

Hebgen Basin Fire District

Board Meeting Minutes

October 12, 2021

Meeting was called to order at 6:00 pm

Board Members Present: Kyle Goltz, Ken Davis, Mike Gavagan, Skip Morris

Also in Attendance: Chief Grube, Lindsey Charlton, James Jessop, Carrie Egging, Jamie McBirnie, Jeremy Gallagher, Kendall Carr, Tyrel Stoker, Jeff Peterson, Cassandra Mitchell Via cell phone.

Recorder of Minutes: Lindsey Charlton

Moonrise Meadows canceled the presentation and was removed from agenda.

Public Comment:

James Jessop complimented the crew and volunteers for FF1 and FF2 testing, they worked really hard to complete the needed tactics and did a great job.

Jamie McBirnie explains to the board that concerning grievances the union is on the step of the process where they have a committee, and if it is taking too long we can skip that step. If the Board would like he can send out an email. Kyle Goltz responded yes and requested that the Union send out that email request.

Tyrel stoker stated he was under the impression that the letters that were sent out to the board by staff would be discussed tonight. He spoke to Ken Davis about the process, and wanted to know why the letters did not make the agenda. Tyrel expressed that other than a conversation with Chief a few weeks back there has not been much communication. Kyle Goltz responds that the board has strict bylaws to follow and this falls in a grey area that needs to be carefully looked at to proceed properly.

Approval of Minutes for September 13, 2021 Regular Board Meeting: Ken Davis motions to approve minutes as written. Skip Morris Seconded. All in Favor. Motion passed.

Approval of Claims/Deposits: Skip Morris motions to pay claims as presented. Mike Gavagan Seconded. All in Favor. Motion passed.

Chief's Report: See attached.

Old Business

New Policy 504.10 Work Rules Incident Report Tabled at September 13 Board Meeting

Chief reports the policy has been revised and modified based on the comments and feedback received.

Ken Davis asks that #5 be updated to state that the refusal must be signed by one of the family members, witness, law enforcement or both crew members. Mike Gavagan asks staff attending if there are any other concerns about this policy that were not addressed. James McBirnie state he does not like how the policy is written and the current SOG in place should be turned into a policy. Mike Gavagan responds that the SOG only states the employee will be talked to and there are no disciplinary actions for not following it. Chief stated that this policy was written using the verbiage from the existing SOG. Chief asks Lindsey what billing and calls submitted to billing is currently looking like. Lindsey reports that not all but some crew members do not submit calls in timely manner and runs are still missing face sheets, patient information, insurance information and despite constant emails it is difficult to get needed information. Lindsey states that there needs to be a policy with disciplinary action to hold crew accountable when not submitting runs to billing. Mike Gavagan motions to approve the policy with the change to #5 to read the crew needs to get a signature from a witness

or law enforcement officer for refusals. Chief responds to be clear if the patient refuses to sign refusal the crew must ask primary care provider and if law enforcement is not available then crew will sign.

Ken Davis seconds Mike's motion with revision to #5 as chief stated. All in Favor. Motion passed.

New Business

Non-Union Staff Longevity Schedule

Board Approved changing the longevity scale when entering into the new union contract this year. Chief ask the board to make the same longevity scale change for non-union staff. The change will have longevity starting one year earlier on the employee's hire date anniversary and not on the physical year anniversary.

Mike Gavagan makes motion to approve longevity scale change for non-union staff. Skip Morris seconds, All in Favor. Motion Passed.

Wage Increase for Non-Union Staff

Wage increase for non-union staff was tabled from last meeting. Chief provided Board with comparable wages from Big Sky, Central Valley and Missoula. Historically the non-union staff get the same increase that is awarded to union staff. Ken Davis Makes a motion to approve wage increase for non-union staff. Skip Morris Seconded. Chief asks if the wage increase will take effect now or back date to July 1 like the union staff were awarded. Skip motions to amend the motion to approve wage increase for non-union staff effective July 1.

Ken Davis Seconds. All in Favor. Motion Passed.

Next regular meeting: 11/09/2021 at 6pm.

Meeting adjourned: 6:51