



• **Roll Call:**

Iain Irwin-Powell

Todd Wieseler

Henry Zurbrugg

Guy Falsetti

Nederland Fire Protection District

Board of Directors Special Meeting August 11, 2021

- Quorum Announced & Meeting called to order @ 1906
- Motion to Approve Meeting Agenda Approved 4-0
- There was No Public Comment

Session 1 is Public

> Motion to move to Special Executive Session Approved 4-0

> Adjourned Public Session at 1910 for Executive Session

which is Private to Discuss Personnel Matter regarding

Volunteer complaint against Chief Dirr

> Resumed Public Session at 2050 with Chief Dirr joining.

> Ray Willis joined Executive Session and the Resumed Public Session

> Motion made for Board to investigate the confidential complaint which

was approved 5-0 after Todd expressed concern about approving another investigation of the Chief when he feels the Board should be voting on whether the Chief is fit to lead the Department. Iain suggested that the focus should be on what appears to be a pattern of behavior by the Chief.

- > Motion made to place Chief Dirr on paid Administrative Leave during the investigation. The Motion was approved by majority but was not unanimous.

• Old Business

- > Iain expressed concern about the survival of the Department if Chief Dirr remains as Chief. Iain expressed frustration that the Board did not help with the PIP and did not respond when Iain submitted the results. Iain has lost confidence in the leadership of the Department. Todd expressed similar concern about Chief Dirr continuing as Chief. Ray or Henry asked if Iain should be the President of the Board. Todd defended Iain as President.
- > Iain made a Motion for him to be removed as Board President. There was no Second. The Motion was not approved.
- > Chief spoke in defense of his efforts. Iain confirmed he has no confidence in the Chief. Iain felt Chief failed the PIP and Chief felt the Board failed him in supporting him in the PIP process. Iain asked Chief what role he saw for himself going forward. He said he felt it would be good to have someone else in charge of Training. He felt he had more to offer in Operations on top of the Administrative responsibilities.

Chief did not feel the Shift Officers had the time to also be Operations Chief. Chief expressed that if he is the roadblock to the Department moving forward he should leave. Henry felt the Ops Chief and Admin Chief should have some vertical separation. There was a discussion then about hiring a new Chief and reassigning Chief Dirr to a different role. There was then agreement that two Chiefs was not a good organizational strategy. Andrew expressed that addressing the Chief issue is more important than filling the Shift Captain position right now. Chief discussed why the Shift Captain position is not getting applicants. He suspected it was pay, NFPD's reputation of late or ineffective advertising. Henry or Ray suggested Chief come back to the Board with a plan. Todd proposed having Chief Dirr cover the Shift Captain position and the Board find an Interim Chief. Kyle advised the Board that the reputation of NFPD right now is significantly tarnished and candidates are going to be hesitant to join NFPD.

- > A Motion was made regarding if the Board has confidence in the Chief to resolve this crisis. The vote was 4-1 against the Chief.
- > A Motion was then made to terminate the Chief and begin looking for a replacement. The vote was 3-2 in favor of terminating the Chief.
- > A Motion was then made to prioritize finding an Interim Chief. The vote was 5-0 in favor of finding an Interim Chief. Henry wanted Chief Dirr to have an opportunity to seek future employment at NFPD.

- > Guy recommended Chief follow up with HR regarding the investigation.
- > Chief Dirr offered to help in the transition period.
- > One idea was to hire Chief Dirr as a consultant during the transition.

*** Public Comment**

- > Andrew recognized Chief Dirr's tenure, the Career Staff for hanging in there and the Volunteers for continuing on.

Meeting adjourned at 2311 hrs & Next Meeting is August 18, 2021

@ 1900 hrs