

MINUTES FOR MEETING OF Feb. 14th 2025

CALLED TO ORDER:

M. Spence @ 0900 hrs

Members Present: 38

OFFICERS PRESENT:

President: M. Spence
Secretary: L. Hubka
Treasurer: M. Zimmerly

General Fund: \$33,553.60
Legal Defense: \$20,944.63
Charity: \$2,787.43
Death Benefit: XXX

ROLL CALL:

See Attached

MINUTES OF PREVIOUS MEETING:

Not Read

Motion: To dispense
Motion made by: B. Smith
Second: S. Hess
Result: Pass

Motion: To dispense
Motion made by: B. Abraham
Second: S. Hess
Result: Pass

APPROVAL OF MINUTES

Motion: To accept
Motion made by: B. Demry
Second: A. Fortsch
Result: Pass

TREASURER'S REPORT

Motion: To accept
Motion made by: B. Smith
Second: B. Demry
Result: Pass

COMMITTEES & BILLS

Bags Tournament – Looking into a June date and combining with the picnic. More info to come.
MDA – Still looking for a rep. Reach out if interested.
Holiday Party – Good turnout of about 75 people. About \$7,000 in proceeds will go to the COF.
STAG – April 17th at the Becker-Chapman American Legion (728 Commercial Street)
Scholarship – Applications are due April 11th. See email for attached information.

OLD BUSINESS

Class A MOU – Chief Beck has created a list of needs for each individual through the evaluation process. He is going to get everyone up to par based on those needs. After that, everyone is responsible for the upkeep of their own uniform as needed. See his email for more specifics regarding that process. The MOU (attached) defines that going forward, members hired after 11-1-2024 shall purchase their own Class A and be responsible for upkeep or replacement as needed. Motion by M. Mahood, 2nd by B Demry to approve MOU.

Sick Payout Policy – Body was in agreement that the Chief's proposal was not a good deal for us and not something we will agree to. Zimmerly has ran numbers on different scenarios and options. Travis Ihnen presented his idea that changes the payout number to 1,000 hours as an "opt-in" program. You can opt-in when you reach 1,000 to start receiving payouts into a 457 plan or you can opt-out and everything stays the same as it currently is (payout begins at 1500). These options are laid out in an excel document that will be sent out in the near future to explain the options discussed in more detail. As a reminder, the Chief can't implement anything without our approval since it is a contractual issue.

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NEW BUSINESS

Irish Fest Sponsorship – We were approached by Irish Fest to sponsor a beer cooler at this year's event. Cost is \$600. In addition, we receive 6 weekend passes and 10 beer tokens as a "thank-you." There could also be an opportunity to volunteer to serve during the event. Motion by M. Mahood, 2nd B. Demry to approve \$600 donation. Motion passed.

Honorary Firefighter Bylaw Change – See attached posting for information. Bylaw will be up for approval in March if no changes or amendments are voted on.

Mental Health Policy – Chief Beck will be implementing a mandatory annual mental health check in. WPD is implementing a policy and Chief Beck's will likely mirror theirs closely (see attached). It would require a yearly appointment with a DSM based psychologist who specializes in first responders. Some details need to get worked out including whether this is on or off shift and how that will work. The intent of this policy is to assist firefighters who need assistance. It is not a "witch hunt" or a way to get people fired, as some may be concerned about. It is more like an annual physical for the brain. J. Hernandez stated he was on a scene with a PD officer who did his appointment in 10 minutes, so there isn't a significant time requirement unless it is necessary. PTSD is a presumptive illness under Chapter 411 for our pension system and this is another way to help track that as well, if needed. Chief Beck, Spence, Zimmerly, and Hubka have volunteered to schedule an appointment with the psychologist in the near future so we can have a better understanding of how exactly the appointments will look and to better answer your questions. More discussion on the policy will occur at the March meeting.

Trade Day Sick MOU – As you may recall, back in 2023, we attempted to get an MOU regarding the use of sick time if you are working a trade for someone else. There was an incident where an individual needed to leave work for a personal issue but was not allowed to use their sick time. The individual was required to find a replacement. The new MOU (attached), which the Chief has agreed to, allows personnel working a time trade to use their sick time, but they will be required to present a doctor's note at their next shift. This was the compromise to allow the use of sick time. This does not affect usage of sick time on your normally scheduled shift day. If you need to use a sick day for a child or spouse, a doctor's note stating such (or discharge notes, etc) will still need to be presented. Motion by M. Mahood, 2nd B. Demry to approve. Motion passed.

Annual Financial Report – Zimmerly presented the 2024 financial report. Any questions can be directed to Zimmerly.

Cancer Initiatives – Jon Kieler presented an update on the various cancer/wellness initiatives. Station specific paging install is under way with hardware being installed at all stations. He wasn't sure of a timeline for the Central Square software being implemented at dispatch. AFG grant for exhaust mitigation was denied and with the pause on all federal loans and grants, those opportunities are uncertain for the future. Most recent quote for Station 5 was \$15,000 using some "scratch and dent" components. Stations 5 and 6 are priorities due to being back-in only stations. Discussed a possible shoe check challenge or auctioning off various station items that aren't needed to raise the \$15,000. Also, with the non-profit foundation we now have, there may be opportunities or grants and donations through that as well.

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DEPARTMENTAL MATTERS

Staff Meeting – New recruits start training on 2-24. Pricing out new high rise nozzles. Ihnen and Meyer will be attending arson investigation school.

Labor Management – Not officially held due to only 2 people showing up. Class A stuff was discussed.

GOOD & WELFARE

NTR

ADJOURNMENT - TIME: 1023 hrs

Motion: To adjourn

Motion made by: B. Demry

Second: S. Hess

Result: Passed