person or Via Zoom**

March 8, 2022

Chairman Plews called the special meeting to order at 9:08 a.m. Present via Zoom: Commissioners Plews, and Hirschi. Commissioner Bennett will arrive later. Lisa Brengan was in attendance as minute-taker.

The purpose of this meeting is to discuss plans on hiring a new chief and the interim plans. Budget was discussed, projecting what funds will be available for the chief replacement as well as other items not anticipated.

The captains presented the attached letter to the Commissioners in support of utilizing a neighboring Chief to support day-to-day operations to avoid overwhelming the command staff and Assistant Chief while a search for a new chief is conducted. Chief Burbridge explained how he'd anticipate an ILA between the two districts working and encouraged the Commissioners to speak with Chief Rux from Griffin, Thurston 13.

Chairman Plews called a recess at 10:22 a.m. until 11:00 a.m. when Chief Rux could arrive and speak with the commissioners.

At 11:00 a.m. the meeting was called back to order. Commissioner Bennett joined the meeting and Chief Rux was in attendance for discussion. Discussion resulted in recognizing Chief Rux would spend approximately 20 hours a month on normal operations items including commissioner meetings. Following discussion, items the ILA should include: hiring a new chief, levy lid lift, and Strategic Plan. Commissioners will email Lisa with any other items they think of that should be added if this is the direction they choose to go.

Meeting adjourned at 11:31 a.m.  
Minutes prepared by Lisa Brengan

*Handwritten signatures:*  
Gary Plews  
Curtis W. Bennett  
Lisa Brengan

March 8, 2022

Dear Commissioners,


On behalf of the IAFF Local Union 2394 Mason 4 bargaining unit, as well as the non-bargaining unit members on each shift, we would like to thank you all for your service and vision for our department and our community.

It was difficult to hear the news about our Fire Chief retiring. Chief Burbridge has left a wonderful legacy at District 4, and he will be missed by us all, most especially we'll miss his leadership, integrity, and humor. Needless to say, the shoes of a great leader and of one who has helped shaped the history of this department these last twenty years, will be a very challenging one to fill. With that said, we are aware that it will take the Board some time to find the right person for this very important leadership role, not just a leader to the department but a leader to this great community.

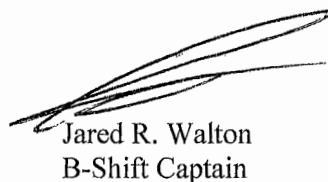
Each captain has taken the time to speak with their respective shift members regarding Chief's pending retirement as well as the board's stated commitment to find the best replacement possible. During these conversations the response was overwhelmingly in favor of supporting Chief Burbridge's recommendation of seeking assistance from our neighbors at the Griffin Fire Department. Based on the feedback received and given the tremendous tasks ahead of the department this year, not just in finding a replacement for our Fire Chief, but also the preparation of our upcoming levy lid lift, we would like to urge the Board to reconsider the proposal of having a conversation with Fire Chief Corey Rux, from the Thurston County - Griffin Fire Department, regarding an interim option to help our department maintain seamless day-to-day operations. This will prevent our leadership team, as well as our members, from being overwhelmed with additional responsibilities especially when the department has recently hired multiple new members. Mason 4 members have enjoyed the level of professionalism and work ethic that Griffin Fire has demonstrated at every mutual encounter. They have supported our team when we've called for their aid, and the same has been given in return. The respect and mutual admiration they show us is only a resemblance of the similarities each department has in their leadership. All the members at Mason 4 understand that this would be a temporary solution and we all feel very strongly that with Chief Rux's temporary assistance, we can find our next great leader.

Your task in balancing the many needs of our community is a difficult one, but we believe that our priority must be our uninterrupted day-to-day operations, so that we may continue to provide the best service delivery to our amazing community. Thank you again for your commitment to all the members of District 4, and for always having the best intentions for our future; it doesn't go unnoticed.


Best regards,



Joseph Leonard  
A-Shift Captain



Jared R. Walton  
B-Shift Captain



John Sliva  
C-Shift Captain

