



CITY OF KIRKLAND
Fire & Building Department
123 Fifth Avenue, Kirkland, WA 98033 425.587.3000
www.ci.kirkland.wa.us

MEMORANDUM

To: Kurt Triplett, City Manager
From: J. Kevin Nalder, Director of Fire and Building Services
Date: November 9, 2010
Subject: RESPONSE LETTER TO WOODINVILLE FIRE AND RESCUE

RECOMMENDATION:

City Council authorizes the Director of Fire and Building to send the attached letter to Woodinville Fire and Rescue (WFR) regarding the potential transfer of WFR personnel to the Kirkland fire service following annexation.

BACKGROUND DISCUSSION:

At the November 1, 2010 meeting, the City Council approved Resolution 4846 authorizing the City Manager to enter into an interlocal agreement (ILA) with Woodinville Fire and Rescue regarding the transfer of fire and emergency medical services from the District to the City. State law provides for the transfer of employees that are laid off as a direct result of annexation to be transferred to the annexing City's Civil Service System. The ILA further requires that the District notify the City of any potential reductions in force that result from the pending annexation of that portion of WFR's service area within 30 days of the execution of the agreement. The City then has 30 days to respond to the District's letter.

The WFR District commissioners approved the ILA on September 7, 2010 and forwarded the executed document along with a letter to the City indicating the number of affected firefighters (see attachment A). This occurred prior to the City Council's consideration of the ILA on November 1, 2010. As noted above, the City Council has authorized the City Manager to sign the ILA, and the City Manager signed the ILA on November 10, 2010. The proposed letter from the City is included as attachment B.

In summary, the WFR District indicates that as many as ten staff will be terminated as a result of annexation. In the response letter, the City is requesting additional information from the District as to how they arrived at their staffing impacts and requests a meeting between City and District representatives to work through the transfer of services. In addition to the discussions between the District and City management staff, the respective bargaining units of the two agencies have been holding ongoing discussions about the terms and conditions under which employees would be transferred from one bargaining unit to the other. The successful completion of negotiations at all levels will ensure a smooth transition of services from WFR to the City of Kirkland on June 1, 2011.



Woodinville Fire and Life Safety District

P.O. Box 2200 • 17718 Woodinville - Snohomish Rd NE
Woodinville, WA 98072
Phone 425-483-2131 • Fax 425-486-0361

September 21, 2010

Kevin Nalder, Fire Chief
City of Kirkland
123 5th Avenue
Kirkland, WA 98033

Dear Chief Nalder:

Attached please find a copy of the signed Interlocal Agreement (ILA) approved by the Board of Fire Commissioners of Woodinville Fire & Rescue on September 7, 2010. Pursuant to the ILA; the following are the plans regarding hires, separations, terminations and any other changes in employment that are a direct consequence of the annexation.

As a direct result of the annexation, on March 15, 2010, the Board of Fire Commissioners elected to close Fire Station #34 as of May 31, 2011. Based on the fact that Fire Station 34 has one (1) on-duty lieutenant position and two (2) on-duty firefighter positions and the current "fill ratio" used to staff response operations in the District, the closure of Fire Station #34 would result in a surplus of **four (4) lieutenant** positions and **ten (10) firefighter** positions. The District will, in its 2011 budget be eliminating these positions. As a result of a new organization structure being implemented in the 2011 budget, the net impact to individuals will be as many as three demotions of current officers and as many as ten layoffs of firefighters.

I look forward the City's reply per the Interlocal, and the opportunity to work in a collaborative fashion towards a situation that continues the strong partnership between our jurisdictions and continues the delivery of service to those affected by the annexation.

Sincerely,

I. David Daniels
Fire Chief/CEO

IDD

November 17, 2010

D R A F T

I. David Daniels, Fire Chief/CEO
Woodinville Fire and Rescue
PO Box 2200
17718 Woodinville-Snohomish Rd. NE
Woodinville, WA 98072

Dear Chief Daniels;

Thank you for your letter of September 21, 2010, regarding your possible layoffs and the closure of Station #34 due to Kirkland's annexation. You may recall we agreed that letter would be deemed received as of the date Kirkland's City Manager signed the interlocal agreement (ILA) you transmitted to the City in that letter. The City Council authorized the City Manager to sign the ILA and the City Manager signed the ILA on November 10, 2010. This letter is being sent as required by that ILA for the City to provide its input on these same topics.

Even though Woodinville Fire and Rescue has chosen to operationally close Station #34, WFR will still be primarily responsible for serving the area that used to be served out of that station that is not part of Kirkland's annexation area. Thus, some of the firefighters from Station #34 will need to remain employed with WF&R to service that area. We believe that it would be beneficial for City and District representatives to meet so that you can clarify how many of the potential layoffs you attribute to the loss of service area caused by the annexation rather than the closure of the station and implementation of a new organizational structure.

The City of Kirkland is prepared to add any firefighters to the City's Civil Service system that are terminated by the District as a result of this annexation. They will be provided priority consideration. As you know, the specific terms and conditions under which they may transfer to the City are still subject to negotiation and agreement of our respective bargaining units.

Once we have a number of actual layoffs due to annexation, we will be able to go forward with the joint communication to your firefighters as contemplated by the ILA. Our hope would be to resolve all of these issues by December 31st in order to provide certainty for the residents of the service area as well as the affected firefighters.

We look forward to meeting with you regarding this important matter.

Sincerely,

J. Kevin Nalder, Chief
City of Kirkland Fire and Emergency Services