



**BOARD OF FIRE COMMISSIONERS
NOTICE OF A SPECIAL MEETING FOR
MONDAY, JANUARY 10TH – 6:00PM**

NOTICE IS HEREBY GIVEN that the Board of Commissioners of West Benton Regional Fire Authority will hold a special meeting on Monday, January 10th, 2022, beginning at 6:00pm at West Benton Fire Rescue – 1200 Grant Street, Prosser, WA 99350. The purpose of this special meeting is to discuss Fire Chief hiring.

Dated this 5th day of January 2022.

Gayle Carrasco

Gayle R. Carrasco
Board Secretary



RFA Governing Board
MEETING AGENDA

**West Benton Regional
Fire Authority**
1200 Grant
Prosser, WA 98350

DATE: Regular Board Meeting
January 10th, 2022
TIME: 18:00 hours (6:00p.m.)
LOCATION: **WBRFA Headquarters Fire Station**
Call to Order
Flag Salute
Roll Call

WBFR Zoom Meeting Information:
[Click here to connect to the meeting](#)
Meeting ID: 785 739 0351
Please call the office for the passcode

Public Comments *Members of the public, present at an online meeting, shall make the Board aware of their desire to speak by posting in the comment section by listing their name and the topic they wish to speak on. The public may comment on items relating to any matter related to WBRFA business under the Public Comment period. Public Comments are limited to three (3) minutes per person and no more than a total of fifteen (15) minutes shall be spent on any one subject. Citizens may also speak on individual agenda items on the printed agenda. The Chairman will request for public comments at the time they are discussed or considered by the Board as presented on the WBRFA Agenda.*

NEW BUSINESS

1. Hiring Fire Chief

EXECUTIVE SESSION Pursuant to RCW 42.30.140, Collective bargaining sessions with employee organizations, including contract negotiations, grievance meetings, and discussions relating to the interpretation or application of a labor agreement; or (b) 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. This session will begin at _____ o'clock pm and will be concluded at _____ o'clock pm.”

Good of the Order

Next Board Meeting January 18th, 2022

ADJOURN Time: ____ o' clock pm

CHARLES E. DAMRON

163323 W Byron Road., Prosser WA 99350

509-830-1189 cedamron@yahoo.com

EXPERIENCE

- Management - 3 Paid Captains
- Management - 30 Volunteers
- Management - 2 Fire Stations
- Management – Firefighter Training
- Management - Inventory
- Management – Training Programs & Annual Reviews
- Purchase and Maintenance - 19 Apparatus
- Station Design and Maintenance
- Computer Input – Emergency Calls
- Hydrant – Hose – Pump Testing
- Management – On Scene Fire - Emergency EMS Calls
- Responsible - Protection of \$1.45 Billion of Infrastructure and Property
- Investigations – Fire
- Uniform Fire Code Inspections
- Public Fire Education
- Develop & Maintain - Yearly Budget
- Grant Writing
- Prepare Reports & Maintain Records - Files
- Short Plot/Building Plan Review
- Municipal Code Enforcement
- Duty Chief – BCFD #6
- Response area 370 square miles
- Includes Ambulance Response Area

CERTIFICATIONS

- **WILDLAND**
 - S-290 Intermediate Fire Behavior
 - S-330 Task Force Leader
 - S-234 Ignition Operations
 - S-231 Engine Boss
 - S-230 Crew Boss
 - S-133 Look Up / Look Down / Look Around
- **OTHERS**
 - EMT (current-1996)
 - Incident Safety Officer
 - Toxic Chemical Training for Medical Support Personnel
 - SRT1 – Swift Water Rescue
 - Fire Officer & Firefighter Survival Program
 - Inspection & Testing for the Sprinkler Industry
 - UBV/ UFC Plan Review & Inspection
 - HazMat Incident Commander
 - Technical Level hazardous Waste
 - Operations & Emergency Response (current-1998)
- **IFSAC**
 - Fire Officer 2 – Fire Officer 1
 - Firefighter 2 – Firefighter 1
 - Fire Educator 1
 - Fire Instructor 1
 - HazMat Operations
- **EVIP**
 - Class A Engines
 - Water Tenders ≤ 3000 gallons
 - Type 6 Grass Trucks
 - 75' Ladder Trucks
 - 102' Platform
 - Rescue Vehicles
 - Command Vehicles
 - Train the Trainer
- **ITAC**
 - Integrated Tactical Accountability
- **ICS**
 - 800 – 700 – 400 – 300 – 200 – 100
 - IS-0005 Intro to Hazardous Materials

EDUCATION

- **Nations Fire Academy**
 - Command and Control of Incident Operations
 - Management Strategies for Success
 - Leadership and Administration
 - Supervisory Success
- **OTHERS**
 - YCFD #5 Recruit School Graduate 1995
 - 40 Hours Fire Investigation
 - 10 hours Vehicle Extrication
 - Reading Smoke and the Art of First Due
 - Defensive Driving
 - Coaching the Emergency Vehicle Operator

WORK EXPERIENCE

- **7/28/2019 – Present**
 - West Benton Fire Rescue, Operations Captain
- **6/15/2011 – 7/15/2019 (1/1/06-6/15/07)**
 - Toppenish Fire Department: Firefighter/ Training Officer
- **1/1/11 – 7/1/15**
 - Benton County Fire District #6: Duty Chief (Part Time)
- **12/1/1995 – 01/01/2006**
 - Grandview Fire Department: Fire Chief
- **6/1/07 -6/1/11**
 - Prosser Fire District 3: Operations Captain

References Available Upon Request



INTERNATIONAL ASSOCIATION of FIRE FIGHTERS

Local #1052

Member: Washington State Council of Fire Fighters



January 6, 2022

To the Board of Commissioners of West Benton Regional Fire Authority:

Please accept this letter supporting the appointment of Charles Damron to the position of Fire Chief, for West Benton Fire Rescue.

With well over 20 years in the fire service, Mr. Damron has the experience needed to provide excellent leadership for your department, including previously holding the position of fire chief at another department. Throughout his career, he has earned the respect of colleagues both inside the department and at many of the neighboring agencies. In fact, numerous personnel from outside agencies contacted Mr. Damron to congratulate him on his temporary appointment to Interim Fire Chief.

During his career, Mr. Damron didn't rely solely on experience, to build his knowledge. Mr. Damron pursued and earned numerous certifications that are recognized, in the fire service. On top of experience and certifications, Mr. Damron also demonstrated his dedication to continuous improvement by going to college, as an adult well into his career, and earning a degree in fire science.

Mr. Damron is a proven leader. He has demonstrated his leadership skills by example both in the department and on the fire ground. He has the trust of his subordinates to get the job done right. In the past year, Mr. Damron was tasked with purchasing over \$1,000,000 worth of apparatus and has been diligent to ensure that these purchases met the goals of the department while staying within budget.

Finally, Mr. Damron is familiar with your department. He knows the strengths and weaknesses, the personnel, and the area. This would equate to an almost seamless transition for Mr. Damron into the role of Fire Chief.

In closing, we believe Charles Damron is the right choice to be the next Fire Chief of West Benton Fire Rescue. We hope you will take this recommendation into consideration, when making your decision.

If you have any questions, please give me a call anytime.

Sincerely,

A handwritten signature in blue ink that reads 'Raul Marroquin'.

Raul Marroquin
President - IAFF Local 1052

To the Board of Commissioners of West Benton Regional Fire Authority:

The volunteer firefighters of WBFR are writing this letter in support of Interim Chief Charles Damron. We have had the privilege of working with Interim Chief Damron since the summer of 2019. Some of us, longer than that. We collectively feel that it would be in the best interest of this department if Interim Chief Damron was selected to be the next fire chief of WBFR. His dedication to his career, this department, and the community of Prosser would make Interim Chief Damron an appropriate choice.

When people think of the fire service as a whole, or even just the basic characteristics of what it takes to make a good firefighter, one of the first things that comes to mind is integrity. What is integrity? What does it mean to have integrity? Integrity is doing the right thing when no one is watching. It means not only practicing honesty with others but being truthful with yourself. If you were to ask any one of us, we could all tell you, on some level, how Interim Chief Damron has embodied integrity. We have all seen first-hand how he practices it every day in his career. His ability to self-reflect and his constant push for self-improvement is the kind of leader that we are looking for to lead our department moving forward.

Beyond being a good firefighter, what makes a great leader is someone with humility and the ability to lead by example. Interim Chief Damron is easily one of the most humble and genuine people we have had the privilege of working with. As a leader, our success, is his success. He lifts us up and always promotes strong teamwork and a strong work ethic. His support for us both on the job and off it is something we cannot express our gratitude for. He always has an ear for us, no matter what the issue is or when we need to discuss it. He actively takes steps to ensure any issue is resolved in a professional manner. He consistently puts the needs of the department before his own.

Interim Chief Damron has obtained many certifications and has many years of experience that make him uniquely qualified for this position. Throughout his time here, Interim Chief Damron has seen the department change drastically, and has been a large factor in what has made our department what it is today. He has influenced the people who have come in and out of our doors. He knows the ins and outs of this department like the back of his hand. He knows how each of us work both individually and collectively as a team. Having worked for multiple neighboring agencies, as well as previously working for WBFR, Interim Chief Damron knows the relationships our department has built with the surrounding agencies, and how to effectively utilize our neighboring resources. We know Interim Chief Damron is confident in the future and potential of this department, and that he knows what it will take to get us there.

The volunteer firefighters of WBFR are honored to have written this letter in support of Interim Chief Damron. We hope you take our thoughts into consideration when making your decision.

Signed,
WBFR Volunteer Firefighters

Ryan Austin, Robyn Ayala, Sid Ayala, Larry Cambray, Clay Camp, Joe Castillo, Phillip Chong, Jake Coleman

Hugo Guzman, Haden Hicks, Christy Houser, Jonathan Koreski, Lionel Martinez, Bill Petersen

Michael Quijano, Maurice Reilly, Ericka Rodriguez, Daryl Rutherford, Taylor Wolfe

J. Scott Friend
112-D Nunn Rd
Prosser, WA 99350

January 6, 2022

Board of Commissioners
West Benton Regional Fire Authority
1200 Grant Ave
Prosser, WA 99350

Dear Mr. Chairman and Commissioners of the Board,

I would like to go on record and voice my support for Charles Damron to be selected to be the next Fire Chief for West Benton Fire Rescue.

Having had the opportunity to work with Charles, over the last two years, I know he has what it takes to lead this department. He's experienced, knowledgeable, dedicated, and trustworthy.

Charles has worked in various roles during his fire career, which spans over 25 years. He has always put his best foot forward and hasn't waivered in that, during his time at WBFR. He has numerous fire service recognized certifications, a degree in fire science, and a plethora of on scene experience.

Charles has a solid vision for the department and its members, wanting to do whatever he can to help both be the best they can, so that collectively, we can provide excellent service, to the citizens of this community.

Charles is dedicated. Routinely, when others are on duty and he is off, I will hear Charles on the radio, responding to calls that may require an extra hand or experience. During last year's downtown fire, Charles came home early from his vacation, three hours away, because he knew he could help. After being on scene for 17 hours, overnight, Charles stepped up to relieve me, so I could get some rest before resuming on scene command duties. Charles is one of my "go to" people in the department and he should be your "go to" as well.

While the summer fire season may seem months away, it will be here in no time. The department needs excellent leadership in place now, not months from now, so it can be prepared when the season gets here. Charles is the right person for the job, hands down.

Finally, it's frustrating to watch the Board routinely step over dollars to pick up dimes. The idea of spending upwards of \$20,000 on a recruiting agency when the right candidate is currently doing the job is asinine. Charles knows the department, the people, the area, and the stakeholders. He values the community and the service the department provides to the community because he lives here and is part of the community. To look for someone else to fill the role of Fire Chief would be a failure.

I encourage you to do the best things for West Benton Fire Rescue and make Charles Damron our next Fire Chief.

Respectfully submitted,

