

**MINUTES OF A CIVIL SERVICE BOARD SPECIAL MEETING
HELD JUNE 20, 2016**

The St. Tammany Fire District No.3 Civil Service Board met in special session at 5:00 p.m.
June 20, 2016 at the Training Center located at 29278 HWY 190 Lacombe, LA.

Present were: Michael Geissler, Chairman
Bud Lusch, Member

Theresa McCarthy, Board Secretary

Old Business:

Consideration of adoption of written order regarding disciplinary action.

Mr. Geissler stated that the board has a Written Order and Findings along with attached exhibits conducted and completed by Mr. Olinde. The board needs to review and decide if the board wants to adopt the Order and Findings so they can be issued. Mr. Lusch wanted to make a note that Mr. Olinde sent the Findings to the board members independently and they have not discussed any of the Findings and Order so they would not violate any of the open meetings policies.

Mr. Geissler read the Findings and Order aloud. Attached.

Mr. Geissler made a motion to accept the Findings and Order. Mr. Lusch seconded. A vote was taken.

Mr. Geissler – Aye

Mr. Lusch – Aye

Motion passed.

The Findings and Order is to be submitted to the Board of Commissioners.

Mr. Geissler made a motion to adjourn. Mr. Lusch seconded. A vote was taken.

Mr. Geissler – Aye

Mr. Lusch – Aye

Motion passed.

Meeting was adjourned at 5:12 p.m.

Minutes submitted by

Theresa McCarthy, Secretary
July 11, 2016

Approved by the board

Approved July 11, 2016

**St. Tammany Fire District No. 3 Civil Service Board
will hold a special meeting June 20, 2016 @ 5:00 p.m.
at the Training Center located at 29278 HWY 190**

AGENDA

Roll Call

Old Business:

Consideration of adoption of written order regarding disciplinary action

Post at the Administrative Building June 17, 2016 through June 20, 2016

**DO NOT REMOVE BY ORDER OF THE ST. TAMMANY PARISH FIRE
DISTRICT 3 CIVIL SERVICE BOARD**

Meeting Sign-In Sheet

Civil Service Special Mtg
Type of Meeting

June 20, 2016
Date

NAME: PLEASE PRINT

1. Paul Sehlinger
2. _____
3. _____
4. _____
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18. _____
19. _____
20. _____

Received By: Patrick Sicard
Date: 6/21/16

CIVIL SERVICE BOARD

ST. TAMMANY FIRE PROTECTION DISTRICT NO. 3

IN RE: APRIL 14, 2016 INVESTIGATION

FINDINGS AND ORDER

On April 14, 2016, the Board, on its own motion, voted to open an investigation into the allegations against Fire Chief Patrick Sicard contained in an unsigned submission to the Board from Local 4950.¹ During the course of this investigation, the Board heard from multiple witnesses and considered various documents. In conformance with an order that Chief Sicard obtained from the 22nd Judicial District Court, the Board issued to, and served upon, Chief Sicard a "Notice of Questioning and Supplemental Notice of Investigation." This Notice was issued and served on May 27, 2016.² Chief Sicard, with counsel present, testified before the Board on June 2, 2016. After hearing all of this evidence, the Board unanimously voted to set a June 9, 2016 pre-disciplinary hearing for Chief Sicard on the following 2 items contained in the "Notice of Questioning and Supplemental Notice of Investigation" (exhibit references omitted):

- I. On or about May 5, 2015, you made a statement regarding allowing Eddie Rodriguez and Danny Rodriguez, who are both of Hispanic origin, time off so they could go to lunch at Pepe's Mexican Restaurant to celebrate their Mexican heritage on Cinco de Mayo.
- II. On or about July 31, 2015, while attending a safety officer training course in Slidell, you were at lunch at Vera's Restaurant with other employees of the Fire District and allegedly made profane and offensive comments which are

¹ During the course of the investigation, however, written complaints signed by civil service members who are qualified electors of the state were submitted to the Board.

² A Copy of the Notice of Questioning and Supplemental Notice of Investigation was introduced into the Investigation record as Exhibit I-9. It is attached to these Findings and Order and made part hereof.

CIVIL SERVICE BOARD

ST. TAMMANY FIRE PROTECTION DISTRICT NO. 3

IN RE: APRIL 14, 2016 INVESTIGATION

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set forth in the written statement of Firefighter Jim McQuilkin and the written statement of Captain James Dumas.

On June 6, 2016, the Board convened. Both Chief Sicard and his counsel were absent and waived their appearances. Chief Sicard, however, made a written offer to compromise and conclude all of the charges set forth in the May 27, 2016 Notice of Questioning and Supplemental Notice of Investigation. Chief Sicard offered to accept a one-day unpaid suspension and attend a one-day human relations training course (from a provider other than PMI) to be completed within six (6) months of June 9, 2016. After much discussion, the Board unanimously voted to accept Chief Sicard's offer.

(REMAINDER OF PAGE INTENTIONALLY LEFT BLANK)

ORDER

Based on the foregoing and pursuant to La. R.S. 33:2560(C),³ this Board issues the following Order to the Board of Commissioners of St. Tammany Fire Protection District No. 3, which is Chief Sicard's "appointing authority":⁴

IT IS HEREBY ORDERED that you shall impose a one-day unpaid suspension upon Fire Chief Patrick Sicard to be documented in accordance with law;

IT IS FURTHER ORDERED that you shall require Fire Chief Patrick Sicard to attend and complete one day of human relations training (not with PMI) within six (6) months of June 9, 2016; and,

IT IS FURTHER ORDERED that all of the charges and allegations set forth in the Board's May 27, 2016 Notice of Questioning and Supplemental Notice of Investigation to Chief Sicard are hereby concluded.

THUS UNANIMOUSLY ADOPTED at Lacombe, Louisiana, this 20th day of June, 2016.



Michael Geissler, Chairman



Bernard "Bud" Lusch, Member

³ La. R.S. 33:2560(C) provides that the Board may "make an investigation of the conduct and performance of any employee in the classified service and, thereupon, may render such judgment and order action to be taken by the appointing authority. *Such action shall be taken forthwith by the appointing authority.*" (Emphasis added.)

⁴ La. R.S. 33:2533(2) defines "appointing authority" as "any official, officer, board, commission, council or person having the power to make appointments to positions in the municipal, parish or fire protection district fire service."

CIVIL SERVICE BOARD

ST. TAMMANY FIRE PROTECTION DISTRICT NO. 3

STATE OF LOUISIANA

IN THE MATTER OF:
APRIL 14, 2016
INVESTIGATION

NOTICE OF QUESTIONING AND
SUPPLEMENTAL NOTICE OF INVESTIGATION

TO: FIRE CHIEF PATRICK SICARD

PLEASE TAKE NOTICE that the St. Tammany Fire Protection District No. 3 Civil Service Board ("the Board") will question you at the continuance of its investigation hearing to be held at 5:00 p.m. on Thursday, June 2, 2016 at St. Tammany Fire Protection District No. 3 Training Academy located at 29278 Highway 190, Lacombe, Louisiana.

PLEASE TAKE FURTHER NOTICE that the following exhibits are attached to this Notice of Questioning / Supplemental Notice of Investigation ("this Notice"):

No.	Exhibit Description
I-2	"No Confidence" unsigned "letter" submitted to the Board by "Local 4950." (2 Pages.)
I-3	Submissions to the Board in support of allegations contained in the "No Confidence letter." (Bates Nos. FFS 000001 through FFS 000032.
I-4	Written Statement from James Dumas to the Board. (2 pages)

These exhibits are made part of this Notice.



PLEASE TAKE FURTHER NOTICE that in accordance with the May 23, 2016 Order of the Twenty-Second Judicial District Court, the following are the charges specific as to the alleged violations of civil service law upon which you will be questioned:

I. La. R.S. 33:2560(1): "Unwillingness or failure to perform the duties of his position in a satisfactory manner."

1.1 Allegedly engaging in racial discrimination and making improper racial remarks including, but not limited to:

1.1.1 On or about May 5, 2015, allegedly making a statement regarding allowing Eddie Rodriguez and Danny Rodriguez, who are both of Hispanic origin, time off so they could go to lunch at Pepe's Mexican Restaurant to celebrate their heritage on Cinco de Mayo (See, Ex. I-3 at FFS 000020.)

1.1.2 On or about October 8, 2014, you allegedly made a remark to the Board of Commissioners that the District's newest hire was "a dark skinned guy." (See, Ex. I-4.)

1.1.3 You reprimanded Firefighter Abraham Dawson, an African-American male, relating to an incident that occurred on February 12, 2016 wherein he responded to a call in an ambulance. It is alleged that you did not reprimand non-minority employees for similar behavior. (See, Ex. I-3 at FFS 000009; Ex. I-4.)

1.1.4 You allegedly made offensive statements regarding Muslims at a training course in March of 2016. (See, Ex. I-4.)

1.1.5 You allegedly portrayed yourself as Adolph Hitler in a photograph and on fire district premises. (See e.g. Ex. I-3 at FFS 000020)

1.2 On or about July 31, 2015, while attending a safety officer training course in Slidell, you were at lunch at Vera's Restaurant with other employees of the Fire District and allegedly made profane and offensive comments which are set forth in the written statement of Firefighter Jim McQuilkin (Ex. I-3 at FFS 000018 – FFS 000019) and the written statement of Captain James Dumas (Ex. I-4).

1.3 You allegedly used a departmentally imposed requirement that fire captains have a paramedic certification (which requirement is not contained in the Fire Captain Civil Service Class Plan) to circumvent civil service promotional

requirements and hand-picked certain employees for advancement over other employees. (See e.g. I-3 at FFS 000012.)

- 1.4 You allegedly and improperly ordered Fire Captain James Dumas to attend paramedic school in order to maintain his position as fire captain when there is no paramedic requirement in the Fire Captain Civil Service Class Plan. (See, Ex. I-3 at FFS 000024 – FFS 000026; Ex. I-3 at FFS 000013 – FFS 000015.)
- 1.5 You allegedly and improperly required Firefighter Dan Rost to obtain a Firefighter II certification when that certification is not required by the Firefighter/Operator Civil Service Class Plan.
- 1.6 You allegedly made threatening statements in the presence of Firefighter Dan Rost including statements that “the seniority list does not mean anything” and that “certain people feel like once they become confirmed that they are untouchable and that is not the case.” (Ex. I-3 at FFS 000023; Ex. I-3 at FFS 000028.)
- 1.7 You allegedly counseled Captain James Dumas for not being a “team player” when he brought to your attention that parish and/or state law may require that all ambulance responses include both a paramedic and at least another individual who is a first responder. In connection with this reprimand you allegedly have not produced all of the subpoenaed paperwork.
- 1.8 You have allegedly allowed the Fire District to be improperly understaffed which necessitates fire stations being closed on a regular basis and have allowed morale to drop so low that there is an extraordinary number of resignations of employees.
- 1.9 You have allegedly allowed District financial and other resources to be overused for the purpose of medical responses and other items and thereby reduced the effectiveness of fire responses.
- 1.10 You have allegedly allowed a decline in the Fire District’s ISO fire rating from a 3 rating to a 4 rating and in connection with ratings, have allegedly provided inaccurate information to the rating agency, PIAL.
- 1.11 You have allegedly falsified a preplan of a business in the 3000 block of Highway 190. The details of this allegation are found in the statement of Captain James Dumas. (Ex. I-4.)
- 1.12 You have allegedly and improperly allowed Fire Station 33, which is near Interstate 12, to be staffed by an injured employee, Firefighter Jim McQuilkin,

and have allowed it to be staffed only by an inexperienced probational firefighter without proper certifications, Firefighter Cookmeyer.

II. La. R.S. 33:2560(2): "The deliberate omission of any act that it was his duty to perform."

- 2.1 You have allegedly allowed the Fire District to be improperly understaffed which necessitates fire stations being closed on a regular basis and have allowed morale to drop so low that there is an extraordinary number of resignations of employees.
- 2.2 You have allegedly allowed District financial and other resources to be overused for the purpose of medical responses and other items and thereby reduced the effectiveness of fire responses.
- 2.3 You have allegedly allowed a decline in the Fire District's ISO fire rating from a 3 rating to a 4 rating and in connection with ratings, have allegedly provided inaccurate information to the rating agency, PIAL.
- 2.4 You have allegedly and improperly allowed Fire Station 33, which is near Interstate 12, to be staffed by an injured employee, Firefighter Jim McQuilkin, and have allowed it to be staffed only by an inexperienced probational firefighter without proper certifications, Firefighter Cookmeyer.

III. La. R.S. 33:2560(3): "The commission or omission of any act to the prejudice of the departmental service or contrary to the public interest or policy."

- 3.1 Allegedly engaging in racial discrimination and making improper racial remarks including, but not limited to:
 - 3.1.1 On or about May 5, 2015, allegedly making a statement regarding allowing Eddie Rodriguez and Danny Rodriguez, who are both of Hispanic origin, time off so they could go to lunch at Pepe's Mexican Restaurant to celebrate their heritage on Cinco de Mayo(See, Ex. I-3 at FFS 000020.)
 - 3.1.2 On or about October 8, 2014, you allegedly made a remark to the Board of Commissioners that the District's newest hire was "a dark skinned guy." (See, Ex. I-4.)
 - 3.1.3 You reprimanded Firefighter Abraham Dawson, an African-American male, relating to an incident that occurred on February 12, 2016 wherein he responded to a call in an ambulance. It is alleged that you did not

reprimand non-minority employees for similar behavior. (See, Ex. I-3 at FFS 000009; Ex. I-4.)

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- 3.3 You allegedly used a departmentally imposed requirement that fire captains have a paramedic certification (which requirement is not contained in the Fire Captain Civil Service Class Plan) to circumvent civil service promotional requirements and hand-picked certain employees for advancement over other employees. (See e.g. I-3 at FFS 000012.)
- 3.4 You allegedly and improperly ordered Fire Captain James Dumas to attend paramedic school in order to maintain his position as fire captain when there is no paramedic requirement in the Fire Captain Civil Service Class Plan. (See, Ex. I-3 at FFS 000024 – FFS 000026; Ex. I-3 at FFS 000013 – FFS 000015.)
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- 3.8 You have allegedly allowed the Fire District to be improperly understaffed which necessitates fire stations being closed on a regular basis and have allowed

morale to drop so low that there is an extraordinary number of resignations of employees.

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- 3.12 You have allegedly and improperly allowed Fire Station 33, which is near Interstate 12, to be staffed by an injured employee, Firefighter Jim McQuilkin, and have allowed it to be staffed only by an inexperienced probational firefighter without proper certifications, Firefighter Cookmeyer.

IV. La. R.S. 33:2560(5): "Conduct of a discourteous or wantonly offensive nature toward the public or toward any municipal officer or employee, and any dishonest, disgraceful or immoral conduct."

- 4.1 Allegedly engaging in racial discrimination and making improper racial remarks including, but not limited to:
 - 4.1.1 On or about May 5, 2015, allegedly making a statement regarding allowing Eddie Rodriguez and Danny Rodriguez, who are both of Hispanic origin, time off so they could go to lunch at Pepe's Mexican Restaurant to celebrate their heritage on Cinco de Mayo(See, Ex. I-3 at FFS 000020.)
 - 4.1.2 On or about October 8, 2014, you allegedly made a remark to the Board of Commissioners that the District's newest hire was "a dark skinned guy." (See, Ex. I-4.)
 - 4.1.3 You reprimanded Firefighter Abraham Dawson, an African-American male, relating to an incident that occurred on February 12, 2016 wherein he responded to a call in an ambulance. It is alleged that you did not reprimand non-minority employees for similar behavior. (See, Ex. I-3 at FFS 000009; Ex. I-4.)

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V. **La. R.S. 33:2560(15): "Any other act or failure to act which the board deems sufficient to show the offender to be an unsuitable or unfit person to be employed in the fire and police service."**

- 5.1 Allegedly engaging in racial discrimination and making improper racial remarks including, but not limited to:
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(Date)

Member, Municipal Fire and Police Civil Service Board



To whom it may concern,

We as an Association are writing this letter on behalf of the majority. The crews have lost all confidence in the leadership of this department based off the many unfair and poor decisions made by Chief Sicard. Multiple attempts were made to fix these evolving problems with Chief along with many other issues, but every situation was met with resistance. Case in point would be the write up given to James Dumas 2 years ago after the Captain gave vital information pertaining to laws requiring two EMT's on any ambulance responding to any emergency scene. Mr. Dumas was referred to as "not being a team player" (2) but, as of recent weeks, the Chief has confirmed the law to be legitimate and has enforced a new policy. We stand together as an Association to avoid being singled out or reprimanded. Things have gotten so bad with our relationship that now the Chief has an attorney and new company at every meeting to help him battle against the Association. The actions taken by the Chief over the recent past has finally proved too much for employees to deal with. After several meetings and conversations, a majority vote of 10-2 has come back with a vote of no confidence in Chief Sicard. We request that the Fire Chief resign from his position immediately. If the Chief does not wish to resign, we ask that an investigation be started on Chief Sicard of violations of Civil Service Law LA RS: 2560 which includes but isn't limited to :

- A. "Unwillingness or failure to perform the duties of his position in a satisfactory manner".
- C. "The commissions or omission of any act to the prejudice of the departmental service or contrary to the public interest or policy".
- E. "Conduct of a discourteous or wantonly offensive nature toward the public or toward any municipal officer or employee, and any dishonest, disgraceful, or immoral conduct".
- J. "Using or promising to use his influence or official authority to secure any appointment to a position within the classified service as a reward or return for a partisan or political purpose".
- L. "Inducing or attempting to induce, by threats or coercion, any person holding a position in the classified service to resign his position, take a leave of absence from his duties, or waive any of his rights under the provisions of this part or of the rules of the board".
- O. "Any other act or failure to act which the board deems sufficient to show the offender to be an unsuitable or unfit person to be employed in the fire and police service".

1.

Sworn written details can be provided upon request from different members of the Association depicting their stories and interactions with the Chief describing the many violations he has committed. Everything from discrimination to the threats such as "just because someone is confirmed doesn't make them untouchable" (2). The Chief has even gone as far as to ask new

1. St. Tammany Parish Fire Protection District 3, Employee & Reserve Handbook – Ch. 6 Conduct & Discipline
2. Chief Patrick Sicard

employees what their stance on Unions is during their interview process. We as a department feel that all of the complaints with the Fire Chief require immediate action by the Civil Service Board and recommend the assistance of PMI. We do not feel that it is acceptable for a person in his position to be able to make unchecked decisions without repercussions. The lack of consistency in the Chief's interpretation of the policy book has left no faith in the system and in some cases favoritism. For example one employee was allowed to bend the Chief's direct order for obtaining certifications. Yet, two other employees are denied obtaining certifications which directly affected their losing a promotional position on a non-existent promotional list that the Chief has clearly stated has no bearings on who he wants to promote. If the Chief can say in a recorded meeting that he was not following Civil Service's requirements for classifications, then we feel he must be removed from his position for "unwillingness to perform his duty" (1).

Sincerely,

Local 4950

1. St. Tammany Parish Fire Protection District 3, Employee & Reserve Handbook – Ch. 6 Conduct & Discipline
2. Chief Patrick Sicard

People needing to be subpoena

Daniel Rodríguez

James Dumas

Dan Rost

Abe Dawson

Brent Pearson

Eddie Rodríguez

Jim McQuilkin

Keith Kern



“Unwilling or failure to perform the duties of his position in a satisfactory matter.”

- Lack of Promotional List
- Captain of Force
- Captains Requirement
- Failure to comply with OSE
- Failure to provide public documents
- Unwillingness to discipline fairly
- Disregarding CSB hiring requirements

A. **52010** **LA** **01 07 2016** **330** **16-000016** **000** Delete **NFIRS -1**
 FDID * State * Incident Date * Station Incident Number * Exposure * Change **Basic**
 No Activity

B. **Location*** Check this box to indicate that the address for this incident is provided on the Wildland Fire Census Tract -
 Street address **64041** **HWY 434** Street Type Suffix
 Intersection Number/Milepost Prefix Street or Highway
 In front of **LACOMBE** **LA** **70445** State Zip Code
 Rear of Apt./Suite/Room City
 Adjacent to
 Directions
 Cross street or directions, as applicable

C. **Incident Type ***
320 **Emergency medical service,**
 Incident Type

E1 **Data & Times** Midnight is 0000.
 Check boxes if dates are the same as Alarm
 Alarm * **01 07 2016 16:59:43**
 Month Day Year Hr Min Sec
 ALARM always required

E2 **Shift & Alarms**
 Local Option
 01 **FD3**
 Shift or Alarm District
 Station

D. **Aid Given or Received***
 1 Mutual aid received
 2 Automatic aid recvd.
 3 Mutual aid given
 4 Automatic aid given
 5 Other aid given
 6 None
 Their FDID Their State
 Their Incident Number

ARRIVAL required, unless canceled or did not arrive
 Arrival * **01 07 2016 17:02:42**
 CONTROLLED Optional, except for wildland fires
 Controlled
 LAST UNIT CLEARED; required except for Wildland fires
 Last Unit Cleared **01 07 2016 18:19:42**

E3 **Special Studies**
 Local Option
 Special Study ID Special Study Value

F. **Actions Taken ***
30 **Emergency medical**
 Primary Action Taken (1)
 Additional Action Taken (2)
 Additional Action Taken (3)

G1 **Resources ***
 Check this box and skip this section if an Apparatus or Personnel form is used.
 Apparatus Personnel
 Suppression
 EMS **0002** **0003**
 Other
 Check box if resource counts include aid received resources.

G2 **Estimated Dollar Losses & Values**
 LOSSES: Required for all fires if known. Optional for non fires. None
 Property \$, 000 , 000
 Contents \$, 000 , 000
 PRE-INCIDENT VALUE: optional
 Property \$, 000 , 000
 Contents \$, 000 , 000

Completed Modules
 Fire-2
 Structure-3
 Civil Fire Cas.-4
 Fire Serv. Cas.-5
 EMS-6
 HazMat-7
 Wildland Fire-8
 Apparatus-9
 Personnel-10
 Arson-11

H1 **Casualties** None
 Deaths Injuries
 Fire Service
 Civilian
 H2 **Detector**
 Required for Confined Fires.
 1 Detector alerted occupants
 2 Detector did not alert them
 Unknown

H3 **Hazardous Materials Release**
 None
 1 Natural Gas: slow leak, no evacuation or HazMat actions
 2 Propane gas: < 1 lb. tank (as in home use grill)
 3 Gasoline: vehicle fuel tank or portable container
 4 Kerosene: fuel burning equipment or portable storage
 5 Diesel fuel/fuel oil: vehicle fuel tank or portable
 6 Household solvents: pool/office spill, cleanup only
 7 Motor oil: from engine or portable container
 8 Paint: from paint can totaling < 55 gallons
 0 Other: special HazMat actions required or spill $>$ above. Please complete the Spill form

I **Mixed Use Property**
 Not Mixed
 10 Assembly use
 20 Education use
 33 Medical use
 40 Residential use
 51 Row of stores
 53 Enclosed mall
 58 Bus. & Residential
 59 Office use
 60 Industrial use
 63 Military use
 65 Farm Use
 00 Other mixed use

J **Property Use* Structures**
 131 Church, place of worship
 161 Restaurant or cafeteria
 162 Bar/Tavern or nightclub
 213 Elementary school or kindergarten
 215 High school or junior high
 241 College, adult education
 311 Care facility for the aged
 331 Hospital

341 Clinic, clinic type infirmary
 342 Doctor/dentist office
 361 Prison or jail, not juvenile
 419 1-or 2-family dwelling
 429 Multi-family dwelling
 439 Rooming/boarding house
 449 Commercial hotel or motel
 459 Residential, board and care
 464 Dormitory/barracks
 519 Food and beverage sales

539 Household goods, sales, repairs
 579 Motor vehicle/boat sales/repair
 571 Gas or service station
 599 Business office
 615 Electric generating plant
 629 Laboratory/science lab
 700 Manufacturing plant
 819 Livestock/poultry storage (barn)
 882 Non-residential parking garage
 891 Warehouse

Outside
 124 Playground or park
 655 Crops or orchard
 669 Forest (timberland)
 807 Outdoor storage area
 919 Dump or sanitary landfill
 931 Open land or field

936 Vacant lot
 938 Graded/care for plot of land
 946 Lake, river, stream
 951 Railroad right of way
 960 Other street
 961 Highway/divided highway
 962 Residential street/driveway

981 Construction site
 984 Industrial plant yard
 Lookup and enter a Property Use code only if you have NOT checked a Property Use box!
 Property Use **571**
Service station, gas station
 NFIRS-1 Revision 03/11/99

(1) Person/Entity Involved Local Option

Business name (if applicable) Area Code Phone Number

Check this box if same address as incident location. Then skip the three duplicate address lines.

Mr./Ms./Mrs. First Name MI Last Name Suffix

Number Prefix Street or Highway Street Type Suffix

Post Office Box Apt./Suite/Room City

State Zip Code

More people involved? Check this box and attach Supplemental Forms (NFIRS-1S) as necessary.

(2) Owner Same as person involved? when check this box, skip the rest of this section.

Local Option

Business name (if applicable) Area Code Phone Number

Check this box if same address as incident location. Then skip the three duplicate address lines.

Mr./Ms./Mrs. First Name MI Last Name Suffix

Number Prefix Street or Highway Street Type Suffix

Post Office Box Apt./Suite/Room City

State Zip Code

Remarks

Local Option

16:59:09 Dispatched Recd Call 01/07/2016
 01/07/2016 16:59:30 7542 POSITION-4
 POSS SEIZURE

M32 M33 responded to 64041 Highway 434 for medical. M32 transported 1 pt ALS to Louisiana Medical Center and Heart Hospital with assist. from M33

Authorization

Officer in charge ID GEIS02	Signature Geissler, Michael	Position or rank CAPT	Assignment <input type="text"/>	Month 01	Day 07	Year 2016
Officer making report ID <input type="checkbox"/> SEH01	Signature Sehlinger, Paul Simon	Position or rank FR	Assignment <input type="text"/>	Month 01	Day 07	Year 2016

52010
FDID *

LA
State *

MM DU YYYY
1 7 2016
Incident Date *

330
Station

16-0000016
Incident Number *

000
Exposure *

Complete
Narrative

Narrative:

16:59:09 Dispatched Recd Call 01/07/2016
01/07/2016 16:59:30 7542 POSITION-4
POSS SEIZURE

M32 M33 responded to 64041 Highway 434 for medical. M32 transported 1 pt ALS to Louisiana Medical Center and Heart Hospital with assist. from M33

Apparatus or Resource	Date and Times				Sent	Number of People	Use	Actions Taken	
	Dispatch	Arrival	Clear	Hour Min				Suppression	EMS
1 ID MED32 Type 75	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	17:01	<input checked="" type="checkbox"/>	2	<input type="checkbox"/> Suppression <input checked="" type="checkbox"/> EMS <input checked="" type="checkbox"/> Other	00	
2 ID MED33 Type 00	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	17:01	<input checked="" type="checkbox"/>	1	<input type="checkbox"/> Suppression <input checked="" type="checkbox"/> EMS <input checked="" type="checkbox"/> Other	00	
3 ID Type	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/> Suppression <input type="checkbox"/> EMS <input type="checkbox"/> Other		
4 ID Type	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/> Suppression <input type="checkbox"/> EMS <input type="checkbox"/> Other		
5 ID Type	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/> Suppression <input type="checkbox"/> EMS <input type="checkbox"/> Other		
6 ID Type	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/> Suppression <input type="checkbox"/> EMS <input type="checkbox"/> Other		
7 ID Type	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/> Suppression <input type="checkbox"/> EMS <input type="checkbox"/> Other		
8 ID Type	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/> Suppression <input type="checkbox"/> EMS <input type="checkbox"/> Other		
9 ID Type	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/> Suppression <input type="checkbox"/> EMS <input type="checkbox"/> Other		

- type of Apparatus or Resources
 Ground Fire Suppression
 11 Engine
 12 Truck or aerial
 13 Quint
 14 Tanker & pumper combination
 16 Brush truck
 17 ARF (Aircraft Rescue and Firefighting)
 10 Ground fire suppression, other
 Heavy Ground Equipment
 21 Dozer or plow
 22 Tractor
 24 Tanker or tender
 20 Heavy equipment, other
 Aircraft
 41 Aircraft: fixed wing tanker
 42 Helitanker
 43 Helicopter
 40 Aircraft, other
 Marine Equipment
 51 Fire boat with pump
 52 Boat, no pump
 50 Marine apparatus, other
 Support Equipment
 61 Breathing apparatus support
 62 Light and air unit
 60 Support apparatus, other
 Medical & Rescue
 71 Rescue unit
 72 Urban Search & rescue unit
 73 High angle rescue unit
 75 BLS unit
 76 ALS unit
 70 Medical and rescue unit, other
 More Apparatus?
 Use Additional Sheets
 Other
 91 Mobile command post
 92 Chief officer car
 93 HazMat unit
 94 Type 1 hand crew
 95 Type 2 hand crew
 99 Privately owned vehicle
 00 Other apparatus/resource
 NN None
 UU Undetermined
 NEIRS-9 Revision 11/17/98

FDID * 52010 State * LA Incident Date * MM DB YYYY 1 7 2016 Station 330 Incident Number * 16-0000016 Exposure * 000 Deleted Change NFIRS - 10 Personnel

3 Apparatus or Resource Use codes listed below	Date and Times Check if same as alarm date				Sent	Number of People	Use Check only box for each apparatus to indicate its main use at the incident.	Actions Taken List up to 3 actions for each apparatus and each personnel.	
	Month Day Year Hours/mins				<input checked="" type="checkbox"/>				
1 ID MED32 Type 76	Dispatch <input type="checkbox"/>	1	7	2016	17:01	Sent <input checked="" type="checkbox"/>		<input type="checkbox"/> Suppression	00
	Arrival <input checked="" type="checkbox"/>	1	7	2016	17:07	<input checked="" type="checkbox"/>	2	<input checked="" type="checkbox"/> EMS	
	Clear <input type="checkbox"/>	1	7	2016	17:38			<input checked="" type="checkbox"/> Other	

Personnel ID	Name	Rank or Grade	Attend <input checked="" type="checkbox"/>	Action Taken	Action Taken	Action Taken	Action Taken
EIS02	Geissler, Michael	CAPT	X				
EH01	Sehlinger, Paul	REC	X				

2 ID MED33 Type 00	Dispatch <input type="checkbox"/>	1	7	2016	17:01	Sent <input checked="" type="checkbox"/>		<input type="checkbox"/> Suppression	00
	Arrival <input type="checkbox"/>	1	7	2016	17:02	<input checked="" type="checkbox"/>	1	<input checked="" type="checkbox"/> EMS	
	Clear <input type="checkbox"/>	1	7	2016	18:19			<input checked="" type="checkbox"/> Other	

Personnel ID	Name	Rank or Grade	Attend <input checked="" type="checkbox"/>	Action Taken	Action Taken	Action Taken	Action Taken
0QU01	McQuilkin, Jim	FF/OP-EM TB	X				

3 ID Type	Dispatch <input type="checkbox"/>					Sent <input type="checkbox"/>		<input type="checkbox"/> Suppression	
	Arrival <input type="checkbox"/>							<input type="checkbox"/> EMS	
	Clear <input type="checkbox"/>							<input type="checkbox"/> Other	

Personnel ID	Name	Rank or Grade	Attend <input checked="" type="checkbox"/>	Action Taken	Action Taken	Action Taken	Action Taken
			<input type="checkbox"/>				
			<input type="checkbox"/>				
			<input type="checkbox"/>				
			<input type="checkbox"/>				
			<input type="checkbox"/>				
			<input type="checkbox"/>				

52010

FDID

LA

State

1 7

Incident Date

2016

330

Station

16-0000016

Incident Number

000

Exposure

Responding
Units/Personnel

Unit	Notify Time	Enroute Time	Arrival Time	Cleared Time
ED32 Unit MED32	17:01:46	17:01:46	17:07:22	17:38:20

Staff ID\Staff Name	Activity	Rank	Position	Role
GEISDZ Gelsler, Michael	medical emergenc	Captain		EMT-p
SEH01 Sehlinger, Paul Simon	medical emergenc	RECRUIT	Emergency Me	Driver

ED33 Unit MED33	17:01:46	17:01:46	17:02:42	18:19:42
-----------------	----------	----------	----------	----------

Staff ID\Staff Name	Activity	Rank	Position	Role
MCQU01 McQuilkin, Jim	medical emergenc	Firefighter	Firefighter	EMT-B

To whom it may concern

I Abraham J. Dawson an employee at STFPD#3 was informed by Captain Dumas that I was to receive a verbal/written consultation regarding an incident that occurred on 02/12/2016.

This incident involved my response to a call that happen while I was on shift at station 33. The call involved a unresponsive patient at Beacon Behavioral. Which I responded to the call by myself in Medic 33. Prior to the call Chief Sicard was at station 33 swapping out the monitors on the Ambulances to be checked for maintenance. We started talking about the ambulances and the response changes that the department was trying to figure out as far as responding to a medical with one ems provider in the ambulance. Chief Sicard stated that he was still trying to see if the department fell under a possible exemption or something because of the situation with man power and other things that he didn't elaborate on. While still standing talking to Chief Sicard he informed me that he would be leaving his spare monitor from his truck with me on Medic 33 just in case we had another call like firefighter Mcquilken had where he had an unresponsive patient at Gators Quick Stop several shifts before. Where I would respond to a call like that without a monitor. Once Chief Sicard left that station maybe one to two hours after we had an unresponsive call and Beacon Behavioral as i mentioned earlier in the letter where i responded by myself in the med unit. I don't feel like i disobeyed any orders or mandates that was set down by Chief Sicard that was deserve a verbal/written consolation. Also since this event happened other people have had to respond to calls by themselves and no other order was given by Chief Sicard. I was the only person to be written of from this type of event.

Abraham Dawson

Budget Request2.docx

Open with



July 7, 2014

Administration
St. Tammany Fire District 3
27690 Main Street
Lacombe, LA 70445

Dear Chief Pat Sicant:

This is a request under the Louisiana Public Records Law, RS 44:1. I am making this request on behalf of my association, St. Tammany Fire District 3 Association Local 4950. In this capacity, I wish to inspect all records in your custody and control pertaining to the following:

1. Detailed STFD3 Annual Budget for the current fiscal year.
2. Detailed STFD3 Annual Budget for the 2013 (or previous fiscal year)
3. Salaries and deposits for all current employees
4. EMS revenue

If all or any part of this request is denied, I request that I be provided with a written statement of the grounds for the denial. If you determine that some portions of the requested records are exempt from disclosure, please provide me with the portions that can be disclosed. My previous request for detailed budgets were not met as I was provided with a generic outline of expenditures and revenue. My previous request for salaries and deposits for all current employees was also not met to any degree.

Please advise me as to the cost, if any, for inspecting the records described above. I anticipate that I will want copies of some or all of the records sought. If you have adopted a fee schedule for obtaining copies of records and other rules or regulations implementing the Act, please send me a copy. Additionally, I am requesting a fee waiver or reduction under Louisiana Public Records Law, RS 44:1 because this information is in the public interest. This is relevant to the public due to understaffing of the department which in turn affects quality of service and insurance rating.

I look forward to receiving disclosable records promptly and, in any event, to a decision about all of the requested records within 3 business days, or by July 10, 2014. A failure to respond to the request within the statutorily required 3 days will be considered a denial by the applicant and appropriate judicial relief will be sought. Thank you for your cooperation. If you have any questions regarding this request, please telephone me at (504) 638-0331 or email me at firefighter366@gmail.com.

Sincerely,
Daniel Rodriguez
President, Local 4950



D Rod <firefightr366@gmail.com>

budget request

Patrick Sicard <parapat3@gmail.com>

Mon, Jul 7, 2014 at 3:58 PM

To: Danny Rodríguez <firefightr366@gmail.com>

Danny,

Please see Mary when you return to work. You need to sit down with her and explain exactly what you're looking for so she can print the paperwork that you are still seeking.

As far as individual salaries, Mary can print you out salaries of employee positions here but she has been instructed to not attach names to each salary for security reasons (identity theft) for each employee. If you are requesting names with each salary paid at STFD#3, let me know. If this is the case, I will bring this request to the D.A.'s office before that information is released. The Parish D.A.'s office has instructed me to not submit names of employees with salaries and to advise them if this information is requested.

300

[Quoted text hidden]

May 20th 2015

"...it is a departmental concern after we approve and allow people to take the test for promotional exam whether they're going to put that person in the position based on departmental requirements am I correct in saying that?" So if I were to say no that you don't have to have paramedic, you don't have to have A, B, and C, Chief Sicard can come in and say yah, I want him to be paramedic and I'm not going to promote this person, is that correct?

Chief Sicard "That is correct"

*Policy Book
Needed!*

FIRE CAPTAIN
(Promotional Class)

DISTINGUISHING FEATURES OF THE CLASS

This class encompasses responsible supervisory positions, the primary duties of which involve the supervision of the operations of a fire station, including the supervision of firefighting personnel, apparatus and equipment on an assigned shift. Employees of this class respond to emergency calls, assume command at the scene of an emergency in the absence of a superior officer, and assist in the training of subordinate employees. Fire Captains have the authority to work independently in most areas, performing special tasks with only general instructions. Employees of this class report to and have work reviewed by the Assistant Fire Chief. Fire Captains rank directly below the class of Assistant Fire Chief.

EXAMPLES OF WORK

Examples listed below are illustrative only. They are not intended to include all duties which may be assigned, neither are they intended to exclude other duties which may be logical assignments to this class.

Responds to all fire and emergency medical calls, supervises driving of fire apparatus, and directs the positioning of the fire apparatus at the fire or emergency scene. Directs the operation of a fire company by gathering and assessing pertinent data provided by dispatcher, performing size-up of an emergency scene, and observing and responding to changes in fireground conditions. Sets up the fireground perimeter for crowd and traffic control. Performs firefighting operations and supervises subordinate employees in search and rescue, forcible entry, self-contained breathing apparatus, ladder operations, ventilation, nozzle and hose handling, protection of exposures, fire extinguishment, pump operations, sprinkler and standpipe systems, water supplies, and salvage and overhaul. Supervises and performs emergency medical services such as basic first aid, CPR, and first responder services. Supervises the handling of hazardous materials. Serves as fire safety officer. Maintains communications between the fire scene and other authorized personnel, calling for assistance when needed.

Manages and supervises the operation of a group of fire suppression personnel for one shift by performing such duties as issuing orders and assigning work or duty areas, inspecting appearances of personnel and equipment, reviewing written reports, and delegating authority as allowed. Provides assistance to subordinates in technical areas of work. Oversees the work performance by subordinates, conducts employee performance evaluations, and discusses work performance with subordinates. Counsels employees

who are experiencing work problems and resolves employee complaints and grievances. Assists in maintaining discipline among subordinates by recommending disciplinary action to the appointing authority. Briefs incoming Fire Captain on all pertinent activities that occurred or those that will occur on the upcoming shift.

Personally trains personnel by conducting training in the classroom and providing informal or on-the-job training for new employees. Conducts drills and evolutions.

Performs pre-fire planning inspections by visiting businesses, schools, and places of public assembly, inspecting for fire protection purposes, including conducting fire drills. Assists arson investigation personnel by securing the fire scene to prevent removal or damage of evidence. Searches for, protects, preserves, reports, and maintains the chain of custody of any evidence of suspected arson. Testifies in court when required.

Recommends management policies, goals, and objectives for the department. Participates in the research and planning for programs and activities of the department. Recommends changes in department operations that will help the city improve ISO ratings. Evaluates the efficiency of response units following emergency incidents.

Conducts tests or directs the testing of fire department apparatus and equipment. Inspects fire apparatus, station, buildings, and facilities to ensure compliance with departmental standards. Reports and receives reports about any problems with fire department property and equipment for the purposes of repair and maintenance. Maintains inventory of supplies and equipment, and orders and distributes supplies and equipment to personnel as required.

Provides for the maintenance of department records, such as records of activity, inventory records, or any others which may be required. Personally completes any forms, records, or reports as required. Compiles data and writes reports.

Participates in special community projects designed to improve public relations. Makes presentations and demonstrations related to fire prevention and fire safety. Conducts tours of department facilities for school or civic groups.

Performs related duties as assigned.

QUALIFICATION REQUIREMENTS

Unless otherwise specified, all requirements listed below must be met by the filing deadline for application for admission to the examination.

Must meet all requirements of the Municipal Fire and Police Civil Service Law, including being a citizen of the United States, and of legal age.

After offer of promotion, but before beginning work in this class, must pass a physical examination, the selection and administration of which shall be authorized by the Appointing Authority, designed to demonstrate good health and physical fitness sufficient to perform the essential duties of the position, with or without accommodation.

Must possess a valid Louisiana driver's license.

Must be a regular and permanent employee in the class of Firefighter/Operator by the closing date for application to the board.

Must possess certification as Firefighter I, Firefighter II, Driver/Operator, Fire Service Instructor I, Fire Investigator I, Hazardous Materials I, Hazardous Materials II, Fire Officer I, immediately preceding closing date for application to the board.

The above certifications must be from the Louisiana Firefighter Certification Program or another agency accredited by the National Board on Fire Service Professional Qualifications (NBFSPO) or the International Fire Service Accreditation Congress (IFSAC).

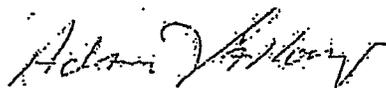
Must possess Nationally Registered Emergency Medical Technician Basic, and American Heart Association certified in CPR, immediately preceding closing date for application to the board.

“Conduct of a discourteous or wantonly offensive nature toward the public or toward any municipal officer or employee, and any dishonest, disgraceful, or immoral conduct.”

- Sworn statement by Adam Galloway
- Sworn statement by Jim McQuilkin
- Sworn statement by Eddie/Danny Rodríguez
- Sworn statement by Brent Pearson
- Abe’s appeal hearing request

To whom it may Concern:

In the fall of 2012 I received a phone call from Sandy Prather, the EMS Training Supervisor of Nunez Community College stating that Ass Chief Sicard was just at the facility and was tell her that I stole the CPR mannequins from the department. At the time we were borrowing ems equipment from Nunez for ems training. Approx. 2-3 weeks earlier I returned the CPR mannequins back to Nunez and told Chief Flynn that I did. Ass chief Sicard told many individuals that I was a thief and many of these individuals was my peers. In addition to Ass Chief Sicard calling me a thief, he had a problem with what employees were doing on their days off duty. I was working PT at another fire department as were other individuals. Ass chief Sicard said that was a conflict of interest for STFD#3. I requested a meeting with Chief Flynn talk with him about the Slander and deformation about me and the issue with Ass Chief Sicard telling me I could not work for another department on my days off duty from STFD#3. I told chief Flynn what was being said about me and what I did on my days off from the departments is none of the departments business. Chief Flynn agreed and also told me that he did receive a call from Nunez stating that Ass Chief Sicard was indeed spreading rumors and gossip about me. Which is in direct violation of STFD#3 policy. Sometime in the weeks to follow, STFD#3 had a department meeting. In the Department meetings you are allowed to bring up departmental issues as a group. Chief Flynn asked if I had any issues that needed to be brought up and I stood and asked Ass chief Sicard why he was calling me a Thief and why it any concern of the Departments what I did on my days off? Ass Chief proceeded to say he did not say anything about me being a thief or what or where I worked on my days off which was a lie. Many of the employees in the meeting stood and also said he said the same about them work at other Departments and also Chief Flynn stated that he did receive a call from Ms Prather about Ass Chief Sicard Calling me a Thief. Ass Chief Sicard still denied he Called me a Thief and said that all of this was taken out of context.



ON JULY 31 2015 I WAS
ATTENDING A SAFETY OFFICER COURSE
ALONG WITH MY CHIEF & ASST CHIEF
AND SOME OTHER MEMBERS OF FD 3461
AROUND 1000. CLASS WAS DISMISSED FOR
LUNCH. SO A GROUP OF US WENT TO
ORDER FOR LUNCH APPROX 6 OF THAT
I INCLUDED THE FIRE CHIEF'S ASST CHIEF
WE ALL TOOK OUR SEATS TO GET NEXT TO
EACH OTHER. WE WERE ALL ENGAGED IN DIFFERENT
CONVERSATIONS. THE FIRE CHIEF JUST
TALKING ABOUT THE OWNER ABOUT PUTTING
STICKERS ON DIFFERENT THINGS. MAKING THE OWNER
CHIEF WHO WAS TRYING TO BE FRIENDLY
I LISTENED NOT BEING TO SETTLED ABOUT

WHAT HE WAS SAYING UNTIL

THE CAPT. SAID YOU NOW WHAT YOU
SHOULD DO IS TAKE A PIECE A MEAT
CARVE A WHOLE IN IT STICK A UNION
STICKER IN IT THE STICK YOU DICK
IT AND FURK IT. YOU CAN FURK THE UNION
AT THAT TIME I BECOMES UNEMPLOYED
AND ANNOY ~~I~~ STOP OF SICK MY
STUFF AND SAT AT ANOTHER TABLE
BY MYSELF. THEN CAPT GELSTER CAME
OVER TO SEE WHAT THE PROBLEM WAS I TOLD
HIM THE SITUATION, I SAID CANT SIT
OVER THERE WITH HIM BECAUSE I MIGHT SAY
OR DO SOMETHING I MIGHT REGRET

Eddie Rodríguez

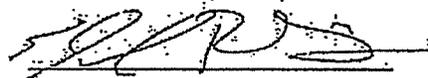
Firefighter/Paramedic

05/10/2016

EXAMPLES OF CHIEF SICARD'S RACIAL BEHAVIOR

During my probational period of 2013 I witnessed Chief Sicard doing a Hitler signal with his hand while coming in to the office at station 31. Chief Sicard had just stepped in to the Chief position after the previous Chief resigned. Because this was my probation period, I did not make any comment about this gesture I just witnessed. I was in a vulnerable position, having just moved from Georgia and relocating my family, so I did not want to put my job in jeopardy by "making waves." Prior to this incident I had already noticed a picture in the office of station 31, which depicts Chief Sicard with a Hitler style mustache. I had heard of Chief Sicard's fascination with Adolf Hitler, but to me, this seemed more than just a fascination. When the letter from Capt. Geissler came to light, this behavior of Chief Sicard changed from just a fascination to more of an admiration of this horrible tyrant.

On May 5th, 2015 Chief Sicard called Capt. Dumas on the captain phone. I was with Capt. Dumas at station 31 when he relayed the information from the phone call. Chief Sicard called to inform Capt. Dumas that he was giving myself and my brother, Daniel Rodríguez an hour lunch so that we could go to Pepe's Mexican restaurant to celebrate "Cinco de Mayo". I asked Capt. Dumas if this was just a joke or was Chief Sicard serious? After witnessing in prior years, as mentioned above, Chief Sicard's admiration for Adolf Hitler I was not sure how to take this comment.



Signature

“Using or promising to use his influence or official authority to secure any appointment to a position within the classified service as a reward or return for a partisan or political purpose.”

- Sworn statement by Dan Rost
- Questioning in interview process about Unions
- James being forced to attend paramedic school or receive discipline

To whom it may concern,

During the process of interviewing with St. Tammany Fire Protection District #3 I was asked what my opinion was on Unions and how I felt about them. I informed the administration that I was unaware that firefighters even had Unions and proceeded with my interview.

Dan Rost

To whom it may concern;

I Dan Rost am writing this letter after I had a conversation with Chief Sicard making references to promotions. I was in the Chief's office having a conversation pertaining to a complaint that was brought to the Chief's attention involving myself, Jim McQuilkin, and Reggie Haile. During our conversation Chief Sicard was trying to get the facts about a misunderstanding about Reggie Haile and us two. During the conversation Chief Sicard made the reference to the complaint and how I don't want to build a "negative reputation" and don't want to go down that path. We continued to talk about the conversation and my future as an employee and that I am now confirmed and on the seniority list. After explaining my side of the misunderstanding, the Chief made some comments that caught me by surprise. The Chief made some statements that included seniority and who are up for promotion. He decided to use Reggie as an example and the certifications that he holds. He said to me that "the seniority list in his office doesn't mean anything. Not to put Reggie's business out there but Reggie knows the EMS laws and if I want to promote him before someone else, I can do that". My response was ok and I finished my explanation of why I felt Reggie shouldn't have taken my talk with him as offensive.

Dan Rost



St. Tammany Parish Fire Protection District No. 3

P.O. Box 849

Lacombe, Louisiana 70445-0847

Office: 985-882-5977 Cell: 985-677-4960

Fax: 985-882-6664

parapats@gmail.com

Patrick F. Sicard
Fire Chief

OFFICIAL ORDER FOR PARTICIPATION IN PARAMEDIC SCHOOL 2015-2016

May 29, 2015

James Dumas, Captain
St. Tammany Fire Protection District No. 3
27690 Main Street
Lacombe, Louisiana 70445

Re: Paramedic School

Dear Captain Dumas:

As a courtesy, and in accordance with the S.F.P.D. #3 (the District) policy, effective May 29, 2015 regarding the requirements for Fire Captain, I am hereby notifying you of the following mandates.

You are hereby ordered and required to enroll or enter into the January 2016 Paramedic course at the National EMS Academy (NEMSA) in Covington, LA. This requirement is mandated by the departmental policy. A copy of the policy is attached for your review.

It has come to our attention that you may not be in compliance with this policy.

Accordingly, you now have approximately eighteen (18) months to complete this program and secure all necessary credentials. If you feel that this time frame is inadequate to complete the Order herein, please notify me by the close of business at 4:00 p.m. on May 29, 2015. If I do not hear from you in writing that this time frame creates a valid hardship, you must comply with the mandates within the time mentioned. Only for good cause shall the deadline of March 31, 2017 be extended. Examples of extensions which may be granted from the March 31, 2017 deadline are: 1. closures of the school or course interruptions by the faculty, which extend the completion of the course by more than thirty (30) days; 2. a work-related injury which results in the employee's inability to attend class; 3. and an attendance mandates of the school resulting in an involuntary dismissal from the school. A decision to extend the deadline of March 31, 2017 shall be at the sole discretion of the District.

Failure to achieve timely credentials and licensure may result in disciplinary action.

According to the District's policy, to be eligible for a promotion to the rank of Fire Captain and/or to retain the rank of Fire Captain, all employees are required to obtain and maintain

certification/licensing, i.e. Compass Test, Anatomy & Physiology (A&P) semester course prerequisite, National Registry of EMT-Paramedic certification, LA State Paramedic license, A.C.L.S. card, C.P.R. card and P.A.L.S. card.

It is strongly suggested that you enroll and attend the course that commences September 09, 2015 at the NEMSA location in Covington, LA. All information pertaining to the A&P course and the subsequent paramedic course may be obtained at the seminars being held at the National EMS Academy in Covington. For your information, the dates of the seminars are June 09th or 11th and July 06th or 09th. Each seminar begins at 1:00 p.m. and terminates around 3:00 p.m. It is required that you attend one of the four seminar dates as indicated. You are solely responsible for enrolling and attending all courses required by NEMSA.

Additionally, if you do not have a Compass test score or an ACT score that is less than 5 years old, you will be required to take one of these tests offered at Southeastern LA University or North Shore Technical College in Hammond, LA as a prerequisite to entering the A&P and paramedic courses. This is a NEMSA requirement for enrollment. Please visit the college/university websites and/or phone the college/university for further information.

In December 2016, the paramedic course will end. Beginning on the first day after your classes end, you will have ninety (90) calendar days to successfully pass both the NFEMT written and practical testing. When the 90-day time period has terminated, or earlier if applicable, you are required to immediately submit all of the necessary cards, licenses, certifications, etc. described above to the STFD#3 Administrative Manager. If you acquire all of the necessary cards, licenses, certifications, etc. prior to the ninety-day deadline, you will be required to submit all of the required cards, licenses, certifications, etc. prior to the deadline in order to start practicing as a Fire Captain/Paramedic as soon as possible following your eligibility.

STFD#3 will pay all tuition, book fees, school uniform fees, testing, and other associated school fees pertaining to the paramedic course and any prerequisites as part of the department required training loan program. The payment of school costs in the program does not include personal items such as licensing fees, stethoscopes, blood pressure cuffs, sheers, pouches, perfumes, shoes/boots, belts, hats, etc. You will be required to sign the department's student tuition loan contract prior to the start of the paramedic curriculum and abide by the conditions of the contract. If you choose not to participate in the loan program, you may elect to pay for the training yourself.

You will be paid appropriately, in accordance with the law, for all hours that you spend in class and in the lab (to include your internship in the hospital and on the ambulance) as part of the paramedic curriculum, subject to the departmental guidelines for training. It will be your responsibility to complete the department's "unscheduled/overtime" payroll form to be submitted to the Assistant Chief along with a signature from your instructor verifying that your school hours are true and honest. If the class has a student sign-in/sign-out roster, you will also be required to turn in a copy of the student roster along with the department's "unscheduled/O.T." payroll form to the Asst. Chief. This includes any scheduling forms for "hospital time" and "ambulance time." Any school hours not turned into the Asst. Chief by the morning of payroll day (every other Monday), may result in delayed payments for these hours until your next payroll check. It is not the responsibility of the Asst. Chief to obtain a student's school attendance records and staffing records for the purposes of completing payroll. It is the responsibility of the student to make sure that his/her student attendance records and "unscheduled/O.T." payroll forms are turned in to the Asst. Chief's office in a timely manner in order for the student to be paid.

James, you are hereby ordered to successfully acquire your paramedic certification and all associated certifications, cards, licenses, etc. in order to retain your rank as Fire Captain with STFD#3

If you fail to timely obtain these requirements by the deadline, March 31, 2017, you will be placed under investigation by the Fire Chief, as per law, to address your non-compliance with the departmental policy regarding becoming a paramedic as part of the Fire Captain requirements.

Please contact me if you have any questions concerning this directive. If you have questions regarding the training specifically, or the seminars or prerequisites, you may contact the school at 985.892.5395

Professionally yours,


Patrick Stead, Fire Chief

5/29/15
Date

James Dumas, Captain

Date


Scott Lober, Asst. Chief
Witness

5/29/15
Date

"Inducing or attempting to induce, by threats or coercion, any person holding a position in the classified service to resign his position, take a leave of absence from his duties, or waive any of his rights under the provisions of this part or of the rules of the board."

- Sworn statement by Dan Rost

To whom it may concern,

I, Dan Rost, am writing this letter in reference to a conversation I had with Chief Sicard after I was informed that I would be confirmed. Chief Sicard was having a conversation with me after getting word that I would be getting confirmed about how his position works and the authority he has to do certain things. He made the statement that he has the deciding factor on all confirmation. At one point he even mentioned that "certain people feel like once they become confirmed that they are untouchable and that is not the case".

Dan Rost

Grievance Letter

To the civil service board of St. Tammany fire protection district

I, James Dumas the senior captain of St. Tammany fire protection district 3, am writing this letter to inform the board of the following incidents:

I find that my ability to accomplish my classification responsibilities as a captain are being hindered. The fire chief Sicard has reportedly had meetings with two of my subordinates without my knowledge Jim McQuilkin and Dan Rost. In these meetings I was informed by Jim and Dan that I was being negative according to the fire chief. In one instance, it was reported to me that this negativity would end soon, I took this supposed statement as prejudicial. Am I under investigation by the fire chief? I have not had any meeting with Assistant chief Iober or Chief Sicard that referred to my negativity. It is now over two weeks since these meetings with my subordinates.

As of today, 10/28/15 my subordinate Jim McQuilkin is apparently moving to B-Shift. I have not had any meeting or been informed of this move. I have been told by Captain Geissler I might get Paul Schlinger to replace him. I had been informed on my off day by Jim McQuilkin that he had been told he would be moving to B shift about a week before this letter. The November schedule is now out showing that Jim McQuilkin has been moved to B-shift. This leaves a new employee, Scott Cookmeyer to be the only employee to man station 33. See his recent evaluation completed by myself and Captain Geissler. That being said, apparently in a second meeting with Jim McQuilkin, he was told that it would now be Captain Dumas responsibility to make sure FF/operator Cookmeyer could do his job. I have only worked the same station with FF/Cookmeyer a handful of times. As such if I had been advised of this change, I could have met with chief Iober and/or chief Sicard. More importantly I could meet with FF/operator Cookmeyer. I was not given the ability to act as a supervisor. This instance brings myself to question if this is the only incident? Will my subordinates now be hesitant to come to me out of fear of being called to a civil service grievance hearing? I feel I am being portrayed in a negative manner by the chief.

I also had a meeting with FF Haile about an incident. Apparently FF Haile had made statement to chief Sicard about Jim McQuilkin and Dan Rost. Chief Sicard then had meetings with Dan and Jim. I was never informed of this by chief Iober or chief Sicard. I met with R. Haile on 10/11/15 after being told by Jim McQuilkin that a grievance was being filed by R. Haile to chief Sicard. The outcome of this meeting was very positive. I also met with Jim McQuilkin and D. Rost following the meeting with R. Haile on 10/11/15. The outcome of these meetings was very positive. I believe that if given the chance to apply my supervisory skills it would create a more efficient chain of command.

At the moment of this letter chief Sicard called FF/OPD/POD/EUSZ over to get a red helmet.

“Any other act or failure to act which the board deems sufficient to show the offender to be an unsuitable or unfit person to be employed in the fire and police service.”

- Budget/High attorney fees
- Staffing shortage since 2014
- Firefighter retention/Turnover Rate



To whom it may concern,

We as an Association are writing this letter on behalf of the majority. The crews have lost all confidence in the leadership of this department based off the many unfair and poor decisions made by Chief Sicard. Multiple attempts were made to fix these evolving problems with Chief along with many other issues, but every situation was met with resistance. Case in point would be the write up given to James Dumas 2 years ago after the Captain gave vital information pertaining to laws requiring two EMT's on any ambulance responding to any emergency scene. Mr. Dumas was referred to as "not being a team player" (2) but, as of recent weeks, the Chief has confirmed the law to be legitimate and has enforced a new policy. We stand together as an Association to avoid being singled out or reprimanded. Things have gotten so bad with our relationship that now the Chief has an attorney and new company at every meeting to help him battle against the Association. The actions taken by the Chief over the recent past has finally proved too much for employees to deal with. After several meetings and conversations, a majority vote of 10-2 has come back with a vote of no confidence in Chief Sicard. We request that the Fire Chief resign from his position immediately. If the Chief does not wish to resign, we ask that an investigation be started on Chief Sicard of violations of Civil Service Law LA RS: 2560 which includes but isn't limited to :

- A. "Unwillingness or failure to perform the duties of his position in a satisfactory manner".
- C. "The commissions or omission of any act to the prejudice of the departmental service or contrary to the public interest or policy".
- E. "Conduct of a discourteous or wantonly offensive nature toward the public or toward any municipal officer or employee, and any dishonest, disgraceful, or immoral conduct".
- J. "Using or promising to use his influence or official authority to secure any appointment to a position within the classified service as a reward or return for a partisan or political purpose".
- L. "Inducing or attempting to induce, by threats or coercion, any person holding a position in the classified service to resign his position, take a leave of absence from his duties, or waive any of his rights under the provisions of this part or of the rules of the board".
- O. "Any other act or failure to act which the board deems sufficient to show the offender to be an unsuitable or unfit person to be employed in the fire and police service".

Sworn written details can be provided upon request from different members of the Association depicting their stories and interactions with the Chief describing the many violations he has committed. Everything from discrimination to the threats such as "just because someone is confirmed doesn't make them untouchable" (2). The Chief has even gone as far as to ask new

1. St. Tammany Parish Fire Protection District-3, Employee & Reserve Handbook - Ch. 6 Conduct & Discipline
2. Chief Patrick Sicard.

employees what their stance on Unions is during their interview process. We as a department feel that all of the complaints with the Fire Chief require immediate action by the Civil Service Board and recommend the assistance of PMI. We do not feel that it is acceptable for a person in his position to be able to make unchecked decisions without repercussions. The lack of consistency in the Chief's interpretation of the policy book has left no faith in the system and in some cases favoritism. For example one employee was allowed to bend the Chief's direct order for obtaining certifications. Yet, two other employees are denied obtaining certifications which directly affected their losing a promotional position on a non-existent promotional list that the Chief has clearly stated has no bearings on who he wants to promote. If the Chief can say in a recorded meeting that he was not following Civil Service's requirements for classifications, then we feel he must be removed from his position for "unwillingness to perform his duty" (1).

Sincerely,

Local 4950

1. St. Tammany Parish Fire Protection District 3, Employee & Reserve Handbook - Ch. 6 Conduct & Discipline
2. Chief Patrick Sicard

I, James Dumas am writing this letter to attest to events I personally witnessed involving Chief Sicard.

On May 5th of 2015 I received a phone call from Chief Sicard. During this conversation the Chief stated that "Danny and Eddie can go to Pepe's Mexican restaurant to celebrate their Mexican heritage." I took this to be offensive and discriminatory. I did not inform Danny or Eddie of this conversation. I was unaware that the Chief made this statement in front of probationary firefighter Rost. Dan Rost later asked if I was who Chief Sicard was talking to. I stated to firefighter Rost that I was going to ignore those comments. Danny and Eddie were also present. I explained to firefighter Danny Rodriguez and Eddie Rodriguez that these comments were uncalled for by the Chief. I also stated that I was offended and embarrassed to inform them of this event.

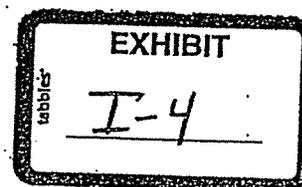
On October 8th 2014 I witnessed Chief Sicard state in a commissioner meeting that our newest hire was a "Dark skinned guy". This statement was made to our board of commissioners and the public audience. This statement was followed by asking the board of commissioners to confirm him. Board member MacGregor made the motion to confirm the Chief.

Chief Sicard had purchased an air mattress for station 31. This air mattress was placed in the "Day" room. Chief Sicard stated to me that, "The females, Jillian and Tiffany can sleep in the day room so no one they don't have to bunk in the bunk room". I immediately corrected Chief Sicard saying that you cannot tell a female employee she has to sleep on an air mattress. I stated that if an employee was uncomfortable sleeping in the bunk room that the air mattress is an option for them. I stated again that it would be discriminatory to force the female employees to sleep in the "Day" room. We have not had any female employee work any part time shifts in months.

During the Safety Officer training class in STFD#1, Chief Sicard made a statement at lunch to our employees and some from other departments. He stated that he would take an "IAFF" sticker and put in a hole on a beef roast and "fuck it". I heard this from a few seats away. Firefighter McQuilkin was so upset that he got up from the table and went to sit by himself. Jim refused to let Chief Sicard pay for his meal. When Chief Sicard asked Assistant Chief Lober what to do? Chief Lober stated you need to go talk to him.

When completing Pre-Plan inspections I noticed that there was a Pre-plan done on the Lacombe Art Center. The address of this business was in the 30000 block of highway 190. This pre-plan verification form was signed by Chief Sicard as being visited on 12/28/14. This building is not a commercial business. I was shown this building by Chief Flynn years ago. It has been private residence for years now. These pre-plans are submitted for the insurance rating to PIAL.

In March of 2016 we attended an EEOC training put on by PMI. Firefighters Rost and McQuilkin were present, Chief Sicard and myself were also present. Lorie Foster started the meeting by asking a question. "Who was responsible for 9/11?" Chief Sicard stated, "The Muslims!" I raised my hand and stated, "The people responsible for 9/11 were the people who committed the attack and help plan it. Not an entire religious group."



In February of 2016 I was called into a meeting with Chief Sicard. Chief Sicard stated that Firefighter Dawson had disobeyed a direct order from him. The incident had to do with Firefighter Dawson responding M33 to MOB II for a possible CPR in progress. I stated over the radio to Firefighter Dawson in the future not to respond in M33 without a partner. Firefighter McQuilkin stated to me that he had earlier in the month performed CPR on a patient across 434 at the Gators Gas station after responding by himself, but was not given a written consult. Probationary Captain Guillot stated to me that he had been told to respond in the ambulance to emergency calls by himself and was also not given a written consult. When I did give firefighter Dawson a written consult I cited the employee handbook for vehicle response. Although there is no SOP for an Ambulance response listed anywhere in the policy book. This leads to the perception of only enforcing the "rules" to certain employees. We do not have an AED on any other units other than the med unit's ALS EKG monitor. I also cannot get a straight answer on if a non-paramedic can even use the monitor to defibrillate a person in cardiac arrest.

I have stated on many occasions that we are grossly understaffed to Chief Sicard and Chief Lober. Even with two persons at each station. If a medical call pulls the two personnel away the other trucks are now unmanned. Item 16-281 for example. A structure fire call in Lacombe Harbor with a woman inside the house refusing to leave because of her cat still being inside, P/T 32 was unmanned because Eddie Rodriguez and myself were coming back from a medical transport. Besides the obvious danger of having unmanned trucks to the public, PIAL ratings also dictate a minimum response time for first due engines. According to the Firehouse report the first arriving unit had an 8:41s response time. The times and units do not reflect accurately the call. U31 was driven by 306 and is not listed. 350 drove P/T31 and he is not listed as even being on scene. The first unit on scene was U301. P/T 32 had to be picked up by Chief Sicard and brought to the call. It did not arrive at the same time as U301.

James B Dumas

