



Aumsville Rural Fire Protection District



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BOARD OF DIRECTORS WORK SESSION MINUTES

490 Church Street, Aumsville
September 5, 2024

Call to order: Meeting called to order by President Phillis at 17:54 (5:54pm)

Attendance:

Board members: President Joshua Phillis, Wayne Kuhl, Rachel Fellis, and Ed Higgins
Staff: Office Administrator Jamie Chamberlin

Fire Chief Review Work Session:

- Director Coleman spoke with President Phillis prior to the meeting as he couldn't attend. He said that he had spoken with several captains, lieutenants and volunteers and got very positive feedback from all the ones that he spoke with.
- President Phillis also spoke with a variety of volunteers and the only negative feedback he got was that Chief Garrison doesn't disconnect. That maybe he could give up on the reins a bit and allow the volunteers and part time personnel to lead.
- Director Kuhl said that all in all, Chief Garrison has made strides in improving morale in the year that he has been Chief.
- Director Kuhl also spoke with volunteers after the Dumore fire and asked them if they thought they were doing a better job now versus even a year ago. The consensus was that they all felt like they were doing a much better job.
- Director Higgins asked if it was possible that Chief Garrison could turn off his phone and walk away from his duties and feel like he does not need to micromanage. He also stated that in his opinion the budget looks great and asked if the response rate for getting staffing into truck and to the call was better than a year ago. It was agreed that it was much better.
- Director Kuhl said that Director Coleman told him that a year ago when he was a volunteer, he was the only one responding to calls at certain times. Now there are multiple people responding.
- Director Kuhl said the Board should have Chief Garrison look at strategic plans and work on increasing reserve funds and possibly look at means to sell or build the 4th street property.

After discussion, the Board went over the evaluation line by line. The Board agreed that Chief Garrison exceeded 14 of the 17 essential functions for his duties.

The Board agreed that they would meet on September 12 and vote on whether to raise the Chief's salary to \$102,000 and to discuss with Chief Garrison the results of his evaluation.

Adjourn: **President Phillis** *adjourned the meeting at 19:05 hours (7:05 p.m.).*

Joshua Phillis, President _____ Date: _____

Rachel Fellis, Secretary _____ Date: _____