



Minutes of **SPECIAL MEETING**
Held **April 14, 2015**

Township of Springfield

Laura Moreau, Clerk

Call to Order: Supervisor Walls called the April 14, 2015 Special Meeting of the Springfield Township Board to order at 8:30 a.m. at the Springfield Township Civic Center, 12000 Davisburg Rd., Davisburg, MI 48350.

Roll Call:

Board Members Present

Collin W. Walls	Township Supervisor
Laura Moreau	Township Clerk
Marc Cooper	Township Trustee
Judy Hensler	Township Trustee
David Hopper	Township Trustee
Dennis Vallad	Township Trustee

Board Members Not Present

Jamie Dubre	Township Treasurer
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AGENDA—Fire Department Chief Search Second Round Interviews

Supervisor Walls introduced Captain Chris Whitehead to the Board and audience. Mr. Whitehead has agreed to sit in on the interviews. Chris is a friend to both candidates and Walls urged Board members to let him know if they felt it was a problem.

Board members agreed that it was not an issue.

Supervisor Walls stated that the two candidates are similar in many ways and both stood out. He stated that he has met with both candidates to get to know them out of the Board Interview environment.

1. Interview with J. David Feichtner

Supervisor Walls asked Mr. Feichtner when he was a Staff Lieutenant in Farmington Hills what was the size of the staff he supervised and their positions.

Mr. Feichtner replied that he supervised all of the training staff that they had that was directly involved with EMS and that number hovered around 20 to 30. He stated that on large incidents that he responded to as command staff, there would have been 10 to 20 depending on the incident.

Supervisor Walls asked Mr. Feichtner in thinking back about the people who have worked for you in the past – what makes you the proudest?



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Mr. Feichtner replied that he is proudest seeing the people under him proceed through the ranks from recruit firefighter all of the way up to Captain or District Chief. He added that seeing someone be successful after some mentoring that he provided them is personally the most rewarding.

Supervisor Walls asked Mr. Feichtner how he handled a sudden crisis or surprise in the middle of an important report or project that has a deadline?

Mr. Feichtner responded with a time when he was over budget by quite a bit or that they were not going to meet a specific number of recruits, he hit the theoretical pause button, took a step back and met with the Deputy Chiefs. He explained to them that they were not going to have the required number in the recruit class to meet their needs the next year. They decided to try to actively seek out members that were already out there that had interest through public access and also through the paper. They did a mid-year hire of about a dozen people to get them through the fast hire process to fill the holes in the response ranks. Adding these individuals at this time in the process presented a challenge for him but with the instructional staff present, they were able to successfully complete the training.

Supervisor Walls asked Mr. Feichtner when a co-worker is wrong about a work issue what is the best way to confront them?

Mr. Feichtner answered that he would not necessarily confront anyone but he would like to approach them. He suggested a private meeting to make sure the facts are correct and try to make adjustments together.

Supervisor Walls asked Mr. Feichtner when he is discussing topics with or giving directions to people how often do they have difficulty understanding his train of thought? How does he know they don't understand? What does he do?

Mr. Feichtner answered that communication is a circular process and you have to make sure that you are understood. He answered that clear and concise communication with someone is verified when you have the person repeat back to you what was said so you make sure it is clear. If it is written communication, that leaves less up to question. He suggested having an email follow up to a face to face communication to summarize the meeting.

Clerk Moreau asked how often people have a difficult time following his train of thought and what he does about that. She asked Mr. Feichtner if he feels like he has good verbal communication skills and does he feel sometimes he is not understood.



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Mr. Feichtner replied that he feels he has excellent communication skills with folks whether he is on a fire or doing a training. He has had to adjust throughout the years to make it better. He stated that a superior in the past has told him to slow down and he tries to be conscious of that.

Supervisor Walls asked Mr. Feichtner to describe a situation he has experienced in which established procedures were not helpful in defining his course of action and what he did.

Mr. Feichtner replied that they had a very extensive policies and procedures at his former employer. They found that when they started having difficulty with response percentages with personnel, they have policies and procedures to deal with that including verbal warnings, etc. He stated that they found that their run percentage continued to go up especially when they introduced ALS transport. But because ALS runs take longer they had staff whose run percentage was going down even though they were actually putting in more time. They went outside of the policies committee and got in touch with the district chiefs and captains and asked them for their thoughts and ideas. He stated that they ended up putting a hard stop on the current policy in terms of how they were dealing with people not meeting their percentages. They ended up rewriting the policy that would reflect a rolling twelve month time period on which they were evaluated. This would take into consideration training, vacation time and family emergencies. This allowed them to smooth out the data set without peaks and valleys and they instituted that with the accompanying discipline policy. This was positively received from the department. They also started to give members credits for runs that they didn't go on because they were in training at the time of the call.

Supervisor Walls asked Mr. Feichtner, without providing confidential information, to describe a time he had to make a tough decision involving termination or discipline and how he worked through the situation.

Mr. Feichtner replied that the most difficult experience was with a close friend of his on the department who had reached the end of his EMS licensure period and not gotten the proper number of credits for his license. He explained that when your license runs out, there is a period of time in which you cannot practice but can attempt to get the credits you need and apply for re-licensure. Unfortunately, if you do not have an active license you are no longer able to continue in the department. This employee had let him know about a week before the license was to expire and he asked Mr. Feichtner if he would issue him credits and he would make them up later. Mr. Feichtner told the employee that he would not do that because that would put his own license in jeopardy and after a few attempts to help, this employee ended up losing his job with the fire department. He did not do the termination himself but he was involved. He stated that with his position at the fire department and through his current



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position, he has had to terminate a few people because of different items including critical employment failures and faulty documentation.

Supervisor Walls asked Mr. Feichtner if, as Chief, he institutes a new policy regarding department operations and hears gossip that members are unhappy and criticizing him to other members, what would he do?

Mr. Feichtner stated that most of the time you would need to accept that this is part of the acclimation process for a new policy—it is the “parking lot committee.” If the pushback grows, he would seek out the input of the officers since firefighters have a tendency to go to the officers to vent. Ultimately, the policy is the policy and they are going to find a way to make it work. If there is opposition for a good reason, then adjustments may need to be made. Sometimes some policies are going to be enforced and they are going to have to find a way to work within those.

Mr. Whitehead asked what type of policy he would not budge on.

Mr. Feichtner replied a direct mandate from the Board would not be negotiated. If it has to do with firefighter safety it would also not be negotiated; that would be born of experience from other departments or OLSHA.

Supervisor Walls asked Mr. Feichtner what would people who have worked with him in his employment or on committees tell the Board about him and his interactions with others?

Mr. Feichtner replied that people would tell them that if he is put on a task, he will focus until the job is done. They will tell you that if he is given a target, he will meet it every single time. He seeks advice and counsel of others and he works well managing a committee and as part of the team discovering the answers. He keeps in mind other people’s opinions and interests.

Trustee Cooper asked about the relationship between the Chief and the staff and what should it be like.

Mr. Feichtner answered that the relationship should certainly be professional in nature. With the officers, there has to be a professional and personal relationship. But with the firefighters, there needs to remain some professional separation. Within the Fire Service, this is a big struggle as you go to a higher rank; you can’t be buddies all of the time and still be a boss.



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Supervisor Walls asked Mr. Feichtner if we were forming a new town with an expressway, size and population similar to Springfield and he was put in charge of designing Fire and EMS protection, what form would it take?

Mr. Feichtner stated it would have to be responsive to the needs of the community. The Fire and EMS response would have to incorporate the EMS needs of the community within the confines of the department. The members would meet the minimum training requirements and they would depend on their neighboring departments to plug the holes and they would create agreements and partnerships with other departments. It doesn't make sense to have a full time career department but they should aim for a department with a mixture of paid on call and full time firefighters. They also need to keep in mind the other options that are out there, for example, part time staff. It all has to be done within the confines of the budget and their five year plan.

Clerk Moreau stated that during Mr. Feichtner's first interview, he was asked about the Township's Emergency Medical Service. At the time, he responded that he thought the Township was on the right track with getting personnel trained as EMTs and for now they are doing ok. She asked Mr. Feichtner to describe at what point and under what circumstances would they need to accelerate that track to actively transition to ALS.

Mr. Feichtner stated that they would need a cry from the community and they would have to become responsive to their needs. They would have to see that they are getting the response from Star EMS. For example, if they tried another service and they started deteriorating, they would have to look at options.

Clerk Moreau asked if the cry from the community comes from complaints of poor service or would it be that the Township would put the millage question out first. She asked what would drive this cry from the community.

Mr. Feichtner stated when they made the decision to switch to ALS in Farmington Hills, it wasn't one incident. It was approached to them in a two-fold manner and it came from the community that they have a full time staff and fires are going down and the balance is going towards the EMS side. The community said if the firefighters are not responding to calls, what else can they provide so that they are getting full potential from the full time staff. Through focus groups in the community, they asked if they could start doing some ALS transport. After this worked, they approached the department asking if they could do all of the ALS transport. They had to go back to the community and ask for a millage to increase their full time staffing to provide adequate coverage for all calls.



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Trustee Vallad stated with Springfield Township's run volume being below 1000 runs, he suggested that they will never make money with only 1000 runs a year. He asked if there is a breakeven point in run volume at which ALS makes sense based on number of calls.

Mr. Feichtner replied that the breakeven point comes when your current service doesn't meet the needs of the community. He concurred with Trustee Vallad's observation about the current run volume and the money making opportunity. He stated that ALS makes sense for a community based on the fact that the staff that is providing it is already in the community and it allows them to increase their staffing. At 1000 calls, there would not be enough revenue there. He stated that all of the other equipment that you have to buy to assemble an ALS unit for the department is substantial and it would take a millage to do it. The cost required to put the required personnel through paramedic school is also substantial. In most communities, you need at least two personnel to provide ALS service that are able to respond consistently. It would take several thousand calls per year to substantiate this change. It does not make sense at this point.

Trustee Cooper stated that he has heard the comment before that fire runs are going down and EMS are going up. He asked are fire runs really doing down or are EMS runs going up and if that is the case, what are they going to do to make sure that they are still making the fire runs?

Mr. Feichtner answered that eventually the fire runs will even out so they should try to maintain their skill set through excellent training. The fire training has moved from an hour requirement to a skill set requirement. They are still going to respond to high-risk events and they still need to be prepared for them.

Trustee Cooper asked what percentage he would want as firefighters versus EMTs.

Mr. Feichtner responded that what they have achieved is to train everyone to the minimum standard. You need to figure out each person's strengths and weaknesses from being on the scene and knowing their skills and using their skill set wisely.

Supervisor Walls asked Mr. Feichtner if he had any closing comments.

Mr. Feichtner answered that he appreciated the time and effort that the Board has put into the process. He stated that he has worked with Springfield Township Fire for almost a year and he has honored and humbled by the experience. The words of encouragement from all of the members of the fire department staff have been much appreciated. He stated that if he is chosen as Fire Chief for the Township it will be because of them that they are successful



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because they work together as a team. This team concept is something that all members of the department get and he would be proud to lead that organization.

2. Interview with Tom McDonald

Supervisor Walls asked Mr. McDonald how he handled a sudden crisis or surprise in the middle of an important report or project with a deadline.

Mr. McDonald replied that he has handled it well. He has a crazy work ethic and he will stay up all night to make deadlines.

Mr. Whitehead asked him if he could cite a specific example.

Mr. McDonald replied that emergency runs would be an example. He has been on runs the night before a Board meeting in which he wanted to have sufficient time to prepare for a Board item and has had calls all night long. The projects are important, but not as important as answering the calls.

Supervisor Walls asked Mr. McDonald how he handles a situation where he feels that someone is trying to “walk all over him”?

Mr. McDonald replied that he would call the person in and find out if it was true that he is walking on him. He stated that the rumor mill runs rampant so he would go to the person first. If he was, he would try to find out why and get to the root of the problem. He explained that often the person does not know the full picture.

Supervisor Walls asked Mr. McDonald to describe a situation when he had an opportunity to bring his team together and how he did it.

Mr. McDonald stated that when he was first promoted to Captain, he had already trained together with the staff but you need to understand how the person is going to react without thought on a scene. He stated that every day is training day and he used this to build trust and the friendships. He stated that his example is not a specific situation, it is a two year example of how he did this. He stated that with this understanding, you could pull up on a scene and know how the other staff were going to react without thought. He stated that as a result of his team building, during the fires that occurred during his shift, things moved very smoothly and without a need to give orders; it was Standard Operating Procedure.

Supervisor Walls asked if he was able to build that same level of trust with paid call staff.

Mr. McDonald replied that all of the paid call were trained on the same days throughout the month and he had the same training experience with them. He does not have the same one on one with paid calls as he used to, but then, his goal was to have the same automatic



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response from the paid call staff. At every training, the full time staff was involved in training with the paid call staff.

Supervisor Walls asked Mr. McDonald to describe a situation he has experienced in which established procedures were not helpful in defining his course of action and what he did.

Mr. McDonald answered that he would be hard pressed to give one example of a policy that restricted what he did. One of the things that he mentioned in the questions that were sent out is that policies need to be appropriate, adequate and up to date. At his current department, there are not clear cut policies to follow and working in the field is done by experience and sound judgment.

Clerk Moreau asked about administrative policies or personnel policies that he realized needed to be amended, how those were addressed.

Mr. McDonald replied that he does not have policies and procedures now so he has not been handcuffed by them. The policies that they have are dictated by law.

Trustee Vallad asked him what situation he would prefer as a chief.

Mr. McDonald replied that there needs to be a good balance. Policies are legal issues and procedures are good general practices. He stated that there are three levels: policies, procedures and guidelines.

Clerk Moreau asked if working on policies and reviewing them is something that he feels he is capable of doing. The Township could use a good review.

Mr. McDonald replied that he does not have any experience in doing this because where he is, they don't have any. He has worked with other departments and reviewed their policies to see if they are effective. He has also worked with the Technical Rescue Team so he does have the experience in developing the policies. He stated that if they have policies in place, he believes he can review them for appropriateness. He stated that Springfield and Independence share some policies.

Supervisor Walls asked Mr. McDonald to describe a situation where he had to convince a group of people to adapt to his approach for something and how he was able to get them to do so.

Mr. McDonald refereed back to the training experience when he was first promoted. He stated that it took a lot of attempts to get that buy in. He stated that every day is a training day. He did it with consistency. He stated that he is up front with his expectations and he doesn't allow room for excuses. He explained that he had some staff who had to work on the



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trucks and always felt like the truck work was more important than training. It isn't and he had to show them that they were able to accommodate both.

Trustee Cooper asked if the EMS training is separate.

Mr. McDonald stated that the EMS training is based on your licensure. This is not true for fire training so they always tried to work the balance and blend the two together. He doesn't want to do what is easy and the EMS training is usually easier. He suggested that everyone needs to be cross trained.

Supervisor Walls stated that in his first interview, Mr. McDonald indicated that he has not had any disciplinary experience in the last 5 years. Explain to the Board what are the non-negotiables or behaviors that would lead him to an immediate dismissal of personnel.

Mr. McDonald replied illegal, immoral, unlawful or unsafe behavior that is going to jeopardize your co-workers or victims.

Supervisor Walls asked Mr. McDonald to think about the people that have worked for him in the past and describe what makes him the proudest.

Mr. McDonald stated that it is the care of the families that he is involved with the most. He empowers his men to see this as part of their job. The challenge on DOS calls is what else can they do for the family. He has been afforded the ability to make some decisions that have given him personal pride and he has helped out families.

Clerk Moreau asked about the people that have worked for him, what makes him the proudest?

Mr. McDonald replied that it is these exact situations. He suggested that when he hears about his staff doing all of the extra things for the families, that is what makes him the proudest. He stated that he challenges his employees to treat everyone as if they were treating their mother.

Supervisor Walls proposed that as Chief he institutes a new policy regarding department operations and hears gossip that members are unhappy and criticizing him to other members. What would he do?

Mr. McDonald replied that he would talk with them and find out if he has issues with it. If so, they can sit down and talk about it and explain why the policy was adopted. He would give them the history as to why this was done. He would like to make sure that his staff knows that if he is doing something wrong, that they can tell him. He would hope that by explaining the groundwork, they could adapt the policy so that it will work.



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Trustee Copper asked what he would do if he could not come to common ground.

Mr. McDonald replied that he would look to higher authority. He struggles with the “my way or the highway” mentality because this is not the work environment he likes to foster. Although, if he is not wrong, he can adopt this position.

Supervisor Walls asked what people he has worked with in his employment or on committees tell us about him and his interactions with others.

Mr. McDonald answered that most of them would say he is upfront, no hidden agendas, fair, he lives by the “illegal, immoral or unsafe” standard he described. He stated that they would reiterate everything he has told the Board. He stated that the people that don’t work with him on a daily basis don’t understand him. He described a situation when a person who worked with him had the impression that Mr. McDonald was demanding and had high expectations. That person ended up understanding Mr. McDonald better and actually appreciated knowing the expectations.

Supervisor Walls asked Mr. McDonald if we were forming a new town with an expressway, size and population similar to Springfield and he was put in charge of designing Fire and EMS protection, what form would it take?

Mr. McDonald replied that they would have to look at their response areas and build the system around that. EMS is a good portion of what they do and would need to be included. The community could not exist on fire alone. They would need to have a balance. They would have to look at all of the parameters and demographics. They would find that they would design a department close to what they currently have. It would have a strong foundation with the people and would address the immediate need for medical care.

Clerk Moreau stated that that would be a difficult question to address and she appreciates how hard it is to answer. His answer was consistent to an answer given in the first interview. She asked at what point and under what circumstances would he suggest that Springfield should transition to an ALS department? What would be the triggers and what would prompt him to change?

Mr. McDonald replied that in Independence they switched over because the private ALS systems were not up to their standards and much of it had to do with the equipment that they had available and the quality of personnel. The private industry has stepped up since then. If the private ALS system deteriorates to the point where the citizens are not getting service, this would be the driving force behind the Township switching. He stated that they also need to look at the response times, 20 to 30 minutes is not acceptable. Also, an aging community will drive this so researching the community would be important. When Independence went to the voters, they approached them with a minimum number that they were willing to work



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within because they still get backed up by private ambulance companies. Independence Township has tried to keep the balance with providing fire service and providing ALS.

Trustee Vallad asked, in the area of fleet management, how Mr. McDonald would approach evaluating the balance of the fleet and determining where the department needs to go.

Mr. McDonald replied that they already have people that are involved with the apparatus so he would talk with them first. At some point, they would have to address the age of the fleet. He would need to present to the Board the cost of maintenance versus the cost of replacement. Another avenue that he had to research was refurbishment and this has worked well for Independence and is a valuable program. If you have a truck with a solid frame, foundation and transmission, this might be a good candidate for refurbishment. He described the refurbishment decision that he successfully went through recently with Independence Township.

Trustee Vallad asked if he thought the reserve role for the vehicles in Independence was the same as or more or less than Springfield.

Mr. McDonald replied less than. He stated that they put their front line in reserve about a month ago.

Supervisor Walls asked if Mr. McDonald had any follow up questions.

Mr. McDonald replied that he had a question that was a follow up from the last interview. He stated that they had asked what the appropriate response percentage was for a chief and he had answered 75-80%. He asked the Board what they expected.

Trustee Hopper stated that his response was appropriate.

Mr. McDonald replied that he knew the former Chief in Springfield and will not respond with that same percentage and he thinks that this high response number held back some individuals in the department. With an entirely new staff, his percentage would be much higher. Once he got to know his staff, he would be able to empower his staff to do what was right.

Mr. McDonald asked the Board about his proximity to the Township and his need to move.

Supervisor Walls replied that his distance and the other applicant's distance to Station #2 was almost identical.

Mr. McDonald thanked the Board for the opportunity. He feels the passion that the Board members have for the department and he would like to be a part of it.



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3. Board Discussion

Clerk Moreau stated that going into this meeting she didn't think that the Board would be able to select a candidate today but she feels like she could make a decision now. She is very impressed with Dave Feichtner; he is thoughtful, thorough and intelligent. She sees the extreme benefit that he provides to the department. He seems to want this position very much and seems very committed. On the other hand Tom McDonald comes across as practical and genuine but he tends to speak in generalities. However she feels confident that he is sincere and he was starting to open up towards the end of the interview. One of the questions was how would other people describe you and she stated that his version matched the feedback they've received from others. She doesn't think that there are any surprises there. Her feeling is Tom McDonald is the right choice. He gives the impression of living with certain principles and expectations and standing behind them. She stated that she would support Tom McDonald.

Mr. Whitehead stated that both are adaptable and process data quickly. Mr. Feichtner is more into the detail. Neither is going to get you in trouble in the process of a fire. Both are ethically and morally sound and are both task oriented. Both are genuine; Tom is a modest leader who runs a strict shift. They both process data quickly. He is not sure Dave can communicate to the gentlemen on the same level. Tom was able to answer questions in fleet management because that is his wheelhouse. Tom has been able to say you work with me and I make sure that you go home at the end of the night whereas Dave can be intimidating. Dave has a lot of information. Neither one of them are going to hurt the department but one could be harder to communicate with than the other.

Clerk Moreau asked about interaction with surrounding departments and how each candidate would do.

Mr. Whitehead responded that Bloomfield and Farmington Hills both assist West Bloomfield fighting a lot of fires and has seen Dave do very well. He stated that he worked with Tom in Orion Township and in Springfield and they brought their A game. Tom was always the guy who wants to know what you need and will work with you. Independence Township is known as an innovator and that is due to Tom's contribution and the Chief that Ronk used to be.

Trustee Vallad stated that he reviewed the first interviews. The only thing he might have done differently was to see if they could have come up with a compensation package for Mike Kennedy. He agreed with comments from Clerk Moreau and Mr. Whitehead. He stated that when he looks at Dave he is a person who can see the issue and bring back a



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response to that issue. He sees Tom as preventing the issues to begin with and he knows what he wants and has developed it over the years. Tom's experience might be a little more practical, but Dave also has a lot to offer. He stated that he would support Tom as the chosen candidate.

Supervisor Walls stated that he honestly did not make up his mind until the tail end of Tom's interview. He concludes that Dave is a very special man and they have two candidates with high moral standards. There are two basic things that make the difference for him. The first is the fact that Tom indicated when push comes to shove, it is not a popularity contest and this says he will be in charge. He also indicated that he will show them this is what you are expected to accomplish and I am going to hold you to it. He stated that they need someone accountable. He stated with Dave, he can't get over the fact that he took a different path and he has less of the day to day operations experience. People have good things to say about Dave but he feels that Tom is a better fit for Springfield. He spoke to the HR consultant and he identified that the two candidates are very similar. The differences come in how far you work with the team before you say I am in charge and the actual practical day to day training. Supervisor Walls' opinion is that they should offer the position to Tom.

Trustee Hopper concurred. He did not have his mind made up at the beginning of this meeting and in the end he knew they would have a tough decision. He agreed with Mr. Whitehead's comments. He stated that he thinks that Tom can address the day to day operations and keep them on track. He answered the questions correctly and the neighborhood element spoke of Springfield. Tom is his choice.

Trustee Hensler stated that she is torn. They are both qualified and she thinks Dave wants the job more. Dave gave exact answers and Tom's were more generalized. Tom is more of a people person and could relate well to the firemen. She does not think Dave is too smart or intimidating, she likes those two factors a lot. Both candidates bring a lot to the table. She stated that Dave wants the job more and doesn't feel that Tom is hungry for it.

Trustee Cooper stated that this is a tough decision. He has known Tom for years. Both of them have good points. He is concerned because Tom hasn't even looked at the budget and how they are doing. It scares him how Independence replaces fleets. He sees Tom as the firefighter and Dave as EMS. If you want to know what the book says, call Dave. If you want the day to day operations, call Tom. He stated that Tom gets the job done and will be done properly. He likes the philosophy of working "with him" and not "for him" that Tom has. He stated that Tom has the day to day practical items to get the job done.



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Mr. Whitehead stated that Tom's answer was honest regarding being handcuffed to the policies and procedures question.

Clerk Moreau stated that she believes either one of them would be an excellent choice. She reiterated that Tom is direct, upfront and genuine and she believes he is the better fit. They had to make a lot of assumptions last time and give the benefit of the doubt and believe what one interview told them. Both candidates are known in the area and the Board should consider the feedback they've received about fit. They need to make sure that the person they select will allow the Board to do the job that they need to do. Dave is well qualified and would do a great job. If they did not have any previous information and they had to make a decision based only on the first interview, it may have gone to Dave Feichtner.

Trustee Vallad stated that he was pleasantly surprised with Dave Feichtner and they need to consider fit and what Springfield needs. He was disappointed in Tom's first interview. Both candidates are very good and it is question of what these two approaches would do for the department. He suggested getting Dave more involved in the department because he has a lot to offer.

Supervisor Walls stated that they should not leave the impression with Dave that the problem is his education, it is not.

Clerk Moreau stated that she does not think there is any problem. Dave does not have deficiencies; it just comes down to who is the better fit. She sees that Tom has had a clearer path with fire. Tom actually could have more experience with the Springfield department than Dave does over the years. Dave lived in the Township for approximately 14 years and has worked for the department for not quite a year.

Mr. Whitehead stated that the law has changed to allow union firefighters to volunteer. He summarized his own case where he had to continue to pay his union dues but he was not a member in good standing as long as he continued to work in Springfield. The experience and the opportunities that he has here helped him at his other job and he saw it more as a benefit for him to do both. He stated that he opted out of the union but continued to pay his dues.

Clerk Moreau explained that this was not a criticism of Dave Feichtner; she was trying to define the differences in time and experience with Springfield.



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Trustee Hensler stated that Dave's education is not a negative but it has been brought up many times. There have been comments about it but it is something that she likes. Tom McDonald is in charge of operations and has no experience with budgeting which Dave does have. She is looking for the person that is the stronger leader.

Supervisor Walls suggested that they make the offer to Tom with a starting salary of \$67,000.00.

Clerk Moreau stated that they did not get any specifics from Tom regarding salary. She was thinking between \$65,000 to \$68,000 and concurred with Supervisor Walls' suggestion.

Trustee Hopper and Trustee Vallad concurred. Board members discussed the proposed start date.

Supervisor Walls moved to offer the position of Fire Chief to Tom McDonald at a beginning wage of \$67,000.00 with a target beginning date of on or before May 15, 2015. Seconded by Trustee Hopper.

Mr. Whitehead suggested to Fire Department staff present not to text out the information to outside people and to let the Board do the notification.

Voted yes: Cooper, Hensler, Hopper, Moreau, Vallad, Walls. Voted no: None. Absent: Dubre. Motion Carried.

Adjournment:

Meeting was adjourned at 11:50 a.m.

Collin W. Walls, Supervisor

Laura Moreau, Clerk