

November 23, 2015

FLORENCE TOWNSHIP FIRE DISTRICT NO. 1  
BOARD OF FIRE COMMISSIONERS  
WORKSHOP MEETING NOVEMBER 23, 2015

Board Chairman Charles Bauer called the workshop meeting of the Board of Fire Commissioners of Florence Township Fire District No. 1 to order at 7:00pm. After saluting the flag, the following statement of compliance with the New Jersey Open Public Meetings Act was read by the chairman:

“This meeting is being held in accordance with the New Jersey Open Public Meetings Act. Notice of this meeting has been sent to and published in the Burlington County Times and the Register News. It has also been published at the Township Municipal building and on the Fire District’s website.”

**ROLL CALL: Present** – C. Bauer, B. Mayer, A. Popso, R. Schoen

**Absent** – W. Berry

Also in attendance were Solicitor Robert Gaskill, Chief Kevin Mullen, Deputy Chief Keith Scully, FM Brian Richardson, IT Specialist C. Todd Estelow, Chief EMT Carolyn Taylor, Captain Joe Wargo, and Trustee Harold Houseworth.

**CLOSED SESSION**

1. Adopt **Resolution 2015-38 Closed Session**

A motion was made by Commissioner Schoen and seconded by Commissioner Popso to adopt Resolution 2015-38 Closed Session. Roll call vote: Commissioner Berry – Absent; Commissioner Mayer – Yes; Commissioner Popso – Yes; Commissioner Schoen – Yes; Commissioner Bauer – Yes. Motion carried unanimously at 19:01 hours.

2. Motion to adjourn closed session

A motion was made at 19:34 pm by Commissioner Mayer and seconded by Commissioner Schoen to adjourn closed session. Motion carried unanimously.

3. Adopt **Resolution 2015-39 Closed Session**

A motion was made by Commissioner Mayer and seconded by Commissioner Popso to adopt Resolution 2015-38 Closed Session to continue to talk about personnel issues. Roll call vote: Commissioner Berry – Absent; Commissioner Mayer – Yes; Commissioner Popso – Yes; Commissioner Schoen – Yes; Commissioner Bauer – Yes. Motion carried unanimously at 19:35 hours.

**NOTE:** Commissioner Berry arrived at 19:35 and joined the Commissioners in closed session.

4. Motion to adjourn closed session

A motion was made at 20:34 pm by Commissioner Mayer and seconded by Commissioner Popso to adjourn closed session. Motion carried unanimously.

**MINUTES**

1. Minutes of the previous meetings – Correction of August 10, 2015 minutes; Closed Session September 14, 2015.

A motion was made by Commissioner Mayer and seconded by Commissioner Popso to approve the corrected minutes of the August 10, 2015 meeting and the September 14, 2015 closed session. Motion carried unanimously.

### **PRESENTATION OF BILLS**

1. A motion was made by Commissioner Mayer and seconded by Commissioner Popso to pay all the bills with the exception of the PSE&G and the Verizon bill. Motion carried unanimously.

Chief Mullen noted that the PSE&G and Verizon bills had already been approved at the November 9, 2015 meeting.

### **OLD BUSINESS:**

1. Policy 210 Line Officer Appointments – Commissioner Mayer reported that Policy 210 had its first reading at the November 9, 2015 meeting and was adopted. She explained the revisions being made were adding “And EMS Officers” to “Selection of Career Officers”; The EMS officers shall be appointed by the Fire District; and the selection committee will now include a Commissioner on the Personnel Committee. The second reading will be at the December 14<sup>th</sup>, 2015 meeting. Commissioner Mayer also reported that due to a class audit from Civil Service, they will be holding off on the interviews of EMS officers at this time.
2. 2016 Budget – Chief Mullen reported that the 2016 Budget will be introduced at the December 14<sup>th</sup>, 2015 meeting. He reported there will be funds in the budget to replace the training room floor.
3. Capital Question – Chief Mullen reported that we would like to purchase two (2) ambulances in staggered years, one in 2017 and the other in 2019.

### **NEW BUSINESS:**

1. Adopt **RESOLUTION 2015-40 VACATION SELL BACK**

A motion was made by Commissioner Mayer and seconded by Commissioner Berry to adopt **RESOLUTION 2015-40** permitting all career employees to sell back up to 48 hours of vacation time, at straight time, during the month of December. Roll call vote: Commissioner Berry – Yes; Commissioner Mayer – Yes; Commissioner Popso – Yes; Commissioner Schoen – Abstain; Commissioner Bauer – Yes. Motion carried 4-0-1.

### **GOOD OF THE BOARD:**

1. Commissioner Mayer wished everyone a Happy Thanksgiving, to stay safe, and enjoy time with family.
2. Commissioner Bauer thanked Commissioner Popso and everybody that was involved in getting the piece of the World Trade Center here. “They did a hell of a job getting that piece here.”
3. Commissioner Popso appreciates all of the emails, text messages and the positives that he received and thanks them for their support. He also states there is a long road to make that award something fantastic. The intention of that steel was never to cause hostility or anything of that nature. He also apologized for bringing something up at the meeting and sending an email out. He especially apologized to Mr. Houseworth.

## MEETING OPEN TO THE PUBLIC:

A motion was made by Commissioner Berry, and seconded by Commissioner Mayer to open the meeting to the public. Motion carried unanimously.

### 1. Joseph Parker, III, Florence Tollgate Place, Florence, NJ

**Mr. Parker:** “You said that EMS personnel is not going to be interviewed. Is that for the line officers positions until this?”

**Commissioner Mayer:** “Until we can process the response from civil service and come up with a plan of action.”

**Mr. Parker:** “Are we able to know what the thing is to prevent why we are not able to get interviewed?”

**Commissioner Mayer:** “I am going to give you the shortened version of the three-page letter from civil service. It is a classification review for Chief Emergency Medical Technician which is what Carol Taylor is under. And the final determination states that ‘Therefore firefighter duties and responsibilities must be removed from this position.’ So at this point and time in thirty (30) days, Carol will no longer be able to respond on the fire truck for calls. So we need to come up with a plan of action, see if there are any job changes, and then be able to plan out the EMS side after that. Since we got it a 3:30 today, we did not feel it was something to act on this evening, so we are putting that on hold for right now. In two (2) weeks hopefully we will have some kind of plan.”

**Mr. Parker:** “Ok. That’s it.”

**Commissioner Bauer:** “Anyone else?”

### 2. John Wood, Eighth Avenue, Roebbling, NJ

**Mr. Wood:** “I have a question on the extension. It’s not against the paid people out of town, but how was the extension allowed to happen? Like, we are going against our policy, aren’t we?”

**Commissioner Bauer:** “Mr. Gaskill. Could you answer John’s question? John, Mr. Gaskill can explain it to you. He explained it to me.”

**Mr. Gaskill:** “There apparently was a perception that was relayed to folks that in order to file an application, you had to be a member of the fire company and live in town. And with regard to the EMS side, that is not part of our policies. And so, let me finish what I have to say. So some folks were under the impression they were not eligible to put an application in, when that was a misinterpretation, and may have been misinterpretation that was set forth from the Board. And since it was a misinterpretation, that turned out it was, we have to tell them what the real interpretation was.”

**Mr. Wood:** “But it is right in the policy that I think under general membership that it says you have to be in town to be an officer.”

**Mr. Gaskill:** “A fire officer.”

**Mr. Wood:** “Yeah but in the beginning we were told that as a department, when EMS came over here, we were a department. We weren’t separate entities. But now I was told that we are. But they said, *(pause)* Barb told me that because we get a paycheck. But actually if you want to think about it, on the volunteer fire side you also get a paycheck, because you get the incentive program that comes to us. So, are we a separate entity or are we not? That’s the next question that I want. Because these are questions that need to be answered because now everybody is going around, nobody knows, and nobody is going to ask. I know I am going to be hated right now because...”

45 **Commissioner Mayer:** “Not at all. I said this the other day to you. I appreciated that you emailed. You were the one that reached out, you had questions, and you emailed. I appreciated that.”

**Mr. Wood:** “But this, and I’m not against the out of town employees that we have, I am not. I think they are great. But I think that we need to follow our bylaws which say as of November 1<sup>st</sup>, any applications after, for officer, after that needs to be gone. And we didn’t. The new policy isn’t going to get done, as you said, until December. What policy are we following then?”

50 **Commissioner Mayer:** “The policy that is being changed has nothing to do with the date. The only thing that it would do is add a personnel commissioner to the board, to the selection committee. And at this point we are not, that is not part of, there is no change on that. Because there is nothing in ours that states that, it only states for firefighters.

55 **Mr. Wood:** “Then we need to fix our whole by-laws. Because to be honest, our by-laws now say that we are three fire companies.”  
(Several people agreeing.)

**Solicitor Gaskill:** “We are in the process of doing that.”

60 **Mr. Wood:** “Yeah but, I’m not being argumentative but... *(interrupted)*

**Unknown:** “Big word.”

**Mr. Wood:** “I’m not being argumentative but, what, how long is the process going to take? Because now we are making up rules to for these by-laws, whatever we want. And then we just say we are going to make a change, or we are going to do this. You put an extension on something by what policy, I have no idea.”

65 **Solicitor Gaskill:** “I did try to explain it to you. Um, and I will try again. There is no requirement that an EMS officer has to be a member of the company and has to live in this town. And I am told that the past lieutenant did not live in the town.”

**Mr. Wood:** “We have one lieutenant that didn’t live in town. But we also had another officer, that’s in the room, that moved out of town and they took his stuff away. So what law, what rules are we going by? We had one officer they took all his gear away, because he moved out of town. But now we are using the one that let be an officer, for an example now.”

70 **Solicitor Gaskill:** “Well now, the person that moved out of town, were they a fire officer or an EMS officer?”

75 **Mr. Wood:** “Keith. Didn’t they take your stuff away when you moved out of town to Bordentown?”

**D/C Scully:** “Yeah, but I was a fire captain.”

**Mr. Wood:** “But see now. Are we separate or not then? Because if we are separate, I think that things need to be worked out, because things are ridiculous! I don’t know what we are. And that’s being honest.”

80 **Solicitor Gaskill:** “It is a fair question. And it is not an easy answer, because we are in the middle of transition.”

**Mr. Wood:** “But we’ve been... *(multiple people speaking)*

**Solicitor Gaskill:** “If you don’t want, if you don’t want an answer to your question, fine.”

85 **Mr. Wood:** “Oh, I’m sorry, I didn’t mean to...”

**Solicitor Gaskill:** “If you want to speak, that’s fine too.”

**Mr. Wood:** “I’m sorry.”

**Mr. Gaskill:** “I am trying to answer directly your questions, but you don’t want to hear what I have to say.”

90 **Mr. Wood:** “No. I want to hear. I’m sorry.”

**Mr. Gaskill:** “Well, you know the history of this fire company better than I do, of the fire companies.”

**Mr. Wood:** “Yes.”

**Mr. Gaskill:** “Ok. So there’s been massive changes over the last ten years, right?”

95 **Mr. Wood:** “Yes.”

**Mr. Gaskill:** “And those changes are still on-going, right?”

**Mr. Wood:** “Yes they are.”

**Mr. Gaskill:** “Because up until how many years ago, it was all volunteer on the EMS side, right? Now we don’t have any volunteers on the EMS side.”

100 **Mr. Wood:** “No.”

**Mr. Gaskill:** “They are all part-time employees, right?”

**Mr. Wood:** “Yes.”

**Mr. Gaskill:** “So everything is evolving. Because the level of volunteerism is not there, we have to go outside of town to get qualified EMTs. And that’s what we are doing. We are really trying to do whatever we can do to make sure that when the call goes out, qualified EMTs are going to be at somebody’s house as soon as possible. And it’s not neat. And it is not easy, especially when you have a volunteer organization, some paid professional people, and some part-time people. So it is difficult.”

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**Mr. Wood:** “But I understand that, I really do. I understand what you’re saying. But at this point and time, it has been since 2006 EMS has been in this building. There had to be some kind of something in writing, but now we’re told we are separate. So some...”  
*(interrupted)*

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**Mr. Gaskill:** “I don’t know who told you that.”

**Mr. Wood:** “Commissioner Mayer told me.”

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**Mr. Gaskill:** “Ok.”

**Commissioner Mayer:** “I told you that they are paid employees.”

**Mr. Wood:** “But we are separate from the fire company.”

**Commissioner Mayer:** “You are separate from the fire company because we pay you. You’re a paid employee of the district.”

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**Chief Mullen:** “You are correct.”

**Mr. Wood:** “I disagree with that. I don’t...I sound like I’m arguing with you, but I’m really not.”

**Commissioner Mayer:** “I understand that.”

**Mr. Wood:** “Those by-laws when I joined the fire company years ago, I was always told, Lester Smith always told me ‘You have to follow the by-laws. Like that’s like the golden book. Make sure you do it.’ But we’re going against the by-laws.”

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**Commissioner Mayer:** “We are going against the by-laws because they were misinterpreted.”

**Chief Mullen:** “But also, let me explain, ok. I told you the other night though. When you get into, we cannot require any employee to be a member of the volunteer fire company. We can’t. We can’t. That we can’t say ‘Hey, you’re Burlington now; you have to join the volunteer fire company.’ Nor as somebody as an employee – per-diem, career, whatever – say ‘I quit the fire company.’ we can’t say ‘You’re fired.’ It can’t. That’s just where we are. We cannot, we can’t change that. That’s why we had the, because we realized at some point that we had to pull resources from out of the town to staff our ambulances. So you know, and that was one of the things that we had, the District had to change.”

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**Mr. Wood:** “But when I first joined, when we first came to this building, because I came here from 409. But when we first came to this building we were told you’re here on fire

140 side, but it's like a privilege to ride on the ambulance calls. As a member of the fire side, it was a privilege to ride the ambulance."

**Chief EMT Taylor:** "I have that in writing."

**Mr. Wood:** "Thank you. And now all of a sudden, it's, everything's changed. I understand we have that change. I'm not one for, but that's what we were originally told. We are a part of the fire company, but it's a privilege to ride on the ambulance. We made a couple  
145 of exceptions; medical exceptions for several members that couldn't do fire side. But now everything is said it wasn't happening, or it didn't happen."

**Mr. Gaskill:** "Nobody said it didn't happen. We are explaining that...(*undecipherable, someone sneezed*). And here is one of the things I want to invite people is years ago, and for years, we always had an officer of the fire company come to every meeting. And they  
150 would bring with them concerns of the fire company to our meeting and also take back what the Board was doing, take back to the company. And back in those days, we had a lot better rapport. But in the last, I don't know – seven or eight years – we haven't had that company attendance at the meetings here. And it seems since that has gone away, the communication between the Board and the company has really gone to pot. So I don't  
155 know if anybody could start, you know, having rotation of people showing up."

**Mr. Wood:** "And this is my opinion here. But like even on the Commissioner's side, I'm not bad-mouthing but, there's a lot going on where you's don't get along. So how are we supposed to as members follow by your example? You are like the head people. How are we supposed to follow by your example if everybody's not getting along? So, you know  
160 we're slowly going downhill. That's what's happening."

**Commissioner Mayer:** "We just had that conversation."

**Commissioner Popso:** "Yep."

**Mr. Wood:** "So, I don't know what to say. I sound like I'm arguing so I'm going to sit  
165 down."

**Commissioner Mayer:** "You did fine."

**Mr. Gaskill:** "You did a nice job."

**Commissioner Mayer:** "And again I thank you because you did reach out with your questions."

**Commissioner Bauer:** "Joe. I know who you are."

170 **3. Joseph Parker, III:** "I'm what to go off on what John said. For the past two years I've been trying to put in for EMS Lieutenant because I want to be part of the change in this department and everything. When I was 20, I was told 'No.' I can understand. In the policy it says that you have to be an operator of the vehicles. I was 20; the requirement is 21 here for the insurance to drive. Ok, that's fine. But then last year I moved out of town  
175 into Wrightstown because my mom moved down to Arkansas. Ok. I found a place to live. I lived out in Wrightstown. I was told I could not put in for an EMS line officer position because I now lived out of town."

**Commissioner Bauer:** "Ok."

**Mr. Parker:** "And now you guys are changing this but, I was told we had a EMS officer,  
180 was also paid part of the fire department, and when he moved into Burlington they took the EMS line officer away from him because he moved into Burlington. So why did he get his position pulled, when now we are opening it up to where the per-diems can put in for it?"

**Commissioner Bauer:** "Joe. What, this is what we are trying to do; what's happened in the  
185 past, we're trying to maybe make some mistakes that were in the past a little bit better. And you have to think, you have to think what the people from out of town like, I used

the term out of context. You bring somebody in to do the same job from out of town that you're doing. Now this is, I'm not talking Fire Company, I'm talking EMS. Alright, so you're sitting there, you're busting your butt as hard as anybody else, but you can't move up the ladder. And that's the perception from what I understand people had here before. I think it's unfair. It would be like if you were a firefighter in Bordentown, and were told that since you live in Florence, you couldn't take the test and move up the ladder there, but you're doing the same work. So yeah, to be fair to the people we are hiring, and we are hiring people from wherever, I personally don't think it's fair not to give them a chance to move up. On the side that we are taking care of, everybody is paid. The fire company, they have their own by-laws they have to take care of. They run it however they do. That's fine. But people that, everybody gets paid, every EMS gets, alright? And that comes out of our budget plus whatever we get reimbursed from wherever else. Ok so yeah, that's how we look at it is that it's a separate one from; and you're part of it John. You're part of EMS, you get your paycheck. So that's the way I look at it. That's my opinion."

**Mr. Parker:** "Another question then. Is it going to be a part-time per-diem paid position? Or are you guys going to leave it as a volunteer position?"

**Commissioner Bauer:** "Well there is a stipend for the officers."

**Chief Mullen:** "Stipend. There will still be an officer stipend."

**Commissioner Bauer:** "Ok."

**Mr. Parker:** "Like, I was always under the impression the stipends were you were a member of the Fire Company and you were a line officer, and you were riding the ambulance, and you were and EMS officer, you were getting a stipend."

**Commissioner Bauer:** "I don't think, that's...then we're going to try and straighten this right out. As if that's to what you thought, I don't think that's correct, but I imagine there's a couple people here to correct me on that. Whatever someone told you, the stipend comes from us, and you get reviewed by the same chief, you know to see if you are doing your job. I think it's going to be better."

**Mr. Parker:** "Ok."

**Commissioner Bauer:** "Alright."

**Scott Gates:** "I have a question for you Charlie."

**Commissioner Bauer:** "Yeah, gotta state your name for the record please."

#### 4. Scott Gates, Highview Avenue, Roebling, NJ

**Mr. Gates:** "I've been riding 20 years here in this township before the employees. When we first came over, I put in an application to be a captain, and I got a letter saying I was over qualified. Then that means I can move out of town, and put a thing in there, I'm going to get the same letter?"

**Commissioner Bauer:** "Scott, I don't know a thing about that."

**Mr. Gates:** "I'm just saying."

**Commissioner Bauer:** "And I believe that this whole policy change puts" (*interrupted*)

**Commissioner Mayer:** "There, there is no policy" (*interrupted*)

**Commissioner Bauer:** "No, no. For the extra" (*interrupted*)"

**Commissioner Mayer:** "Date."

**Commissioner Bauer:** "Commissioner."

**Commissioner Mayer:** "Oh, for the extra Commissioner."

**Commissioner Bauer:** "Yeah, to go on the selection committee. I mean, I don't know what to tell you why you got a letter 10 years ago. I just know what we are trying to do, and to try to clear up any of the issues of why we are trying to do it."

235 **Joe Parker:** “And I have one more thing to add.”

**Commissioner Bauer:** “Joe Parker again, right?”

5. **Joseph Parker, III:** “Yes. With the Policy 210, it says that it’s going to be under the requirements stated in Policy 320. Which with the EMS Captains, it says that you have to be a line officer, an EMS Lieutenant in the department for 2 years. Are you going to  
240 make that same requirement for people who are applying for the EMS Captain? Because if we are having people on the outside that haven’t been an EMS Lieutenant in the department for 2 years, how are they going to become an EMS Captain here?”

**Commissioner Mayer:** “I, I don’t have in front of me. We will look at it.”

**Chief Mullen:** “I will take a look at it.”

245 **Unknown:** “Right here.”

**Commissioner Mayer:** “Ok, we will. And again, with the letter from Civil Service, we have to look at everything now. This changes a lot of things. So we need to, we need to look at everything before we can even decide what positions are available and yet to be filled.”

**Commissioner Bauer:** “I don’t even want to touch that line.”

250 **Solicitor Gaskill:** “Come more often and ask more questions.”

**Mr. Parker:** “Hmm?”

**Solicitor Gaskill:** “Come more often and ask more questions because it stuff that maybe we didn’t even think about.”

**Mr. Parker:** “Mmhm.”

255 **Solicitor Gaskill:** “And now you are coming here and asking the questions. Like ah, oh maybe we better have a look at that.”

**Mr. Parker:** “Mmhm.”

*(Undecipherable. Numerous people talking.)*

260 **Commissioner Bauer:** “That way I won’t have to hear something that happened 8 years ago...”

**Mr. Parker:** “Mmhm.”

**Commissioner Bauer:** “...that should have been straightened out 9 years ago. I think that was before I was here. *(People laughing)* I’m sorry, take that out. Ok.”

**Commissioner Bauer:** “Joe. Who is this speaking?”

265 **Captain Wargo:** “My name is Joe Wargo.”

**Commissioner Bauer:** “Address Joe?”

6. **Joe Wargo, East 8<sup>th</sup> Street; and West 4<sup>th</sup> Street.**

**Captain Wargo:** “So figure it out.” *(People laughing)*

**Mr. Gates:** “Eenie meenie miney moe.”

270 **Captain Wargo:** “Right. Pretty much! For Mr. Gaskill. Um, and I’m not going to say this the wrong way; I’m not going to say it ignorant, or whatever. But you saying that how people, you want more people to come to Commissioner’s meetings, and there was a, there was a time when um, you know you had a liaison between the fire department and whatever went back to the Commissioners, and whatever. I hear a lot of things from  
275 different members from this department that – and take this however you guys want to take it – they don’t trust you guys. They don’t trust any one of you Commissioners up there on the Board. And that’s what I’m hearing from a bunch of people. They were very...the people at the meeting last Monday night, after the meeting last Monday night, and what happened between two people in this room, they were very embarrassed about  
280 what happened...”

**Commissioner Mayer:** “As was I.”

**Captain Wargo:** "...And if there could have been more people here tonight, you can guarantee there would have been more people here tonight to voice their opinion about what happened at that meeting. And that is why a lot of people don't trust you guys. Not coming from me, but they don't trust any one of you guys."

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**Solicitor Gaskill:** "And what do you think they should do about that?"

**Commissioner Bauer:** "I'll tell you what, Joe. If I didn't trust somebody, I'd certainly be, I'd certainly be checking them out, instead of just sitting back and saying I don't trust her."

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**Captain Wargo:** "That's what they say."

**Commissioner Bauer:** "I know there's a few people here that know I do check some people out."

**Captain Wargo:** "Oh, I know."

**Commissioner Bauer:** "Your hand was first there sir. Could you please state your name and address?"

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#### 7. **Albert J. Jacoby, Bustleton Road, Florence, NJ**

**Mr. Jacoby:** "Um, I'm kind of dovetailing off of what Captain Wargo brought up about trust and things like that. Some of the things, this goes back to the Fire Company contract last year and maybe two years ago, I guess it was now. Um, I'm for change, I was part of the change with the EMS, with the consolidation, all that kind of stuff. However, there is a way of doing change, and that change was not approached appropriately as far as my opinion goes. And where do we end up? Back to where we were 9 months before the contract was signed. So there is a way of doing change. That kind of goes along with what John was saying with the EMS thing. I disagree with the Board's opinion of the extension of the date, is not a policy change because, any deviation is a change. You can call it a modification – whatever you want to call it – it's a change in my opinion. With that being said the perception is, and I have no vested interest in any EMS position at this time. I don't feel that I have the knowledge or the skills set to even think about fulfilling that position. However, as a member who has been around and been in numerous officer selections, both on the receiving end and the interviewing end, the perception, I believe that most of the people are feeling is that change that was made, whether it was the date or out of town, was not done appropriately. And what I mean by not done appropriately, I mean in a timely fashion. Here we are, kind of like at this point on the line, 'Oh hold on a minute, let's back up.' Either we didn't get the information we wanted from people, or we're not happy with certain things, 'Let's back up' and is too late. You should have thought about this stuff months ago in my opinion. That way, things could have been rolled out; all this stuff could have been hashed out; questions could have been answered; issues could have been brought up. It would have run smoothly. Or you know what, bite the bullet another year and start January 1<sup>st</sup> with this change. Because now, they have created some of this trust that Captain Wargo was talking about and you can say 'come to the meetings' and all that kind of stuff. And I know everybody's heard about different things in life, everybody can't be at every meeting. I understand. And there is a liaison here that Mr. Schoen has constantly bringing things back and forth. I agree that the fire company needs to have some more cohune's to come to you guys and voice what's on their minds. I think that's part of the problem. And sometimes the perception is – perceived or real – may be real. You guys run amuck sometimes with some of this stuff. When I say you guys, I mean, I have in my mind who is doing what and that kind of thing. But the Commission, with some of these changes that are being made, there are ways of doing it and ways of not doing it. So 12 years that I remember the discussions up

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330 in the 403 about combining all five entities. And I think this guy is nuts! I'm talking  
about Ed Kensler. I said 'this guy is nuts!' Talk back in 1992 talking about that stuff. I  
said he's nuts. I came and said he's nuts! There's no way that's going to happen. But it  
took 10 years because it's not an overnight change. And some of these problems, though  
335 it's not on the grand scale of that, the perception of the Board gets contorted – whether a  
real contortion or something that somebody's feeling – because there are 30 people here,  
and I think there are 30 different feelings on that. I think that's part of some of the things  
that Captain Wargo and Firefighter Wood is talking about here. Um..."

**Commissioner Mayer:** "Al, I apologize. The changes were discussed last December. Um,  
for one reason or another, they were not done. Our goal for the policy was June; our goal  
340 for the policy was July; our goal for the policy was August. It fell through the cracks.  
And I will take the hit. I apologize as a Commissioner that that happened. And when the  
letters came out that I didn't think of it at that point, you know in the initial emails came  
out, and I didn't catch it then. But after the November 1<sup>st</sup> date somebody came to me and  
said 'hey, I thought we were going to be able to apply this year.' And that's when we  
345 came up at our last meeting; we spoke about extending the date; and as a Board,  
Chairman Bauer was not here, but as the four of us, we agreed that we should extend the  
date to make it equal. But, I do apologize. This conversation did start last December after  
we realized that there was an issue. But unfortunately, it fell through the cracks and did  
not get done in a timely manner. For that, I will apologize."

350 **Mr. Jacoby:** "No, don't apologize. I was just bringing it up."

**Commissioner Mayer:** "No, I agree with you. Because you, it does, it looks like we are  
backtracking and it shouldn't be that way."

**Mr. Jacoby:** "Um, it's just to get some clarification on the new policy. You had mentioned  
that the personnel commissioner is only going to sit on the uh... which selection EMS or  
355 fire?"

**Commissioner Mayer:** "We had recommended for both, but it would not be this year  
because it would not be until after...by the time we get the reading, second reading in,  
hopefully by then, the fire ones are already taken care of."

**Mr. Jacoby:** "Because the current proposal that Chief Mullen sent out last week talks there  
360 is no distinction between the two."

**Commissioner Mayer:** "Between fire and EMS?"

**Mr. Jacoby:** "Fire and EMS. Correct."

**Commissioner Mayer:** "Correct. And actually that was something that we were supposed to  
add to it. Isn't that right that I sent that there was no distinction on that? It's supposed to  
365 be on both."

**Commissioner Berry:** "Supposed to be."

**Chief Mullen:** "It's supposed to be on both, yeah."

**Commissioner Mayer:** "You are correct with that."

**Mr. Jacoby:** "Going off of that, if there is a distinction, should there be two policies then if  
370 they are so different? Just a thought, because it gets really muddy. I had to read it five  
times to figure out what you had just said. I sat here and read it real quick on the email  
and, what you had said wasn't making sense to what is actually written. So maybe..."

**Commissioner Mayer:** "Making two sets..."

**Mr. Jacoby:** "...a delineation..."

375 **Commissioner Mayer:** "...between the two."

**Mr. Jacoby:** "...really needs to be done. And some of that confusion that even Firefighter  
Wood is talking about, you know, who's, where does everyone fall under, because the

way it's written now, you know, it seems like you guys are ready to vote on it and what you're saying isn't that same as what's written."

380 **Commissioner Mayer:** "We will take a look at that. Um, and I believe you were part of the policy committee that was slowly, it's been a work in progress. At this point in time, just so that everybody knows, the 1-, 2-, 3-, and 400 series has been given to the Board to read. We are waiting on the rest. Due to time constraints it will be voted, the first reading will be in March, the second reading will be in April. They will be put out again prior to  
385 March so that everybody can look at them again because most of them are dated 2014. So I am sure there may be even more suggestive changes coming from members and those that were on the committee, whoever the committee. I know that your name was in there, I don't know who else was on the committee. But we will work on putting that back out."

**Mr. Jacoby:** "Thank you for your time."

390 **Commissioner Bauer:** "Thank you Mr. Jacoby."

#### 7. Toby Houseworth, Shaver Drive, Florence, NJ

**Mr. Houseworth:** "In the past week here, uh, I am really confused about what's been going on. At the meeting, at our general meeting, it was brought up about the EMS situation and being able to be qualified and whatever. And at that time they said any questions  
395 bring them up to the Board. Ok. And uh then we got into a little heated at the meeting. From then till now, emails have been sent out to the general membership to Commissioners airing out their dirty laundry of one not happy with another one, and back and forth. As a 45-year member of this company, I'm embarrassed to know that the people sitting up there are running this department, and they're airing their dirty laundry  
400 to me. If you can't handle your own problems, in-house there, don't bring them out in a general email and let everybody in the membership know about it. Because you know what that means, it's very negative. Why should I worry if five of you's can't get along up there? So think about it."

**Commissioner Bauer:** "You know what? That's been covered, and I concur."

405 **Mr. Houseworth:** "Well..."

**Commissioner Bauer:** "It's been, it's been a long..."

**Mr. Houseworth:** "...I just wanted to bring it up."

**Commissioner Bauer:** "... It's been a long week for me just getting carbon copied on the email."

410 **Mr. Houseworth:** "I'd be embarrassed. I'm embarrassed that I have to read it!"

**Commissioner Bauer:** "No more than I am, Toby."

**Commissioner Bauer:** "Is there anyone else that would like to uh? I'm here. Seeing no one"

A motion was made by Commissioner Berry, and seconded by Commissioner Mayer to close the meeting to the public. Motion carried unanimously.

Commissioner Popso asked to go back to "Good of the Board". (*See items #2 and 3.*)

#### ADJOURNMENT:

A motion was made by Commissioner Berry and seconded by Commissioner Mayer to adjourn the meeting. Motion carried unanimously. The meeting was adjourned at 21:12 hours.

Respectfully submitted,  
Carolyn H. Taylor