

Cromwell Fire District

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FIRE DISTRICT OFFICE
WATER DIVISION

FIRE DEPARTMENT
FIRE MARSHAL'S OFFICE

BOARD OF COMMISSIONERS **Subcommittee for Non-Career Staffing Solutions**

Tuesday, February 25, 2019

5:00 PM

**1 West Street
Cromwell, CT**

Present: Executive Director Julius Neto (Chairman), Deputy Fire Chief Michael Salonia, Curt Anderson and Nicole LaTerra. Commissioner Mertie Terry had an excused absence.

I. Call to Order. The meeting was called to order at 5:24 PM. Ms. LaTerra arrived at 5:23 PM.

II. Approval of Minutes of January 22, 2019. A motion was made by Ms. LaTerra, seconded by Mr. Anderson and unanimously approved to accept the meeting minutes of January 22, 2019, as submitted.

III. Public Comment. There were no public comments to report.

IV. New Business

- A. Continue Discussions for Non-Career Staffing Solutions/Possible Approval of Specific Suggestions Related to Solutions. It was discussed that the plan going forward is to work on moving forward with Ms. LaTerra's proposed plan which incorporates the career staff and volunteers. This meeting would be used to discuss or modify anything to the plan. Mr. Anderson discussed possible changes.

He introduced a "per diem" component to the plan. He distributed copies of a draft which proposes members going from a volunteer member to a Per Diem member transition. A copy is attached to the minutes on file in the Fire District Office. He requested that the proposal be vetted by an attorney.

He suggested that members that would be eligible would be those that are close to their FLSA limit. There would probably be approximately 10 individuals. It was noted that By-laws would need to be amended so that all non-represented per diem employees can be voting members of the Cromwell Fire Department. Only those personnel that are approaching FLSA limitations would be considered for the per diem relationship or would need to be considered for the per diem relationship. All compensation would be identical to volunteer compensation. All scheduling and coverage structures would remain the same for volunteers and per diem personnel.

Some benefits to this proposal were discussed. Some of the benefits would be that it would allow individuals to perform at a higher level of participation without any increase in cost to the District. It would allow more flexible usage of personnel. It also would improve morale. It would free up cross-trained Fire personnel to respond to Fire calls with a better chance for a tag out Fire response when EMS personnel are not limited by FLSA limits; a better chance for career Fire coverage during the daytime hours when EMS personnel are not limited by FLSA limits; better chance for night time/weekend Fire response when EMS takes unwanted shift coverage when EMS personnel are not limited by FLSA limits. It would reduce career call back. It would be a zero cost to the District and be a financial benefit to the District.

A question was raised regarding pension eligibility. It was noted that per diem individuals are not part of the volunteer pension document.

Also if Bylaws need to be modified, Commissioners can make changes to Bylaws. It is not known who would be working on Bylaw changes.

If per diem individuals are the minority, volunteers would have a voting influence.

There was a discussion regarding part-time vs. per diem. Per diem individuals can be either independent contractors or part-time employees. For scheduling purposes they would be no different than part-time individuals.

If this proposal is implemented, volunteers would be in the same situation they are now in terms of FLSA. It was noted that Fire personnel do not seem to have FLSA limit issues. Per diem individuals would not be limited by FLSA. It was discussed that the Per Diem component would benefit the Volunteer Plan. Mr. Anderson will go through the Bylaws to find areas that might be affected. Per diem staff would have the same rights as a volunteer.

A motion was made by Mr. Anderson, seconded by Deputy Chief Salonia and approved 3 to 0 to add the Per Diem component to the Volunteer Proposal as presented. Executive Director Neto abstained. Mr. Anderson will look at the details of the per diem component but asked Mr. Neto to consider getting an attorney to review the Per Diem component. It was suggested that an attorney should review the volunteer component and the whole global perspective.

A motion was made by Ms. LaTerra, seconded by Mr. Anderson but not approved to engage an attorney to review the whole process. Mr. Neto did not wish to use an attorney at this point in the process, but stated that once the proposal is brought before the Personnel Committee, the Commissioners may wish to consult an attorney.

It was suggested to bring in an EMS Chief from another town to discuss their experience and then share the model with the per diem component.

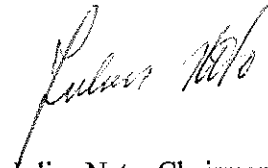
- V. Public Comment. Firefighter Brett Hallden did not wish for his comments to be taken personally. He asked if the subcommittee really knows what they want. He didn't feel that the per diem component would be used correctly. He had done some research on the issue. He stated that volunteers that are true volunteers do not receive any monetary compensation.

Mike Wolf agreed to have an attorney review the component. He felt that the per diem component is very scary and unpredictable. It sounded confusing and convoluted.

Mike Davis felt that the subcommittee is taking a step backwards. They voted on a plan which is now something different. It seems like the amount of volunteers would be reduced. The cost and compensation should be reviewed.

- VI. Commissioners' Comments. There were no Commissioners' comments to report.
- VII. Adjournment. There being no further business, a motion was made by Mr. Anderson, seconded by Deputy Chief Salonia and unanimously approved to adjourn the meeting at 6:26 PM.

Respectfully submitted,



Julius Neto, Chairman

Nancy Deegan
Recording Secretary
3-26-19