

## Albany County Fire District #1 Board Meeting Minutes December 13, 2023

This meeting was held as a hybrid meeting with in-person attendance as well as through Zoom. (Formal action taken by the Board is indicated via italics.)

1. Call to Order: Meeting was called to order at 5:31 pm at Central North, a hybrid meeting of in-person and virtual attendance via Google Meet. Board members present were Luke Hawkins, Matt Burkhart and Brett Wadsworth via Google Meet. *Chairman Hawkins motioned to approve the agenda. The motion was seconded by Secretary Wadsworth. The vote was unanimous.*
2. Minutes from the November 15, 2023, Board Meeting: *Chairman Hawkins motioned to approve the minutes as presented. The motion was seconded by Secretary Burkhart. The vote was unanimous.*
3. Comments from the public: Two comments from the public that they would like “on record” and are attached as Appendix A.
4. Report – Outside Agencies:
  - a. LFD – Report from Chief Lam that the communication plan is still a work in progress with implementation in January 2024. There has been an inconsistent failure within the dispatch center that they have not been able to identify yet. LFD does not use Active Alert. There is a failure of the signal going out, it is a send problem not a receive problem with the fix to listen to 05Fire1 right now.
  - b. EMA – Waiting on Bearcom to get the ARPA funding radios for funding still. They have some older radios available from WYDOT – XTL5000 50- or 100-watt mobiles and older portables. Please reply as soon as possible if you would like some.
  - c. LARC – No report.
  - d. County Fire Warden – Attended the Rural Fire Chiefs Meeting. Mason Lane Fire and thank you Eric for being Finance Section Chief. Questions regarding when and how a fire gets paid. We have an incident that goes beyond IA period (first operational period) depending on jurisdiction of ownership, it becomes a paid fire. Mason Lane is the sole responsibility of ACFD1. There is confusion between the “reciprocal period” - work for free, and the “first operational period” - you work for free. There is an agreement between us and our partners that goes both ways. Go past into the next period, then you have to figure out who pays, and who the paying partners are. After it is decided that it is a paid event, then you can pay for the whole event and then the first day is taken off the full event. Mason Lane was a cost share fire that will be covered 100% by ACFD1 because ACFD1 was the one to have to open the EFSA Suppression Account. There is official wording in Annual Operating Plan (AOP). For Mason Lane everyone turned in paperwork and did a good job. March 11-13 we will host S261 class in

Laramie. This is the Interagency Business Management class and is helpful in understanding the fire business and fire paperwork. S260 can be done online.

- e. District Coordinator – Attended the Fire Chiefs meeting, was good networking, and wildland training in 2024 is posted on Wyoming Fire Marshalls (WFM) website. WFM's office has had incorrect requests for the use of investigators, there is a designated phone number to use if you need to request an investigator, that is a 24/7/365 line. The LAST team is seeking new members across the state. Image Trend in limbo for the State, there is a lot to be decided, they were brief on details, but there are slowdowns. There will be carryover between ER and Image Trend. They will continue ER as needed until they move toward Image Trend, and there will be a lot of training on it. Data from ER needs to be exported prior to moving to Image Trend for your own records prior to shut down. Should be able to direct export into a spreadsheet and then enter the spreadsheet into Image Trend. Russell Haines is the new training officer for WSF. They are also seeking support for all regional fire schools, on both the instructor and student side, especially the higher-level courses. WyoLink policy has antiquated language and needs to change and reflect our standard practice moving toward 05CAT1 from Fire 1.
- f. Training Coordinator – FF2 just finished and the training with LFD was postponed, hope to have a new date in a week or so. SE Fire Academy is open for registration in February, Mid-Winter Fire School in Riverton will be in January, and there will be an RT130/red card class district wide.
- g. Wildland Coordinator – Agrees with County Fire Warden Dinges that the Mason Lane fire went well, and the departments pulled together, 24 apparatus, 35 people, cost of 51,004.88. Chad printed the Exhibit B for District costs associated with the fire. The RT130/red class will be District wide. Every dept will do their refresher, but they will also be doing District wide refresher in case they can't make their department one, hoping to grab everyone so they all have a chance to complete their refresher. There are 12 people interested in 130/190 and so they will put one of those together as well. Everyone who wants it can get the classes they need. Dates will be announced after the first of the year. Even though it's December we are not out of the woods yet, especially with the windy days. Search and Rescue was able to assist with some thermal imaging on the Mason Lane fire that was invaluable in finding smoke, hot spots, and fire. They can also fly to map the perimeter of a fire instead of having to walk/fly it. They have all their certifications with the federal government as well. Casper Dispatch is trying to put together a priority training list for County cooperators who are unable to commit to long term 14-day duration assignments. These assignments would be shorter duration and allow firefighters with currently open task books (for task force leaders, IC4, etc. and possibly even engine boss trainees) and to get on fire. Get ahold of Wildland Coordinator Turner if you would like more information regarding this. Jeremy with Forest Service has received a grant and so the Forest Service will be looking to hire for prescribed burns. Currently the Forest Service has no mechanism in place to pay for apparatus, only personnel.

There would have to be an agreement between the Fire Service, Albany County and ACFD1 which have to be adopted by the ACFD1 Board and most likely the County Commissioners.

- h. Peer Support Team – Meeting have been set up with BLVFD, Central and CVVFD for introductions and getting program information out there to build relationships. The Burnout class was held last night. Mighty Oaks meeting is tonight. People are using the program; the EAP and firefighters are talking to Peer Support team specialists. The EAP is an easy, confidential form you fill out, get a number and then use whatever counselor you would like. All costs are covered by the EAP program using your assigned number with no link to you personally. Spouses and children are included. There is no cost ACFD1, we pay and then the ARPA grant pays ACFD1 back.
5. Financial Report:
- a. Bills to be Paid – Reviewed all invoices/checking accounts and three departments did not submit required financials, possibly due to meeting date change this month. Be careful with District credit cards, making sure to take a close look before purchasing to see that you have the correct credit card, particularly on private expenses. Some private expenses have been charged to District credit cards and those funds will need to be returned back to the District. ACFD1 has received \$10,000 from Fire Truck Certification for the truck deposit. 2021 truck pay has been paid. We have half remaining from 2022 and also truck pay from 2023. We have received \$220,000 and 70% is the planned payout for 2023. We still have to pay personnel for Mason Lane at 30% to get them to 100% payout. Typically, the District does not pay truck funds out until all firefighters have been paid at 100%. Treasurer Wadsworth would like to propose to pay out some percentage of the truck funds tonight for 2023, half would be \$77,000.  
*Chairman Hawkins motioned to accept the Treasurer's Report as presented. Motion was seconded by Secretary Burkhart. Discussion – there is a black box for legal fees, they were received late, will need to be addressed at the meeting next month. The vote was unanimous. Treasurer Wadsworth motioned to pay out half of the 2023 truck funds totaling approximately \$77,000 which would ultimately pay out at 70%. Motion was seconded by Chairman Hawkins. Discussion – Would include Mason Lane fire, which was only paid 25 cents on the dollar because of the cost share associated with the EFSA account. The vote was unanimous. Thank you to County Warden Dinges for picking up some Mason Lane fire expenses that could easily have gone to the District.*
  - b. PA Approvals –
    - i. *Chairman Hawkins motioned to ratify TSVFD's Service/Command Vehicle in the amount of up to \$30,000, 100% Impact funds. The motion was seconded by Secretary Burkhart. The vote was unanimous. PA415*
    - ii. *Chairman Hawkins motioned to approve CVVFD's VFA Grant match in the amount of up to \$20,000, 100% dept funds. The motion was seconded by*

*Secretary Burkhart. Discussion – for wildland gear. The vote was unanimous. PA417 Chairman Hawkins motioned to approve CVVFD’s purchase of snow PPE in the amount of \$1,000, 100% dept funds. The motion was seconded by Treasurer Wadsworth. Discussion – update snow beacons for CVVFD firefighters responding on snowmobile rescues when responding near avalanche areas. Secretary Burkhart questioned their training. Two CVVFD firefighters have level 1 avalanche training, and one has level 2 avalanche training, they have also had the awareness training, both are the primary guys out of Albany. Chairman Hawkins and Treasurer Wadsworth voted for, and Secretary Burkhart voted against. Motion passes. PA418*

6. Action Items:

- a. 2024 Meeting Schedule – The first meeting would be a regular business meeting, and the other meeting would not be as business oriented but could allow for the Board to take action. Received a lot of feedback and a lot of conflicts. Continue with the business meeting held on the 3<sup>rd</sup> Wednesday of the month with work sessions scheduled two weeks before or after. This allows dates for meetings, work sessions and executive sessions to be set aside ahead of time to reduce scheduling conflicts and allow board transparency. *Chairman Hawkins motioned to approve meeting schedule as proposed. Motion was seconded by Treasurer Wadsworth. Discussion – the first set are regular board meetings. Teri Jo stated that there will be no financial reports for the April 17<sup>th</sup> 2024, meeting as that is the day after tax day and there is no way she can have reports done for that meeting. As a courtesy to general public, firefighters, things need to be sent out 7 days ahead of time. We only need 24 hours’ notice for a special meeting. Vote on schedule and striking “special meeting” wording. Keep 1/31 and cancel if need be. The vote was unanimous.*
- b. Peer Support Contract 2024 – *Chairman Hawkins motioned to approve the peer support contract for 2024. Motion was seconded by Treasurer Wadsworth. Discussion – Has the attorney reviewed the contract with Auxilium? We can pass the motion pending legal review and Chairman Hawkins will forward to legal. This is supported 100% by ARPA funds and has no cost to the District or takes away any money from the departments. Discussion regarding tracking on contacts and never being able to fully account for hours in dollars. There could be in kind value as well so should probably start tracking hours with contacts. Motion amended to approve peer support contract for 2024 upon review and approval by legal. The vote was unanimous.*
- c. Job Descriptions – Have had several work sessions. These are for the benefit of the firefighter. Insurance goes off of job descriptions and “scope of duty”. The industry and world around us have changed and the requirements have become greater. [Board@albanycountyfd1.com](mailto:Board@albanycountyfd1.com) email did not work. Chairman Hawkins appreciates the valuable feedback but has some frustration when it’s this far down the road in the process. This is a collaboration, and the board has always solicited feedback from chiefs, members, firefighters, neighbors. Chairman

Hawkins would like to push this item to a work session in January for more input on Tuesday, January 9 at 5:30pm and move as an action item to February's agenda. Michele will notice the meeting. Comments need to be made available to all board members and the public. Tabled until next month.

- d. Policies/SOG's - *Chairman Hawkins motioned to approve the WYOLINK policy. Motion was seconded by Secretary Burkhart. The vote was unanimous. Chairmans Hawkins motioned to approve the Fire Paperwork for Billable Fires policy. Motion was seconded by Treasurer Wadsworth. The vote was unanimous. On Duty Injury policy – Regarding Workers Compensation and standardizes how we report exposures. Chairman Hawkins motioned to approve the On Duty Injury policy. Motion was seconded by Secretary Burkhart. Discussion – there was no mention about the need for chiefs to maintain confidentiality and the requirement to report. Should add a statement to the extent allowed by law all reports remain confidential, Statute requires that. Legal stated we can amend to state that, but we are covered either way. Question regarding contagious disease. Attorney Goetz can review again, this policy is mirrored from statute, defined by statute, and furthered elaborated by policy and Attorney General opinion. We can add wording that states “as otherwise defined by law”. In the future, the policy mirrors as close to State Statute as possible and gives the opportunity for Statute to define. We do not need to specifically include the State Statute. Formatting issues regarding numbering. Forward Attorney Goetz the policy and pass contingent and pending upon her review and edit. If firefighters are not allowed to contact Human Resources, shouldn't that be removed? Secretary Burkhart is uncomfortable passing the policy with things that may exist or that he hasn't seen. Teri Jo asked if everything is sent to District Coordinator Farber and Human Resources, but the notices come in the mail and she only checks the mailbox once a month, Workers Comp could deny a claim because of possibly missing deadlines. District Coordinator Farber can let her know when they are expecting something. Tabled until next month.*

*Due to structure fire callout Chairman Hawkins motioned to modify the agenda to bring the Bathroom RFP update forward so District Coordinator Farber can leave to backfill LFD. Motion was seconded by Secretary Burkhart. The vote was unanimous. RFP out at CVVFD, TSVFD and TSVFD with option for completion of wastewater at TSVFD and CVVFD. Date was extended to 11/17/23 and closed with three responses: Adaventure, JC Construction and Design, TC Solutions. No late submissions. All three evaluated by Secretary Burkhart and District Coordinator Farber base on RFP criteria and they want to select the proposal that is the most responsive, responsible and advantageous to the District. Both came to the same conclusion independently. District Coordinator Farber would recommend to the ACFD1 Board for the RFP Bathroom proposal to go the JC Construction and Design. Chairman Hawkins motioned to accept District Coordinator Farber's recommendation to go with JC Construction and Design for the RFP Bathroom project. Motion was seconded by Treasurer Wadsworth. Discussion – this is pending negotiation and legal review. All proposals were evaluated on the same criteria, and some did not score the same as others. Recommendation is to award to this bidder as this is a*

*responsive and reasonable bid that was received. Treasurer Wadsworth is concerned about voting for something that might cost the District money that is not covered by the grant. The bid amount for VVFD, CVVFD, TSVFD ADA bathrooms without options was \$325,202.50. ARPA for bathrooms is \$280,000. Motion was amended to not exceed the ARPA grant amount for the ADA bathrooms. Treasurer Wadsworth will move forward with the second on the amendment. They will move forward and discuss extra funding that might be needed when we get to that point. Secretary Burkhart abstained from the vote. The vote was unanimous. Chairman Hawkins motioned to request an extension with the County Commissioners for the ADA compliant bathroom ARPA grant through December 31, 2024, with wording for that request from Attorney Goetz. The motion was seconded by Secretary Burkhart. The vote was unanimous.*

- e. Credit Card Use Policy – If you are drawing per diem (for example on a federal fire dispatch) then you cannot charge food to a district credit card. If you are on Initial Attack you can use a district credit card to purchase food. Questions regarding travel and transportation expenses. *Treasurer Wadsworth motioned to approve the Credit Card Policy as written. Motion was seconded by Secretary Burkhart. Discussion – further discussion may be needed. Vote was unanimous.*
  - f. \$5000 Donation Acceptance – The District received a \$5000 donation from a national philanthropic trust as recommended by the Hunt family, exclusively for the use of TSVFD. *Treasurer Wadsworth motioned to transfer these funds to TSVFD checking account this month. Motion was seconded by Chairman Hawkins. Discussion – a formal thank you is in order and has already been done. Thank you to the Hunt’s and TSVFD. The vote was unanimous.*
7. Board Topics:
  - a. Bathroom RFP Updates – Moved after Action Item d
8. Chiefs Report – Met and discussed the job descriptions, is this duplication of NWCG or NFPA? They recommend you incorporate NWCG and NFPA standards. Also if you go to an event to do only what you are trained for, then are cannot be any on-the-job training. Also, as volunteers we are generally short-handed and often times others are doing parts of jobs they are not initially trained for. Maybe add in wording “other tasks as assigned by supervisor”.
9. Department Reports:
  - a. TSVFD – In service at this time, apparatus are 100% and they spent two days on the Mason Lane fire.
  - b. Central – No one present, on the structure fire.
  - c. VVFD – No one present, on the structure fire.
  - d. CVVFD – Had some changes in their roster. Still don’t have water and trying to fix that, they are in contact with someone to get water into the station. Currently Brush 1 in Albany has a high-pressure fuel pump that has failed. They aren’t sure yet how much money to throw at it.
  - e. BLVFD – If you include too much detail in the job descriptions and you get injured at a scene, Workers Comp will do everything they can to deny coverage. They are planning to submit for VFA and BLM Rural Fire Readiness grants. The PA will move to next month for Hurst tools.

- f. WYCO – Two new members and they have a response back in the area, with one being official and one a new application. Whose responsibility is it within the District to get the background checks done? Does the Chief submit? And to whom? Send to District Coordinator Farber. Need to establish a policy as the State potentially has resources available to cover those expenses. They would like a mutual aid agreement with North Park. Should they use the standardized agreement that was done with Laramie County?
10. New Business –
- a. Sending Letter for Tenders – Chief Isborn is working on this, and also looking into an advertisement for bid or sending to auction.
  - b. Who’s Responding Contracts – Going to end.
  - c. Chief Essley – Job Descriptions and lifting 125 lb. requirement. Chief Essley offers Exhibit A to establish Chief Essley as a qualified person to give advice to the Board as an OSHA qualified person. He was the OSHA EPA Coordinator at WyoTech for 10 years. Per OSHA regulations, they incorporate other standards. NIOSH has the standard for lifting requirements. OSHA has incorporated NIOSH standards. There is a mathematical formula and NIOSH provides the lifting equation. There is a standard maximum load of 51 lbs. and then it’s adjusted for how often. The 125 lb. lifting requirement is in violation of NIOSH/OSHA. This is a voluntary standard. If OSHA gets involved under the general duty clause, there could be a violation if someone gets hurt and OSHA investigates, as this is a recognized hazard under NIOSH. Chief Essley will provide a written recommendation that he thinks would get through OSHA and provide to the District Attorney for review.
11. *Chairman Hawkins motioned to adjourn at 8:44 pm. The motion was seconded by Secretary Burkhart. The vote was unanimous. Job Description Work Session 1/9/2024; Board Meeting 1/17/2024; Work Session 1/31/2024.*

Respectfully Submitted,  
Michele Turner, ACFD#1 Administrative Assistant

## APPENDIX A

To members of the Albany County Fire District 1 Board,

I am writing this to you on behalf of myself and not any department. Since being a firefighter in this district I have seen our funding cut year after year even though our taxes keep going up. You continue to hire more and more people to do the job you signed up for. I understand that you have other jobs just like all of us do. I don't always want to go to a meeting on Monday. I would rather stay home on a Saturday with my family but I volunteered for this position so I know that I may have to go out and help someone else. I am seeing a lot of stuff coming out about our job descriptions and unfortunately even more about discipline. I would like to bring to your attention the job descriptions, officially called duties of the board, you signed up for: **See printed paperwork.**

#7

#11

You agreed to these requirements, yet you continue to spend the departments money to hire people to do these things for you.

You are now proposing to double the number of monthly meetings. Do you not realize that our Chiefs already have 6 other meetings a month that they try to attend if not more? At the rate you are going you are now going to double the amount of funding being cut for each department with more meetings. The people you pay to be at these meetings will make more but how does it help any of us? This will undoubtedly cause more officers to step down hurting the departments and the people we are here to help even more.

I would also like to point out the composition of the district board. If you look at the attached paperwork it says that the board can be increased to 5 members after the valuation of property in the district's boundaries exceed 3 million. Why don't you bring on 2 more volunteer board members to help you instead of spending our money to hire people. If you continue to reduce our funding it may cause some members to leave which will ultimately hurt the people we are here to help. If we respond to a fire and a pump is down because we don't have the money to fix it, are you going to tell our neighbors sorry you lost your house we needed to pay someone to do the job I signed up for?

Your job as members of the board is to support the firefighters and all you have done is hurt us and the district. If you do not wish to do the job you volunteered for, I ask that you please step down and allow someone else who will. At the very least look at what you have done and are proposing to do and ask yourself is this really in everyone's best interest? I understand that certain positions may help, but no position is more important than the funding that we need to keep our departments functioning.

Thank you,

Ryan Kondratieff

307-399-7207

rkondratieff@yahoo.com



## ARTICLE III – BOUNDARIES

- A. Albany County.** The boundaries of ACFD1 are the boundaries within Albany County as authorized and established by the Commissioners. ACFD1 shall create a map that routinely is updated to reflect and designate the primary services area for the various Departments or Stations.
- B. Other Jurisdictions.** ACFD1 may serve other jurisdictions, inside or outside the State of Wyoming, pursuant to mutual aid agreements or contracts entered into and authorized pursuant to the Act. ACFD1 shall not be responsible for fire suppression in surrounding state or federally owned lands unless and until an agreement or contract is duly and properly entered into by both participants.

## ARTICLE IV – BOARD

- A. Composition of Board.** There shall be an elected board of directors of ACFD1.
1. **Elections.** All ACFD1 elections shall be held in accordance with the Election laws and the Act.
  2. **Number of Directors.** There shall be at least three (3) members of the Board who shall serve as Directors of the Board for ACFD1. The Board may increase the number of directors to five (5) when the assessed valuation of the property of the boundaries of ACFD1 exceeds \$3,000,000.00.
  3. **Qualifications.** A Director must be a resident of Albany County, Wyoming and must meet any other qualifications set forth by law to be elected as a Director.
  4. **Terms.** Directors shall be elected in four (4) year terms, which shall be staggered.
  5. **Compensation.** Directors shall not receive compensation for serving on the ACFD1 Board but may be reimbursed for actual expenditures necessarily incurred in carrying out the duties of ACFD1.
  6. **Vacancies.** Vacancies occurring on the Board due to resignation, death or any other reason specified by the Election laws, may be filled by appointment by the remaining Directors and in accordance with Election laws. Any person so appointed shall be required to meet the same qualifications set forth to be elected to the position and s/he shall serve the remainder of the term for which s/he has been appointed until his/her successor has been elected and duly qualified. Such appointment shall be made within sixty (60) days following the time when the vacancy occurred.
- B. Duties of Board.** The Board of Directors is authorized to take the following actions:
1. Enact such ordinances, policies or procedures as may be necessary to establish and operate ACFD1 as a fire protection district;
  2. Enact such policies or procedures or programs as may be necessary to improve and advance the quality of the fire protection within ACFD1;
  3. Enact policies or procedures to efficiently administer and provide fire protection services across and among all areas within the boundaries of ACFD1;

4. Administer the finances of ACFD1 according to the provisions of the Wyoming Uniform Municipal Fiscal Procedure Act, which includes managing and distributing the taxes received from the County, administering and directing any grant monies or other revenues generated as a result of ACFD1 efforts or activities, paying expenses and wages as provided by ACFD1 processes and procedures;
  5. Purchase and hold title to real property, construct, purchase or improve property, including equipment, for fire district purposes;
  6. Organize its boundaries in such a manner to provide communication with and access to all areas within the boundary by firefighting apparatus;
  7. Apply for and accept grant monies, accept monies and/or otherwise expand revenue for the District consistent with the Act and in furtherance of the interests of the fire protection district;
  8. Issue the coupon bonds of ACFD1 in a manner and in such amounts as provided by the Act for the purchase of real property, for the construction or purchase of improvements, and for equipment for fire district purposes;
  9. Conduct and hold meetings for discussion of ACFD1 purposes that comply with Open Meetings laws;
  10. Enact and create policies and procedures for ACFD1 that ensures efficient and effective operations so to provide protection from fire and other public safety emergencies for all persons and property within Albany County;
  11. Support volunteer firefighters and departments within Albany County;
  12. Employ or contract with such persons as may be necessary to care for, maintain, manage and operate property, equipment and the affairs of ACFD1; and
  13. Generally conduct itself in accordance with the Act, the law and these Bylaws and to engage in any and all activities or measures consistent with furnishing or developing fire protection within the boundaries of ACFD1.
- C. Meetings of Board.** Regular and special meetings of the Board shall be held in accordance with Open Meetings laws. Regular meetings shall be established annually, whereby monthly meeting dates are established for the following year. Special meetings may be called by the Chair or in the absence or inability of the Chair, any two Directors. Proper notice shall be given for any meeting (regular or special), and no business shall be transacted nor action taken by the Board unless a quorum is present. A quorum shall consist of majority of the Directors of ACFD1, which shall include the Chair. Minutes shall be kept for all meetings. The Board may convene into executive session so long as it is done in compliance with Open Meetings laws and is for an approved purpose. Meetings shall be conducted otherwise in accordance with the latest edition of *Robert's Rules of Order*. The Chair may establish meeting protocols and procedures consistent therewith.
- D. Committees of Board.** The Board may from time to time appoint such committees or designees as may be deemed necessary by them to accomplish the work of ACFD1.
- E. Priorities of Board and Project Planning.** The Board shall prescribe the order of business to be followed at all regular and special meetings by and through an agenda.

Big Laramie Volunteer Fire Department  
2004 Highway 230  
Laramie, WY 82070

December 11, 2023  
Subject: ACFD 1 Policies

Dear Albany County Fire District #1 Board:

While reviewing your nine proposed job descriptions, it was evident that these were taken from another department. Nothing in these job descriptions fully encompasses what we do in *this* fire district. If these policies are an attempt to limit liability by merely having something on paper, then they fail to achieve their desired purpose.

Our Wildland portion of job descriptions are fully described by the National Wildland Coordinating Group (NWCG). We use these job descriptions and standards to respond to federal fires and to describe job duties for in-District firefighters and their fitness levels. The NWCG lists over 50 job descriptions that are recognized at a national level. Engine Boss, FF-1 and FF-2 job descriptions should simply be listed under District policies as being in compliance with the NWCG.

The other job descriptions apply to a few, if any, of the current volunteer firefighters in the District. We can certainly strive to meet the standards, but these "borrowed" job descriptions taken from a professional fire department do not apply to us. Any attempt to fully adopt these standards will make it impossible for us to meet these job descriptions, thus calling into question our competency when responding to any call. If representatives of the District are ever deposed or made to testify in a civil or criminal trial, it would be immediately evident that we do not meet these standards that apply to a full-time fire department and knowing at the time these policies were implemented few, if any, members possessed these skills only puts the District in a losing position.

Excessively detailing these job descriptions also ties the hands of firefighters at the scene of incidents. If someone is designated as a 'Roadway Emergency Responder,' then does that mean he cannot operate a pump on a Type-6 engine or be utilized to assist in putting out a car fire? Limiting the verbiage for job descriptions and duties allows flexibility in utilizing personnel since we're lucky to get 3-4 firefighters to respond to a routine incident.

Training to the standard of these job descriptions would have to make everyone a full-time, professional firefighter. The District Board seems to forget that we are volunteers with limited time to devote to training. Many of us hold full-time jobs and already devote 6-8 hours a month to individual department training, in addition to responding to calls, maintaining old equipment, repairing fire stations, maintaining records and attending professional training.

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In the By-Laws of Big Laramie, we already have a process of electing our Chief, as well as the company officers. We do not require five years of fire experience, as your policy proposes. Are we not autonomous fire departments, or do you look upon us as pawns to be dictated to as in the Autocratic leadership style? I suggest that you adopt the Collaborative leadership style if you want cooperation and harmony among volunteers who are also members of the public and taxpayers.

Your meeting and work session proposal also fails to take into consideration our status as volunteers and our responsibilities to our own Departments as it is related to training and maintenance. At the BLVFD, Monday's are dedicated to training, maintenance and business meetings. That's a minimum of eight hours a month, not including maintaining our fleet and buildings. If we were a professional department, 22-24 meetings or more would be reasonable. This proposal is not. If you listened to your membership as much as your legal advisor, then reasonable decisions or compromises could be agreed upon.

Michael Fossum, Assistant Chief