

MINUTES OF THE 896th BOARD OF DIRECTORS MEETING November 13, 2017

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

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. DiPace and J. Kowalczyk

Others Present: M. Caron, A. Gelber, S. Gottlieb, S. Levine-Shein, C. McDermott, S. McMahon and Bob Theriault

Minutes of the October 3, 2017 meeting were approved with the following correction: On page 2 fourth bullet it should read 501c(3).

Communication from Members:

- Matt Gugliotti asked to address the Board.
 - Mr. Gugliotti: "I'm bringing things to their attention that you're doing wrong". First and foremost, I want to address your FOI request." "Mr. Galliher did you write this letter?" "You recognize that?"

Mr. Galliher: "Yes."

Mr. Gugliotti: Did you write it?"

Mr. Galliher: "Yeah."

Mr. Gugliotti: "You wrote the letter."

Mr. Gugliotti: "You want to test to me you don't have a single training record, a single email or anything you can't find anything?"

Mr. Gugliotti: "There is not one training record, not one drill attendance in this entire department." We spend millions of dollars on a . . .

President Shillington interrupted Mr. Gugliotti "In regards to . . . "

Mr. Gugliotti finished his statement "firehouse system."

President Shillington: "That was number two (2), Corrado's drills and call attendance, Adam Corrado went on record a few months back and said, if you want that information just give him a call he will go through it all with you."

Mr. Gugliotti: "No one conveyed that to me and that should have been conveyed through and FOI request." That is inappropriate." "And to say that there are no emails in our server, no emails." "I went down to the PD and within three (3) hours the produced the emails that I was looking for." "This is preposterous."

President Shillington: "Which emails?"

Mr. Gugliotti: "The one Mr. Trick sent to Officer Forester, and you should have known this because you should have answered my FOI request." "Here I have a document."

President Shillington: "Do you realize how vague your FOI request was?"

Mr. Gugliotti: "No, no it wasn't Rob."

President Shillington: "Ok so, number one (1) any and all communication write, electronic or other otherwise

Mr. Gugliotti interrupted) "written, I'm sorry."

President Shillington continues: "between Trick, Corrado or Shillington for the past three (3) months."

Mr. Gugliotti: "Yep."

President Shillington: "I spoke to the FOI Commission I'm like what am I supposed to do with this, they were like it is too vague, there is nothing you can produce."

Mr. Gugliotti interrupts (only email is understood, Can't make out the rest)

President Shillington: "No."

Mr. Gugliotti interrupts (can't make out what he is saying).

President Shillington talks over Mr. Gugliotti. "No there are 10 thousand plus emails, 10 to 15

thousand emails”

Mr. Gugliotti interrupts “Rob, I’m not going . . .”

President Shillington: “10 to 15 emails to go through it would take us years.

Mr. Gugliotti interrupts “I don’t care.”

President Shillington “Narrow, it down.”

Mr. Gugliotti interrupts “That’s your problem.”

President Shillington: “What are you looking for?” “Narrow it down for me.”

Mr. Gugliotti interrupts: “Rob . . .

President Shillington interrupts “So I know what to give you.”

Mr. Gugliotti: “Rob, then you should have come back to me and said I need to have something more specific.” You don’t write a letter in response to an FOI and say there is nothing there.”

President Shillington: “That’s why I’m pretty sure the letter gives you an option to appeal to us, correct?”

Mr. Gugliotti: “I don’t appeal to you.” “I appeal to the state, because if I go down . . .

President Shillington interrupts. “Does the letter reference an option to appeal?”

Mr. Gugliotti: “Rob, that is not how an FOI works.” If I . . .

President Shillington interrupts. “So, you are not answering the question.” “That’s fine.” I’m good.”

Mr. Gugliotti: “What question do you want me to answer?”

President Shillington: “Does the letter, we sent you, say if you don’t agree with this information, then this is how you can appeal it?”

Mr. Gugliotti: “Yes,” and it is incorrect.

President Shillington: “Did you follow the instructions on the letter.”

Mr. Gugliotti: “No!” “Because when I do . . .

President Shillington: “Exactly.”

Mr. Gugliotti: “Exactly.”

Mr. Gugliotti and President Shillington were talking over each other could not understand.

Mr. Gugliotti “when I do that I know 30 days of my time to appeal to the state, which means I have to go through the entire process again.” “So, I don’t appeal to the same people who said I can’t find anything.” “If you had an issue with this, if you say I can’t find the following please be more specific.” “That’s how it works, that’s how the town’s done it.” “That’s neither here nor there.” “You’re going to have to deal with the state on that one.”

Mr. Gugliotti: “My other issue is that you Rob, and I don’t want to pick on you personally, but you are running an illegal Board here.” “For two (2) years now you have been running an illegal Board.” “Your term expired 12/31/2015 as President.”

President Shillington: “What’s your point?” “You realize that I was elected for another term, right?”

Mr. Gugliotti: “No, you can’t be JD-1a specifically prohibits that.”

President Shillington interrupted: “It says for two (2) years, it doesn’t say you can’t do another two (2).”

Mr. Gugliotti: “It says specifically, in JD-1a

President Shillington: “And you realize Matt, time is almost up almost in two (2) minutes, that we didn’t have a Vice President, there was no body willing to take the Presidency” It was this Board that asked me to stay on.”

Mr. Gugliotti: And this Board is in fault of the By-Laws’

President Shillington interrupted “I’m giving you the facts.”

Mr. Gugliotti: “And I’m giving you the facts.” “I’ve gone to an attorney with this.”

President Shillington interrupted “And what suggestion do you have, for you to do it?”

Mr. Gugliotti: “What?”

President Shillington: “For you to do it?” “The President?”

Mr. Gugliotti: “I don’t want to be President.”

Board Member Ramona Mansfield: “I have a question then.” “Who was supposed to take over

as President?”

Mr. Gugliotti: “The Board . . .”

President Shillington interrupted: “He has no idea.” “You have no idea.” “You don’t have, I’m sorry but there is no one else to take the position.”

Mr. Gugliotti: Rob, you don’t have to . . .”

President Shillington interrupted “I don’t answer to you.” “I’m just telling you the facts.”

Mr. Gugliotti: “I’m not asking you to answer to me, but I’m telling you the facts.” “I went to an attorney with this and Mr. Trick is now created an issue with me, I’ve spent a \$1,000.00 and I’ve got to find another one.”

President Shillington: “I don’t know what that means.”

Mr. Gugliotti: “At any rate, I’ve been to an attorney with this.” “You are in violation of JD-1a.” “It says right here and Rob, I’m not picking on you personally, please understand that.”

President Shillington: “I don’t feel like you are picking on me at all.” “I’m just stating facts.”

Mr. Gugliotti: “But I want to make clear “Should the Vice President be unable to assume the office of the President, the Board may appoint a successor at its discretion which doesn’t mean it has to come from the Board and, may, if necessary extend the term of the then current president to guide the transition for a period not to exceed three (3) months.” “Not to exceed three (3) months.” “You can’t stay on.” “So, now let’s say we made a motion, Ramona wants to say we made a motion, fine, then let’s go to the By-Law three (3), no sorry By-Law nine (9).” “Ok, that allows you, By-Law eight (8) that allows you to spend the By-Law within certain parameters.” “That wasn’t done.”

President Shillington: “No it wasn’t.”

Mr. Gugliotti: “No, so making the motion to have the President stay on for another three (3) years after term which clearly states in JD-1a that you can’t be here.”

President Shillington: “It is what it is Matt.”

Mr. Gugliotti: It is **NOT!** what it is.”

President Shillington: “No I’m telling you that specifically.”

Mr. Gugliotti interrupts: Ok., then I’m telling you, you are in violation of the By-Laws” And you are running an illegal Board.”

President Shillington: “Certain situations call for specific ways of handling them.” “If you box yourself in via the rules.” “I understand what you are reading Matt, I’m just telling you this, there was no other option.”

Mr. Gugliotti: “You have an entire corporation to pull from.” “You could have appointed Santa Claus.”

President Shillington interrupted: “We brought in front of the corporation.” “The entire corporation.”

Mr. Gugliotti: “You now have a Vice President.” “You should have stepped down immediately.” “You’ve been on now two (2) extra years and now 3 years it is now 2017.”

Board Member Ramona Mansfield: “He was voted back on the Board so, he is not doing extra years.”

Mr. Gugliotti: “As president.”

Board Member Ramona Mansfield: “The Board voted him in as president and regardless of whatever your reading there, that is what we decided as a Board.”

Mr. Gugliotti: “You can’t do that.”

President Shillington: “I didn’t ask to take it.”

Board Member Ramona Mansfield: “We had no one.”

Mr. Gugliotti: “Ok, as of now you are in violation of your Corporate By-Laws’.” “That is the interpretation I go from the attorney.” “Sorry, guys, not my interpretation.”

Board Member Ramona Mansfield: “Then bring your attorney here and have him tell us we are in violations then.”

President Shillington: “Yeah absolutely.”

Mr. Gugliotti: "I would but I can't because of Trick I have to get another attorney."

Board Member Ramona Mansfield: "There is a million out there."

Mr. Gugliotti: "I know there is." "He can bring up conflicts all he wants, I'll just go out and get another one." "Spend a couple of thousand dollars."

President Shillington: "Is there anything else?"

Mr. Gugliotti: "No, but I think the Board has some issues to talk about and I just can't understand this."

President Shillington: "Well we have someone taking up a lot of our time so, it is kind of hard to get through some of the things we should be getting through."

Mr. Gugliotti: "Are you referring to me?"

President Shillington: "I sure am." "There I am going on record that I most certainly am."

Mr. Gugliotti: "Ok, well that is lovely." "Well, if you were following the rules instead of being corrupt then we wouldn't have these issues."

- Dennis Bianchi
 - Reported to the Board that the net profit from the fundraising letter was \$67,985.96. He also asked the Board that if the Golf Tournament was going to held again in 2018 if the money raised could go towards items needed for the 2 new Fire Police vehicles. The Board seemed to think that was a good idea.
 - The following are all the programs that Dennis and other members have done outside of the fire department. For these activities there was a total of 1,909 children and 453 Adults
 - ✓ Pine Grove Camp visit with fire truck
 - ✓ Avon High School Freshmen class for Explorer Recruitment
 - ✓ Empty Nesters
 - ✓ PPQ Public (Recruitment)
 - ✓ Avon Day Fire Prevention Booth
 - ✓ Mother's Connection information booth
 - ✓ Tender Cares – Fire Prevention
 - ✓ Church School – Fire Prevention
 - ✓ A Place To Grow – Fire Prevention
 - ✓ Talcott Mountain Science Center – Fire Prevention
 - ✓ Public Education Day – Pine Grove School and Roaring Brook School

 - ✓ Educational Playcare – Fire Prevention
 - ✓ Reggio Magnet School – Fire Prevention
 - ✓ Anna Grace Magnet School – Fire Prevention

Communications from Board Members:

- Michael Galliher requested that the Eagle Scout presentation be moved up on the Agenda to accommodate Jack Eschert. The Board agreed.
- Jack Eschert presented his final report of his project to the Board with narrative and photos of the project. He also thanked everyone who helped him and thanked the Board for their monetary support.
- John Ryan gave out copies of By-Laws Article III revision to the Board members and asked them to give him feedback before the November 20th Corporation meeting so that it could be out for the members to take and look at so at the January Corporation meeting the membership could vote on it.
- Ramona Mansfield made mention of maybe offering Company 1 for the Eagle Scout reception for Jack Eschert. This is something that will have to be looked into.
- Peter Buonome informed the Board that he and Grace Bianchi went to a grant writing class and found out a lot of information. He would like to write a grant with Grace's help for the SCBA program that will replace all of the SCBA the department has.

- Peter Buonome would like all the Board member be informed about letters that are going to be sent out from the Board. He was referring to the letter sent to Mr. Gugliotti in regard to his FOI request.
- Mike Galliher reported to the Board that there were not a lot of members at the free bowling, but the owner talked to Mike and he would like to do something with surrounding fire departments and bowling leagues. Mike thought it would be fun to have something like this for all fire departments. Mike will work with the owner on this.
- Peter told the Board that Matt Polesel was at the Charter Oak State College Foundation dinner where he was receiving the Chief Mark Carr's Scholarship honoring the memory of Mark Carr who was the Chief of the New Britain Fire Department.
- Matt Polesel informed the Board that he had contacted someone from Dollars for Scholars and that person would be happy to come to the December Board meeting to go over the program and how the department could start up a scholarship.

Treasurer's Report: Joe Kowalczyk (report was emailed out to Board members)

- There is a total cash in the Corporation of \$850k, down from \$880k. Of this money there is approximately 180k (\$189k PM) of funds that are free of restrictions and belong to the Corporation, there is \$41k (\$41k PM) of restricted funds within the Corporation and the remaining cash relates to Town grant money that we have received and totals about \$629k (\$650k PM). Of this \$629k there is \$88k of encumbered 16/17 grant funds and \$541k of current year grant funds.
- The Corporation fundraising has slowed considerable which most likely will continue through the March/April timeframe. For the year we collected over \$79k PY, \$3k more amazing!). The bulk of this cash has turned into net income for the Corporation to the tune of about \$34k (\$40k PM, \$46k PY)
- The largest cash expenses for the Corporation for the year are consistent with the last three months. They are the golf expenses (\$9k), annual dinner (\$9k), Live Burn Building (\$6k) and of course, fundraising expenses (\$6k). Keep in mind we still have the Live Burn Donation of \$30k to spend when future expenses come in related to the facility,
- Over the four months for Budget we have spent about \$151k, \$21k in the current month, as compared to \$114k last year for the same four months. To date we have \$541k of our \$692k left. At this point last year, we had about \$654k left of \$678k, a ratio of 78.2% left as compared to 82.2%. On average we can spend about \$68k per month over the next 8 months. That number last month was \$62k over 9 months.

Town Representative Report: Jamie DiPace (Not present)

Chief's Report – Chief Trick

- VCOS – We are not ahead of other departments with our PPQ and Health and Wellness. There was a lot of talk about the risk of cancer for firefighters with all the chemicals they face while fighting fires.
- ARGO trailer should be delivered within a week.
- Engine 7 had to be taken off line due to problems with the axles. The airbag sensors are not working correctly so the water tank on the engine had to be removed.
- Hartford County Fire Chiefs Dinner and Meeting will be hosted by our department this Wednesday, November 15th.
- New Subdivision going in on Sylvan St. The builder wants to build affordable housing with smaller homes on small acreage. The Chief and Fire Marshal are going to require the houses have home sprinklers due to the location of homes and accessibility if there is a fire.

Committee Reports:

- 75th Anniversary – They received the contracts for the carnival and the food trucks, which went to the town to look over and the town had their attorney look it over and the contracts came back with too many stipulations and demands for extra insurance and the contracts read Town of Avon as putting on the events and not the Avon Volunteer Fire Department. Steve McMahon and Dave Theriault went

over the contracts that the town did and Dave got together with the town attorney to correct the contracts.

- Adam Corrado – Cancer prevention research reports will not be available for the November Corporation meeting will be available for the January Corporation meeting. In January there will be update made to the Ops Manual. Jeremy is working on a report about carcinogen free cabs.
- Adam Corrado – Has been having problems with Hartford HealthCare. He had a meeting with the head of the Occupational Health at UCONN in Farmington to possibly use them for department physicals.
- Company 4 Building Committee – There will be a tour of the building with Brandon Robertson, Town Manager, Bruce William, manager of DPW, Assistant Chief Bruce Appell and Captain Gelber to go over what still needs to be done and what the time line is.
- SCBA Committee – This committee will meet on November 16, Company 1 at 7:00 pm
- Annual Dinner – Everything is good. Chief DiPace will be MC and he has asked a guest speaker to attend.

Unfinished Business:

- Bonus Points – Tabled for further review – January 2018)
- Capital Improvement Budget – Mike Galliher told the Board that there are 6 different items that were put in. Apparatus replacement \$400k each year, we will be able to replace an apparatus as needed. Money for Northwest Fire Station. SCBA \$1.1 million overall cost over 3 years. Improvements for Company 1, including putting in a 4th bay with officer's offices over the bay and other improvements \$1.1 million. Still work to be done at Company 4 add bay space where the Conex trailer is now and move Captains office and radio room to create a vestibule, cost around \$400k.
- Insurance Update – The insurance company told President Shillington that they would not have anything to do with the rules the department has regarding their members, but that they would investigate all incidents that happen at the stations whether it was a member or not. Jean Barton made a motion to allow the Retired Veterans the use of their key fobs to get into the fire stations with Peter Buonome seconding. Motion was passed with John Ryan voting no and Ramona Mansfield abstaining.

New Business:

- PPQ – Peter Buonome made a motion to make this program a voluntary participation instead of mandatory with Jean Barton seconding. Peter stated that he googled PPQ and the only thing that comes up is a video about the Avon Volunteer Fire Department. No other fire department does this. Captain Corrado explained that PPQ is what our department called it, but it is called Physical Ability Test. Captain Corrado told the Board that this is not pass or fail, it is just if you can or cannot complete the skills. Vote was taken and did not pass.
- Ramona Mansfield brought up the email that Chief Reeser asked about purchasing 40 tickets for the First Responders night in January to the Wolf Pack. Ramona Mansfield made a motion to purchase up to 40 tickets for members and their families with Peter Buonome seconding. Motion passed.
- Golf Tournament Proceeds – The discussion was whether the money could be used for scholarships. Matt Polesel will have a gentleman from Dollar for Scholars attend the December Board meeting to answer any questions the Board may have about running the Golf Tournament for a scholarship.
- Grant for SCBA – John Ryan made a motion to spend up to \$3,000 to get help putting together and submitting a grant for new SCBA equipment with Jean Barton seconding. Motion passed.

Meeting was adjourned at 22:14 (GB)