

WRIGHT TALLMADGE FIRE BOARD
SEPTEMBER 3, 2024, AT 7:00 PM AT
TALLMADGE TOWNSHIP

7:00 Lenore Cook called the meeting to order.

Members present: Lenore Cook, Sharyl Dietrich, and Adam Taylor

Absent: Valdyne Schwallier and Mark Bennett

Also present: Mike Gavin, Jon Alkema and Rick Schoenborn

PUBLIC COMMENTS

- None

UNFINISHED BUSINESS

- No unfinished business.

NEW BUSINESS

- Motion made by Dietrich and supported by Taylor to approve the minutes of the June 4, 2024, Regular Board Meeting and the June 15 Special Board Meeting.
- Motion made by Taylor and support by Cook to approve bills to be paid for September, October and November 2024.

FIRE CHIEF REPORT AND UPDATES

- New Lucas device is in service.
- EMT class in Coopersville. Attendees will be Joe Thibault, Scott VantZelfde, Hollie Potts, and Kaleb Mantel.
- Pumper tanker update – 70% down payment has been made.
- Recruiting for a paid-on-call firefighter. Currently have 27 members with 2 on leave of absence.
- Fire Academy starts in January.
- We now have 6 fire instructors: Alkema, Thibault, Tygeson, Tucker, DeWitt and McClellan.
- Allendale fire Department hosting a “Government Day” on October 1. All community board members are invited to attend.
- Air trailer – maintenance has been done and the cost split between Coopersville, Hudsonville and Wright-Tallmadge Fire Departments.
- Joint Agreement reviewed. A fifth person needs to be appointed and an adoption schedule set for this agreement.
- Thermal image camera needs to be replaced. This will be paid out of the Equipment budget. Options are a smaller camera for \$700, or a larger one, similar to the current ones, for \$2,900, Firefighters to select based on their preference.
- Budget was reviewed.
- Michigan Sick Time and Minimum Wage Rules
 - Starts on 2/21/2025
 - All Michigan Employers that have one or more employees – EXCEPT US Government employees.
 - 1 hour of paid sick leave is earned for every 30 hours worked up to 72 hours per year.
 - Employees should give advanced notice NOT TO EXCEED 7 days prior if the need is foreseeable. If the need is not foreseeable, the employee shall give notice of the intention as soon as practicable.
 - The employer can only require documentation of need for absence after 3 consecutive days of missed work. If the employer requires it, the employer will pay for ALL costs associated with getting it.
 - An employer CANNOT delay commencement of the leave based on failure to receive documentation.
 - Unused Earned Sick Time carries over from year to year, but the employer is not required to permit an employee to use more than the annual maximum time in a 12 month period. (This essentially makes it a “use it or lose it”)

- Sick time is accrued immediately but may require an employee to wait until the 90th calendar day before using it.
- Sick time must be allowed to be used in the lowest increments of time the employer uses for payroll. For Paid on Call, we use 30 minutes.
- Employees can use their earned sick time for several reasons, including:
 - Their own or a family member's mental or physical health issues, medical care, or preventative care.
 - If they or a family member are victims of domestic violence or sexual assault, for medical, psychological care, legal services, or relocation.
 - Attending meetings at a child's school related to the child's health, disability, or the effects of domestic violence or sexual assault.
 - When a public health emergency closes the workplace or a child's school, or when health authorities determine the employee or their family member's presence would pose a health risk.
 - Employers cannot require employees to find a replacement worker to use their earned sick time.
- Who is considered a family member?
 - Biological, foster, adopted, stepchild, legal ward
 - Biological parent, foster parent, stepparent, adoptive parent, or legal guardian of an employee or employee's spouse or domestic partner
 - Grandchild
 - Siblings
 - "Any other individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship"

Meeting adjourned at 8:00.

Respectfully submitted,
Sharyl Dietrich