



St. Tammany Parish Fire Protection District No. 11
Board of Commissioners
Minutes of the Meeting on November 13, 2018
Fire Chief Jack Dockery

ROLL CALL

Don Thanars – Present
Russell Lindsey - Present
Emile Lombard - Present
Floyd Trascher – Present
Michele Blackwell – Present

INVOCATION

PLEDGE OF ALLEGIANCE

MINUTES

FINANCIAL REPORT

MINUTES

Mrs. Blackwell asked, has everybody read the minutes from the October 9th meeting?

Mr. Lombard said, I didn't have any issues with them. They all looked good to me.

Mr. Trascher said, I read them, they seem to be in order and I would move that we approve them with the video governing.

Mr. Thanars said, second.

Mrs. Blackwell asked, Mr. Thanars, how do you vote?

Mr. Thanars said, yea.

Mrs. Blackwell asked, Mr. Lindsey, how do you vote?

Mr. Lindsey said, yes.

Mrs. Blackwell asked, Mr. Lombard, how do you vote?

Mr. Lombard said, yes.

Mrs. Blackwell asked, Mr. Trascher, how do you vote?

Mr. Trascher said, yes.

Mrs. Blackwell said, motion carries. Let's move on to the Financial Report, Chief?

Chief Dockery said, okay, for the month of October, we are looking at a target of 83%. As of income, Ad valorem we are at 97%. State Revenue is 72%. Fire Insurance Rebate is 91%. Let's see, EMS Services is 85.45%. This month we had slightly less on the EMS side. I think we are roughly around \$9,000, we took in. \$9,381, so we are \$620 under our normal goal of \$10,000. Not too bad. We do have a couple of areas that we have not spent in but we are at this moment, we are spending in, a lot of the repairs for equipment. That kind of goes into my Chief's Report a little bit. We have had some vehicle issues that we had to take care of. One of our Med trucks we had to bring to the shop. We had what they call a "death wobble" in the front end so, it had to get some parts replaced on it and get an alignment on it and some new tires. It fell within the budget. Right now I have an engine out in Harvey getting some work done to it. A little bit of PM but also some major parts, changes so, that we take into consideration for the maintenance on the trucks. This will change for next month, so these figures will be up. As of everything else, Capital Purchases, we are in the process right now, I've spoken with the gentleman that I am working with for the gear washer and dryer. It should be the next week or two, it should be coming in so that will be invoiced out and should be on next months budget and as of EMS side, I have started working on getting that one tidied up the rest of the way also. So all and all, the budget, we are looking fairly close on everything where we need to be. As of Expenditures, nothing is really standing out.

Mrs. Blackwell asked, is that it, any other questions on that?

Mr. Lindsey asked, Chief, on the repairs on the engine, is it going to fall within line with the budget?

Chief Dockery said, yes.

Mr. Lindsey said, no big expenditures?

Chief Dockery said, no, all joking aside, the man asked what it was and I was like, I have \$11,000. I know I need a foam pump replaced on it which is \$5,000. I budgeted that in on this year because that was an issue from last year that rolled over. That and a couple of other little issues, I don't see it going over that.

Mr. Trascher said, Chief, on our year end, we amended this particular budget, are we falling within the 5%, that we projected to the end of the year?

Chief Dockery said, that we projected, yes.

Mr. Trascher said, so, the categories that you are doing will bring this back in line where we end the year within 5%.

Chief Dockery said, yes.

Mr. Lombard said, looks like we will have a surplus left over, too.

Chief Dockery said, we will.

Mrs. Blackwell said, okay, if that's all for the finances, we will move to the Chief's Report, Chief.

CHIEF'S REPORT/EMS REPORT – Chief Jack Dockery

Chief Dockery said, for the month of October, we had:

EMS	66
MVA	8
GAS LEAK	2
STRUCTURE FIRE	1
VEHICLE FIRE	4
FALSE ALARM	4
SERVICE CALLS/GOOD INTENT	11
POLICE MATTERS	1
ALARM MALFUNCTION	2
TOTAL	99

Chief Dockery continued, we had the insurance, PIAL insurance adjuster come out. He spent two days with us and everything on our part went smooth as could be. He seemed fairly please with what we are doing here. He spoke with me and said he has a couple of others that he still had to finish up and he will get started with ours. So, we could be looking at late December or early January, some where up in there of getting some feed back of where we are at with our rating.

Mr. Lombard asked, he didn't give you any nods or anything that we will keep the same rating?

Chief Dockery said, I mean, from what he was showing us, we looked real close to staying the same. The things that they did, some of the things that they changed, we still fell in good with. So, one of them was, it use to be the mileage from station to station was as the crow flies.

Mr. Lombard said, right.

Chief Dockery said, now it's actual road miles and road miles actually are taken into consideration for our service truck and our ladder truck for these big business like AWG. So, we still fall within, I think it's 2.5 miles, for the service and the ladder truck. Which, from this station to AWG is 2.34 miles, so we fall within that range.

Mr. Lombard said, good.

Chief Dockery said, so, everything looked good. The guys did an excellent job and I know there was a lot of hard work that went into it so, I am very proud of them.

Mr. Lombard said, y'all did a good job, hats off to you all.

Chief Dockery said, so we will be patiently waiting for the results. I have on here Audit Engagement. I had Mr. Furman contact me a day or two ago asking about an engagement. I don't know if we want to save this, maybe take it off the floor and put it under New Business or if I can talk about this right now. In a nut shell, we spoke as a Board and as the Chief, a couple of meetings ago about retaining Mr. Furman for another year. So, this was just the engagement letter to tie him down. He did give a price. From what it looks like, last year it was \$7,500, total for the regular audit. This year he's got it up to \$8,500, so he is asking for \$1,000, more. That's just, he underestimated the work he had to put in for last year, so new business...

Mrs. Blackwell said, that's because of Georgette's meeting he had to read.

Mr. Trascher said, when do we have to have this engagement?

Chief Dockery said, I would say we could, by next meeting.

Mr. Trascher said, okay, because if you have some information on it, you could give it to the Board and we can include it on the agenda for next meeting for approval.

Chief Dockery said, okay. It just came up real late so I just wanted to mention it.

Mr. Trascher said, okay.

Mr. Lombard said, he did a pretty good last year for us.

Chief Dockery said, yes. Like I said, I had some vehicle repairs. I got one of them back so far, the Med truck. Thankfully, it only cost us about \$1,700, for the repairs and the parts, so it fell within budget. I have my engine out right now. I have some other preventative maintenance and wish list for my other trucks. I am going to have the Slidell mechanics come by this week and kind of, look at and tell me what I need. That way, I can get stuff order what I need but, it's going to be a shuffle right now while I have that one truck out.

Mr. Lombard said, sure.

Chief Dockery said, I really can't touch anything else but I can order the parts at least for them. December 7th, we have our Christmas Program at Town Hall. We will be out there this year again as we are every year. I just wanted to make mention of that. I want to say it's at 6:00 pm, on December 7th. I forgot to add one thing on here. I have been approached by Fire District Number 12. They have three ambulances that they are putting up for auction in December. Now, I have had chance two weeks ago, I stopped by after a Chief's meeting I stopped by just to look at them. I asked them, what do you want for them? The Chief there was like, well we were asking \$20,000, but make us an offer.

Mr. Lombard said, three of them?

Chief Dockery said, there are three separate ambulances.

Mr. Lombard said, that's \$20,000 a piece.

Chief Dockery said, \$20,000 a piece.

Mr. Trascher said, I know your looking for a bargain.

Chief Dockery said, here's the thing, I am somewhat interested in one of them. With that being said, I don't want to spend \$20,000.

Mr. Lombard said, I don't blame you.

Chief Dockery said, I just kind of, wanted to bring it to the Board to, how do I put this, get your blessing to proceed a little further to maybe throw them an offer out. Maybe \$5,000 to \$8,000, somewhere up in there.

Mr. Trascher asked, what equipment comes with these units?

Chief Dockery said, just the truck.

Mr. Trascher said, so it's none of the medical equipment, none of the monitors or anything else.

Mr. Lombard said, none of the radios.

Chief Dockery said, just the truck. Just the truck with the lights in it.

Mr. Lombard said, let me ask you this, how do our two trucks stand right now?

Chief Dockery said, that's what I am getting to.

Chief Little (Chief of Operations) said, that's a major problem.

Chief Dockery said, okay, the one we have now...

Chief Little said, the spare truck.

Chief Dockery said, the spare truck we have now, which is a Freight Liner, it's chassis was not made for an ambulance.

Mr. Trascher said, it's a Robbie Crowe special.

Chief Little said, yes.

Chief Dockery said, we will leave it at that. The reason say this is because, during the summer time the a/c unit will not work in that truck because the former Chief had a shop braise a line onto the air compressor to run both the front and the back of the unit. These that I looked at they have dual a/c compressors.

Mr. Trascher asked, are these units similar to the new one we have where it can operate as a separate body?

Chief Dockery said, no. these are not and what I am looking at is a reserve. A reserve that works and when our primary goes down or it has to go to the shop for pm or whatever, I know my secondary unit is going to be good.

Mr. Trascher said, let me ask you this, on our old unit, does it have any resale value?

Chief Dockery said, that, I am sure it has some resale value of something but I don't know exactly what it would be. I was just looking at something, just a shot in the dark. But, like I said, they are going to auction and there is no minimum on it. So, I figured, at least if I could just throw them out a price, you know, I will give you \$8,000 for one of them with approval from the Board. Maybe we could bite on it, maybe not.

Mr. Trascher said, it's going to be hard to put a bid in and then bring it back to the Board to see if we can approve that bid.

Chief Dockery said, yes.

Mr. Trascher said, you know if you put a bid in we are going to be kind of...

Mr. Lombard said, what about putting a bid out there for about \$2,000?

Chief Dockery said, I am good with that too.

Mr. Lombard said, let's see what he says. Is this one in good working order?

Chief Dockery said, it probably needs a little bit of work but it's in better working order than the one we have.

Mr. Lombard said, but that doesn't tell me much.

Chief Dockery said, I won't know until I physically...

Mr. Lombard said, drive it?

Chief Dockery said, drive it and everything else. I know it was enough to be medically licensed from the sticker on the window. It's something to think about.

Mr. Lombard said, it's probably (inaudible) year old.

Mr. Trascher asked, will our equipment fit on this vehicle?

Chief Dockery said, yes.

Mr. Trascher said, off the spare equipment. So, what we've got...

Chief Dockery said, the monitors, of course, are separate, the stretcher would fit because they carry Striker stretchers on theirs. I just wanted to bring it to ya'll's attention. I mean, we could technically, let it go to auction and go from there. Like I said, there are no minimums on these vehicles but I don't know how much interest anyone else has given them. It just got brought up. It's just a shot in the dark.

Mr. Lindsey asked, Chief, what kind of year are these vehicles that we are talking about?

Chief Dockery said, one of them is a 2003 and one of them is a 2004. Both of them has over 100,000 miles on the engines. Both of them are diesel, Caterpillar engines. The third one they have, I didn't get a year but it had a Mercedes motor I don't know anyone around here that deals with them so I wasn't interested.

Mr. Lombard said, parts are expensive on them.

Chief Dockery said, so, I am not looking for a primary unit.

Mr. Lombard asked, would they be willing to give us a preference as a brother fire department and donate one?

Chief Dockery said, well, that could be a possibility too. I doubt it, but I will throw it out there. What I am looking for is permission to...

Mrs. Blackwell said, investigate it further.

Chief Dockery said, investigate it further. I've basically, I looked at the quickly but I wanted to...

Mr. Lombard said, I don't have a problem with you proceeding further but my first suggestion is say, listen we are a fire department, we don't have that much money, we could use one, would you donate it to us.

Mr. Trascher said, if we can do that, we would probably have to open the agenda and do a resolution giving the Chief authorization to enter in negotiations and put a dollar limit. Say like \$5,000.

Mr. Lombard said, \$2,000.

Mr. Thanars said, you want to cap it.

Mr. Trascher said, you don't want to rob them. Yes.

Mr. Thanars said, so, you want to cap it because if we make it too low...

Mr. Trascher said, yes, but it's not going to happen.

Mr. Lombard said, we make it too low and you can always say, we don't have money and you have a cap of \$2,000. negotiations are negotiations. They might come back and say \$2,500.

Mr. Trascher said, I move that we open the agenda to entertain authorizing the Chief with a certain amount.

Mr. Lindsey said, I will second that.

Mrs. Blackwell said, Mr. Thanars?

Mr. Thanars said, I just have a question. You mentioned there's a minimum and but you aren't sure if anyone is expressing interest.

Chief Dockery said, there's no minimum. If it goes to auction there is no minimum because they could sell for \$1.

Mr. Thanars said, right.

Chief Dockery said, right, if no one is interested.

Mr. Thanars said, so, it's just a risk that we take.

Mr. Lombard said, we take a risk every morning when we wake up.

Mr. Thanars said, right.

Mrs. Blackwell said, alright, Mr. Thanars, we have a motion and a second, how do you vote?

Mr. Thanars said, yea.

Mrs. Blackwell asked, Mr. Lindsey, how do you vote?

Mr. Lindsey said, yes.

Mrs. Blackwell asked, Mr. Lombard?

Mr. Lombard said, yes.

Mrs. Blackwell asked, Mr. Trascher?

Mr. Trascher said, yes.

Mrs. Blackwell said, motion carries.

Mr. Trascher said, okay I guess that we should, I think that we are all interested in the Chief pursuing this endeavor. The only thing we may need to come up with a price that we would authorize him to spend because it's not in the budget.

Mr. Lombard said, have we done, I don't mean to cut you short, but have we done anything that we can say that you are the reciprocate the favor that we did for you on XYZ, and do this for us?

Chief Dockery said, not with 12, no sir.

Mr. Lombard said, not with 12.

Chief Dockery said, they are not a neighboring department so there is no really to...

Mr. Lombard said, okay.

Chief Dockery said, if it was Slidell or District 7, that's a different story.

Mr. Trascher said, I think the Chief is going to act in the best interest of the Department and I think we should give him some, some financial...

Mrs. Blackwell said, rein.

Mr. Thanars said, attitude.

Mr. Trascher said, where with all to work with. And I think that \$5,000, would be a reasonable amount. The department could afford it and we will have some resale value on our old unit. It may only be only \$1,000, but it would bring, recoup some of that cost and that would put us, if I am understanding correctly, in a better position for a back up unit.

Mr. Lombard said, I would rather you talk to them, feel it out, drive it, see what you think about it and then I would ask them if they would consider donating it to our department as a inter-governmental agreement and if they say, well, no we can't do that. The say well we will just take our chances at the auction and see what, get a feel for him and he might say, well okay, give me this much money and say you have to come back to the Board and come back and we will see where we go with it.

Mr. Trascher said, but he may not have that luxury if the auction is before our next meeting in December.

Chief Dockery said, yes, this says sometime in December, so, I don't know when it would be.

Mr. Trascher said, if he is going to go to him, he needs a bullet in his gun.

Mr. Thanars said, this just gives him the flexibility to do all what you just conveyed.

Mr. Lindsey said, and he may go there and look at it and say, no, this ain't for us.

Mr. Thanars said, like I said, I think this just gives him the flexibility.

Mr. Trascher said, a tool to work with.

Mr. Thanars said, yes.

Chief Dockery said, I briefly looked at them and they started it for me but it was in the bay, they were removing some decals from it. I would like to bring a medic with me, probably Chief Little, will come with me to see if there's anything on the box end of it that is really just not there that should be there.

Mr. Lombard said, and you can drive it.

Chief Dockery said, and drive it. So, I am just looking for the flexibility on this one. If we get some interest in it to at least lock it down. By all means, I love free and I will try for that at first.

Mr. Trascher said, with that said, I would move that we, that the Chief is going to enter these negotiations in good faith and that we authorize an expenditure of up to \$5,000, if he deems it to be appropriate for the department.

Mr. Thanars said, I am okay with that. Second.

Mrs. Blackwell asked, Mr. Thanars, how do you vote?

Mr. Thanars said, yea.

Mrs. Blackwell asked, Mr. Lindsey, how do you vote?

Mr. Lindsey said, yes.

Mrs. Blackwell asked, Mr. Lombard, how do you vote?

Mr. Lombard said, yes.

Mrs. Blackwell asked, Mr. Trascher, how do you vote?

Mr. Trascher said, yes.

Mrs. Blackwell said, motion carries.

Chief Dockery said, okay, thank you. Back to my report, last but not least, yours truly has been summoned to Jury duty the week after Thanksgiving. I am hoping for a on day stent but if not I will have my Chief of Ops and my Deputy Chief here and I will still be in contact whenever I do get out.

Mr. Lombard asked, Covington?

Chief Dockery said, yes.

Mr. Lombard said, Petite Jury?

Chief Dockery said, yes.

Mr. Trascher said, the murder trial gets the quest.

Mr. Lombard said, the blue paper?

Mr. Thanars said, I just got mine tonight.

Chief Dockery said, I find it amusing that I get it every time but my wife's never received one, so.

Mr. Lombard said, she probably throws it away. They can't prove she got it. It's not sent registered mail.

Mr. Trascher said, they will come and get you.

Mr. Lombard said, no they won't either. They can't prove that you got it, trust me. I been at this way too long.

Chief Dockery said, the week after Thanksgiving, that Monday, I will be report to Covington.

Mr. Trascher said, well, sometime you call in and you may not have to go or you go up there and...

Chief Dockery said, in the past it's been about a one day thing.

Mr. Trascher said, you go up there with a badge and ...

Chief Dockery said, they find out what you do for a living and they don't want anything to do with you then. So, that's all I have for the Chief's Report.

Mr. Lombard said, you can always ask them, if they ask if you have any questions you can say, yes, do you have to have an unanimous verdict? Then they will take you off.

Mr. Lindsey said, Chief, as far as that secondary unit, maybe before you make a final maybe look around for what other options for other used trucks to just kind of compare what it's worth.

Chief Dockery said, oh yes.

Mr. Lindsey said, you know, before we commit to buying it.

Mr. Trascher said, it's hard to get a pickup truck with an engine for \$5,000.

Mr. Lindsey said, yes, I agree.

Mr. Trascher said, Chief, I got just a question, we have two Standard Operating Procedures, you are still working on those?

Chief Dockery said, yes sir.

Mr. Trascher said, okay, thank you.

Mrs. Blackwell said, okay, if that's it for the Chief's Report, how about the EMS Report.

EMS REPORT

Chief Dockery said, alright, the EMS Report, we brought in \$9,381.88, from last month. We have kind of transitioned over from Chief Parish dealing with the billing company to Chief Little dealing with it now. So, we are kind of incorporating it into her day now.

Mr. Trascher said, (inaudible)

Mr. Lombard said, less money.

Chief Dockery said, yes, she cost us money.

Chief Little said, hey, I just started.

Chief Dockery said, it's a learning curve. They are still working together to...

Mr. Trascher said, I imagine, looking at the volume of calls, I think the revenue fluctuates depending on how it comes in. we may have a bad or a good month next month depending on the number of calls.

Chief Little said, it is. Basically, all that happens is whatever EOB's that we receive, they get scanned into the system and uploaded and before we were doing that the files had to be scanned in and be converted into a different type of file, sent through a secure server then they had to get the files and transfer them back from a tif file to an Adobe file before they could do anything with them. Since I have started doing it, Matt was able to set them up with a drop box. So, all that I do, I scan them in and they go in as an Adobe, I put them in a folder and she can go into that folder and get everything out so it will be a little bit quicker. I can scan a bunch of stuff in but I had to wait for Matt to send it to here so there was a little bit of a delay in getting everything processed that way. As far as the amount that comes in, that is going to depend on our call volume and if they have insurance, if they pay their bill, if the insurance has a delay, that goes straight from the reports that I put in to the billing company to get billed out, so.

Mr. Lombard said, good.

Mr. Trascher said, okay.

Mrs. Blackwell asked, okay, if that's it for the EMS Report, we will move to New Business. Adoption of the Operating Budget, Floyd?

NEW BUSINESS

ADOPTION OF THE OPERATING BUDGET

Mr. Trascher said, Chief, you may as well stay there for this one.

Chief Dockery said, I am.

Mr. Trascher said, yes, last meeting we had our the amended budget for this year was introduced and we were all given a copy of it and that's the budget that, hopefully, we are projecting to end the year within 5%. Madam Chairman, if you would like to see if there is any discussion?

Mrs. Blackwell said, I think you asked the question a while ago and I think Chief answered it. Does anybody have any question or Chief, do you have any comments?

Mr. Thanars said, I just need information from the Chief, I think what he said earlier was that we will be within the 5%, based on the expenditures for the repairs and so forth and what you foresee based on purchases that may be in the process.

Chief Dockery said, yes, and there is a lot of stuff going on right now. We kind of, I don't want to say wait til the end of the year but, we get closer to the end of the year, we started getting stuff that, like repairs that are not critical at that time and so on, so on, so on. And yes, a lot of those funds will be spent up within this month. So, we should be within that 5%.

Mrs. Blackwell asked, is that all you have for that Chief,

Chief Dockery said, yes.

Mrs. Blackwell asked, anybody has any comments or questions? If not, we will move to the Adoption of the 2019 Budget, Floyd?

Mr. Trascher said, I move to adopt the 2019 Budget as presented at the last meeting.

Mr. Lombard said, second.

Mrs. Blackwell asked, Mr. Thanars, how do you vote?

Mr. Thanars said, yea.

Mrs. Blackwell asked, Mr. Lindsey, how do you vote?

Mr. Lindsey said, yes.

Mrs. Blackwell asked, Mr. Lombard, how do you vote?

Mr. Lombard said, yes.

Mrs. Blackwell asked, Mr. Trascher, how do you vote?

Mr. Trascher said, yes.

Mrs. Blackwell said, motion carries.

Chief Dockery said, I know we talked about at the last meeting, the surplus I would like to move a certain amount over to the Restricted Account for future vehicle purchases. I am not sure if that's on the resolution. If not, we can always do it next month.

Mr. Trascher said, now, this is the...

Chief Dockery said, for the amended this year.

Mr. Trascher said, the 2019.

Chief Dockery said, we are looking to have it projected...

Mr. Trascher said, I mean, we can either wait until next month when we have a dollar amount, specific dollar amount that we can move, if it's the pleasure of the Board.

Mr. Lombard said, I don't have a problem with that. I rather have a dollar amount.

Mr. Trascher said, yes, because if we did run a little over or under, we can adjust it with our surplus and that would be for equipment purchases.

Chief Dockery said, yes.

Mr. Trascher said, okay.

Mrs. Blackwell asked, is that it?

Chief Dockery said, just the...

Mr. Trascher said, the 2019 Budget, yes.

Chief Dockery said, just the 2019 Budget, yes.

Mrs. Blackwell said, we have nothing else on the agenda. Do we have anything in the comments?

Chief Dockery said, we have to approve the 2019...

Mr. Trascher said, last meeting we introduced our 2019 Operating Budget. The Chief...

Mrs. Blackwell said, I thought we voted on that.

Mr. Trascher said, we voted on the Amended Budget for this year.

Mr. Lombard said, the Amended Budget. You said, 2019 but it was the 2018.

Mr. Trascher said, if I said 2019, I apologize.

Mrs. Blackwell said, you did say 2019 because I thought we were finished.

Mr. Trascher said, no that was the Amended 2018.

Mr. Lombard said, I was just going to see if anybody else caught it.

Mrs. Blackwell said, I was looking for an adjournment I mean, you know.

Mr. Trascher said, on the agenda, the Amended Budget for 2018. I do apologize if I did say 2019. Now, we are looking at the Adoption of the 2019 Budget.

Mrs. Blackwell said, thank you. Do I have a second?

Mr. Trascher said, well, wait, does anyone want to discuss it? It was presented at the last meeting. If the Chief has any changes?

Chief Dockery said, I have no changes from the last time.

Mr. Trascher asked, any discussion on the Board? Everybody is comfortable with it?

Mr. Lombard said, I am fine with it.

Mr. Trascher said, I would move that we adopt the 2019 Operating Budget that was presented at our last meeting.

Mr. Thanars said, second.

Mrs. Blackwell asked, Mr. Lindsey, how do you vote?

Mr. Lindsey said, yes.

Mrs. Blackwell asked, Mr. Lombard, how do you vote?

Mr. Lombard said, yes.

Mrs. Blackwell asked, Mr. Trascher, how do you vote?

Mr. Trascher said, yes.

Mrs. Blackwell said, motion carries.

Mr. Trascher asked, do you have this engagement letter available tonight? Do you have copies of it available tonight or do you want to email it to us?

Chief Dockery said, whatever you prefer. I can go and make some copies for y'all or I can email to all of you.

Mr. Lombard said, I will wait if you are going to make a copy tonight.

Chief Dockery said, well, y'all are going to be here a few minutes anyway after the meeting.

Mr. Lombard said, okay.

Mr. Trascher said, Madam Chairman, we do have a couple of members of our Civil Service Board here this evening.

Mrs. Blackwell said, good evening.

Mr. Trascher said, if you want to address them, recognize them and ask them if they would like to say something to the Board.

Mrs. Blackwell asked, how are you all tonight. Mr. Peter, do you have anything?

Mr. Peter Finger said, since ya'll's last meeting, I believe there is one question that came up and I believe I called you on it and I talked with the Chief. An email has been sent out and I haven't got any thing back. When we advertise for, I don't know, upcoming test and things of that nature, I just like to hold the Board and ask them, how many of you get the Farmer at ya'll's house?

Mr. Lombard said, I get it once a week.

Mr. Trascher said, that's when it comes out, Wednesday.

Mr. Lombard said, that's the free one.

Mr. Finger said, the second question is, in the age group that he is looking for 18 to 25 or 30, how many young people get the Farmer at their house?

Mr. Lombard said, probably none.

Mr. Trascher said, thank you. Oh, I though maybe you said I was young.

Mr. Finger said, on the street, my poles on the street, zero. So, we are fixing to advertise for upcoming test and the age demographic that we are looking for, nobody reads the Farmer. So, we requested that we be allowed to advertise in other media and the feed that we have gotten, and I am not putting anybody on spot, the Chief and...

Mr. Lombard said, Michelle.

Mr. Finger said, and Mrs. Blackwell there, has said there is a budget for it. So, if you receive, and it's reasonable guys, it's not like we are going to go out and spend a fortune. Normally, I am saying \$25.00 a session for each session in different media. So, I just wanted you all to be aware if that comes up in your 2019 Budget, we didn't just take it on ourselves. We have been out trying to find the best way to help yourselves or help us help you in getting, you know, the applicants for these test and things. Is there any feedback from the Board, that's the third question.

Mr. Lombard asked, do they have the Cable Access Channel anymore for the Parish? I don't see it anymore on TV.

Chief Dockery said, I think it depends on what zone your in.

Mr. Thanars said, I think it depends on whether you have Direct TV or what your provider is.

Mr. Lombard said, Charter.

Mr. Thanars said, yes, it depends on who your provider is.

Mrs. Blackwell said, I think there is but I am not sure if St. Tammany is on there. I think it is but I don't know what channel it is.

Mr. Lombard asked, or is there a free service that Charter offers to Parish entities that want to do an advertisement like this.

Mr. Finger said, on my television it's like 199 or something like that, there's obscured channels.

Mrs. Blackwell said, Mr. Thanars?

Mr. Thanars said, in my office we just recently went through a discussion to look at this. Based on the generation, and you really have to understand the dynamics to communicate, they don't communicate, and a lot of folks are people like us, I might be a texter where you are a caller and then maybe the millennial may be you have to have, it's social media.

Mr. Lombard said, right.

Mr. Thanars said, and so, I think to his point, if we are looking for an 18 to 25, social media is probably going to be the primary means. It's this kind of non-personal kind of communication and today you got to exercise almost all of them if you are looking based on...

Mr. Lombard said, how do we get on it?

Mr. Thanars said, on what, social media? Well, you set up a Facebook account and you...

Mrs. Kriste Buck said, well, what we have done is, I created a Facebook ad and I was just thinking I can just post it because I do this at work. (inaudible) at work and we will spend like \$15 or \$20 and we pick an area around my location and it will appear for a week on Facebook feeds and you can pick males, females, this age group to this age group. Anyway, the problem existed that I couldn't do it so, I reached out to Mitchell and I think bounced back in forth, I'm not sure. I need to get back in touch with him, I was swamped last week, to find out if we got it posted. I know there were some questions, some people wondering about pay scale and that sort of thing so, I am not sure where we are with that.

Mr. Trascher said, the only question I would have is that we still would have to advertise, I guess, in the Farmer, to meet the legal requirements. But, any means that we can reach out, I think like Mr. Thanars said, would be totally welcomed.

Mr. Finger said, we didn't want you blind sided and the Chief saying by the way we got four advertisements for \$100 that wasn't accounted for, budgeted or whatever.

Chief Dockery said, no, that is well within the budget.

Mr. Finger said, ours, and correct me if I am wrong, our position where were we are in Louisiana, I am sure you would hire a boy from Mississippi so, that is a different zip code. So, we may have to advertise out of say, Picayune's zip code or Bay St. Louis zip code or Slidell has multiple zip codes. So, normally these things are done within your local zip code so, if we want to reach out any further and seeing that we've had three test and two applicants, my suggestion, suggestion now, is that we do reach out further. I just don't want you all blind sided.

Mr. Trascher said, yes, we should reach out around 50 miles I would .

Mr. Lombard said, I would go 250 miles to be honest with you because there's people that want to come here and they don't have a job and they might get a job here and then they will move here. I mean, it doesn't cost anything to advertise on the, does it?

Mrs. Buck said, well, there is a cost. It's based on...

Mr. Lindsey said, it's minimal though, it's cheap.

Mrs. Buck said, on how many you are sending to, how many, I know we just did one at work and it was, I don't know how many and it was like \$30.

Mr. Lombard asked, was it over 100 or you can go over 250 zip codes within 250 zip codes, 250miles?

Mrs. Buck said, that would probably be more costly. I mean, if we just wanted to do like Slidell and Picayune it would be less expensive.

Mr. Trascher said, yeah, like 50 miles or 100 mile radius.

Mr. Lombard said, yea, see what a price break is. Let's see where...

Mrs. Buck said, I still need to get in touch, if you can give me Mitchell's phone number I will call him.

Mr. Trascher said, yes, it's on them.

Mr. Finger said, like I said, we were asking for ya'll's feedback on this.

Mr. Trascher said, well, we have a budget for it if you work with the Chief.

Mr. Lindsey said, I guess the new paper ain't where we are going to find them.

Mrs. Buck said, no.

Mr. Finger said, no, we have to advertise in the Farmer.

Mr. Trascher said, I do have a question, though.

Mr. Lombard said, right.

Mr. Finger said, but, there's others that may benefit us more.

Mr. Trascher said, on the notice for the test that we are required to give and if we are going to advertise for any personnel, how does the Civil Service, how do you get that notice? Does the Chief send it to you or does the Board keep up with it?

Mr. Finger said, right now, the Chief says he has an opening coming up so we are mandated that we have a opening coming up and we are mandated to call a session, be it a special or quarterly. But, anyway, he's notified us that he has an opening coming up and he has zero reserved personnel on the list, on the hiring list.

Mr. Lombard said, right.

Mr. Finger said, so, he presented it to us, Sidney, she and I, and we discussed it and we are up to notifying OSE, the State. Send them the minutes of the meeting that we are saying we will be asking for a test and then they tell us when testing dates are available and we try to

advertise and they do give you lee way to try to give you advertisement time, what 30 days I believe.

Mrs. Buck said, I think it was 30 days last time.

Mr. Finger said, I think it's around 30 days that we have to advertise for.

Mr. Trascher said, yes, but what I was concerned with is that if this Board needs to take any action for you all to call a test, like a promotional test that has to be given in a certain period of time or...

Mr. Finger said, we can take a resolution from you all but...

Mr. Trascher said, I don't know, do we need it?

Mr. Finger said, I don't know, Chief is just notifying us that he has an opening.

Mr. Trascher said, an opening, it's already created so he just tells the Board. So, we don't have to do a resolution or anything.

Mr. Finger said, I don't believe, no, it's not mandated. That's where we stand right now but, we wanted to get ya'll's feedback and input saying hey, when OSE sends us a notice saying the test will be done, we are not locked up to just this Farmer that's not being read so, there will be other opportunities. So, we are going to try and, correct me if I am wrong on this one, we want to try and get Mitchell to get this one out so that...

Mrs. Buck said, he posted it on their Facebook page.

Mr. Finger said, so it will be an ongoing thing. It won't be, you know it will be "hey, we are interested in applicants".

Mr. Trascher said, doesn't the Department have a Facebook page?

Chief Dockery said, I think that's what he posted it on.

Mr. Lombard said, and that goes on social media?

Chief Dockery said, well, yes, Facebook, social media but it only goes if they look at us. What they are talking about is like a business Facebook...

Mr. Trascher said, it will pop up.

Chief Dockery said, yes, it will pop up. You know, that age range...

Mrs. Buck said, that age range can see it.

Chief Dockery said, looking at from 18 to 30, it will pop up on their feed.

Mr. Lombard asked, how does our salaries compare with people around us in a small community like this? I am not asking you for a dollar figure but are we in the ball park?

Chief Dockery said, we are in the ball park. The biggest thing that kills us is retirement and that's a no, I don't want to say a no brainer, it's no, we don't hide it from anybody.

Mr. Lombard said, right, right.

Chief Dockery said, and I am trying to think of any hair brain idea I can to kind of, try and get us in a retirement eventually but that is one thing that holds us back. That is one thing that keeps us from retaining people here. Most of the time we get somebody in, they get their foot in the door and other departments have retirement and they move on. I am not going to fault these individuals for bettering themselves.

Mr. Lombard said, oh no.

Mr. Lindsey said, they use us as a stepping stone.

Chief Dockery said, benefit wise, we are comparable to others. We pay medical for...

Mr. Lombard said, I would keep looking at, see if there is some program you can come up with that would help us. I don't know, we can always discuss it.

Chief Dockery said, you know me, we spoke before about different little things that I am still, yes, I am trying to think of any little idea to get something secured for that. I would love to have that. We could retain a lot more.

Mr. Lombard said, well, it think if we don't have that we are going to die by a long sword.

Chief Dockery said, well, we fall into this loop.

Mr. Lombard said, maybe you can find out what a decent or half decent program would cost us to join to offer it.

Mr. Lindsey said, I would like to know the numbers of what that would take to get.

Mr. Lombard said, if we participate 100% or we give 50% or 25% and they can do a percentage.

Mr. Trascher said, we are contributing to deferred comp I believe.

Chief Dockery said, no.

Mr. Trascher said, we stopped that?

Chief Dockery said, the department does not contribute to deferred comp, the employees do.

Chief Little said, the employees still have it.

Chief Dockery said, and in the past the department matched the employees contribution but that was stopped when Chief Leos was here. He stopped the process and it hasn't ever been kicked back on.

Mr. Lombard said, is it pliable to do now?

Mr. Trascher said, I was under the impression we were still doing that.

Chief Dockery said, not for the past 5 or 6 years.

Mr. Lindsey said, I would like to know the cost to get back doing that.

Chief Dockery said, I can most certainly check with them. I don't know if there was something legal wise why they quit it or just budget wise. That's something I can check in on.

Mr. Lombard said, and even if you don't match 100% of what they put in, you can draw a line on it. Say if you put \$50 in we will match that and if you put \$250, well, we will only match a maximum of \$50.

Mr. Trascher said, I remember discussing with Chief Leos that we were doing that and if we did get on a better financial footing that we would look at increasing the amount that we were putting in because Firefighter Retirement is about 40% of our payroll if we went to the retirement system.

Chief Dockery said, the last time we went, myself and Chief Leos went, it was for our department it was roughly \$112,000, a year for the departments contribution. That's not including the employees contribution. That's just the departments contribution.

Mr. Lombard said, and it's probably going to go up every year.

Chief Dockery said, it fluctuates, I want to say now it actually went up 1 or 2%, so it could be \$15,000 or \$120,000, for the departments contribution. Now, theoretically, we could squeeze it but, we would be cutting ourselves very razor thin and it's not...

Mr. Trascher said, we would have to eliminate all the equipment purchases.

Chief Dockery said, we would have to eliminate a lot of stuff.

Mr. Lombard said, you know, the thing is too, is if we can do the contribution and then put a part of it then we could still have some money on the side to hire some more firefighters.

Chief Dockery said, yes.

Mr. Lombard said, you know, if we going to bite the bullet, let's bit it where it helps our rating and everything else and hire guys or girls.

Chief Dockery said, so, it is something that we are still, I am still constantly looking at trying to look at. You know brain storm some different ideas for retirement. Trust me, I am 38. I am a young man but still.

Mr. Lombard said, I know, you and I are the same age.

Mr. Trascher said, two years older than me.

Mr. Thanars said, just real quickly, there was a point raised and I think it's probably prudent that we address this. It's just with the stake, a lot of these regulations and the State regs, they are antiquated. You know, they impose like, we have to advertise in the Farmer. Nobody reads it. Technology has evolved well passed news papers. You know there are a lot of different forms and I think that even the State, a lot of the times I think that until we raise these issues up and we elevate them to a level, they don't necessarily get the attention. I think here is probably one of them that we can elevate to look at other means because the way things are communicated and information is transmitted today is just vastly different. The way it is today is, it is going to be vastly different tomorrow. So, the State needs to, I mean, I think they need to get on Board. I think it's just so much going on so, here's an opportunity for you.

Mr. Trascher said, that is somewhat in the Parish Council because the State mandates that the Parish Council pick the media that is advertised in. It has to have a publication within the Parish and there are some guidelines.

Mr. Thanars said, but then the Parish... I am just saying, information, the way it is communicated, transmitted, is involved.

Mr. Lombard said, why can't we put a letter together and address it to, the Parish Council and ask them to please look at this, bring it up to the committee, the appropriate committee, get some feedback on it because we would like to advertise in a different media for job applications, for testing, whatever it is, instead of just the Farmer because nobody reads the Farmer, hardly.

Mr. Trascher said, we can advertise in other areas but, the Sheriff's Office, the Zoning, the Parish Council Meeting Minutes, all of those have to be published in the Farmer.

Mr. Lombard said, and I don't care what they do.

Mr. Trascher said, as the Official Parish Journal.

Mr. Thanars said, right, I am just saying that the information, is that written at a time that when

everybody was probably read it. I am just saying right now, people want information right now and there's other means to do it.

Mr. Lombard said, before they had a lot of clout to get it done. Now, they don't have any clout because nobody reads it.

Mrs. Blackwell said, Mr. Peter?

Mr. Peter Finger said, just a suggestion I am throwing out there because when you are dealing with the Parish bunch, you have to let them know that you are not getting some things for your tax dollars by advertising in the media that nobody reads. Then they will listen to you but, if you just go tell them, hey I want to advertise...

Mr. Lombard said, I would put it in the letter and send the letter to the newspaper.

Mr. Finger said, but, when you put that tax dollar out there in front of them, they will stop and listen to you.

Mr. Lombard said, well, next time a tax issue comes up we have to remind people of that.

Mr. Finger said, well, it's tax money that you all are spending, right?

Mr. Trascher said, yes, they have to pick an official journal but, you are right in maybe there's another journal that would be better.

Mr. Finger said, so you are wasting tax payers money by advertising in a newspaper nobody reads, then you are wasting money.

Mr. Lombard said, I don't mind letting them advertise in the Farmer but, we need something that we can advertise in that helps us.

Mr. Finger said, that helps us.

Mr. Lombard said, we trying to cut cost to make it a viable fire department and the only way we can do it is, why pay for something you can't use.

Mr. Finger said, that's it.

Mr. Lombard said, I mean, I understand planning and zoning and economics, I understand all of that but, a little fire department, nobody cares if we a firefighter.

Mr. Trascher said, no, but what it boils down to is they want one source that the attorney's, the property titles, that the citizens can pick up and look at and see all public transactions.

Mr. Lombard said, well, they will just have to look at social media like the rest of us. I mean, I

can't do all their work.

Mr. Trascher said, we need you in the legislature.

Mr. Lombard said, I will run. Maybe, another thing is, after this election is over we will get our Legislators down here, State Representative, Commission of Insurance, this is what we are facing, what can you do to help us, put them on the spot. Let them tell us in an open meeting.

Chief Dockery said, I didn't start this war.

Mr. Trascher said, see what you did, Chief.

Mr. Lombard said, I love confrontation.

Mr. Trascher said, no huh, really!

Mr. Lombard asked, do you get the idea?

Mr. Trascher said, well, Madam Chair, one more thing. I would like to wish everybody a very happy Thanksgiving.

Chief Dockery said, yes.

Mr. Lombard said, and Merry Christmas.

Mr. Trascher said, all of your families and a very happy Thanksgiving and a holiday. Well, it's not Christmas time yet, it will be next week.

Mr. Lombard said, what you mean it ain't Christmas time yet? I've been getting presents already man.

Mr. Trascher said, that's letter bombs.

Mr. Lombard said, they didn't go off, I'm here.

Mr. Trascher said, what can I say. With that said, if nobody has any other business, I move that we adjourn.

Mr. Thanars said, second.

Mr. Lombard said, so moved, second.

Mrs. Blackwell asked, Mr. Thanars, how do you vote?

Mr. Thanars said, yea.

Mrs. Blackwell asked, Mr. Lindsey, how do you vote?

Mr. Lindsey said, yea.

Mrs. Blackwell asked, Mr. Lombard, how do you vote?

Mr. Lombard said, yes.

Mrs. Blackwell asked, Mr. Trascher, how do you vote?

Mr. Trascher said, yes.