

**ALBEMARLE COUNTY FIRE/EMS BOARD**  
**FEMS BOARD EXECUTIVE COMMITTEE**  
**MONDAY, APRIL 8, 2024 – 1630 HOURS**

A virtual meeting of the Albemarle County Fire/EMS Board Executive Committee was held on Monday, April 8, 2024, at 1630 hours.

The following members were in attendance:

Dan Eggleston, Albemarle County Fire Rescue  
Gary Dillon, Crozet Volunteer Fire Department  
Virginia Leavell, Charlottesville/Albemarle Rescue Squad  
Dennis Hahn, Seminole Trail Volunteer Fire Department  
Kostas Alibertis, Western Albemarle Rescue Squad

Others in attendance:

Heather Childress, Albemarle County Fire Rescue  
Christina Davis, Albemarle County Fire Rescue  
Rob Knight, Seminole Trail Volunteer Fire Department  
Greg McFadyen, Seminole Trail Volunteer Fire Department  
David Puckett, Albemarle County Fire Rescue

**I. Call to Order**

Chief Eggleston called the meeting to order at 1631 hrs.

**A. From the Board: Matters Not Listed on the Agenda**

Chief Puckett stated that he would like to add the Training and Registration Policy item and a discussion of the pharmacy issue.

**II. Consent Agenda**

**A. March 11, 2024 Minutes**

**MOTION:** Chief Alibertis motioned, seconded by Chief Hahn, to approve the Consent Agenda as presented. The motion passed unanimously (5-0).

**III. Unfinished Business**

**A. Training and Registration Policy**

Chief Childress stated that she had facilitated the last Training Officer meeting because [Matt] was on vacation, and both Rob Knight and Jim Fitzgerald had submitted questions. She said that Chief Fitzgerald's questions were just logistical and were able to be answered. She stated that Chief Knight's questions were more detailed, as Seminole had strong feelings against this—but all other departments were in favor of it because it allowed them to get an additional person into a class. She noted that this really only impacted Firefighter I based on previous years.

Chief Eggleston asked if the Training Committee had come to a consensus.

Chief Childress confirmed that this was the case.

Chief Hahn stated that the FEMS Board had also asked that this go back to Recruitment and Retention, but his understanding was that their meeting had been cancelled.

Chief Childress responded that she had sent an email to see how many people were going to attend the Training Committee, but she didn't recall direction for this to go to the Recruitment and Retention Committee.

Chief Dillon clarified from the minutes that Chief Knight had said at the FEMS Board meeting that Recruitment and Retention should look at it as well. He said that Chief Alibertis had suggested moving it to the Training Committee, then back to the Executive Committee, then onto FEMS—but there was no direction for it to go to Recruitment and Retention.

Chief Eggleston said that regardless, this was all leading up to a recommendation from FEMS to change their policy, and people outside of Seminole had been reluctant to say anything, because they were going to lose seats. He stated that this was a “zero-sum gain” though because one way or another, someone was losing. He stated that if they increase Seminole's allotment, someone would come up short unless they increased resources—which was not in the next budget and thus would be at least another year.

Chief Childress clarified that this was really about the waiting list rotation, which was the big area of contention. She added that they were trying to give access to other departments, and this was about more equitable access—perhaps one per station outside of the two that everyone is allotted. She said this would give the other departments more of a chance to get an additional person in class.

Chief Dillon stated that the timing of the signups was another issue, as people were not always able to be sitting at their computer the minute registration opened. He said that if every station had 2 seats, and 10 people were registered and 8 were waitlisted, he didn't see the fairness of pulling from whoever registered first.

Chief Alibertis said that he felt this needed to go to a worksession with FEMS.

Chief Eggleston expressed hesitation about a FEMS worksession as he did not want it to become contentious, and it would be good if the Executive Committee could go forward with a recommendation. He emphasized the need for additional resources but said he didn't have a handle on how much of a waitlist there was—and he didn't want to change the formula and create a situation where there were winners and losers.

Chief Hahn asked how many times they actually had a class where people wanted to get in but couldn't. He stated that they currently have 43 people needing Firefighter I of the 133 members they have. He emphasized that they have been supplying the people for the last several years and have offered to go and train other stations—but that hasn't

been embraced, except by Stony Point since they tend to share resources. He asked how many times Seminole has filled it up to where others couldn't get in the class. He also asked how much clout the FEMS Board had, and he wasn't sure that was conveyed out to everyone.

Chief Eggleston acknowledged that perhaps a FEMS Board worksession was necessary.

Chief Dillon said that narrowing down the issues, they were the registration process and how people were pulled from the waitlist, and he asked if the LODA piece was also an issue.

Chief Alibertis responded that the only issue with LODA for him was whether people were members or not.

Chief Eggleston said they could further clarify that, and an additional factor was people actually onboarding without having a LODA physical.

Chief Hahn stated that he felt the information was a bit tainted, because they have had members that have been over 100 days from when they tried to schedule a physical and ended up getting completed. He said that the 30 days set has not been the norm, and it was only at the last FEMS Board meeting that they found out Augusta Medical Center was an option, and it wasn't in the member packet.

Chief Eggleston said that he believes the schedules had accommodated the requests for physicals, and he felt that any worksession should focus on the wait list.

Chief Dillon stated that this was a procedural matter that should be handled through ACFR, and a member shouldn't be allowed to get their gear without the physical.

Chief Alibertis said he had to disagree to some degree, because there was a backup during COVID, and some people had ended up falling into that gap.

Chief Eggleston stated that he was sensitive about making recommendations in favor of hearing a larger voice, and scheduling work session for this month would be a good use of time. He said that he didn't have high hopes that they would come out of that with an actual recommendation.

Chief Alibertis pointed out that it would be helpful to have data about how many people were not able to get into classes.

Chief Leavell suggested that they look more at the system impact as well, such as years of service for each person who goes through—if they get more seats, are they running more calls (i.e., return on investment). She said that her station was not having a great ROI because people would come in, get trained, then leave; so they ended up not

paying for EMT classes and instead had people come once they were certified. She added that this was different for each station.

Chief Eggleston noted that the chiefs would have more of that information than ACFR.

Chief Childress confirmed that this was the case.

Chief Dillon stated that the stations that would be affected most were all right at the table—and he didn't understand why it couldn't just be handled here.

Chief Eggleston responded that they could.

Chief Dillon said that it simply wasn't fair that one station was usurping the registrations.

Chief Hahn replied that Chief Knight didn't put people in for training—each person did their own. He said that there have been other stations in the past that registered a chunk of members just to get those spots.

Chief Dillon said it wouldn't be fair to have four people on the waiting list from one station chosen first from the waitlist, just because they registered first. He said that this seemed simple, perhaps because he wasn't affected by it. He emphasized that the Executive Committee should be making a recommendation to FEMS, especially since the affected stations are all at this table. He said they don't have to go on the recommendation, but it should at least carry some weight as it goes forward.

Chief Alibertis stated that it really doesn't steer what the FEMS Board decides.

Chief Eggleston added that he did not feel that a worksession would actually yield an outcome, and he felt that it would be advantageous if the EC could make a recommendation and include the rationale and discussion behind it. He also said that the stations were in a better position to come up with an impact statement, not ACFR.

Chief Dillon said he didn't understand how the policy change came up, but he feels it makes sense and is the right thing, even if the numbers don't currently support it.

Chief Eggleston said that the idea was to make this an equitable process.

Chief Childress stated that they could also say that every station gets three spots guaranteed, and if no one signs up, then they go to the waitlist.

Chief Dillon commented that the hangup is the waitlist and the fact they haven't been going to each station. He didn't think the situation was as bad as it sounds, but he has only been affected by it once.

Chief Leavell said that if they don't think numbering 1, 2, 3, 4 is fair, they should talk about other equitable systems and criteria they want to use—such as being a taxpayer

in Albemarle County—because the “Ticketmaster” criteria is not equitable. She added that they could do a worksession that evaluates what favors each station, as certain demographic favor certain stations.

Chief Hahn stated that the bottom line is that this isn't going to be fixed and they need more resources to address the problem, as they are basically trying to shove X number of people into Y number of slots. He said that anyone who doesn't get in has to wait 6-8 months, and he wondered if that would make them lose interest.

Chief Dillon commented that if Stony Point grabbed all six slots and his guys didn't get in, he would be upset about that.

Chief Childress emphasized that there is no average, because it is really hit or miss.

Chief Hahn said that a bigger issue for Seminole is that other departments have jumped onto UVA recruitment, so the biggest problem continues to be lack of resources.

Chief Dillon asked if Seminole had considered running its own.

Chief Alibertis noted that this is what Scottsville had done.

Chief Dillon stated that perhaps running your own class may be the best approach.

Chief Hahn said that all they had on the volunteer side was [Tate] and adjunct instructors.

Chief Knight stated that if they were to do a training class with 24 Seminole people, that would mean the possibility that the ACFR classes might drop below 12—and the class wouldn't go forward. He said that he could foresee a situation where he was asked to have people in his class, or to send some to Firefighter I through ACFR.

Chief McFadyen said they are trying not to pick winners and losers, and it seems they need class availability more than they need policy change. He emphasized that they just need more seats, so even if they scheduled more classes and didn't have enough people, they could cancel that class—which would be easier than creating a class out of thin air.

Chief Eggleston responded that this was a two-year process given the budget schedule, and he wondered if there was a need to change anything between now and then.

Chief Hahn stated that Seminole currently had 49 unreleased people, and he wasn't sure how many of them were currently in the class.

Chief Leavell asked Chief Hahn what their staffing required was and whether having them released would increase their capacity to respond to calls.

Chief Hahn responded that it increases the County's capacity because he runs two engines every time they're staffed—which they run now most nights, but they also often get pulled. He stated that Seminole gets hit every time they staff two engines, so if a fire is in Scottsville, they're both going to Scottsville and there's no one to staff his first due. He said that on the red flag day, they had 34 people out, yet they are the first station called to fill back-staffing.

Chief Leavell asked if they could staff more apparatus if they had more released members.

Chief Hahn explained that the goal for Seminole is engine/tower/car every night—which is a jump staff for engine and tower.

Chief Leavell said if there were more released at other stations, Seminole wouldn't have to backfill.

Chief McFadyen stated that they need to figure out how to create more seats in the classes.

Chief Eggleston reiterated that it was not in the budget for this coming year.

Chief McFadyen said he thought there was an additional fire instructor in this year's budget.

Chief Eggleston said it was a budget position to help [Tate] out because the number of part-time staff had declined.

Chief Alibertis said there was no way to know who the backstaff were going to be, so Western just trains a bunch of people, knowing that one of those would be backfill staff to show up. He added that the problem with Firefighter I was they don't know who those people are and who is going to show up, so they can't prioritize their training.

Chief Hahn explained that their system is a bit different because Seminole personnel has to go through station checks beyond Firefighter I before they are released. He said they have had occasion where someone "washes out" of a class, but everyone has had that.

Chief Hahn stated that he still didn't understand how this issue came up without going to committee, as opposed to being addressed and then fed to a committee. He said it felt like an attack on Seminole, which carries the weight on the volunteer side. He cautioned that they may end up in a situation where Seminole personnel were not able to be trained, but hopefully the other stations will be able to cover it.

Chief McFadyen said they've had people not get into Firefighter I every single class, so they just need more of those classes to be able to get everyone in.

Chief Eggleston commented that this was a zero-sum gain, because if someone is getting more, someone is getting less. He stated that it pains him to think there are people who aren't getting trained—and it will be another year before they could even get this in the budget.

Chief Hahn stated that they have also started vetting within their own department, because if someone comes in and only wants to do EMS, they are not encouraging them to take firefighter training. He said that they have metrics as to how many stay.

Chief McFadyen said that this started impacting Seminole when the decision was made to push the fall class into August, which is Seminole's highest onboarding month and was a logical transition into September classes. He said that the shift pushed a lot of the Seminole people to delay until the January cycle. He stated that there are multiple issues, and they need to look at them as a whole because they all are affecting this.

Chief Alibertis asked what the rationale was for the change.

Chief Knight explained that it was described as a big burden on staff, as there were three weeks where this overlapped—so at that point, it was brought to the committee and decided to be pushed to August. He said that he voted against that but did not prevail, and he commented at the time that this would mean spring numbers would be bigger. He stated that they still recruit a few people over the summer, but instead of 10-15 requested in the fall, they're now as much as 20, which continues to snowball.

Chief Leavell stated that it sounds like Seminole has specific scheduling requirements because of UVA, and he wondered if they had resources for them to do training, as her station does for EMT classes.

Chief McFadyen stated that if Albemarle County could provide funding for that, they could.

Chief Leavell said that every station did its own fundraising also.

Chief Eggleston clarified that the majority of cost was instructor salaries, and they did not have that in the budget currently.

Chief Childress noted that the cost for those instructors was \$25 per hour.

Chief Hahn emphasized that he didn't think that was a burden Seminole should endure to run everywhere in the County.

Chief Alibertis said they could also offer those spots to other people, noting that Chief Dillon also had UVA students now. He stated that when they did a combined A class years ago, they split the cost.

Chief Eggleston stated that if they were going to request resources for next year, perhaps this was a bridge process.

Chief Alibertis said that knowing how much this cost would also be helpful.

Chief Hahn commented that they didn't have a Firefighter I class in their budget, and he could foresee getting criticized for having the largest budget.

Chief Alibertis said that Western has put in for funding just to bring them up to the standards of the other agencies.

Chief Eggleston stated that they could build a good case for a full-time instructor, or the County could reimburse the station for holding the classes.

Chief Alibertis said if other departments could pitch in for training, it wouldn't take as much for each station. He stated that he has gotten instructors from Augusta, Richmond, etc.

Chief Childress said she'd taken her firefighter classes in Fluvanna, and all of her instructors were from Charlottesville and Albemarle.

Chief Knight mentioned a potential hurdle that if they were already EHJ done in internal classes, it may be difficult to justify why they need another state class.

Chief Eggleston commented that this is a viable option until they can get more resources.

Chief McFadyen said that internally, Chief McKnight would need to run the logistics behind this.

Chief Hahn noted that they would also have to talk to their board about it.

Chief McFadyen asked how many instructors were required for an EMT class.

Chief Alibertis responded that the ratio was 6:1.

Chief Eggleston asked what Seminole's timeframe might be for this.

Chief Hahn responded that he wasn't sure, but there was a larger issue that was not being addressed. He explained that there was a station that browned out every night, and Seminole ended up running their first-due calls—but now they're getting dinged for wanting to put people into training to be able to run their calls. He said that they were often running past other stations, and it gets a bit irritating when you're running to Simmons Gap for a nosebleed.



Chief Dillon commented that there were also instances where Crozet was short a person at his station to be able to run an engine because they can't get into training and haven't been released.

Chief Eggleston said they could always take this forward to the FEMS Board, but it sounds like the action was to table the policy until Seminole can respond to the possibility of offering training. He noted that this was a bridge solution as they have higher demand than what they can deliver, and he needed to be able to provide a compelling story with impact statements as to why resources were needed for classes.

Chief Hahn stated that the simple question was how many new members all stations in the County had, what the total number was, and how many slots were available.

Chief Eggleston said that was the way it used to be done, but now they are wanting to know about ROI, waitlists, etc.

Chief Alibertis said that until they put some metrics out in terms of demand, "fair" is nice, but there had to be some number to quantify this.

Chief Puckett pointed out that there were slots per year but also the timeframe when those slots were available, which is different from a resource perspective.

Chief Leavell asked if this would be coming up at the next FEMS Board meeting.

Chief Eggleston stated that they would wait to see what Seminole came back with, and then perhaps do a worksession at the FEMS Board.

Chief Leavell said she felt there wasn't full representation at the EC, two of whom were not significantly impacted by this. She stated that she just wanted to make sure every station was represented.

Chief Eggleston emphasized that this had to be equitable, and if FEMS couldn't come to agreement, ACFR would have to move forward anyway.

#### **IV. New Business**

##### **A. Gas Leak Discussion**

Chief Puckett reported that this had been discussed at the full FEMS Board meeting, and his understanding was that they wanted to present this in tandem with the Operations Committee and Executive Committee. He said he was forwarding it to Operations and should have input by next month, at which time he would bring it back for action.

##### **B. Pharmacy**

Chief Puckett stated that the Office of EMS has determined that they cannot provide drugs beyond their EMS agency. He said they were working through some emergency

pharmacy regulations over the next month, and they might soften it for Schedule 6 drugs but not for 1-5. He added that this may be resolved sometime in May, but this change was creating some complexities. He said that this may require Seminole—because it had its own license—to provide pharmacy and DEA registrations, buying/stocking their own medications, DEA reporting, global location number to comply with Drug Supply Security Act, etc.

Chief Alibertis said that it was Schedule 2 and 3 that created most of the hoops, and they can't take a drug box off the unit.

Chief Puckett stated that it doesn't set off an alarm but does require being placed in a secure area.

Chief Hahn commented that that they needed this information fairly soon, as they were getting ready to build an EMS first response vehicle and may need to accommodate a drug box.

Chief Alibertis said that the drug boxes would not be the same; they would be bigger.

Chief Leavell asked Chief Puckett for an estimate of how much this would cost.

Chief Puckett responded that there was a lot of variation, but start-up costs for initial inventory would be about \$100K, with \$100K for annual administration, and \$100K for dispensing machines and software. He added that it would probably take an FTE to run it, but that would also have to be in a future budget.

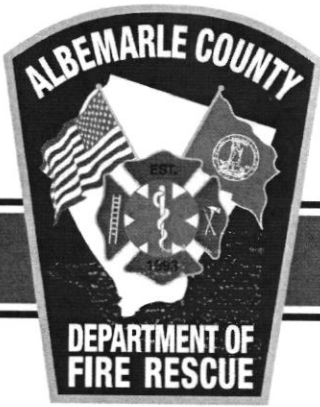
## **V. Next Meeting**

### **A. Monday, May 6, 2024 at 1630 hours**

The next FEMS Board meeting will be held on Monday, May 6, 2024 at 1630 hours in the Fire Rescue Conference Room.

### **Adjournment**

At 17:35 hrs., the FEMS Executive Committee adjourned its meeting.



# FIRE RESCUE

ALBEMARLE COUNTY

460 Stagecoach Road, Suite F Charlottesville, VA 22902-6489  
Voice: 434-296-5833 FAX: 434-972-4123

[www.ACFireRescue.org](http://www.ACFireRescue.org)

## ALBEMARLE COUNTY FIRE AND EMERGENCY MEDICAL SERVICES BOARD EXECUTIVE COMMITTEE

### ATTENDANCE LOG

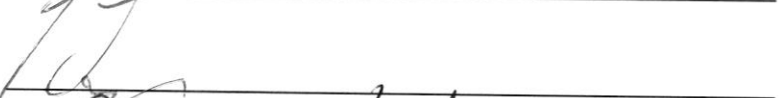
Date: April 8, 2024

#### VOTING MEMBERS (OR DESIGNATES)

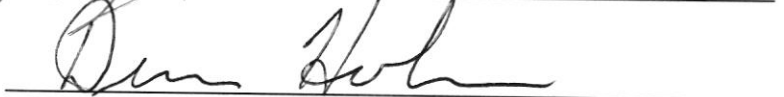
Chief Virginia Leavell (CARS):



Chief Gary Dillon (Crozet):



Chief Dennis Hahn (Seminole Trail):



Chief Kostas Alibertis (WARS):



Chief Dan Eggleston (Albemarle County):



#### GUESTS & OTHERS

*Guest/Other*

*Organization/Agency/Affiliation*

Christina Davis

ACFR

Heather Childress

ACFR

David Puckett

ACFR

Greg McFadyen

STVFD

Robert Knight

STVFD



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### ALBEMARLE COUNTY FIRE AND EMERGENCY MEDICAL SERVICES BOARD EXECUTIVE COMMITTEE ACTION RECORD

AGENDA TITLE/ISSUE:	AGENDA DATE:	
Approval of Consent Agenda	April 8, 2024	
MOTION:	MOTION MADE BY:	SECONDED BY:
Approve Consent Agenda	Chief Kostas Alibertis	Chief Dennis Hahn
SUBSEQUENT MOTIONS/AMENDMENTS:		
1.		

CALL OF THE QUESTION:	Yes	No	Abstain
Chief Dan Eggleston (ACFR)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chief Virginia Leavell (CARS)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chief Gary Dillon (Crozet Fire)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chief Dennis Hahn (Seminole Trail)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chief Kostas Alibertis (Western Albemarle)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

I hereby attest that the foregoing is true and complete to the best of my knowledge.

\_\_\_\_\_  
 Christina Davis  
 Clerk

\_\_\_\_\_  
 April 8, 2024  
 Date