

**Western Lane Ambulance District  
Siuslaw Valley Fire and Rescue  
Western Lane Fire and EMS Authority  
2625 Highway 101 North, Florence, OR 97439  
Joint Board Meeting Minutes, January 8, 2026, 4:30 p.m.  
The Zoom recording will be on the WLFEA Website.**

**SVFR & WLFEA BOARD MEMBERS PRESENT:**

Director David Carrillo, Director Jim Palisi, and Director Stephanie Restrepo

**Not Present:** Director Keith Stanton and Director Laurie Heppel

**WLAD & WLFEA BOARD MEMBERS PRESENT:**

Director Mike Webb, Director Vanessa Buss, Director Cindy Russell, Director Adam Holbrook, and Director Linda Stent (via Zoom)

**STAFF PRESENT:**

Fire and EMS Chief Michael Schick, Deputy Chief Rob Chance, and Office Manager Trish Lutgen

**Chief Schick called the meeting to order at 4:43 p.m. The flag salute was completed, and a roll call established a quorum for SVFR, WLAD, and WLFEA.**

**PUBLIC COMMENT:** None

**OLD BUSINESS:**

**a) Union Grievances:**

Chief Schick reported that the Union had two grievances that were assessed at the December Board Meeting. Director Buss asked for a synopsis of both grievances. The matters concern interpretations of Articles 8.4 and 8.6 of the Collective Bargaining Agreement (CBA) regarding the calculation of overtime and conflagration pay. The union would like Conflagration Pay to be paid differently than how they are normally paid so that the agency is not paying for the overtime when they return. The board had asked for more time to deliberate after the December board meeting.

Chief Schick introduced Union Vice President Daniel Alfred and asked if he could provide an overview of the union's position. Vice President Alfred stated they had vetted through their sources, and the issue centers on differing interpretations of contractual language.

Director Palisi asked if they were basing the current department calculations on a 28-day work period under the FLSA and the threshold of 212 hours for overtime accrual. Chief Chance confirmed and added that personnel are eligible for overtime equivalent to 53 hours in a week.

Regular Overtime Grievance

**Director Palisi made a motion to deny the regular overtime grievance. Seconded by Director Carrillo.**

Director Webb asked the reason for the denial, and Director Palisi stated that they had just gone through contract negotiations. Director Buss expressed concern regarding language alignment. Chief Chance stated that WLFEA is adhering to the FLSA (Fair Labor Standards Act) and the law, and the Union is picking out articles to match their position. If the entire article is read, we are following the intent. Additional discussion followed.

Director Russell asked why the grievance, initiated in March, was not raised during the June negotiations. Vice President Alfred explained there were delays due to the legal vetting process.

Director Russell called the question.

**A roll call vote occurred. Director Restrepo voted No. Director Palis, Director Carrillo, Director Russel, Director Stent, Director Holbrook, Director Buss, and Director Webb voted Yes. The motion to deny the regular overtime grievance passed.**

#### Conflagration Overtime Grievance

Chief Schick introduced the second grievance, and Director Russell requested a synopsis.

Chief Chance provided an overview explaining that conflagration compensation follows the State Mobilization Plan, which is to pay according to current pay practice. Conflagration is not considered an extra shift, as it is voluntary. If they deploy at the beginning of the 28-day cycle, they will not receive overtime until after the 212 hours in the work period are reached. Further discussion occurred around the grievance.

**Director Webb made a motion to deny the Conflagration Overtime grievance. Seconded by Director Buss.**

A brief discussion occurred. Director Palisi asked if this affected 40-hour employees as well. Chief Schick confirmed it did not, as they worked on a 7-day FSLA cycle.

Director Webb called the question.

**A roll call vote occurred. Director Webb, Director Buss, Director Holbrook, Director Stent, Director Russel, Director Carrillo, and Director Palis voted Yes. Director Restrepo voted No. Motion to deny the conflagration overtime grievance passed.**

Chief Schick thanked the Directors and Union for their time, hard work, and civil discussions.

Vice President Alfred thanked everyone for their professionalism and due diligence. They will continue efforts towards a resolution that is good for everyone.

**DIRECTOR COMMENTS:** None

#### **FUTURE BUSINESS:**

The next regular Joint Board Meeting is scheduled for January 22, 2026, at 6:00 p.m.

**The regular meeting adjourned at 5:23 p.m.**

Respectfully submitted,  
Recording Secretary, Holly Lais