Seal Rock Rural Fire Protection District

Board of Directors Meeting – August 13, 2020

Phone Conference

Directors Present: John Soltau Peter Benjamin

Dustin Joll Larry Henson

Tina Fritz (left meeting at 18:37, returned at approx. 19:45)

Others Present: Mike Burt Al Anton

Paul Rimola Paul Highfill Larry Silverthorn Mike Burt

Cheri Brubaker Mary Lou Morris

Absent: Chief Sakaris (responded to fire)

Call to Order - Board of Directors Meeting

• President Benjamin presided and called the meeting to order at 18:30. There was a quorum.

Approval of Minutes for July 9, 2020 Meeting

• President Benjamin asked if there were any corrections to the July 9, 2020 minutes. Mary Lou Morris stated Director Fritz had brought to her attention that under Firefighter Hiring Process the new hires name is John Townley. The minutes will be corrected. President Benjamin made a motion to approve the minutes as corrected. Director Soltau seconded the motion. Director Henson stated that the minutes had so many things that he'd missed, because of the phone meeting, that he did not know what was said and not said. He had no suggested changes but wanted to vote present, not being in favor or against the minutes. Motion passed.

Financials (handout)

- President Benjamin discussed the financial reports.
- Balance Sheet as of July 31, 2020 Summarized Current Assets and Liabilities. The total for Operating Funds was \$358, 689. Total for LOSAP Funds was \$42,133. Total for Truck & Building Reserve Funds was \$186,805. Total Accounts Payable was \$17,555. Total Credit Card Payable was \$1,463.
- Income and Expense July 2020 Total Income was \$8,110. Total Firefighters Fund Expenses was \$16,756. Total Chief Fund Expenses was \$7,847. Total General Fund Expenses was \$29,047.
- Expense Detail July 2020 No questions or comments.
- Budget vs Actual Report July 2020– This report is for one month into the fiscal year. Total Income was 1% of budget. Firefighters Fund Expenses was 7% of budget. Chief

- Fund Expenses was 7% of budget. General Fund Expenses was 14% of budget. Total Expense was 9% of budget. Truck and Building Fund Expenses was 7% of budget.
- Director Soltau made a motion to approve Financials. Director Joll seconded the motion.
 Director Henson opposed approving the Financials because of the amount budgeted for
 firefighters and the amount wasn't stamped in the 2019-2020 budget. He stated there are
 different opinions on what was spent. The remaining board members voted in favor.
 Motion passed.
- Bills Paid August 2020 Director Soltau asked about the bill from SeaWestern. President Benjamin spoke for Chief Sakaris. Chief Sakaris tried make purchases to finish off the grant from the tribe.
- Credit Card Charges July 2020 No questions or comments.
- Director Joll made a motion to approve Accounts Payable. Director Soltau seconded the motion. Motion passed unanimous.
- Cash Requirements August 2020 President Benjamin stated \$59,200 needs to be transferred from the General LGIP account to the General Bank account to pay bills/payroll.
- Director Soltau made a motion to make the transfer. Director Joll seconded the motion. Motion passed unanimous.

Old Business

• COVID-19 Virus Update:

President Benjamin stated Chief Sakaris sent out a packet of information to board members prior to the meeting. There was no discussion.

• Station 6100 and 6200 (10349 NW Rand St. Administration building, 1157 Grebe Street Green Building John Soltau):

Director Soltau suggested discussing the goals first.

• Goal Planning Meeting:

In Chief Sakaris' absence, Director Soltau reported all of the board members, except Director Fritz and Director Joll, attended the goal planning meeting. A number of items were discussed. Chief Sakaris has a written report and Director Soltau recommended discussing the goals at the next meeting.

• Full Time Firefighter Position (Board Member Fritz):

Director Fritz was not in attendance. President Benjamin had prepared a worksheet for the costs for three paid firefighters for 2020-2021. Total monthly cost is \$229,987.44 for the year. The budgeted firefighters tax levy is \$201,194 for the year. The tax revenue shortfall for the year is \$31,593.44. The shortfall was covered by shifting \$36,000 from the General Fund in the FY 2020-2021 budget. Assuming a 3% revenue increase every year, per Measurers 5 and 50, in 2025-2026 the cost will be covered by the levy. President Benjamin believes another firefighter is not feasible at this time. Director Henson said he is having trouble getting emails and didn't receive the items for the agenda. President Benjamin will send the worksheet to Director Henson.

New Business

• Chiefs Report by Chief Sakaris:

President Benjamin went over the July 1 thru July 31, 2020 Incidents report compiled by Chief Sakaris. There was a total of 62 incidents for the month. There were 46 EMS, 5 vehicle accidents, 1 dispatched and cancelled, 1 surf rescue, 2 grass fires, 2 vehicle fires, 3 public assistance and 2 fire alarms. President Benjamin said the Seal Rock Fire District received a letter from Life Flight thanking the District for utilizing Life Flight Network. With assistance from Seal Rock Fire District, the helicopter was able to land on the beach and transport a eight year old boy to OHSU.

Public Comments:

- Al Anton read a letter he wrote to the Seal Rock Board of Directors. (The letter is attached.)
- Paul Rimola read a letter he wrote to the Seal Rock Board of Directors. He also read part of a news article regarding previous employment of the Chief. (The letter and news articles are attached.)
- Larry Silverthorn had a list of items covering his concerns. He wants answers to his questions. President Benjamin will respond. (The list is attached.)
- Paul Highfill stated President Benjamin has been a volunteer and volunteer chief. There used to be twenty plus volunteers and no paid people. When Chief Sakaris became chief, there were 19 volunteers. All of the volunteers have quit and five of the paid firefighters have quit. One paid personnel is qualified to go into a fire. Mr. Highfill asked the Board if they want volunteers. Two months ago he asked the Board if they wanted volunteers and received no answer until this meeting. President Benjamin stated the Board would like to have volunteers and they're working on it.
- Mike Burt asked President Benjamin to entertain a real meeting. A real meeting is needed. Tax payers should be able to ask questions. President Benjamin stated Oregon law says the Board doesn't have to respond. Mr. Burt wanted to know if there will be a real meeting next month with social distancing. President Benjamin said the Board needs to follow direction from Lincoln County and the Governor. (Mr. Burt's email to Mary Lou Morris is attached.)

Board Comments:

- Director Henson has attended SDAO training on insurance. He has signed up for more training which includes board member responsibility. He encourages other board members to attend.
- Director Fritz wanted to discuss the additional firefighter. She feels sharing firefighters is a good idea and is working. There are now 2 personnel on 24/7.

Director Fritz made a motion to sell the green building. Director Henson seconded the motion. A discussion followed. Director Soltau said the green building allowed the District to have a building in Seal Rock. He feels the building may still be usable and the District should keep it. It's an asset. President Benjamin said an asset shouldn't be sold just to sell. There is nothing compelling to sell. Director Joll says the building may be able to be converted to a fire station. There is a zoning issue. He wants to look at

rezoning. He votes no to selling until the District knows that the building can't be a fire station. President Benjamin said there is no urgency. Director Henson called for the question. Director Henson and Director Fritz voted to sell the building. President Benjamin, Director Soltau and Director Joll opposed the motion. Motion failed.

Director Fritz said she has questions regarding the budget. President Benjamin and Director Fritz agreed to talk.

• President Benjamin encouraged board members to sign up for the SDAO Board Academy. The audit for fiscal year 2018-2019 is complete. The 2019-2020 audit will be finished by the next board meeting. The auditor will attend the next meeting. President Benjamin said Fred Burke, a past volunteer has passed away. He wanted to acknowledge his passing.

President Benjamin adjourned the meeting at 19:55.

Minutes prepared by Mary Lou Morris.

AUGUST 11, 2020

TO: SEAL ROCK BOARD OF DIRECTORS

FROM: AL ANTON 541 - 563-3544

As a taxpayer in the district I'm concerned about the lack of coverage provided for the northern section of seal rock community. The agreement with the neighboring district has proven to eliminate staffing in seal rock, which the taxpayers pay for, leaving an unacceptable response capability within the seal rock fire district when responding to central coast fire district. Response times have been given to the board; however, the times are misrepresented. NFPA 1710 and 1720, Standard of the organization and deployment of fire suppression and emergency medical operations, 1710 for fully paid firefighter departments and 1720 for combination paid and volunteer firefighter departments or districts, which ISO follows as standards for insurance ratings, defines the following as response time.

Call processing – when the call is received

Turnout time – firefighter preparation to respond

Travel time – actual driving time

These three factors equal response time. The reported response times are travel time only.

Another concern is the equipment, purchased by seal rock taxpayers, should not be stationed outside of the seal rock fire district. I understand this so called agreement is for resources; however, if equipment is needed there is a mutual aid agreement in Lincoln County for that purpose.

I was told several months ago, by the fire chief, that in the agreement there was compensation should the calls not be equal. Reviewing the calls the seal rock fire district responds approximately a third more calls into the central coast fire district. Is the district being reimbursed?

As a taxpayer I feel that when a seal rock firefighter is out in the seal rock fire district they should be in a seal rock piece of equipment. In my opinion, the central coast equipment is newer; this shows no pride or loyalty to the taxpayers or the district.

I also see seal rock fire chief is responding into central coast fire district on basic medical response calls such as unknown medical, falls, public assist etc. If command presence is necessary central coast has two personnel to handle command. The seal rock taxpayers pay for a full time chief to manage the fire district not performs basic firefighter duties. Every board meeting the fire chief is overwhelmed with administrative tasks and deadlines. The board should put a stop to these low priority responses outside of our district so the chief can concentrate on what he was hired to do and put the agreement with central coast on hold until seal rock fire district can boost their staffing..

I have sent a request about the staffing levels for the districts paid firefighters from May 1, 2020 to August 1, 2020 twice and had a phone conversation with the fire chief and yet have received a response. Such request usually is confirmed in 5 business days as a courtesy and also required by Oregon public records requests. If I didn't make the proper request please advise me.

I look forward to your response on these matters.

Thank you for serving our community

Al Anton

13911 alika dr

Seal rock

541 - 563 - 3544

There seems to be a problem with leadership and follow through at SRRFD.

Many of the problems start with the current fire chief. However, some of the problems are with the board.

Tina Fritz's contention there is allot of talk but no action is spot on.

The latest example of this is Larry Henson's presentation about long and short-term plans. Although gratified that someone on the board finally heeded the advice given over the years about planning, the action of the board and the chief was predictable. Tina was right, all talk and no action.

Let's be specific: The Chief immediately called for a seminar with the board directors for "direction". This shifted the responsibility back to the board from where it belonged: squarely on the Chief.

The Chief was hired, per his own pronouncements and the boards pronouncements, as the Operations Manager. It is his job to come up with a plan that the board can review, make changes, and approve. This includes equipment inventory, life of the current inventory, when equipment will be replaced, as well as use of buildings and what will be needed to keep the operations going.

The appropriate response from the board should not to have more time-wasting meetings, but to direct the Chief to have a comprehensive plan within 30 days.

This should all be presented to the board, probably in excel form, detailing the plans over a multi-year period. Five-year plans are the norm in business and government. If the board is expected to do this, then basically we do not need a Chief.

These two examples are great illustrators of the confusion and potential of wasting taxpayer monies.

" February 25, 2020 Chief went to Salem ODF Headquarters to look at a rescue unit they had in surplus. Cost approximately \$2000. (Director Fritz doesn't think it is a good idea to purchase this unit, it is too costly. Chief Sakaris stated it would cost \$10,000 to \$12,000 to get it operational."

No discussion about why this is needed, how it will make response better, etc. Again, a plan and justification need to be presented, exact costs to get the truck operational, as well as maintenance costs in the future. Why is it worth it! Why do we need it? Not gee, we have the money and it would be cool. Also, for this should have been brought before the board before wasting time to go and look at it. In fact, if this type of truck is needed, the Chief should have that in his plan for new or replacement equipment long ago. Sadly, there is no plan.

Secondly, Tina Fritz's proposal to buy a \$25000 to \$50000 piece of equipment that no regular hired firefighters are allowed to operate. A piece of equipment that all Pac West ambulances have on board. We keep hearing of need to replace equipment, move firehouses, etc. All we have is rudderless ship, and the Chief needs to do his job and come up with a formal written plan as "operations manager" with priories and timing. What in the world is a member of the board proposing to spend that type of money with no insight to a plan? The boards function is to act as oversight. If this is something that is truly needed over other protopines, it needs to be put in the plan at budget time.

In addition, the hiring and staff levels are his responsibility, and this has fallen short of what would be expected of an employee in this position.

Measure 21-185:

The chief is responsible for effectively managing the district and its resources, managing and training full time firefighters, recruiting and training volunteer firefighters, complying with government regulations, adhering to industry standards, Appling for grants......

We hired the current chief for the following reasons:

"Mr. Sakaris served for 31 years in California fire departments. He is big on safety, training, is certified to do training and is on target with Chief Ewing's goal for the district to be professional. He had headed a volunteer fire departmental West Point and Pioneer. During the interview he had the right answers and the board feels they will know about Mr. Sakaris when he starts his position. He wants volunteers to have ownership, and is not looking to spend money......" Board Minutes of February 27,2015

I think the board needs to take a hard view all of this and start to ask some hard questions. You should also look into the duties of the chief, based om the "sales job" that was put on the ballot to hire a full-time paid chief in the first place. You should also evaluate the qualifications and performance of this chief based on what was said in his interview and based on his actual performance and what he has been able to do, and what he either does not want to do or is incapable of performing. This information should be made available to the public.

- Is there a revolving door of volunteers? Were the recent resignations at the March 2020 meeting investigated or were they dismissed out of hand?
- Have the Board contacted volunteers who previously resigned and ask why? Not the Chief, the Board as the group that over sees the Chief.
- How many grants have been applied for let alone won by this chief?
- Why are we paying an outside third party (Lexpol) more than \$3500 per year while we are paying a full time Chief full-time wages, a truck he can take home, PERS, and benefits? A professional fire chief should be able write what appears to be SOGs with minimal help? What else are we contracting out that falls into the duties of a paid chief.?
- Why did the Chief leave his job at the West Point Fire Department, as Chief, with no notice? This employment was mentioned in the meeting leading up to his hire and is fair game. Was this in his resume, or was this during a verbal interview.
- Is hiring a paid chief an efficient use of resources

Volunteer recruitment and retainment is, to be kind, subpar. Both the Chief and the board have fallen short of their responsibilities in this matter. Why the board does not formally ask why volunteers are leaving is beyond us. Every person, volunteer or paid firefighter alike, should be asked why they resigned (in detail), and those reason documented. This should start with the Chief and followed up by the board with a confirming phone call to the volunteer or firefighter.

The pace of hiring paid firefighters is beyond slow.

- At the board meeting in January, the Board approved the hiring of new fire fighters. The Chief said that he would get on it the next day (January 10th).
- In February, the Chief said there were six applicants.
- In March the Chief said there were 18 applicants. His target date for physicals and background checks was May or June.
- In May, there were still 16 applicants that had phone interviews. The Chief said that he would call all back in 30 to 60 days.
- In June, the board finally made it clear that they wanted a hire by August 1st.

This process started in January, and a hire was finally made in July. A six-month process. There is no excuse for this. One of the primary functions of the Chief is to keep full staffing. This district can do better. Taxpayers funded firefighters after the board and the Chief appealed for them. Yet, it took six months to hire one firefighter, who, as it turned out, was the replacement for the firefighter whose last day was July 4th.

We guess that full time firefighters were not as important as advertised. This delay was endorsed by the board with their silence on the issue until the June meeting.

For these reasons, it is out opinion that the current Chief may not the right person for the job. We call on the board to immediately review the Chief's performance. After review, the Board needs to take appropriate corrective action, up to and including dismissal.

Breckenridge, as acting chief.

"This is a volunteer fire department. Although not all volunteers respond to every incident, we have people responding to every fire and medical call," Breckenridge said.

Calls to Sakaris at his home for comment were not answered.

Contact John Hall at jhall@calaverasenterprise.com

GUEST: LARRY SILVERTHORN-VOK-40 YRS-BOARD I TERM THE REASON FOR BRINGING THESE IASUES AND CONCERNS TO THE BOARD IS FOR THE BEST INTREST FOR SEAL ROCK FIRE DEST. + TAX PAYERS # THE COMPLETE LACK TO RECONDIZE PAUL LYLE + MIKE FOR 30+ TO 10+ YAS. IS A DICAACE TO THE DIST., VOL'S AND THOSE THEY STAVED. THERE IS NO EXCUS. AND THE BOARD AND CHIEF SHOUND BE ASHAMED WHAT BROUGHT THESE ITEMS TO A BOILING POINTIES WHEN I STEW WANDPORT FIRE ENG IN OUR SEAL ROCK STATION AND FIND SIGHL ROCK WATE, TENDIER AT WANDORT STATION BEHIND WHILE I think was A BLEET UP MAMBULANCE. I WAS TOND IT WAS THERE FOR TRAJUTUG, IN the PAST AM FIRE DIST Equip was RETURNED TO THAT DIST. IT WAS TOND FN JAN THERE WAS A SHARING PRATICE BEING TESTED WITH WARDPORT. WE HAVE + HAD A MUTUAR ATD AGREEMET THAT I FEEL WAS WORKING AND HAS WORKED. I FEEL IF THE BOARD WAIDTS TO DO A NEW SHARFNG OR MERGING OF DT: PT THEY SHOULD PUT IN WRITING AND FLOAT IT WITH THE TAX PAXERS FRESTI IN REVIEWING BOARD MIN. I FIND THE SHARING IDEA WAS SUGGESTED BY BOARD MEMBER TIXA

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MAJOR

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Ly Selvet 8/13/20

http://www.calaverasenterprise.com/news/article 895b417a-c250-542e-9088-82d0b88f8e7f.html

West Point fire chief resigns

By John Hall Aug 12, 2002

West Point Fire and Rescue Protection District is again looking for a chief to lead its volunteer firefighters.

Carl Mills, chair of the district's board of directors, confirmed Aug. 1 that Tom Sakaris, the volunteer fire department's chief, resigned without notice last week.

Hired by the West Point district for the part-time paid position last November, Sakaris continued to work as a fire captain with the City of Folsom Fire Department as well.



"He may have had too much to do," Mills said.

"We will start looking for a new chief again," Mills said. "We still have a couple (candidates) on the list from last time we may re-interview. We will ask them if they are still interested."

In the meantime, the board has appointed one of the department's battalion chiefs, Bob