

MINUTES OF THE 892nd BOARD OF DIRECTORS MEETING July 11, 2017

The meeting was called to order by President Robert Shillington at 19:10

Pledge of Allegiance

Chief Trick asked the Board for a Moment of Silence for Jamie DiPace's brother-in-law.

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

Others Present: D. Bianchi, M. Caron, A. Corrado, M. Corrado, A. Gelber, Sharon Levine-Shein, Dave Theriault and Don Wilson.

Minutes of the June 6th meeting were approved with the following correction: candidate was not after Eagle Scout in the section Communication from Eagle Scout Jack Eschert. It now reads Communication from Eagle Scout Candidate and added to the first sentence under this heading.

Communication from Members:

- Captain Adam Corrado
 - Informed the Board that there is a strong connection between Health and Safety and Recruitment and Retention. This is important for the department and the department should be considering ways to get and keep volunteers.
 - One program that is being done is the Empty Nester program which will start on September 7th with a reception here at Company 1 for parents in town whose child/children will be going off to college and they now have an empty nest. If you would like to know more Captain Corrado has that information.
 - Community Challenge will be on September 16th.
 - Jeffrey Fleming has asked for Captain Corrado's help in drafting a letter to help solicit funds for his program. Captain Corrado already produced the letter and will give Jeff information to distribute the letter. Captain Corrado has a finished letter and he can forward that to the Board so that they can approve or not.
 - Asked the Board a rhetorical question "What is the single most pressing problem facing this department right now?" "If everybody here isn't thinking staffing and recruiting your mind is in the wrong place." "This department needs to get it going when it comes to staffing". "And what I'm finding is that this department and the Board is focusing their minds in other places, especially some place that it doesn't need to be". "Last month I asked very politely of the Board members to please take this Matt Gugliotti affair and put it aside". I'm sorry that Jean and Matt Polesel) and Jamie aren't here to hear this and I'm honestly sorry that Matt Gugliotti is not here to hear this". "I thought he was going to be here". "After I politely made that statement, I became the next victim of Matt Gugliotti's attack". "He immediately sent a FOI request to the fire department asking for my training records, which he has no legitimate need for, my response record, which he has no legal need for and my drill records, which he has no legitimate need for". "This is nothing more than a harassment and he asked for any further communications between me and the fire chief. "There is absolutely no legitimate purpose for that". "And I could have saved him all that time with that FOI request by answering him very simply, "There are no communications between me and the fire chief or the president regarding Matt Gugliotti, because I simply do not waste my time on this subject." "Do you understand"?

“What I do is I concentrate on my work and what I have here, if anybody wants to see this is an accounting of the last 6 months of everything I’ve done in hours for this fire department”. “There are 286 hours’ worth of work.” “I simply do not have time to waste time on Matt Gugliotti and his nonsense”. “Put it to bed guys, be done with it”. “It is over”. “I was on the Board when this started, I went through all the nonsense with him then”. “I don’t need to see this over and over again”. “And I certainly don’t need to be getting attacked from him as well”. “If Matt had simply asked me for this information I would have just given it to him as a nice guy, but since he was a douchebag about it he can’t see it and I don’t think he is going to get that FOI request”. “I think that you should allow him to sue the fire department and make a request to the State FOI committee to force this issue and have the State FOI Commission judicate this issue and be done with it”. “Do not answer that FOI request”. “That is my absolute opinion on this, and again it is my opinion”. “Now I don’t know at what point it became a good idea for Board members to start attacking fire department members, but I think the Board needs to rethink how it is to go about the communications”.

Communications from Board Members:

- Tad Green – The last Board meeting he came under attack from the Chief and he was very offended by it. Tad feels that the Board has not properly looked at Matt Gugliotti’s complaints. He feels the Board did not want to look at it and so they had Attorney Harrington do up a letter to make it look professional that there was an investigation, nothing was found and the case was dropped. The Board didn’t even sit down with Matt Gugliotti to hear his side of the story. Tad feels that there wasn’t a proper investigation done at all. Tad feels that if the Board had looked into this in the beginning Matt Gugliotti wouldn’t keep coming back. (President Rob Shillington pointed out to Tad that last month Attorney Harrington was here and that Tad did ask him questions and got answers. If Tad had more questions he should have asked them at that time). John Ryan told the Board that he took the time to go and look up all the evidence that Matt Gugliotti had online and went from page to page and compared what Matt had for evidence with the department By-Laws and found nothing.
- Ramona Mansfield told the Board that there are a lot of new neighbors that are using the beach and parking all over. She would like to have No Parking signs put up. The Chief told the Board he would look into having signs made up.
- Tad Green asked if members who have had their physicals and are waiting for clearance to not be taken off line. The President asked Captain Corrado to answer that question since he was at the Board meeting and Captain Corrado told Tad that since the department follows NFPA #1582 he cannot keep active members on line without clearance for the department physician. Members have plenty of time to get their physicals and get the clearance before they are taken off line.

Treasurer’s Report: Joe Kowalczyk (not present sent in the report)

- There is total cash in the Corporation of \$330k down from \$421k in the prior month (majority is budget spend). Of this, there is approximately \$187k (157K in May) 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 \$105k. All of the \$105k related to 16/17.
- The Corporation fundraising season is in full swing and it is good! To date we have collected \$66k as compared to \$62k in the prior year over the same period. As expected

- our net loss is gone and we have turned the corner with new income. We have \$28k of net income this month, year to date, as opposed to a \$13k net loss last month. The largest cash expenses to date are the Argo \$11k (not in P&L, or fixed assets), the annual dinner (\$8k), Live Burn (\$6k) and of course, fundraising expenses (\$6K).
- To date for the Live Burn Building we still have only spent around \$39k of our own funds in addition to the Board donations of \$75k. Remember we had thought we would need an addition \$50k. We are currently still at about \$6k in the fiscal year, consistent with the 4 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, it's over, that's a wrap, we spent the money. We have \$94k encumbered which is our lowest amount out of the four June 30ths I have been here. Great job everyone.!
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Chief's Report – Chief Trick

- The Chief received a letter from Galin Michigan in response to the story about our department giving a ride to a bride and groom to their reception went viral.
- Lt. George DeVita requested a Personal Leave of Absence. Will work out the Lieutenant position at Company 4.
- Our Rescue Dummy was lost at the Water Rescue Drill at Fisher Meadows on Monday night. Dispatch was notified and he will be replaced.
- The old printing company building behind Dakota's will become a Japanese Restaurant.
- Fitness Training this week will be Wednesday night at Company 2.
- St. Matthews 5k is this Saturday.

Committee Reports:

- 75th Anniversary
 - Decided to not have a Firefighters' Ball
 - Decided not to do a Muster
- Membership Committee will be meeting this Thursday night (July 13th)
- Company 4 Building Committee – Underground plumbing has started they are hoping to have their inspection done by Monday or Tuesday the latest. The floor will be formed up and poured mid-week after that.
- Recruitment and Retention – Peter Buonome was asked by Jamie DiPace to bring up that the department must do more for retention.

Unfinished Business:

- Article V –John Ryan requested that he be allowed to make sure the changes are done with no repercussions on other items either in the By-Laws or the AOG's. He would also like to bring the proposed changes to the Recruitment and Retention Committee for their feedback. Will bring something back to the Board in September.
- Pool Club Maintenance – The town did it in June and they checked with the Contractor that does Company 3 and they will do that area and send the bill so the Corporation can pay.

New Business:

- Board Review of the Annual Dinner Cost – Board just wants to go over the cost per person and who gets invited.
- 2017 Clambake – John Ryan told the Board that maybe changing the location and format. Active members opening it up to their household and the retired and lifetime members would be a plus one. Looking into a more picnic food format. Jean Barton is looking into maybe The Farmington Club because they do have a pool and courts. Jean will let the Board know what she finds out. Tower Ridge was another place suggested to consider.
- Membership Benefit Grid – Peter Buonome made a motion with Ramona seconding to table the discussion on the Membership Benefit Grid until August Board meeting. Motion passed.
- Operations Manual – John Ryan suggested that the following sections of the Operations Manual be brought back to the AOG format. After some discussion John Ryan made a motion with Ramona Mansfield seconding to make these moves. Motion passed. John Ryan will work with Grace Bianchi to check wording to make sure what comes back is correct and put in AOG format.
 - 1.5 Oath of Office
 - 1.6 Sexual Harassment Policy
 - 1.7 Affirmative Action Policy
 - 1.8 Violence Free Work Place
 - 1.9 Substance Abuse Policy
- Operations Manual Sections 1.10 Social Media Policy and 1.11 Privacy Policy – John Ryan read these sections and talking with the Chief he agrees that they come under operations so he would suggest that they stay in the Operations Manual with AOG's stating such. John will have something for the Board next month if possible.

Meeting was adjourned at 20:21 (GB)