



Clallam County Fire District 3

Motto: Serve, Respect, Prevent and Protect

BOARD OF COMMISSIONERS – SPECIAL MEETING MINUTES

February 5, 2026

Chairman Miano called the Board of Commissioners Meeting for Clallam County Fire District 3 to order at 9 a.m. via the Zoom App and in person at 255 Carlsborg Road in Sequim. Present were: Commissioners Jeffrey Nicholas, Mike Mingee and Bill Miano, Fire Chief Justin Grider, Deputy Chief Tony Hudson, Administrative Assistant Caity Karapostoles, Finance Manager Misty Shaw, Battalion Chiefs Elliott Jones and Chris Turner, Captains Bryan Swanberg, Jack Hueter and Neil Borggard, Firefighters Bryce McGinley, Jeremy Church, Jeremy Long, Jared Romberg, Eric Payne, Chris Darling, Mark Karjalainen, Bo Pinnell, Tyler Campbell, Ryan Hueter, Maintenance Mechanic Brad Schroeder, Volunteers Blaine Zechenelly and Keith Koehler and citizens Justine Roads and Jeff Tozzer, and online were: Maintenance Mechanic Steve Phillips, Captain Kolby Konopaski Firefighters Steve Oberly, John Riley and Paul Lang, A. Swanberg, Anna Swanberg, C Shift at Stn 37, Community member Johns x 2 and Sequim Gazette Reporter Matt Nash. Volunteer Jeremy Jacobs arrived after the meeting adjourned.

Changes to the Agenda - None.

GOOD OF THE ORDER – Commissioner Miano welcomed everyone and thanked them for taking the time to come. He indicated that the meeting was being recorded and asked if anyone had anything they wanted to share before discussion on the Board's 2026 priorities. No one did.

Agenda Bill 1: Workshop to set 2026 District Priorities – Chief Grider shared a PowerPoint outlining the 2025 Annual Priorities and everything that had been accomplished on the following goals; Staffing, Professional Development, Service Delivery, Olympic Ambulance, Bond/Facilities, Strategic Plan and Levy. He shared the update on the Olympic Ambulance contract negotiations and potential timeline. Each commissioner and Chief Grider shared their top priorities for 2026 and discussion followed. Local 2933 also shared their top priorities for the District for 2026.

The Commissioners ended up with the following goals – 1) More efficient response matrix, 2) Decentralized decision making/assign authority to project leaders, expect milestones and deadlines. 3) Staffing @ 16 people per shift (12 person minimum staffing) 4) Continue to work on Strategic Plans 5) Continue to work on new Station 33 – break ground in 2027 6) Develop an impact fee schedule.

PUBLIC COMMENT – Firefighter Eric Payne shared a written statement. Discussion ensued.

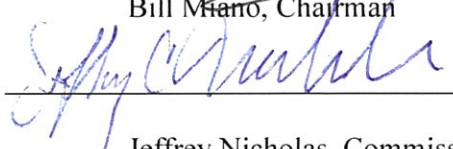
NEXT MEETINGS –

2/17/2026 – Regular Board Meeting

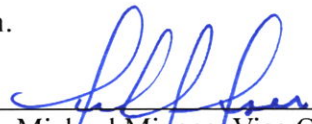
ADJOURNMENT

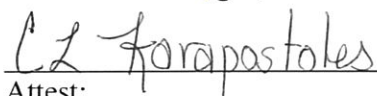
Commissioner Miano called for adjournment at 12:10 p.m.



Bill Miano, Chairman


Jeffrey Nicholas, Commissioner



Michael Mingee, Vice Chairman


Attest:
Caity Karapostoles, Administrative Assistant