

Cromwell Fire District

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FIRE DISTRICT OFFICE
WATER DIVISION

FIRE DEPARTMENT
FIRE MARSHAL'S OFFICE

BOARD OF COMMISSIONERS **Special Board of Commissioners' Meeting**

Tuesday, April 11, 2023

5:30 PM

Coles Road Firehouse
105 Coles Road
Cromwell, CT

A Special Board of Commissioners' Meeting was held on Tuesday, April 11, 2023, at 5:30 PM, at the Coles Road Firehouse, 105 Coles Road, Cromwell, CT to discuss and act upon special Fire District business.

Commissioners Roger Rukowicz, David Colligan, Charles Epstein, Donald Smith, Robert Donohue, Robert McIntyre and Mertie Terry attended. Commissioners Chip Darius and John Sokolowski were absent. Also attending were Executive Director Julius Neto, Communications Manager Justin Lonergan and Fire Chief Jason Brade.

- I. Call to Order. The meeting was called to order at 5:30 PM, by President Rukowicz.
- II. Approval of Agenda. A motion was made by Commissioner Donohue, seconded by Commissioner McIntyre and unanimously approved to accept the Agenda as submitted.
- III. Public Comment. There was no public comment to report.
- IV. New Business
 - A. Discussion and Possible Approval of the New Negotiated Contract with the Communications' Union, AFSCME, Local 1303-475. The Commissioners were given draft copies of the contract to review. A copy is attached to the minutes on file in the Fire District Office. The Executive Director gave a brief overview of the contract negotiations process. Members of the Negotiating Committee were President Rukowicz, Commissioner Donohue, Communications Manager Justin Lonergan and Executive Director Julius Neto. The Executive Director wanted to go on record to comment that the Negotiating Committee supported the final negotiated contract with AFSCME Local 1303-475. Negotiations were give and take. The Communications Manager and the two Commissioners worked diligently to put this final document together. Credit was given to Mr. Lonergan for his extra effort in this process.

There was a brief discussion regarding the Fire Chief's Administrative Assistant position which is included in the contract with AFSCME Local 1303-475. It was noted that the Fire Chief was aware of the position being a part of the contract, and it was noted that the duties of that position did not change. The Fire Chief was satisfied with the outcome of negotiating this position. Mr.

Lonergan noted that there was an MOU negotiated when the position became part of the contract. It was drafted very recently and was incorporated into the contract document.

President Rukowicz discussed the negotiating process. He acknowledged the other side of negotiations; Dispatch Union President Andy Cook, Vice President Chris Bellamo, Treasurer Brian Petrucelli, David Jahn and their union representative. He felt it was a fair and equitable contract for both sides. He thanked all involved in the process.

A motion was made by Commissioner Donohue, seconded by Commissioner McIntyre and unanimously approved to accept the contract between the Cromwell Fire District and AFSCME Local 1303-475 as presented.

- B. Discussion and Possible Approval of the MOA with the Firefighters' Union Local 4662. The Commissioners were given a draft copy of the MOA for review. Executive Director Neto gave a brief overview of the history behind this MOA. Firefighters Nowik and Tomczyk left the Fire Department for other positions. They had resigned from their positions and after they separated from the Department, they sent a request to Mr. Neto for holiday pay because they had worked some holidays during this fiscal year. The language in the contract as written states that the District will payout for all holidays in June. The payees need to be working for the Department in order to receive that compensation. The contract also states that holidays are a benefit, with a clause stating the person needs to be on payroll. There needs to be some clarification.

Mr. Neto worked with the Fire Chief and the President of the Union to draft an MOU with an effective date of January 1, 2023, modifying the language that will be incorporated into the next contract that upon termination, a person will receive holiday pay for holidays worked which will not necessarily be in the month of June. Mr. Neto spoke with the Union president who could not be present at this meeting because of his work schedule. He is glad to have this issue resolved at the preliminary level to clean up the contract language. Chief Brade added that the Chief's office discussed and reviewed the language. He believes it is a fair and happy medium. It is also agreeable to the members. They believe they are doing what is right.

A motion was made by Commissioner Colligan, seconded by Commissioner Epstein and unanimously approved to accept the MOA with the Firefighters' Union Local 4662, as presented.

- V. Commissioners' Comments. President Rukowicz asked that the Fire Chief pass along to the Firefighters' Union President that the Board appreciates management and the union working together. Hopefully it will continue. It is a good sign and a good start.
- VI. Adjournment. There being no further business, a motion was made by Commissioner McIntyre, seconded by Commissioner Donohue and unanimously approved to adjourn the meeting at 5:47 PM.

ATTEST:

Charles R. Epstein, Secretary

Nancy Deegan
Recording Sec'ty