

Hebgen Basin Fire District

Meeting Minutes

March 6, 2018

Meeting was called to order at 1801 hrs.

Board Members Present: Ken Davis, Gay McBirnie, Kyle Goltz, Nancy Heideman, Mike Gavagan

Also in Attendance: Chief Grube, AC Jessop, Emily Barnes, Tyler Beam, Carrie Egging, James McBirnie, Cassandra Mitchell, Lynette West

Recorder of Minutes: Emily Barnes

Public Comment for Items Not on Agenda: No public comment.

Approval of Minutes for February 6, 2018 Regular Board Meeting: Mike Gavagan motions to approve the minutes as written. Gay McBirnie seconds. All in favor. Motion passed.

Approve Claims/Deposits: Ken Davis motions to approve the claims as presented. Gay McBirnie seconds. All in favor. Motion passed.

Chief's Report: See attached.

New Business:

Approval of Fulltime Firefighter/Paramedic

Vacation Relief Position

Chief Grube seeks approval to hire William Polansky. Mike Gavagan motions to approve the hiring of William Polansky for the Fulltime Firefighter/Paramedic Vacation Relief Position. Gay McBirnie seconds. All in favor. Motion passed.

Employee Home Investment and Retention Policy: Chief Grube explains the idea of a home investment and retention policy brought forward to help assist employees in purchasing a home within the Hebgen Basin Fire District. See attached. Kyle Goltz thinks it's a good idea for both the union and the district, giving the employees some help purchasing a home and giving the district longevity of employment. Mike Gavagan also thinks it's a good way to help with the retention of employment for the district. Nancy Heideman asks about employees who currently live outside the district and are wanting to move back within district. She wants to make sure they still would qualify for this policy. James McBirnie asks about if volunteers would also be qualified and Chief Grube explains that hopefully in the future that will be possible. Lynette West asks about the policy having any consequences or benefits to the town and if there's anything the community can do to help with this policy. Chief Grube explains that he thinks the district currently has the resources to do so once some money is moved around. Union members just have concerns about the performance review sections of the policy, since the reviews are a newer process in the department. Cassandra also brings up that in regards to the performance reviews, she would like to see peer reviews conducted as well as a supervisor review. Everyone agrees that it is a good idea and necessary in order to get a real picture of the performance of that employee. Gay McBirnie asks about the interest that is accrued on the loan and if it is also forgiven with the principle. Chief Grube explains that each year the principle and interest are written off. Nancy Heideman explains that she likes the incentive that it brings to the employees to want to live within the district. Ken Davis wants to make sure there is no gray area and everyone understands all aspects of the policy. He wants to make sure that it is written clearly that the interest is also forgiven with the principle amount each year. Ken Davis questions if someone isn't at their one-year mark yet but found a deal on a home that they just can't pass up, do they then not qualify for this policy? Gavagan thinks that there needs to be a period of time

after the time of purchase to take advantage of the policy due to a time constraint of their one-year mark. It would be a reimbursement for the 15k versus the initial 15k help for down payment if they find a place before the one year. Chief Grube explains that we are trying to promote longevity and help new employees purchase homes within the district, so thinks maybe writing an exemption clause into the policy stating that in these special circumstances the employee can come to the board and ask for the loan earlier than the one year mark of employment.

Union's Request for Binding Arbitration Update: Chief Grube explains that the district still has not received any written counter from the union so there isn't much update until they give a response to the last offer given from the district. Nancy Heideman thinks it sounds like both sides are still trying to negotiate and they may be processing the offer and mulling over a counter offer. Goltz asks if there will be a response from the union or a rebuttal that they can give to the board. Union members voice concerns about the policies being proposed and what if down the road a new Chief/board members decide they don't like the policy and get rid of it. Chief Grube explains that a policy can't just be ripped out from under them without it being in public meeting with board approval or changing the policy. McBirnie clarifies that it's just like how the district needs to cover the liabilities with the home investment and retention policy, the union members want to make sure all the gray areas and possibilities are covered on their end. Ken Davis explains that the governing body needs to be able to run the ship and they set policies in place to make certain things in the district happen the way they're supposed to happen. Nancy Heideman explains that the board is trying to give the employees everything they need and they don't seem to be receptive of the help. She explains that the district can't just give the employees everything they want all the time. Ken Davis calls to order and thinks we have strayed off the original question of when the district can expect a response back from the union. The union members just say they need to talk to rep and get it in writing. The board wants to know if there is still a hope for negotiating. Ken Davis explains that the board wants to find an agreement with the union and keep trying and keep talking to try and work it out, but must keep the ball rolling and can't just stop all communications between the two negotiating parties. Kyle Goltz explains that names have been stricken and the arbitrator has been chosen by the councils. Chief thinks that he has been notified, but both the union and district have agreed they will not contact him and set a date quite yet in hopes that there is still room for negotiating.

Budget Update: Chief explains that the budget is right where we should be, but is giving the board an opportunity to look it over and see if there's any questions about where we are at for our current budget. The board thinks it looks good so far.

Budget Amendments

Medical Director #355 Increase by \$2,500.00

Vehicle Maintenance #363 Decrease by \$2,500.00

Chief asks that we move the \$2500 in order to pay for the medical direction costs that we now have with the new medical direction. Mike Gavagan motions to approve budget amendment 3/6/18-2. Ken Davis seconds. All in favor. Motion passed.

Capital Reserve #900 Decrease by \$5,000.00

Create Line Item for Housing Security \$5,000.00

Chief is looking to create an expense item in the budget for \$5,000 to continue paying rent on housing in the event an employee leaves that housing. Ken Davis moves to approve budget amendment 3/6/18-1. Gay McBirnie seconds. All in favor. Motion passed.

Donations Increase \$5,000.00

Increase Line Item CPR \$5,000.00

Budget amendment has no impact to budget. Chief Grube explains we received the \$5,000 donation from WY Foundation and we just need to increase the budget for our donations account (#365000) by \$5,000 and increase our CPR Expense (line item #312) by \$5,000. Mike Gavagan motions to approve budget amendment 3/16/18-3. Gay McBirnie seconds. All in favor. Motion passed.

Next Meeting: April 10, 2018 6PM

Meeting adjourned: 19:18

Chief's Report

For

March 6, 2018

Incidents in February (28)

Incidents Year to Date (65)

Transfers from YNP (1)

Mutual Aid Requests (0)

EMS Calls (5)
2nd Out (3)

Transports (18)
3rd Out (0)

Fire (4)
Multiple App (3)

2017 Incidents in February (36)

2017 Incidents Year to Date (74)

February 2017 Transfers from YNP (1)

Mutual Aid Requests (4)

EMS Calls (15)

Transports (18)

Fire (2)

Accidents

We had no accidents to report in January.

Staff Activities and Training

We had a class on February 26 for all EMS personal on the administration of Narcan, everyone who attended is now a Master Trainer. What this means is, now we can teach others such as law enforcement, EMS providers and members of the community how to administer the drug. We are continuing our training activities on Firefighter 1 with all of our new members along with medical training. Air Idaho is going to be here on March 12 to teach an ACLS and PALS refresher to our paramedics in the morning and scenarios in the afternoon.

Will Polansky is our new Vacation Relief FF/Paramedic. His first day will be March 14.

Medical Director

On February 9, I meet with Dr. Lowe, Dr. Birrer, and Dr. Hess in Big Sky to discuss Medical Direction. Dr. Hess or Dr. Weber was not able at this time to take on our Medical Direction alone. What I have worked out is that Dr. Lowe and Dr. Birrer will be our medical directors with the assistance of the Dr. Hess and Dr. Weber. We will begin paying for our Medical Direction which is going to cost us more money than what is has in the past, but we are going to be receiving more out of it also. I have included a copy of the signed contract in the board packet. We are now up and running with our new medical direction. Dr. Lowe and Dr. Birrer will be here on the 19 of March to meet the crew and go over any changes in protocols.

Apparatus Update

The power load system in Ambulance 2 has been installed along with the new suspension control valve. We have has some problems with the plow trucks alternator which has been replaced and fixed.

CPR Manikin

Our new CPR Manikin is here, we will start training on it this month.