

<b>Board of Fire Commission Meeting Minutes</b>		<b>Date: February 12, 2024 Time: 5:00 p.m. Location: Fire Department Headquarters</b>	
Meeting called by:	Chairman Jeffrey Trask	Note taker: D. Glenn	
Type of meeting:	Regular Monthly	Timekeeper: D. Glenn	<b>APPROVED</b>
Facilitator:	Chief Kadlewicz		
Attendees:	Jeffrey Trask, Nelson Lopez, George Mettey		
Absent::			
Staff in Attendance:	Chief John Kadlewicz and Dale Glenn		
Also: Union President Erryberto Izquierdo, Andrew Barsalou, Kevin Dansereau, Edwin Rodriguez, Matthew Cadieux, Kevin McDonnell, Michael Rohan			
<b>A. Opening of Meeting</b>		Chairman Trask	Time: 5:00 p.m.
<p>Discussion: #1 on the agenda Commissioner Trask opened the meeting of the Board of Fire Commissioners with a verbal roll call of those present along with the pledge of allegiance and a prayer.</p> <p>#2 agenda item – Minutes: The Board of Fire Commissioners reviewed the minutes from January 10, 2024</p> <p>#3 on the agenda – Fire Chief’s Report:</p> <ul style="list-style-type: none"> <li>• Injured on Duty/Light Duty/Administrative Duty/Administrative Leave</li> <li>• Overtime Expenditures</li> </ul> <p>#4 Old Business</p> <ol style="list-style-type: none"> <li>1. Firefighter Cert #09690 – update on progression and inform Board of Active Duty Military under USERRA</li> <li>2. Interview for one (1) open Fire Lieutenant position – 3 Candidates off Promotional List Cert #08313 (all candidates were asked the same questions and afforded the opportunity to ask questions)</li> </ol> <p>#5 New Business</p> <ol style="list-style-type: none"> <li>1. Grievance #232211 – Transfer Retaliation – The Board of Fire Commissioners discussed this grievance and denied it was not filed per the required time.</li> <li>2. Grievance #2024-01 – Suspending and demoting Captain Barsalou without cause – The Board of Fire Commissioners will discuss the grievance and provide a response within the allotted time frame.</li> </ol> <p>#6 Executive Session – Moved into for Grievance #2024-01</p>			

**Motions**

Motions: Commissioner Trask entertained a motion to accept the Open minutes from January 10, 2024 meeting and leave the executive session unapproved until their next meeting, Commissioner Lopez made the motion and was 2<sup>nd</sup> by Commissioner Mettey; motion carried

Commissioner Trask entertained a motion to accept the Fire Chief's report, Commissioner Lopez made the motion and was 2<sup>nd</sup> by Commissioner Mettey; motion carried.

Commissioner Trask entertained a motion to promote Firefighter Kevin Dansereau to the position of Fire Lieutenant, Commissioner Mettey made the motion and was 2<sup>nd</sup> by Commissioner Lopez, motion carried. Roll call vote Commissioner Trask yes, Commissioner Lopez yes, Commissioner Mettey yes. Unanimous agreement

Commissioner Trask entertained a motion with regard to Grievance #232211 Transfer Retaliation denied grievance based upon being out of timeframe; Commissioner Lopez made the motion and was 2<sup>nd</sup> by Commissioner Mettey; motion carried. Roll call vote Commissioner Trask yes, Commissioner Lopez yes and Commissioner Mettey yes. Unanimous agreement.

Commissioner Trask entertained a motion with regard to Grievance #22024-01 suspending and demotion Captain Barsalou without cause denied based upon ; Commissioner Lopez made the motion and was 2<sup>nd</sup> by Commissioner Mettey; motion carried. Roll call vote Commissioner Trask yes, Commissioner Lopez yes and Commissioner Mettey yes. Unanimous agreement

B. <i>Executive Session</i>	Chairman: Trask	Time: 5:45p.m.
	<p>Attending Jeffrey Trask, Nelson Lopez, George Mettey</p> <p>Also: Union President Erryberro Izquierdo and Andrew Barsalou</p> <p>Facilitator: Chief Kadlewicz                      Note taker: D. Glenn</p>	
	<p>Discussion: Grievance #2024-01</p> <p>Commissioner Trask read the letter provided with the filing of the grievance. Chief Kadlewicz denied this grievance as it is out of the scope of his authority. Union President Izquierdo citing past practice and would like the demotion overturned and return Mr. Barsalou to the rank of Fire Captain.</p> <p>Commissioner Mettey recommends when the union comes before the board to cite prior issues it should provide the board documentation supporting those issues.</p> <p>Commissioner Trask using past practice a precedent is not applicable going into the future. There is a new Board of Fire Commissioners and a new Fire Chief and just because a decision was made in the past does not mean it is the best course of action for the future. I would like to see documentation from the Union as past practice to take that into consideration with regards to this grievance.</p> <p>Commissioner Lopez past practices do not mean that they have to be continued and this board does not have to follow those going forward into the future.</p> <p>Commissioner Trask states that the board will take time to review the documents provided by the Union President and give their decision in writing within 10 business days.</p>	
	<p>Motions: Commissioner Trask entertained a motion to move out of Executive Session and move into Open Session. Commissioner Lopez made the motion and was 2<sup>nd</sup> by Commissioner Mettey; motion carried. Moved into Open Session at 5:57pm</p>	

C <i>Open Meeting</i>	Chairman Trask	Time: 5:57pm
<p>Attending: Jeffrey Trask, Nelson Lopez, George Mettey</p>		
<p>Also  Facilitator: Chief Kadlewicz                      Note taker: D. Glenn</p>		
<p>#5 New Business</p> <ol style="list-style-type: none"> <li>1. Discussion: Fire Chief Evaluation – The Board of Fire Commissioners discussed the evaluation system that was provided by the Personnel Director Kelly Curran. The Board is going through each question with the Fire Chief. A copy of this evaluation will be sent to Personnel Director Kelly Curran upon completion by the Board of Fire Commissioners.</li> </ol> <p>#7 Close Meeting</p>		
<p>Motions:</p> <p>Commissioner Trask entertained a motion to submit the completed evaluation form to the Personnel Director Kelly Curran. Commissioner Lopez made the motion and was 2<sup>nd</sup> by Commissioner Mettey; motion carried.</p> <p>Commissioner Trask entertained a motion to adjourn, Commissioner Lopez made the motion and was 2<sup>nd</sup> by Commissioner Mettey; motion carried. Meeting closed at 6:47pm</p>		

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