

Public comment: Shirley Goudswaard stated she had some questions. Scott Kennedy stated this period is only a public comment time for items that aren't on the agenda; the board will not comment back; there will also be a comment period after each agenda item. Shirley stated she called the office on Tuesday and left a voice message saying she didn't see where any board meeting was posted. Lynn stated she returned Shirley's call on Wednesday leaving a voice message saying that all meeting information is posted on the district's web-site at seeleyfire.org; the district doesn't post on Facebook. Scott stated meeting information is also posted in the *Pathfinder* as this is a special meeting where the board is trying to get caught up.

Shirley stated she's at the meeting because she's very upset about Bob (Vanden Heuvel) resigning and as she's visited with people and have been told that for number one, there's been a person who's been an issue for several years and that person has caused problems and why is this person still working on the fire department. Secondly, Shirley was told that the board never thanks the volunteer firefighters for all the work that they do and the third thing is that there's been someone who's been bullying on the board for like six years. Shirley is very concerned and upset and if the board doesn't want to answer her questions that's fine but Shirley thinks the bullying thing is pathetic and the volunteer firefighters deserve more respect than what they're getting. Shirley questioned whether she will ever get answers to her questions. Scott stated her concerns are duly noted and recommended coming back to the next meeting.

1. Update/Action Items: Scott reported on what has been going on for the last couple of weeks.

- Notified Jim DeTienne, State of Montana, of Bob's leaving. Pulled off all paramedic medications. Also questioned his office whether the district had a waiver (for one firefighter and one EMT to run the ambulance) as the district was told there was one. Sherri Graham said there was not one on file. This issue will be addressed at the next meeting.
- The stated conducted their inspections of both ambulances two weeks ago. There were quite a few infractions but were immediately corrected while Francine was here.
- Don Whalen with MESI was notified of Bob's leaving.
- The general pump tests have been completed on the engines.
- DOT inspections on the engines have been ordered.
- Correspondence with John Ungaretti in regard to electronic PCR's (patient care reports) which will be revised by year's end. A lot of training needs to be set up.
- Corresponding with Patty Baumgard with hiring information and changes that will have to be complied with before going forward.

- Met with Chris Hindoien with the insurance company. We're getting building estimates.
- The office was rekeyed. Updated the security users; there was approximately 20 who were not authorized to be in the station.
- Met with Dr. Gee our medical director. Gave him Michael Greer's application and resume for his comments.
- Do not put the yellow door stoppers in the doors as they mess up the doors.
- The MDT is in the process for imaging and backing up then will be returned for operation by Friday.
- Mark Kues has supplied a list of items that need to be completed on the trucks; Shawn and Cory will be handling those.
- Scott has been working on the budget draft which is almost ready to present to everyone

2. 61 Lot Subdivision - Scott has been corresponding with the county attorney in regard to the process; all that is needed is a letter which Scott has prepared a short response to participate in the system. The letter states the district does not have any preliminary plans for the 61 lot development but has visited the subject property of the proposed subdivision. The following concerns are in regard to the access easement locations.

- Overburden of two existing roads through previous developments; one road is not a county road and private
- North Canyon Drive is in very poor shape and does not meet county specifications and has received minimal maintenance
- No taxes to Missoula County since it's in Powell County
- Addition emergency services impact
- Impact fees and annexation

Shawn Ellinghouse stated he didn't think the fire department should support it as it's not a good idea but if the department does decide to agree to it, then the department should charge for any and all medical calls.

Andy Bourne with the Pathfinder stated she had spoken with Carl ??? with Powell County and just need to file for a variance for the zoning and it's going to be up to the developers to set up agreements with the fire and sheriff's departments and any road agreements with Missoula County but they're not to that point yet but it's in the works. Powell County has basically said it's too far out of their jurisdiction to provide services.

After discussion it was agreed that a response stating the department's concerns was warranted at this time. Shawn stated the land owners should make a presentation to the department.

3. Interim Fire Chief - Introduction of candidate - Scott introduced Michael Greer. Michael explained his background experience and credentials. (Resume is attached)

Michael is pursuing a career as a physician; has recently graduated from medical school and is applying for residencies which is questionable as there are not enough spots so there's a chance Michael won't receive one but if he does, it won't start until next July, so has six months of free time. The last time the department looked for a chief it took eight months. So in the meantime, Michael would like to provide some help and stability. Michael was on the department for a few years; has made the EMS service his life; not as strong on the fire service side but has a few years' experience. Michael has strong experience in administration leadership and upper level management. Michael stated he's not privy to most of the details involving Bob; knows there's a lot of anger, frustration and hurt feelings but stated there's drama and conflict in every department. Ninety nine percent of most problems is due to poor communication. Scott asked if Michael would be interested in teaching after hours. Michael stated absolutely. Michael's wife was a 25 year professional medic and firefighter and is interested in teaching too. Scott asked if Michael doesn't get a residency, and the interim position works out, would Michael be interested in applying for the full time position. Michael stated yes, he would seriously be interested.

4. Limited Job Description for Interim Fire Chief/Pay/Benefits - Scott stated the position will be paid hourly; certain benefits like sick, vacation and holiday time are entitled by state law. Rita asked if the interim position could be advertised for someone else. Scott stated there's not a requirements but the district can through the process but the main thing is to advertise for a full time chief. The position can be hired up to 12 months and can be terminated at any time with no reason. There's a lot of discretion on how to work the hourly wage and the position can be utilized as volunteer because it's not in his job description. Anytime they respond to a call either on or off duty then they will be paid. Scott stated Michael would primarily respond to ALS calls after hours rather than the BLS call. Shawn questioned why. Scott stated because there's on-call staff covering calls at night. Gary Lewis stated he doesn't need to respond to every call. Shawn questioned if that will be part of the job description that will be changed from the past chief's. Shawn's feelings is even though the interim position will be hourly, don't limit their abilities. Scott stated if they will be on-call, then they will have to paid 24 hours. Connie Clark stated that would be for a salaried position but also leads to burnouts and is unreasonable. Everyone agreed. Shawn asked how it's any different from the las chief. Scott stated the board tried to change it but that's a different discussion. Shawn stated he feels it's all or nothing. Gary stated Shawn's opinion is noted.

Michael stated he understands everyone's concerns and no one can be on call 24/7 indefinitely and no fire chief in any other department is on call 24/7. But it seems reasonable to iron out some specifics such as OIC deems it necessary to bring the chief in or if the medical call becomes ALS then it would be reasonable to respond but if he responds and it's truly a BLS call he can always go home. Connie questioned when the decision was going to made on the interim position. Gary stated he wants more

information on what the district is going to pay and defining his job description, but is all for hiring an interim chief to help the firefighters, the office personnel and the board. Scott stated some wage figures are \$35,000 to \$40,000 as a number for calculations and then if Michael is willing to do the training afterwards Scott would recommend the higher number as Michael brings a lot to the table. Hourly it would be \$20.00 per hour plus the chief's pick-up.

5. New Fire Chief Discussion/Advertise/Target Date - Last time the board posted advertisements in the newspapers and on-line; had a target date of a few months then started the interview process then two to three months for the moving process. Gary suggested the wage should be dependent on experience as the starting wage the last time was found to be too low. Shirley Goudswaard asked if the board talked with the fire department for any input and are they able to sit in on the interviews. Gary stated yes, as there was a lot of involvement the last time. Michael also attended the fire company meeting last night. Cory Calnan stated he believes the intent of involvement was for the hiring of the full time chief; will the membership have a say in the hiring process. Scott stated absolutely. Cory asked that a fire company officer or a community member be part of the interview panel as it would be a transparent process that will meet the needs of both the board and folks that are expected to follow that leader. Gary stated during the conversation the firefighters will be included as they have to work with him. Scott stated the process for the interim chief was transparent as he shared the resume as soon as he received it. Cory said yes, it was transparent for the interim position but the membership never saw any resumes the last time for the chief's position. Gary and Scott disagreed as all the meetings were open. Shawn stated the last time there were closed interviews. Shawn agreed with Cory to make it a committee that included some fire company membership and some community members. Scott stated the details will be worked out as things move along but for right now the position needs to be posted along with a target date to receive applications. Scott suggested to receive application through the end of January. Gary questioned having a committee as it hasn't worked out in the past as you can't have more than two trustees. Rita questioned if there was a policy saying they couldn't do things electronically or by telephone as a board member is missing tonight. Scott stated a policy would have to be written as there is no policy and the public has a right to attend. Cory stated that a committee could help the board screen the applicants and help with the interview process once the cuts have been made. Scott suggested to get the position posted and then work out the details as they come.

6. Maintenance Position Discussion/Advertise/Review -