

**SEELEY LAKE RURAL FIRE DISTRICT
SEELEY LAKE, MT 59868
REGULAR BOARD MEETING AGENDA
For November 21, 2017**

FIRE HALL

6P.M.

I. CALL TO ORDER/ROLL CALL

II. CORRECTION AND/OR APPROVAL OF MINUTES

_____ Made a motion to approve the October 17, 2017
Minutes; _____ seconded the motion. Motion carried? Yes/No

_____ Made a motion to approve the November 8, 2017 Special Board Meeting
Minutes; _____ seconded the motion. Motion carried? Yes/No

**III. VISIT WITH GUESTS/PUBLIC COMMENTS FOR ITEMS NOT ON THE
AGENDA/CORRESPONDENCE**

IV. FINANCIAL REPORT AND APPROVAL OF CHECKS AND WARRANTS

_____ Made a motion to approve the October 2017 financial report in the
amount of \$. _____ seconded the motion. Motion carried? Yes/No

V. REPORTS

1. Call Volume
2. Recruitment
3. Grants Update
4. SCBA Update
5. Updates/Actions

VI. OLD BUSINESS

1. Mill Levey Rate Increase
2. Hub Insurance Deductibles
3. MCF Wildland Fire Fund Grants (SLCF)
4. Alternative Gas Card
5. 2017-18 Budget Due
6. Joe Ellinghouse – Referred to Fire Company
7. District Audit
8. 61 Lot Subdivision
9. Fire Chief Ad/Posting
10. Maintenance Position Ad/Posting
11. Missing Radios
12. Narcotics Follow Up

VII. NEW BUSINESS: (BRIEF MEMBER/PUBLIC COMMENTS AFTER TOPICS AS NECESSARY)

1. Resolution/Safety Deposit Box
2. Interim Chief Hiring

VIII. NEXT MONTH AGENDA ITEMS:

Reports;

VIX. ADJOURNMENT/NEXT MEETING: December 19, 2017

**SEELEY LAKE RURAL FIRE DISTRICT
REGULAR BOARD MEETING 6:00PM FIRE HALL
MEETING DATE: November 19, 2017
MINUTES FOR: October 17, 2017**

MINUTES OF THE BOARD MEETING

PRESENT

Scott Kennedy
Rachel Jennings, Secretary
Gary Lewis
Connie Clark
Rita Rossi
Bob Vanden Heuvel, Fire Chief
Richards, District Administrator

ABSENT

Lynn

I. REGULAR MEETING CALL TO ORDER/ROLL CALL:

Scott Kennedy called the meeting to order at 6:00 p.m. Five trustees were present along with the Fire Chief arriving at 6:10 p.m. and District Administrator.

II. MINUTES:

Gary Lewis made a motion to approve the July 20, 2017 minutes. Connie Clark seconded the motion. Voting by voice, motion carried with none opposed or abstaining.

III. VISIT WITH GUESTS/PUBLIC COMMENT FOR MATTERS NOT ON THE AGENDA/CORRESPONDENCE:

Seeley Fire Department members present were: Bill, Donna & Monica Bogardus; Shawn Ellinghouse; Randy Gazda; Dan & Shelly Johnson; Kody Kelley; Kristy Pohlman; Michael Richards and Angie Scott-Kelley; Greenough-Potomac Fire Department members: Ryan Hall and Justin Kennedy
Missoula Emergency Services Employee, Jeff Welch
Missoula County Commissioner, Jean Curtiss
Community members, Bonnie Connell and Darlene Les
Andy Bourne with the *Pathfinder*.

Public comment included: Jean Curtiss, Missoula County Commissioner, thanked the fire chief and all firefighters for their work on the fire including working with all the other agencies who were involved. Commissioner Curtiss also wanted to make the fire chief aware of a 61 lot subdivision proposed in Powell County where the only emergency response would come from Seeley Fire and the Sheriff's Departments. So far it has only gone to the board of adjustment because Powell County is all zoned. Some of the comments included states that the subdivision is near a rural town center. This subdivision will not be on the district's nor Missoula County tax rolls; no income will come to the Seeley Lake Fire Department. Commissioner Curtiss stated there are fire districts that stretch across boarders like Florence but there's a process to do that and the chief may want to make comments as to how this will impact the services of Missoula County.

Board of Trustee Rita Rossi stated she wanted to thank Chief Bob for everything he's done during this fire season as Bob worked around the clock and feels no one could have accomplished what he did; was outstanding in everything he did like working with all the other agencies.

Monica Bogardus stated she was upset as how people have crossed the line with how they have been treating Mrs. Richards and it needs to stop now.

Ryan Hall, Chief of Greenough-Potomac Fire Department, stated he worked the Rice Ridge Fire under multiple rolls; learned and saw a lot and wanted to thank the Seeley Lake Fire District and Fire Chief for having the

opportunity to learn. There wasn't as much stress on him but being a fire leader to deal with the stresses, drama and everything that comes with it is unimaginable; its things that 99% of people will never experience. The Rice Ridge Fire was the number one priority fire in the nation and no one wants that in their back yard. Good job to Seeley and Bob.

Correspondence included a letter from Justin Shaffer, Fire Chief of East Missoula Rural Fire Department, which Kristy Pohlman read out loud. (Letter is attached)

IV. FINANCIAL REPORT AND APPROVAL OF WARRANTS:

After discussion, Gary Lewis made a motion to approve the July 2017 financial report in the amount of \$33,142.33. Rita Rossi seconded the motion. Voting by voice, motion carried with none opposed or abstaining.

After discussion, Rachel Jennings made a motion to approve the August 2017 financial report in the amount of \$30,934.03. Connie Clark seconded the motion. Voting by voice, motion carried with none opposed or abstaining.

After discussion, Rachel Jennings made a motion to approve the September 2017 financial report in the amount of \$26,253.45. Rita Rossi seconded the motion. Voting by voice, motion carried with none opposed or abstaining.

V. REPORTS:

- 1. Call Volume** –Bob reported in July 2017 there were 50 calls compared to 36 in July 2016; total calls for that time period was 189 in 2017 compared to 168 in 2016. In August 2017 there were 36 calls compared to 39 in 2016. Total calls for that time period was 225 in 2017 compared to 207 in 2016. In September 2017 there were 25 calls compared to 30 in 2016. Total calls for that time period in 2017 was 250 compared to 237 in 2016.
- 2. Recruitment** – Bob reported recruitment has been going very well; have some very good people who have ended up here in the last couple of months before the fire season started; they have gotten some good experience and helped Bob out a lot. Always need new people.
- 3. Grants** – Bob reported he applied for the MDT Grant but was rejected. Due to receiving the grant in the past, there was a loss of five points out of 15. Rachel Jennings asked if there was a time period when there would be no loss of points. Bob stated an agency can receive the grant up to three times so one could go into it with only five points.
- 4. SCBA Update** – Bob reported they are needed and with the fire revenue we picked up could go towards new SCBAs or turnout gear.

VI. OLD BUSINESS:

- 1. Mill Levy Rate Increase** – This item was tabled.
- 2. Station #2 Management** – Scott reported there are four ballast lights that need to be repaired and a leak under the shower that was reported to Scott on Friday and Scott has a contractor that will look into those repairs.
- 3. HUB Insurance Deductibles** – Scott reported there is an email in the trustee's packets in regard to changing the deductibles that will save the district \$1787.00.

Bob stated he wanted to make something very clear; Bob stated he apparently has been accused of applying for insurance for his vehicle after 710's accident and that is not true. Scott stated we weren't on that topic yet. Bob stated he didn't care, he was making it clear right now.

Scott couldn't find the copies he was looking for and stated he thought the deductibles could be raised on Station #2 where the engines are housed. Reduce the limit from \$477,000 to \$250,000. Commissioner Curtiss stated to make sure the insurance covers the loan payment and replacement value as well. Scott stated it would and the building the county leases is \$450,000. The other item was to increase the property & portable equipment deductibles to \$2,500 instead of \$500 which would be a savings of \$1,270 & \$310 for a rough total of \$1787.00. Rachel questioned the difference between property and portable equipment. Scott stated personal property which stays in the building and portable equipment is radios. Kristy Pohlman stated that personal property is stuff that is not removable and can't be insured anywhere else; portable equipment is radios that you can't insure under another policy but doesn't always stay in the building like radios and portable pumps. Scott stated it's unlikely that we would submit a claim for \$700-\$800 as we don't want all those claims adding up so would self-insure up to \$2,500 on those items. Commissioner Curtiss questioned if the district has a self-insured policy set up and stated those deductible are pretty high. Scott

stated it would be in the budget. Scott stated for the trustees to think about it and this item will be tabled plus Scott will bring in more information to the next meeting.

VII. NEW BUSINESS:

1. MCF Wildland Fire Fund Grants (SLCF) – Scott reported Emily Rindal was appointed with the Seeley Lake Community Foundation to write/pursue grants that are available, specifically for the volunteer fire district to try to obtain some of the funds that Governor Bullock has set up. There's information in the trustee's packets.

Chief Bob asked if he could make a statement. Scott agreed. Bob stated, "I apologize to my supporters that are here but I'm resigning and I will read you my letter and it's not because I'm afraid of going over the Capital One thing; I'm so ready to over this stuff but this is insane and so I'm going to read my letter and I mean this from the bottom of my heart. Sometimes a person must step out of the way to shine a light on what the true problem is and where the true dysfunction and undermining of an agency come from. I had planned on exposing what the problem really is right now at SLRFD, I have decided not to do that. You have planned an agenda that amounts to nothing more than a slap in the face for all the hard work the good members of my crew and I have done here for three years. The stress and strain that the Rice Ridge Fire brought to our department was intense. Now tonight, we are going to go over an agenda that doesn't even have a spot reserved for thanking any of us for what was sacrificed and accomplished. We were part of a larger effort that saved the lives and structures of our response area. Instead you have elected to engage and brought an attack against me and tonight's agenda is proof of that. I have always been willing to look in the mirror to see my part in any problem and I'm not afraid to discuss any of that with you on the agenda including any credit card issues. And this is truly it, the problem is and especially in the last few weeks, I'm exhausted, I'm tired. I'm tired of having to come in here and fight every month with the board; being undermined by my office. I have worked 24/7 for three years no matter how you want to look at that, I have given you my life for three years and I have decided I'm taking my life back and I am. I'm exhausted, I'm stressed and under heavy duress and I am resigning effective immediately. I will finish my call reports this weekend on my own time and I will have Dr. Gee or another professional assist me in removing all narcotic meds from the premises and I will return my gear either tonight or this weekend and I'm finished, like done right now, I'm done with this place, I'm so sick of what's been going on with the last couple of weeks especially when you called and I was showering my dad and tried to make me feel guilty for going back to Wisconsin after 60 days of no time off." Scott stated, "I didn't make you feel guilty, we didn't even have a discussion." Bob stated, "You did, you did, so let's just end it at that. I don't want to, I'm done alright. So I'm leaving. Sorry to all of you guys for this but a person can only take so much BS and I feel like I've reached that point; my BS point meter has pegged and if I don't have the support of the board and support of office staff, I got too much risk of too much legal stuff, I can't do it, I'm not going to do it without having support, I can't, so it can now be instead of the Seeley Lake Rural Fire District, it can be the Scott Kennedy Rural Fire District, how does that sound, SKRFD, I love it. So anything else that happens, I don't know how you're handle it but I really don't care, I'm done, alright. So I'm really sorry to tell you guys that came here to support me tonight, um, it's just the way I feel, I've reached the end of my rope, so I'm sorry you guys." (A comment which was heard on the tape, was made from Bob to someone in the room stating "a dark alley") Bob then left the room.

The following Seeley Fire Department volunteer members left the meeting: Kristy Pohlman, Shelly Johnson, Shawn Ellinghouse, and Angie Scott-Kelley.

2. Alternative Gas Card – Rita stated she brought up the idea to have another gas card at the One Stop because during the fire season and summer time, it's hard to get into Rovero's. One time she waited and waited and finally gave up and went back to the station and doesn't see why we can't have two cards. Lynn stated our current account/cards are with Wex Bank/Conoco as we are exempt from paying the highway tax and will have to be researched. Scott asked Rita to work with Lynn and bring information back to the next meeting.

3. Propane Contract/Ratify – Scott stated we need to ratify/approve the propane contract that we have done every year which Scott approved (as payment was due in August) Gary Lewis made a motion to approve the prepay contract. Rachel Jennings seconded the motion. Voting by voice, motion was passed with none opposed or abstaining.

4. Tax Mill Levy Maxed/Ratify – Scott stated the same with this item. Lynn stated that since no board meeting was held, she did not get back to Andrew Czorny. Lynn stated the information which Andrew sent via email was in the trustee's packed. We will be receiving \$211, 044 plus the \$23,083 of state entitlement share for a total of

\$234,127. Rachel Jennings made a motion to maximize the levy amounts. Gary Lewis seconded the motion. Voting by voice, motion passed with none opposed or abstaining.

5. Budget Due – Scott stated the budget is due; as of Friday he didn't know if Bob would be back or not so Scott offered to Lynn to sit down and help her with completing it; was also going to offer that to Bob tonight. We're missing the 718 fire income so currently we're expecting approximately \$42,000 plus whatever contracts we're missing so there could be \$55 to \$60,000 which is a guess. Curtiss questioned Scott if he was going to gain input from the fire company captains in regard to their needs for the budget. Scott stated yes.

6. District Vehicle Accident/Claims/Correspondence – Scott stated there's copies of claims and correspondence in each packet. We're responding to the insurance company for information, pictures and for what happened along with noting that Bob stated he had hit his own vehicle and the insurance company has Kathy Hudak's name on the claim; so that was a question for Bob tonight. Gary stated Bob said he didn't turn in a second claim. Rachel stated her understanding is if you hit another vehicle they're going to get that vehicle's information and then try to seek it out because it's going to be an open claim for them anyway. Scott stated there's two separate claims; one for which we've taken care of (710) and the other one with Kathy Hudak as the claimant and that doesn't mean she doesn't own the car. Rita stated Kathy does own that vehicle and it's in her name but Bob told Rita he isn't claiming anything on that vehicle and Bob told the insurance person the same thing. Scott stated, yes, there is a claim on Bob's vehicle and the board wanted to ask Bob on how to handle it. Commissioner Curtiss stated she once hit another vehicle where she submitted on a claim for their damages but not her own and the insurance company just wants to know. Scott stated the board just wants some information. Rachel stated what Commissioner Curtiss is saying is it's unfair to say that they wouldn't turn around and made a claim because they're going to have that information; it doesn't matter, if you're in an accident they're going to get the information from both vehicles. Commissioner Curtiss stated Bob isn't asking you to fix his car. Rita stated that was correct, to just keep Bob's claim open, that's why there's a claim number on it. Lynn stated she talked with Nicole who stated she had very little information on the accident; was waiting for us (district) to see if it was a legitimate claim, whether we're going to approve and pursue it further. Scott stated we just need information to what happened, pictures, VIN number, estimates and then get it fixed; it's not an issue, it's just having the proper information. At this point, Scott will send Bob a letter asking him for the information and how Bob wants to proceed and what his intent is.

7. Joe Ellinghouse/Policy's Prohibits Membership/Public/District Records – Scott stated there's a lot of background on this item; there were more questions for Bob on whether he conducted a background check; whether a full application was completed with all information. We've dealt with many issues in the past. Gary stated this person is the reason we have a security system. Commissioner Curtiss stated when you're talking about a person, they're supposed to be able to waive their rights to privacy. Scott stated since Joe is not present, no issues will be discussed but was looking for guidance from the chief and information from the chief on the application and if he conducted a background check per the policy. Rachel stated she saw a charge for a UA. Gary stated he can't be back. Rachel stated, at this point, where do we get to where we give deference to the person who we have running our department instead of micro managing. Rachel stated she doesn't know the previous issues that were involved here and doesn't think it's necessarily appropriate to talk about them in an open meeting such as this; Rachel doesn't know what all is public record and what isn't but she will look into that further. Gary and Scott stated to look at the policies.

Scott stated he has been in contact with the District County Attorney and is also going to meet with HR; there's a lot of issues going on; have received direction and Scott is trying to follow those directions as best he can; have went over every agenda item today and how to flow this and what privacy issues can and cannot come out. The intent was to have another meeting in a couple of weeks and address some of these issues for privacy issues which Bob could have waived his privacy rights tonight and we might have been able to resolve a lot of this but he chose a different path and he has avoided coming to the last meeting that was scheduled; he left saying he didn't like the agenda instead of just addressing the issues. Rachel stated it wasn't fair for Scott to say that at all; that Scott doesn't get to speak on Bob's intentions for leaving. Scott stated that Bob told him. Rachel stated it was hearsay. Scott disagreed and repeated that that's what Bob told him. Gary stated it's not hearsay when Bob told Scott. Rachel disagreed and stated hearsay is exactly what it is; it's a statement made outside whatever court this is or this person isn't present to say it, period. Scott disagreed. Commissioner Curtiss stated this is a fine line that she sees all the time with fire departments. You hire the chief to take care of operations; you both have roles and responsibilities, you have lanes to stay in. If there's a policy that says he needs to do this and such before somebody is put on as a fireman then that is what he's supposed to do but doesn't believe this is where the board needs to do it. Scott stated that is why HR is involved.

Rachel stated she has spoken with the county attorney today as well where he mentioned Scott's intended meeting with HR and Rachel realized there could be an issue if three board members went but Rachel would definitely like to attend if possible or have someone else attend that meeting, not just one person.

Bill Bogardus stated his understanding was that the fire company is supposed to vote and have control of the membership. Dan Johnson stated that's how it has been before but now it's the department. Bill stated if the fire company maintains the membership then the fire company should be following the district's guidelines so Bill suggested making those guidelines clear and send them back to the company then if there's an issue the company can make sure they're following the district's guidelines. Gary stated he felt the policies are pretty clear; look up the policy first then you know if there's something wrong or not. Bill stated there's a lot of policies that haven't been followed or maybe policies need to be rewritten. Gary stated the policy is pretty clear on this one and doesn't see how it can be any other way. Rachel asked what policy Gary was talking about; the background policy itself? Scott stated the background check and also this person has a history which is in the minutes over the years; doesn't want to get into the details because of privacy issues but can be done in a closed session which Scott said could be done right now. Bill stated he thought the person needed to be present. Gary stated this person isn't being accused of anything, just saying he can't be a member and the fire company wasn't asked either so maybe the fire company should figure it out. Scott asked who the current president of the fire company is. Kody Kelley stated it was Shawn Ellinghouse. Gary stated this issue should go before the fire company. Scott stated it will be sent back to the company to follow the policy and let them review and make the decision. Everyone agreed. Bill stated he didn't believe that background checks were being done and they needed to be. Rachel stated she has a criminal record and that in a town like this, you start doing background checks on people, and you're not going to get any volunteers, period. Community member Darlene Les stated she personally couldn't imagine that in a small town. If that is the case then if you follow policy and procedures if you're talking about others, if they have a record, then in her opinion, how did Rachel get here if you have a record; were you voted in? Rachel stated yes, she was; she met before the fire company and was voted in. Darlene asked if a background check was done. Rachel stated she has no idea; she gave them the information and filled out a packet; that was up to the company to do. Monica Bogardus stated she didn't remember that. Kody Kelley stated he attended the meeting where she was voted in. Scott questioned if Rachel's background was disclosed on the application. Rachel stated, yes. Scott stated information is needed and the fire company needs to get that information and make sure that the fire company policies along with the district policies are followed for the standards of a fire company. Commissioner Curtiss asked if a person has served their time do they get their rights back. Gary stated it will be reviewed by the fire company and the district board. Dan Johnson asked if the policy stated if you have a criminal record, you can't be a member. Gary stated absolutely not, it just says it needs to be reviewed (referring criminal records to the board).

Lynn Richards read Policy 110401 aloud: All applicants will submit to a background check before consideration for membership. Any applicant who has been convicted of any felony offense or is a registered sex/violent offender in any state, will NOT be considered for membership. Any applicant who has been convicted of any misdemeanor will have their application reviewed by the fire company and the board for approval. Any applicant that has been convicted of a DUI in the previous five years may not be eligible for membership. Policy 11402 reads: Any member that is convicted of a felony or is a registered/violent sex offender while on the roster may be grounds for dismissal.

Scott asked if anyone had a problem with how that policy reads. Rachel stated she would absolutely limit the misdemeanor look back time; her criminal record was when she was 18 years old, who cares. Her law school didn't look back her entire life. This is a volunteer department; we are begging people to come in here and help us for free. Rachel doesn't think the board should create such large barriers to inquiry especially in a town where you have a lot of people that are picking themselves up by their bootstraps and who are trying to use this as an opportunity to be better in their lives and serve their community and be active members of society, but we're going to pick at them; I don't think it's the way to go. Gary stated the board would say, ok, it was when she was 18 and not an issue and it wasn't against us. Scott stated he thinks everyone should use prudent judgement.

Michael Richards stated that maybe it would be best if #7 would go back before the company and doesn't think there's anything wrong with the policies of the board and also what the fire company has in their by-laws and simply just follow them. Nothing says one is excluded without a review from the fire company and the board; there is no

barrier saying you can't be part of this department other than the real stringent ones which was pointed out. Scott stated it's up to the chief to enforce those policies. Commissioner Curtiss questioned whether the county attorney has reviewed the policy. Scott stated he is going to. Commissioner Curtiss stated your job as a governing board, is to hire Lynn and the chief; and the chief's job and the fire company's job is to make sure they have firefighters they can work with and think the board is crossing a line. She knows what other fire companies are doing and doesn't think the district board gets to micromanage. Gary stated no, not at all. Scott stated the by-laws need to be reviewed and also stated if a district policy is being violated and they haven't done their job, the district board is the governing authority for the fire district entirely. Commissioner Curtiss doesn't believe that the district board should second guess the fire company. Scott stated the fire company can make a recommendation or mitigate the issue. Commissioner Curtiss advised since you're visiting with the county attorney have him look at it.

8. District Policy's/By-Laws/Membership Applications/Process – Scott stated this item was just to follow the policies, by-laws and the membership application process which is all items in your packet. Wanted to ask Bob if these guidelines are being followed; are we doing this on everybody.

9. Financial Charges to Capital One/Misc. Expenditures/Wingate Hotel – This item was tabled. Gary advised Scott to talk to the county attorney about this item. Scott asked if anyone had any questions regarding the financial charges/cash advances that are on the Capital One over the past four months. Gary asked what the county attorney said. Scott stated the intent was to have a private session regarding this matter in two weeks. Since Bob resigned it may be a moot point. Gary stated he didn't think it was a moot point.

10. Chief's absence/Sick Leave/County Policies – District Board Notice & Compliance – Scott stated there were some concerns as people came to him directly about the chief just leaving; he never notified the board. Rita stated Bob notified her. Scott stated Bob never notified the whole board and received approval for his time and looking at his timecards too. Rita stated Bob tried to call Scott twice. Scott stated he did miss that one call and Bob never left a message and there's rumors that Bob tried to contact Scott several times but that is incorrect; Bob texted Scott one time and that was two months ago. Commissioner Curtiss stated everyone has a right to family leave which is what he took and stated FMLA would kick in. Lynn stated FMLA leave is unpaid leave and Bob questioned Lynn to which leave you don't get paid for. Lynn stated she told Bob that if an employee quits or get fired, they only get paid for 25% of their accrued sick leave and Bob stated then I'm taking sick leave, I'm sick. Rita stated since she's a board member and Bob told her something, that doesn't mean anything and questioned what the policy is if he needed to go and it was last minute. Scott recommended reading the county policy handbook that the district has. Rita stated she didn't think it had anything on that. Gary stated Bob did it a half an hour before the meeting. Rachel stated she didn't think it was the board's place to question Bob's intentions and sit here and speculate on them. Scott stated the reason why this is being discussed now is so that Bob will be paid properly and appropriately. Rita questioned how this works; does the whole board need to be notified at once or only one board member that can take it back to everybody, how does it work. Scott stated Bob never notified him and asked if Bob notified anyone else. Rita stated Scott talked to Bob when Bob was back in Wisconsin. Scott stated that was after Bob was already there and asked Bob when he was going to be back and Bob stated one to two weeks, two weeks into it and Bob didn't know; Bob's been very unclear with what he's doing and evasive. Rita stated Bob had a family emergency. Scott stated that's fine, there is no issue with that but not telling anybody anything. Rita thought Bob telling her as a board member. Scott asked Rita if she communicated it to the board. Rachel stated she knows Bob sent out an email to everybody but it could have been a fire company email as her address is on both. Scott stated he never received a board email. Dan Johnson stated Bob did get ahold of his officers and made sure the command structure was in place; he didn't just get up and leave. Rita again questioned what the correct way was to go about it. Scott stated to read the policy in the handbook which is where Scott had to go when he questioned it.

Bill Bogardus stated he is a Lieutenant and did receive a text from Bob. Bill was talking with Lynn the next day about an issue and Lynn asked Bill where Bob was and Bill told Lynn and Lynn asked Bill to send her Bob's text and Bill agreed as there was nothing private on it. Bill stated he got chewed out by another officer for giving out information to Lynn as she was not in the chain of command. Bill believes that Lynn is in the chain of command and Lynn should know what is going on here. Bill stated his daughter indicated that Lynn is being harassed; she has been harassed this week and for two weeks by members of the fire department because Lynn did her job. Bill stated the board is going to have to make a decision of who is going to be put in charge; is it somebody who is going to harass the office staff or is it going to be somebody who will work with you. Monica Bogardus stated a member told her there was a leader who was texting members saying not to respond to calls and there is a great big group of people not taking on-call; it's scary to know that leaders are doing that. Gary stated they're not really leaders.

Michael Richards stated getting back to what Rita said about how to notify the board about an employee taking and emergency leave. It's pretty obvious that the one person who can talk to anyone on the board is your District Administrator; that would be the point to start with. The District Administrator can notify the board with anything. Scott stated the county policy states that within two hours an employee is supposed to notify the board or supervisor. Commissioner Curtiss stated she wished Scott wouldn't call them county policies; they're your policies because the county doesn't have a fire department. Scott stated the district follows those policies of the county. Curtiss stated some policies have county influence but they're your policies. Scott stated the policies the district is following is the resolution to adopt Missoula County Human Resource Policies and Agenda; the human resource policies apply to the Bob and Lynn. Curtiss stated she's dealing with a mom with dementia and some other things and sometimes you don't think real clear; so give him a little benefit of the doubt. Michael Richards questioned how many times did he take leave? Scott replied he had no communication with the board. Rachel questioned the point of this conversation; this a waste of time to speculate on what happened since Bob is gone; it's a moot point. Curtiss stated it's a question for the HR person whether sick leave can be taken but Curtiss believes it's legit to take sick leave. Scott stated the board isn't saying Bob couldn't take sick leave they just wanted some questions answered.

Gary Lewis questioned if the board had to wait for next month's agenda or can the board put in a new ad for a new chief. Scott stated it can be put on the agenda and call for a special meeting next week; Scott needs to meet with HR. In regard to calling special meetings, Rachel questioned the availability in participating in the meeting, if via phone is alright as she works in the evenings. Lynn stated that trustees have called in by phone in the past. Curtiss stated to make sure the board's by-laws states that it is permissible. Connie stated she will be out of town next week and Rachel didn't know her schedule yet. Rachel stated she would like to attend the HR meeting along with Scott.

11. Employee/Member Concerns – Lynn Richards asked if she could make a statement. Lynn stated the last three months have been really stressful and difficult. Lynn stated she finds it almost insulting for Bob to say that Lynn didn't support him; she didn't know how much more she could have done to support him but when it comes to breaking laws and having to work with him every day and something is wrong. Three years ago, he wasn't trained by any chief so Lynn tried her best to train him and when Lynn saw when things weren't going the right way, Lynn tried to tell him. Lynn was then accused of creating a hostile work environment which made it very hard to talk to Bob and became worse and worse. Lynn didn't know who to talk to about this until it was found in the bills. Lynn stated she had a fiduciary responsibility to this board to tell if laws were being broke or if finances were being misappropriated. Lynn is sorry if the fire company members don't see it that way but again it's been very difficult working with a chief knowing that he has done something wrong and Lynn could go down with him. Scott agreed that was very tough when Scott and Lynn discussed the financial issues and Lynn's dedication to the district and the department. Lynn was put into a position she should not have had to be in; Scott should not be in this position now; we should not have to be discussing these items; what Lynn just said is intolerable and for Bob to avoid it. Rachel asked for the comments to stop as she felt everyone was speculating and no one gets to speculate on what Bob's intentions are; it's not proper. Gary stated being ignorant isn't a wise thing. Rachel questioned Gary if he just called her ignorant. Gary stated, being ignorant is not wise; you have the packet, you know what's there, it's on the card, it's not speculating. Rachel stated she's not denying he made these charges but to say that he's avoiding, that's the issue Rachel has. Rachel stated, we don't get to speculate on what his intentions are, it's just not proper. Scott stated Bob had the opportunity tonight to explain these issues. Lynn stated she begged Bob to attend last month's meeting to explain himself on what happened and Bob refused; there's a lot more than what the board knows. Bill Bogardus stated instead of Bob dealing with everything, Bob went and drummed up a bunch of support where his supporters have attacked Lynn for two or three weeks. The liability the district has with Lynn is huge right now because of the hostile work environment. Rachel stated we're bordering on slander and liable as well so it should stop while we're ahead.

Michael Richards stated he agreed with what Rachel is saying; that maybe what is needed is an investigation to clear the air and the proper authorities will investigate and report back. Gary Lewis agreed. Scott stated to go to law enforcement was an option. Commissioner Curtiss stated if the issues were financial the county auditor, Dave Wall, could help as they are trained in financial fraud. Gary Lewis stated the county attorney advised to turn it over to the police but the board was trying to handle it without doing that. Scott stated he didn't want law enforcement involved; Bob had already admitted to Scott but it has to come forward, it's a financial district matter and a simple explanation might have really helped. Michael Richards stated in light of what Rachel said, Michael stated the board should make a motion of what the board is going to do about it. Kody Kelley asked if the money was paid back to whatever was taken. Gary Lewis asked if that counted. Rachel stated it would matter in a civil case because

if there's no damages then there's no civil case but whether it's civil or criminal Rachel didn't know. Commissioner Curtiss stated it's a big difference but depends on the dollar amount. Scott stated he's willing to let it lay just the way it is and not bring it all into it; doesn't want to hurt Bob in any way in that regard. The meeting was then adjourned.

12. Closed Session As Needed For Any Matter of Privacy - There was no closed session.

13. District Audit – This item was tabled.

III. NEXT MONTH AGENDA ITEMS:

Reports; Mill Levy Rate Increase; Station #2 Management; Insurance Deductibles.

VIX. ADJOURNMENT/NEXT MEETING:

Upon motion duly seconded, the meeting adjourned at approximately 7:30 p.m. The next regularly scheduled monthly meeting will be held on Tuesday, November 21, 2017.

Approved:

Chair of the Board

Clerk of the Board