

BOARD OF DIRECTORS
D. Craig Anderson
Orville Downer
Randall Franke
Gary Tiffin

CHIEF OF AUTHORITY
J. Kevin Henson



FOUR CORNERS STATION
MIDDLE GROVE STATION
PRATUM STATION
MACLEAY STATION
BROOKS STATION
CLEAR LAKE STATION
LABISH CENTER STATION
COLLEGE STATION
TURNER STATION

**WILLAMETTE VALLEY FIRE & RESCUE AUTHORITY
BOARD OF DIRECTORS
MEETING MINUTES**

April 14, 2011
300 Cordon Rd NE, Salem
6:30 pm

Meeting called to order at 6:30 pm by President Downer. Other Board members in attendance were Randy Franke, and Gary Tiffin. Director Craig Anderson was out of state and unavailable. Also present were Chief Henson, AC Robinson, BC Wineman, Karen Beckmann, Kris Boyer, Andi Batchelor, Tim McClaughry, James and Sherry Mulhern, Bob Palmer, Scott Seaton, Zach Zielinski, Kathy Puckett, Jerrod Schuch, Mark Wiesner, Mick Linder, Scott Wildfang, Ron Lee, Herb Swett (Keizertimes), and Anna Kraemer (recording secretary).

Director Downer advised those in attendance that a public comment sign-up sheet was available for those who would like to address the board. The sign-up sheet will be available until after the approval of the board minutes.

Director Downer announced the opening of a public hearing on the adoption of public contracting rules update. The hearing will remain open for a minimum of 15 minutes.

AGENDA: Add to New Business: Appointment of budget committee member.

MINUTES: Minutes of March 10, 2011 submitted for approval. Motion to approve by Director Franke. Seconded by Director Tiffin. Unanimous.

FINANCIAL REPORTS: No discussion

AWARDS, PROCLAMATIONS, OUTSIDE VISITORS: None

INDIVIDUAL / ORGANIZATIONAL INPUT:

1. TFD Vol. Assoc.: No report given
2. MCFD Vol. Assoc.: Zach Zielinski reported that the joint live fire training exercise went very well. Station 6 will be hosting an Open House and Easter Egg hunt on April 23rd.
3. Local 2557: President Boyer read a letter into record stating the Union's position on the investigation into Chief Henson's vehicle crash on Dec. 31st. He then intimated that this Board had paid for a fine for the Chief previously (2007) and asked if the Board would pay again if Chief Henson is found guilty of the charge against him of unsafe operation of an emergency vehicle.
 - a. Director Franke asked which Chief Kris Boyer was referring to and clarified that the Chief Officers in that case were former Chief Hari and

former Assistant Chief Jung. He furthered that this board did not even exist in 2007, and that Chief Henson was not the Chief of the District at that time. Director Franke asked that union president Boyer be more clear in future statements so as to not mislead those in attendance of the facts.

CHIEF'S REPORT:

1. Chief Henson reported on the live fire training exercise and thanked Captain Riley and ATO Woodley for a job well done. Approximately 60 firefighters from four agencies participated: MCFD, Keizer, Turner, and Jefferson. Chief Henson also thanked Turner Fire District Support Team for providing firefighter rehab.
2. Chief Henson reported on the improvements to the website.

OLD BUSINESS:

1. Chief Officer contracts are under review by committee. Recommendations are expected by next month.
2. Board Policies are being reviewed by committee. Sample policies were reviewed from City of Salem, City of Keizer, Keizer Fire, TVF&R, and Marion County Board of Commissioners. The draft revisions will come before the board for approval in May or June.
3. Director Franke read a response to Local 2557 from the March meeting. He stated that the issue of the Chief's accident and resulting discipline has been dealt with and the matter is closed. The approach taken by the Union leadership has been adversarial and combative and while not preferred, the Board will respond in kind. A collaborative union management relationship takes two willing parties. Over the last 24 months, President Boyer has given exaggeration and intentional misinformation and the Union leadership has sought to undermine the Board and its chief officers. Director Franke furthered that until the current union leadership comes forward and publicly makes clear it is willing to work in a collaborative, open and honest way, the Board will instruct its chief officers to do what is required by law in dealing with the union and its leadership; no more and no less. This union leadership has been dishonorable and created an adversarial union management relationship that undermines the organization. In addition, continued negative and combative demeanor and banter has created a hostile, stressful and unhealthy work environment for volunteers and administrative staff. While this board will continue to hold out hope for a collaborative relationship, at present the Board has no choice other than to respond in this way.

Director Franke made the motion that the WVFRA Board adopt this statement as read. Seconded by Director Tiffin. Unanimous.

PUBLIC COMMENT:

1. Mark Wiesner asked for answers to the questions he asked last month. Director Franke stated the he will respond under Good of the Order.

2. Bob Palmer asked the date of the Board meeting when Chief Henson was authorized to carry a firearm. President Downer responded that each WVFRA board member gave individual consent as an administrative function of the Board.

NEW BUSINESS:

1. The WVFRA board is to nominate one member from MCFD Board to fill the position on the WVFRA budget committee that was vacated by Randy Brown. *Director Franke made a motion to appoint Bernie Otjen. Seconded by Director Tiffin, Unanimous.*
2. Director Franke gave a report from the audit committee. The joint audit committee met with the auditors on April 7, 2011. The auditor found that the Districts were in compliance and the result was a clean audit report.
3. Resolution 2011-01, Public Contracting Rules. The MCFD and TFD have adopted a resolution opting out of the Attorney Generals rules and establishing District rules. The WVFRA is presented with the same resolution. *Motion to adopt resolution 2011-01 by Director Tiffin. Seconded by Director Franke. Unanimous.*

GOOD OF THE ORDER:

1. Director Franke provided a response to Mark Wiesner's questions of the March meeting. He stated that the questions posed are indicative of the communication problems discussed regarding fact finding versus assumptions. The Board did not give Chief Henson authority to use a weapon against firefighters, nor did the Board state that those responsible for the break in's at Chief Henson's residence involved the staff or firefighters. The questions are impossible to answer when based on assumption and not fact. Director Franke furthered that the Board is involved in making policy for individuals based on class; those covered by collective bargaining agreements, those covered by contracts, and those covered by personnel policies and procedures. In regard to the discipline of Chief Henson for exceeding the allowed speed limit, the Board's decision was based not solely on the information within the report, but on the Chief's own admission that he likely violated the speed policy. In regard to combative relationships, Director Franke clarified that he did not refer to the union as combative, but to the union leadership. He added that there are good solid firefighters and staff, both career and personnel who are appreciated. There are some former Chief Officers and volunteers and current union leadership that are continuing to create problems within the organization.

Adjourn: 7:30 pm

Next Meeting: May 12, 2011, 6:30 pm, 7605 3rd St SE, Turner

Board President

Board Secretary