

**ENDWELL FIRE DISTRICT
BOARD OF FIRE COMMISSIONERS MEETING
JANUARY 15, 2020**

Members:

Carlton "Andy" Anderson, Chairman
George "Mickey" Bush, Secretary
Don Battaglini
Mark Storm
Kenneth Del Bianco

Others present:

Anthony "Tony" Fiacco, Treasurer
Alison Senft, Deputy Treasurer
Erika Pereira, Administrative Assistant
Tom Palazzo, Fire Chief
Rob Brady, Fire Company President
Ron Materese
Greg Cook, Fire Company Trustee
Denny Sullivan, Fire Company Trustee
H. Thomas Harris, Fire Company Trustee

Chairman Anderson called the meeting to order at 5:53 pm.

Suspension of Member: Fire Company Trustee, Dennis P. Sullivan, approached the Board of Fire Commissioners representing Rob Brady as part of the Appeals and Grievance Committee. He spoke about the December 27, 2019 suspension of Rob Brady by the Fire Chief Tom Palazzo. He questioned Fire Chief Palazzo actions regarding the incident and the steps taken to come to his decision. Fire Chief Palazzo answered the questions brought forth by Dennis P. Sullivan, and discussed the incident and his reasoning behind the action he had taken. After a long discussion of the incident in question, prior violations of insubordinate conduct by Rob Brady, actions taken after the before and after the suspension, and the standard operating guidelines, it was decided that since the guidelines for disciplinary action was not followed completely the suspension was no longer valid. Fire Chief Palazzo needs to make sure all disciplinary infractions are written up and signed by both the individual and himself and placed in the individual's file. The Fire Chief has authority to authorize an initial suspension for improper conduct but the suspension cannot exceed five (5) days. Fire Chief Palazzo apologized to Rob Brady about the 15 days as he was not aware he could not exceed five (5) days of suspension and was only going by the recommendation of the Fire Commissioners.

The Trustees wanted Fire Chief Palazzo to write an apology to both Rob Brady and the entire company membership and for it to be read at both the January 20th training session and the February Company meeting. The Board of Fire Commissioners stated a written apology being read at training and the company meeting is not necessary as this issue has been resolved here and does not need to be addressed in front of the company membership. The incident at hand was a personnel issue and should only be between the Fire Company Trustees, Rob Brady, Chief Palazzo and the Fire Commissioners.

The Trustees also want the Company Members made aware of the specific guidelines dealing with statements made to the public on any fire related issues via written communication from the Chief and Fire Commissioners. Chairman Anderson agreed there should be a written standard operating guideline for media interviews and public service messages and make all of the current membership aware of it. Chairman Anderson and Fire Chief Palazzo will work on putting together the standard operating guideline and also review and update the current disciplinary action guidelines so it is in also in line with the Fire Company Bylaws. All standard operating guidelines will be reviewed and updated as necessary and posted on both the members' website and one standard operating guidelines will be featured in the newsletter each month.

Motion by Member Battaglini, second by Member Storm to approve the minutes of the December 19 board meeting. All aye; motion carried.

TREASURER'S REPORT: Motion by Member Battaglini, second by Member Bush to accept the Treasurer's Report. All aye; motion carried.

HEARING OF VISITORS: NONE

UNFINISHED BUSINESS:

1. Station 1 Front Area Sign: Member Bush has been working with Rick Materese Town of Union Supervisor, Thomas R. Augostini, and our attorney, Mark Butler, to try and resolve the violation we received. He was waiting to hear back from Mr. Augostini. Roby Brady will go to the vendor and get the plaque completed. It will be about 4 to 6 weeks for it be completed. The Board decided to keep the Forest plaque as is and place the dedication plaque underneath.
2. Remodel of Community Room Kitchen: The bidding for the old stove on Auction International closed on Friday, December 27 with a bid of \$410. The bidder picked up the item on January 6. Member Anderson looking to get a dish rack that is 30 x 24 inches and the cabinets still need to have the pullouts completed.
3. Email Submission on the Siren: Member Anderson had Project Manager Lenny Gilbert with Matco Electric come out and take a look at siren. Mr. Gilbert will reach out to vendors to look into pricing for a new siren.
4. Exterior Paint Job of Station 1: This will be on hold until the spring time of 2020.
5. Painting of Hallway at Station 1: Jeff's Painting & Washing will complete the painting on January 28.
6. Replacement of Security Camera: The Computer Shop price for replacing the cameras was \$61,100.00; Sentry Alarm proposal cost was \$97,784.00; Teledair Communications and Security, Inc submitted a proposal for replacing our security cameras for the amount of \$79,623.00. Motion by Member Bush, second by Member Battaglini to have The Computer Shop complete the replacement of the cameras in the amount of \$61,100.00. All aye; motion carried.
7. Proposal for Group Term Life Policy: There was some discussion on the policy but there are still many questions. Member Bush will reach out to William VanGorder with NBT Insurance Agency to discuss again. The Board would like to see a price quote for everyone in the organization not just firefighters. There will need to be some discussion on how it will be paid for and if it will be District expense or Fire Company or could the cost be split between both.

NEW BUSINESS:

1. Motion by Member Bush, second by Member Storm to pay the bills:
Vouchers # 1-001 to 1-009 and Payroll totaling \$86,104.65.
Supplemental Payment List: Vouchers # 12-108 & 2-001 totaling \$590.71
All aye; motion carried.

2. **Line Transfers:** Motion by Member Bush, second by Member Storm to approve the line transfers submitted. All aye, motion carried.
3. **Chiefs Report:** Motion by Member Storm, second by Member Battaglini to accept the Chief's Report. All aye; motion carried.

Motion by Member Bush, second by Member Battaglini to have Vestal Fire Department cover our calls the night of the Inspection Dinner on February 1, 2020 and to provide dinner for the crew. All aye; motion carried.

4. **Support Services Report:** Motion by Member Bush, second by Member Battaglini to accept the Support Services Reports. All aye; motion carried.
5. **Maintenance Division Report:** Motion by Member Storm, second by Member Battaglini to accept the Maintenance Division Report. All aye; motion carried.
6. **Training Division Report:** Motion by Member Storm, second by Member Battaglini to accept the Training Division Report. All aye; motion carried.
7. **Fire Company:** Motion by Member Battaglini, second by Member Bush to accept new members Amy Cortes and Julie Spisak to the Fire Company. All aye; motion carried.

Motion by Member Battaglini, second by Member Bush to accept the resignation of Lori Mathews from the Auxiliary and Jose Soto from the Fire Company. All aye; motion carried.

Fire Company Six Month Hourly Requirements: Motion by Member Battaglini, second by Member Bush to accept Bonnie Beeman being dropped from the Fire Company for not meeting the hourly requirements, placing Rachel Fedorchak, Ellen Hayes, Julie Leonard, Madeleine Burns on probation for the period from January 1, 2020 to December 31, 2020, and placing Gabriel Fuller, David Griffith, Timothy Lasher, Jeffrey Martin, Patrick Spisak, Connor Whiting, and David Wormuth on probation for the six-month period from January 1, 2020 to June 30, 2020 for failure to meet the fire company time requirements. All aye; motion carried.

8. **O.L. Davis Fire Company Newsletter:** Member Anderson would like to highlight a new SOG every month in the newsletter.
9. **Donations:** We received donations from Holly Jordan in the amount of \$100.00, Stephen and Rebecca Woods in the amount of 50.00 in memory of Jon Toombs and Mr. & Mrs. Raymond Berchtold in the amount of \$75.00. Motion by Member Bush, second by Member Storm to place the donation in other income. All aye; motion carried.
10. **Motion by Member Battaglini, second by Member Bush to receive and file results of the Fire District election.** All aye; motion carried. Member Andy Anderson was re-elected for a 5 year term and Ken Del Bianco was elected to fill the 3 year unexpired term.
11. **New Criminal Discovery Laws and the Fire Service:** There was some discussion on the new criminal discovery laws. The Law Offices of Mark C. Butler sent out a clarification of the new law. Member Bush had reached out to William L. VanGorder with NBT Insurance agency to have his opinion on the matter as well. It was thought that it would be best for Members of the Fire Department to give out the fire departments information and not their personal information.

12. Proposal for Group Term Life Insurance Policy: William L. VanGorder with NBT Insurance submitted different options for a group term life insurance policy. There was some discussion on the benefits of providing them to the members but there were some questions that the Board would like to address with Mr. VanGorder before making a final decision. Member Bush will reach out to Mr. VanGorder to discuss further with him.
13. Rob Brady stated that the coin show date has to be moved to March 29 instead of May 3. Motion by Member Bush, second by Member Storm to accept the date change of the coin show. All aye; motion carried.
14. Motion by Member Bush, second by Member Battaglini to surplus and dispose of the stair exercise machine since it is broken and cannot be fixed. All aye; motion carried. The Fire Company would need to purchase a new one if they wanted to replace it.

Correspondence(s): We received a transition of file letter from Angel D. Catalano from Coughlin & Gerhart. He will be responsible for our legal matters.

Motion by Member Battaglini, second by Member Storm to adjourn the meeting at 7:15 pm. All aye; motion carried.

Respectfully Submitted,



George M. Bush
GMB/EP