



**MIAMI VALLEY FIRE DISTRICT  
BOARD OF TRUSTEES  
REGULAR MEETING MINUTES  
August 13, 2015**

**Call to Order**

President Stalder called the Miami Valley Fire District meeting to order at 8:00 a.m. and led the Pledge of Allegiance.

**Roll Call**

The following Trustees were present: John Stalder, Ann-Lisa Allen, Bob Davis, Frank Fritsch and Andy Papanek.

The following staff members were present: Keith Johnson, Greg Rogers, Matt Queen, Dody Bruck, Harry Steger and Joe Scholler, legal counsel for the Board.

**Approval of Minutes**

Ms. Allen moved to approve the minutes of the July 23, 2015 Special Board Meeting as presented and to dispense with the formal reading. Mr. Davis seconded the motion. Motion carried.

**New Business**

**Public Comment**

President Stalder opened the floor for public comment and stated that a citizen desiring to speak on agenda items or items not on the agenda may do so under public comment. Comments are limited to five minutes and the Fire District Board of Trustees may not take immediate action. However, items introduced under public comment may become agenda items for later meetings.

Legal Counsel Joe Scholler stated that if any District employee wishes to address the Board during Public Comment, please be advised that the Board's designated labor representative is Chief Matthew Queen. Engaging the Board directly in this manner could constitute an unfair labor practice and result in disciplinary action. Mr. Scholler further advised that these concerns should be directed to Chief Queen.

Ray Eaton, President of IAFF Local 1832, commenced his public comment: Thank you for the warning yet again. I appreciate that. My name is Ray Eaton, President of Local 1832. We have

addressed our concerns through that avenue and we still have concerns and they are getting graver as we speak. That's why we feel we have the need to come here and address the board yet again. I'm here today to highlight some of the far-reaching issues within the Miami Valley Fire District that have become critical. This was brought to your attention almost a month ago and no actions have been taken, so I am here to provide more facts for you. I will illustrate these facts with a few numbers.

Twenty-five out of 31: Out of the last 31 days, 25 have been manned below 19. Station 51 has been closed or Station 55 has operated with less than four [employees]. Before the merge[r], minimum manning between the two departments did not drop below 19 if you combine both departments together. We now effectively have a minimum manning [level] of two below that. This is not what was promised to the citizens of the community; that the level of service would remain the same. The district is now operating with an effective minimum manning of 17.

Four: This is how many times in a row a firefighter was required to work overtime between the end of July and beginning of August. He worked three 48 hour shifts and a 36 hour shift with only 24 hours off between each shift. He is currently in the process of getting a job for another fire department.

Six: It has been six months since applications were taken for full-time firefighters. To date, nothing has been done to further the process. In fact, the only thing that has happened is an email was sent to ask if the applicants were still interested in the job.

Three in three: In the three years the Fire District has been in existence, three full-time firefighters have left for other fire departments, with another firefighter in [a selection] process. From 1991 to 2012, the Miamisburg Fire Department had only four members leave for another fire department. This is a huge difference from one every five years to averaging one every year.

One hundred and thirty vs. 16: The Kettering Fire department had 130 applications in their last process; the Miami Valley Fire District had 16. The departments are similar in size, call volume and benefits. Why is there such a huge difference in the number of applicants?

Five-71: In the past seven months, five members have retired or resigned with a total over 71 years of experience in the fire service. To date all of these vacancies have gone unfilled. Battalion Chief Meadows retires in September. A firefighter will leave in September pending finalizing his process. There are two additional firefighter slots open pending separation. This brings us to nine.

Nine: The total number of unfilled full-time fire positions in the Miami Valley Fire District by next month. This is 14% manning at the beginning of 2015. There are currently four members past their 25 years, who could retire at any time. Battalion Chief Harp will retire in January or February and there are four more members eligible for retirement early next year.

Final number is twenty-one. Twenty-one is the number of full-time personnel who have left or are eligible to leave by the end of 2016. That's from January 2015 to December 2016. Twenty-one members are more than an entire shift, more than 30% of the department. My point is that we ask that you, the stewards of the Miami Valley Fire District, make hiring to fill these vacancies the top priority by finishing the process for those applicants who are still interested and starting another application process immediately. We also ask that you research why the number of applications for the fire district is so low and why there are such a high number of members leaving the district for other fire departments. Why is there a lack of part-time applicants when the district pays among the highest in the Miami Valley? We, the members of IAFF L-1832, are vested in the success of the Miami Valley Fire District and are willing to assist in any way possible to help answer these questions and to move the hiring process forward. We hope that you see the failure to hire and fill these vacancies has created a potentially life threatening environment within the Miami Valley Fire District. This is a miscarriage of the promise that was made to the citizens of Miamisburg and Miami Township that there would be no drop in the level of service provided to them by their fire department when the merger occurred.

President Stalder reminded the speaker that he was close to his five minute limit.

Mr. Eaton replied, thank you for your time. I have a copy, if you give me a second I can give you all a copy so you can have it. We're not trying to keep anything from you. If anyone has any questions I'm more than happy to answer them. President Stalder advised him to submit the document to Chief Queen. Mr. Eaton replied, Ok, are you saying that all the Board members don't want a copy of this? Mr. Stalder said, I represent the Board. You were advised to work with Chief Queen on these issues. Mr. Eaton stated, That's fine. You are the stewards of the Miami Valley Fire District and you are ultimately responsible for how the District operates. I appreciate your time. I know it is often without thank you. We do appreciate the time you spend in the positions you hold. Thank you very much.

There being no further individuals who wished to address the Board, the President closed the Public Comment forum.

#### **Consent Agenda**

Mr. Papanek moved to approve the consent agenda as presented. Ms. Allen seconded the motion. Mr. Stalder aye, Ms. Allen aye, Mr. Davis aye, Mr. Fritsch aye and Mr. Papanek aye. Motion carried.

#### **Resolution No. 2015-07**

A motion was made by Mr. Davis, seconded by Mr. Papanek to pass Resolution No. 2015-07, A RESOLUTION THAT THE MIAMI VALLEY FIRE DISTRICT SHALL BECOME A MEMBER OF THE PROPOSED MONTGOMERY COUNTY REGIONAL RADIO COUNCIL AND TO AUTHORIZE THE FIRE CHIEF TO EXECUTE THE AGREEMENT FOR PARTICIPATION IN A REGIONAL COUNCIL OF GOVERNMENTS KNOWN AS THE MONTGOMERY COUNTY REGIONAL RADIO COUNCIL. Mr. Stalder aye, Ms. Allen aye, Mr. Davis aye, Mr. Fritsch aye and Mr. Papanek aye. Motion carried.

**Resolution No. 2015-08**

A motion was made by Mr. Fritsch, seconded by Ms. Allen to pass Resolution No. 2015-08, A RESOLUTION TO APPOINT A TRUSTEE TO THE MIAMI VALLEY FIRE DISTRICT BOARD OF TRUSTEES. Mr. Stalder aye, Ms. Allen aye, Mr. Davis aye, Mr. Fritsch aye and Mr. Papanek aye. Motion carried.

A motion was made by Mr. Fritsch to cancel the September 10, 2015 regular Board Meeting. Ms. Allen seconded. Mr. Stalder aye, Ms. Allen aye, Mr. Davis aye, Mr. Fritsch aye and Mr. Papanek aye. Motion carried.

A motion was made by Mr. Papanek to recess to an executive session to receive legal advice from counsel and to consider the appointment, employment, dismissal, discipline, promotion, demotion, or compensation of a public employee or official at 8:12 a.m. Mr. Davis seconded. Mr. Stalder aye, Ms. Allen aye, Mr. Davis aye, Mr. Fritsch aye and Mr. Papanek aye. Motion carried.


A motion was made by Mr. Fritsch to recess out of an executive session at 8:42 a.m. Mr. Papanek seconded. Motion carried 5-0.

After the executive session a study session was held. The item discussed was the Second Quarter Financial Report.

**Adjournment**

A motion was made by Mr. Stalder to adjourn the meeting at 8:48 a.m. Mr. Davis seconded. Motion carried 5-0.

Respectfully submitted,



Kim Combs  
Secretary