

The Board of Fire Commissioners, Gloucester Township Fire District # 4 held a Workshop Meeting on April 3, 2024. The meeting was held at Blackwood Fire Company, 14 W. Central Avenue, Blackwood, NJ 08012. This meeting has been properly advertised according to the State of New Jersey Sunshine Laws.

COMMISSIONERS: M. Cristella, J. Vannoni, M. Jones, J. McCann, D. Vannoni is absent

ATTENDEES: IAFF Local 3249 President Kemery, FF O'Connor, FF Brogan, FF Wolf

1. MOA – Exchange of Hours

Commissioner J. Vannoni stated the original MOA has been revised to address the questions that were raised at the Regular Meeting. Bill Robb, Chris Brown, Keith Kemery and he worked on revising the document, and it is acceptable to all 3 Districts. For example, if employee A commits to work for employee B, and employee A call out, employee A's Fire District is responsible. Trial period is in the new MOA. There are policies and procedures in place to prevent abuse of hours. If there is a document that states the maximum hours allowed to work is 36, it will be changed to reflect the 48. They have not located the document.

He went on to say the question from the Chairman concerning who will make the decision if someone is deemed unable to work, has already been addressed in the past. A captain called to say a fill-in was incompetent, and he needed a career firefighter to fill-in. District # 4 ended up paying the OT, as well as the fill-in. He emailed the Board a document which discusses research that has been done, concerning 48-hours shifts. In the information Bill Robb sent out, it covers Molly's Law, and sleep deprivation. Again, it falls back on the captain. He will put it up to vote next regular meeting.

2. Acting Captain's Pay

Commissioner J. Vannoni stated in the past, employees working as an acting captain were dual role employees. He gave an example of Pete, who is paid a stipend for being the Fire Official, Bill who is paid to be the FAM, so there has never been a need to have acting captain's pay, until recently. It is out there for you guys, and he will be talking to the Union concerning the topic, as they are the ones who brought the subject up. John McCann questioned if Brandon is working as a captain tonight, he is not getting captains pay, but he has the responsibility of a captain. He then questioned if FAM is also for a supervisory role, how is the FAM stipend for a supervisory role.

IAFF Local President Kemery stated the titles of Captain, FM and FAM are all paid to be supervisory roles. The next questions Commissioner McCann was going to bring up, are best to be discussed in closed session.

3. Thermostats in the Apparatus Room

Commissioner Cristella stated this topic has been discussed for months, doors have been left wide open, heaters running at full blast, and no regard who is paying the bill. He stated at this point, they have no choice but to lock out the thermostats in the apparatus room. Commissioner McCann asked could the Board watch the cameras, to

see who is putting the temperature up. Commissioner J. Vannoni said that is not the only issue, the night he came in, the thermostat was set to the correct temperature, but both bay doors were up. He said he spoke to the President, Vice President and the Head Trustee, and they are on board.

4. Grants

Commissioner Jones said he contacted Ron Bennick, grant writer, and he recommended not putting in for a Safer Grant right now. He said they are in the middle of them right now, and by the time he collects all the data, it will be too late. He said he would like to work with us in the future, and he would set up a video conference to get all the data he needs.

IAFF President recommended the Board establish a grant writer, and then apply for the 2025 grant. Commissioner Jones said the grant writer told him; FEMA only awarded 8.5 % for hiring grants.

IAFF President Kemery said that doesn't make much sense, when Safer Grants are allocated 25% to paid fire departments, and 25% is for volunteer departments, and the other 25% is for combination departments. He said something is amiss.

He said the writer told him, out of the safer grants they wrote, they hit on 40% of them. On the other hand, they have 100% success rate for recruitment and retention grants. His price was \$6500.00 per grant. Commissioner McCann asked if the writers fee can be included in the grant. IAFF President Kemery stated yes, but there is a cap, and he does not know the cap. You would get something back.

5. Portable Radios

Commissioner Jones said all the portable radios have been re-programmed. He stated he has been working on this for (1) year. He said the good news is, if a radio goes out of service, that single radio can be re-programmed. He went on to say they have not been labeled.

IAFF President Kemery said Bill Robb informed him today, all of 88 and 82's radios have been labeled.

Commissioner McCann asked if the reserve engine has been done,

IAFF President Kemery said he does not think so, so therefore 84 and the reserve engine needs to be done.

Motion by Commissioner McCann, second by Commissioner J. Vannoni to pass a resolution to go into closed session to discuss personnel.

ROLL CALL: J. Vannoni-yes, M. Jones-yes, J. McCann-yes, M. Cristella-yes

Meeting called back to order.

ROLL CALL: J. Vannoni-here, M. Jones-here, J. McCann-here., M Cristella-here

Commissioner Cristella stated the items discussed in closed session will remain closed at this time.

With no further business to discuss.

Motion by Commissioner McCann, second by Commissioner Jones to adjourn. All in favor, motion carries.

DATED: April 3, 2024

BY: _____
Michael Jones, Secretary