

Cromwell Fire District

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FIRE DISTRICT OFFICE
WATER DIVISION

FIRE DEPARTMENT
FIRE MARSHAL'S OFFICE

BOARD OF COMMISSIONERS **Special Personnel Committee Meeting**

Wednesday, May 5, 2021

5:30 PM

Via Conference Call 1-203-666-2275

ID 599 259 137#

Coles Road Firehouse

105 Coles Road

Cromwell, CT

Present: Commissioners Mertie Terry (Chairwoman), Jason Hinners, Roger Rukowicz and David Colligan. Also attending was Executive Director Julius Neto, Acting Fire Chief Jason Brade, Dispatchers' Union Secretary Brian Petrocelli and Commissioners Lee Brow (President), Charles Epstein, Robert Donohue.

Per Executive Order No. 7B, Governor Lamont has ordered and directed that in-person open meeting requirements be suspended. Therefore, the Commissioners' Special Personnel Committee Meeting will be held via conference call. Members of the public may send questions or comments to meetings@cromwellfd.com on any agenda items.

- I. Call to Order. The meeting was called to order at 5:30 PM, by Chairwoman Terry.
- II. Approval of Agenda. A motion was made by Commissioner Hinners, seconded by Commissioner Rukowicz and unanimously approved to accept the Agenda as presented.
- III. Public Comment. There were no public comments to report. Commissioner Epstein thanked the Chairwoman and the Executive Director for giving him the ability to listen in on the questions for the interviews. It was very helpful and he appreciated it. Commissioner Donohue had the same comments.
- IV. New Business
 - A. Discussion and Recommendation to Full Board of Commissioners the Top Candidate for the Fire Chief Position. The Chairwoman appreciated those that have attended. She appreciated it. She stated that the Committee took the hiring of the Fire Chief very, very seriously. She had a few bullet points to mention regarding the process for hiring the new Fire Chief. They had internal and external postings and advertising for the position for two weeks. The President of the Commission and the Executive Director based on the charge given by Personnel reviewed and selected the appropriate candidates that met the job description qualifications. A total of 8 candidates were identified. Of the 8 candidates, 1 was an internal candidate, and there were 7 external candidates, of which

two were from out of state. During a quick background review, 4 of the candidates had significant questionable issues (in the recent past). The President of the Commission and the Executive Director did not have the 4 questionable candidates move forward. A subject matter panel of Chiefs was convened. The 4 candidates were interviewed and given a numerical score based on their answers. The two candidates with the highest scores were moved to Personnel. The two top candidates, from the subject matter panel were David Prior (total score of 312) and Jason Balletto (total score 311). The Personnel Committee interviewed both finalists. A total of 12 questions were asked and given a numerical score based on their answers. The results were as follows: Jason Balletto (total score of 445) and David Prior (total score of 324). Both panel interviews were accomplished in identical manner and all recorded visually and orally. The Personnel Committee is recommending Jason Balletto as the next Fire Chief for the Cromwell Fire Department.

Commissioner Hinnners stated that the Chair spoke very accurately. He was involved in the process of the final interview. Mr. Balletto interviewed beautifully. He presented well and presented confidently. He feels like the right fit for the position. Commissioner Rukowicz thought it was an open and transparent selection all the way through. The two finalists were well qualified. Mr. Balletto was the best one. He answered all the questions without hesitation. He gave very precise answers. A lot of his answers were what the Committee was looking for in a Chief. He was very impressed with the answers he gave. He was glad to be part of the process. Commissioner Colligan stated that he has been involved in a lot of interviews throughout the fire service. He felt this was handled in a very professional way. The outside Fire Chiefs knew the subject matter very well as part of the interview panel. He thanked the President for the work he did to get the hiring process for this position in the right direction. He thinks that a good choice was made.

A motion was made by Commissioner Colligan, seconded by Commissioner Hinnners and unanimously approved to recommend hiring Jason Balletto as the next Fire Chief for the Cromwell Fire Department. This recommendation will be forwarded to the full Board of Commissioners for approval.

- V. Adjournment. There being no further business, a motion was made by Commissioner Hinnners, seconded by Commissioner Rukowicz and unanimously approved to adjourn the meeting at 5:40 PM.

Respectfully submitted,



Mertie Terry, Chairwoman

Nancy Deegan
Recording Secretary
5-13-21