



**Thurston County Fire Protection District 8  
Board of Fire Commissioners' Meeting  
January 13, 2026**

MINUTES of the regular Board meeting held on January 13, 2026, at South Bay Station 8-1 and via Zoom. Commissioners Kilpatrick, Bivens, Zvirzdys, Long, and Hunter, along with Chief VanCamp, Assistant Chief LeMay, and Secretary Stumpf were in attendance. Several members of shift A were also in attendance. The meeting was called to order at 5:30 pm.

**Welcome:** Secretary Stumpf introduced the District's new Administrative Assistant, Lillian Hansen.

**Oath of Office:** Commissioner Kilpatrick took the Oath of Office for his next six-year term as a Fire Commissioner for District 8.

**2026 Board Establishment:** Commissioner Kilpatrick requested nominations for the Board Chair, Vice Chair, Board for Volunteer Firefighters' Local Chair, and Labor Representative for 2026. A discussion followed explaining the Board for Volunteer Firefighters' local Chair position – noting it was often held by the Chairman of the Regular Board. Following a brief discussion, Commissioner Zvirzdys nominated Commissioner Long as the Board Chair. Commissioner Hunter seconded the motion. The Board unanimously approved said motion. Commissioner Zvirzdys volunteered to be Vice Chair. Commissioner Kilpatrick requested to be the Labor representative, and Commissioner Hunter agreed to be the Board for Volunteer Firefighters' local Chair and that Commissioner Kilpatrick would serve as Vice Chair.

**Chief's Report:** Using a handout, Chief VanCamp shared the Chief's report for December. He commented on the 2025 cash flow, noting that we were under budget in all areas. We exceeded our labor budget due to higher overtime expenses, which allowed us to staff Station 8-3 90% of the time. A discussion followed on our improved response times for 2025.

**Incident Readiness and Response Report:** Using handouts, Assistant Chief LeMay gave a staffing update that included the status on Goals 1 and 2.

- **Goal #1 - IR&R Policy Review and Update.** Several policies have been updated, and most should be wrapped up in 2026. A SWOT analysis will be conducted to review the 5-year plan. The document will be revised.
- **Goal #2 - IR&R Staffing Requirements and Implementation Process.** No changes.

**Staffing Update:** Using a handout, Assistant Chief LeMay reviewed the hiring process and shared that he has made two conditional offers for firefighters. He explained the timeline for entry into academy, including background checks and psychiatric exams. Questions were asked for clarification. Volunteer firefighters were discussed. We plan to recruit a small number of volunteers this year.

**2026 Expense Budget:** Using handouts, Chief VanCamp presented the revised draft expense budgets for Funds 6680 (general Fund) and 6681 (Capital Repairs & Replacement) for 2026 and asked for approval. He noted that few changes were made. He explained that estimates for the Capital Repairs & Replacement Fund (CR&R) were mostly formula-driven, with some estimates arbitrary. A lengthy discussion ensued about budget items. Questions were asked for clarity about cashflow and cash carryover. Following the discussion, Commissioner Hunter made a motion to approve the expense budgets as presented. Commissioner Zvirzdys seconded the motion. The Board unanimously approved the motion to approve the expense budgets for 2026.

**Secretary Report:**

Minutes of Previous Meeting –Secretary Stumpf presented the minutes of the regular meeting dated December 9 for approval. Commissioner Zvirzdys moved to approve the minutes as presented, Commissioner Kilpatrick seconded the motion. The Board unanimously approved the minutes as presented.

Approval of Warrants - Warrants as audited and certified by the auditing officer, as required by RCW 42.24.080 and those expenses reimbursement claims certified as required by RCW 425.24.090, have been recorded on a listing which has been made available to the Board with last month's meeting minutes. After extensive review, Commissioner Kilpatrick moved to approve all warrants as presented. Commissioner Zvirzdys seconded the motion. The Board unanimously approved payment of warrants, included in that list and further described as follows:

<b><u>General Fund (6680)</u></b>	Warrants 23210-23219	totaling \$31,155.63
	Warrants 23220-23228	totaling \$25,667.15
	Warrants 23237-23250	totaling \$79,355.14
	Warrants 23277-23290	totaling \$37,334.36
<b><u>Payroll Fund (6680)</u></b>	Warrants 23229-23236,eft12-26a-z	totaling \$287,570.74
	Warrants 23251-23276, efta	totaling \$28,090.56
<b><u>CR&amp;R Fund (6681)</u></b>	Warrants 23217 & 23291	totaling \$6,192.37

**Announcements:** Secretary Stumpf gave a reminder for the annual Awards Banquet on February 7. She also announced the Legislative Day would be January 29, 2026.

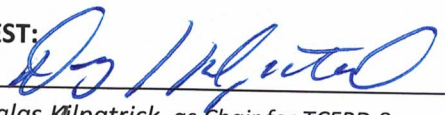
**Commissioner Comments:** Board members welcomed Lillian Hansen and thanked her for her patience.

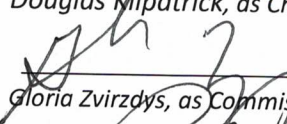
**Review and Follow-up:** The expense budget will be put into place. The Board will be informed on the status of the hiring process.

**Executive Session:** (As per RCW 42.30.110 (OPMA) At 6:29 pm, the regular meeting adjourned, and an executive session began. The purpose of the meeting was for an employee performance review. The estimated time was 20 minutes. The session concluded at 6:50 pm and the regular meeting was reconvened. No action was taken.

**Adjourn:** The Board announced that the next regular meeting is scheduled for February 10, 2026, beginning at 5:30 p.m. and will be held at South Bay Station 8-1. There being no further business, the meeting was adjourned at 6:51 p.m.

**ATTEST:**

  
Douglas Kilpatrick, as Chair for TCFPD 8

  
Gloria Zvirzdys, as Commissioner for TCFPD 8

  
Pamela Long, as Commissioner for TCFPD 8

  
Daniel Bivens as Commissioner for TCFPD 8

  
Jake Hunter, as Commissioner for TCFPD 8

  
Heidi Stumpf, District Secretary for TCFPD