



Board of Fire Commissioners  
Meeting Minutes  
December 11, 2025

**CALL TO ORDER**

Commissioner Dale Putnam of District 9 Board of Fire Commissioners called the meeting to order at 1801 hours.

Commissioners Dale Putnam, Len Albert, Mark Campeau, Jason Foust (virtual) and Mark Thompson, Chief Leonard Johnson, Division Chief - Logistics Josh Ambrose, Business Operations Director Monica Davis, Probationary FF Miles Bickel, FF Brad Faires, and Board Secretary Tom McBride (virtual) attended the regular meeting held in person and via the virtual Zoom platform using the link posted on the Fire District's website.

**BOARD FOR VOLUNTEER FIREFIGHTERS**

The Board for Volunteer Firefighters met prior to the Board of Commissioners meeting.

**ADDITIONS TO AGENDA**

None. The agenda was approved as presented.

**PUBLIC COMMENT & VISITING SPEAKERS**

Probationary FF Miles Bickel introduced himself to the Board.

**ACTION ITEMS:**

**1. *Approval of Minutes***

A motion was made and seconded to approve the minutes of the Regular Meeting on November 13, 2025; the motion carried.

**2. *Approval of Vouchers and Payroll***

A motion was made and seconded to approve vouchers and payroll in the amounts listed below in items a-c; the motion carried.

- a. **General Fund 6690 - Claims & Payroll Total: \$740,165.46**
  - i. 11-28-2025 November Month-End Payroll EFT: \$327,467.31
  - ii. 11-28-2025 November Payroll Claims #251105001 - 251105015: \$240,314.09
  - iii. 11-30-2025 November Special Payroll EFT: \$840.70
  - iv. 12-15-2025 December Draw & EFT: \$44,067.42
  - v. 12-11-2025 December Claims #251203001 – 251203056: \$127,475.94
- b. **EMS Fund 6694 – December Claims #251202001 - 251202004: \$61,438.28**
- c. **SORT Fund 6699 – December Claims #251201001 – 251201016: \$47,269.29**

**3. *HSR3 Omnibus Mutual Aid Agreement Renewal***

A motion was made and seconded to approve Chief Johnson to execute the HSR3 Omnibus Mutual Aid Agreement Renewal to enable members to provide assistance to each other as requested; the motion carried.

**4. *Resolution 2025-10 to Year End Funds Transfer***

A motion was made and seconded to approve Resolution 2025-10 to Year End Funds Transfer for the purposes listed below in items a and b; the motion carried.

- a. Fund transfer from the General Fund 6690 to Capital Fund 6691 of \$500,000 for the purpose of committing funds towards the building of a new fire station.
- b. Fund transfer from EMS Fund 6694 into General Fund 6690 in the amount of \$35,000 for the purpose of meeting the obligations related to transport billing services and GEMT reporting.

**OLD BUSINESS:**

None.

**NEW BUSINESS:**

**1. *Chief Johnson’s Evaluation***

The Chair of the Board brought up the need to conduct Chief Johnson’s evaluation; discussion was held. The Board came to consensus that a review is not necessary at this time.

**2. *2026 Admin Wage – Salary Matrix***

The 2026 Admin Wage-Salary Matrix was presented; discussion was held. A motion was made and seconded to approve the 2026 Admin Wage-Salary Matrix. The motion was tabled to allow for further Board review of the Matrix. The Board returned to consideration of the Matrix; the motion carried.

**STAFF REPORTS:**

1. **Finance/Administration:** Verbal and written reports were presented by Business Operations Director Monica Davis; discussion was held.
2. **Logistics:** Verbal and written reports were presented by Division Chief - Logistics Josh Ambrose; discussion was held.
3. **Operations:** Verbal and written reports were presented by Chief Leonard Johnson; discussion was held.
4. **Chief's Report:** Verbal and written reports were presented by Chief Leonard Johnson; discussion was held.

**COMMISSIONER REPORTS**

None.

**GOOD OF THE ORDER**

None.

**EXECUTIVE SESSION**

The Board convened into Executive Session at 1855, for an estimated 10 minutes, to discuss collective bargaining and personnel matters. The Board will reconvene at 1905 and immediately adjourn. No action was taken as a result of the executive session.

**ADJOURNMENT**

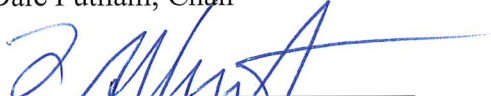
A motion was made and seconded to adjourn the Board meeting; the motion carried. The Board adjourned at 1905.

**BOARD OF COMMISSIONERS**


For Thurston County Fire District 9:

  
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Dale Putnam, Chair

  
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Len Albert, Commissioner

  
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Mark Campeau, Commissioner

  
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Jason Foust, Commissioner

  
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Mark Thompson, Commissioner

  
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Tom McBride, Board Secretary

  
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Date