

**Anchorage Middletown Fire & EMS
BOARD OF TRUSTEES/ 108 Urton Lane
June 17, 2024
Minutes**

I. Opening

- a. Chairperson Kyle Galloway called the meeting of the Board to order at 4:35 pm. at AMFEMS Station #1. The trustees present were Andy Downes, Rick Dattilo, Thomas Wobbe, Mindy Sunderland (Via Zoom), and Linda Oliver. Also in attendance were Chief Kevin Groody, Chief Kevin Tyler, Major Wolfe, Deputy Chief Goolsby, Deputy Chief Michel, Deputy Chief Brooks, Major Schewe, Captain Durtche, Rob Miller, Captain Staudehimer, FF Baker, Sergeant Decker, PIO Yuodis, Sergeant Karrer, Captain Shanks, Major Hanson, Captain Lawrence, Pam Henehan, FF Larson, Sergeant Paul, Medic Yakimovicz, Tonya Smith, FF Dale, Medic Christensen, Sergeant Smith, FF Kidd, Major Maddux, FF Tredway, Major Oser, Sergeant Edlen, as well as 97 others via Zoom, Shannon Ran as recorder, and Bryan Dillon, general legal counsel to the Board.

II. Approval of Minutes

- a. Regular Meeting – May 29, 2024
- b. Special Meeting- June 12, 2024
The minutes for the May 29th and June 12th meetings were included in the June board package. Motion by Andy Downes to approve the minutes, second by Rick Dattilo. The motion passed unanimously.

III. Financial Reports

- a. Financial Statement: Period Ending May 31st
Thomas Wobbe reviewed financials and entertained questions. – Financials were not included in the packets because they were not completed in time.

IV. Expenditure Requests

Nothing currently

V. Surplus Equipment

Nothing currently.

VI. Chief's Reports - Chief Groody Had Nothing new to report

- a. **Executive Assistant- Deputy Chief Tyler's** information was included in the packet.
Human Resources- Tonya Smith - information was included in the packet.
Health & Safety- Major Maddux – information was included in the packet.

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- b. **EMS Administration- Deputy Chief Brooks** reported on the information that was in the May packet and entertained questions.
- c. **FIRE Operations- Deputy Chief Goolsby, Kruer, & Sutt** – information was included in the packet.
 - Special Operations- Deputy Chef Kent Kruer-** nothing new to report.
 - Hazmat Operations- Major Brad Oser** – nothing new to report
- d. **Logistics – Deputy Chief Joe Wolfe-** nothing new to report
 - Facilities & IT- Rob Miller-** nothing new to report
 - Fleet Services- Autumn Offutt** – nothing new to report
- e. **Planning/Community Risk- Deputy Chief Michel** included in the packet
 - Fire Marshal Office- Major Hanson-** included in the packet.
 - PIO- J. Yuodis** – included in the packet

VII. Old Business

- a. Approval of FY'25 Budget Draft

No changes to the draft since the last meeting.

Galloway – Expressed concerns about the tax increase, feels the upper staff salary is okay for the size of the department. Supports the concept of salary compression, we must stay united.

Downes- Expressed concerns for the single role EMT salary. Spoken with numerous members and they have said they do not care for the new salary pay scale. Concerns that civilian members are not being included in the new pay scale. It appears that we are raising taxes but lowering our standards with BLS ambulance services.

Dillon- reviewed the Interlocal Cooperation Agreement (“Interlocal”) with the City of Anchorage and entertained questions.

Chief Tyler- We are trying to take care of our members and help take the load off until we can build up our paramedic staff again. This would be the reason for the BLS ambulances. We currently have 6 medics that will be on the street by January 2025, and then another 12 medics by July 2025.

Dillon- Stated that the Interlocal provides that 4 stations must include at least one ALS ambulance and at least one paramedic for each fire apparatus. There is no document applying this requirement to the remaining seven stations, as there was no new interlocal or other agreement addressing the ambulance staffing issue upon the second merger with the 3 Legacy departments (Eastwood, Harrods Creek, and Worthington).

Oliver- Would like to know who the liability falls back on if we do not honor our side of the agreement.

Galloway- Would like to look more into more efficient uses of transport ambulances and have some discussions.

Wobbe- Asked if we entered the agreement with the City of Anchorage before the second merger, how it is still binding, and asked further questions to understand the

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terms of the agreement, and how it affects the budget. Asked if we are in violation or not at this point.

Sunderland- Commented that Interlocal appears to “cover” only the 4 stations from the first merger but not the remaining seven stations from the second merger. It appears that the 4 stations addressed in the Interlocal are bound by the terms of the Interlocal for ALS service, and the seven remaining stations are not and would not violate the Interlocal by providing only BLS ambulance services.

Chief Tyler- The changes from ALS to BLS are due to the lack of paramedic personnel, this is only temporary until we build the medic staff back up.

Groody- Dr. Price is on board with the plan.

Sunderland – Commented that the changes regarding ALS and BLS ambulance service will happen regardless of the tax rate, and budget approval.

Downes- Asked it to go to BLS services saves the district money.

Chief Brooks- Responded and entertained questions.

Wobbe- Asked why the personnel that Downes spoke with did not like the new proposed pay scale.

Downes entertained questions.

Groody- Asked what’s the fix and what does the board suggest.

Downes- Would like to delay the budget approval until next year and get everyone a 5-7% COLA for FY 25.

Sunderland- Asked if the COLA increase would be in the budget currently under consideration.

Wobbe- Stated that he is not a fan of adopting anything that the members are not happy with or would not stand behind. The trustees rely on the voices of the members and firefighter reps.

Groody- Suggested that the board approve the budget at a .16 tax rate and revisit and amend the budget before September if needed.

Wobbe- Feels it creates a bad perception if we approve a budget now, and then amend it, which risks negative consequences.

Went into an open forum to get members' input, before the vote.

Comments:

Sunderland- Has concerns that the current tax rate of .16% could only sustain a 4% COLA unless we are willing to make cuts elsewhere to provide the 5% COLA.

Wobbe- Stated it is noble how the members are supporting each other for a fair pay scale. Unfortunately, not adopting a .17% tax rate will not get the department any closer to a new pay scale the next fiscal year.

Galloway- Expressed that he wants to pay our personnel a fair wage.

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Motion to adopt budget as previously presented except not including the proposed pay scale, but including a 5% COLA for all members, with a 0.16% tax rate (same as current rate) and with any necessary adjustments to maintain a balanced budget, by Andy Downes seconded by Linda Oliver.

VOTE

Linda Oliver- Yes

Mindy Sunderland- No

Andy Downes- Yes

Rick Dattilo- No

Thomas Wobbe- Yes

Kyle Galloway- Yes

Motion passes 4 to 2.

VIII. New Business

- a. Approval of the resolution to adopt the FY'25 budget tax rate of \$.16 per \$100 of valuation for Personal and Real Estate Property Tax. (See above)
- b. Approval of COLA for FY' 25. (See above)
- c. Selection of bid for Hazmat Grant # KY23-177 (EM-2023-SSS-00097)
Deputy Chief Michels reported that the only bid was received from All Safe Industries for the portable mass tact RFP. That bid meets all bid requirements, and we will be moving forward with the purchase.

IX. Open Forum

Chairperson Galloway opened an Open Forum

Captain Staudheimer- Has issues with 17 paramedics getting a 20K raise when they do not even ride an ambulance any longer, and they also have take-home cars. He does not believe this is fair to the medics who are on the street daily using their skills.

Sergeant Smith- Stated that the new proposed pay scale would affect him in a very positive way, but he doesn't like seeing the firefighters/EMTs so undervalued.

Medic Yakimovicz- Just became a full-time medic, and will be affected very positively as well, but knows how it was as a single-role EMT for the last 4 years and knows and understands the financial struggles with the current pay scale. Would like to see a 15% increase across the board for everyone.

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Captain Karrer (Chewy)- Has been researching neighboring departments and their Firefighters are starting at 60K without having to ride an ambulance. Would like to see the scale's base pay start at 60K and then go up from there. Would like to see the board give everyone a COLA, work on the budget with a new committee, and get other people more involved. He would also like to see the "Back Bone" of the department's 40-hour staff get their fair market value as well.

Firefighter Baker- Stated that everyone wants a raise, and for members to be stay and be promoted within the department we need to stay competitive. Also stated everything should not be money-driven; we should do this job because we love it.

Captain Shanks- As a current captain and taxpayer, requests that the budget be adopted with a COLA only, and that work continue a pay chart that would be beneficial and comparable for everyone.

Sergeant Rothenhauser- Stated that his progression and learning with the department was not money-driven, it was for the love of the job. Stated he would love to get the proposed raise but doesn't feel it would be fair for the members at the "bottom" He would be very disappointed if all we do is walk away with a COLA.

Sergeant Justice- Expressed concerns about the sustainability of the proposed pay scale raises. Reviewed the payroll numbers from past budgets. Asked how long AMFEMS would be able to sustain without maxing out the tax rates. Stated that single role personnel are feeling very undervalued and disrespected by the proposed pay scale, and most are having to work a second job just to make ends meet.

Major Timmons- Stated that he loves his people, and only wants to see them all treated fairly.

Closed open forum at 6:11 p.m.

Galloway- Thanked the command staff and finance committee for all their hard work and FY '25 draft budget, and the membership for their care and concerns. Stated he would be okay with including a 5% COLA and working on PayScale for the next budget year.

X. Executive Session

- a. Personnel Matters- KRS 61.810(1)(f)
- b. Legal Matters- KRS 61.810(1)(c)

Motion to enter executive session to discuss Personnel Matters- KRS 61.810(1)(f) and Legal Matters- KRS 61.810(1)(c) by Rick Dattilo, and seconded by Andy Downes at 6:28 p.m. Motion passed unanimously.

Returned from executive session at 7:07 p.m. with no action taken.

XI. Motion to Adjourn

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Motion to adjourn at 7:08 pm. by Rick Dattilo, second by Andy Downes. The motion passed unanimously.

Shannon F. Ran
Executive Administrative Assistant
Recording Secretary for the Board

*Supporting documents are available by request through the Fire Protection District.