

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**

Monday, March 11, 2019

5:00 PM

**1 West Street
Cromwell, CT**

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

- I. Call to Order. The meeting was called to order at 5:03 PM, by Chairman Neto.
- II. Approval of Minutes of January 28, 2019. A motion was made by Mr. Anderson, seconded by Commissioner Terry and unanimously approved to accept the meeting minutes of January 28, 2019, as submitted. On Page 2, paragraph 5, there was a question by Deputy Chief Salonia. He was not present at that meeting, and Ms. LaTerra was referencing something the Deputy Chief had stated. The Deputy Chief did not know what Ms. LaTerra was referring to. Mr. Neto thought that Ms. LaTerra was referencing adequate coverage during the day but if the Deputy Chief thought it was an incorrect statement, the minutes should be tabled so that Ms. LaTerra can explain her statements from that meeting.

A motion was made by Mr. Anderson, seconded by Deputy Chief Salonia and unanimously approved to table the minutes from January 28, 2019.

- III. Public Comment. There were no public comments to report.
- IV. New Business
 - A. Finalize the Plan to Submit to the Personnel Committee. Mr. Neto stated that this was an opportunity to discuss how the Subcommittee would present its plan to the Personnel Committee on Thursday. Mr. Neto had sent copies of the draft plan electronically to the Commissioners on the Personnel Committee. He asked them to forward any questions or comments to his attention, and they would be addressed at this meeting. He had received no comments or questions.

He suggested discussing at this meeting how the Subcommittee will proceed at Thursday's Personnel Committee meeting. Hard copies of the plan will be available for the other Commissioners in attendance and the public. Mr. Neto asked how the Subcommittee planned to present the plan.

Commissioner Terry had some questions regarding the Per Diem component of the plan. She did some research on Per Diem. She noted that those types of employees are not employed for a specific number of hours, and they have no regular schedule. Some employers require that these employees work a minimum number of hours per month. There are no benefits provided to Per Diem employees unless required by contract of employment. She asked what would be the benefit to be a Per Diem employee. Mr. Anderson noted that the non-career individuals would be the ones that would become Per Diem. Not all of them. If some wanted to remain volunteers, they could do so. The advantage to Per Diem employees is that they are not limited to FLSA dollar amounts. There are other towns that have Per Diem employees, and the Subcommittee can research what their guidelines are for those employees. They would need to determine what other benefits they might be eligible for such as pension. The primary requirement for a Per Diem employee is a set hourly rate. They supplement the scheduled staff. The Per Diem concept reduces a company's responsibility to provide benefits or insurance. Mr. Anderson noted that he had requested more than once that the Per Diem component be vetted by an attorney to determine if the proposal is legally correct. Due to the cost of an attorney, it was decided to wait until after the Commissioners could review the proposal, and they would decide if it should be vetted.

Mr. Neto asked if the Subcommittee would be providing an overhead power point presentation since the Personnel Committee has already received a hard copy of the presentation or did the Subcommittee feel they would just provide an overview of the plan and address questions or concerns. The group agreed that since the Personnel Committee had already received hard copies of the presentation, they would entertain questions or concerns with an opportunity to explain the plan. Mr. Neto agreed to send the Commissioners a reminder about the meeting and ask them to be prepared to discuss and ask questions. Also he would remind them that hard copies would be available at the meeting. Mr. Anderson would be willing to address issues regarding the Per Diem component, and Ms. LaTerra would be assigned to address issues regarding the rest of the plan. It was noted that the meeting is scheduled for Thursday, March 14, 2019, at 7:00 PM, at 1 West Street.

- V. Public Comment. There was a question if the public would have an opportunity to review the plan on the website before the meeting. Mr. Neto stated that because it is still a draft and until approved by the Personnel Committee, it cannot be published on line. However, Mr. Neto was willing to provide hard copies that are labeled draft documents.

Michael Azur asked what will happen when the Personnel Committee receives the plan. Are there other alternative plans. Mr. Neto explained that the Personnel Committee will be doing one of three things; either accepting the plan, accepting the plan with modifications or rejecting the plan. If it is accepted, the Personnel Committee will bring it before the full Board of Commissioners for approval. If the plan is accepted but with modifications, the modifications will need to have a quick turnaround. The District cannot afford to work on something else that would take the same amount of time that the Subcommittee was allowed. If the plan is rejected, there will be some direction from the Personnel Committee as to how they will proceed.

Ms. Anderson asked if there would be an opportunity for other plans to be presented on Thursday. Mr. Neto stated that the Personnel Committee can ask for other plans to be submitted but it would require Thursday's agenda to be amended, and because it is a Special Personnel Meeting the agenda will not be able to be amended.

- VI. Commissioners Comments. President Brow thanked subcommittee members for their work and those that attended the meetings and provided input. He stated that he appreciated all the hard work that was done and purposely did not attend every meeting so as not to influence the Committee's agenda.
- 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 5:32 PM.

Respectfully submitted,

A handwritten signature in cursive script, appearing to read "Julius Neto".

Julius Neto, Chairman

Nancy Deegan
Recording Secretary
4-1-19