

SPRING HILL FIRE RESCUE
Commission Meeting
December 11, 2002
7:00 p.m.

Present: Chairman Hollander, Commissioner Panozzo, Commissioner Martin, Commissioner Marasciullo, Commissioner Hamilton, Chief Morrison, Assistant Chief Davies, Attorney Salzman

Call to Order

Chairman Hollander called the Commission Meeting to order at 7:02 p.m.

Invocation

Rev. Clemons gave the invocation.

Pledge of Allegiance

Chairman Hollander led the Pledge of Allegiance.

Presentation of Chief's Vehicle to High Point VFD

Chief Morrison stated that vehicle was sent to Alabama for the Hazmat training class. He notified the Chief of High Point, and this Presentation will be rescheduled for the next Regular meeting.

Consent Agenda

Chairman Hollander asked if there were any questions regarding the Consent Agenda.

Motion

Commissioner Martin made a Motion to accept the Consent Agenda.

Commissioner Panozzo seconded the Motion.

Commissioner Hamilton asked what is the procedure for making corrections to the minutes?

Chairman Hollander stated that he can make those corrections at this meeting.

Commissioner Hamilton stated that he would like to make a few corrections to the minutes dated November 25, 2002. The first correction was on page 2, under Report of Counsel, he would like

to have that paragraph stricken, because he does not recall saying: "Commissioner Hamilton stated that from what he understands, the plaintiff does not want to resolve this matter." Then on page 12, whereas, it states: "Commissioner Hamilton mentioned he had a discussion with the security firm at Timber Pines, and that is the same security company that four years ago the previous security company was arrested for all the burglaries there. There is a big difference between a security company and a licenced private investigator." He did not make that statement, it is not true and he did not say it. That statement was made by Jack Scott. He suggested taking the entire phrase out of the minutes, starting with "and that is the same security company and ending with private investigator."

Chairman Hollander stated that can be corrected, but regardless if it is a true or not, Jack Scott did make that statement and Commissioner Hamilton's name will be stricken from that statement.

Commissioner Hamilton stated that he has no objection of that statement being recorded, as long as it is being attributed to Jack Scott.

Commissioner Martin asked Joan, the Board Secretary, if there was a problem with the audio system, because he noticed there was a new sound system installed.

Joan Chiofalo, Board Secretary stated that she did make a note on the minutes that "due to poor sound quality, the minutes were strictly from Secretary's notes."

Chief Morrison stated that he reviewed the tapes from that meeting and the sound system had gotten to the point where he does not know how the secretary got that far with the minutes.

Chairman Hollander stated that the minutes will be modified and then he will initial those corrections at the next Regular meeting.

Commissioner Martin asked regarding Bill Explanation Sheet for weekending 11/21/02, for Oak Hill Hospital, do they draw medical supplies from both hospitals, or do they contract with one hospital?

Chief Morrison stated that it is not a contract, they purchase medical supplies from Oak Hill Hospital as needed. They have compared prices, but Oak Hill has been constantly lower in their prices.

Commissioner Marasciullo arrived at 7:07 p.m.

Commissioner Martin asked regarding Bill Explanation 11/27/02, for Municipal Equipment, Flight Landing Zone 4, what was that for?

Chief Morrison stated that was for five sets of LZ lights.

Commissioner Martin asked what was the \$850 plumbing call at Station #2 for?

Chief Morrison stated that was for the plumbing work on the extractor.

The Motion carried unanimously (5-0).

Report of Counsel

Attorney Salzman had nothing to report.

Chief's Report

A. Insurance Renewal

Chief Morrison stated that they asked for a quote from their current provider, ESIP. He knew they would be getting an increase this year, however, he felt ESIP's increase was more than appropriate. ESIP was using the Department's recent loses in their estimate. There is one other competitive company, and that is VFIS, the company that wrote them the check for the sinkhole. He went to them for a quote, and they are still in negotiations, because VFIS has insisted on seeing the quote from ESIP before they give a quote, but he refused to do that.

Commissioner Martin asked if VFIS wants to know a competitor's quote?

Chief Morrison stated yes, and that is not good business. He spoke to their Agent about seeking other insurance companies, but these are the only two companies that handle the Fire Departments. If they were to seek another insurance company that is not familiar with the Fire Department, the Department will pay more. He is still under negotiations and when he is finished, he will come to the Board with a recommendation.

Commissioner Hamilton asked what is the renewal date?

Chief Morrison stated that the renewal date is January 1, 2003. He has not asked the insurance company for an extension, but in the past, the insurance company gave them an extension when it came down to the wire.

Commissioner Hamilton stated that if they deal with an Agent, he has the ability to bind the company beyond the renewal.

Attorney Salzman stated that should not be a problem. If they need to call an Emergency meeting, they will do that to make sure everything is covered.

B. Radio for New Truck

Chief Morrison stated that in speaking with their mechanic, the older style radios, are no longer serviceable. He would like to put new radios in the three new vehicles. The quote from Motorola is a piggyback bid from Orange County, which is \$1,212 for each radio. These are mobile units that are mounted in the trucks. The radios would be for his car, Engine #4 and Rescue #1. He suggested the Board free-up the Capital Expense Line. There is \$30,000 of future Capital needs, therefore he suggested the Board approve \$3,636 for the three new radios.

Motion

Commissioner Panozzo made a Motion to approve Staff's recommendation to use the Capital Expense Line in the amount of \$3,636 for the three radios.

Commissioner Marasciullo seconded the Motion.

Commissioner Martin asked how old were the radios?

Chief Morrison stated that one radio was six or seven years old, the other two were older.

Commissioner Hamilton asked what is the disposition value of the old radios?

Chief Morrison stated the radios have no disposition value.

The Motion carried unanimously (5-0).

C. T.V. Filming

Chief Morrison stated that the "New Detectives" are in town filming and they did some filming on site in Dispatch.

D. House Burn

Chief Morrison stated that he was hoping to have a house to burn for the filming, either simulated or real burning. A citizen was buying a new mobile home, and offered her house to burn, however the paperwork fell through and she will let them know when she gets the approval for her new home. Therefore, they will not be doing any fire filming. Once the citizen gets the approval, they will still have to go to DEP and have an asbestos study done before they can burn the house.

Commissioner Marasciullo stated that because the person (George Garety) who lost his mom, is very upset with this issue, it brings bad memories back to him.

Chief Morrison stated that he can understand that.

Unfinished Business

A. Military Leave Policy

Chief Morrison stated that the changes to the Military Policy were approved by Counsel, and copies were put into the Board's packet (copy attached).

Commissioner Martin stated that Lt. Eagle gave the Board a document regarding mandatory overtime. He asked does the Department have any people in that position?

Chief Morrison stated yes, but to a lesser degree. They work a 52-hour workweek not a 56-hour workweek, so the Department has some employees that fall into the fair labor standards act pay, but to a lesser degree.

Commissioner Hamilton stated that at the last regular meeting there were two items that were discussed. The Attorney was going to confirm whether or not the Department had the right to require a "request for Long-Term Military Leave." the way the policy was written. From materials he had read, an employer cannot do that. He suggested the request for Long-term Military Leave could be the request for Long-term Military Leave Benefits, because that is what he thinks the policy is stating in the policy.

Attorney Salzman stated that was correct.

Commissioner Hamilton stated that if they add the word "benefit" to the policy that might take it out of the realm of being in conflict with the requirements.

Attorney Salzman stated that the policy statement "Military Leave will be granted to employees in accordance with all applicable and Federal State Laws" they are certainly not doing anything in violation of those Laws, this is also a provision that allows them to tweak it a little as any issues come up.

Commissioner Hamilton stated that the point in question was "the request must have proper documentation attached for approval."

Attorney Salzman stated that technically, they can ask for notification. What they consider proper notification may change based on the circumstances. He is not concerned about the language as written for this policy as it currently exists, he does not believe they are violating any provisions.

Commissioner Hamilton stated that they also discussed a possible conflict regarding Long-Term Military Leave without pay, and Item b, the District "will" compensate, as the Chief suggested, to change the "will" to "may."

Chief Morrison stated that on page 1, under eligibility, second section Long-Term Military Leave Policy, the third line: “Employees shall be granted Long-Term Military Leave, without pay,” (except as stipulated in B.2.c of this policy). That covers the section that says compensation.

Attorney Salzman stated that there is no conflict.

Commissioner Martin stated that on page 2, item c, he suggested putting in the policy, “based on the employees base pay.”

The Board further discussed the Military Leave Policy.

Motion

Commissioner Martin made a Motion to accept the Military Leave Policy as presented by Staff, with the modification on page 2, section B.2.c, to read: The District will compensate the eligible employee for any reduction in the “base” pay. Whereas, “base” is the only thing, they need to change in that paragraph. With that change, Staff is to implement this policy as written, effective immediately.

Commissioner Panozzo seconded the Motion.

The Motion carried unanimously (5-0).

B. Part-time Employee Policy

Chief Morrison stated that the Board did not have time to review the Part-time policy, but it is a quick read. He asked the Board if they would want to act on this issue tonight or table it for their next meeting?

Commissioner Marasciullo stated that being it is a short policy he wanted to discuss it at this meeting.

Chief Morrison stated that this policy directly reflects what was discussed at the last Regular meeting.

Commissioner Martin asked if this was the 5% increase?

Chief Morrison stated that it would be 5% this time, because that is what the Board approved.

Attorney Salzman stated that it is a policy on how the Board will make their determination in the future.

Motion

Commissioner Panozzo made a Motion to accept Staff's recommendation for the pay plan.

Commissioner Marasciullo seconded the Motion.

Commissioner Hamilton asked if the Chief intends to do this survey at prevailing rates of pay on an annual basis, prior to the budget?

Chief Morrison stated no, it would be done as necessary.

Commissioner Hamilton stated that because it states "on the basis of information derived from the studies," if the studies were done a year ago or so, it would not be accurate.

Chief Morrison stated that the third paragraph states, "The Fire Chief shall make comparative studies of factors affecting the level of salary as often as necessary."

Attorney Salzman stated that based on the statement made by the Chief and Commissioner Hamilton's comment, he suggested removing the second two sentences from paragraph #3. Therefore, they will not be tying themselves to do an increase on an annual basis or during the budget process.

The Board further discussed the pay plan.

Commissioner Panozzo withdrew his motion.

Commissioner Marasciullo withdrew his motion.

Motion

Commissioner Panozzo made a Motion to accept the draft of the Pay Plan, and taking out the second two sentences of paragraph #3.

Commissioner Marasciullo seconded the Motion.

The Motion carried unanimously (5-0).

C. Fire Chief's Evaluation

Chief Morrison stated that there was discussion at Board level, regarding his evaluation and the current evaluation process, and some Board members were not happy with that evaluation process. There were two different evaluation forms given to the Board in their packets, because it is something that will be coming up, and the Board needs to think about it. He is not due for his evaluation until February. If the Board would like to go through another evaluation process, that would have to be discussed at Board level.

Commissioner Martin stated that looking at the two forms, the old style seems to allow the evaluator more flexibility. Is that form saved in a program where they might be able to put it on a disk and fill it in?

Chief Morrison stated yes it is.

Commissioner Martin stated that he would be interested in doing that, because it is easier than writing a whole document.

Chairman Hollander stated that the Board will take this information, but no action will be taken right now.

The Board further discussed the evaluation form.

Commissioner Hamilton stated that he does not have the description of the Chief's position. The evaluation systems that he is familiar with usually evaluates the person against the accountabilities the person has. It gives the goals that are set for those accountabilities. Are either of the two evaluation forms aligned with the Chief's major accountabilities?

Chief Morrison stated no they are not.

Commissioner Hamilton stated that the evaluation forms seem to be more appropriate for evaluating clerical people than professional people.

Chief Morrison stated that the evaluation forms are generic.

Commissioner Hamilton stated that the Chief's pay scale is based on what his mission is and his accountabilities. The Board's job is to decide whether or not the Chief has met his accountabilities. He suggested that the Board think about this, and if they would like, he will come up with some explanations of a system that may work that way.

Chairman Hollander stated that his concern was, in order to evaluate the Chief down to microcosmo like that, the Board would have to become very familiar with such issues as Dispatch, respond times, and a lot of facets of the operational end of the Department. He feels that is not practical. Based on interactions with the Chief, he has a good feeling as far as, the Chief's communication skills, bargaining ability with the Union and the Attorney, and bringing people together. The Chief has been know for these issues since he was an Assistant Chief. Those are the kind of things he is interested in. If they are going to go with a different form, he would like it to be an overall global outlook, rather than the daily items the Chief has to deal with. The end result is the number that is put at the bottom of the form. If any Commissioner would like to propose something to the Board that might be more applicable, he does not have a problem with it.

Commissioner Hamilton stated that he agrees with Chairman Hollander's comments as far as, getting into the nitty-gritty. The system he was talking about is that the Fire Chief will take his major accountabilities and propose it to the Board of what he intends to do to meet or exceed those accountabilities. He thinks he will be able to come up with a couple of descriptions that might be of interest to the Board.

Chairman Hollander stated that a good part of what he bases his opinion on of someone in the Chief's position is the end result. Throughout all the turmoil in the Department, no one had a bad word to say about the operation of the Department. That is a very important part of showing what the Chief is doing in his position.

Chief Morrison stated that he would look forward to something setup for objectives and goals. However, he would be a little leery of implementing something like that during the last month of his evaluation period.

Commissioner Hamilton stated that this could not be done retroactively, it would have to be for the future.

Chief Morrison stated that the Board's next regular meeting is scheduled for Christmas Day.

Commissioner Martin recommended that the Board cancel their second scheduled meeting for December 25, 2002. If necessary, they could have an Emergency meeting, or wait until their first regular meeting in January 2003.

Commissioner Marasciullo stated that would put them into the first of the year regarding their investigation.

Attorney Salzman stated that should be discussed as two separate issues. One issue would be having a Christmas Day meeting and if the Board decides to cancel that meeting. The other issue is if the Board decides to call another meeting that would be a separate issue.

Chairman Hollander stated that from what he understands, the Board does not need to have a meeting for the investigation.

Chief Morrison stated that he hopes to be done with the investigation on Friday of this week.

Attorney Salzman stated that if it is necessary, the Board will be contacted and asked to have an Emergency meeting.

Motion

Commissioner Marasciullo made a Motion to cancel the December 25, 2002 meeting (if they need a meeting the Chief will notify the Board.)

Commissioner Martin seconded the Motion.

The Motion carried unanimously (5-0).

New Business

A. Public Channel Coverage (Discussion)

Commissioner Hamilton stated that most people have watched the County Commission deliberations on Channel 19 and many other functions. If the Board were to televise their meetings, he thinks it would be a good vehicle to inform their community, and it would begin to build whatever trust or goodwill they may have impaired. He asked the County what it would take to televise their meetings and the County would be more than happy to do this. There are a couple of down sides, but the upside far exceeds the downside. The County requires a letter of request from the Board to the station Broadcast Manager. The only cost involved would be for the overtime and for the operator. The cost would be between \$20 and \$40 a session, which is an incredible value. The County told him no one can use this for their own advantage, they only televise the meetings. The only way they would do any interviews would be for a special event. The County would work with Administration, not the Board regarding this issue. He thinks having the meetings televised would be a great idea.

Chairman Hollander stated that the County has their dais set-up for the Attorney and the Fire Chief, whereas, this dais is not set-up that way. The cameras will be get the back of the Chief's and the Attorney's heads. Maybe a change can be made to accommodate this situation?

Commissioner Hamilton stated that these people are professionals and they can probably come up with something.

Attorney Salzman stated that he has dealt with Time Warner Cable Company and the public access in several cities, and they are very experienced.

Chairman Hollander asked if Time Warner handles this?

Chief Morrison stated no, Time Warner gave the access to the County.

Attorney Salzman stated that the County's facility is based on what Time Warner does and provides. He suggested that the Board think about changing their format to one meeting a month for a Workshop, and another meeting for a Voting meeting. It is easier to televise a Voting meeting verse's a Workshop meeting. The reason he recommends a Workshop meeting is because it gives the Staff an opportunity to answer any questions the Board may have before they vote on any issue. At the Voting meeting, all the issues will have been discussed and they will be ready to make a vote.

Chief Morrison stated that in a Workshop meeting the Board sets the Agenda for the Voting meeting.

The Board further discussed the two different meetings.

Commissioner Panozzo stated that the best time to start with the Workshop meeting would be February 1st, and the second meeting would be a Voting meeting.

Commissioner Hamilton stated that this gives the opportunity for the people to hear the issues and at the same time it shows that the Department is moving along with a good pace.

Commissioner Marasciullo stated that anything that gets them through all of their projects would be good for him.

Attorney Salzman stated that is why a Workshop meeting would be good, in order to prioritize their projects.

Commissioner Marasciullo stated that everybody can read it, understand it, and make the changes in order to get it done.

The Board further discussed the two different meetings.

Chairman Hollander stated that he would like to handle this as two separate issues, in case they run into a problem.

Motion (that did not carry)

Commissioner Panozzo made a Motion for the first meeting in February 2003 to be a Workshop meeting, the second meeting in February 2003 would be a Voting meeting.

Commissioner Hamilton seconded the Motion.

Chief Morrison stated that before the Board finalizes their vote, perhaps they should seek Counsel. As a Public Board, they are changing the way they are interacting with the public without putting it on the Agenda.

Chairman Hollander called for a five minute recess at 8:10 p.m.

The Board resumed at 8:15 p.m.

Motion

Commissioner Panozzo made a Motion to further discuss this issue and vote for change in

February.

Commissioner Hamilton seconded the Motion.

The Motion carried unanimously (5-0).

The Board made the Motion and consensus to move forward to look into televising the Commission meetings.

Chief Morrison stated that at the next regular meeting he will discuss possibly spending some money to improve the look of the dais before it is televised.

Commissioner Marasciullo stated that being in the spotlight has its bad points. Therefore, the Board needs to make sure they want to televise the meetings before they make a decision.

Chairman Hollander stated that the Chief is going to pursue this issue, and at the next regular meeting he will bring it back to the Board with some information. Then the Board can take it from there as to how they want to proceed.

Comments of Commission

Chairman Hollander had nothing.

Commissioner Panozzo stated that he wanted to reaffirm that the December 25th, Regular meeting has been canceled.

Commissioner Martin asked if the Fleet Maintenance building is stabilized?

Chief Morrison stated that it is coming along nicely and they are almost done with the grout injections, however, it is running slightly more then projected.

Commissioner Martin asked if old Rescue #2 is out of service?

Chief Morrison stated that the company took their offer. They purchased the old Unit for \$6,000 and the check is being cut for the new Unit. He will come back to the Board the first of the year to buy another new ambulance.

Commissioner Martin stated that in the Fall, he asked the Chief about modifying the dais, now that they may be televising the meetings, he would hope that would be done before they start to televise.

Chief Morrison stated that they are going to get a couple of bids from carpenters on modifying the dais.

Commissioner Marasciullo asked if the Sheriff's storage situation at Station #1 has been implemented or not?

Chief Morrison stated that the Sheriff's office has to do all the modifications. It is up to the Sheriff's office if they still want to use Station #1 as storage. Lt. Owens has not gotten back to him with an answer.

Commissioner Marasciullo asked about the remodeling on Whitewood?

Chief Morrison stated that the Assistant Chief is going to handle that issue, they are going to talk to the County about how to proceed regarding this issue.

Commissioner Marasciullo asked how the implementation of the drug testing is going?

Chief Morrison stated that it is working out fine.

Commissioner Hamilton stated that regarding the investigations, Chief Morrison said that should be completed this Friday.

Chief Morrison stated that he will be communicating with the Board regarding this issue.

Open Forum

Captain Mike Rampino, President of Local 2794, stated that he still has some concerns with the Chief's office conferring with the members of the Board on this investigation. If the firefighters want to file a grievance, the Commission is the Board of Appeals. If the Board has prior knowledge to whatever punishment might be handed down, he feels this taints the process.

Commissioner Panozzo stated that at the last Regular meeting Attorney Salzman advised the Board that they cannot be involved in this investigation.

Attorney Salzman stated that there is a difference between notification and asking their opinion. The Board will follow the proper procedures to protect the rights of the Union members and themselves as a Board. The Board has the decision making power, they sit as a judge and jury to any kind of a grievance that is filed based on any type of discipline that is going to be recommended. They are Commissioners and they need to have information, he will speak to the Chief and the Assistant Chief, as to how they will go about this issue and make sure it's not a discussion as what is appropriate or inappropriate. He asked the Commissioners to take the information that would be presented to them and not discuss it with anyone.

Commissioner Marasciullo stated that at the last regular meeting, the Board was advised that they would not be informed about this investigation.

Attorney Salzman stated that the Board will be informed, but they will not be making a decision based on that information. The decision is in the power of the Chief. The Board will be informed as to what the Chief is going to do. They will not get the complete investigation. The Board will get the complete investigation if there is a grievance filed. Then the facts will have to be presented to the Board as determined by the investigators. That is the difference. He further discussed the grievance process.

Commissioner Marasciullo stated that it is in the Assistant Chief's hands, then he brings it to the Chief.

Attorney Salzman stated that the Chief will inform the Board and then he will inform the employees of his decision.

Commissioner Marasciullo stated that what concerns him is that he would like the Board to know the Chief's decision before the press knows.

Chief Morrison stated that he tries to let the Board know before the press.

Attorney Salzman stated that the Board should always know before the press.

Commissioner Marasciullo stated that his main concern is that the Board knows the Chief's decision before the employees. Sometimes the employees have a tendency to talk to the press and he does not want to read it in the paper before he is informed.

Attorney Salzman stated that it is their job to never put the Board in that position.

Commissioner Hamilton stated that they are under the assumption that the recommendation from the Chief will be grieved, it may not be grieved. In a situation where it is not grieved, he assumes, the Board still has the opportunity to overrule on the recommendation of the Chief. If not, then they have a situation where only the Union has a right to make changes.

Attorney Salzman stated to that extent they will walk a fine line. He will speak to the Chief to make sure it is done in a manner in which it doesn't violate anybody's rights. He thinks that is why the President of the Union has brought that issue up.

Captain Rampino stated that what partially disturbs him is Commissioner Hamilton's statement; "if the Board does not agree with the Chief's decision." Therefore, as the Board, if they do not like the Chief's decision, can the Board impose another punishment?

Commissioner Hamilton stated that the only thing that concerned him, and he thinks the Attorney made it perfectly clear, is if the Board was to grieve the Chief's decision, the Board would have the opportunity to explore the issue totally. If it was not grieved then the Board would have to take some other course of action and he was asking what action would that be.

Attorney Salzman stated that if this issue is not grieved, then it does not come to the Board in any formal manner. If the Board were to discuss the “facts” of the particular discipline, not the “policy,” they have to make sure they abide by the Firefighter’s Bill of Rights. At this point, let them finish the process and bring it back to the Board, recognisance of how the Board is looking at this issue, this is the best he can say while protecting the Board and protecting the Staff.

Commissioner Panozzo stated that if the firefighter’s file a grievance the Board can either agree with the Chief or disagree. If a grievance is not filed the Board cannot say anything.

Attorney Salzman stated that at a formal meeting he cannot see the Board rebut the findings in this particular case.

Commissioner Panozzo stated that if the Chief says he found nothing and he is not going to do anything, naturally, the Union is not going to grieve that. The Board might feel something should be done.

Attorney Salzman stated that would put them in a very delicate position and he cannot say anything other than what he has said already.

Chairman Hollander stated that what they are doing is creating a problem because every comment the Board makes the Attorney is going to have to defend in a court room which will cost the taxpayers of Spring Hill a lot of money.

Attorney Salzman stated that he would prefer not to have any more comment on this issue and to proceed as their policy provides for them.

Captain Rampino stated that he still had some issues.

Attorney Salzman stated that he understands his issues and they will try and protect the firefighter’s rights and protect the District at the same time. Everyone is cognisance of this case, and it is going to be handled in the way that is to the best of the Chief and the Assistant Chief’s ability to make the right decision based on the information they have found and whatever guidance he can give them.

Captain Rampino stated that if the Chief informs a Board member that he wants to do “X,” would there be any further discussion, whereas, a Board member cannot say I don’t like “X” I want “Y?”

Attorney Salzman stated that the Chief will inform the Board members as to what he is going to do.

Captain Rampino asked when the Chief lets the Board members know what decision he made and the Board is not happy with his decision can the Board change that decision?

Attorney Salzman stated that he has never seen that happen before, he will research that to see if it is possible. Although it is irregular, the Board runs the District so if they decide to terminate an employee of the District they can. He would inform the Board of the potential liabilities for overriding the Chief's decision.

Captain Rampino asked if the Chief's mind is made up, but he has some valid points to make, what kind of correspondence can he and the Chief have?

Attorney Salzman stated that it is rare to try and change the mind of the person who has already made a decision.

Chief Morrison stated that the first step of the grievance process comes to him. The Captain's input to his decision would be by grievance to him, then he and the Captain would discuss it.

Captain Rampino stated that he is still uncomfortable with that process.

Chairman Hollander stated that throughout this whole process, he has spoken to Counsel. He has tried very hard to guide the Board in a manner that would follow a standard process. They are faced with a much more difficult situation than 99% of other Fire Departments in the Country will ever face. It is an unusual situation and there is not a whole lot of wiggle room; therefore, they have to do it right. This Board does not function like a business Board, it's different and the reason it's different is because it is a Government entity. If there were five Chiefs on the Board that would be different, but they are not. They are five citizens that do not have the expertise of running a Fire Department. Between the Chief and the Assistant Chief, there is forty-years of Fire Department experience. Therefore, let this process run in a standard manner, let us back off of this issue and allow the Chief to make his decision and follow Counsel's guidance and do what would be customary and standard in this situation.

Adjourn

Chairman Hollander Adjourned the Commission Meeting at 8:47 p.m.

Jeff Hollander, Chairman

Joan E. Chiofalo, Board Secretary

