



PUEBLO RURAL FIRE PROTECTION DISTRICT

www.PuebloRuralFire.com

29912 E US Highway 50—Pueblo, CO 81006

February 24, 2021

MINUTES

1. ATTENDANCE

John A. Musso, Chairman
Ted Hall
Robert Guagliardo
Rich Ikelman
Mary Macaluso-Ikelman

ASSISTANTS TO THE BOARD

Chief Bret Marascola
Pat Garcia, Attorney
Tomma Parco, Recording Secretary

OTHERS PRESENT:

Assistant Chief Orndoff
Assistant Chief Furney
Assistant Chief Tracy
Mike Sanchez, Union Rep., remote
Willie Martin, remote
Dan Farve, remote
Gary Shisler, remote
Captain Passig, remote
719-369-4739, remote
Grant Genova, remote
James Porter, remote
Rod DeSiata, remote

2. CALL TO ORDER

The meeting was called to order at 6:04 p.m., Wednesday, February 24, 2021, at Station No. 2 by John A. Musso, Chairman.

3. APPROVAL OF AGENDA

A motion was made by Robert Guagliardo to approve the agenda; seconded by Ted Hall; motion carried 5-0.

4. EXECUTIVE SESSION

A motion was made by Robert Guagliardo to go into executive session for legal advice regarding the open Captain position and the District's promotion process -- § 24-6-402(4)(b), C.R.S.; seconded by Ted Hall; motion carried 5-0.

TIME IN EXECUTIVE SESSION—In 6:10 p.m.— Out 7:16 p.m.

5. OLD HIRE PENSION BOARD 4th qtr.

A motion was made by Ted Hall to table the OLD HIRE PENSION BOARD till the March 31, 2021, meeting; motion seconded by Rich Ikelman; motion carried 5-0.

6. APPROVAL OF MINUTES

A motion was made by Robert Guagliardo to approve the January 27, 2021, minutes; seconded by Mary Macaluso-Ikelman; motion carried 5-0.

7. FINANCIAL REPORT

Chief Marascola said the District won't see an increase in funds from the Commissioners until mid-March or April.

A motion was made by Ted Hall to approve the financial report as submitted; seconded by Rich Ikelman; motion carried 5-0.

8. UNION REPORT

Mike Sanchez reported nothing new to report since last meeting.

9. REPORTS—(Attached)

- MAINTENANCE—Dan Farve—Sending work to Trans West Mark Mayo will still give us a bid. Mark worked for us 30 years ago.
- EMS—Assistant Chief Bob Tracy
- HAZ-MAT— Captain Grant Genova
- TRAINING— Assistant Chief Michael Furney
- FIRE INSPECTOR— Assistant Chief Conrad Orndoff— Impact fee is approximately \$92,600.
- SOCIAL MEDIA/WEBPAGE— Assistant Chief Robert Tracy
- LEGAL FEES—Pat Garcia

10. CHIEF'S REPORT— (SEE ATTACHED FOR FULL REPORT)

Chief Marascola requested the Board to approve getting Rod DeSiata certified as our Fire Inspector.

A motion was made by Robert Guagliardo to go forward with the request from Chief Marascola and send Rod DeSiata for **Fire Inspector training/certification** as CF1 (April 26-30) and CF2 (May 3-7); then in the future more training for State certification if needed; seconded by Rich Ikelman; motion carried 5-0.

Policy for Covid leave—Chief Marascola has not had anyone go over the 72 hours so if we need to, we will write a policy but right now we do not have a need and the policy is on hold.

Chief Marascola said there is no information back yet on the investigation.

11. VIRTUAL FIRE CHIEF MEETING

(Covered in Chief's report)

12. COVID VACCINATIONS

(Covered in Chief's report)

13. INTERVIEW FOR CAPTAIN POSITION

Pat Garcia suggested the process the Board will follow tonight. Pat stated this is a personnel matter. It is Willie's choice to have an open session or a closed session. Willie said he will have an open session. After the interview, Pat suggests to have a motion to promote or not to promote. That will be followed by discussion.

Each board member, Chief, and Assistant Chiefs will score each question presented to Willie Martin from 1-5 points. Each board member will ask one question. After all the questions are asked/answered, there will be a motion to promote or not to promote then followed by additional discussion how to go forward.

Robert Guagliardo (RG) asked Question 1: A good leader has the ability to effectively work with a variety of people and ranks. Willie can you share with us anytime in which you picked up a shift/s whether it was on A or B shifts which might show this ability and can you tell us about it. If not, can you explain why that is.

Willie Martin (WM) Answer 1: Recently I can't remember what day it was, I was called to fill in overtime on B shift because they had guys going home due to Covid and that was a moment's notice call and I came in and finished the shift.

RG: Other than sharing, how is this ability teaching the leadership skills?

WM: We all have to work together; it doesn't matter what shift you're on or what shift you are asked to work overtime, if you are able to do it you should do it.

RG: So other than just that one shift were there any others?

WM: I can't think of any others off the top of my head. There were times I turn down shifts and there are times I don't turn down shifts. There are times when they called me, and I was off duty and I was ready, willing, and able. It doesn't matter.

John Musso (JM) Q2: A multi-part question. Please rate from 1-10 and justify your responses to justify you to take this position. The categories are: Your mental, your physical, your emotional

WM Mental/educational —

WM: Mental 8 or 9 I'm confident in my abilities and my knowledge but not having been a captain you can't really say you're 100% ready for that....

WM: Physically—Probably a 5 --physical health is important. Beyond that everybody, no matter what your weight is you should work on physical fitness.

WM: What was the next category?

JM: The last one is emotional because of the leadership and bearing a lot more of the responsibilities on your shoulders

WM: Something I tell the firefighters I work with is that once you go on an emergency call doesn't matter what it is, it is chaos. Either we control chaos or chaos will control

us. My philosophy is that the bigger the emergency the worse the emergency is, the calmer we have to be. I work on that with all of the firefighters I work with. So, I'd say probably an 8 or 9 in that category.

Ted Hall (TH) Q3: Sort of a "2 part" question. There are 7 main leadership styles. Which one describes your method of leadership the best.

WM: You can't just subscribe to one. You have to transition. You have to be able to pick the leadership, trade some skills that fit the situation, fit the personnel in any given time.

On an emergency scene more of an autocratic leadership might be appropriate because you have to give more urgent and respect the orders at the emergency to be fulfilled to fulfill the task.

WM: Back at station situation maybe more of a Democratic leadership style would be better because you allow subordinates to have input in their day and boost their morale. And makes them feel appreciated. So, there isn't one I'd say should be subscribed to.

TH: In using these two styles, how will you maintain discipline, and improve morale, and gain and keep respect of your subordinate?

WM: Well on an emergency scene we have a Command presence. Our ability to handle the emergency scene, to not get overloaded, to make good judgment calls, request the appropriate help when needed, make safety calls and the safety of personnel is always counterpart and foremost-- that garners respect.

WM: Back at the station make morale, allow firemen having a little bit of say in their daily duties will boost their morale because they feel appreciated; they feel they count.

Rich Ikelman (RI) Q2. If promoted to a fire Captain, what opportunities do you see for improvement in the District's operations and what steps would you take to implement your ideas?

WM: I would talk with my Asst Chief and see what he thinks. And talk to the other chiefs -- like Training Officer when it comes to training. Conrad is our Fire Marshal, and he has a lot say in and it is important to gather everybody's opinion what is needed. I do a lot of research as it is to better myself and (audio faint) and better off relations. I am not opposed to going back to school to help myself and others to succeed.

RI: Do you feel you could present your ideas as a captain?

WM: I feel so. Like I said you have to work with everybody equally. So that no body is left out of it.

Mary Macaluso-Ikelman Q5: If promoted to fire Captain, what training would you pursue in order to improve your performance as fire Captain?

WM: I would love to go back to any type of leadership school. There are a lot of courses out there and if you look at my resume, you'll see I just finished four years of school and it is basically based on leadership.

(End of interview questions)

Chairman Musso tallied all the points - from the Board and Assistant Chiefs and Chief and outside evaluators.

Chairman Musso announced the final points will include the points given by the outside Pueblo West administrative officers that evaluated Willie.

The average results from the three outside administrator evaluators were 14.625 out of 25 points. The Board the average points for the questions was 11.7 points out of 25. Together the total average of all evaluators was 13.25 points.

Pat Garcia said this is the final step in the process.

Pat Garcia suggests a motion be made now. Pat suggests now that the Board make a motion to promote or not to promote. (Then hold a discussion. During discussion, the board will discuss reasons to promote or not to promote.) Pat's reasoning is that the promotion process says that the Board will select the applicant to be promoted and reserves the right to conduct an oral interview prior to selecting the applicant to be promoted/not promoted —Then a motion will be made to promote or not to promote. After the motion then the board will hold discussion —pro's and con's--to promote or not promote.

A motion was made by Robert Guagliardo that the board does not promote at this time; Motion was seconded by Rich Ikelman.

Open discussion followed for pro's or con's before the vote.

Robert Guagliardo said that other than one situation you did not volunteer to work on any other shift. (Willie responded but Pat Garcia this is not time to have dialogue. It is pro and con time opportunity between Board members only) Robert Guagliardo continued: The reason I think it is vital that you have more exposure than one shift or even two shifts that you work across the lines within the fire department and that questions that you work with a variety of people and a variety of ranks to sharpen your leadership skills to be able to see how other leaders run their shifts and also having the ability to work with others and be able to use those experiences to further your career. I just don't see you have done that. You said working shifts within the past years, all that experience builds up all that time as a fireman your position here seeking to further your career as a firefighter in leadership as a captain and I feel you fall a little short in that area.

Ted Hall liked some of Willie's partial answers on leadership style. I would have like to have heard a little more coaching. As a leader you also coach and teach. I like the democratic and autocratic as to which situation you're in. But the only problem with that I have is with going back to other questions you were asked is I felt there were contradictions what was done at that time. With the obvious question the ability to work with a variety of people is questionable and as a leader you have to be able to work with all -- and that's just the way it is. Ted stated as a leader you have to lead by example and by vocal direction also. It is very difficult in today's age

to request to someone to do something when you yourself will not do it. That is why I question you to stepping up to captain leadership at this time.

Rich Ikelman said Willie is an excellent Engineer and said you've done quite a good job, but Rich feels this is quite a step up in leadership position and at this time and he feels Willie needs more exposure with the rest of the shifts and more interaction other than working with one shift all the time. That is what I've seen.

Mary said many people Willie has worked with have told her Willie doesn't get along with them ... and she said that is not good.

John Musso said Willie's answers were good in parts and vague in parts. John felt he skirted some issues. You did not give solid examples...especially opportunities to implement ideas – you talk to people but you didn't have concrete things you would like to see but for someone who has forethought looking into this position -- you didn't have any concrete ideas you'd like to see even if they were pie in the sky. There are always things to be improved on no matter what the organization is. I thought you were pretty vague on that.

Your administrative team points averaged 14.625 points was approximately 58%. For the board your average was approximately 47% was and overall average were 52%. That set the tone that the depths of your answers did not meet those levels of expectation.

Chief Bret Marascola: Willie you never expressed what your style was. Every Asst Chief has his own style. And you find what works. For you and your personnel that you supervise. At some point you are the one in charge your style has to be a take charge style and make a decision. I thought you were lacking in what was your idea is as a decision maker, not everyone else. What is your ideas of leadership if you are promote? As a leader you lead by example and should not be pulled this way and that way by how everybody is trying to manipulate you.

After discussion, **motion carried 5-0.**

14. TESTING PROCESS

Ted Hall suggested we table and discuss this matter in another meeting since the Board felt there were changes to discuss.

A motion was made by Mary Macaluso-Ikelman to table the testing process discussion; seconded by Rich Ikelman; motion carried 5-0.

Chief Marascola explained to get a certified CPAT test, it costs \$10,000 a year for a license. The City has a truckload of equipment to replicate the test for local testing. Chief Marascola said he has talked to PCC to come onboard two years ago so we can test locally. The \$10,000 a year license is the stopper. Asst Chief Mike Furney put together a test for physical agility for our department. He said the men were receptive and it he saw that it created teamwork. He said everybody tried extremely hard to get through it. He said they did incredibly well.

15. § 14 PROBATIONARY PROMOTIONS

Pat Garcia said he prepared a draft for the board to review. Asst Chief Furney said that 180 days gives time to remediate if there is a problem. The board thought 180 days for promotion was still appropriate.

16. SET INTERVIEW DATE

In process

17. VIDEO CONFERENCE BIDS

Two bids came in. One was local from Best Buy; one was from Evergreen, CO. The board felt we needed to keep our business local. They felt we could expect better service response time from a local company.

A motion was made by Robert Guagliardo to accept the Best Buy bid and proceed as soon as possible; seconded by Rich Ikelman; motion carried 5-0.

Ted Hall heard that Bob Tracy put together a “drive by” for a young 5-year-old boy. The kid was ecstatic, and his parents and the neighbors were thrilled. They all felt this was great. Ted Hall suggested that a letter of commendation be put in Bob Tracy’s personnel file. Chief Marascola said in the past we have done about 5 drive by’s in the past. He said the recipients need to send PRFPD their pictures as it might be a privacy thing if we post our own pictures on our website.

Congratulations to Bob and his team!

Chief Marascola said we have an Employees Fund, and he would like to start a reward for appreciation and include in the reward -- trip reports. The board had suggestions about the fund since these included duties of the District there could be a separate fund. No further action taken.

18. PAYMENT OF BILLS

A motion was made by Mary Macaluso-Ikelman to pay bills presented; seconded by Rich Ikelman; motion carried 5-0.

19. AGENDA REQUEST FOR FUTURE MEETINGS

SPECIAL MEETING SET FOR MARCH 17, 2021—6 p.m.

- 1. Testing Process, Including Scores—and Testing Company**
- 2. § 14**
- 3. Physical Agility Test**

MARCH 31, 2021, REGULAR BOARD AGENDA—7 p.m.

- Old Hire Pension**
- Personal Manual drafts for § 11 and § 14.**
- Rusler Contract, Beginning April 1, 2021**
- Testing Process**
- Physical Agility Testing**

20. ADJOURNMENT 8:56 p.m.

A motion was made by Mary Macaluso-Ikelman to adjourn; seconded by Robert Guagliardo; motion carried 5-0.

Respectfully submitted,

Tomma Parco

Recording Secretary

APPROVED