Okanogan County Fire District 6

Board of Fire Commissioners Regular Meeting Minutes

January 12, 2026

PRESENT

Chief Acord, Commissioners Lindsey and Milliken and Secretary Gollen

CALL TO ORDER

Commissioner Lindsey makes a motion to assign the role of Chair to Commissioner Milliken. Commissioner Milliken seconds the motion. **Motion Carried.** Commissioner Milliken calls the meeting to order at 7:00 pm.

APPROVAL OF MINUTES

Commissioner Milliken moves and Commissioner Lindsey seconds the motion to approve the minutes of the December 8, 2025 meeting. **Motion Carried.**

APPROVAL OF TREASURER'S REPORT

Commissioner Lindsey moves and Commissioner Milliken seconds the motion to approve the December 2025 treasurer's report with a grand ending balance of $ 745,926.40. **Motion Carried.**

CORRESPONDENCE

Commissioner Milliken shares that he received a letter of interest email for the vacant Commissioner position.

PUBLIC COMMENT

None

OLD BUSINESS

- **Disciplinary Policy-** Commissioner Lindsey comments that after reviewing the red-line version of the current 'Policy #10-Disciplinary Action', in which the District's legal representative includes, in summary, that any disciplinary action concerning the Fire Chief shall require Board involvement as the final step, it seems logical to adopt the edited policy as such. Commissioner Milliken makes a motion to approve the changes presented by council and adopt this policy in full. Commissioner Lindsey seconds the motion. It is clarified that Chief Acord will make the edits and provide a final policy document. **Motion Carried.**

- **Vacant Fire Commissioner Position-** Chief Acord shares that he received a letter of interest for the vacant Commissioner position over the weekend, making this 3 total. Commissioner Lindsey inquires as to who the interested party is and Chief Acord responds that it is Cari Miles. Chief Acord goes on to explain that he consulted with the District's attorney regarding any requirements guiding the process of filling this position and that it was confirmed that there are no statutory requirements to fill the position. The process decided upon by the Commissioners must be nondiscriminatory and meet standard guidelines such as candidates must be at least 18 years of age. The appointee will serve until the next general election in 2027. The Board engages in discussion regarding the parameters of the appointment process. An agreement is made between Commissioners Milliken and Lindsey that the process will be comprised of the following: Interviews will be held at the next Regular Board Meeting on February 9th. All interested parties will submit a letter of interest to the District by Friday, February 6 at noon. All individuals who submit a letter will be invited to interview at the February 9 meeting. The candidates will be expected to answer 4 questions of the Commissioners' choosing. After the interviews the Board will initiate an executive session where they will make their decision and announce that decision by the close of the meeting.

NEW BUSINESS

- **Salary and Budget Comparisons Review-** Chief Acord presents a salary and budget comparisons document. He shares that this program was started by the Washington Fire Commissioners Association and that he has added other comparable districts as well. Chief Acord expands that he has used criteria such as district property assessed values, EMS involvement, call volume and similar positions to create relevance to our district. The average annual salary presented was calculated by taking the lowest salary from the ranges in the comparable data fields. This document is being provided to address the topic that is included in the District's capital improvement plan-salary increases. A discussion ensues regarding skills, retention, pay and call volume. Commissioner Milliken expresses concern about the potential of an increase in call volume which would require more funds. Commissioner Lindsey states that if more revenue is required that more tax funds will be needed. Chief Acord adds to address recruitment and retention, that the last Captain position that was open yielded no applicants on the first round and on the second round, there was one applicant and that applicant was hired. Commissioner Lindsey asks if there is any way to provide salary increases with the current budget and Chief Acord responds that this would not be possible with the current budget. On the topic of an increase in revenue through taxation,

Commissioner Lindsey asks about where and if we are collecting data to support this and Chief Acord responds that we are collecting data but it is not yet formatted and could potentially require more staffing. Commissioner Milliken asks about the frequency of the report that the Chief provided and Chief Acord responds that perhaps every other year would be appropriate.

CHIEF'S REPORT

- **Monthly Accruals-** Chief Acord presents the monthly accruals report for December for the Board's review.
- **Call Log-** Chief Acord presents the December call log for review.
- **Updates-** Chief Acord communicates that the Firefighter Recruit Class began this week and will run through May. There are 10 people who signed up, consisting of 5 from our District and 5 others coming from 3 other districts, Omak, Okanogan and District 15. Additionally, we have a new volunteer who is an ILC student and part of a Capstone Project that our District members are helping with. She will be interning with our District as well.
  Commissioner Lindsey points out the fact that we have had a couple of highly responding volunteers leave recently and asks what the District has done to adjust. Chief Acord responds that this change is brand new and thus is unable to provide a definitive answer currently. Commissioner Lindsey states that in the past there has been discussion about rotating paid staff and/or creating shifts for incident command officers. There is discussion regarding training for officer positions and Chief Acord shares that there is no formal process for becoming an officer presently.

OTHER COMMITTEE REPORTS

None

PUBLIC COMMENT

Paul Sisson- First-Regarding Fire Commissioners position- points out that the new Disciplinary Policy discussed earlier in the meeting only references District staff up through the Fire Chief, and that it does not outline a process for disciplinary action for the Commissioners. He asks what the RCW's state as a timeline for abandonment of position. Chief Acord answers that it is 2 consecutive unexcused absences. Mr. Sisson inquires as to the recourse for malfeasance. Commissioner Milliken answers that he is unsure and would refer to the Commissioners handbook.
Secondly- Regarding Salaries- Paul states in context to a levy lid lift that the previous one was for the minimum required to build the Winthrop station and did not address needs such as staffing, retention and recruitment. He suggested putting out a survey to rural fire

departments w/o EMS and bringing the levy lift from the bottom third to the bottom half. He adds that all these things would need to be brought to the attention of the public to sell this. He asks how far we are into the 20-year levy and Chief Acord states, three years. Commissioner Milliken adds that it is important to convey to the public where the District is at. Commissioner Lindsey expresses the importance of providing information as to what we would be utilizing the money for.

EXECUTIVE SESSIONS

None

GOOD OF THE ORDER

Commissioner Milliken thanks the attendees for coming to participate in the government process.

VOUCHER REVIEW & APPROVAL

The Commissioners review the December 2025 AP and Payroll Vouchers. Commissioner Milliken moves to approve and Commissioner Lindsey seconds the motion to approve the vouchers. **Motion Carried.**

ADJOURNMENT

Commissioner Milliken adjourns the meeting at 8:53 pm.

X _____

OCFD6 Board of Commissioners Chair

X _____

Jade Gollen
OCFD6 Secretary