

**MINUTES OF A CIVIL SERVICE BOARD SPECIAL MEETING HELD
MAY 26, 2016**

The St. Tammany Fire District No.3 Civil Service Board met in special session at 6:00 p.m. May 26, 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.

OLD BUSINESS:

Reconvene Investigation started May 23, 2016 due to letter received by the Civil Service Board on April 14, 2016.

Mr. Geissler stated that the board is still in the interview process. Mr. Geissler called Mr. Scott Lober. Mr. Olinde stated that all other witnesses need to step out because of the rule of sequestration and reminded them to not talk to anyone but a lawyer about their testimony.

Mr. Scott Lober was sworn in.

Mr. Scott Lober is the Assistant Chief at St. Tammany Fire District 3 for three years.

Exhibit I-4 – 2 Page letter signed by James Dumas. Mr. Olinde stated that there was mention of Mr. Lober's name. This was an incident involving a comment made by Chief Sicard. Mr. Lober stated that this incident occurred in District 1 and six or eight people were there. Mr. Lober remembers the comment but not the exact context and believed it was said in a joking manner but was not received in a joking manner. The comment was made at Vera's restaurant and Jim McQuilkin was upset by it and excused himself from the table. He told Chief that he should go and speak to Mr. McQuilkin to try and iron it out. He thinks that the Chief did speak with Mr. McQuilkin. Mr. Olinde asked if District 3 policy prohibits that type of comment when you are on duty or officially representing the Fire Department. Mr. Lober stated that it does. Mr. Olinde asked that based on that comment, if the Chief's comment violated that policy. Mr. Lober stated that it did.

Mr. Olinde stated that there is a photo of the Chief in a Hitler type stance and asked if Mr. Lober was familiar with the photo. Mr. Lober stated that he was. Mr. Lober stated that the photo in question was a charity truck pull in Slidell. Everyone picked up a costumes, head bands, wrist bands, socks, shorts, fake mustaches. Everybody put the mustaches different ways and that was his choice. Mr. Lober did not recall any inappropriate comments made at the time.

Mr. Olinde stated that there were also statements made by the Chief that could be taken as discriminatory. One statement was on May 5, 2015, where Chief wanted to know if Eddie Rodriguez and Danny Rodriguez wanted to go to the Mexican restaurant to celebrate their heritage. Mr. Lober stated that he was not witness to that statement.

Mr. Olinde stated that there was also a comment that the Fire Chief made at a Board of Commissioners meeting that the Fire District also has some dark skinned people. Mr. Lober recalls the comment and stated that the Chief was trying to convey that the department was ethnically diverse and gender diverse.

Mr. Olinde wanted to know if he was correct in stating that the department places a Paramedic requirement upon Captains. Mr. Lober stated that it is part of the promotion. Mr. Lober is aware that it is not in the Civil Service class plan for Captain. Mr. Olinde shows Mr. Lober documents provided by the department attorney Mr. Ingram. They are marked I-5 and I-6.

I-5, part of the 2012 District 3 policy manual that describes the departmental qualifications for certain positions including Captain. This document is dated 2012. Mr. Lober agrees. In paragraph three, it refers to appendix Q, on the 2012 version was there a paramedic requirement? Mr. Lober agreed only an EMT – Basic requirement.

I-6, the 2013 version of the policy manual. Paragraph three, it refers to appendix Q. Mr. Lober read the revised date of 08/-1/13. At the time it was revised, Chief Flynn was still the Fire Chief. Exhibit 7, the board adopted the manual in August 2013. Appendix Q in the 2013 revision was changed to include the paramedic requirement. Mr. Lober was a Captain at the time of the revision and does not recall any discussion as to why the change was made.

Mr. Olinde asked since Mr. Lober has been Assistant Chief if the Department has come before the civil service board and tried to put the Paramedic requirement into the class plan. Mr. Lober stated that he thought the Chief was trying to get civil service to adopt it but wasn't sure.

Mr. Olinde asked Mr. Lober, as Assistant Chief his understanding of the number of first responders that need to be on an ambulance. Mr. Lober stated that the state law had recently come to light that you had to have a Paramedic and at least a first responder to emergency calls. This department has three ambulances with a typical crew of five or six with two to three paramedics depending on the day, not including the Chief and Assistant Chief which also respond to calls.

Mr. Olinde asked about the recent decline in the ISO rating from a three to a four and Mr. Lobers understanding of PIAL's reason for the decline. Mr. Lober stated that he would have to speak to the Chief about the particulars of the rating because it was the first time he had been involved in a rating. Mr. Lobers involvement included primarily training records, research, call times/volumes. Mr. Olinde asked if when researching response times if he had found any inaccuracies. Mr. Lober stated that he didn't remember any inaccuracies.

Mr. Olinde asked how many structure fires and how many medical calls the district runs in a year. Mr. Lober stated that structure fires vary from year to year but normally under six and an

average of a thousand to thirteen hundred calls annually so EMS would be eight hundred to nine hundred range.

Mr. Olinde asked about the annual budget for the department. Mr. Lober stated around two million just under. The budget is prepared by Chief Sicard and the Administrative Manager and is submitted to the Board of Commissioners.

Mr. Lusch asked if any stations had been closed due to manpower shortages. Mr. Lober stated that it has happened but is not common practice. It usually only happens when other options have been exhausted.

Mr. Olinde asked if the Department had mutual aid agreements with other Fire Districts. Mr. Lober stated that the Department does with District 1, Slidell and District 4, Mandeville. Mr. Olinde asked how often they assist. Mr. Lober could not give a percentage it was basically a two mile range from our district line that they are toned out simultaneously with our company and is the same with their two mile line this department is toned out.

Mr. Lober is released.

Mr. Edward Rodriguez was sworn in.

Mr. E. Rodriguez is a Firefighter with District 3 just over three years. He has been a Paramedic close to a year and a half.

Exhibit I-3, page 20. Statement written and signed by Mr. E. Rodriguez. During his probational period in 2013, He witnessed Chief Sicard doing a Hitler signal coming into the station, this was when he had just become Fire Chief right after Chief Flynn had left. Mr. Olinde asked for the record if Mr. E. Rodriguez was a Hispanic male. Mr. E. Rodriguez stated that he was.

Mr. Olinde asked if Mr. E. Rodriguez had ever been disciplined. Mr. E. Rodriguez stated not a formal discipline but he was called in his office for a discussion about an incident that occurred during a meeting but there was no formal write up. Mr. Olinde asked if there was any indication that the only reason he was called in was because he was a Hispanic male. Mr. E. Rodriguez stated there was not.

Mr. Olinde asked about a picture at station 31. Mr. E. Rodriguez stated there was a picture that had the mustache that was similar to Hitler but he didn't know when the photo was taken or the context of the photo. Mr. E. Rodriguez did not know the date because it was prior to his arrival but did know through his brother D. Rodriguez that it was from an event they had won.

Mr. Olinde asked about the May 5, 2015 phone call between Chief Sicard and Captain Dumas. Mr. E. Rodriguez stated that it was May 5, 2015 and he was at station 31 with Capt. Dumas and a call came in, he was standing near him but he couldn't hear the call. When the call ended, Capt. Dumas just looked at him and told him that Chief Sicard called and wanted him to tell E. Rodriguez and his brother that he was going to give them time off for dinner so they could go to Pepe's Mexican restaurant for them to celebrate Cinco de Mayo. Mr. E. Rodriguez thought it was

an interesting request and didn't know what was behind it. This could be seen as a harmless comment but by the time the comment was made because of the other incidents that has been discussed a seed had been planted.

Mr. E. Rodriguez stated that he respects his Fire Chief and that position because he worked hard for that position. Mr. E. Rodriguez stated his concerns of these things that are being discussed and the public perception. He expressed his concerns of the public view of him when he answers a call because of the possible stigma now on the department because these hearings are public.

Mr. Olinde reminded Mr. E. Rodriguez that he is free to go but is still under subpoena and to please follow the rules of sequestration and to not discuss his testimony.

Recess for 5 minutes.

Jim McQuilkin was sworn in.

Mr. McQuilkin is a Firefighter /Operator at St. Tammany Fire District 3 since 1997 as volunteer and full time in 2009. His current Fire Captains are James Dumas and Danny Rodriguez.

Exhibit I-3, page 18. Handwritten statement from Mr. McQuilkin about an incident on July 31, 2015 while at lunch break from a Safety Officer class in Slidell. Mr. McQuilkin stated that Capt. Geissler, Jamie Fonteneaux, James Dumas, Chief Lober, Chief Sicard, another Capt. either Marc May or Danny Rodriguez were at lunch at Vera's. Mr. McQuilkin stated that there was general firehouse talking and cutting up while they were waiting on their food. Mr. McQuilkin stated he got very upset by a statement made by Chief Sicard and he got up and left the table. Mr. McQuilkin took this statement very personal. Chief Sicard tried to talk with him and he didn't want to talk because he was still upset. Capt. Dumas, Mr. McQuilkin, Chief Lober and Chief Sicard tried to have a meeting once they were back at the firehouse and Mr. McQuilkin said he was very upset about what was said and that Chief Sicard stated that if he had known he was so sensitive about union stuff he wouldn't have made fun of it. Mr. Olinde asked if he discussed it again with Chief Sicard or Chief Lober. Mr. McQuilkin stated that he did not.

Mr. Olinde asked Mr. McQuilkin if he had been allowed to take the Captains test. Mr. McQuilkin stated no because he didn't have the certifications for it. He said that he was denied classes for the certification. Mr. Olinde asked what qualifications he did not have and if it was Paramedic. Mr. McQuilkin stated that he did not have Officer I, Instructor I, and Investigator. There was a Captain exam called for and he will be applying to take the test. Mr. Olinde asked who got promoted ahead of him that had less seniority. Mr. McQuilkin stated Marc May and Danny Rodriguez. He said it was supposed to be Abe Dawson, Guillot, himself, D. Rodriguez, and Marc May. He believes it is because they were paramedic. They did have all of their qualifications to take the exam. Mr. Olinde asked if Mr. McQuilkin had asked for the training at the same time or before Capt. Rodriguez and Capt. May. Mr. McQuilkin stated that not before but the next year after and was denied by Chief Lober, no one went that year. He was also told he could not test out, he had to go to the school. He went last year and got Officer I, and Investigator, and Instructor this year. Abe Dawson also went through this training with him.

I-4, two pages signed by Dumas. Mr. McQuilkin stated that he had seen this document but not recently. Mr. Olinde asked that he look at the last paragraph on the first page concerning the EEOC training given by PMI. Chief Sicard answered a question about 9/11 and it was thought the Chief may have been trying to be funny but he had nothing else to say about it.

Discussion of a disciplinary action against Abe Dawson for responding to a call being the only person in an ambulance. Mr. McQuilkin had responded to a call a month prior being the only one in an ambulance and no one discussed anything with him or disciplined him for responding. Mr. Olinde asked if prior to the time he responded if there was any discussion with the Fire Chief or the Assistant Fire Chief about one person responding in an ambulance. Mr. McQuilkin stated there was discussion but at that point it was still unclear. He was not reprimanded. Mr. Olinde asked if there had been any clarity from the time he responded and Abe Dawson responded. Mr. McQuilkin did not know.

Mr. Olinde stated that it has been mentioned about personnel shortage at the department. Mr. McQuilkin stated that there is a shortage and they are down to five per crew and if someone calls in sick or gets hurt they would have to shut a station down. There is always one person at 33 by the interstate. Mr. Olinde asked that if someone calls in sick does Administration try to get a replacement. Mr. McQuilkin stated that they do try but it doesn't mean that they always get someone. Mr. McQuilkin has an injury to his right hand. Mr. Olinde asked where he has been stationed. Mr. McQuilkin stated he had been stationed at 33. Mr. McQuilkin was out on sick leave and then on light duty. He could drive a truck but not fight a fire. Mr. Lusch asked if he was on limited duty at a station by himself. Mr. McQuilkin stated that he was. He is currently wearing a glove on his right hand. Mr. Lusch asked if the Chief and the Assistant Chief were aware that he was at a station by himself on limited duty. Mr. McQuilkin stated that they were and thought it best him out at 33 by himself with less calls. If a shift has six people there have been two people at station 33. Administration does try to get a part time employee to help fill in.

Mr. Lusch asked if he knew of anyone had been put on a fast track to be promoted. Mr. McQuilkin didn't know about a fast track but there were some that have been given all the opportunity to get what they needed ahead of everyone else. Three people were sent to additional schools and got paramedic. These three also had all of their badges and stuff before they took the Captain's exam. He feels that Administration already had in mind who they were putting in the Captain position. Mr. Lusch asked if there was anyone else that was not given training opportunities when requested. Mr. McQuilkin stated that Abe Dawson has been denied. Mr. McQuilkin stated that fires are few and the department gets more use from EMT certs than Firefighter. Mr. Lusch asked how many times he had been an upgraded Captain. Mr. McQuilkin stated that he had been upgraded a few times. He discussed when he was an upgrade Captain and disagreed with the Chief putting an inexperienced firefighter who couldn't drive apparatus at station 33 by himself. Mr. Lusch asked if he was upgraded without being a Paramedic. Mr. McQuilkin stated yes, and also without any certifications for Captain. Mr. Olinde stated that the Officer I and Investigator were in the Civil Service class plan and if anyone had tried to have that changed. Mr. McQuilkin stated that they did come to the civil service board to try and take those out, the board decided not to change because they wanted you to have those before being in the Captains position.

Mr. Olinde released Mr. McQuilkin and reminded him that he is not to discuss his testimony with anyone other than his lawyer in case he is called back in.

Keith Kern is sworn in.

Mr. Kern has worked at St. Tammany Fire District 3 almost twenty years. He has been a Captain since 2013 reinstated. He has been a Paramedic since 1999.

Mr. Olinde stated that Mr. Kern was testifying because of a public request and asked what Mr. Kern had asked for. Mr. Kern stated that he did not personally make a public records request that Mr. D. Rodriguez did. Mr. Kern only heard about the incident and did not know if anything was produced. This request was for employee salaries. Mr. Olinde asked what other knowledge relevant to these proceedings that Mr. Kern had. Mr. Kern stated that he only had knowledge of an incident between him and Chief Sicard regarding records that were posted at station 31 where Chief Sicard accused the Union of posting when he knew that the Union did not post this information. Mr. Olinde asked if that evidence was just animus towards the Union. Mr. Kern stated it was that Chief did not like the Union.

Mr. Olinde asked if Mr. Kern thought there was adequate staffing at the District. Mr. Kern stated there was not because they have to call mutual aid at times. Automatic aid is toned out at same time and only in reference to structure fires not motor vehicle wrecks. There was discussion of the short staffing at times and station 33 being closed when down to four on a shift.

Mr. Olinde asked Mr. Kern, as a paramedic, how often he used his skills as a paramedic. Mr. Kern stated every day. He stated that every time there is a call, ninety percent of the time or more it will be an ALS call. His personal opinion, there should be a paramedic in the back of the med unit at all times on all calls.

Mr. Olinde asked his view that the District is spending too much on medical calls versus fire calls. Mr. Kern stated that his opinion is that most of the calls are medical calls over fire calls so you have to put the money where it is needed the most. Mr. Kern believes that ALS is the major part of District 3's mission. Mr. Geissler asked if he thought that the fire side of their duties get neglected. Mr. Kern stated maybe at times because there are a lot of ALS calls that could take away from the fire side.

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

Mr. Geissler stated that the board will go into Executive session to discuss advice from their attorney since this is new to both himself and Mr. Lusch.

Reconvene after executive session.

Mr. Geissler stated that there were no decisions or votes made during executive session.

Mr. Geissler made a motion to go forward with a Notice of Interrogation for the Fire Chief and that will be in compliance of the Court order. Mr. Olinde will construct the Notice. Mr. Lusch seconded. A vote was taken.

Mr. Geissler – Aye
Mr. Lusch – Aye

Motion passed.

Mr. Geissler stated that 5:00 p.m. Thursday the 2nd.

Mr. Geissler made a motion to adjourn the meeting and recess until the 2nd. Mr. Lusch seconded. A vote was taken.

Mr. Geissler – Aye
Mr. Lusch – Aye

Motion passed.

Meeting recessed at 9:20 p.m. until June 2, 2016 at 5:00 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 26, 2016 @ 6:00 p.m.
at the Training Center located at 29278 HWY 190**

AGENDA

Roll Call

Old Business:

Reconvene Investigation started May 23, 2016 due to letter received by the Civil Service Board on April 14, 2016.

Executive session for the purposes of discussing attorney-client privilege matters and investigative proceedings.

Post at the Administrative Building May 24, 2016 through May 26, 2016

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

Meeting Sign-In Sheet

Civil Service Special Mtg
Type of Meeting

5/26/16
Date

NAME: PLEASE PRINT

1. Cynthia Rester
2. MOTTIE MCCORMY
3. Reginald Harte
4. BRAS Hendrix
5. EDDIE RODRIGUEZ
6. Denis Rodriguez
7. Dan Rost
8. Darlene
9. TROY HIGRAM
10. James Dumas
11. AUSTIN MCKIN
12. Jim McCorkill
13. Keith Ken N
14. Scott
15. Dawn McCarty
- 16.
- 17.
- 18.
- 19.
- 20.

People needing to be subpoena

Daniel Rodriguez

James Dumas

Dan Rost

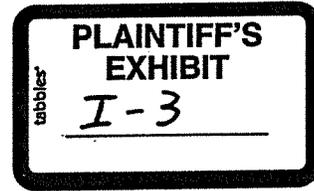
Abe Dawson

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

B 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
 Intersection
 In front of
 Rear of
 Adjacent to
 Directions

64041 HWY 434
 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

C Incident Type *

320 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
 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 FDS
Shift or Alarms District Platoon

E3 Special Studies

Local Option
Special Study ID# Special Study Value

D Aid Given or Received*

1 Mutual aid received
 2 Automatic aid recvd.
 3 Mutual aid given
 4 Automatic aid given
 5 Other aid given
 6 None

Their FDID Their State
Their Incident Number

F Actions Taken *

30 Emergency medical Primary Action Taken (1)
Additional Action Taken (2)
Additional Action Taken (3)

G1 Resources *

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

G2 Estimated Dollar Losses & Values

LOSSES: Required for all fires if known. Optional for non fires. None

Property \$ 000,000
 Contents \$ 000,000
 PRE-INCIDENT VALUE: Optional
 Property \$ 000,000
 Contents \$ 000,000

Completed Modules

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

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

H3 Hazardous Materials Release

N 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

J Property Use* Structures

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

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

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

Outside
 124 Playground or park
 555 Crops or orchard
 569 Forest (timberland)
 307 Outdoor storage area
 919 Dump or sanitary landfill
 931 Open land or field

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

981 Construction site
 984 Industrial plant yard

Lookup and enter a Property Use code only if you have NOT checked a Property Use box:
 Property Use 571
 Service station, gas station

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

3 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

4 Authorization

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

Narrative:

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

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	
	<small>Check if same as alarm date</small>									
	Dispatch	Month	Day	Year	Hour	Min		Suppression		
1 ID MED32 Type 76	<input type="checkbox"/>	1	7	2016	17:01		<input checked="" type="checkbox"/> 2	<input type="checkbox"/>	00	
	Arrival <input checked="" type="checkbox"/>	1	7	2016	17:07			<input checked="" type="checkbox"/> EMS		
	Clear <input type="checkbox"/>	1	7	2016	17:38			<input checked="" type="checkbox"/> Other		
2 ID MED33 Type 00	<input type="checkbox"/>	1	7	2016	17:01		<input checked="" type="checkbox"/> 1	<input type="checkbox"/>	00	
	Arrival <input type="checkbox"/>	1	7	2016	17:02			<input checked="" type="checkbox"/> EMS		
	Clear <input type="checkbox"/>	1	7	2016	18:19			<input checked="" type="checkbox"/> Other		
3 ID Type	<input type="checkbox"/>							<input type="checkbox"/>		
	Arrival <input type="checkbox"/>							<input type="checkbox"/> EMS		
	Clear <input type="checkbox"/>							<input type="checkbox"/> Other		
4 ID Type	<input type="checkbox"/>							<input type="checkbox"/>		
	Arrival <input type="checkbox"/>							<input type="checkbox"/> EMS		
	Clear <input type="checkbox"/>							<input type="checkbox"/> Other		
5 ID Type	<input type="checkbox"/>							<input type="checkbox"/>		
	Arrival <input type="checkbox"/>							<input type="checkbox"/> EMS		
	Clear <input type="checkbox"/>							<input type="checkbox"/> Other		
6 ID Type	<input type="checkbox"/>							<input type="checkbox"/>		
	Arrival <input type="checkbox"/>							<input type="checkbox"/> EMS		
	Clear <input type="checkbox"/>							<input type="checkbox"/> Other		
7 ID Type	<input type="checkbox"/>							<input type="checkbox"/>		
	Arrival <input type="checkbox"/>							<input type="checkbox"/> EMS		
	Clear <input type="checkbox"/>							<input type="checkbox"/> Other		
8 ID Type	<input type="checkbox"/>							<input type="checkbox"/>		
	Arrival <input type="checkbox"/>							<input type="checkbox"/> EMS		
	Clear <input type="checkbox"/>							<input type="checkbox"/> Other		
9 ID Type	<input type="checkbox"/>							<input type="checkbox"/>		
	Arrival <input type="checkbox"/>							<input type="checkbox"/> EMS		
	Clear <input type="checkbox"/>							<input type="checkbox"/> Other		

Type of Apparatus or Resources

- | | | |
|---|---|---|
| <p>Ground Fire Suppression</p> <ul style="list-style-type: none"> 11 Engine 12 Truck or aerial 13 Quint 14 Tanker & pumper combination 16 Brush truck 17 ARF (Aircraft Rescue and Firefighting) 10 Ground fire suppression, other <p>Heavy Ground Equipment</p> <ul style="list-style-type: none"> 21 Dozer or plow 22 Tractor 24 Tanker or tender 20 Heavy equipment, other <p>Aircraft</p> <ul style="list-style-type: none"> 41 Aircraft: fixed wing tanker 42 Helitanker 43 Helicopter 40 Aircraft, other | <p>Marine Equipment</p> <ul style="list-style-type: none"> 51 Fire boat with pump 52 Boat, no pump 50 Marine apparatus, other <p>Support Equipment</p> <ul style="list-style-type: none"> 61 Breathing apparatus support 62 Light and air unit 60 Support apparatus, other <p>Medical & Rescue</p> <ul style="list-style-type: none"> 71 Rescue unit 72 Urban Search & rescue unit 73 High angle rescue unit 75 BLS unit 76 ALS unit 70 Medical and rescue unit, other | <div style="border: 1px solid black; padding: 5px; width: fit-content;"> <p>More Apparatus?
Use Additional
Sheets</p> </div> <p>Other</p> <ul style="list-style-type: none"> 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 <p>NN None
UU Undetermined</p> |
|---|---|---|

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

1 ID MED32 Type 76	Dispatch <input type="checkbox"/> 1 7 2016 17:01 Arrival <input checked="" type="checkbox"/> 1 7 2016 17:07 Clear <input type="checkbox"/> 1 7 2016 17:38	Sent <input checked="" type="checkbox"/>	2	<input type="checkbox"/> Suppression <input checked="" type="checkbox"/> EMS <input checked="" type="checkbox"/> Other	00
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Personnel ID	Name	Rank or Grade	Attend	Action Taken	Action Taken	Action Taken	Action Taken
EIS02 EH01	Geissler, Michael Sehlinger, Paul	CAPT REC	<input checked="" type="checkbox"/>	X X			

2 ID MED33 Type 00	Dispatch <input type="checkbox"/> 1 7 2016 17:01 Arrival <input type="checkbox"/> 1 7 2016 17:02 Clear <input type="checkbox"/> 1 7 2016 18:19	Sent <input checked="" type="checkbox"/>	1	<input type="checkbox"/> Suppression <input checked="" type="checkbox"/> EMS <input checked="" type="checkbox"/> Other	00
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Personnel ID	Name	Rank or Grade	Attend	Action Taken	Action Taken	Action Taken	Action Taken
CQU01	McQuilkin, Jim	FF/OP-EM TB	<input checked="" type="checkbox"/>	X			

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

52010 FDID	LA State	1 Incident	7 Date	2016	330 Station	16-0000016 Incident Number	000 Exposure	Responding Units/Personnel
---------------	-------------	---------------	-----------	------	----------------	-------------------------------	-----------------	-------------------------------

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

Staff ID\Staff Name	Activity	Rank	Position	Role
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 dislosable 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 (NBFSPQ) or the International Fire Service Accreditation Congress (IFSAC).

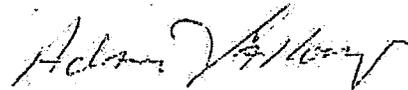
Must possess Nationally Registered Emergency Medical Technician Basic, and American Heart Association certified in CPR, immediately preceding closing date for application to the board.

“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 FD3 & FD1
AROUND NOON, CLASS WAS DISMISSED FOR
LUNCH. SO A GROUP OF US WENT TO
OCEAS FOR LUNCH APPROX 6 OF THAT
INCLUDED THE FIRE CHIEF'S ASST CHIEF
WE ALL TOOK OUR SEATS & SAT NEXT TO
CHIEF'S, AND WE WERE ALL ENGAGED IN DIFFERENT
CONVERSATIONS. THE FIRE CHIEF JUST
TALKING ABOUT THE UNION ABOUT PUTTING
STICKERS ON DIFFERENT THINGS. MAKING THE UNION
CHIEF WAS JUST TRYING TO BE FRIENDLY
I LISTENED NOT BEING TOO INTERESTED ABOUT

Eddie Rodriguez

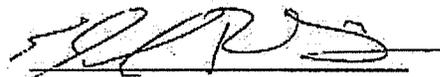
Firefighter/Paramedic

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 ACT score that is less than 5 years old, you will be required to take one of these tests offered at Southeastern LA University or North Shore Technical College in Hammond, LA as a prerequisite to entering the A&P and paramedic courses. This is a NEMSA requirement for enrollment. Please visit the college/ university websites and/or phone the college/university for further information.

In December 2016, the paramedic course will end. Beginning on the first day after your classes end, you will have ninety (90) calendar days to successfully pass both the 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.

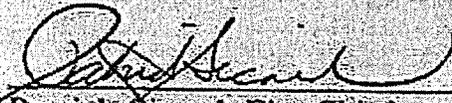
You will be paid appropriately, in accordance with the law, for all hours that you spend in class and in the lab (to include your internship in the hospital and on the ambulance) as part of the paramedic curriculum, subject to the departmental guidelines for training. It will be your responsibility to 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 Scard, Fire Chief

5/29/15

Date

James Dumas, Captain

Date



Scott Lober, Asst. Chief
Witness

5/29/15

Date

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

- Sworn statement by Dan Rost

To whom it may concern,

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

Dan Rost

Grievance Letter

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

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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

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

Sincerely,

Local 4950

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

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

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

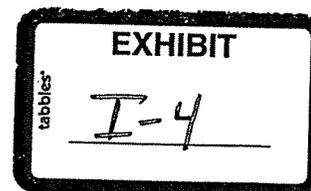
On October 8th 2014 I witnessed Chief Sicard state in a commissioner meeting that our newest hire was a "Dark skinned guy". This statement was made to our board of commissioners and the public audience. This statement was followed by asking the board of commissioners to confirm him. Board member MacGregor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

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

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

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

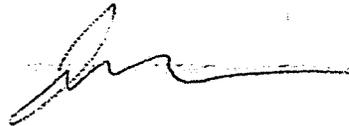
In March of 2016 we attended an EEOC training put on by PMI. Firefighters Rost and McQuilkin were present, Chief Sicard and myself were also present. Lorie Foster started the meeting by asking a question. "Who was responsible for 9/11?" Chief Sicard stated, "The Muslims!" I raised my hand and stated,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



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

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

James B Dumas



may include firefighter certification, officer training, EMT certification, safety, and driver training.

1. Firefighter/Operator – Each person hired in the firefighter class shall obtain Firefighter I certification prior to confirmation in the classification. Each person hired to this class must obtain EMT-Basic licensing with 1 year of the date of hire. Failure to obtain test results from National Registry for both practical and written tests prior to the 364th day of employment or the day before confirmation in the class will result in immediate termination of employment. Additional requirements are listed in Appendix P.
2. Operator –Future Class
3. Captain – Each person wishing to be promoted to the Fire Captain classification shall be required to obtain the requirements as listed in Appendix Q before being eligible to take the promotional exam. Upon being promoted, each Fire Captain must complete an officer level class as specified by the Fire Chief within one year of promotional appointment. Failure to obtain these requirements prior to the 364th day from date of promotion shall result in demotion or rejection or termination from employment. The Fire Chief shall weigh the circumstances and make the determination of status.
4. Administration - There is no required training for administrative positions at this time, subject to change in the future.
5. General – All employees shall be required to take VFIS driver training or equivalent i.e. CEVO annually. Each employee must complete LSU Driver/Operator Certification and Firefighter II.
6. STFD3 shall pay for any required training, subject to pre-approval of the course by the Fire Chief. Should an employee fail to pass the required training and has opportunity to re-test, the employee shall be responsible for any associated costs.
7. The Fire Chief may also approve appropriate meals, mileage, or other costs associated with required training.

Appendix Q



Charles A. Flynn, III
Fire Chief

St. Tammany Parish Fire Protection District # 3

P.O. Box 849

Lacombe, Louisiana 70445-0847

(985) 882-5977 Office (985) 882-6664 Fax

stfd3@charter.net

Captain Requirements

- 1) Must meet all Civil Service Requirements
- 2) Must possess and maintain a current Louisiana Class 'D' Chaffeur's License.
- 3) Must have Firefighter I and II Certification (IFSAC approved)
- 4) Must have Haz-Mat I and II
- 5) Must have Driver/Operator certification
- 6) Must have Investigator I
- 7) Must have Instructor I
- 8) Must have Officer I
- 9) Must possess and maintain a minimum of (current) EMT-Basic, (current) State Licensing Card and (current) CPR card.
- 10) Must have a minimum of two (2) years of full time Firefighter/Operator experience collectively or consecutively.

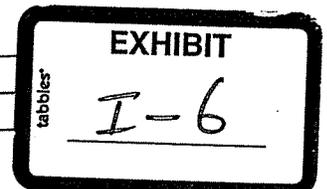
Training & Education may be divided into two subcategories: Required and Non-required. Other training issues are scheduling and reports.

A. Required Training

Required training is defined as training that is considered a job requirement for continued employment or promotion. Examples may include firefighter certification, officer training, EMT certification, safety, and driver training.

1. Firefighter/Operator – Each person hired in the firefighter class shall obtain Firefighter I certification prior to confirmation in the classification. Each person hired to this class must obtain EMT-Basic licensing with 1 year of the date of hire. Failure to obtain test results from National Registry for both practical and written tests prior to the 364th day of employment or the day before confirmation in the class will result in immediate termination of employment. Additional requirements are listed in Appendix P.
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6. STFD3 shall pay for any required training, subject to pre-approval of the course by the Fire Chief. Should an employee fail to pass the required training and has opportunity to re-test, the employee shall be responsible for any associated costs.
7. The Fire Chief may also approve appropriate meals, mileage, or other costs associated with required training.
8. On-duty time for study shall be allowed when feasible, however it is ultimately the responsibility of the student/employee to dedicate his/her time to study both on and off duty.
9. **Monthly Training**
STFD3 monthly training is designed to provide employees the opportunity to learn new skills, practice previously learned skills, and receive updated information on new or improved equipment. It promotes department unity and gives assurance that employees and reserve members are performing skills consistently. It also gives officers the opportunity to obtain insight on the performance of all STFD3 employees and reserve members.
 - a. All Monthly training is MANDATORY.
 - b. Schedules are posted in each station and at the Admin Building.
 - c. It is the employee/reserve member's responsibility to ensure that they are available to attend.
 - d. Excused absences will be at the discretion of the employee's Supervising Officer and request must be submitted in writing.
 - e. *Failure to attend without the Supervising Officer's approval will result in disciplinary action!*

B. Non-required (NR)

Non-required training is encouraged by STFD3 for continuing development. In order to encourage additional educational growth, some NR training is compensated by department pay incentives. Examples of NR training are EMT-Paramedic, nursing, bachelors' degrees or higher, haz-mat, and other.

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Appendix Q



Charles A. Flynn, III
Fire Chief

St. Tammany Parish Fire Protection District # 3

P.O. Box 849

Lacombe, Louisiana 70445-0847

(985) 882-5977 Office (985) 882-6664 Fax

stfd3@charter.net

Captain Requirements

- 1) Must meet all Civil Service Requirements
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- 3) Must have Firefighter I and II Certification (IFSAC approved)
- 4) Must have Haz-Mat I and II
- 5) Must have Driver/Operator certification
- 6) Must have Investigator I
- 7) Must have Instructor I
- 8) Must have Officer I
- 9) Must possess and maintain a minimum of (current) EMT-Paramedic, (current) State Licensing Card and (current) CPR card prior to the deadline for accepting applications for the Fire Captain test.
- 10) Must have a minimum of five (5) years of full time certified Firefighter/Operator experience with St. Tammany Fire District 3 prior to the deadline for accepting applications for the Fire Captain test.