

MARYSVILLE FIRE DISTRICT
BOARD OF DIRECTORS SPECIAL MEETING
August 25, 2022 – 3 pm
Virtual Via Zoom

Chairperson Stevens opened the special meeting at 3 pm.

The following were in attendance:

Board of Directors:

Michael Stevens
Steve Muller
Kamille Norton
Tonya Christoffersen

Staff Members:

Darryl Neuhoff, Interim Chief
Steve Edin, Human Resource Manager
Paula DeSanctis, Admin Assist

Guests:

Erogmetrics National Testing Team

HRM Edin welcomed the team from Ergometrics National Testing (ENT).

Director of Operations Trish Davidson shared that this project will have two sides, marketing and recruiting. For the marketing side their team will design an advertisement flyer from the information and images received from Marysville Fire District (MFD). With that ad, they will target a strategic list of targeted areas both regional and outside of the Pacific Northwest.

HRM Edin stated that MFD will accept all applications through NeoGov on our website. Edin shared that various option can be programmed into NeoGov such as a writing sample or specific screening questions.

HRM Edin asked about suggested assessment testing. Trish stated that best practice is that all groups should be a part of the interview panel to see how the candidate interacts at all levels as well as a prepared topic presentation.

Boardmember Muller stated that the Board has specific qualifications they would like to see in a Fire Chief. Muller asked what the process is to formalize those qualifications and how to determine the best places to advertise to find the ideal candidate based on those qualifications. Interim Chief Neuhoff stated that we will also reach out the Local for their input on the desired qualifications.

The advertising list will be vetted based on the information provided. ENT will target areas that will support the current and future needs of the District.

Boardmember Muller asked what the time line will be. With the Districts wanting a new Chief by Thanksgiving, the hope is to start advertising in about two weeks and leave the application process open for thirty days. After all applications are reviewed, the select few will moved on to the assessment the last week of October.

HRM Edin stated he will have the proposed Chief salary range information at the September 7, 2022 Board meeting. The formal agreement between Marysville Fire District and Erogmetrics National Testing will also be brought to the September 7, 2022 meeting for final approval.



ADJOURNMENT

With no further business, the August 25, 2022, special meeting adjourned at 3:45 pm.



Darryl Neuhoff
District Secretary



Date approved

