Membership Meeting Minutes

9/13/18 @ 7:31

Attendance:

Danielle Stienke, Brian Holthaus, Ashley Holthaus, Jessica Rickert, David Klopfenstein, KAren Weinstock, Taylor Schmidt, Cliff Damron, Chuck Wirick, Jessica Lemley, Shane Rickert

Excused:

Jesse Kean, Ken Lemmon, Gabe Lawrence, Holly Schoffner

Unexcused.:

Jaimie Bagwell, Ben Luthman, Sandy Shuff

Meeting Called to order 7:31pm

Old Business

-Regarding Chief’s contract

Jason Nolte stated that the Trustee’s have met and discussed Jessica L’s contract and it has been decided to suspend the discussion and chief duties until such a time as the trustees can come together and bring it up to membership. This meeting will be held at 6pm. Whatever choice is made by the membership will be deemed final. No further discussions on the topic will be held.

-Cot Loader issue in 144

Due to the lock system, a company came in to do a recall. They came as a surprise and fixed the issue, they noticed another problem and found out that the shoreline had a severed power cord and it was replaced. They also found that the cot loader had ziptied the power cords to the chassis.. Which voids our warranty had it caught fire or had issues. It was also grounded improperly. Shane Rickert asked who installed it. Jessica LEmly stated it was the company that striker recommended. The cot itself is under warranty, but if something should happen before hand that was caused by the improper installation it would void the truck warranty. David Klopfenstien has gotten a hold of the installation company (Instatek) and braun to discuss what would need to be fixed to bring it up to par.

Old Business

-Jessica Rickerts contract finalization has been brought to the membership.

 -Hourly wage:

 A(The trustees decided) $18.00

 B(The Current wage) $22.86

 C(The wage that the membership chooses)

---Cliff questioned ‘cutting someone's pay’ even though it was decided on prior to this. Jason Nolte explained that they came together to discuss what they decided (A) and that the membership had some problems with how it was decided. The Trustees are remaining out of the voting. Jessica Lemly stepped in and clarified Cliff’s question: Currently, Jessica Rickert is paid salaried, and she will be moved to hourly. Whitney asked with the 18/hour was per hourly, is some of her duties taken away to compensate for the loss of pay. Danielle stated that the current signed contract (Outdated correct? Whitney) states $15/hour. At some point in time last year the pay went to $20/hr with 40 hours a week. The current signed contract listing the duties has not changed for five years. Any duties that have gone above and beyond that contract were requested by officers or taken upon by Jessica Rickert. The Trustees did not change that in the contract and bylaws. Karen Winestock stated that it was changed. She stated that it was made during Melinda’s Assistant chief that Scheduling and supervising of personnel on daytime was added to her contract. Whitney Knief asked in the bylaws is it just for an officer position or the administrative position. Jason Nolte stated that there are two positions in here (The squad) that are contracted. The Chief, and the Administration. Whitneys question is why Jessica Lemley was suspended, why Jessica Rickert was not suspended. Jason Nolte states that per the bylaws anything over 40 grand goes to membership, and this pay rate comes out to over 40 thousand. Whitney has asked whether it is going to be hourly or salary. Jessica Lemley states that she works 70 hours a week, as Salaried, she gets paid for 80 hours. Jessica Rickert states that she is paid for 35/week, if she does over 40, she gets overtime. Anything after she doesn’t get paid for. It was brought up that she was hourly before the fire, but after the fire, she was changed to salary as she was working many many hours over the 35. When the trustees spoke with the accountant, he had told them “We are really really in bad shape, She has full grasp of it, so the issues that happened in the past aren’t the same anymore. It’s not needed to have the extra time in finances.” Shane Rickert questioned if she has overtime, would she be compensated if something would happen similar to the fire. Jessica Rickert stated: in 2013 she had 15.59 hours of overtime for 2 months. In 2014, she had 266.81 hours of overtime that were unpaid because at the time, the Attorney said she could do it as comp time and take time off later. She found that was illegal to do later. in 2015 she had 313.32 hours overtime for the full year. It was changed to salary at that time. In 2016 she had 135.05, in 2017, she had 87.88 hours, in 2018 (thus far) 37.8 overtime hours. Shane rickert is now questioning what happens if she ends up with overtime, how do we compensate. Jessica Rickert states that from 6a-6p Monday through Friday she is required to answer her cell phone. If it’s her day off, but something still happens during daytime, she still has to answer. Via the Attorney, every time she was contacted for squad business, she has to be paid for an hour. Via Salary, that was brought up that it would make that not a requirement. Jason Nolte states that it’s not the responsibility of anyone on duty to answer the phones during the day. One of the proponents are: (These are not my views) A structured time at the station at some time between 6a-6p as the Administrator is supposed to supervise over daytime and make sure that chores are done. THes second component is that there have been members in the past that have this feeling like ‘Hey I have to volunteer my time to do daytime, you get paid to do everything.’ There has been a proponent why she gets paid for everything. Whitney questioned where it comes in that she does have to do some type of volunteer time as she can vote. Jessica Rickert states that she was paid for 35 hours/salary for 35 hours. answering her phone is basically volunteer time. Shane rickert questions if they spoke to Brian (The attorney) before proposing hourly again. Danielle Stienke states they did. Whitney asked where does it come into the bylaws hat the administrator becomes second in command, and she takes over the persona for the chief and expressed concern that while Jessica Lemly is suspended from Chief duties, why does Jessica Rickert get to take them over. Jason Nolte then stated that it was temporary and Shane Rickert states that it would be a very lengthy discussion. Whitney expressed that in Botkins that the Chief was the the one on top, then the trustees, secretary, treasurer and then the administrator and she doesn’t agree that her position should be one of authority as it is not voted on it as she cannot vote her out. Chuck Wirick states that it was made so complicated. His recommendation is that the proposals of each contract is put up and then voted on as a whole. Jason Nolte states that there are a few slots that need membership input to put in information to be voted on. Jessica Rickert stated that it was part of the previous discussion. IF she was hourly and she was scheduled 35 hours and paid 35 hours to avoid overtime. She also stated that she could not be mandated to answer the phone unless she was on the clock. Jason Nolte stated that how they look at that is if the membership votes hourly, they put in a stipend for after-hours duties. It would be a flat fee that throughout the year would even itself out. If hourly is chosen, a pay rate and a flat stipend would be chosen by membership. If we choose salary, then the pay rate is discussed, and the decision is made to tailor the hours she is required to be at the station. One of the biggest proponents he’s heard is that she needs to be here during business hours. Chuck Wirick stated that one of the issues is that she was getting paid overtime, and she was still getting paid overtime. Shane Rickert stated that in the past that this was set up by a legal representative and he doesn’t know all the laws as far as it comes up. Ashley Holthaus asked come tax season what happens when she gets over her hours. DAnielle stated that according to the attorney, tax season is no longer so time intensive. Now that everything is set up, it’s a matter of a couple clicks. Jessica Rickert stated that it’s easier to have David as a treasurer as it he is dayshift. Chuck wirik asked if the salary is going to be exempt or nonexempt. It will be non-exempt and taken as it is. Cliff Damron asked if she has had any disciplinary write ups or anything and asked why there was a paycut. Jason Nolte stated that there has been none, and that two or three years ago, people were up in arms “Oh my god I can’t believe blah blah makes so much” He stated that the pay raises have not changed over the years and they would be upset because they haven’t gotten a pay raise and Jessica Rickert has. Shane Rickert stated that trustees in the past agreed on the contract but it was never put into writing. Jessica Lemly stated that when she found the contract she noticed that it was out-dated. Cliff Damron stated that if there’s a pay cut without disciplinary action it is unfair. Whitney states that she feels the administrator has way too much responsibility and there is a chief/assistant chief for that reason. Shane rickert stated that we had a second assistant chief, and it was voted by membership to remove the daytime assistant chief. Jason Nolte states that the majority Vote is for Salary with 8 votes for A, 3 for B and 1 for C. IT has been voted that she is to remain salaried at $22.86. Jason nolte asked if we do want to have set hours for Jessica Rickert for when to be at the station. Karen winestock stated that she (Rickert) was dictated to post her hours as well as a dress code. Jason Nolte asked what hours we want and needs some hours thrown at him. Ashley Holthaus: 9-4. Jessica Lemly 8-3. Shane Rickert: 8-815 for dropping the kids off. Karen Winestock: 8:30-3:30. Brian HOlthaus asked if her lunch was paid. Jessica Lemly: 10-5. Jessica Rickert: 8-3. Danielle stated that when they originally sat down, she was given an option, if she deviates, she has to clear it with Jessica Lemly. Cliff Damron questioned if the members are making the contract, why do we have the trustees. Shane Rickert stated that membership hasn’t had a say - and they’re giving it now. Votes for Hours: 8:00a-3:00p that she will be required to be for. IF she has to adjust the hours, she needs to speak to Jessica Lemly. If she is going to be late she needs to contact Jessica L and the duty crew. If Jessica Lemly is gone, and she needs to change her times - she wants to know who she needs to speak to. Jason Nolte states that if she takes vacation leave it needs to be submitted to Jessica Lemly, if she’s not available, it needs to go to the trustees. All that states is that it’s been accounted for and for example if there's’ a big open house and there’s a big argument, and it is covered.

Karen Winestock asked if the bylaw change was going to be voted on. Jason nolte asked if the bylaw change was discussed in length. Danielle Stienke questioned what bylaw this was. Karen Winestock explained the proposal and Jason Nolte stated that it has to be proposed to the trustees. “Changing the trustees from 3 to 5 Where the 2 outside trustees are for a non-expiring term and the 3 remain on the 3 year term. “ Jason Nolte questioned if we want “People on the board that we don’t know what we do, forever” Karen Winestock stated that it has to be a representative of a government entity that we serve. They are current/former chiefs and trustees of the township/leadership. Jason Nolte asked what their purposes was: To help come up with bylaws, SOPS, contracts, and Grants to help with the internal drama. Shane Rickert asked if we were bringing in outside members into the internal drama. He said they are held accountable to this department and we can’t control what they do or don’t say. Jason Nolte said that the drama is bad now, and he wants to add the other people. It was brought up that the fire chiefs know the internal drama and they need to be brought to the Rescue chief with their concerns. Shane Rickert asked how that was going to provide support to the department. Karen Winestock stated that its from the management experience. Chuck Wirick stated that “Everyone that is on here, everyone knows”. Shane rickerts concern is that speculation is where it’s coming from. Jason Nolte stated that Chuck wirick had questioned Ashley Holthaus about Bylaws. Shane Rickert stated that there is speculation inside the department where the news is coming from. If you don’t have proof that it’s who it is, then don’t say it. Chuck Wirick stated that the details of Jessica Rickert’s contract was out before membership even knew so it had to come from the Trustee’s. Jessica Rickert stated that she spoke to other members of her contract because it was her contract. Shane Rickert asked what does it matter outside of these walls who is in trouble for what. It shouldn't get out. Chuck Wirick states that there are too many hands in the honeypot. He stated that if he has an issue with his employee’s he deals with them. The only one he answers to is the mayor. He states that one person needs to run the department. Jason Nolte stated that we’ve had that in the past and it didn’t work. Whitney Knief stated that nothing works for Anna, and everyone talks behind their backs. Why can’t anyone grow up and talk to other people about it. Chuck Wirick questioned why our chief was suspended, and that it was ridiculous as it is our fifth chief. BRian Holthaus stated that we’ve voted on it every year. Jason Nolte asked about the five chiefs, it’s a volunteer organization and nobody stays forever.

Whitney Knief stated that she was happy to be off for her surgery and she was glad to not be near the drama. Cliff Damron stated that no matter where you work, everyone talks about everyone and they take their shit home. He said that if people kept their mouths shut it wouldn’t happen. Ashley Holthaus stated that she wishes that it had gone from what one of the previous chiefs (Bender) had. Where once you started any bullshit, you were removed. Jessica Lemly stated that technically she’s suspended as chief, one of the things on her agenda was the discussion of drama. She’s done with the Jess vs Jess, Danielle Vs Jess. She’s tried being the chief that was the friend chief, but she’s done. Ya’ll wanna start talkin, Ya’ll wanna start doing business. When she comes back, we’re done. She hears bullshit from anyone of hearsay here or there. If they didn’t talk to each other she doesn’t want ot hear it. Chuck Wirick stated it was in our SOP’s and Bylaws. She’s going to start writing people up for the internal Drama. Chuck Wirick held up the roster and stated that our roster has ever looked like this. He states that we have people who want to join but refuse because of the drama. Shane Rickert stated that if you can’t put the drama to the side and respond, then you don’t need to be in the rescue squad. Chuck Wirick stated that it took him a very long time to join Anna, and he didn’t come until Jessica L was chief. Shane Rickert stated that it shouldn’t be who is the chief. Jason Nolte stated that we have a lot of calls and it sends some of the trainees away. Chuck Wirick stated that at his department there’s none of the backstabbing bs. Danielle Stienke states that she thinks what we have is people who are stressed, we have not only just the calls, people putting in time, officers doing their officer stuff, but also the stressed of the calls we’ve had. We’ve had a lot of stressful calls. That’s the nature of the beast that’s why we’re here. I think that we’re getting away from taking care of each other, the carry-ins, the going out and doing something fun. I know we train hard because we have to, but at some point we need to do something for us, that we need to come together and set aside the department and be a team, do team building. That can be done in multiple ways. Ashley Holthaus stated that we’ve lost that family aspect for some time. Think about the years past, years ago that they knew their partners like no other and could read them without speaking to each other. We got together and hung out outside of squad things. There’s been drama for 30 years. We lost the whole aspect of leaving the drama at home. We don’t take the time to socialize. Whitney Knief stated that we’re understaffed. Shane Rikert stated that we’ve gotten trucks out the door. Whitney stated that she’s been listening to the radio as she was laid up on the couch that she was amazed and proud that we could get trucks out the door. Jason Nolte stated that we have more call volume now than ever before. That the camaraderie changed once it turned to money. We ask more of our members than most departments do. Jason Nolte stated that people run on emotion, and we can’t do that. Chuck Wirick Stated that the first person to start dropping bullshit to him, he’s going to tell them to shut the hell up. Shane Rickert started to nip it in the bud now.

Jessica Rickert wants a bylaw change proposal: Section I, Art 3.1 the advisory board. She would like to change the part that said it’s comprised of the individuals and community that we service to an elected official of that township or village. For reason of that we get a fire chief that we compete with levies for the purposes be people we answer to, and not those that we are competing with. Chuck wirick states that he wants it to be a council member, township trustee.

-Events

-October 25th from 6p-7p in Anna

-Football games on fridays

 -We still have 4 events a year that needs to be filled.

 -If it is not filled, it will fall to the duty crew

Jessica Lemly will be out of the area from September 26th through the 30th and will be unavailable. She also stated that the trucks have all been rotated. Each station has a power cot charger for the batteries. The shoreline for the first bay in the Anna statio (140) has been replaced as it was frayed and only a few plugins within causing a fire. The entire thing was replaced to help prevent the issue. When you plug it in, it still sparks - which it is supposed to do.

New Business

-Meeting Minutes:

Motion to approve by Jessical Lemly, seconded by Cliff Damron

-Treasurer’s report: Motion to accept by Cliff Damron and seconded by Jessica Lemly.

-General: $38,472.72

-Run: $232,740.18

-Savings: $80,317.41

-Total: $351,530.31

Meeting Adjourned at 9:05 pm