

Minutes

North Summit Fire Service District
Administrative Control Board
Special Meeting
Executive Conference Room
60 N Main St
Coalville, UT 84017
February 4, 2022

1 Chair Andersen called the meeting to order at 5:00PM

2 **Board Members Present**

3 Chair Michelle Andersen

4 Vice Chair Jim Rees

5 Treasurer Michael Novak

6 Melanie Bosworth

7 Don Winters

8

9 **Public Present**

10 Tom Fisher, County Manager

11 Chris Robinson, County Council

12 Roger Armstrong, County Council

13 Mayor Mark Marsh

14 Mayor Kay Richins

15 Sheriff Justin Martinez

16

17

18 **Item 2 Roll Call**

19 A quorum was present.

20 **Item 3 Closed-door meeting in compliance with Utah Code §52-4-205(1)(a) –**
21 **Personnel**

22 Board Member Bosworth made a motion to go in to closed door for personnel,

23 Board Member Winters seconded the motion, a roll call vote was called,

24 Board Member Bosworth Aye

25 Board Member Winters Aye

26 Treasurer Novak Aye

27 Vice Chair Rees Aye

28 Chair Andersen Aye

29 Motion passed, in closed session at 5:01PM

30 Present in the closed meeting the 5 board members listed about, Roger

31 Armstrong, Christ Robinson, Dave Thomas, and Ryan Stack

32 a. Reconvene in Open meeting

33 The board reconvened in open meeting at 5:26PM

34 **Item 4 Work Session**

Staff Present

Tyler Rowser, District Clerk

Dave Thomas, Chief Deputy County

Attorney

Ryan Stack. Deputy County Attorney

Public Present Electronic

Alexander Cramer

Deputy Chief Emery PCFD

PM

Janna Young

35 **a. Discuss issues relating to the provisions of service.**

36 Chair Andersen stated we have called this meeting to discuss resent
37 issues with firefighters who have been insubordinate and recently had a
38 firefighter who refused to respond on a critical call while on call, even
39 after the Deputy Chief had called him and asked him to respond on the
40 call. Our top priority is the safety of our community. We have concerns as
41 to where do we go. Currently we have firefighters that are refusing to take
42 shifts and saying that this is a job to support our community, and actions
43 speak louder the words, there not support our community by boycotting, I
44 feel they are hiding under an umbrella that they are volunteers and not
45 accountable because of being a volunteer, and that we are holding to high
46 of an expectation for them. But I think our citizens deserve as professional
47 service as we can get. Concerns brought up by the board are, we have
48 definite insubordination, the firefighters won't listen to the Deputy Chief's
49 direct orders, so where do we go from here?

50
51 Board Member Bosworth stated that we have a duty to provide this
52 service to our community when we were chosen for this board, we did this
53 because we care about this community. I have 43 years of medical
54 experience as an RN and 30 years on the Ambulance Service and these
55 are not trivial matters we are talking about, these are major matters that
56 people are not taking the full responsibility that some of these people said
57 that they wanted to take as firefighters to provide for our community, to
58 make it a safe place. It also sickens me to see how they have turned on
59 one of their own, as they have with the Deputy Chief. It sickens me as a
60 medical personal to think of a family waiting for help and none coming
61 from that particular department, it has bothered me all week. It's a
62 dereliction of duty and gross negligence as fare as I'm concerned, are we
63 here to help the community or are we here to help their selves, and the
64 firefighters have to relies that they are public servants and they don't pick
65 and choose when they respond, if they are on call they respond.

66
67 Chair Andersen stated that she has had the same thoughts as Melanie,
68 this poor family and a firefighter refusing to help that's a big deal.

69
70 Treasurer Novak stated we talked last night, and I think the common
71 theme was safety of our community we all said that. Were all on this
72 board to make this fire department better and I think were do a great job,
73 were putting the policy and procedures in place, believe it or not, there
74 were none so were doing all the administrative stuff. Finding out what our
75 inventory of stuff. I guess for me it was surprising that it's our people
76 letting us down. I was hoping that these people would come to be full time
77 firefighters with us, but I was surprised to find out in the last few months
78 that we can't fill shifts. Only 3 or 4 people were filling shifts. Then this

79 last thing happened where someone filling a shift wouldn't respond to the
80 Echo Canyon incident, it's unconscionable to me, were failing and we have
81 got to fix it. Were going to have lots of closed sessions I guess on how to fix
82 it. But in the Interim we have to make our community safe.

83
84 Vice Chair Rees stated that I think that what we got is that the county
85 needs to be protected, and if we can't depend on our firefighter's we are
86 going to have to call for help. We have reached out to Park City, we can't
87 leave the town unprotected, I can't speak for the other board members but
88 boycotting the fire department to make a point, that is not professional
89 conduct of any firefighter or any individual. Were not saying with want to
90 replace this fire department, we just need to have coverage until we get
91 some more people to be apart help. I don't think anyone wants to see Park
92 City take over, my main concern is seeing the people of Henefer, Coalville,
93 and Wanship (the North Summit area) protected.

94
95 Chair Andersen stated that as soon as we found out the situation, Park
96 City stepped up and did automatic aid, dispatch stepped up to make sure
97 that resources were being dispatched to get coverage to the people. We are
98 grateful for there help in getting us coverage when they knew we were in
99 need.

100
101 Board Member Bosworth stated that the really sad part is, this is not all
102 the firefighters doing this. We have some really great people who are
103 helping us. We have a few who are really causing some issues, and it's
104 even more concerning that some of those causing issues are in leadership
105 rolls. That is not a good leader you are leading people down the wrong
106 path.

107
108 Mayor Richins asked, how many full-time firefighters do you have?

109
110 Chari Andersen said we don't have any full-time firefighters; we have paid
111 on call. They are paid to be in the area and are notified of a call on there
112 phone. They get paid up to \$175 to be on call, and when they get a call,
113 they are then paid hourly when they respond to a call. We have an
114 application out for a full time Chief, hoping that this will help to bring in
115 a new structure and prepare us for the future.

116
117 Board Member Winters stated that he would like to echo pretty much
118 what everyone has said. Being the representative of Coalville City, we are
119 required to provide the services, and were not getting the services proved.
120 So, we have no alternative, other then to contract with some one else to
121 cover us. None of the firefighters have come to us, we have had meetings

122 for months and months none of have come to use the tell us their
123 concerns.

124
125 Chair Andersen Stated that the only thing they have stated is that they
126 didn't want a full time Chief. That is the only thing they have gone
127 through the chain of command to communicate.

128
129 Vice Chair Rees stated that is why we are looking for a full-time Chief,
130 and then they attack a part time guy who has been doing this whole adult
131 life, what are they going to do to a full-time guy. They coronated this
132 agent someone they know, what will they do to someone who they don't
133 know. We want the community to know that they are not left out, we have
134 people to cover them. Boycotting is normally a way of tying someone's
135 hands, and our hands aren't tied, we have gone to an alternative source to
136 get coverage. They haven't brought any concerns, all that has been
137 happening is attacking people, you're not going to get what you want by
138 attacking. No concerns have been bought up, even after Tom had a
139 meeting with some in December, and they still haven't been able to
140 articulate concerns to us or the County.

141
142 Mayor Richins asked how many on call people do you have in the system?

143
144 Chair Andersen we had about 8 people who took a majority of the shifts,
145 and we have 8 people boycotting. We have good people, but those good
146 people are being bullied and humiliated if you step up to help. I think
147 there are a few people that are hiding in the shadows. We have the next
148 few days covered (the weekend through Monday). But then noting the rest
149 of the week.

150
151 Council Member Robinson asked how the scheduling process work's, is it
152 scheduled out a couple weeks in advance, and now we just get a few shifts
153 covered here and there?

154
155 Chair Andersen there is really a core of people, who take the shifts.

156
157 Council Member Robinson stated that myself and council member
158 Armstrong are the chair and vice chair of the council and you have
159 communicated to Tom Fisher our executive, that you have an issue and
160 what are you recommending to solve the issue?

161
162 Chair Andersen currently we have asked Park City Fire District to help
163 cover us until we can rebuild the department.

164

165 Council Member Armstrong asked if there is a desire by the board to have
166 Park City Fire take over the fire service?
167

168 Board Member Winters stated that is not his wish and he wants to keep
169 the department local and under local control.
170

171 Vice Chair Rees stated that he agrees with Don, but we have to have
172 something we can't keep going like this.
173

174 Chair Andersen this is only a temporary solution.
175

176 Council Member Armstrong stated that he comes from a firefighter family
177 his father was a fire chief. The notion that firefighter would actively fail to
178 respond to a call, or disobey an order by the deputy chief, is unethical to
179 begin with, it's some kind of negligence beyond that, and I can't believe
180 that it's in any part of the bone marrow of anyone pretending to be a
181 firefighter. If we have a caption who is willing to do this, they need to find
182 another way to express their public service. This is beyond anything I
183 have heard about, and creates a risk in the community, and we have to
184 find a fix for it. This creates an opening for us though and one that I think
185 has been a long time coming for a public discussion with the public as to
186 what they want. I think unless anyone in this room thinks we need to put
187 a band aid in place, but also kick off getting a permanent fix sooner then
188 latter.
189

190 Council Member Robinson stated that maybe that public engagement
191 could be a public hearing at our level. We could have David talk about the
192 legal issues and requirements and the ACB could talk about what is
193 happening and what is going on.
194

195 Mayor Mark Marsh stated that he was on the NSFD for 17 years, and 2
196 years as the county fire warden. We must have some type of angst causing
197 people who love this community as much as I do to be doing this. What is
198 the difference between the pay for the Ambulance and the Fire District?
199

200 Chair Andersen stated that the ambulance is managed by Park City Fire
201 District and funded by the County, they make \$13.50 to be at the fire
202 station during there shift.
203

204 Council Member Robinson stated that with the ability to remote work,
205 maybe we could find people who have that ability, and could be able to be
206 on call, and then leave their full-time job remote work for calls.
207

208 Mayor Marsh stated that when he was a volunteer, if the pager went off,
209 he would step out of his business and see if someone was going towards
210 the station, he knew he was good to stay and work, but if not, he would
211 shut down his business to respond to a call. As the mayor and city council,
212 if we were to step up and have that public discussion as to what we expect
213 for our fire protection.

214
215 Council Member Robinson I was just thinking about it maybe we should
216 have a joint meeting with the council, and the two city council, and ACB
217 to have a joint meeting. In the Internum lets have Dave Thomas and the
218 Attorney's office who represents both the NSFD & PCFD to draft a
219 interlocal agreement and get it over to PCFD's board and NSFD to review.

220
221 Dave Thomas stated we can draft it but for how long, 30, 60, or 90 days?

222
223 Tom Fisher we could have it be for whatever time period, but make sure
224 that it is able to be extended. We need to give ourselves some time to
225 think and cooling off time.

226
227 Dave Thomas stated that this agreement would only have to be signed by
228 the NSFD & PCFD ACB's so it would have to be on a special meeting
229 agenda for both boards.

230
231 Council Member Robinson asked how does this go, is the current members
232 on Furlow or would they still be on payroll? Is it an exclusive contract
233 with PCFD?

234
235 Peat Emery stated that right now we are doing an automatic aid, for
236 NSFD, it is something we can handle for the next 30 or 60 days, we are
237 doing that now and could continue it for the short term.

238
239 Tom Fisher, I think were talking about a higher level of service, for
240 equipment and personal in the North Summit area.

241
242 Council Member Robinson stated that if everything is dispatched from the
243 basin that could result in unacceptable response times. Like it's been said
244 it's beyond the automatic aid point. Then to the point are the existing
245 personal furlowed or what is the proper term.

246
247 Tom Fisher I would suggest that we make this simple for PCFD and that
248 unfortunately we would be suspending for that time and the full roster. If
249 the board determines that some volunteers need to continue doing some
250 things, and they volunteer to do that, then they can sort through that on a
251 case-by-case basis.

252 Council Member Robinson when will we need to get this done, and it's not
253 on the council's timeline?

254
255 Tom Fisher, I think that Dave and I get with PCFD leadership and get
256 something in place quickly.

257
258 Council Member Robinson asked if the intent is to have PCFD staff the
259 station in Coalville and equipment.

260
261 Tom Fisher, Dave can correct me now or after the meeting, but if I feel we
262 have an emergency then I can put something in place.

263
264 Mayor Richins what do you think will be the response form the North
265 Summit Roster once they've been put on the bench? Does it just add fuel
266 to their fire of their narrative that see Park City is coming in to take over?
267 Or do they just quit?

268
269 Chair Andersen stated that they made us do this, it was not our mission
270 or intention to even come up with this idea, we have to provide coverage
271 for our area though.

272
273 Vice Chair Rees stated that I personally I can't trust them that they are
274 going to show up to a call or even sign up for shifts. This isn't a risk I'm
275 willing to take to see if they will show up or take calls.

276
277 Mayor Marsh this is going to be hard, I can tell you from a personal stand
278 point that with a sports team if you ever got benched it was hard on you,
279 If you look at Michael Jordan what made him grater, he got cut from the
280 team as a junior in high school he could have chose to go join a gang but
281 he chose to work harder and dig in and become better.

282
283 Tom Fisher stated that we have to remember that we need to remember
284 that the fire fighters are red carded and are the back up to the fire
285 warden. We need to get them back as soon as we can. We also have to
286 recognize that there is informal leadership of the boycott and it's not in a
287 good way. They circle around themselves with a victim mentality and
288 keep pointing at one person or a group like the ACB. There is very little
289 interreflection as to what have I done to be a part of this problem with the
290 exception of the Deputy Chief who has now left.

291
292 Council Member Robinson stated that I haven't been in on this
293 conversation, but it seems to be any respect for the ACB, they would like a
294 board that shows up every and again to inspect the budget and that's it.

295

296 Council Member Armstrong stated correct me if I'm wrong, but this isn't
297 the first time of insubordination, there was one who made comments
298 towards the board.

299
300 Vice Chair Rees stated that yes there was one who made derogatory
301 comments to the board in a public meeting.

302
303 Mayor Richins asked how do you now let the firefighters know of this
304 situation, and that they are being benched?

305
306 It was decided that the board will send an email to all firefighters.

307
308 Tom Fisher stated that he has run some numbers that at the end of this
309 week, and personal cost from PCFD is about \$2,300 per day and then you
310 add fuel and equipment on top of that its going to get expensive fast, but
311 the NSFD budget can handle that for a 30-to-60-day period. The board
312 will have to amend the budget for that and present it to the council. After
313 that the board will have to talk about what the budget, going forward
314 from that point. If the future holds that we have to raise the budget and
315 go to truth in taxation, then we will have to go down that path then.

316
317 Council Member Armstrong stated that he would like to thank the ACB
318 for their work and sticking with this. Public service is already hard, and
319 this situation is making it harder.

320
321 The board will meet in special meeting on Monday, February 7, 2022, at
322 6:00PM at the Courthouse Executive Conference room.

323
324 The board will also meet with the County Council in a joint meeting on
325 Wednesday, February 9, 2022, at 6:00PM

326
327 **Item 5 Adjournment**

328 Treasurer Novak motioned to adjourn, Board Member Bosworth seconded the
329 motion, a vote was called, all ayes, motion passed adjourned at 7:16PM