

## COMMISSIONERS SPECIAL MEETING

October 20<sup>th</sup>, 2022

This meeting was called to order at 6:00 P.M. Commissioner Colby, Marsh, Harris, Cody, Debbie, Bill, Aaron, Tom, Ryan, Taryn, Tori, Scott, Tyler, Tom Snook, Doug Dodson, Helene Roach, Mike Jackson, Jay Geisinger, and Kyle Cordill were present. No one called in remotely to participate. The Agenda and Zoom call in information were posted on our website prior to the meeting for the public.

### 1. Recruitment and Retention

Recruitment and Retention was discussed to include the following:

- Combination Department – Relationships between Volunteer and Career firefighters working together.
- Firefighter Recruitment & Retention - Recruits are consistently coming in our door, call volume has increased and we can't keep up.
  - Ideas - Utilize online marketing to include recruitment, call volume, and training requirement information. Start recruits right away, include recruits in monthly station trainings and ride-alongs before their phase starts, bring recruits into the family before they can respond to calls, get t-shirts to recruits up front. Offer First Aid/CPR prior to phase start. Start a Cadet or Jr. Firefighter program. Hire passionate people. Seek more lateral firefighters.
- Volunteer participation ideas – Schedule volunteer station shifts, offer on-call pay to be available to the station, designate on-call days for volunteers.
- Training – Must follow the law with requirements and have competent firefighters. 3 Training Phases were clarified.
  - Ideas – Create a document to simplify the message. Break up Structure and Wildland to lower required hours, offer a Basic firefighter program, provide clear picture of training topics/hours, offer day training option for swing shift workers, offer more online training.

The meeting was adjourned at 8:50P.M.

Spokane County Fire District #3

By: Sharon Colby  
Sharon Colby, Chairperson

By: Taryn Bare  
Taryn Bare, Administrative Assistant