

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

06-30-2025

CALL TO ORDER @ 17:00 hours.

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

PLEDGE OF ALLEGIANCE - The pledge was recited by all.

SPECIAL SESSION: OLD BUSINESS

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

Chair Wayman stated that at this time he would entertain a motion to move into Executive Session. He stated that the purpose was to bring Mr. Sill up to speed on recent events, answer any questions he has about the situation, and to further discuss Personnel, specifically employment, dismissal, discipline, demotion, compensation, and complaints against a public employee per ORC 121.22(G)(1).

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) @17:08 was made by: Mr. Anderson

Seconded by: Mr. Lee

ROLL CALL: All ayes

Regular session resumed at 17:40.

Mr. Wayman stated that in Executive Session, the Board brought Mr. Sill up to present, received Captain Faulhammer's response and went over some of that. Mr. Sill indicated that one piece of information that was new to him was the affidavit of Ms. Joanne Clapp, and he wanted to hear her recollection about the conversation.

Mr. Wayman asked Sean Snell (MFD IT contractor) to bring Ms. Joanne Clapp into the meeting. While that was being done, Mr. Wayman asked if anyone had anything to discuss. Mr. Sill stated that he would like to hear from Ms. Clapp regarding her affidavit in order to have a better understanding of her part in this situation. Ms. Dame clarified that Ms. Clapp had submitted an affidavit to the Board and a copy was given to Captain Faulhammer for review. Ms. Dame stated he would be given an opportunity to ask questions in response to the affidavit.

Ms. Clapp joined via webex @17:43 hours. Mr. Sill asked her to go over the conversation with Captain Faulhammer on November 26, 2023 for the record. Ms. Clapp stated that she was in the office to process payroll and Captain Faulhammer and the injured worker came up to her office to discuss the process for the injured worker to continue their personal and health related deductions during their injury time off. She stated there was no discussion regarding the injured worker turning over their BWC check to the District, only the figures for deductions was

discussed. Mr. Sill asked Ms. Clapp to confirm if this has occurred at any time prior; Ms. Clapp stated that yes, she has had a few instances where she lets the injured employee know what dollar amount they should turn over to the District to continue their deductions (medical, dental, pension, any personal savings accounts and/or deferred compensation).

Ms. Dame stated that all members of the Board have in front of them a signed affidavit from Ms. Clapp (Exhibit A) and asked Ms. Clapp if she had reviewed it carefully to which Ms. Clapp agreed she had. Ms. Dame also asked her to swear and affirm the June 27th document, that all statements made in the affidavit are true and accurate to the best of her knowledge, to which Ms. Clapp again agreed that she does.

Mr. Lee asked Ms. Clapp to confirm that there had been previous firefighters that had written a check to the District. Ms. Clapp stated that is correct; she had at least 2 instances prior in which this was done.

Mr. Wayman gave Captain Faulhammer an opportunity to ask Ms. Clapp any questions regarding her statement(s).

Captain Faulhammer indicated that he read Ms. Clapp's affidavit and she is stating that this is true, but he asked Ms. Clapp if she remembered hearing him say that the injured worker needed to turn over the BWC checks to the District because he knows that they have had conversations about this before and we have always done in the past is for the employee to cut a check to the District for what they owe, to which Ms. Clapp responded that it was correct that in the past they have always cut a check for what they owe, further responding that Captain Faulhammer had made the suggestion and then later on a determination was made. Captain Faulhammer asked who made that determination, to which Ms. Clapp responded in an email.

Captain Faulhammer inquired if the determination was made based on what the injured worker wanted to have done. Joanne Clapp responded we had a discussion, but stated she left the determination for Captain Faulhammer and the injured worker to determine. Captain Faulhammer indicated this was not his job and asked Ms. Clapp if she would agree that they had conversation with the injured worker to turn over here deduction portion, whether personal, health insurance, or pension contributions. Ms. Clapp agreed there was a conversation about that and the deduction portion would be sent to the District.

Captain Faulhammer asked if it was the injured worker who wanted an actual physical check from the fiscal officer to which Ms. Clapp responded that she did not recall that. Ms. Clapp stated she did remember a discussion where Captain Faulhammer suggested the injured worker turn over the whole check, but her recollection is that she left that determination with Captain Faulhammer and the injured worker to discuss it from there.

Captain Faulhammer stated he never asked for the whole check, just the deductions. Captain Faulhammer's inquiry concluded.

Mr. Donaldson presented a statement on behalf of the entire District Board:

"We have reviewed your statements and have determined the following:

1. We have sworn testimony that indicates that the information you provided this Board is inaccurate.
2. The District hired an independent investigator and upon review of the investigative report and our own individual investigation, we find that the information provided in your response to be inaccurate, and your responses to us to be inaccurate and deceptive.
3. The Madison Fire District Board relied on your inaccurate and deceptive statements in preparations and investigations into complaints against the Madison Fire District and in various legal matters."

Chair Wayman asked Captain Faulhammer if he had any questions for the Board or any comments, to which Captain stated "I don't believe I have any at this time." Mr. Wayman then asked if there were any other Board comments.

Chair Wayman stated "we have found Brian to give us some major inaccuracies and at this point I would entertain a motion to demote Mr. Faulhammer to firefighter."

Motion to demote Captain Faulhammer to firefighter was made by: Mr. Anderson

Seconded by: Mr. Sill

ROLL CALL: All ayes

Mr. Wayman then made the following statement:

"This is my 26th year serving on the Madison Fire District Board and we have never had a situation like this before. In a situation like this, the Board must do its due diligence and I believe we have done that. It's a sad day for the Madison Fire District and it's a sad day for Mr. Faulhammer too, and I hope this never happens again."

A member of the audience (Mr. Faulhammer, Brian's father) stated that it's sad that this decision was made and stated in front of the whole world.

Ms. Clapp asked that someone give her direction as to what rate she is to move him to and what date it is effective. Mr. Wayman responded that she would be given direction.

Chair Wayman stated he would entertain a motion to adjourn into executive session again @17:53 hours to discuss personnel - specifically employment, demotion, compensation per ORC 121.22(G)(1).

Motion to move to executive session to discuss personnel - specifically employment, demotion, compensation per ORC 121.22(G)(1) was made by: Mr. Anderson

Seconded by: Mr. Adams

ROLL CALL: All ayes

Regular session resumed at 18:16 hours.

Chair Wayman directed Ms. Clapp to change Captain Faulhammer's status to G1 FF/Paramedic, effective immediately.

ADJOURNMENT

Chair Wayman stated there was no more business and asked for a motion to adjourn.

Public attendee, Mrs. Katherine Carter-Faulhammer asked to speak. She stated the following: "Brian (step son) has gone above and beyond and has worked hard to obtain his Captain ranking. He has shown the public he is an exemplary firefighter. The public is behind him. These false accusations you're saying that he had in his statements should be told to us. We need to know what you are saying is false."

Chair Wayman replied that the Board brought up bullet points of what has transpired, and that this has been going on for months.

Mrs. Faulhammer replied that the Board did not say specifically what they were and "we would like to know what those are." Chair Wayman stated that he was sure they could get copies of the complaint(s) which were read at the previous meeting. A brief discussion continued and Mr. Wayman again stated that this was all discussed at the last meeting and Ms. Dame stated that she read the charge that was filed against Brian and he was provided a copy of said charges. She added that what was stated, is that they found his statements to be inaccurate based on what was outlined in the notice of charge. Mrs. Faulhammer stated that if the Board wishes to slander his name, they should provide the information to the public.

Chair Wayman added that the Board has done their due diligence and asked for a motion to adjourn the meeting.

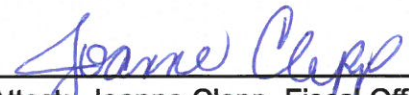
Motion to adjourn was made by: Mr. Adams

Seconded by: Mr. Lee

ROLL CALL: All ayes

Meeting was adjourned at 18:20 hours

Accepted and Approved: July 16, 2025


Attest: Joanne Clapp, Fiscal Officer


Pete Wayman, Board Chair

STATE OF OHIO

COUNTY OF _____

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) SS. AFFIDAVIT OF JOANNE CLAPP

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JOANNE CLAPP, being first duly sworn, deposes and says as follows:

1. That I am the Fiscal Officer for the Madison Fire District whose primary place of business is located at 840 River Street, Madison, Ohio 44057.
2. I have been employed in this capacity since February 18, 2015.
3. On Sunday, November 26, 2023, I attended a meeting at Station 3 involving an injured worker and Brian Faulhammer (who at the time was a Lieutenant but currently holds the position of Captain). The purpose of this meeting was to discuss the injured worker's sick time and worker's compensation benefits. In preparation for this meeting, I calculated the injured worker's cost for insurance, dental, and vision.
4. At the conclusion of the meeting, Captain Faulhammer suggested and determined that the injured worker would endorse her BWC check to the district, facilitating the issuance of a regular pay stub detailing all relevant deductions and benefits.
5. Affiant states that she received an email in the evening of November 26, 2023, in which Captain Brian Faulhammer directed the injured worker to endorse her BWC check to the district, facilitating the issuance of a regular pay stub detailing all relevant deductions and benefits.
6. Affiant states that pursuant to this directive the injured worker deposited her worker's compensation check into her bank account then wrote a check to the district in the full amount of the injured worker's Temporary Total benefit. Affiant then made deductions from the remitted amount for the injured worker's requested withholdings such as insurance costs and pension and then remitted a regular pay check back to the injured worker for the net difference.

FURTHER AFFIANT SAYETH NAUGHT.

Joanne Clapp
JOANNE CLAPP

SWORN TO BEFORE ME AND SUBSCRIBED in my presence on this 27th day of June, 2025.

Barbara J. Fieth
Notary Public



BARBARA J. FIETH
NOTARY PUBLIC - OHIO
MY COMMISSION EXPIRES
09-06-26