

Kuna Rural Fire District

PO Box 607, Kuna, ID 83634

Phone (208) 922-1144 Fax (208) 922-1135

Minutes of Commissioners Regular Meeting

October 11, 2023

APPROVED: _____ **REVISED:** _____ (see revised version)

Chairman Greg McPherson called the meeting to order at 11:02 a.m. in the Kuna City Hall Council Chambers.

Present were Commissioners: Commissioner Greg McPherson, Rebekah Luther, Randall Feaster, Billy Edwards and Scott Burn. Also present were Chief T.J. Lawrence, White Peterson Attorney William Gigray, and Officer of Administration-Secretary-Bookkeeper Krystal Hinkle.

Agenda Approval:

Comm. Edwards moved to accept the agenda as printed and posted. Comm. Burn seconded the motion, motion passed with a unanimous voice vote.

Approval of Minutes: Comm. Burn moved to approve the Regular Meeting Minutes of August 9, 2023 and Special Meeting Minutes of September 19, 2023. Comm. Feaster seconded the motion, motion passed with a unanimous voice vote.

Public Input: None

Financial Reports Presented by Hinkle: Comm. Burn moved to accept the financial reports and report of fund investments and to approve the disbursement of funds in the amount of **\$223,598.11** for the District for payment of bills and payroll as presented. A disbursement of \$0 for the Community Assistance Fund for payment of bills. Comm. Edwards seconded the motion, motion passed with a unanimous voice vote.

Purchase Order over \$5,000: None

Staff Reports:

Chief Report – by T.J. Lawrence: Chief Lawrence stated we have two Firefighters currently on work comp. Chief Trumble is going to training for Fire Principals of inspections. Chiefs in the valley are getting together to discuss the GEMT program. A possible surplus of both brush trucks will be before the board next month. The district has moved forward with finishing the punch list items from the remodel.

Local 4165 - Full Time Firefighter Report: Matt Graham reported that discussions with Comm. Luther have taken place about continuing negotiations. The union doesn't want to go to fact-finding and would like to meet with Becky directly and not the full negotiation team and lawyers.

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Attorney Report: Bybee reported everything is on the agenda.

Officer of Administration Report by Krystal Hinkle: None

Administrator of Impact Fees by Krystal Hinkle: Hinkle reported that the current fund totals \$2,044,551.29 thru August permits.

Old Business:

State Fire Commissioners Report – None

Ada County City EMS System (ACCESS) Update – The executive team will meet on the 26th.

Executive Session Board of Commissioners Regular Meeting– The Commissioners, upon a unanimous roll call vote, went into the executive session, pursuant to Idaho Code Section 74-206 (1) (b) to consider the evaluation, dismissal or disciplining, or to hear complaints or charges brought against, a public officer, employee, staff member or individual agent and (j) to consider labor contract matters authorized under section 74-206 A (1)(a) and (b). The executive session commenced at 11:22 a.m. In attendance were all the members of the Board of Commissioners and legal counsel Marc Bybee. At 1:45 p.m., Chief Lawrence was asked to attend the executive session. Information was exchanged among those in attendance. A motion was made by Commissioner McPherson and seconded by Commissioner Burn to come out of executive session, which motion passed unanimously at 2:00 p.m.

Open session resumed and Chairman McPherson reported that information was received in relation to the announced purpose for going into executive session and no action was taken by the Commissioners.

Executive Session Board of Commissioners Regular Meeting– The Commissioners were asked by Matt Graham with Local 4165 to go into executive session pursuant to Idaho Code Section 74-206 (1) (b) to consider the evaluation, dismissal or disciplining, or to hear complaints or charges brought against, a public officer, employee, staff member or individual agent. Matt Graham asked all Commissioners not on the Negotiation Team to attend the executive session.

No motion was made to enter the executive session.

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New Business:

Discuss and Consider the Approval of the Comp Buyout for Chief Lawrence:

Comm. Luther made a motion approving the buyout of comp hours from when Chief Lawrence was a line firefighter. Comm. Burn seconded the motion, motion passed with a unanimous voice vote.

Discuss and Consider the Approval of a new LGIP account for the Bond Project

Fun – Comm. Feaster made a motion approving the opening of a new LGIP account for the Bond Project Fund. Comm. Edwards seconded the motion, motion passed with a unanimous voice vote.

Discuss and Consider the use and approval of Light Duty – There was discussion about the pros and cons of light duty for employees who were injured on the job and off the job. The board agreed that light duty is not applicable to those who are injured outside of work. However, if they were injured on the job, it is up to the Chief's discretion to allow light duty. There is an expectation of following the light duty restrictions and documentation of hours and work performed if light duty is approved by the Chief.

Discuss and Consider the use and approval of Overtime – Tabled

Discuss and Consider Additional Board Meetings in the Month– There was discussion about adding additional board meetings each month, due to the length of the meetings and items being discussed. The board felt that two meetings each month were not necessary and if need be, the Chairman can call a special meeting.

Discuss and Consider Physicals Paid by the District – Earlier in the year, the board allowed the firefighters to voluntarily sign up for NFPA 1582 physicals with Emergency Responder Health Clinic until the union can bring forward acceptable language in negotiations on how to handle not-fit-for-duty firefighters if the district makes the physicals mandatory. Due to the Union not bringing up physicals in negotiations like previously discussed, the board has concerns about paying for physicals that are not mandatory for all employees and concerns about how to handle not fit-for-duty employees. At this time, the board has asked that all voluntary physicals stop and if the

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employee is already scheduled, they can proceed. Matt Graham indicated they have a union meeting on 10/12/2023 and will submit a list of employees to Krystal Hinkle of those who are already scheduled for a physical.

The Chief will provide Matt Graham with a draft resolution of what the district would like to see approved for mandatory physicals and how the district would like to handle non-fit-for-duty firefighters.

Matt Graham agreed to review the document and bring their response to the next negotiations meeting.

Authorize the Union Negotiation Committee to Continue Union Negotiations – Scott Burn made a motion authorizing the Union Negotiation Committee to continue union negotiations with Local 4165. Comm. Edwards seconded the motion, motion passed with a unanimous voice vote.

Authorize Proceedings of Fact Finding and Authorizing the Union Negotiation Committee to Select a Fact Finder - Tabled

Authorize White Peterson to bring forward a Declaratory Judgment action on the Enforceability of certain terms in the Collective Bargaining Agreement with Local 4165 - Tabled

Authorize and Direct Staff to select and Negotiate Terms with a PR Firm – Tabled

Commissioner Open Discussion – None

Commissioner Edwards moved to adjourn the meeting. Commissioner Burn seconded the motion, motion passed with a unanimous voice vote.

Meeting adjourned at 2:43 p.m.

Respectfully submitted,

Krystal Hinkle, District Secretary

Greg McPherson, Chairman