

**FRY FIRE DISTRICT  
MINUTES OF SPECIAL BOARD MEETING  
February 15, 2022**

**CALL TO ORDER**

Mr. Huish called the Special Meeting of the Fry Fire District Board to order at 5:00 p.m.

**ATTENDANCE**

Board Members in Attendance:     Joseph Huish, Board Chairman  
  Eric Andersen, Board Clerk  
  Robert McMurtrie, Board Member (electronically)  
  Thomas Tucker, Board Member (electronically)  
  Norman Sturm, Board Member

Board Members Absent:             None

Staff in Attendance:               Mark Savage, Fire Chief  
  Diana Jones, Billing Supervisor

**PLEDGE OF ALLEGIANCE AND INVOCATION**

Mr. Huish led the Pledge of Allegiance and Mr. Sturm gave the invocation.

**CONFLICT OF INTEREST**

Mr. Huish reminded board members that they shall declare any conflict of interest. No board member declared a conflict at this time.

**CALL TO THE PUBLIC**

Mr. Huish opened the call to the public at 5:01 p.m.

There were no comments from the public.

Call to the public closed at 5:01 p.m.

**OLD BUSINESS**

- a. Review, discussion and possible action regarding Vaccination Policy / Covid-19 Plan.

Canyon Vista Medical Center's (CVMC) current policy requires an attestation from Fry Fire District regarding compliance with the Centers for Medicare and Medicaid Services (CMS) Covid-19 vaccination rule by February 14, 2022. A discussion followed.

Chief Savage shared that SVFMD received the same guidance and was able to return their attestation form late last week. He was contacted by CVMC yesterday regarding our attestation form and explained the current status of the policy and this Special Board Meeting. Because we placed our original policy on hold prior to the original CMS deadline, we did not receive any exemption requests.

Supervisors have recommended that employees complete exemption request forms if they anticipate submitting one. L4913 representatives received independent feedback from the IAFF Legal Team that understands the position CVMC has taken regarding the rule and that our contract and arrangement with CVMC supports the requirement. Copper Queen Hospital has a similar policy and has requested a similar attestation. Chief Savage also stated vaccinated individuals with breakthrough cases were reporting mild symptoms and able to return to work quickly.

Mr. Huish stated we should comply with mandates and the requirements within CVMC's policy, but we should not propose anything more. He is not opposed to us documenting staff vaccination status or exemptions and following CVMC's guidelines for unvaccinated employees. We should not have a vaccination policy because the CMS does directly apply the rule to EMS. If CVMC accepts an exemption for one of our employees, we should accept it too. Mr. Huish stated that since we do not have a mask policy we should not require employees with valid exemptions to follow alternative safety precautions.

Mr. Sturm recommends the policy states it will no longer be enforced if the CMS rule is lifted. He does not want the hospital to have independent access to our personnel files (other than training files) unless required for compliance with an outside government audit. Mr. Sturm does believe the district can support long-term accommodations the way that larger organizations can and does not think it is feasible to provide 'light-duty' or non-operational accommodations to employees who are not granted an exemption.

Mr. Tucker stated Fire and EMS personnel have always had to adhere to vaccinations and physical fitness requirements. We work under the license of the medical director at our base hospital; therefore, we are contracted with the hospital and fall under the CMS rule. We also have to provide documentation of continuing education and other information to the hospital upon request. Mr. Tucker does not have an issue sharing vaccination information with CVMC when requested. From a safety standpoint, he would suggest that the alternative safety precautions apply to everyone.

Mr. Andersen stated the policy and mandate may not be in effect in a year. He also does not want CVMC to have access to our individual medical files and would like legal advice on an acceptable level of access. He does not want to lose employees because of the policy.

Mr. McMurtrie stated we have to comply with our base hospital and maintain our relationships with our local partners in order to pay the bills. He does not believe we should base everything we are doing on a few people who do not meet the exemptions; we should provide as safe an environment as possible for all of our personnel. Mr.

McMurtrie said there is a state database (ASIIS) that maintains records for all vaccinated individuals.

### **REQUESTS FROM BOARD MEMBERS**

Since the notice provided by CVMC was received mid-month and that this special meeting was scheduled the day after their deadline for submission, Fry Fire District has not provided the requested attestation yet. The Board directed Chief Savage to take the following actions:

1. Edit the policy to note that if the underlying CMS rule goes away then the policy will no longer be enforced.
2. Remove the alternative safety precaution requirement for support personnel.
3. Remove 'light-duty' accommodations for unvaccinated individuals who do not have a valid exemption.
4. Notify the individuals who are not compliant with the policy to file an exemption request or receive their first vaccination no later than February 22, 2022. Exemption request reviews will be completed by March 1, 2022 and may include a review by Mr. Matura if necessary.
5. Provide the final updated policy for the Regular Board Meeting on February 22, 2022.
6. Inform CVMC of our updated timeline and expected compliance timeline.

### **ADJOURNMENT**

Mr. Sturm made a motion to adjourn the Regular Meeting at 6:06 p.m. Motion seconded by Mr. Andersen.

Meeting adjourned at 6:06 p.m.

DATED THIS 16TH DAY OF FEBRUARY 2022.

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Eric Andersen, Board Clerk  
Fry Fire District Board