

HOODLAND FIRE DISTRICT #74
BOARD OF DIRECTORS
SPECIAL BOARD MEETING MINUTES
DECEMBER 20, 2019

Those Present: Board Members: Shirley Dueber, Jacob Rackley, Cliff Fortune, and Mary Ellen Fitzgerald. Staff: Fire Chief John Ingrao and Lt. Andy Figini. Guests: Jim Mooney and Gary Burton.

1. Call to Order: By Shirley Dueber at 7:00 PM.

2. Pledge of Allegiance: Led by Mary Ellen Fitzgerald.

3. Persons to be Heard:

A. Gary Burton, Vice President of IAFF Local 1660 will provide input on New Business items C. and D.

4. New Business:

A. First Reading of changes to Policy 902: Deputy Chief's Job Description.

i. The only change to this policy is changing the residency requirement. The Deputy Chief is now required to live within 20 minutes response time to the District versus living within the district.

MOTION MADE: By Mary Ellen Fitzgerald to approve the first reading of the changes to Policy 902: Deputy Chief Job Description.

2ND: By Cliff Fortune.

DISCUSSION: None.

VOTE: Passed Unanimously.

B. Second Reading of changes to Policy 903: Battalion Chief/Fire Marshal Job Description.

i. Cliff suggests tabling this, because he is uncomfortable with this position being inside the Union. A supervisor in the Union has limited authority over the other Union members.

ii. Gary Burton explains that the position can still discipline and carry out discipline. Hiring, firing, and economic disciplinary decisions must be made with the Fire Chief's approval.

4. B. New Business Continued

iii. Gary Burton explains that the Battalion Chief/Fire Marshal positions are joined in this policy, but they can be separated again by the Board. The Fire Marshal position needs to stay in the Union since it has been in there for 13 years. Could this cause an issue later on with the Battalion Chief position needing to stay in the Union? Hoodland Fire has a very unique situation.

iv. Possibility to do a Union MOU for if the Battalion Chief was promoted to the Deputy Chief and the Deputy Chief was promoted to the Fire Chief then the Battalion Chief/Fire Marshal position could be dissolved and Hoodland Fire could hire a Non Firefighting Deputy Fire Marshal.

MOTION MADE: By Cliff Fortune to develop an MOU between the Union and the District where the Battalion Chief/Fire Marshal Position is temporary and in the event of the need of a Deputy Fire Marshal, the Battalion Chief/Fire Marshal position will dissolve.

2ND: By Jacob Rackley.

DISCUSSION: None.

VOTE: Passed Unanimously.

v. Second Reading of changes to Policy 903: Battalion Chief/Fire Marshal Job Description will be tabled until the January 14, 2020 Board Meeting.

C. MOU Battalion Chief/Fire Marshal.

i. This will be discussed in Executive Session.

D. MOU SB 1049.

i. This will be discussed in Executive Session.

E. Employee Update.

i. Statement from Mr. Watts: "SFF Schwab has been given until 12/30/2019 to bring forward any other accommodations he may have for passing the NFPA 1582 Fitness for Duty Test and returning for full duty."

5. Executive Session under ORS 192.660 2(d) Conferring with persons designated by the Board to handle labor negotiations and 2(f) To consider confidential documents exempt from public inspection, including communications from legal counsel.

RECESS: 7:31 PM from regular session.

RECONVENE: 7:34 PM into executive session.

A. Legal Review of BC MOU.

B. Legal Review of MOU SB 1049.

ADJOURN: 8:12 PM from executive session.

RECONVENE: 8:13 PM into regular session.

6. Other New Business:

A. MOU SB 1049.

i. The Board would like to take the advice of the District's legal counsel to defer this MOU until the issues are settled in the courts.

ii. The law and the MOU do not require the District to hire back an employee. The assumption would be that if they meet the requirements of the MOU then they would have the option to work back.

iii. Because of the law changes, employers now have to pay the Employer Contributions on Retired Employees working back.

iv. There can be language added to the MOU so that the employee would have to let the District know if they would like to do the work back ahead of time (6 months) and a contract would need to be signed.

v. Gary Burton will come back to answer questions at the March 10, 2020 Board Meeting. The Board should pass on questions and concerns in advance to Gary.

MOTION MADE: By Mary Ellen Fitzgerald to defer this MOU until the March 10, 2020 Board Meeting to allow time to get more information.

2ND: By Cliff Fortune.

DISCUSSION: None.

VOTE: Passed Unanimously.

6. Other New Business Continued

B. MOU Battalion Chief/Fire Marshal.

- i. Changes to the MOU were made to adjust the salary to 20% above Top FF and if we were to promote a Captain, then the Battalion Chief/Fire Marshal's salary would be 30% above Top FF.
- ii. Changes to the MOU so the Battalion Chief/Fire Marshal will not be able to hold the position of Union Shop Steward.
- iii. The Battalion Chief/Fire Marshal's overtime is a financial concern for the District.
- iv. Question regarding do we still need to have to have a DO with 24 coverage?
- v. Overtime will be reduced when Joe returns or another FF is hired.
- vi. The Union Battalion Chief/Fire Marshal will make overtime, but the Non-Union Deputy Chief will not make overtime.

MOTION MADE: By Mary Ellen Fitzgerald to authorize Chief Ingrao to enter into an agreement with the Union and approve the Battalion Chief/Fire Marshal MOU as drafted.

2ND: By Jacob Rackley.

DISCUSSION: None.

VOTE: Passed Unanimously.

7. Adjournment.

MOTION MADE: By Shirley Dueber.

ADJOURNMENT: Meeting adjourned at 9:20 PM.

Respectfully Submitted,

Carolyn M. Norgard
Carolyn M. Norgard, Financial Manager

Notes Typed By: Kelli Ewing, Administrative Assistant