

Western Lane Ambulance
Siuslaw Valley Fire and Rescue
2625 Highway 101 North, Florence, OR 97439

Minutes of WLAD & SVFR Special Joint Board Meeting-March 7, 2019

WLAD BOARD MEMBERS PRESENT: Directors Mike Webb, Rick Yecny, Cindy Russell, Larry Farnsworth and Dick Childs.

SVFR BOARD MEMBERS PRESENT: Directors Ron Green, Ned Hickson, Tony Phillips, Woody Woodbury and John Carnahan.

STAFF PRESENT: Interim Chief Abel, Matt House, Jim Dickerson, Dina McClure and Mary Dimon.

Directors Yecny and Green called the meeting to order at 5:30 p.m.

PUBLIC COMMENTS: None

New Business (SVFR & WLAD):

1. **Consider Resolution (2019-01 SVFR) (2019-03 WLAD) to direct the Interim Fire & EMS Chief to start the process to create a Third Entity.**
 - Director Yecny, from the IGA Committee, gave a brief update on the IGA 3RD Entity. Yecny explained that the 3rd entity would employ the Fire and EMS Chief, Fire Operations Chief, EMS Operations Chief, and the Admin staff. The 3rd entity would give both Boards equal authority.
 - Director Green said the 3rd entity brings transparency to both districts.
 - Director Farnsworth said the 3rd entity would make it easier to look at the financials and maintain the synergy of a One Team concept. Merging both district board meetings into one board meeting a month would give transparency to both Boards and a chance to speak with one voice. Farnsworth also noted that Chief Ney had a trouble free 3rd entity.
 - Director Hickson said Chief Ney came and talked to the IGA committee and explained that the idea of a 3rd entity is 90% of what we are doing currently. It would provide financial transparency and allow flexibility to evolve as a district. Hickson reminded the directors that tonight's action would only give permission to move forward.
 - Chief Abel explained that the resolution does not create a 3rd entity but gives direction to move forward with getting an ordinance adopted and create the budget. Abel would like to have this in place by July 1.
 - Director Farnsworth said if the 3rd entity works well, the upriver agencies may be interested in participating.
 - Director Phillips voiced a concern about spending additional money.
 - Director Carnahan explained that when the IGA started, it was to save money. So far, it hasn't. Carnahan doesn't believe that the 3rd entity will save money, but we do need to show that it will be more efficient.
 - Director Green believes the 3rd entity would provide better service to the tax payers.
 - Director Russell commented that in the past the IGA financials were hard to see. With a 3rd entity budget, the financials would be easier to track.

- Director Yecny said bringing both boards together and having one meeting would provide better efficiency from a cost standpoint. Yecny also expressed his excitement towards a 3rd entity.
- Director Webb commented that a 3rd entity is succession in the IGA, it's a natural direction and should have happened a long time ago.
- Director Hickson said it's another step in benefiting the community.

WLAD Director Farnsworth made a motion to approve Resolution No. 2019-03 to direct the Interim Fire & EMS Chief to start the process to create a Third Entity, Director Russell seconded the motion. Roll Call, Motion passed unanimously.

SVFR Director Hickson made a motion to approve Resolution No. 2019-01 to direct the Interim Fire & EMS Chief to start the process to create a Third Entity, Director Phillips seconded the motion. Roll Call, Motion passed with Directors Hickson, Green, Phillips and Woodbury voting yes and Director Carnahan voting no.

2. Consider the terms for the employment of the Fire & EMS Chief and DRAFT employment agreement for Michael Schick and authorize SVFR Board President, Ron Green to sign a conditional offer of employment based on the terms of employment and contract; contingent upon a successful background and reference checks.

- Chief Abel read through the draft contract and terms of employment. The negotiated salary of \$113,089 would start at step 4. Abel informed the group that Chief Schick would like 40 of the 120 vacation hours a year, credited upon employment. Abel explained that overtime would only happen upon a conflagration and only if the district is receiving compensation. Chief Abel can add with Board approval.
- Director Phillips asked why Chief Schick had resigned his present position before he had a job offer elsewhere. Abel explained Schick had already decided to relocate somewhere. He was planning to stay where he was currently employed until September originally.
- Director Carnahan expressed that he was excited about Schick and complimented Chief Dickerson on a job well done during the assessment and interviews.
- Chief Abel explained the agreement has a start date for Chief Schick of June 1st but he may start earlier. The agreement is a 3-year term.
- Director Webb asked Abel how the contract renews after three years. Abel said it would renew one year at a time after an evaluation and performance review which will be done in February or March. COLA and steps are negotiable depending on review.
- The Chief position is an at will employee and will take a super majority of both full boards, 8 out of 10, 4 or more of each board to terminate employment.
- Director Farnsworth suggested that a benefit should be added for dues or fees to a specific organization example Kiwanis, Rotary etc. to have representation from the department. Abel will check with legal and make sure it is an appropriate expenditure of tax dollars. Farnsworth suggest the 3rd entity have a line item in the budget for Community Outreach so that fees or dues can be transparent.

WLAD Director Webb made a motion for WLAD to support the terms of the draft employment agreement for Michael Schick and authorize SVFR Board President, Ron Green to sign a conditional offer of employment based on the terms of employment and contract; contingent upon a successful background and reference checks. Director Farnsworth seconded the motion. Roll Call, Motion passed unanimously.

SVFR Director Hickson made a motion to approve the terms of the draft employment agreement for Michael Schick and authorize SVFR Board President, Ron Green to sign a conditional offer of employment based on the terms of employment and contract; contingent upon a successful background and reference checks. Director Carnahan seconded the motion. Roll Call, Motion passed unanimously.

Director Comments:

Director Farnsworth added that he would like to see us roll out the red carpet for Chief Schick and his wife and suggested that if any board members are available, it would be nice to show them what the town has to offer.

Director Yecny commended the Chief and the Admin team for the hard work with the interview process. He really appreciated all the hard work and thanked the staff.

Director Carnahan suggested that the April, May and June meetings be joint meetings if that works for everyone. A suggestion was to move the meetings to the fourth week of the month in order to process the financials. It was decided to put this on the agenda for March for further discussion.

Future Agenda Business:

The next scheduled Board Meeting will be a Joint Board Meeting on March 20, 2019 at 6:00pm.

Directors Yecny and Green adjourned the Joint Board Meeting at 6:37 p.m.

Respectfully submitted,
Mary Dimon
Recording Secretary