



## Leavenworth County Fire District #1

111 East Kansas Street, Lansing, KS 66043

July 30, 2024

**To: All FD#1 Employees**

**Subject: Transition Letter No. 1**

Dear Employees: greetings!

As you know, Fire District No. 1 is at a crossroads in its life, with entity members—the City of Lansing and the Townships of Delaware and High Prairie—moving toward termination of their Interlocal Cooperation Agreement (ILA), effective at the end of 2024. While the FD#1 Trustees regret the pending breakup of the District, the entity members have the legal right under the ILA to choose their own path. This is the first in what will likely be a series of such letters to provide essential information, establish boundaries, and give guidance to help you navigate the coming changes.

**What is happening.** Here are the stated intentions of each of the three entities as of today (and all subject to change):

The City of Lansing has indicated that it will form a city-run fire department beginning operation in 2025, that it will partner with other townships as they might desire, that it will offer employment to all current FD#1 employees, and that they will offer a package of salary, benefits, and sign-on inducements. Expect information on this from the City of Lansing beginning in August.

Delaware Township has stated its intent to contract with the City of Lansing for fire and emergency services beginning in 2025.

High Prairie Township has stated its intent to form a township fire department (possibly under the banner of a fire district—subject to approval by Leavenworth County). We do not have additional information at this time.

**What you can do.** As an employee of FD#1, you are allowed and encouraged to:

- Attend job fairs, accept interview appointments, and negotiate employment terms. The Trustees hope you'll continue to serve with Lansing or High Prairie.
- Apply for and accept new employment with any of the three entities—or with any other fire department of your choice. The Trustees request that you make such employment acceptance effective beginning not earlier than January 1, 2025 (so that FD#1 can provide critical emergency services to our community now).

## Transition Letter No. 1 (continued)

**What you cannot do.** As an employee of FD#1, you cannot do the following:

- Have concurrent employment with FD#1 and one of the three entities under the ILA. [Current FD#1 personnel policies allow for District review of all outside employment. The Board of Trustees considers concurrent employment with one of the three entities to be an inherent conflict of interest. If you become employed by one of the entities prior to January 1, 2025, then the Board would move toward terminating your FD#1 employment.]
- Volunteer in the fire or emergency services with one of the three entities under the ILA. [Current FD#1 policies and Kansas Labor Law prohibit such volunteering with similar work in the same jurisdiction in which you have full-time employment—in this case, within FD#1 boundaries. Besides the legal constraints, we are trying to protect you from outside demands on your manhours that are not sanctioned by the District. Going forward, FD#1 expects to provide some assistance to the entities as they develop their plans, but this must be done under the FD#1 banner—and not with you working independently. Bottom line: if you get a request for assistance, please refer that to FD#1 leadership for consideration and coordination.]

### **What else can you expect.**

- The District is very interested in your wellbeing and will work to keep you informed. We will lobby and labor on your behalf during this transition. Please keep us informed of your intentions and actions, so that we can better plan and support you.
- The District will compute and pay all earned benefits on or prior to December 31, 2024. This would include compensatory (“comp”) time and accrued vacation time. Note that the District does not manage any annuity you might have under the FRA; this is your personal responsibility, and you should talk with your FRA representative for information or assistance.
- The Board of Trustees is considering paying a bonus to employees in good standing who help us sustain our critical mission to the finish line on December 31, 2024 (subject to Board of Trustee approval).

**Conclusion.** FD#1 has an ongoing mission that is vital to our community, and we need your help in accomplishing that mission for the rest of the year. Chief Stackhouse will be leaving us shortly to accept employment in Indiana that will bring him closer to family. The District is retaining him as a part-time employee to assist with administration of the District. We will appoint an interim Chief to help lead the team for the rest of this year. In the coming days we will communicate with the three entities to help them understand our ground rules and processes for working through the transition. More to follow!



Rob Gaslin  
Chairman, Board of Trustees



Michael Stackhouse  
Chief