

Hebgen Basin Fire District

Meeting Minutes

April 9, 2019

Meeting was called to order at 1800 hrs.

Board Members Present: Ken Davis, Gay McBirnie, Kyle Goltz, Mike Gavagan

Also in Attendance: James Jessop, Chief Grube, Lindsey Charlton, John Costello, Will Polansky, Jeremy Gallagher, Ethan McDowell, James McBirnie, Carrie Egging

Recorder of Minutes: Lindsey Charlton

Public Comment for Items Not on Agenda: No Comment

Approval of Minutes for March 11, 2018 Regular Board Meeting: Mike Gavagan made a motion to approve the minutes as written. Gay McBirnie seconded. All in Favor. Motion passed.

Approve Claims/Deposits: Ken Davis made a motion to approve the claims as presented. Gay McBirnie Seconded. All in Favor. Motion passed.

Chief's Report: See attached.

New Business:

Budget Update

Chief presented a list of current budget expenditures to show where district is at for 18/19 year. District is currently over budget on vehicle maintenance and construction of training building. Chief will apply revenue generated from assisting with wildfires to cover expenses. Budget amendments will be presented for approval at next board meeting.

Zoning Complaint Station 4 Shed

Letter was received from Gallatin county enforcement in regards to the shed on station 4 property. A complaint has been filed stating that it is located too close to the back property line. The district had to file for a conditional use permit to build station 4 and met all conditions of permit at that time. There was never mention of the shed in discussions pertaining to location since it was on the property when district purchased it. Chief is not interested in requesting zoning variance for the shed since it has been on property 30+ years, before station was built 2012. There is concrete slabs surrounding shed that will need to be moved if County determines District is in violation and requires the shed to be relocated.

Audit Update

Morgan was onsite last Friday and completed audit. She should be working with Sydni and get the financial statements completed.

FireFighter 1 Book Update

FF1 books have been turned in and District has paid the \$95.00 due for certifications. We have 18 months total to complete books and Chief can designate one person to sign books. AC Jessop has been assigned to take care of books moving forward. Chief suggests changing condition of employment when we hire new staff, it can state 18 months to complete FF1. The problem will be if candidate is hired and the expected 6 month

time frame falls during winter when the FF1 training is not done. The probation period could be changed but conditions will not be met in time frame preventing monetary goal being reached. AC Jessop suggest that FF1 not be a stipulation of probation and allow 12 months' time to complete. Ken Davis adds that the District should not hold up probationary period compensation due to uncontrollable circumstances preventing FF1 from being reached within 6 months. The summer call volume and winter months are stacked against them. AC Jessop recommends the District consider implementing the passing the tactics part as the conditions of the 6 month probationary period but not the FF1 testing.

Chief explains that starting from the hire date they have 18 month to complete and pass the FF1 testing. The current conditional offer of employment states the new hire has 6 months to complete the FF1 training. We have hired people and they did not complete the ff1 training but were allowed off the 6 month probation. What is written in the condition of employment needs to match the contract. Kyle Goltz asks if district can do tactics all year round to help staff meet 6 month goal regardless of call volume or winter months. Chief responds that we can do training in winter but there are five tactics that must be completed and the pitch roof event along with the flat roof event is more difficult when there is 5 feet of snow. Jeremy Gallagher states that the FF1 is more of career building tool, not a way to prove worth. Other departments do endurance tests and would allow people to prove strength and offer an academy process that will satisfy position needs. Ken Davis adds that there may be people that come here that would not want to follow that track of FF1 to FF2 to Officer. Jamie McBirnie states that some departments require applicant to have FF1 and CPAP certification to even send in an application. We have more than the capabilities to train for FF1 here. Ken Davis asks if the Districts current Policies require FF1 as a condition of employment and if the requirement that goes out in letter of employment is a district requirement. Ken Davis directly asks Chairman to see in writing what we do now. Chief responds that as of right now the district does not have a policy written. Kyle Goltz requests this to be added to the agenda as new business for next Board meeting.

Kyle Goltz would like to close the meeting by stating on the record "I would like to thank Nancy for her service and her knowledge of budget and what she added to board".

Meeting adjourned: 18:53 pm

Next meeting 5/14 6pm