

Planning session

Tony Grande: Commissioner Kelly

Commissioner Kelly: Here.

Tony Grande: Commissioner Scott

Commissioner Scott: Here.

Tony Grande: Commissioner Specht

Commissioner Specht: Here.

Tony Grande: Commissioner Cobb

Commissioner Cobb: Here.

Tony Grande: Commissioner Windrow. He's running a few minutes late. Commissioner Moore

Commissioner Moore: Here.

Tony Grande: Commissioner Henry

Commissioner Henry: Here.

Tony Grande: Commissioner Solomon

Commissioner Solomon: Here.

Tony Grande: Commissioner Farley

Commissioner Farley: Here.

Tony Grande: Director Elliot.

Director Elliot: Here.

Tony Grande: Ok. I declare we have a forum. Welcome everyone. You Commissioners, I ain't got to say hi to 'y'all, but sorry. We're rushed in trying to take care of some items. So, we'll turn it over to Kim, as our first item on the agenda for legal hearing.

Kim Cooper: That item was placed on the agenda... Good afternoon, Kim Cooper, legal counsel for the commission for those that don't know me. That item was put on the agenda for today because I had anticipated that we would have a hearing as a result of a vote that you took at the November meeting regarding an individual who we believed had submitted some doctored documents to TFACA in order to attempt to qualify for the new EIP procedures. After some back and forth between myself and the respondent, he has agreed to do what you all asked and voted on back in November. So, there will not be a hearing and we will be entering an agreed order for your consideration tomorrow. He has already signed his portion of it. I am doing some proofreading on it, but it should... I'm sorry...

Go ahead Kim, I'm sorry.

Kim Cooper: but it should be ready for your vote tomorrow. Do 'y'all have any questions about what you did vote on back in November?

Unknown Speaker: There was no appeal, right?

Kim Cooper: No sir, this is... and the agreed order... let me clarify. The agreed order states that by entering this order he's waiving all rights to appeal.

(2 unintelligible comments)

Tony Grande: So, you remember the description was that somebody was... attempted to say they had taken a class that they had not.

Kim Cooper: Correct, there was a Live Burn class specifically.

Tony Grande: Live Burn (unintelligible) ended up not completing the Live Burn and then suddenly provided documentation saying that person.

(laughter)(a couple of unintelligible comments)

Kim Cooper: With the wrong signatures and the wrong names and the director and some other things that...

Unknown Speaker: Current Director, old date...

Kim Cooper: Yeah, and old... and current Assistant Commissioner but at the time it was a different Assistant Commissioner, so

Unknown Speaker: Correct.

Kim Cooper: there were all sorts of issues with it. Yes sir.

Unknown Speaker: (unintelligible) far back.

(laughter)

Unknown Speaker: I just wanted to make sure that before we got off it, that he wasn't here to address this while we were here.

Kim Cooper: No sir, he's elected not to show.

Unknown Speaker: Ok. So, you've already done that.

Kim Cooper: Yes sir.

Unknown Speaker: Ma'am, so, just to clarify this. No other person other than this person... so I'm assuming that these signatures were falsified by this individual. Is that correct?

Kim Cooper: That... He did not admit to it, but circumstances being what they are, correct. There's no other indication that anyone else was involved. Yes sir.

Unknown Speaker: Perfect. Thank you Ma'am.

Tony Grande: Just so that you know that there are times when folks will use the ACADIS portal and they will submit documentation through that ACADIS portal upon completion. I don't think that some folks realize that if you went to a TEFACA class and you got a certificate of completion, that we see that side of the house too. So, that's the interesting part here, was that, when somebody submits a document on their own saying that they completed something we will immediately go to that record for that candidate by PSID, inspect it and say, "Um, it's not here. I wonder where's the disconnect." And so, that's the end of the disconnect.

Kim Cooper: And I do want to commend the TEFACA staff on both this incident and the one that was discussed earlier in 2021. It was their due diligence and their attention to the details that caught what could have been otherwise a much more serious situation. So, Good job.

Unknown Speaker: Yes. Absolutely. Thank you.

Tony Grande: It's our, part of our time, to get with our supervisors and turn in IPPs, that's Individual Performance Plans. So, on my performance plan there's some stuff that applies to reciprocity so as an example, reciprocity as a process has lengthened because somebody may come in seeking recognition for their IFSAC or ProBoard certifications. We now have a much more robust investigation into, did they actually earn those, where did they earn those, are they in the IFSAC/ProBoard records system. If not, we are having to contact issuing entities. We know that there are at least two states who issue Certificates of Completion, that have IFSAC and ProBoard seals but no seal numbers. In other words, they're proud of the fact that they are IFSAC and ProBoard states, but the student is like... here a ProBoard student to get their ProBoard cert. has to send that check in with money. Well, that means you are not ProBoard certified until you've done that. So, again, like Kim said, I'm... speak highly of Brian, since this first event, of readapting our process, we just say, we don't believe you until we know.

Kim Cooper: Good

Unknown Speaker: Any other questions? Thank You.

Kim Cooper: Yes sir.

Unknown Speaker: We really appreciate it. We will move into the rest of our agenda. That is to review items for the Business Meeting tomorrow. (Unintelligible). We will start with out minutes. Has everybody had a chance to look over the minutes for tomorrow. Make sure you do, if you have not. It was in the drop-box.

Tony Grande: They were very wordy because we had a new staff member who listened and literally typed out... So, where you see "Speaker Unintelligible" that's just because she didn't recognize voices. We're going to condense that into a little bit cleaner document once it's done.

Unknown Speaker: There's a big difference between July's minutes and

Tony Grande: Yes

Unknown Speaker: November's minutes.

(laughter)

Tony Grande: July would be typically what you would see, but staff sicknesses put a little quash on getting those printed up. But I wanted to present them to you, to see. If you recognize yourself and somebody else's name is on the front of the line let me know.

Kim Cooper: Mr. Grande, if you could email me a link to the drop box. I don't have that, number one. Number two, speaking of the drop box and since apparently the Commission Members already had access to it. The documents that were submitted for Mr. Kirk. Were they redacted before they were put on the drop box?

Tony Grande: Probably not.

Kim Cooper: Ok. So, if the Commission Members could NOT peruse that until I have a chance to, I'll do a redacted version because there is some social security numbers and things in there that should have been taken out. I was out last week so I'm going to say it was my fault, but I can do that this afternoon and then get it back to everybody.

Unknown Speaker: I don't remember seeing that part of it.

Kim Cooper: Ok, because part of the documents that I saw had...

Unknown Speaker: I don't think...

Kim Cooper: If not, I take back everything I just said.

Tony Grande: I know I just sent you the letter.

Several Speakers: Yeah

Tony Grande: It may be on the I-Pad. Not on the drop box.

Kim Cooper: Ok.

Tony Grande: Because

Unknown Speaker: It was in separate...

Kim Cooper: Yeah, OK. But it may be on the I-Pad?

Tony Grande: It may be on their I-pads.

Kim Cooper: If it is, I would ask that you not forward or disseminate that information to anyone until I have a chance to make sure it is not...

Tony Grande: If it is, it's the one that says criminal papers. We don't want that one. And...

Kim Cooper: There was a rap sheet that was involved...

Tony Grande: IVR response and criminal papers... Don't open those.

Unknown Speaker: Oops.

Kim Cooper: And please, please, please don't forward them.

Unknown Speaker: And leave them on the I-pads.

Kim Cooper: Yes

Tony Grande: The I-pads should be off...

Unknown Speaker: Yeah, you can't...

Tony Grande: They should not... I turned the wireless off so...

Kim Cooper: Thank you sir.

Unknown Speaker: They do have the letter though. The letter...

Kim Cooper: The letter was fine. It was just medical and...

Unknown Speaker: It wasn't in the computer.

Kim Cooper: Ok.

Unknown Speaker: Alright. So back to the agenda. The minutes from July and November will need to be on the agenda for tomorrow for approval. Assistant Commissioner Farley, do you have anything to address today, or do you want to wait until tomorrow?

Commissioner Farley: I won't be here tomorrow.

Unknown Speaker: Ok.

Commissioner Farley: I've got to go to Summerville. Something that the governor's office has asked us to look into. So, I'll be over there tomorrow. Everything is going pretty good as far as I know on the EIP. I'm getting a lot of good feedback across the state. We're doing our monthly visits to the volunteer fire departments. They are... I mean, they're tickled. There are still some questions once in a while, but we are able to address them. And we've met with F&A. We've met with the comptroller's office, we've met with [IMPASS?] and some other ones, trying to figure out the payment process. Tony was there and we're working through that process right now. Right now, that's the biggest question we're getting, as far as payment wise. How are we going to pay it to the local governments, individuals, stuff like that. So, we're working through that process.

Unknown Speaker: So, the individual is still an option through the state?

Commissioner Farley: Yes

Unknown Speaker: That's one of the big questions I keep getting asked from our volunteer departments in our county. As a matter of fact, at the chiefs meeting last week, that was asked. And I was hoping to be able to go back to them later with somewhat of an answer of how that payment was going to transpire.

Commissioner Farley: Well, we're still in the process of trying to figure that out. But I do believe that there's still going to be an option for individuals. If the county don't want to take it, or the city don't want to do it, we're going to... and the reason why is we want as many volunteers to get into the program and get this 600 dollars and get the training as we possibly can. And I think that's going to be an option still.

Unknown Speaker: Any questions for Assistant Commissioner Farley? Alright. Director Sparks, do you have anything for today?

Director Sparks: I can go ahead and talk about it today; I'll give a full report tomorrow. So, we've got, in just last week, this came about. So, we are funding through the Fire Marshall's office to do some free training for volunteers. So, what's fallen under that category, is we've got some 64-hour basic classes that we can do. We're going to do all the live burns tuition free through June 30th. And then 4-hour In Service Delivery for volunteers we're going to do for free up through June 30th. So, contact regional coordinators for those things, Ben and Mark Boyd. Fire Chief orientation schedule we've set. There's one of those in each division for this year. Smokey Mountain Weekend will be June 11th and 12th, so there will be one in conjunction with Smokey Mountain Weekend. There will be one at TFACA in conjunction with the Memorial Weekend, and that will be September 10th and 11th. And then Savannah Tennessee November 5th and 6th in conjunction with Tennessee River Weekend. So, those are the three Fire Chief Orientation classes scheduled. We have a recruit class beginning February 28th and as of right now, if everything holds out it will be May 6th graduation. So, we do still have spots available in that class, and so if anybody has people, they need in that they can contact us. March 12th and 13th the fire academy will be conducting a weekend event down on the Alabama state line. So, that will be in conjunction with Alabama Fire College. They're going to do some classes. We're going to do some classes. It will be at the [Leak City?] training facility and Decatur Fire Rescue. And so, there's going to be folks from both sides of the state lines involved in that event. And then the last thing that I'll talk about, our numbers for last year. So, we ended up with 14,820 students enrolled, 922 classes, and just shy of 255,000 contact hours for last year. So, that's... We've had some better years, but that's definitely back up from our COVID situation that we've had for the last couple, so.

(Multiple Speakers/unintelligible)

Unknown Speaker: He talked about the system of (unintelligible) classes, there's 25. If you all know of anybody that's over their year. They are fixing to get a letter from me. I mean, they're in violation. So, if you... anybody around in your area is at... they're out of compliance. They need to get this. I mean, it's beneficial to their department. If something was to happen to a firefighter. [unintelligible] if it would knock them out. They can't... If it's a volunteer department, they can't raise money. So, things like that. So, they need to get this. So, we're going to be sending out a letter. There's 25 of them.

Unknown Speaker: Does everybody know what he's talking about? Does anybody don't know? Alright. Any other questions? Thank you, Director Sparks. We've done covered legal. Brian ain't here. Who's doing reciprocity?

Tony Grande: Brian will be here tomorrow. Brian is another one who's whole family was going through passing the sickness through their household. He will be here tomorrow for the meeting, and he will present. You do have in your I-pad or in your drop box you should have seen the reciprocity report for numbers and for what certifications were issued. So, again, I think we're in that number of 700 or so. Some happen... Some Brian can complete in a moment because he can go in and look on the ProBoard website and say, "Oh yeah, the ones that are asking for consideration are on the ProBoard website." But then, there are some that he's got to make... I think he's waiting on, what did he say this morning?, Idaho

Unknown Speaker: Idaho and Pascal Valley...

Tony Grande: Yeah, yeah, there's a place in New Mexico and a place in Idaho that issued IFSAC certs., but we're having trouble getting them to answer our phone calls. So that we can confirm that this person actually earned the cert. there.

Unknown Speaker: Alright, and Coordinator Miranda. Do you got any... Do you want to talk about the EIP updates or?

Coordinator Miranda: It's a good time. I was off last week, and my inbox is flooded with additional EIP requests and questions. It's been like that since December. Then before that, it's a lot of fun. The report that I gave... the email to the Director for November meeting. All but one program has been approved. And the one that wasn't approved, they were given, I'd say, at least 10 different communications to correct it. That went to no avail and so their program was denied for not meeting the rules. I can't do it for them... giving them plenty of opportunity to correct it and it just never happened. Other than that, I think we have a few... We have a waiver request to be considered today, or tomorrow. And I believe they ended up submitting a program this last week and I haven't processed it yet. I'll do that this evening to make sure they have an approvable program before you vote on it tomorrow. Other than that, I guess we will be doing some more Commission 101 classes starting in the spring and get that going across and probably depending on how the West Tennessee position gets filled and at what time, I'll probably come back travel over here, do a couple more Commission 101 classes to pick up anyone who may have missed it last year.

Unknown Speaker: Gotcha.

Coordinator Miranda: That's about it for me.

Unknown Speaker: Are you seeing, or did you see, any volunteer programs get submitted this year?

Coordinator Miranda: Did I see any volunteer programs submitted?

Unknown Speaker: Yeah, volunteer fire department submit a program, any programs?

Several Speakers: (Unintelligible.)

Coordinator Miranda: Oh, I believe we're... I believe there's 136 or so, department submissions. And then there was, I believe, another 13 or 14 that were piggy backing off of some of those. So, we've got about 150... To give you an idea, when I first started... So, 150 out of potentially 500 volunteer departments so it doesn't sound like a lot, but to give you an idea when I started. When I got voluntold in 2017 that I was going to be over the EIP program. On the career side there was 105 departments. Now we are up to about 120. I'd say we're pretty close to... I'd say we're going to be to 100% saturation on the career side. And for the first year, for the volunteers to hit that number, I think it's pretty strong.

Unknown Speaker: Good, good.

Coordinator Miranda: And hopefully it just goes up and up from there. As long as the funding permits it, of course.

Tony Grande: Yep. I think that Michael brings up a really valid point. Which is, there are still pockets of fire departments that may not... Jeff and I have talked during Chief Orientation and Jeff knows that I will ask the question, "How many of you have heard about the volunteer incentive? It's not for a lack of publication of the process. It's just some of these folks don't hear about it until it's past these deadlines

and we're... We did plus 50 Commission 101's last year. And the majority of that was what? Between April and August, the majority of them. When Commissioner Farley and them went out and did a visit, last week, or the week before, and some of the local folks said, "Well my chiefs are asking us questions about this thing, and it's like "Well?" There were six opportunities or five opportunities within an hour's drive of that person to have attended a Commission 101. And it's like, for Michael or for Brian or our West Tennessee Coordinator, we are not at a point where we can service 300 fire departments individually for Commission 101s. You have to call in, you have to encourage them to... If you could get 5 departments together that's a great visit. If you can get 10, if you can get every department in a county to come, even if they've already been to one, send somebody else and get them there. We had one that came up this week, you remember I sent you that one of those guys had actually been in the Commission 101.

Unknown Speaker: Yeah.

Tony Grande: ...and I was like, "If you've been in the Commission 101, why are you telling people you don't really understand..."

Unknown Speaker: It's because they don't want to understand.

Unknown Speaker: It's too confusing.

Unknown Speaker: I'll say that I've found that there's been a tremendous learning curve to overcome. And it's not, you know, that it's varied between career and volunteer, it's because they've never, a lot of them have never used ACADIS and going over the program, it just seemed like it was a lot for them. It's really just getting them to keep accurate records and report records.

Unknown Speaker: It's going to take... There's a lot of great volunteer fire fighters out there.

Unknown Speaker: Yes sir.

Unknown Speaker: And fire departments out there.

Unknown Speaker: Yes sir.

Unknown Speaker: It's going to take a couple of years to kind of...

Unknown Speaker: ...get the kinks worked out.

Unknown Speaker: ...get the kinks worked out of it. I mean, it may be three years, who knows. But it's going to take... It's no different than any new program that's put out there. Because... I wasn't around when the career was put out there, but I guarantee it went through the same, you know, growing pains.

Tony Grande: Yeah, just, I don't know that we can sustain, you know, I mean for us, I don't know that we can sustain another season of 40 or 50 Commission 101s, you know.

Unknown Speaker: Right

Tony Grande: They're going to have to help us by coming together. And I've already emailed Mike about doing a regional one. And again, when we say regional, it means it's open to anybody can come, but it may not be convenient. It might be an hour and a half ride for you but...

Unknown Speaker: Yeah.

Unknown Speaker: Let me ask you a question and you've probably told me this, but I've slept since then. The reason the fire chiefs... whenever the, you know, like Upper Cumberland, I know that they have...

Unknown Speaker: Or the Tri State Northeast Association, the volunteers don't normally come to the... Oh, oh, I'm sorry.

Unknown Speaker: ...are y'all doing some 101s there? I'm sorry...

Unknown Speaker: I was saying, like the Northeast Association... I go to those as often as I can because most of the time, they are fairly convenient for me. I don't believe I've ever seen a volunteer chief at one of those meetings, other than Ben Wexler. Who's there, I guess, dual role for representing TFACA...

Unknown Speaker: Well, let me ask this question. I'm going to throw it right back at you.

Unknown Speaker: Sure.

Unknown Speaker: Have we offered, the president of each one of those, where they can disseminate the information out? That we're going to be there?

(Several Speakers acknowledge this as a good question.)

Unknown Speaker: So, what I do, for when I was setting up these classes, especially earlier on, well I would send it out through the ATC list, contact list which, I think we both can admit has some flaws when it comes to not being up to date with turnover in chiefs. It has nothing to do with the State Fire Marshall, it has to do with them reporting the changes...

Unknown Speaker: Right.

Unknown Speaker: ...and we don't know what we don't know. But I also asked the hosting department where the class was going to be hosted at to disseminate that. I've got a pre-typed out invitation that they can alter if they want, but here you go. Here is something you can... please pass it out to your contact list. That way we get it out because I'd rather they receive this information two or three times versus not receive it at all. I'd let them know about the upcoming class. Some promising information about it is, I think we're, ... I think about 30, I'm shooting from the head, it's been a while since I looked at this data. I think we're about 37/38 percent saturation rate from volunteer departments attending the Commission 101 class, but with that being said we're upwards, I think, of around 76/77 percent of the departments that attend the Commission 101 class submitted a program for 2022. So, that's pretty promising.

Several Speakers: Yeah. Yeah.

Commissioner Farley: That's good. Also, I just got through the other day working with Don Brady, with the Tennessee Fireman's Association, they're updating their list where we... where... it may have been 10 years... the list that they had the chief was 10 years ago or something. So, they are trying to do that... and I know that they have been working very well with us... If a fire department goes... if a fire chief doesn't want to his/her fire department, they'll pick them up and they'll do that.

Unknown Speaker: They'll pick them up and sponsor them.

Commissioner Farley: We've (unintelligible) to the Fireman's Association (unintelligible) department, we could partner with them on that as well....

Unknown Speaker: Absolutely, and have them blast out the information.

Unknown Speaker: I don't think they'd agree, David Doris.

Unknown Speaker: Oh

Unknown Speaker: (Unintelligible) in his backyard.

Unknown Speaker: I'll absolutely include them. I know that David Doris with Tennessee Fireman's Association has been in contact with Jones and Bartlett and actually got an agreement with Jones and Bartlett in writing to be able to take all their lesson plans and publish them and make them downloadable for any member of Tennessee Fireman's Association which will also help with in service stuff. Instead of having to build something or scratch around for home grown classes now they can actually just use the Jones and Bartlett textbook and (unintelligible).

Unknown Speaker: That's a big plus too.

Unknown Speaker: Yeah.

Unknown Speaker: Alright. Thank you, Michael. Any questions for Coordinator Miranda? I think y'all know it's been a lot of added work on y'all, but thanks.

Unknown Speaker: Hopefully we can get a West Tennessee Coordinator...

Unknown Speaker: That will stay with us.

Unknown Speaker: ...that will accept... that once they accept, they will stay.

Tony Grande: That will actually accept it and actually make it all the way to the point of being at work.

Unknown Speaker: Ok, Director, do you got the 20/21 in-service update?

Tony Grande: Yeah. That would normally be... I would normally ask Cheryl to give you that update. So, I think I told you that Cheryl has been a little under the weather for about 10 or 12 days. So, it kind of slowed down. But, we have, about today, the last I texted her, about 98 EIP excel spreadsheets, in service verification forms that have been sent in. She has processed 14 or so 15 of those sheets to the point where we're making sure that all the substitutions and all that it's valid submission and they had a program, and they followed the program as a valid submission. And she is at with those 14, she's up to a half a million dollars. Typically, we don't forward that out up the chain through the State Fire Marshall's Office... It doesn't move forward until we get at least a million dollars in that. Just 14 departments and we have 98 so we've got eighty something sitting there waiting to be processed. And I'm going to just take a flying leap here and say that Memphis and Nashville and Chattanooga and Knoxville probably have not submitted any of theirs yet, completely. So those are the big hanging numbers. We did, when I checked the books this week, we did have lots of career programs have their documentation in. And what I mean by that is, we require the request and then the fire chief's signature. So, the payment request that the fiscal agent or the mayor might sign and then the fire

chief's signature page. We also have one East Tennessee department submitted three people and did the volunteer submission and had them complete their W-9s and sent their W-9s in, in an envelope. Because we have to have the originals. Ok, so if you see, we have to have the original documents for those W-9s. And that's that route that we're talking about for that volunteer potentially to get paid. The meeting that Assistant Commissioner Farley and I had that all of the big departments fiscal and... so there was also a representative of the Tennessee Municipal League was there.

Unknown Speaker: Yeah.

Tony Grande: The President of the County Mayor's Association, I think he was President wasn't he?

Unknown Speaker: Nah, he was the Executive Director of the County Mayor's... Yeah. Mike Harris.

Tony Grande: ...Association. So, we had some representation from the counties and TML there. And TML made it very clear about what their opinion was.

Unknown Speaker: Two times he made it clear.

Tony Grande: He made it very clear what his opinion was and that was that the counties should have nothing to do with paying...

Unknown Speaker: or the city.

Tony Grande: Or counties either one.

Unknown Speaker: We'll he always represents...

Tony Grande: Ok.

Unknown Speaker: Yeah.

Tony Grande: But he basically said they've... and it's like, well, the county mayor, the representative of the county mayors came up with a good thing. He says that it would be really nice if a county mayor could walk to a... drive up to a county fire station and say, "Hey fellas, look here, ladies, gentlemen I have your fifteen checks. Here's your \$600 check, here's your \$600 check and so on and so forth. I was like, yeah, well there... so we're talking about do they have to pay through the city? Do they have to pay through the county? Do you do a hybrid where they pay one way or another. Do you go everybody through the state? So, there's still... that's when he was talking about... there's still some work being done. We're still working to do that. Don't discourage your folks from filling out and sending in documentation. Have them keep sending in the documentation because if it changes, we'll change it. Chief do you know, Chief Farley do you know if we got the extension request in yet? To extend budget.

Commissioner: Um, FNA was supposed to take care of that. I have not heard.

Tony Grande: Ok. Well, we, the State Fire Marshall's Office has asked for an extension of the EIP budget. Outside of the end of June. So, that typically doesn't happen unless we ask for it, is what we were told, and they said that if it's extended then we can continue to pay out of that EIP fund for 2021 and not have to meet that. We should meet the June deadline right, the July 1, the end of June deadline. But fiscal's no longer going to slam the door closed if they approve our ask. That if we're in the process of paperwork and it rolls over into the new budget year. They were talking about extending that.

Unknown Speaker: Right. The Deputy of the Commissioner of FNA was the one that was on... that was talking about that that day.

Tony Grande: And he was supportive.

Unknown Speaker: Yeah, he was going to look into it.

Unknown Speaker: I have a question about something you brought up concerning that East Tennessee department. If we are contacted... Because I sat with a department last week, teaching them how to put everything into ACADIS and what you need to send in. Should I encourage them also to do the W-9 and send that in with their... because you said that you had a department that [the director?] went that far. So, in case it gets to that point...

Tony Grande: I would say this. I would say send them. Because if they're in a controlled environment. If we have department control of them... If we don't need them, which I can't see that in the future, if we don't need them. But, anyway, they'll end up going up hill because they've got to be entered into the system and those documents have to be completely filled out for us to enter them into the system. For our... I won't say us... for the State Fire Marshall's office as a whole to enter it into the system.

Commissioner Farley: It wouldn't hurt.

Tony Grande: It would not hurt.

Commissioner Farley: Um, especially if we go to the hybrid system and, you know, that's probably a good possibility. Because that way... county mayors, if they want... he did... Mike said... "I'm going to go out there and hand them checks out." ... he said... campaigning. And then there's TMS... says, there ain't no way under God's created earth that we're going to get involved in this.

Unknown Speaker: So why do you need the department's W-9 if you're sending in for an individual?

Commissioner Farley: Individuals.

Unknown Speaker: That's W-4.

Unknown Speaker: That's W-4? Ok.

Unknown Speaker: Or W-4 or is it the I-9 which is the identification verification.

Unknown Speaker: Of the person.

Unknown Speaker: Which one was it?

Unknown Speaker: W-9 was for the departments. I took it as a W-9.

Unknown Speaker: Yeah

Unknown Speaker: Ok.

Tony Grande: It's on the website.

(laughter)

Unknown Speaker: I just got confused. I thought you was running it through the W-9 because the department. I was just making sure (unintelligible).

Unknown Speaker: And it has to be an original copy, it can't be scanned

Jessica Curtis: ...original. It has to be original.

(Unintelligible background conversation)

Tony Grande: So, what it is, is if we are doing an individual firefighter payment, they end up having to be imputed into the State of Tennessee System.

Unknown Speaker: Edison, into Edison.

Tony Grande: So, in order to do that, that information that's on a W-9 is there... and the signature is the required part.

Unknown Speaker: The I-9?

Commissioner Farley: No, I-9 just verifies your (unintelligible).

Unknown Speaker: Should be a 4.

Unknown Speaker: A W-4 is an individual tax file form.

Unknown Speaker: Yeah, were on the same page... it's just... when you said W-9 it got my attention. I thought it was paying the fire department...

Commissioner Farley: We've talked about this so much it's all running together.

Unknown Speaker: Yeah, I with you.

Unknown Speaker: Since it's just one person they don't have a tax ID number. That's their social security number.

Unknown Speaker: That's correct.

Unknown Speaker: The W-4 would be there an employee and their entry into the system as individual.

Unknown Speaker: Well, it is a W-9 but that's typically when a business has proven that...

Unknown Speaker: I thought...

Unknown Speaker: ...Taxpayer Identification Number.

Unknown Speaker: I thought that was right, but I've slept since then.

(Laughter, unintelligible background conversation)

Unknown Speaker: No, we had them sign that at real estate closings too. To sign that just to verify their tax ID number. You can use it for business or an individual.

Tony Grande: The deal is... at this point, what it looks like to me, is at this point, that person becomes, I won't say an employee, but it's the closest thing as an employee to State of Tennessee as possible.

Unknown Speaker: So, we can issue them a check.

Tony Grande: So, because they're going to get a check from the State of Tennessee, they have to fill this form out.

Unknown Speaker: Gotcha.

Tony Grande: Then our staff will take these forms and signatures, I don't know where they will store them, but they'll store them somewhere. And somebody's going to sit in front of a computer and enter in all this information into the Edison System. So that, just like when you get that paycheck or travel reimbursement...

Unknown Speaker: That person probably doesn't even exist yet...

Tony Grande: It's going to go into (unintelligible), right?

Unknown Speaker: Ok

Unknown Speaker: Is this person coming out of your budget, sir. I just wondered.

Commissioner Farley: Believe this, hey I've got some people that knows how to do this. And we're going to utilize them.

Unknown Speaker: Ok.

Unknown Speaker: Probably, [Drake?] from the finance office will probably send them a bill for their time.

(laughter)

Unknown Speaker: That's what I was going to say.

Tony Grande: It's his time.

Commissioner Farley: It's my time.

Unknown Speaker: Ah, really? You got to do it?

Commissioner Farley: Yeah.

Tony Grande: I mean five or six people...

Unknown Speaker: Yes

Tony Grande: ...got sent to training on how to do this.

Commissioner Farley: And one of them is my assistant.

Unknown Speaker: Really?

Unknown Speaker: I don't envy you those people.

Commissioner Farley: We're doing everything that we can to help this... make it work.

Tony Grande: Yeah. State fiscal is not...

Commissioner Farley: Not happy.

Tony Grande: They're not happy.

(Unintelligible comments)

Unknown Speaker: You got to thank the Governor, I'm just saying.

Commissioner Farley: Dennis [Harlem?] was that the name. I want to take him to lunch.

Unknown Speaker: So historically at this meeting we would have a batch to approve. Are you going to ask for blanket approval tomorrow? Because that's not the way that this reads necessarily.

Unknown Speaker: We don't meet again until April.

Unknown Speaker: Yeah, we won't meet again.

Tony Grande: Well right, right...

Unknown Speaker: ...at least April.

Tony Grande: ...right, I can foresee... Cheryl will probably have a batch done by the end of this month. My recommendation is that if they are in career departments and their batches... there ready that we just go ahead and take care of them.

Unknown Speaker: Alright. We can do that tomorrow.

Tony Grande: Because there's a little bit of concern or unsure about the amount of volunteer we'll process. But anybody that, I think, that's career, especially those that have already participated, already know what they're doing. There's no reason to delay that. Let's get them out of the way as soon as we can.

Unknown Speaker: That's just backing up for you... that's bottlenecking for your department.

Unknown Speaker: But he'll submit it anyways, he'll just hold onto it before he sends it to FNA.

Unknown Speaker: Right.

Commissioner Farley: Because it will come from him to me, and I'll sign off on it. It goes to the Commissioner

Tony Grande: Like I said, Cheryl did 14. She's up to 14 completed, that she's double checked and we're up to half a million. So, I would say, end of this week we'll have another 14 to 20 that are done and we'll probably be exceeding a million dollars by the time.

Commissioner Farley: There's usually 3 or 4 submittals that...

Unknown Speaker: Correct.

Unknown Speaker: Was what Commissioner Windrow saying, is that we usually have some now to approve...

Unknown Speaker: Yes

Unknown Speaker: ...so that...

Unknown Speaker: Is there any legal stipulation that we can't do something like that?

Kim Cooper: You're talking about administratively approving them within... by the department, if they are all in order. Instead of having them come in front of the commission?

Unknown Speaker: Yes.

Unknown Speaker: If not then they'll be sitting unless we have a specially called meeting between now and April, so.

Kim Cooper: You have to have a specially called meeting or you can delegate that authority the appropriate...

Multiple Speakers: That's what we're asking.

Kim Cooper: Yes. But you need to... What I'm saying is you'll need to vote on that.

Multiple Speakers: Tomorrow, Yes Ma'am, Yes, absolutely.

Kim Cooper: Yes

Unknown Speaker: Good Catch.

Unknown Speaker: We would approve the first batch then do a blanket for all additional coming in?

Unknown Speaker: Or just do a blanket to delegate it to him.

Kim Cooper: Correct.

Unknown Speaker: That's what we need to do.

Unknown Speaker: I think we've done that in the past.

Tony Grande: And again, I think as you know, COVID may have impacted your department in some way or another.

Unknown Speaker: Oh, yes. (laughter)

Tony Grande: We were hit hard over the last three weeks.

(Unintelligible comments)

Tony Grande: We saw a reduction in our productivity.

Unknown Speaker: Uh, huh.

Tony Grande: Except for Jessica. She had to work way too many hours.

Unknown Speaker: Ok. Any questions... any further questions about 2021 EIPs.

Commissioner Farly: Yeah, I want to say something.

Unknown Speaker: Yes, sir.

Commissioner Farley: I want... this is not... I'm not blowing smoke... but the team at the Firefighting Commission has done a fabulous job on working through this process.

Unknown Speaker: I hear you

Commissioner Farley: And I truly appreciate that and I know the fire services, really appreciate it as well. So, I want to commend the whole staff for what they've done on this whole process.

Unknown Speaker: Yep, I agree with that for sure.

Unknown Speaker: Hands down.

Unknown Speaker: Thank you chief.

Unknown Speaker: Definitely the right hands at the right time.

Unknown Speaker: Right

Unknown Speaker: Ok. Coordinator McCain are you ready to quit kicking this can and let's do something.

(laughter)

Coordinator McCain: Which can?

(laughter)

Unknown Speaker: Don't get him started, he's brought up something else already.

(laughter)

Unknown Speaker: Alright.

Unknown Speaker: What you got for us? Let's try to get somewhere today.

Unknown Speaker: Basically, it's just... we went up to the ProBoard conference in Orlando. We applied for a scholarship that Jessica won a scholarship from the Chairman of the Board of Directors of ProBoard. She got to attend the conference for no cost... was a \$1,500 grant. We should have covered all our expenses. So, she got her feet wet in accreditation and she's still here.

(laughter)

Unknown Speaker: Let's give her a round of applause.

(laughter)

Unknown Speaker: Absolutely.

Unknown Speaker: But we had some very good training down there and enlightening talks with a lot of different people because we're 77 different entities, certifying entities that are members of ProBoard. And I think there were like 50...

Tony Grande: ...55 something like that.

Unknown Speaker: ...something like that there. So, we were able to network with other entities. And we did learn that we can't say that we're a one-person certification organization any longer because we have these 77 entities. With the fellow that said that does not want us doing all the changes on the stuff that we steal from other entities and make ours. So, it's still one person entering all this. The application for ProBoard was in plenty of time so we didn't get any kickback on that. We did find out that all of our matrices that didn't include, that we had put in, well actually, that Randy had put in for me. He had put them in as we were accredited. Which did not include the process and product, it was simply a skill sheet or cognitive question or a project. So, and we were under the understanding that we could enter this on the reaccreditation as we were approved. Found out that we can't. We've got to go back and update all the matrices to the new product process, whether or not we're testing as a product or a process or skill or we're just questioning. So, basically, I'm redoing all the matrices. So it's running a little bit behind but according to Julie Coffman the document reviewer for ProBoard, she said, No hurry. She's in Hawaii for the next month so she's not going to look at it anyway. So, we're doing good on that. We got information about the IFSAC conference coming up in April in Oklahoma City and looking forward to actually being able to meet with our peers there. And basically, that's it. We're trying to get all this information in and loaded back up in the ProBoard website. Which when we went, when we accredited with ProBoard, all you had to do was fill out the correlation sheets for IFSAC. With... ProBoard would accept those. And it's just a sheet, you know. So, you go in and do it one time. Then ProBoard changed their process. Everything has to be done online. So, they won't take the IFSAC correlation sheet any longer. So, it's doing it twice, basically. So, being members of IFSAC and ProBoard now is twice the work that it was when we started. Just to get everybody up to speed on that. And they're very, very particular on this product process down to the actual... what the... which verb is used to identify how you're testing. So, it's...

Tony Grande: So, let me, let me... 2020, about halfway through 2020 we were working and entertaining and doing a couple of updates to standards. We asked Randy to come in as a [unintelligible] and we asked Randy to fill out an online portion of the ProBoard matrices. So, Randy went in and did a lot of work for us. So, he went in and took care of adding all that into the matrices. We had a budget issue... a budget concern because we had 2 reaccreditation visits which are about \$10,000 apiece. So, we wanted to split those into two years. So, we asked IFSAC to move our 2021 to 2022. They were kind enough to allow that. Then as we got closer to 2021, ProBoard said, hey, guess what? We're going to bump ours to 2022. So, we continued to work and so all of our stuff and do all of our things. But ProBoard in the interim, changed their rules and their processes. If you remember, we voted on a testing methodology change. That was the first inclination of what the ProBoard was creating. What Fred is talking about, is now the duplication of work. Everything he's doing for IFSAC has to be reaccomplished for ProBoard in an online formation. The ProBoard, with this process and product in rubrics has created an environment where... The practical is a practical, but how we document it has got to be a little bit more beefy. And, for example, Michael, over there will do Fire Officer I practicals. So will Brian. Brian and Michael will both do Fire Officer I practicals. We just have to now make sure our documentation shows a rubric that they're both scoring exactly the same way. So, all that being said, we had dinner at ProBoard in Orlando with a board member. And about halfway through dinner, Fred tapped the table and said to him, "You know that's a board member." Because there were some... And I told him, I said, "I don't have a problem with going to process/product and developing rubrics. What I do have a problem with, is this implementation strategy because this past week, Fred, after our first document review finds out that there's 5 other certifications that now need product/process review and

changes. And it's like, we entered the... when Randy entered those, he entered them the appropriate and the accepted and the approved way. But because of this delay and this extension and moving us to 2022, all of the sudden, now we've got to go back and redo work that had already been done, that we've already been approved for. So, I'm not happy with ProBoard, I think you can hear that in my voice. We're going to keep working with ProBoard the best we can. In 2015 or 2016, you brought ProBoard in. I don't know why we brought ProBoard in if we had I...

Unknown Speaker: That's where I'm heading.

Unknown Speaker: Me too.

Unknown Speaker: Let me ask this question. Do we need both of them?

Unknown Speaker: No sir.

Tony Grande: The only... we'll... hear, hear... Caveat that with this. There is a limit for Fire Inspector I to get their ProBoard and then they take that ProBoard and they go to ICC.

Unknown Speaker: Right.

Tony Grande: That one link exists. And if you...

Unknown Speaker: Can we keep that one program?

Unknown Speaker: Yes

Unknown Speaker: How many other certificates are affected by that, Commissioner?

Unknown Speaker: That one program. You can keep...

Unknown Speaker: Just that one? I'm just saying for...

Unknown Speaker: Just that one. I'm sorry.

Unknown Speaker: Yeah. Is there any other?

Tony Grande: HMA and... HMA and... HMA is now in Fire... now part of Fire Inspector I.

Unknown Speaker: HMA and Fire Inspector I.

Tony Grande: So, and

Unknown Speaker: So...

Tony Grande: Like the ProBoard report of it. But anyway, the ProBoard report. I think we did 700 Fire Fighters in the State of Tennessee last year, sent in their \$17.50 cents. So, when you look at us issuing about 5,000 certifications... that's 12/15 percent somewhere around, or more. I don't have that percentage. I can't figure it out on my brain, but it's a pretty low percentage of our folks that are taking advantage of that ProBoard.

Unknown Speaker: Are they taking more advantage of the IFSAC than we are ProBoard?

Tony Grande: Well, we issue IFSAC.

Unknown Speaker: We give that to them sir....

Unknown Speaker: Ok.

Tony Grande: We're issuing the IFSAC.

Unknown Speaker: So.... Oh, go ahead, I'm sorry...

Unknown Speaker: So, is IFSAC caught up? Because under ProBoard you have ISO and HSO. Health and Safety Officers is on cert with ProBoard and so is Incident Safety Officer.

Tony Grande: There are a couple of certificate programs that are available in one that are not available in the other. We would have to research it and figure out which one are there.

Unknown Speaker: So, in the long run though, I guess my overall question, it's just a shot in the dark here. How much money would it save to condense down, let's say we condensed it down to only 3 of those 28 certifications or whatever, it what we kept in actual ProBoard. So, that you could follow that path for Inspector or whatever? How much money would that save your department that could be placed somewhere else.

Tony Grande: So, monetarily we're... If we're going to be a part of ProBoard, we have to pay the ProBoard fee.

Unknown Speaker: Which is?

Tony Grande: \$2750?

Unknown Speaker: \$2700.

Tony Grande: \$2700/\$2,750.

Unknown Speaker: Ok.

Tony Grande: Annually. And, so that cost doesn't disappear. They're...the costs don't disappear. What disappears in funds, is the amount of time that our accreditation specialist is spending doing all of that, yeah, yeah, so...

Unknown Speaker: Doing all that.

Tony Grande: When you look at, supposed it took him a 100 hours currently, and he could bump it down to 10 hours. We'll that's 90 hours of savings at \$40 an hour.

Unknown Speaker: But it's also saving the Firefighter the \$17.50 that they're not having to put out to get that.

Fred McKay: If we change our program, with Proboard... We were the last program that was accepted that does the individual participation. If we go full participation, the certificates cost \$5.50 and X number is included with that \$2750 annual membership. Which would pay for all the certificates that's being sent to ProBoard now. Or all the requests at ProBoard now. It would fully fund HMA and Inspector I with no problem.

Unknown Speaker: But let me ask this question. What is... If we did just do the 3 or 4 or whatever it is we're talking about, what is the downside of doing that?

Tony Grande: Ok. We're just not issuing ProBoard. So, if we're not issuing ProBoard, then we can only issue at that point the IFSAC certs.

Unknown Speaker: Right. But what would the downside be to the Firefighting Commission and what would be the downside to the Fire Service by doing that?

Tony Grande: I would say that a Firefighter is probably less marketable to other departments because he doesn't have ProBoard. ProBoard is a little bit more marketable, I don't know why, on the market it seems that way, but it does seem that ProBoard certs. buy you into more entities than just a straight IFSAC cert.

Fred McKay: There's a larger international

Tony Grande: EOD... EOD is ProBoard.

Fred McKay: ...presence with ProBoard. IFSAC... ProBoard is now ran reciprocity for all of the DOD certificates that were issued by IFSAC free of charge to DOD members. But there's a... very much... a very large presence of International ProBoard entities versus the U.S. I mean that... But, my thing with dual accreditation is, ok, I go to college and get a bachelor's degree in Fire Science from X,Y, Z college. Then I go to A, B, C college and I get a bachelor's degree in Fire Science. Where does that help me other than I've spent the money for another degree for the same thing. And that's the same thing we're doing with ProBoard and IFSAC.

Unknown Female Speaker: Can we not just make a rule, like, if they have ProBoard we can do the reciprocity?

Fred McKay: Yeah, I guess you could do that?

Tony Grande: We could continue to recognize ProBoard coming into the state.

Unknown Speaker: So, that won't affect our reciprocity?

Tony Grande: I can't see where if...

Unknown Female Speaker: If they are ProBoard... I know that was part of the reason that we got into it. Is that different states allowing reciprocity.

Tony Grande: I can't see it impacting our ability to say as a state, we accept that ProBoard Certification. As of today, we are accepting ProBoard and IFSAC valid certifications that we don't even give the...

Unknown Speaker: Right.

Unknown Speaker: That we don't even have.

Tony Grande: ...put out ourselves.

Unknown Speaker: Yeah. Right. Confined Space.

Unknown Speaker: Is there a way to confirm that it won't affect incoming? Are you for sure of that, or do you think...?

Tony Grande: We are the State. We make a choice; local entities make a choice about whether or not they are going to accept the ProBoard cert.

Unknown Speaker: Ok.

Unknown Speaker: (Unintelligible) the Fire College, because they keep up with both. DOD office both...

Unknown Speaker: It makes the firefighter more... They can move easier. Their reciprocity is more mobile than IFSAC.

(Several overlapping comments)

Unknown Speaker: We don't get a kickback from the Fire Service.

Tony Grande: I think it's a good question to ask and find out the answer to.

Unknown Speaker: Go ahead.

Unknown Speaker: I think that the only real benefit to ProBoard is 1. Going to... If someone were going to move from Tennessee to a ProBoard State versus an IFSAC state. There's probably... I don't have the... I've not done the research so I don't know if I'm off the top of my head or not. IFSAC states versus ProBoard states. Which ones, how many of each are out there. I feel like, when Tennessee became an IFSAC state... I think it was in 2004 or 2005 the sole purpose of that was to issue a nationally recognized certification. But still its main concern was Tennessee Firefighters, not DOD or Firefighters in Europe, you may or may not ever see. The benefit of ProBoard in Tennessee, is it... I personally feel that its only benefit is it gets a way for someone to get licensure at the Inspector I level by going a back door route. The ProBoard cert to ICC, Reciprocity, ICC, [the State Fire Marshall's Office.?.]

Unknown Speaker: There's no back door.

Unknown Speaker: Oh, no, no. I understand. It's a not a straight forward...

Unknown Speaker: It's a path.

Unknown Speaker: It's a pathway.

Unknown Speaker: It's another option.

Unknown Speaker: Yeah, it's another (unintelligible).

Unknown Speaker: And I'm not asking to close that down.

Unknown Speaker: I apologize about the verbiage on there, but it's not...

Unknown Speaker: I'm with you on this.

Unknown Speaker: I probably should have chose different verbiage. It's just not a direct way. I can't take my ProBoard cert. and go straight to you. I have to go another route. And so it's not as straight forward.

Unknown Speaker: Yeah.

Unknown Speaker: I know, there was talk about when ICC said they were going to stop doing ProBoard, I know, you did a lot of work on that to get that fixed. If we drop the ProBoard accreditation, like all together, then I guess that would be that third route, obviously a lot of politics would get involved with that, but the third route, maybe like the IFSAC Tennessee or from the Codes Academy, from TFACA accepting the Inspector I course and certification through the Commission as the third path.

Unknown Speaker: Well, that would take a law change and we've already been down that road.

Unknown Speaker: Yeah, we don't need to...

Unknown Speaker: Yeah, that's the bad part about that.

Unknown Speaker: Yeah, that steps on toes. And I...

Tony Grande: Yeah, I think that the, you know... Fred and I discussed this robustly and I think that the ICC certification is important to some municipalities, to some AHJs. I don't know how many AHJs do that. Here's what I... Here's what we can tell you, is we can look at the report and we can tell you exactly how many people took their Inspector I and took it to ProBoard. I guess we...

Unknown Speaker: A lot.

Tony Grande: I guess we... no it's not as many as I thought it would be. And I think that, probably what we want to get from ICC is how many of your folks. How many of our folks are coming to you?

Unknown Speaker: I will fight, from... We don't need to do away with that.

Tony Grande: No, I'm not saying, that's what I'm not saying. I'm just saying take a look at how many people are actually using that annually because I think that's a good picture for us to know whether or not that that's beneficial.

Unknown Speaker: If it's working.

Unknown Speaker: Yeah, it's working because there's... That extra option... It gives the locals the ability to have that option. Because going through ICC or going through NFDA...

Tony Grande: It's time consuming.

Unknown Speaker: It's time consuming and it's costly.

Unknown Speaker: It's the difference between night and day. Absolutely.

Unknown Speaker: Well, it's only \$350. Now you've got some self-discipline because... I can proctor him. So, you don't have to have any certification to prompter his taking it and they've got to do their 9 inspections on their own. So, it was the only path for a long time. Was you send in your \$350, they sent you the course materials. And then you sat for that miserable exam.

Unknown Speaker: I've done it, yeah.

Unknown Speaker: I've have too.

(laughter)

Unknown Speaker: So, it is a path.

Unknown Speaker: Yeah.

Unknown Speaker: Now could we switch the Academy to teaching just that path. I mean, it would take each individual registering and then registering at TFACA to take an NFPA class.

Unknown Speaker: But the thing is, you can't.

Unknown Speaker: They're very proprietary.

Unknown Speaker: They could be... They could be a testing agency.

Unknown Speaker: They could be, for that.

(Unintelligible, multiple speakers)

Unknown Speaker: They could be, but could you qualify that [and write it into process.?] That was our alternate if this didn't get worked out was going that route. We talked about that.

Unknown Speaker: Going the FDA route?

Unknown Speaker: I think we did.

Unknown Speaker: I mean, it is a route.

Unknown Speaker: Because we didn't know there was a program.

Unknown Speaker: That was going through my office.

Unknown Speaker: Correct.

Unknown Speaker: I threw the bomb on that one. Is what I told Carl. With ICC.

Unknown Speaker: I know then... I'm saying if that would have blown up, that's what you told him we was going to do with the other route.

Unknown Speaker: Yeah, yeah.

Unknown Speaker: If it's staff hours, some things is what it boils down to. It's not monetary as far as budget wise, it's staffing hours. It's causing Fred to...

Unknown Speaker: But if we just kept the core courses that we need. Obviously, this would be one of them. I do see the courses would give Fred a huge relief, right?

Fred McKay: Absolutely.

Unknown Speaker: I mean we can... I feel like... We would leave that course. I mean that... We just need to hear from the Commission Office what won't be affected by our programs if we drop 12...

Unknown Speaker: Yes.

Tony Grande: Well, I think we need to talk to the customer too. Because I don't think...

Unknown Speaker: There's no way we could take action at this meeting, because they've got a lot of homework to do.

Tony Grande: I don't think a lot of our in-state fire departments are pushing their young men and women to take \$17.50 and the application and go get that ProBoard.

Unknown Speaker: No.

Tony Grande: I don't think they are in a position to do that. I think they are saying, "Hey you got your cert. your good to go with us."

Unknown Speaker: No, it's up to you. Yeah.

Tony Grande: And I think that, that time saving, which is monetary allows us to be more efficient, you know, and to be a little bit... it, it... To be honest I'm not a fan of the ProBoard leadership's implementation policies and if this is what they are willing to do in less that two years span. What are they going to do the next time they get together and there's a new verb in a NFPA standard that they want to change the way we do something?

Unknown Speaker: And I do hear that we are the state. We can accept anything coming in, but I know at one time before we was duel we didn't accept both coming in.

Unknown Female Speaker: Uh, uh.

Unknown Speaker: I think we only accepted the one that we was imparting. I don't think we used to take both. You remember that, Jeff?

Unknown Female Speaker: That is correct, because I remember Commissioner (?) had got on the Commission because of that.

Unknown Speaker: I think there was some issue with that back...

Unknown Female Speaker: He had to retest everything for IFSAC.

Unknown Speaker: So, I just want to make sure that there's no repercussions of that on reciprocity. I do remember that being an issue.

Unknown Female Speaker: Yes.

Unknown Speaker: ...sometime back. And they could have just not accepted it. I don't know. But I know that at one time it was an issue.

Unknown Speaker: There are still three states that are not either that are huge states that cause problems for reciprocity. California's an issue.

Unknown Speaker: California being being one of them.

Unknown Speaker: Michigan being the other.

Tony Grande: California is moving to IFSAC.

Unknown Speaker: Well, they need to come on.

Unknown Speaker: Well, it's two decades to late.

(laughter)

Tony Grande: They're not back... They're not grandfathering any of their... forward. So, all of the 30 people that we've heard from, from California this year, when they call, we say, "Do you have an IFSAC cert.?" "No, I have a California cert." Well, I'm sorry, go back to Cal ifire and go get you a cert."

Unknown Speaker: And where are you employed? And where are you employed? "The city of Franklin." "We're sorry."

(laughter)

Tony Grande: No. We've... Brian fields reciprocity calls from the West Coast a lot.

Unknown Speaker: Na, I'm just...

Tony Grande: People are looking to come.

Unknown Speaker: So, they're not giving anybody back reciprocity, because I was under the understanding that they were grandfathering back to one year for their current people. Is that true?

Tony Grande: Well they're not grandfathering old certs. Well, if they can.

Unknown Speaker: Ok.

Tony Grande: If they were within that standard.

Unknown Speaker: Yeah, Ok.

Tony Grande: If they were within that standard they can. They don't have to, they can.

Unknown Speaker: Right

Tony Grande: But, if they have a 20 year guy..

Unknown Speaker: Oh, no.

Tony Grande: ...who has all Cal certs.

Unknown Speaker: Yeah, then he's coming to test.

Tony Grande: And then he wants to come here and says, "Well, I'm a Fire Officer IV. Well, that's great you're a Cal Firefighter Officer IV. You don't have any IFSAC or ProBoard certs.

Unknown Seaker: Yeah, in California.

Unknown Speaker: And California has no more input as to do it than we did at ProBoard.

Unknown Speaker: I understand.

Unknow Speaker: It only helps the individual firefighter to move, to leave.

Tony Grande: Calfire... The only reason that Calfire is moving to IFSAC is so that they can accept folks from outside of California in...

Multiple Speakers: Because everybody is leaving. Yeah. Coming to Tennessee.

Unknown Speaker: Good discussion. I think there's a little bit more.

Unknown Speaker: Yeah, I think there's three ProBoard certs; ISO, HSO, and Inspector I. I don't anything else is out there. What about Rescue Technician?

(Unintelligible)

Fred McKay: We're... Everything... We're accredited with IFSAC for everything. The two we're not accredited with ProBoard for is Airport Firefighter and ARFF Driver.

Unknown Speaker: That's you're saying we'll have to keep them two with ProBoard?

Fred McKay: No. We don't have to keep... The only thing we have to keep with ProBoard is HMA and Inspector I.

Unknown Speaker: With no affect on any of the others?

Fred McKay: Nope. And then if we change our plan with ProBoard, the \$2750 that we're paying now for our...

Unknown Speaker: But that's like a credit if I remember that right. Don't you get...

Tony Grande: That's what he's saying.

Fred McKay: If we go into the total participation plan it's a credit. And it's like IFSAC with their \$1 per certificate or per seal. You have \$2750 worth of credit for the certifications that you send in. Now the office staff will have to send in the certifications to ProBoard. It's a spreadsheet... A pretty simple process, especially if you are just using those two levels.

Unknown Speaker: And it will probably reduce the cost of the audit when they come because, they're only going to be here for a short period.

Fred McKay: Absolutely, they'll be here to look at two...

Unknown Speaker: In an hour. They can look at two levels in a day.

Unknown Speaker: Like, I said they'll be in and out...

Fred McKay: Yeah

Unknown Speaker: ...so it won't be the full cost.

Fred McKay: I'm looking now for that report from ProBoard, but I'm not seeing it. I've got it out in the car, but I don't have it right here in front of me.

Tony Grande: But I think that this is a great discussion, but I do want to know what our customer base thinks about doing away...

Unknown Speaker: Absolutely. Absolutely.

Tony Grande: ...with ProBoard. You know, they may be completely against it. Then Fred will (unintelligible).

Unknown Speaker: So, but when we would ask that question, it needs to be posed in a way that presents to them that those two certifications would still remain there.

Unknown Speaker: True, but other than that I think the customer could care less. As a chief, I don't care if they move to Missouri.

Unknown Speaker: No, I'm just saying that they would still have that path for...

Unknown Speaker: No.

Unknown Speaker: ...the ICC and they'll have that path for their Hazmat.

Unknown Speaker: Yeah.

Unknown Speaker: I want them to know that those two are not going away.

Unknown Speaker: Yeah.

Unknown Speaker: Then they don't care.

Unknown Speaker: I mean, we can, but I mean Chief Farley and the city going to fight us so...

(laughter)

Unknown Speaker: It was a pain to keep.

Commissioner Farley: I want to tell you something. You know what I went through... what I did with ICC... I mean.

Unknown Speaker: I was on the cause. It was a thing.

Tony Grande: And I don't think that it in any way impedes the ability of anyone to anyone, Franklin or OakRidge, hiring a DOD person who has all those ProBoard Certs. The State of Tennessee can still make a decision to say we still recognize them as long as they're valid with the background check validity.

Unknown Speaker: Well, let me ask you this question. Let's say right now this Commission here agrees to do that. Future Commissions? What's the...

Unknown Speaker: They can always go back.

Unknown Speaker: They could turn around and not... for DOD.

Unknown Speaker: Well, DOD now, Fred and Chief Windrow are both saying they are IFSAC as well.

Unknown Speaker: Oh, they are?

Unknown Speaker: Yeah.

Unknown Speaker: Yes Sir.

Unknown Speaker: Oh, ok.

Unknown Speaker: Yeah, they started with IFSAC. ProBoard was an add on.

Unknown Speaker: ProBoard was an add on.

Unknown Speaker: It shouldn't be an issue with that.

Unknown Speaker: Ok, I didn't hear that.

Unknown Speaker: Any further discussion on this. That was a good discussion. Anything else, Fred? Director? Anything else? That was a good...

Unknown Speaker: I don't think so. I make a motion for a 10-minute break...

Unknown Speaker: You just got here.

(laughter)

Unknown Speaker: Let's come back at 2:25

Unknown Speaker: I mean it's he just got here.

Unknown Speaker: Ok, Fred, Real quick what have you got?

Fred McKay: I don't know if it come out or not, but I had copies of NFPA 1000

Unknown Speaker: It's on there.

Unknown Speaker: We got it.

Fred McKay: Chapter 5, is the duties of this Commission.

Unknown Speaker: Yes, sir.

Fred McKay: That's what we have... And I'm finding as I'm doing the self-assessment for IFSAC, I'm finding areas where we're supposed to have some sort of policy or procedure, rule that we don't have anything. So, we need, right now, right now, we're patching it, it get through IFSAC.

Unknown Speaker: Yeah.

Fred McKay: We need a policy making...

Unknown Speaker: So, I read this, can I appoint a committee?

Fred McKay: Absolutely.

(laughter)

Fred McKay: I'd like to be on the committee, because I want to make sure we cover all these JPRs and stuff.

Unknown Female Speaker: I would put a rule making sub-committee that meets with legal more often than every quarter.

Unknown Speaker: Ok.

Unknown Female Speaker: So that we can draft that together, because I would like to know, obviously, what you all, you know, want to be put into rule.

Tony Grande: So..

Unknown Female Speaker: Speaking of rule, if you're going to do anything with the IFSAC/ProBoard situation that you just discussed. That will also require some similar rule making.

Tony Grande: (Unintelligible)

Unknown Female Speaker: Yes.

(laughter)

Tony Grande: There's no such thing as an emergency rule for this thing.

Unknown Speaker: No.

Tony Grande: So, here's the deal... is... What Fred is saying is, again, for both ProBoard and IFSAC you've got to fill out a pre-questionnaire. And that questionnaire says, "Do you have a policy for X, Y, or Z?" And we are finding that, because of the changes in both IFSAC and ProBoard, those requirements from the last time... Those sentences have either changed, been modified, or been added.

Fred McKay: And there's language in there that's from before we were accredited, when it was only a state certification, that's totally off the wall, irrelevant, don't need to be there. I can't put that in this self-assessment.

Unknown Speaker: Yeah.

Unknown Speaker: Alright. I had a motion to take a break.

Unknown Speaker: Seconded by Commissioner Kelley. All those in favor signal by saying Aye.

Multiple Speakers: Aye.

Unknown Speaker: We'll start back at 2:30.

[Break]

Unknown Speaker: All right let's get started.

Jessica Curtis: It never got shut off.

Unknown Speaker: All right, we'll get started back. I'll call the meeting back to order. I do want to go back to Fred. Fred and I wasn't discussing business, but he did ask me to address the Commission one more time. He had some paperwork, he just wanted to make sure everybody was clear on. Fred?

Fred McKay: Ok, for the fiscal year of 2021 there were 761 certificates registered with ProBoard. Of those, Inspector I was 52 and Hazmat Awareness was 71.

Unknown Speaker: That's for a year?

Fred McKay: For the entire year.

Unknown Speaker: So, over a year that was over 120 something people that this would affect.

Tony Grande: I would say this... That if maintain that HMA, that we may have a lot of volunteers taking HMA.

Unknown Speaker: That's great.

Unknown Speaker: True.

Unknown Speaker: That's why I don't want to throw the water out with the baby.

Unknown Speaker: So, Fred? The \$2750 would actually cover the cost of those pro-board certificates? That's right. Even if we included in the HMA.

Fred McKay: The price of the certificates with full participation is \$5.50 unless you go over like 5,000 then it drops to \$4.50 per certificate. So...

Unknown Speaker: It's \$5.50?

Fred McKay: ...\$5.50. Now, with the \$2750 that we're paying, the reward we get besides being a member is we get 1 free trip to the Commission meeting... the Conference. So, we would still get that, but we would also pay for the certificates.

Unknown Speaker: So, you get the trip and the certificates?

Unknown Speaker: He's saying it would pay for the Fire Inspector and the HMA certificates, if that's the two we decided to keep. Yes. Those people would not have to be sending in their \$17.50.

Unknown Speaker: So, they would just keep their...?

Unknown Speaker: When they pass their 100 question Fire Inspector test, they would also get a ProBoard and an IFSAC certification from the State of Tennessee.

Fred McKay: I'm not exactly sure how many certificates that they pay for, but it comes out to \$2750 and it's an astronomical amount.

Unknown Speaker: You just take \$2750, that would be 500... 550 right?

Unknown Speaker: And we had a fourth of that.

Unknown Speaker: So, you are saying that we if we change to that, that we go from... instead of the optional, that we have to issue Certification, or the ProBoard right?

Fred McKay: For.

Unknown Speaker: For those two levels only.

Unknown Speaker: I'm going to look up how many HMA's we actually issued in 2021. Give me a minute.

Unknown Speaker: Ok.

Unknown Speaker: Because that would be more reflective. Not how many people chose to get it actually issued, but how many we actually issued that it would be mandatory at that point if we issued that many ProBoard Certs.

Unknown Speaker: Is that 52 straight certification or reciprocity.

Fred McKay: Straight Certification.

Unknown Speaker: Right because reciprocity can be (unintelligible).

Fred McKay: ProBoard has no idea what we do with reciprocity.

Unknown Speaker: That's true. We just recognize it anyways... in a letter. Yeah, the State recognizes (blank) in the Fire Marshall's office. Fire Marshall... Fire Inspector.

Unknown Speaker: You got that (Brent?) or do you want to come back?

Unknown Speaker: Got about 3 minutes.

Jessica Curtis: What do you need? The HMA? How many people we issued Certs for last year?

Unknown Speaker: I'm sorry?

Jessica Curtis: You need HMA?

Unknown Speaker: Yeah, just HMA certifications if you've already...

Jessica Curtis: 594

Unknown Speaker: 594?

Jessica Curtis: Mum hum.

Unknown Speaker: And how many Inspector I's did we issue?

Jessica Curtis: Um.

Unknown Speaker: It's in our report, I think.

Jessica Curtis: 120, 120.

Fred McKay: Were we actually to get 550 certificates from ProBoard with the \$2750. So, there is a... it wouldn't cover everybody.

Unknown Speaker: So, 714 certs minus 550. So, that increases our cost \$950 dollars.

Several Speakers: (Unintelligible)

Unknown Speaker: It's in our report too, if anybody as it. It's the Firefighting Commission annual report for Commissioner. All these numbers are in your packet.

Unknown Speaker: Definitely networkable and it would cost substantially more in man hours or labor hours to convert everything back to ProBoard. So, it's definitely financially...

Unknow Speaker: Sound.

Unknown Speaker: ...a smart move.

Unknown Speaker: Ok.

Unknown Speaker: And that breaks it down. You can look at everything. You can go to Wildland Firefighter all the way to HMA. So, every certification is in that form on page 4, in your packet... annual report if anybody is interest in looking into that.

Unknown Speaker: Alright. Fred, do you want to talk anymore about the NFDA chapter 5 or you've said your peace on that? Was you good with that? ...we get together and...

Fred McKay: I'm... I've given you enough cans to kick down the road.

Unknown Speaker: (laughing) That's ok. I'm running out of leg Fred.

Unknown Speaker: We've still got (unintelligible) old business we haven't kicked yet.

Unknown Speaker: I know. We ain't there yet...

(laughter)

Unknown Speaker: We're going to give you a break. We're going to move on. Alright. (Unintelligible) one item. This could take a minute. Rules change? Anything on that, Director?

(laughter)

Tony Grande: So, we have some rule changes upcoming. Is that right?

Unknown Female Speaker: The permanent rules for the EIP are what currently...

Tony Grande: Is that it? We don't have any of the other... none of the others that we talked about in previous meetings?

Unknown Female Speaker: I missed the November meeting so...

Tony Grande: What I'm going to do is I'm going to hand out a document that I've created that, I don't know that I sent it to you because I would have been... This is a work in progress. So, it's some rules and policies that I've redlined and double overworked just to show... So, that we can look at these, and again as Fred said... These amendments are being driven by the questions on the IFSAC and ProBoard questionnaires that we're having to fill out before they come for their site visit. Do you have a policy for this, do you have a policy for that. So, I'll let you see these real quick. There are a couple of rule changes that are in there. I'll give you an example of a... It doesn't really relate to the... to the EIP, but it relates to the business as a Commission and Commissioner Cobb is in a certification class... and so if, I think, Commissioner Henry has had a Commission Certification test maybe since he came on Commission that had to be created uniquely, right? So,...

Commissioner Henry: I've had several.

Tony Grande: Huh?

Commissioner Henry: I've had several, sir.

Tony Grande: And as such, I wasn't here when that rule was created, but when you look at our accreditation and what we do, Commissioners no longer have access to tests or test banks. I think it creates an undue amount of work to say that "I've got to create a unique test and then I've got to come find a commissioner to sit with you to take your test." When I feel like you are held to the same standard as everybody else when you sit in that big room with 25 other Commissioners. Perhaps the rule came about because at some point in the past commissioners were giving exams and I think that's where it's at, but...

Commissioner Farley: I was on the Commission when this was done. What it was, at that time, Commissioners sat down and went through the test packets and all the questions and stuff. We had access to all that, and we made that rule because, if a commissioner wanted to take a test, he or she had the answers. Basically, was involved in it and...

Tony Grande: And you see now it's a... The system has changed...

Commissioner Farley: Yeah.

Tony Grande: The system is much different. As a commissioner you would participate in a item bank validation with Fred. You might go to... You might own Fire Officer I and you might go to a Fire Officer I item bank validation, but you already have that certificate, you don't, you know. So, I think... It's... Again, it's just an example. There're several policies on here, when you see on your... On the first page it says 8. and then it has that thing and then it says 5.2.4K, it's the third... second paragraph down. It says, "When a performance and actual conditions can't be duplicated that you have manipulative skills can be preformed in a simulated environment. Provided that simulation is demonstrated to lead to the successful evaluation of the skills required by the actual conditions." Do we do simulated environments in our testing now? Yes. Let's make sure that somewhere in our policy that it says that we can do that... use a simulated environment. So, when Pro-Board or IFSAC comes in to look, they're going to say, "Where's your... If they can't do it in the actual environment, they've got to do it in a simulated environment." So now you can see I have it in red on that policy 12.3 that really seems to just copies the question. Copies the requirement and puts an end to it. Do you have a copy, Fred? Do you see a copy over there?

Fred McKay: I am pretty good at knowing what's the policy.

Tony Grande: Yeah, Because Fred constantly is sending me, "We need a policy for... And then I'm trying to so this, "Examination shall be drawn from test bank in our in our GPR list maintained by the certifying union." So, then you see, "Using written test composition." What's the policy of our taking out the requirement of having exactly 50 questions on the test? Just say we're going to maintain test banks and we're going to give tests that make sure each JPR was tested. Why? Because that's an accrediting body issue. They need to, we need to have that language. How we notify a test score. Records... How we keep records. So, you can see we're trying to push many of these things. And as Fred comes up with a question that we can't answer out of something we already have written and either our policy or in our rules. Because some of the questions they are asking from the accrediting bodies are adjustments to the rules. Right? So, again, rule change items; grading. "When multiple certification levels are to be tested in the same testing instrument, section breaks will be inserted in the exam ensuring test scores for each section will be scored individually." It's a clarification of the sentence above it. If you look at it, it's just a clarification of the sentence above it. Why did we insert that, because somebody specifically sent Fred a question about this and said, "Your policy is not clear enough, it needs to be clearer." So, we cleared it up. The certification issued by an entity to be accredited by IFSAC or ProBoard certification is in the registry and the certification is issued after the entity became accredited and has met any recertification requirements by the issuer. For example, if Cal Fire says that their Fire Fighter, I has to re-cert. every 5 years by completing this, sending in this information. When they come here their cert must continue to be valid in the issuing entity. In other words, if they came to us in year 6 or 7 and we're like, "Oh, he's got a Cal Fire 7-year cert." No, he did not take care of his re-up. Is that right, Fred?

Fred McKay: We told them, recertification is coming.

Tony Grande: Recertification is coming to the NFPA standard. It's not coming to the accrediting body. It has to come from the NFPA standard. So, if you have an opportunity to serve on an NFPA board and you have an opinion about this, you should share it. The first time that I saw it, I saw, probably, 50 comments and every comment was, "Why are you making firefighters recertify every three years?" Not a single EMT or Medic in here has that question.

Proctor evaluators: So, if you look at the third page and you will see 1 and then I and then 2 I and then 3 I. You will see the request of the accrediting entity, asking us to provide them, "It shall not be the same person who instructed a given prerequisite course of instruction, shall have approved the exam process, shall have an audit procedure in place to ensure testing section creditability, the proctor/evaluator shall have signed an agreement acknowledging their intention to comply. All we did, all I did was read what was... it was under live burn and just kind of changed it to meet any practical exam we give. So, and then there's the training program for evaluators. There are states that require evaluator training annually. Evaluator training annually. I'm pretty much going to tell you that the standard says periodic... I think the word they use is periodic. So, you are going to see why we're delving into policy. If you are going to be an evaluator in the State of Tennessee you are going to have some periodic retraining to remind you that you are an evaluator, not an instructor and to evaluate fairly and equitably and you're going to have to complete that everyone year, every two years, every three years, whatever the word periodic means. Just knowing that in the future that they're going to attach...

Unknown Speaker: Just on that... I have a question on that. Are we having trouble with any of our test sites getting proctors or evaluators? Do you know if we have any issues?

Tony Grande: What do you think Michael? Do you see anything going on?

Unknown Speaker: I just don't want to make it that much more difficult to get people.

Tony Grande: And I understand you, but remember what the standard says.

Unknown Speaker: You're right.

Unknown Speaker: I'm just curious more than anything.

Unknown Speaker: I believe the host sites aren't really having an issue providing, you know, evaluators. However, in rule it states that anyone who sends... if they send, a non-post department sends one person per practical, they don't have to send an evaluator. But they are supposed to send an evaluator for every two people that...

Unknown Speaker: ...two people...

Unknown Speaker: ...they send. That does not get enforced. Nor does it being applied in practice. However, how do we enforce that rule... is very similar to... This is rule, I understand. How do we enforce that? How these field reps or contractors...? How do you know?

Unknown Speaker: Yeah.

Tony Grande: So, Yeah.

Unknown Speaker: How do we know?

Tony Grande: Yeah, and just provide an evaluator list. There are States that say, "These are the 30 evaluators..."

Unknown Speaker: ...Evaluators.

Tony Grande: ...that you may use in this state. But you know what the difference is.

Unknown Speaker: They pay them.

Unknown Speaker: Yeah.

Tony Grande: They pay them. We don't pay evaluators. We say you should at least be a Firefighter II, but preferably and instructor.

Unknown Speaker: And we could do... I'm not saying that... I'm not against that. I think it's great to, you know, update your evaluators. And everybody here knows how it's hard it is to be an evaluator because they did it.

Unknown Speaker: Let me tell you what's on my mind. With the volunteer firefighter incentive pay going on, we're going to have volunteer fire fighters, more volunteer fire fighters taking certification tests. They are going to have to the practicals, correct?

Tony Grande: Yeah.

Unknown Speaker: So, this getting started... Is that going to... Is that going to... If we're requiring that they bring one with them...

Unknown Speaker: We'll that's always been in effect, but I don't think... I don't know that it's ever...

Tony Grande: We'll it's like...

Unknown Speaker: We'll have more of them.

Unknown Speaker: Yeah.

Tony Grande: It's like, according to (Miranda ?) said that it's nearly impossible to enforce or to recognize. Now here's the thing, is that you do HMA, you're going to have to have an HMA evaluation. Our proctors, our proctors are doing some of those when they go out in the field and the six people that we have that are doing that, they know who is capable of doing certain things and Michael and Brian are good about doing their best to make sure that there are proctors available.

Unknown Speaker: Since we're addressing evaluator stuff in here and rule. One of the things that I'd like to bring up is a possible change is that currently we require Firefighter II as the minimum level to serve as an evaluator, with an Instructor I being the preferred level. That's going to present a pretty big obstacle for a lot volunteer departments. And I would love if we could change that to, they must, change the verbiage to they must carry the level of certification that they are evaluating. Which will open up door. Plus the online evaluator training. So, they have to have HMA certification to evaluate HMA cert., HMA candidates. They have to have Firefighter I certification to evaluate Firefighter I candidates. If we're going to be requiring, the goal is to hit firefighter one within 5 years. But we're

telling people they have to have Firefighter II to even serve as an evaluator. They might not have anyone...

Unknown Speaker: Right.

Unknown Speaker: ...available. So, if we can change that to where they have to carry the level of certification to evaluate that level, that will open the door to a lot more potential evaluators for the volunteer departments.

Tony Grande: Right. And 100% don't disagree with you on that. I think that what we are doing here is we're seeing that... How other states do it, is different. They... We don't pay. We do not pay. We have no... We can give people credit towards their educational incentive program. That's the one value that we have, that you can come out and help us do a practical, and I think you can earn up to 8 hours in an EIP year for that. That's the one thing we do. So, we rely on... In the State of Tennessee, we rely on the volunteer... What I mean by that is not volunteer fire fighters, but we rely on volunteer proctors and evaluators to come in and help us. Those volunteer proctors and evaluators still must complete training, which is online, its available to anybody, they can complete that training online and they can still do it. I will say this, I'm not sure that, I couldn't guarantee you that any one practical event that everybody there was an Instructor I or a Fire Fighter II anyway. Because I wouldn't identify that. All of those evaluators have to be signing a document saying, I understand I am an evaluator and I understand that I have to be fair and equitable, and I understand that I have to follow all the rules of the commission or else. You know, that kind of language so that we don't end up with 10 people validating 30 people in a paperwork shuffle around the room. That's the one thing.

Unknown Speaker: You're making this... In enforcement, we talked about this last week. We're holding practicals with 3 or 4 people there when the rules say six, because the field reps already there, he's been billed. He doesn't have the...

Tony Grande: The field rep is going to get paid once he shows up.

Unknown Speaker: So, he's holding it. I mean, if you... If Nolensville showed up with three people and the field rep goes, "Where is your evaluator?" and they said, "No." He could turn them away, but we would probably never do it.

Tony Grande: Well, we would still end up paying that evaluator before that event...

Unknown Speaker: I know.

Tony Grande: ... and it...

Unknown Speaker: But you would end up doing it anyways.

Tony Grande: ...Here's the deal in that kid, that young person that's being evaluated for HMA, right? Newly in. Are they the one that made the decision not to send an evaluator?

Unknown Speakers: No. It's not their fault.

Tony Grande: Then why are they... Why are we asking...

Multiple Speakers: (Unintelligible) We would never enforce it. We couldn't.

Unknown Speaker: It is not their fault.

Tony Grande: Could you imagine how much work that regional coordinators would have to do to chase down every...

Unknown Speaker: Department

Tony Grande: ...every practical. Just run from practical to practical to practical...

Unknown Speaker: ...to certify our evaluators, yeah right.

Tony Grande: ...and make sure that the evaluators are trained and educated and...

Unknown Speaker: That's crazy.

Tony Grande: ...on the list of evaluators and that they have the certification.

Unknown Speaker: That's what's coming. The damns broke now, the water's just not gotten here yet.

(laughter)

Tony Grande: And we're doing it in... So, we're doing this in the middle of a reaccreditation cycle. All I'm doing is trying to... trying to insert policy so when that site team comes in, we can say, "Here's the policy." Now this... Kim Cooper and legal... I don't think they've even seen these yet.

Kim Cooper: I have not.

Tony Grande: So, Because of that...

(laughter)

Tony Grande: This is just the introduction, while I'm going to send it to you electronically, so.

Kim Cooper: I'm...that's fine.

Tony Grande: But the reason I bring it is because the work is not done with this one set of papers. There are significant policy changes that could be made. And then there are some rule changes that need to be made that we can't do in a timely manner because of the way it works. So...

Kim Cooper: If there is a rule, that you have all played out, that you are not following, then it needs to be removed. Just, basically.

Tony Grande: Oh, I'd love to have it...

Kim Cooper: So,

(laughter)

Kim Cooper: If there's more along those same lines, what I'm concerned as your attorneys and listening to you point out rules that you have voted for and said they need to be enforced and then find out that in practice that we don't do that. For, for reasons that have to do with manpower and that sort of thing, but if we're not going to follow them then we need to remove them.

Unknown Speaker: Yeah, those are policies. You've only got two rules in all this paper right now.

Unknown Female Speaker: Oh, there...

Tony Grande: I will guarantee you this. That by the end of next week you will have a red line over...

Unknown Speaker: Don't say it.

Tony Grande: That you can evaluate, that we can perhaps bring before the Commission for the next meeting.

Kim Cooper: Ok. So again, I would suggest the rule making committee...

Tony Grande: Yeah, we'll meet before, April.

Kim Cooper: ...meet sooner, rather than later.

Unknown Speaker: Before April?

Kim Cooper: ...yes, and get out our red pens and start marking up...

Tony Grande: Yeah, yeah.

Unknown Speaker: We can do it.

Unknown Speaker: So, policies...

Unknown Speaker: That just sounds awful.

Jessica Curtis: Um...hum...

Unknown Speaker: ...that need to be changed before we get our accreditation. Correct?

Tony Grande: Fred, what happens if they are dead set on a policy that we need to get done and we can't get it done.

Fred McKay: They give us a recommendation, or they give us a requirement, it will have to be done before they will even bring it up to the accrediting body. But this shouldn't... on anything that I'm finding that we don't have anything that covers it, I'm putting in there the proposed policy change and submit it and hopefully it will be passed by the time of the site visit. Just to try to buy us some time to keep them in process between now and then. And at the site visits say we're working on it...

Unknown Speaker: It's like a new policy.

Unknown Speaker: For a policy, Kim, we don't have to go through the same process that we would have a rule, correct?

Kim Cooper: No

Unknown Speaker: We change a policy at every meeting.

Unknown Speaker: I just wanted to make sure that...

Unknown Speaker: That was my question.

Unknown Speaker: that was stated.

Kim Cooper: Policies need to be grounded in the rules and in the authority that the statutes give you all. So, if they can mesh up, obviously, but policies are just how you are going to be implementing the rules, essentially. So, the rule making process is going to be longer, obviously, but policies do not require the same level of...

Unknown Speaker: But Fred, what they are telling you is, is policies have to be redone...

Fred McKay: See...

Tony Grande: Well, I'll give you an example. So, there are policies that are required for reciprocity. We have zero policy on reciprocity. All things about reciprocity are in rule.

Unknown Speaker: But what Fred is saying is that he has submitted a form, saying that this is the policy that we would like to implement. Is that correct, for the reciprocity.

Tony Grande: Where we can, we will do that.

Unknown Speaker: Yeah.

Fred McKay: Yeah, I'm trying to avoid rules

Tony Grande: To the best of our ability, we are trying to avoid rules and not touch rule.

Kim Cooper: Right.

Fred McKay: Because I know that rule making is a year out. So, I don't want to get it tied up in that. So, I'm trying to stay in policy.

Tony Grande: Whether that's the creation of a policy or the amendment of a current policy. So, I've given you an example of some of the amendments that we are having to do, that are pretty substantial and that's not all of them. I mean, it's just a sample. I just wanted to show you some of the work that takes hours to sit down and work your way through it.

Kim Cooper: Right. Can I ask, if you have a date for the sight visit yet?

Fred McKay: Not yet.

Tony Grande: It will, the first one will be about May?

Fred McKay: Well, the first one's ProBoard so you don't know.

Unknown Speaker: That's the way that I feel.

Tony Grande: At the earliest and then the following one will be probably be early July.

Kim Cooper: Ok.

Tony Grande: So, it's outside the rules window already.

Kim Cooper: Um...Hum... Right... But that at least, for me, gives me an idea of what you kind of need framework in place to answer these questions.

Tony Grande: Right.

Kim Cooper: Ok. The deadline we're looking at.

Unknown Speaker: So, right now, Fred going to be continuing to doing double work, but we're going to actually have to do policy changes to help get the accreditation. Is that a correct statement?

Unknown Speaker: Yes

Unknown Speaker: He's going to continue to do double the work because the ProBoard and IFSAC is in rule, not policy.

Unknown Speaker: You can't... We won't be able to change the rule... It will be a year before we can get the rule changed.

Unknown Speaker: Right.

Unknown Speakers: Right. Right. If your... If you're lucky.

Tony Grande: So, what they ask is... and some of this federal tape... some of this is HOW you present the material. So, Fred knows this because Fred will send me this thing and say, "We need a policy for this." The first thing I do is review the policy manual and then I go through rule and then I will copy him, and I will say, "This is probably the only way we can currently answer that question." And he'll be like, "Oh, I don't know if that really meets the intent of that," but again it's how it's, you know... Again, we can make an argument that our site team to say, "Well, we do that." The section break: when you read that rule, it says on each section of the exam. It does say that currently in policy, but it's that little bit of that... Well, it needs to be clearer. Ok. So, when it needs to be clearer, we're either going to have to amend a policy or we're going to have to add a policy. If I were to add policy on reciprocity, reciprocity is based in rule and like Ms. Cooper said, I look at that rule and I say, "How am I going to use that rule to be the foundation for whatever the policy says?"

Unknown Speaker: And then the Commission will be in session during that site visit. So, I think a policy could be changed during that time. If they come back with something that they agreed with, right?

Unknown Speaker: He's already identified what change those policies...

Unknown Speaker: Beforehand... Before the meeting would be better.

Unknown Speaker: Yeah, it would be better if we did it before.

Unknown Speaker: But if something comes...

Unknown Speaker: During it.

Unknown Speaker: ...during it.

Tony Grande: Yeah.

Unknown Speaker: During the site visit we'll be working long hours to try to develop anything that they have ask for.

Unknown Speaker: Right

Unknown Speaker: So that when they leave, they are going to tell us, "We're going to recommend you for reaccreditation."

Tony Grande: That's the goal. The problem is, is like Fred said, recommendations, "Yeah, you really need to do this." That gives us time. Recommendation is not what we're worried about. It's when they say...

Unknown Speaker: Department required.

Tony Grande: "No, no... It's required that you do this." Well, when I look in rule and it says one thing in rule and then I'm like, "Well, it says something different than what rules says." Let me write a policy based off of this bad rule that doesn't meet what we need to do and then tweak it in policy and perhaps, perhaps the board will accept that. ProBoard. Not likely, but...

Unknown Speaker: But then again, in the rule making hearing, just like she said, that rule that you're not enforcing has got to go.

Tony Grande: That's what I'm saying.

Unknown Speaker: It's where we have to compare our policies versus our rules and make sure we're not changing our policy that's still got a rule in it though.

Unknown Speaker: That's what the Director says he does most of the time when he says Fred submits him with a problem. He goes and compares it to a rule.

Tony Grande: So, we're doing this preapplication process and its only when you do the preapplication process that you begin to say, "We'll we don't really have something for that." or "Oh... this is what is says." And so, we're doing our darndest to present at some point, probably the next meeting a folio of amendments to policy and then maybe recommendations for moving ahead on rule changes as quickly as possible. And if the ProBoard/IFSAC folks say that's not quick enough, all I can do is say, "We'll, that's how fast we do it in Tennessee. We're looking to avoid the word "Required."

Unknown Speaker: Yeah.

Unknown Speaker: I think... If some of this, if we show it in policy, (unintelligible) some of the stuff that you already got recommendations for, I think that will...

Unknown Speaker: We hope.

Unknown Speaker: ...appease for now. I don't know.

Unknown Speaker: Any site team should only want to see the progress, that you have a plan.

Unknown Speaker: Yeah.

Unknown Speaker: Unless you get an unreasonable peer assessment.

Unknown Speaker: Yeah, that's right.

Unknown Speaker: We stayed up all night with the accreditation site because the assessors go to Judge Beans and we're typing.

Unknown Speaker: Any other on rule changes.

Tony Grande: I just wanted you to know that we're working on and that when we're done. they'll go to legal and they'll do their purview on it and then tell us whether they like the wording or not and then we'll present them, hopefully, we'll try to present everything we need at the next meeting.

Unknown Speaker: Y'all remember at the academy, I told you the rules will be an annual event. Because it's going to be changing that often. Every year lets update the rules on something.

Fred McKay: You're exactly right because certification is fluid, it's just comped complete change. That's why I hate to see anything with certification tied in rule.

Tony Grande: ...tied in a rule.

Unknown Speaker: Can you not make a rule, Kim, that references your policy, on the certification side? So, it's easier for us to make an update?

Tony Grande: So, what... what he brought up, I didn't prompt him.

(laughter)

Unknown Speaker: Sorry.

Tony Grande: But I will say this. The rules were written, pre-accreditation. The State of Tennessee has worked very hard to become accredited and it continues to work hard to be accredited. Many other entities operate out of a certification manual, that is referenced in their rule. So, for example, the State of Tennessee would say, "The State Fire Marshall's office is responsible for the issuing of certification of Firefighters throughout the State of Tennessee. The route for doing so would be through the Fire Fighting Commission's personnel, policy, and procedures certification manual. Then we would create a certification manual that the commission could alter much more fluidly than it could be altered in rule.

Unknown Speaker: We're putting the cart before the horse.

Tony Grande: Now, I will say this. Because I've asked this question before, and what I seem to take is that those folks who are in charge like to remain in charge and like to remain in rule. So, I don't know... I don't... That's... He opened the door so I'm just saying it would be really nice to have a certification manual, that we could do...

Unknown Speaker: Is it something we would have to update yearly?

Unknown Speaker: Policy is obviously easier to control than (overspeak).

Unknown Speaker: Absolutely!

Unknown Speaker: The thing is, you've got to complete NFPA 1000, irregardless of whether it appears in rule or not, you've got to comply with NFPA 1000. Adopt NFPA 1000 and be done with it.

Unknown Speaker: I can tell you by the look on Kim's face, that she'll get back with us.

Kim Cooper: I'll... Yes. Thank you. Exactly.

(laughter)

Unknown Speaker: Let's not forget it because I would like to have this...

Kim Cooper: I'm taking notes as we speak and...

Unknown Speaker: Do you have a copy of that NFPA 1000?

Kim Cooper: Yeah.

It would definitely be easier and more controlling in a faster and timely manner.

Tony Grande: Kim and I can...

Unknown Speaker: Yeah.

Unknown Speaker: I guess I opened up a... I guess I took it right out your mouth.

Tony Grande: Yeah.

Unknown Speaker: Sorry.

Tony Grande: Well, I'm glad you did because...

Unknown Speaker: Can I ask you something?

Tony Grande: Yes.

Unknown Speaker: Did we ever get an update or a progress report on the Pumper Driver...?

Tony Grande: That's one of the rules that we have to get into rule.

Unknown Speaker: Ok.

Unknown Speaker: I think we voted on that a long time ago.

Tony Grande: Yeah, yeah. You are correct. But when we did the rule change, it was emergency rules only for the educational incentive and I thought... So that PDO though, course requirement for Driver Operator that the Commission voted on had to be changed in...

Unknown Speaker: Well, we wouldn't... they wouldn't let us put it in it because it wasn't part of that EIP.

Unknown Speaker: It wasn't part of that EIP

Tony Grande: That's what I'm saying, I was talking to her earlier about, did she have an understanding or a list of what we had in other rule requests.

Unknown Speaker: But the reason I asked is because we actually voted on that the year before that.

Unknown Speaker: If we get this policy made, we can fix that immediately.

Tony Grande: It could be fixed in a policy meeting. Right.

Unknown Speaker: We wouldn't have to wait on the rule hearing and rule change.

Unknown Speaker: That would definitely put the cart before the horse on that one, I'm just saying. (unintelligible) I'm not criticizing people but...

Kim Cooper: So that rule change may predate me. Ok, so I'm sure that there is a list probably and if not, there will be of changes that you all have either requested or have actually already voted on and I'll see where they are in the pipeline and will be able to report back to you on that.

Unknown Speaker: Thank you.

Kim Cooper: Yes, sir.

Unknown Speaker: Sitting behind the hairball.

Unknown Speaker: The hairball being the EIP.

(laughter)

Kim Cooper: Operator rule: You said you all voted on that in 2020 maybe?

Unknown Speaker: Probably.

Kim Cooper: Ok.

Unknown Speaker: I made the motion; we were here in Jackson when I made the motion.

Tony Grande: Then there was (unintelligible) on January 1st of this year.

Unknown Speaker: Yes.

Kim Cooper: Ok.

Unknown Speaker: 2022. So, it was a year ago today.

Tony Grande: But I remember that the meeting where... We talked about this at the, I think, the meeting in Gatlinburg, because I think that it was stated then that it could... Because they were focused on the emergency rule for the EIP that it did not get moved forward.

Unknown Speaker: That was correct. It was...

Unknown Speaker: The EIP took precedence over everything. I'll be honest with you... and also, to take this to legal, right now they're two attorneys short and we've got somebody coming in. We've got a new one that's come in and Low Underwood is actually not doing the fire stuff anymore, he's doing contract stuff, so be a little bit soft on them.

Unknown Speaker: Come on.

(laughter)

Unknown Speaker: I'm just saying...

(laughter)

(Unintelligible comment)

(laughter)

Unknown Speaker: But no, it's... That's what all happened.

Unknown Speaker: Ok.

Unknown Speaker: Just another cow kicking.

Kim Cooper: I appreciate you bringing that to my attention because if you hadn't, I wouldn't even know it was out there. I'll find out.

Unknown Speaker: Yeah, that was before your time.

Kim Cooper: Yes, sir.

Unknown Speaker: It is on... I went back and found the minutes. It was a motion by Commissioner Scott, motion to approve, class requirements for PDO, AADO, FAO (unintelligible), to be effective 1/1/22.

Tony Grande: And again. That's a perfect example why moving to a certification manual that can be amended much easier. It will still require commission approval to make that change but now we're not having to go through the gov ops and all that other process.

Unknown Speaker: None of the cool offs, and public hearings, and...

Unknown Speaker: I'll just be very frank with you; I don't see us getting away from having to go to gov ops.

Unknown Speaker: We're not saying get rid of all the rules, we just need to clean this up.

Unknown Speaker: That's just food for thought.

Tony Grande: That's what I said, is that my understanding earlier is that those folks don't want to turn loose of any... They want to have a say in all of it. Even if it means the difference between taking the number 50 out for the number of questions and just saying we're going to use your accrediting input. So,

Unknown Speaker: Ok. That's the process that we work under and that's the process we will continue to work under as long as they can tell us to do that. So.

Tony Grande: That's right.

Unknown Speaker: Just being frank.

Tony Grande: I'm sorry.

(laughter)

Unknown Speaker: It just makes sense.

Unknown Speaker: Ok, Well, I'll email that to you.

Kim Cooper: Ok. Yes sir. Thank you. I will.

Unknown Speaker: Ok. Any further discussion on rules changes before we move.

Unknown Speaker: Like a snail.

(laughter)

Unknown Speaker: Alright. The next is the textbook committee. I just want... It's on the agenda still, but I'm almost positive I did find in the minutes where we did approve that...

Tony Grande: Yeah.

Unknown Speaker: ...last month.

Tony Grande: Yeah.

Unknown Speaker: But it was on the agenda still, so I just assumed further discussion of it.

Unknown Speaker: With what we voted on, if you could just read that back it'd be great.

Unknown Speaker: Alright, What we voted on was Firefighter I and II would be Jones and Bartlett. Ariel Bunker, FA, and ARFF driver is IFSTA, Airport Firefighter was IFSTA, Ropes I and II was Jones and Bartlett, Officer I and II was Jones and Bartlett, Officer III and IV was Jones and Bartlett, Inspector I and II was IFSTA, Plans Examiner was IFSTA, Investigator was IFSTA, Fire Life and Safety Educator was Jones and Bartlett, Fire Services Instructor I and II was Jones and Bartlett, Wildland Firefighter was the, I guess that's the National Wildlife Coordinating Council rule index. It was just an acronym. Haz Material Awareness and Operations is Jones and Bartlett, Haz Material Technician was Jones and Bartlett.

Unknown Speaker: And those were effective as the standard change so, it wouldn't be immediate...

Unknown Speaker: That's correct.

Unknown Speaker: ...so Jeff wouldn't have to buy all new books.

Unknown Speaker: That is correct. That is correct Commissioner Windrow.

Unknown Speaker: So, firefighter one and two it's next year?

Unknown Speaker: We're working on Fire Officer's duties right now.

Unknown Speaker: Ok.

Unknown Speaker: Alright

Unknown Speaker: But we haven't adopted them yet.

Unknown Speaker: But it is on the agenda, and I do not know that it needs to be tomorrow so.

Unknown Speaker: Is there any further discussion? Is everybody good with what we approved?
Ok.

Unknown Speaker: Director had it on the agenda and I just wanted to make sure there wasn't anything else that needed to be discussed about it.

Fred McKay: The fire officer series I'm working on now Officer I is already validated through 1 and 2. Or through IFSTA and Jones and Bartlett. Officer II is going to be the same. I can change III and IV but, I'd say start this with the next series, not this one. Keep on going the way we're going for right now.

Tony Grande: The reason he said that is because he's already working matrices and test banks and all that. That works already started and in progress.

Unknown Speaker: I think that's fine.

Unknown Speaker: Alright, any more questions on that. Alright, we'll move to new business. Policy change for reaccrediting...

Tony Grande: That's already been...

Unknown Speakers: He's already beat that to death. He just doesn't want to talk about that anymore.

(laughter)

Unknown Speaker: He wants to go to bed tonight.

Unknown Speaker: Ok. We have two waivers that was submitted. One has been withdrawn. So, that leaves us with one and that's the Sewanee River Fire Department.

Unknown Speaker: I just have a question on that. I think I know the answer. They... In the subject line they ask for a waiver of the 20/21 volunteer EIP which they wouldn't need one. All they got to do is just submit 30 hours of training...

Unknown Speaker: That's right.

Unknown Speaker: ... if they're just for 20 and 21. But down in the body they said they missed the October deadline which would mean they are actually wanting a waiver for 2022.

Tony Grande: That's correct.

Unknown Speaker: Ok.

Tony Grande: I did not change their letter. It's just the way they sent their letter.

Unknown Speaker: Alright. Because they wouldn't need a waiver.

Tony Grande: That's correct.

Unknown Speaker: They've got until March 1st to submit 2021. Now, do they know that? They could get 21 as well. So we don't have any waiver unless they miss the March 1st, right?

Unknown Speaker: Sewanee, I don't recall the exact conversation that I had with them. I think they were planning to just go ahead and starting in 2023 and I talked them into going ahead and doing 2022, I said you can still participate this year. Yes, you missed the deadline but here is your way around it. Submit an approvable program. That's the one I was talking about that submitted courses last week. But I'm assuming. I haven't pulled the data yet, but I'm assuming that it was them that submitted courses. And that I would report back in the morning if they submitted an approvable program. And it's

not a requirement that they submit an approvable program prior to the waiver being approved but it's helpful.

Unknown Speaker: Right.

Unknown Speaker: And I did tell them that their courses couldn't start prior to March 1st, prior to the rule of the commission, or the vote of the commission, because we don't retroactively approve training. It's like, they couldn't submit courses for January or February for EIP, if they were late, it has to be done after the waiver is approved.

Tony Grande: I think that the one question that I have was, they weren't sure whether they would have... they weren't sure how their department should be quantified because they were like, on campus? So, I was like, well do you get paid? And so, there was some confusion. I think that they fit best as a volunteer fire department, but I think they stipend some of their folks, so.

Unknown Speaker: Plus, there's two paid too or something...

Tony Grande: Yeah.

Unknown Speaker: Yeah, they missed the Oct... they're due for 2022, they missed the October submission. Even volunteers.

Unknown Speaker: Does that answer your question?

Unknown Speaker: Yeah, yeah, I was... They said both dates, I think they just missed that.

Tony Grande: Yeah

Unknown Speaker: Because on your waiver, it hasn't happened yet.

Unknown Speaker: Yeah

Unknown Speaker: The one due last year isn't on here anywhere. They're due for 2022

Unknown Speaker: ... for 2022.

Unknown Speaker: All right are there any other questions about that one? Thank you, Michael for clarifying that.

Unknown Speaker: So now, the only problem, he said, is they have two paid members.

Unknown Speaker: Well, it's... that's what the Director just said. They're not really full-time employees. It's...

Tony Grande: It's a... It's a stipend.

Unknown Speaker: A stipend.

Unknown Speaker: It's to the city.

Tony Grande: It's set up a little differently than some other folk.

Unknown Speaker: A little brigade.

Tony Grande: Yeah. So... We'll let them submit and then we'll look them up in ADADIS and figure it out.

Unknown Speaker: But if they are full time and that's their sole job then it would be better off if they go the other way

Unknown Speaker: ...the other way and get 200 more dollars.

Tony Grande: That's it. That's the issue.

Unknown Speaker: ...they work for the University like no more than...

Tony Grande: Are they recognized? Do you know?

Unknown Speaker: Yep.

Tony Grande: Ok, they're recognized. So as long as they are recognized...

Unknown Speaker: They are a recognized fire department.

Unknown Speaker: We'll it depends on how their classification is. I mean I can get into all this. If they are 501C3's then they can't get the...

Tony Grande: That's right. They can't get the...

Unknown Speaker: That's what I'm saying. The career side... they're going to have to go through the volunteer side.

Unknown Speaker: Until we get that law changed

Unknown Speaker: Well, they'll take the 600 over the 800 without arguing.

Unknown Speaker: Any other questions about that?

Unknown Speaker: That's can number 2.

Unknown Speaker: We are going to do it and that's going to be a big can... We're going to do it.

Unknown Speaker: Yeah.

Unknown Speaker: Somebody is.

Unknown Speaker: Yeah, because... I mean...

Unknown Speaker: That's a...

Unknown Speaker: Alright. Legal hearing? And there's really nothing to discuss on that. He'll be here tomorrow...

Kim Cooper: Just to clarify, that will be the request for the felony waiver and that he is, to my understanding, he will be here tomorrow.

Tony Grande: We sent him an email and he said he would be here.

Kim Cooper: Ok.

Unknown Speaker: Ok.

Kim Cooper: Did you include the order on Mr. Hodge? That I sent. This is a guideline...

Unknown Speaker: Yeah, It's in there.

Kim Cooper: It's in... Ok. Thank you.

Unknown Speaker: Is it a... To make sure that everybody did receive the hearing for tomorrow. So everybody can be prepared and read the letter.

Unknown Speaker: It's 4 and 5 of the first one he sent out.

Tony Grande: Well, I don't... Yeah, well stay off of the, stay off of the... Just read his letter. Yes.

Unknown Speaker: ...the letter.

Kim Cooper: Yes, please.

Tony Grande: Stay off of the other documents.

Unknown Speaker: The letter is supposed to have the other document.

Unknown Speaker: The letter was in the drop box. I just want to make sure that everybody's read up on it and get your... gather your questions so that we can...

Unknown Speaker: All I got was the letter.

Tony Grande: Good.

Unknown Speaker: That's all that's...

Unknown Speaker: (Unintelligible) had the letter. The I-pad has the other information.

Unknown Speaker: That's what we're asking you to stay off of.

Unknown Speaker: Anything else for...

Unknown Speaker: And then, this is the one that's dated January 19th at the top, is that correct?

Unknown Speaker: Um...hum

Unknown Speaker: Ok, I've got 2022.

Unknown Speaker: January 19th 2022.

Unknown Speaker: Thank you very much.

Unknown Speaker: That's the letter. That's all that we really and truly need to do,

Tony Grande: We'll I will simply say this... That was a self-report. That's a self-report and a self ask.

Unknow Speaker: Ok.

Tony Grande: We had no clue. I think, Michael, they were working through the program and somebody called him and said, "Oh, it's come out and they need to pay for it." And I'm like...

Unknown Speaker: To follow this that you've added to it.

Tony Grande: The fresh start up.

Unknown Speaker: Oh, I do have a question on this. I was born and raised in Fayette County so. To my knowledge I have no idea who this gentleman is. Do I need to...?

Tony Grande: Uh-uh.

Kim Cooper: No sir. If, if...

Unknown Speaker: Ok. Just wanted to make sure that it didn't cause any issues.

Unknown Speaker: Alright. We will proceed to... There will be item D needs to be added to the agenda tomorrow. That is approval of new programs and you do have that request in your packet. It is a request from Darrel Curley. We will either look that over and discuss it tomorrow or we can discuss it now and take action tomorrow.

Unknown Speaker: So, for consistency...

Tony Grande: The courses, the curriculum has already been approved. The curriculum he used has already been approved.

Unknown Speaker: And that's what is a little bit confusing...

Unknown Speaker: ...the correlations are not there. And he of all people knows that... I'm going to ask for that.

Unknown Speaker: The course is already approved. That's what was confusing about their...

Tony Grande: I think he's asking to teach it.

Unknown Speaker: That's the way I understand it.

Unknown Speaker: As we would with any other program that comes that's already approved.

Unknown Speaker: That's the way that I read that.

Unknown Speaker: That's the way I read it.

Unknown Speaker: And he would only need the approval if he's going to use it to supplement somebody's EIC.

Unknown Speaker: If he's doing it for certification.

Unknown Speaker: Or cert.

Unknown Speaker: Which I'm assuming is what he's going to do.

Unknown Speaker: Is everybody clear on...

Unknown Speaker: And he reads in the letter that he will be attending the meeting for...

Unknown Speaker: Tomorrow?

Unknown Speaker: For the request to... I guess Coordinator Miranda

Unknown Speaker: Yeah. At the commission's request to answer any questions.

Tony Grande: I don't think he's going to be here. Do you?

Unknown Speaker: I'm sorry, I can't hear you.

Tony Grande: I don't think Chief Curley's coming tomorrow, do you?

Unknown Speaker: I don't know... I...

Tony Grande: Let me check the email real quick.

Unknown Speaker: I was checking my email last week. Kind of strolling through it for anything very time sensitive...

Unknown Speaker: I think he's saying if we request him to come, Commissioner Biggs, that he will at the next one that we set. Not tomorrow.

Unknown Speaker: Ok. If it's necessary.

Unknown Speaker: Yeah

Unknown Speaker: Ok.

Unknown Speaker: Irregardless.

Tony Grande: Yeah.

Unknown Speaker: I don't see any problem. He's teaching in the approved curriculum.

Unknown Speaker: Yeah, that's already been set.

Tony Grande: That's why I just threw it in. Because it's already in process.

Unknown Speaker: Crossing his T's and dotting his I's. I get it.

Unknown Speaker: And... Nothing else?... Anybody else have anything to add to the agenda?

Unknown Speaker: The... If we're going to be discussing rules. But I don't know if now would be a good time to bring it up. But something to consider on the EIPE, the EIP rules; When we adopted the essentially mirrored the career program, we made some modifications for Firefighter I and or course Firefighter II. Five years, so on and so forth. Two things that have come up... Don't know if you want to address them or not. So, if you have two potential routes for non-suppression-based personnel. The same as career, you know, the Inspector route or the educator route. However, we didn't give any expanded time, we completely mirrored the career program. 12 months for the Inspector and 36 months for Educator II. Don't know if you want to expand those time frames or not, but that one thing or the other, is that we don't have a route for an Investigator. So, someone wanting to go the Investigator route, there is no route in Educational Incentive Pay for Firefighter. That may be something you want to be addressed.

Unknown Speaker: We'll we definitely can't attack it in rule, so. If we was going to do that, while the volunteer rule was running we could have probably done something with that test.

Unknown Speaker: It just... It just...

Unknown Speaker: You've wrote up what your recommendation is and get it to the Director. When the rule committee meets that will be something that can be on that agenda.

Unknown Speaker: Will do.

Unknown Speaker: That's definitely something that... We are seeing more and more departments now, you know, with Investigators and Inspectors... just Inspectors and Investigators. So...

Unknown Speaker: Yep. Thank you. Anything else before we get to the hardest part of the meeting.

(laughter)

Unknown Speaker: Well, that was easy.

Unknown Speaker: Well yeah, this one is easy isn't it.

Unknown Speaker: Hum.

Unknown Speaker: It's the Calendar.

Unknown Speaker: Well, unless... And we may... It looks like there's a high possibility in March, that we may have a special called meeting for April. But tenably, April 5th and 6th will probably be our next meeting. I would say we're going to need a 1:00 meeting work session there because we should have some rule stuff right?

Kim Cooper: Yes, sir.

Unknown Speaker: Do we need to look at planning for a full day again for rules or...

Tony Grande: Probably not a full day.

Kim Cooper: No, we don't need a full day for that, because we won't be ready for a hearing at that point. That will be, the April meeting will be, "Here's the proposed changes", debate over that and then I will go back and draft the rule making notice.

Commissioner Specht: So if we do travel on the 4th and then meet at 9 on this 5th. Rules, then workshop, then the 6th is this meeting?

Unknown Speaker: That's what she's saying. She don't think we'll need a full day. You can travel up on the 5th. Meet at 1 p.m. then 9 then people can travel back. On Tuesday, on Wednesday.

Unknown Speaker: She's got a long commute.

Unknown Speaker: Yeah.

Unknown Speaker: This one ought to be easy for you.

Unknown Speaker: We need to clarify something. I think it's not ever right. The fire chief's conference is Wednesday, Thursday, Friday.

Unknown Speaker: Go by the website, don't go by the advertisement.

Unknown Speaker: Yeah.

(laughter)

Unknown Speaker: Do not do it.

Unknown Speaker: I paid hotel reservations one time because of that.

Unknown Speaker: I did it for here too.

Unknown Speaker: The director and I had a long discussion just a few weeks ago. We had to call James ourselves because what they advertise is different. We know that.

Unknown Speaker: That's another day. So, again...

Unknown Speaker: They probably should have called it this time, because now they are calling for ice...

Tony Grande: April 5, 6 Gatlinburg

Unknown Speaker: April 5, 1:00 p.m., April 6th 9:00 a.m. Work session on the 5th, business meeting at 9:00 on the 6th. Is that good? I mean, that's a standard set meeting. So, these two are pretty much the only two that are...

Unknown Speaker: I've slept since the last meeting.

Unknown Speaker: Yeah

Unknown Speaker: Yeah. I wished I could sleep. How are we going to handle the audits? We're drawing in Gatlinburg.

Tony Grande: Maybe.

Unknown Speaker: Maybe

Unknown Speaker: Ok, good, to be reminded. Forget I asked. I don't even know if I want to open it because we talked about a administrative audit for all these new...

Tony Grande: Yes.

Unknown Speaker: ...but aren't there some that are already mandatory?

Unknown Speaker: All the new ones are mandatory.

Unknown Speaker: All of them are.

Unknown Speaker: Well, we said we weren't going to do that.

Unknown Speaker: We don't know yet, but you might have to do 200 audits.

Tony Grande: According to rule any new department participating will be audited. So we are going to do it.

Unknown Speaker: And you can, I'm no attorney,

Unknown Speaker: At the degression of.

Unknown Speaker: but an audit could be an administrative audit.

Unknown Speaker: It could be. It doesn't mean we have to be there in person.

Unknown Speaker: Yeah.

Unknown Speaker: So, I don't think he's got to travel much.

Unknown Speaker: Send this stuff in. Send them out to each commissioner. Check them off and send them back with your approval. Sounds great.

Unknown Speaker: I didn't print that off.

Unknown Speaker: We've got 14 already. We've got to knock them out.

Tony Grande: Well...

Unknown Speaker: We can do that. We can have some time...

Unknown Speaker: Oh, there's no way.

Unknown Speaker: ...those that do want to stay after, or most of us will be staying in Gatlinburg other than Commissioner Specht probably, but we can take some time and split some of them up. I don't know if the travelers will be staying or not. We can split some of them up and do them.

Tony Grande: So, I know that we're going to Gatlinburg, the question is; Where will we meet in Gatlinburg?

Unknown Speaker: We'll have that room for the day.

Tony Grande: Alright, so we'll talk with James and make sure that everybody understands that we'll need a room for that morning.

Unknown Speaker: Yeah, because might need that room for the day or something.

Unknown Speaker: Well, we can do it at that 1:00 o'clock after giving everyone a chance to travel in. So...

Unknown Speaker: Or even... We'll be staying after 9 on Wednesday because most of us will be staying for that meeting as well. So.

Unknown Speaker: We'll get them done.

Unknown Speaker: The Firefighter's doesn't start until after lunch...

Unknown Speaker: And we can probably get that executive order in that small room up the way (unintelligible).

Tony Grande: We just need to make sure that when we sit and talk with James... because I don't want to cause the Tennessee Fire Chief's to have to spend money for everything.

Unknown Speaker: And if we have to, we can go offsite... We can go offsite on the 5th after the meeting.

Unknown Speaker: They've got plenty of money, don't worry. Their balance is ok.

Unknown Speaker: We can do that. We can meet offsite if we need to when we come back on the 5th.

Tony Grande: We'll talk with James. If you see James... If you're going to be here for the next few James and you see James, just tell him thank you. We appreciate what he does for us. Because he's very helpful.

Unknown Speaker: And I'll address that Friday, if I don't forget. Don't... I won't forget.

Unknown Speaker: I won't forget either.

Unknown Speaker: Goodness.

Unknown Speaker: Neither will I.

Unknown Speaker: I've got a meeting Friday with Ford.

Unknown Speaker: Come down this early and have to be back.

Unknown Speaker: Any other discussion? Any other discussion?

Unknown Speaker: I think, if we have a rules thing we need to get Kim...

Unknown Speaker: Yes, if you have any rules get it to the Director.

Tony Grande: Do we have to wait for a meeting to put it together, as a rules committee?

Unknown Speaker: No.

Kim Cooper: No, but

Unknown Speaker: I've already got a committee and Kim's got a committee, that standing committee's good.

Tony Grande: Thank you, thank you. That's all I need...

Kim Cooper: We do need to pick a date to meet, but...

Unknown Speaker: Yeah, we'll do that.

Unknown Speaker: Once you get the rules together and we're ready to meet.

Kim Cooper: Yeah.

Unknown Speaker: I mean we'll get that... We'll do that...

Kim Cooper: Ok.

Unknown Speaker: Alright, we have a motion to adjourn. A motion by Commissioner Scott to adjourn the work session. Seconded by Commissioner Kelley. All those in favor signify by saying Aye.

Multiple Speakers: Aye.

Unknown Speaker: None opposed, all same side. The Ayes have it. See y'all at 9:00 in the morning.

Unknown Speaker: Or at 9:00 twentish.

(laughter)

Unknown Speaker: Just whenever you come for it man. I'll come floating in whenever. There was a back up in the elevator. The soda machine didn't have any sodas in it, whatever.

Meeting

Chairman: Commissioner Scott is going to do the pledge

Unknown Speaker: (Prayer)

Commissioner Scott: (Pledge)

Chairman: You may be seated. Director will you call the role?

Tony Grande: Chairman Biggs

Chairman Biggs: Here.

Tony Grande: Commissioner Cobb

Commissioner Cobb: Here.

Tony Grande: Commissioner Henry

Commissioner Henry: Here.

Tony Grande: Commissioner Kelley

Commissioner Kelley: Here.

Tony Grande: Commissioner Solomon

Commissioner Solomon: Here.

Tony Grande: Commissioner Moore

Commissioner Moore: Here.

Tony Grande: Commissioner Scott

Commissioner Scott: Here.

Tony Grande: Commissioner Specht

Commissioner Specht: Here.

Tony Grande: Commissioner Windrow

Commissioner Windrow: Here.

Tony Grande: Commissioner Farley

Commissioner Farley: Here.

Tony Grande: Director Elliot

Director Elliot: Here.

Chairman: I declare we have a forum. Thank you, Director. Has everybody had a chance to look over the July 2021 and the November 2021 meeting minutes? Do you want to take these together or...

Commissioner Scott: We should take them together and I make a motion.

Chairman: Taking them together approved... or motion to approve by Commissioner Scott

Commissioner Kelley: Second

Chairman: Seconded by Commissioner Kelley. All those in favor signify by saying Aye.

Multiple Speakers: Aye

Chairman: Any opposed? Same sign. The Aye's have it. Assistant Commissioner Farley?

Commissioner Farley: Alright, thank you. At this time, I can't go into specifics but from what I understand, just got off a call, the governor was very supportive of the fire service last night. So, I'll know more about the details later on but it's my understanding that the governor was very supportive of the fire service at the State Fire Marshall's office last night, so.

Chairman: Good deal. Anything else from your office?

Commissioner Farley: That's it.

Chairman: Commissioner Henry, did you have something?

Commissioner Henry: Just in the minutes my name is Henry, not Hendrick for the 11/18 of 21.

(laughter)

Tony Grande: That's our new staff member who was just...

Unknown Speaker: We ain't calling nobody out, but she'll fix it.

(laughter)

Commissioner Henry: I'm not trying to cause trouble.

Tony Grande: We caught most of those. It was probably done six or seven times in the office.

Unknown Speaker: If we're just down to two we're doing good.

(laughter)

Tony Grande: 100%

Chairman: Alright Director Sparks, if you come up to the table beside Commissioner Cobb.

Commissioner Cobb: Thank you Mr. Chairman. I have a few announcements from the Fire Academy. Last week Assistant Commissioner Farley was able to come up with some funding so we're going to be able to do free, or tuition free classes for volunteers through June 30th. And so those classes are Basic Firefighting, the 64-hour class, Firefighter I Live Burn, and all 4 In Service classes that are requested by volunteers. That will help to support both certification and the EIP program.

The Fire Chief Orientation Schedule has been set for 2022. So those dates are... dates and locations are Smokey Mountain Weekend; That will be June 11th and 12th; at TFACA on September 11th and 12th and that will be in conjunction with the Firefighter Memorial Weekend; and then in Savannah Tennessee in conjunction with the Tennessee River Weekend will be November 5th and 6th.

We have a spring recruit class that is beginning February 8th. We still have space available in that class if anybody needs students in that class.

And then on March 12th and 13th we're doing a joint weekend with the Alabama Fire College. And, so, there will be several training events going on that weekend and that will be in... at... Decator Fire Rescue and at the Leak City Training Facility, just across the Alabama line.

And then the last thing I'll say is our end of year numbers, we had 14, 820 students enrolled last year conducting 922 classes and about 255,000 contact hours last year. I'd be happy to answer any questions if anybody has any.

Chairman: Any questions for Director Sparks? Or, TFACA? Thank you.

Director Sparks: Your welcome.

Chairman: Has everyone in the audience had a chance to sign the sign in sheet? Alright. There is some people who would like to address the Commission but most of them are on the agenda. Mr. [Heartfield?], on the agenda item, is that what you?

Mr. [Heartfield?]: Oh, Yeah.

Chairman: Ok. Alright. Any other Guests? Alright. Director? Communications?

Tony Grande: The State Fire Marshall's Office and the Firefighting Commission continue to work diligently with fiscal leadership to continue to work out process associated with the Educational Incentive Program for volunteers. We would ask that our volunteer partners just to continue submitting the documents that are on the website currently and just keep moving through those processes. And give us that extra time that we need. We have a couple of things that we are waiting to hear back from on approvals, but it's moving forward. Everybody knows... Everyone in the State Fire Marshall's Office from the Governor down would like to see our volunteer firefighters, across the state, receive this Educational In-Service stipend.

So, just so that you know, that's come clearly down from the Governor's Office and from our commissioner and all the way down to us, and we are constantly working... Anything that might be a roadblock, we are working to fix those and get those out of the way.

Chairman: Alright. Any questions on that?

Commissioner Farley: I'd like to say something.

Chairman: Alright.

Commissioner Farley: I will personally, and I said this yesterday in the work session, but there's more people in here. But I want to personally thank the Firefighting Commission Staff for the job that they've done during this time. It's been a great undertaking for them, and they've stepped up to the plate and I really appreciate what they've done. And I want to say that publicly.

Unknown Speaker: And the Commission (unintelligible) said this yesterday, but also the Commission thanks the staff, so good job guys.

Unknown Speaker: Absolutely.

Chairman: Thank y'all. Thank you, Commissioner Farley. Anything else Director?

Tony Grande: No sir.

Chairman: Kim? Do you have anything?

Kim Cooper: Yes, sir. At the end of the November meeting a matter was referred to legal for disciplinary proceedings as the result of suspected forged or altered documents being submitted to the Academy as an attempt to, possibly to obtain EIP that they would not otherwise be entitled to. I was prepared to move forward with that matter and scheduled a disciplinary hearing for today and went ahead and filed a notice of charges and reached out to the respondent. We had some conversations back and forth and as a result of those conversations, subject to the Commission's approval he has decided to waive his right to a hearing and wants to enter an agreed order where he is accepting the recommendations that you all made at the meeting in November. So, he would be suspended from participating in any Commission training programs, including the EIP program for a period of not less than 5 years. So, I would ask for your vote on that please.

Chairman: Alright. Any motion to...?

Commissioner Kelley: Motion

Commissioner Scott: Motion

Chairman: Motion by Commissioner Kelley. Seconded by Commissioner Scott. Do you want a roll call on that do you?

Kim Cooper: (unintelligible) is fine.

Chairman: Ok.

Kim Cooper: And I... Majority vote is fine, sir.

Chairman: All those in favor signify by saying Aye.

Multiple Speakers: Aye

Chairman: Any opposed same sign. Ok the Aye's have it.

Kim Cooper: Ok. Thank you and that's all I have.

Chairman: Thank you ma'am.

Kim Cooper: Yes sir.

Chairman: Alright. Coordinator Nicholson?

Coordinator Nicholson: Good morning.

Multiple Speakers: Good morning. Good morning, Sir.

Coordinator Nicholson: It's been a busy year last year, 2021 for reciprocity. We had 315 applications for reciprocity and issued 712 certifications for reciprocity in 2021. So, for this year, we've already issued 85 certifications for reciprocity. That's since January. A large influx of folks coming, especially from the area of the west coast. We also have agencies like the International Association of Firefighters that are teaching classes and certifying folks inside the state of Tennessee. And the department is using those for classes such as Hazzard Materials Awareness and Operations and they're certifying those folks and those agencies are applying for reciprocity. So, that has been an increase. In comparison to the past few years, 2020 we had 651 certifications issued through reciprocity; 2019 we had 822. So, we're on par with what we have been in the state. Especially with COVID and other things. But as we continue to have folks come into the state, especially some of our partners that have lateral classes that come in from outside, these folks are continuing to apply for reciprocity, and we are happy to help those with that.

The time frame on getting these reciprocities issued has increased because we are having to contact the issuing agency on every single applicant to verify that the certifications are valid in those states and that they are IFSAC and ProBoard. ProBoard has an online search. Some states have an online search. IFSAC, it's a process to get any information back from IFSAC. And it's different for every single state. So, we have developed a list of contacts. For each state and we continue to add to that list, every time that there's another state that comes in, we add contact to that. So, we're doing a lot of outreach to verify these things.

Unknown Speaker: Any questions? I do just want to follow up on what Commissioner Farley was saying a minute ago about the staff and... Reciprocity granted in 2021 was 712, so Commissioner Nicholson, or Coordinator Nicholson had to go through 712, probably more than that, that he did grant, so. It was a lot of paperwork to have to go through. But also, I want to say that 9249 exams was administered in 2021. Our staff had to touch every one of them. That's 6203 written exams and 3046 practicals. So, I just want to throw them numbers out. It's good to have them numbers at the end of the year, so. Thank you.

Coordinator Nicholson: Yes sir.

Chairman: Coordinator Miranda?

Coordinator Miranda: Good morning. In a continuation of yesterday's discussion on the Educational Incentive Pay program. Obviously, the volunteer program just started for 2021 and moving into 2022. We did make the requirement that the Commission 101 class as a requirement to participate in the Educational Incentive Pay for volunteers. We had roughly 36% of volunteers attend... the volunteer departments attend the commission 101 class. Out of the 36% or so 76% have actually submitted a program for 2022. I don't know how many of the ones that attended the Commission 101 class will submit for pay for 2021. So that's yet to be determined, but for 2022, we have 146 volunteer departments participating for 2022 with a breakdown of departments that actually submitted programs, 63 for East Tennessee, 38 for Middle Tennessee, 29 for West Tennessee. And then we have 16 departments that are piggy backing on other departments programs. On the career side, when I first started, when I got voluntold to be doing Education Incentive Pay in 2017, we had about 105 career departments participating and now we are up to 120. I think we are getting to about 100% saturation on the career side and keep in mind that it's been going on for 30 plus years. We didn't start off with 100 or close to that participation rate. So, I anticipate that the volunteer program will continue to grow year after year.

We will be doing our best to make our Commission 101 classes still available. In all three grant divisions, we are regionally based. We can't do one for every single department, but we will try to make them as successful as possible. I know we probably did 45 or 50 Commission 101 classes last year. I know I did, like, 26 or 27 of them in East Tennessee and West Tennessee. Other, than that, if you need one, if you need a Commission 101 class or if you know of people that do need one and you're willing to host one, get the word out and request one from us. We'll be happy to come and do it. And we will try to make it convenient for everyone's schedule. Other than that, I don't really have anything left.

Tony Grande: Let's put a caveat on that invitation. If there are 300 fire departments, we would really rather not do 300 individual Commission 101s. If those 300 departments would break it down into 15 meetings, then everybody would come to a regional meeting that is much more helpful. County meetings, where 10 volunteer fire departments shows up. We can probably be able to accommodate that easier. Regional meetings, if you have a fire chief's association that has a regional meeting, and you want a 101-delivery pre-meeting. Let us know and encourage and invite regionally. Because it's just such big numbers, we can't deliver individual classes. We have to deliver regionally or large groups.

Coordinator Miranda: Keep in mind that the class length is about anywhere from 4 to 5 hours long. I've had a lot of phone calls where they pretty much want me to give the class over the phone and its just not feasible. I'd much rather talk to 20 people at once. Do a 4- or 5-hours class than do 20 4- or 5-hour conversations over the phone or individually. Get as much bang for our buck so to speak.

Other than that, does anybody have any questions about Educational Incentive Pay?

Unknown Speaker: Also 2021 for EIP 6998 firefighters received \$800 totaling up to \$5.5 million dollars.

Chairman: Ok. Director 2021 EIP update?

Tony Grande: 2021. Even, I think, regional Coordinator Miranda alluded to it; Any volunteer fire department that attended a Commission 101 could submit 30 hours of training. Those submissions, you know have to, many of you know have to be in no later than the end of this month. March 1st is that

deadline for submission for that request for payment. As of yesterday, we had 98 departments with submitted Excel sheet in-service verification forms. We've had hundreds if not thousands of portal submissions of documents for both year's programs. We have had submission of letters from fire chief's and the municipality requesting payment. Those are coming in certified mail. We do not have a hard number of volunteer fire departments, but I will say there are volunteer fire departments that have already submitted documentation. The majority of the fire departments, many of you are in combination departments where maybe your paid folks were already participating. Thank you very much for channeling your payment through your municipality because that actually makes life very easy. As we said earlier, we're still working to flesh out the other side of that, but don't stop submitting paperwork. Continue to get paperwork in, including the payment requests. And the unique individual documents for volunteers if they don't have support where they are at and submit those unique individual documents.

We are already with just about 14 fire department submissions already over a half million. We are expecting, very quickly, within the next week or two to be well over a million dollars. Depending on how much work gets done this week and next week, I would not be surprised to have Commissioner Farley request for a couple of million dollars for the first batch of payout. That being said, I would ask the Commission at some point today, that you would bring up as we have done before the approval for... We don't have a batch to submit because we're not at a million dollars yet. And in the past, we usually would have a batch, you could see that batch, and you could approve that batch and you would give us approval; permission to continue to submit further batches. So, I would ask someone on Commission to please consider making a motion and a second to allow us to do that. To move the batches forward as soon as we get them processed.

Commissioner Scott: I make a motion that we give the Commission Office the approval to move forward with batches as it sees fit, to go ahead and process the 2021 EIP.

Chairman: Alright

Commissioner Solomon: I second it.

Chairman: Motion to approve 2021 as approved in the office as they all come in. Motion by Commissioner Scott. Seconded by Commissioner Solomon. All those in favor signify by saying Aye.

Multiple Speakers: Aye

Chairman: Any opposed, same sign. The Aye's have it.

Tony Grande: Thank you. Thank you very much.

Chairman: Alright. Coordinator McKay? Fred? Good morning, sir.

Coordinator McKay: Good Morning. Certification: we, Executive Director Grande and Ms. Curtis and I attended the ProBoard conference in Orlando and we were fortunate enough to have a scholarship awarded to Ms. Curtis for attending. So that was a \$1,500 scholarship. It paid her way down where she was able to attend the training sessions and learn about certification and accreditation, which was basically a big windfall for us. She has been very helpful for me. Taking some of the load off of me, doing some of my duties. Test challenges, it is great to have Jessica right there at the office and do the

test challenges for (unintelligible) to come in, I can stay focused on what I'm doing at home or elsewhere.

The submission to ProBoard for reaccreditation; the site visit is coming up this year. Probably in May or June. And when Randy Fox retired, we retained him as a part time employee or temporary employee, and he was... He did our application and the matrices for ProBoard and he put it in as the new online system that they have and he put everything in the way I would have done it. I mean... But they kicked it back, I've got to go back now to every level and determine whether the skills testing is a skill, a product, or a process and re-enter in all that information to them. So, its stepping back a little bit, but we're still good on that.

The self-study for IFSAC. I've finally completed it. And there's places where we have holes in our policies and procedures that they have asked for a policy or procedure, and we don't have things to cover that. I've put in there that we've... that y'all saw yesterday... that we've got recommendations coming for additions and changes in policy and we're going to move forward on that.

Jessica, when I completed that 44-page document... word document when I started... and it was just the questions. But once I put in all our answers which is the policy and procedure, it had grown to like 155 pages. And I was getting lost trying to go through there and find specific questions. So, I hopped into, just, hyperlink in the policy and procedure number or policy number or rule number and Jessica is working on that now to get all those hyperlinks put in that will reduce its... I think it to sixty some odd pages, locking it down. Instead of 155.

We're working... We're hopefully will have site visits that will go great, but I made note yesterday the dual accreditation, I'm not seeing the value in it. I know we need to keep ProBoard for Inspector I, we've got the Awareness, the Hazmat Awareness and the Inspector I, and that's really the only reason I see that.

And then in conversation last night over dinner we were talking and we're spending, or I'm spending so much time with the dual accreditation, that I don't really have the time to add any more levels, and we need rescue tests. You know that's where.... Excuse me, that's where our firefighters are dying. It's not in dual accreditation, its not in Fire Officer, it's out there on the street. So y'all need to consider that.

Unknown Speaker: Alright. And we have a committee that's going to look that and...

Fred McKay: Yes.

Unknown Speaker: ...because it requires rule change and all that. So, that rule committee will be looking at that.

Unknown Speaker: ...We looked. The only rule is about reciprocity, about accepting reciprocity.

Unknown Speaker: Ok, and we're not going to change that.

Unknown Speaker: Right.

Fred McKay: That's not going to change. The only other thing that I have is in the textbook committee recommendations. We inadvertently left Incident Safety Officer out and I'll send the notice out to the committee and get their recommendation for Incident Safety Officer because it is one that has to be updated this year.

Chairman: Alright. We'll have that, hopefully at our next meeting.

Fred McKay: Yes, sir.

Chairman: Got you. Any other questions for Coordinator McKay?

Multiple Speakers: Thank you, Fred. Thank you, sir.

Chairman: Commissioner Windrow is saying that the... they studied the rules last night... Him and Kim and they could not find it in the rules where it's dual accredited. Do you want to elaborate on that a little bit?

Commissioner Windrow: Well, the rule is... is that if somebody coming in... it's under reciprocity... is the only place it's listed. That we accept Pro-Board and IFSAC and we have no intention of changing that. Because if somebody comes, for example Maryland's only ProBoard, we wouldn't want to make them start over.

Unknown Speaker: It is a National Accrediting Agency.

Tony Grande: So, what the consideration is, is that perhaps the Commission would consider dropping ProBoard certification for all but those two levels, Inspector I and HMA. That's the consideration. Their research into the... Just made sure that the rule didn't say that we must accredit with both ProBoard and IFSAC and the rule does not say that.

Unknown Speaker: Have we, has staff studied enough to see the impact, you know, the impact on the Firefighters that we know?

Tony Grande: I think that when you look at. So, in your packet. In your online packet there is a ProBoard report. And as you said we certified approximately 5000 folks and we tested many more than that. But of all those folks, only about 6 or 7 hundred, went and paid the \$17.50 to get their certification from, to dual accredit into both. And I think Fred made a good example yesterday, it's like having two High School diplomas. Because the IFSAC certs are international, and they carry weight. And so, your paying \$17.50 to get another diploma that doesn't change the fact that that firefighter's been certified through the National Standard.

The panel discussed the route for the Inspector I and thought it might be a good idea to keep that HMA and Inspector I. So, I think that when you look at it, there... Work for accreditation has essentially doubled since ProBoard went to this online system. Before, we could do matrices and test question... lining those up and all that. We could do that at one time and IFSAC would accept it and ProBoard would accept it. But now, it's two different buckets of work because IFSAC does it this way and ProBoard does it online this way. So, it's really two different sets of work. So, they kind of essentially, in the last few years, doubled the requirement for the input of that data into the systems. And when you're maintaining 31 certificates that can be very daunting work to have all that data entered twice for essentially an international certificate. So, that was our consideration. What's the benefit? We're still going to give exams; we're still going to issue IFSAC certificates, and we will still issue ProBoard certificates. We still have to pay the annual ProBoard fee. However, it will change our membership type and in that membership type, we think that we can begin to issue, directly issue ProBoard certificates at no cost to the student. It would come out of the fees that we pay annually.

Unknown Speaker: For those two certifications that we keep.

Tony Grande: For those two certifications... Yeah, for those two... And at some point, we may exceed... Our hope is that we certify enough that we exceed that number. We'll if we exceed it, we'll have to pay what? \$5.50 per, per, certification that we exceed whatever our, our number included with our membership has.

What it will save is, is man hours, woman hours of work to maintain that accreditation data bank. Because, essentially what you are doing is your setting aside 29 and just saying, do these two which are going to get repeated in the IFSAC's anyway. But all of the other certifications are going to be in the IFSAC or... yeah IFSAC International Accreditation. And as I said yesterday, I think we have to have some customer feedback to let us know if that is acceptable.

Unknown Speaker: Absolutely.

Unknown Speaker: And again, just to reiterate. It will not affect anyone coming in. So, if you are trying to move into Tennessee from just a ProBoard state, we will still accept reciprocity. So, it will not affect any of that, for clarity. Because there are some states that do ProBoard only...

Unknown Speaker: Or IFSAC only.

Unknown Speaker: Or IFSAC only. And we will still accept either one.

Unknown Speaker: And if we do move this direction we can always go back, in the future, if we see we need to.

Unknown Speaker: If we see a negative impact, yeah.

Unknown Speaker: And the only other place in the rules that ProBoard is mentioned is in the definition which is fine.

Unknown Speaker: But it needs to be because it's in the reciprocity. It needs to be in the defined section.

Unknown Speaker: (unintelligible) wouldn't change anything. The rule makers checking everything over here making sure we ain't missed it.

Kim Cooper: I'm doing it too.

Unknown Speaker: She's doing a search too.

Unknown Speaker: Brian, when is our next meeting?

Unknown Speaker: We possibly could have one in March but for sure April.

Chairman: And Director recommends that we give no action today, get customer feedback, and then take action at our next meeting.

Unknown Speaker: That's what I was going to say. Where we can get some type of study or something.

Unknown Speaker: Yeah, just let Fred and the Director do the research. You know the customer to make sure we're not having any impact on them.

Unknown Speaker: Do we need a motion on that?

Unknown Speaker: No.

Unknown Speaker: We'll while we're in the room. There's the biggest department? How many of their people get ProBoard? Dennis, do you know? Come on up.

(laughter)

Unknown Speaker: Come on up mist... the man. The legend.

(clapping)

Tony Grande: One of my favorite people.

Multiple Speakers: He is. He's a good one.

Dennis: Good morning.

Unknown Speaker: Since he may not be in Gatlinburg

Unknown Speaker: That's right.

Unknown Speaker: Good morning.

Dennis: When it comes down to ProBoard certification for Memphis the majority of our people, they seem... Get ProBoard certification for Fire I and Fire II. You know, they don't get a whole lot of ProBoard on HazMat. Because if they leave and they go places the ProBoard... Fire I and II ProBoard certifications really put, other departments um...

Unknown Speaker: Right, for them to move.

Dennis: Yeah. What they're looking for. So, we don't have a lot of people to get a ProBoard certification for HazMat awareness or Fire Inspector. We don't have a lot of people get it. To even take that test. You know, so, It's real limited for us.

Tony Grande: So, when you look at our ProBoard activity report, which comes directly, that comes directly from them. You can see that Fire I and Fire II are the high numbers. Behind that are HMA, HMO, Mass Decon and some of those HM's. We don't have any zeros but, for example, Driver Operator FAO, like 7 people in all of Tennessee paid the \$17.50. So, um, I mean, we're simply not, 762 people sought to get a ProBoard certificate. Pay the \$17.50 and get their own ProBoard certificate.

Unknown Speaker: But it wouldn't hurt the Memphis Training Academy.

Tony Grande: No.

Unknown Speaker: It's the... I mean... The individual does it themselves.

Dennis: Right.

Unknown Speaker: And we were talking earlier, 200 people left.

Dennis: Yeah.

Unknown Speaker: Out of 9,249 tests given, only 361...

Tony Grande: Yeah. I think we issued about 5,000 certs last year, so, we had 700 out of 5,000 that went the extra step for \$17.50 and most of that was in Fire I and Fire II. We talked a little bit about the Fire Inspector right. So, the Fire Inspector is 52, Fire Inspector II is 19 so that's 71 folks did either Inspector I or Inspector II last year for getting that ProBoard. With ICC helping us finish it out.

Unknown Speaker: All right.

Multiple Speakers: Thank you, sir.

Commissioner Farley: Let me ask a question. On the planned review class that we're talking about. Is that something we were talking about also on ProBoard?

Multiple Speakers: Just IFSAC?

Fred McKay: There's no... Is there a reason from the Fire Marshall's Office to go through ICC for that?

Unknown Speaker: No.

Fred McKay: So, again there would be no real need in doing (unintelligible) again.

Unknown Speaker: Ok.

Unknown Speaker: The only thought about waiving, how much. So, this is February. 8 weeks... How much work is that for Fred over the next 8 weeks to try to prepare for a site visit that may not happen?

Tony Grande: Well, the site visit will happen, no matter, because we're going to keep at least two.

Unknown Speaker: But it would be for two. He could prepare the two...

Tony Grande: I think that I could sign a letter and send it to ProBoard, two weeks before the site visit saying Tennessee is only requesting to be updated to these two standards. Fred nearly wrote that letter and sent it as a threat to the ProBoard COA, but he's like me. He wrote the email out then deleted it. Because I did the same exact email and I deleted it. But I think that it's our choice to decide what we will ProBoard certificate issue... Issue ProBoard certificates on. It is our, not in the small term, it is the State of Tennessee's desire to certify ProBoard at whatever level y'all wish to.

Unknown Speaker: I just think, for. So, we don't have to undo something that we do today. It would be nice to... line by line... make sure it's not in the rules...

Unknown Speaker: Correct.

Unknown Speaker: Because, this doing it on the fly may bite us.

Multiple Speakers: Yes.

Kim Cooper: It makes me nervous, so...

Unknown Speaker: It makes me nervous too.

Multiples Speakers: We shouldn't vote on it.

Unknown Speaker: Ok. Just making sure, but I didn't want to make Fred do a bunch of extra work and then we go, "Up, we changed our minds."

Kim Cooper: Right.

Chairman: Alright, the Director has one more thing for the audits and then we'll move on the agenda.

Tony Grande: So, we talked about our customers and you in the audience are our customers. You've heard this discussion about ProBoard and the elimination of 29 levels of certification and only keeping ProBoard for Inspector I. Just by a show of hands... and don't... there's no... if you don't like that's fine but let know, right? But, if you think it's a reasonable request of the Commission to drop those ProBoards, if you think it's reasonable just raise your hand and give us a little insight into the West Tennessee side of things. About whether or not you think that's a reasonable decision, having heard what you heard.

Unknown Speaker: Nobody likes it.

Unknown Speaker: I think it's reasonable. I think we can stick to IFSAC as far as president of the West Tennessee Chief's Association. I haven't heard anybody say that we need to continue with ProBoard on all this.

Chairman: Alright. We will proceed with the recommendation of the Director and Counsel, let them do some more research and reach out to our customers. Kim wants to dig deeper into the rules. To make sure we're not doing something that we shouldn't.

Kim Cooper: Yes, please.

Unknown Speaker: Thank you, ma'am.

Chairman: And we'll put it on the agenda for the next business meeting. Does that sound good? Alright. Rules change. Is there anything... Is there any update on that?

Tony Grande: No, I think that... When are we doing permanent rule?

Kim Cooper: Permanent rule for EIP?

Tony Grande: EIP.

Kim Cooper: Chief Counsel Ferguson is working on that. I checked in with her yesterday. She said it's under review with the Deputy of the Counsel. So, she's moving forward with it. I'm not sure where the process is other than that.

Tony Grande: But it will still have to go to Gov Opps again won't it?

Kim Cooper: Yes, sir.

Tony Grande: Yeah. And I... Just a guess for April? May?

Kim Cooper: Um... I would say May. Just to be optimistic.

Tony Grande: Yeah. So, the emergency rules for EIP were pommel gated, but they still have to go through permanent rule change. So, we have to go back in front of the Gov Opps to finish it out.

Kim Cooper: I will say that Ms. Ferguson did a lot of work before they went to Gov Opps for the emergency rules and made it clear that the permanent rules were essentially going to be the same. So, there shouldn't be a whole lot of questions or debates about what's going on. They've already got all the information that they should need.

Tony Grande: Yeah. Changes would be that you find a spelling, format, or a text error. Those changes, but nothing substantial.

Kim Cooper: Yes, sir. Correct.

Chairman: Alright. We covered the Textbook Committee. Commissioner Henry, do you have anything else on that?

Commissioner Henry: April.

Unknown Speaker: Uh?

Commissioner Henry: April. Fred's going to send that for the ISO and that going to be the only addition to it. Thank you for hearing about it.

Chairman: Yep. Any new business?

Unknown Speaker: I think we covered the possible change for that... for ProBoard.

Tony Grande: Yeah, we had a long discussion about possible changes in response to those IFSAC and ProBoard, what is that called Fred, the self-studies. The second ProBoard self-studies created questions and policy. We are either going to have to create or amend policy to make sure that when ProBoard and IFSAC come in for a site visit, that our policies clearly state what they ask us to state. You saw a sample of that yesterday. That will be brought forward, probably, in a much larger packet at the next meeting.

Chairman: Alright. Any further discussion on policy change? Alright. We'll move to item B on the agenda. Waiver of deadline request for 2022 EIP and we received two. One was withdrawn so now we only have the one in front of us. It's the Sewanee Volunteer Fire Department. Has everybody had a chance to read that letter?

Unknown Speaker: My only concern is the letter says their coming in there under the EIP... volunteer EIP and down in the letter it says they have two paid members. So, that's a combination department at that point, or... We've just got to be careful. We know this whole thing is fluid right now.

[Jeff Happard?]:Um, excuse me sir, I'm from Sewanee...

Unknown Speaker: Alright, come on up.

Unknown Speaker: Yeah. Come on up.

Unknown Speaker: I didn't see your name on the agenda.

[Jeff Happard?]: Sorry, last minutes. [Jeff Happard?], I'm kind of new with Chief Compliance. Chief of Training, Chief of Safety, Chief of (unintelligible).

(laughter)

Unknown Speaker: We understand.

Unknown Speaker: State your name again?

[Jeff Happard?]: [Jeff Happard?]

Unknown Speaker: Go ahead Chief.

[Jeff Happard?]: As I said, I just took over the role in November, so there was transitional period, kind of a gap between the old Chief's leaving and the Police Chief was kind of dual head of both the Police Chief and the Fire Chief. So that pole part has kind of dropped. So, trying to get it started and get everybody back on track. So basically, for the Fire Department (unintelligible) I'm the only paid member, but since the police chief is dual hatted, in the letter I said, "Yeah, he's also a paid member."

Unknown Speaker: Got you.

Chairman: Does that answer your question.

Tony Grande: This ends up being a combo department with volunteers then. Are you a 501C3 or are you an employee of the College?

[Jeff Happard?]: I'm an employee of college .

Unknown Speaker: That's a different act.

Tony Grande: That's a private...

Unknown Speaker: I know, but by the rules does it qualify? If you... It depends on which...

Tony Grande: This was the issue. Remember when my initial questions when we talked is what kind of fire department are you.

Unknown Speaker: If you come in... if it's a volunteer.

[Jeff Happard?]: We don't have to worry about it... just my volunteers.

Unknown Speaker: Because under the rule, it's not an employee by a municipality, county, or a public official, its not career.

Tony Grande: I understand... I understand...

Unknown Speaker: Ok.

Tony Grande: We were having this discussion when he put it in because... I was like well... there not a 501C3.

[Jeff Happard?]: Correct.

Tony Grande: But they are also not a municipality.

Unknown Speaker: But they are volunteers.

[Jeff Happard?]: And we still receive county monies for fighting services too.

Tony Grande: And you are recognized by the State Fire Marshall Services.

Chairman: What's the pleasure of the Commission?

Unknown Speaker: Can you get any input on that?

Unknown Speaker: May I suggest we approve it today, but maybe on the condition of legal review? I don't think she can run that right now at this second.

Unknown Speaker: I don't think there is any issue whether there are volunteers. If I'm reading the letter.... I mean.

Unknown Speaker: Right.

Unknown Speaker: It's definitely clear on that. I think the question is... Yourself and the Police Chief/Fire Chief, I think is what the question is over. Does the Police Chief get his post?

[Jeff Happard?]: Yes.

Unknown Speaker: Then he wouldn't be eligible for this anyway.

Unknown Speaker: Depends on what his role is. If he's, is he a volunteer firefighter with you, as well?

[Jeff Happard?]: Yeah, it's a murky kind of grey area.

(laughter)

Unknown Speaker: Lawyers hate to hear that.

Unknown Speaker: She just dropped her head and plugged her ears.

(Whispered discussion)

Tony Grande: He should be eligible as a volunteer...

Unknown Speaker: Yeah, because he can volunteer anywhere. He could volunteer in Grundy County.

Unknown Speaker: For the full time.

Unknown Speaker: What I understand is... A law enforcement officer can get...

Unknown Speaker: No, no... Yeah... We're not... He's clear to get both.

Unknown Speaker: He would get both.

Unknown Speaker: Yes. He can get his post and if he's a volunteer fire fighter than he can get the \$600.

Unknown Speaker: Ok. That is correct. We're talking about, him... his role.

Unknown Speaker: Oh.

Unknown Speaker: The police chief is clear. But Commissioner Windrow is still concerned about this individual.

Unknown Speaker: Ok.

Unknown Speaker: We should be more concerned.

Tony Grande: And what I just said to the Chairman was... Does the Police Chief get post payments? Well the post payments come from commerce and insurance, right? I mean, they come from us. And he's employed in the same manner that he is.

Unknown Speaker: So why is he not getting full time.

Tony Grande: So, if the Police Chief qualifies for post would he not qualify for the fire supplement based on the parallel of the program.

Unknown Speaker: Him, individually, not his volunteers.

Unknown Speaker: But how does the rule read. That's not how this rule reads.

Tony Grande: I understand.

Unknown Speaker: Ok. Another rule rewrite.

Kim Cooper: What I would ask is that you consider it, I mean take it up and if you want to approve it, fine. But, subject to legal review after today's meeting.

Commissioner Kelly: I make that motion.

Commissioner Solomon: Seconded

Chairman: Motioned by Commissioner Kelly to approve this upon legal review for one individual.

Kim Cooper: Yes, sir. And if I can get...

Chairman: And it is seconded by Commissioner Solomon. Alright.

Tony Grande: Can we get some clarity on what the motion is? Is the motion just for him or for him and his program? Because he has volunteers.

Kim Cooper: My understanding was... from the chair... that you all weren't worried about the volunteers.

Unknown Speaker: Yeah, they're good.

Unknown Speaker: But we still have to waive the deadline though, in this.

Unknown Speaker: Correct.

Unknown Speaker: That's a separate motion.

Kim Cooper: Add that... or you can add that...

Unknown Speaker: I make a motion to add that to the motion.

Chairman: Alright.

Unknown Speaker: I agree with that.

Unknown Speaker: Seconded.

Chairman: Alright. So, the motion on the table is to accept the deadline waiver for the Sewanee Volunteer Fire Department firefighters to accept the 2021... in the EIP and the two paid members approval after legal review. Is that the motion?

Unknown Speaker: Yes, and the... Commissioner Windrow was talking about there was some type of discrepancy of whether there were volunteers because of their status. And I...

Unknown Speaker: Not the volunteers.

Unknown Speaker: Not the volunteers. The volunteers

(Overspeak)

Chairman: Alright. Everybody clear on the motion? Any further discussion? Alright. All those in favor signify by saying Aye.

Multiple Speakers: Aye

Chairman: Any opposed, same sign.

Unknown Speaker: You've got a year to figure it out.

Unknown Speaker: Exactly.

(laughter)

Chairman: Thank you very much.

Unknown Speaker: Thank you chief.

Chairman: Kim, whenever you're ready.

Kim Cooper: Yes, sir.

Chairman: Alright. At this time I'll turn it over to Kim for a hearing.

Kim Cooper: Is Mr. Vankirk present?

Multiple Speakers: He is.

Kim Cooper: Come on up.

Tony Grande: And he has TEFACA with him to speak on his behalf.

Kim Cooper: Ok. Um. Members of the Commission, this is Mr. Vankirk. He has submitted a request to the commission to review for a waiver, if possible, prior felony convictions. You have some

paperwork there on the I-pad regarding what those were. But I'll just tell you that it was two felony theft convictions. They were about two years apart, I believe. Maybe a little bit more.

Unknown Speaker: One was in 1996, the other was in 2000.

Kim Cooper: So, we're talking two felony convictions for theft, that were 20 years old or more. They do qualify, if you choose to move forward, under the fresh start act in the rules. And so, I would just throw it back to Mr. Vankirk. I believe you may have had the opportunity to review the submitted letter. And I understand that he has people here with him. As you go through your determination regarding whether or not you want to approve the waiver, I have also provided to you an order in a case that we did last year where we went through the process. I would just ask you to refer to that as you guide your deliberations. Thank you.

Chairman: Thank you.

Unknown Speaker: Mr. Vankirk?

Mr. Vankirk: Hi. Thank you for allowing me here today. To let y'all know a little background. I am a paid firefighter with the Thomas Summerville Fire Department, starting back in March of last year. They know about the convictions. They gave me the chance to be able to become a paid firefighter. I've been a volunteer with Fayette County Fire since 2008. Chief Raines, when I went to Fayette County, I went to him to let him know. He asked me were they violent crimes? No. Were they drug charges? No. Crimes against kids? No. Ok. That's all I need to know.

I think that I have served well with Fayette County and when Chief Heartfield came on as the Chief of Fayette County, he is the one who assisted me in getting the job with the Thomas Summerville Fire Department. I have also become and advanced EMT so I have been through this process with the State Medical Board. I got my certification last year as an advanced EMT the year before. All I am wanting to do is to be able to keep improving myself, to better serve those where I work, where I live and where I volunteer.

I also have a son that's coming up now in the volunteer service. So... Yeah. I just get my other one too.

(laughter)

Mr. Vankirk: So, he is seeing what it is I'm trying to accomplish. What I want him to accomplish. And like I said, All I'm asking for is an opportunity to be able to better serve those I work for, work with, and the communities I live in. Is there any questions?

Chairman: Chief, so you have something that you want to...

Chief Heartfield: Yes.

Chairman: Ok. Just come up Chief and state your name for the...

Chief Heartfield: Thank you. Chief Rich Heartfield, Fayette County Fire Department. I just wanted to come and support him. When I came on board, Chief Raines was the district chief of station 11. It was his chief, right now he's our chief trainer with the county. Most people, excuse me for my drainage and... I don't have COVID. I did get tested for that, so... When I came on board, it wasn't a month after, he volunteered to come up to my office and told me about this situation. He didn't try to

hide it; he didn't try to make no excuses for it at all. And I kind of did the same thing and asked him what it was about. He gave me information on it. And then I asked him what his plans were on the Fire Service, and he said I want to be a career firefighter. So, we kind of laid out, you need to get your EMT, he paid for it himself, went to school. It worked. Well, you need to get your advanced and he paid for it himself and got it. Ok. And then Summerville was hiring, and you know, we're trying to get a full-time fire department in Fayette county. If we already had one, I'd of had him on my staff. Because that's how much I trust this man and what he does for our county and fire department.

Chairman: Thank you Chief.

Richard Raines: Yeah. I have no reason to believe.

Unknown Speaker: Just a... if you don't mind state your name.

Richard Raines: Oh, I'm sorry. Richard Raines training officer in Fayette County. Uh, Mike's been with me like he said, for 14 years. Mike never hid it. The first night at our training, Mike walked out to the parking lot and said, "I need to tell you something." And so, he's never tried to hide it from us. I have never had... Mike has never given me any reason not to believe or trust him at all. Mike run's a lot of calls. I can't tell you off the top of my head how many calls he ran last year for Fayette County Fire Department or Station 11. But he runs a lot of calls. He's dedicated. He's dedicated to training. If he's not at Summerville training, he's at station 11's training. So, he's just trying to make a career out of it and do the best he can do for his community.

Unknown Speaker: We appreciate the consideration for a waiver for him.

Chairman: Thank you Chief. Alright, what is the pleasure of the commission?

Unknown Speaker: My one question for you is.

Mr. Vankirk: Yes, sir?

Unknown Speaker: When was the last time that you've had any infractions with the law?

Mr. Vankirk: Not counting being pulled over for speeding or anything like that it was December of 2000 with my last conviction.

Unknown Speaker: It's been over 21 years since he...

Mr. Vankirk: And my last speeding ticket was 20 years ago.

Unknown Speaker: And all this was self-reported?

Mr. Vankirk: Yes, sir. I've never tried to hide this. Because when I failed out for the Commission payout, I didn't even question it because I KNEW it. And we reported at that time to y'all.

Chairman: Any other questions.

Unknown Speaker: Mr. Vankirk, I have a question for you. When you went in front of the EMS board did they put any restrictions on your license as far as keeping it?

Mr. Vankirk: No, sir.

Chairman: Alright. Anybody else?

Unknown Speaker: Just a comment. If I can. I appreciate your openness and honesty. I've known of Chief Raines and Chief Heartsfield for many years. And I know them as well respected, good men. And they are putting their reputation on the line for and...

Mr. Vankirk: Yes, sir.

Unknown Speaker: ...always remember that because they are very well-respected Chiefs in the community and around the state. So, thank you for that and good luck.

Mr. Vankirk: Thank you.

Commissioner Scott: I make a motion to grant the waiver.

Chairman: Motion by Commissioner Scott.

Commissioner Henry: I second it.

Chairman: Seconded by Commissioner Henry. Any further discussion? Commissioner Henry?

Commissioner Henry: Good luck.

Mr. Vankirk. Thank you.

Chairman: Any further discussion. Hear it all directly or call the roll?

Tony Grande: Chairman Biggs

Chairman Biggs: Yes.

Tony Grande: Commissioner Cobb

Commissioner Cobb: Yes.

Tony Grande: Commissioner Henry

Commissioner Henry: Yes.

Tony Grande: Commissioner Kelly

Commissioner Kelley: Yes.

Tony Grande: Commissioner Solomon

Commissioner Solomon: Yes.

Tony Grande: Commissioner Moore

Commissioner More: Yes.

Tony Grande: Commissioner Scott

Commissioner Scott: Yes

Tony Grande: Commissioner Specht

Commissioner Specht: Yes.

Tony Grande: Commissioner Windrow

Commissioner Windrow: Yes.

Chairman: Motion carried. Good luck.

Mr. Vankirk: Thank you, sir.

Chairman: Kim, anything else?

Kim Cooper: No, sir.

Chairman: Ok. One more item on the agenda. We need to add an item D. Approval of new programs. (unknown name) can you come up?

Chief [Kerby ?]: Good morning sir

Several Speakers: Hello. Good morning, Chief. Good morning.

Chief [Kerby ?]: Do you want me to...

Chairman: Yeah, just go over what your request is.

Chief [Kerby ?]: I don't have COVID either, but...

(laughter)

(Overspeak)

Unknown Speaker: If you've got a runny nose, you've got it, right?

Unknown Speaker: Yep

Chief [Kerby ?]: That's what my doctor told me.

Unknown Speaker: Or a cough.

Chief [Kerby ?]: There is a group of us since the Volunteer Incentive Pay came out. There has been a group of us that's been trying to help support the volunteers, because its daunting for most of them. And then there's also folks that are wanting to progress in their volunteer degree as they look to become career paid firefighters. So, there's a group of us that are trying to provide service to them and assist them and mentor them on their way. So, we're requesting that we be allowed to teach the instructor classes and the Fire Officer Classes with (unintelligible) and there are some other folks in there also, but Chief [Kelly?] is working really hard up in his area to improve his counties service. I'm working with Seymore to help them do some things. So, we're just asking for... that you allow us to teach these classes and it may be a class of three people. But if there is a group that wants this, we want to provide it to them. And work with them...

Unknown Speaker: Just to be clear. This is... You are going to be teaching a class that is already approved? The curriculum?

Unknown Speaker: Jones and Bartlett?

Chief [Kerby ?]: Yes.

Unknown Speaker: Ok. Just so everybody's clear, that's why there is no correlations with it because he's just requesting a class that's already been approved to go to.

Chief [Kerby ?]: And for the officer classes both Chief Kelly and Chief Turner will probably participate in those. With their unique experiences there's nobody in the State of Tennessee that's got the experience of those two gentlemen. So, they will probably also... Josh [?] and I did this back when I... before I became a commissioner. When we taught the Fire Officer class. And we brought in the personal department and the finance department, the city managers... So, we're trying to customize it to their organizations. So that they can get a better understanding of the big picture of their organization.

Chairman: Any questions for Chief [Kerby?]

Commissioner Solomon: Since it's already approved. Can I go ahead and just make a motion to just approve...

Chairman: You can.

Commissioner Cobb: Second

Chairman: Motion made by Commissioner Solomon. Seconded by Commissioner Cobb. Any further discussion? Hearing none. All those in favor, signify by saying, Aye.

Multiple Speakers: Aye.

Chairman: Any opposed, same sign. The Aye's have it.

Chief [Kirby ?]: Thank you.

Unknown Speaker: Thank you, Chief [Kirby ?]

Chairman: Alright. Any further comments and suggestions? This is the opportunity for the audience to make comments or ask questions of the Committee in regards to the actions taken in today's meeting. Anyone from the public wish to make a comment? Alright.

Dates for future meeting. Our next work session will be April 5th, 2022, at 1:00 o'clock possibly at the Gatlinburg Park Vista, but definitely in the Gatlinburg area. The business meeting will be April 6th, 2022, at 9:00 am at the Park Vista in Gatlinburg. Any further discussion? Commission members do you have anything for...

Unknown Speaker: Have we looked at a date for March.

Chairman: Not yet. We're waiting to see if we need one before then, so we'll get that out and we'll publicly advertise that probably...

Tony Grande: I will ask the Commission. There is a potential for, I don't know, an emergency called meeting or something...

Multiple Speakers: Right. That's what we're talking about. In March.

Tony Grande: ...In March, or we may do something at the time of our accrediting board, or accrediting site visits.

Unknown Speaker: That would be in June.

Tony Grande: May/June, depending on... You know... We may ask you to commute for a day. So that we can get some policies approved during that period.

Unknown Speaker: During that period.

Tony Grande: And perhaps... I don't know... Would Kim be, we would be able to do that virtually?

Kim Cooper: No.

Commissioner Farley: All I ask is budgetary wise. Be mindful of the budget.

Chairman: Any further discussion.

(laughter)

Chairman: Alright. Any motion to adjourn?

Commissioner Scott: Motion

Commissioner Moore: Second

Chairman: Motion by Commissioner Scott, Seconded by Commissioner Moore. All those in favor, signify by saying Aye.

Multiple Speakers: Aye.

Chairman: Any opposed, same sign.

[End.]