



# Clallam County Fire District 3

Motto: Serve, Respect, Prevent and Protect

## BOARD OF COMMISSIONERS - SPECIAL MEETING MINUTES

November 4, 2025

Chair Nicholas called the Board of Commissioners Special Meeting for Clallam County Fire District 3 to order at 12:30 p.m. via the Zoom App and in person at 255 Carlsborg Road in Sequim. Present were: Commissioners Jeffrey Nicholas, Michael Mingee and Bill Miano, and District Secretary Lori Coleman.


### EXECUTIVE SESSION

Chairman Nicholas called for an Executive Session beginning at 12:300 p.m., expected to last for Ten (10) minutes under - RCW 42.30.140 (4) - Collective bargaining sessions with employee organizations, including contract negotiations, grievance meetings, and discussions relating to the interpretation or application of a labor agreement; or that portion of a meeting during which the governing body is planning or adopting the strategy or position to be taken by the governing body during the course of any collective bargaining, professional negotiations, or grievance or mediation proceedings, or reviewing the proposals made in the negotiations or proceedings while in progress. In attendance were Commissioners Nicholas, Mingee, Miano, and District Secretary Lori Coleman. At 12:40 p.m., Commissioner Nicholas called the meeting back into Regular Session. No decisions were reached during the Executive Session.

**Agenda Bill 1: Approval of written response for Grievance Hearing held 10/21/2025** – Commissioner Nicholas reported that the written response for the Grievance Hearing on 10/21/2025 has been drafted and ready to be delivered to the Grievant and Chiefs. **NO ACTION REQUESTED. INFORMATION ONLY.**

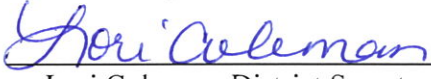
### ADJOURNMENT

Commissioner Nicholas called for adjournment at 12:41 p.m.

  
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Jeffrey Nicholas, Chairman

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Michael Mingee, Vice Chairman

  
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Bill Miano, Commissioner

Attest:   
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Lori Coleman, District Secretary