

Mayer Fire District
Regular Meeting Minutes
Wednesday, August 21, 2019 5:00PM
Mayer Fire Administration

1 **Call to order**

Chairman Coe called the meeting to order at 5:13 P.M.

2 **Pledge of allegiance**

3 **Roll Call of members**

Present were Chairman Coe, Clerk Madsen, Member Montgomery, Member Junkins. Member Baca was not present.

4 **Call to the public (The Fire Board can only respond to items on the Agenda, Comments limited to two minutes each.)**

There was no public comment.

5 **Chief's Report**

Chief McGhee was dispatched to a wildfire and was unable to attend the meeting to present this information. A copy of this report is filed with the meeting packet.

a) Monthly and year-to-date financials

b) Current event report

6 **Mayer Chapter of the International Association of Firefighters (IAFF) Local #3066 (the Union) report;**

a. Update on Memorandum of Understanding (Union & Governing Board)

Jake Alanis local chapter #3066 Vice President (VP) was present telephonically from 5:17pm to 5:36pm representing the Union.

VP Alanis stated that he had emailed the draft of the MOU (Memorandum of Understanding) on August 3rd, hoping to have a vote on it today. He received replies from Clerk Madsen and Member Junkins. There were 7 votes from the union membership for this draft of the MOU.

From his last conversation with Chief McGhee, VP Alanis understands the pay scale portion will need to be removed. Legal advice from Attorney Doug Fant was that the pay scale should not be a part of the MOU.

The Staffing Directive is another concern. The Union Membership feels it should be the Board that decides and directs the Chief when to go outside the Directive. The Chief should not make that decision alone.

Chairman Coe recommends a special meeting for this item, to be held after the Union votes on a revised MOU that would remove the pay scales that are in this version.

VP Alanis noted that Chief is concerned with managing unscheduled overtime. The Union Membership is confident that once they are back to full staff it will not be an issue. They are in the process of testing for an acting captain.

The Union is motivated to secure the MOU for their protection, specifically regarding future changes in leadership and Board Members.

Member Montgomery asked if the only issue between the Union and Chief is the Staffing Directive. VP Alanis stated that yes it was. The Union membership would like to see the Staffing Directive regulated with Board input, rather than the chief alone making decisions to deviate from the Directive.

What we agreed to is that we have a captain or acting captain on duty every day if possible.

The membership feels that deviation from the Directive has been more about the dollar than having properly trained people in the right position.

VP Alanis addressed each board member present, individually, as to their concerns. Each member acknowledged that they had no issues with the MOU once the pay scales are removed.

VP Alanis will return to the Union membership for a vote on the MOU with the pay scales removed.

Item tabled. To be addressed in a special meeting to be scheduled after the Union vote is taken.

7 Combined Committee (Budget, Labor, and Policy & Procedure) update

The committee recommended a policy change related to facial hair to be addressed in item #9.

8 Consent Agenda

Clerk Madsen moved to accept the Consent Agenda a. through h. as posted. Member Junkins seconded the motion. The vote was Aye-4; No-0; all present voting Aye. Motion carried.

9 Possible change to the Policy and Procedure Manual; Uniform and Grooming policy regarding facial hair

There was discussion on SCBA fit tests and what was discussed in the Committee meeting.

Member Junkins motioned to accept the proposed change to the Uniform and Grooming policy regarding facial hair. Member Montgomery seconded the motion. The vote was Aye-4, No-0; all present voting Aye. Motion carried.

10 Implement an evaluation process for the Fire Chief

Chairman Coe referred to the forms in the meeting packet that are available to use in annual review of the Fire Chief.

Suzanne, Office Manager, reminded that the current fire chief is an employee, rather than under contract as many fire chiefs are. This should be taken into consideration in a review.

Chairman Coe asked the board members to think about how the Board should implement the evaluation process and also work with the current fire chief on this process. This will prepare the Board to have an evaluation process in place when a new chief is brought on in the near future when Chief McGhee retires.

The evaluation process should include discussion on setting goals with timeframes for the Chief.

Member Montgomery would like to see standards set for grading the performance of a chief.

Union President Haney pointed out that the job description is a good place to start.

Suzanne will provide copies of the job description for the position of Chief to the board members.

No action taken.

11 Future Agenda items

Item #6 will be scheduled as a Special Board Meeting.

Item #10 will be on the agenda of the next Regular Board Meeting.

12 Future meeting dates

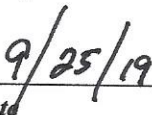
The next regular board meeting is scheduled for September 25, 2019 at 5:00 P.M.

13 Adjournment

Member Montgomery motioned to adjourn the meeting. Member Junkins seconded the motion. The vote was Aye-4, No-0; all present voting Aye. Motion carried.

Chairman Coe called the meeting adjourned at 5:56 P.M


Clerk Madsen


Date