

Meeting minutes from Labor Mgmt. meeting on the 12th of February, 2007 at 1000.

In attendance: Labor: Vice President Bellingham
Treasurer Losee

Mgmt: Chief Deimling, Asst. Chief Auffart, Asst. Chief Jackson

Meeting lasted until 1115.

1) Status of Injury/Exposure Workers Comp procedures:

- Union still waiting on checklist.
- A/C Jackson stated that the checklist is on the FD LT. profile.
- VP Bellingham states that explains why we have not seen it.
- SOP remains the same
- Supervisor and employees make decision whether to go to the ER or not
- VP Bellingham asked about a supervisor going to the facility with employee, to help alleviate problems.
- A/C Auffart stated he has spoken to Judy Hammond (AMH) several times to try to solve the issues about exposures at the ER.

2) Captains Vacancy and staffing :

- VP Bellingham asked about the budget.
- Chief Deimling stated he is still waiting on the approval of the budget along with the other township depts.
- The overall township budget is done separately from the individual depts..
- There is no statutory requirement for fire dept. budgets.

3) Training Coordinator:

- VP Bellingham spoke how the local in 2002 tried to negotiate for a Training coordinator.
- Chief Deimling stated that at one point he tried to get a Training Coordinator position that would be a separate position such as FF/Capt/Asst.Chief, but this position was never approved.
- VP Bellingham asked if Bob Cabral was the training coordinator.
- Chief Deimling replied no he is not.

4) Out of town training pay:

- VP Bellingham read section 17.1 of the contract regarding hours of work and overtime.
- Chief Deimling does not interpret the contract the way the Union interprets it.
- Chief Deimling stated a standard workweek is whether you are on 24/48 or 40 hours.
- VP Bellingham stated that the wording consecutive days in the contract brings up FSLA issues.
- VP Bellingham proposed an amendment regarding out of town pay.
- Chief Deimling stated there is nothing wrong with current contract language.
- Chief Deimling stated he will look into the amendment with the township attorney.

5) ACLS Training

- Chief Deimling stated that Jamie's email was crap and disrespectful.
- Employees are responsible for their ACLS cards
- There is no requirement for 4-week notification, unless training is mandatory.
- ACLS class is not mandatory
- Chief Deimling stated get your own ACLS class, I don't care.

6) Administrative Directives:

- A/C Jackson stated that administrative directives are new SOP's and should be placed in the SOP manual at each station, until the new SOP manuals come out,
which then those directives should have been placed within the SOP manual.
- VP Bellingham asked if there is a difference between SOP's and Admin. Directives.
- Memo books are to be kept. Memos are temporary directives such as road Closures, where Administrative directives are SOP's.

7) Diesel Study:

- VP Bellingham asked about the results for the diesel study.

- Chief Deimling stated the testing was complete in January. He does not have the results. Chief did not want the raw results unless something raised a flag. Chief spoke with the consultant and the consultant stated that the results looked good; there may be some minor recommendations.
- Chief stated the draft was due this week, then it is given to a peer review for 2-3 weeks, then the township will have the results.

8) Skilled Labor:

- VP Bellingham asked about skilled labor, and what is considered skilled Labor. VP Bellingham wanted Labor/Mgmt to come up with a list of what skilled labor is.
- Chief Deimling asked for the Union to come up with a list and submit it to To him for review.

9) Remodeling of Station 49:

- VP Bellingham asked about the timeframe of the remodeling.
- Chief Deimling stated it will be done in phases, and at the availability Of the service dept.
- Budget for the remodeling is \$15,000.
- VP Bellingham asked about security systems.
- Chief Deimling stated security systems will be placed at all stations. Cost Is approx. \$6,000 a piece, and it is separate from the remodeling budget.

10) Station 52 update:

- Chief Deimling stated that CUC was awarded the contract for the station Last week. Township has to sign the contract with CUC and sit down with them about a construction schedule.
- Time frame is still set for the fall of 2007.
- VP Bellingham asked about the Amelia contract, that is states a station was to be built within three years, or by October 2007.
- Chief Deimling stated the time frame could be extended if agreed upon with Amelia.

11) Computer Issues:

- VP Bellingham spoke about the computer issues at Station 49, and how Several employees cannot open files, or do not have access anywhere, and how these problems have been reported.
- A/C Jackson said he has heard nothing from Mr. Stewart, or the employees That these issues have been resolved or not. A/C Jackson stated he meets With Mr. Stewart the first Tuesday of each month about IT issues. A/C Jackson asked if these issues have not been resolved to notify your

Respected Lt., and forward the issues to him so he can speak with Mr. Stewart about them. A/C Jackson has all the paperwork on file with the Dates they were submitted to Mr. Stewart.

12) Station 48:

- VP Bellingham spoke about the fire alarm system at the station being Off line.
- Chief Deimling stated the fire alarm system should be on line, and that He knew nothing about it. He said he will look into it.

13) Station 50:

- VP Bellingham notified Administration about poor drywall installation At the station in the bays, and how the drywall goes to the floor, and now there is a mold issue.
- Chief Deimling said he knew nothing about it.
- A/C Auffart asked if there was anything sprayed on the mold to try to fix the problem.

14) Snow Removal:

- VP Bellingham spoke of how the township needs to put the firehouses on Top of the priority list. He spoke of how snow was not removed until 1600 The day of the first major snow. He also spoke of how citizens of Banks Rd. plowed St. 48.
- Chief Deimling already spoke with Township Maint., after the last snow. He said there is one truck responsible for Township property. Person responsible for that truck that day called off sick, and that no one picked up the detail.

15) Accountability:

- VP Bellingham spoke how accountability is still an issue a structure fires. He spoke of the accountability at the Paper Moon fire, and how no one took over accountability from the Q48 driver. He also spoke of the Amelia fire in December and how accountability was done a piece of paper which he showed Administration, and how there was no accountability for M31 which was an interior crew.
- A/C Auffart stated that the Paper Moon was out when he arrived on scene, And that he was sending companies back to quarters.
- Chief Deimling stated accountability is the Incident Commanders Responsibility. He said if accountability was not done that is a problem.

- Union believes problem is bottom up top down issue.

16) Day room furniture:

- VP Bellingham stated that the furniture at the firehouses is falling apart. He asked that furniture be replaced, and that it be durable and comfortable. He stated that the armrests at the station are being held together by roofing nails.
- Chief Deimling knew nothing about the shape the furniture is in. He Stated he will look into it, and consider replacing the furniture at St. 49 On completion of the remodeling.

17) Mandatory Instructor Training:

- President Osborne typed a letter for the Chief, in regards to discipline for Not failing to pass the class. VP Bellingham gave the Chief the letter, and then read the letter aloud.
- Chief Deimling did not have an answer. He stated he will cross that bridge When if it comes. He stated that the Lt's should be able to pass the class, And if they can't, their capabilities as a Lt. should be looked at. Chief Stated it is a different animal if someone puts forth the effort and comes Up short, than if someone deliberately fails the class.
- Chief Deimling said he will look into the issue of discipline, for the next Labor Mgmt. meeting.

18) Physicals:

- Chief Deimling stated the township is looking into switching companies For the annual physicals. He stated they are looking into pricing issues with Bethesda Eastgate, Mercy's, Ocnet. He stated that Bethesda Eastgate will do after hrs. post accident testing at the stations. He said he is trying to have items of the physical done at the stations (blood draws, etc), and that he is trying to make more convenient.
- Union would have to type up a memorandum of understanding.

19) Facility Maintenance Department:

- VP Bellingham asked about the rumor of the township creating a facility Maintenance department.
- Chief Deimling stated Matt Taylor is trying to consolidate issues with the Facility Maintenance that are duplicated within the departments. Ex. Was alarm issues- have the same company work on all alarm systems. Making sure irrigation areas are taken care of in the spring and winter, etc.. Chief isn't exactly sure what direction the Facility Maintenance is going. He said that there have not been any new employees hired, and that the Facility Maintenance may be used for capital improvement projects, i.e. repaving.