

WILLIAMS RURAL FIRE PROTECTION DISTRICT
Board Workshop Meeting Minutes
March 15, 2024

Called to order: 14:33pm

Roll Call:

Board Members Present

Position 1 – Heather Glass

Position 2 – Brian Barton

Position 3 – Claudia Pratt

Position 4 – Bill Ertel

Position 5 – David Applegate

Williams Staff Present

Administrative Assistant – Jennifer Vetter

Lieutenant Oskar Sundell

District Fire Marshal Jon Scaroni

Community Members Present:

None

Zoom Participants:

Betty Butynski

Announcements:

Board Member Bill Ertel will be leaving for a short vacation.

Agenda Additions:

Add Safer Grant to end of discussion topics

- A motion was made by Heather Glass to add the Safer Grant discussion to the end of the topics. The motion was seconded by Brian Barton.

Discussion: None.

- 🗳 Heather Glass – Aye
- 🗳 Brian Barton – Aye
- 🗳 Claudia Pratt – Abstain (reason stated: not enough information)
- 🗳 Bill Ertel – Aye
- 🗳 David Applegate – Aye

- Motion passed unanimously

5-Year Plan Discussion

Board Member Bill Ertel stated that for the last 5 months this has on and off been attempted to get going and he would like to get this on an express. It was discussed who would like to be on the committee and it was decided those people will be Lt. Oskar Sundell, Board Member Brian Barton, Board Member Bill Ertel, and possibly Interim Chief and Captain Nicco Holt. Board Chair Heather Glass stated that the plan doesn't have to be finalized as the plan could change or affect what we are looking for in a leadership role as chief. Board Member Brian Barton added that this may help the candidates for Fire Chief understand what the organization is looking for. Board Member Bill Ertel would like to have a final draft by the interview process for Fire Chief.

Employee Satisfaction Survey

A survey was polled by Human Resource Manager Jennifer Vetter

Time Frame: Survey was open for 4 days, closing on the 13th of March.

Participants: Paid Staff Only – 6 were polled and 4 responded, Jennifer Vetter did not participate and one other anonymous paid staff member did not participate

Developer: Jennifer Vetter – Jennifer Vetter **did not** participate in the survey

Board Chair Heather Glass stated that this is going to be helpful for the Board in looking for a chief to see the employee focuses, satisfactions, and what drives them. Board Chair Heather Glass also stated that in asking for feedback from staff and volunteers on qualities wanted in a chief, INTEGRITY was high on the list and would like the Board to take note of that.

Human Resource Manager, Jennifer Vetter, went over the Employee Satisfaction Survey Summary.

- *Mostly feel recognized and respected for their work*

What they do on a daily bases and perceived by management, pretty satisfied

- *Most are seeking higher wages*

75% are seeking higher wages and 25% are seeking employer match if a 401k is to be sourced through the fire district. The district doesn't have a 401k at this time

- *Most feel that the workload is evenly distributed, but understaffed*

A comment was made in the poll of the feeling of being understaffed and it may be that the workload is distributed evenly but the workload is heavy or a lot per person.

- *Most feel that their benefits package is competitive*

The benefit package entails Medical and Dental, no vision. The Fire District pays 100% of dental premiums (no out of pocket participation on the premiums to receive coverage) and the first \$1200 of the medical premium per month per participant on the plans is covered by the Fire District.

Board Member Bill Ertel asked if the Fire District has the opportunity to negotiate on the benefits package. It is recommended that the Board participate in the renewal process at this time during interim status.

- Don't feel their manager seeks feedback or values the feedback when it is offered

As a majority the employees don't feel that psychological safety is employed in the workplace.

Board Member Claudia Pratt asked if this survey was meant for the current leadership or previous leadership. HR Manager Jennifer Vetter stated that the time frame was left open purposely to allow for respondents to openly respond with situations such as, "At one time I felt ____ And now I feel ____" and people aren't doing that. Board Member Claudia Pratt stated that she felt the survey results don't differentiate to reflect current vs previous leadership. HR Manager Jennifer Vetter stated that while it is plausible that it could have covered multiple years, she cautions that the Board take the survey seriously. Board Member Bill Ertel asked if it only is talking about Interim Chief and Captain Nicco Holt and it was discussed that not necessarily, however, when given the opportunity to provide feedback, there is usually some kind of feedback finding that gives time frame to the answer. Board Chair Heather Glass stated that a change in feelings would be reflected in the feedback. HR Manager Jennifer Vetter stated that the goal is to field the audience and this is a good start.

Board Chair Heather Glass proposed that a survey take place regularly and Board Member Claudia Pratt agreed that it should be done at least every 6 months. Another poll is suggested to go out 90 days after the hire of a new chief.

Board Member Bill Ertel asked District Fire Marshal Jon Scaroni how he perceived the question (as far as time frame being asked about) and he answered that he answered the question in terms of 'now' or current situation, current people, current leadership.

- Employees are equally divided on:
 - o Whether or not they get the desired learning opportunities
 - o Whether Management is being transparent vs non-transparent
 - o Communication within the fire district – communication being any time from board on down, management on down, and between each other.

When asked to provide specific feedback in the survey summarized:

Employees express overall job satisfaction while caring for their community, saving lives, saving structures, and experience teamwork and autonomy. Access to management, knowing

achievable expectations, having reliable income, and openness between colleagues was also important to overall job satisfaction. Motivation was found in camaraderie, autonomy, rapport, growth possibilities for the organization, positive results from helping the community, and the people and work itself.

Per HR Manager Jennifer Vetter, in the transition stage, we are somewhat in normal ops, with the reduction of one person and, in any transition where change is happening, it is important to catch the need to address items that will come up again that normally are hidden under normal every day circumstances. She also stated that this could trend and it would be important to watch which way things trend.

Board Member Bill Ertel suggested that perhaps at the next board meeting that the Chair could ask if there are thoughts or questions on the survey.

Posting of Chief Position Discussion

Where will the posting be placed? Per Board Chair Heather Glass stated that it will be posted in the Daily Dispatch, SDAO.com, and Western Fire Chief's Association. Board Member Claudia Pratt asked if the SDAO will be involved. Board Chair Heather Glass stated that perhaps there wasn't a need for the cost associated with SDAO after a conversation with Chief Wolfard and she thought of utilizing the posting from the last chief hiring process in 2019 by making appropriate changes along with producing a timeline. Board Member Claudia Pratt stated that the Applegate Fire hiring process was different since they were hiring from within only. SDAO was a consideration for use for the hiring process.

Lieutenant Oskar Sundell stated that it is an option not to use the SDAO route because it will cost money and the candidates that applied were not the strongest.

Board Secretary David Applegate stated that he read through some of the paperwork and upon looking at the qualification requirements are higher than what the Williams Fire District needs.

Board Member Bill Ertel stated that during former Chief Vetter's hiring process the SDAO was utilized and, back then the Board was not as knowledgeable as the current Board. Board Member Bill Ertel found that the SDAO service was extremely valuable. He also found helpful that from the legal standpoint the paperwork is on track when reviewed by SDAO.

The job announcement was reviewed to accommodate some changes such as the description of land, to population and structure count, and agriculture vs farming, etc. Lieutenant Oskar Sundell stated that he will call the county to get pertinent information of BLM land vs private land.

Qualifications and Requirements: Lieutenant Oskar Sundell stated that the Hazmat Incident Commander in 6 months should be removed as it may be overkill. Perhaps Operations Level Hazmat certification instead. Board Member Bill Ertel suggested to use "qualifying experience and education desirable". More discussion ensued regarding medical qualifications, salary, potential candidates coming from retirement status perhaps, full time/part time, etc, while staff worked on qualifications to advance. HR Manager suggested that it is considered that whomever

is hired to be the new fire chief be present more often than not to handle interpersonal issues and oversee daily operations. Both Lieutenant Oskar Sundell and District Fire Marshal Jon Scaroni agree that it is a morale issue as well. And that the person hired needs to be a responder along with the staff. More discussion ensued back and forth of the commitment of how many hours, duty officer vs non-duty officer, salary vs hourly, what to place where on the posting, how long it took to hire last time a hiring took place, etc.

Primary residence was discussed and Board Member Claudia Pratt stated that miles vs minutes from the fire district is also to be considered in where the candidate resides. Board Chair Heather Glass stated that with the competent staff and property that the Fire District has there are options. Lieutenant Oskar Sundell stated the importance of the candidate living closer than farther from the district, maybe no further than 20 minutes away.

Educational Experience was discussed noting that a bachelor's degree to be desired not limited to a Fire Science Degree.

Vacation Benefits were discussed along with Holiday Pay. The current staff does not receive holiday pay even though all holidays are worked by staff and volunteers. Comp time is considered. Summer time is the most difficult time for any of the staff or dedicated volunteers to leave.

Deputy Fire Marshal Jon Scaroni stated that the limited overhead could be rectified by volunteer and staff trainings and promotions to help with the ability to cover so that members could vacation.

Lieutenant Oskar Sundell noted that he was 'given' a designation/rank that he shouldn't have had and is playing catch up. He states that the department needs more people to take on more and this is being looked at.

There was a debate over should there be voting in the workshop.

The meeting continued with timeline discussion and it was agreed that when the final gets posted that it will be made known to all board members where the postings will be.

Chief Hiring/Interview Committee

Board Chair Heather Glass stated that she sent an email to Interim Chief and Captain Nicco Holt to disperse to staff and volunteers of who would like to be on the committee. She had received responses from Ash Martell, Jennifer Vetter, Devin Brennan, KC Welch, and Oskar Sundell. Two Board Members will join the committee as well. It will entail what the board members, staff, and volunteers are looking for. It will then be considered to ask of IV Fire Chief and Applegate Fire Chief with the inclusion of Rural Metro Ops Chief to be on an interview panel.

Board Member Bill Ertel recalls that the hiring process that took place that two members of the community participated as well on a panel. Board Member Claudia Pratt was stating the board may not have to call a board meeting to do the process. Board Chair Heather Glass stated that her timeline considers a meet and greet with the public. It was discussed if all board

members could be involved in the interview process. Board Member Bill Ertel believes that the interview process construes a board meeting and Board Chair Heather Glass is going to verify with SDAO of the regulations.

Board Chair Heather Glass was asked if the Board wants 2 community members if there is a public meet and greet with the community? There were no parameters during the last process as to who was chosen from the community. Everyone in the entire room of people present were polled to hear the majority did not want 2 community members on a panel if there is a public community meet and greet.

Board Chair Heather Glass would like to get with the interview committee in the next week.

SDAO Discussion:

It was decided not to employ SDAO in the search for a permanent fire chief.

Compensation During Interim

Board Member Claudia stated that she spoke with the Interim Chief and Captain Nicco Holt and she stated that after a rough calculation she is looking at \$900 for the Interim Fire Chief, \$800 for the Lieutenant, and \$300 (left up to Nicco and Oskar) to add (or not add) to the volunteer firefighters. Board Chair Heather Glass inquired, "What about the rest of the staff?". Board Member Claudia Pratt asked Human Resource Manager Jennifer Vetter if she is carrying any more of a load than she normally would and Jennifer Vetter answered yes, "as Nicco is not as experienced in the budget or administrative aspect" like the former fire chief was and Jennifer Vetter stated she isn't making any complaints either to the added workload. Board Chair Heather Glass asked about District Fire Marshal Jon Scaroni and Firefighter Devin Brennan and District Fire Marshal Jon Scaroni answered that his workload DID double. Board Member Claudia Pratt said that it wasn't up to her and that Interim Chief and Captain Nicco Holt can take the \$300 and do whatever. She stated that Interim Chief and Captain Nicco Holt stated that himself and Lieutenant Oskar Sundell are the ones who really took over the seat of the former fire chief. Board Chair Heather Glass stated her feelings would be to give the compensation in a bonus form rather than any increase in pay. Board Member Claudia Pratt would like to make this a monthly bonus until a chief is hired.

Board Chair Heather Glass stated that if the Board is going to discuss those types of details then she feels that *immediately* someone needs to take Lieutenant Oskar Sundell's shifts that he is working to cover the duty shifts that were covered by Former Fire Chief Rick Vetter. That the duties that are being paid get paid throughout the week or come to a bonus amount. Board Member Claudia Pratt stated that Interim Chief and Captain Nicco Holt was very overwhelmed and that Lt. Oskar Sundell was very overwhelmed. She also stated Interim Chief and Captain Nicco Holt only wanted to put the extra compensation that is set aside to the volunteer quarterly stipend pool.

Per Board Chair Heather Glass, she states that it sounds like only Interim Chief and Captain Nicco Holt, Lieutenant Oskar Sundell, and the volunteers are getting covered and leaving the rest of the staff out. Human Resource Manager Jennifer Vetter commented that although she isn't complaining, the Board should know that Interim Chief and Captain Nicco Holt is only at the station 3 days a week and there is an administrative workload that she is picking up. Board Member Claudia Pratt requested to know if Jennifer Vetter is working for AMR. When the other board members attempted to stop her line of questioning, Board Member Claudia Pratt stated that she didn't want to be interrupted as it 'really pisses her off'. Board Chair Heather Glass stated it was none of Board Member Claudia Pratt's business. Jennifer Vetter stated that what she does in her private time is no one's business. Board Member Claudia Pratt stated that she can ask and Jennifer Vetter told her that she can ask when Jennifer Vetter goes to the bathroom and she doesn't have to tell Board Member Claudia Pratt that information. Board Member Claudia Pratt stated that she doesn't know but inquired if what Jennifer Vetter does in her private time takes from her efficiency. Board Chair Heather Glass asked if the Board felt like Jennifer Vetter's efficiency was compromised. Board Vice Chair Brian Barton and Board Chair Heather Glass asked Board Member Claudia Pratt to verify that anything Jennifer Vetter does in her private time takes from her efficiency at the department. Board Member Claudia Pratt continued to repeat that she doesn't know if Jennifer Vetter's efficiency is affected. Board Member Claudia Pratt attempted to equate more workload at the department with whatever Jennifer Vetter does in her private life. Board member Claudia Pratt stated that Interim Chief and Captain Nicco Holt needed to be there to explain. Board Member Brian Barton proclaimed that Jennifer Vetter works for the Board and not Interim Chief and Captain Nicco Holt. Jennifer Vetter explained that the Interim Chief and Captain, Nicco, has an assistant and yet she was asked to send his Board Report out for him after he missed the deadline to make it into the board packet. Board Member Claudia Pratt continued to say that she "doesn't know". Jennifer Vetter explained to Board Member Claudia Pratt that she *should* know. Board Member Claudia Pratt stated that Jennifer Vetter gets paid elsewhere for other jobs. Jennifer Vetter affirmed that she does not get paid for firefighting. Board Member Claudia Pratt stated that Jennifer Vetter has other jobs. Board Vice Chair Brian Barton stated that it doesn't matter what Jennifer Vetter does when she isn't there. Board Member Bill Ertel stated that work passing off is a common problem with senior managers and the Board wanted Jennifer Vetter to affirm that she is not to do Interim Chief and Captain Nicco Holt's work in any manner.

Board Member Bill Ertel stated that he had heard from the staff that the staff was unhappy with former Fire Chief Rick Vetter because "he wasn't pulling his full load" and the Board is hearing that, "Now that Rick is gone and I have to work extra duty." Lieutenant Oskar Sundell stated that things weren't getting done and now that things are getting done is where the extra workload is coming from. Lieutenant Oskar Sundell verified that Former Fire Chief Rick Vetter did do his duty shifts but that unfinished projects are now left to be completed by staff. Projects were started and left unfinished at his resignation.

Lieutenant Oskar Sundell confirmed to Board Member Bill Ertel that the extra duty shifts are indeed covered by himself and the extra workload is divvied out down the line to Firefighter Devin Brennan and District Fire Marshal Jon Scaroni. Lieutenant Oskar Sundell stated because

Interim Chief and Captain Nicco Holt lives outside the district and Lt. Sundell lives in the district and full time that Lt. Sundell is taking the brunt of the workload along with Firefighter Devin Brennan, District Fire Marshal Jon Scaroni, and Human Resource Manager Jennifer Vetter. He stated that *everyone's* workload has increased. Board Member Bill Ertel asked if part of the workload increase is because Interim Chief and Captain Nicco Holt isn't performing the Fire Chief duties since he lives outside the district? Board Member Bill Ertel was asking Lieutenant Oskar Sundell to clarify the statement he made that since Nicco lives outside the district and works part-time that the duties have fallen on Lieutenant Oskar Sundell. Lieutenant Oskar Sundell stated it is the duty roll. Board Member Bil Ertel asked "Why would we give Nicco more money if he isn't contributing more?". Lieutenant Oskar Sundell stated that he is sure Interim Chief and Captain Nicco Holt will start to contribute more but the last 2 weeks Interim Chief and Captain Nicco Holt has been trying to figure things out. Lieutenant Oskar Sundell also confirmed that Interim Chief and Captain Nicco Holt only works 3 days (Tuesday, Wednesday, and Thursday). It was confirmed that Interim Chief and Captain Nicco Holt was at the station at 10am the Monday before... after the missed call that Williams Fire had no response to. Lieutenant Oskar Sundell stated that Interim Chief and Captain Nicco Holt said, "Nicco would step up as the emergency Interim Chief but Nicco hasn't been offered anything like a contract or what is expected." Board Member Claudia Pratt stated that Interim Chief and Captain Nicco Holt told her that he performs work from home when he is not at the station. Board Member Bill Ertel said that it was stated that it is important that the chief is in the building and not working from home. Lieutenant Oskar Sundell stated that to a certain degree a special project could be done from home, however, Lieutenant Oskar Sundell agreed that Interim Chief and Captain Nicco Holt should be present as opposed to working from home, especially as a responding Chief, that being at home won't do. District Fire Marshal Jon Scaroni stated it is a morale issue as well if your chief is only present a couple of days. Board Secretary David Applegate stated that, "It seems Nicco needs to be sat down to understand what is expected of him."

Board Member Bill Ertel stated that in the past, before engaging with interims there was a contract that clearly spelled that out. Perhaps that needs to be figured out. Board Member Bill Ertel thanked Board Member Claudia Pratt for coming up with numbers to think about. He also states that perhaps it could be discussed a percentage of the duties that Interim Chief and Captain Nicco Holt actually does and what trickles down to the rest of the staff.

Board Member Bill Ertel inquired if Lieutenant Oskar Sundell gets paid as a duty officer. And Lt. Sundell stated that Former Chief Vetter wasn't interested in dealing with duty shift payments during the week and therefore weekends are the only days paid duty days. Lieutenant Oskar Sundell also stated that during the week he covers 48 hours that are unpaid and he "doesn't get a cent". Board Member Bill Ertel asked if Jennifer Vetter gets paid for calls and she stated she is a volunteer. District Fire Marshal Jon Scaroni stated that the full-time employees work 32 hours per week and have 8 hours of call back and if they go over 40, they get overtime. District Fire Marshal Jon Scaroni stated that they also work out comp time between themselves.

Board Member Claudia Pratt asked if someone can take over duty shifts to help out? Lieutenant Oskar Sundell stated that minimum qualifications are pumper operator and EMT and the district doesn't have anyone like that. Board Chair Heather Glass asked to verify, "Isn't Jennifer Vetter

already a pumper operator and EMT?” Lieutenant Oskar Sundell stated that she is already on a shift under Interim Chief and Captain Nicco Holt. Board Chair Heather Glass verified that Jennifer Vetter could pick up the shifts. Lieutenant Oskar Sundell said that Jennifer Vetter is already ‘essentially’ the duty officer on Interim Chief and Captain Nicco Holt’s duty shift. Board Chair Heather Glass asked about Firefighter Devin Brennan. Lt. Oskar Sundell stated, “It makes more sense to use Jenny as a duty officer since she has been on the department longer and holds more qualifications, but then she wouldn’t be on Nicco’s shift anymore.” Board Chair Heather Glass stated that there are nine days available to take and why not add some of those days to Jennifer Vetter to help relieve Lt. Oskar Sundell? Lt. Oskar Sundell stated that it is complicated because the shifts are set up with people of various qualifications. Board Member Claudia Pratt asked how much time that would put Jennifer Vetter in time on the department, volunteer or otherwise. Board Chair Heather Glass confirmed that it is the same as Lt. Oskar Sundell’s hours, and Board Member Claudia Pratt asked if she will have time in her time off to do whatever she does?

The duty roster was gone over as to how the shifts play out over the week throughout the month... attempting to help discover how many shift days need coverage. Lt. Oskar Sundell stated that he doesn’t have a lot of engineers or people qualified to run a pump and that there are 2 paramedics, 1 EMT-Intermediate, 3 EMTs, and 1 EMR on the department. District Fire Marshal Jon Scaroni needs to take the NREMT to achieve his EMT. It was reviewed who was on shifts but not able to be duty officers. Lt. Oskar Sundell stated that it needs to be someone who can be in a leadership role and counting DPSST certifications, Jennifer Vetter is the only one qualified. Lt. Oskar Sundell stated to confirm Board Member Bill Ertel’s inquiry that Firefighter Devin Brennan would be a logical person to move into the position however Lt. Oskar Sundell stated that Firefighter Devin Brennan lacks experience.

Lt. Oskar Sundell stated that he cannot keep doing the duty shifts like he is doing. He doesn’t care that he has put countless hours in an “hasn’t received a cent for it.” Lt. Sundell says he doesn’t want to continue to do this. It is a strain on his family, his wife and him are fighting all the time, he is paying people to pick up his kids, all because he is committed to the district. Lt. Oskar Sundell stated that even if he was paid he couldn’t keep doing this. Something needs to change. It just takes planning.

Jennifer Vetter stated that her duty officer lives out of district and this is why finding an in-district person would be good. The reason why she is on Interim Chief and Captain Nicco Holt’s shift is because of her qualifications and experience. She used the example of the recent car fire and that Interim Chief and Captain Nicco Holt arrived at the end of the fire. District Fire Marshal Jon Scaroni suggested some movement options of the shifts. Jennifer Vetter stated that her and Lt. Sundell have always helped each other and just like the one summer where there were only 3 responders, her and Lt. Oskar Sundell can use that team dynamic to help each other. Lt. Oskar Sundell asked if it is right to ask a full-time employee who is already volunteering to pull extra shifts for free and that is why he has been hesitant to utilize Jennifer Vetter. Board Chair Heather Glass stated that the duty officer does receive pay. Lt. Oskar Sundell stated that with all the volunteer positions that Jennifer does he doesn’t want to ask her to do more. Jennifer Vetter stated that it shouldn’t matter what she does in her private time if it doesn’t affect her performance. She also stated that her own district has always come first with the exception that

she has been out of town or a scheduled commitment. Board Vice Chair Brian Barton stated his feelings are that if the people who work here feel they can shuffle shifts and handle it, the department won't be without a chief forever, and if the members can keep track of the extra shifts the board can figure out a compensation plan for extra performance.

Board Member Claudia Pratt stated that Interim Chief and Captain Nicco Holt told her that bonuses cannot be given to volunteers. Board Chair Heather Glass stated that her opinion is that Lt. Oskar Sundell needs immediate relief of these shifts. Lt. Oskar Sundell stated that Jennifer Vetter holds certifications that Lt. Oskar Sundell doesn't hold as a fact in taking the duty shifts.

SAFER Grant

Board Member Claudia Pratt stated that there is a new SAFER Grant out that opened recently. She called the help desk and found out that the grant can be applied for so long as not using the same people for the grant. Board Member Claudia Pratt stated that she called Jennifer Vetter and that Jennifer Vetter spoke to Interim Chief and Captain Nicco Holt and Board Member Claudia Pratt stated that Interim Chief and Captain Nicco Holt, for whatever reason, didn't want to apply for the grant this year. Board Member Claudia Pratt didn't know why Interim Chief and Captain Nicco Holt stated that he didn't want to apply. Board Chair Heather Glass stated that all she keeps hearing is that we are understaffed so, "why don't we apply?" and 50% of the staff needs to be volunteer. The department is right now predominantly volunteers. Lt. Oskar Sundell says we should apply and describes Interim Chief and Captain Nicco Holt as "not a rash man" yet doesn't understand why we couldn't do it. Jennifer Vetter explained the timeline that funding wouldn't be available until the beginning of the next calendar year. Interim Chief and Captain Nicco Holt "didn't want to overlap two grants." Board Member Claudia Pratt asked, "Aren't we done with the old grants?" and it was clarified that Interim Chief and Captain Nicco Holt didn't want to overlap the Capacity Grant with the SAFER Grant. Board Member Bill Ertel would like to sit down with Interim Chief and Captain Nicco Holt and ask him why he wouldn't want to apply. Lt. Oskar Sundell said that he doesn't know where Interim Chief and Captain Holt's mind is at. Board Member Bill Ertel stated that the last grant was helpful and we just need to watch for triggers like benefits. After hiring Interim Chief and Captain Nicco Holt, benefits on the district was unexpected per Board Member Bill Ertel. Board Member Bill Ertel said he couldn't see why we wouldn't want the grant and Oskar stated, "it is a no-brainer... it is free staffing for the community to help ... I don't know why we wouldn't."

Board Chair Heather Glass inquired about an employment agreement and it was discussed that the Board would review an Interim Chief Agreement and meet with Interim Chief and Captain Nicco Holt and perhaps give some direction to him as that may be part of the problem.

Motion to adjourn was made by Board Chair Heather Glass and seconded by Board Member Claudia Pratt and it passed unanimously.

The meeting was adjourned at 17:05pm

Respectfully,

Heather Glass, Board Chair