

Fern Creek Fire Protection District Board of Trustees Meeting Minutes December 8, 2025

In order to provide the highest level of public access, the Fern Creek Fire Protection District, in accordance with KRS 61.826 and recent Kentucky Supreme Court rulings, is providing access to all members of the public, both at a physical location at 4101 Bardstown Road, as well as via a video teleconference which can be accessed as presented on our website, www.FernCreekFire.com. It is understood that any board member attending via video teleconference must be able to be seen and heard, and in the event that there is a technology issue, provided a quorum remains, that Trustee(s) will be able to attend the meeting, but may not vote until audio and video are reestablished. If enough Trustees are unable to vote due to remote technology issues such that a quorum no longer remains, the meeting will be adjourned.

Monthly BOT Meeting Video Teleconference

The following Microsoft Teams link has been provided for those not able to or those choosing not to attend in person:

[Click here to join the meeting](#) (Recurring Meeting Link)

Meeting ID: 272 252 133 378

Passcode: 5TsKFn

[Download Teams](#)

The meeting was called to order by Chairman Ott at 4:00 p.m.

Board Members present: Henry Ott, Kenny Craigmyle, Tracy Deloch, Scott Cunduff, and Robert Thompson. Eric Brown and Larry Ash attended virtually and both could be seen and heard at all times.

Guests present: Chief Evans, Deputy Chief Early, Deputy Chief Recktenwald, Assistant Chief Carta, Assistant Chief Dwyer, Assistant Chief Fife, James Sebastian, Major Ryan, Captain Pickering, FF Grizzle, FF Wood, Attorney Mark Leach, and Joyce Shelton.

Guests who virtually attended included Dawn Nikolai, Bat. Chief Weiss, Major Elstone, Major Ingersoll, Captain Mellick, and Captain Shewmaker.

Motion Thompson, 2nd Deloch to approve the November Minutes as presented. MC unanimously.

Motion, Thompson, 2nd Craigmyle to approve the November Financial Reports as presented. MC unanimously.

Announcements & Correspondence

- Current bank statements are available for review.
- Denton Group November report: *See reports for details.*

Item Noted: The Christmas Dinner will be on Sunday, December 15 and the Breakfast will be on Friday, December 19.

Old Business

An update from Attorney Leach regarding deeds was given.

Performance Evaluation is still pending and requested to remain on the monthly agenda and noted in the minutes.

Chairman Ott requested meeting with Asst. Chief Fife regarding the FOAM model and the FIRE model of Performance Evaluations.

Update on Community Risk Assessment: In progress and currently assessing the data collected in October and will include information about Performance Evaluation process as well.

Chief and Committee Reports

Chief Evans: Items of Note: Chief Evans has a meeting on December 9 with KFA and Chiefs Association regarding the Chapter 75 tax bill; and reimbursements for the UPS plane incident are in process.

Updates were requested and given for:

- Health care renewal for January 1, 2026
- Pumper purchased for \$250,000
- 6-month review on Budget (on pace to have surplus), Strategic Plan, and Polices
- 3 PRN resignations
- Remodeling in St. #64
- Pierce steering box
- Cancer screenings
- Ready Rebound options for Oncology and Cardiology
- Current employees off duty due to incidents
- Incident at Hurstbourne and Bardstown Road outcome
- Researching and potential purchase of onboard cameras
- January Recruit class Instructor(s)

Chief Officers: Nothing to report.

Committees: Nothing to report.

New Business

Motion Deloch, 2nd Ash to combine the Fire Handbook and the EMS Handbook with changes as discussed into one Fire & EMS Handbook. MC unanimously.

Motion Cundiff, 2nd Ash to update Employee Handbook Policy #106 Military Training and Duty as presented. MC unanimously.

Motion Cundiff, 2nd Thompson to update Employee Handbook Policy #210 Unscheduled Work Periods as presented. MC unanimously.

Motion Cundiff, 2nd Deloch to update Employee Handbook Policy #211 Timesheets as presented. MC unanimously.

Motion Cundiff, 2nd Ash to update Employee Handbook Policy #302.1 Parental Leave as presented. MC unanimously.

Motion Cundiff, 2nd Deloch to update Employee Handbook Policy #300 Holiday as presented. MC unanimously.

Motion Cundiff, 2nd Deloch to adopt Education Assistance Program IRS Section 127 as presented. MC unanimously.

Motion Thompson, 2nd Ash to approved changes made to the Light Duty Assignment Policy as presented. MC unanimously.

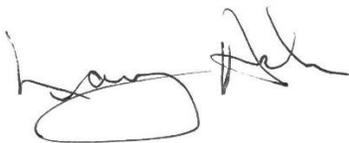
Motion Craigmyle, 2nd Cundiff to approve creating a Fleet & Facilities Intern Position as presented. MC unanimously.

It was reported that Fleet & Facilities personnel, Carson and Coomer have received certification on repairs to Ambulance and Fire Apparatus.

Attorney Leach provided an update on the progress of the CON changes.

Adjournment

Motion Cundiff, 2nd Deloch to adjourn at 4:47 p.m. MC unanimously.



Larry Ash, Secretary



Joyce Shelton, Recording Secretary