

MINUTES OF THE 886TH BOARD OF DIRECTORS MEETING January 3, 2017

The meeting was called to order by President Robert Shillington at 19:40.

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

Others Present: B. Appell, S. Gottlieb, M. Gugliotti, K. Matousek, R. Theriault and D. Wilson

Minutes of the December 6th meeting were approved with two corrections by a motion from Jean Barton and seconded by Ramona Mansfield. One correction was to correct the spelling of Assistance to Assistant and the other corrections was to add Tad Green to the section of Board Applications.

Oaths of Office – Jamie DiPace administered the Oaths of Office to Tad Green and John Ryan.

Communication from Members:

- **Matthew Gugliotti** – “I apologize that this has been going on for so long. I guess I’ve been misguided of how this whole process works, because there is a misconception here that the Board doesn’t work for the membership. We elect the Board to represent the members of this Corporation and to date the Board of Directors have done shit, representing this Corporation. Rules have been broken, laws have been broken, Chiefs and Presidents have lied and that can’t go on. You work for me. I’m a member of this Corporation and I demand representation, and I’ll tell you something I have 35 years of business experience and I have one of the best résumé of anyone in this department. I have President and CEO all over my résumé and I know a little about business and I can tell you something. This is not how a Corporation runs, Michael. We don’t do this type of shit, and I can say shit, because I have a First Amendment right. You don’t get to go to the police and file a harassment charge against a member for fair criticism, Michael. I can call you a shit head because what you’ve done amounts to being a shit head. You have broken our rules, many times and you, (pointing to President Shillington) have lied. You sat up there (pointing to the front of the meeting hall) and told the membership there is nothing to substantiate the charges I filed against you people and you damn well know that there is. There is 150 pages of charges over there (pointing to where he sat in the audience). Don’t lie to me. I don’t like lying. You lied to me, you lied to me, you lied to this membership. I’m not putting up with this anymore. You work for me and I know something about being a boss and I know something about running a Corporation and this shit doesn’t fly. Mr. Trick, explained to a police officer that Matt Gugliotti was forced to retire from the Avon Volunteer Fire Department approximately 5 years ago. A lie. It wasn’t 5 years ago; I was never forced to retire. Number 2 on going issues that concerned comments by me at an AVFD meeting, subsequently had Gugliotti committed to a hospital. That is defamation of character. You (meaning Chief Trick) prove to me that I was committed to a hospital. You can’t. You defamed by character. You can’t do that. (President Shillington told Matt he had 30 seconds more to talk). (Matt yelled back). I do not have 30 seconds! (President Shillington told Matt that he most certainly did). (Matt yelled back) I do not! You show me where it is written that I have 30

seconds! You get outside (meaning President Shillington) and let me talk. I'm not shutting up. (President Shillington stated again that Matt Gugliotti had 30 seconds). Matt yelled again that I do not respect your authority (meaning President Shillington). I don't care I will speak until I'm done. You cannot, you cannot go to the police, Michael and lie to the police, Michael. I've asked this Corporation now to file these charges against these individuals. This man over here (not sure who he means) text, or email's me what the Hell is the God Damn concern why all of a sudden. Why all of a sudden? This has been going on for 3 years. I've alerted you to the problems of this organization. This Board of Directors have failed to do its job for 3 years. The time has come people. You got a choice, you get up and you do what's right tonight for business 101 or you're all held accountable. You're all culpable at this point. You have a Chief that just defamed my character, filed a false police report, you intimidated the membership by having a camera in front of the special Board meeting, you hired a cop, who the Hell knows, why he was here. Who paid for that. Who allowed that to happen. She (meaning Grace Bianchi) has been told twice by him (meaning President Shillington) she can't print off things in relationship to this investigation. He (meaning Tad Green) was threatened by him (meaning Chief Trick) he filed charges against him, I filed charges against him (meaning the Chief) for threatening me. What the F***'s been done? Nothing. Ladies and Gentlemen, this is not a Board of Directors. This is a kangaroo court. You work for me. I'm the Corporation, I'm the membership, so are these people (meaning the members who attended the Board meeting) and we're fed up. Do your job! Get in there tonight choose to remove these two people from power and get on with this investigation and do what's right. Otherwise I will find another venue to try this out in. Do I make myself clear? Thank you."

President asked the members of the Board if there were any comments. There were none.

- **Aaron Gelber** – Through the Health and Wellness Committee we were able to negotiate a deal with HealthTrax to subsidize gym memberships for our members in an effort to help to promote a healthier department. Aaron asked if the Board could bring this up under New Business.

Communications from Board Members:

- Jean Barton –Brought up the fact that Tad Green did not violate Executive Session as was told by President Shillington to the members at the Corporation meeting. After much discussion, it was decided that Vice President Mike Galliher and Secretary Jean Barton did violate Executive Session and after the Corporation meeting President Shillington did talk to Tad to explain about Executive Sessions.
- Jean Barton – Had some people ask her why was there a police officer present at the special Corporation meeting? After much discussion about this question, Jean asked the Chief if he requested the police and the Chief said yes he was asked to have a police present here. Jean Barton felt the Board should have been told about this before the fact.
- Jean Barton also asked about the special Corporation meeting being videotaped. She asked who was responsible for that. President Shillington did not

- have any knowledge of who put the camera there. President Shillington said that Doc (meaning Captain Corrado) set it up, but President Shillington did not ask nor does he know why it was set up to begin with. Someone asked him to take it down and he pointed the camera towards the wall. After some discussion of this incident it was decided that this person will be spoken to by President Shillington.
- Jean Barton - the last item is why members must put a code in to make copies. After a short discussion it was decided that this was a feature on the new copier and it could be shut off which it will be.
 - Michael Galliher – Asked if we had gotten any donations from the companies that pledged to give us money for the Neighborhood Assistance Grant. We have not yet.
 - Tad Green – Was asked to check with Harvey Reeser about the family dinners. President Shillington told Tad that it was a go and that President Shillington told Harvey it was a good idea. Tad asked Grace about the minutes for the special meeting. Grace thought that the minutes were going to be posted to the members only section of the website. This information was wrong and Grace was told that these minutes would be on the public side.
 - Tad Green – The Special Board meeting that was held. Tad felt that someone was trying to stop this meeting. Jean could not make the copies like she was before and Grace was asked to make the copies and she was told by Rob not to make copies. President Shillington did tell Grace not to make those copies because it was 200 pages for each member. President Shillington told Tad that he was told, not by Grace, that 200 page copies for each member of the department. President Shillington was told that the copies were not for all the members just the Board members in that meeting. He was asked by Tad if he would have allowed the copies to be made if he knew that information and President Shillington wasn't sure if he would have ok'd 200 pages copied for each member in that meeting. Tad asked why they were not told this before the meeting and President Shillington told Tad that he did not know of the meeting. It was a Board meeting that was not posted. The membership did not know that a Board meeting was taken place. President Shillington didn't even know of it that night until he got to Company 1. Minutes never got taken, agenda never got posted. President Shillington and Chief Trick were not invited. Ramona Mansfield and Jamie DiPace both said it was not a Board meeting it was a conversation. There was no reason for minutes because it wasn't a Board meeting or a special meeting. It was a conversation.
 - Tad Green – President Shillington said that someone put in a complaint about a Board meeting that had taken place, which is now not a Board meeting. He doesn't know who it was because it was by mail.
 - Tad Green asked the question of how you handle things, like what Matt said. What do you do? How do you handle something like what Matt said about the police report? President Shillington said that this was not going to be discussed right now it was for later. President Shillington stated "But if you want to know, put it on record." "When someone comes in here and tries to take over my/our meeting and does nothing but drop F bombs and F bombs and everything else, you know how I handle it?" "It goes in one ear and out the other." "Because I tune out." "Because nobody here deserves to be spoken to like that." "I don't care who you are." "Nobody here deserves to have to listen to that kind of language." "And if you think that is acceptable, then I'm sorry and that is a whole

other discussion.”

- Tad Green said that he wished Matt Gugliotti had toned it down a little.
- President Shillington stated that someone here asked about who called a police officer? I didn't, but he wouldn't have minded one here tonight so that he could have asked the police officer to ask Matt Gugliotti to leave. President Shillington felt that what happened at this Board meeting could have happened at the Corporation meeting. I didn't make that call, but I'm glad that a police officer was there, because that very well could have happened that evening.
- Chief Trick stated that he was the one that called the police for the special Corporation meeting. The Chief called the cop because he perceived a threat and if he had been there he would have felt better because he perceived a threat from an individual that was in the audience tonight. The Chief wants it on record that he feels threatened by Matt Gugliotti. The Chief is unsure of what he is capable of doing when especially he doesn't get his way, because the Chief has seen and the Chief has dealt with it. Unfortunately, the Chief agrees with Matt Gugliotti that this has gone on far too long. And the Chief feels that something has to be done and it needs to have a decision regardless of what the consequences. It has to end forever. That was supposed to happen how many years ago? The Chief has proof and documentation, we have minutes and everything else that his whole affair goes back to 2010 to the whole process about the selection of the Chief, where Matt Gugliotti was allowed to go up the chain and be selected to the Chief and he didn't get selected. That's where it began.
- Jamie DiPace – Had a number of people come to him about the camera at the special meeting. President Shillington will be talking to Captain Corrado.
- Jamie DiPace – Basketball Wednesday night at Thompson Brook School open gym at 7:30. Anyone can come.
- Jamie DiPace – Vermillion Drive fire. Jamie has had some discussion with the residents up on Vermillion Drive, about the water supply up there. A couple of neighbors did their own research on the pond on Oak Bluff. There are possible issues and concerns about the pond. There are three owners of the pond and Jamie has reached out to all three, but only two gave him permission to do a survey of the pond. He is waiting for the main owner to give his permission; we are concerned and we are considering a couple of things. We don't know what the cost will be, we don't know if we will just do a pull off, we don't know if we try to put a dry hydrant in that pond what is going to happen to that pond once we drain it and if it will fill back up. Where does the water come from? What is the bottom of that pond? If you start digging in that pond are you going to drain it? The problem with the pond is that it is manmade and there is no way to know all of the answer to these questions. There will be a Town staff meeting this Wednesday. There is more work to be done on this issue.

Chief's Report – Chief Trick

- Vic Mitchell fell and broke his arm. Just wanted to let the Board know.
- Chief is doing away with Life Safety Company; they do our fire extinguishers on all apparatus and public refills because of billing issues and customer service issues.
- Truck 6 has officially been decommissioned. 4 radios, P H R chargers, Avon Old Farms School fob, and everything has been pulled out. All markings have been

taken off.

- The changes that have been made to the Ops Manual that are the AOG section are on the operational side. There is a statement in the Ops manual that the first section is governed by the Board. Jamie DiPace recommended to the Chief that the Captains sit down with their companies and go over the changes to the Ops Manual. The Chief already had that written down as one of his goals for 2017. Ops Manual knowledge is one of his 2017 goals. The AOG's will be coming out of the Ops Manual per last month's minutes, but the Chief is concerned that some of the AOG's are intertwined with the Operation side of the Ops Manual he is wondering how this is going to work. Some AOG's serve both the Board and the line. Jean Barton asked the Chief if any changes to the Ops Manual could be brought to the Board before going out to the membership. The Chief told her that he didn't have to, but that he would from now on. President Shillington suggested this not be a road block for the Chief, just an FYI. The changes this time were corrections, deletions and items that have been in the works.
- We are having a problem with getting the CAD system changed due to the two new trucks and where they are being housed and how the engines are being dispatched. There will be a problem with the limited response calls. The Chief will take care of this. This is not the only problem we have had with this CAD system.
- There will be six engineers. They are as follows:
 - Company 1 – Bobbie Sanderson
 - Company 2 – Any Ozmun
 - Company 3 – FF Piccirillo for E-14, FF Costill for Tanker 5 and FF Marcotte for L-12
 - Company 4 – FF Mike Hornish
 - Fire Police – No recommendation
- Engine 7's final inspection will be this Thursday. Delivery will be next week.
- There is an issue that was brought up last year by the Town Planner. There were a lot of emergency road connections that now have fences and over growth that need to be taken care of. The Chief will talk to Public Works to see if we don't get a lot of snow maybe they can take care of this things.
- Coins for the Live Burn Training Facility will be given out to all members at the January Corporation meeting.

Unfinished Business:

- Bonus Points – Committee has not met to go over this.

New Business:

- Member Physicals – Change the amount paid to members' own doctors from \$250 to \$400 (AOG AA-4). After some discussion Mike Galliher made a motion to change the amount from \$250 up to \$400 with Jamie DiPace seconding. Motion passed.
- Ramona Mansfield made a motion to bring under New Business the subsidizing of HealthTrax for our members with John Ryan seconding. Motioned passed.
- Subsidizing HealthTrax for \$2,000 annually each calendar year and then each member would pay \$33.00 a month. This would be for full membership. There is a minimum of 10 members must join, but that shouldn't be a problem. Still

working on spouses paying the same amount as members. Children will get a discount. After some discussion Jamie DiPace suggested that the money come out of the operating budget. Jamie DiPace suggested that maybe considering personal training for some people. Captain Gelber said that Captain Corrado was working with someone that is doing occupational fitness that would come in and do some program. The Board decided the money would come out of Operations Budget.

- Operating Budget for 2017/2018. Submitted to the Town Manager because he was in a hurry to get this. We went in with a 4.93% increase. Where most of that is basically we put in two airbag systems for each new Engine 7 and Engine 11 and we put in a gear washer and dryer for one station I only got one quote just to give you an idea. We budgeted for \$12,500 and the quote came in at \$16,016 for a washer and a dryer. This will probably go to Company 4 because we are at that point at Company 4 where it will be ready for these machines. The other expenses are to shorten the front bumper on Engine 9 so it will fit into the firehouses better, that is \$7,000, the traffic light for company 3 has been removed, Rescue 8 has some money in the budget for new tools. We had to increase the service contracts for Rescue 8. We also added \$5,000 for the satellite office. The Chief and Rob Shillington will be meeting with the Town Manager on Monday at 5:30. The Chief reminded the Board members that the Town Manager has no control over any of our line items. He just informs the Chief and President that the Town is giving us a grant of a certain amount and it is up to us where we put the money. The Board was happy with the 2017/2018. Michael Galliher made a motion to accept the 2017/2018 proposed budget with John Ryan seconding. Motion was passed.
- John Ryan talked about the Firefighters Cancer Relief Program. He stated that the bill was passed to deal with the cancer agents firefighters are exposed to. He handed out information to each Board member. (see attachment). This bill only applies to interior firefighters. Each interior firefighter must have 5 years' annual physicals with cancer screening test and if an interior firefighter moves to support or Headquarters and are still a member of this organization they will need another 5 years' annual physicals with cancer screening test. All interior firefighters must be 15 years' tobacco free to qualify for any benefits of this bill. We do have an EAP program in place for members to quit tobacco use. We must hammer down annual fit testing and we must have documentation on the incident reports.
- First Responder night at the Hartford Wolfpack Hockey on January 20, 2016. After some discussion Tad Green made a motion for the Corporation to purchase 30 tickets at \$15.00 per person for members and their families to attend with Jean Baron seconding. After some discussion. Motion passed with Vice President Michael Galliher opposing.
- Sign Pro approached the Chief about putting graphics on the bay doors. The Chief was thinking that this could be used by Recruitment and Retention, for public service announcements or whatever. The person who contacted the chief has several other departments in the valley that are interested. He will work up some pricing. The Chief just wanted to inform the Board about this and he will talk to the Recruitment and Retention Committee as a possibility. He will also talk to the Fire Marshal's office of possibly using this for public education purposes. The Chief will have to check with the Planning and Zoning

- Commission. The Chief feels this is a good idea and thought maybe these signs would be best at Company 3 and Company 4. The Chief is just in the process of getting all the information right now. He just wanted to run it by the Board. The Board asked the Chief to get some pricing and report back to the Board. There is money in the budget under Recruitment and Retention for advertising.
- Vice President Michael Galliher made a motion to bring under New Business to have someone from the Board appointed to the Explorers with Ramona Mansfield seconding. After some discussion, it was decided to wait until next month when there will be the correct number of Board Members to ask if someone would be interested in becoming the Board Rep to the Explorers.
- Ramona Mansfield made a motion to bring under New Business the concerns Assistant Chief Speich stated in an email to the Board in regards to the Operations Manual with Vice President Michael Galliher seconding. Motion passed. Assistant Chief Speich is referring to the Ops Manual going back to the SOG's and that is not the case. The Board is only taking out the AOGs. Jamie DiPace suggested someone from the Board reach out to him and explain that it is only the AOGs that are being taken out. Ramona Mansfield said she would talk to Assistant Chief Speich.

Ramona Mansfield made a motion to go into Executive Session with Vice President Michael Galliher seconding. Motion passed.

Board went into Executive Session at 22:15. Chief Trick was not allowed into this Executive Session.

Board came out of Executive Session at 22:54.

Ramona Mansfield made a motion to come out of Executive Session at 22:45.

Meeting was adjourned at 23:00 (GB)