**ANNA RESCUE MEMBERSHIP MEETING  
 Thursday June 8th, 2017**

Those Present:

Cliff Damron

Melinda Gehrlich - Chief

Ashley Holthaus

Sharon Kill - Trustee

Tabitha Kill - Scribe

Whitney Knief

Jessica Lemly - Assistant Chief

Ken Lemmon

Jason Nolte - Sr. Trustee

Jessica Rickert - Administrator

Shane Rickert - Trustee

Taylor Schmidt

Holly Shoffner

Sandy Shuff

Danielle Steinke

Karen Weinstock

Stephani Roth

Ross Finke - Melinda Attorney

Craig Albers – Anna Rescue Attorney

Those Excused:

Karin Bok

Brian Holthaus

Jesse Kean

David Klopfenstein

Nicole LeDent

Gene Meabon

Lisa Meabon

Amy Pleasant

Mick Ricker

Angelena Walker

Those Unexcused:

Mark Bell

Major Redmon

Ben Luthman

Meeting Called to Order 6:13pm by Jessica Rickert

Jess and Jess have the list of events for the blood drive and need people to sign up for those.

By law proposals – proposals will all be sent with meeting minutes to review for discussion at next meeting and vote on at the following

Gifts for EMS week are over in the mailboxes. Thank you everyone for all you do.

Sepsis Training the 15th at Wilson 6p-7p. Dr. Celik (current acting medical director)

Relay shirts have to be ordered by 6/28. You will need to order them individually online at <https://www.booster.com/annarescue>

Port will be having an evoc class on the 6/17 at 9am. - Let Jess R know so she can let Yvonne know.

Reminder: Keep trucks clean: Needles, equipment together - make it presentable.

Very good on second and third calls - lots of extra hands is A+.

All other non-immediate information will be sent out with meeting minutes

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Jason: We sent out an email...Everyone knows that we're here due to an impeachment process initiated by the members. Trustees looked into it and listed the grievances that they found from that - in addition to that (Passing out Papers.) Before we begin, the format since that the -the bylaws state that only members decide whether to impeach or not, the format this evening is to address these grievances and give Chief Gehrlich time to address them. Questions are available at the end. I want to caution everyone that Anna Rescue has been a professional organization and we expect each and every one to maintain that professionalism and assure all of you that acts of reprisal will not be tolerated. Any other questions? Good? Okay, let's begin. (Finishing up passing out Papers to membership) Number one: March 17: (Reading off paper of grievances Number One) Would you like to give the backstory on that so it's not out of context: Sharon.

Sharon: Basically we had members request the CISD due to the extreme number of severe number of MVA and DoA's and possible anxiety with our members - when it was brought up for request, it was "road killed".

Jason: In the bylaws section: In bold it says: Our mission is from uh---Illness and injury prevention - that's ourselves as well. We expect everyone to be invincible and we have people that have been here for years and years and that's not the case.. With that said, Chief Gehrlich - Do you have anything to say?

Ross: I'm Ross Finke, I'm her attorney.

Jason: Okay, oh, this is Craig Albers, he's from our attorney's office.

Ross: I have some concerns with her receiving these on Monday.

Jason: Mmhmm

Ross: And being expected to defend herself on Thursday evening. She’s entitled to a public hearing, I think she's entitled to know who her accusers are and also entitles her to cross examine witnesses and bring witnesses on her behalf. Uhm, she's not been entitled to do that due to the short notice.

Shane: She's not entitled to that underneath our SOP's and Guidelines - Or bylaws

Ross: It's just her-

Shane: She's not entitled to know her accusers it's not a criminal case so there's no way she needs to interview those.

Ross: C-

Shane: We have witness statements-

Ross: Can we see those?

Shane: Uhh-We can provide them. But they're not going to have names on them

Ross: Because you provided them to her?

Jason: We're following what the by-laws states. We're following the internal documents and procedures that we're required to follow.

Ross: -Can we see the witness statements?

Jason: These are the allegations that are being made.

Ross: Okay, well first of all, there was no March 17th meeting.

Karen: No, there was a march 17th call; and I was the senior on scene. And I arrived to--

Ross: Since March 17th, --

Jason: Is that a typo?

Jessica L: March of 2017, let's say the call happened in March--

Jason: It said at a monthly meeting; is that a typo?

Karen: Yes.

Jessica: It was said at a meeting-

Jason: Oh, at a meeting. Okay.

Karen: It was also verbalized after a call.

Jessica L: I was the one that requested it. Sorry-

Karen: I was also one of them that requested it, as I was the senior on the scene.

Jessica L: You want a witness? Right here is a witness. Not all of us can handle calls, sing Kumbaya and hold hands.

Ross: Okay..

Melinda: There was no March 17th meeting, it says March 2017 verbalized at monthly meeting, there was no meeting that month...as far as I'm concerned--

Shane: But was it verbalized to you after the call?...Was it addressed to you after the call?

Melinda: I don't recall at that call.

Shane: We have two occasions where we have stated times where they brought this to you, and that was your response. To your members to your department, and I'm sorry that saying holding hands and singing Kumbaya in a hot tub for two hours does sound like something that you would say. Do you recall making that statement?

Sandy: That's when my dad was in the process of dying or had just died - the next day I heard about that statement. Even though I wasn't at the meeting. SO this is saying this happened in march of 2017 and then at the monthly meeting. It just doesn't give the date of the monthly meeting.

Jason: Would that have been April, or March

Shane: You specified --

Karen: The march 17th 2017 happened down here in the bay. Right after we got back from the hospital. My understanding as far as the monthly meeting was that it happened during the April meeting--

Jason: April

Karen: March got cancelled.

Jason: Okay-

Shane: Did uh--That spec-

Karen: I don't know Chief Gehrlich just canceled the meeting

Jason: Okay, Okay.

Karen: That’s all we were aware of

Jason: Mist...-------(Unintelligible)

Ross: So it comes down to he said she said

Jessica: I was a witness too, if you wanted them; there's two of us.

Ross: S-

Jessica: Because I asked for it twice

Ross: Did you write a written statement?

Jessica: (Nodding)

Ross: Are we allowed to see that?

Jason: We're following terms of the bylaws, and we're not- you know- we're not subject to discovery as with a criminal matter--

Sharon: We've just got too many depositions.

Ross: Depositions?

Shane: You've got two witness statements right now-

Ross: Well depositions are taken under oath-

Shane: Okay, well you want us to swear them in now and give you your statements? But, otherwise we've got the written complaints.

Ross: Okay, of which we've not been allowed to see-

Shane: By the bylaws you don't have to see them.

Ross: If we're go-

Sharon: It's not a criminal trial so-

Ross: It we're going to move on from number one - I want the record to reflect she's considering her legal options and we can move on to number two.

Jason: Everybody good with that? Okay, Continue. Number two. (Reading from Number Two on the paper) "told one of our members uhh, Jesse Kean.." He's not here today is he?

Sharon: No, he's not.

Jason: Okay, (Continues reading from Number two) So, uhm, do you have - do any of you have insight into this? Just..was he on daytime?

Karen: He was on daytime and nighttime

Jason: Okay, so, uhm do you have--

Karen: I witnessed it - straight in front of me-

Jason: Okay so, because I - I don't want anything taken out of context so--

Karen: Basically someone had gone and checked off the truck-

Jason: In the morning?

Karen: In the morning, whenever and uhh, Chief Gehrlich was coming back from Bellefontaine after a night out with her husband, the call came in - it was a multi-vehicle accident--

Shane: Hang on one second - if we can, because one, two and three-

Karen: Tie in together-

Shane: And four tie in together, so...

Karen: My understanding is there was a public statement made on Chief Gerhlich’s behalf-

Jason: Mmkay

Karen: by herself on public media stating that she had downed two alcoholic drinks that evening-

Jason: Mmkay

Karen: before she had shown up to that scene. Not stating that she was on that scene, but that she had responded to the Jackson Center building because we had called for extra hands

Jason: Mmhmm

Karen: ON that particular evening between Mister Kean and Myself - we asked for air transport as well as putting St. Johns on standby and asked for extra hands from our department.

Jason: Okay.

Karen: We received one extra truck from our own department with two providers. We were not able to put air transport in the air that particular evening, so we put St. Johns en route. Uhmm, I found out after we got on scene that Medic Gehrlic showed up with her husband, and that at some point she had gone to the Jackson Center building and that's when she'd found the dead battery was on the truck

Jason: Mmhmm

Karen: Medic Gerhlich took control of the scene while I was there

Jason: Mmkay.

Karen: She sent us out to where we were going to hospitals and so on. When we got back from the hospital that's when I advised her that it would be in our best interests to have a CIDS and that's when I got the Kumbaya comment.

Jason: No as far as- as far as.. Was Jesse on Volunteer time?

Karen: He was on volunteer time at that point.

Jason: Okay, so instead of fixing it herself, she just say 'Okay you go do it'.

Karen: Well because he was on day crew that day. The thing is that prevented that truck from going on on another call because it wasn't resolved right away.

Jason: Okay, gotcha gotcha.. Okay. Turn the floor over to you

Ross: What unit Number was that?

Karen: What unit was that?

Jason: Says here 142.

Jessica: 142.

Karen: 142 was in Jackson Center at that time.

Ross: Actually, unit 142 was in Columbus Ohio at that time. 141 was sitting at-

Karen: It was the unit sitting over at Jackson Center.

Ross: Well the allegation in this...excellent investigation says 142.

Karen: All I can vouch for was the unit sitting at Jackson center, that particular night.

Whitney: That typically is 142.

Ross: Okay.

Jason: All right continue. All right so the next one? Yes are you--

Ross: Do you have personal knowledge of her Facebook?

Melinda: But that didn't get addressed down here until number four.. Just throwing that out there. Just so we're all aware - that wasn't unit 142. 142 wasn't even..in..the area.

Jason: But the-but the fact is

??: Unit Number doesn't matter (Unintelligible)

Melinda: If this is the investigation it does matter...

Jason: The fact is we had a vehicle that you didn't - you seen a problem and didn't correct it, that is the issue.

Shane: I mean we can miss the forest for the trees all we want to, but I mean if - if you want to focus on the unit number, that's fine. You um, you left us down an ambulance from what we gathered from this.

Jessica R: This isn't the investigation either - these are the grievances that were filed

Jason: Correct

Melinda: But they're not accurate.

Jason: The fact is-

Shane: You wanna get into 141 versus 142-

Sharon: So throw that one out because there was a typo--

Shane: Then but- if that's your argument on that one

Jason: Yes Ma'am (Looking to Karen W)

Karen: Can I add my other two complaints from trucks being down?

Jason: Certainly - Go ahead

Karen: Okay, so Chief Gehrlich knew probably in mid-November probably that she was having surgery. She also knew that there was an issue with the red-colored stripe on the new truck so they wanted to get that up to Braun to get that taken care of. We come into the January meeting and that's not taken care of. Trucks still sitting up at Braun - we're down to two trucks and trying to respond to calls. So I complained about it so they said well "Chief Gehrlich wanted to get it taken care of herself." And that her husband or friend Chief Glass took her up there with- supposedly they were closed on Christmas weekend. So he was not able to go. I requested that the trustees have someone go up to Barun to get that taken care of even though it was beyond what miss Gerhlic had said. Because she did not take care of it when she knew it needed to be taken care of. She wants to be in control of what's going on.

Jason: So you're saying it was another instance we were down another truck.

Karen: Correct. In addition to this. When the new truck finally did come in - stock from that Truck was moved in Thursday even though that radio wasn't going to be in for 5 more days so that put us down to two trucks again for a five day period when it did not need to happen.

Jason: Okay, okay.

Karen: That I did - mention something to Chief Gerhlic about - and when she said it wasn't going to change, I went to the trustees about it.

Jason: Okay. Do you have anything to add on that?

Melinda: No, not on here..

Jason: Okay, uhm all right so since we definitely agree we can discuss three and four at once.

Ross: Number four.

Jason: Okay, let's do number for.

Melinda: Number three - let's do that..

Jason: All right: Number three (Reading from the Grievance for Number three) Before I turn this over to you, I thought you said you did request for additional.

Karen: We requested for air transport - we requested for extra hands. I did not request for her to come and take over the scene. Per our SOP's, the Senior on the duty crew is the one with control of the scene from the EMS side.

Jason: Especially if they're already in the medic.

Karen: Correct.

Jessica: I can attest to this also. I responded from home. I had --Tab was coming with me. We were meeting in Botkins and the squad from Anna had already rolled. I had called chief Gehrlich on the phone to see if she was responding and she said "I was coming out of Bellefontaine with her husband" I said "that's fine, we'll meet you there". She called me back and said that the truck in Jackson was dead. I said "That's fine I think we have it covered." because there was a DOA on scene.

Jason: K.

Jessica: We didn't need the extra truck. Because we didn't transport for another 45 minutes on scene.

Jason: K.

Melinda: That's correct. And I also asked do you want me to take my PoV and her answer was "yes, go ahead and respond." Uhm...

Jessica: I did not, because you had your husband with you...

Melinda: The uhh..ICS is command of the scene not-

Karen: From the EMS crew going in, the senior on duty is in command on the EMS side.

Shane: That’s true - the fire command is not command over EMS in any area.

Jason: That's correct

Shane: They are scene command, but they are not EMS command.

Sharon: That's covered in our SOP's and our Nims which they also follow..

Jason: Which is why when we go to a scene, the fire chief or senior officer comes to us and asks what do you need from me.. If it was reversed, we would be saying what do you need from us.

MG: So when pat fullehnkamp came to me and asked 'what do you need' --

Sharon: That was in error

Shane: You weren't supposed to be there.

Jason: It should have went to the --

Melinda: Again, but he's coming to me as a Chief.

Sharon: Command is also identified on the dispatch and we're required as individual units to notify dispatch when we're on scene. Uhm, I didn't see your unit on dispatch report.

Shane: I'm perfectly honest with you I'm not really interested in beating my head up too much over 1 thru 4 possibly 5 because we have a lot bigger ones coming up here. I mean, I don't mind if we pick through these but, we got some other ones coming up that really need to be addressed. So.. But I want you to have the opportunity to say what you have to say... but..

Melinda: So number four -

Jason: Mmkay

Melinda: I wasn't drinking.

Shane: That's not in here.

Melinda: It says "Her Facebook post indicated" and I just heard Karen say that she seen that I had had two drinks

Karen: I was advised that you had publically posted-

Shane: There were multiple people who saw the post-

Jessica: Mysteriously two days later, those posts were gone.

Shane: Yea, tha-That's fine. I seen the post. And if I would have been on that scene, I would have had you breathalyzed.

Sharon: Blood alcohol level while on duty on a scene is 0.0. Full stop.

Shane: We've been down this road with members before.

Jason: If there's no further comment: Uhh, Number five (Reading from paper) I believe what this was-Hold on a second.. I believe - from what I get into this is you were on a doctor’s note and you returned before uhh before you you were uhh, before you brought a doctors release note and you were uhh advised that that's not how we operate and uhh I believe the term if anyone wishes to correct was that uhh you can..paraphrasing uhh, "You can tell when you're good and don't need a doctor’s note" am I saying that correctly?

Shane: That was a meeting she had with us.

Jason: Uhh we've had - we've had a few people that have had---and the reason this hits hard is we've had a few people who have done that and we've had to correct it. And uhh, that's why we have an SOP that states (Reading from Number five SOP). Uhm, this is just a liability legality would you not agree and um that's where that lies, so unless someone has anything further to put context into that.

Shane: Is that the (Unintelligible)

Jason: This is a totally different call right?

Shane: Yes, this is a different call

Jason: All right we can put March behind us. Did we pretty much get it? Can you give verbatim or...

Jessica: Uhm we got paged out for a male possible OD, not breathing. Arrived on scene, I had David Klopfenstein, me, and Jesse Kean was on training, at the time he was supervised, he was still under our training 6 month probation. Botkins fire and PD had been dispatched. Got on scene found chief Gehrlich at the head breathing for him - he fell and hit his face on a pipe, I'm assuming, - they say he'd been dragged from the bathroom before we got there.. Drug bag coming in - I pushed Naloxone per protocol until respiratory drive came back and secured C-spine put him on a backboard. I had to tell her multiple times not to lift - she had abdominal surgery. There were plenty of fire guys there to lift. By this time the patient had his respiratory drive back and we put him on oxygen in the back of the truck. Went ahead and driver - there were three of us in the back, she jumped in the back and started an IV. It was at that point in time I should have said no..

Jason: Just for clarification, WAs she on the schedule or did she show up.

Jessica: She was at the botkins PD exchanging phone cases and heard someone not breathing and asked 'How can you not respond to that'

Jason: Okay.. Do you verbatim - wasn't there something like "I can tell when I'm ready to go"

Shane: That was in her meeting with us -

Sharon: We had to talk to her about it - and she said "that's okay the doctor can backdate it and make it a non-issue."

Jason: Okay, uhh.. floors yours.

Melinda: Yea..uhmm... yea..As far as leave of absence - I did not do any lifting uhm and I Was assisting the patient breathing at that point. So you have a you know - just go back and in the article bylaws the number one is prevention of illness and injury - so you have the patient that was obviously injured I won't walk away.

Shane: Did you have anything releasing you to duty that day

MG: Negative - I did the next day.

Shane: That day?

MG: The next day.

Shane: But not this day?

MG: No

Shane: Mmkay.

MG: K.

Jessica: Was I not allowed to come back to my shoulder surgery just to drive. Did you not tell me no until until I was fully released?

Sharon: It is our standard protocol--

Jason: Okay, I think that-..Okay uhm..(Reading from number 6) It has come - This is uhm on there clear as day and it was part of her pre reqs to ---Err part of her duties to become chief which she was aware of when she signed the form. We recognized/ it was brought to our attention rather - that many of these meetings you have been absent from SCEMS and several township meetings and this was an infraction against what you signed saying what you would do - you were getting paid a stipend to attend these meetings that you do not attend.

Shane: I believe you were getting paid a stipend to attend these meetings.

Jason: That is correct

Melinda: Yea but- You guys know the schedule, correct? Does anyone know the schedules of the meetings?

Membership: (General agreement of not knowing.)

Melinda: Do you know that there are multiples on different days also..

Shane: Is this saying she has to attend every meeting.. Jackson twp one time -

Jason: It's basically like - what did we say? Two? That way you evenly go through ought the year The way our organization is set up, she is the face- the focal point therefore we want to keep in contact with all our township people. In order to retain membership on this department - we all have to put in 24 hours - but she was not held to that - She's the only one on the department, in lieu of--

Shane: She was the one that wanted that changed so she could do both..

Jessica R: It was changed so she could do both - while you were deployed.

Jason: So at the time it was set up so that instead of doing your volunteer time at night all you had to do was going to these meetings so we had the constant communication and addressing any concerns. So every 90 days she would be meeting with these people. You're saying that she wanted and addition to do these.

Shane: Your last SCHEEMS was in Nov/October. When was your last Franklin township?

Melinda: I don't recall.

Shane: Because you've never gone. When was your last --

MG: Scems meeting, I believe the last two I was actually on calls.

Shane: Okay so that's 6 months into this year. There's 3 you could have attended -

Jason: Have you been to any Jackson twp.

Melinda: Yes.

Shane: We had the Anna admin calling us asking if you were still the chief because you were not attending the meetings. And you're getting paid to attend these meetings.

Jason: The floor is yours.

Melinda: (Talking to Attorney unintelligibly) I don't have anything at this time for that.

Jason: Number 7 (Reading from paper) So in reviewing because this was brought up to us - there was 14 times - now I believe 2 or 4 of them were half days - where she's called off or left and said 'hey you cover me' the reason that this is in there - is because the same individual a couple years ago was doing the same thing and it was causing an overtime situation - and we were dangerously close to losing our 5013 status---

Jessica Rickert: Our EMR

Jason: Our EMR status thank you for correcting me So this is where this comes into play. It's because we were having more hours on the part time paid than we were on the volley. Unless anyone has anything else to add okay- Turn the floor to you.

Melinda: Right - uhm call offs as in I didn't report to work - as in I called in and like called in sick. Because according to call-offs I did not call off. I replaced my shifts with other personnel by my doing.. I didn't call Jessica to have someone call in. I replaced my own without work for anyone else.

J: Yes but how we are designed - correct me if I'm wrong, but it should go through JR to make sure that we don't have overtimes. Is that correct?

JR: Yes - for the most time they can find their own cover as long as they're not in overtime then I'll -

Jason: Okay.

MG: It's been a unspoken rule in daytime - I look at tabs hours, I can say hey 'she's good on hours, she's not ink overtime' I can look at tab - not to throw you under the bus - but I can say 'I see you haven’t picked up extra hours, can you cover the shift.' Again it's always communicated. I can go as far as disputing call offs. If there's 4 in a 12 month period - if I've had this many offenses why haven't we followed the SOP?

Jason: This is since January.

SH: Were there days where she didn't meet her 3 days - these are things we found in the grievance process.

Jason: In her contract it states she's allowed to schedule her own days

Shane: A minimum of 3 days

Jason: And she failed to meet those.

Jessica Rickert: Only when she was on LoA. Otherwise she was scheduled for her 3 days - but she found her covers.

Shane: The covers are required to be found in how much time? Do we have a timeframe on our covers.

Melinda: IF you’re going to call off it's a 4 hour. If I'm not mistaken. But at no point did I call off - there are always replacements. Which everybody does on daytime. For instance, even today - there was a replacement. Again I'm going to dispute the fact -- I would expect that if I called off sick and called off an excessive amount - I'd expect to be removed and follow the SOP. If I had truly called off sick. But I didn't call off.

Shane: Since you have found appropriate covers for you then we move into eight - you found an unreleased probationary trainee to cover an active seizure call.

Melinda: Uhm.. Does anyone have anything before I speak? In all honesty - anybody? Okay. This states that I call off. Again I didn't call off - I was here working that day. There are time punches for that day.

Shane: You were taking your test - it was not supposed to be on the clock. Per the Greater Miami Valley Council It was supposed to be off the clock.

Melinda: I had a proctors approval through JR.

Shane: You also put a trainee on a call.. Someone not released from training status - someone that has to be released per you--

Melinda: Are we talking training or probation, because it says probation.

Shane: Fine, probation - She's not released to run--

Jason: Technically it says probationary trainee - it says both.

Shane: That has to come from you. She's not released to run alone - that has to come from you and nobody else at that time.

MG: Again even with that - she's been under my supervision--

Shane: Okay, You released her before she was off probation--

Melinda: No--

Shane: Because she did not get released from training until how many days after--

Melinda: Time out - can I talk please. Taylor had been running with me for an extended period of time.

Shane: Was she released from training- probationary status?

Melinda: According to this, she's still not released.

Shane: She is released.

Melinda: According to this, she's not - because it states "She's not released until June of 2017" If we're following this, it would be June 12th.

Shane: So she's still not released--

Sandy: We need to come up with a difference between trainee/probation status.

Shane: You were the only one that can remove her from that status. She wasn't - and still isn't removed at this time.

Melinda: That’s why I'm confused by this investigation.. Because she's running today - and I didn't make the schedule.

Sharon: Taylor-was-did you.

Shane: She wasn't released. The core of the thing is you released a probationary member to cover an active seizure call: yes or no.

Melinda: She ran that call.

Jason: Taylor, you have since been released and are running on your own can you give us a date when you started running on your own.

Taylor: The honest date I don't know, I Was on April by myself with just one other crew member.

Jason: Okay, Thank you. (Reading from Number 9) I'm going to tread lightly on this - uhm, actually I'll let you-- (Gesturing to Sharon)

Sharon: Well evidently, a member came to the station to have a chat with Chief Gehrlich - words were said-

Shane: The member requested that the chief did not come onto her property

Jason: Then I believe shortly after that she left for a few hours after that.

Sharon: Yep - she left.

Jason: I believe she had a cover.

Sharon: Yes

Jason: Then when she came back we have two witnesses saying when she came back from this that she stated that I repeat "I'm going to shoot someone".. Which We have a very strict stance on this (Workplace violence) - and that's not someone you want as your chief. As your public face. As this whole meeting has been - we give you the floor.

Melinda: Honestly I don't recall any such statement.

Sharon: That's okay, We have 2 written statements of witnesses.

Shane: So uhm, so You were requested to stay off and out of this individual’s property.

Jason: So we're moving into ten.. okay.

Shane: So after that was made to you - you made a public post identifying yourself as Chief of ARS - stating: That "Sidewalks are public property and no one can tell me I can't be there." We also have a screenshot of your profile identifying yourself as the chief at that time - which you have since changed.

(Short intermission to retrieve paperwork with sidebar discussion from membership)

Jason: We apologize for the inconvenience This happened on the 7th. On the 11th - we were given this: (Displaying a screenshotted post and reading from the paper) "Public sidewalks are a wonderful things just throwing that out there" The context that we got was that one of our members was being constantly harassed because she has informed Melinda that she was no longer welcome on her property and we have been told by this member that she will drive by the house - honk the horn and stand outside just for the heck of it. So 4 days after this came out - - go ahead--

Shane: They recommend that they can walk in the road and she makes a comment : "True, but then I would be farther away from the point of being a smartass."

Jason: Uhm there was a comment to this. "Pardon the French. I'm an asshole" And she responds "Me too, ha ha ha" To us - oh - and this was a copy of her profile page - as you can see it says she was chief of ARS at that time. To us, uhm, once again this is not how you want your figurehead to uhm act. We all know that you know we live in a small community- because whether you have the t-shirt on or you don't, people know who you belong to. The last thing we want is that someone would need our help, we show up, and they're scared we're going to do more harm than good. Just the uhh--

Sharon: It's not the professional image that we had.

Jason: Just the viewpoint of us. We found this disturbing but - as with everything else we give you time to say your piece.

Melinda: I mean aren't sidewalks a wonderful thing..?

Sharon: I think you're missing the point here.

Melinda: I - I'm asking I mean.

Shane: If that's your response, then that's your response..

Whitney: I don't think they're a wonderful thing in that context--

Shane: Sure, They’re a public space.

Melinda: They are public - Okay - In the same incident they're referring on April 7th.. I was told you trustees allowed this member to come in and address me

Sharon: This member is a member.

Shane: She's allowed in this building.

Melinda: But you gave her permission.

Shane: If you have an issue - what does it say - tell you to do?

Melinda: I was just asking if that was the case.

Shane: Yes she had permission.

Melinda: So that member was allowed - She can come in and make threat to call SO on me

Shane: If you're on her property and she tells you not to - then yes --

Melinda: I'm just stating--Someone’s allowed to come in and make a threat.

Sandy: That's not an ARS issue

Shane: It's not a threat - she is telling you that if you are on her property she would contact the Sheriff’s office

Melinda: What does that have to do with ARS.

Sharon: It has to do with the chain of command complaint system - if you have a complaint with a member it clearly st--

Melinda: It wasn't a ARS issue, guys, It wasn't an ARS issue and why are you allowing someone to come in when I'm on the clock

Jason: It's an issue when it's on your social status for the world to see - that you as a figurehead- and then you-

Melinda: I'm not talking about that. I'm talking about allowing a member to come in address me on something that is a personal issue and threaten to call the SO--I'm saying like sandy said it shouldn't have been brought up.

Jason: From my understanding uhm - I could be wrong--

Melinda: Sandy if you have more to speak please do--

Jason: This person stated that she had been harassed from you for a while and she wanted a public space with witnesses there so you couldn't say that this happened or that happened.

Sharon: Which is what's going on.

Jason: Yes, which is what's going on. Anything you'd like to add, feel free? But this is the context--

Sandy: I'm not familiar with her situation.. but I've been aware of some squad stuff where things have leaked into Family life where one person had someone enter their house illegally, and it happened off squad property by family of squad member to off squad member.

Shane: The location of where it happens isn't really the issue - it's your response to this, and your rebuttal to this was equally just as upsetting and really disappointing, but..

Jessica: Members should be able to come to you when they have a problem.

Shane: If there's a problem, we're supposed to take it up with that member.

Melinda: Right - but this was all personal.

Whitney: I heard you say several times when you're on duty - we were passing this persons house, you were flipping the person off and you were saying "I hate that stupid bitch" And I said "Melinda, Seriously!" and you said "I'm sorry, I shouldn't say that." Those comments being our chief shouldn't be said. And you're supposed to be the approachable person in the squad and when you make those comments in that tone of voice and in that regard, it is off putting and it makes members not want to come to you - and you get upset when they don't. and yea it sucks that our personal life can roll into squad but if you don't want it to then don't make comments like that for us to give a reason to say those things

Melinda: This particular incident again - I had no contact with said person - it was all personal.

Shane: It's not personal when you post it online. Then it becomes public.

Melinda: Wasn't that 4 days later

Shane: It was four days later where you also identified yourself as our boss

Melinda: But you--

Shane: but you acted in an unprofessional way

Melinda: Sidewalks are a public thing, that's a fact. You there-

Jessica: But when you tag that person’s boyfriend into the comments

Jason: Or when you say "Any further away and it would lose the point--"

Melinda: EX-Boyfriend

Jason: of being a smartass." You know uhh, I'm an asshole.. Me to. These are not - this might not be a word. These are not chiefly actions or actions that I would want to be represented this way. But if that's your answer then we will move on to the last one. (Reading from 11) The caveat was that those users were able to get access after pushback. The other issue is she offered into agreement with Lt. Bender to change the Mutual aid contracts. To give you the context form me - I came back from a 6 month deployment and found out that the JC Door was not working and at the time - Jessica could not implement a work order because she was not given access to - which she originally had. Shane and I had to come in here on an off day and (I was just back a week) And we had to call Nuwave, explain who we were - almost threaten to cancel our contract with them unless they changed it back to the way it was. This wasn't something that was never to my knowledge - was brought to our attention. The other issue which is even more disturbing is uh - I'll let you correct me if I'm wrong. There was a meeting in Bellefontaine with Lt. Bender who runs the dispatching for SO in that meeting it was changed - is being changed where our normal - our regular mutual aid contracts with Port and Ft Loramie and other volunteer departments were being changed out for full time departments for Sidney and Wapak.

Shane: For example: Sidney who used to come up to the village, Sidney is now requested to go all the way to Kettlersville.

Whitney: This was discussed at the prior meeting so it was changed.

Shane: Yes..

Jason: So it was changed, okay - We have an issue with this because #1 we weren't told about it till after the fact when someone else told us about it. It's two-fold #1, It's overstepping bounds and #2 if calls-mutual aid calls increase.. These organizations that are full time will see part of our levy. And they could potentially take monies from this organization - and we need financing to survive. We find this appalling. We did contact Lt. Bender and he did state that 'Well you know - it's always been that the chief changes these' and I personally told him 'be that as it may that's not how this organization is ran' and she knows we do contracts but failed to let us know about this. So if you have anything to add- I will turn it--

Danielle: Nuwave, is that our camera system?

Jason: That is our camera system. How many months were you without the cameras?

Jessica Rickert: She took over and changed the password so August/September-ish - trustees instructed her to give me the access maybe septemberish? With some reluctance I got it to Anna, but I never got Jackson - until I bugged her about it.

Jason: When did you get that?

Jessica Rickert: I don't know I bugged her about it for a while and she eventually gave it to me. For creating work orders - uhm the Nuwave rep stated that she had called them and told them that all point of contact had to go through them any changes have to go through the chief and I Was taken off the list.

Shane: The original way we set up the system - not one person was in control of the cameras - that way if for whatever reason the person couldn't delete from the files. It's why multiple people had access to the cameras. It was to protect all of us.

Jason: Yea, so With that being said - I turn it over to you.

Melinda: All right lets' start with the first one. Nuwave agreement. Uhm, I asked Nuwave to be a point of contact I never said I was taking over uhm- passwords were changed because there were no passwords to JC. I couldn't get a hold of Jessica in that time: We didn't know what the passwords were. Intern chief Wirick needed video of "don’t quote me" A village piece of equipment was stolen and he wanted to see who it was. With talking to Nuwave I only asked them for a password at no time did I ask to take over a contract.

Jason: I can speak on this because I talked to the lady: Her words verbatim "My apologies sir, Melinda stated she was to be the only point of contact" Per verbatim. I Can back that up - because I've been told by Jessica that has called and was told verbatim the same thing. I do have some fault with your answer - but that's me you know so...Do you have anything to say on that..

Jessica Rickert: That is accurate.

Sharon: We addressed this back in oct-nov where we told Melinda to put you back or give you access or fix it so this wasn't a problem anymore. And you just now two weeks ago got full access again?

Jessica Rickert: I just got it a few weeks ago. I had requested it from her multiple times as well.

Shane: Because we called and got full access.

Jason: Were they verbal or email form..?

Jessica Rickert: Verbal, email, and text messages and was told that Nuwave had to have it in writing and asked to CC so we'd have access. And the email never came. and then when I mentioned it to Melinda after the last membership meeting, She said "I did call them" And I told her it had to be in writing.

Shane: Yes, because we had to do it in writing.

Melinda: I was able to do it over the phone and I didn't have to do anything to do in writing. So you guys had to do it in writing - I didn't have to do it in writing. I had a conversation in the building and didn't have to do it in writing.

Jason: Did you ask her to do it in writing?

Jessica Rickert: I asked repeatedly for her to do it in writing.

Melinda: As far as entry into the JC building, I said "Hey jess can you call Nuwave and do that?" I went back over I don't know and I can't remember - when I do truck checks, whenever, and still wasn't able to get in. "Did you call Nuwave?" "Oh yea they need your approval." I'm like 'What.?" And again, there had been a couple weeks lapse there that I had asked.

Jessica Rickert: So you're trying to throw this on me - really.

Jason: Easy... Easy.

Shane: So the password - The neglect in getting people the passwords

Jason: For two months was it?

Melinda: - I don't have timeframes.

Jessica Rickert: Also when you changed the password here at this station - it was on Sunday and you were in the closet- and there was another member here that I have spoken with. And you came out pretending to count money. Because I was trying to access the cameras and I couldn't.

Melinda: So..

Shane: JC is an issue in and of itself.. Why are you changing botkins and Anna?

Melinda: I have a question why are we accessing cameras from home for no reason.

Jessica Rickert: I check to make sure my crews are here every single day.

Sharon: That's not a point in the case- This is about you kiddo.

Shane: Why did you change passwords for all of them if Jackson was the only one to change. And not give them to anyone else.

Jessica Rickert: You didn't make them the same passwords. The password you made for Jackson center was different than the password you made for Anna and Botkins. You didn't even make them all the same password.

Shane: Mutual aid agreements - do you want to go through that?

Melinda: Response tables are emailed out as response tables - I don't know who got what information about a meeting in Bellefontaine and I had a conversation either on the phone or via text from a member and said 'I had a meeting in Bellefontaine' At no point did I say I was with Lt. Bender. The meeting was never said that I was with Bender - and it was a personal so I don't know how those lines ever got crossed. As far as response tables go, yea I did have a discussion with Bender about our response tables.. We still had Jackson Center Rescue as the mutual aid for Botkins. and we took over for JC since when.

Shane: I'm not going to take issue with that they might have needed updated. I take issue with it is a contract - regardless of what the sheriff’s office calls it.

Melinda: Where are the contracts? I mean - you know - I took initiative to try to make sure we had coverage because JC hasn't been around to make sure we had proper units.

Jason: What I find appalling is that at no time did you say "Hmm the Trustees should know this."

Melinda: At no point in time when the Trustees found out - they didn't come ask me about it.

J: Why wouldn't you bring it forth - because let me ask you this--

Melinda: Because in all honesty I didn't think of it as a contract - it's a response table--

Jason: So when you--

Melinda: So when someone says hey --

Jason: When you sign a mutual aid agreement, you sign a contract with them.

Melinda: I don't deal with contracts so how do I know the verbiage?

Shane: IT's why you shouldn't be--

MG: And again I changed response tables --

J: So - who who--Who is our mutual aid providers now

MG: As it's set up in the CAD system

Shan: There are a bunch of them

J: Is Sidney one of ours now from Kettlersville road.

MG: I'd have to look - I can't speak without the response tables.

Shane: In this meeting.. were the other departments there.

Melinda: No.

Shane: Is Sidney aware that you changed our Mutual aid agreement? Are the surrounding departments aware that you changed our agreements? So if we get a call that we have to mutual aid at Kettlersville.. and their first response is going to be not New Bremen, not Minster, but Sidney? Does Sidney know that?

MG: Is... Like I said there are 14 different tables

Shane: It’s a yes or no question Melinda

Melinda: It's not because I can't speak on what I don't know!

Shane: Was there anyone else in the meeting

Melinda: I said No

Shane: Okay so do you know if they updated the rest of the people that you changed our contracts?

Melinda: I have no idea.

Shane: So there's no communications with other departments that said 'hey we're not calling you anymore.''--

Melinda: And again it's response tables it was nothing--

Shane: You're a chief! You didn't contact chief jones, you didn't say "hey we're going to have you come to kettlersville now" Hey Wapak, we're gonna have you come all this way. You didn't contact or even ask them if they wanted to do that?

KW: And there are certain... Pusheta township trustees going off if we're supposed to be calling St. Johns next and Wapak covers it.

Sharon: And wapak's not fond of coming down this far.

Shane: Our issue you may have just created a hornet’s nest by not running this by anyone running in this department

Melinda: So you've known for how long.

Shane: As soon as we talked to tim.

Melinda: Okay if it's a hornet’s nest, why hasn't it be changed back.

Shane: Because this is a mess you created.

Melinda: Why can't it be changed.

Jason: Because we cannot do it.

Melinda: Oh, wait, you said you can because it's a contract.

Jason: According to to Tim (Lt. Bender) - only the chiefs are allowed. If you want to change it back, then she's gonna have to do it - or someone in that position is going to have to do it.

Sharon: We're legally liable for the coverage that we didn't agree to.

Shane: We now have an issue that you've created that nobody in our surrounding territory even knows about

Jessica: I'll apologize because I Was the one on the phone with her when she said I was coming back from a meeting in Bellefontaine. “ I talked to lt. Bender, oh by the way, I talked to Lt. Bender. We sat down and had a meeting. I went ahead and changed the contracts around.” So I'm sorry that I assumed that the meeting was in Bellefontaine, considering that's what you said on the phone..

Jason: To me that's schematics, we have a bigger issue.

Jessica: But that was a big secret that I wasn't allowed to say-- Because as soon as I told someone, I had the third degree from her.. I got a phone call within 20 minutes

Shane: Do we have anything else on 11.

Jason: This is at this time - once again that we uhh expect your utmost professional behavior - if anyone has your questions for us - say your piece or... don't.

Shane: Before we adjourn--

Jason: Give em a chance - good grief

Sharon: Any questions-concerns comments.

Jason: Now is your time.

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Summary: Many members expressed that Melinda has done a good job as Chief in the beginning and that we have better relations with Police and Fire departments of the surrounding areas. Many also agreed she is a good paramedic. Many agreements that her focus shifted from worrying about PR outside and less about working on being chief within the squad itself. Agreements that she was a good member - but not suitable for Chief right now. When asked if she would stay a member if removed as chief- she stated that she would need to do some "Soul Searching" to decide if she would remain on the department.

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Jason: Before we conclude per our legal counsel because you guys cannot vote on this issue until next month we have been advised to place you under paid administrative leave - which means that uhh you cannot come to the building, do any chief functions regard to ARS and turn over everything outlined in that letter for the time being. You will be allowed back here on July meeting which is ---- July 13th and you know for that meeting. Uhm, and for members, the reason that we did it in an open forum, is that if you have any questions squad related you are to go to Jessica Lemly and she will be your acting chief until this has been resolved. IF no-one has anything further..

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Summary: Membership discussing issues with the SOP's and how things are done.. Being advised that SOP's can be submitted and changed by the membership.

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Jessica: End on a good note - we're all family - were here to do one thing.. which has been to serve our community. NO matter what has happened/been said we're here to serve the community together. We work together we stay together. Follow your chain - go to the member, then go to someone above. You want to SOP Changes, I will help look at them, I don't care, okay.

Jason: We're all professional and good public image means a lot - if you have problems with what went on this evening.. please keep it in house. Once dirty laundry has spread - it's hard to clean that up. The last thing we want is the public to think we're incompetent. And we ask for your professionalism in that.

Melinda: I would also ask that it stays in house - because I have been asked by people outside about things that weren't said by me.. Just to remind everyone - You know why I do this - but to be put on leave kills me. I am dedicated to this squad. This kills me. You guys have the opportunity to believe me or not. As your chief I am dedicated yes I built relationships with outside . I wish someone would have come to me - there is a standard to go to that person. You're not going to ever offend me. Come have the conversations. I'm human like anyone else - I make mistakes. I'm sure that we look around at everyone in this room and we all make mistakes. I am dedicated to this squad.

Jason: Anyone have anything else - or we'll adjourn.

Meeting Adjourned at 7:54 PM by Jason Nolte