

2024 Executive Board Retreat Minutes

Day/Date/Time:	Jan 7-8, 2024
Location:	Cedarbrook Lodge, WA
Members:	President Keven Rojecki, Vice-President Cody Boyd, Vice-President Rob Mathey, Vice-President James Booth, Treasurer Madeline Dailey, Secretary Alex Riedo, Director DeShainte Slaughter, Director Dan Cavanagh, Director Joe Paglia, BC/DC Representative Rod Carlson, Mechanics Representative Jimmy Ferguson, Nurse Representative Nancy Valencia

Agenda Items

- Strategic Plan update
 - Goal 1 – communications –
 - Address eboard representation based on shifts objective 5
 - Create communication strategy – objective 6
 - Celebrate union successes – objective 9
 - Goal 2 – Constitution and bylaws –
 - All still in progress
 - Committee being setup with Gorle, Lerman, Mathey
 - Goal 3 – Union hall
 - Union hall committee has been formed but not made progress
 - Goal 4 – Active Retirees
 - Working on bringing back our retirees
 - Solicit members to create educational piece for those about to retire – Objective 2
 - Find ways to include retirees – objective 4
 - Maintaining retiree list
 - Goal 5 – Political action
 - Objective 3 – increasing contributions
 - Objective 4 – ongoing political action
 - Goal 6 – Policies and Procedures
 - Review
 - Goal 7 – Modernize treasury
 - Objective 1
 - Discuss progress
 - Goal 8 – Education
 - Objective 1 – list of documents
 - Objective 2 – new member conference –
 - New member orientation – update powerpoint
 - Member involvement
 - Objective 3 – training to eboard and members
- Quickbooks – send notifications to all eboard for pay and w2s
 - Madeline will work on
- FF ball
 - DeShainte will lead, James will assist

- Reasonable timeline, 4th quarter of 2024
 - Will recognize 2024 retirees
- Union approved rehab and counseling – all below are approved provider with L&I
 - IAFF center for excellence – Maryland. Another will open on west coast, no timeline yet
 - Deer hollow – Utah
 - First responder wellness center – California
 - Chateau recovery – Utah
- Trimmed and Aid cars
 - Admin is looking at financials, they believe this will be a revenue generator that will help us staff additional aid cars
 - Keven will connect with Carson about updates
- Ladder staffing increase to 4 person
 - Targeting by end of 2024
- Rescue staffing
 - Rob working on this, trying to increase minimums to 3. Data is being collected with new RTs being added.
- Too many tasks in vector
 - Ongoing. Will work through training and JLM, Rod and Keven
 - Training division training on duty crews
- Survey
 - Common themes. Will add some items to strategic plan.
- Mentorship program
 - Admin is not wanting to support program for the first year with OT money – Rob will bring up to JLM
 - Would like to also add CARES to this and mechanics
- Promotions program
 - Trying to add a ‘notes’ box on the unionly website so when people purchase they can put a note if it needs to be delivered or shipped etc
 - Hats – trying to get scramble hats approved for on duty wear. Carlson is the head of the uniform committee
 - Stickers – Dan will follow up
- \$200 for axe delivery (Kurt)
 - Was a covid program, we aren’t doing this anymore since we are doing a firefighter ball. We no longer have budget for this
- Negotiations
 - Keven would like to get FF and capt contract done with a retreat style event rather than over several months. Carson is open to the idea
 - If Norm gets promoted we have a vacancy in one of the spots, this should be an experienced person. Keven will appoint soon.
 - Want to send people to negotiator classes based on public safety
 - Send notice to the department that we want to open negotiations
- Penwell and Norm – whats the biggest issue (town hall meetings)

- Concern from members that all these issues were brought forward and nothing will happen from them
 - Cody will talk with Norm
- Work replacement rates
 - Madeline brought up doing it rank for rank, at this point not viable since we aren't burning through our bank of hours.
 - Union straight time with HR
- Back dues for members who are off on PFML
 - Will be covered under a policy – DeShainte and Madeline
- Audit plan for 2023
 - Must happen before June 30th
 - Will use the directors and meet up with Madeline
- CARES program
 - Supervision – especially for social workers. Currently their isn't guidance on what type of work they should be doing
 - Looking for program oversight for social workers
 - Currently they have a lead nurse but no lead SW
 - This will become a JLM issue, Nancy is working on gathering more data for Keven, James, Rob, Cody
 - Evaluations aren't regular
 - Nancy working with Paul on wages and building charts to compare
- Host peer support class x2
 - Request from Gallup
 - Locals have to request peer support training, each class costs about \$9000
 - The FD will cover the cost of our peer support members who will go
 - Gallup has other people committed to fill the open spots in these classes
 - We pay the initial cost and will be refunded by the depts and locals that send people to this class
- Short term disabilities and how much we pay
 - Monthly 34k for FF, 8k for short term, 21k for long term, 2.2k for basic life insurance
 - Rod and Joe will work on this, and will get support from members
 - This will become part of strategic plan, 6 month timeline. Will come back at the September eboard meeting
- Budget
 - Madeline has to make some changes, add pass through, will present at next eboard then union meeting
- Provisionals
 - Rob is going to bring this to JLM and work on creating a system for provisionals
- Eboard – negotiators, healthcare training

- Keven brought up need to provide more education specific to collective bargaining and helathcare/hr type training. Approve negotiations team attend week long training event.
- Covered in conference sheet on dropbox
- Conferences
 - See sheet in dropbox
- Nick of time – volunteers needed feb 7, 9 am – 3pm
 - Alex will email JATC members
- Recognition
 - Recognizing those who have been on the board with some sort of item
 - DeShainte, Keven, Nancy will work together
- Concur software
 - Imports all cc and bank statements and then separates them to each person, so if you have a credit card you have to account for all your charges that month
- 2025 retreat
 - Do we want to do two single night events each year
 - 1 early in the year (march?)
 - 1 later in the year (early nov to have budget and updated goals created for December union meeting)

Motions

- Motion made by James, Second by Dan to approve hybrid meeting policy.
Motion carries
- Motion made by Cody, second by James to approve eboard expectations policy.
Motion carries
- Motion made by James, second by Joes to approve education policy
- Motion made by Cody, Second by Alex to approve us using up to \$18000 from savings to cover the cost of the PEER support classes (2) and be repaid by participants as spots are filled. Motion carries
- Motion made by Joe, Jimmy seconds it, for the mechanics to restore the historic apparatus 1 to working condition. Motion carries