

## MINUTES OF THE 891<sup>st</sup> BOARD OF DIRECTORS MEETING June 6, 2017

The meeting was called to order by President Robert Shillington at 19:07

Pledge of Allegiance

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

**Others Present:** D. Bianchi, M. Caron, A. Corrado, A. Gelber, S. Gottlieb, Matt Gugliotti Leo Pearce S. McMahon, and Robert Theriault. Eagle Scout Jack Eschert and his father Bill Eschert

Minutes of the May 2 were approved with the following corrections: Under Communications from Board Members in regards to Peter Buonome's request to recognize the Explorers, Explorers was misspelled. Under Communications from Board Members in regards to Jean Barton informing the Board about Dennis Shea's death, member was left out of the statement of Dennis being a fire police.

### **Communication from Eagle Scout Jack Eschert:**

- Jack Eschert is the Eagle Scout that is doing a project of SCBA training modules. His project was approved by the Eagle Scout Council and he initially asked for \$1,000. He is now requesting \$1,500. This amount was brought about by Jack going over all the items that will be needed to build these modules. After doing a budget he saw that he needed more than the \$1,000 to get the project going. The Board will take this up under new business, but members felt that the amount was no problem.

### **Communication from Members:**

Matt Gugliotti: "I noticed on the Agenda tonight there is an Executive Session and if I'm the subject of that and if so I have not been notified properly. So, I would request under my rights that if I am the subject I that it be held in public.

Rob Shillington interrupted Matt Gugliotti stating that the Executive Session was a pending claim/litigation strategy discussion.

Matt Gugliotti: "I don't have any pending litigation against you and I have written an email to several Board members."

Rob Shillington interrupted saying "I did not get anything regarding that.

Matt Gugliotti: "No you wouldn't because our reprehensible Chief is now forwarding all my emails to my father and creating a family feud to suit his purposes." (cannot make out rest of statement due to background noise). "Jean has a copy, Peter has a copy, Matt (Polesel) has a copy and I think Chief DiPace has a copy." (Chief DiPace said he did not have a copy).

Rob Shilling: "I have not seen that."

Matt Gugliotti: "There is a copy, Peter and Jean I know I sent it to you."

Jean Barton: "I have a copy."

Matt Gugliotti: "A copy stating that I do not tend at this time I do not intend to sue the fire department." "I may sue people individually, but not the department."

Rob Shillington: "Then something needs to come to me so that I can see that." "This is new to me." "So, I'm not quite sure if it went to representative here why that was not passed on to the remainder of the Board."

Peter Buonome: "Has there been stuff from the Board or to the Board that has been sent out to people outside of the fire department?"

Matt Gugliotti: "Yeah, every email I'm sending to the Board now, our Chief is sending to my father for the express purpose of creating a family feud." "There is no legitimate reason why he would be sending my emails to my father." "It is a fire department issue, I don't know why you are doing it. **STOP IT!**" "So, that is why you've got (cannot understand rest of this statement). "So, anything discussed tonight under Executive Session that pertains to me, my rights have been violated and it needs to be under public forum."

Jean Barton: "Have we received any formal suit?"

Rob Shillington: "We do have an email." "The last email I saw was council had been obtained." He (meaning Matt Gugliotti) was going to be meeting with his council and we were going to be taken to court." "That came to the Board distribution."

Matt Polesel: "Is that the same as being served?"

Jean Barton: No."

Rob Shillington: "I can't comment on that, I don't know, other than the fact it said we were being taken to court."

Matt Gugliotti: "It is not the same as being served.? "No." "And I have every right to talk and consult council." "It doesn't necessarily mean you're being sued."

Rob Shillington: "The email said we were being taken to court." "So, I have nothing that says otherwise."

Matt Gugliotti: "It is not my fault that I can't communicate with my Board now, because your Chief wants to go outside and cover himself which he has failed to do and try to censor me and shut me down." "That is inappropriate." "I'm sorry you didn't get that email, but I can't send you that email."

Rob Shillington: "Why can't you send me the email?"

Matt Gugliotti: "Because your Chief continues to send everything to my father." I don't want this to be my personal business." "My father can't tell me what to do."

Pete Buonome: "Mr. President, I think any correspondence between the officers and the Board should remain within the fire department and not outside the fire department."

Rob Shillington: "My concerns about not getting emails . . ."

Matt Polesel interrupted: "But even if Mr. Gugliotti was bringing suit against us, did we notify him about our intentions of going into Executive Session?"

Rob Shillington: "If we were discussing a personnel type of issue sure, but as we all know to discussion litigation, strategies or issues no."

Jean Barton: "There is no litigation . . ."

Rob Shillington interrupted: "But there is litigation until I receive otherwise, the Board as a whole sees that the litigation is no longer there, meaning that he (Matt Gugliotti) has sent something to us saying "I'm not taking you to court." Until then yes there is a pending litigation."

Matt Gugliotti: "Rob, I just went on public record saying that I am not taking the fire department . . ."

Rob Shillington interrupted: "It is not that hard to understand . . ."

Matt Gugliotti interrupted: "That I am not taking the fire department to court." "That is on audio tape right now. In for my rights, I would expect anything in Executive Session be held in the open.

Peter Buonome: "I would read that into the minutes."

Rob Shillington: "We will put it in the minutes, but again, there is pending litigation until the Board as a whole receives otherwise, saying that we are not being taken, this fire department is not being brought to court, it's pending litigation.

Matt Gugliotti: "Let me go on record right now, publicly at this moment I am not taking the fire department to court." "Individuals may be sued, but I'm not suing the fire department at this moment." "So, on record now, you have that so in absence of anything else you will violate my right by going into Executive Session tonight and discussing anything that has to do with me, then I am asking for my rights under FOI, that you hold that in open forum."

Ramona Mansfield: "If we are going in there to talk about strategies and about a case whether or not it has anything to do with you, you don't have to be notified.? "You only have to be notified if we are talking about you specifically, not a case."

Rob Shillington: "Right"

Matt Gugliotti: "Agreed."

Ramona Mansfield: "So, if we are talking about strategy about a case, even if it has to do with you, you don't have to be notified."

Rob Shillington "Correct."

Ramona Mansfield "So, it doesn't matter if you're in there or if we hold this in open forum or not.

Matt Gugliotti "But there is not case." "That is my problem."

Ramona Mansfield "But it is not your business what case we are talking about. There could be another case that we are talking about.

Matt Gugliotti "That is fine and I don't know that." But all I'm saying is . . ."

Ramona Mansfield interrupted "It's on public record that you are not coming after us as a department." We get that." Thank you." "But I do have one question for you." Your father did represent you at one time? correct?"

Matt Gugliotti "He did."

Ramona Mansfield "Have you notify the Board who is representing you now?"

Matt Gugliotti "No, I haven't." "I don't need to."

Ramona Mansfield and Rob Shillington at the same time "How are we to communicate . . ." "How are we to know . . ."

Ramona Mansfield "How are we to communicate with your lawyer . . ."

Matt Gugliotti interrupted "You don't have to because at this point Ramona, I said I'm not pursuing anything against the department."

Ramona Mansfield "Up until this point we did not know that."

Matt Gugliotti "Ok, I have sent . . ."

Ramona Mansfield interrupted "So if we wanted to have our lawyer . . ."

Matt Gugliotti interrupted "Several weeks ago, . . ."

Ramona Mansfield interrupted: "communicate with your lawyer." "How are we going to do that?"

Matt Gugliotti: "Well, ok I agree . . ."

Ramona Mansfield interrupted "I'm just asking."

Matt Gugliotti "I agree, but that it is pretty self-evident that if I had hired a lawyer to represent me, then that lawyer would have contacted the fire department and said, hi I'm so and so and I'm representing my client, Matt Gugliotti." "Who is your lawyer?" "Then these two lawyers would have talked to one another." "That is just basic legal stuff." "So, I don't have to tell you who is representing me, you would know by my lawyer contacting the department saying I represent so and so . . ."

Ramona Mansfield interrupted "Well I'm just saying I can understand somebody sending something to your father since he was representing you, now we know that he is not representing you, so, I would assume that nothing will be sent to him again."

Matt Gugliotti: "Well I, I, I'm not sure that was . . ."

Ramona Mansfield interrupted: "Now, that is on public record."

Mat Gugliotti: "Ok." "Thank you."

Ramon Mansfield: "So."

Matt Gugliotti: "But."

Ramona Mansfield: "Moving forward, I would assume nothing is going to be sent to your father."

Peter Buonomo: "Or any other town official."

Ramona Mansfield: "Or any other person, unless we know they're representing you."

Matt Gugliotti: "Ok."

Ramona Mansfield: "Thank you."

Peter Buonomo: "I mean, is that understood by everybody?"

Ramona Mansfield: "We are not being sued by Matt Gugliotti." "It is on public record." "So, move on."

- Captain Adam Corrado – Hartford Healthcare in Avon will have appointments once a month on a Saturday for department physicals, but after hour physical appointments will be available in the West Hartford office. Physical exam appoints will be at the other Hartford Healthcare offices. Any member needing a CDL physical appointment with Hartford Healthcare must contact Captain Adam Corrado and he will set up those exams.
- The following comments were made by Captain Adam Corrado: "There was an email circulated about two or three (couldn't hear the rest) from the Board and it had contents from Board member Buonomo and Board member Polesel." "And if there is nobody know what I am talking about, please stop me, but if you are all aware of the email regarding a specific topic." "I, as a member of the department want to impress upon the Board, as somebody who's got prior knowledge of the subject." "My desire as a member for you to spend any more time on this subject." "Something that you want to invest more time in that definitely needs the Board on this matter, in the interest of the department, be conducive to completing this." "I find that, I know, for sure that business of mine has come and actually has been postponed because of this matter and it is interrupting the normal business of the department."
- Peter Buonomo asked if Captain Corrado was speaking for the department and Captain Corrado's response was he was speaking for himself.

### **Communications from Board Members:**

- Ramona Mansfield brought a request from Assistant Chief Joe Speich to purchase tickets to the First Responder's Night at the New Britain Bees which will be held on September 9<sup>th</sup>. This will be brought up under New Business.
- Mike Galliher: Family Picnic: Response is light. Dennis Bianchi and Mike talked and they will scale down. So, instead of a cookout with games. Dennis will give the members and their families bracelets to wear for free swim and maybe order pizza.
- Jamie DiPace asked Captain Corrado how many members are still off line due to physicals. There are currently 2 members off line.
- Jamie DiPace: The fire at River Ridge was in a women's bathroom inside someone's room. The visiting nurse went into the room and the smoke banked up to her waist. She managed to get her patient up and in a wheelchair. The visiting nurse is Rick Solari's daughter. Jamie would like the Board to award her a Civilian Life Saving Award and maybe present it to her at a Town Council Meeting. This award will be brought under new business.
- Jamie DiPace: The town manager received permission to have the engineer department do a survey of the Oak Bluff pond, but this hasn't been done yet. The department has permission to use the pond.
- John Ryan: Read a letter addressed to the Board from Captain Sedlak (**See Attachment A**).
- John Ryan read his statement from his email of May 20<sup>th</sup>. "Looking past this interruption, I ask that we all think of three issues that sit in the back of our minds whenever we think of the AVFD, and make it your goal to prioritize them for the remainder of the year. It is time to move on and better the corporation and department for our neighbors."
- John Ryan has set himself 3 goals.
  1. To assist with the separation of the AOG's from the Ops Manual.
  2. Personally, taking a look at some reports I've been able to get. Just taking a look at the department as a whole which he will discuss under New Business
  3. The lack of interest our members have of moving up in the ranks either as officers or joining us on the Board.

### **Treasurer's Report: Joe Kowalczyk (not present sent in the report)**

- There is a total cash in the Corporation of \$421k down from \$525k in the prior month. Of this, there is approximately \$157k (\$147k in April) of funds that are free of restrictions and belong to the Corporation. There is \$38k of restricted funds within the Corporation and the remaining cash all relates to Town grant money that we have received which totals \$226k. There is \$210k of 16/17 grant funds.
- The Corporation fundraising season is underway. This has eaten away a lot of the loss we previously had been showing; currently we are showing a \$13k loss (\$23k last month). The largest cash expenses to date are the annual dinner (\$7k), Live Burn Building (\$6k) and of course, fundraising expenses (\$4k). As usually we fully expect to have positive results; by end of June would be my guess. To date for May 31, we have already collected about \$24k (25k in prior year).
- To date for the Live Burn Building we still have only spent about \$39k of our own funds in addition to the Board donations of \$75k. Remember we had thought we would need an additional \$50k. We are currently still at about \$6k in the fiscal year, consistent with previous months. We will be looking to offset this with our \$30k donation if possible depending on what further expenses are needed before 10/31.

- For Budget we had a BIG month, we spent about \$114k as compared to \$24k last year for the same month. We have spent \$468k of our \$678k (69%) in the current year. At this point last year we had only spent about \$349k of \$662k (53%). To date we have \$210k to spend in the next Month. Checks will be done weekly like in the past.
- During the current month, we began our new method of taking credit card donations and golf tournament applications. We are now using PayPal. So far so good, We still have items to work out, such as security and the cost with this, but overall it is very user friendly and working well!

Chief Michal Trick read his letter to the Membership that will be sent to all after tonight (See Attachment B).

### **Chief's Report – Chief Trick**

- Bobby Sanderson will take over as Lieutenant at Company 1 (Will swear him in at the July Corporation meeting).
- Matt Caron and Jeremy Kaswer will both be Lieutenants at Company 2 Jeremy Kaswer has limited availability with military and class commitments.
- Rich Duffy is resigning from the department due to moving to California. This will take effect June 10<sup>th</sup>.
- Tim O'Neil has requested to be moved to Retire Veteran.
- Joe Diani has requested to be moved to Retire Veteran.
- Did comparison between ESIP insurance and VSIF and VSIF was better.
- Car 19 is going in for repairs this week.
- Engine 10 is currently getting striped
- E-7 is all done and received the last of the invoices.
- Capital Improvement Budget – Not sure what the State's budget will do to our budget, but the town manager said it would not affect us this year, but more likely next budget year 2018/2019.
- Looking into getting two chassis for the \$120,000. One for truck 6 and one for truck 16.
- Fire Facility Committee: So far it is looking good for getting a new station on Lovely Street.
- The following were some of the items that the Chiefs are looking to purchase before the end of the year. The following are items that will be purchased.
  - Alpine Software
  - Audio/Visual System for Company 3
  - Traffic light fixture repaired at Company 3
    - Asked for the Boards' opinion on the following:
  - New Ice Machine at Company 3 (Board said yes-budget money)
  - New appliances for Company 3
  - Argo – This will be taken up under New Business

### **Committee Reports:**

- Recruitment and Retention – The department has to do something about members not responding.
- Company 4 Building Committee – Something has to be done about no smoke detectors at Company 4. No one can stay there without them.

### **Unfinished Business: (None)**

#### **Motions to bring items under New Business:**

- Ramona Mansfield made a motion to bring under New Business the Eagle Scout Project to increase the amount up to \$2,000 with Peter Buonome seconding. Motion passed.
- Mike Galliher made a motion to bring under New Business the purchase of the ARGO with John Ryan seconding. Motion passed.
- Peter Buonome made a motion to bring under New Business the renovations of the kitchen with appliances with Mike Galliher seconding. Motion passed.
- Ramona Mansfield made a motion to bring under New Business the purchase of tickets to the New Britain Bees First Responders' Night with Matt Polesel seconding. Motion passed.
- John Ryan made a motion to bring under New Business the purchase of accessories for the Argo with Ramona Mansfield seconding. Motion passed.
- Peter Buonome made a motion to bring under New Business to censor Chief Trick for disseminating Board correspondence outside of the department with Jean Barton seconding with President Rob Shillington capping the discussion at 5 minutes the most. Motion passed.
- Mike Galliher made a motion to bring under New Britain the grass at the old pool club with Matt Polesel seconding. Motion passed.

#### **New Business:**

- AOG AA-4: John Ryan presented some changes to this AOG that he thought would make it easier for the Ops Manual to be changed instead of having to come to the Board before changes could be made. The AOG basically states that the Board approves all of new and current members have a department physicals and explains the type of physicals needed for Entry Level, Support Level and also depending on age of member how often the department physicals should be done. All other items relating to the physicals can be found in Section 8.2.16 of the Ops Manual.
- Article V will be tabled for now so that all the Board members can look over the recommended changes. John put together a report showing retention of the members through some years to support the changes to this By-Law. **(See Attachment C)**.
- New kitchen at Company 3 would cost \$30,000 with appliances, but the Chief already put on the end of the fiscal year spreadsheet \$5,000 for appliances. So the amount the Board is going to vote on is \$25,000. After some discussion, it was brought to the Board's attention that the new kitchen won't happen right away. Ramona made a motion to approve a new kitchen at Company 3 for \$25,000 with Peter Buonome seconding. Peter Buonome abstained (changed his abstention to a yes. He thought the vote was for both the kitchen and the ARGO). Motion passed.
- ARGO – After much discussion about if this was needed by the department and if the money for the base unit of \$27,000 could come out of Corporation funds since that is part of our letter campaign to improve the department. Jamie DiPace and Mike Galliher suggested having the accessories come out of the Operation Budget and the base unit come out of Corporation. Mike Galliher made a motion to buy the base unit out of the Corporation funds with Ramona seconding. Peter Buonome abstained. Motion passed.
- First Responders' Night at the New Britain Bees – Matt Polesel made a motion to purchase 25 tickets to the New Britain Bees with John Ryan seconding. Mike Galliher voted no. Motion passed.

- The accessories for the ARGO After some discussion a motion was made by John Ryan to purchase the accessories for the ARGO with Matt Polesel seconding. Peter Buonome abstained. Motion passed.
- Censor Chief Trick for disseminating Board correspondence – President Shillington told Peter Buonome that the correspondence was asked for because he talks to the town officials about this because it is town funds that are being used. Chief Trick also stated that on the correspondence referred to the town manager, town officials were on those emails and he was responding to the emails to the same distribution the Chief was on. It was not Chief Trick nor President Shillington who reached out to Mr. Tom Gugliotti. It was the Chairperson of the Town Council. Peter Buonome made a motion that the Board investigate the dissemination of Board correspondence to outside Boards and town committees. There was no second.
- Grass at the old pool club is very high. The Chief told the Board he would check with Public Works to see if they could do it this once until we can get someone to take care of it.

John Ryan made a motion to go into Executive Session with Mike Galliher seconding. Matt Polesel abstained and Peter Buonome voted No. Motion passed. (Went into Executive Session at 20:40.

Ramona Mansfield made a motion to come out of Executive Session with Jean Barton seconding. Motion passed. Attorney Harrington was invited into the Executive Session. (Came out of Executive Session at 21:06).

Came out of Executive Session at 22:06

Meeting was adjourned at 22:08 (GB)