

Cromwell Fire District

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FIRE DISTRICT OFFICE
WATER DIVISION

FIRE DEPARTMENT
FIRE MARSHAL'S OFFICE

BOARD OF COMMISSIONERS

Personnel Committee Meeting

Tuesday, September 13, 2022

5:30 PM

Coles Road Firehouse
105 Coles Road
Cromwell, CT

Present: Commissioners Robert Donohue (Chairman), Jason Hinnners and David Colligan. Also attending were Executive Director Julius Neto, Fire Chief Jason Balletto, Assistant Fire Chief Jason Brade and Commissioner Charles Epstein. Commissioner Mertie Terry was absent.

- I. Call to Order. The meeting was called to order at 5:30 PM, by Chairman Donohue.
- II. Approval of Agenda. A motion was made by Commissioner Hinnners, seconded by Commissioner Colligan and unanimously approved to accept the agenda as submitted.
- III. Public Comment. There were no comments to report.
- IV. New Business
 - A. Discussion and Approval of the Cromwell Fire Department Volunteer Stipend Program. The Executive Director noted that the draft document of the volunteer stipend program has been circulating for a while. It is time to have a final discussion and vote on whether or not it should be approved. The Chief and Executive Director are suggesting that the program be implemented on January 1, 2023. Copies of the document were distributed for review. A copy is attached to the minutes on file in the Fire District Office. There have been no content changes to the original document, just a few minor grammatical edits.

A motion was made by Commissioner Colligan, seconded by Commissioner Hinnners and unanimously approved to accept the Cromwell Fire Department Volunteer Stipend Program policy as presented with an effective date of January 1, 2023.
 - B. Discussion and Approval to Discontinue Employment Status with Non-Compliant Cromwell Fire Department Members. Chief Balletto reported that 50% of the staff that he sent letters to have replied back to him. It was agreed to put those individuals on a 3 month probation, and evaluate their status at that time. He suggested tabling this issue for another month to give the rest of the individuals more time to reach out to the Chief so their status can be updated.

A motion was made by Commissioner Colligan, seconded by Commissioner Hinnners and unanimously approved to table this issue for one month.

- C. Discussion and Approval for One-Year Leave of Absence for Firefighter/EMT Casey Rosa. The Chief explained that Casey Rosa was one of the individuals that received a letter and responded to the Chief. She requested a one-year leave of absence and submitted a letter explaining the reason why she needed the leave. A copy of her letter was distributed to the committee members. A copy is attached to the minutes on file in the Fire District Office. Per the SOP, the Chief is allowed to grant a 3 month leave of absence and a 3 month extension. Any other actions after those measures would have to go to the Personnel Committee for approval. The Chief has no issues with her request for a leave of absence. She is an asset to the Department, but at the same time she is in Grad. School working towards a teaching degree.

A motion was made by Commissioner Hinnners, seconded by Commissioner Colligan and unanimously approved to grant Casey Rosa a one-year leave of absence.

- D. Discussion and Approval of New Water Division Maintainer Mike Niro. A Maintainer III position has been open in the Water Department for quite some time. The Executive Director and Mr. Palmieri reviewed the applications and were interested in interviewing Mr. Niro. His employment background was from the State of CT (DOT), he has many certifications, operates equipment and has a CDL. He had applied for a position in the Middletown Public Works Dept. He was notified that he was hired so in turn gave his resignation to his State position. However, the City of Middletown ended up rescinding their offer, and Mr. Niro was left without a job. He explained to the Executive Director that he is looking for a long-term position with some diversity in the work. The position will start at Step 1, Grade 5. The starting pay at that level is \$26.41 an hour or \$54,932.80. If the Committee approves this hire, Mr. Neto will put this item on the agenda next week for the full Board of Commissioners to approve, and the person will begin employment the following Monday, September 26, 2022. Commissioner Colligan commented that because the candidate has a background in mechanics, could he be used assisting the District's mechanic Chris Logan as an extra pair of hands.

A motion was made by Commissioner Hinnners, seconded by Commissioner Colligan and unanimously approved to hire Mr. Michael Niro as a Maintainer III in the Water Department with a start date of September 26, 2022.

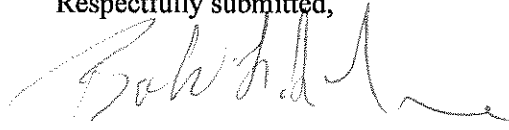
- V. Commissioners' Comments. There were no Commissioners' comments to report.
- VI. Executive Session: Letter from the Fire Chief. A motion was made by Commissioner Hinnners, seconded by Commissioner Colligan and unanimously approved to enter into Executive Session at 6:45 PM to discuss the Fire Chief's letter inviting into the session the Fire Chief, Assistant Fire Chief, Executive Director and Commissioner Epstein.

A motion was made by Commissioner Colligan, seconded by Commissioner Hinnners and unanimously approved to adjourn Executive Session at 5:57 PM and resume the regular meeting.

A motion was made with regrets by Commissioner Hinnners, seconded by Commissioner Colligan and unanimously approved to accept Chief Balleto's resignation letter dated September 13, 2022, with an effective resignation date of October 9, 2022.

- VII. Adjournment. There being no further business, a motion was made by Commissioner Hinners, seconded by Commissioner Colligan and unanimously approved to adjourn the meeting at 6:00 PM.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Bob Donohue", written in a cursive style.

Robert Donohue, Chairman

Nancy Deegan
Recording Secretary