

September 1, 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 September 1, 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 Steven Cornine, Mary Lou DeSimone, Michael Dugan Jr., Robert O'Hare, and Shawn Waldron were present.

Chief DiGiorgio, Administrator Schultz, Lt. Belott, FF Ujfalussy, EMT Kuzemczak, Fire Co. President James Hark Jr., Hanover Township Committeeman Cahill, Michael Dugan Sr. and Gary Keyser were also in attendance.

PUBLIC PARTICIPATION: None.

CORRESPONDENCE: Commissioner Cornine reported that the Board received a note from Hanover Township Recreation Dept. acknowledging the Board's sponsorship of the Hanover Township Day trackless train.

APPROVAL OF PREVIOUS MINUTES:

The approval of the minutes from the August 18, 2022 Regular Meeting and the August 8, 2022 Special Meeting was postponed until next meeting.

REPORT OF THE TREASURER:

Commissioner Waldron distributed the August 2022 financials and reported that the District is operating within the budget. Commissioner Waldron reported that the District needs to keep an eye on spending but no single budget line requires more attention than another.

Commissioner DeSimone asked if Commissioner Waldron had an update on the qualified purchasing agent agreement discussions with Hanover Township. Commissioner Waldron reported that there will not be any decision until after the Township Committee Meeting. Committeeman Cahill clarified that the meeting on 9/8 is a work session and that if the Township Committee approves the agreement then a resolution would be passed at the 9/22 Township Committee

Meeting. Commissioner Waldron asked Administrator Schultz to have a MOA ready to go if the resolution is passed on 9/22.

Report of Fire Commissioner Board Committees and Chief of Department:

CHIEF'S REPORT: Chief DiGiorgio reported that he did not have his Bi-Monthly report since he was on vacation. Chief DiGiorgio reported that he would have a report for the September 15 meeting but would not be in attendance because he is going to the convention in Wildwood. Commissioner DeSimone asked if FF Sulpy's call volume report could include a breakdown of out of town calls.

EMS: Commissioner O'Hare reported that he has the list of grant suggestions that he was given at the last meeting and he is still looking into each of them to see if any would pertain to the District.

BUDGET: Commissioner Waldron reported that the Budget Committee will meet on 9/6 and Administrator Schultz has a schedule of bi-weekly meetings through December.

PERSONNEL: Nothing to report.

NEGOTIATIONS: Nothing to report.

LIAISON TO THE VOLUNTEERS: Nothing to report.

BUILDINGS AND GROUNDS: Commissioner Waldron reported that chimney repairman is scheduled to come out next week to continue the repair work.

Commissioner O'Hare asked Administrator Schultz to contact the landscaper about weeding in the flowerbed around the flagpole.

Chief DiGiorgio asked about the status of the quote that he submitted for the ceiling repair in the 3rd floor kitchen. Commissioner Cornine reported that at last meeting the Board decided to allow 2 weeks for the repair to be done in house. Commissioner DeSimone asked if the repair was completed. Commissioner Dugan Jr. reported that it had not. Commissioner DeSimone gave Chief DiGiorgio permission to move forward on the quoted repair work.

APPARATUS/EQUIPMENT AND MAINTENANCE: Chief DiGiorgio reported that Ambulance 32 came back today from being repaired. Chief DiGiorgio reported that there are some repairs that need to be made after the latest pump test and the ladder test. Chief DiGiorgio reported that these repairs have been put on hold until the District works through the QPA because the District is close to the

threshold with F.I.S. and Fire & Safety vendors and these repairs would put the District over the threshold.

Commissioner DeSimone asked for the status of the bay door. Lt. Belott reported that the District is still waiting for the new door to arrive. Commissioner DeSimone asked Lt. Belott to check on the status with the vendor. Chief DiGiorgio reported that there was a question a couple of meetings ago about whether the replacement panel from the original door was received and paid for. Chief DiGiorgio reported that it was determined that the order had been cancelled and was not paid for.

INSURANCE: Nothing to report.

BY-LAWS: Nothing to report.

WEBSITE: Up to date. Commissioner DeSimone reported that the sign board was down, was repaired in-house, and a claim was submitted to the insurance company.

PLANNING COMMITTEE: Commissioner Dugan Jr. reported that the Consolidation Committee has a meeting on 9/6. Chief DiGiorgio reported that the location of the meeting has not been determined. Chief DiGiorgio reported that his take away from the Special Meeting was that there is still work to be done and felt that forward progress is still important unless the Board felt differently. Chief DiGiorgio did not feel that the Consolidation Committee felt that the consolidation proposal was a dead issue as some outside the committee are saying. Administrator Schultz reported that he noticed the night of the Special Meeting that a member of the Whippany Fire Dept. was appointed to the Committee near the end of the meeting and asked whether a member of the Cedar Knolls Fire Dept. was also going to be appointed. Commissioner Waldron reported that he was curious about this as well because he thought that when the Committee was formed it would only be comprised of the 2 Chiefs, 2 members from each Board, Committeeman Cahill, and retired Chief Davidson. Chief DiGiorgio reported that retired Chief Davidson was the person tasked with meeting with all the stakeholders to collect information from them and this information was included in the report. Chief DiGiorgio reported that at the Special Meeting Mr. Braviak highlighted many things that had not been brought to the Consolidation Committee. Chief DiGiorgio felt that if there is a Cedar Knolls Fire Dept. member that has this much information for the Committee then they

would be asked to join the Committee also. Committeeman Cahill felt that this was a workgroup and the only restrictions put in place at the beginning was to ensure that there not too many commissioners included so as not to have a quorum. Committeeman Cahill reported that when Chief DiGiorgio talked about moving forward, he meant moving forward with the discussions about if consolidation is feasible not moving forward with consolidation itself. Committeeman Cahill reported that Mr. Braviak has important information that the workgroup needs to look into. Commissioner Waldron asked that the committee look into some of the statements that Mr. Braviak made to ensure that they are factual. Mr. Keyser felt the Special Meeting was a good meeting but wished that it had been publicized on the electronic sign. Mr. Keyser felt that Mr. Braviak did bring up some good points. Mr. Keyser reported that it seemed like there were some discrepancies between Mr. Braslow and the Committee. Mr. Keyser reported that Committeeman Cahill was asked a question that night about Township employees that are required to respond to a fire and wanted to know if there was follow up. Committeeman Cahill reported that he did follow up and was going to report back to the Committee but will also report now. Committeeman Cahill reported that he asked the Township Committee and found that Township employees were not discouraged from responding to a fire. Commissioner Waldron cited the Township personnel manual as saying under the Volunteer Fire & First Aid or Rescue Duty Policy that *time off from work with pay for all municipal employees who are members of the following; volunteer fire company serving the municipality, volunteers in first aid or rescue serving the municipality, and volunteer drivers of municipally owned or operated ambulances. When such employees are called on to respond to alarms during the hours of their employment, they shall be excused.* Mr. Keyser reported that when retired Chief Davidson met with the stakeholders it was to tell them what was happening, not for a question and answer session. Mr. Keyser reported that the members of the Consolidation Committee were stated in the resolution creating the Committee so that if Mr. Braviak is going to be added a new resolution should be submitted to both Boards. Commissioner Cornine did not feel that the resolution named anyone but the number of Board representation on the Committee. Mr. Keyser asked that if there are more of these Special Meeting that the public be informed by more than the small legal notice. Mr. Keyser felt that the Boards should not be in a hurry to get this done because there is a lot of work left to do. Commissioner Cornine reported that from everything that he has seen this will be a slow and thorough investigation. Mr. Keyser said that the word on the street is that the

Boards want it to happen by the end of the year. Commissioner Desimone assured Mr. Keyser that it would not happen by the end of the year. Commissioner Cornine felt that Chief DiGiorgio asked Mr. Braviak to join the committee after Mr. Braviak had dumped a lot of information at the meeting and did not know whether Mr. Braviak would be added to the Committee or asked to speak with the Committee about all the information he has. Commissioner Cornine reminded everyone that the Committee takes no votes but talks and comes up with to do lists so that an imbalance in Committee membership would be irrelevant. Mr. Keyser asked Committeeman Cahill if he was planning on running again. Committeeman Cahill confirmed that he would be running again. Commissioner Cornine read the Board resolution creating the Consolidation Committee that states that the Committee may speak with whoever they need to so that they can gather information necessary to produce a report on the feasibility of consolidation. Chief DiGiorgio reported that one of the items included in the draft consolidation feasibility report was comments that retired Chief Davidson received from the groups that he met with and that document is online.

LIASON TO EXEMPTS: Nothing to report.

RECORDS RETENTION: Commissioner O'Hare reported that the approved records have been destroyed.

LIAISON TO HANOVER TOWNSHIP COMMITTEE: Commissioner O'Hare reported that he and President Hark Jr. attended a Hanover Township Day meeting today and everything is ready to go.

OLD BUSINESS: Commissioner DeSimone reported that at the last meeting a letter was read regarding a birth that occurred on Rt. 10 and were assisted by 2 members of the Fire Department. Commissioner DeSimone reported that the individuals asked if they could make arrangements to come to the firehouse to meet the 2 firemen and present their son to them. Commissioner DeSimone reported that she told them that Chief DiGiorgio would arrange it and she was not sure that he was told about it. Chief DiGiorgio reported that he was not informed but he would now contact the individuals.

Commissioner DeSimone asked for the status of the workplace conduct training. Chief DiGiorgio reported that the training was complete with the exception of 1 member who is operationally suspended due to annual physical. Commissioner

DeSimone noted that the certificates issued for the training says Hanover Fire Department and asked that this be corrected in the future.

Commissioner DeSimone reported that the new performance appraisal and self-assessment form that the Board has chosen will be converted to a Word document for use this year.

Commissioner Waldron reported that the Board needs to decide about whether to stick with Dr. Gluckman's wishes that he performs annual physicals or tell Dr. Gluckman what the Board's wishes are and let him decide about whether he wants to stay with the District. Commissioner Waldron reported that he a copy of NFPA 1582 and there have been discussions about NFPA 1582 regarding physicals at multiple Board meetings. Commissioner Waldron asked Chief DiGiorgio to explain what NFPA 1582 means to the District regarding physicals. Chief DiGiorgio reported that NFPA is the National Fire Protection Association and develops standards by committee on anything from hazmat to training to safety or anything related to fire service. Chief DiGiorgio reported that by OSHA regulations New Jersey is not a NFPA state which means the State of New Jersey has not adopted every NFPA standard instead adopting some standards that the State wants to apply. Chief DiGiorgio reported that this does not prohibit the District or municipality from choosing to exceed the State standard. Chief DiGiorgio reported that the Board has not adopted NFPA 1582 and has chosen to follow some of the standards at their and the Medical Director's discretion. Commissioner Waldron reported that since the Board has not adopted NFPA 1582 the Board can choose not to follow NFPA completely. Chief DiGiorgio reported that the Board has used NFPA 1582 as a guidance document. Commissioner Waldron reported that he wanted the Board to be clear that the Board could face legal liability if NFPA 1582 is not followed but doesn't mean there will be. Commissioner Waldron reported that the Board would have to answer a lot of questions as to why it did not follow NFPA 1582 should something happen. Commissioner Waldron questioned why a member cannot go to their own doctor with the checklist of tests from Dr. Gluckman and have this be sufficient for Dr. Gluckman sign off on them being fit for duty. Commissioner Waldron reported that Administrator Schultz has met with Dr. Gluckman who stated that he would not do that because he does not know who the other doctors who are checking off the boxes. Commissioner Waldron reported that NFPA 1582 states that it shall be acceptable for certain components of the annual occupational medical evaluation to be performed by a member's private physician provided full results

are forwarded in the required time frame to the fire department physician. Commissioner Waldron reported that Dr. Gluckman does not want to have any legal liability for signing off on some other doctors checked boxes. Commissioner Waldron asked the Board if they wanted to tell Dr. Gluckman that if he wants to stay in his position he will accept other doctors' physical results or want to continue to require all physicals be performed by Dr. Gluckman. Commissioner Waldron noted that some members will resign if forced to go to Dr. Gluckman. Commissioner DeSimone felt that all doctors are held to the same standards and should be able accept other doctor's recommendations. Commissioner Cornine noted that the Board could tell Dr. Gluckman what he can and cannot do, the Board can only state what they want and allow Dr. Gluckman to decide if he wants to continue to work with the District. Commissioner Waldron confirmed that Dr. Gluckman can either accept what the Board wants as part of the standard or he may say fine but he does not want to be part of it. Commissioner Waldron felt that the Board needs to make a decision on this. There was discussion on the NFPA 1582 standard allowing members to go to their private physicians, why Dr. Gluckman would not accept it, and how the District can ensure that any interior firefighters have the physical capability to fight interior fires. Chief DiGiorgio recommended that the Board require all new members to have a physical with Dr. Gluckman and from then on, they can get a physical from whomever they want as long as the doctor will sign a form clearing the member to wear a respirator and be an interior firefighter. Chief DiGiorgio noted that this makes the member responsible to find a doctor other than Dr. Gluckman who will clear them. The Board thought this was a good idea and Commissioner DeSimone asked Commissioner Waldron to run it by legal counsel.

NEW BUSINESS: Commissioner DeSimone thanked FF Ujfalussy for sending out the information on monkeypox and asked if Dr. Gluckman should come address any concerns that members may have. It was decided that the document will be put on Power DMS and that the conversation feature in Power DMS would be utilized to allow anyone with questions to type them in and allow Dr. Gluckman to respond to them.

REMINDERS:

The next regular meeting of the Board of Fire Commissioners will be held on Thursday, September 15, 2022 at 7:00 P.M at the firehouse.

The Joint Fire Prevention Board Meeting will be held on Monday, September 12, 2022 at the District 2 Fire House at 6:30 P.M.

PUBLIC PARTICIPATION: Mr. Keyser thanked Commissioner Waldron for all the information that he brings to the Cedar Knolls Fire Dept.

RESOLUTIONS:

Commissioner Cornine read Resolution 22-09-01-63 making certain employees permanent. Commissioner Waldron made a motion to introduce the resolutions, seconded by Commissioner Cornine. All were in favor.

Commissioner Cornine read Resolution 22-09-01-64 rescinding a COE to Siino. Commissioner O'Hare made a motion to introduce the resolutions, seconded by Commissioner Waldron. All were in favor.

Commissioner Cornine read Resolution 22-09-01-65 appointing architectural firm H2M. Commissioner O'Hare made a motion to introduce the resolutions, seconded by Commissioner DeSimone. All were in favor. Commissioner Waldron abstained.

PERSONNEL MATTER TO HEARD IN OPEN SESSION: Commissioner Waldron reported that the Board was looking to see what Chief DiGiorgio's plans for retirement were. Commissioner Waldron reported that last year the Budget Committee budgeted for 6 months of a Captain salary with the understanding the Captain would assume the Chiefs duties on January 1, 2023 and that Chief DiGiorgio would be available until June 1 to assist with continuing education with the new Chief. Commissioner Waldron reported that finding a Chief is not something the Board can do in 2 weeks so this Board is trying to get some kind of an answer from Chief DiGiorgio. Commissioner Waldron reported that depending what the response is from Chief DiGiorgio the Board will discuss what will happen on January 1, 2023 with the Chief position. Chief DiGiorgio asked if the Board was asking for his opinion or is this the Board's personnel discussion because he was not under the impression that this was going to be a back and forth. Chief DiGiorgio reported that he thought this was just going to be an open session Personnel Committee discussion and that instead of discussing this in closed session the Board was going to discuss it in open session. Chief DiGiorgio noted that he would not have been invited in for a closed session discussion and if the open session discussion is to ask him for an answer he is not prepared to give the Board an answer. Chief DiGiorgio clarified that he is prepared to give an answer

and it is the same answer he gave in open session when the Board asked the last 2 times when he said that he has not officially made a decision as to when his official retirement day will be. Chief DiGiorgio reported that the answer has not changed but that does not prohibit the Board in any way shape or form to start to explore the possibilities of who, when, where, how, and why the next replacement will be. Chief DiGiorgio reported that he is not tying the Board's hands from going out and trying to find a replacement. Chief DiGiorgio reported that he received a Rice Notice so that the Board can discuss this in closed session and it does sound like there was anything negative that would require a Rice Notice be issued so his determination was to hear the discussion in open session so he could hear the Board's dialogue along with the public. Chief DiGiorgio reported that the Board is now asking questions and he did not think that was the intent of a personnel meeting. Chief DiGiorgio asked if that was the intent. Commissioner Waldron reported that that was what was planned to be discussed but if Chief DiGiorgio wanted him to discuss with the other Board members further what we may plan on doing January 1, 2023 with the Chief position, he is willing to do that. Commissioner Waldron reported that he did not know whether any of the other Board members are willing to discuss it or give their thoughts or opinions at this point because its kind of back doors them because they were not really privy to what was going on. Chief DiGiorgio thought this was a free form for the Board to discuss this personnel matter in open session. Commissioner Waldron reported that the Personnel Committee had discussions in anticipation of Chief DiGiorgio possibly leaving to have another member of the Department take over the duties of Fire Official on January 1, 2023. Commissioner Cornine asked when Chief DiGiorgio can retire. Chief DiGiorgio reported that he will have 25 years in the Police & Fire Pension on July 1, 2023. Commissioner Waldron reported that Chief DiGiorgio can go on July 1, 2023 and in preliminary discussions that are nonbinding there was some expression or statements by Chief DiGiorgio that he would like to leave January 1 and stay on for 6 months as a liaison or mentor to the new Chief. Commissioner Waldron reported that the Board last year budgeted for a Captain for half a year with the intentions of having that Captain take over on January 1 as the new Chief. Commissioner Waldron reported that chief DiGiorgio was very willing in discussions with him to stay on that last 6 months while he is taking accrued leave and PTO and things like that. Commissioner Waldron reported that Chief DiGiorgio had said he would make himself available to continue to mentor the new Chief until such time as he retired. Commissioner Waldron reported that now Chief DiGiorgio has said he

has no set plans at this point. Commissioner Waldron asked the Board if they wanted to continue with what was budgeted for and thought about and move forward with making a new Chief January 1, 2023 or making a Captain on January 1 to take over as Chief on July 1. Commissioner Waldron noted that the Board could the reappoint Chief DiGiorgio on January 1 for 6 months. Commissioner Cornine felt that with all the consolidation talks going on there are other avenues to explore. Commissioner Cornine felt that the Board should plan for the worst case of when the Chief can be gone unless Chief DiGiorgio is going to be open and say that he is going to stay longer. Commissioner Cornine reported that with the consolidation talks maybe the Board could MOA with the Chief of Whippany and questioned if District 3 needed to have a Chief. Commissioner Waldron reported that the Board would have to explore whether Chief Perrello would be willing and whether or not he is the person that the Board wants leading our agency. Commissioner Cornine reported that he did not know if the other Board would agree to it or not but there are a lot of options to consider. Commissioner Waldron asked Commissioner Cornine when he thought the 2 Boards would vote on whether or not there will be a consolidation and whether it could be years down the road. Commissioner Cornine reported that he could not even guess when a vote would take place. Commissioner DeSimone hoped that Chief DiGiorgio did not give the Board only 2 weeks' notice when he decides to leave. Commissioner Cornine felt that if the District has a MOA in place the Board will not be left scrambling. Commissioner Waldron reported that through discussions there have been different thoughts on how this could be handled and the Chief gets reappointed every year, there is no contract and asked if the Board could reappoint Chief DiGiorgio for 6 months. Commissioner Dugan Jr. asked if the Board could do that. Commissioner Waldron felt that the Board either reappoints or they don't or maybe make an offer to reappoint for 6 months. Commissioner Waldron asked if the Board wanted to still continue to have someone else take over as Fire Official duties on January 1, 2023 whether Chief DiGiorgio is planning on leaving or not. Commissioner Cornine felt that these jobs are large transitions so planning for them even 2 years ahead is still not a bad idea. Commissioner O'Hare asked if there was someone internally that could be Fire Official. Commissioners DeSimone and Waldron believed so. Commissioner DeSimone noted that if the Board appoints that person in January they could be mentored by Chief DiGiorgio. Commissioner Waldron asked that not knowing if Chief Perrello could or would or would be this Boards first choice to run this Department with or without consolidation could the Board if they chose not to

reappoint Chief DiGiorgio or to reappoint him for 6 months does the District need to have a Fire Chief that signs off on documents and could that person be a volunteer. Commissioner Cornine felt that would definitely be a question for legal. Commissioner Waldron reported that the volunteer Chief could serve in the interim until consolidation occurs or the Board finds someone else either internally or externally. Commissioner Cornine reported that New Jersey state law may speak to this and tie your hands. Commissioner Waldron reported that the Board could also appoint an acting Chief until such time as a Chief is named. Commissioner Waldron reported that Chief DiGiorgio could be appointed for 6 months or the whole year. Commissioner DeSimone asked Commissioner Waldron to ask legal counsel these questions when he contacts them on the other matter. Commissioner Waldron asked the other Commissioners to forward him a list of all their questions and he would look into it. Commissioner DeSimone asked the Board if there was anything else anyone wanted to add. There was nothing else. Commissioner Desimone asked Chief DiGiorgio if he had anything that he wanted to say. Chief DiGiorgio asked if the decision is made to move the duties of Fire Official would the Board see that as a demotion and/or reduction in pay by moving Fire Official away from him. Commissioner Waldron reported that there is nothing in Chief DiGiorgio's pay that separates his duties so in his opinion Chief DiGiorgio's pay would not be affected if the Board makes this decision. Commissioner Waldron noted that he is only 20% of the vote. Commissioner Waldron felt that there would be no salary reduction but there might not be a raise coming or would the Board say no raise since the Fire Official duties are no longer Chief DiGiorgio's. Commissioner Cornine asked for confirmation that whoever took over Fire Official would be compensated. Commissioner Waldron confirmed that they would in his opinion and that the compensation for the Chief and Fire Official should be separated in the future. Commissioner O'Hare felt that separating the two going forward was a good idea. Commissioner DeSimone asked Commissioner Waldron when he would like to receive the questions from the other Commissioners. Commissioner Waldron reported that he would like to have the questions in 1 week. Chief DiGiorgio reported that he had 2 other things he would like to say. Chief DiGiorgio reported the possible 6-month appointment period from January to July has never been done before and there has never been a reappointment as Chief so he questioned if the action would be an adverse action because he does not have an official date of retirement. Commissioner Waldron asked if Chief DiGiorgio was saying he had never been reappointed each year. Chief DiGiorgio reported that he had never been appointed on a 6 month by

6month basis. Commissioner Dugan Jr. said that this is why he asked if the Board could do that. Commissioner Waldron asked if Chief DiGiorgio was reappointed every year or if because you have not retired he maintains the position. Chief DiGiorgio felt it was the latter. Mr. Dugan Sr. felt there was a resolution every year. Commissioner Cornine reported that not knowing what Chief DiGiorgio is doing has made it very hard for his employer to plan so we have to plan for worst case scenario and if the Board makes big decisions because of his indecision in letting the Board know then the Board has to own that. Commissioner Cornine reported that if it comes to the point where the Board has the right to say thank you for your service it ends at this point because the Board has made these moves then that is what is going to happen. Commissioner Cornine reported that this is not a push or a kick or a shove or anything negative but the Board has a lot to consider and then needs to make a decision about what is best for the District. Commissioner Cornine reported that the Board has to plan and Chief DiGiorgio's input is very important. Commissioner Cornine reported that with Chief DiGiorgio's input the Board will make the best decision it possibly can. Chief DiGiorgio reported that he understood and reported that he is not trying to strap the Board not to make those decisions understanding that this cannot happen overnight. Chief DiGiorgio suggested meeting to discuss what 2023 salaries, benefits, remaining PTO time and carryover PTO time and maybe a conclusion could be reached. Chief DiGiorgio reiterated that he does not have any official plans but putting something in writing for 2023 salary and PTO questions would be a great place to start. Commissioner Waldron reported that one of the things mentioned to him with PTO was that the PTO he has now is based on a 2017 salary due to the way PTO is taken. Chief DiGiorgio asked for clarification. Commissioner Waldron reported that he would have to ask Administrator Schultz to explain it. Chief DiGiorgio asked if Commissioner Waldron meant that PTO was taken as it was accrued. Commissioner Waldron confirmed this is what he meant so that the PTO Chief DiGiorgio has left is based on a 5-year-old salary. Commissioner Waldron wondered if the Board could decide to pay the PTO at Chief DiGiorgio's 2022 rate if they knew when he was leaving and felt that the Board was open to discussion. Commissioner DeSimone reported that in any organization workforce planning is something that is done every year and for key positions planning has to be done way ahead of time. Commissioner DeSimone hoped that Chief DiGiorgio understands the reason the Board is asking these questions and why the Board wants to put plans in place. Chief DiGiorgio reported that he understands and hoped that the Board understands his

perspective and that anything can happen in the next 3-5-7-9-11 months. Chief DiGiorgio reported that he has a lot of financial decisions and plans to make and has not yet determined what is in his best interest. Chief DiGiorgio felt that discussing between him and the Board may help both parties make decisions. Commissioner Waldron felt that the Board did not have to worry about Chief DiGiorgio giving 2 weeks' notice because the minimum would be 2 or 3 months. Chief DiGiorgio reported that the Board's policies and procedures say 2 things; 2 weeks notice for all employees and 6 months for the pension system. Chief DiGiorgio reported that notifying the pension system does not mean you have to retire. Chief DiGiorgio reported that the pension system asks for 6-month leeway but it does not mean that the employee is held to the retirement date. Commissioner Waldron noted that if the notification is done in less than 2 months the employee risks having a month with no pay check. Chief DiGiorgio hoped that some of the discussions about reducing of position, reducing of titles, the possibility of no salary increase and 6-month contract are not because he is uncertain as to what his future looks like because some of the items sound negative to him. Chief DiGiorgio did not think there should be any negative impact because he has not made a decision. Chief DiGiorgio asked if he could meet with the Board to discuss all the financial impacts for 2023. Commissioner Waldron reported he would be happy to meet with Chief DiGiorgio. Commissioner O'Hare asked that the meeting happen as soon as possible.

EXECUTIVE SESSION: Commissioner Cornine read Resolution 22-09-01-66 to enter into executive session. Commissioner O'Hare made a motion to introduce the resolution, seconded by Commissioner Waldron. All were in favor. The Board went into closed session at 8:37 p.m.

Personnel matters were discussed, and action will not be taken.

The Board came out of closed session at 9:07 p.m.

ADJOURN: A motion was made by Commissioner O'Hare, seconded by Commissioner Cornine, to adjourn the meeting. All were in favor.

The meeting was adjourned at 9:09 p.m.

Respectfully submitted by

Steven Cornine, Secretary