



St. Tammany Parish Fire Protection District No. 11  
Board of Commissioners  
Minutes of the Meeting on August 14 , 2018  
Fire Chief Jack Dockery

**ROLL CALL**

Don Thanars – Present  
Russell Lindsey - Present  
Emile Lombard - Present  
Floyd Trascher – Present  
Michele Blackwell - Present

**INVOCATION**

**PLEDGE OF ALLEGIANCE**

**MINUTES**

**FINANCIAL REPORT**

Mrs. Blackwell asked, has everybody read and approved the minutes from July 10<sup>th</sup>?

Mr. Trascher said, yes, I've read the minutes. They were lengthily, there was a lot to them. A lot of substance and I would move that we approve them with the video governing.

Mr. Thanars said, second.

Mrs. Blackwell asked, Mr. Thanars, how do you vote?

Mr. Thanars said, yea.

Mrs. Blackwell asked, Mr. Russell, how do you vote?

Mr. Lindsey said, yes.

Mrs. Blackwell asked, Mr. Emile, how do you vote?

Mr. Lombard said, yes.

Mrs. Blackwell asked, Mr. Trascher, how do you vote?

Mr. Trascher said, yes.

Mrs. Blackwell said, motion carries. We will move on to the Financial Report, Chief Dockery?

#### FINANCIAL REPORT – Chief Jack Dockery

Chief Dockery said, okay, for the month of July, we are looking at a target at 58%. I had the pleasure of meeting with Jeff Moyle and Mr. Bobby Gowan yesterday to go over some things with the budget and for the amendments of budget. Everything seems to be running on track. As you can see, our revenues are 101%. So, we have collected our max for the ad valorem. Checking and CD interest, we have 138.53%, and these will be adjusted with the amended budget to fall within the 5% range. The only outstanding one that we have and we have talked about in the past, and I did mention it to them yesterday was, the telephone. In our new amended budget we have it broke out into the actual cell phone and land line. That's the difference between the telecommunications and the telephone. So, we have cleared that up and I am still working on getting line items to go back in the past to see if it is coded or anything in that area. But, as of reoccurring, everything is falling in place.

EMS service is still high with 64.49%, we took in so far. So, we are still ahead of schedule to meet our \$168,000. So, let's see, speaking of the amended budget, I don't know if we could, if it could be done now or if we will just wait for that time in the meeting.

Mr. Lombard said, yeah, we can wait for that. Let me ask you a question, chief. You said you broke out the Telecommunications, which would be cell phones.

Chief Dockery said, yes.

Mr. Lombard said, and then the Telephones are the land lines?

Chief Dockery said, yes.

Mr. Lombard asked, why can't we put cell communications so it's a lot easier to distinguish in stead of telephone or tele?

Chief Dockery said, yes, and like I said, on our new one, I have it broke out Cell Phone, Cell Communications would...

Mr. Lombard said, okay, anything would denotes it other than the Telephone.

Chief Dockery said, okay. Any questions for the budget for July?

Mr. Lombard said, nothing jumps out right now, it looks good.

Mrs. Blackwell asked, is that it on the Financials?

Chief Dockery said, that is.

Mrs. Blackwell asked, okay, are you wanting to move into the Chief's report? Is there any questions for Financials? Don, did you have anything?

Mr. Thanars said, no. I had the same question.

Mrs. Blackwell said, okay.

#### CHIEF'S REPORT/EMS REPORT – Chief Jack Dockery

Chief Dockery said, for the month of July, Fire District 11 responded to:

EMS	67
MVA	9
GAS LEAK	1
ASSIST POLICE	4
STRUCTURE FIRE	1
SERVICE CALLS/GOOD INTENT	5
FALSE/CANCELED	1
ALARM MALFUNCTION	5
SMOKE REMOVAL	1
TOTAL	94

Chief Dockery said, thankfully it wasn't much on the Structure Fire, we had a very quick stop on it.

Mr. Lombard said, good.

Chief Dockery said, so, it was a little bit busy month. Thankfully, nothing to report.

Mr. Thanars said, for my information, you said, smoke removal? What does that encompass?

Chief Dockery said, someone burnt food on the stove.

Mr. Thanars said, okay.

Chief Dockery said, house was full of smoke. We will investigate and make sure it's nothing going on and help clear out the smoke.

Mr. Thanars said, got ya, okay, thank you.

Chief Dockery said, alright, to jump on the EMS quickly, the month of July, like I said, was real good. We brought in \$13,066.90. So, we are well ahead of our \$10,000, goal that we set for ourselves each month. We are trucking along pretty good with EMS. There's really no complaints with the billing service as of now.

Mrs. Blackwell asked, okay, is that it on the Chief's Report and EMS Report?

Chief Dockery said, yes ma'am.

Mrs. Blackwell said, okay, if that's all we have, we will move to the next New Business item.

## **NEW BUSINESS**

### ORGANIZATIONAL FLOW CHART – Floyd Trascher

Mr. Trascher said, we, the last Command Flow Chart that we had was from 2015, March of 2015. Since then we have had some personnel changes and I would like to have the new chart listing the personnel. I don't think we made any position changes since that time. This is the last chart that I have.

Chief Dockery said, alright. I will explain these in a second. Okay, before you, you have two charts and this plays in the roll of our Chief of Ops position as of right now. The first, the one with the Fire Chief, the Deputy Chief and then it breaks down into the different crews that is what we are using at the moment. We have moved Mrs. Little to Chief of Ops, WPAF on her and started paying her but, right now she is a paramedic. I really need her to stay on her shift. I guess we will find out a little later, I don't want to say how much power I have but, how much give and take I have with that. If the rules state that I have to move her 5 days a week, that is where the second one comes into place with the Deputy Chief and the Chief of Ops up top.

Mr. Trascher said, just a quick question on this Deputy Chief. When was that position created?

Chief Dockery said, that position, I don't know what Johnny had it called back in, on his.

Mr. Trascher said, this is the last that we had where it was Deputy Chief part time for the Volunteers. It wasn't listed from the department.

Mr. Lombard said, I guess my question is, how can you have a part time employee as a Deputy Chief governing full time people?

Chief Dockery said, it's, it might be a question for Civil Service.

Mrs. Jackelyn Cummings (Office of State Examiner's) said, if I may?

Mr. Lombard said, yes, go ahead.

Mrs. Cummings said, Jackelyn Cummings for the State Examiner's Office. It is very possible for an accommodation department to have a part time and full time people. It's very likely, it is not uncommon for that to happen. Can it happen under Civil Service? Yes, it can. It's really all about the rank structure. So, to Civil Service, we only cover the full time.

Mr. Lombard said, right.

Ms. Cummings said, only the full time are covered under the Civil Service. But, your rank structure is all defined locally. So, if you have the funds to hire a part time Deputy Chief or a part time Chief, however you want to put it, everybody has to fall in line with that rank structure.

Mr. Lombard said, well, the question I've got then, if you've got a part time employee as a Deputy Chief governing people, the Chief goes out and the part time Chief is at his full time job, where do we go?

Ms. Cummings said, well, that is of course, is still going to be defined locally.

Mr. Lombard said, well, what I am saying is, it would seem that you would not put a part time person in a full time slot.

Ms. Cummings said, well, if you want to make the position full time...

Mr. Lombard said, no, I don't want to make it full time because we can't afford it.

Mr. Trascher said, I don't think we ever created the position. When we initially did the Civil Service we created each of the positions in this department and that position wasn't there.

Ms. Cummings said, right.

Captain Sidney Anderson said, the Deputy Chief is not a classified position. It's a non-classified position. Anybody can fill it.

Mr. Lombard said, but he is still governs full time employees...

Ms. Cummings said, yes he does.

Mr. Lombard continued, and if he is not here then...

Ms. Cummings said, even if he was a volunteer he would still be over the full time classified employees because his rank provides that he is over them. The rank that he is defined in the department, that is what governs where he falls.

Mr. Trascher asked, now, does this Board create that rank?

Ms. Cummings said, well...

Mr. Trascher said, as we created the other positions.

Ms. Cummings said, the Appointing Authority power, and we will just jump right into that, from what we gather, from what the law provides, it's really the Appointing Authority who has the power to fill vacancies. The Appointing Authority has the power to discipline. The Appointing Authority is the body that creates positions and in accordance with Title 332554, actually fills the vacancies. So, whoever is defined as the Appointing Authority here locally, and that is not something that our office can define for you, whoever is defined as the Appointing Authority, that's the body that has that power.

Mr. Lombard said, any time in the past, when we created a position, it was this Board that created it through a resolution and sent it to the Civil Service.

Ms. Cummings said, okay.

Mr. Lombard said, you all should have documentation. When we took Mr. Dockery, Chief Dockery, from Deputy Chief at Johnny's request, Johnny Leos, and eliminated that position, we did it by resolution and it was sent to y'all.

Ms. Cummings said, that created a full time position.

Mr. Lombard said, then we created the Chief of Ops, which Mr. Tim Bruns or Burns, what ever his name was, that was suppose to fill.

Ms. Cummings said, right.

Mr. Lombard said, and there was a lot of controversy about that.

Ms. Cummings said, right.

Mr. Lombard said, you probably don't know all the history.

Ms. Cummings said, no, I don't know the history.

Mr. Lombard said, you can get a lesson here tonight. But, when that happened, so, if you go back in history, every position since I have been on this Board, was created by this board. They were filled by Civil Service Regulations by test scores and seniority.

Ms. Cummings said, that's for full time people only. We are not getting involved in...

Mr. Lombard said, that's all we talking about. We not getting into part time and volunteers.

Ms. Cummings said, right.

Mr. Lombard said, full time only. So, through history, we are the Governing Authority thus far. Now, can he fire somebody, yes. He will probably come to us and request that he is going to terminate for them for X number of reasons then go through whatever the Civil Service procedure is and I don't know what that is right now.

Captain Anderson said, it's a packet you have to fill out.

Mr. Lombard said, that's what I am saying. I don't know what it is.

Ms. Cummings said, yes it is a packet.

Mr. Lombard said, but, I don't think arbitrarily, he want's to take and fire somebody without going through Civil Service or through this Board.

Ms. Cummings said, okay, so, he cannot fire or hire on his own. It has to come from this Board in order...

Mr. Lombard said, eventually I would say it would come through this Board. The firing part has got to go through y'all first.

Ms. Cummings said, well, you don't really go through our office to fire. We will help you, guide you through those steps that need to be done for the bill of rights.

Mr. Lombard said, okay, same difference.

Ms. Cummings said, so, you don't necessarily have to come through our office. The question is, if someone is going to be hired, what is the process. If someone is going to be fired, what is the process here, locally. Does he recommend hiring to you? Does he recommend disciplinary actions to you or does he have the control to do that on his own?

Mr. Lombard said, as far as I know, in history being on this Board, it's always came through this Board here. We never had to fire anybody that I am aware of, since I am here.

Mr. Trascher said, and...

Mr. Lombard said, but if you take, and like you say, he doesn't have to go through y'all.

Ms. Cummings said, right.

Mr. Lombard said, you are just going to give him the procedure.

Ms. Cummings said, exactly.

Mr. Trascher said, my understanding is...

Mr. Lombard said, I don't understand that.

Mr. Trascher said, is that, the positions that this Board, the Governing Authority created, the Chief could fill.

Ms. Cummings said, okay.

Mr. Trascher said, he would, this Board would call for the text, through Civil Service Board. We would do a resolution through the Civil Service Board, and the test would be given and the Chief would hire according to the Civil Service procedure, the test scores and so on and so forth.

Ms. Cummings said, so, it sounds like you all create the position.

Mr. Trascher said, exactly.

Ms. Cummings said, and the Civil Service Board reacts to what you do.

Mr. Trascher said, exactly.

Ms. Cummings said, okay.

Mr. Trascher said, and just in looking at the charts, it seems as though we've created a Deputy Chief position with command responsibility in this department without going through Civil Service to do it.

Ms. Cummings said, because it's part time. If it was full time, then Civil Service would be involved.

Mr. Trascher said, okay.

Ms. Cummings said, part time is excluded.

Mr. Trascher said, I have a problem with the Chief creating a position with a part time employee with command over the department.



Ms. Cummings said, and that is something that is defined locally. Civil Service is not involved in that.

Mr. Trascher said, okay.

Mr. Lombard said, well, we are going to have to put something in our standard operating procedures to clear it up.

Ms. Cummings said, right, that is going to be between the Chief and the Board. That is not Civil Service.

Mr. Trascher said, we will address it.

Mrs. Blackwell said, Mr. Thanars, let's hear your comment.

Mr. Thanars said, just by way of analogy though, so, there's police departments, police and fire departments, historically have been kind of been considered para military organizations. Just kind of adopted some kind of operating principles in the military. In the military it is very common in the military to have a reservist which you can call a part time, if you will, to have a command billet. In fact, the reserve units, the command billet is filled by a reservist. You will have a full guy that really serves as the full time guy when he is absent and then, because there is a chain of command, whoever it would be next in line. So, in the case of an incident happens right now and your Deputy, if you will, who may be a reservist or a part time, is not available, the Captain or Chief of Operations that's, in terms of a command structure, that would be the next person. He would actually fill until the part time guy shows up to the scene. So, that's not uncommon. So, this is not uncommon for this to happen.

Mr. Lombard said, well, it's uncommon because this isn't para military.

Mr. Thanars said, no, no, I'm saying the structure. That's all I am saying

Mr. Trascher said, I understand what you are saying Mr. Thanars but, we had a position of Deputy Chief. A full time position. We eliminated that to create the Chief of Operations position and in the flow chart when we did it, you had the Chief, the Chief of Operations and then there was a Deputy Chief that the the Chief assigned but the only responsibility that person had was the volunteer fire fighters. That's what was defined on this chart. Since then, we've got into a discussion about eliminating the Chief of Operations position. We've created a Deputy Chief position part time and I don't think that the department should operate that way. I think that we should, this Board should, the Chief should come to this Board and request a reorganization. Request something to be done, we review it and then we would do a resolution to Civil Service. At this time, the Chief is attempting to eliminate the Chief of Operations position and apparently, fill that position with a part time employee called a Deputy Chief.

Sidney Anderson said, Matt Parish has been the Deputy Chief here for the 15 years.

Mr. Trascher said, exactly, and here it is on the flow chart. We agree with that.

Mr. Lombard said, Deputy Chief of Volunteers.

Steve Harden said, he's still a Deputy Chief though.

Sidney Anderson said, he is a still a Deputy Chief.

Steve Harden said, he is still a Chief no matter how you look at it. Part time or full time.

Mr. Lombard said, the Chief of Ops should be in control after the Chief.

Mrs. Blackwell said, excuse me Emile, let me jump in here.

Mr. Lombard said, go ahead.

Mrs. Blackwell said, I don't want nobody speaking over anybody. Georgette types these minutes and we will not speak over and you will get up and state your name.

Mr. Lombard said, I mean, you've got a person that's a non-classified Maintenance Captain. Where does he come in? He could come in to play somewhere along the line if the Chief decides to do it.

Mr. Trascher said, so Mrs. Cummings, if I understand you correctly, is that this Board needs to decide how this department is going to operate.

Mr. Lombard said, hiring and firing.

Ms. Cummings said, when it comes down,

Chief Dockery said, go ahead, I...

Ms. Cummings said, the Appointing Authority power, keep in mind there are two different entities at play. You have your Governing Authority and you have your Appointing Authority. Your Governing Authority is the body that holds the purse strings. They are the ones that tell us if a position is actually funded. The hiring and firing is done by the Appointing Authority. Now, looking at the history, from what it sounds like, you are both entities. You are the Governing Authority as well as the Appointing Authority. Now, I will say this, looking back at personnel action forms and the records of our office, it showed the previous Chief as the Appointing Authority. So, I wonder if something happened somewhere down the line a resolution or something was done to give the Chief that Appointing Authority power. Now, this is something that is defined locally. Like I said, Civil Service does not get involved with who is defined as the Appointing Authority. If you all did a resolution to give the Appointing Authority to the Chief, so be it. If you all have never done that and you all maintain that Appointing Authority power, that's completely fine. But, whoever has the powers of the Appointing Authority is the body that creates classes, that's the body that fills positions, that is the body that ultimately has the hiring and firing decisions and we do not know who that is.

Mr. Trascher said, well, we've been told that the department, the Chief couldn't even hire a secretary, a part time secretary because it would have to be a classified Civil Service position.

Ms. Cummings said, if it's part time, no. Full time, yes.

Mr. Trascher said, that's what we've been told, that they couldn't do it. From what I am gathering is that, at our next meeting, we need to prepare a resolution and this Board needs to act on the Appointing and Governing Authority.

Chief Dockery said, if I may real quick. In the Bylaws under Article 6, Section 2.

The Fire Chief is to have the authority and responsibility for day to day operations of the Fire District, including performing such functions as creating annual operating budget, five year capital improvement plan, (both with appropriate justification) for approval by the Board; overseeing and approving expenditures; creating schedules, and hiring, firing, and training employees. All expenditures must comply with Louisiana Bid Law as interpreted by the Louisiana Legislative Auditor. The fire Chief is to report directly to the Board of Commissioner's and will provide a formal report at the Board's regular monthly meeting. The Fire Chief may be removed only in conformance with State Civil Service laws and guidelines and the Fire Fighters' Bill of Rights. The Fire Chief may make appointments as he deems necessary for the operation of the fire district in accordance with State Civil Service laws, guidelines, and budgetary constraints.

Chief Dockery continued, as I am reading that right there, I am under the impression that the Fire Chief is the Appointing Authority. The Board of Commissioner's, by all means, the Governing Authority.

Mr. Lombard said, I think what you didn't read when you read it is, the day to day operations is the key word to that.

Mr. Trascher said, that was the intent in the Bylaws, was that this Board does not get involved with the day to day operations.

Chief Dockery said, and hiring and firing is still the Chief's job. We have fired people in the past that it never went to the Board.

Mr. Trascher said, hiring and firing is not the issue. The issue is changing the structure of the department. That's what I have an issue with.

Chief Dockery said, and that's why I had Mrs. Cummings come here tonight, is to get clarification. It's nothing about me being right and y'all being wrong. I won't correct I just won't correct. I don't want to be incorrect because I don't want to go down that path.

Mr. Trascher said, from what I gathered from Mrs. Cummings is that the Board needs to clear up that question through a resolution. I mean, that's...

Mr. Thanars said, I don't think it's...I'm sorry...

Mrs. Blackwell said, Mr. Thanars?

Mr. Thanars said, if the Bylaws are correct then we've already approved the Bylaws. I don't think we need to do a resolution. My concern with what I am hearing in terms of the discussion is that I think the Board, the Fire Chief has a role and responsibility and the Board does and I think we have to be very clear and I think, careful that we don't step out of our role or lane and allow the Chief to be able to run and effectively, you know, if he needs to reorganize, in terms of how that process. Trust me, I do understand, this is not me taking sides at all. I am just saying that I think we need to be careful about delving into the operation. When you say day to day, I think includes the operational, organizational structure of the department. I think the concern of the Board is, if what I am hearing is correct, is that the Board wants to be aware when the structure changes. They want to say they have a say in terms of the structure.

Mr. Lombard said, we should, the Board should have it.

Mr. Trascher said, that's the way it's been. That, when something was changed or the command structure was changed, that the Chief would come to the Board and present the plan and the Board would approve his actions or disapprove. Then, it would go to Civil Service for any action that they may need.

Mr. Thanars said, the concern that I have sitting here when I hear that and again, this may be a special meeting. My concern is, if the Chief is the Chief, and he is running, he is in the best position to organize it. I am going to put it from an operational military standpoint. I as a commander, you have, in the best position, in the position to employ your forces the way they need to be employed to meet whatever the initial requirements are and normally that's not nobody that comes in from outside to influence that. You know, I have X number of people to work with and in terms of me to accomplish my mission, in terms of how to employ my forces, it's my prerogative and not anybody else. And, I think in the same context that, if he is the Chief, he is in the best position to employ his forces and if that requires moving his forces, there's no money involved. If there's no money involved, he is within his budgetary, what has been approved by the Board, you know he should have the authority and/or the flexibility to be able to do that. I don't, I think my concern is that the Board is getting involved in a lot of the operational day to day stuff of what it is going to take to do it and no necessarily, it's a dangerous position for the Board to be in.

Mr. Trascher said, I can appreciate your position Mr. Thanars but, I do have a concern that this Board is responsible ultimately for this department and any changes that are going to be made to the structure, it is incumbent of the Chief to bring it to the Board for approval. The Chief is our employee and if we are going to have a Chief that is going to go out and change the department or structure it as you say, you don't need a Board. Maybe we need a Chief.

Mrs. Blackwell said, hold that thought. Mrs. Cummings, do you have something you want to say?

Ms. Cummings said, if I may, under Civil Service Law, Title 332533 gives us an out line of different definitions throughout the body of the Civil Service law:

Appointing Authority is defined as any official officer, board, commission, council or person having a power to make appointments to positions in the municipal parish or fire protection district for fire service.

Ms. Cummings continued, so, what this tells us, the two bodies, if there are two different bodies, would have to work together because this particular person does not have the purse strings attached to it. The person can create positions and make appointments. So, if the Fire Board has decided they are going to fund a position, it's the Appointing Authority that has the power to fill it be it the same entity or two different entities. But, the one thing that everyone has to keep in mind is going to be the working together of the two entities, if it is two different entities, to ensure that everything flows properly. Now, I can understand that there is concern with how things work and how things are going. We see it all the time when administrations change in departments. A lot of Chief's have different visions for their department and who knows at this point, maybe Chief Dockery is thinking he has a different vision than his predecessor. When you have the change in administration, of course there are going to be some bumps in the road, you just have to iron everything out and make sure everybody has the process down but, if a vision changes and we are here to react to those changes as we see fit and we go from there.

Mr. Trascher said, that's what I have been saying is that, I believe it is incumbent upon the Chief to come to this Board to make, like you say to create positions to delete positions.

Ms. Cummings said, because you all hold the purse strings.

Mr. Trascher said, something like that because we hold the purse strings and that's the working together part and there was a structural change that we had nothing to do with. We had a problem with filling this position with the Chief of Operations and Civil Service told us we had 60 days to do it. We called for a test, you know, we approved a resolution to call for a test. The test was given, I mean, we need to move forward and put that structure and hire all the people to make this department run. Now, if the Chief has plans or would like to change this department, he needs to come to the Board with a proposal and then let us look at it. Let us see, you know, it may make sense. I am not saying it wouldn't but at that point we could get in line and move forward with it but that hasn't been done.

Mrs. Blackwell said, Mr. Lindsey?

Mr. Lindsey said, I think we kind of understand the Civil Service point of it as far as if it's full time it has to go through Civil Service. If it's part time then it's different. I would like to see us have a special meeting to work this out among us instead of amongst everybody else.

Mr. Lombard said, I don't have a problem discussing it now but what I, the easiest way to rectify it is to say, no non-classified part time employee can hold a position of authority.

Mr. Trascher said, I think they can hold a temporary position of authority. I have no problem with that at all because if you are out on a fire scene, you know, you may need to use experienced personnel as they need to be.

Mr. Lombard said, well, you got 3 Captains, you got fire operators, you got more people on the scene that's got experience.

Mr. Trascher said, I just don't think that the part time person should be managing the department.

Mr. Lombard said, that's what I am saying.

Mr. Trascher said, the part time person managing the department full time, if you will. I just, personally, have a problem with that.

Mr. Lindsey said, I definitely know of it happened in the past where volunteers have been in rank structure. I mean...

Mr. Lombard said, first on the scene.

Mr. Trascher said, but that's if you don't have enough people to fill the managing positions.

Mr. Lindsey said, no I mean in the rank structure that the volunteers are mixed in the rank structure within the paid, when you got a combination department when you have volunteer and paid, it is possible to have volunteers in the rank structure even with paid personnel as well.

Mr. Trascher said, then we would need to create a Deputy Chief position. We should if that's what we need.

Mr. Lindsey said, well, that's why I said maybe if we had a chance to research it a little more and had a special meeting to work it out.

Mr. Trascher said, because we had a Deputy Chief and we replaced the Deputy Chief with Chief of Operations. That person and we had Civil Service, and we have a job description and everything that they should do for that position and that is the Deputy Chief and a little more. Do we need two Deputy Chief's? A Chief of Operations and a Deputy Chief? We don't know the advantage to having a Deputy Chief and eliminating that other position.

Mr. Lindsey said, well that's why I said maybe we should take this up at a special meeting.

Mr. Trascher said, I know we knew the advantages to creating the Chief of Operations position. That was presented to the Board and it made sense to do it.

Ms. Cummings said, I don't want to speak out of turn.

Mr. Lombard said, your not.

Ms. Cummings said, I have a question for the Chief at this point. Is there a certain path that you are trying to take the department? Because, keep in mind our office is more than willing to sit down with anybody and look at the rank structure that you have now and make any recommendations. We cannot, of course, come in and say you have to have this, but if this is really a conversation that we really want to have about the different ranks and the different titles that you are using, if you are looking to expand the number of positions, this is of course something we can help with. But this would of course, be a question that you, as the administration of the department right now, is that I am curious, do you have a certain rank structure that you are trying to play out?

Chief Dockery said, I am looking to put more personnel at the stations. I felt that the Chief of Operations position was created out of bad intentions. We do not get as much credit as everyone thinks for it through our insurance rating. And this is just my vision, I mean I'm not, this is not a correct and incorrect kind of deal.

Mr. Lombard said, no, I understand.

Chief Dockery said, so I am just looking to put more people at the stations. I want to get rid of that position. I have, what ever we want to call him, we can call him Assistant Fire Chief if Deputy is offensive. He is right now, my second and he does take care of a lot of things and when everyone claims that I am overwhelmed, no, he takes care of schedules, he takes care of payroll, he takes care of medical billing. If I am not able to go to a scene, he is usually there on scene with experience. This man has a ton of experience.

Mr. Trascher said, aren't you defining a full time person?

Chief Dockery said, no I am defining...

Mr. Trascher said, in reality?

Chief Dockery said, defining, this is a combination department. I mean, if I am going to rely on full time people, okay, I have three people showing up so, all you volunteers don't bother showing up because basically what you are saying is your not worth nothing thing to me.

Mr. Lombard said, I don't think that would be the intention or what he is trying to say.

He is a Chief, he is a Chief officer. He has held that rank for a long time, way back when he was the Interim Fire Chief. I am looking for clarification. I don't want to fight against you all, I don't want to come to each meeting feeling like I am going to get whooped down like just a whooping boy. I want to work with you all and I know we had some little discussion about email. Trust me, that will never happen again but, I want clarification. That's why I asked Mrs. Cummings to come here. That way we hear it and we all together, we hear it.

Mr. Lombard said, we just have to clarify the language, it looks like to me.

Chief Dockery said, that's exactly why I asked them to come, because I want clarification.

Mr. Lombard said, they don't know.

Ms. Cummings said, well, I am sorry but we have made things as clear as mud here because this is something that we cannot define mobile. You now know what is expected of each entity, be it the Governing Authority or the Appointing Authority but it's really going to be up to you all how it's applied here locally.

Mr. Lombard said, I don't have a problem with your hiring somebody or your firing, as long as it's they are hired through the process of not creating a position and then you are going to fill it.

Chief Dockery said, no, if we had position already that is not filled, by all means I am going to hire somebody to fill that position. I am not going to create, you know, Chief of Admin and put someone in there.

Mr. Lombard said, we don't know where this Deputy Chief position was, when and where it was created.

Mr. Trascher said, it hasn't been created Chief, you know it .

Chief Dockery said, it's been there, just Johnny put it as Chief of Volunteers.

Mr. Trascher said, yes, I can understand that rank structure. That's what we were given and that's the information that the Board understood.

Chief Dockery said, I am not going to speak ill of the dead but, Johnny just didn't like...

Mr. Trascher said, we are not going to speak ill of anybody. This is the rank structure we were given here.

Chief Dockery said, it's just Johnny didn't like Matt and...

Mr. Trascher said, we not getting into personalities because the man is very knowledgeable.

Chief Dockery said, that's why I gave you both because I wanted to be as transparent as I could be and say look, this is my two options. We are not even discussing the Chief of Operations position. I said look, I have two different options. I really have to keep her on shift because she is a paramedic and that's a hard thing to find but, if I am and I don't want to say I am forced to, but it I am not the Appointing Authority and I have no say so, then here is. She will be right here and this is how I would like it to flow.



Mr. Lombard said, let me ask you, you said you have to keep her there because...

Mr. Trascher said, excuse me, if you will, Mr. Thanars, would you like to see these?

Mr. Thanars asked, is that the, this one?

Mr. Trascher said, yes sir, this one and this is the one, pass that down.

Mr. Lombard continued, you had to keep Pam on the truck because you didn't have a paramedic or something. You didn't have enough people.

Chief Dockery said, didn't have enough people, budgetary constraints

Mr. Lombard said, what's been happening for the last year or two or three when we had, Pam was out and she is a paramedic, you never hired a any body else but yet, you were still able to maintain the service with the EMS?

Chief Dockery said, I can't hire anyone else to take the position if she is out on sick leave. Part time...

Mr. Lombard said, you don't have to you got a list of volunteers and according to this, they are part time paramedics.

Chief Dockery said, part time paramedics have a different pay scale than full time paramedics.

Mr. Lombard said, you could still bring them in and pay them.

Chief Dockery said, you pay a higher rate and just with the availability, that position needs to be filled by a full timer and it is very hard to get a full paramedic to come here starting at \$9.25 and hour.

Mr. Lombard asked, how did we do it when Pam was out ill? And, Mitchell Geissler was here, was he on the ambulance then? He was Chief of Ops.

Chief Dockery said, we paid out the butt. I mean, if you want, it's nothing against... that's why I gave two different flow charts saying, I really need to keep her here but if I have to I will move her here and we will figure that one out. You know, that bridge, when we get there, we will figure it out.

Mr. Lombard said, what I would like to do is, if it takes a special meeting with us to sit down and figure it out, I would rather do it before we get into a legal issue with this Chief of Ops job.

Chief Dockery said, legal as?

Mr. Lombard said, I am just going to say legal.

Chief Dockery said, I mean, she is getting paid right now so it's...

Mr. Lombard said, I don't know what she gets paid, I don't know what anybody else got paid at a certain time when they were Chief of Ops or Chief, Deputy Chief or any thing else. I will find that out this week if I have to but, (inaudible) is what you were talking about.

Chief Dockery said, I would hope you would, please.

Mr. Lombard said, I will. What I am saying though is, if we are going to do it we should do it before it blows up in our face and we wind up with another Robbie Crowe episode and you know what I am talking about.

Chief Dockery said, yeah, I know and that's, I think we are missing the whole kind of, point here. I am not looking to be right or looking to rub it in y'all's faces or anything. I am looking to be on the correct side of this coin.

Mr. Lindsey said, well, I know we had a Deputy Chief position and I know Chief Leos was wanting to create a volunteer coordinator, a Volunteer Chief is what he wanted. That's totally separate from the Deputy Chief, I mean, that's off to the side of it because he even asked me about taking and running the volunteer side of it.

Chief Dockery said, and you are correct. Now, I am looking for just for some, let's look at the middle of the field here, a little give and take. Chief of Ops, I don't have any concern with right now. I mean, she is in the position so there is nothing I could do about it to save my life. As we stated at the last meeting, how we said, well if we don't like it we will just get rid of it. No, that was done to me. That was done illegally. I shouldn't have never been taken out of that position but, I am not going to do it to anyone else. I am not going to put ourselves in that spot. So, she is there, she's there. Where she is at right now is on shift, now, we can talk and if we can come some agreement. If it is more beneficial for her to be on 5 days a week, so be it.

Mr. Lombard asked, does her position require that? Let's put it like this, in the past the Chief of Ops has always been a 8 hour shift or a 12 hour shift.

Mr. Trascher said, if you will, let me say this, when that position was created the whole premises of creating is that, when the Chief was out that person was available 8 hours a day every day. When there was a call out on a fire or something, that was a salary position and they reported on the call out and they had a take home vehicle and they were second in command. They were, whenever there was a call out, they responded with the Chief, okay. And then, the administrative duties that the Chief assigned to that person, that was part of their 8 hour day. Chief Dockery, when you were Deputy Chief and you worked on the, you worked a regular shift in addition to the Deputy Chief's position, I believe you had trouble pulling both wagons.

Mr. Lombard said, you were over whelmed.

Mr. Trascher said, and when you were put into the one position, the Chief of Operations was what it was at that time, you worked an 8 hour day and your performance excelled.

Chief Dockery said, yeah and I mean, if we want to put this on record, that's fine. Back when I was Deputy Chief I just lost my father, I just had a new born baby, so my world was shattered and I am not ashamed to say it right now. I almost ruined my marriage and everything else. My performance here was garbage. I have turned around, you are right, I have turned around. I would hope that I gained the trust of the Board on this. Now, I'm stating it right now, I am good either way. I really need her here for this position but if it is, like I said, whoever the Appointing Authority or the best wishes or how it's written that she needs to move to 5 days a week, fine, I am good with that too. My biggest thing right now would be the non-classified Deputy Chief, Assistant Chief, Admiral, whatever we want to call this person.

Mr. Trascher said, I don't have a problem with the Deputy Chief on the part time employment. And let's just say, you know, with Matt, Matt is very knowledgeable. He could be an assistant, he is a part time. But, because he is part time here, if he preforms the functions of the Chief of Operations in that command position, when he is working a full time shift somewhere else, he is not available.

Chief Dockery said, yeah, well...

Mr. Trascher said, I mean, he is not available to respond or anything like that. His knowledge is invaluable to this department. You know, to make an appointment for him as an Assistant or something, it could be called Deputy Chief, he is your assistant but the Chief of Operations position was created as the primary back up command.

Mrs. Blackwell said, Mr. Thanars, I believe you had something to say.

Mr. Thanars said, Mr. Lindsey has already proposed and if I have to do it as a motion, I would but I think we should table this and have a special meeting to discuss it. I don't think we are going to bet resolution here and we have other business that we have to cover. I just don't think we, at this meeting that we will bring resolution.

Mrs. Blackwell asked, Mrs. Jackie, do you have anything?

Ms. Cummings said, don't hate me Rachael, please. What if, and this is just a proposal to kind of bring some resolution to this entire, looking at and I have not had a chance to look through this completely. I did not have a chance to really talk with the Chief about or any of you about any of this. What if our office sat down with the Chief, found out exactly what the needs are of the department. Because, for instance, I know I heard somebody mention having a Chief of Operations as well as a Deputy Chief. That would be fine and well. However, the Deputy Chief would be considered a classified position which is full time which means that's something that is going to be promoted through the ranks meaning your person with so many years of service. Didn't you said he has been here something like 15 years but he's part time at this point and not serving towards seniority, he couldn't hold that position. In

order to be promoted through the system, you know of course, you have to start from the bottom if your a full time employee. So, if we sat down with the Chief and came to you all with a proposal saying, looking at the needs of the department and we will look at how many calls you all are running, exactly where you have people you have already and we can try to assist in this entire endeavor.

Mr. Lombard said, and I appreciate that but I think the crutch of the problem is going to be solved with the Chief and us.

Ms. Cummings said, okay.

Mr. Lombard said, then we can come to you and say, this is what we agreed upon, does it get your blessing? If it doesn't, okay then you can tell us why.

Ms. Cummings said, I appreciate that you think you need our blessing.

Mr. Lombard said, I don't want to be on the wrong side because I was almost on the wrong side and I found out I really wasn't on the wrong side at the last meeting and I should have pushed it hard and I didn't because I was being threaten with being sued.

Ms. Cummings said, okay

Mr. Lombard said, but, that's all in the past. What I would like to do now is put it together with the Chief, with this Board and the Chief and let him bring it to you. I don't care who brings it to you. If you like it, if it meets all your items of approval, I don't have an issue.

Ms. Cummings said, the biggest questions that we are going to have, if the position is funded then, of course, we will go with it. We will do what ever we can to go ahead and get the job analysis complete. If the position is funded, so that is a question for the Governing Authority and then , you have to look at man power to look to see how you are going to be able to maneuver people and fill it. That would be your Appointing Authority. Now, defining those rolls, we've already discussed. Yes, this is something that is going to have to be handled locally. If you would like for us to sit down and say, hey, how should we have our people or could we have people? I am sorry Rachel, this is really going to be putting a lot on your shoulders but, this is something that we are willing, more than willing to do. And, I completely agree. A lot of the issues really have to be ironed out here, between you all, to determine those particular rolls and see where everyone should be. But, when it comes down to the classes, we will be able to help define and kind of give you an idea for a good structure for it. Just a thought, just a thought.

Mr. Lombard said, I'll take Don's, make a motion that we sit down with the Chief at a special meeting and work it out. I don't care if you have a full agenda or if you got 2 Board members that want to sit down with him, it makes no difference to me.

Mr. Thanars said, well, I move that we table the organizational structure item for a special meeting.

Mr. Lindsey said, I will second it.

Mrs. Blackwell asked, Mr. Thanars, how do you vote?

Mr. Thanars said, yea.

Mrs. Blackwell asked, Mr. Russell Lindsey, how do you vote?

Mr. Lindsey said, yes.

Mrs. Blackwell asked, Mr. Emile Lombard?

Mr. Lombard said, yes.

Mrs. Blackwell asked, Mr. Floyd Trascher?

Mr. Trascher said, no.

Mrs. Blackwell said, motion carries. With that being said, let's move to our next New Business item. Mr. Brian Phillips with STRW. Mr. Lindsey, do you want to start?

BRIAN PHILLIPS WITH STRW – Mr. Russel Lindsey

Mr. Lindsey said, Mr. Phillips just asked me to get him put on the agenda for tonight if we could and he just wanted to come and talk to us about a business proposal. He just started a business here, locally and he just wanted to come and address the Board and address the Chief and just give us some information.

Mr. Phillips said, hello, my name is Brian Phillips. I own St. Tammany Residential Waste. Most people call me Straw and I just wanted to present this to you guys. I know I have seen Chief in many of the Town Hall meetings and I know he's got some budget restraints so I am going to try and help him out on some of them. The proposal that I am presenting to you, the Chief and the Board, is residential trash pick up from his two locations. I don't think anybody is manned at the third location, is that correct?

Chief Dockery said, right.

Mr. Phillips said, St. Tammany Residential Waste would like to propose a bid to St. Tammany Fire Protection District 11 in Pearl River, Louisiana. St. Tammany Residential Waste would like to provide residential waste removal from both locations in Pearl River, Louisiana, twice a week. Monday's and Thursday's would be Highway 3081 and Tuesday's and Friday's would be the location on Pine Street Extension. If selected as residential waste provider, we will provide twice a week service for \$23.00 per month for 2018 and 2019. We do know, I have spoke to Chief a little bit. I do know they run a dumpster out of here but they are taking the dumpster out of here, is that correct?

Chief Dockery said, the dumpster is gone now. The \$23, is that for both sites or is that...

Mr. Phillips said, \$23 for each site. I am sorry. So, it would be \$23 over there and \$23 for over here. I did notice you had some cans out during the week but I wasn't sure if something had changed. But, what we do, and I have a lot of customers actually in here that can testify. We do give great service twice a week. We are very competitive on our price. I am certified through the State of Louisiana through the Parish of St. Tammany and I have the blessing of Town Hall. I didn't require any Town Hall requirements because it went through the Parish, not the Town of Pearl River. So, you know, giving great service, I believe in giving great customer service. I believe in making sure that people are getting what they pay for. When I started this project all I heard was horror stories. You know, I paid this guy money and he stopped coming, trash being dropped on the roads and things like this. I created it, yes I run trucks with trailers right now. I created the trailers. I know a lot of people have seen them. It's completely enclosed. There is nothing that can fly out of these trailers. I believe in keeping the Town of Pearl River clean and St. Tammany clean. I am going to knock on wood, I have not received anything and I got the good graces of the Parish on their side. I have never been fined by the Parish and it's going on a year now. So, I am doing things right. I get a lot of compliments. That's what we offer. As far as the payment, I'm sorry Chief, I didn't give you one.

Chief Dockery said, no.

Mr. Phillips said, I'm sorry. As far as the payments go, we actually do invoicing on the 21<sup>st</sup> of the month. We prefer to email you your invoice. Your invoice payment is due by the 5<sup>th</sup>. If it's not paid by the 5<sup>th</sup> and it goes past the 15<sup>th</sup>, yes there is a little bitty late fee. I can tell you, I have never charged a late fee and I've got many people that are 2 or 3 months behind. We still continue to pick up and that's just the way we are. We know people get busy and forget to pay the little bitty trash bill but, that's what we do.

I will tell you a little bit about me. I was actually on this Fire Department many, many years ago, before this Board was even here. I did about 7 years here. I moved up in the ranks to Assistant Chief. I worked with Russell. I loved the training that Russell taught me. I learned a lot of things from Russell. So, to see faces in here, I did the Fire Department, I did the Sheriff's Department a couple of years, I did Jefferson Parish Sheriff's Office a couple of years. I apologize but, you guys, you need to be paid more, yes you do. That's why I couldn't stay in the industry and I am sorry and I had to open up a couple of businesses and I have been very successful with my businesses. So, I just wanted to present this to you guys. If you need our service, please give us a call and we will get you started right away. Is there any questions from the Board? Any questions from the Chief?

Mr. Lindsey asked, Brian do you know of any drives or anything or maybe you can find out. Like, if we do come up with certain products that are normally not put out like tires or paint. I know that the Parish does it.

Mr. Phillips said, twice a year St. Tammany actually does it. It's a hazardous materials pick up. They do it twice a year. They just did it and I had posted it on my web page, not my web page but my Facebook page. I want to say it was last month at the beginning of the month. So, they do do it.

Mr. Lindsey said, I think that's something that St. Tammany needs to be better about. That way it would be more often.

Mr. Trascher said, they can do one in the Mandeville area and then one in the Slidell area.

Mr. Lindsey said, it would save a lot of trash on the road if they did more of them.

Mr. Trascher said, I know they are very well attended because I have worked them.

Mr. Lindsey said, yeah, because it's hard to get rid of stuff like that.

Mr. Phillips said, and I will tell you, I try to pick up as much as I can. I mean, if people tell me they have paint, things like that. I do try to go pick it up, that way they don't throw it away where it's not suppose to be. I will tell you, we went back and forth about the trailer verses a compactor truck. I actually drove behind a bunch of compactor trucks. Compactor trucks would save me me money, trust me, it would save me money. The problem with a compactor truck that I just cant get over, your neighbor changes his oil over the week end and puts it in the trash can. Guess when that truck compacts, guess what's going to happen. It's going to come out. It's going to go on the road. In our trailers, when we stack it in there, when we dump it in there, there's no compact. So, when it goes to Abita Springs and gets dumped into a 18 wheeler to be hauled off all the way to Denham Springs or Walker, it's never smashed, it's never leaking. The only thing that really comes out of our trucks is water because we don't smash the bags, we don't compact anything. That's what a compactor truck does so, every time you see a compactor truck cycling, whatever juices in there they are coming out. There is no bag that is going to save that and you can go down the roads and look and he can testify because you are going to see it and it goes right on down the road. That's a advantage of having the trailers instead of the compactor trucks. Believe me, I can save money by going buy a \$108,000 compactor truck but, when I look at the cleanness of Pearl River, the trailers are doing a better job than that compactor truck. Chief?

Chief Dockery asked, do you have any set up fee?

Mr. Phillips said, I charge no start up fee. I charge \$23 to every customer, senior citizen and all. That is the lowest amount that I can possibly charge and make just a little bit of money. I am not setting the world on fire. You know how I am setting the world on fire, I have 1100 customers. Pearl River and Thompson Road by the bird streets. I started this venture and I purchased 2 other companies. I already purchased Load Em Up Ladners and I also purchased TJ Tylers company, Pelican Waste. I just believe in giving everybody a great service. People I bought, some people TJ was charging \$25 or \$30. I brought everybody down to my price. I could have left them up there at \$25 or \$30. I don't think that is fair. I brought everybody down to \$23. We also do Wishbone's and they had a dumpster and that is

the scenario I told you. We have a little pick stick. We empty Wishbone's dumpster. You know they do about 35 bags a week. They pay a little bit higher but, I don't see y'all having a lot of trash and that's why I think I can be a good service for you guys.

Chief Dockery said, we are more residential in a commercial shell.

Mr. Phillips said, right, the guys eating and trash bags and look, we dump all the cans. You don't have to worry about loose things being in there. Yes, Russell?

Mr. Lindsey said, Brian I know you recently, I seen that you all were talking about cans. What's the status on the cans?

Mr. Phillips said, the cans should be here on Monday.

Mr. Lindsey asked, no, are you all providing cans or charging a certain fee?

Mr. Phillips said, we are actually charging \$50 for the cans. We are paying \$67 a can so, I ordered 100 cans. I paid right at \$5,000 for them. They were suppose to be here on Friday. Central didn't pick them up in Atlanta to bring them to New Orleans. On Monday I called and this morning I had a lengthy conference call. They are still sitting in Atlanta. They are getting a different shipper to ship them from Atlanta to here. So, they are coming.

Mr. Lindsey asked, so if we wanted to purchase a can, they are \$50 a can.

Mr. Phillips said, yes, and it's 95 gallon cans. They are all dark gray and they will have the STS logo on it with the phone number.

Chief Dockery said, if we were going to switch, our cans now, can we use these?

Mr. Phillips said, you can use your own can. That's the good feature about it because most people, though the years with all the name changes and everything. You say hey, I gave you a deposit and they say no that was the third company ago and we not responsible for the deposit. You can keep the can, we not picking it up. So, we dump any can that is out there. So, but yes. Any other questions? And this isn't just for the Board, if you firemen need service or anything. Some of you guys already have me, so it's a great service right here in Pearl River and like I said, we do about 1100 customers now. Anything else?

Mr. Lombard said, sounds good.

Mr. Lindsey said, thank you Brian.

Mr. Phillips said, thank you and again, thank you Firemen for what you do every day and thank you Board for helping them out and thank y'all.

Mr. Lombard said, thank you Brian.



Mrs. Blackwell said, thank you for coming out tonight. Okay, we will move on to our next New Business.

#### VIDEO MEETING – Peter Finger

Mr. Finger said, Pete Finger and I am y'all's Civil Service, one of the Board members. The biggest thing is y'all's main discussion tonight though is we have no idea what action we are going to take or when we are going to take it. We would utilize the video services and you will get charged for that. I noticed you all have added a few new members since y'all voted on that last time. So, I just thought I would bring it up again and let you know that if we need to use her services and if there is any problem with that, we can discuss it. I just wanted to bring that up.

Mr. Trascher said, wait, we have approved it in the past for the Civil Service Board, \$100 per meeting for them to utilize Georgette, Georgette's services. That's in the, that's already been done.

Chief Dockery said, I have a line item, so.

Mr. Lombard said, all you have to do is get with Georgette to make sure she is available for what ever night you need her and she will accommodate you.

Mr. Finger said, didn't know what this was going to entail and it may be one or it may be two sessions, three sessions, whatever. I just wanted to bring that up and let you all know.

Mr. Lombard said, it's good to have a recording of the meetings where everybody has something to say.

Mr. Finger said, Mr. Sidney is our third member now and we haven't set a date for our quarterly meeting. We have two more coming up so if you have something for our services, please notify us.

Mr. Trascher said, sometimes in the past, the Civil Service Board attempted to schedule their meeting prior to ours on the same day. I don't know if you would want to consider doing that.

Mr. Finger said, we would like to in case there is something that needs to be dealt with, that way you would be available.

Mr. Trascher said, if we would have to come back, we would be available or if you all need us for something or something like that.

Mr. Finger said, as of right now, other than our quarterly meeting, we have nothing really, on our agenda.

Mr. Trascher said, y'all had enough for a while.

Mr. Finger said, we been at it for a while. You know when the Pearl River con artist, no, when the gentlemen from Pearl River said we just sit on a Board that just meets 4 times a year, I think we met that many times in one month. We did get all the Captains applications and everything so we have utilize their services. So, that would be real important enough that we did because they were actually from all over the state. We found that information and it is on video in case you all want to review how you all came up with Jack here, coin flips or whatever, but, we have it on video. Alright, anything else? Any questions for me?

Mr. Lombard said, thank you Mr. Finger.

Mr. Trascher said, thank you and thank the Board for really stepping up and helping us.

Mr. Finger said, alright, looking forward to getting a date.

Mrs. Blackwell said, alright, if there is nothing else on that we will go back to the New Business item. I have Jackelyn Cummings, OSE Presentation, Chief Dockery?

JACKELYNN CUMMINGS, OSE PRESENTATION – Chief Dockery

Chief Dockery said, there again, I think I kind of used the wrong word for this but, presentation was stuck in my brain that day. It was more a question and answer. I don't even think I want to put you up there now. I think we kind of went over everything.

Mr. Lombard said, I think we covered everything that she...

Mr. Trascher said, I thought we tabled it already, against my objections.

Chief Dockery said, my biggest thing is, I would like clarity in the Appointing Authority and I am not sure that we are able to reach that tonight. I think it's going to take us sitting down and I hate to say hash it out like gentlemen, as a civil group. So, I Ms. Jackie, I really don't have anything else to ask you.

Mr. Lombard said, we really appreciate you coming and giving your input on that.

Ms. Cummings said, no, not at all. That's why we are here. Anybody have any questions?

Mrs. Blackwell asked, Mr. Finger, did you have any questions for her tonight while we are on her?

Mr. Finger said, I've spoke several times with the lady on the phone and have posted all the questions and answers. The biggest thing is if abolishment does come, what happens to the personnel in that position. Is the volunteer going to absorb the duties of that position? You know, we spent a lot of time and we would ask through a resolution to get the test lined up, advertisement, the big lengthy process and now we have the test scores and now they want to abolish the position. So, that was one of my main questions was, if that was the intent to start with, not why, but I am here to serve y'all but, why all that went on if it was foreseen that

it wasn't dated and since then we received an email stating they would like to have a list of available people to, in case they needed to hire new hires and asked for..

Mrs. Kristi Buck said, to schedule testing again.

Mr. Finger said, yes, to schedule testing again for Firefighters and who would do that? Would your Board be asking again or would it be coming from the Chief?

Mr. Trascher said, Mr. Finger, my understanding is that we don't keep the records of when the test are due so it would be either the Department's function, you know, our administrative staff or the your Board and if you would, when the test is coming due, you would bring it to the Board for the Resolution to call for the test and then we would give it to Civil Service.

Mr. Finger said, and I appreciate that and if they were due then that information would be gathered but this was brought up to have a list in case hiring came about.

Mr. Trascher said, yes, and we should regularly, have a list of Firefighter 1's in the entry level position so when we need to fill positions the Chief could refer to that list or ever who does it can refer to that list.

Chief Dockery said, that's what we are talking about is just for Fire Operator entry level position. We have exhausted our list. We only had one person test so, we would like to call for the test so we will have...

Mr. Trascher said, yeah, so if you'd ask the Board, we would do a resolution requesting them to call for the test and deal with it.

Ms. Cummings asked, can I just clarify one thing?

Mr. Finger said, we had two test and we had one person.

Ms. Cummings said, just for clarification, the Civil Service Board is charged by law with calling for those examinations. So, they can ultimately call for examinations without your Board requesting them. If the Board sees that there is a need for an examination based on the expiration date, the Board is really the entity that is suppose to ensure that that list is available, that that list is constantly updated.

Mr. Trascher said, the Civil Service Board?

Ms. Cummings said, correct, the Civil Service Board.

Mr. Trascher said, well, they've come to us and asked us, you know, to do the resolution before they would call for the test in the past. No problem.

Ms. Cummings said, and if that's one thing if that's how you want to do it locally but, that's not something that is required by law.

Mr. Trascher said, we trust them, we trust them.

Ms. Cummings said, alright.

Mr. Trascher said, if the Board want to call a test, we trust them. Or at least I do, I don't know about, if anybody else wants to check them.

Ms. Cummings said, yes, now, there is nothing wrong with asking the Civil Service or with doing a resolution on your own and you all feel that something is needed or if the Board is not aware of something. Because, maybe the Board isn't aware of something.

Mr. Trascher said, but, the only thing that would be is if we were going to change the department, if we are going to change a structure or a rank or created or delete a position.

Ms. Cummings said, right.

Mr. Trascher said, it needs to come from this Board.

Mr. Thanars said, only if it's going to be a funded position, part time or..

Ms. Cummings said, Civil Service has nothing to do with that. Your Board is not required to do anything with part time people or non-classified people but, there are some classes in the law that is specifically listed as being un-classified. We don't get involved with those issues.

Mr. Thanars said, okay.

Mrs. Blackwell asked, did that answer any of your questions Mr. Finger?

Mr. Finger said, yes ma'am.

Mrs. Blackwell asked, do you have any more?

Chief Dockery said, quick reference. Whenever anyone calls OSE, y'all have a statement, if y'all say the Board, I want to clarify that the Board you are talking about is the Civil Service Board.

Ms. Cummings said, under normal circumstances, when our office is referring to the Board, because we are so used to dealing with the Civil Service Board, because is really the body that our office deals with the most because we are pretty much the administrators of Civil Service Law, we of course we are thinking the Civil Service Board and we try very hard to remember especially in Fire Protection Districts that you have multiple Boards going on. So, we try very hart to specify if we mean the Fire Board Commission. Yes, sometimes we start rattling off and we are talking about the Board and we forget in some instances that you have multiple Boards in a district but, most of the time our office is referring to the Board, we are talking about the Civil Service Board.

Chief Dockery said, and that being, I think just a disconnect between all of us because we are hearing the Board and naturally we think...

Ms. Cummings said, the Fire Board and not the Civil Service Board.

Chief Dockery said, the Board so, I just wanted to thank you for that clarification on that. I have nothing else but, thank you for coming out and putting up with all of this.

Ms. Cummings said, no problem, we are here to help. If you all need anything through this process even, like I said, discussing the process we are willing to help y'all.

Mr. Lombard said, we appreciate it.

Mrs. Blackwell said, we appreciate it to for coming out tonight, Ms. Jackelyn. If there's no more questions for Mr. Jackie, we will move right on to the next New Business, Proposed 2018 Amended Budget for Review.

#### PROPOSED AMENDED 2018 BUDGET FOR REVIEW – Jack Dockery

Chief Dockery said, I trust that this one will be quick. As I said earlier, I spoke with Jeff Moyle and Bobbie Gowan yesterday. I sat down with them for 30 to 40 minutes going over the amended budget. You do not see it in front of you because it's not there. After speaking with them, they stated that it is probably in my best interest right now to either table it until next month or take it off the agenda completely due to the fact that they prefer to have it run Octoberish and have it amended in December. I told them, the new budget we always had to follow the 30 day rule. He said the best bet is to follow the 30 day rule for the amended also. So, I ask that it be tabled until September and it will be proposed to the Board for review. It can run that month...

Mr. Trascher said, run 30 days and then... so, I move that we table the Amended 2018 Budget.

Mr. Lombard said, second.

Mrs. Blackwell asked, Mr. Don Thanars, how do you vote?

Mr. Thanars said, yes.

Mrs. Blackwell asked, Mr. Russell Lindsey, how do you vote?

Mr. Lindsey said, yes.

Mrs. Blackwell asked, Mr. Emile Lombard, how do you vote?

Mr. Lombard said, yes.

Mrs. Blackwell asked, Mr. Floyd Trascher, how do you vote?

Mr. Trascher said, yes.

Mrs. Blackwell said, motion carries.

Chief Dockery said, Mr. Floyd, I am just going to stay up here for this next one.

Mr. Trascher said, yes.

Mrs. Blackwell said, ok, well we will go right on into Old Business, Asset Tracker, Mr. Floyd.

## **OLD BUSINESS**

ASSET TRACKER – Floyd Trascher

Mr. Trascher said, Chief?

Chief Dockery said, I know last year roughly, November, December I gave you all a Excel spread sheet. It was small enough to where I couldn't read it. So, end of last year we did purchase a new asset/inventory tracker. We are kind of working the bugs out right now, but, with this, we are able to basically fit our needs for purchase order numbers, manufacturer, dates, especially when it comes to our PPE, it has a 10 year life span. It doesn't matter if I buy it brand new and sit it right there on the table, 10 years from now it's bad. It may not have touched a single element, it's still bad. So, it's something very important for us to track.

Mr. Lombard asked, you will have a slot on here for longevity of equipment or how ever you want to say it. I don't know how...

Mr. Trascher said, replacement.

Mr. Lombard said, replacement cost.

Chief Dockery said, yes. So, we, of course, the list I gave you last time had a lot of the big items. The apparatus and what not and we started to move through a lot of the turn out gear on down to the smaller items. We will soon be moving into, let me backtrack, soon we will be breaking off into two list. One list will be the asset list, anything \$3,000 and above, it's considered capital asset. Anything from the tables to chairs, will have a master inventory list.

Mr. Lombard said, that makes sense.

Chief Dockery continued, so, the asset list, of course, will go to CPL so that way the things can depreciate. So, as far as the inventory list will have a knowledge of, I have 6 chairs, I have this. We do have a printer that will print out bar codes and we have a scanner. So, that will be, it's coming along. Like I said, this is a work in progress but this is where we are at

right now. We've moved through a lot of the turn out gear. A lot of the new stuff, actually, when it would come in we will be able to get the serial numbers, the manufacturer number or the manufactured date and on and on. I am looking to also at purchase cost. Some of it we have the purchase cost in, some of it we do not. Just to give an idea of what it cost so we can plan for future...

Mr. Lombard said, sure.

Chief Dockery said, I mean, I can't tell you that this \$885 or \$855 SCBA bottle is going to be \$855. It may be \$1,000 but I will have a close idea on it.

Mr. Trascher said, it's not going to be \$855, you got a jump off point.

Chief Dockery said, I have an idea of what I am looking at.

Mr. Trascher said, now, on the major list, the one with the trucks and all. Will you be printing similar to this, that list? Because that's the one we couldn't...

Chief Dockery said, well that's, they are in here but there mixed...

Mr. Trascher said, I didn't see them.

Chief Dockery said, they are mixed in with all this goodness. Let me see, page 4 has got some of them, it's got some rescue tools.

Mr. Lombard said, yeah, I saw the rescue tools.

Chief Dockery said, let's see, page 5, I have a reserve medic.

Mr. Lindsey said, 4's got a reserve medic.

Mr. Trascher said, it's equipment but I don't think it has the trucks and all.

Mr. Lindsey said, on page 4 there is a Apparatus Reserve Engine.

Chief Dockery said, yeah, I see that Apparatus Reserve Engine.

Mr. Trascher said, okay, 112, just don't have a price.

Chief Dockery said, so, right now it's just basically,

Mr. Lindsey said, yeah 112, Apparatus Reserve.

Mr. Trascher said, yes, I see them there.

Chief Dockery said, this is basically running in number form, asset tag number. That's why it's mixed up but I do want to break it out, like I said, into two actual list. One Asset list and one Master Inventory. That way we have a clue of exactly what we have and if we have to get rid of it we can go on the list. Right now we can show you who has it. You know, if I have a piece of turn out gear that is issued to Mr. Don, I can show it's issued to him. If he quits and turns it back in, I can show you when he turned it back in because it would be checked back into our inventory. It's always there but it will show checked out, checked in.

Mr. Lombard said, good.

Chief Dockery said, so, it is a great system that's fine tuned to our needs and we finally got to a slow point to where we have been working on it and I am excited to see what all it can do. So, I just wanted to give you all this to kind of, show our progression. It's not being...

Mr. Trascher said, it's not stagnate.

Mr. Lombard said, very good, I like it.

Chief Dockery said, so, that's all I have. Do you have any questions on it?

Mrs. Blackwell asked, Mr. Trascher, do you have anything else on the Asset Tracker?

Mr. Trascher said, no, that's fine. I mean, we are moving forward with it and I am satisfied that it's not stagnate and at least we are making progress. I have one quick question on the agreement for Moyle, the engagement letter. Is this something that we are going to need to renew next month or do you need us to approve it? We can review it.

Chief Dockery said, in the past, the Board has allowed me, especially last year, you allowed me to renew it. I just wanted to give you all a chance to review. If anything comes up that we really need to sit down and talk to them about, that we all have an understanding of what is required of them and what our expectations are. Like you said, the last page of the services, attendance of council meetings, one per quarter. That's what they charge.

Mrs. Blackwell said, I know we always question, you know, aren't they suppose to be here every 3 months.

Mr. Thanars said, it's in their contract.

Mrs. Blackwell said, but, I think they charge us for that.

Chief Dockery said, right here it's showing the charge unless it is built in.

Mr. Thanars said, what we need to do is cross reference this with the contract because, from what I recall, not having the contract here, I think the contract states what's included in the base price of services and being here once a quarter was one of the items that were listed. There was not a separate line that said there is an additional fee for that if I am correct.



Mrs. Blackwell said, that is one question that stood out to me is that, I thought they were suppose to be here once a quarter at no pay, that was included already in their price.

Mr. Thanars said, right.

Chief Dockery said, I will pull the old contract and scan it and email it to all of you. That way you can look at the old one and compare it to the new one.

Mr. Trascher said, that way, next meeting will be September and it would begin October 1<sup>st</sup> and we would have the opportunity to review it and we could decide if whether we are going to approve it or up to the Chief or what.

Chief Dockery said, yes, that's all this is for to give you a month to review, no surprises.

Mrs. Blackwell said, thank you Chief Dockery. So, that may answer any questions we may have about it. Well, if that's it, do we have any?

Mr. Lombard said, I will make a motion to adjourn.

Mr. Trascher asked, does anybody in the audience want to ask anything?

Mr. Lombard said, oh, you need to recognize the new Chief of Ops.

Mr. Trascher said, you do. I did enough of that tonight.

Mrs. Blackwell said, does anybody in the audience want to add or whatever?

Mr. Lombard said, well, I know they had a lot of discussion about the Chief of Ops and I know one has been appointed from what I am assuming. From what the discussion was and it is Ms. Pam Little, and I want you to stand up so everyone can see who you are and that there is a person here. Do you have anything to add?

Ms. Little said, no, not right now.

Mr. Lombard said, okay, it's good to see you Pam.

Mrs. Blackwell said, okay, with that said, do we have a motion to adjourn?

Mr. Lombard said, it's on the floor.

Mrs. Blackwell asked, okay, do I have a second?

Mr. Trascher said, second.

Mrs. Blackwell asked, Mr. Thanars, how do you vote?

Mr. Thanars said, yea.

Mrs. Blackwell asked, Mr. Lindsey, how do you vote?

Mr. Lindsey said, yes.

Mrs. Blackwell asked, Mr. Emile Lombard, how do you vote?

Mr. Lombard said, yes.

Mrs. Blackwell asked, Mr. Trascher, how do you vote?

Mr. Trascher said, yes, but I wanted to vote no just to be opposite.

Mrs. Blackwell said, motion carries.