



**CENTRAL VALLEY FIRE DISTRICT
BOARD OF TRUSTEES SPECIAL MEETING**

215 Wings Way
Belgrade, MT 59714
406-388-4480
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MEETING PLACE: Central Valley Fire District, Station 1
215 Wings Way, Belgrade, MT

DATE: December 19, 2023

TIME: 5:30 p.m.

ATTENDANCE:		<u>(Present)</u>	<u>(Absent)</u>
Trustees:	Ty Elliot, Chair	X	
	Mark MacLeod, Sec/Treas.	X	
	Justin Varley	X	
	Ron Murray	X	
	Darren Wilkins	X	
Acting Fire Chief:	Jake Zlomie	X	
Acting Fire Marshal:	Brandon Yung	X	
Operations Chief:	Vacant	X	
Acting Clerk:	Debbie Bloem	X	
City Representative:	Jim Simon		X

NOTICE: **ALL MEETINGS OF THE CENTRAL VALLEY FIRE DISTRICT BOARD
OF TRUSTEES ARE RECORDED**

GUESTS/VISITORS: Briana Scherrer, Jake Strickler, Tyler Samlowski, Kyle Davis, Matt Polzin, Peter Stump, Nick Stinson, Nick Johnson, Cody Lipperd, Kevin Smith

Meeting was called to order at 5:30 p.m.

Chairman Elliot led the Pledge of Allegiance.

AGENDA: As presented.

ORDER OF BUSINESS:

ACTION ITEMS: **Discussion and Decision Regarding the Fire Chief Hiring Process**

Chairman Elliot began the meeting noting that the Western Fire Chief's Association recruiting agency is not currently available. He reviewed the fee structure of each agency. The base costs are all a flat fee with a guarantee for one year.

Acting Fire Chief Zlomie reported that **Emergency Services Consulting International**, an arm of the International Association of Fire Chiefs, has done some work for us in the past for some strategic planning and analysis. They could provide an assessment center. This could include simulations and other testing. The representative who would be assigned to CVFD lives in Bozeman.

Prothman and GMP Consultants are very similar. There are some extra expenses not included in their base rate. Negotiation services are available.

Bob Murray and Associates seems to have a solid process and most of their placements being in California.

A three to four-month timeline is normal for them all. ESCI appears to cast the most nationwide agency.

Trustee Murray appreciates the larger group that ESCI reaches and the assessment center. The District can post the position in addition to any agency's outreach.

Chairman Elliot asked for comments from the firefighters.

Firefighter Johnson spoke on behalf of C Shift expressing concerns over using Greg Prothman and the history of the individuals that have been hired from his agency and some perceptions related to the hire at the City of Belgrade and the previous fire chief. They are hoping to start with an agency with a clean slate.

Firefighter Jake Strickler confirmed the commitment of the firefighters to provide input regarding what they are looking for in a fire chief. He reiterated concerns regarding the history of GMP and the desire to begin with a new agency.

Firefighter Polzin expressed concerns regarding the situations that some of the candidates recruited by GMP were leaving.

Fleet Manager Kevin Smith encouraged the inclusion of an assessment center for this hiring to provide a more thorough view of the candidates.

ESCI has the advantage of being an organization tied into the International Association of Fire Chiefs. They have experience in creating assessments specific to a fire chief position. The department would provide the evaluation team, either external to the District or internal.

Trustee Murray moved to engage **Emergency Services Consulting International** for the Fire Chief Hiring Process. Trustee Varley seconded the motion. The motion was unanimously approved.

ANNOUNCEMENTS:

The next regular meeting of the Central Valley Fire District Board of Trustees is scheduled for **January 9, 2023**

ADJOURNMENT:

The meeting was adjourned at **6:27 p.m.**



Ty Elliot, **Chairman**
Justin Varley



Mark MacLeod, **Secretary/Treasurer**

ATTEST: 

Debbie Bloem, **Clerk**