



GRAYS HARBOR FIRE DISTRICT 1

108 E. Main ST
Oakville, WA 98586-0006



Board Of Commissioners General Meeting
Monday February 11, 2026, at 1900 hrs.
108 E Main St Oakville, WA ST 1-1

- I. Call to Order/Pledge of Allegiance – 7:00 pm
- II. Attendance
- III. Additions/Deletions to Agenda
- IV. Public Comments/Presentations
- V. Consent Items

Item	Page	Responsible	Outcome
▪ Meeting Minutes	3-4	Jonni	Accept/Reject
▪ Vouchers	5-6	Jonni	Accept/Reject
▪ Payroll	7-8	Jonni	Accept/Reject

VI. New Business (Action Items)

Item	Page	Responsible	Outcome
▪ Chief's Contract	20-27	Chief Rhoades	Accept/Reject
▪ Tribal Contract	28-31	Chief Rhoades	Accept/Reject
▪ K. Morlan Pension		Jonni	Accept/Reject

VII. Old Business (Action Items)

Item	Page(s)	Responsible	Outcome

VIII. Old Business (Non-Action Items)

Item	Page(s)	Responsible	Outcome
▪ Points			Informational



GRAYS HARBOR FIRE DISTRICT 1

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IX. Communications (Non-Action Items)

Item	Page(s)	Responsible	Outcome
▪ Auditor & Treasurer Reports		Jonni	Informational
▪ Ken Morlan Pension		Jonni	Informational

X. Department Reports

Item	Page(s)	Responsible	Outcome
▪ Chief's Reports	9-13	Chief	Informational
▪ Financials	14-19	Chief	Informational

XI. Good of the order

XII. Adjournment



GRAYS HARBOR FIRE DISTRICT 1

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GRAYS HARBOR FIRE DISTRICT #1

108 E Main St, Oakville, WA 98568

Phone (360) 273-6645 Email admin@ghfd1.org

Meeting Minutes

January 14th, 2026

COMMISSIONERS MINUTES

The Board of Commissioners of Grays Harbor Fire Dist. No. 1 was called to order at 7:00 pm by Chair Dave Edwards. Those present: Commissioners Larry Curfman, Larry Hamilton, Devin Harris, Fire Chief Carlton Rhoades, Assistant Fire Chief John Hedgers, Sec. Jonni Anderson.

ADMINISTRATIVE ITEMS

1. Call to Order/Establish quorum/Pledge of Allegiance-Led by Larry Hamilton
2. Additions or deletions to the agenda-None
3. Announcements-Chair Dave Edwards last meeting with the district.

CONSENT ITEMS

1. Minutes of December 15th, 2025
2. Regular vouchers- \$ 37,176.58
3. Payroll- See Payroll Turnaround Form-Larry Hamilton motioned to accept the consent items Devin Harris 2nd voted on and carried.

CORRESPONDENCE

1. The County Auditor and Treasurer's reports were downloaded for the Commissioners.

FIRE CHIEF'S REPORT

Calls for Service December
Aid-27 Fire-1 Other-15 Total-43
YTD Aid-351 Fire-45 Other-58 Total-454

Carlton Rhoades, Fire Chief
John Hedgers, Assistant Fire Chief
Jonni Anderson, District Secretary

P (360) 273-6645
F (360) 273-3095
admin@ghfd1.org



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Chief's Report-

1. 3 Members attending Fire Academy
2. Lifepak warranty options

Assistant Chief's Report-

1. Update on building project

OLD BUSINESS

1. Burn Permits-tabled for future discussion.

NEW BUSINESS

1. Resolution 2026-001: Authorizing Per Diem and Mileage – Larry Hamilton motioned to accept the resolution, Devin Harris 2nd voted on and carried.
2. Election of Officers – Larry Hamilton nominated Larry Curfman as chair 2nd by Devin Harris voted on and carried. Devin Harris nominated Larry Hamilton for vice chair Larry Curfman 2nd voted on and carried.

PUBLIC COMMENTS

David Edwards congratulates Devin Harris for getting elected as GHFD1 new Fire Commissioner.

GOOD OF THE ORDER/ADJOURNMENT

Larry Hamilton motioned to adjourn, Devin Harris 2nd

Meeting adjourned at 7:32 pm.

The next meeting of the board of Commissioners will be held on February 11th, 2026, at 7:00 pm at station 1 in Oakville, WA.

Minutes written by District Secretary Jonni Anderson.

Carlton Rhoades, Fire Chief
John Hedgers, Assistant Fire Chief
Jonni Anderson, District Secretary

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GRAYS HARBOR FIRE DISTRICT 1

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VOUCHER APPROVALS

Grays Harbor County Fire District 1

Time: 13:18:27 Date: 02/11/2026

02/11/2026 To: 02/11/2026

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Voucher Claimant	Trans	Date	Type	Acct #	Amount	Memo
522 50 47 00 - Public Utilitys					42.85	
Invoice # Rcvd Date Due Date	Description				Amount	
FEB 2026 PMT 02/09/2026 02/11/2026					42.85	
522 10 11 00 - Waqes					10,600.00	
Invoice # Rcvd Date Due Date	Description				Amount	
FEB 2026 PAYROLL 02/09/2026 02/11/2026					10,600.00	
522 26 41 00 - Prof Services					322.19	
Invoice # Rcvd Date Due Date	Description				Amount	
FEB 2026 PMT 02/09/2026 02/11/2026					322.19	
522 20 48 00 - Repairs & Maintenance					263.06	
Invoice # Rcvd Date Due Date	Description				Amount	
152975 02/02/2026 02/11/2026					263.06	
522 26 41 00 - Prof Services					4,500.00	
Invoice # Rcvd Date Due Date	Description				Amount	
26-0003 02/04/2026 02/11/2026					4,500.00	
594 22 60 00 - Turnout Gear					1,000.00	
594 22 60 00 - Turnout Gear					1,000.00	
Invoice # Rcvd Date Due Date	Description				Amount	
A1-11 AMB PMT 2-26 02/09/2026 02/11/2026					1,000.00	
A1-12 AMB PMT 2-26 02/09/2026 02/11/2026					1,000.00	
522 50 47 00 - Public Utilitys					653.00	
Invoice # Rcvd Date Due Date	Description				Amount	
FEB 2026 PMT 02/09/2026 02/11/2026					653.00	
522 50 47 00 - Public Utilitys					218.20	
Invoice # Rcvd Date Due Date	Description				Amount	
FEB 2026 PMT 02/04/2026 02/11/2026					218.20	
522 26 41 00 - Prof Services					564.03	
Invoice # Rcvd Date Due Date	Description				Amount	
19767341 02/09/2026 02/11/2026					564.03	
522 70 30 00 - Ambulance Supplies					303.56	
Invoice # Rcvd Date Due Date	Description				Amount	
0754/1211/1213/1498 02/04/2026 02/11/2026					303.56	
522 70 30 00 - Ambulance Supplies					2,814.65	
Invoice # Rcvd Date Due Date	Description				Amount	
3450/8112/8700 02/02/2026 02/11/2026					2,814.65	
522 70 30 00 - Ambulance Supplies					294.46	
Invoice # Rcvd Date Due Date	Description				Amount	
2867/2789 02/02/2026 02/11/2026					294.46	
522 26 41 00 - Prof Services					919.74	
Invoice # Rcvd Date Due Date	Description				Amount	
20260151 02/02/2026 02/11/2026					919.74	
522 70 30 00 - Ambulance Supplies					604.45	
Invoice # Rcvd Date Due Date	Description				Amount	
29999/10952 02/02/2026 02/11/2026					604.45	
522 20 32 00 - Fuel					976.31	
522 50 31 00 - Supplies					5,836.06	



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VOUCHER APPROVALS

Grays Harbor County Fire District 1

Time: 13:18:27 Date: 02/11/2026

02/11/2026 To: 02/11/2026

Page: 2

Voucher Claimant	Trans	Date	Type	Acct #	Amount	Memo	County ID
Invoice # Rcvd Date Due Date Description Amount							
FEB 2026 CC FUEL 02/09/2026 02/11/2026 976.31							
FEB 2026 CC PURCH 02/09/2026 02/11/2026 5,836.06							
<hr/>							
522 26 41 00 - Prof Services 1,200.00							
Invoice # Rcvd Date Due Date Description Amount							
300002136 02/02/2026 02/11/2026 1,200.00							
<hr/>							
522 20 31 00 - Supplies 262.91							
Invoice # Rcvd Date Due Date Description Amount							
43801/44657 02/02/2026 02/11/2026 262.91							



GRAYS HARBOR FIRE DISTRICT 1

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WARRANT/CHECK REGISTER

Grays Harbor County Fire District 1

Time: 14:16:20 Date: 02/11/2026

02/27/2026 To: 02/27/2026

Page: 1

Trans	Date	Type	Acct #	War #	Claimant	Amount	Memo
56	02/27/2026	Payroll	2	0	Dept of Retirement Systems	927.95	Pay Cycle(s) 01/01/2026 To 01/31/2026 - LEOFF2
		002 - 522 10 20 02 - Benefits				356.44	Rhoades, Carlton D - LEOFF2
		001 - 589 99 00 00 - Payroll Clearing				571.51	Rhoades, Carlton D - LEOFF2
		APs	Amount	For			
		1366	927.95	Pay Cycle(s) 01/01/2026 To 01/31/2026 - LEOFF2			
60	02/27/2026	Payroll	2	EFT	Jonni S Anderson	1,197.80	
		002 - 522 10 11 02 - Wages				1,320.00	Anderson, Jonni S - Hourly
		001 - 589 99 00 00 - Payroll Clearing				-122.20	Anderson, Jonni S -
64	02/27/2026	Payroll	2	EFT	Carlton D Rhoades	5,271.74	
		002 - 522 10 11 02 - Wages				6,700.00	Rhoades, Carlton D - Salary
		001 - 589 99 00 00 - Payroll Clearing				-1,428.26	Rhoades, Carlton D -
65	02/27/2026	Payroll	2	EFT	Roger D Towns	362.02	
		002 - 522 10 11 02 - Wages				392.00	Towns, Roger D - Stipends
		001 - 589 99 00 00 - Payroll Clearing				-29.98	Towns, Roger D -
61	02/27/2026	Payroll	2	1131	Launi Forar	199.48	
		002 - 522 10 11 02 - Wages				216.00	Forar, Launi - Hourly
		001 - 589 99 00 00 - Payroll Clearing				-16.52	Forar, Launi -
62	02/27/2026	Payroll	2	1132	Misty Jean N Gober	195.77	
		002 - 522 10 11 02 - Wages				216.00	Gober, Misty Jean N - Hourly
		001 - 589 99 00 00 - Payroll Clearing				-20.23	Gober, Misty Jean N -
63	02/27/2026	Payroll	2	1133	John P Hedgers	415.57	
		002 - 522 10 11 02 - Wages				450.00	Hedgers, John P - Stipends
		001 - 589 99 00 00 - Payroll Clearing				-34.43	Hedgers, John P -
						-1,080.11	
						-1,080.11	
						9,650.44	
						9,650.44	
						8,570.33	Payroll:
							8,570.33



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WARRANT/CHECK REGISTER

Grays Harbor County Fire District 1

Time: 14:16:20 Date: 02/11/2026

02/27/2026 To: 02/27/2026

Page: 2

Trans	Date	Type	Acct #	War #	Claimant	Amount	Memo
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I do hereby certify under penalty of perjury, that the materials have been furnished, the services rendered or the labor performed as described herein, and that the claim is a just, due, and unpaid obligation against the district. I am authorized to authenticate and certify to these claims. Materials backing up these claims will be retained by the district according to state law and are available to the public on request.

_____ Jonni Anderson Title: District Secretary

Board Authorization: As the duly elected board for this district we have reviewed the claims listed above (including original backup materials) totaling \$_____ for the period ending _____, 2026. We approve payment with our signatures below.

_____ Larry Curfman, Chair

Date: _____ Larry Hamilton

Date: _____

_____ Devin Harris

Date: _____



GRAYS HARBOR FIRE DISTRICT 1

108 E. Main ST
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Fire Chief Report

1. DNR WUI Contract
2. Billing for Service provided
3. New Vehicle arrived
4. Chief Contract
5. Fire Commissioners Policy
6. Fleet Fuel Cards
7. Quarterly Workshop
8. Chehalis Tribal Contract

Assistant Fire Chief's Report

1. Update on Building Process



GRAYS HARBOR FIRE DISTRICT 1

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Fire Incident Count (NERIS) GHFD1 Feb 6, 2026 8:14:25 AM [Fire Incidents \(NERIS\)](#)

Filter statement

Filters **Days in Core incident onset date/time** 1/1/26 to 1/31/26 | **Incident status** Locked

Fire Incident Count (NERIS)

Count of Incidents by month, day, hour of day, station, shift, and unit

Count of Total Incidents

Count of Incidents
39

Incident Count By Month (This ...

Months in Core incident onset dat

01/2026

Count of Incidents

Incident Count By Month (This Year)

39

Jan 26



GRAYS HARBOR FIRE DISTRICT 1

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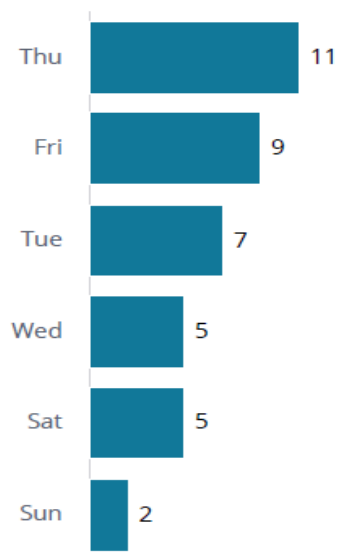


Fire Incident Count (NERIS) GHFD1 Feb 6, 2026 8:14:25 AM [Fire Incidents \(NERIS\)](#)

Filter statement

Filters **Days in Core incident onset date/time** 1/1/26 to 1/31/26 | **Incident status** Locked

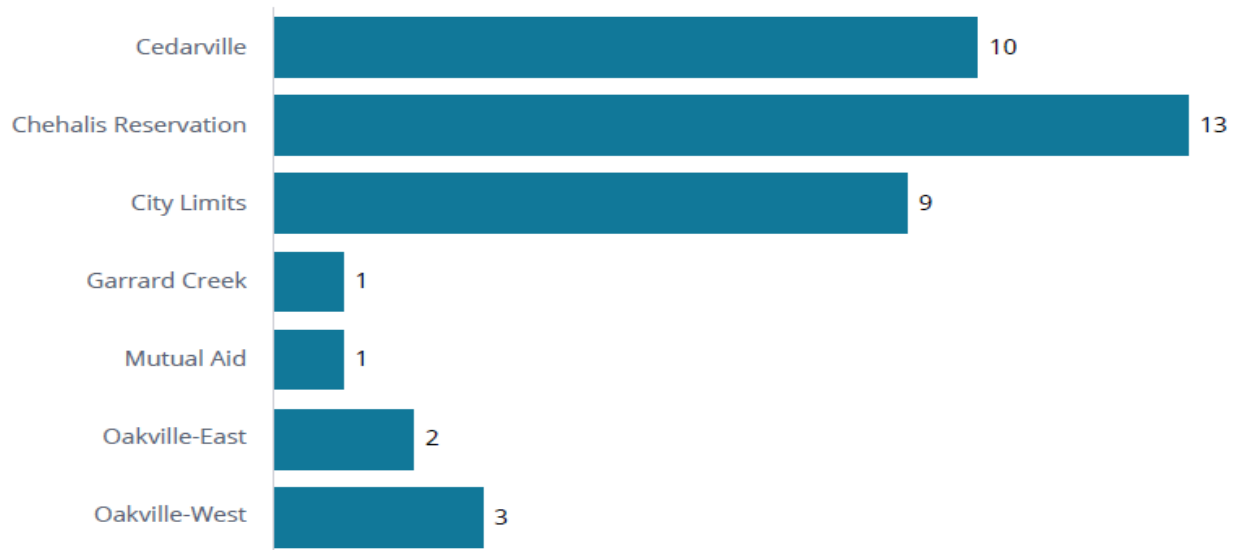
Incident Count by Day of Week



Incident Count by Hour of Day



Incidents by District





GRAYS HARBOR FIRE DISTRICT 1

108 E. Main ST
Oakville, WA 98586-0006

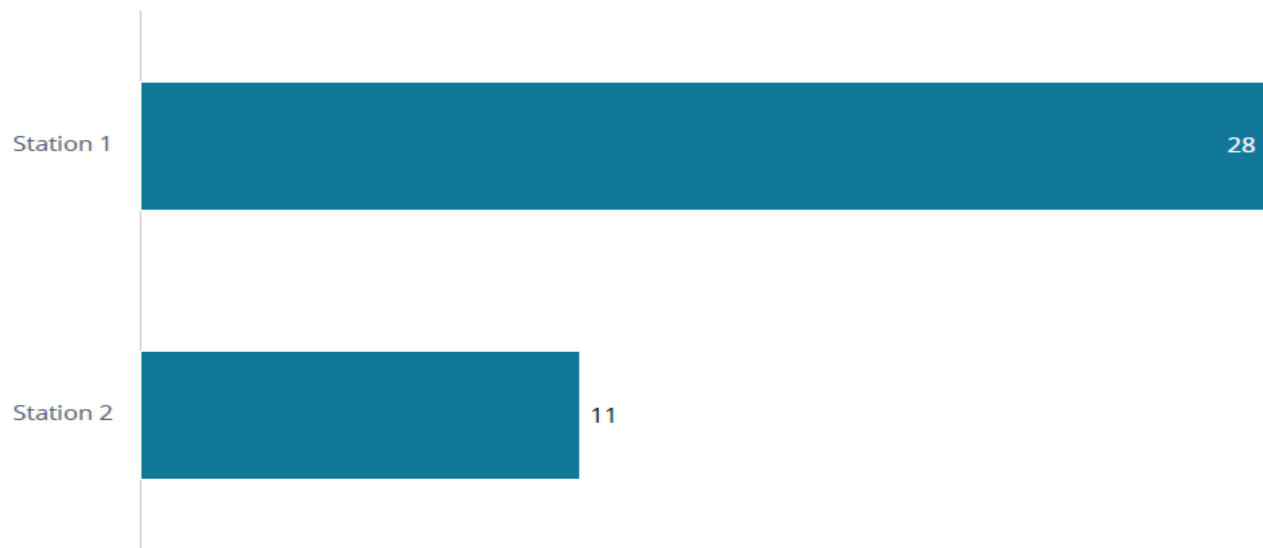


Fire Incident Count (NERIS) GHFD1 Feb 6, 2026 8:14:25 AM [Fire Incidents \(NERIS\)](#)

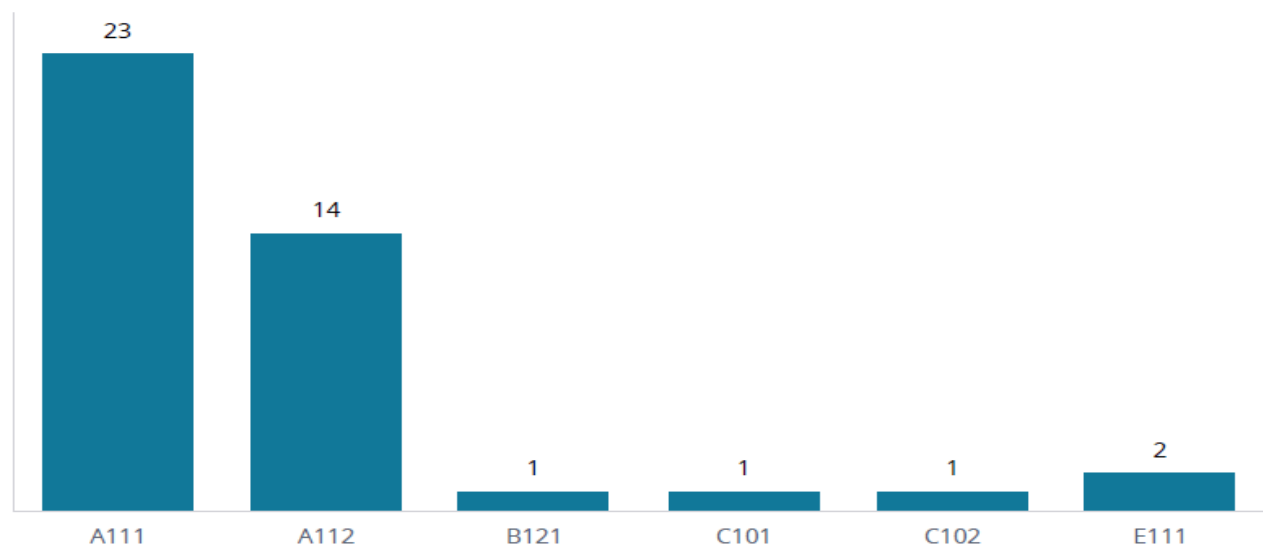
Filter statement

Filters **Days in Core incident onset date/time** 1/1/26 to 1/31/26 | **Incident status** Locked

Incidents by Station



Incident Count by Unit





GRAYS HARBOR FIRE DISTRICT 1

108 E. Main ST
Oakville, WA 98586-0006



Fire Incident Count (NERIS) GHFD1 Feb 6, 2026 8:14:25 AM [Fire Incidents \(NERIS\)](#)

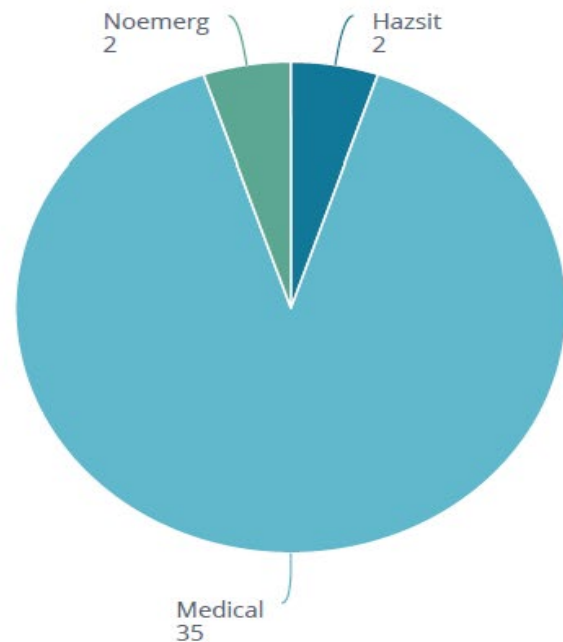
Filter statement

Filters **Days in Core incident onset date/time** 1/1/26 to 1/31/26 | **Incident status** Locked

Count of Incident Responses

Station	Shift	Unit	Incidents
			2026
Station 1	NVA	A111	16
		A112	11
		C101	1
		C102	1
		E111	1
Station 2	NVA	A111	7
		A112	3
		B121	1
		E111	1

Percent of Incident Responses by Incident Type





GRAYS HARBOR FIRE DISTRICT 1

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2026 BUDGET POSITION

Grays Harbor County Fire District 1

Time: 08:11:32 Date: 02/10/2026

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001 General Fund

01/01/2026 To: 12/31/2026

Revenues	Amt Budgeted	Revenues	Remaining	
300 Revenue, Transfers In & Carryover				
308 31 00 00	Beginning Balance	143,042.00	0.00	143,042.00 100.0%
311 10 00 00	Property Tax	269,319.00	2,019.85	267,299.15 99.3%
311 30 00 00	Sale Of Tax Title Property	10.00	0.00	10.00 100.0%
317 20 00 00	Leaseholder Tax	100.00	0.00	100.00 100.0%
317 40 00 00	Timber Tax	5,000.00	0.00	5,000.00 100.0%
332 15 60 00	Payment in Lieu Of Taxes	2,000.00	0.00	2,000.00 100.0%
334 04 90 00	DOH Grant	1,000.00	0.00	1,000.00 100.0%
335 02 32 00	DNR Other Trust	10.00	0.43	9.57 95.7%
342 20 00 00	Fire Protection Serv (Tribe)	120,000.00	30,000.00	90,000.00 75.0%
342 21 00 00	Fire Protection Serv	10,000.00	0.00	10,000.00 100.0%
342 60 00 00	EMS (Transport)	50,000.00	4,982.76	45,017.24 90.0%
361 11 03 01	Investment Interest	5,000.00	179.22	4,820.78 96.4%
361 40 03 01	Other Interest	10.00	0.00	10.00 100.0%
362 50 00 00	Space and Facilities Lease	10.00	0.03	9.97 99.7%
367 00 00 00	Donations	1,000.00	0.00	1,000.00 100.0%
369 10 00 00	Sale Of Surplus	10.00	0.00	10.00 100.0%
369 90 00 00	Stumpage	10.00	0.00	10.00 100.0%
369 90 00 01	miscellaneous revenue	0.00	0.00	0.00 100.0%
369 91 00 00	Miscellaneous Revenue	20,000.00	750.00	19,250.00 96.3%
397 22 00 04	Transfer In - From Gen	0.00	0.00	0.00 100.0%
300 Revenue, Transfers In & Carryover		626,521.00	37,932.29	588,588.71 93.9%

397

397 22 00 01	Transfer in - From	0.00	0.00	0.00 100.0%
397		0.00	0.00	0.00 100.0%

Fund Revenues: 626,521.00 37,932.29 588,588.71 93.9%

Expenditures	Amt Budgeted	Expenditures	Remaining	
522 Operations				
522 10 11 00	Wages	190,000.00	25,300.00	164,700.00 86.7%
522 10 46 00	Insurance	30,000.00	403.00	29,597.00 98.7%
522 20 31 00	Supplies	40,000.00	7,064.17	32,935.83 82.3%
522 20 32 00	Fuel	12,000.00	314.84	11,685.16 97.4%
522 20 48 00	Repairs & Maintenance	40,000.00	314.43	39,685.57 99.2%
522 20 49 00	Misc	500.00	0.00	500.00 100.0%
522 26 41 00	Prof Services	30,000.00	12,032.75	17,967.25 59.9%
522 30 30 00	Fire Prevention Supplies	2,500.00	0.00	2,500.00 100.0%
522 50 31 00	Supplies	50,000.00	3,208.87	46,791.13 93.6%
522 50 47 00	Public Utilities	15,000.00	802.96	14,197.04 94.6%
522 50 48 00	Repairs & Maintenance	10,000.00	0.00	10,000.00 100.0%
522 70 30 00	Ambulance Supplies	50,000.00	1,735.56	48,264.44 96.5%
589 99 00 00	Payroll Clearing	0.00	999.55	(999.55) 0.0%
522 Operations		470,000.00	52,176.13	417,823.87 88.9%

580 Other

589 40 00 00	Custodial Disbursements	116,521.00	0.00	116,521.00 100.0%
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108 E. Main ST
Oakville, WA 98586-0006



2026 BUDGET POSITION

Grays Harbor County Fire District 1

Time: 08:11:32 Date: 02/10/2026

Page: 2

001 General Fund

01/01/2026 To: 12/31/2026

Expenditures	Amt Budgeted	Expenditures	Remaining	
580 Other				
580 Other	116,521.00	0.00	116,521.00	100.0%
594 Capital				
594 22 60 00 Turnout Gear	40,000.00	2,000.00	38,000.00	95.0%
594 Capital	40,000.00	2,000.00	38,000.00	95.0%
597 Transfers Out				
597 22 00 01 Transfer Out - To Reserve	0.00	0.00	0.00	100.0%
597 Transfers Out	0.00	0.00	0.00	100.0%
Fund Expenditures:	626,521.00	54,176.13	572,344.87	91.4%
Fund Excess/(Deficit):	0.00	(16,243.84)		



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2026 BUDGET POSITION

Grays Harbor County Fire District 1

Time: 08:11:32 Date: 02/10/2026

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002 Payroll 01/01/2026 To: 12/31/2026

Revenues	Amt Budgeted	Revenues	Remaining
300 Revenue, Transfers In & Carryover			
308 31 02 02 Beginning Balance	0.00	0.00	0.00 100.0%
361 11 03 02 Investment Interest	0.00	0.00	0.00 100.0%
300 Revenue, Transfers In & Carryover	0.00	0.00	0.00 100.0%

Fund Revenues: **0.00 0.00 0.00 100.0%**

Expenditures	Amt Budgeted	Expenditures	Remaining
522 Operations			
522 10 11 02 Wages	0.00	32,289.00	(32,289.00) 0.0%
522 10 20 00 Benefits	20,000.00	0.00	20,000.00 100.0%
522 10 20 02 Benefits	0.00	3,313.92	(3,313.92) 0.0%
522 Operations	20,000.00	35,602.92	(15,602.92) 0.0%

Fund Expenditures: **20,000.00 35,602.92 (15,602.92) 0.0%**

Fund Excess/(Deficit): **(20,000.00) (35,602.92)**



GRAYS HARBOR FIRE DISTRICT 1

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2026 BUDGET POSITION

Grays Harbor County Fire District 1

Time: 08:11:32 Date: 02/10/2026

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003 Reserve 01/01/2026 To: 12/31/2026

Revenues	Amt Budgeted	Revenues	Remaining	
300 Revenue, Transfers In & Carryover				
308 31 03 03	Beginning Balance	29,745.90	55,886.25	(26,140.35) 0.0%
397 22 00 03	Transfer In - From Gen	0.00	0.00	0.00 100.0%
300 Revenue, Transfers In & Carryover		29,745.90	55,886.25	(26,140.35) 0.0%

360

361 11 00 03	Investment Interest	1,200.00	121.32	1,078.68 89.9%
369 10 00 03	Sale of Surplus	1,000.00	0.00	1,000.00 100.0%
360		2,200.00	121.32	2,078.68 94.5%

Fund Revenues: **31,945.90** **56,007.57** **(24,061.67)** **0.0%**

Expenditures	Amt Budgeted	Expenditures	Remaining	
590 Payments				
591 22 70 03	Principal Paid	0.00	0.00	0.00 100.0%
592 22 80 03	Interest Paid	0.00	0.00	0.00 100.0%
590 Payments		0.00	0.00	0.00 100.0%

Fund Expenditures: **0.00** **0.00** **0.00** **100.0%**

Fund Excess/(Deficit): **31,945.90** **56,007.57**



GRAYS HARBOR FIRE DISTRICT 1

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2026 BUDGET POSITION

Grays Harbor County Fire District 1

Time: 08:11:32 Date: 02/10/2026

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004 Bond

01/01/2026 To: 12/31/2026

Revenues	Amt Budgeted	Revenues	Remaining
300 Revenue, Transfers In & Carryover			
308 31 04 04 Beginning Balance	0.00	0.00	0.00 100.0%
361 11 00 04 Investment Interest	0.00	0.00	0.00 100.0%
300 Revenue, Transfers In & Carryover	0.00	0.00	0.00 100.0%
Fund Revenues:	0.00	0.00	0.00 100.0%
Fund Excess/(Deficit):	0.00	0.00	



GRAYS HARBOR FIRE DISTRICT 1

108 E. Main ST
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2026 BUDGET POSITION TOTALS

Grays Harbor County Fire District 1

Time: 08:11:32

Date: 02/10/2026

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Fund	Revenue Budgeted	Received		Expense Budgeted	Spent	
001 General Fund	626,521.00	37,932.29	93.9%	626,521.00	54,176.13	91%
002 Payroll	0.00	0.00	100.0%	20,000.00	35,602.92	0%
003 Reserve	31,945.90	56,007.57	0.0%	0.00	0.00	100%
004 Bond	0.00	0.00	100.0%	0.00	0.00	100%
	658,466.90	93,939.86	85.7%	646,521.00	89,779.05	86.1%



GRAYS HARBOR FIRE DISTRICT 1

108 E. Main ST
Oakville, WA 98586-0006



Fire Chief Agreement and Contract
Term February 1, 2026, to December 31, 2028.

Index of Sections:

Section 1: Agreement

Section 2: Term and Amendments

Section 3: Compensation

Section 4: Insurance

Section 5: Hours of Duty and Compensatory Time

Section 6: Holidays

Section 7: Vacations

Section 8: Sick and Bereavement Leave

Section 9: Job Performance and Evaluation Reports

Section 10: General Conditions

Section 11: Tuition Reimbursement

Section 12: Uniforms and Protective Clothing

Section 13: Separation from Service

Section 14: Governing Law and Venue

Section 15: Mergers, Acquisitions, Consolidations, Restructure



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Fire Chief Agreement and Contract
Term February 1, 2026, to December 31, 2028.

Section 1-Agreement:

- 1.1 The sections contained herein constitute an agreement between the Grays Harbor Fire District 1 Board of Commissioners, hereinafter referred to as the "Agency/GHFD1" and **Carlton Rhoades**, hereinafter referred to as "Fire Chief", governing wages, benefits and terms of employment.
- 1.2 This agreement replaces and supersedes any previous agreement or contract.

Section 2-Term:

- 2.1 Employment conditions here shall begin February 1, 2026, and shall be in effect for a period of three years, unless terminated pursuant to section 12. Upon mutual agreement between the Agency/GHFD1 and the Grays Harbor Fire District 1 Board of Fire Commissioners, this contract may be extended beyond December 31, 2028.
- 2.2 Upon thirty days' notice, either party may request the other to meet for negotiations amending this agreement.

Section 3 -Compensation:

- 3.1 For all the services rendered by the Fire Chief under this agreement, the Agency/GHFD1 shall provide the following compensation beginning January 1, 2026: \$6700.00 per month.
- 3.2 Yearly COLA increases based on Washington State FLSA

Section 4-Insurance and Retirement:

- 4.1 The Fire Chief and his/her qualifying dependents shall be eligible for Medical, dental, vision.
- 4.2 The district shall pay the employer's portion of the LEOFF 2 monthly premium.



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Section 5-Hours of Duty and Compensatory Time:

- 5.1 The Fire Chief workweek may be more or less than forty hours depending on workload. The only requirement is that the work is completed in a timely manner.
- 5.2 The Fire Chief shall utilize the agency's Payroll recording system to show hours of work and hours of compensatory time, annual and sick leave taken.
- 5.3 Compensatory time is authorized up to 80 hours per year, with no yearly roll over. Separation from service shall not require compensation for any unused compensatory time.
- 5.4 Compensatory time will be accrued for response and on-scene time for response to incidents requiring additional overhead or manpower and are outside normal business hours. A minimum of 2.0 hours compensatory time will be accrued up to the first two hours, then hour for hour until response is no longer needed.
- 5.5 Compensatory time worked as an extension to regular business hours, i.e. events, community commitments etc., which shall accrue hour by hour.
- 5.6 Third part vendor reimbursement: Should the Chief perform Firefighter/EMT duties for a third-party vendor (MOBE, FF/EMT academy instructor etc.), who reimburses the Agency/GHFD1 for his services, then overtime pay is billed.

Section 6 - Holidays:

- 6.1 The Fire Chief shall receive ten (10) paid holidays each year, and two eight (8) hour personal Holidays for an eight hour per day permanent shift or two-ten (10) hour personal Holidays for a ten hour per day permanent shift.
- 6.2 Nothing in their clause shall prevent the Fire Chief from working a Holiday and taking another day off within the same month.

Section 7-Vacations:

- 7.1 The Fire Chief shall accrue seven (5) weeks' vacation annually; accrued monthly for the term of this agreement. The vacation bank will cap at 720 hours; time accrued beyond 720 hours will be lost and not eligible for compensation.]



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- 7.2 Vacation may be accumulated for a period not to exceed two years' worth of time; provided that in the event of retirement, dismissal or resignation, vacation pay shall be limited to 240 hours for cash out purposes.

Section 8-Sick and Bereavement Leave:

- 8.1 The Fire Chief will accrue eight (8) hours of sick leave per month with a maximum of 1040 hours accrual for an eight hour per day permanent work schedule, and ten (10) hours of sick leave per month with a maximum of 1040 hours accrual for a ten (10) hour per day permanent work schedule (not to exceed a forty (40) hour work week).
- 8.2 Upon retirement, the Fire Chief shall have the option to use 25% of accrued sick leave towards his/her VEBA account upon separation from service. This lump sum payment to VEBA has no cash value option to the Fire Chief.
- 8.3 If separated from service for any reason other than retirement, the FIRE CHIEF shall not be compensated for unused sick leave.
- 8.4 Upon notification, the Fire Chief shall be granted bereavement leave with pay in the event of a death in the immediate family in accordance with department policy.

Section 9-Job Performance and Evaluation Reports:

- 9.1 The Fire Chief will be evaluated on job performance by the GHFD1 Board of Commissioners on or before December 31st of each calendar year. The performance evaluation shall be based on the performance objectives agreed to by both parties.
- 9.2 Any concerns relating to the job performance will be defined in writing and corrections required will be stipulated in writing. In the absence of any identified concerns, it is understood that the job performance is above average.
- 9.3 All evaluations must be approved at a regularly scheduled meeting of the GHFD1 Board of Commissioners.
- 9.4 The Fire Chief shall have an opportunity to review a preliminary draft of each



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evaluation and may request a review session with the GHFD1 Board prior to the evaluation becoming permanent and being placed in the Fire Chief's file.

Section 10 - General Conditions:

- 10.1 The Fire Chief shall be furnished with such facilities and equipment which are required for the adequate performance of the Agency/GHFD1 operations, and which are within budget limitations of the Agency/GHFD1.
- 10.2 The Fire Chief shall determine his own work schedule.
- 10.3 It is a benefit to the Agency/GHFD1 that the Fire Chief attends outside educational programs to keep current with changing practices. The Fire Chief shall be encouraged to attend these functions to the extent that they are budgeted for and approved by the GHFD1 Board.
- 10.4 The Fire Chief shall be provided a department vehicle for on-call purposes, business meetings, and performing other department duties; De minimis personal use of the agency vehicle may occur to maintain response readiness.

Section 11 - Tuition Reimbursement:

- 11.1 The Fire Authority recognizes the value of continued education and professional development for the Fire Chief. The intent of this provision is to encourage the Fire Chief to pursue and maintain higher education degrees and certifications that enhance leadership, management, and operational effectiveness within the organization.
- 11.2 The Fire District shall reimburse the Fire Chief for tuition, books, and required course materials for courses leading toward an approved degree or certification relevant to fire administration, emergency management, public administration, or other fields directly related to the duties of the Fire Chief.
- 11.3 Annual reimbursement shall not exceed \$5,000 per calendar year. Any amount exceeding this limit must be approved by the Grays Harbor Fire District 1 Board of Commissioners.
- 11.4 Courses must be completed with a passing grade of "C" or better (or equivalent) to qualify for reimbursement.



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- 11.5 Reimbursement shall be made upon submission of itemized receipts and evidence of satisfactory course completion.

Section 12-Uniforms and Protective Clothing:

12.1 The Agency/GHFD1 will provide and maintain all required uniforms and protective clothing and equipment, to include but not limited to:

- Five (5) Uniform Shirts and pants
- Full Class A
- NFPA standard boots
- Two (2) badges.
- One Cell phone
- Command Vehicle

Section 13-Separation from Service:

13.1 Resignation of our dismissal from the Agency/GHFD1 shall constitute separation from service in the following manner.

- **Resignation:** The Fire Chief may request to be released from this agreement by notifying the GHFD1 Board of Commissions at least



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thirty (30) calendar days before the requested resignation would be effective. If the Fire Chief wishes to remain with the district, he shall return to his previous position with the Authority, at the rank and pay of his previous position, with no sacrifice in benefits, seniority, or other rights conferred by applicable agreements. Dismissal: The GHFD1 Board may dismiss or suspend the Fire Chief for cause, by delivering at least sixty (60) calendar days before the effective date thereof, a written statement of specific charges in person or by certified mail to the Fire Chief. The Agency/GHFD1 may withdraw or modify the dismissal or suspension anytime within the thirty (30) calendar days after the original notice is delivered.

13.2 Dismissal shall be subject to the following limitations:

- a) Persistent incompetence, inefficiency, inattention to or dereliction to duty that the Fire Chief has received written notification of and failed to correct.
- b) Gross insubordination, or egregious discourteous treatment of the public or a fellow employee or any other act or omission or commission tending to injure the public service or any other willful failure on the part of the Fire Chief to maintain proper conduct.
- c) Mental or physical unfitness for the position as determined by an Independent Medical Evaluator (IME).
- d) Proven drunkenness while on duty, or use of narcotics, or other habit-forming drugs that interfere with efficiency or mental or physical fitness of the Fire Chief.
- e) Conviction of a job-related felony.

13.3 In the event of dismissal under Sections (a), (b), or (c) above, the Fire Chief shall be given ninety (90) days severance pay in addition to the sixty (60) days required before this section becomes effective. In the event the Fire Chief is dismissed under sections (d) or (e) above the Fire Chief may be dismissed without any severance pay. In any event, the Fire Chief is entitled to a review board of not less than three nor more than five persons agreeable to both the Fire Chief and the GHFD1 Board. For non-criminal matters, the decision of this Review Board is binding on both the Fire Chief and the Agency/GHFD1

Section 14 -Governing Law and Venue:

14.1 The validity, interpretation and execution of this contract and the



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performance of the rights accruing under this contract are all to be governed by the laws of the State of Washington. Should it be necessary to file an action concerning the terms of this agreement, venue shall be in Thurston County Superior Court, State of Washington.

Section 15 -Mergers, Consolidations, and Regionalization, Restructuring, or personnel reductions:

15.1 For the term of this agreement if West Thurston Regional Fire Authority merges, consolidates contracts, regionalizes, restructures, reduces personnel or combines in any form which forces the Agency/GHFD1 to eliminate the Fire Chief position, Grays Harbor Fire District 1 shall reappoint the Fire Chief to the next lower-level position for the remainder of the term stated herein. During the remainder of the term the Fire Chief shall maintain all wages and benefits defined herein.

Signed on this 13th Day of October 2025.



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**AGREEMENT BETWEEN
THE CONFEDERATED TRIBES OF THE CHEHALIS RESERVATION
AND
GRAYS HARBOR COUNTY FIRE PROTECTION DISTRICT NO. 1
FOR FIRE PROTECTION AND RELATED EMERGENCY SERVICES**

THIS AGREEMENT is made and entered into this ___ day of _____, 2026, by and between the Confederated Tribes of the Chehalis Reservation, a sovereign nation hereinafter referred to as "CHEHALIS", and **GRAYS HARBOR COUNTY FIRE PROTECTION DISTRICT NO. 1**, hereinafter referred to as "OAKVILLE."

WHEREAS, CHEHALIS has Reservation trust land located within the OAKVILLE's service area; and

WHEREAS, OAKVILLE has the responsibility to provide fire protection and emergency medical services within its geographical boundaries; and

WHEREAS, it is the purpose of this Agreement to establish fire protection and emergency services and compensation for those services wherein OAKVILLE will provide fire protection, rescue, and emergency medical services (hereinafter referred to as "Services") to CHEHALIS; and

WHEREAS, OAKVILLE has the resources to provide fire protection for the facilities and emergency medical services for the residents, employees, visitors and guests within its geographical boundaries within OAKVILLE's service area; and

WHEREAS, OAKVILLE funds its operations substantially through property tax levies. CHEHALIS is a federally recognized tribal nation that owns tax-exempt properties located in or adjacent to OAKVILLE; and

WHEREAS, CHEHALIS and OAKVILLE believe that it is in the best interests of the public health, safety and welfare to enter into an agreement for their mutual benefit;

NOW THEREFORE, for and in consideration of the mutual promises contained herein, the parties hereto hereby agree:

1. **SERVICES.** This Agreement covers OAKVILLE's service area. OAKVILLE will provide fire protection, rescue, and emergency medical services to the businesses, buildings, residents, guests, visitors, and employees located within OAKVILLE service area.
2. **TERM.** The Agreement shall remain in full force and effect until either terminated. The initial Term shall be from the date of signing for a period of 730 days. The Agreement shall be automatically extended for additional two-year terms unless terminated by either party as set forth below.
3. **TERMINATION.** The Agreement may be terminated without cause by either party by providing the other party with one hundred twenty (120) days written notice.
4. **NOTICE.** Notice provided for in the agreement shall be deemed proper when sent by



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certified mail and provided to:

OAKVILLE Grays Harbor Fire Protection District No. 1
108 East Main St
Oakville, WA 98568

CHEHALIS Chairman
Confederated Tribes of the Chehalis Reservation
420 Howanut Rd
P.O. Box 536
Oakville, WA 98568

With a copy to:

Office of Tribal Attorney
Confederated Tribes of the Chehalis Reservation
420 Howanut Rd
P.O. Box 536
Oakville, WA 98568

5. **PAYMENT.** CHEHALIS shall pay OAKVILLE compensation for the Services provided under this Agreement in the amount of ONE HUNDRED AND TWENTY THOUSAND and NO/100 DOLLARS each year for the first two years, commencing on the date of signing (\$120,000.00). Said payment shall be divided into quarterly installments payable to OAKVILLE. Commencing with the third year under this Agreement, the compensation shall increase by the rolling average of the previous five years annual CPI-U Seattle-Tacoma-Bellevue, WA, calculated for the first day of the third year of the Agreement and each anniversary thereafter.
6. OAKVILLE will invoice CHEHALIS on a quarterly basis and will provide a report of quarterly activity with each invoice. Payment shall be made by CHEHALIS within thirty (30) days after receipt of invoice. Interest at the rate of 12% per annum shall be charged on all past due accounts. Payments shall be sent to:

ADDRESS: Grays Harbor Fire Protection District No. 1
108 East Main St
Oakville, WA 98568

7. **WAIVER.** A failure by either party to exercise its rights under this Agreement shall not preclude that party from subsequent exercise of such rights and shall not constitute a waiver of any other rights under this Agreement unless stated to be such in a writing signed by an authorized representative of the party and attached to the original Agreement.
8. **INDEMNIFICATION.** OAKVILLE shall protect, indemnify, and save CHEHALIS harmless from and against any damage, cost, or liability including reasonable attorney fees, for injuries to persons or property arising from acts or omissions of OAKVILLE, its employees, agents



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or sub- contractors, howsoever caused. OAKVILLE will be responsible for any damages caused by its employees to CHEHALIS equipment and/ or fixtures and shall provide all repairs/ replacements, as appropriate, at no cost to CHEHALIS.

CHEHALIS shall protect, indemnify, and save OAKVILLE harmless from and against any damages, cost, or liability including reasonable attorney fees, for injuries to persons or property arising from acts or omissions of CHEHALIS, its employees, agents or sub-contractors, howsoever caused. CHEHALIS will be responsible for any damages caused by its employees to OAKVILLE equipment and/ or fixtures and shall provide all repairs/replacements, as appropriate, at no cost to OAKVILLE.

9. **MAINTENANCE AND INSPECTION OF RECORDS.** CHEHALIS shall retain all books, records, documents and other material relevant to this Agreement for six years after its expiration. CHEHALIS agrees OAKVILLE shall have full access and right to examine any of said materials at all reasonable times during retention period.
10. **ATTORNEYS FEES AND COSTS.** If any legal proceeding is brought for the enforcement of this Agreement, or because of a dispute, breach, default, or misrepresentation in connection with any of the provisions of this Agreement, the prevailing party shall be entitled to recover from the other party, in addition to any other relief to which such party may be entitled, reasonable attorney's fees and other reasonable costs incurred in that action or proceeding.
11. **JURISDICTION AND VENUE.** This Agreement has been and shall be construed as having been made and delivered within the State of Washington. It is agreed by each party hereto that this Agreement shall be governed by laws of the State of Washington, both as to interpretation and performance. Any action of law, suit in equity, or judicial proceeding for the enforcement of this Agreement or any provisions thereof shall be instituted and maintained in the superior court of Grays Harbor County, Washington.
12. **INDEPENDENT CONTRACTOR RELATIONSHIP.** The parties intend that an independent contractor relationship will be created by the Agreement. The parties to this Agreement, in the performance of it, will be acting in their individual capacities and not as agents, employees, partners, joint ventures, or associates of one another. The employees or agents of one party shall not be considered or construed to be the employees or agents of the other party for any purpose whatsoever.
13. **ENTIRE AGREEMENT.** This agreement constitutes the entire agreement between the parties and represents the entire understanding of the parties hereto. It supersedes any oral representations that are inconsistent with or modify its terms and conditions.



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IN WITNESS WHEREOF, the parties have executed this Agreement.

Dated: _____

Dated: _____

Confederated Tribes of the Chehalis
Reservation

Grays Harbor Country Fire Protection District
No. 1

Chairman
