

**MINUTES OF A CIVIL SERVICE BOARD SPECIAL MEETING HELD
MAY 23, 2016**

The St. Tammany Fire District No.3 Civil Service Board met in special session at 5:00 p.m.
May 23, 2016 at the Training building located at 29278 HWY 190 Lacombe, LA.

Present were: Michael Geissler, Acting Chairman

Bud Lusch,
Henry Olinde, Board Attorney

Theresa McCarthy, Board Secretary

Rose Penney, Stenographer

Others present: Audience sign in sheet attached.

NEW BUSINESS:

Mr. Geissler made a motion to amend the agenda to consider an order. Mr. Lusch seconded. A vote was taken.

Mr. Geissler – Aye

Mr. Lusch – Aye

Motion passed.

Mr. Geissler made a motion to adopt an order. April 2014 Investigation order read aloud by Mr. Geissler. Mr. Lusch seconded. A vote was taken. Attached Exhibit I-1.

Mr. Geissler – Aye

Mr. Lusch – Aye

Motion passed.

Investigation due to letter received by the Civil Service Board on April 14, 2016.

Mr. Olinde stated that there was a hearing today on a Writ Application and Petition for Stay filed by Chief Sicard and that the Court entered an order in that proceeding. The Judge ordered that the Civil Service Board cannot compel Chief Sicard to testify until he is given a Notice of Charges specific to the alleged violation to the Civil Service Law. If any disciplinary action is imposed, the Civil Service Board shall do it in accordance with Law, good faith, and for cause and shall do it in pursuant to a Written Disciplinary Hearing Notice. The Judge also stated that any disciplinary process will have to be conducted in accordance with law. Mr. Olinde made the Courts Order of May 23, 2016 Exhibit I-1 in these proceedings.

Mr. Olinde stated that the next order of proceedings would be to start calling witnesses and getting evidence to get specifics before the board.

Mr. Olinde stated that the two page document from the Local 4950 starting with "To whom it may concern" will be marked as Exhibit I-2. He will also mark the packet of documents that were received by the submission deadline marked number FF 1-32. These documents are marked In-Globo Exhibit I-3.

Mr. Geissler asked that any witnesses not on the stand be excused until called. Mr. Geissler made a motion to sequester all witnesses except Chief Sicard. Mr. Lusch seconded. A vote was taken.

Mr. Geissler – Aye

Mr. Lusch – Aye

Motion passed.

Mr. Geissler called Daniel Rodriguez. The rest of the witnesses were asked to step out.

Mr. Daniel Rodriguez was sworn in.

Mr. Olinde questioned Mr. D. Rodriguez if he was a Captain at Fire District 3 and how long he has worked at Fire District 3. Mr. D. Rodriguez stated he was a Captain and has been at Fire District 3 since 2009. Mr. Olinde questioned Mr. D. Rodriguez on Exhibit I-3. Mr. Olinde asked Mr. D. Rodriguez if he was the President of the Local and if the document marked I-2 was submitted by the Local. Mr. D. Rodriguez acknowledged that he was the President of the Local and the document marked I-2 was submitted by the Local.

Mr. Olinde stated there are A, C, E, L, J, and O in this document that are actually statements taken out of the Civil Service Law. Mr. D. Rodriguez confirmed. Mr. Olinde asked if Mr. D. Rodriguez had taken any part in drafting the document. Mr. D. Rodriguez stated that he did along with every other member and all had a part in what would be included and not included. Everybody includes all members of the Union. Mr. Olinde asked how many employees that District had at the time the letter was drawn up. Mr. D. Rodriguez stated there were about fifteen or sixteen, twelve of those being in the Union.

Mr. D. Rodriguez was questioned on an issue in the first paragraph of I-2, the write up on James Dumas. Mr. D. Rodriguez stated that James Dumas received a write up because he brought information to the Chief that District 3 was responding to calls incorrectly according to Parish protocols. Mr. D. Rodriguez stated that Mr. Dumas was written up because he brought this information in and the write up stated that he was not being a team player with Administration. In the past few months, the Chief found out that the information brought to him was correct and has made the correct changes. Mr. Olinde asked how long ago this was, Mr. D. Rodriguez stated roughly two years ago. Mr. Olinde asked if Mr. Dumas was given a chance to respond in writing according to the Firefighter Bill of Rights or should he be asked? Mr. D. Rodriguez stated he would have to ask Mr. Dumas. He only saw the letter.

Mr. Olinde asked what in particular supports the statement of unwillingness or failure to do his duties in a satisfactory manner. Mr. D. Rodriguez stated that he had a few things listed that falls

under this category. One being lack of a promotional list. Personnel have been promoted in recent months without a promotional list. Mr. Olinde asked if Mr. D. Rodriguez was aware that it is the Civil Service Boards responsibility to maintain the promotional list not the Administrations responsibility. Mr. D. Rodriguez stated that they had brought this up to Administration but they didn't know if the Chief had brought it to the board.

Discussion of Captain of Force was discussed by Mr. D. Rodriguez. Mr. Olinde stated that there are manning statutes under State law. Mr. Olinde asked the base pay for a Captain. Mr. D. Rodriguez stated that he didn't know that it varies on what certifications someone has.

Mr. Olinde asked about the Captain's requirement issue (Page FFS 2 on I-3)? Mr. D. Rodriguez stated that according for the requirement for the Captain's position it states that you only have to be an EMT Basic to be able to be in the position to take the exam. In recent months, the Chief has made it known that he wants all Captain's to be Paramedics in order to be eligible for the position. Mr. Olinde states on page 15, last paragraph, to sit for the test the Captain must possess EMT- Basic and American Heart Association Certified in CPR immediately preceding closing application date of the board. Today, to become a Captain, has the Department put any other requirements? Mr. D. Rodriguez stated yes, to be a Paramedic, which is impossible to get in the working test period. It could take as little as twelve months but it usually takes longer. Mr. D. Rodriguez stated that the department does pay for the paramedic school for employees that are interested in going. Mr. Olinde asked if the requirement for being a paramedic had been approved by the Board of Commissioners and Mr. D. Rodriguez did not know.

Failure to apply with OSE statement. Mr. D. Rodriguez stated on page 12, during a civil service meeting held on May 20, 2015 that basically if no paramedic, no promotion.

Failure to provide public documents. Mr. D. Rodriguez stated that there was a request for all documents pertaining to permanent employees as far as their salary and other public records. Chief said he would not give that information out because it was an identity theft issue and he continued to ask, he would refer to the D.A.'s office. Never received.

Mr. Olinde asked Mr. D. Rodriguez to look at Exhibit I-3, page 10. Public records requests to the Administration dated July 7, 2014. There were four things requested, the annual budget for the current Fiscal year, which was received. Mr. D. Rodriguez stated that he received number one and two but never received three and four. Three is salaries and deposits for all current employees. Mr. D. Rodriguez did not recall receiving any salary information. He thinks he only received the budget but no line items. Mr. Olinde asked if item number four, EMS revenues, were received. Mr. D. Rodriguez stated that he did not. Page 11 Exhibit I-3, the response that Chief Sicard gave to Mr. D. Rodriguez, Mr. Olinde asked if the Chief went to the D.A.'s office. Mr. D. Rodriguez stated that the Chief told him that he did and he was instructed to not submit the names of the employees with salaries and to advise them if this information was requested. Mr. D. Rodriguez could not recall receiving any of this information.

In Exhibit I-2, the original letter, did Mr. Dumas receive any disciplinary action? Mr. D. Rodriguez was not sure but saw a signature on the letter Dumas received.

Unwillingness to Discipline fairly. Exhibit I-3 (page 2). Mr. Olinde asked if this was related to previous disciplinary action. Mr. D. Rodriguez stated that it was. Mr. Olinde asked that the people that were disciplined in the past all had the opportunity to appeal to the civil service board. Mr. D. Rodriguez stated that they did. Mr. D. Rodriguez stated that the issue and how it related to is page 9, Mr. Dawson's statement. Also page 7 shows where the same incident happened and this employee was not written up. January 7 incident was Jim McQuilkin, Mr. Dawson was the call about a month later, both dispatched from same station.

Disregarding Civil Service Board hiring requirements. Mr. D. Rodriguez stated that he requested information on all current employees and hiring dates and confirmation dates. Mr. Olinde stated that the board does not have this information. Some requests were a little vague. Mr. Olinde asked if the issue would be if the hire dates on promotional list were valid hire dates is your question. Mr. D. Rodriguez stated that the actual hire date and if employees that are hired are giving all the required documents when hired, there are speculations that people are hired without civil service scores.

Conduct of discourteous or wantonly offensive nature toward the public or toward any municipal officer or employee and any dishonest, disgraceful, or immoral conduct. Page 16 of I-3, Section E of Letter marked I-2. Mr. D. Rodriguez stated that some of this is other people's statements, the only one he could speak on was an issue that he had that is in the documentation that was requested. The issue was taken care of after he complained about it but the statement made by the Chief that he made changes to the pay scale for the Captain's so he didn't make more money than someone else who was senior to him. PMI has already taken care of this issue.

Mr. Olinde asked if PMI corrected everything, longevity pay corrected. Mr. D. Rodriguez stated that it was corrected.

Mr. Olinde asked about a statement written by Eddie Rodriguez, D. Rodriguez's brother and asked that Mr. D. Rodriguez elaborate. Mr. D. Rodriguez stated that before he was a Captain, that he and his brother was approached by Captain Dumas on Cinco de Mayo and told that the Chief wanted to let them know that if they wanted to go eat at Pepe's, a local Mexican restaurant to celebrate their heritage they could. He stated that his brother found it offensive that he would ask that question. Mr. D. Rodriguez didn't know what the intentions were or if he was trying to be courteous. Mr. Olinde wanted to know when he was promoted to Captain, Mr. D. Rodriguez stated November 1, 2015. Incident happened May 5, 2015. Mr. Olinde wanted to state for the record that Mr. D. Rodriguez is of Hispanic heritage. Mr. Olinde stated that for legal reasons it had to be established for the record since the allegation of discrimination was raised. Mr. D. Rodriguez stated that he was of Hispanic heritage and understood the reason for the question.

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. Page 21 of I-3. Mr. Olinde asked Mr. D. Rodriguez his understanding of this. Mr. D. Rodriguez stated that he didn't know what they were getting at he didn't know if he was using his position of any type of influence or it was just him or other employees and subordinates as well. There is a written statement by Dan Rost that during his hiring process that the Chief wanted to know his opinion of unions. Mr. Olinde stated there was another statement from Firefighter Rost on page

23. Mr. D. Rodriguez stated that Rost talked to him because he was concerned about what it meant. Chief stated that the seniority list in his office didn't mean anything to him and not to put Reggie's business out there but Reggie knows the EMS laws and if he wanted to promote him before someone else he could. Informing Rost that Chief has the right and the power to promote anyone he sees fit without following the proper steps as far as civil service and promotional lists. Mr. Olinde wanted to make the record clear and stated that the Civil service law is that if you pass the test for the position the most senior candidate gets promoted. Mr. Olinde asked if anyone was ever promoted that wasn't the most senior. Mr. D. Rodriguez stated that that issue is going on now because two senior employees are being stepped over because they didn't have the requirements for the Captain exam. Mr. Olinde asked who the two employees were. Jim McQuilkin and Abe Dawson and he will question them. Mr. Olinde asked if they had tested for Captain which Mr. D. Rodriguez stated they had not because they just passed another requirement to take the exam. Mr. Olinde asked if they could sit for the test, Mr. D. Rodriguez responded yes. Mr. Olinde asked if they didn't sit for the test because they weren't paramedics and couldn't get it in time. Mr. D. Rodriguez stated that they have issues when they were allowed to take classes to sit for the exam. They missed out on when they were allowed to take the test, other people took the classes and were allowed to take the test. The issue is there is no structure for who is allowed to go or next in line to go to these classes. They recently just obtained all the certifications they need to take the Captains test that was recently called for.

Captain Dumas, being forced to attend Paramedic school or receive disciplinary action. Page 24, letter to Capt. Dumas dated May 29, 2015 from the Chief. Mr. Olinde stated that he would ask Captain Dumas about this. Mr. Olinde asked if he went. Mr. Rodriguez stated that he did not.

Reference to item L on first page of I-2, quoting civil service law, "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 rights under the provisions of this part or of the rules of the board." Also an attachment from Dan Rost. Mr. D. Rodriguez stated that Mr. Rost spoke with him and he stated that he and the Chief had a conversation that certain people feel that once they become confirmed that they are untouchable and that's not the case. He felt that this was a threat.

Mr. Olinde stated there is a note on page 29 written by Captain Dumas where Mr. D. Rodriguez was mentioned. Mr. D. Rodriguez stated that he was mentioned at the bottom because he was receiving something from the Chief and Dumas was making a note that he as the Captain was not informed in the proper chain of command.

I-3 page 30, Item O- civil service law quote – "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." Mr. Olinde asked that Mr. D. Rodriguez explain the items under this issue. Mr. D. Rodriguez stated the issues such as the budget and high attorney fees are just a battle with the association. The union has decided to come together as one and not get reprimanded which is the reason no names are attached to the vote of no confidence. The next is the staffing shortage. Mr. Olinde stated that the board has to look at all possible reasons of shortage. In terms of pay, Mr. D. Rodriguez stated that District 3 pays higher as paramedics than any other department, he believes the pay is competitive.

Mr. D. Rodriguez was released but kept under subpoena.

Mr. Geissler called for a 10 minute recess. Please come back at 6:30.

Mr. Dan Rost sworn in.

Mr. Olinde asked Mr. Rost about his hire date with St. Tammany Fire District 3 which was September 15, 2014. Discussion of Exhibit I-2 took place. Mr. Rost did see this letter before it was presented to the civil service board. Mr. Rost was asked where he had taken his civil service exam and if he had applied through St. Tammany Fire District 3. Mr. Rost obtained his score from Baton Rouge and acquired it when applying to District 1. Mr. Rost has been a member of the Union since September 15, 2015.

Mr. Olinde asked that Mr. Rost look at I-3, a 32 page document. Mr. Rost has not seen this document before. Mr. Olinde asked Mr. Rost to look at page 22 and asked if he had seen this document. Mr. Rost has and stated it was a written document that he had written stating about when he was in the hiring process and Chief asked him his views of unions. The Assistant Chief Lober and Mary Landry were also present. Mr. Rost stated that Glenn Pearson, a former employee was also asked the same question during his interview. The discussion of this question took place about ten months ago and the letter was written a month prior when he was asked by his union president to do so.

Page 23, also a statement written by Mr. Rost. Mr. Rost wrote this statement because he thought it was important for himself because of a conversation he had with Chief Sicard. Chief stated that he could put anyone ahead of him and the seniority list didn't mean anything to him. Mr. Rost was in the Chief's office at the time because of a misunderstanding with Firefighter Haile. There was no disciplinary action or verbal counseling at this meeting. This conversation was maybe five months prior to date.

Exhibit I-3, page 28. A statement written by Mr. Rost, soon after it happened, shortly after confirmation, September 2015. A conversation between Chief and Mr. Rost that just because Mr. Rost is confirmed that it didn't mean he was untouchable. Mr. Olinde asked if Mr. Rost took that personally which he stated that he did.

Mr. Rost stated the reason he wrote the three statements was because he hasn't been written up for anything and was now being told he wasn't untouchable which made him feel threatened. In his first year he was told he had to acquire all of his certifications or he would be terminated and he received all of his certifications when others have not and they are still employed. He wanted to know why he was held to a higher standard and others were not. Mr. Olinde asked for the record if Mr. Rost was a white male, Mr. Rost responded white, partially Asian. Mr. Olinde stated the reason for the question was because of the allegations of discrimination. Mr. Rost stated that he is white. Mr. Olinde asked if his complaint was because of any discrimination against him. Mr. Rost stated that he wasn't sure but maybe it was because of who his Captains were because they are both union leaders. Mr. Olinde asked if there were any other Firefighters that were confirmed without all of their qualifications. Mr. Rost stated that Reggie Haile did not have his Firefighter II and he was told he had to have it before he was confirmed. The Class plan

says that he does not have to have Firefighter II. He received his Firefighter II through Goodbee where he was volunteering. Mr. Olinde asked if Mr. Rost was enrolled in an EMT Paramedic school, if not had he applied. Mr. Rost replied that he was not enrolled and had not applied for the school.

Mr. Olinde released Mr. Rost and reminded him not to discuss his testimony with anyone in case he was called back.

James Dumas was sworn in.

Mr. Olinde asked how long Captain Dumas had worked with St. Tammany Fire District 3. Mr. Dumas stated he was hired in April 2006 and was promoted to Captain in 2009.

Exhibit I-2, Mr. Olinde asked if Mr. Dumas had seen the document. He stated that he had. Mr. Olinde asked that he look at the fourth line down starting with "case in point..." referring to a write up given to him by the Fire Chief about two years ago, around 2013. Mr. Dumas was given a copy of the write up and signed it. This statement was concerning the Parish ordinance that he brought to the Fire Chief concerning response to a call in an ambulance. Mr. Dumas stated that he also turned in R.S. 1967 and R.S. 1972 from the OSE website. Mr. Olinde asked if Mr. Dumas appealed that write up and Mr. Dumas stated that it was portrayed to him that the counseling was not disciplinary but could be held in his file if it happened again, could be used as disciplinary. Mr. Dumas stated that he didn't know that multiple write-ups could be used as a disciplinary action until Mr. Dawson's appeal. Mr. Olinde will discuss further with Mr. Dawson. Mr. Olinde asked if he was disciplined because of this write-up in which he stated he was not.

Exhibit I-3, page 24. May 29, 2015 letter from Chief to Mr. Dumas ordering him to participate in the Paramedic course. Mr. Dumas did not enroll and filed that it would cause him a personal grievance. Chief asked for an update in December and Mr. Dumas wasn't asked anything further and had not been disciplined for not going to Paramedic school. Mr. Dumas believed that the issue was whether to pay for him to go to school because he was already a Captain and would cost more money to send him to school. Mr. Dumas feels that if it is not part of your Class plan it is cheaper than if it is part of the Class plan. At the time no one is pushing the issue because he has until March of 2017 to get Paramedic. Mr. Dumas has been a Captain for six years and is currently an EMT- Basic. Mr. Olinde asked if there was anything that prevents him now from signing up for the EMT-P course and Mr. Dumas stated that he was under the impression that he had to go to the National EMS Academy and when he received the letter in December from the Chief it had changed to where he could go to any one of his choosing and he asked for more documentation on the other colleges and never got a response. Mr. Olinde asked that any documentation of this should be given to Danny Rodriguez and he can email them to him. Mr. Olinde asked if Mr. Dumas understood that the March 2017 deadline was still upon him and Mr. Dumas stated yes. Mr. Dumas stated that the May 29, 2015 letter from the Fire Chief to him was the first time he had heard that he needed to complete the EMT- P requirement. Mr. Olinde stated that at that time, in twenty-one months he needed his EMT-P and Mr. Dumas stated that he did. Mr. Olinde asked if Mr. Dumas had not had an occasion to be called upon ALS as a Fire Captain. Mr. Dumas stated correct.

Mr. Olinde asked Mr. Dumas if he had discussed the issue of the Paramedic being in the class plan with anyone at the Office of State Examiner's. Mr. Dumas stated that he did not.

Exhibit I-3, Page 29. Letter written by Mr. Dumas. Mr. Dumas felt his abilities and job duties were hindered because a grievance was filed and went to the Chief and he was never involved. He stated that he was skipped in the chain of command and that once he found out about the issue he went to the employees and fixed the issue. The grievance was filed by Reggie Haile against Jim McQuilkin and Dan Rost. Mr. Dumas took a statement made by the Chief that he was being negative and that it would end soon as a threat.

Mr. Olinde asked that Mr. Dumas look at page 28 and asked if he had seen the statement before. Mr. Dumas had not. This is a statement that Firefighter Rost wrote. Mr. Dumas did not recall the conversation.

Mr. Olinde asked that Mr. Dumas look at page 23. Mr. Dumas had not seen this statement and was given a chance to read it. Mr. Dumas stated that he believes it was the same meeting. Mr. Olinde wanted to go back to the statement on page 29, the chain of command skipped him and he wasn't involved. Mr. Dumas stated that was part of the problem. An employee on his shift was going to be moved and he didn't know about it. This move left a probationary firefighter at a station by himself. The Firefighter that was manning this station was not an EMT- Basic and was recently let go because he did not receive his EMT-Basic in the required amount of time. This station is now being manned by Jim McQuilkin. Mr. Olinde asked what the problem was between Firefighter Rost and Firefighter Haile. Mr. Dumas stated that he thought it was because of promotions but he wasn't sure.

Mr. Olinde stated that there is also a statement that Mr. Dumas submitted to the civil service board last week that related to disciplinary actions, please explain to the board. Mr. Olinde asked if he had appealed all of the disciplinary actions taken against him. Mr. Dumas stated yes, from when himself, Danny Rodriguez, and Keith Kern were all under investigation. He had the opportunity and did file an appeal.

I-2, Item – 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". Exhibit I-3, page 30. There are items listed that were suggested to violate this provision. Mr. Olinde asked Mr. Dumas to explain how he would explain the staffing shortage since 2014. Mr. Dumas discussed that the Department has to call for mutual aid from other Fire Departments and other Ambulance services more than they used to. The issue is a lack of apparatus or staffing the apparatus. The issue of the Department rating dropping was discussed. Mr. Dumas stated that it was a three and now is a four. He was not sure of the reasons because he did not see the paperwork from PIAL. Mr. Olinde also asked if how much of the staffing is due to budget. Mr. Dumas stated that the Union requested a copy of the budget but has not received it. They were told that they could sit in the office and view it but was not aware of anyone doing so. Mr. Olinde explained that at District 3 is passed by the Commissioners, so the Commissioners decide where the money would be spent.

Mr. Olinde asked if there was anything else that Mr. Dumas felt he needed to tell the Civil Service Board. Mr. Dumas responded that he submitted a document and a few instances he had. May 5, 2015 phone call from Chief about Danny and Eddie being able to go to Pepe's to celebrate their Mexican heritage. He would find it offensive so he didn't say anything to Danny and Eddie. Mr. Dumas stated that another employee overheard the Chief having this conversation on the phone while he was standing by him and informed Eddie and Danny who confronted him later and were upset so he told them that it did happen. The statement was made directly to Mr. Dumas and not to Eddie and Danny. Mr. Dumas stated that it was either Dan Rost or Isaac Jones that told Eddie and Danny that statement. He opted to not say anything.

October 8, 2014. Comment on dark skinned guy. Mr. Dumas stated that the Chief was giving his Chief's report at the Board of Commissioner's meeting and was discussing the diversity of the department. There were two females, two Latino's and a dark skinned guy just hired. After the statement was made, the Chief was confirmed by the Board of the Commissioners.

There was discussion on the two female part-time employees sleeping on an air mattress in the day room. Mr. Dumas stated that he corrected the Chief and said that he should give them that option and not tell the employee she had to use the air mattress. They were given the option. It has been a while since a female worked here. One resigned and the dispatcher told Mr. Dumas that she would be turning in her resignation a week prior.

Incident during a safety officer training class where Chief made a statement at lunch. Mr. Olinde asked if it was an occasion where the guys were at lunch and cutting up. Mr. Dumas stated that it was not taken that way. Jim McQuilkin was upset and left the table. Mr. Dumas felt it was directed at most at the table who are IAFF members.

Pre-plan issue. Mr. Dumas stated the pre-plan for the Lacombe Art Center on HWY 190. He noticed that a pre-plan was done and signed by Chief Sicard and didn't know if it was an oversight or to benefit PIAL. Mr. Dumas is stating that Chief Sicard lied about this pre-plan.

February 2016, meeting with Chief Sicard. Discussion of responding to a call by Abe Dawson who was on a shift swap at the time. Mr. Dawson was told not to respond to a call on the ambulance. Mr. Dumas stated that he had radioed in to Abe that if he was responding to a medical call not to use the ambulance unless he had a partner. Mr. Dawson took the ambulance on the call. Chief Sicard told Mr. Dumas that he had told Abe not to respond in the ambulance unless he had a partner. Mr. Olinde asked if there was any disciplinary action that resulted. Mr. Dumas stated that he gave Mr. Dawson a written consultation for not responding in the correct apparatus. Mr. Olinde asked if Mr. Dawson had appealed. Mr. Dumas stated that since it was a written consultation that this was his rebuttal to it.

The understaffing issue was discussed. There was an unmanned station on a recent call because they were out on a call so mutual aid had to be called for a fire. Mr. Dumas is questioning the times on firehouse. He questions how it effects PIAL. Mr. Olinde asked who enters this information on firehouse. Mr. Dumas stated Chief Sicard. Mr. Olinde asked how many structure fires per month. Mr. Dumas stated only two this year. This fire happened in April timeframe.

Discussion of staffing took place. District 3 has paid employees and volunteers. There have been applications approved recently by the board.

Mr. Olinde advised Mr. Dumas that he is still under subpoena but free to go tonight and that he cannot discuss his testimony with anyone.

Mr. Geissler called for a five minute recess.

Abraham Dawson was sworn in.

Firefighter at St. Tammany Fire District 3 for almost 10 years as an EMT-Basic. Mr. Dawson also has a Firefighter II certificate.

Exhibit I-2, Mr. Dawson has seen this document and saw it the day after it was completed and before it was given to the Civil Service Board. Mr. Dawson is also a member of the Association. Mr. Dawson did contribute to the letter under the discrimination and the leave of absence part. (A), (C) and (L).

Mr. Olinde asked for the record if Mr. Dawson was a black male. Mr. Dawson stated that he was and there was one other black male that also works on the suppression side. Reggie Haile. Mr. Olinde asked if Mr. Haile was a paramedic and if he also he teaches paramedic course. Mr. Dawson stated that he was a paramedic and he did teach the paramedic course.

Mr. Olinde asked Mr. Dawson what discrimination he was referring to. Mr. Dawson stated the history and interaction that he has had with Chief Sicard. Mr. Dawson has previous experience where Chief Sicard made certain statements in meetings referring to dark skins, also history where he has felt discriminated against and more pressure where he was disciplined and others who committed the same were not disciplined. There were other remarks that Chief Sicard made other remarks such as Hitler remarks. Mr. Olinde asked Mr. Dawson to explain the Hitler remark. Mr. Dawson stated that over the years things have been said like he would have Hitler flags at the stations or stepping in buildings/rooms doing the Heil Hitler signs.

Mr. Olinde asked Mr. Dawson to give specifics of the discipline he was subjected to that others might not have been subjected to. Mr. Dawson spoke of his appeal hearing. Mr. Olinde asked when this was. Mr. Dawson stated it was December 2015 and he did appeal to the Civil Service Board. Mr. Olinde asked if he accepted the decision of the Civil Service Board and Mr. Dawson stated that he accepted the decision of the Civil Service Board. This appeal process ended towards the end of January.

Mr. Olinde asked what the difference in the discipline that Mr. Dawson received and the discipline someone not of his race received. Mr. Dawson stated that this type of incident was the first at the department. Mr. Olinde asked what the incident was. Mr. Dawson stated that it was an incident that happened at a different bank than he had told his Captain that he was going to and he had an accident with the truck. Mr. Dawson stated that he was disciplined for two months

without pay. The Civil Service Board heard the case and decided that the discipline was heavy handed and thought two weeks was sufficient.

Mr. Olinde asked if that was the only time he had been formally disciplined. Mr. Dawson stated no. Chief Sicard had a conversation with him about a device that he was dropping off and that they were waiting on information back from the State on responding with one person in the ambulance. Mr. Olinde asked if he was formally disciplined. Mr. Dawson stated that he was only given a written consultation from Capt. Dumas. Exhibit I-3, page 9. Response to the written consultation from Captain Dumas. Mr. Olinde asked if the Chief had given him an order to not run the ambulance with just one person. Mr. Dawson replied no. Chief told Captain Dumas that he had given Abe a direct order not to answer a call in the ambulance. It stopped at the written consultation from Captain. Dumas.

Mr. Olinde asked if Mr. Dawson had received any other disciplinary action over the ten years of his employment. Mr. Dawson said yes. Mr. Olinde asked since Chief Sicard has been Fire Chief, are these the only times he had been disciplined. Mr. Dawson said no. Mr. Olinde wanted to know how many times he had been disciplined since Chief Sicard had been Chief. Mr. Dawson stated the truck incident and a sick leave incident he was suspended, and others were consultations. The truck incident was not appealed.

Mr. Olinde asked if Mr. Dawson felt discriminated against by the fire department in any training opportunities that he has been given. Mr. Dawson stated that he has requested classes and has been denied but didn't know if it was the training officer not passing it to Chief Sicard or if Chief Sicard denied it. Mr. Olinde asked if there were other employees of other races that are allowed to take the training. Mr. Dawson said yes, and the only difference he is aware of is race. Mr. Dawson stated that he requested Paramedic school and at the time other employees were picked, Marc May, Mike Guillot and Eddie Rodriguez. Mr. Olinde asked if they were already picked because Paramedic had already been imposed on Captains. Mr. Dawson stated no that it was talked about but wasn't set into a rule or regulation. They went to paramedic school the day before they went to class about two and a half, three years ago.

Mr. Geissler asked Mr. Dawson what makes the term dark skin offensive to him. Mr. Dawson replied that in 2016 that is the only thing the Chief could think of to describe himself and another black employee.

Mr. Olinde reminded Mr. Dawson that he is still under subpoena and cannot discuss his testimony.

Brent Pearson was sworn in.

Mr. Pearson is a Firefighter/Operator confirmed about eighteen months. He was hired in December 2013.

Mr. Pearson did not submit any statements for the board to consider but he does have knowledge of one incident. Mr. Pearson stated that during the interview process, Chief Sicard questioned him about his intentions with the Union. Mr. Pearson didn't know anything about a Union and

didn't know what it is. He stated that the Chief told him that he didn't support the Union, didn't acknowledge the Union.

Mr. Pearson was released and reminded that he was still under subpoena and to not discuss his testimony.

Mr. Geissler made a motion to recess for the evening and reconvene Thursday May 26, 2016 at 6:00.p.m. Mr. Lusch seconded. A vote was taken.

Mr. Geissler – Aye

Mr. Lusch – Aye

Motion passed.

Mr. Olinde reminded the witnesses under subpoena that they haven't been discharged and were still under the rule of sequestration which means they cannot talk about their testimony with anyone particularly other witness. Only exception would be their attorney.

Mr. Keith Kern, Mr. Jim McQuilkin, Mr. Scott Lober, and Mr. Eddie Rodriguez will be called Thursday.

Meeting recessed until May 26, 2016 at 6:00 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 May 23, 2016 @ 5:00 p.m.
at the Training Center located at 29278 HWY 190**

AGENDA

Roll Call

New Business

Investigation due to letter received by the Civil Service Board on April 14,
2016

Post at the Administrative Building May 18, 2016 through May 23, 2016

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

Meeting Sign-In Sheet

Civil Service
Type of Meeting

May 23, 2016
Date

NAME: PLEASE PRINT

1. Darlene Walker
2. MORRIS MCCORMY
3. James Dumas
4. Cynthia Rester
5. Guinn Hill
6. A. Dawson
7. EDDIE RODRIGUEZ
8. Brent Pearson
9. AUSTIN M. GRIFFIN
10. BRIAN HENDRIX
11. TROY INGRAM
12. Henry Ochoa
13. Daniel Rodriguez
14. Julio Andrews
15. Dan Rost
16. Darryl McCarty
17. _____
18. _____
19. _____
20. _____

TWENTY-SECOND JUDICIAL DISTRICT COURT
PARISH OF ST. TAMMANY
STATE OF LOUISIANA

IN RE: SUIT NO. 2016-11930
APRIL 14, 2016 INVESTIGATION DIVISION "B"
BY ST. TAMMANY FIRE PROTECTION DISTRICT NO. 3 JUDGE HAND
CIVIL SERVICE BOARD

FILED: May 23, 2016 Gracey Graham
Deputy Clerk

ORDER

This matter came on for consideration of the Petition for Stay filed by Patrick Sicard;

PRESENT: Henry D. H. Olinde, Jr., for St. Tammany Fire Protection District Number 3 Fire Civil Service Board;

Gilbert R. Buras, Jr., for Patrick Sicard

After considering the pleadings and arguments of counsel this date:

IT IS HEREBY ORDERED that the St. Tammany Fire Protection District Number 3 Fire Civil Service Board may continue with the conduct of its investigation as authorized by law subject to the following:

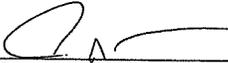
- 1) Patrick Sicard may not be compelled to testify in this matter until such time as he has been served with a notice of charges specific as to alleged violations of civil service law;
- 2) If disciplinary action against Patrick Sicard is proposed by the St. Tammany Fire Protection District Number 3 Fire Civil Service Board, such action shall be undertaken only in good faith and for cause for violations of civil service law set forth in a written pre-disciplinary hearing notice; and,
- 3) Any disciplinary process against Patrick Sicard proposed by the St. Tammany Fire Protection District Number 3 Fire Civil Service Board shall be conducted in accordance with law.

READ, RENDERED AND SIGNED at COVINGTON, LOUISIANA, this

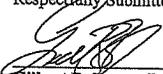
PLAINTIFF'S EXHIBIT
I - 1

FILED
MAY 23 2016
PARISH OF ST. TAMMANY

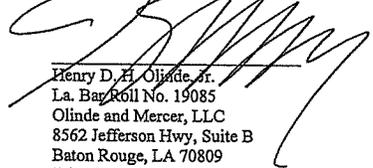
23rd day of May, 2016.


Hon. August J. Hand
District Judge

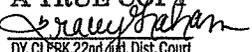
Respectfully Submitted,

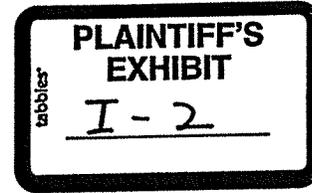

Gilbert R. Buras, Jr. (La Bar #03652)
710 Carondelet Street
New Orleans, LA 70130
Telephone (504) 581-4334
csimile (866) 257-3697

APPROVED AS TO FORM:


Henry D. H. Olinde, Jr.
La. Bar Roll No. 19085
Olinde and Mercer, LLC
8562 Jefferson Hwy, Suite B
Baton Rouge, LA 70809
Tel. No. 225.240.7297

Attorney for St. Tammany Fire Protection District No. 3
Civil Service Board

A TRUE COPY

DY. CLERK 22nd Jd. Dist. Court
ST. TAMMANY PARISH, LA



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

People needing to be subpoena

Daniel Rodriguez

James Dumas

Dan Rost

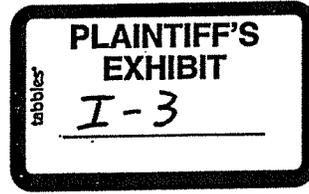
Abe Dawson

Brent Pearson

Eddie Rodriguez

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

3 Location* Check this box to indicate that the address for this incident is provided on the Wildland Fire Census Tract Module in Section 8 "Alternative Location Specification". Use only for Wildland fires.

Street address **64041** **HWY 434** Intersection In front of Rear of Adjacent to Directions

Number/Milepost Prefix Street or Highway Street Type Suffix

LACOMBE **LA** **70445**

Apt./Suite/Room City State Zip Code

Cross street or directions, as applicable

1 Incident Type * **20** Emergency medical service, Incident Type

E1 Date & Times Midnight is 0000

Check boxes if dates are the same as Alarm date. ALARM always required

Alarm * **01** **07** **2016** **16:59:43**

Month Day Year Hr Min Sec

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 **01** **07** **2016** **18:19:42**

Cleared

E2 Shift & Alarms Local Option

B **01** **FD3**

Shift of Alarms District Platoon

E3 Special Studies Local Option

Special Study ID# Special Study Value

2 Aid Given or Received*

Mutual aid received Automatic aid recvd. Mutual aid given Automatic aid given Other aid given None

Their FDID Their State Their Incident Number

3 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 evaluation or HazMat actions

2 Propane gas: 21 lb. tank (as in home BBQ 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: home/office spill, cleanup only

7 Motor oil: from engine or portable container

8 Paint: from paint cans totaling < 55 gallons

0 Other: Special HazMat actions required or spill > 55gal., please complete the HazMat form

I Mixed Use Property

NN 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

Property Use* Structures

31 Church, place of worship 61 Restaurant or cafeteria 62 Bar/Tavern or nightclub 13 Elementary school or kindergarten 15 High school or junior high 41 College, adult education 11 Care facility for the aged 31 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/boardng 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

24 Playground or park 55 Crops or orchard 69 Forest (timberland) 07 Outdoor storage area 19 Dump or sanitary landfill 31 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) 985 - 000 - 0000 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? Then check this box and 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 SIEZURE

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

GEIS02 Geissler, Michael CAPT 01 07 2016
Officer in charge ID Signature Position or rank Assignment Month Day Year
 SEH01 Sehlinger, Paul Simon FR 01 07 2016
Officer member making report ID Signature Position or rank Assignment Month Day Year

52010
FDID *

LA
State *

MM DD
1 7
Incident Date *

YYYY
2016

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 SIEZURE

432 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 <input checked="" type="checkbox"/>	Number of * People	Use <small>Check ONE box for each apparatus to indicate its main use at the incident.</small>	Actions Taken	
	Dispatch	Month	Day	Year	Hour Min				Arrival	Clear
ID MED32 Type 76	<input type="checkbox"/>	1	7	2016	17:01	<input checked="" type="checkbox"/>	2	<input type="checkbox"/> Suppression <input checked="" type="checkbox"/> EMS <input checked="" type="checkbox"/> Other	00	<input type="checkbox"/>
ID MED33 Type 00	<input type="checkbox"/>	1	7	2016	17:01	<input checked="" type="checkbox"/>	1	<input type="checkbox"/> Suppression <input checked="" type="checkbox"/> EMS <input checked="" type="checkbox"/> Other	00	<input type="checkbox"/>
ID <input type="text"/> Type <input type="text"/>	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/> Suppression <input type="checkbox"/> EMS <input type="checkbox"/> Other	<input type="text"/>	<input type="text"/>
ID <input type="text"/> Type <input type="text"/>	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/> Suppression <input type="checkbox"/> EMS <input type="checkbox"/> Other	<input type="text"/>	<input type="text"/>
ID <input type="text"/> Type <input type="text"/>	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/> Suppression <input type="checkbox"/> EMS <input type="checkbox"/> Other	<input type="text"/>	<input type="text"/>
ID <input type="text"/> Type <input type="text"/>	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/> Suppression <input type="checkbox"/> EMS <input type="checkbox"/> Other	<input type="text"/>	<input type="text"/>
ID <input type="text"/> Type <input type="text"/>	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/> Suppression <input type="checkbox"/> EMS <input type="checkbox"/> Other	<input type="text"/>	<input type="text"/>
ID <input type="text"/> Type <input type="text"/>	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/> Suppression <input type="checkbox"/> EMS <input type="checkbox"/> Other	<input type="text"/>	<input type="text"/>
ID <input type="text"/> Type <input type="text"/>	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/> Suppression <input type="checkbox"/> EMS <input type="checkbox"/> Other	<input type="text"/>	<input type="text"/>

- Type of Apparatus or Resources**
- Ground Fire Suppression**
- 1 Engine
 - 2 Truck or aerial
 - 3 Quint
 - 4 Tanker & pumper combination
 - 6 Brush truck
 - 7 ARE (Aircraft Rescue and Firefighting)
 - 0 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 ELS 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

Apparatus or Resource	Date and Times <small>Check if same as alarm date</small>	Sent	Number of People	Use <small>Check ONE box for each apparatus to indicate its main use at the incident:</small>	Actions Taken <small>List up to 4 actions for each apparatus and each personnel.</small>
<small>Use codes listed below</small>	Month Day Year Hours/mins	<input checked="" type="checkbox"/>			

ID MED32	Dispatch <input type="checkbox"/> 1 7 2016 17:01	Sent <input checked="" type="checkbox"/>		<input type="checkbox"/> Suppression	00
Type 76	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	Action Taken	Action Taken	Action Taken	Action Taken
IS02 RH01	Geissler, Michael Sehlinger, Paul	CAPT REC	<input checked="" type="checkbox"/>	X			

ID MED33	Dispatch <input type="checkbox"/> 1 7 2016 17:01	Sent <input checked="" type="checkbox"/>		<input type="checkbox"/> Suppression	00
Type 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	Action Taken	Action Taken	Action Taken	Action Taken
QU01	McQuilkin, Jim	FF/OP-EM TB	<input checked="" type="checkbox"/>	X			

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

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

52010

LA

1

7

2016

330

16-0000016

000

Responding
Units/Personnel

FDID

State

Incident Date

Station

Incident Number

Exposure

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
GEIS02 Geissler, 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 Sicard:

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 effects 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 firefightr366@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 Rodriguez <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).

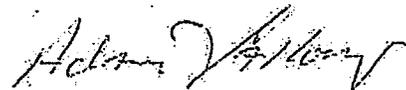
Must possess Nationally Registered Emergency Medical Technician Basic, and American Heart Association certified in CPR, immediately preceding closing date for application to the board.

“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 Rodriguez
- 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 D3 & D1
FORWARD NOON CLASS WAS DISMISSED FOR
LUNCH. SO A GROUP OF US WENT TO
OCRS FOR LUNCH APPROX 6 OF THAT
I INCLUDED THE FIRE CHIEF'S ASST CHIEF
WE ALL TOOK OUR SEATS & SAT NEXT TO
CHIEF'S CARD, WE WERE ALL ENGAGED IN DIFFERENT
CONVERSATIONS. THE THE CHIEF JUST
TALKING ABOUT THE UNION ABOUT POSTING
STICKERS ON DIFFERENT THINGS. MAKING THE UNION
CHIEF WAS JUST TRYING TO BE FRIENDLY
I LISTENED NOT BEING TO SO THERE WAS ABOUT

Eddie Rodriguez

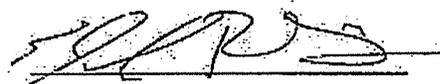
Firefighter/Paramedic

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 Rodriguez 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 # 3

P.O. Box 849

Lacombe, Louisiana 70445-0847

Office: 985.882.5977 Cell: 985.677.4060

Fax: 985.882.6664

parapat3@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 STFD#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 through 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 we do not hear from you, in writing, that this time frame creates a valid hardship exclusively determined by the Fire Chief, or otherwise cannot be timely met, then it will be understood that you will comply with the mandates within the time mentioned. Only for good cause shown shall the deadline of March 31, 2017 be extended. Examples of extensions which may be granted beyond the March 31, 2017 deadline are: 1. closures of the school or course interruptions by the NEMSA faculty, which extend the completion of the course by more than thirty (30) days; 2. A serious work-related injury which results in the employee's inability to attend class beyond the attendance mandates of the school resulting in an involuntary dismissal from the school. Any decision to extend the deadline of March 31, 2017 shall be at the sole discretion of the Fire Chief.

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 the

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 AGT 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 NREMT 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, pen lights, 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 obligated 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 ride 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 Lobet, 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 3

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 sehlinger 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 J. 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/op d. rodriguez 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".

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.

FFS 000031

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