

ALBEMARLE COUNTY FIRE/EMS BOARD
FEMS BOARD EXECUTIVE COMMITTEE MEETING
VIRTUAL MEETING
TUESDAY, JANUARY 19, 2021 – 1630 HOURS

A virtual meeting of the Albemarle County Fire/EMS Board Executive Committee was held on Tuesday, January 19, 2021, at 1630 hours.

The following members were in attendance:

Dan Eggleston, Albemarle County Fire Rescue
Virginia Leavell, Charlottesville Albemarle Rescue Squad
Todd Richardson, Earlysville Volunteer Fire Company
Mike Grandstaff, Scottsville Volunteer Fire Department
Kostas Alibertis, Western Albemarle Rescue Squad

Others in attendance:

Christina Davis, Albemarle County Fire Rescue
Heather Childress, Albemarle County Fire Rescue
David Smalley

I. Call to Order

Chief Eggleston called the meeting to order at 1630 hrs.

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

Chief Eggleston asked the committee if they had anything to add to the agenda.

Chief Alibertis asked if at the last FEMS Board meeting, there had been talk about putting some policy revision on the agenda for discussion. He said he could not remember which one this was.

Chief Eggleston agreed there had been something, but he would have to look at the board minutes on that to be certain, as he could not recall.

Chief Grandstaff reminded Chief Eggleston to make the opening statements.

Chief Eggleston read the following statement aloud: "The Executive Committee of Albemarle County Fire and Emergency Medical Services Board meets on the first Monday of each month at 1630 hrs, except as noted below. This meeting is being held pursuant to and in compliance with Ordinance No. 20-A(14), 'An Ordinance to Ensure the Continuity of Government During the COVID-19 Disaster. The opportunities for the public to access and participate in the electronic meeting are posted on the Albemarle County website, listed off our website."

Chief Eggleston expressed appreciated to Chief Grandstaff for the reminder, stating that it was an oversight on his part.

Chief Eggleston asked if anything else needed to be added to the agenda. He said he would have to research the item Chief Alibertis brought up, and they would need to catch it during the FEMS Board meeting. Hearing no other additions, he moved on to the next item.

II. Approval of Consent Agenda

There was no consent agenda.

III. Executive Session

There was no executive session.

IV. Unfinished Business

There was no unfinished business.

V. New Business

A. Volunteer Insurance

Chief Eggleston said that he and Chief Alibertis had a conversation some time ago about how they currently handle the County's involvement in volunteer insurance when it comes to an injury that may occur with one of the volunteers. He said there was a situation in which they were trying to reconcile some issues with one of Chief Alibertis' volunteers and somehow, the County Risk Manager became involved, with there being some confusion about roles and responsibilities on that.

Chief Eggleston said he and Chief Alibertis had some conversations that led to this item being added to the agenda. He said they can certainly work through this on the Finance side, but there is a general thought on the Finance side (with which the Risk Manager is an employee of the Finance Division) that from their perspective, they are paying the bills and should at least be informed, perhaps even involved to some extent, in the management of that injury related to the volunteer.

Chief Eggleston said this brought up the question of whether or not Fire Rescue is comfortable with this. He said if the volunteer chiefs were to handle injuries of their volunteers themselves, the question is if they should look at perhaps segmenting this part out of their insurance package and possibly going to the extent that each volunteer agency then gets their own policy that the County funds. He said he wanted to have a conversation during the meeting about this to hear what the general thoughts were. He asked Chief Alibertis to fill in any of the blanks.

Chief Alibertis said what pushed him over the edge was when the Risk Manager for the County said, "We'll handle this. You can exclude the chief from this discussion." He noted that Chiefs Richardson and Grandstaff could add their thoughts. He said he wanted to go on record by stating that he did not think the chiefs should be excluded from any discussion that involves any vehicle or individual that is a part of their station.

Chief Alibertis said that even though the County shares ownership with the vehicles, with any conversation that occurs that references insurance or an accident, they cannot exclude the chief from those discussions, nor a representative from the agency (whoever that might be), as this is foundational to them being able to work together. He said all of a sudden, Risk Management could come up with all sorts of things, and there is a discussion that the chiefs have not been a party to until some decision is made far down the road at some point.

Chief Alibertis said first and foremost, he would motion that the chief be a part of any discussion that involves insuring any individual or vehicle. He said as far as individuals go, he thinks they are the chiefs' responsibility, and he is more than happy to support them doing their own thing, in some way. He said he thought they were doing this, and the insurance people actually told them, "This is your policy for you to administer." He said when the insurance people gave them the policy and did their policy review, he was not sure how that went sideways, either.

Chief Childress asked if she could weigh in. She said she was reading back through the chain, and she could not interpret what Mr. Lauchlin Lee said the same issue. She said it will hopefully ensure that the medical expenses are correctly processed and would eliminate Chief Alibertis from sending time that he could focus elsewhere. She said she did not think this meant eliminating Chief Alibertis from the discussion, but it was about freeing up his time to handle the other things so that he could handle the paperwork part.

Chief Childress said she did not feel at all like it was about eliminating Chief Alibertis from the discussion because she thinks Mr. Lee's point was that this is something he was supposed to do, which is to help all members (whether volunteer or careers) manage those things. She said she could be interpreting it differently, but reading it, it sounded as if it was about eliminating time Chief Alibertis would spend doing that.

Chief Alibertis asked what date this was sent.

Chief Childress replied that it was on 12/10/20 at 6:10 p.m.

Chief Alibertis said he had a follow-up conversation with Mr. Lee, and he could say that this was not the intent of his email, as Chief Childress described it, because it was not what he described to him in the conversation that they had, nor was it anything that was a part of the follow-up emails that they had. He said Mr. Lee was clearly intending to be exclusionary, both in a post-email conversation and in another email chain that he had with him.

Chief Childress said that in her discussions with VFIS as part of the insurance process, she would speak for herself and for Chief Chip Walker that removing Chief Alibertis or any chief from the discussion was never a part of it. She said it was simply a way for the County to help support members to make sure that the claims are paid in a timely

fashion and to help the chiefs with some of the administrative burden, rather than removing any of their authority.

Chief Alibertis said he would read the next email from Mr. Lee. He read aloud: "I appreciate your efforts to help. The insurance and claims process is not just an agency matter. I'm responsible for the management of the insurance policy renewals, changes, claims, tracking processes." He said this was Mr. Lee's follow-up email.

Chief Childress said she was looking at that email as well, and she believed she interpreted differently. She said she did not want to argue with Chief Alibertis, but that she felt Mr. Lee was saying it was his job to help Chief Alibertis with these things and not a way to say that he cannot or should not be responsible at all.

Chief Alibertis said his email was, "We'll handle it, and if we need your help, we'll ask for it." He said Mr. Lee very concisely, in a phone conversation, spelled out, "That's not how it works." He said it was not to argue again, but that Mr. Lee's point was not one of help, but of assuming responsibility for it. He said he clearly responded to Mr. Lee that it was an agency matter and that he would ask for help if they needed it. He said Mr. Lee was resistant to that intent.

Chief Alibertis said he is not interested in Mr. Lee being a part of it in any shape, form, or fashion, nor is the Board of Directors. He said they are fully prepared to take their own insurance policy in their own name, if need be.

Chief Eggleston asked if he could weigh in. He said he was not in support of any kind of suggestion that someone would be excluded. He said they do have to work through what the Risk Manager of the County's role is in that, however. He said he did have some follow-up conversations with a COO who is responsible for finance and risk management and that she feels, as a role, whether or not they would want to try to work through that or go a separate way is really up to the FEMS Board.

Chief Eggleston said he would note that to some degree, if they split this policy out, the costs will go up because it will no longer be bundled with anything else. He said if this is something they need to pursue, they can certainly look at the cost ramifications of that, but the question was if this is the direction that the FEMS Board wants to go in, and if they want to do this beyond any claim for personnel. He said they cannot do this for vehicles, as they co-own the vehicles, but he wondered if they wanted to do this for buildings, too.

Chief Alibertis said he would let others weigh in to see what they think. He said this has not been an issue up until now, and to his knowledge, nothing has changed except for a specific individual.

Chief Grandstaff said they had a couple of claims that came through, and the last one was back when Chief LaBelle was still there and assisted with it. He said to his

knowledge, as far as the couple of medical claims they had, Risk Management never made contact with any of his people. He said he filled out all the paperwork, and he and Chief LaBelle worked together on it. He said he did not know where this was coming from, but as long as the chiefs are not excluded from it, he does not care who owns the policy, from his vantage point, as long as they are covered.

Chief Leavell said she would echo this to say that she has not had any issues with any of the three medical claims they had had in the last six months.

Chief Richardson said he was on board with what Chief Grandstaff said.

Chief Eggleston said he would follow up with the COO. He said he believed she was going down the path of costing them out, which would give them another perspective of this.

Chief Eggleston said that to him, what should drive this is the need to be fiscally responsible while making sure that they get the claim paid as quickly as they can with the least amount of effort to that provider, and while having the ability to look across the system to look at what their losses are to ensure that they are doing the best they can to reduce risk. He said whether this is managed through the FEMS Board or individually, this is something they have to work through. He said unless there was any opposition, they would at least try to cost it out to see if there is any substantial cost difference.

Chief Alibertis said he was happy with the way things were going, and there had been no issues. He said he believed everything had worked out fine until this particular incident. He said his agency had not had any issues either, and so he would say that they have had lots of claims in the past and have dealt with them as an agency without any issues. He said he was not quite sure what happened this time.

Chief Eggleston said he would see if they could at least get some cost differences. He said it was not anything urgent at the moment because they do have coverage for everyone, but it is a good time to take a pause and see if they want to do something different. He said he would meet with Ms. Nelsie Birch, COO, and bring this back at a later time for discussion.

B. Fire EMS Board Chair & Vice-Chair

Chief Eggleston said this next item was more of a process question. He said Ms. Amanda Farley, one of the Assistant County Attorneys, was helping the FEMS Board to make sure they stay compliant to FOIA and all processes, especially during the pandemic as far as how they conduct virtual meetings.

Chief Eggleston said this is also about making sure they follow their bylaws appropriately, and so part of this is being able to make sure they appoint a FEMS Board Chair and Vice-Chair. He said they could reappoint the Chair and Vice-Chair, but it is something that they need to tee up for the next FEMS Board meeting. He said there are no term limits, and so there is a certain value for having someone there who

understands the changes over the years. He said he was not trying to throw Chief Alibertis under the bus, but was trying to state the advantages.

Chief Alibertis said he believed that they should follow the process in place because otherwise, it does not mean anything.

Chief Eggleston said he believed they could take motions from the floor, and they could also have people nominate others. He said they will look into this and make sure that they adhere to any deadlines ahead of that time for the full FEMS Board. He said he wanted to mention it to the committee to make sure they are prepared to have that discussion at the next FEMS Board meeting.

Chief Grandstaff asked if it was written in the bylaws that whoever the Chair and Vice-Chair are are also on the Executive Committee, with two other appointees (one from Fire, and one from EMS). He asked if he was correct.

Chief Eggleston replied yes.

Chief Grandstaff said he believed this was why he was on the Executive Committee because he is the Vice-Chair.

Chief Eggleston said this was exactly right. He said currently, they have CARS and Earlysville appointed. He said they could revisit that and reappoint those as well, and he could add this to the conversation.

Chief Grandstaff said he did not mind doing it if people wanted him to continue. He added that if someone else felt strongly about doing it, however, he was fine with not doing it.

Chief Alibertis said this was also how he felt about it. He said he was fine, either way.

Chief Eggleston said if they did not mind, they could inform the FEMS Board that they both agree to continue serving in that role if the board feels it is appropriate.

Chief Eggleston said that in terms of the rest of the Executive Committee, he wanted to know if Chief Leavell and Chief Richardson were interested in continuing to serve on the Executive Committee.

Chief Richardson replied that he could continue, for now.

Chief Leavell replied yes.

Chief Childress asked Chief Eggleston if they could talk about the committee part.

Chief Eggleston replied yes. He said the committee may recall that as Ms. Farley briefed them about committees, if they want to continue to treat the committees as an extension of the FEMS Board, they will have to announce when those committees will meet ahead of time, then open them up to the public. He said they could either do this, or they could take the route of establishing a staff person from ACFR, and the committee could provide the staff person with information that staff then reports out to the FEMS Board so that it is not necessarily an extension of the FEMS Board, but a reporting mechanism back. He said he knew this sounded unusual.

Chief Eggleston he did not think it was efficient to go through the process of announcing the various subcommittees and making this a public process. He said he thinks it will become public when they report out to the FEMS Board, and the minutes can then be captured. He said he wanted to talk about it at this meeting before having a more in-depth conversation with the FEMS Board.

Chief Grandstaff asked if all the committees are attended by a staff member. He said he knows that Chief Puckett is on the Ops Committee, and Chief Childress is on Recruitment and Retention. He said Chief Lambert had been running the Training Committee. He asked if all of the committees already have a staffer on them.

Chief Eggleston replied yes.

Chief Alibertis said a couple of those committees would require either being named in the ordinance, bylaws, or mission. He said it would require a significant change because they are named as standing committees as opposed to ad-hoc committees.

Chief Eggleston said this was a good point.

Chief Childress said they are listed in the bylaws.

Chief Grandstaff [inaudible] said the Water Rescue Committee was created as an ad-hoc of the Operations Committee.

Chief Alibertis said he believed Recruitment and Retention is a standing committee.

Chief Childress replied that it is, along with Training and Operations. She said they could make a bylaw change, as there are some changes that need to happen because of Scottsville and the like. She said she believed it would be a change in name only and, to Chief Eggleston's and Chief Grandstaff's point, there is already a staff person who reports out at FEMS and who organizes those meetings.

Chief Childress said the information would still be shared in a very public format. She said in this way, they are not creating a FOIA or Government in the Sunshine violations by not announcing those meetings. She said it seems like a way to streamline it. She said she was willing to figure out how to get the bylaws changed and present this to the larger FEMS Board.

Chief Alibertis said it was certainly worth some discussion. He said Recruitment and Retention went from being solely a member-only committee to now being represented by staff, and so he has some heartburn over that, in particular. He said the others are a little different, however. He said given the fact that Chief Childress' role crosses over not just volunteer recruitment and retention, but career, they have greatly diluted that role and its intent. He said to further dilute that standing committee, he would have some concern about this. He said he may be the only one.

Chief Eggleston said he looks at this as a different issue. He said if they want to somehow change the Recruitment and Retention Committee so that they get more participation, they can certainly do that, but this discussion is around whether making the Executive Committee an extension of the FEMS Board, or if they should make it so that staff reports out to the FEMS Board.

Chief Eggleston said if there was no opposition, they could move forward with Chief Childress packaging this up for discussion at the FEMS Board so that they can hopefully make a decision. He said if not, they can spend some time researching it more. He said they want to be compliant to the FOIA requirements, but they also want to be able to meet and engage with people and allow input so that this is an easy process for people to take time out and participate.

Chief Grandstaff said they did some good work at the Operations level, and not being able to have meetings because of this will delay things.

Chief Eggleston agreed. He said they will package this up for the FEMS Board discussion to generate some good conversation, then go from there.

C. 2021 Meeting Dates

Chief Eggleston said the 2021 meeting dates were included in the agenda packet, on page 2. He asked if there was any discussion or questions on this.

Chief Grandstaff asked if a motion was needed.

Chief Eggleston replied yes.

MOTION: Chief Grandstaff moved to accept the proposed dates for the Executive Board Meetings. Chief Alibertis seconded the motion, which passed unanimously (5-0).

Chief Eggleston said he did have one quick update to the group that was related to Stony Point Volunteer Fire Company. He said that hopefully by the FEMS Board meeting, they can share with the entire group an agreement that the County has put together and communicated to Stony Point. He said he met with Chief Duncan Miller, who is now the acting chief there. He said this agreement, which he would send out to the Executive Committee, is just an agreement that clarifies the expectation that all

vehicles at the station, whether they are County-owned or company-owned, should only be operated by certified drivers.

Chief Eggleston said there have been discussion by many in the past where there have been some inconsistencies of people operating vehicles without being certified. He said it is something that they do not find acceptable, and it puts Stony Point in a position of vulnerability and risk in the public. He said the County felt it was important that they clarify what this means. He said they decided to put it in the form of agreement that they are putting before Stony Point.

Chief Eggleston said they are having a follow-up meeting with Stony Point's president and Chief Miller on Thursday, January 21 to walk through the agreement and make sure they fully understand it. He said the initial reaction has been a good discussion and support, with no ill feelings at this point, and he will try to keep it this way. He said the County just felt that it was very important to clarify the expectations before moving forward.

Chief Eggleston said they were withholding the new tanker replacement that is going into that station until they can get this clarified. He said this does not put the community at risk, as they still have Tanker 69, which is a very functional tanker that has been used for years. He said before giving Stony Point a new tanker that they recently took delivery of, they wanted to clarify this.

Chief Eggleston paused for any questions. He said he would send the Executive Committee a copy of this agreement for their records. He asked if there were any other items before adjourning.

Chief Alibertis thanked Chief Childress for putting a lot of energy and time into the vaccine program. He said Chief Childress has been very responsive to some of his people who have not been quite as functional as they should be. He said he appreciated this and that it was worth mentioning.

Chief Grandstaff echoed Chief Alibertis' appreciation.

Chief Childress said this is the kind of work that she loves to do. She said the chance to help all the providers get this done in a timely fashion is very exciting for her. She said she is hoping to announce some more options for vaccinations, starting next week, by the end of that week, as she knows there is a lot of anxiety around the second dose of shots that people cannot sign up for right now.

Chief Childress said, rest assured, that they are actively working on exponentially increasing vaccinator capacity, especially with the second doses in mind. She said the very first people will be eligible for their second dose on February 1, and there will be something in place by then to accomplish all of that for all of their people.

Chief Eggleston expressed his appreciation for people working very hard over the holidays, as well as for patience and for how quickly people turned around the names, as this was very beneficial.

VI. Next Meeting

At 1650 hrs, the FEMS Board Executive Committee adjourned their meeting to February 1, 2021 at 1630 hrs.



FIRE RESCUE

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ALBEMARLE COUNTY FIRE AND EMERGENCY MEDICAL SERVICES BOARD

EXECUTIVE COMMITTEE

ATTENDANCE LOG

Date: January 19, 2021

VOTING MEMBERS (OR DESIGNATES)

Chief Virginia Leavell (CARS): Virginia Leavell

Chief Todd Richardson (Earlsville): Todd Richardson

Chief Michael Grandstaff (Scottsville Fire): Michael Grandstaff

Chief Kostas Alibertis (WARS): Kostas Alibertis

Dan Eggleston (Albemarle County): Dan Eggleston

GUESTS & OTHERS

| <i>Guest/Other</i> | <i>Organization/Agency/Affiliation</i> |
|--------------------------|--|
| <u>Heather Childress</u> | <u>ACFR</u> |
| <u>David Smalley</u> | <u></u> |
| <u>Christina Davis</u> | <u>ACFR</u> |
| <u></u> | <u></u> |
| <u></u> | <u></u> |



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

| AGENDA TITLE/ISSUE: | AGENDA DATE: |
|---|--|
| 2021 Meeting Dates | January 19, 2021 |
| MOTION: | MOTION MADE BY: SECONDED BY: |
| Accept the proposed dates for the Exectuive Board Meeting | Chief Michael Grandstaff Chief Kostas Alibertis |
| 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 Todd Richardson (Earlsville) | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Chief Michael Grandstaff (Scottsville Fire) | <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 M. Davis
 Clerk

 January 19, 2021
 Date