

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

**06-25-2025**

**CALL TO ORDER** @ 1902 hours.

<b><u>ROLL CALL:</u></b> x Mr. Adams	x Mr. Anderson	- Chief Meister
x Mr. Donaldson	x Mr. Lee	- Joanne Clapp
- Mr. Sill	x Mr. Wayman	x Stacy Dame

**PLEDGE OF ALLEGIANCE** - The pledge was recited by all.

**SPECIAL SESSION: NEW BUSINESS**

Chair Wayman announced that the purpose of the meeting was for a pre-disciplinary hearing.

Ms. Dame read aloud the notice of charge against Captain Brian Faulhammer which reads as:

"The Collective Bargaining Agreement (CBA) between the Madison Fire District and the Madison Fire Fighters' Association, IAFF Local 3141, in effect from January 1, 2023, through December 31, 2025, specifically provides procedure for DISCIPLINE pursuant to Article 33, Sections 33.01 through 33.07.

Pursuant to Section 33.02, Captain Brian Faulhammer has been provided with notification that disciplinary action of being demoted to firefighter is being contemplated and that he has been entitled to an opportunity to be heard before further disciplinary action proceeds. The purpose of this pre-disciplinary hearing is to give Captain Faulhammer an opportunity to offer an explanation of the alleged misconduct, and details of which charges are specified in the notice of charge.

***Captain Faulhammer, You are being afforded an opportunity to have a union representative present and I see that Lt. Brewer is with you. You and your representative will be asked to respond to the allegations of misconduct as they have been outlined in your notice.***

The following Specification of Charges have been proffered as a result of an Internal Investigation. Written copy of the Charges was provided and served to Captain Brian Faulhammer on June 16th, pursuant to Section 33.02 (Exhibit A).

**Charge 1:**

With regards to the District policy, Section 100.00P(7)(i)

No officer or fire fighter shall make false reports or initiate rumors, either concerning personal character or conduct, which may discredit or be detrimental to any firefighter of the fire district or the business of the fire district.



Captain Brian Faulhammer is alleged to have made statements to representatives of the Madison Fire District during an investigation that commenced after an inquiry by the Ohio Bureau of Workers' Compensation that he did not file a complaint with the Bureau of Workers' Compensation. Those statements were false and hindered or interfered with the Madison Fire District's representation in the Bureau of Workers' Compensation and related EEOC investigation and inquiry.

The Facts and Circumstances Giving Rise to the Proposed Discipline are as follows:

On or about June 26, 2024, the Madison Fire District Board of Trustees were notified by a concerned employee that a report of fraud had been made to the Bureau of Worker's Compensation concerning a firefighter who was out on injury leave. The specific complaint noted on the BWC system was that a Captain of the Madison Fire District had called RTW specialist Tammy B, to report fraud consisting of allegations that the injured firefighter was working while on Temporary Total, did not receive pay, but pursuant to a grievance filed and won would be on active pay status and receive accrual of sick time as the firefighter had come to work and ordered/put away supplies. The report on the BWC reporting system also indicated that the reporting Captain was unaware of the injured firefighter performing work and further in his opinion this action was against the contract. In response to this notification, a meeting was requested by the Madison Fire District Board of Trustees for the purpose of investigating what had occurred and what information had been submitted to the BWC on its behalf.

On or about July 3, 2024, a meeting was held at Station 3 of the Madison Fire District in attendance were: Trustee Dan Donaldson (who at that time was acting Chairman), Chief Justin Meister, Captain Brian Faulhammer, and legal counsel for the Madison Fire District Stacy E. Dame, Esq. The purpose of the meeting was to ascertain facts and information concerning the handling of BWC claims and events leading up to and including specifics about the alleged fraud report at issue. In this meeting, when specifically asked, Captain Faulhammer denied calling to make a report of fraud to the BWC against the injured firefighter. In this meeting, Captain Faulhammer explained that as part of the BWC process there are certain forms to complete, one form being the C-84 form which specifically asks under Section 3, if the employee is currently working in any capacity during the requested period of disability. Captain Faulhammer explained in this investigatory meeting that he did not make a formal fraud report and instead he was asking questions in a regularly scheduled phone conference like a hypothetical as he would from time to time when he and the BWC representative would touch base on a few matters.

On or about July 15, 2024, Chief Meister specifically asked each one of his three (3) Captains if anyone made a fraud report to BWC as the Fire District Board of Trustees was trying to ascertain the facts and circumstances resulting in such a complaint being made. Again, in response, Captain Faulhammer indicated to Chief Meister that he did not make a report of fraud to the BWC. Instead he said he had a regular quarterly phone conversation with Tammy B, no official report was made, just a conversation. Captain Faulhammer additionally indicated to Chief Meister that he had no further conversations with anyone at the BWC concerning this matter.

The BWC fraud investigation unit initiated an investigation into the fraud report and at the conclusion of its investigation ultimately filed a C86 Motion on December 10, 2024, detailing the



results of its fraud investigation and requesting adjudication of specified issues against the injured worker. The Madison Fire District and the injured firefighter were successful in arguing that no fraud occurred and in getting the Ohio Industrial Commission to understand what had transpired with the handling of the injured Firefighter's worker's compensation claim.

On or about January 2, 2025 at 10:00am, Captain Faulhammer met with Investigator Stephanie Landgraf, Esq. In this meeting, the investigator specifically inquired about the fraud report and again Captain Faulhammer denied making a report. Instead, Captain Faulhammer offered the consistent explanation. Captain Faulhammer explained that he may have mentioned in conversation some questions that if something had happened how would he fill out a form, but did not indicate at any time that he made a call and reported any fraud. The investigator relays that she even asked Captain Faulhammer that if circumstances indicated that fraud was occurring that the District would have an interest in reporting it and an obligation to do so, so there would be no reason to not be forthcoming about any alleged fraud. The investigator indicates that Captain Faulhammer agreed with that position, but Captain Faulhammer at no time during the investigation indicated that he made a report of fraud to the BWC.

The Madison Fire District Board of Trustees relied upon the statements that Captain Faulhammer made regarding the non-report of fraud. The Madison Fire District Board of Trustees made decisions, took action, and conveyed positions in litigation involving both the Bureau of Worker's Compensation and the Equal Opportunity Commission based upon these statements that fraud was not reported by the Madison Fire District, specifically by Captain Brian Faulhammer and instead any fraud investigation was the result of a customary and regularly scheduled quarterly check in where a hypothetical discussion was had and that the BWC investigative unit on its own pursued, but that nothing was requested by the District.

On April 11, 2025 Captain Faulhammer wrote an email communication that contained the following statement:

"As you are aware, in my capacity as Captain and previous authorized representative for our BWC account, I reported concerns of potential BWC fraud involving an employee. This matter was appropriately referred to the Bureau of Workers' Compensation, and a special investigation was initiated. Since then, the BWC has found cause, and the case has been progressing through the legal system."

This was the first and only time that Captain Faulhammer has indicated to the Madison Fire District Board of Trustees or its representatives that he made a report of potential concerns of BWC fraud involving an employee. This statement contradicts each and every previous statement Captain Faulhammer has made, which in the course of its investigation of this matter consisted of at least three separate prior occasions. This leads the Madison Fire District Board of Trustees to contemplate discipline against Captain Faulhammer as a result of dishonesty, misleading statements, and engaging in conduct obstructive to an investigation.

There have also been several instances that have come to the attention of the Madison Fire District Board of Trustees through its ongoing investigation that indicate that Captain Faulhammer is acting in a manner that potentially exceeds the authority of his position including but not limited to the following related incidents:



Captain Faulhammer had been assigned the duty of handling the District's completion and monitoring of Worker's Compensation forms, a task which he has been handling for many years. Without any prior approval from Chief Meister, the Madison Fire District Board of Trustees, or District Legal Counsel, on November 26, 2023 Captain Faulhammer (then a Lieutenant) directed an injured firefighter to give her worker's compensation paycheck to the District subsequent to the initial eight (8) week or total of twenty (20) duty shift period. This action was a contributing factor to the BWC fraud investigation and was problematic for both the District and the employee.

On or about June 19, 2024, Captain Faulhammer contacted the BWC to make a report of fraud, even though he was not involved and was not aware of the facts and circumstances surrounding the grievance or the reason or basis for the decisions issued. Furthermore, Captain Faulhammer indicated that he was not aware of the firefighter performing tasks or ordering supplies while out on leave, which is contradicted by emails in which he is directing how many supplies to order and thanking the involved Firefighter for ordering said supplies. Finally, Captain Faulhammer did not obtain approval from Chief Meister nor did he consult with District Legal Counsel prior to contacting the BWC to insure that his understanding or information was accurate or constituted fraud."

Ms. Dame explained that this hearing is an opportunity for Captain Brian Faulhammer to be heard and to provide him with due process prior to the contemplated discipline being imposed.

Captain Faulhammer was then given the opportunity to present any evidence or information that he would like the Board to consider. He made the following statements in response to the formal charges against him (Exhibit B):

"I've always led with honesty, fairness, and a deep respect for this organization, its mission, this community, and the residents. As one quote reminds us "You can question my judgement, but never my integrity." That distinction matters and I stand here today with that truth intact.

The response to the allegation of making a fraud report being filed is I did not make a fraud report, at no time did I submit or initiate a formal fraud complaint with the BWC. My interaction was routine, via a phone call in my authorized capacity as the department's BWC account representative. I asked hypothetical and procedural questions regarding benefit eligibility and workplace status, which is very common in these phone conversations - well within the scope of my job responsibility.

On June 25, 2024, I sent an email to our legal counsel Stacy Dame and Chief Meister outlining concerns shared by me after speaking with BWC. I understood at the time that it was appropriate to bring these concerns to our legal counsel's attention as any potential referrals to the bureau should be instituted by our legal counsel and/or Chief Meister.

BWC elected to open an investigation based on its internal protocols. While I did participate in a routine call with BWC in my capacity as the District's authorized account representative, I did not submit a formal complaint or request an investigation. Any resulting inquiry and the subsequent C-86 motion were initiated solely by BWC; not by the Madison Fire District and certainly not by me.



On at least 3 occasions (July 3, July 15, 2024 & January 2, 2025) I clearly stated that I did not file a formal report of fraud. I spoke with BWC during a routine conversation. I had no intention of launching an investigation, especially since this would be Chief Meister and Legal Counsel's responsibility to determine. Each of these statements was truthful, consistent, and did not vary.

In regard to the April 11, 2025 email, it was a poorly worded summary, not dishonesty. The single statement referenced in the April 11th email "I reported concerns of potential BWC fraud...." was intended to reflect that I discussed a concern during a standard compliance call, not that I initiated a formal investigation. If clarification was needed, I should have been offered the opportunity to explain before such a severe conclusion was drawn.

As the account representative, I would've had to submit a formal report to the BWC or a signed affidavit to the BWC alleging the allegations, and this would have been documented by the BWC. Also, as the authorized BWC account representative, it was my duty to communicate regularly with BWC. My language in the email was meant to summarize that I had responsibly brought up concerns in a general sense - not that I formally reported fraud.

Again, that sentence was intended to reference a general conversation I had during a routine BWC check-in where I raised a hypothetical question or concern about how benefit eligibility might be impacted by a certain activity. It was not a formal complaint, nor did I submit anything official to BWC. I realize now that the wording may have been overly broad, but I intended to summarize that a concern had been discussed - not that I had initiated any investigation. I should have worded it more clearly, and I take responsibility for that, but I want to be clear: my actions and my statements have been consistent throughout this entire process.

Regarding the November 26th meeting with the fiscal officer, on November 26, 2023 in my administrative capacity as a lieutenant, I facilitated a meeting between the injured employee and the District's fiscal officer to discuss concerns related to the employee's compensation and benefit responsibilities. I did not instruct, coerce or direct the employee to surrender or assign their workers' compensation check to the District. Any decisions made were between the employee and the fiscal officer. My role was limited to attending the meeting and reiterating via email the outcome as discussed and agreed upon by those parties. I did suggest, in good faith and past practice, that it would be easier and best for the employee to write a check to cover known financial obligations such as health insurance premiums, retirement contributions, or other personal deductions as a way to help manage the impact of benefit limitations. My intent was to support transparency and ensure the employee had the information needed to make informed financial decisions - not to interfere or act beyond my authority (I understood it was not my authority) but it is our fiscal officer's authority as spelled out in her job description.

My involvement with regard to events cited on or about June 19, 2024 consisted of one singular email - stop the bleed tourniquets, and I was not aware of any other activity involving the employee handling the stocking of supplies, ordering gym equipment, or managing apparel orders until after the BWC investigation had begun and those emails were referenced. I did not direct or approve any such tasks and had no knowledge that the employee was performing them during their leave. It was believed the other individuals in the email would assist or handle those appropriately since it was information I had no knowledge of or facilitated.



I want to be clear and direct on this point: I have not been dishonest at any point during this process. My statements regarding the BWC interaction have been consistent across every inquiry and interview. I repeatedly acknowledged the conversation I had in my role as BWC representative. I clarified that it was not a formal report, and provided the same explanation on multiple occasions.

The email sent on April 11, 2025 was not intended to contradict those prior statements. It was a general reference to the earlier interaction - not a claim that I filed a formal complaint or initiated a fraud investigation. If the language was unclear, I take responsibility for that wording, but it does not reflect any intent to deceive or mislead.

To now suggest that I was dishonest based on a misinterpretation of one sentence after I was truthful at every step, mischaracterizes my actions and my integrity. I ask that the Board carefully consider that distinction before concluding I engaged in misconduct or dishonesty.

Lastly, throughout my time with the Madison Fire District, I have served with integrity, professionalism, and commitment to the department's mission. I have never acted with dishonesty or malice and have always made decisions in good faith and in accordance with my responsibilities.

I respectfully request that the Board withdraw this proposed discipline and restore due process, fairness, and trust in our internal systems.

Mr. Wayman asked if anyone had any questions for Captain Faulhammer or needed any clarification - there were none.

Chair Wayman stated that at this time he would entertain a motion to move into Executive Session. He asked Ms. Dame to explain the purpose.

Ms. Dame stated that the purpose for the Executive Session was to discuss Personnel - specifically employment, dismissal, discipline, demotion, compensation, and complaints against a public employee per ORC 121.22(G)(1) with possibility of business after if decision is made or if more information is requested, depending on which direction the Board wants to go.

Trustee Donaldson asked Captain Faulhammer if he wanted to submit his letter or anything before they went into Executive Session; Captain Faulhammer indicated he wanted to submit his written statement and his email to Stacy Dame so she was aware before anything proceeded.

Motion to enter into Executive Session to discuss Personnel - specifically employment, dismissal, discipline, demotion, compensation, and complaints against a public employee per ORC 121.22(G)(1) @19:22 was made by: Mr. Adams

Seconded by: Mr. Anderson

ROLL CALL: All ayes

Regular session resumed at 20:10.

**ADJOURNMENT**

Chair Wayman stated there was no more business and no decision to be made at this time as the Board would like to gather more information. He asked for a motion to adjourn.

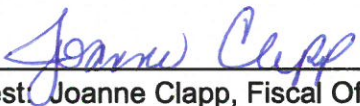
Motion to adjourn was made by: Mr. Anderson

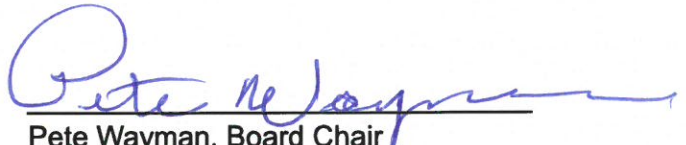
Seconded by: Mr. Lee

ROLL CALL: All ayes

Meeting was adjourned at 20:11

Accepted and Approved: July 16, 2025

  
Attest: Joanne Clapp, Fiscal Officer

  
Pete Wayman, Board Chair



To: Captain Brian Faulhammer

From: Madison Fire District Board of Trustees

Date: 6/26/2025

Re: Specification of Charges concerning dishonest and misleading communication regarding a Workers' Compensation Claim that was presented by a fellow fire fighter and which formed the basis of the charges being presented against you at the pre-disciplinary hearing.

The Collective Bargaining Agreement (CBA) between the Madison Fire District and the Madison Fire Fighters' Association, IAFF Local 3141, in effect from January 1, 2023, through December 31, 2025, specifically provides procedure for DISCIPLINE pursuant to Article 33, Sections 33.01 through 33.07.

Pursuant to Section 33.02, you are being provided with notification that disciplinary action of being demoted to fire fighter is being contemplated and that you are entitled to an opportunity to be heard before further disciplinary action proceeds. The purpose of this pre-disciplinary hearing is to give you an opportunity to offer an explanation of the alleged misconduct, details of which charges are specified below. ***You are being afforded an opportunity to have a union representative present and you and your representative will be asked to respond to the allegations of misconduct which are outlined in this Notice.***

Be advised that the following Specification of Charges have been proffered as a result of the above Internal Investigation. This written copy of the Charges is being provided to you pursuant to Section 33.02.

**Charge 1:**

**SECTION 100.00P (7)(i)**

No officer or fire fighter shall make false reports or initiate rumors, either concerning personal character or conduct, which may discredit or be detrimental to any fire fighter of the fire district or the business of the fire district.

Captain Brian Faulhammer made statements to representatives of the Madison Fire District during an investigation that commenced after an inquiry by the Ohio Bureau of Workers' Compensation that you did not file a complaint with the Bureau of Workers' Compensation. Those statements were false and hindered or interfered with the Madison Fire District's representation in the Bureau of Workers' Compensation and related EEOC investigation and inquiry.



### Facts and Circumstances Giving Rise to the Proposed Discipline

On or about June 26, 2024, the Madison Fire District Board of Trustees were notified by a concerned employee that a report of fraud had been made to the Bureau of Worker's Compensation concerning a firefighter who was out on injury leave. The specific complaint noted on the BWC system was that a Captain of the Madison Fire District had called RTW specialist Tammy B, to report fraud consisting of allegations that the injured Firefighter was working while on Temporary Total, did not receive pay, but pursuant to a grievance filed and won would be on active pay status and receive accrual of sick time as the firefighter had come to work and ordered/put away supplies. The report on the BWC reporting system also indicated that the reporting Captain was unaware of the injured firefighter performing work and further in his opinion this action was against the contract. In response to this notification, a meeting was requested by the Madison Fire District Board of Trustees for the purpose of investigating what had occurred and what information had been submitted to the BWC on its behalf.

On or about July 3, 2024, a meeting was held at Station 3 of the Madison Fire District in attendance were: Chairman of the Madison Fire District Board of Trustees Dan Donaldson, Chief Justin Meister, Captain Brian Faulhammer, and legal counsel for the Madison Fire District Stacy E. Dame, Esq. The purpose of the meeting was to ascertain facts and information concerning the handling of BWC claims and events leading up to and including specifics about the alleged fraud report at issue. In this meeting, when specifically asked, Captain Faulhammer denied calling to make a report of fraud to the BWC against the injured Firefighter. In this meeting, Captain Faulhammer explained that as part of the BWC process there are certain forms to complete, one form being the C-84 form which specifically asks under Section 3, if the employee is currently working in any capacity during the requested period of disability. Captain Faulhammer explained in this investigatory meeting that he did not make a formal fraud report and instead he was asking questions in a regularly scheduled phone conference like a hypothetical as he would from time to time when he and the BWC representative would touch base on a few matters.

On or about July 15, 2024, Chief Meister specifically asked each one of his three (3) Captains if anyone made a fraud report to BWC as the Fire District Board of Trustees was trying to ascertain the facts and circumstances resulting in such a complaint being made. Again, in response, Captain Faulhammer indicated to Chief Meister that he did not make a report of fraud to the BWC. Instead he said he had a regular quarterly phone conversation with Tammy B, no official report was made, just a conversation. Captain Faulhammer additionally indicated to Chief Meister that he had no further conversations with anyone at the BWC concerning this matter.

The BWC fraud investigation unit initiated an investigation into the fraud report and at the conclusion of its investigation ultimately filed a C86 Motion on December 10, 2024, detailing the results of its fraud investigation and requesting adjudication of specified issues against the injured worker. The Madison Fire District and the injured Firefighter were successful in arguing that no fraud occurred and in getting the Ohio Industrial Commission to understand what had transpired with the handling of the injured Firefighter's worker's compensation claim.



On or about January 2, 2025 at 10:00am, Captain Faulhammer met with Investigator Stephanie Landgraf, Esq. In this meeting, the investigator specifically inquired about the fraud report and again Captain Faulhammer denied making a report. Instead, Captain Faulhammer offered the consistent explanation. Captain Faulhammer explained that he may have mentioned in conversation some questions that if something had happened how would he fill out a form, but did not indicate at any time that he made a call and reported any fraud. The investigator relays that she even asked Captain Faulhammer that if circumstances indicated that fraud was occurring that the District would have an interest in reporting it and an obligation to do so, so there would be no reason to not be forthcoming about any alleged fraud. The investigator indicates that Captain Faulhammer agreed with that position, but Captain Faulhammer at no time during the investigation did he indicate that he made a report of fraud to the BWC.

The Madison Fire District Board of Trustees relied upon the statements that Captain Faulhammer made regarding the non-report of fraud. The Madison Fire District Board of Trustees made decisions, took action, and conveyed positions in litigation involving both the Bureau of Worker's Compensation and the Equal Opportunity Commission based upon these statements that fraud was not reported by the Madison Fire District, specifically by Captain Brian Faulhammer and instead any fraud investigation was the result of a customary and regularly scheduled quarterly check in where a hypothetical discussion was had and that the BWC investigative unit on its own pursued, but that nothing was requested by the District.

On April 11, 2025 Captain Faulhammer wrote an email communication that contained the following statement:

"As you are aware, in my capacity as Captain and previous authorized representative for our BWC account, I reported concerns of potential BWC fraud involving an employee. This matter was appropriately referred to the Bureau of Workers' Compensation, and a special investigation was initiated. Since then, the BWC has found cause, and the case has been progressing through the legal system."

This was the first and only time that Captain Faulhammer has indicated to the Madison Fire District Board of Trustees or its representatives that he made a report of potential concerns of BWC fraud involving an employee. This statement contradicts each and every previous statement Captain Faulhammer has made, which in the course of its investigation of this matter consisted of at least three separate prior occasions. This leads the Madison Fire District Board of Trustees to contemplate discipline against Captain Faulhammer as a result of dishonesty, misleading statements, and engaging in conduct obstructive to an investigation.

There have also been several instances that have come to the attention of the Madison Fire District Board of Trustees through its ongoing investigation that indicate that Captain Faulhammer is acting in a manner that potentially exceeds the authority of his position including but not limited to the following related incidents:

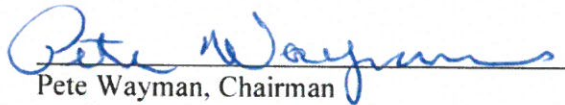
Captain Faulhammer had been assigned the duty of handling the District's completion and monitoring of Worker's Compensation forms, a task which he has been handling for many years. Without any prior approval from Chief Meister, the Madison Fire District Board of



Trustees, or District Legal Counsel, on November 26, 2023 Captain Faulhammer (then a Lieutenant) directed an injured firefighter to give her worker's compensation paycheck to the District subsequent to the initial eight (8) week or total of twenty (20) duty shift period. This action was a contributing factor to the BWC fraud investigation and was problematic for both the District and the employee.

On or about June 19, 2024, Captain Faulhammer contacted the BWC to make a report of fraud, even though he was not involved and was not aware of the facts and circumstances surrounding the grievance or the reason or basis for the decisions issued. Furthermore, Captain Faulhammer indicated that he was not aware of the firefighter performing tasks or ordering supplies while out on leave, which is contradicted by emails in which he is directing how many supplies to order and thanking the involved Firefighter for ordering said supplies. Finally, Captain Faulhammer did not obtain approval from Chief Meister nor did he consult with District Legal Counsel prior to contacting the BWC to insure that his understanding or information was accurate or constituted fraud.

The pre-disciplinary conference before the Madison Fire District Board of Trustees is scheduled for Wednesday June 25 at 7pm, at 840 River Street, Madison, Ohio 44057.

  
Pete Wayman, Chairman  
Madison Fire District Board of Trustees

## **Statement in Response to Charges**

**Captain Brian Faulhammer**

**Pre-Disciplinary Hearing – June 25, 2025**

**Madison Fire District – IAFF Local 3141**

**To the Madison Fire District Board of Trustees:**

**Statement for my June 25 pre-disciplinary hearing to formally respond to the specification of charges alleging that I made dishonest or misleading statements regarding a conversation I had with the Bureau of Workers' Compensation (BWC).**

**I've always led with honesty, fairness, and a deep respect for this organization, its mission, this community, and the residents. As one quote reminds us, 'You can question my judgment, but never my integrity.' That distinction matters — and I stand here today with that truth intact."**

### **Charge under SOP 100.00P(7)(i)**

**"No officer or firefighter shall make false reports or initiate rumors, either concerning personal character or conduct, which may discredit or be detrimental to any firefighter of the fire district or the business of the fire district."**

### **Response to Allegation and Factual Clarification**

#### **1. I Did Not File a Fraud Report**

**At no time did I submit or initiate a formal fraud complaint with the BWC. My interaction was a routine phone call in my authorized capacity as the department's BWC account representative. I asked hypothetical and procedural questions regarding benefit eligibility and workplace status, which is very common in these phone conversations—well within the scope of my job responsibilities.**

**Q: What is our SOP/SOG on the role of the Authorized Rep for BWC?**

**Q: Your report states I spoke with a Tammy B. from the RTW program, wouldn't the report reflect I would have to call the fraud line or fill out an official fraud report with the fraud department?**

**On June 25, 2024, I sent an email to our legal (Stacy Dame) and Chief Meister outlining concerns shared by me after speaking with our MCO and the BWC. I understood at the time that it was appropriate to bring those concerns to your attention, as any potential referral to the Bureau should be instituted by our legal counsel and/or Chief Meister first.**



## **2. BWC Initiated the Investigation Independently**

The BWC elected to open an investigation based on its internal protocols. While I did participate in a routine call with BWC in my capacity as the District's authorized account representative, I did not submit a formal complaint or request an investigation. Any resulting inquiry and the subsequent C-86 motion were initiated solely by BWC—not by the Madison Fire District and certainly not by me.

**Q: Were there any case notes that specifically stated Capt. Brian Faulhammer, MFD authorized representative, or the MFD, formally filed a complaint with the fraud department?**

## **3. My Prior Statements Were Consistent**

On at least three occasions (July 3, July 15, 2024, and January 2, 2025), I clearly stated that:

- I did not file a formal report of fraud,
- I spoke with BWC during a routine conversation,
- I had no intention of launching an investigation, especially since this would be Chief Meister's and Legal Counsel's responsibility to determine.

Each of these statements was truthful and consistent and did not vary.

## **4. April 11, 2025 Email Was a Poorly Worded Summary—Not Dishonesty**

The single sentence referenced in my April 11 email—"I reported concerns of potential BWC fraud..."—was intended to reflect that I discussed a concern during a standard compliance call, not that I initiated a formal investigation. If clarification was needed, I should have been offered the opportunity to explain before such a severe conclusion was drawn.

As the account representative, I would've had to submit a formal report to the BWC or a signed affidavit to the BWC alleging the allegations, and this would have been documented by the BWC. Also, as the authorized BWC account representative, it was my duty to communicate regularly with BWC. My language in that email was meant to summarize that I had responsibly brought up concerns in a general sense—not that I formally reported fraud.

Again, that sentence was intended to reference a general conversation I had during a routine BWC check-in, where I raised a hypothetical question or concern about how benefit eligibility might be impacted by a certain activity. It was not a formal complaint, nor did I submit anything official to the BWC. I realize now that the wording may have been overly broad, but I intended to summarize that concern had been discussed, not that I had initiated any investigation. I should have worded it more clearly, and I take responsibility for that, but I want to be clear: my actions and my statements have been consistent throughout this entire process.

#### **5. November 26, 2023, Meeting with the Fiscal Officer**

On or about November 26, 2023, in my administrative capacity at the time as a Lieutenant, I facilitated a meeting between the injured employee and the District's fiscal officer to discuss concerns related to the employee's compensation and benefit responsibilities. I did not instruct, coerce, or direct the employee to surrender or assign their workers' compensation check to the District. Any decisions made were between the employee and the fiscal officer. My role was limited to attending the meeting and reiterating, via email, the outcome as discussed and agreed to by those parties. I did suggest, in good faith and past practice, that it would be easier and best for the employee to write a check to cover known financial obligations, such as health insurance premiums, retirement contributions, or other personal deductions, as a way to help manage the impact of benefit limitations. My intent was to support transparency and ensure the employee had the information needed to make informed financial decisions—not to interfere or act beyond my authority, which I understood is not my authority and is our fiscal officers' authority as spelled out in her job description.

#### **Q: What is the Fiscal Officer's Job Description?**

#### **6. Regarding the events cited on or about June 19, 2024**

My involvement consisted of one singular email, stop the bleed tourniquets, and I was not aware of any other activity involving the employee handling the stocking of supplies, ordering gym equipment, or managing apparel orders until after the BWC investigation had begun, and those emails were referenced. I did not direct or approve any such tasks and had no knowledge that the employee was performing them during their leave. It was believed the other individuals in the email would assist or handle those appropriately, since it was information I had no knowledge of or facilitated.

#### **Clarification Regarding Alleged Dishonesty**

I want to be clear and direct on this point: I have not been dishonest at any point during this process. My statements regarding the BWC interaction have been consistent across every inquiry and interview. I repeatedly acknowledged the conversation I had in my role as BWC representative, clarified that it was not a formal report, and provided the same explanation on multiple occasions.

The email sent on April 11, 2025, was not intended to contradict those prior statements. It was a general reference to the earlier interaction—not a claim that I filed a formal complaint or initiated a fraud investigation. If the language was unclear, I take responsibility for that wording, but it does not reflect any intent to deceive or mislead.



To now suggest that I was dishonest—based on a misinterpretation of one sentence after I was truthful at every step—mischaracterizes my actions and my integrity. I ask that this Board carefully consider that distinction before concluding I engaged in misconduct or dishonesty.

Lastly, Throughout my time with the Madison Fire District, I have served with integrity, professionalism, and commitment to the department's mission. I have never acted with dishonesty or malice and have always made decisions in good faith and in accordance with my responsibilities.

I respectfully request that the Board withdraw this proposed discipline and restore due process, fairness, and trust in our internal systems.



Brian Faulhammer <bfaulhammer@madisonfiredist.com>

## Re: Legal questions

1 message

Brian Faulhammer <bfaulhammer@madisonfiredist.com>  
To: stacydamelaw@gmail.com

Tue, Jun 25, 2024 at 10:08 AM

Hi Stacy,

Thank you for getting back to me, hope your father is doing well. I spoke to Chief Meister more, and we agreed it can wait till he is back. It pertains to the BWC C-84 form section 3, under employment. BWC is aware and they are looking into it, but I can attach it for your review. Specifically, the working includes section. I am back tomorrow if you'd like to discuss, but I believe Chief Meister is good with waiting.

On Tue, Jun 25, 2024 at 10:01 AM <stacydamelaw@gmail.com> wrote:

Captain Faulhammer,

I was in court yesterday, but I am in receipt of your email. I am in my office today but have back to back appointments (as I have been out of office caring for my parents after my father's surgery). Can you send me an email with a heads up as to the issues so maybe I can get a head start on collecting my thoughts and then is it something that we can discuss in more detail either tomorrow morning or afternoon? I don't know how much time I will have for a phone call today.

Thanks,

**STACY E. DAME**

LAW OFFICE OF STACY E. DAME, LLC

4247 RED MILL VALLEY ROAD

PERRY, OHIO 44081

PHONE: 440-417-6495

EMAIL: STACYDAMELAW@GMAIL.COM



**From:** Brian Faulhammer <bfaulhammer@madisonfiredist.com>  
**Sent:** Monday, June 24, 2024 9:35 AM  
**To:** Stacy Dame <stacydamelaw@gmail.com>  
**Subject:** Legal questions

Good Morning Stacy,

I spoke to Chief Meister this morning and he was good with me reaching out to you since he is on vacation. I have a couple of questions about some legal with Madison Fire.

If you are available today, can you call me at Station 3?

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**Capt. Brian Faulhammer-OFE**

Madison Fire District

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