

Board of Fire Commission Meeting Minutes		Date: August 19, 2024 Time: 5:00 p.m. Location: Fire Department Headquarters	
Meeting called by:	Chairman Mettey	Note taker: D. Glenn	
Type of meeting:	Regular Monthly	Timekeeper: D. Glenn	Approved
Facilitator:	Chief Kadlewicz		
Attendees:	Jeffrey Trask, George Mettey		
Absent::	Nelson Lopez		
Staff in Attendance:	Chief John Kadlewicz and Dale Glenn		
Also: William Alicea, Michael Rohan			
A. Opening of Meeting		Chairman Trask	Time: 5:00 p.m.
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.			
#2 agenda item – Minutes: The Board of Fire Commissioners reviewed the minutes from July 22, 2024			
#3 on the agenda – Fire Chief’s Report:			
<ul style="list-style-type: none">• Injured on Duty/Light Duty/Administrative Duty/Administrative Leave• Overtime Expenditures			
#4 Old Business – none for this meeting			
#5 New Business			
<ul style="list-style-type: none">1. Grievance #2405062. Temporary Fire Captain			
#6 Executive Session			
<ul style="list-style-type: none">1. To discuss strategy with respect to collective bargaining or litigation if an open meeting may have a detrimental effect on the bargaining or litigation position of the public body and the chair so declares – ULP by FF2. Communication from City Solicitor – City’s Social Media Policy			
Motions: Commissioner Trask entertained a motion to accept the minutes from July 22, 2024, Commissioner Mettey made the motion and was 2 nd by Commissioner Trask; motion carried			
Commissioner Trask entertained a motion to accept the Fire Chief’s report, Commissioner Mettey made the motion and was 2 nd by Commissioner Trask; motion carried.			
Commissioner Trask entertained a motion to move out of order on the agenda, Commissioner Mettey made the motion and was 2 nd by Commissioner Trask; motion carried.			
Commissioner Trask entertained a motion to move into Executive Session to discuss strategy with respect to collective bargaining or litigation if an open meeting may have a detrimental effect on the bargaining or litigation position of the public body and the chair so declares – ULP by FF; Commissioner Mettey made the motion and was 2 nd by Commissioner Trask, motion carried. Moved into Executive Session at 5:05pm			

B. <i>Executive Session</i>	Chairman: Trask	Time: 5:15pm
<p>Attending Jeffrey Trask, George Mettey</p> <p>Also: City Solicitor Lisa Ball</p> <p>Facilitator: Chief Kadlewicz Note taker: D. Glenn</p>		
<p>Discussion:</p> <ol style="list-style-type: none"> 1. Discussion: To discuss strategy with respect to collective bargaining or litigation if an open meeting may have a detrimental effect on the bargaining or litigation position of the public body and the chair so declares – ULP by FF. City Attorney Lisa Ball is here to speak to the Board of Fire Commissioners regarding the filing of the unfair labor practice by the Firefighters Union Local 1693. The appointing authority for the Fire Department is the Board of Fire Commissioners and by City Ordinance this is not to change regarding the disciplinary actions taken based upon any policy instituted by the City. Up to and including a new social media policy. 2. Communication from City Solicitor – City’s Social Media Policy – City Attorney Lisa Ball spoke to the Board of Fire Commissioners regarding this new policy. 8 Unions participated in the creation of this policy. 1 policy will govern the entire city for all employees. The City Solicitor’s Office is trying to keep the policy as simple as possible but many folks wanted to have concerns addressed. The main portion is to have more definitions addressed to make them usable for those in authority to be able to handle particular situations. Fire Chief Kadlewicz had some questions regarding hate speech having a more indepth definition for clarificaion to aid in using the policy effectively. Attorney Ball was appreciative of the input and asked the Fire Chief to email her his questions so she has time to read them and potentially make changes. 		
<p>Motions: Commissioner Trask entertained a motion to move back into Open Session, Commissioner Mettey made the motion and was 2nd by Commissioner Trask, motion carried. Moved back into Open Session at 5:28pm</p>		

D <i>Open Meeting</i>	Chairman Trask	Time: 5:28pm
	Attending: Jeffrey Trask, George Mettey	
	Also William Alicea	
	Facilitator: Chief Kadlewicz	Note taker: D. Glenn
	<p>Discussion:</p> <p>New Business</p> <ol style="list-style-type: none"> 1. Grievance #240506 – Paid time off policy in accordance with city and US Department of Labor FMLA policy. There is an attachment from the Union Local 1693 which states the violation is from the firefighter CBA but not limited to Article 18 Paragraph 18.02(b) All rights, privileges or working conditions existing prior to this Agreement not specifically covered by the Agreement shall remain in full force and effect. The Union is seeking to revert back to the ability to use personal sick time while on FMLA for family members. Chief Kadlewicz stated the procedures were changed by the Personnel Department is only following direction set forth. The Board of Fire Commissioners is asking if they have the power to make the change and revert the policy back but the Board feels they need to do some research before reaching a decision. Fire Chief Kadlewicz stated the ruling was already provided by Attorney Russell Dupre. The CBA would need to be negotiated for this change. The board does not have the authority to make this change and will deny Grievance #240506 based on the fact they do not have the power to make a decision due to their lack of authority. 2. Temporary Fire Captain – Fire Chief Kadlewicz informed the Board the need to fill a temporary fire captain position. 	
	<p>Motions:</p> <p>Commissioner Trask entertained a motion to deny Grievance #240506 based on the fact they do not have the power to make a decision on this grievance due to their lack of authority; Commissioner Mettey made the motion and was 2nd by Commissioner Trask, motion carried.</p> <p>Commissioner Trask entertained a motion to begin the process to promotion a temporary fire captain at the next meeting to be held in September, Commissioner Mettey made the motion and was 2nd by Commissioner Trask, motion carried.</p> <p>Commissioner Trask entertained a motion to adjourned; Commissioner Mettey made the motion and was 2nd by Commissioner Trask, motion carried. Meeting adjourned at 5:50pm</p>	

Monday, September 16, 2024

Injured On Duty

1 Fire Captain

2 Firefighters

FMLA

1 Firefighters - intermittent

Overtime Budget	\$407,638.00
Transfer In	\$
Revised Budget	\$407,638.00
Currently expended	\$134,939.45
Available balance	\$272,698.55
 Average Expended per Pay Period	 \$26,987.89 (Bi-Weekly)
 Last Pay period	 \$31,556.66