

**MINUTES OF A WORK SESSION OF  
THE CLARKSVILLE TOWN COUNCIL  
HELD ON FEBRUARY 22, 2011**

An advertised work session of the Clarksville Town Council was called to order on February 22, 2011 at 6:00 P.M. in the meeting room of the Clarksville Municipal Center Administration Building by Council Vice President Paul Kraft, who chaired the meeting.

Council members present: Paul Kraft, Vicki Appleby, Raymond Richert, Donald Tetley, Bob Popp and David Fisher. Council members absent: Gregory Isgrigg. Also present at the meeting: Fire Chief Tom Upton, Asst. Fire Chief James Hendrick, Town Attorney Chris Sturgeon, and Deputy Clerk-Treasurer Roberta McLemore. Also present, speaking on behalf of Professional Firefighters Union Local 2594 I.A.F.F., were Union President and Clarksville Fire Department Captain Bill Theriac, Union Vice President and Clarksville First-class Firefighter Kyle Johnson, and Union Member and Clarksville First-class Firefighter Mike Hansford.

Town Attorney Chris Sturgeon advised that this meeting had been scheduled as the third step in a grievance filed by Firefighters Local 2594.

Union President Bill Theriac advised that the grievance was in connection with breach of a contract between the Town and the McCulloch Volunteer Fire Department caused by the McCulloch Volunteer Fire Department (McCulloch) not continuously manning the station housing the Town's newest ladder truck as agreed. Union President Theriac cited an incident on December 24, 2010 when the Clarksville Fire Department (C.F.D.) personnel were notified by McCulloch personnel that no one would be manning the station and that by this action McCulloch had breached their contract with the Town and the union would like to see the contract voided and a Clarksville reserve station started. Union President Theriac also cited an incident on December 27, 2010 when there was a delayed response by McCulloch to a fire scene at an apartment complex on Greentree Boulevard. Union President Theriac stated the union would like a disciplinary policy for volunteers equal to that of paid firefighters and would like to have a reserve station which is part of the C.F.D. with the same hiring requirements and same responsibilities as paid personnel.

Town Attorney Sturgeon commented that the union had not previously presented information regarding these recommendations in any papers filed in connection with the grievance, explaining that a meeting with the Town Council is the third stage of a grievance procedure with the first step being the opportunity for the Fire Chief to respond and the second step being the opportunity for the Safety Director respond before the matter comes before the Town Council and the Fire Chief and Safety Director would not have had the chance to respond to these recommendations. Town Attorney Sturgeon also advised that matters concerning discipline fall on the Safety Board. Union President Theriac responded that a standard needs to be set, noting that each time the new ladder truck has been used there have been problems with the operation in that the McCulloch personnel have not been able to set up or use the equipment properly without help from the C.F.D. firefighters on the scene.

Town Attorney Sturgeon stated that the next step in the grievance procedures would be for the council to respond within seven days following this meeting and recommended that the matter be taken under advisement by the council at this time. The union representatives present commented on staffing levels as an issue, stating the ultimate goal of the union is to get more paid firefighters. In response to an inquiry by Town Attorney Sturgeon the union representatives indicated they were willing to discuss their concerns and recommendations with a committee of council members. Council Member Bob Popp asked that the union separate their recommendations from the grievance, make a list of their recommendations and bring it to a meeting with the committee of council members along with their suggestions on how costs of implementing their recommendations can be covered, commenting that if there is a safety issue it is necessary to solve it.

Chairman Paul Kraft announced that he was appointing Council Members Bob Popp and Don Tetley and Council President Greg Isgrigg to the committee to meet with the fire department's union representatives regarding the issues presented. In view of some scheduled vacations, Town Attorney Sturgeon asked union representatives if the seven-day response requirement could be waived and it was agreed that a meeting date would be set when it the availability of participants was determined.

**Adjournment...** There being no further business to come before the Council at this work session the meeting was duly adjourned at 6:15 P.M.

Minutes prepared by the Clerk-Treasurer of  
The Town of Clarksville, Indiana

Minutes approved by the Clarksville Town Council  
on the \_\_\_\_\_ day of \_\_\_\_\_,  
20\_\_\_\_.

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Gary P. Hall, Clerk-Treasurer  
of the Town of Clarksville, IN

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Gregory Isgrigg, President,  
Clarksville Town Council