

# Cumberland Fire District

Headquarters @ Station Four  
3502 Mendon Road Cumberland, RI 02864 401.658.0544  
[www.cumberlandfire.org](http://www.cumberlandfire.org)

MINUTES OF THE REGULAR MEETING OF THE CUMBERLAND FIRE DISTRICT  
TUESDAY, JANUARY 13, 2015 AT 7:00 P.M.  
CUMBERLAND TOWN HALL, EVERETT BONNER, JR. TOWN CHAMBERS  
45 BROAD STREET, CUMBERLAND 02864  
REGULAR MEETING

Present: Bruce E. Lemois, Chairman  
Philip Koutsogiane, Vice Chairman  
Commissioner Ronald Champagne  
Commissioner Frank Matta

Commissioner Christopher Parent  
Commissioner Cynthia Ouellette  
Commissioner Jim Scullin  
Chief Kenneth Finlay

1. **Call to Order**

The regular meeting of the Cumberland Fire District was called to order at 7:00 pm by Chairman Bruce E. Lemois.

2. **Moment of Silence and Pledge of Allegiance**

Chairman Lemois lead the assembly with a moment of silence and the Pledge of Allegiance.

3. **General Announcements**

**Captain Charles Delisle**

Captain Delisle retired on January 10, 2015 after providing thirty years of full time service to the Town. An announcement and date will be forthcoming regarding a retirement party for Captain Delisle.

**Swearing In Ceremony**

Swearing in will be conducted on a Sunday afternoon at the CHS Auditorium. Chairman would like to establish a subcommittee/commission consisting of Chief Finlay and asked if Commissioner Ouellette would like to serve on that committee which she agreed to. Chairman felt this would be a good way to show the town what their fire department looks like. He also asked Union President Bernardo to appoint someone to also serve on the Committee. Swearing in ceremony will take place on a Sunday afternoon from 1:00pm – 4:00 pm at a date to be announced.

4. **Consent Agenda**

**Acceptance of Minutes of the Regular Meeting of December 22, 2014**

Motion made by Commissioner Scullin and seconded by Commissioner Ouellette to accept the Minutes as presented. Motion carried by all present with a 7-0 vote.

**Financials**

Financials will be due the Chairman by January 22, 2015 for posting and review.

5. **Old Business**

None

6. **New Business**

**a. FC-BR-2015-02 Commissioner's Stipend**

**Chairman read into the record Resolution to initiate stipend for the Fire Committee.**

**BE IT RESOLVED BY THE CFD COMMITTEE AS FOLLOWS:**

**WHEREAS: The Fire Committee is paid a stipend.**

**WHEREAS: All four districts have budgeted for stipends**

**WHEREAS: The stipend is paid quarterly**

**NOW, THEREFORE, BE IT RESOLVED BY THE CUMBERLAND FIRE DISTRICT AS FOLLOWS:**

**RESOLVED: The treasurer from CFD will send out stipends to the seven**

**Commissioners in the amount of \$800 and \$880 for the Chairman.**

**RESOLVED: That the four Districts will pay equal shares.**

**RESOLVED: That NC, VF and CH will forward their share to CFD**

Motion made by Commissioner Matta and seconded by Commissioner Parent to pass the Resolution.

Commissioner Matta moved to Strike Line 13 from the Resolution, second by Commissioner Parent. Amendment carried by all present with a 7-0 vote.

Commissioner Matta moved and seconded by Commissioner Parent to add Line 14 to the Resolution stating a stipend will not commence until July 2015. Amendment carried by all present with a 7-0 vote.

Commissioner Scullin not sure this Committee can institute stipends for its members as it was not specifically stated in the enabling legislation. Also that any change in a stipend would not take effect until the next election cycle. Chairman explained that the stipends are already budgeted and not new. Also that in fact we were lowering the amount. This would effectively be the same as the Town Council approving their own stipends in the yearly budget.

Chairman Lemois called for a vote on the resolution as amended,. Resolution passed with a 6-1 vote with Commissioner Scullin voting nay.

**b. FC-R-2015-01 Relating to the position of Finance Director**

**Chairman read into the record Resolution to create the position of Finance Director.**

**BE IT RESOLVED BY THE CFD COMMITTEE AS FOLLOWS:**

**WHEREAS: Currently the CFD has 3 Tax Collectors and 3 Treasurers**

**WHEREAS: Currently there are many financial responsibilities handled by many people.**

**WHEREAS: There will be many more financial responsibilities as a larger district**

**WHEREAS: The budgeting process will be more complicated with a much more complex and extensive planning process**

**WHEREAS: Cash flow management will become a prominent process.**

**WHEREAS: Tax anticipation note planning, structuring and planning for elimination will be important process.**

**WHEREAS: There are many municipal responsibilities and duties that current positions are not experienced with or in.**

**NOW, THEREFORE, BE IT RESOLVED BY THE CUMBERLAND FIRE DISTRICT AS FOLLOWS:**

**RESOLVED: The CFD will create, fill and fund a position for a Finance Director**

**RESOLVED: The requirement(s) for the Finance Director will include items such as:**

- **A Bachelor's in finance**
- **Multiple years of municipal finance management experience**
- **An established reputation and position within the State of RI**

- **municipal finance industry**
- **Be able to demonstrate how to create a new department of finance in the CFD**
- **Be able to communicate with the Fire Committee, Chief of the Department and outside agencies.**

**RESOLVED: The CFD Finance Director' position will be of vendor status until reviewed again in June of 2015.**

This Resolution is to create the position of Finance Director for the newly established Committee which is being held on an interim basis by Thomas Bruce III. For the fiscal year of 2014 the cost will be billed as a vendor at \$75 per hour without benefits. The position will be funded in 2014 with a savings from the Commissioner's stipend as well as the amount saved by removing the interim chief's pay at Station 2. This amount is approximately \$19,000 and there will other savings to offset the cost for the balance of 2014. The position will be budgeted in 2015 and will be funded with savings in both the administrative and acting Chief's payroll savings. No change to the 2014 rate and will be budgeted as part of an overall savings of the administration infrastructure to be budgeted for 2015. This will be an executive hire exempt from the bidding or posting process.

Mr. Bruce sent a memorandum to the Cumberland Fire Committee focusing on:

- Pulling apart and organizing the detail of the four existing district budgets to create a consolidated budget.
- Installing budget practice and report formats that mirror the methods saved by Town departments.
- Preparing financial information for upcoming collective bargaining.

Finance Director's duties shall include:

- The Finance Director will maintain the skills, manage and participate in financial software implementation, trainings and conversion.
- The Director will provide and execute recommendations for improvements in internal control, accounting processes and systems.
- Research current and relevant trends and laws that might have an impact on the Fire District and provide communication to the District management team and Committee in regard to changing conditions or legal requirements which impact the organization.
- Perform other accounting responsibilities not specifically defined in the position specification.
- Manage all general insurance and risk management activity.
- Prepare the annual budget based on cooperative interaction with all personnel, attend budget meetings and prepare and distribute corresponding budget reports documents.
- Consistently adopt and exhibit a leadership role throughout the District annual budget and audit processes.
- Properly manage any existing and new District investments.
- Subject to related and proposed policy adoption by the Fire Committee, all employees handling cash and conducting banking and investment processes, should satisfactorily pass a national BCI background check by the Cumberland Police Department prior to the start employment and need to be bonded at the beginning of their employment period.

- Attend District management meetings and other public meetings as directed by the Fire Committee or requested by fellow management team members.
- Prepare and provide monthly financial reports to the Fire Committee and acquire Committee approval of the periodic reports. Complete and submit all RI Department of Revenue reports prior to establish due dates.
- Accommodate outside reporting to various agencies.
- Supervision of department employees, including evaluations.

Chairman assigned this position to Personnel Committee Chairman Matta.

**c. FC-R-2015-02 Relating to Clerk's Position**

Chairman read into the record Resolution to advertise for the CFD Clerk's position.

**BE IT RESOLVED BY THE CFD COMMITTEE AS FOLLOWS:**

**WHEREAS: The CFD has a need for a clerk to act as the district's recording agent**

**WHEREAS: The CFD has a need for a clerk to be the recording secretary at any and all meetings of the Fire Committee**

**WHEREAS: This clerk shall ensure all records; financial, legal and otherwise are secured at headquarters**

**WHEREAS: Ensure the CFD is meeting all of the mandates associated with the Open Meeting Law**

**NOW, THEREFORE, BE IT RESOLVED BY THE CUMBERLAND FIRE DISTRICT AS FOLLOWS:**

**RESOLVED: The CFD post for the position of Clerk by a posting in the four stations.**

**RESOLVED: The CFD will request the Town of Cumberland Town Clerk to assist in the writing of the posting as well as the interviewing process.**

**RESOLVED: That the Chairman confer with the Cumberland Town Clerk after the interviews and come back to the full committee with a recommendation.**

**RESOLVED: The pay for the District's Clerk will come from the lines budget for this position in an equal amount from each District Budget.**

The position will be posted at all four fire stations and Chairman will ask the Town Clerk to assist. with the interview process and forward a recommendation to this Committee. Chairman assigned this position to the Personnel Committee. Commissioner Ouellette would sit in on the interviewing process. The full Fire District Commissioners will vote on the final hire.

**d. 30 Day Goals from Chief Finlay, Report and Discuss**

**The Chief's goals for his first 30 days in his new position are as follows:**

- Articulate the purpose of our mission. He is in the process of creating a mission statement for the Fire Department
- Ending product – neutral time for implementation- starting point. There is a need for the new department to be identified as one department.
- Create an atmosphere of ownership. Members feel engaged in making contributions to the new department.
- Issue Standard Operating Procedures
- Issue Rules and Regulations Currently in the process of creating a draft
- Redistrict the response areas to provide a more efficient delivery of service. There are some areas structured by fire districts which need change. Need to take each street in Town and assign a rescue and fire district for the most efficient response time.

- Develop a great working relationship with Mayor Murray and staff. Chief feels there is a need to acclimate the Mayor and town hall staff with services provided by the new Department.
- Open a dialogue with the Lt. Governor and staff to assist in the creation of a regional dispatch operation. Feels the new Department should create a regional dispatch system which been discussed in the past.
- Issue Chief Officer designations for continuity of operations
- Designate apparatus numeration and response procedures. Relocate some of the apparatus to provide efficient response time
- Develop job responsibilities for all officer positions- such as building and grounds, apparatus, personnel, fire prevention, future needs, reassigning equipment.
- Assist in conducting a swearing in of the entire department. Will set a date and time for swearing in of the entire department. Once date and time established will notify the Commissioners.
- Assist in the development of a mission and vision statements. Currently in the process of establishing a mission statement.
- Appoint Captains to be in charge of Stations they are assigned to
- Assemble Chief Officers at Headquarters, and assign duties
- Arrange to handle all of finance at headquarters
- Conduct an exit interview with Capt. Delisle before his final shift. Exit interview for Capt. Delisle took place on January 10, 2015. Staff prepared breakfast for the Capt. and thanked him for his many years of service.
- CVS has offered extra furniture they store in their warehouse to the Chief for his staff.

**e. MOA with Local 2722**

**i. Regarding Assistant Chief position**

This MOA was written by Commissioner Champagne and Chief Finlay and approved by the Union membership regarding this new position. This will be a non union position. The MOA was pass by a unanimous vote by local 2722

Motion made by Commissioner Champagne to accept the MOA.

Commissioner Scullin cited the last paragraph of the MOA and asked for clarification. Chairman replied once a position is vacated it needs to be filled from within. Commissioner Scullin asked that the last line be removed. Vice Chair Koutsogiane questioned the wording of the MOA and asked if it could be tabled until the next meeting allowing time to review wording of the entire document.

Motion made by Vice Chair Koutsogiane, seconded by Commissioner Scullin to table to the next meeting. Motion carried by all present with a 7-0 vote.

**ii. Regarding Employment Contracts**

The MOA is an extension from Valley Falls where a grievance was filed challenging the district's right to have pre-employment contracts with applicants for the position of firefighters beyond the period of time when the applicant becomes a member of the union and subject to the terms of the collective bargaining agreement. This policy has been written to cover the new hires for three years. This agreement is for one year and has been reviewed by Chief Finlay. The full local voted their approval.

Motion made by Commissioner Champagne to accept the MOA. Motion seconded by Commissioner Ouellette and carried with a 7-0 vote.

**f. FC-R-2015-03 Organization of Finance and Tax Records**

Chairman read into the record Resolution for the Organization of Records.

**BE IT RESOLVED BY THE CFD COMMITTEE AS FOLLOWS:**

**WHEREAS: The CFD currently has 3 Treasurers, 3 Tax Collectors and one person with 7 dual offices.**

**WHEREAS: In the past operations it was approved to remove records from the main office of each district**

**WHEREAS: The CFD needs to collect, organize and certify both financial and tax records.**

**WHEREAS: The CFD has established the headquarters of the CFD be at Station 4.**

**NOW, THEREFORE, BE IT RESOLVED BY THE CUMBERLAND FIRE DISTRICT AS FOLLOWS:**

**RESOLVED: The CFD is requiring that all Treasurers and Tax Collectors collect and allow all records, for which they are responsible, to be transported from their respective stations to headquarters.**

**RESOLVED: The Tax Collectors and Treasurer are responsible to relocate from any remote location any and all records that are not current stored in their respective stations.**

**RESOLVED: That the Chief of the department will provide assistance in transporting the records from the respective stations to station 4. This would not include the relocation from remote locations.**

**RESOLVED: That this requested be completed by Saturday January 17, 2015**

Chairman stated all records will be kept and maintained at Station 4. Robert Murray addressed the Committee and stated financial records are all kept at his home. He will be out of town and unable to deliver them by the January 17<sup>th</sup> deadline. Chairman Lemois ask when he could have them moved, Mr. Murray stated within a few weeks, maybe by the 31<sup>st</sup>. As he only has a small SUV . Chairman asked when he could have the records available to be moved, Mr. Murray stated he would be out of town until the 21<sup>st</sup>. The Chairman asked Chief Finlay to help Mr. Murray transport the records to HQ by the 24<sup>th</sup>. .

Motion made by Commissioner Champagne to amend line 24 and grant Mr. Murray until the 24<sup>th</sup>, seconded by Commissioner Ouellette. Amendment passed 7-0. Chairman ask to vote on the resolution as amended, carried with a 7-0 vote.

**g. FC-R-2015-04 Work Schedules and Hours**

Chairman read into the record Resolution regarding work schedules and hours for the Tax Collector and Treasurer

**BE IT RESOLVED BY THE CFD COMMITTEE AS FOLLOWS:**

**WHEREAS: The Tax Collectors and Treasures work different types of schedules; some from home and some at their respective stations**

**WHEREAS: All tax and financial records will be relocated to Headquarters**

**WHEREAS: The CFD needs to make new working arrangements/schedules for the tax collectors and treasurers**

**NOW, THEREFORE, BE IT RESOLVED BY THE CUMBERLAND FIRE DISTRICT AS FOLLOWS:**

**RESOLVED: That station 4 will be the central working place for all Tax Collectors and Treasurers.**

**RESOLVED: That CFD will provide for a work area for each tax collector and treasurer**

**RESOLVED:** That the tax collectors and treasurers will continue to be afforded the ability to meet the terms of their respective agreements as it pertains to schedules, hours, and commitment the CFD taxpayers.

**RESOLVED:** That the CFD recognizes the dedication to their respective districts and now the unified district

**RESOLVED:** That with all parties dedicated to the success of the CFD; work schedules will be realigned as needed to ensure the success of the financial portion of the merger.

Commissioner Champagne moved to pass, seconded by Commissioner Matta. Resolution passed 7-0

**h. FC-R-2015-05 Badge Order**

**Chairman read into the record Resolution allowing the Chief to purchase new badges for the department.**

**BE IT RESOLVED BY THE CFD COMMITTEE AS FOLLOWS:**

**WHEREAS:** The CFD and the men have chosen and approved a new badge for the department.

**WHEREAS:** As a merged department we current are using the old badgers

**NOW, THEREFORE, BE IT RESOLVED BY THE CUMBERLAND FIRE DISTRICT AS FOLLOWS:**

**RESOLVED:** The Chief shall place an order for new badgers with C&S Specialty in the amount of \$ 3,812.50. Quote attached.

**RESOLVED:** That this amount will be distributed by four equal amounts among the four district budgets.

**RESOLVED:** That the money shall be taken from uniforms line items.

Chief Finlay is requesting authorization to enter into a Purchase & Sale Agreement with C&S Specialty for the production of badges and hat fronts for the entire department. The total price is \$3812.50. Badges are personal to the firefighters and should be given to them when they retire.

Motion made by Commissioner Champagne and seconded by Commissioner Ouellette to allow the Chief to purchase new badges. Motion carried by all present with a 7-0 vote.

**i. FC-R-2015-06 Sale of Car 20**

**Chairman read into the record Resolution allowing the Chief to sell Car 20.**

**WHEREAS:** The CFD owns a Ford Expedition, known as car 20

**WHEREAS:** Car 20 is a spare vehicle and inspected until spring 2015

**WHEREAS:** It is understood that this vehicle has frame rot that will not permit it to pass inspection without extensive and costly work

**NOW, THEREFORE, BE IT RESOLVED BY THE CUMBERLAND FIRE DISTRICT AS FOLLOWS:**

**RESOLVED:** The Chief shall be instructed to sell car 20 and obtain the most that the market will allow.

**RESOLVED:** Once sold the amount of the sale will be reported back to the Fire Committee for a final distribution

The vehicle has frame rot/damage and will not pass inspection. Has a value of \$1200 - \$2000. Can put vehicle out to bid with full disclosure.

Motion made by Vice Chair Koutsogiane and seconded by Commissioner Matta to pass the Resolution. Motion carried by all present with a 7-0 vote.

**j. FC-R-2015-7 Purchase of SCBA**

**Chairman read into the record Resolution allowing the Chief to purchase SCBA gear.**

**BE IT RESOLVED BY THE CFD COMMITTEE AS FOLLOWS:**

**WHEREAS: The CFD is in need of air packs, SCBA bottles and mask.**

**WHEREAS: It is the concern of the CFD that equipment be upgrade and maintained as budget allows.**

**WHEREAS: The CFD has the sole source quote from Shipmen's Fire Equipment of Waterford, CT for all equipment needed for \$83,126.**

**WHEREAS: The CFD has a 90% grant obtained by VFFD in 2014 and this grant has been converted to a CFD grant.**

**WHEREAS: The total cost to the CFD for this safety equipment will be \$8,312.60**

**NOW, THEREFORE, BE IT RESOLVED BY THE CUMBERLAND FIRE DISTRICT AS FOLLOWS:**

**RESOLVED: That the CFD approve the placement of the order with Shipmen's**

**RESOLVED: That the CFD complete needed documents to secure payment from the grant for 90% of total cost of the equipment.**

**RESOLVED: That the CFD approve the 10% payment CFD is responsible for under this grant.**

**RESOLVED: That the total cost of the 10% payment be paid by equal amounts from each of the four budgets.**

**RESOLVED: That said monies will be taken from the line item equal to "upgrade and purchase of equipment."**

Chief Finlay wishes to purchase twelve new air packs, SCBA bottles and fifty-two masks through a grant secured by Assistant Chief Jackvony. The grant has been amended to include all stations in the Cumberland Fire District. The amount of the grant is for \$81,000 and the cost of the equipment totals \$83,126.00 of which ninety percent is covered by the grant. The District is responsible for a ten percent match, \$8,100.00, which equally distributed by the four stations would have an impact of . \$2,025. The balance of the bid is for additional mask totaling \$2,126.

Chief stated when the grant was applied for it was assumed that we would fall under 10% match but in actuality is it a 5% match,

Motion made by Commissioner Champagne and seconded by Commission Parent to amend line 12 to show a 95% grant. . Motion carried by all present with a 7-0 vote.

Motion by Commissioner Champagne to change line 14 to reflect the 5% match and \$2,126 for the additional mask totaling of \$6,176. Motion passed 7-0

Commissioner Champagne move passage as amended, seconded by Commissioner Ouellette. . Motion carried by all present with a 7-0 vote.

**k. FC-R-2015-8 District Legal Representation**

**Chairman read into the record Resolution to establish and advertise for the CFD Standard Legal Representation (Solicitor).**

**BE IT RESOLVED BY THE CFD COMMITTEE AS FOLLOWS:**

**WHEREAS: CFD is in need of legal representation on general matters from time to time.**

**WHEREAS: CFD is in need of legal representation at the standard and special meetings of the full Fire Committee.**

**WHEREAS: CFD is need of legal representation on any non-labor related contracts and/or agreements.**

**NOW, THEREFORE, BE IT RESOLVED BY THE CUMBERLAND FIRE DISTRICT AS FOLLOWS:**

**RESOLVED: The CFD will create the position of solicitor which will be a vendor status position.**

**RESOLVED: The solicitor position will be established on an as need and charge per hour need.**

**RESOLVED: Prior to going to contract/agreement with any provider a fiscal note shall be presented to the Fire Committee.**

**RESOLVED: The CFD Personnel Committee shall establish a RFQ for distribution amongst the legal field.**

**RESOLVED: That though this position will an approved expenditure any one invoice exceeding \$2,000 shall be approved by the Fire Committee.**

Chairman stated one attorney can handle any and all matters brought before the Committee from time to time as well as attend regular and special meetings of the Fire Committee

Chairman Lemois passed this to the Personnel Committee.

**I. FC-R-2015-8 District Labor Legal Representation**

Chairman read into the record Resolution to establish the position of Labor Legal Representation and advertise for this position.

**BE IT RESOLVED BY THE CFD COMMITTEE AS FOLLOWS:**

**WHEREAS: The CFD is in need of specialized legal representation on labor issues.**

**WHEREAS: This representation will assist and provide support for CBA negotiations.**

**WHEREAS: This representation will be available for general labor issues.**

**NOW, THEREFORE, BE IT RESOLVED BY THE CUMBERLAND FIRE DISTRICT AS FOLLOWS:**

**RESOLVED: The CFD will create the position of Legal Labor Representation which will be a vendor status position.**

**RESOLVED: The labor lawyer position will be established on an as need and charge per hour need.**

**RESOLVED: Prior to going to contract/agreement with any provider a fiscal note shall be presented to the Fire Committee.**

**RESOLVED: The CFD Personnel Committee shall establish a RFQ for distribution amongst the legal field.**

**RESOLVED: That though this position will an approved expenditure any one invoice exceeding \$2,000 shall be approved by the Fire Committee.**

Chairman assigned this position to the Personnel Committee

**7. Public Input**

**David Raymond**

Asked the Committee to clarify stipend date of July 1, 2015. Chairman stated that when the new budget goes into effect on July 1<sup>st</sup> a new stipend amount is established.

How was the new Finance Director selected? Chairman replied that reason he was selected was because he has multiple years of experience in the field and has worked for other municipalities and is a resident of the Town which makes him familiar with the fire districts As well as knowing the operation of Town Hall. He has also served on State finance committees and brings credibility to the Department. Once approved, he will be working as a vendor.

### **Commissioner Jim Scullin**

Commissioner Scullin stepped away from his seat and angrily addressed Chairman Bruce E. Lemois strongly objecting to the Chairman's published comments in the Valley Breeze that reviewed both chiefs' current contracts stating Asst. Chief Jackvony takes home nearly \$114,000 a year and Chief Finlay \$90,525. His comments centered on the Chairman's comment about a friendliness over time between the Chief and Valley Falls wardens overlooked the business aspect.

Chairman Lemois asked for a motion to adjourn and Commissioner Parent moved to adjourn seconded by Commissioner Matta. At that point Mrs. Jackvony spoke out asking what about him while point down at Chief Jackvony. Chairman Lemois did not ask for the vote to adjourn, but allowed the Chief to speak.

### **Asst. Chief Brian Jackvony**

Asst. Chief Jackvony addressed Chairman Lemois and expressed his disappointment that he had provided figures to the Valley Breeze but had not said anything about the Asst. Chief's successes at Valley Falls over the last four years when he also took over responsibilities for the North Cumberland Fire District. He stated that it "was not a friendship" but a business plan and took objection to the Chairman's comments. He also addressed the Chairman stating it was disturbing that the Valley Breeze story overlooked the savings achieved in North Cumberland while taxes were stabilized in Valley Falls and that all his work had been dismissed while he doubled his workload. He had been paid \$10,000 extra per year for three years and that amount had been raised to \$13,000 last spring. Chairman replied that he stood by the cost analysis in the Breeze story and whether the contract was right or wrong it was not his decision and was dealing with it.

Chairman Lemois followed up with Chief Jackvony and reminded him that he didn't write the article and in fact the questions he answered with target on the contract contents. He asked why the Chief himself hadn't included that information himself. Chairman Lemois did apologize that what happened affected the Chief. The intent of his answers were not meant to hurt anyone.

Chairman Lemois then pointed out that as there was a first and second on the floor to adjourn he didn't call for the vote, but instead allowed the Chief to come up and speak knowing what was going to be said; indicating more proof he doesn't have a vendetta against anyone.

## **8. Adjournment**

Motion made by Chairman to adjourn the meeting at 8:53 pm. Motion seconded by Commissioner Matta and carried by all present with a 7-0 vote.

Respectfully submitted,

*Ghislaine D. Therien*

Temporary Clerk to the  
Cumberland Fire Department