

May 19, 2022 Meeting of the Board of Fire Commissioners

District #3 in the Township of Hanover

County of Morris, Cedar Knolls, New Jersey

The meeting was called to order at 7:00 p.m. on May 19, 2022 in accordance with the Public Meeting Act of 1975, Chapter 231. The Board observed a moment of silence for all those who have given their lives in service of their communities and nation.

ATTENDANCE: Commissioners Mary Lou DeSimone, Robert O'Hare, and Shawn Waldron were present. Commissioners Steven Cornine and Michael Dugan Jr. were absent.

Chief DiGiorgio, Administrator Schultz, Fire Co. President James Hark Jr., and Michael Dugan Sr. were also in attendance.

PUBLIC PARTICIPATION: Fire Co. President Hark Jr. reported that the Fire Co. was supposed to discuss getting gifts for EMS Week but the item was skipped on the agenda for the last meeting. President Hark Jr. asked if the Board would purchase gifts and the Fire Co. pay for the 3 appreciation dinners being provided this week because he is able to approve that amount himself. President Hark Jr. felt that a gift card would be better appreciated than the items such as a water bottle that have been given in the past. President Hark Jr. noted that he would have to get approval for that at the next Fire Co. meeting because it would be over the amount he is able to approve on his own. The Board agreed to purchase the gift cards and will forward the bill for the dinners to the Fire Co.

President Hark Jr. reported that the Fire Co. has decided to forgo Inspection Day and will present awards at the Dinner Dance. President Hark Jr. reported that a Memorial Day service was going to be held at the firehouse in between the Town Hall service and the Memorial Day parade. President Hark Jr. reported that he attended the Hanover Township meeting about the parade and due to changes in the parade there will be no time to have a firehouse service that morning. President Hark Jr. reported that the Fire Co. is now thinking of holding a service at the firehouse on Friday, May 27, and then serving hamburgers and hotdogs to members and their families. President Hark Jr. reported that he is planning on

doing this as a Fire Co. function and asked if the Board would like to participate. The Board felt that it should be a Fire Co. function.

CORRESPONDENCE: Commissioner DeSimone reported that the District received a letter inviting Chief DiGiorgio to attend the Eagle Scout Courts of Honor Ceremonies for Jason Cirillo and Kyle Blanchfield on May 15, 2022. Chief DiGiorgio noted that he received the invitation after the ceremonies had occurred. Administrator Schultz reported that the letter also requests recognition of the 2 Eagle Scouts and that there are 2 resolutions before the Board tonight recognizing each of them.

APPROVAL OF PREVIOUS MINUTES:

The minutes from the May 4, 2022 Regular Meeting were reviewed.

Amendments to Previous Minutes: None.

Commissioner Waldron made a motion to approve the minutes from the May 4, 2022 Regular Meeting. Commissioner O’Hare seconded the motion. All were in favor. Commissioners Steven Cornine and Michael Dugan Jr. were absent.

REPORT OF THE TREASURER:

Commissioner Waldron reported that the District is doing fine and operating within budget. Commissioner Waldron warned that due to one of the career FF/EMTs welcoming a child and some upcoming vacation time there will be an uptick in overtime in June. Commissioner Waldron noted that Lt. Belott is doing his best to keep the cost down.

Report of Fire Commissioner Board Committees and Chief of Department:

CHIEF’S REPORT: Chief DiGiorgio distributed his Bi-Monthly report on May 13, 2022. Chief DiGiorgio had the following additions to his report.

Chief DiGiorgio reported that earlier today FF Gilson, FF Colin, and EMT Kuzemczak attended a run/walk event at Barclays because they had asked if the District could do a demonstration of our LUCAS device and some other EMS equipment. Chief DiGiorgio noted that Barclays was a contributor towards the purchase of the LUCAS device. Chief DiGiorgio reported that FF Gilson took the lead on this and the demonstration went very well.

Chief DiGiorgio thanked the Board on behalf of the members and staff for providing food for EMS Week.

Chief DiGiorgio reported that he submitted some performance review examples to the Board on April 29 and asked the Board if they could review them so they can be discussed at the next meeting. Commissioner DeSimone asked if Chief DiGiorgio had gotten the examples from someone. Chief DiGiorgio confirmed that he had gotten them from someone at a Fire / EMS based NJ agency and they are currently using them. Commissioner DeSimone reported that she was not crazy about the examples and will send Chief DiGiorgio examples that she likes better. Commissioner DeSimone noted that she did not like the fact that the Chief and Lieutenant performance review were almost the same and that the FF/EMT and EMT performance reviews is like a check list of daily duties. Commissioner DeSimone asked if the other Commissioners had a chance to review the performance review examples. Commissioners O'Hare and Waldron confirmed that they had reviewed them. Commissioner DeSimone asked what they thought of the examples. Commissioner Waldron reported that he has looked at over 100 performance reviews in his career and has never found one that he feels does what you want it to do. Commissioner Waldron also felt that so much of the performance review depends on the relationship between the evaluator and the employee. Commissioner Waldron reported that he has seen many times where discipline of an employee is disputed because there is no documentation of the infraction in any paperwork because the evaluator does not want to be perceived as too tough in order to preserve a personal relationship with the employee. Commissioner Waldron reported that performance reviews are very subjective and depend heavily on how honest the evaluator is willing to be with the employee. Commissioner DeSimone admitted that the discussion about an employee's performance has to be handled carefully but also did not feel that she would be comfortable filling out this form for either the Chief or Lieutenant and reiterated that she will send out other examples before next meeting so there could be further discussion. Chief DiGiorgio noted that these examples are in Word format so if they just need to be tweaked it would be easy enough to do so. Commissioner DeSimone felt that if any changes were made to the documents she would like to see them vetted by legal counsel.

Chief DiGiorgio reminded the Board that next Thursday evening Hanover Township is recognizing Lt. Belott and FF Sulpy and the members of the Whippany fire Dept. who received the 200 Club Award. Chief DiGiorgio reported that he RSVP'd that 6 people would attend.

Chief DiGiorgio concluded his report.

Commissioner DeSimone noted that the Fire Prevention report states that FF Sulpy is doing inspections and asked if he was in fact doing inspections now. Chief DiGiorgio reported that FF Sulpy has been doing inspections since he was promoted to that position.

Commissioner DeSimone asked if the District had people who are trained in trench rescue and wanted to attend the trench rescue training being held in Madison. Chief DiGiorgio reported that the entire career staff attend the training, half on the first day and the other half on the second day.

Commissioner DeSimone asked if anyone had any questions for Chief DiGiorgio.

Commissioner Waldron reported that he has a copy of a list of all the training courses that each member has taken that was compiled by FF Ujfalussy and there are several people who do not appear to have done all the training.

Commissioner Waldron asked if there was a due date for completing the training. Chief DiGiorgio reported that the mandatory training for the year needs to be completed by the end of the calendar year but obviously the firefighter quarterly PIOSH drills need to be done in a quarter. Commissioner Waldron asked if some of the individuals on the list should be encouraged to lead by example. Chief DiGiorgio believed so.

EMS: Commissioner O'Hare reported that there was a joint meeting with Coronis to ensure that EMS billing is continuing to run smoothly. Commissioner O'Hare reported that some glitches were discovered and asked if Coronis had followed up with Chief DiGiorgio on them. Chief DiGiorgio reported that Coronis sent a report on the calls they received for February and he has to compare it to what if in our system to discover the approximately 35 call discrepancy. Commissioner O'Hare reported that reimbursement for extrications was also discussed. Chief DiGiorgio reported that he has not received anything on that from Coronis yet.

Commissioner Waldron reported that he sat in on the meeting and asked if it was

going to be a quarterly thing. Commissioner O'Hare reported that initially it was going to be a monthly thing but is now being done every other month.

BUDGET: Nothing to report.

PERSONNEL: Commissioner DeSimone reported that at the last meeting Commissioner Waldron requested to see the documents submitted by the candidates for the lieutenant position. Commissioner Waldron reported that he spoke with Chief DiGiorgio about this and the document that he was most interested in, how the candidates would handle certain aspects of the lieutenant position, is not a written document but something that they will verbalize to the interview panel. Commissioner Waldron reported that he spoke with Chief DiGiorgio about having candidates write out why they are the best candidate in the future which would then go in their personnel file. Commissioner DeSimone asked for clarification that the interview panel would not have something in hand from the candidate during the interview. Chief DiGiorgio reported that it was up to the candidate whether they just wanted to just verbalize, have a packet for the interview panel, or do a power point presentation on why they are the best candidate. Commissioner DeSimone agreed with Commissioner Waldron that something written that can be put in their file is a good idea in the future.

NEGOTIATIONS: Nothing to report.

LIAISON TO THE VOLUNTEERS: Commissioner DeSimone asked President Hark Jr. if there was any feedback on the survey comments. President Hark Jr. had not heard any feedback.

Commissioner DeSimone asked if any of the volunteers had commented on the Pay per Call changes. Commissioner Waldron reported that there were no comments.

BUILDINGS AND GROUNDS: Commissioner Waldron reported that the contractor for the chimney repair has been a no show a couple of times and is not returning calls so the committee will look elsewhere for a contractor. Commissioner Waldron reported that he is having difficulty locating contractors due to it being a prevailing wage contract. Administrator Schultz asked what the quote was for the repair. Commissioner Waldron reported that the quote was for \$1300. Administrator Schultz reported that it does not meet prevailing wage job

criteria. Commissioner Waldron reported that he would continue looking for a contractor. Mr. Dugan Sr. reported that the District used Alden Bailey to fix the roof in the past. Commissioner Waldron thanked Mr. Dugan Sr. and reported that he will reach out to him.

Commissioner DeSimone asked if anyone had noticed that the paint on the side of the building is coming off and asked when it was last painted. Administrator Schultz reported that he had noticed it. Mr. Dugan Sr. thought the building was painted about 7 years ago and it only lasted about 2 years. Administrator Schultz reported that the District got a price last year of \$80,000 to paint the building and wrap everything so that it would not need to be painted again. Administrator Schultz felt that the project should be included in the larger building renovation that is being looked into and that the peeling paint should just be removed for now.

Commissioner DeSimone asked if the owner of the landscaping company that the District uses ever comes to the firehouse to look at the work that his men do. Commissioner Waldron reported that the owner does not come to the firehouse but that he has spoken with him. Commissioner DeSimone asked Commissioner Waldron to find out when the bushes near the flagpole were going to be trimmed. Chief DiGiorgio asked if mulching was in the contract. Commissioner O'Hare confirmed that mulching was included in the contract. Chief DiGiorgio felt that he would probably trim the bushes when he mulched. Administrator Schultz reported that it was specified in the contract that the mulching be done in time for when Inspection Day was held so it should be happening soon.

Chief DiGiorgio reported that he spoke with FF Martin today about the status of the interior painting. Chief DiGiorgio reported that more trim paint is needed but that the 1st floor is almost done and pictures have been put back on the walls. Chief DiGiorgio reported that everything looks good and that FF Martin will put a message out that he is working the Saturday after Memorial Day asking if anyone wants to help him with more painting. Commissioner DeSimone agreed that FF Martin did a great job and everything looks good.

Commissioner Waldron reported that in Chief DiGiorgio's report he saw mention that Lt. Belott is getting prices for redoing engine bay lighting and possibly converting over to Led lighting. Commissioner Waldron questioned whether the

District should be putting out money for new lighting if in the next 2 years the District is looking to renovate the building which would include all new lighting. Chief DiGiorgio reported that he will speak to Lt. Belott and let him know that new lighting is in the future plans so not needed now.

Commissioner DeSimone felt that the switch for the parking lot lights needs to be reset because they are not on at night. Chief DiGiorgio said he would look into it.

APPARATUS/EQUIPMENT AND MAINTENANCE: Commissioner DeSimone asked for the status of having Chief DiGiorgio's vehicle decaled. Chief DiGiorgio reported that he is waiting on prices from First Priority. Commissioner DeSimone asked that someone follow up with them because it has been a while.

Chief DiGiorgio reported that vehicles 33, 34, and 35 have all received their annual PM by FIS over the last 3-4 days. Chief DiGiorgio reported that FIS has provided quotes on some of the follow up items that are needed throughout the 3 pieces of apparatus. Chief DiGiorgio reported that he will meet with Lt. Belott and Commissioner Waldron to review the follow up items since some are quite extensive to determine which items to address currently and which to budget for next year. Chief DiGiorgio reported that the ambulances will be serviced by VCI as needed.

INSURANCE: Commissioner O'Hare asked Administrator Schultz for an update of the search for a new Workers Comp provider. Administrator Schultz reported that he reached out to VFIS for the status of 7710 leaving New Jersey because the District has not been notified of this yet. Administrator Schultz reported that in the meantime he has been working with someone from Mr. Siino's office and they cannot find anyone to take us in the open market as a Workers Comp client. Administrator Schultz reported that if he does not hear back from VFIS tomorrow he will instruct Mr. Siino's office to move forward with an assigned risk Workers Comp provider. Commissioner DeSimone asked who other fire districts use. Administrator Schultz reported that some use VFIS and others are municipally run. Chief DiGiorgio reported that a couple in Parsippany use NJM.

BY-LAWS: Nothing to report.

WEBSITE: Nothing to report.

PLANNING COMMITTEE: Chief DiGiorgio reported that there will be a Joint Board meeting here on June 2 which will be before the Consolidation meeting and this might be a good opportunity to have any questions answered before the Consolidation Committee meeting. Chief DiGiorgio reported that on June 7 he and Chief Perrello will present their report to the Consolidation Committee so they can discuss it and bring it back to both Boards. Chief DiGiorgio reported that then each individual Board will have to decide on which direction they want to go in. Commissioner O'Hare asked for clarification that this Board would receive copies of the report after the June 7 Consolidation Committee meeting and would be able to review the report so it could be discussed at the June 16 Board meeting. Chief DiGiorgio hoped it would go that way but could only confirm that he and Chief Perrello would present the report to the Consolidation Committee. Chief DiGiorgio reported that the Consolidation Committee could have questions or potentially want to make changes to the report before it is taken back to the individual Boards. Commissioner DeSimone asked for clarification on whether any members of the Consolidation Committee were present at the meetings between the 2 Chiefs. Chief DiGiorgio reported that at the monthly Consolidation Committee meetings he and Chief Perrello were given action items that they met and worked on before the next Consolidation Committee meeting. Chief DiGiorgio noted that he and Chief Perrello got input from many sources for their report including the administrative staff, the accountant, and the Hanover Township Chief Municipal Finance Officer. Mr. Dugan Sr. asked if the report that will be presented on June 7 is the complete report or just the operations part of it. Chief DiGiorgio reported that at the February Consolidation Committee meeting Mr. Braslow indicated that the 2 things that DCA would look for were how you would continue to provide an equal or better Fire & EMS protection and how are you going to afford to do that. Chief DiGiorgio reported that the Consolidation Committee tasked he and Chief Perrello to come up with a consolidated budget with a staffing plan, maintenance plan, what the new tax rate would be, and what it would cost the residents. Chief DiGiorgio indicated that the report would also include an apparatus replacement plan along with how many fire inspections would need to be done. Chief DiGiorgio reported that the committee decided to follow the template from the Hamilton Township successful application.

LIASON TO EXEMPTS: Nothing to report.

RECORDS RETENTION: Commissioner O'Hare asked whether the District has gotten a docket number for the destruction application. Administrator Schultz reported that we still do not have a docket number. Administrator Schultz reported that he and Chief DiGiorgio found out that application was sent to someone in Hanover Township that is no longer working there and that the individual that took over the position was unaware that this is a function of the job. Chief DiGiorgio reported that the new individual is looking into how to get into the system to approve the application. Chief DiGiorgio noted that Mr. Esposito is also able to approve the application so one way or another it should get approved soon. Administrator Schultz reported that once the Township approves the application the State will give it a docket number.

LIAISON TO HANOVER TOWNSHIP COMMITTEE: Nothing to report.

OLD BUSINESS: Commissioner DeSimone reported that the Board had tabled the EEO Training Proposal last meeting because there were some questions about it and Chief DiGiorgio was absent. Commissioner DeSimone reported that the Board had decided to go with an interactive video that requires the employee to answer questions throughout the video but there was no opportunity to pose a question during the training. Commissioner DeSimone reported that she was fine with this program but that some members of the Board wanted the employee to be able to get questions answered. Commissioner Waldron confirmed that someone had come to him with that request and noted that he spoke to Chief DiGiorgio about it. Chief DiGiorgio reported that when he came back from vacation he received an email that stated that he had pending EEO Training so he assumed that the contract was signed at the last meeting. Chief DiGiorgio reported that he did the 1 ½ hour training and got a certificate at the end. Chief DiGiorgio noted that after he did the training he read the minutes from the last meeting and discovered that the contract was tabled. Chief DiGiorgio reported that he noticed during the training that there was a box on the bottom of the screen that said if you had any questions you could write them in the box and they would be emailed a response. Chief DiGiorgio reported that after he spoke with Commissioner Waldron he went back into the training and put a question in the box. Chief DiGiorgio reported that the response he got was that the training he took was a demonstration version. Chief DiGiorgio reported that when he contacted the company he was assured that once the contract was signed the

training for the employees will be ready for New Jersey and that the help box was for employees to pose any questions that they have which will be answered by the support team. Commissioner Waldron asked for clarification that questions will be answered via email maybe the day after they are asked as opposed to right away. Chief DiGiorgio reported that this was correct but that the program is very interactive and requires that the member be present to keep moving the program along and answer the questions. Chief DiGiorgio noted that the training can be done over multiple sessions without having to start over. Commissioner Waldron noted that if a member gets a question wrong they are required to go back over that module. Chief DiGiorgio reported that the training includes a lot of up to date real world scenarios and does not just focus on the Civil Rights Act of 1964. Chief DiGiorgio thought it provided excellent training and was the most cost-effective way to go. The Board agreed and Commissioner DeSimone indicated she would sign the contract tonight.

Commissioner Waldron reported that Administrator Schultz got him the list of things that Dr. Gluckman does during an annual physical which he sent to someone at Buscio. Commissioner Waldron reported that Buscio suggests doing a chest x-ray every 2 years instead of annually. Commissioner Waldron reported that Buscio does not do the Mantoux TB test nor the QuantiFERON TB test and do not see a need for it if you were born in this country. Commissioner Waldron reported that Buscio does the PAP only for those over 40 years old. Commissioner Waldron reported that Buscio also does not administer the tetanus shot nor do they do the drug test. Commissioner Waldron reported that the Buscio does every one of the items that Dr. Gluckman says are required for the EMT program but they do not do the above-mentioned items. Commissioner Waldron asked if the Board would like to ask Dr. Gluckman this is acceptable to him and come back to discuss it again, override Dr. Gluckman, or decide to stick with Dr. Gluckman and require members to go to him. Commissioner DeSimone felt that if Buscio will do all the items that Dr. Gluckman requires then the member should have a choice where to go. Commissioner Waldron noted that Buscio will not do the items mentioned previously. Administrator Schultz suggested looking at NFPA 1582 to see what the State requires and then see if Buscio will provide a letter stating that a member meets all the requirements because the District will not keep medical records on site. Commissioner Waldron asked Administrator Schultz to get him the most recent copy of NFPA 1582 he is

willing to sit down with Dr. Gluckman to discuss. Commissioner O'Hare asked if the Board could decide that a member could choose to go to Buscio or Gluckman. Commissioner Waldron felt that the Board would need a resolution stating that members can choose between Dr. Gluckman and Buscio since there is currently a resolution stating that Dr. Gluckman performs physical. Commissioner Waldron noted that he would prefer that the two physicals mirror one another. Commissioner O'Hare did not think that the Board was going to get that. Commissioner Waldron felt that the Board, Dr. Gluckman and Buscio could come up with something that everyone is happy with. Mr. Dugan Sr. cautioned that the Board better have an alternative physician ready in case Dr. Gluckman decides that he does not want to deal with any negotiations and quits. Commissioner Waldron reported that he is not trying to alienate Dr. Gluckman and felt that if Dr. Gluckman refuses to accept Buscio then the couple of members that do not want to go to Dr. Gluckman will have to deal with it.

Chief DiGiorgio reported that anything in Power DMS that needed to be archived has been archived. Chief DiGiorgio reported that any Administrative Orders or General Orders that needed to be updated have been updated. Chief DiGiorgio reported that Lt. McGuinness is working on getting a Power DMS report that lists the oldest to newest documents so that he can be certain that there is nothing else that needs to be archived. Commissioner DeSimone asked if Chief DiGiorgio had looked into Power DMS automatically notifying us when a document is up for review. Chief DiGiorgio reported that aging report would help with this but noted that decisions would need to be made on how often each document in Power DMS would need to be reviewed and by whom.

Commissioner DeSimone asked that now that Ladder 33 is in service again if the lights could be removed from the tree. Chief DiGiorgio reported that he will ask President Hark Jr. to reach out to the Tree Lighting Committee because he knows that they have opinions on how it should be done. Chief DiGiorgio reported that he will allow the career staff to assist if the Tree Lighting Committee wants help.

Commissioner DeSimone asked what the Board decided to do with the Pay per Call Resolution. Commissioner O'Hare reported that the Board was supposed to have a resolution for last meeting. Chief DiGiorgio reported that the Board had the draft resolution so as long as the Board is fine with it a resolution could be

ready for the next meeting. Administrator Schultz reported that he would put it on the agenda for June.

Commissioner DeSimone asked if Mr. Trimboli had provided an update on the Professional Standards draft. Commissioner O'Hare reported that he spoke to Mr. Trimboli who asked that the document be provided in a Word document. Commissioner O'Hare reported that he sent the Word document to him.

Commissioner DeSimone asked Chief DiGiorgio about the Board's request for a letter of intent so that the Board would have ample time for succession planning. Chief DiGiorgio reported that he spoke with Commissioner Waldron on the matter. Commissioner Waldron indicated that Chief DiGiorgio would provide a letter and he did not put a due date on receiving it. Commissioner DeSimone asked Chief DiGiorgio to forward a copy of his job description because it is not in Power DMS. Chief DiGiorgio reported that they are all in Power DMS. FF Gilson printed out the job description. Commissioner DeSimone asked Chief DiGiorgio to review the job description and suggest any needed changes.

Administrator Schultz reported that he sent the Board the report from the structural engineer with a brief synopsis. Administrator Schultz reported that the report is very detailed but the structural engineer went through his findings at a meeting this Monday. Administrator Schultz felt the findings set the District back a little in some of our thoughts about the building and facility however he has asked to hold a Planning Committee meeting in the next week. Administrator Schultz reported that he and Mr. Dugan Sr. met with architects to discuss the architectural aspects and they have provided a proposal and he wants to discuss the proposal with the Planning Committee. Administrator Schultz reported that one thing that came to light was that the bars that were installed on the 3rd floor to keep the building from going anyplace are really not helping and could be doing harm. Administrator Schultz reported that removing the weight of the slate roof was counterproductive because it changes the wind shear load for the roof and since the new roof doesn't weigh as much it does not push down on the walls enough to tension the bars out. Administrator Schultz reported that when the bars were installed the contractor also closed the ends of the bars before they were inspected by the Town and the Town had to rely on a picture that was taken prior to closing the ends. Administrator Schultz reported that when the structural engineer reviewed it he found that the work was subpar and did not meet code

because there were not 2 nuts on the end of the bars. Administrator Schultz explained that the one nut would eventually back itself out because there is no second nut. Administrator Schultz reported that there were a lot of issues with the bars and that the District can either put some truss devices in or put some cross bracing in, which is what the engineer recommends. Administrator Schultz reported that the structural engineer did an additional report costing \$6500 that was not approved by the District but the report is the most graphic representation of what is going on with the building and will be beneficial to whoever is going to do architecture in this building. Administrator Schultz reported that the Planning Committee will have to make decisions while running parallel with both the Consolidation Committee plans and the grant program window of opportunity. Mr. Dugan Sr. noted that while the cost ran over, the report is exceptional and hoped the Board could find the money in the budget to cover the additional cost.

Commissioner Waldron asked Administrator Schultz to discuss the posting of resolutions to the website prior to meetings. Administrator Schultz reported that the District used to post resolutions on the website prior to meetings but that ended after someone came to a Board meeting and took exception to something that was written in a resolution. Administrator Schultz reported that a heated exchange took place and he was told not to post resolutions prior to them being approved at a meeting. Administrator Schultz felt that they should be posted on the website prior to a Board meeting so people know in advance what is coming up at the meeting. Administrator Schultz reported that he understands why a previous Board decided to stop posting the resolutions on the website prior to the meeting but felt that in the interest of transparency they should be posted just like the agenda is posted prior to the meeting. Administrator Schultz acknowledged that he could email the Board copies of the draft resolutions prior to a meeting but reported that his preference was to post the draft resolutions to the website so that everyone would know what was being voted on at a meeting. Administrator Schultz reported that he would start posting the resolutions on the website prior to the meetings if the Board approved doing so. Administrator Schultz reported that the Board should also consider training one or two other people on how to update the website because he will not be here forever. Administrator Schultz reported that he will discuss his proposal to train new people on updating the website at a future meeting. Commissioner Waldron

reported that his concern was not posting draft resolutions on the website for everyone to see, although he does not have a problem with that as long as they are marked draft, but he felt that the Board members needed to see the resolutions before a meeting so they have enough time to review the resolutions prior to voting on them at the meeting. Commissioners DeSimone and O'Hare felt that the draft resolutions could be posted prior to the meeting as long as they are clearly marked as a draft. Administrator Schultz reported that there would be a watermark on the resolutions that states that it is a draft. Commissioner Waldron asked for clarification that Administrator Schultz knew which draft resolutions could not be posted prior to the meeting. Administrator Schultz reported that anything that would fall under the guidelines of closed session acceptable should be left off the website. Commissioner Waldron asked that those resolutions be emailed to the Board prior to a meeting. Administrator Schultz confirmed that he would send those to the Board and noted that he is looking into getting a secure document share program. Administrator Schultz reported that another alternative to posting the entire draft resolution prior to a meeting would be to post just the title of the resolution prior to a meeting. Chief DiGiorgio reported that this is the way the Township of Hanover does it. The Board approved posting the draft resolutions ahead of time and asked that they be emailed to them.

Commissioner DeSimone asked if anyone else had any old business.

Administrator Shultz reported that there was a discussion on DREs at the last meeting and reported that the District is still stuck in the same position with DREs and WIREs (Workplace Impairment Recognition Experts) because the State pushed forward with the sale of cannabis prior to the courts settling the issue on DREs and WIREs. Administrator Schultz felt that the DREs would be tossed out in New Jersey and if that happens the WIREs will be gone also. Administrator Schultz reported that he would like Mr. Trimboli to tell the District what it can and cannot do if something arises. Chief DiGiorgio reported that he attended the Career Chiefs meeting where there was discussion on a Bill that would carve out first responders. Chief DiGiorgio noted that in the meantime the District Policies and Procedures is currently in line with what the AG put out which states that you can do whatever you want when you are at home but when you come to work you cannot be impaired by drugs or alcohol. Chief DiGiorgio reported that the

District policy does not include random testing unless you are felt to be impaired. Commissioner Waldron asked that if the DRE and WIRE training is thrown out what gives the District the right to say that someone is impaired. Chief DiGiorgio felt that was a good question but noted that it could have been asked all along with alcohol impairment and is being focused on now because cannabis is the current hot topic. Chief DiGiorgio reported that the message that the FMBA is pushing out is do not come to work impaired and don't be the one that is going to set State precedent. Chief DiGiorgio reported that right now based on the District Policies and Procedures the Chief is the person who has to decide if someone is impaired. Commissioner Waldron reported that the policy says that a lieutenant can make that decision but has to send the individual for testing and cannot just send them home. Commissioner Waldron felt the question of who can determine impairment will come down to case law. Administrator Schultz felt that the State will not have to wait too long because two major NJ cities have told their police not to come to work impaired or they will be out because they do not care what the AG says. Administrator Schultz noted that cannabis can be detected in your system much longer than alcohol and a positive test would not necessarily mean you are impaired. Commissioner Waldron wondered if there were levels that are considered impaired like with alcohol. Chief DiGiorgio reported that the Chairman of the NJ State Fire Safety Commission was at the Career Chiefs meeting and reported that at the Commission was talking with top State leaders about making rules and decisions for Fire Service. Chief DiGiorgio reported that he is following the progress and that while this District does not have that guidance but other fire districts don't either. Commissioner Waldron felt that the State should have come up with guidelines for levels of cannabis that indicate whether a person is impaired like the levels for alcohol impairment.

NEW BUSINESS: Commissioner DeSimone asked when shorts are allowed to be worn now it is getting warmer. Chief DiGiorgio reported that the district has a uniform policy and he would print it out. Commissioner Desimone did not want a copy of the policy but wanted to be sure that it was being followed consistently. FF Gilson reported that the temperature has to be above 60 and then shorts can be worn at the discretion of the Officer of the day. Chief DiGiorgio reported that the Officer or senior firefighter makes the determination based on the weather. Chief DiGiorgio reported that Commissioner Waldron has asked him if EMTs could wear shorts. Commissioner Waldron reported that if a firefighter has to take an

EMS call they are required to wear leg covering and most wear lightweight turn out pants. Commissioner Waldron reported that he asked Chief DiGiorgio if the EMTs could do the same thing. Chief DiGiorgio reported that he does not have an issue with it but asked if the Board has an issue with it and if the District would pay for shorts and possibly shoes for EMS personnel or if they have to pay for it themselves. Commissioner Waldron asked who purchases the firefighter shorts, shoes and lightweight cover pants. Chief DiGiorgio reported that it is in the firefighter contract that the District purchases the footwear and shorts. FF Gilson reported that the rescue pants are purchased by the FF/EMTs. The Board approved purchasing a pair of shorts for any EMT who wanted them if the EMT purchased the required cover pants. Chief DiGiorgio reported that he would amend the uniform policy to allow EMTs to wear shorts. Commissioner Waldron asked Chief DiGiorgio to include that the type of cover pants is to be approved by the Chief. FF Gilson felt the personnel should be alerted to bring their long pants in case something happens to their shorts or a situation arises that requires pants.

REMINDERS:

The next regular meeting of the Board of Fire Commissioners will be held on Thursday, June 2, 2022 at 7:00 P.M at the firehouse.

The Joint Fire Prevention Board Meeting will be held on Thursday, June 2, 2022 at the Cedar Knolls Fire House at 6:30 P.M.

PUBLIC PARTICIPATION: None.

RESOLUTIONS: Commissioner O'Hare asked if anyone had objections to approving the resolutions by consent agenda. There were no objections.

Commissioner O'Hare read Resolution 22-05-19-40 recognizing Eagle Scout Jason Cirillo.

Commissioner O'Hare read Resolution 22-05-19-40 recognizing Eagle Scout Kyle Patrick Blanchfield.

Commissioner Waldron made a motion to introduce the resolutions, seconded by Commissioner DeSimone. All were in favor. Commissioners Steven Cornine and Michael Dugan Jr. were absent.

EXECUTIVE SESSION: Commissioner Waldron asked if the Board needed to discuss a former member getting unemployment and if so does it need to be done in Executive Session. Administrator Schultz reported that if the Board wanted to discuss it, it would be done in Executive Session. Commissioner Waldron asked if there was anything that the Board needed to discuss about this. Administrator Schultz did not feel there was anything to discuss as the matter is being handled by counsel. It was decided that no Executive Session was needed.

ADJOURN: A motion was made by Commissioner Waldron, seconded by Commissioner O'Hare, to adjourn the meeting. All were in favor. Commissioners Steven Cornine and Michael Dugan Jr. were absent.

The meeting was adjourned at 9:08 p.m.

Respectfully submitted by

Steven Cornine, Secretary