



**MIAMI VALLEY FIRE DISTRICT  
BOARD OF TRUSTEES  
SPECIAL MEETING MINUTES  
JULY 23, 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, Bob Davis, Andy Papanek and Ann-Lisa Rucker.

Ms. Rucker announced the fact that she is now Ann-Lisa Allen. She was married on July 4, 2015. Mr. Stalder and the Board offered their congratulations.

Ms. Allen moved to excuse Mr. Fritsch. Mr. Davis seconded the motion. Motion carried.

The following staff members were present: Keith Johnson, Greg Rogers, Matt Queen, Kathy Weisgarber and Alex Ewing, legal counsel for the Board.

**Approval of Minutes**

Mr. Davis moved to approve the minutes of the June 11, 2015 regular board meeting as presented and to dispense with the formal reading. Ms. Allen seconded the motion. Motion carried.

**New Business**

Ms. Allen moved 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 8:03 a.m. Mr. Davis seconded the motion. Mr. Stalder aye, Ms. Allen aye, Mr. Davis aye and Mr. Papanek aye. Motion carried.

Mr. Papanek moved to recess out of executive session at 8:46 a.m. Ms. Allen seconded the motion. Motion carried.

**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 Alex Ewing 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. Ewing further advised that these concerns should be directed to Chief Queen.

Ray Eaton, President of IAFF Local 1832, commenced his public comment: My name is Ray Eaton, President of Local 1832. We are not going to talk about labor issues; we're not trying to renegotiate the contract and not trying to change anything. We are just trying to make sure that the Board is informed. We sent a letter about station manning and ask if you all have received it and have had a chance to review it. If you did not, I have a copy of the letter.

President Stalder replied that yes, the Board did receive your letter.

Mr. Eaton continued. I appreciate your consideration. We are here today to talk about our concern for the manning and safety to the citizens and also a little bit about the safety to the firefighters ourselves. In addition to the comments brought forth in the letters, which if you have any questions about, I am more than happy to answer them. The District through Chief Queen has made comments on numerous occasions about how the District is better since the merger and going forward things are better. One of the conditions of the merger was that everything was supposed to be the same. We were supposed to have the same levels of service. Our contention is that since April 22 when there started to be station reductions that we're not having the same levels of service to our citizens. Therefore, we're putting them at possible hazard because stations are closed or we have stations with reduced manning. This puts our firefighters at hazard also. Before the merger, the combined minimum manning for, and we're not trying to set a minimum manning or anything, I'm trying to inform you of what it is. Before the merger, the minimum manning between the City and the Township was 19 firefighters; that means there were 19 line firefighters between the two jurisdictions every day as a minimum. Since April 23, almost every other shift we go down to 17 or 18 so it's not the same level of service. We're actually reducing our manning on those days and reducing our service to the citizens. Also, before the merger we had six line officers in the City and 7 line officers in the Township for a total of 13. Currently, we have nine line officers in operation for the District. In January, two more Battalion Chiefs are scheduled to retire; they'll be at the end of their eight years in the DROP program and will be required to retire and we'll be down to only two Battalion Chiefs from a high of five. After the District merged, we had five Battalion Chiefs. We're not asking that anything change or anything; all's we're asking to do is that the spots that have been vacant be replaced which would reduce a lot of these instances of stations being closed and things like that. So, we're just asking that the District do what it says. We know that you have approved to fill the slots that are open and that will be coming open. The District has had a list since January, excuse me, February. We've addressed this on many

occasions, even at the end of last year we asked about the hiring going into this year. We were told by the Chief that the slots would be filled and as vacancies were open, he had authorization to fill those slots. It's getting to a critical point now. We're down 5 individuals currently. We have 3 more individuals that are past their 25 year date and could retire at any time. In addition, we have two Battalion Chiefs who will retire in January and another officer that is planning on retiring in January also. And then we have two more individuals; one's trying to go out on a medical and another one that pending an arbitration and things. It's getting to the point where it's critical. By the end of the year, it could be over 12 percent of our manning not here; the manning that we had at the start of the year. We are asking that this be made a priority. I would think you as the District would want stations open and have it be a priority that we have people to go into those stations without the undue hardship of overtime and order-ins and things like that. At least have the stations open and responding to the citizens in a timely manner and also helping to maintain our safety. That's basically the end of it. I appreciate your time. There's a lot of other information we could go into about the stress of the job and the stress of the job when you're having to do more hours than what you're scheduled for and things like that. That's part of the job that we have to do but it's getting to the point where it can be a critical factor to our firefighters. But again, our main emphasis here is please make hiring a priority through the District so we can get our manning back up to where it should be or at least close to where it should be and we're taking care of our citizens in the agreed upon manner when this merger happened and also taking care of our firefighters with safety and work hours and things like that so we're not being just crushed with how much time we're here at the District. Does anyone have any questions?

President Stalder reminded the speaker that he was close to the five minute limit. Mr. Eaton replied okay. President Stalder stated that this is a labor-management issue and that the Board is well represented by Chief Queen at this time.

Mr. Eaton replied that we appreciate you addressing us and telling us how you're going to deal with it. This has been on our radar and we have been trying to address this since the beginning of the year. We have talked about it multiple times through labor-management. The fact that this is not *the* top priority or a top priority when we could be down so many more people in a short period of time including people that go to other departments. You'll see something *bad* is going to happen. So, again, I appreciate your listening to me and appreciate the work you do for the Board. Thank you.

President Stalder thanked Mr. Eaton for coming.

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

### **Consent Agenda**

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

### **Resolution No. 2015-06**

Mr. Papanek moved to read Resolution 2015-06 by title only. Ms. Allen seconded. Motion carried. A RESOLUTION TO REVISE WAGES AND BENEFITS FOR EMPLOYEES WITHIN THE SERVICE OF THE MIAMI VALLEY FIRE DISTRICT EFFECTIVE JUNE 8, 2015. A motion was made by Ms. Allen, seconded by Mr. Davis to pass Resolution No. 2015-06, carried by aye votes as follows: Mr. Stalder aye, Ms. Allen aye, Mr. Davis aye and Mr. Papanek aye.

### **Trustee Comment**

Ms. Allen was pleased to receive the Miami Valley Fire District's Annual Report. The publication was extremely well done and she enjoyed reading the publication. She thanked Chief Queen and his staff for their work on it. She also mentioned the Hunks and Ladders event that was recently held at Austin Landing. Several District personnel participated and the calendar that will be produced and include the winners of the competition will raise money for the Pink Ribbon Girls, the Fire and EMS Memorial and the Special Wish Foundation; all of which are great charities. She thanked the District for their support and all fire personnel who participated.

Mr. Davis also commented on the Annual Report; he appreciated the level of detail and the professional appearance of the document.

Mr. Papanek and Mr. Stalder both concurred with the prior commentary about the District's 2014 Annual Report.

### **Operational Oversight Committee Comment**

None

### **Study Session**

Mr. Stalder moved to recess into a study session at 9:03 a.m. Ms. Allen seconded the motion. Motion carried. The items for review include:

- ISO Report, and
- Montgomery County Regional Radio Council.

The Second Quarter Financial Report was tabled until the Board's next regular meeting.

### **Adjournment**

A motion was made by Mr. Stalder to adjourn the meeting at 9:38 a.m. Mr. Davis seconded the motion. Motion carried.

Respectfully submitted,



Dody Bruck  
Acting Secretary