

**YORK AREA UNITED FIRE AND RESCUE COMMISSION
REGULAR MEETING**

**NOVEMBER 16, 2021
APPROVED**

The York Area United Fire and Rescue Commission held a Regular Meeting on Tuesday, November 16, 2021 at 7:00 p.m.

MEMBERS IN

ATTENDANCE: Austin Hunt, Chairman
Dan Rooney, Vice Chairman, Spring Garden Township
Charles Wurster, Secretary, Springettsbury Township
George Dvoryak, Springettsbury Township
Tom Gwilt, Spring Garden Township
Lisa Wingert, Manchester Township
Deb McCune, Manchester Township (Alternate)

MEMBERS NOT

PRESENT: John Inch, Manchester Township

ALSO IN

ATTENDANCE: Daniel Hoff, YAUFR Chief
Steve Hovis, Solicitor
Lisa Einsig, YAUFR
Paul Grubbs, YAUFR
Ed Morin
Lester Rhoads
Aaron Eckert
Matt Arnold
Alison Arnold
Joseph Stoppard
Kevin Keough
Nick Serikstad
Charles Yingling
Ryan Bosserman
Frank Wirth
Sue Sipe, Stenographer

1. CALL TO ORDER

A. Opening Ceremony

1. Pledge of Allegiance

HUNT Chairman Hunt called the meeting to order. He led the Pledge of Allegiance.

2. ANNOUNCEMENT OF EXECUTIVE SESSIONS

HUNT Chairman Hunt announced there would be an Executive Session following the meeting.

3. COMMUNICATION FROM CITIZENS

There were no citizen comments.

4. MANAGEMENT/ATTORNEY REPORTS

A. Solicitor Hovis

JONES Solicitor Hovis stated he had nothing to add to his report.

B. Daniel Hoff, Fire Chief

HOFF Chief Hoff stated they were notified of an incoming check from Pennsylvania Fire Recovery in the amount of \$1,147.50.

Chief Hoff stated at the federal level, safety officer benefit program changes were made and pending passage of the act, fire police will now be recognized as first responders.

DVORYAK Mr. Dvoryak asked a question about a report on mutual aid which summarized by municipality how many times mutual aid was used. He asked if that report could be generated again.

HOFF Chief Hoff indicated they could but pointed out the monthly statistics he generates summarizes that information.

HUNT Chairman Hunt noted the monthly stats are prepared by Chief Hoff for the benefit of the Commission. Requested benchmarks such as response time can be added by contacting the Chief.

5. ACCOUNTS PAYABLE

A. Payable Listing as of October 31, 2021

MR. DVORYAK MOVED TO APPROVE THE PAYABLE LISTING AS OF OCTOBER 31, 2021. MR. WURSTER WAS SECOND. MOTION UNANIMOUSLY CARRIED.

6. BIDS, PROPOSALS & CONTRACTS

There were none.

7. COMMUNICATION FROM COMMISSIONERS

There were none.

8. COMMITTEE REPORTS

A. Volunteer Committee

GRUBBS Mr. Grubbs stated a meeting will be held on November 17, 2021.

10. RESOLUTIONS AND AGREEMENTS

There were none.

11. ACTION ON MINUTES

A. Approval of Minutes – October 19, 2021 – Fire Commission Meeting

MR. DVORYAK MOVED TO APPROVE THE MINUTES OF OCTOBER 19, 2021 FOR THE FIRE COMMISSION MEETING AS SUBMITTED. MR. WURSTER WAS SECOND. MOTION WAS UNANIMOUSLY CARRIED.

12. OLD BUSINESS

A. Sale of American LaFrance Ladder Truck

HOFF Chief Hoff stated an offer was made on Municibid for the sale of the ladder truck in the amount of \$11,100. Staff recommendation is to finalize the sale.

MR. DVORYAK MOVED TO APPROVE THE SALE OF THE AMERICAN LAFRANCE LADDER TRUCK AS PRESENTED. MR. WURSTER WAS SECOND. MOTION WAS UNANIMOUSLY CARRIED.

B. 2022 Budget Discussion

HOFF Chief Hoff stated in presenting the 2022 budget he felt he did his job to the best of his ability in putting forward a fair and reasonable budget which addressed the operations of the department focusing on safety and security, as well as the needs of employees and the people they serve. He noted it was not his intention

to develop a situation that was contentious or created difficulty in approving the budget. He apologized, if during the course of passionately advocating for this organization and the mission, anything was said which may have reflected negatively on this department.

Chief Hoff noted at the Springettsbury Workshop meeting in October a question was raised regarding the proposed salary adjustment for the administrative director position. In response he contacted two HR professionals within the community with no ties to the department nor any charter townships to get an assessment of the proposal. The first contact was Mr. Mario Ellis, Senior Level Human Resources Leader at Wellspan. Mr. Ellis reviewed the proposal, employee history and job description and provided the following opinion, "I had a chance to review the job description and the proposed salary adjustment below and in my opinion your analysis and proposal is very reasonable. I actually compared the job description to a similar role and the salary levels are comparable."

Chief Hoff indicated the second review was performed by Ms. Bobbi Bilman, HR Director for Central York School District, who stated, "given the education that she will soon have her SHERM certification, the job duties and responsibilities, size and structure of the organization, she is definitely underpaid currently. Additionally, given the job market we are currently in we have to be mindful to competitively pay our people and make sure they feel valued for the work they do where they could just as easily go somewhere else which would be a huge loss. With all that said looking at the proposal, he thought it is very fair and perhaps still on the low side for the position. She currently should probably be closer to \$60-62,000 annually - not sure what your normal raises look like but if it is a 2% per year, then your plan gets her to where she ought to be by 2024."

Chief Hoff stated he believed they have answered every question throughout the process with the possible exception being comparable departments. He noted he solicited feedback from two fire service consultants in the Commonwealth and in looking at combination fire departments serving multiple municipalities, there is nothing to compare YAUFR to in the State of Pennsylvania. In researching municipalities which are similar in size, population served, etc., the closest is Upper Darby Township Fire Department in Delaware County.

Chief Hoff stated his recommendations for staffing was based on having 36+ years of experience in the fire service with more than 20 years in leadership roles. He also spent the first part of his career as a firefighter and company officer in Springettsbury Township where each fire involved the lack of

manpower and inefficient use of apparatus due to not enough people to address all incident priorities.

Chief Hoff referred to the aforementioned NFPA standards for fire department employment and has indicated repeatedly he is not trying to achieve those standards. He hoped they could get closer than they currently are with only two people per apparatus.

Chief Hoff mentioned the insurance services office public protection fire classification rating regarding personnel development, which he noted they currently fall short in that regard.

Chief Hoff mentioned the recommendations by Carol Buracker and Associates when they studied the original fire service in 2006. From their executive summary pages, it says staffing an engine with only one firefighter and officer means for example, that one individual must attempt to perform several functions simultaneously upon initial arrival at the scene of a fire. At the very minimum, this mode of staffing will likely glaze any fire attack or rescue efforts until additional units arrive, potentially resulting in further personal injury or damage due to the delay. The study then goes on to say, this staffing level of engines and trucks is insufficient to initiate independent fire operations tactics. At this staffing level, units must take up a defensive mode of operations until further units and staff arrive. Moreover, rescue operations with one or two staff members is either significantly degraded or not possible and presents serious safety issues.

Chief Hoff referred to another issue brought up in the budget presentation which was the injury suffered by firefighter Frank Wirth in 2020, which could have been avoided with a dedicated truck operator. There should not be a pattern of avoidable injuries before steps are taken to better provide for a safe environment.

Chief Hoff referred to the City and County Managers Association (ICMA) who recommends a higher standard than the NFPA, recommending five people per apparatus. They also state that the U.S. average is 1.52 firefighters per 1,000 of the permanent population. He pointed out YAUFR ratio is .82 per 1,000. Following ICMA recommendation would mean the appropriate number of personnel across three townships is a total of 87, much higher than what is suggested. He noted they are not suggesting their numbers get closer to those recommendations, they are simply saying they need to improve staffing over what it is at two per apparatus.

Chief Hoff stated the National Institute of Safety and Technology in 2010 proved that the fire scene pass is accomplished 30% faster with 4 people than with 2 people. 25% faster than a 3-person crew. Water on fire time is 10% faster. Water on the fire increases survivability and increases crew safety. Two person crews take 57 seconds longer to advance a hand line than a 3-person crew. Searching for victims is accomplished 25% faster. Chief Hoff stated these are the metrics they wish to improve upon and improve the safety of public and personnel.

Chief Hoff referred to a study by the Austin Fire Department – 3 person crews trend at 1.5 times that of 4 person crew for injuries. A study by Johns Hopkins showed for crews less than 4 people the injury rates are nearly twice as much. The Ontario fire marshals ops included that 3-person crews were at increased risk of exhaustion due to insufficient relief. Chief Hoff stated this data was supplied to everyone to support their request for 3 additional firefighters in 2022. He noted he has never asked for approval of a long-range plan.

HUNT Chairman Hunt noted in reference to Chief Hoff's recommendation presented in September for the first three-person hire which would mean one per shift, he asked how many pieces of apparatus do they have on each shift.

HOFF Chief Hoff stated across Springettsbury and Spring Garden Township they have three engines in service plus at Victory the engine and truck are cross-staffed.

HUNT Chairman Hunt asked how would he deploy the first 3-person hire – where would those 3 firefighters sit.

HOFF Chief Hoff stated they would start out at one of the engine companies. He noted they do not start any new hire on the ladder truck. The probationary firefighters would begin either at the YAUFR station or another station to begin their training. After their initial training, they would be trained on the ladder company, although they may not stay there putting more seasoned firefighters on the ladder company.

WURSTER Mr. Wurster asked if this information was previously disclosed.

HOFF Chief Hoff indicated what was included was the intention they would up staff their special service units first, meaning the ladder trucks. As far as the rotation, he did not feel it was necessary.

WURSTER Mr. Wurster asked if there was a new plan of how to fund this. He noted during the October 26 meeting they inquired about grant funding to determine if there were grant funding opportunities to fund some of the salaries associated.

- HOFF** Chief Hoff stated as he mentioned at that time the Safer Grant is a possibility, however, it is a competitive grant and they have to wait for the opportunity to apply. He noted it is a three-year commitment and they have to have all three townships approve the application.
- HOVIS** Solicitor Hovis stated YAUFR would be bonded by the grant application and it would be binding to a long-term commitment to that staff.
- WURSTER** Mr. Wurster stated there are open questions that he believed needed to be evaluated in a comprehensive plan and strategy relative to the hiring of any additional staff to ensure they are making sure they are hiring for optimal safety as well as optimal cost. He did not feel sure he had all the information at this time, as a justification based on data was to what is needed in terms of staffing at YAUFR. He stated he knew there were other standards throughout the country, and other studies were done which promulgated standards with regard to firefighter staffing. He noted ICMA also has a model called the Military Staffing model, whereby providing opportunities to have college age students participate in the fire company in a full-time position. Compensation would be in the form of paying for their college education. He felt there were other opportunities which management could take a look at before going into a broad strategy of making a decision to hire immediately. Mr. Wurster stated he was not saying that they do not need to increase staffing, but indicated he needed more justification, other than trying to move toward a standard.
- HOFF** Chief Hoff stated he provided in the original documentation much of the information from the MIS study and quoted the findings from the MIS study, which point to the fact that two persons per apparatus are ineffective.
- WURSTER** Mr. Wurster indicated the Scottsdale, Arizona report has an interesting formula, which determine months of staffing. He did not arrive at any conclusions with it since he noted it has to be applicable to the YAUFR situation of safety and fire incidents which is what the opportunity is here. He stated they should study the statistics to determine if there is a trend of incidents that is imperiling firefighters' safety. The study should also determine if they have the right staffing for YAUFR and also come up with a financial plan in order to fund it.
- DVORYAK** Mr. Dvoryak stated he personally does not view what has been discussed over the last several weeks as contentious, from his perspective they are all working for the same team and have the same objective which is to make sure they are providing an acceptable level of fire service to their residents which meets the needs and safety requirements of everyone who puts their life on the line every day responding to emergencies. He indicated he wished this whole notion

would have been brought to the Board before the budget presentation, since he determined it put them in a position with a short window of time to try to figure it out. He determined they did not have a governance structure right now to be able to do that in time for the budget to pass. Mr. Dvoryak stated there seems to be some information that does not seem consistent. He cited an example of the comment Chief Hoff made to Fox 43 News that set a standard of 4 firefighters per apparatus, which sent an expectation to the community that is the goal they are working towards. He noted he was confused by that report.

HOFF Chief Hoff stated he has consistently said he is not looking to get them to four. He indicated he never said he wanted to get to four. He simply pointed out there is a national standard.

DVORYAK Mr. Dvoryak stated if they were simply talking about hiring three new positions, he didn't think further conversations would be necessary. He perceived the problem is the idea of 18 over the next 10 years. He stated he understood that is not what they are approving, but that is what has been proposed. His challenge is this is a transformational plan and needs to have more analysis, more work done before a decision is made. Mr. Dvoryak stated he believed the Board of Supervisors would like to see the three firefighter positions pulled out of the budget for now until such time when the strategy is thoroughly vetted to determine the right number. He stated they could adjust the budget in 2022 to add the three positions if and when they agreed on a long-term plan. Mr. Dvoryak further indicated he has received communications from people in the community who both support hiring the three and also from people are not in favor.

WINGERT Ms. Wingert referred to Mr. Dvoryak's comment about the conflicting information he believed was made. She asked what he found conflicting.

DVORYAK Mr. Dvoryak responded the notion that we do not have a long-term plan to increase staffing at YAUFR when going to the press and saying a standard of 4 firefighters.

HUNT Chairman Hunt stated the Chief has often quoted the NFP standard of 4 per apparatus but he has never said that is his goal.

HOFF Chief Hoff stated he told Fox 43 specifically he was not asking to get to the four. He was asking to do three per apparatus.

HUNT Chairman Hunt stated he wanted to elaborate on several general policy rules which apply here. When a budget is approved that includes a capital purchase or head count increase, it is traditional that the Chief provides the information

for the purchase and at that point the Board again reviews and approves the individual action. It has also been past practice that there are long-term projections, but none of the long-term activities are automatically approved with an annual budget. The Chief has made long-term recommendations but by approving an annual draft budget we are not automatically approving either the individual actions for something beyond next year's activities.

HOVIS Solicitor Hovis stated with the budget being approved by 75% of the charter municipalities, all have to approve the budget. He noted if the long-term plan was approved and two years into it one of the municipalities decided they did not want to approve additional funding for it, that would result in the budget not being approved and the prior year's budget would go into effect. He also noted if the ability to fund the long-term plan was compromised, that would also affect the future implementation of the plan.

DVORYAK Mr. Dvoryak stated his concern is the transformation nature of the long-term strategy, whereas the Springettsbury Board of Supervisors is not convinced the three new hires make sense and has not been vetted to the point where that answer is known. He did not feel there was forthcoming evidence presented which justified the proposal. He also noted conflicting information has been presented as it relates to the justification of the administrative director increase, since he was not previously aware of the Chief's contact with HR directors in the community.

HOFF Chief Hoff explained the contact only recently occurred since the workshop.

WINGERT Ms. Wingert stated she did not find that information conflicting referring to the two HR individuals the Chief contacted in the community to reassure the administrative director's salary is the right amount. She indicated that reassured her that Chief was doing his job when requesting an increase for that individual.

DVORYAK Mr. Dvoryak referred to another source of conflicting information, noting at the Springettsbury Board of Supervisors work session this topic was discussed, the outcome was to have Springettsbury's HR Director review the position of the YAUFR administrative director. The result at first glance was the comparison in positions was not equitable.

HUNT Chairman Hunt stated YAUFR is unique in Pennsylvania as there are no comparable 50+ fire departments in an affluent suburban community of this size, funded by multiple municipalities. This means most everything that is done has to be invented and can be complicated.

Chairman Hunt emphasized the Board has to move forward with the decisions they are comfortable with which implies having to come to a decision presenting to your municipal boards and defending or championing. In relation to the 2022 budget, he reiterated that Spring Garden has approved the draft as submitted and Manchester also approved the draft. He noted he is attempting to draw out a possible compromise that satisfies all three municipalities. In terms of the recommendation for the administrative director's salary, he asked Mr. Dvoryak if he comfortable with that decision.

DVORYAK Mr. Dvoryak stated he is personally not opposed to that. He noted the main issue at this time is the three hires. Mr. Dvoryak commented this has not yet been studied and that is the challenge. He believed it requires further analysis to make sure the long-term plan makes sense. He recommended removing the three new positions from the budget for now until such time as a study is conducted to determine what the needs are and make sure it is done the right way. Then when the right number of new hires is determined, put that in the budget. He indicated making the decision for three new hires may not be the correct number to reach a level of safety.

HUNT Chairman Hunt pointed out Chief Hoff stated the three new hires is what he believes they can absorb successfully. Any more than three at a time would tax the mentor program.

DVORYAK Mr. Dvoryak mentioned utilizing volunteers, noting he understood the issue with recruiting volunteers. He indicated he looked into fire services in Pennsylvania who predominately use volunteers. He asked in reviewing the statistics of those fire services, could YAUFR recruit three volunteers.

Mr. Dvoryak referred to an email received from Mr. Bishop regarding the need for a governance structure since a part-time volunteer board does not have the time or resources to resolve these issues.

HOVIS Solicitor Hovis explained the structure of amending the budget, noting as an example, if the new hires were approved later in the year, it would be very difficult to amend given the parameters of how the municipalities amend the budget. He stated there would be 30 days after the reorganization to open up and amend the budget. However, this would be well beyond the 30 days. He noted for first class townships it is 7-9 months when the budget cannot be opened and amended. There are certain parameters for second class townships which he was not sure what the limitations would be. In addition, potentially the taxing mechanism would not be there to support the additional budget and it would have to be obtained from unallocated funds.

Solicitor Hovis recommended approving the budget with the new hire positions included, with an understanding as to when those new hires would be hired relating to the study.

WURSTER Mr. Wurster suggested an alternative where a study is undertaken and then implement the new hires in the 2023 budget cycle.

Mr. Wurster asked when the YAUFR Commission voted to forward it to the municipalities.

HUNT Chairman Hunt stated the September minutes reflect the decision to send it onto the municipalities.

HOVIS Solicitor Hovis clarified the minutes indicated it was presented at the September meeting and passed onto the municipalities for their approval.

HUNT Chairman Hunt stated if they do not get to the three quarters approval, there would have to be negotiation or revision of the draft budget.

DVORYAK Mr. Dvoryak stated he did not think a nuclear option is a proper course of action. He noted that is not shared unanimously by the Springettsbury Board of Supervisors.

HUNT Chairman Hunt felt that sends a negative message to YAUFR and is disappointing that Springettsbury Board feels that way.

WURSTER Mr. Wurster commented while he did not think Mr. Dvoryak could speak for the entire Springettsbury Board, he was not in support of a nuclear option. He noted he would like to see a revised budget, where the three new hires would be removed for now and study the situation over ample months to have enough time to digest, understand and appreciate the implications of whatever hiring process makes transformational sense for YAUFR.

ROONEY Mr. Rooney stated he agreed with the concerns about the long-term implications of the recommended plan. He noted he agreed that the issue should be studied to determine the details of the national standards. He determined the Commission will need to agree on a set of metrics and/or standards on which all can agree and support, and then recommend to their Boards. He asked if Springettsbury would be comfortable with any compromise position for 2022 budget in terms of any additional staffing.

WURSTER Mr. Wurster agreed with Chairman Hunt that YAUFR is unique and comparing it with other municipalities is difficult. He agreed they need to set what their

metrics are and how they define success and safety, which he determined is necessary as they expand hiring with a strategy.

ROONEY Mr. Rooney questioned the process of forming a subcommittee of YAUFR Commission with other support to conduct the study.

WURSTER Mr. Wurster commented that it would be the decision of the Commission as to how to undertake it, with the engagement of the Township Managers as well.

DVORYAK Mr. Dvoryak questioned how many fire services in the state of Pennsylvania meet the standard of four. It was noted that answer was not known.

WINGERT Ms. Wingert stated Manchester Township has tentatively approved the 2022 budget and will officially pass it at their December meeting.

ROONEY Mr. Rooney confirmed Spring Garden Township has also approved the 2022 budget. He affirmed they approved the three new firefighters but agreed the long-term commitment needs to be evaluated.

HOVIS Solicitor Hovis stated the Commission has fulfilled their fundamental obligation of forwarding the budget to the municipalities. He noted currently there is one municipality still outstanding as to their decision. One option for Springettsbury is to ascertain the YAUFR Board is unwilling to amend the budget and send back a new proposed budget, resulting in a yes or no vote. If yes, the budget is funded as proposed. If no, the 2021 budget will remain. That contemplates the Commission does not amend the proposed budget which was sent in September to all the municipalities.

Solicitor Hovis stated the other option is this Board makes a motion to revise the proposed budget draft. This would be re-sent to the municipalities for their further consideration. This would require Spring Garden and Manchester to consider the revised budget and vote yes or no.

DVORYAK Mr. Dvoryak asked if there was a possibility that if Springettsbury approves the budget as presented, they can reserve the right to reject the three positions at a later time.

HUNT Chairman Hunt added he did not think that was an option because the Townships are approving the revenue based on expenditures. He noted the YAUFR Board has the ability to move money within their budget but the Townships cannot change individual hiring actions.

- HOVIS** Solicitor Hovis stated that action would require an agreement at the YAUFR Board level to define how the timing of the new hires would be accomplished.
- Solicitor Hovis stated in order to move forward, Springettsbury will need to take some action.
- WURSTER** Mr. Wurster asked Chief Hoff what his best alternative would be to a negotiated agreement for the budget.
- HOFF** Chief Hoff stated he presented his information and would do what the YAUFR Board advises him to do.
- HUNT** Chairman Hunt stated Chief Hoff would re-present his proposal, since this is a continued need. Chairman Hunt stated as he sees it the choice of the YAUFR Board is do they have enough confidence in the materials presented by Chief Hoff to approve the three-person hire now or do they want to delay it and review it in the 2022 budget.
- DVORYAK** Mr. Dvoryak stated where three of his colleagues on the Springettsbury Board are positioned on this issue and he felt what would have the most chance of passing at the Springettsbury Board of Supervisors meeting, would be the scenario of where the YAUFR Board gives Springettsbury the authority to reject the three hires if a study does not support it.
- HOVIS** Solicitor Hovis stated technically that would be amending the charter agreement to come up with new voting rights which would be minimizing the other townships.
- HUNT** Chairman Hunt indicated that would be acknowledging that Springettsbury has the ultimate say. He asked Mr. Dvoryak and Mr. Wurster to advise the Commission what they think they can champion and get resolution on from the Springettsbury Board.
- DVORYAK** Mr. Dvoryak indicated he was unable to answer that question.
- WURSTER** Mr. Wurster indicated he and Mr. Dvoryak, the two YAUFR Commissioners representing Springettsbury Township, have expressed concern with the speed approaching this transformation of YAUFR, and imagine what the other Springettsbury supervisors will say when their YAUFR representatives indicate their perspectives.

- HUNT** Turning that around into an actionable statement, it sounds like if an agreement is reached that Mr. Wurster and Mr. Dvoryak are comfortable with, they would be willing to champion that to the Springettsbury Board.
- WURSTER** Mr. Wurster stated his perspective is to take the proposed three new hires out of the budget and study it over the course of the year to be put in the 2023 budget.
- WINGERT** Ms. Wingert indicated she was not in agreement with that proposal.
- ROONEY** Mr. Rooney suggested eliminating one of the three positions and have YAUFR make a statement they are committed to studying the issue and look at the implications of the long-term recommendation to be presented to the Springettsbury Board.
- WURSTER** Mr. Wurster asked Chief Hoff if it made sense to hire all three at one time for training, as opposed to hiring one per year.
- HOFF** Chief Hoff explained the reason he made the recommendation for three hires at a time is because of three separate shifts. If only one or two is hired at a time, then once they are done with their training it would be uneven in shifts.
- DVORYAK** Mr. Dvoryak questioned in terms of staffing what about recruiting volunteers more aggressively.
- HOFF** Chief Hoff stated they are always open to that but understand volunteerism in Pennsylvania has dropped dramatically. He noted to get a new volunteer that is untrained and get them through a process to where they are operational, requires 6-9 months of fire school, providing it fits their schedule with work and other commitments. He indicated the problem with volunteer participation in a combination system is it is very difficult to get volunteers to commit to time at the firehouse, as well as respond to fire calls. He noted the basic training consists of 188 hours.
- DVORYAK** Mr. Dvoryak stated the Springettsbury Board of Supervisors meets tomorrow, November 17, at which time a decision will be made on the proposed YAUFR 2022 budget.
- HOVIS** Solicitor Hovis cautioned the message being sent by the municipalities may be misinterpreted and exacerbates the situation and creates a defensive scenario.
- HUNT** Chairman Hunt stated his position has always been they hired a fire professional in Chief Hoff to make recommendations. He noted they are charged with asking him questions and collecting data which may be contrary. Chairman

Hunt related that Chief Hoff has been straight-forward if he finds contrary information which he shares with the Commission. Furthermore, he stated he trusted Chief Hoff's advice on fire management issues and view him as the CEO of the YAUFR organization with the YAUFR Board answering to him. Chairman Hunt stated they review the data and help make the decisions.

Chairman Hunt stated Chief Hoff has provided tangible studies they have paid for which imply YAUFR is understaffed. He noted there is no study that says YAUFR current staffing is adequate.

Chairman Hunt suggested the YAUFR Board plan to meet to discuss the potential ramifications of the Springettsbury Board discussion.

HOVIS Solicitor Hovis indicated the YAUFR Board would have the ability to continue the meeting, announcing the date, time and place without readvertising a new meeting. The meeting shall be posted at the usual site for meeting notices.

CHAIRMAN HUNT MOVED TO CONTINUE THE MEETING ON NOVEMBER 30, 2021 AT 7:00. SECONDED BY MR. ROONEY. MOTION UNANIMOUSLY PASSED.

13. NEW BUSINESS

HUNT Chairman Hunt announced the compiled joint collective bargaining agreement, post arbitration was signed by him and the union president Ed Morin this evening for YAUFR.

14. ADJOURNMENT

With the meeting being continued, the time ending for this portion of the meeting was 8:45 P.M.

Respectfully submitted,

Signature on file at YAUFR Headquarters

Charles Wurster
Secretary

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