

December 11, 2017

FLORENCE TOWNSHIP FIRE DISTRICT NO. 1  
BOARD OF FIRE COMMISSIONERS  
REGULAR MEETING DECEMBER 11, 2017

Board Chairman Robert Schoen called the regular meeting of the Board of Fire Commissioners of Florence Township Fire District No. 1 to order at 7:00 pm. After saluting the flag, the following statement of compliance with the New Jersey Open Public Meetings Act was read by the chairman:

“This meeting is being held in accordance with the New Jersey Open Public Meetings Act. Notice of this meeting has been sent to and published in the Burlington County Times and the Trenton Times. It has also been posted at the township municipal building and on the fire district’s website.”

**ROLL CALL: Present** – Charles Bauer, William Berry, John Fratinardo, Andrew Popso and Robert Schoen. **Absent** – None

Also in attendance were Chief Kevin Mullen, Battalion Chief Steve Taylor, Captain Joe Wargo, Fire Marshal Brian Richardson and Solicitor Robert Gaskill.

**MINUTES**

1. Minutes of the previous meetings – Open Session November 13, 2017.  
A motion was made by Commissioner Bauer and seconded by Commissioner Popso to approve the minutes of the open session November 13, 2017. Motion carried unanimously.

**AUDITORS REPORT: (Rob Inverso)**

1. No report.

**SOLICITOR: Robert Gaskill**

1. No report for open session.

**CHIEF’S REPORT:** Chief Mullen submitted his report to the Board via email.

**BUREAU OF FIRE PREVENTION/MAINTENANCE:** No Report

**COMMITTEE REPORTS:**

***Personnel:***

1. No report.

***5-Year Planning:***

1. Commissioner Schoen said there is no report.

***Building and Grounds:***

1. No report

***Insurance:***

***Purchases:***

1. A list was emailed to the Board.

***Policy:***

1. None.

***Fire Company Liaison:***

1. None.

***Radio:***

1. None.

**APPLICATIONS FOR MEMBERSHIP:**

1. None

**COMMUNICATIONS:**

1. Chief Mullen reported a memo was sent to the Board regarding EMS Officers.
2. Chief Mullen reported a memo was sent to the Board regarding Fire Officers.

**PRESENTATION OF BILLS**

1. A motion was made by Commissioner Fratinardo and seconded by Commissioner Popso to pay all the bills with the exception of PSE&G and Verizon bills. Motion carried unanimously.
2. A motion was made by Commissioner Fratinardo and seconded by Commissioner Popso to pay the PSE&G bill. Motion carried unanimously.
3. A motion was made by Commissioner Fratinardo and seconded by Commissioner Popso to pay the Verizon bill. Commissioner Berry abstained. Motion carried 4-0-1.
4. A motion was made by Commissioner Berry and seconded by Commissioner Popso to pay the BB&T bill. Motion carried unanimously.

**TREASURERS REPORT:**

1. A motion was made by Commissioner Berry and seconded by Commissioner Popso to approve the treasurer's report as received. Motion carried unanimously.

**OLD BUSINESS:**

1. Rescue 4018 – Commissioner Popso reported he contacted Brindlee Mountain and offered to sell the truck for a commission or purchase the truck for \$33,000. He added this was a verbal commitment. Captain Wargo stated Burlington City Fire Department may be interested in the truck. Chief Mullen will contact Chief Caurso.
2. Engine 4013/ retired Ambulance 4081 – Chief Mullen asked the Board if they want a reserve on the vehicles. A motion was made by Commissioner Bauer, seconded by Commissioner Fratinardo to not set a reserve on the vehicles. Motion carried, Commissioner Popso abstained.

**NEW BUSINESS:**

1. Approve Resolution 2017-33 2018 Temporary Budget. A motion was made by Commissioner Berry and seconded by Commissioner Fratinardo to adopt Resolution 2017-33 2018 Temporary Budget. Roll call vote: Commissioner Bauer – Yes; Commissioner Berry – Yes; Commissioner Fratinardo – Yes; Commissioner Popso – Yes; and Commissioner Schoen – Yes. Motion carried 5-0.
2. Approve Resolution 2017-34 Approve 2018 Fire District Budget. A motion was made by Commissioner Berry and seconded by Commissioner Fratinardo to adopt Resolution 2017-34 Approve 2018 Fire District Budget. Roll call vote: Commissioner Bauer – Yes; Commissioner Berry – Yes; Commissioner Fratinardo – Yes; Commissioner Popso – Yes; and Commissioner Schoen – Yes. Motion carried 5-0.
3. Approve Resolution 2017-35 Amending the 2017 Budget. A motion was made by Commissioner Berry and seconded by Commissioner Fratinardo to adopt Resolution 2017-35 Amending the 2017 Budget. Roll call vote: Commissioner Bauer – Yes; Commissioner Berry – Yes; Commissioner Fratinardo – Yes; Commissioner Popso – Yes; and Commissioner Schoen – Yes. Motion carried 5-0.
4. 2017 Officer Pay – A motion was made by Commissioner Bauer, seconded by Commissioner Berry to pay the Officer’s stipend. Commissioner Popso asked Chief Mullen to read the pay proposal which did (attached). Captain Wargo asked why “Captain Ekelburg is getting more than me.” Chief Mullen replied “she is the scheduling officer.” Captain Wargo stated “she gets paid to work here. I don’t get paid to work here. She does her shifts and gets paid. She gets paid \$18 an hour and she gets paid a stipend on top of that and \$1250 is not fair. I’ve done more work in the past 6 months than she has been here. She hasn’t been here since June. She has been on disability.” Chief Mullen stated “she hasn’t been out since June.” Commissioner Popso asked “I have an email from you stating we have nobody out on leave what so ever. Do we have somebody on injury?” Chief Mullen replied “Yes. I thought you meant a leave of absence not a workers comp injury. I misunderstood you.” Captain Wargo said “So you are going to pay someone \$18 per hour to do their full-time job and are you going to give them a \$1250 stipend on top of that and I only get 850 bucks. She does nothing more in this department than come in here and fill her shifts and go home. She doesn’t come back for any activities. Even when she got sworn in last year as Captain, she left, everybody stayed around, had a good time and I sit here and I am getting \$850 and she is getting \$1250, I think that is a crock of shit, excuse my language. Commissioner Popso stated “What is the difference in \$5000?” Captain Wargo stated “If you are going to pay everyone, be fair.” Commissioner Popso stated “\$5000 for the Chief, \$5000 for the Deputy Chief, \$2000 for the Battalion Chief, there is a \$3000 difference between those two gentlemen. I am curious how you came up with these totals. I know it was the same as last year.” Chief Mullen stated “I was going with past practice.” Commissioner Popso “So you did not analyze or review any of the officers is what you are saying to me?” Chief Mullen stated “Correct”. Commissioner Popso stated “So no comparison of the work done this year compared to last year, no evaluation at all.” Chief Mullen stated “No”. Commissioner Popso stated “It is up to you guys, I’m going to vote no on this policy. I had some initial questions but.” Commissioner Berry stated “I think Joe has a good point.” Commissioner Popso stated “I think it is a very valid point.” Commissioner Berry stated “I think Joe has a good point, if they are doing a certain type of job. He is a Captain and she is a Captain.” Chief Mullen stated “Do you want to change his to \$1250?” Commissioner Berry stated “Absolutely”. Commissioner Popso stated “I don’t think there should be a \$3000 difference between the Deputy Chief and Battalion Chief. Why such a difference? I can honestly tell you within the past year, I know

things the officers have done and I don't see the difference. A \$3000 difference, I can understand if it was small but \$3000 but once again it is just my opinion (inaudible). Commissioner Berry stated "Well just a person who lives in the town and rides around, I see Joe Wargo around here more than other people. That is just my own observation. I know he is dedicated so that pay raise is warranted and going forward they should be the same." Commissioner Schoen stated "Maybe we should table this so we can discuss this." Commissioner Bauer stated "Here is what I think." Commissioner Berry stated "Yes. We have a motion, you need a motion to table it. You have a motion on the floor." Commissioner Bauer "Why did we wait until this motion was here? Didn't we know what these salaries were?" John Wood stated "That is what the motion is for, then you have questions." Commissioner Popso stated "The public didn't know, now that the public heard. Now they know (inaudible) to ask questions. This should not have been sent to the Board." Commissioner Bauer stated "Andy, you have your concerns, I just wish you brought those concerns up before (inaudible). Commissioner Popso stated "We had that, we wouldn't be here for meetings, we are not supposed to talk amongst ourselves, wasn't it advised by our solicitor." Commissioner Bauer stated "We have closed session for personnel. We have quite a few of them this year." Commissioner Popso stated "That is up to the Chairman of the Board to make that decision." Commissioner Bauer stated "No, he can make the decision. I'm not going to banter back and forth but why do we wait to the last meeting of the year." Commissioner Popso stated "Because they first heard it. This is the first time people are asking questions. Joe just heard it." Commissioner Berry stated "Why do we approve salaries at the end of the year? Why don't we approve them at the beginning of the year?" Commissioner Popso stated "Exactly." Commissioner Berry stated "I would think we would be approving salaries for 2018 not salaries for the past year. To me, that part makes absolutely no sense at all. I don't know any part of government where you approve the salaries after the year is already done and the salaries have been already paid." Commissioner Bauer stated "Here is what really should make sense tonight, is the evaluations ok, that is not for me to sit here and evaluate their performance. Kevin and that was for you and Andy has a valid question, if these guys are doing the job and I remember some time ago, we, didn't we put quarterly evaluations and if people aren't showing up, they weren't getting their stipend. So, I can't sit here and do evaluations, that is up to you Kevin to do evaluations and they haven't been done. So, Chairman, we ought to table this until you can kick it around just to see what is going on." Commissioner Berry asked "Have the officers been paid this year?" Chief Mullen replied "No." Commissioner Berry asked "Are they paid before the end of the year?" Chief Mullen replied "Yes." Commissioner Berry stated "Charley, these guys aren't going to get paid this year (inaudible)." Chief Mullen stated "You can." Commissioner Bauer stated "We ain't stopping them from getting paid." Commissioner Berry stated "Yeah, you are." Commissioner Bauer stated "Listen, they should have had a quarterly evaluation, Ok, a quarterly evaluation and the thing is we wait until the end of the year to do this, so the process is wrong." Commissioner Berry added "It's backwards." Commissioner Popso stated "The process is written, it's policy." Commissioner Berry stated "They should know their salary before the year starts and know going into the year what their salary is, this is completely backwards to approve the salary at the end of the year, after the people have already been here. It makes no sense at all. I'm sorry, but that is the way I feel." Commissioner Bauer stated "The whole process was set up on evaluations and the evaluations haven't been done. If you have fulfilled what you were supposed to do as that officer, then are officers here who were actually asked to leave their position and didn't get paid. I think it was you Andy, wasn't it. Weren't you an officer, a Deputy, Battalion." Commissioner Popso stated "There are a couple of issues." Commissioner Bauer added "A Battalion Chief officer, am I correct?" Commissioner Popso

stated “There were a couple of issues (inaudible). Commissioner Bauer stated “and performance wasn’t there and they were asked to leave (inaudible). Commissioner Berry stated “Somebody said the officers get paid a paycheck at the end of the year.” Commissioner Popso said “A stipend.” Chief Mullen replied “Yes.” Commissioner Popso said “A stipend, not a salary.” Commissioner Berry said “I understand what it is. If I was in there position, like people who are holding their offices, I’d at least want the stipend to be paid on a quarterly basis, after an evaluation as Commissioner Bauer mentioned that I would re-think the whole structure. I’m not going to be around next year, my advice to you is to revisit that and possibly look at doing an evaluation at the end of March and paying 1 quarter of the stipend. At the end of June, then another quarter. Let the money go hand in hand with the Chief. If that is where you were heading with that Charley.” Commissioner Bauer said “Yes, that is the way I thought it was going before we changed.” Commissioner Berry said “I can understand approving it now for the coming year, in other words, we should be approving the 2018 salary.” Commissioner Bauer stated “(inaudible) but should be paid quarterly. What we should be doing is basically approving a salary for next year based on us changing, like Joe is saying he doesn’t see the parody between one captain and another captain.” Commissioner Berry stated “I absolutely agree.” Commissioner Bauer said “Things will change so I think we ought to go and pay the people because it is the end of the year. They are expecting it and we are going to have to adjust the pay for next year.” Commissioner Popso said “The problem I have is who is going to be held accountable for this error?” Commissioner Berry said “It is not an error, it’s just an oversight by everybody involved.” Commissioner Popso said “Do all the Line Officers agree what they get paid? What they do? If that is the case, we can’t make the change for Joe because we have to ask (inaudible).” Commissioner Bauer said “The change isn’t for Joe this year. I’m not saying that. The change would be for next year.” Commissioner Popso said “So Joe isn’t going to get the increase this year.” John Fratinardo said “We can do it, just amend the motion.” Commissioner Berry stated “I think the motion should be amended. In January, I would have the same conversation again going forward. So number one, the officers on staff know what they are making and I believe, as you Joe, you guys as officers are entitled to get your stipend on a quarterly basis based on a review by the Chief and that should be your policy going forward.” Captain Wargo stated “Not to interject, but in the beginning of the year, that we were all told we were going to have an evaluation, well its December.” Commissioner Berry stated “I understand and the policy would be that you get paid at the end of the year. Your evaluation should come before your stipend. I understand but I’m suggesting the stipend be paid quarterly based upon (inaudible), in other words you are supposed to get your stipend on March 31, end of the first quarter, sometime between the 20<sup>th</sup> and 30<sup>th</sup> of March there should be an evaluation letting you know how you are doing and letting you know you are getting your quarterly stipend. That to me is how it should work. Captain Wargo said “I working with you.” Commissioner Berry stated “Does anybody else up here agree with that is the way it should be?” Commissioner Schoen said “That is fine, I think for now.” Commissioner Berry stated “Well, were at the end of 2017. I’m making suggestions moving forward.” Commissioner Schoen said “Well since these people haven’t been paid yet (Inaudible).” Commissioner Berry stated “The people have to be paid. Absolutely, they have to be paid. I also believe Joe should receive the extra \$400, the same pay as Captain.” Commissioner Schoen stated “We can do that right now.” Solicitor Gaskill stated “Did you make that motion amending that?” Commissioner Berry stated “I didn’t make the original motion. Whoever makes the original motion has to amend it. Commissioner Popso asked “Are there any other officers upset with their pay?” Battalion Chief Steve Taylor stated “I don’t think this is a topic for public session. I don’t feel any of this is a topic for public session when you are calling it pay and salary and a job description. Sounds to me it is a

personnel issue.” Commissioner Berry stated “You are talking about positions.” Battalion Chief Taylor stated “All year long, I hear about personnel issues being talked about in closed session. So I don’t want my stipend talked about in a public meeting floor.” Commissioner Berry stated “It has to be voted on in a public meeting and not based on your name. It is based on your position and this is public knowledge and this is a public meeting. I understand it should be ironed out beforehand.” Battalion Chief Steve Taylor stated “We have a policy the officers shall be reviewed quarterly. I have made reports, maybe not quarterly to the Chief periodically throughout the year. What happens on the EMS side of the house I have no idea.” Commissioner Bauer stated “I’m just a little confused here and since there are tax dollars involved were just saying one person isn’t doing the job and getting more money or are you doing more? That is what I am trying to figure out.” Commissioner Berry stated “That is to Steve’s point, you shouldn’t be discussing that in public.” Solicitor Gaskill stated “You are talking about someone who isn’t even here.” Commissioner Berry stated “You are talking about the performance of somebody. When you are talking salaries when they are related to a position that is one thing, that is in public, but when you are starting to talk about somebody’s performance and they are not here, they are not RICE noticed and all that, that is wrong and that should be done in closed session.” Commissioner Bauer (inaudible). Commissioner Berry stated “I agree (inaudible). I am agreeing to what Steve said. When you are talking about a position its public information for salary.” Solicitor Gaskill stated “For salary, but I think if we are going to talk about this any further, we should table the motion, go into closed session, talk about it, then come back out here and do whatever you are going to do. That is what I think you should do.” Commissioner Berry said “You shouldn’t be talking about anybody’s personal performance.” Commissioner Bauer stated “Well, I don’t think we were talking about anybody’s personal performance, we were talking about the position.” Commissioner Berry said “No we were, I’m not saying you are right.” Captain Wargo stated “This is what I am getting at, if Bobby’s a Lieutenant and Robert’s a Lieutenant, the should be the same. If I am a Captain, Joe is a Captain, they should be the same. They shouldn’t be more for one than the other. It is the same. Captain is a Captain, Lieutenant is a Lieutenant. Whether it is on EMS or Fire. Doesn’t matter. Battalion Chief, Deputy Chief, they are all Chiefs.” Commissioner Berry (inaudible). Commissioner Bauer stated “Yeah, Joe, I can almost agree with that as long as that Captain and that Captain on the other side does the same work that you do. In other words, do you get on an ambulance?” Captain Wargo replied “No.” Commissioner Bauer stated “You are an EMT right?” Captain Wargo replied “No.” Commissioner Bauer said “Oh.” Captain Wargo stated “But that doesn’t matter if I’m an EMT or not, you have EMT’s in the firehouse that don’t get on the ambulance either.” Commissioner Bauer said “I’m just saying that but for the officers.” Captain Wargo said “She is an EMT but she doesn’t ride the fire truck.” Commissioner Bauer said “The point I am trying to make, I wish you would stop saying she, we are talking about the position. So, you say when a position is equal then there should be a crossover where they do equal work. Isn’t equal work for equal pay. Isn’t that how it goes.” Captain Wargo said “It should be (inaudible). Solicitor Gaskill said “You guys ought to table this, go into closed session and talk about personnel issues so you can consult with your Chief and not air this (inaudible). Commissioner Berry said “We can’t talk about a person’s performance.” Solicitor Gaskill said “No, not her performance.” Commissioner Berry said “Without RICE notice.” Solicitor Gaskill said “But I think you ought to ask the Chief about where the figures are and I think you want to do it in closed session. All we have done for the past 30 years.” Commissioner Berry said “I understand he was going by last year’s so it wasn’t brought up last year.: Solicitor Gaskill said “No, last year there was a lot of discussion, we went into closed session and discussed it. A lot of people had opinions. Not much dissimilar to what we are talking about right now.”

Commissioner Popso said “and here we are again.” Solicitor Gaskill said “Well, when you wait for the last minute for stuff, when you bring it up like this, you are going to have this every single time. Why not 3 months ago? Nobody says a darn word until you get up here and it’s the 11<sup>th</sup> hour and thrown out there. Like you didn’t know ahead of time.”

Commissioner Popso (inaudible). Solicitor Gaskill said “Which you knew what you were going to do.” Commissioner Popso said “When was it released out to the commission?” Solicitor Gaskill said “You didn’t know what they were?” Commissioner Popso said “No, I didn’t know until the release.” Solicitor Gaskill said “You were supposed to have the same thing last year.” Commissioner Popso said “Exactly, it was the same time. As soon as we get the release (inaudible).” Commissioner Berry said “Can we make a motion to approve the salaries as they are now and we have the right to make an adjustment?” Commissioner Bauer said “It doesn’t have a vote on it yet.” Commissioner Berry said “The motion is on the floor, you have to make a motion to table it.” Commissioner Bauer said “Did you make the motion?” Commissioner Berry said “No.” Commissioner Fratinardo said “I’ll make that motion to table it.” Commissioner Bauer said “I’ll make the motion to table it.” Commissioner Bauer said “Can we go into emergency closed session?” Commissioner Berry said “We have to go through the meeting first.” Commissioner Bauer said “No, we can do an emergency closed session for personnel anytime once the meeting opens up because there is nothing on here that says closed session. Am I correct solicitor?” Solicitor Gaskill said “yes”.

A motion was made by Commissioner Bauer, seconded by Commissioner Berry to adopted Resolution 2017-36 Closed Session. Roll call vote: Commissioner Bauer – yes, Commissioner Berry – yes, Commissioner Fratinardo – yes, Commissioner Popso – yes and Commissioner Schoen – yes. Motion passed 5-0.

A motion was made by Commissioner Fratinardo, seconded by Commissioner Berry to adjourn closed session. Motion carried.

A motion was made by Commissioner Bauer, seconded by Commissioner Fratinardo to pay the Line Officers with an increase to Captain Wargo to \$1250.00. Roll call vote: Commissioner Bauer – yes, Commissioner Berry – yes, Commissioner Fratinardo – yes, Commissioner Popso – no and Commissioner Schoen – yes. Motion passed 4-1.

Commissioner Bauer stated the Board had a lengthy discussion and next month, in January, we will be reviewing the way pay or stipends are given out. It could be a flawed system and what we are going to do is approve a set stipend for next year early so we know where we are going. Evaluations will take place in a timely fashion. Some discussion was held to pay the stipend at the end of the year or semi-annually. We are going to work on this to avoid problems next year.

5. 2018 Election update – Chief Mullen gave an election update.
6. A motion was made to approve the EMS and Fire Line Officers for 2018. Chief Mullen read the two memos (attached to the minutes). On the question, Commissioner Bauer asked if they are the only people at the time were eligible for the positions. Chief Mullen replied yes. Roll call vote: Commissioner Bauer – Yes; Commissioner Berry – Yes; Commissioner Fratinardo – Yes; Commissioner Popso – abstain; and Commissioner Schoen – Yes. Motion carried 4-0-1.

#### **GOOD OF THE BOARD:**

1. Commissioner Popso thanked all the members who helped on the 9/11 Memorial especially Steve Taylor and Albert Jacoby.

## MEETING OPEN TO THE PUBLIC:

A motion was made by Commissioner Bauer and seconded by Commissioner Fratinardo to open the meeting to the public. Motion carried unanimously.

1. Joe Parker said “My thing is for the EMS Line Officers. The policy states they have to be in good standing, does not state when you have to be in good standing. Does not state when at the time of the deadline of the interviews or resumes or time of appointment. On November 22, I was scheduled for an 8 o’clock interview. I was notified at the last minute, down to the minute of that day, that I was ineligible to interview and I would like to know what the exact meaning for good standing is to be because at the time of the interview, I was in good standing. If good standing is supposed to be at the time of the deadline, at the time of the interviews, at the time of appointment. I want to know why I got denied for the third year in a row?” Commissioner Schoen stated “I don’t know why you were denied the first two years. You are supposed to be in good standing at the deadline.” Joe Parker said “It doesn’t say that in the policy though.” Solicitor Gaskill said “It doesn’t but that is how the Board interpret it. There is no policy that will address every minutia. So people have to interpret them and that is how it was interpreted.” Joe Parker said “But if you are going to interpret if for ok on top of that. I was notified that two other people who applied for the position were notified the week before when they scheduled the interviews they were not eligible. I was notified at the last minute while I was sitting ready to interview with my plan for the interview to discuss with the Board, the interview committee of my plan, if I was selected, if I was selected as Lieutenant and.” Solicitor Gaskill stated “That should be something the Chief should answer.” Chief Mullen stated “I wanted to tell you face to face and not via a text or phone call. I even apologized. Did I not apologize?” Joe Parker said “Yes, you did and I understand that but” Chief Mullen stated “I apologized and took responsibility for finding out at the last minute.” Joe Parker said “Again, it doesn’t state in the policy exactly when. If you want somebody, if you want to interpret it, as in it has to be at the time of the deadline then it should be stated in the policy because I read the policy and it doesn’t specify when you need to be in good standing.” Commissioner Berry said “What was the deadline for turning in the application?” Chief Mullen replied “October 31” Commissioner Berry said “Technically, there could be a paper screening on November 1<sup>st</sup> of the applications that were received and that person wouldn’t be in good standing. He should have been screened out November 1<sup>st</sup> after all the applications had been received based on the policy. Correct.” Joe Parker said “And I wasn’t notified (inaudible) at the time of the interview.” Commissioner Berry said “and that was wrong but I’m just saying your application should have been screened out on November 1<sup>st</sup>. You weren’t in good standing on November 1<sup>st</sup>, your application should have been screened away during the screening process. You should have been notified in a timely manner that you were not going to be (inaudible). Joe Parker said “I’m assuming the policy is just going to remain vague and say that you have to be in good standing and it is going to be interpreted.” Solicitor Gaskill said “Now you know what the interpretation is.” Joe Parker said “What if this issue comes up again?” Commissioner Berry said “It is public record now.” Solicitor Gaskill said “As I said, there is no possible way of designing policies to cover every bit of minutia. It’s impossible. (Inaudible) I can only tell you what you may not understand. But I’m telling you that is my interpretation of it. The Board has interpreted the by-law to mean that.” Joe Parker said “Be if you wanted it to be at the time of the interview or the deadline at the time of the resumes, you should state in the policy, member should be in good standing at the time of the deadline for the resumes.” Solicitor Gaskill said “I appreciate your position.” Joe Parker said “So I feel that is wrong for the third year in a row that I have been told no for a Line Officer position. I’ve

dedicated almost 9 years of my life to this department and help move this department forward and every year since I've been getting denied. It seems like nothing is getting changed. I personally think that there should be a change and the policy should be written where it says in good standing at the time of the deadline for the interviews." Commissioner Berry said "Then that would be an arbitrary date. In other words, that would be at the convenience of the Chief and the personnel committee. So one year interviews could happen on the 16<sup>th</sup> of November and another year the 12<sup>th</sup> of November (inaudible). If you are going to set a date, it should be at the deadline of the application." Joe Parker said "The 9 years that I have been here, it has always been October 31<sup>st</sup>. So if you want to side at the time of the deadline, put by the time of the deadline, October 31<sup>st</sup>. (inaudible) I think it is unfair I was notified at the last minute and not eligible to interview for a Line Officer position to try and help move the department forward." Commissioner Bauer said "Joe, you have a valid point. We will do what we can to change that. It is not a big deal to change that policy. This won't happen again." Joe Parker said "I had a great plan to benefit the entire department and I couldn't make it known to the interview board that my plan for something to benefit everybody including the people who are working on the ambulance, fire side, the EMT's, everybody. It would have benefited everybody for their EMT certifications that they need to maintain a job here." Commissioner Berry said "I would encourage you to maintain your good standing and to make sure that next year you are in good standing and do the same thing and get interviewed." Joe Parker said "That is my plan." Commissioner Berry said "Bring everything you wanted to bring this year, you are delayed this year. But bring that energy and everything you just stated, driving that into the interview, to move the department forward." Joe Parker said "That will be my plan." (inaudible) Chief Mullen said "Why don't you meet with me to discuss your plan? Maybe we can implement some of that sooner than later." Joe Parker said "Ok." Chief Mullen said "You don't have to be a Line Officer to give ideas." Joe Parker said "Ok. Thank you. One more thing. Also, it states in the policy, to maintain an EMS Officer, you have to have a certain amount of Leadership hours. Are the current officers being put back in for the same position. Have they met that requirement?" Commissioner Schoen said "We had a discussion, do you (Chief Mullen) want to explain it." Chief Mullen said "some of the training they can get online. The original intent of the policy was the courses you could get at the county are no longer available, those leadership classes. We will need to tweak the policy for that as well. It is an issue." Joe Parker said "We have an officer out on medical and you are not supposed to be doing any of your duties. Why do we have someone out on medical still handling their duties while they are out?" Commissioner Bauer said "That issue was discussed tonight." Commissioner Berry said "That issue has been taken care of." Joe Parker said "Ok, I just wanted to make sure."

A motion was made by Commissioner Berry and seconded by Commissioner Fratinardo to close the meeting to the public. Motion carried unanimously.

#### **ADJOURNMENT:**

A motion was made by Commissioner Berry and seconded by Commissioner Bauer to adjourn the meeting. Motion carried unanimously.

Respectfully submitted,  
Kevin Mullen