

# Cromwell Fire District

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FIRE DISTRICT OFFICE  
WATER DIVISION

FIRE DEPARTMENT  
FIRE MARSHAL'S OFFICE

## **BOARD OF COMMISSIONERS**

### **Fire and Water Divisions**

**Tuesday, September 17, 2019**

**7:00 PM**

**Coles Road Firehouse  
105 Coles Road  
Cromwell, CT**

The Commissioners of the Cromwell Fire District held their monthly Board of Commissioners' Meeting on Tuesday, September 17, 2019, at 7:00 PM, at the Coles Road Firehouse, 105 Coles Road, Cromwell, CT to discuss and act upon Fire and Water Division business.

Commissioners Lee Brow (President), Roger Rukowicz, Jason Hinners, David Colligan, Mertie Terry, Allan Spotts, Robert Donohue, Johnathon Hamlin and Charles Epstein attended. Also attending were Executive Director Julius Neto, Fire Chief Michael Terenzio, Ass't Fire Chief EMS Robert McIntyre, Water Operations Manager Joseph Palmieri and Michael Alibrio from BlumShapiro.

The meeting was called to order at 7:00 PM, by President Brow. The Pledge of Allegiance was led by President Brow. A moment of silence was held for Farmington, ME, Fire Captain Michael Bell, age 68, who was killed Monday in an explosion while performing his duties.

### **APPROVAL OF AGENDA**

A motion was made by Commissioner Rukowicz, seconded by Commissioner Donohue and unanimously approved to accept the Agenda as presented with the following additions: under New Business, Item H. Safer Grant and AFG Grant; and Item I. Discussion and Possible Decision on Coles Road Emergency Boiler Replacement. Also noted was in Item G. under New Business, the word "Life" should be added before the word Member. That Item should read "Honorary Life Member."

### **PUBLIC COMMENT**

There were no public comments to report.

### **APPROVAL OF THE BOARD OF COMMISSIONERS' MEETING MINUTES OF AUGUST 20, 2019**

A motion was made by Commissioner Epstein, seconded by Commissioner Spotts and approved 7 to 0 to accept the Board of Commissioners' Meeting minutes of August 20, 2019, as submitted. Commissioner Rukowicz abstained.

APPROVAL OF THE SPECIAL BOARD OF COMMISSIONERS' MEETING MINUTES OF  
AUGUST 21, 2019

A motion was made by Commissioner Hamlin, seconded by Commissioner Spotts and approved 7 to 0 to accept the Special Board of Commissioners' Meeting minutes of August 21, 2019, as submitted. Commissioner Rukowicz abstained.

APPROVAL OF THE SPECIAL BOARD OF COMMISSIONERS' MEETING MINUTES OF  
AUGUST 26, 2019

A motion was made by Commissioner Hamlin, seconded by Commissioner Rukowicz and unanimously approved to accept the Special Board of Commissioners' Meeting minutes of August 26, 2019, as submitted.

READING OF COMMUNICATONS & WRITTEN APPEALS TO THE BOARD

The Executive Director distributed copies to each Commissioner of an email from Candice DeVizio addressed to all Commissioners and the Executive Director. It was dated September 13, 2019. Due to the length of the email, the President asked that it be included with the minutes of this meeting for the record and not be read in the interest of time. Commissioners had also received an electronic copy of this email prior to this meeting.

REPORTS OF THE STAFF

- A. Executive Director. The Executive Director's Report for August had been previously distributed and reviewed. A copy is attached to the minutes on file in the Fire District Office. Mr. Neto reported that the \$3 Million Bond for the Communications Project has been deposited into the District's bank account. 25% of that was paid to Motorola during this past week. It was actually a few weeks behind schedule, but everything worked out well and things are moving forward.

He discussed the VFD project in the Water Division. The project was approved last year and was started a few months ago. August was an active month for that project. Upon installation of the VFD on Well 3, there was noise interference from the new VFD. The solution to eliminate the problem is to run a cable from ChemFeed to all the Wells 1-4. It was noted that the electrical noise and interference will not affect the functionality of all the chemicals introduced into the water system. The solution that would be less than \$15,000 would be a fiber cable in order to have communications at each Well. This was not anticipated by the vendor. The cheaper alternative would be to use WiFi although it is not advisable. Joe and the vendor are strongly recommending that fiber be used. If WiFi fails, that would jeopardize a critical function of introducing the proper level of chemicals into the water. The issue of safe drinking water is an issue that has come up recently nationwide in major cities. The Water system is critical as a utility. It is a priority utility. It was decided to take \$15,000 that was allocated for the Water Garage in this budget cycle and repurpose it. Both Mr. Neto and Mr. Palmieri feel that this is a major priority that needs to be resolved. This solution will provide capacity for the next 50 years to improve other systems in need. It will definitely improve the quality of the security cameras. This will occupy only 20% of that fiber. Therefore, there will be room to grow. They also found a \$95,000 turnkey solution. This was not on the Water Department's plate, but it is critical and needs to be done. There are conduits, and 14 or 15 manholes that will be used going from Chemfeed 200 yards to the well fields. It is going to be a big savings on material, and more work for the Water team.

Mr. Palmieri added that each underground fiber piece will be one solid piece into each building.

Mr. Neto also reported that the final CONN-OSHA report has been received. Mr. Neto has contacted the CONN-OSHA Director. A meeting has been scheduled with Mr. Neto and Chief Terenzio for October 1, 2019, at 10 AM in Wethersfield. It will be considered an informal conference on their findings. Mr. Neto submitted the report. An official complaint was filed with OSHA with 8 bullet items identified. It was determined that four of the bullet items were not in their jurisdiction, purview or concern. Those items were dismissed. The four remaining had assessments done on them. The problems were identified as housekeeping. They are important but not critical, and there are no penalties associated with the remaining items. They did identify two other items that were found as serious. They have been resolved. A grinder was not properly secured. There were four points on the grinder to be secured, and all four were not. That fine was \$250 which is subject to change depending on the outcome of the October 1 meeting. There was a steno report (blood born) that was not updated on a timely basis. There was a fine of \$300 for that. The fines were incurred during the walkabouts. There was also a fan that did not have the ground plug on it. That was a \$250 fine. All fines were not associated with the initial complaint. The purpose of the informal conference is for the District to regroup and discuss all the resolutions to the problems. Mr. Neto's objective will be to minimize the \$850. He would like to take that money and invest it in a training program. Commissioner Terry had reviewed the report and noted the fines and violations noted were not that bad in comparison to other offenses that could have been worse. She felt they were very fair. Mr. Neto noted that the District will not be in a defensive position at this meeting. The District wants to create an environment of safety. There was discussion regarding OSHA compliance and fines.

Mr. Neto had one more item to discuss. It was regarding September 5, 2019, there were a total of 5 calls within 23 minutes. It was an unusual amount of calls within a short amount of time. David Jahn was working Dispatch at the time. He remained cool and calm, and was recognized through an email by the Chief for the good job he did. The on-duty team handled an electrical fire, two dump trucks collided on Rte. 3 and Washington Rd., and two medical calls. Mr. Neto noted the level of commitment and professionalism, with everyone focused on what needed to be done.

A motion was made by Commissioner Hinners, seconded by Commissioner Epstein and unanimously approved that Chief Terenzio place letters of commendation in all staff members' files that worked on the five calls that came in on September 5, 2019.

- B. Financial Report. The Financial Report for August had been previously distributed and reviewed. A copy is attached to the minutes on file in the Fire District Office.

A motion was made by Commissioner Colligan, seconded by Commissioner Hamlin and unanimously approved to accept the Financial Report for August as submitted. Mr. Alibrio noted the same as Mr. Neto in his report, which is that the \$3 Million bond has been received and in the account. The first payment has already been made. He also discussed the fiber for the VFD. He indicated that later in this meeting there will be a vote for a budget amendment to cover the cost of the fiber for the VFD. Mr. Alibrio has made an attempt to answer Commissioner Colligan's question from last month regarding ambulance billing. Mr. Alibrio has contacted Quick Med Claims who is the vendor for ambulance billing. They have been analyzing the information they have been receiving recently. They are supposed to be getting back to Mr. Alibrio by the end of the week. He added that business as usual for the second

month of the fiscal year. There are some accounts that are over-budget, but a majority of those are timing. The auditors will be coming in on Thursday to start the audit for the fiscal year ending June 30, 2019.

A motion was made by Commissioner Hinners, seconded by Commissioner Donohue and unanimously approved to accept the Financial Report for August as submitted.

- C. Fire Department Chief. The Chief's Report for August had been previously distributed and reviewed. A copy is attached to the minutes on file in the Fire District Office. Chief Terenzio added that they still need to replace the one career firefighter position. Testing was done here today through the process that was identified to be followed. There were 10 candidates for one position. Some were career firefighters from New Haven. The part-time scheduled staffing interest continues to prevail. An application was received through the Chief of the Meriden Fire Department. Talent from other areas will help the current staff to expand their knowledge and abilities.

A motion was made by Commissioner Colligan, seconded by Commissioner Hamlin and unanimously approved to accept the Chief's Report for August as submitted.

- D. Water Operations Report. The Operations Report for August had been previously distributed and reviewed. A copy is attached to the minutes on file in the Fire District Office. President Brow asked for an update on delinquent water accounts. Mr. Neto announced that they have not turned anyone's water off. There has been enough participation with delinquent customers. At some point he will be working with the Water Division staff to discuss a suggestion brought up by a customer with a high bill. The issue is if a customer is willing to pay off a high water bill, would the District be willing to provide some financial relief on the late fees. Mr. Neto has discussed this with Mr. Alibrio, however, they do not make policy. At some point there needs to be a discussion with the Water Operations staff to look at some guidelines. The collection process is not going as well as Mr. Neto had expected. They are going to go to the next level of the collection process. There are options available for customers who are having difficulty paying their water bills. The District is willing to work with those trying to make an effort to pay off their accounts. The process is in a better direction because there is movement.

A motion was made by Commissioner Epstein, seconded by Commissioner Terry and unanimously approved to accept the Water Operations Report for August as submitted.

#### REPORTS OF THE STANDING COMMITTEES

- A. District Operations Committee. There was no meeting.
- B. Executive Committee. There was no meeting.
- C. Fire Operations Committee. There was no meeting.
1. Communications Subcommittee. Commissioner Colligan gave an update. He stated that a check has been sent to Motorola to secure the work. They are moving forward to purchase all the portables and get them programmed so that staff can be trained. This will improve some of the issues staff is dealing with at the moment. The Kenwood and Hyterra radios will not accept PL's which is what opens up the radios. All those issues need to be organized which is what has started to happen. He reported that everything is

moving forward. There will be a Subcommittee meeting in October. The consultant or clerk of the works, Paul Zito, will be at that meeting. They will be reviewing all the voting sites. There was an idea to give the old radios to the Town. They are usable for non-fire ground emergencies such as the Public Works Dept.

- D. Pension Committee. There was no meeting.
- E. Personnel Committee. There was no meeting.
- F. Water Operations Committee. There was no meeting in August so it was rescheduled for Tuesday, September 24, 2019, at 5:30 PM, at West St.

#### BOARD APPOINTMENTS

There were no appointments to report.

#### CONSIDERATION OF OLD BUSINESS

- A. Report of Town Council Liaison. Ms. Jennifer Donohue reported that a meeting was held last Wednesday, September 11, 2019. There was a presentation to some senior volunteers participating in a public health exercise. There is a town-wide initiative on cultural diversity. The mayor and the new Superintendent of the Board of Education will be working on that with the school system. On December 7, 2019, a Holiday Stroll has been scheduled from 4:30 PM to 8:00 PM. That will be the tree lighting ceremony. A request to close down part of West Street has been submitted. The Town is spending \$56,000 to upgrade their computer work stations to Windows 10. The Town appropriated \$25,000 to clean up a blighted property at 49 River Road. Catch basin cleaning will begin very soon. The residents from South Street had some speeding concerns that were discussed at that meeting. It was noted that this is a Town-wide problem. The Police Chief and Town Manager will be looking into this issue. Some of the discussion was to possibly close down part of the road at the railroad trestle. This has been an issue from 11 years ago. All options are on the table. New transfer station rules will be coming out. There aren't too many changes except for the rules of a carrier. The one-day pass was amended and then the affidavit. There has been some abuse of the one-day pass where a contractor would go in do a job in the morning, and then go out and do all their jobs and then dump because they had the one-day pass. The cost has been astronomical to the Town. The Public Works Department suggested that with the one-day pass the Town resident go to the dump with the carrier. This might be a hinderence if a resident hires someone to do work on their house, the resident would have to drive to the dump with them. The Cromwell transfer station is intended to be a residential transfer station. It was not intended for commercial vehicles. A change in the process was made so that people have to document the quantity of the materials and identify the materials. The trailer size is 10 ft. because of the size of the station. It is difficult to get larger vehicles in there.

A motion was made by Commissioner Colligan, seconded by Commissioner Hinnens and unanimously approved to accept the Report of the Town Council Liaison as presented.

B. Reports of the Special Committees

1. Public Safety Tower Committee. A meeting was held on September 6, 2019. Minutes had been previously distributed and reviewed. A copy is attached to the minutes on file in the Fire District Office.

A motion was made by Commissioner Donohue, seconded by Commissioner Spotts and unanimously approved to accept the Public Safety Tower Committee meeting minutes of September 6, 2019.

2. Safety/Building Committee. There was no meeting.

NEW BUSINESS

- A. Commissioners' Comments. Commissioner Epstein commented about the response time for Cromwell's first responders. He stated that ten times during the month of August, there were two ambulances out doing calls at once. Commissioner Epstein noted that this information is significant as well as he has been told that the response time has been reduced by one minute. That fact is very significant to EMS staff. He gave kudos to Chief Terenzio for securing the Red Lion for the CT Fire Chiefs' Association for their September 24 meeting. Commissioner Terry gave kudos to the Fire District office staff for the great job they do assisting the public as well as the Commissioners.
- B. Budgetary Adjustment -- Discussion and Possible Approval for Funding Needed for VFD, Electrical Noise Issue. A motion was made by Commissioner Hamlin, seconded by Commissioner Rukowicz and unanimously approved to authorize the funding needed for the VFD electrical noise issue.

Commissioner Hinnners read the resolution. A copy is attached to the minutes on file in the Fire District Office. A motion was made by Commissioner Epstein, seconded by Commissioner Hamlin and unanimously approved to be it resolved that the Board of Commissioners of the Cromwell Fire District consider and act upon a resolution to approve budgetary adjustments to the Water Capital Fund budget for fiscal year ending June 30, 2019, as reflected in the worksheet provided by Blum Shapiro at the Board of Commissioners' Meeting of September 17, 2019. The reallocation is as follows: transferring \$2,929 from Operating Transfers Out – Water Capital Fund (05908-5990) to Water Capital – Meters (35904-5720). The transfer of funds received from sale of scrap water meters to Water Capital Fund for purchase of additional meters. Transfer \$15,000 from Water Capital – New stairs & landing @ Water Garage (35959-5775) to Water Capital – VFD's for Wells 3 & 4 (35740-5435). Transfer available funds from "New Stairs" project to "VFD" project to cover cost of fiber optic cable.

A motion was made by Commissioner Epstein, seconded by Commissioner Hamlin and unanimously approved to accept the budgetary resolution approving budgetary adjustments as read.

- C. Approval of Contracts/Contractors. There were no contracts or contractors to report.
- D. CONN OSHA Report & Discussion. Mr. Neto had given a brief overview under his report. He offered to answer any questions or address any concerns. Commissioners were given copies of the report. Mr. Neto added that the District has requested a consultation from

CONN OSHA which will include an assessment of the District to make sure it is compliant in all categories. The District is on their docket to be reviewed. They have invited the Union to be a part of this process. Mr. Neto and Chief Terenzio will be meeting with the CONN OSHA Director on Tuesday, Oct. 1. Mr. Neto also posted the report at Court St. He added that the fines imposed are negotiable.

- E. Discussion & Possible Decision on One Clerical Staff Request to Join the Cromwell Professional Emergency Dispatchers' Union, Local 1303-475, AFSCME Council 4. The Executive Director reported that he received a letter from the President of the Cromwell Professional Emergency Dispatchers' Union, Local 1303-475 indicating that the Administrative Assistant in the Fire Department working at Court St. is requesting membership into their Union for representation. A copy of the letter is attached to the minutes on file in the Fire District Office. Mr. Neto did inform Andrew Cooke, Union President, he would have this issue on the agenda for this meeting tonight to discuss. Mr. Neto is looking for direction from the Board. There is a contract with Communications staff, that does not identify clerical staff as part of their bargaining unit. It is defined for the Communications Department, however, it is not unheard of to have members of other job classifications join other unions. There are two options available. One is having a voluntary agreement saying it is OK for this person to become a member of AFSCME local 1303. It will allow the person to be covered under a contract renegotiated as it relates to that person's job description. Everything negotiated with the Communications Union is associated with a job description and work rules associated with the Communication Center. Because the person does not work in the Communication Center, part of the contract would need to be carved out or renegotiated if the Board agrees to the request voluntarily. If the Board does not want to agree to this request voluntarily, the Union can file a petition or document with NLRB, and they will make the determination. They could also say that because the job descriptions are so far apart with no connection, if the person wants to join a union, they can join the clerical union and bring that to represent any other person that works for the District with similar job descriptions. If the Board is going to allow AFSCME to represent this person, they will have the opportunity to cover and be responsible for any other clerical staff within the District.

Brian Petrucelli, Union Secretary, discussed the relationship with the current Commission, the Executive Director and how well labor and management have been working together. He stated that everything Mr. Neto pointed out is correct. He added that even if it is decided that the person's job is not close enough to the dispatch job, it will still go before the State Board of Mediators and Arbitrators. Regardless of the Commission's decision, the State Board will make the final decision. Mr. Petrucelli explained that because of the good working relationship they have with the current administration, they wanted to provide enough time to be brought before the Board of Commissioners for discussion rather than just informing the Commission of what is going to happen without any open dialogue. Mr. Petrucelli added that their union incorporates a wide variety of job classifications. If a job classification is not covered under the current bargaining agreement, it can be annexed in and MOU's through negotiations can be placed into the contract until further negotiations are held. The contract does not need to change, but there needs to be additions made to the contract to accept the individual. He noted that the Federal Government recognizes Dispatchers as Clerks.

A motion was made by Commissioner Hamlin, seconded by Commissioner Hinnens and approved 7 to 0 to bring this issue before the Personnel Committee and Legal Counsel for review and then brought before the full Board of Commissioners. Commissioner Epstein

abstained due to a conflict of interest. The Commissioner is a member of the AFSCME Union in his full-time job.

- F. Discussion of Cromwell Mayor's Gala, District Proclamation Recognizing Richard Donohue, Jeffrey Polke and Heather Polke. The Executive Director explained that the Mayor is having a Gala on September 28. It is to benefit Adelbrook Behavioral and Developmental Services. The reason this is on the Agenda is because there was some internal discussion regarding a plaque recognizing the three recipients. The Humanitarian Award is being given to Richard Franklin Donohue for all the hard work he has done for the Cromwell Historical Society. The volunteer award will be given to Jeffrey and Heather Polke for all the work they have done with the farmer's market. Mr. Neto asked if the Board wanted to proceed with plaques or take the money that would be used for plaques and make a donation in the names of Mr. Donohue and Mr. & Mrs. Polke to Adelbrook and present the recipients with certificates or proclamations.

A motion was made by Commissioner Terry, seconded by Commissioner Hamlin and unanimously approved to make a \$100 donation to Adelbrook in the name of Richard Franklin Donohue and another \$100 donation in the name of Jeffrey and Heather Polke along with a proclamation from the District for each.

- G. Discussion & Possible Action Making Richard Gish an Honorary Life Member of the Cromwell Fire Department. A motion was made by Commissioner Hamlin, seconded by Commissioner Hinnners and unanimously approved make Richard Gish an Honorary Life Member of the Cromwell Fire Department with all rights and privileges afforded thereto.
- H. Safer Grant and AFG Grant. Chief Terenzio explained the grant process. The Federal Government gives grants to fire departments totaling approximately \$345 Million a year. There are approximately 32,000 organizations that are allowed to draw from those funds. During the last sessions of awards, the District applied for assistance for the \$3 million grant process for the radios through the AFC grant. With this grant Cromwell is only entitled to \$1 million based on its population.

Chief Terenzio did submit another grant application, the SAFER Grant, Staffing for Adequate Fire and Emergency Response also is available to a separate process at different times. He submitted a grant for four more career firefighters to help augment the sacrifice of the volunteers and also those that are unscheduled part-time. He announced that the federal government has awarded the Cromwell Fire Department four full-time firefighters including their salaries and benefits for \$456,580.

The Department also was awarded money from the AFG grant for \$267,619. As of September 13, 2019, the District received \$724,000 to be used for the purposes stated. The Chief noted that the Board must vote to approve or reject the SAFER grant. The AFG grant money is the District's and was earmarked for radio equipment. The reason the other grant needs to be approved by the Board is because the Board is the governing body of the District. Mr. Neto explained that over the four year period of the SAFER grant funding, the government is going to cover 75% of that value. In year one the District's financial impact will be \$61,000. Year two would be the same. Year three, only 1/3 of the annual cost will be covered by the government so the District will have to cover a larger portion of it. He is estimating that the District's portion of the cost over three years would be \$187,000. After the third year, the District owns the positions. Details still need to be worked out in terms of implementation. The Fire Operations Committee has requested a full assessment to

determine the financial impact on the District. Also needing assessment will be the impact on the staffing model and the part-time hours which should decrease under the present environment. As service requirements increase, it is unknown what that impact will be. If the Board does not wish to make a decision tonight, Mr. Neto asked what their thoughts were conceptually. A lot of work will be required from the Chief and the administration. The Federal government expects a response within 30 days of the date of the award. If a firefighter is hired through the grant, they must sign an affidavit committing themselves to the Cromwell organization for a set number of years. Commissioner Hamlin noted that in four years the cost of the positions will be \$280,000. It is also known that the demand for services in Cromwell keeps growing. There was a lengthy discussion about the process and requirements.

A motion was made by Commissioner Terry, seconded by Commissioner Spotts and unanimously approved to table the decision on the SAFER Grant and schedule a special meeting in two weeks, October 1, 2019, to discuss and act upon the SAFER Grant. This will allow Chief Terenzio to gather the information the Board has requested regarding the financial impact of the grant. That meeting will be scheduled for 6:00 PM, October 1, 2019. Commissioner Terry commented on the picture in the paper that was taken at the Valor Memorial Green of the Firefighters carrying the flags. She stated it was an honor for the District and showed the respect the Town has for the Fire Department. She thanked all those who participated in the ceremony. Chief Terenzio had a list of the participants and reached out to all of them to show his gratitude for their participation. They were Captains Mike Wolf and Melissa Roming, Jolie Hinners and Robert Donohue. President Brow requested Mr. Neto to draft a letter of appreciation from the Commission to the four participants.

- I. Coles Road Emergency Boiler Replacement Project. Mr. Neto explained that the boiler at Coles Road has a major leak that cannot be repaired. It is a major capital investment to replace it. The District does not have the funds in its budget to allocate \$85,000 to replace the boiler. He received a quote from Cromwell Energy. They also requested a quote from Daniels Oil & Propane. He asked them to evaluate the situation for a Plan B using propane and determining if that would be cost effective. The cost being proposed would not exceed \$85,000. Since it is not allocated in this year's budget, the District needs to call a Town meeting to ask permission to use money from the General Fund.

A motion was made by Commissioner Hamlin, seconded by Commissioner Donohue and unanimously approved to set a date for a Town meeting to approve funding not to exceed \$85,000 to replace the boiler at the Coles Road Firehouse.

#### PUBLIC COMMENT

Ms. Jennifer Anderson, Ridge Road, first noted her objection to the Board not reading Candace DiVizio's email to the Board out loud at this meeting. At the last meeting Commissioner Hinners read all 5 letters that were submitted which took 25 minutes. She said it was just another discrimination against Ms. DiVizio. She stated, "Poke the lioness some more." She then spoke about the investigation into complaints the District received against Chief Terenzio. The Dagle Group conducted a lengthy investigation into complaints of harassment, threatening, demeaning and bullying. The administration did not put the Chief on administrative leave which is the customary thing to do. She wanted to note some key findings directly from the report by the Dagle Group regarding the hostile work environment. She read from the report, "throughout the course of this investigation, a pattern of making unsubstantiated claims against members emerged." This was mostly reported about Candace DiVizio's complaint regarding a hostile

work environment. She further stated that the investigation disclosed sufficient evidence to determine that Chief Terenzio created a hostile work environment and violated the Department policies regarding code of conduct and code of ethics based on his actions against Candace DiVizio. Chief Terenzio's collection of serious and significant actions against Ms. DiVizio following the October 2018 FLSA meeting and Ms. DiVizio's complaint to the Department of Labor which clearly indicates a pattern of harassment and retaliation against Ms. DiVizio and constitutes a hostile work environment. There are too many retaliatory actions to list within the time limit. She began to note things in the report from Curt Anderson. The investigation revealed a pattern of behavior in which Chief Terenzio...Ms. Anderson's three minute time limit ended at that point. Ms. Anderson stated she would come back and finish at another time.

EXECUTIVE SESSION

There were no items for Executive Session.

ADJOURNMENT

There being no further business, a motion was made by Commissioner Colligan, seconded by Commissioner Spotts and unanimously approved to adjourn the meeting at 8:47 PM.

ATTEST:

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Jason Hinnners, Secretary

Nancy Deegan  
Recording Secretary  
10-10-19