

**TURNER FIRE DISTRICT
BOARD OF DIRECTORS MEETING MINUTES**

Meeting Minutes
May 19, 2011
7605 3rd St SE, Turner
6:30 pm

Meeting called to order by President Craig Anderson at 6:58 pm (preceded by the Budget Committee Meeting). Other board members in attendance were Director Glenn Pennebaker, Director Gene Schaefer and Director Pat Walsh. Also present were AC Remy, AC Robinson, Rebecca Shivers Singleterry, Joe McNarie, Dave Gullede, Kris Boyer, Bob Palmer, Ed Humber, Claude Kennedy, Kathy Puckett, Cindy Brammer, Jordan Donat, Dustin Baum, Emily Lawton, Dave Lawton, Dave Versteeg, Leanna Remy, Anita DeVilliers, and Anna Kraemer (recording secretary). Director Gary Tiffin and Chief Henson were both attending to ill family and unavailable. Chief Henson is unavailable due to family medical concerns.

Agenda: Director Walsh made a motion to approve the agenda as presented. Seconded by Director Schaefer. Unanimous.

Minutes: Director Schaefer made a motion to approve the April 21, 2011 minutes. Seconded by Director Pennebaker. Unanimous.

Proclamations/Awards: None

Financials: No discussion

Individual/Organizational Input:

1. TFD Vol. Assoc.: Jordan Donat reported that the Volunteer Association is hard at work preparing for the breakfast on June 4th. Spots for Board Members are available if they would like to assist in the event.
2. Local 2557: Union President Kris Boyer stated that the union continues to hold no confidence in Chief Henson. He furthered that evidence relating to the seat belt issue has been made available in the back of the room.
 - a. Board President Anderson clarified to union president Boyer that the opportunity for the Local to speak on the agenda is a privilege and not a right and that future statements made to the Board should be positive and not negative, and should support the culture rather than attempt to deride it. Continued references to this closed case will not be discussed further at Turner Fire District.

Chief's report: None

Old Business:

1. Chief Remy noted that the April Medic Utilization Data for St. 950 was available for review. The number of calls, transports, and response times are included in this report as prepared by Captain Kyle McMann.

New Business:

1. A Social Media Policy was presented to the Board. This policy refers to process and procedure regarding District-owned social media as a government organization. This policy does not affect sites owned by individuals or limit off-duty conduct but established practices for the District-own media sites. Adoption of this policy is proposed for June.

2. Board Policies revisions are underway. Policies have been reviewed by committee and draft revisions were provided to the Board. Adoption is proposed for June.
3. Volunteer Personnel Policies & Procedures were presented to the Board for approval. President Anderson stated that there were some language changes that he would like to see before adoption of these policies. Some duplication could be removed and clarification provided. A “definitions” page was proposed.
 - a. President Anderson stated that in regard to the tobacco policy, the District should be a tobacco-free organization. The fire service promotes a healthy and fit lifestyle and allowing tobacco on the premises is not a part of that image. Director Walsh stated that he would prefer to have feedback from personnel prior to adopting such a policy.
4. Turner Fire/WVFRA relationship discussion:
 - a. President Anderson apologized for his absence at last month’s meeting and for Director Tiffin’s absence tonight. Board members have been meeting with shifts and will report on those conversations tonight. Chief Remy was asked to open the dialogue with a report from staff. President Anderson added that while it is easy to say “abandon the Authority,” a business plan for how to carry on without WVFRA is needed.
 - b. Chief Remy state that he was not speaking for Chief Henson, but for himself, and spoke about the passion that is the fire service. Individuals are passionate about WVFRA. He added that haste and tone in a passionate atmosphere has opportunity to be regretted and some communications as received are shocking. At the start of discussions about WVFRA, TFD realized that partnerships would be helpful and was looking for a relationship more sophisticated than mutual aid. Questions at this time are: how bad are the issues? Are they real or perceived? Few or many? Can partnerships be mended or refined? The issues should not be underestimated, but also, passions about the issues should not result in throwing the baby out with the bathwater.
 - c. Director Schaefer reported that he had met with D shift which consisted of the newest members of TFD. This group was not aware of all of the issues and did not present a firm opinion. Director Schaefer stated that he opened the discussion with his own thought on the Authority and agrees that we should not throw the baby out with the bathwater. Shared expenses and opportunities are of benefit. MCFD is dysfunctional. TFD is more like Jefferson, Aumsville, Stayton. TFD is a volunteer based station and is more accustomed to functioning in that way.
 - d. Director Walsh reported on his shift meeting. The WVFRA Way Charter is perceived as a good document. Volunteers stated that they are upset about moving to a 12-hour ambulance. The QTOD come to TFD and watch TV and talk down to TFD volunteers, hoping that the TFD volunteers will share their opinions on issues. QTOD perceived to have bad attitudes and that if TFD would be more like “them”, things would be easier. 45% or less of personnel are actually trying to make things better; the rest are making it worse. The shift officers are great to work with, but others look at TFD volunteers as lesser. TFD volunteers fear retaliation if not from personnel, then from their husbands/wives. MCFD has a bad professional culture; ingrained ideas are detrimental to WVFRA.
 - e. Director Pennebaker reported on his meeting. The culture of TFD before this experiment with WVFRA with the Board and the Chief was an open communication. It was family oriented. Discussions took place with open doors with no regard for who was listening. Now TFD is a scared culture; afraid to speak minds because of retaliation. WVFRA is not the cause, but the last two years of drama has been the cause. The necessity for WVFRA is not apparent; annexations from Salem continue to take place even with WVFRA. There is little respect for MCFD. Cooperatives may have been more successful than the Authority. Chief Henson was not discussed at all in

this meeting; he is not perceived as the problem. The volunteers are angry about what has happened to their department since WVFRA. The WVFRA Charter is supported but seen as unnecessary for TFD as this was already the practice here for decades.

- f. Director Anderson asked for volunteer input. Kathy Puckett stated that the issue is not with who the “chief” is. The Chief of the cooperative should not be the Chief of the involved Districts. Each District should have its own Chief who looks out for the best interest of each District. Agencies looking to join might not like the idea of one Chief.
- g. Lt. Joe McNarie stated that too much time has been spent on what we know is not working. TFD needs to spend more time on what is working. Administration, Training, and Fire Marshal services are working and are positive. TFD volunteers have lost their ALS paramedic Chief, lost their Assistant Chief because more time is required for WVFRA business, and lost their Captain who used to be available for response because he is not limited by time restrictions. The positive is that volunteers have stepped up to meet the needs, but the negative is that the back-up that once was there is not available. Spending time on the Charter was wasted for TFD; it was already operating that way. More time needs to be put into the breakfast, training, and other areas.
- h. Chief Remy added that MCFD personnel on the WVFRA Way Charter committee were just as disappointed with the issues, stating that this wasn’t the MCFD culture and that they didn’t know what had happened. TFD and MCFD have only known one another for the last 2 years during the crazy times which is a snapshot of each other and not a true reflection of each District. While the experience of MCFD has been dysfunction, the whole of the organization is not this way.
- i. Lt. McNarie added that the exchange between the union president and the Board resident tonight is a good example. That type of interaction never happened at TFD before. No one wants to come to a meeting and deal with this stuff. TFD would rather be training than dealing with this.
- j. Captain Lawton stated that the WVFRA was formed as a process that should have an end point; the marriage versus dating scenario. Conflict arises from different perceptions of where we are in the process. Clarity and definition of where we are to end up is needed. TFD was quiet about the unacceptable behaviors at first, but are speaking up and standing ground where needed. The uniforms are a good example of that. TFD fought to retain TFD identity. The volunteer policy manual is another example. The original document was too dry and filled with legalese and did not feel good to TFD.
- k. Rebecca Shivers-Singleterry said that staff stays quiet at TFD but are trying to grasp what has happened. Staff sees the volunteers daily and they have changed a lot. It is difficult to take ideas toward a common goal when we are starting in the middle. All those considered in this have not been considered. Paid staff have not been considered. Paid staff sit through meetings and do not speak out; should be considered part of TFD family. A lot of work time goes into this and huge amounts of energy are spent trying to resolve conflict and hurt. Something has to give. Perhaps the idea of a cooperative is good. There are good people at MCFD and it is unfair to label a large group as dysfunctional. There are behavioral dysfunctions within that group, but not as the whole. At TFD we have allowed ourselves to be treated this way and MCFD is having many of the same issues.
 - i. Director Schaefer apologized for making the generalization that MCFD was dysfunctional. MCFD is just as passionate as TFD is.
- l. Director Pennebaker stated that his general observation is that the TFD personnel respect MCFD firefighters and EMS personnel. This is not a problem in the working environment, but in the extracurricular activities and the element of getting rid of the

Chief as MCFD's only desire. TFD is tired of it. The seatbelt issue is closed and yet the continually brought back in TFD's house to meet the agenda of getting rid of the Chief. It has nothing to do with fires or medical emergencies; the purpose for our existence. TFD volunteers respect the working personnel, but do not respect the drama, turmoil, or intimidation. That just doesn't happen at TFD.

- m. Jordan Donat stated that the general breakdown of communications and lack of trust is the issue. He stated that he appreciates the board reaching out. TFD history is a Volunteer department, assisted by career staff. Volunteers have other jobs, family, and are here to support the community they live in. In order to stay current on the organization, attendance at meetings is necessary. To have to go to these meetings where there is conflict doesn't feel good. It is tiring.
- n. Bob Palmer stated that he was a member of MCFD for 24 years. He does not believe that MCFD has a bad culture or that there is an agenda. Many people at MCFD have been hurt, and many at TFD are scared. The agenda is not to fire the Chief but to do right by beliefs to move MCFD and TFD Forward.

Division Reports: Provided. No discussion.

Next Meeting: June 16, 2011, 6:30 pm at 7605 3rd St SE, Turner.

Adjourn: Director Walsh moved, and Director Schaefer seconded at 8:20 p.m.

D. Craig Anderson, Board President

Board Secretary

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WHITE BOARD EXERCISE

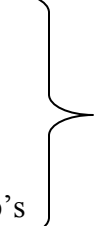
What Has NOT Worked

12-hour ambulance
MCFD Dysfunctional
Bad attitudes of QTOD not match TFD
only 45% trying to improve organization
Intimidation
Retaliation by spouses
TFD Vols looked down on
Bad professional culture at MCFD
Scared culture (lost relationships)
Charter not needed at TFD
Lost ALS Chief and Response Captain, AC
Stood ground and suffered for it
Communication
Compromised trust
Volunteers talk to the Board with no result

What HAS Worked

Shift Officers are great
Shift meetings are appreciated
Uniform committee did good for TFD
Training
Volunteers stepping up
Economy of scale
Fire Prevention

Passion
Communication
Cooperation
Relationships/Trust
WVFRA Way Charter
Agreements with Co-op's



Through work

Suggestions:

Separate District Chiefs who work cooperatively
Concentrate on what works: more time in training/community, not on these issues
Need clarity on where we're going
Paid staff to meet with Board members too