

Columbia River Fire & Rescue and Scappoose Rural Fire District
58611 McNulty Way, St. Helens OR
Regular Joint Meeting of the Board of Directors
January 9, 2020 7:00 pm

Regular Meeting: After due and legal notice the Regular Joint Board meeting of the Scappoose Rural Fire District and Columbia River Fire & Rescue Board of Directors was called to order at 7:00 pm by Board President Hans Feige.

President Feige read a statement regarding a quorum of directors being present and that the meeting will allow deliberation, decision making and take public comment per the posted agenda.

Present: Hans Feige, Kelly Niles, Gary Hudson, Mark Kreutzer, Kim McLane, David Grant, David Graham, David Sorenson, Ron Cairns, Andy Kriek

Absent: None

Others: Chief Hoke, DC Holsey, DC O'Connor, DC Smythe, FD Salisbury, DC Pricher, FD Nelson, Capt. Gorsuch, FF Callahan, FF Melton, FF Goering, FF Mathews, Lt. Heuer, Jeff Griffin, FF Kriek, Lt. Nielson, Julie Stephens, FF Peterson, FF Schrotzberger, FF Booth, FF Culligan, FF Moug, Members of IAFF1660, Members of IAFF 3215, FF Tew

Changes to the agenda: None

Public Comment: President Feige noted that the District policy for public comment requires those wishing to speak to sign in and the current limit is two minutes per individual with a total of 30 minutes allotted for public comment. The public was reminded that profane or derogatory language would not be tolerated and any questions requiring a response should be submitted in writing. One individual- Charles Custer- had signed up for public comment but would like to comment later after Chief's reports. President Feige approved the request

Local 3215 Comments: FF Schrotzberger expressed thanks for other IAFF support in the room for Local 1660. 3215 and CRFR Admin begin negotiations next week.

Local 1660 Comments: Scott Bethke, Secretary from Local 1660, commented that Chief Hoke was not bargaining in good faith with the union regarding the EMS only positions. He would like the Board to review the Chief's decision to lay off the employees and shut down the program. It does not support the employees or the citizens of Scappoose.

CRFR Volunteer Association Comments: FF Tew stated that the Toy & Joy program had great success and served over 300 families and 800 children.

Scappoose Volunteer Association Comments: No comments

Correspondence: Information about the SDAO Conference (registration is full), Employment Department statistics, grant funding from Johnson Foundation and thank you from Wolf Creek were found in the packet.

CRFR Consent agenda: Included in the consent agenda are the minutes from the Regular Board meeting on December 10, 2019 and Joint Board meeting on December 12, 2019, checks 70794-70892 for \$220,892.52 and the financial statement for November 2019.

VP Niles moved to approve. Director McLane 2nd the motion. Two variations of the check register were included, full register and checks over \$1500 for the Board's comparison. There were questions about HEMC (Support of Emergency Management), Clatskanie PUD (Rainier station utilities),

Alternative Power Source (final payment on generator project at St. Helens station) and LAWS (staff vehicle purchase). All sections of the budget are on target. Additional information is outlined in the finance reports later in the agenda.

No further discussion. Unanimous vote, motion approved.

SRFD Consent agenda: Included in the consent agenda are minutes from the Regular Board meeting on December 12, 2019 and the financial statement as of December 31, 2019. Director Grant moved to approve. Director Kriek 2nd the motion.

There was discussion about the total tax collection rate of 90% vs. budgeted. There was a question on the Property Fund Capital Outlay being overbudget in the Fire Apparatus line item. The negative signifies it being underbudget. All line items remain underbudget.

No further discussion. Unanimous vote, motion approved.

Special Presentation: Jeff Griffin from Wilson-Heirgood Associates gave a detailed update on the state of the Districts' insurance policies and the trends the industry is seeing. He spoke about liability coverage (\$10million each District), how vehicle values vary from replacement to functional and how expensive it is to replace apparatus. Property insurances are covered with a blanket policy. All values are added together for total coverage. CRFR has \$12million and SRFPD has \$4.7million. Inland marine values are not nailed down yet but those are being figured. Crime coverage is reviewed annually and protects the money that comes into the Districts. Currently recommended at \$100,000 as ORS 297 provides the additional coverage.

SRFPD comparison page is under the inflation rate (4.9%) and qualifies for the longevity and best practices credit. CRFR had a few losses in the past 5 years, nothing out of the ordinary, and qualifies for the best practices credit. SDAO renegotiated some increases this summer with the re-insurance carriers. Large natural disasters are affecting the insurance industry tremendously. A budget projection letter will come out in February to the Districts. He is recommending the Districts plan for 8-10% increase.

There was discussion about markets and projections, exclusions, ASA, GEMT expansion, wildland task forces and OSHA visits.

Reports:

Chief Hoke—Discussed his decision to terminate the EMS only program in Scappoose. The employees are great at their jobs and good people. The issue is about customer service and the District's ability to provide the right kind of coverage. The initial Matrix report showed statistics on peak call times and supported a time change. There were discussions with the union about changing the start time and a serious program review was done. Problems were discovered and an alternate and less expensive option was selected. 24-hour FF/EMTs can be hired for less money and provide 24-hour coverage.

Director Kriek noted that he wished Chief Hoke had discussed his decision with the Board prior to executing as they have information and history that could have been helpful with this process. He does not like the fact the employees were laid off without notice. Director Kriek moved to direct Chief Hoke to rescind the lay off notices to the EMS only employees, not terminate the program and issue an apology. Director Grant 2nd the motion.

There was discussion about the start time moving from 7am to 9am as the peak analysis suggests. Chief Hoke noted that there is cost savings in hiring three firefighter/EMTs. The termination of the program is not about the employees but about providing service to the community at a lower cost. There is also an issue with excessive use of comp time for time off which is hindering the program effectiveness.

Director Grant noted that it was disappointing that it was such a bad negotiating meeting. He cannot get his head wrapped around that concept.

Director Cairns noted that medics cannot respond to fires but firefighter/EMT's can.

Director Kriek stated that the decision appears vindictive and he does not believe the Chief should have the power to lay people off.

President Graham would like to see if the union would be willing to move the start time to 9am and reduce the use of comp time. What would it take to make those discussions happen?

Secretary Bethke noted that the union would be willing to bargain but the Board would have to be involved. He believes that Chief Hoke does not care about the members or the citizens and the Board needs to have a presence in the discussions.

President Graham asked if they could try for 30 days and try to improve service.

Director Grant requested that the layoffs be withdrawn, and the District and Union go back to the bargaining table. Director Cairns asked about time frame. PECBA requires 90 days negotiating before you can declare an impasse.

Director Kriek withdrew his previous motion.

Director Cairns moved to direct Chief Hoke to revoke the EMS only layoffs and renegotiate start time hours with the union for 90 days, working to correct the schedule and reduce overtime and comp time. Director Grant 2nd the motion.

Unanimous vote, motion approved.

The negotiations team will work with the union AASAP to see what dates will work for meetings. The District may have to go with Hoke's idea in the future.

Public Comment:

President Feige invited Mr. Custer to give his public comment as requested earlier.

Mr. Custer lives on Grey Cliffs Court and is a former TVF&R employee. He retired in 1993. He is glad to see the Board support the employees and stated it is ideal to have Board members in negotiations. He thanked the Board for their time and efforts.

Chief Hoke noted that the final Matrix report is expected later this month and a planning committee needs to be put together to review the report and make recommendations. Secretary Hudson & VP Niles and Director Kriek and Director Grant will be on that committee.

He would like the IGA to expand to include the maintenance facility and EMS only personnel. Director Cairns noted that the way Scappoose is growing, hiring at various levels will need to happen to meet the community needs.

DC Smythe's Operations report was included in the packet. He discussed the trip to Rosenbauer and the change order he is expecting to receive. He is working on capturing the data for turnout responses.

DC Pricher will be moving inspections to the ImageTrend platform. The workflows are similar to what the crews are already doing for fire and patient reporting and will work well.

DC Marks is currently at the National Fire Academy. There are students from Sauvie Island joining the recruit academy this year.

DC Holsey noted that the Compliance Officer position is in the thinking and planning stage. A meeting will be scheduled with Chief Hoke for additional detailed discussion on the position and duties.

DC O'Connor noted that the asbestos check at the Fairground station has been completed.

FD Nelson noted that a handful of employee evaluations are waiting for her in outgoing mail but that everyone did a good job of getting them completed. The auditors are working through the remaining items for review.

FD Salisbury stated that over \$35,000 was received from GEMT, exceeding budget expectations.

Joint Old Business:

- A. Joint Board Workshop—January Dates
 - a. Chief Hoke will work with the members of the planning committee to review the Matrix report.
 - b. There will be discussion about the Fire Authority model and timeline to review. SDAO has created a draft check list that they would like the Districts to vet.

CRFR Old Business:

- A. None

SRFPD Old Business:

- A. Committee Reports
 - a. None
- B. Discrimination Policy 2nd Reading
 - a. The District discrimination policy was read for a 2nd time.
 - b. Director Grant moved to adopt the policy subject to attorney approval. Director Cairns 2nd the motion.
 - c. Unanimous vote, motion approved.

CRFR New Business

- A. None

SRFPD New Business:

- A. Appoint Budget Officer
 - a. Director Grant moved to appoint Janine Salisbury as the Budget Officer. Director Kriek 2nd the motion.
 - b. Unanimous vote, motion approved.
- B. Approve the Budget Calendar
 - a. Director Cairns moved to approve the budget calendar. Director Grant 2nd the motion.
 - b. There was a discussion on the dates and if they need to be adjusted. No changes made at this time.
 - c. Unanimous vote, motion approved.
- C. Re-Appoint Budget Committee Members
 - a. Director Kriek moved to re-appoint Trish Brown, Jeff Klobes and Aaron Schrotzberger to three-year terms ending 1/31/2023. Director Grant 2nd the motion.
 - b. Unanimous vote, motion approved.
- D. Resolution 2020-01 Renew Reserve Funds

- a. Director Grant moved to approve Resolution 2020-01 Renewal of Reserve Funds.
Director Cairns 2nd the motion.
 - b. Unanimous vote, motion approved.
- E. Miscellaneous
- a. None

Board Comments:

Director Cairns: Nothing at this time

Director Grant: The 100-day evaluation is coming up for the Chief. Is there a format to be used?
Director Kriek and FD Nelson will work on a format following the requirements in the contract. Next meeting there will be an executive session to go over.

Director Kriek: Nothing at this time

Director Sorenson: Felt the Chief handled himself well today. He is making headway.

President Graham: Thank you to the Chief.

President Feige: Nothing at this time

VP Niles: Chief Hoke handled himself well. Good to hear both sides of the issue.

Secretary Hudson: Despite the issue at hand, tonight was a good joint process.

Director Kreutzer: Appreciated how the Chief responded.

Director McLane: Concur with other Board members. She liked that he had data to reference and feels it will help in our negotiations.

Being no further business, the meeting was adjourned at 9:14 pm.

Next regular meeting is scheduled for February 13, 2020 at 7:00 pm at the Scappoose Senior Center, 33342 SW Meadow Dr, Scappoose