

West Klickitat Regional Fire Authority
Regular Meeting
 119 NE Church Street White Salmon WA 98672.

Thursday September 18, 2025. 6:30pm.

- The meeting was called to order by Chair Thomas Montag at 18:30.
- Flag Salute.
- Attendance:
WKRFA Governing Board: Quorum: Thomas Montag, Ben Giant, Robert Connor, Charles Virts (Via Zoom), and David Lindley, Jason Hartmann.
Advisory groups/staff: Chief Long, Thomas Crumpacker, Rozalind Plumb, Eric Bosler

- Agenda:
“Motion to approve the agenda” made by Jason Hartmann second by Ben Giant, (5 in favor, 0 opposed) motion passed.
- Minutes of the last Meeting.
“Move to approve the minutes from August 21st, 2025.” Made by Ben Giant, second by Jason Hartmann (5 in favor, 0 opposed) motion passed.

- Public Comments: None

- Administrative Secretary’s report
 1. The financial report was reviewed no questions
 2. Approval of the scripts read by Secretary Plumb.

Date	Amount	Date	Amount
8/26/2025	3,104.69	9/09/2025	9,212.47
9/02/2025	438.27	9/15/2025	1,177.29

“Motion to approve the scripts made by Jason Hartmann, second by Ben Giant. (5 yay, 0 opposed) motion passed.

- Fire Chief’s Report –See attached by Chief Long.
 Budget planning for 2026 is in progress.
 Wildfire Modelling – Eire Road and Brislawn Loop are actively involved in fire prevention.
 City approved the MOU agreement and Chief has signed it.
 Minor mechanical issues with vehicles.
- Training Report: See attached by Captain Crumpacker.
 No further comments – Chief noted Tom is doing a great job on the training program.

- **Volunteer Representative Report.** Eric Bosler reported that the Pancake breakfast associated with the Huckleberry Festival was hosted by Bingen Fire Department this year. Spaghetti Dinner and or pancake Breakfast are still to be discussed by the Association.
- **Information Only Items.**
 1. **2026 Budget is due in November** – RFA Budget Policy states the staff will create a draft budget to present to the board. Discussion on when to review the budget as a board. Board agreed to review the draft budget in the October meeting. The public Hearing will be scheduled for November 20th at the start of the Regular Board meeting. The Resolution for the Budget will be scheduled for the November Board meeting.
- **Unfinished Business- Follow -up Items.**
 1. IT Services –There are some additional areas that need work including the office that will be assigned to Chief, the City of White Salmon has IT equipment in the office that will need to be moved. Roz has reached out to Jennifer Neil to try to coordinate the project with the City.
 2. ADA walkway at station 31. The request for bids is being updated and will be sent out through MRSC.
 3. Snowden In Ground Tanks. – Chief noted the test kits have not arrived and has reached out to another vendor.
- **Discussion Items/Action Items**
 1. **Resolutions-** None
 2. **Policies-**
 - a. *Hiring – Selection, Recruitment, Retention.*
Charles Virts requested time to review with staff. It has been through legal review. Postpone to the October meeting.
 3. **Agreements**
 - i. **Memorandum of Understanding between the City of White Salmon and the West Klickitat Regional Fire Authority Regarding Planning, Development, and Life Safety Coordination.**
Intent is to have a mechanism to work with the City to provide comments or input during the planning process for developments. Chief was given authority to work on the MOU with the City. Chief has completed the agreement. Staff have not seen the final version.
 4. **Other Discussion Items**
 - EXECUTIVE SESSION (as needed per RCW 42.30.110).
Reason:
 - i. Review of new hire recommendation
 - ii. Review the performance of public employees (postponed to the October meeting).

Authorized under RCW 42.30.110 (1) (g).

(g) To evaluate the qualifications of an applicant for public employment or to review the performance of a public employee. However, subject to RCW 42.30.140(4), discussion by a governing body of salaries, wages, and other conditions of employment to be generally applied within the agency shall occur in a meeting open to the public, and when a governing body elects to take final action hiring, setting the salary of an individual employee or class of employees, or discharging or disciplining an employee, that action shall be taken in a meeting open to the public;

- Broke for Executive Session at 18:52.
- Time the meeting will re-open to the public 19:02.
- Extension to 19:07.

Opened public meeting. 19:07.

- The board approved of the hiring process and subsequent recommendation by staff to hire Jure Poberaj.

“Motion to authorize the hiring of Jure Poberaj” made by Jason Hartmann, second by Charles Virts. (5 yay, 0 nay) Motion passed.

- Discussion:
 - a) Wage to be offered to Firefighter/EMT – Discussion on the starting pay rate and subsequent increase after probationary period. The established/advertised wage range is \$63,200 to \$83,200. Chief noted this is low to mid-range compared to other agencies in the area. The board expressed the need to provide a living wage for the cost of living in this area and for retention of staffing. David Lindley suggested the board should have a policy to outline pay structure for the future. Discussion on starting the firefighter/EMT wage at \$75,000 and moving to 83,200 after probation.

Motion for a starting wage of \$75,000 and after six months, if probation is cleared, to move to \$83,200. Made by Jason Hartmann, second by David Lindley. (5 yay, 0 opposed) Motion Passed.

- b) 2026 salary and wage changes for current staff. Staff need direction on changes in order to build the 2026 budget. (Contracts to be confirmed in December). Brief discussion to leave the current draft for 2026 for discussion in October.

- **Action items** – covered above
- **Good of the order.**
 1. Question from Ben Giant on the Purchasing limit for Chief – Chief commented it is \$5,000, but anything close to that amount he will be in forming the Chair before purchasing. Ben also requested clarification on the process for the board approval and signing of the scripts. Roz commented that the board sees every

script regardless of the amount and board signatures are needed in order to ratify the purchase. Authority is given to staff to make purchases within the established budget and conduct purchases in a timely manner.

2. **Welcome to Jure!**

- **Next Meeting:**
Regular Board meeting October 16th, 2025, 18:30. Location: Station 30, 119 NE Church Street White Salmon.
- *Motion to adjourn made by David Lindley seconded by Jason Hartmann. (5 in favor 0 opposed). Motion passed.*

Meeting adjourned 19:32.

APPROVED:



WKRFA Chair -Thomas Montag (date)

Attest:



Secretary Rozalind Plumb