

## **Eagle Joint Fire District Meeting Minutes (Firefighters)**

The meeting of Monday September 9, 2019 was called to order with Capt. J. Petro presiding. Before the Pledge of the Flag the minutes of the previous meeting were distributed to the body.

COMMUNICATIONS: 56<sup>th</sup> Harford Apple Festival Parade on September 21, 2019 at 6:00 P.M.

APPLICATIONS: None

COMMITTEE'S: No update on the 2018 Fire Grant for exercise equipment.

Report of Officers:

Chief: Thanks to Shane for bringing Brush-28 back. Looking good for the grant for hoods and gloves. A new policy will be added to the website for attending 10% of calls and the Fire Board will have final decision on firefighter status. Reminder if you live outside of the district you must contact Fire Board for approval. E287 new lightbar will be installed by next week. Letter to the body about respect to all firefighter and officers. Attached to meeting minute.

After letter was read discussion about leaving fire department discussion not being made to everyone on social media. Come to the meeting and talk about it them move on. No more grudges it needs to stop!

Assistant Chief: None

Captain: Thanks to Shane for bringing Brush-28 back and thanks to Josh for setup al the communication with the company for mounting all the rescue tools. The portal lighting has been purchased and installed on Brush-28. The total cost was \$1900 and was donated by Jugenheimer.

1<sup>st</sup> LT. Thanks to Tolnar for helping with the few car washes. Thanks to VFW for the invite of the kickball game no police or teacher and only me as a firefighter. October 9, 2019 will be fire safety day at the school contact me if you would like to attend. Taste of Hubbard is September 29, 2019 and would like to take a truck down let me know if you would to help.

2<sup>nd</sup> LT. Hose test for E286 needs to be done at next clean-up. New tender/tanker will be here this week or next week.

SAFETY: 911 is coming up first responders are still having side effect remember to take caution when overhauling.

SECRETARY: Clean-up for September S. Mauch and J. Halicki

OLD BUSINESS: None

NEW BUSINESS: Discussion about part-time 24/7. If anyone has any concerns or comments you can contact the consulting the Fire Board hired @ 1-513-678-2279

FIRE LOG: 601 West Park 911 reported that the police and maintenance was on-scene so it was canceled then got toned out a second time and maintenance was not there on the first call.

EMS call for a fall but end up as a full arrest thanks Tim for stepping in. House fire on Trumbull Ave in the attic had to pull all the insulation down to prevent a rekindle. 80% of rekindle is caused by insulation per State Fire Marshall. During overhaul no SCBA were being worn and would like to see cartage added to mask for future calls, Mogg to handle. Thanks to C & C towing for getting E28 back on the road from a metal on the roadway that cut two tires.

Minutes Read. F. Behnke No Corrections

GOOD OF THE ORDER: Remember that all talks in the meeting must stay in the meeting.  
Looking at changing the call letter for all engines.

## **HUBBARD VOLUNTEER FIRE DEPT. MEETING MINUTE**

The meeting of Monday September 9, 2019 was called to order with Capt. J. Wilson presiding. The Pledge of the Flag was recited at the previous meeting the minutes of the previous meeting were distributed to the body.

COMMUNICATIONS 56<sup>th</sup> Harford Apple Festival Parade on September 21, 2019 at 6:00 P.M.

APPLICATIONS: None

COMMITTEE: Would like to have an open house on October 10, 2019 from 5-7 Lee O'Hara to handle. Looking at having the pancake breakfast on November 17, 2019 at St Pats Church basement see Lee O'Hara to Shane

PRESIDENT: None

VICE PRESIDENT: Absent

SECRETARY: Clean-up for September S. Mauch and J. Halicki.

OLD BUSINESS: Look at getting uniforms Rudy to get pricing and report back.

NEW BUSINESS: M. Mogg makes a motion to give back the donation by the cheerleader of \$50.00 Second by J. Richmond, Motion carried. S. Thomas makes a motion to purchase to give a gift card of \$100 for Ed Castner (C & C) for helping us with E28 tires, Second by G. Thomas, Motion carried. J. Petro would like to give Jugenheimer thank you for their donation certificate at next clean-up. R. Stanish makes a motion to purchase TV and furniture for new area not to exceed \$5000. Second by L. O'Hara motion carried. L O'Hara to handle.

Treasurer's Report L O'Hara III Motion M. Mogg, Second by J. Richmond, Discussion: None

Motion: Carried

Minutes Read: F. Behnke No corrections

Motion to adjourn M. S. Thomas sec. D Hollander

9/9/2019

Since I have become chief in 2012, we as a department have faced many challenges. As the hurdles never seem to end, we are currently faced with an epidemic of total lack of respect for one another that is tearing this department in two.

I can honestly say that I have always had this department and community best interest at hand, contrary to what some of you believe. I have had to make some very difficult decisions that have kept me up at nights.

I challenge any one of you to make a decision about a friend that you know will probably change that person's life forever; then to hear that it is wrong and be judged personally about that decision.

I have always tried to be as honest as I could with never trying to judge anyone based on personality.

I am passionate about this department and respect everyone for doing a job that is sometimes thankless, exhausting and time consuming. I love what I do, but of late I am completely drained. So at the end of this speech you all will have a decision to make; status quo or accept change for the good of this department.

I would like to address situations at this department that I am sure will not be received very well.

1. Lack of mutual respect for one another
2. The social media rant this past week

First let me express my opinion of why it seems as though it's occurring. The lack of respect among individuals has definitely impacted this department in a negative way. Some of the disrespect is generated outside the department for whatever reason it then festers and ultimately infiltrates into the department. Let me remind everyone that we are all here to do a job; a job that doesn't need unwanted interference when lives and property are at risk. I am asking everyone to resolve these differences on your own and don't expect me to discipline someone just because someone has animosity towards others.

With that being said, do know that the whispering behind backs, around corners, behind trucks, etc will no longer be tolerated. If you have something to say, handle it respectfully, like grown men.

If you feel an issue should be discussed amongst your peers, a Monday night meeting is your platform. If you choose to not bring your issues to the meetings, then the issues are dead.

I have also been hearing about the lack of respect for officers. Here are some the reasons that have been mentioned:

- "If an officer doesn't do it, why should I?"
- "If an officer doesn't come to late night/ early morning calls why should I?"  
(Open discussion is welcome regarding this matter once I am finished)

My opinion is officers should be held to a higher standard and lead by example and it doesn't happen every time, myself included. We have to do better.

Secondly, Social Media/ Facebook Warriors:

There were opinions aired on social media this past week that were a disgrace. Those of you who chose to attack me and this department behind words printed on a screen is a cowardly display of opinions and unprofessional as it gets.

One individual's quotes "Maybe it's time for a change" "I meant change of power". Maybe **IT IS** time for a change and you can all decide after I am done talking. This firefighter claims I have not disciplined individuals and I have not done my job and quote per social media "the public should know". If and when a person on this department is reprimanded and or disciplined it is no-one's business; because you are not personally told about it does not mean it does not happen. This individual has lied directly to District Board Members during a regular meeting about reimbursement of misappropriated funds. This individual has attacked me multiple times in passive aggressive ways. I have called him to my office to discuss these matters and he has refused. I have no idea where his resentment stems from; I would sure like to know.

While we are on the subject of hiding behind words printed on the screen: there were comments on our Active 911 about officers not knowing their positions. Once again, if you have the courage to state your opinion on a media site then have the balls to bring it up at a meeting, where all concerns / grievances should be brought up and discussed.

Let me remind everyone of a few items from our policies:

- Personal conduct doing your duty: "RESPECT. Personnel shall show respect for their superiors, peers, subordinates and fellow citizens. They shall not be guilty of any conduct unbecoming to an employee of the District or conduct which could be prejudicial to the good reputation, order or discipline of the Fire District. When addressing fellow personnel, all personnel shall observe a respectful attitude and use the proper title of the employee, particularly in the presence of the public. DISSENSION: Personnel shall not individually, or as a group, create dissension among themselves or the officers of the Fire District. Any violation of this provision will be considered a serious breach of discipline and will be treated accordingly."

**The above does not excuse anyone, be it a fire fighter to an officer or an officer to a fire fighter.**

- Social Media Policy: "Employees are prohibited against posting any material that would constitute harassment, hate speech, or libel, or that would otherwise violate the District's free speech policy."
- Regulations Relating to Orders Obeying Lawful Orders: "DISAGREEMENT WITH FIRE DEPARTMENT BUSINESS OR DAILY OPERATIONS: If an employee at any time disagrees with any fire department matter it shall be taken up the chain of command, then to the Fire Chief to resolve the issue with the least amount of disruption to the Fire Department. If no satisfactory resolution is found by the Fire Chief, then the employee may seek higher authority, i.e. Trustees"

I am not claiming to be perfect nor do I think I know everything (another statement on social media by the same individual). I am asking all of us to do a self evaluation of one's own actions. Do a better job in being more respectful and courteous towards one another. You must give respect to earn respect.

I would hope we all have a common goal in bettering this department for the sake of the community.

In closing, I ask you as a whole, if you feel I am not doing my job as Chief and you all wish for me to turn in my white helmet, I will do so with no argument as I am prepared to step down.