

## MINUTES OF THE 875<sup>th</sup> BOARD OF DIRECTORS MEETING, February 2, 2016

The meeting was called to order by President Robert Shillington at 19:00.

**Board Members Present:** J. Barton, M. Caron, J. DiPace, M. Galliher, , J. Kowalczyk, R. Mansfield, R. Shillington, R. Solari and M. Trick Excused: W. Green

**Other Members Present:** John Boullie

Minutes were approved with a motion from Ramona Mansfield and seconded by Jean Barton

### Communication from Department Members:

- Company 1 – Ramona informed the Board that it is taking too long to get members in the department and there were at least 23 people she knows of that decided not to join the department because it took too long to get them in the department. L A member asked Ramona why the new door at the Mack Garage was not all windows. It had to be replaced and the Board decided not to put in one with windows.
- The following is an email to Ramona from Capt. Corrado to read to the Board.
  - Dear members of the Board of Directors,
  - At this past January 28th officers meeting, Chief Speich presented as his first order of business as training chief the 16 Firefighting Life Safety Initiatives of the National Fallen Firefighters Foundation, and made his case for the need for culture change within our department, and his intent to work diligently to implement a training program in keeping with the highest standards of firefighter health and safety.
  - "Key to these initiatives are the adoption of wellness programs to maximize firefighter health and safety. The Wellness and Fitness Initiative that I have proposed is a means to support the training chief in his mission, and ensure the safety and well-being of our most precious resource - our operations personnel. When firefighters are injured, or Heaven forbid, should we lose someone in the line of duty because of something that could have prevented, our ability to fulfill our mission is inescapably diminished.
  - "I have made my report to the officers regarding the question of liability concerns, and I will rely on the Fire Chief to present that data to you. I urge you now, to consider the proposal I have placed before you, and adopt this resolution as written, or replace it with one responsibly amended in the manner you see fit."
- The Explorers' Charter is all taken care of. Not going to implement the Explorers' to drill one Monday night at month with the companies they belong to.
- Company 2 – No Report
- Company 3 – No Report
- Company 4 – Roaring Brook School Student Council are going to collect Terry Bears for us to put on our engines.
- Fire Police – No Report

### **President's Report**

- Had a meeting with Jamie and the Town Manager. The following are some of the things that were discussed:
  - Capital Improvement Budget – Town Manager's recommendation to Council:
    - \$100,000: AVFD Facility Improvement Dollars: AVFD Board/Planning Committee to work with Avon Public Works. Flexible funding; may be used for items not facility related.
    - \$50,000: Feasibility Study & Consulting: Flexible funding (similar to apparatus dollars). Can be used towards facilities if we determine not all monies need to be spent on Facility/Feasibility Plan.
    - SCBA Replacement Effort: Pre-funding \$560,000 to start; allowing pay as we go option once purchase is needed. Similar to Apparatus Plan funding setup.

### **Secretary Report: Jean Barton**

- Thank you notes were read.
- Letter from the Town Manager notifying Jamie that the Town Council appointed him Town Rep for the department through December 31, 2016

### **Treasurer's Report: Joe Kowalczyk**

- Unfortunately, this month I didn't have the time to spend the day with Katie and Grace to close the books. Job and life depending, I still plan to do this as often as possible.
- Out usual highlights are as follows;
- There is total cash in the Corp of \$621k. This includes the following: 1). Encumbered Funds of \$19k 2.) Town of Avon Grant Money of \$441k 3.) Live Burn Funds of \$65k (about 8k is related to outside sources) and 4.) Corporation Funds of \$96k that are free of restriction.
- One quarter in for the Corporation and all is still fairly quiet. We are showing a loss of about \$8k which is consistent with prior year which was \$7k. This is expected as it is not our big fundraising season.
- For Budget, we spent \$63k (\$21k in prior year for the month) a good amount if you think ratable throughout the year. Overall we have spent \$223k of our \$663k leaving \$440k remaining. Prior year at this point we had spent \$189k of \$642k. Tracking a little ahead at 33% spend of our total in the current year as compared to 29% in prior year.

### **Town Representative's Report: Jamie DiPace**

- The New Workmen's Compensation Company is Travelers. They have some free training. Jamie will let Assistant Chief Speich aware of this.
- Company 4 Floor – An engineer that was asked to check the floor doesn't know how much can go on the floor. A structural engineer that works with the Chief is looking into this for him. Nothing to report as of yet. The Board realizes this has to be fixed, just need more information of how it can be fixed and what the cost will be.

### **Committee Reports: Ramona Mansfield**

- Ops Manual – Ramona informed the Board that there are still some outstanding items that need to be proof read.
- Planning Committee – Ramona asked someone from the Board to be part of this committee. Mike Galliher said he would take this on.
- 75<sup>th</sup> Anniversary Committee – Captain Theriault is working on an outline of what the committee is looking into doing and also budget for these. Will notify the Board members when done.

**Chief's Report: Mike Trick**

- Captain Corrado did a report to the Chief as he could share it with the Board:
  - This communication is to summarize the medical officer report of the 1/28/16 officers meeting.
  - 16 weeks ago I presented to the AVFD Board of Directors a request for adoption of a resolution formally recognizing and supporting the Wellness and Fitness Initiative, my ten-year plan for implementing key portions of the 16 Firefighter Life Safety Initiatives developed in 2004.
  - At that time, I was tasked with investigating the liability implications through our insurance carriers.
  - After nearly 14 weeks of communications back and forth with our insurance broker and other representatives acting as intermediaries, I have been unable to communicate directly with the underwriters at VFIS, our liability carrier, and every indication is that they are unwilling to provide any sort of decision based on the volumes of information that I have provided to them in writing. In fact, the underwriters have indicated through my contacts that they would not render any decisions until a complete program was drafted, finalized, and submitted for their review. This process will take months to years to complete.
  - In the meantime, I have been advised of the following key concepts:
  - The implementation of a wellness and fitness program is universally viewed as a positive pursuit, and in keeping with national firefighter safety goals, which is beneficial for all parties.
  - Any program that is pursued should have language that is supportive rather than punitive.
  - Membership should not be contingent upon specific fitness parameters.
  - As the program is developed, elements should be submitted to VFIS for review, guidance, feedback and assistance with acceptable wording and additional considerations.
  - Additional resources to be utilized include the Town Human Resources Manager and Town Attorney.
  - At this point, I find each of these recommendations to be in keeping with the initial concept of our wellness and fitness initiative as a supportive and rewards-based program - a means for maximizing our resources rather than diminishing our force.
  - Because of the imperative nature of the programs we seek to implement, and the timing of the training officer's presentation of, and intent to effect a culture change within the department that embraces the 16 Firefighting Life Safety Initiatives, I strongly recommend that the department proceed immediately with adoption of the WFI, and that the Board adopt this resolution without undue delay, with the understanding that all further developments will be pursued in coordination with VFIS, the town HR director, and the town attorney as needed moving forward.
- There are quite a few members that have not had physicals done for some time. These members will be notified that they will have 60 days to get them done or they will be moved off the line. Chief will send out an email to this effect.
- There are some officers that are not doing their job and the Chief has started counselling them to find out if there are any reasons for this.
- Assistant Chief Speich is working on some training goals,

### **Chief's Report Continued**

- HHCMG – A member requested his medical records and was refused. Captain Corrado was informed about this and talked to HHCMG to allow members to have their records as long as they sign the HHCMG release form
- Kunzelmann will be back on line soon. He will report to Company 3.
- January 27<sup>th</sup> there was a fire on Pine Trail and Dave Theriault and Nick Mathein were there to knock the fire down before other apparatus get there.

### **Unfinished Business:**

- Matt made a motion to amend the agenda by taking off the Explorer Charter discussion and bring under Unfinished Business the discussion on the Peer Fitness Program proposal that Captain Corrado asked Ramona to bring to the Board. Motion was seconded by Ramona and was approved.
- After looking the proposal over and some discussion it was decided that three members of the Board should look it over and rewrite some of the things that were pointed out during the discussion. The three Board members are: Matt Caron, Jamie DiPace and Mike Galliher. They will bring back their suggestions for changes at the March Board meeting.

### **New Business:**

- Proposed Changes to COM-3 changes proposed by the Membership Committee were discussed and a motion was made by Ramona to approve this with a second from Jean Barton. Motion was passed.
- Proposed changes to By-Law Article V was looked at and discussed. There were some changes that the Board felt should be made. With a motion made by Matt to accept the revised Article V with the Board changes and seconded by Rick Solari. Motion passed. This will be sent out to the membership.
- Corporate Resolution – Joe asked the Board to approve this resolution to enter into contract with Simsbury Bank and Trust so that the Corporation could change banks from Farmington Savings to Simsbury Bank and Trust. Matt seconded and motion was passed.

Meeting adjourned at 21:25 (GB)