

957th Board of Directors Meeting, December 6, 2022

The meeting was called to order by President Nancy Crozier at 19:05

Pledge of Allegiance

Board Members Present: Bruce Appell, Brian Baldwin, Jeff Borges, Nancy Crozier, Jamie DiPace, Joe Farzinazad, Gina Kline, Tom Post, Kristen Shaw, and James Speich. Excused: Ryan Deming.

Other Members Present: Dave Costill, Victoria Haskins, Sue Jansen, Tom Kline, Dave Theriault, and Mark Wilson.

Minutes of the 956th Board meeting were approved.

Communications from Members:

- Dave Theriault asked if the board had someone to do Cheer and Welfare and he was told no. He told the board that he would take that position.

Executive Session:

- Gina Kline made a motion with Kristen Shaw seconding to go into Executive Session. Motion Passed. Went into Executive Session at 19:05
- Joe Farzinazad made a motion with Kristen Shaw seconding to come out of Executive Session. Motion Passed. Came out of Executive Session at 19:33.

Board Representative Reports:

- Company 1 – Joe Farzinazad
 - Joe was asked by a member if the board would look into going back to the original gym membership subsidy. The members feel that there are too many requirements, and the subsidy is not enough.
- Fire Police – Gina Kline No Report
- Company 3 – Brian Baldwin No Report
- Company 4 – Jeff Borges
 - Moral is low. Members are complaining about being turned back during some calls. Chief Appell said that it is that way because if he or some other officer arrives at the scene and doesn't need all the apparatus and members, he will cancel the call for whatever station is responding. Brian Baldwin suggested that if you have members at the station you could talk about what you would do if you were at the call. It would be a good time to do something like that. The chiefs are working on a plan for some type of coverage at the stations.
- Headquarters – Kristen Shaw No Report
- Explorers – Tom Post
 - There is one new member who will be going for his department physical and a new applicant that we will be interviewing.
 - The Explorers had a great time decorating Engine 10 for the Simsbury Torchlight Parade. There is a picture of the Explorers and Engine 10 in the Valley Press.
 - We couldn't keep Engine 10 decorated because Chief Appell said it would be needed to respond to calls.

Treasurer –Ryan Deming No Report Submitted

Town Representative's Report – Jim Speich

- Jim Speich asked if anything that is brought to the town be shared with all the board members.
- The board should make looking for a treasurer their top priority. Jim was told that Sue Jansen will be helping the treasurer once all the open board seats are filled.

President's Report: Nancy Crozier

- Thank you to Chief Appell and Chief Joe Speich for the presentation to the Town Council.
- Thank you to all the board members for a good year.

Chief Report: Bruce Appell

- Operating Budget – Chief Appell and Chief Tom Kline went over the budget and explained the line items that were increased due to inflation and new retention incentives for the members. The board agreed that it was necessary to go in with a 31% increase due to the CGR report's recommendations. Chief Appell told the board that the Town Manager may ask them to cut the budget, but the board decided to go in with the 31% increase and the budget can always be looked at again to see where it can be trimmed down if needed.

Committee Executive's : Jamie DiPace

- There was no report from the Recruitment Committee
- Fundraising – Dennis Bianchi
 - So far, the letter has netted \$45.475 after expenses
 - Carr Hardware Event- Carr Hardware gave the department a check for \$314.00
- Community Relations – Dennis Bianchi
 - The Avon Police Department and the Fire department did a toy drive the day after Thanksgiving.
- Fire Prevention in the Schools:
 - Dennis will be checking with both elementary schools about teaching in the schools.
 - Jamie DiPace and Chief Appell are doing the STEP program in--
 - the 5th and 6th grades at Thompson Brook School.

Unfinished Business:

- Chaplains – Nothing to report. Still trying to contact clergy at different churches. Jamie DiPace will be getting together with the pastor at the Avon Congregational Church to see if he would be interested.
- Policy Review:
 - AOG CM-3 Corporation Meetings. Wording was changed to change the time of the Corporation meeting from 7:30 to 7:00 pm with wording stating that the Board President can change the time as circumstances require. After looking the document over Tom Post made a motion with Kristen Shaw seconding to approve this as written. Motion Passed.
 - AOG EX-1 wording was changed to increase the amount of the check for two signatures from \$5,00 to \$10,000. Authorized Purchases section was added to have the chief come to the board to make them aware of any expenses not in the operation budget in excess of \$10,000 before authorization to purchase is granted. There was wording added to bring to the board any building construction or renovations to any fire stations, any vehicle purchased and hiring personnel into permanent paid positions to support the department operations, After looking the document over Brian Baldwin made a motion with Jeff Borges seconding to approve as is. Motion was passed with Jamie DiPace opposing.
 - AOG JD-1 The following Minimum Qualifications for Board of Directors was added to this document. After looking over these changes a motion was made by Brian Baldwin seconded by Jeff Borges. Motion Passed.
 - Possess management skills through experience or academia.
 - Can communicate effectively both verbal and written.
 - Member in good standing with four years' experience in the Avon Fire Department as A Regular Member or equivalent fire service experience.
 - For non-member appointees, successfully pass a background check.

Unfinished Business cont.

- AOG MEM-3 Member In Good Standing – It was decided after the Corporation meeting when members were discussing this AOG and were not happy with the wording to send it back to the original task force that worked on it for their thoughts and any changes they felt should be done. The task force could not decide any changes and suggested this be brought back to the membership again at the December Corporation meeting.
- AOG's JD-2 through JD-6 and MEM-3 give to the policy committee to come up with any proposed changes to the board.

New Business:

- Company Holiday Parties – There was some discussion on whether to keep the amount allowed to \$30 per member or to increase it. Jamie DiPace made a motion with Joe Farzinazad seconding to increase the allowed amount per member to \$40. Motion Passed.
- Open Board Seat – There were two members interested in this open seat. They were Syed Hussain and Tom Post. Syed Hussain only had 1 year as a member of the department with no other fire service experience. He is not qualified at this time for a board position. Tom Post will be brought to the membership. Brian Baldwin will contact Syed Hussain to explain why he was not eligible at this time to be board member. Brian will encourage Syed to come to the board meeting to have an idea how the board is run and to have the experience of what a board member does.
- Annual Dinner – Jean Barton will get prices for the Golf Club of Avon and other venues to present to the board so the board can make a decision of where to hold the annual dinner.
- Tax-Abatement Out of Town members – Gina Kline will work with Grace Tiezzi with regards to wording for this. The board also discussed the thought of once a member reaches 25 years as a member and has been a member in good standing for the past 5 years before their 25th year will still get the tax abatement for life if they decide to stay. Gina Kline will work on the draft for this and report back to the board at the January board meeting.

Next board meeting will be January 3, 2023

Meeting adjourned at 22:41 (GB)+