

## **Fire District #1 Prudential Committee**

### ***Open Session June 4, 2015***

Call to order @ 6:30 pm

Members present- Kevin Taugher, Ray Miner & Greg Sheehan

- Signing of the Warrants

### **Election of Officers**

- GS nominated Kevin Taugher for Chairman of the prudential Committee
- RM- 2<sup>ND</sup>
- UA
  
- KT – nominated Greg Sheehan as Clerk
- RM- 2<sup>ND</sup>
- UA

### **Approval of minutes from previous meetings**

- GS- motion to approve open session meeting minutes from 3/19/2015 as amended
- RM- 2<sup>ND</sup>
- UA
  
- GS- Motion to approve the open session meeting minutes from 5/21/2015 as presented
- RM-2<sup>ND</sup>
- UA

### **Update on transition from Medicompts to Comstar LLC for ambulance billing services, and vote if necessary on altering ambulance billing contract**

There was a question about the amount of notification we would need to give Medicompts if we decided to terminate services as well as the amount of lead time needed to transition to the new provider Comstar

It was noted that we have been working without a valid contract with Medicompts since the original contract expired; therefore the notification requirements were not specified. KT was going to check with district counsel to make sure that we can leave out current situation without any termination fees, expenses.

KT said that after speaking with Comstar, Comstar said they would prefer a 45- 60 day period to get systems set up on their billing platform, with a potential August 1<sup>st</sup> start date. However, Capt. Schenker

and Monica Walton were going to meet with Comstar to clarify any other costs or fees associated with credit card payments.

KT wanted to sign the appropriate documents needed but held until Capt. Schenker and Monica met with Comstar.

- GS- made a motion to approve signing the Comstar agreements understanding that they would be held until Capt. Schenker and Monica had their meeting with Comstar. With delivery of contract upon conclusion of that meeting assuming there were no further pending issues.
- RM-2<sup>ND</sup>
- UA

### **Review of Sullivan Hayes & Quinn contract to support Fire District in union negotiations**

**Correspondence:** Memo from Robert McCarthy, IAFF to Kevin Taugher

**KT- Roll call vote to enter executive session- in compliance with the provisions of Chapter 30A, Section 18(a) (Exemption#3) and return to open session at the conclusion of executive session.**

Discuss strategy with respect to collective bargaining with South Hadley District 1 Professional Fire Fighters Association

Roll call vote, Ray Minor-yes, Greg Sheehan- yes, Kevin Taugher-yes.

Into Executive Session at 6:40pm

Return to open meeting at 6:57pm

### **Completion of Fire Chief Performance review by Prudential Committee**

The review actually took place on March 19, 2015. We gave the Chief an opportunity to review the comments. We met at our May 21, 2015 meeting to go over the results of that review. In the May 21, 2015 meeting the Chief had rebutted some of the comments that were made about the performance issues. We went over those comments and corrected or eliminated some of those comments based on the Chief's rebuttal. The final step to the process is to take the standard form that we used last time and KT plugged in for each of the criteria the voted rank from the different members of the Committee. There are three entries in each category. Then under supervisor's comments KT plugged in the text from the reviewed meeting minutes at the May 21, 2015 session. Kevin the also plugged in any rebuttal from the Chief from each criterion.

KT had asked the Chief to review the marked up copy. Chief had a couple of questions. Chief was given the opportunity to ask those questions.

Chief asked regard section 2. There were some things in the rebuttal that he had presented to Mr. Sheehan and he didn't know if that would change his rating given the supporting documentation he provided. Section 2 was in regards to the Chiefs ongoing education requirements under his contract.

Mr. Sheehan responded that he was not changing his rating because under the terms of the contract the Chief was required to complete 20hrs a year of continuing education or 100 hours over the course of his contract. The documentation presented only accounted for just over 60 hours of continuing education

The other question that Chief had was on section 4, performance reviews. Mr. Sheehan had asked for the last performance reviews and the Chief could only produce performance reviews for 2013 and 2015 but not 2014. The Chief had responded that at the direction of one of the fire districts attorney's he was advised not to do performance reviews for 2014 because of special circumstances surrounding one individual... Mr. Sheehan didn't understand why a pending issue with one individual would result in forgoing performance reviews on all individual. Chief reiterated that is what counsel had told him. Mr. Sheehan said that he would call counsel himself and if in fact counsel advised against performing that particular duty he would change his rating from a 4 to a 3. Chief was in agreement.

#### **Discussion and vote on renegotiation to renew Fire Chief Contract beyond December 31, 2015**

KT opened the discussion with a reading from the Chief's current contract which says:

***The initial term of this contract shall be for a period commencing January 3, 2011 and ending December 31, 2015. However, this contract may be extended as provided by its terms.***

***Unless either party provides written notice to the other of its intention to renegotiate to renew this contract no less than six (6) months prior to the end of its initial or any extended term, the contract shall automatically be extended for additional one (1)-year periods***

KT asked how the committee wanted to proceed. KT said he personally didn't want to see the contract to just roll over. He didn't think it was fair to the Chief or the district. He thought the committee needed to come to terms with what had to be done.

KT said he thought there was basically two ways to proceed, if we wanted to avoid the automatic renewal, and that was to renegotiate a renewal or to not extend the contract at all.

KT then opened up the floor to discussion among the committee members to comment. What does the committee want to do. Renegotiate to renew or not extend.

GS- commented not to extend. KT asked for any comments on not to extend. GS responded that he it has been a five year contract and although Bob has stepped up his performance in some areas since his last evaluation GS did not believe Bob was the right fit for the district and in some ways a good fit for Bob. GS commented that he has praised Bob many times in the past in regards to his skill set when on scene and firefighting. That being said, GS thought perhaps there was a difference in philosophy, but he believed that the district needed more of a CEO/ Administrator in the role of Fire Chief given the current command structure, Captain should be at a skill level to handle the fire scenes if properly trained and credentialed. GS also commented that he didn't think the district was getting from Bob what they were paying for; he also commented that up until recently there has been more of an attitude of leave me alone go away from the Chief, not a relationship of cooperation. It was GS opinion that Bob's mentality was more of a leave me alone, I will run things the way I see fit, just give me the money when I ask for it

and don't question anything that I do and how dare the Prudential Committee want any accountability out of him or any staff for that matter. GS comment said that he didn't think that was the vision of the Committee or himself as an individual taxpayer.

KT asked RM for comments to which RM replied that he was for going forward with negotiating a new contract. RM was on the original group that appointed Bob and he has felt that he had good numbers going forward and was doing a good job forward.

KT said that his feeling that there has been a sense the last few years that KT has been on the board that the administrative tasks of the job were very important, particularly when there is a strong Chief statute in place. KT agreed that Bob's fire sense and his ability to run operations from a fire perspective was good in his opinion but the administrative side and some of the things talked about in the past and some of the policies and programs that we have had to deal with was an issue that KT would not be expecting from a strong Chief perspective. So on that basis:

- KT- would entertain a motion to renegotiate to renew the Fire Chief contract
  - RM- moved the motion
  - KT -2<sup>ND</sup> the motion
  - Vote:
  - All in favor = 1
  - All opposed = 2
  - The motion fails to carry 1-2
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- KT – would now entertain a motion not to extend or renegotiate to renew the Fire Chief contract
  - GS- moved the motion
  - KT-2<sup>ND</sup>
  - All in favor = 2
  - All opposed = 1
  - The motion passes
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- KT- then entertained a motion to authorize the Chair to compose and have delivered written notice to the Fire Chief that the Prudential Committee does not intend to extend, or renegotiate to renew the Fire Chief contract which will end on December 31, 2015.
  - GS- moved the motion
  - KT-2<sup>ND</sup>
  - All in favor = 2
  - All opposed = 0
  - Motion passes 2-0

**New Business**

- No new business

**Confirmation of agenda items for future meetings**

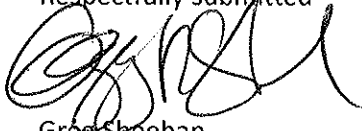
- No items

Next meeting date will be June 25, at 6:30 pm

- GS- motion to adjourn
- KT-2<sup>ND</sup>
- UA

Meeting adjourned at 7:14pm

Respectfully submitted

A handwritten signature in black ink, appearing to read 'Greg Sheehan', written over a horizontal line.

Greg Sheehan

Prudential Committee, Clerk