

**RECORD OF PROCEEDINGS
MADISON FIRE DISTRICT BOARD OF TRUSTEES
REGULAR SESSION**

08-18-21

CALL TO ORDER @ 7:00 pm

ROLL CALL:

x Mr. Adams	x Mr. Lee	x Chief Baker
x Mr. Anderson	x Mr. Vest	x Joanne Clapp
x Mr. Gauntner	- Mr. Wayman	x Stacy Dame

PLEDGE OF ALLEGIANCE - The pledge was recited by all.

REGULAR SESSION

APPROVAL OF MINUTES

The July 21, 2021 Regular Session minutes were presented.

Motion to approve minutes as presented: Mr. Vest
Seconded by: Mr. Lee

ROLL CALL: All ayes

The August 11, 2021 Special Session minutes were presented.

Motion to approve minutes as presented: Mr. Gauntner
Seconded by: Mr. Vest

ROLL CALL: (4) ayes (Lee abstains)

BILLS & PAYROLL - July 2021

Bills (\$36,399.37), and Payroll (\$208,962.55) for a total of \$245,361.92 are motioned for acceptance and payment.

Motion to approve bills and payroll as presented by: Mr. Adams
Seconded by: Mr. Vest

ROLL CALL: All ayes

Ms. Clapp noted that July was a 3 pay month.

FINANCIAL REPORT - July 2021

Joanne Clapp, Fiscal Officer, summarized the July 2021 Revenue and Expenditures (Fund Summary Report). She shared that there is a higher balance in the revenue account due to the \$500K property tax advance. She also pointed out that one (1) part-time firefighter pays into OPERS which creates a budget discrepancy.

Ms. Clapp shared that August wages will resume being taken out of the fire side.

Mr. Gaunter asked Ms. Clapp to explain the current reserve encumbered monies under fire, rescue and ambulance. Ms. Clapp explained those are purchase orders for vehicle repairs and supplies.

OPENING PUBLIC PORTION - None to report.

LEGAL COUNSEL - None to report.

COMMITTEE REPORTS - None to report.

OLD BUSINESS

Station #3 Driveway Replacement Project

The project is complete and all agreed it is a huge improvement.

Mr. Gauntner suggested that monies be allotted in the 2022 budget to restripe the front parking lot. Chief Baker responded that this can potentially be done in-house.

Station #2 Renovation and Addition Project

Mr. Anderson shared that the advertisement for bids/public notice was sent to the News Herald on August 12th and was published on August 14th and will again be published on August 21st.

Mr. Gauntner announced that he placed the advertisement on the Township website as well. He also stated that a set of prints will be dropped off at Station #2 and also to Mr. Gaunter - he will advise Chief Baker when he has received them.

Chief Baker discussed the timeline with Andrew Torowski from CT Consultants who agreed pushing the deadline back to September 15th was a wise decision. It was also shared that many contractors currently are short staffed like other businesses which may impact the number of bids received.

Chief Baker will be notified by CT Consultants when prints are purchased from them so that follow up can be done with the contractor(s) if needed. He will keep the board members updated as well.

NEW BUSINESS

Resolution 21-21 Adoption of Juneteenth as a Holiday

A resolution recognizing June 19th, also known as Juneteenth, as a holiday.

Motion by: Mr. Lee

Seconded by: Mr. Adams

ROLL CALL: All ayes

CHIEF'S REPORT - July, 2021 - Chief Tod Baker

Staff anniversaries for July include Lt. VanKramer - 34 years, Lt. Henry - 22 years and Inspector Solymosi - 2 years.

Two (2) part-time resignation letters were received in the last week and another the last week of July. All were due to increased overtime at their full-time jobs.

Chief Baker expressed concern regarding the decreased staff and the inability to attract candidates (Captain Sopko reminded all that this is a nationwide issue, not isolated to Madison Fire District). He explained that other options may need to be considered such as hiring additional full-time firefighters. Will be setting up an education fair with Auburn Career Center, University Hospitals and Lakeland in hopes of capturing interest of students. Current part time staff is able to cover most open shifts, but does not allow for coverage of full-time staff days off.

Firefighter Sample has reached out to the MHS principal to discuss a possible program for Seniors to do ride alongs with parental consent as well as developing a high-school recruitment program by promoting the district during lunchtime at the school. The downside to this is that the turnaround time for high school recruits to be educated and experienced is 3-4 years. Chief Baker said a meeting with Mr. Brady is expected to occur in the next week or so. The timeline for this will depend on the current wave of COVID.

Mr. Lee expressed his agreement with the high school recruitment program even though there is a 3-4 year turn around due to the nature of staffing being an on-going issue.

Mr. Adams stated that although a long-term plan is good to have, the district needs a plan for now as well. He asked the Chief for an honest number of both part time and full time staff needed to create an 'ideal' situation. Chief Baker responded that most likely the part time roster needs to be approximately 30 vs the current 20. He also explained that 3 more full time staff would still put staffing below the 10 on duty that the department had when volumes were significantly less (now 15% greater). This would put the district at 6 full timers on duty per shift (18 total). Chief Baker also explained that 33% of the calls overlap which means there is no personnel available. The public generally doesn't understand this when they call for assistance and a neighboring department responds.

Chief Baker reminded all that Captain Meister and FF Bush currently teach at Auburn Career Center and they have expressed that pay drives candidates right now vs loyalty to any particular town/city (i.e. hometown). He stated that pay will be addressed in the next contract renewal process in order to keep the current talent pool.

Mr. Vest questioned that the last hiring of 3 full time firefighters was said to eliminate the staffing problems; Chief Baker explained that at the time that was the case however continued loss of part time talent is hurting the district. Many gain experience here but ultimately move to other places for more money. Currently many departments are offering lateral transfers vs. testing.

Mr. Gauntner asked if there has been an advertisement developed that he could share on social media and potentially share with the high school guidance counselor. Chief Baker said that the officers will put something together.

Call volumes continue to increase with 297 calls for July; 224 EMS related calls and 73 fire calls. The volumes continue to exceed previous years.

Captain Sopko stated that there are 3 people who will be eligible for retirement in early 2023 (one of them being him). He is confident that if the increase in volumes continues and staffing is not aligned the district will see all 3 opt for retirement; it's a young man's job!

Chief Baker stated that all preventative maintenance has been completed and the new engine will need to go back in for a third time due to a recall which is a Cummins issue.

Chief Baker shared that the slated squad replacement due in 2021 has been pushed back to the first half of 2022 and the officers also request replacement of the current Kawasaki Mule which is 20+ years old. It is utilized for all terrain rescue and fire suppression. They request the mule be replaced by a Polaris side by side with a skid rack on the back which allows us to secure a patient as well as carry needed water. Estimated to be a \$25,000 purchase.

CLOSING PUBLIC PORTION - None to report.

Mr. Anderson announced the next scheduled Board meetings are to be held on September 15th and October 20th @ 7:00 pm.

CLOSING BOARD COMMENTS - None.

Motion to adjourn @ 7:35 pm by: Mr. Vest
Seconded by: Mr. Gauntner

ROLL CALL: All ayes


Joanne Clapp, Fiscal Officer


Max Anderson, Chairman