

**West Klickitat Regional Fire Authority
Regular Meeting**

119 NE Church Street White Salmon WA 98672.

Thursday November 20, 2025. 6:30pm.

- ❖ **The meeting was called to order by Chair Thomas Montag at 18:59.**
- ❖ **Flag Salute.**
- ❖ **Attendance:**
WKRFA Governing Board: Quorum: Thomas Montag, David Lindley, Jason Hartmann, Robert Connor, Charles Virts.
Absent: Ben Giant
Advisory groups/staff: Chief Long, Rozalind Plumb, Jennifer McLean, Eric Bosler, Jure Poberaj, Nina Jimenez.

- ❖ **Agenda:**
“Motion to approve the agenda” made by Charles Virts second by David Lindley, (4 in favor, 0 opposed) motion passed.

- ❖ **Minutes of the last Meeting.**
“Move to approve the minutes from the last meeting” made by Jason Hartmann, second by David Lindley (4 in favor, 0 opposed) motion passed.

- ❖ **Public Comments:** None noted.

- ❖ **Administrative Secretary’s report**

- Approval of the scripts.

Date	Amount
10/21/25	7,433.93
10/28/25	342.66
11/05/25	11,915.18
11/11/25	16,353.61
11/13/25	6,590.19

“Move to approve the scripts from general expense fund 615.1 the first dated October 21, 2025, in the amount of \$7,433.93, the next dated October 28 in the amount of \$342.66, the 5th of November \$11,915.18, 11th of November \$16,353.61, and 13th November the amount of \$6,590.19.” made by Charles Virts, second by David Lindley. (4 yay, 0 opposed) motion passed.

Investments- The invested funds are scheduled to mature at the end of November and will be reinvested the same day.

Health Saving Plan – there has been some discussion on the potential to offer a health saving plan option. Research is on going and would be something the board could consider in the future.

Credit Cards – Jennifer has been trying to set up credit cards for the RFA. Currently we are using the Credit cards that are under the existing Klickitat County Fire District 3 account. The bank is rejecting the application as the RFA has not been established for more than 2 years (even though KCFD3 and White Salmon have a combined existence of over 170 years!). We want to issue cards to the captains but are uncomfortable asking for new account members under the KCFD3 name. Discussion on a possible option to have a card issued through the county. We are trying to reduce the amount we rely on the County as we are growing, and they are also very busy. Alternative is to wait out the next year and reapply after 2 years.

❖ **Fire Chief's Report** –See attached by Chief Long.

Jure Poberaj was sworn in as firefighter for West Klickitat Regional Fire Authority.

Station 32 well pump has failed. The quote to work on the pump involves opening the roof. The preliminary verbal estimate for the roof is \$33,000. No estimate has been received for the well replacement. Bids will need to be requested. Additionally, winter weather will likely delay the job until spring. Discussion on the impact of no water at the station included impact on bathroom facilities and truck cleaning.

New members are trickling in. This will incur costs for turnouts. 5 sets are estimated at \$18,000. Discussion on the uptick in volunteers – Burdoin Mountain fire has been cited along with word of mouth from existing volunteers and observation from around the area. Fire Adapted community group has been working to help inform the public to prepare properties for fire.

Active 911 has been down across the county for several days but is back up today.

Mount Adams Resource Stewards are also active and a great resource in the area.

Discussions on using prescribed fire for fuels reduction on private lands as a tool to create fuel breaks.

❖ **Training Report:** See attached by Captain Crumpacker.

The Basic Recruit Academy that has been run in the Gorge in past years is not happening this year. Captain Crumpacker is looking for alternative options.

❖ **Volunteer Representative Report.** Eric Bosler reported that there has been little activity from the Volunteer Firefighters Association. Everybody's brewing may be running a campaign to raise funds in November and December. Association Officer positions are up for renewal in the new year.

❖ **Information Only Items.**

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❖ **Unfinished Business- Follow -up Items.**

1. IT Services –The City server for Public Works has been moved. This should be the end of that project.
2. ADA walkway at station 31. The request for bids is live. Deadline is December 10.
3. Snowden In Ground Tanks. – Chief noted he has been working with Department of Ecology. This project is not qualified as a spill, so we are in a grey area for the process. Specifications have been written for what we need. The removal of contaminated water and the tank cleaning and inspection are not a “Public Works” project. It fits under services for cleaning, and we can reach out to vendors for quotes.
4. Strategic Planning – a Workshop is planned for December 13. Chief requested the board members contact him with their individual priorities.

❖ **Discussion Items/Action Items**

1. Resolutions

- ***Resolution 2025-04 adopting the levy increase for 2026.***

Discussion on the 2026 Budget following the hearing. The board discussed increasing the levy amount by 5.75%, an increase of \$77,294.35 (which maintains a levy rate close to \$0.76). Jason Hartmann noted the Board has a legal responsibility to maintain a balanced budget and pointed out that 2025 will end with a surplus. If the RFA continues to operate for several years with a surplus there would be concerns for the taxpayers, and a responsibility to reduce the taxes. Chief agreed, he also noted that 2025 is the 1st year of the RFA and it is still building momentum. The hiring of new personnel did not occur until later in the year. Board agreed to run for a couple of years at the \$0.76. Discussion also included what strategic planning may forecast. Fleet replacement is also a concern.

“Motion to approve resolution 2025-04 adopting the levy increase,” made by Charles Virts, second by Robert Connor, (4 yay, 0 opposed.) Motion passed.

“Motion to approve the 2026 budget presented,” made by Jason Hartmann second By Charles Virts. (4 yay, 0 opposed) motion passed.

2. Policies-

- *Hiring – Selection, Recruitment, Retention.*
- **Agreements.**
 1. **FLSA Exemption rule.**

- Under regular FLSA rules and our employment agreements everyone works a 40-hour work week between Monday and Sunday before overtime is incurred.
- The introduction of shift work for firefighters has incurred some errors with overtime (both overpaid and underpaid for hours worked).
- Consultation with legal counsel confirms that the RFA can apply FLSA Exemption (7) specifically for Firefighters.
- The exemption allows for a 7-day work period and 53 hours before overtime is incurred. (The work period can be up to 28 days and 212 hours, but the current employment agreements state a 7-day work week).
- The exemption must be in writing, and the firefighters must be informed before the exemption can be applied.
- Discussion -The chief has authority to implement the work schedule for the RFA. The work period could be extended up to 28 days in the future.

“Motion to affirm the administrative memorandum to implement the FLSA 7(k) exemption for Firefighters.” Made by David Lindley second by Charles Virts, (4 yay, 0 opposed) motion passed.

2. Health Benefits

Discussion on the renewal form for Health Benefits for employees. Plans offered are the same as last year. RFA pays 100 % for the Full-Time employees (FT over 30 hours per week). Additional 50% of spouse is covered by the RFA. Currently there is no additional compensation for dependents. Discussion to include dependent coverage in the future.

“Move to approve the health plan [renewal] as presented.” Made by Jason Hartmann, second by Charles Virts (4 yay, 0 opposed) motion passed.

3. Other Discussion Items

- EXECUTIVE SESSION (as needed per RCW 42.30.110). – None needed.
- ❖ **Action items** – covered by item above.
- ❖ **Good of the order.**
 - Washington Fire Commissioners Association Service Awards - Robert Connor and Tom Montag were recognized at the Annual WFCA conference for years of service as Fire Commissioners for Washington State. Tom Montag received a 10-year award at the conference and presented Robert Connor with his award as he could not attend in person.
 - David Lindley noted the conference was very helpful and informative.
- ❖ **Next Meeting:**
Strategic Planning Workshop Saturday December 13th, 2025, 0900. Location: Station 31, 200 Husum Street Husum WA 98623.

Regular Board meeting Thursday December 18th 18:30. Location: Station 30, 119 NE Church Street White Salmon.

- ❖ ***“Motion to adjourn,” made by Jason Hartmann seconded by David Lindley. (4 in favor 0 opposed). Motion passed.***
Meeting adjourned 20:16.

APPROVED:



WKRFA Chair -Thomas Montag (date)

Attest:



Administrative Manager - Rozalind Plumb