



Whitewater Fire Department, Inc
312 W. Whitewater St.
Whitewater, WI 53190

Whitewater Fire Department, Inc Business Meeting

Date/Time Thursday, April 1, 2021 @ 6:30pm

Due to Coronavirus Concerns, this will be a **VIRTUAL MEETING**.

Please join the meeting from your computer, tablet or smartphone.

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- Roll Call
- Approval of minutes from March 4, 2021 meeting
- Membership Changes
 - Fire
 - EMS
- Financial Report

Member Comments

Non BOD member comments on posted agenda items - Total of 2 minutes will be given to each person to provide comments for any or all posted agenda items.

Old Business

1. EMS Staffing Committee Update
 - a. Application Status
 - b. Interview Protocols|Timeline
2. Pay structure for current WFD EMS membership
 - a. Set Hourly Rate vs Standby/Transport
3. Paid on premise AEMT Constitution/ By-Law Requirement
 - a. Vote

Article III. WHITEWATER FIRE DEPARTMENT MEMBERSHIP

Section 3.01 Membership in the Whitewater Fire Department Inc. shall be an open to application organization. Applicants must be over the age of 18 years and hold a valid Wisconsin driver's license. Motor vehicle, criminal record, and personal background checks will be performed as part of the application process and at any time during the employment. Each member after probation is eligible for one vote at the meetings of the WFD and will have minimum participation expectations.

Section 3.02 The maximum and minimum number of active members of the department shall be determined by the Board of Directors of WFD. There will be four types of Active Members

- (a) Full Members must be resident within the City of Whitewater or communities under contract with WFD
- (b) Out Of District Members can reside anywhere but must meet minimum requirements of members.
- (c) Associate Members are individuals that assist WFD with fundraisers and other activities as needed. Associate members do not have attendance requirements.
- (d) Honor Roll members are members in good standing with at least 20 years of membership in WFD or who have become unable to serve due to sickness, disability or age. In order to be added to the Honor Roll the member must submit a letter to the Board of Directors with supporting documentation from a physician. Those granted Honor Roll status will be provided a onetime \$250.00 stipend upon approval.

Proposed

Article III. Whitewater Fire Department Membership

Section 3.01 Membership in the Whitewater Fire Department Inc. shall be an open to application organization. Applicants must be over the age of 18 years and hold a valid Wisconsin driver's license. Motor vehicle, criminal record, and personal background checks will be performed as part of the application process and at any time during the employment. ***With the exception of Paid on Premise members***, each member after probation is eligible for one vote at the meetings of the WFD and will have minimum participation expectations.

Section 3.02 The maximum and minimum number of active members of the department shall be determined by the Board of Directors of WFD. There will be ***four five*** types of Active Members:

- (a) Full Members must be resident within the City of Whitewater or communities under contract with WFD
- (b) Out Of District Members can reside anywhere but must meet minimum requirements of members.
- (c) Associate Members are individuals that assist WFD with fundraisers and other activities as needed. Associate members do not have attendance requirements.
- (d) Honor Roll members are members in good standing with at least 20 years of membership in WFD who have become unable to serve due to sickness, disability or age. In order to be added to the Honor Roll the member must submit a letter to the Board of Directors with supporting documentation from a physician. Those granted Honor Roll status will be provided a onetime \$250.00 stipend upon approval.
- (e) ***Paid on Premise members are members hired by the Board of Directors with the sole purpose of fulfilling a function set forth in the job description respective of that position. Paid on Premise members are not bound to the requirements of the Constitution and Bylaws of Whitewater Fire Department Inc. These members will be bound to requirements set forth by SOP's for the respective Division they are assigned.***

New Business

1. Fire Member Pay
 - a. Discuss possible raises/structure
2. EMS Officer Discussion
 - a. Duties
 - b. Pay
 - c. Call hour requirements
 - d. Titles defined/differences EMS vs Fire
3. Grants
 - a. Discuss available grant opportunities
 - i. Help offset potential budget shortfalls with EMS changes
 - ii. Allow to reallocate funds from current accounts to help budget shortfalls
 - b. Outside Assistance
 - i. Sun Prairie Chief Garrison
4. Bylaw Changes: Two Proposed

Article IV- Required Attendance

Original:

Section 4.09 Leaves of Absence may be granted by the Fire Chief for all legally required reasons including military service, medical issues, or personal reasons, for no longer than 6 months or legally required by law. If a person who takes a leave holds an elected or appointed position, the Board shall appoint a qualified temporary replacement to finish the term if their leave is longer than 30 days. Any member on a Leave of Absence will not be eligible to vote at any meeting or election

Proposed:

Section 4.09 Leaves of Absence may be granted by the Fire Chief or EMS Assistant Chief, depending on the division the member is requesting a Leaves of Absence for. If an EMS member is granted a Leave of Absence the Fire Chief will be notified. Leave of Absence will be reviewed for all legally required reasons including military service, medical issues, or personal reasons, for no longer than 6 months within a 12 month period, unless medically required or legally required by law. A personal Leave of Absence approval will begin at the first of the month and will be approved based on requested reason, probationary status, being in good standing and EMS meeting hourly and training requirements being met. If a person who takes a leave holds an elected or appointed position, the Board shall appoint a qualified temporary replacement to finish the term if their leave is longer than 30 days. Any member on a Leave of Absence will not be eligible to vote at any meeting or election

Article VI- Disciplinary Process

Original:

Section 6.05 If the discipline warrants a suspension or termination, all Chiefs will participate in the disciplinary process and will communicate the outcome of their findings to the member and to the BOD via email.

Purposed:

Section 6.05 If the discipline warrants a suspension or termination, for EMS members, the Fire Chief, EMS Assistant Chief and EMS Captain will participate in the disciplinary process and will communicate the outcome of their findings to the member and to the BOD via email.

If the discipline warrants a suspension or termination, for Fire members, the Fire Chief, Fire Assistant Chiefs will participate in the disciplinary process and will communicate the outcome of their findings to the member and to the BOD via email.

If the discipline warrants a suspension or termination, for a cross trained Fire/EMS members, the Fire Chief, EMS Assistant Chief, Fire Assistant Chiefs and EMS Captain will participate in the disciplinary process and will communicate the outcome of their findings to the member and to the BOD via email.

Request for future agenda items:

Adjournment

End