

December 18, 2006

First annual meeting of Anthony fire district board of directors

Board members Attendance:

Gary Cote

Edward Webster

Pat Lohrer Lefebvre

Domenic Terracciano

Shirley Matthews

Gary Cote: The date is December 15th 2006 and this is the first meeting of the Anthony Fire Department Board of directors.

Gary Cote: Good evening everybody my name is Gary Cote the date is December 15 2006, is it the 18th, I'm sorry December 18th 2006. And we are in the process of convening the first meeting of the district board of directors of the Anthony Fire District. On the board we would like to introduce ourselves if you would please on the board myself Gary Cote.

Edward Webster: Ed Webster

Pat Lohrer Lefebvre: Patricia Lohrer Lefebvre

Domenic Terracciano: Domenic Terracciano

Shirley Matthews: Shirley Matthews

Gary Cote: OK, Thank you, I believe the way that the resolution was written that enabled this board to be elected and put into place was that the number one vote getter would be chairman of this board I believe that to be me with 55 votes we had a tie for second place so the board is going to have to elect and/or appoint a co chair before we go any further so if you'll indulge us for about 5 minutes then the board will do some business here you guys can stay and were gonna elect a co chair before we proceed so everthing is being done properly ok the two people with the second place votes and Domenic please correct me if I am wrong was Pat Lefebvre and Ed Webster

Domenic Terracciano: Correct

Gary Cote: Correct, with 47 votes

Domenic Terracciano: Correct, 47 each

Gary Cote: ok so at the board collectively we have to decide a cochair if both parties are interested, the co chairs responsibility will be to run any meetings that take place while the chair is absent from his position and to answer any questions brought to the board by the fire chief or the union representative , the union president ok are both parties interested in the co chair seat, Pat?

Pat Lohrer Lefebvre: Ed are you interested?

Edward Webster: Not overly but, I could do it

Pat Lohrer Lefebvre: If you would like to do it you can have it, I know you like a hole in the wall, but I mean you can do it you know I trust you, you can do it fine, he can have it

Gary Cote: okay so Pat has

Pat Lohrer Lefebvre: If that's okay with the group

Gary Cote: Pat has indicated that she would forgo her position and no election is deemed necessary if the board is in agreement that Ed Webster will act as co chair until the end of his term or until he is replaced by the entire board of directors, Pat your vote on that

Shirley Matthews: Shirley

Gary Cote: Shirley I am sorry I am so sorry I'll get peoples names straight before the end of the night I promise

Shirley Matthews: it's ok, no problem, I don't have a problem with that it's fine with me

Gary Cote: Domenic

Domenic Terracciano: affirmative

Gary Cote: I am going to vote in the affirmative, that means Ed, you are now co chair of the district board of directors, congratulations

Edward Webster: Thank you

Gary Cote: before we proceed too much further this board need a clerk, to take the minutes of the meeting Mr. Golomb who is the clerk of the district has graciously expressed an interest in doing that for this board if we need him to but we also have another gentleman who's interested in that position he ran for the board and his name is Antonio Neves and he has graciously accepted that responsibility and the board would like him to take that on, he would be willing to record all meetings transpose them to black and white for official records which can be released to the state attorney general I mean the secretary of state and be kept on record at the Anthony fire department, now it's up to the board which way we go.

Domenic Terracciano: I have a question?

Gary Cote: yes sir

Domenic Terracciano: what is the, what is the compensation for the

clerk for the board

Gary Cote: for this board

Domenic Terracciano: correct

Gary Cote: zero, there will be no monetary compensation any position that this board holds or any position that has anything to do with this board will be on a strict volunteer basis there will be no monetary compensation for any position pertaining to this board

Domenic Terracciano: ok

Shirley Matthews: at this time

Gary Cote: at this time

Domenic Terracciano: at this time

Gary Cote: correct

Domenic Terracciano: at this time the current clerk receives a, he is on the board of engineers?

Gary Cote: correct

Domenic Terracciano: that is we could have one meeting a month one

meeting a year one meeting a day his pay does not change that person has been doing this job for many years and that I believe that person has been doing this job satisfactorily based upon the information he's been given now hopefully that now that we have a new open board all the information will be forthcoming to him I have no problem with the other gentleman applying for the position my question is we have a person who is currently on the payroll who will be receiving no extra monetary fee who knows the ins and outs of the entire system and the entire district why would we want to introduce something new now at this point in time totally somebody totally new that ok I think I can do a good job and the person may be very well versed in it as possible I think we should retain the current clerk at his current status because there is no monetary increase in our budget for that person that's that's my view on on this particular position

Gary Cote: okay anybody else have anything to say?

Pat Lohrer Lefebvre: let me understand you, will the person will he be taking you know writing minutes? or is it actually going to be recorded and it's going to be word for word

Gary Cote: it is going to be recorded and be transposed to black and white word for word everything thats said at any meeting that this board...

Domenic Terracciano: so your gonna have, so what your saying is your gonna have, so this gentleman's gonna act as a stenographer

**Gary Cote: no this gentleman is going to dictate dictation from the recorder and record in black and white the minutes of the meeting.
Ok**

Edward Webster: is it on record?

Gary Cote: correct

Pat Lohrer Lefebvre: I don't think that has been done in the past, has it?

Domenic Terracciano: the minutes of the meeting have been done. the annual...

Pat Lohrer Lefebvre: the minutes are very different though he's saying

Domenic Terracciano: right, the annual meeting has been done with a licensed stenographer at a cost of \$1200 per meeting I believe I'm correct on that one Gary

Gary Cote: I...

Domenic Terracciano: \$1200 per ok so that's \$1200 per meeting for a stenographer to do the....

Pat Lohrer Lefebvre: right...

Domenic Terracciano: legitimate record of you know all the, everything that's said at the meetings the annual meetings and the special meetings called by the (inaudible) the monthly meetings or so have always been taken by minutes and that's been done by minutes and those minutes can be read, they can not be read but it's basically the highlights of everything. If your are going to provide a tape recorder and now somebody's now gonna transpose that text, so in other words what you're telling me is basically we're gonna have a stenographer because well you're gonna have one available we're gonna have a reading of the minutes and we're gonna have a stenographer

Pat Lohrer Lefebvre: No he's not, he's just helping him to take the minutes, the tape recorder is to help...

Domenic Terracciano: but, the tape recorder

Pat Lohrer Lefebvre: the situation

Domenic Terracciano: right, the tape recorder is going to be a tool to...

Pat Lohrer Lefebvre: like if I was going to take the minutes for this board I would need a tape recorder because iam not

Domenic Terracciano: adept in shorthand

Pat Lohrer Lefebvre: you have to go fast and you want accurate records and this gives you a more accurate meeting.

Domenic Terracciano: I am fine with that, so we're adding an extra person

Gary Cote: no, what we're doing is we're adding a clerk

Pat Lohrer Lefebvre: to this board

Gary Cote: no matter who takes this position we're adding a clerk who will, who will attend every meeting and provide that every meeting is tape recorded and provide that every tape recorded meeting will be transcribed to black and white print to become a matter of permanent record of the minutes that took place and what was discussed at these meetings. that's what we're adding.

Shirley Matthews: can I have my turn.

Gary Cote: yes

Shirley Matthews: I think that the records that the fire station has in the past need to have, be more upgraded, more updated and a different way of taking with the tape recorder and everything and I think that I'd to like to see Domenic give it a shot. I mean, I mean it's not costing anything I just think there's a lot of fault in the records in the past and the records need to be current and updated for every meeting so that the thing is anything that's said any decision that is made at any of these meetings if it's not updated and accurate and someone has a question, you don't have the correct information that someone with the question he doesn't have to prove his side we have to prove our side and I think theres a lot of ...(inaudible) what's the word I want...

Gary Cote: irregularities

Shirley Matthews: irregularities, thank you, in the records in the past, a lot of inaccuracies and I think that we need, it's time for , we have a new board I think it's time for a new record keeper for this board if you know and it's not gonna cost us anything, he's willing to do it at this time id like to try that..

Gary Cote: ok, Ed

Edward Webster: well I don't have too much direction as for what we're really getting involved in here yet, but I'm old school I don't like

throwing in unequipped so I 'd like to keep John seeing he does have the knowledge.

Gary Cote: ok, anything else

Pat Lohrer Lefebvre: I just would like to, and again we went back and I thought I it was going to be word for word then we sort of went back it was going to be minutes there's a big difference when you have a stenographer that that is you know the exact information that was said

Gary Cote:ok

Pat Lohrer Lefebvre: it sounds like we're going back to the minutes and I don't know what you're experience is, that is a very hard job to do that. I haven't read all the minutes of the past it's sounds as though there may have been some issues. we're talking about we need someone who can do this without paying \$1200 a meeting

Gary Cote: correct

Pat Lohrer Lefebvre: we're not interested in doing that And I'm not a stenographer I think we need to pick the right person who's going to be able to, look why don't we say we would try him out and see how that works before we commit to anything because you know I'd like to see what comes up I mean a meeting like this, you'll probably

come up with not a page it would probably be like 5 pages or something

Gary Cote: correct

Pat Lohrer Lefebvre: you know it's a lot of work. I hope you understand that.

Antonio Neves: yeah, I understand that

Gary Cote: ok, so collectively can the board agree that we will give Antonio a chance to prove himself capable of doing the job and if not, let me turn around here, Mr. Golomb would you be willing to give this new board a chance to see if we can come up with a better way to do this with no disrespect to you sir as you know please, and if at we need your services in the future would you be willing to take part in this board.

Mr. Golomb: the deal that's being proposed is beyond recognition is not acceptable because you're getting the service for free he must have the time and he must have the knowledge and must have the equipment. However I'll tell you one thing, the people that spoke tonight said there's a lot of inaccuracies and that and I disagree with it because minutes are one thing, transcripts are another so lets understand if you don't. transcripts are going to cost you a heck of a lot more money as you see at the annual meeting maybe you want

transcripts I don't know what for but (inaudible)

Gary Cote: ok, so you would be willing to give the board a chance you would be willing to allow the board to give Mr. Neves an opportunity to perform this service for us at anytime his services are no longer required by this board for any reason you would be interested in coming in and keeping the minutes of the meeting for us.

Mr. Golomb: I've been interested in this district since I was 12 years old and that's over 50 years so my interest has not died...

Gary Cote: absolutely not

Mr. Golomb: (inaudible) prove themselves look I have no resentment against anyone every person has the right to expression I do what I am able to do I do what is acceptable

No one ever objected to it except one person and I don't know why. she has a right to so (inaudible).

Domenic Terracciano: I have a question

Gary Cote: yes sir

Domenic Terracciano: we're gone by minutes in the past now we're gonna go by transcript

Pat Lohrer Lefebvre: I don't think so, I don't think we can

Domenic Terracciano: (inaudible) now what is our legal responsibility here? If we're going with transcript

Gary Cote: no

Domenic Terracciano: are we legally bound by verbatim?

Gary Cote: no I don't think what is being offered here tonight is a transcript a stenographer's transcript of the meeting. what the gentleman is willing to do, what Mr. Neves is willing to do is take the tape recording of this meeting and transpose it to black and white and allow it become a matter of permanent and public record for the actions that take place at these meetings. Ok the tape recorder will aid him in his position and in his job duties to be able to perform that job. I am not going to sit here and tell you that he's going to do any better or any worse of a job than Mr. Golomb has provided for this district for many many years in the past. What I am telling you, what I am saying to you, is as a new board if we want to start off fresh, we want to start of new then we have an opportunity to do that.

Domenic Terracciano: fine, fine and I have a question for Mr. Golomb if that's possible

Gary Cote: absolutely sir

Domenic Terracciano: Mr. Golomb would you be willing to do the same thing that Antonio is willing to do with the recorder and transpose into black and white text?

Mr. Golomb: I don't think I'd want to

Domenic Terracciano:ok

Mr. Golomb: I'd rather call a stenographer, I 'm an old timer over here, I'm old fashioned and I guess that's all, anything old fashion and antique and antique is worth a lot of money but I guess not. I'm joking maybe but I don't know whatever you people decide I not gonna hold anything against you. (inaudible) give him a try you have the power to release him at anytime

Gary Cote: absolutely, absolutely, any clerk that is appointed by this board will serve at the pleasure of this board. at any time if his job performance his and/or hers depending on who the clerk is at anytime if that persons job performance is not up to what this board deems to be acceptable that person can be replaced at anytime. On this board's say so. We're not to that point yet. So with all of that being said I would ask the board members to cast a vote for the person that they would like to see hold the clerks office job.

Shirley Matthews: Mr. Neves

(inaudible)

Domenic Terracciano: I am going to abstain from this vote

Gary Cote: ok. Ed

Edward Webster: I vote John Golomb

Gary Cote: ok. I'm going to vote Mr. Neves. Ok so Mr. Neves will be the clerk. and I would like to thank Mr. Golomb for his interest and please accept this boards sincere thanks for the job that you were willing to do for us and we appreciate your continued interest and don't run too far because we may be calling on you sooner than you think. (laughter) thank you.

Mr. Golomb: Make it quick because my life is short. (laughter)

Gary Cote: oh, don't even say that. don't even say that. Ok those two parts of the agenda are complete. Three on the agenda would be a round table discussion with Chief Warren and unionized fire fighters. Before that discussion takes place I would like permission from the board if everybody has had a chance to read over this I would like to permission from the board to present a copy of these to Chief Warren and ask that Chief Warren submit a copy of those to the union president. Chief Warren if you would please. What I just, what I just

submitted to Chief Warren it's the Anthony fire department rules and regulations disciplinary procedure. a copy will be supplied to the union rep. which I believe he already had which I will ask the union rep. to look over and ask that the board allow me and anyone on the board who would like to join me to meet with the union rep. tomorrow to discuss these and get a signed copy of it back at which point I will provide copies for all of the unionized employees of the Anthony fire district.

Board members: all agreed

Domenic Terracciano: can I , can I make an amendment to the passed vote.

Gary Cote: the vote that's already been accepted in? just for the record, it does not change the outcome

Domenic Terracciano: it does not change the outcome what so ever

Gary Cote: You can do anything you want

Domenic Terracciano: alright

Gary Cote: You are a member of this board

Domenic Terracciano: I, in the discussion that was bantering back

and forth I was not under the impression it was a vote for Mr. Golomb or for Antonio ,it was, as I understood it was a vote for Antonio or not so I abstained.

Gary Cote: ok

Domenic Terracciano: Mr. Warren voted for Mr. Golomb

Gary Cote: ok

Domenic Terracciano: I abstained I could not vote yes or no I did not interpret it as one or the other

Gary Cote: ok

Domenic Terracciano: My vote would have gone for Mr. Golomb

Gary Cote: ok, it does not change the outcome, but thank you

Domenic Terracciano:I just want to clarify that position. No offense but I want to clarify so.

Gary Cote: ok, now before we go any further with this this round table discussion I'm going to take the opportunity to make a statement I'm also going to give the other 4 board members an opportunity to make a statement to our unionized fire fighters to our acting chief and to

anyone else who happens to be in attendance ok if that's ok

Shirley Matthews: Can I ask you a question before you start that

Gary Cote: yes

Shirley Matthews: you have the agenda here and I thought one of the first agendas to have this meeting so quickly was the tax assessor to decide on the three tier tax and and that's not on here.

Gary Cote: no it's not

Shirley Matthews: but isn't that what we were supposed to be

Gary Cote: no I wasn't under that impression

Shirley Matthews:but they wanted us to have the meeting as soon as possible so that they could ...

Gary Cote: that was a recommendation

Shirley Matthews: ok

(inaudible)

Edward Webster: they said we wouldn't have that done by the end of

the year

Gary Cote: right and and at Joann's recommendation we agreed that that would not take place until after the holidays

Shirley Matthews:ok

Gary Cote:ok

Shirley Matthews: alright, I ok

Gary Cote: alright, for those of you who don't know my name is Gary Cote through the voting process I received the chairmanship of this board through no fault of my own

**Domenic Terracciano: I expect payment in full at the end of the week.
(laughter)**

Gary Cote: yeah, you know what I'd like to I want everybody to leave here tonight being on the same page ok so from my point of view as the president of the district board of engineers I want us all to be on the same page I want to present a united front to the tax payers to the media and to every other fire district in the town of Coventry and what I mean by presenting a united front is I want us all to be working towards a common goal and I hope that goal will be the common good of the Anthony fire district and the best representation that we

can give to the tax payers of the Anthony fire district ok we're gonna run this board I hope in a fashion that everyone involved with working for the fire district is going to be comfortable with. we have a chain of command in this fire district that I expect to be followed. you guys have a grievance procedure already in place that I expect everybody knows about your final destination if there is a problem that can not be solved in the rank and file through the chain of command you have a final step now and that is to come to the board of directors and we will address any problem that you can not receive resolution to at a lower level. what I want everybody to understand is you now have a district board looking out for best interest. Our only job is not to look out for the best interest of the tax payers to the town of Coventry and the Anthony fire district. Part of our job description as I believe it to be is to look out for the best interest of the entire Anthony fire district and that includes our unionized and non unionized employees. And this board as a whole I believe is going to do exactly that. That means we are now in charge of looking out for your best interest as employees of the Anthony fire district. And I expect anyone one of us sitting up here is going to do their absolute best to do just that on your behalf as well as the behalf of the tax payers of the town of Coventry and the Anthony fire district. There's no more games going on here. I know how things were done here during the previous administration. I was here as you all know. I dealt with it just like you guys dealt with it. And I know how hard it was to get anything accomplished.

that is not the case anymore. The old regime is gone. We're coming

into a new era. We're under a new leadership. This district just received the biggest increase in budget that the tax payers of the Anthony fire district has ever received in the history of the Anthony fire district. That tells me that the taxpayers in this district are behind the Anthony fire district more than they ever have been in the past. You guys have more support from the public today than you've ever had with the past administrations. The people in this district passed that budget without a complaint. I can't believe it flew as easily as it did. I had resolved myself to the fact that I wasn't going to get up and talk against the budget before hand. Because this time, unlike in the past, the citizen's advisory board and anyone who wanted to attend those meetings was involved in how this budget was presented and put together. And that was an opportunity that none of us had been given in the past. Because of the increases that we received I believe we can present you gentlemen with opportunities greater than you have ever been afforded in the past while in your employ at the Anthony fire district. Ok? What I expect, what this board expects in return from you is that everybody be on the same page. That everybody work be working towards the same common goal. You're going to be given the opportunity to be part of the solution. If you don't feel as though you can be part of the solution you can seek employment elsewhere. Anyone of yous has that right and I as president of the board and I hope to God none of yous take that opportunity. I don't want to lose any of the men we have right now because we have a good force. But you have that opportunity if that's what you want. And I as the president of this board will make

sure that any chief in his position as the head of this Anthony fire department will write you a glowing recommendation, if that's what you want. I don't believe anybody wants to leave here. I believe we are all in a better position today than we ever have been in the past. And I think all of you see that. I think we all need to work toward the common goal. and I think we can be strong and we don't have to be second to anybody. We really don't. I'm going to tell you right out I don't know, because I know the big talk around town for the last year has been merger and I don't know if that is the right solution to the problems that are happening here. I know it's not today. I know it's not today. We have problems here that we can take care of, and we can be strong again, and we can be what we were in the past, and we don't have to be second to anybody. We have those capabilities now. All we have to do is exercise them. And in our position as board members that are helping to run, not running, helping to run this fire district we're open to suggestions from anybody to help us do our jobs. Does that mean I want to get calls from 12 union firefighters? Absolutely not. You guys have a union. You guys have a chain of command. You guys know what you have to do to get to the top with a complaint, with a problem, with a suggestion. But we are absolutely, at every meeting this board holds, we are going to have a public participation, public discussion portion of this meeting. And anyone in attendance will be able to voice an opinion. And this board will listen to it and this board will take it under advisement and we'll act on it appropriately. I don't want anybody to feel like they're here on their own and that we're not looking out for you. Because, as far as

I'm concerned, that's a very important part of our job performance. And if we want to perform our job well, as I believe we all do, as I believe you guys all do. You want to do your job to the best of your ability. This board is in place to allow you to do that. All we're asking is a chance, a chance to allow you to be the best that you can be. Because that reflects positively on all of us, not just on you guys. The better you guys are, the further this board gets carried along with you. We're going to count on you, as I expect you to count on us. That's what I'd like to see us do, present a united front to everyone concerned. I want us all to be on the same page and to be working towards a common goal. I expect at some time in the future, this board will sit down with the board of the Central Coventry fire district and we'll listen to a proposal from them, which our unionized employees will be invited to. Will be invited to and will take part in. But I want us to be able to do it together. Not you guys separate from the board or the board separate from you. I want us to be able to work as one cohesive team, all working for the same goal. We're all mature individuals here; we're all gentlemen I believe we can do that. With the right mind set I believe we can do that. I believe that the board has a common goal. All I said the other, last week at the election was- I don't care if you don't vote for me, elect five like-minded people. I believe that was done. Now I'm asking for an opportunity from you to allow this board a chance to prove itself, and to make changes for the betterment of this department, and to move this department in the direction it should be going, which is forward. (inaudible) I can't change what happened in the past. I can't change what happened

under the previous administration. I wish I could, but I can't. All this board can commit to do is making this district better in the future. And that's all we're asking for an opportunity to do. I hope you all decide to stay, I hope you all enjoy your job here, I hope you all are going to help us accomplish what we want to accomplish. If you can't do that, I'm sorry. But I meant what I said when I said you could be part of the prob, you can be part of the solution but you can't be part of the problem. We have enough problems in this district already. We need to put those problems behind us and move forward. We can't move backwards. And that's all this board's asking for the opportunity to do. Thank you. Ed.

Edward Webster: Well you covered just about everything. I say work as one team and that's it.

Pat Lohrer Lefebvre: I'm in agreement.

Gary Cote: Domenic, anything?

Domenic Terracciano: Yeah, I, I agree with you Gary. I'll address our people. As you know (inaudible) people, as you know I have not been a champion of the union. I put that right out on the table, period. We have a contract. We got one. It needs to be fair and equitable for all parties, period. Our firefighters need: 1) the best equipment and the best training. If they're going to put their lives on the line they have to be protected. I'm a staunch supporter of that, period. Anything that

needs to be up to code has to be brought up to code. Any deficiencies in this department have to be addressed. We have wants and needs. The needs must be addressed, the wants we can discuss. I'm a fiscal conservative, period. I look to saving money and to operate things in a business fashion. The chief of the department should be running things from day to day basis with his employees. The board shouldn't be interfering with that. If there's a, like as Gary said, if there's a situation where, whom ever the chief is, and it can't be rectified perhaps the board can offer some advice, perhaps be it on a advisory or technical scale. I support all the firefighters in this district, and I always have. I've come a bit from the old school and things have changed. We're now dealing with pensions, we're dealing with healthcare, we're dealing with eye of the tax payer wondering -how much am I going to keep paying? Forget the town it's a disaster, but in the district itself. Before, it used to be run almost like a futile system back in the old days, where there was one monarchy which controlled everything. A lot of information wasn't released, and I admittedly supported that administration based upon the information given to me. Now, however, in the new era we see where now things are out on the table. Okay, let's take a look. What do we need? What, what does the union actually need? What are their legitimate requirements? Let's, let's work towards coming to a common cause. That's where I stand on that. There's checks and balances. The district can give away the store. The union can turn around and walk away. We, we don't want a teach your town situation here. We've got firefighters that protect the lives of the people of this district and

that's a extremely important and very highly respected trade. And I support you guys for it a hundred percent. So when you talk to me, I want you guys to know where I'm coming from. I'm looking at it from a business relationship. If Joe doesn't like AI, and AI, that's not the situation here. We've got a good department here. The merger has always been discussed, and that's fine. I want to put one point out, as far as the merger goes whether you guys are for it or not, at this point it's your own opinion and it hasn't been put on the table. But, if the district had merged, the districts have merged a year ago and people are saying, yeah, this is the way to go and the other half is saying no, it's not. Give it three years and see what the finances, how they work out, because projections are one thing let's see what the budget comes down to before any talk is given to that. That's where I stand on that. And to keep you guys as a solidarity unit is the best thing we can do for this district. And I support you in anything and any questions that come up, any requirements for equipment or training, I really want to hear about it and I support everybody in that, in that aspect. And that's all I have to say on that, that subject. Thank you for your time.

Gary Cote: Shirley.

Shirley Matthews: I agree with Gary. And over the last so many years I've come to know a good many of the guys that work here. And I have respect for most of them. And I think and hope that most of them have the best interest of the district and of themselves. And I

also think that we've taken a lot of baby steps, and this week we took a big giant step. And I think that with what Gary had said now we have a lot of good things to look forward to. But we need to do it as a team. So, we just go from here and this is new to us and it's all new to you because of the past administration. So, so, I have high hopes for everybody. And I know I have, I see these things through rose colored glasses because I hope that eventually down the, down the street if not a merger, but we can make things better the improvements here and maybe go back to the tax payers and, I know this and everybody laughs at me but, and say we can cut back now we caught up. You know, you know because there isn't going to be so much waste anymore. You know, you know my interest has always been the money and your safety. And maybe the people don't like sometimes what I say. My biggest problem is my mouth. But, you know, that's how I feel. I think that this is a big giant step for all of us. That's all I have to say.

Gary Cote: Thank you. I will now open it up to Chief Warren. Any input? Please.

Chief Warren: I think, as Shirley just said, (inaudible) Shirley and I have something very much in common it's our mouths (inaudible) I think the board of directors is well overdue. I think it's definitely going to happen for the department. I think you're going to have five different opinions on how things at your level should work, and that's fine. I think that one thing that you all have said, and I was very happy

to hear that, is the safety of the members is, is not even a question. And on the other side of the point I also know that the district tax payers are sick of paying (inaudible) unfortunately this business is a very expensive business. People, look it costs a lot more than it does where I work or where you work. I think we have to commend the guys for working many, many years with junk. I've listened to the stories (inaudible).

So hopefully with the board in place we can get some decent equipment. Try to get things where it should be and move on from there.

Gary Cote: Thank you. Anybody? (inaudible) Jim.

Audience: How do we get the station fixed up? We live here. The windows upstairs are so drafty when you lay in bed and can feel the breeze hit you in the face. When it rains out you have to put towels all along the windows so you don't get soaking wet. (inaudible) for six months. (inaudible) the air conditioner on the roof is rotted out. So you've got major issues that you got to be fixing in this station.

Shirley Matthews: I think that a RISE inspection was suggested and I...

Audience: and I think, myself, and other guys I would sell the house next door which was (inaudible) take that money and fix the station up so we got a good place to live here. As you can see the walls, the

paint is falling off the walls and we have to live here. That's what I'd like to see. You know maybe a (inaudible) system (inaudible) breathing all this (inaudible) smoke 'cuz I have a heart condition. I'd like to see it for the future guys that work here, us older guys have been here a long time. That's what I'd like to see the station fixed up for us guys to be here 'cuz we live here. That's how I feel.

Domenic Terracciano: Okay. If I may? Competitive bids need to be taken.

Audience: Yeah, I understand that but

Domenic Terracciano: For... lip service is one thing, competitive, competitive bids need to be taken for, to bring for repairs required to bring the station up to code and that's something that will be

Audience: (inaudible) problems down the line. Parente's has been here and they're coming at all times to fix the furnace. (inaudible) have no heat you're going to pay about fifty thousand dollars for a furnace down there. You're just talking, I'm just saying I've been here for forty years. I've been here for all my life. (inaudible)

Board Members: (inaudible)

Board Member: That is one of the top priorities on the agenda, Ed. We, we're dealing with a capital spending cap as was, as was passed

by resolution at the last meeting. But that is something that this board will definitely

Audience: (inaudible)

Domenic Terracciano: Gary if I may? if I may? Gary?

Audience: (inaudible) or you got to worry about getting rained on. I'm just saying.

Domenic Terracciano: That is, that is a priority in my eyes. I don't necessarily speak for the rest of the board, but maybe I get concurrence with that?

Gary Cote: Well in, in our position as the board of directors in this department in this district is if we, the condition of the firehouse has been an issue for a long time. The previous administration always said no money, no money. Under the previous administration, guess what? The guys were made to suffer. Well, under the current administration I don't believe that that's going to continue to take place. Louie, we're not going to be able to fix everything overnight. We're really not.

Audience: I understand. (inaudible) we have to buy special heaters to keep the drugs warm because it's so damn cold out there. The windows all fog up, the doors all freeze up. (inaudible) that you guys

are going to be facing. I just want to bring up some things. You know I mean you have to buy special heaters to keep the drugs warm.

Gary Cote: Louie, input is key. Input from the general population is key as opposed to a mono source which is what we've had before.

Audience: (inaudible) For about six months Jack had to sleep on the table. I don't sleep in the bunk room but a lot of guys do. (inaudible)

Gary Cote: And those, and those are all issues that this board will address. What we're trying to accomplish here tonight is to put everybody on the same page. To let you guys know who we are. To get to know who you guys are. And to start a rapport with everybody having the same understanding, of where we're going. Okay? Where we're going is forward. The problems that you talk about have been there from the past. Well, now the sons are going to have to pay for the sins of the father. Because there are so many things that weren't finished in the past that this board is going to have no choice but to address and find a resolution to. And I believe collectively we have the ability to do that.

Domenic Terracciano: One step at a time.

Gary Cote: Right. But they're not going to be little tiny baby steps like Shirley spoke of earlier. When we make steps we're going to make giant steps forward, because we want to distance ourselves

from the past. As far as possible as quickly as possible. Right now I'm looking at, as the president of this board, this board is probably, if my board mates are in agreement with this, we'll probably going to meet once a week. Right now until some of these big issues are resolved. If hopefully, I hope this board at some point, this department is running so smooth and everybody has such big smiles on their faces we're going to be able to meet once a month. We're going to hear a report from the chief. We're going to hear a report from the union. We're going to do a couple of paperwork. We're going to listen to the public's comment and we're going to be able to move on with our lives. At this point we can't do that and this board is willing to accept that responsibility. And we're willing to do what ever we have to do to improve the lives of the Anthony firefighters as long as they're representing Anthony fire district. And we will do that. We will my name, my name, my, my word as a man as a guy you've known your whole life. We will do that. All I'm asking for is a chance. Everybody coming into a new position deserves a chance to prove themselves. We need a chance to prove ourselves. And we will. And I think we'll prove ourselves to the satisfaction of everybody involved. And it's going to take a little time. It's going to take some time.

Audience: While we're on the topic of needs, before Chief Warren got here we never, we hadn't bought hose or anything since '94. As the chief will tell you right now he got that hose, that four inch supply hose that's up there that's on loan from another fire department 'cuz the old chief wouldn't buy it. He got it to be compatible with

everybody else so if we ever work a fire so they can lay into us and we can certainly lay into them. (inaudible) give Chief Warren credit. Since he came in here he got us (inaudible) prior to that we were using sixty gallon nozzles. It's unacceptable unless you're putting out a brush fire.

Gary Cote: Correct.

Audience: (inaudible) you know we got a fire like we've had numerous ones in the last month or so we don't have any spare hose. We take it off of engine one to put it on engine two. It doesn't make any sense. (inaudible)

Gary Cote: No, I agree.

Audience: We haven't bought hose here since '94 that's the biggest issue here.

Gary Cote: I agree, and at some point in the near future this board is going to have to sit down with the chief and with the guys and go over a list of needs. Not wants, needs. And we're going to have to prioritize those needs in the order that the board can handle them. Ok? There may come a point when the board asks a little bit extra from the guys. Ok? And I'm not saying that it's going to happen. Because you know what, you don't know anybody better with a paintbrush and a roller than me. I can take care of these walls, it's real

simple. So can't the guys that work here. You know what I mean? And I'm not saying that that's going to be expected of you. Because you know what, in the past you've been asked to give a lot and you've been given nothing in return except a paycheck. Well sometimes, you know what, a thank you and I appreciate that goes a whole lot farther than a paycheck does. We all know that. You get, you catch more flies with honey than you do vinegar. You know what? All you guys need in return is some mutual respect and some mutual admiration. And I'm sure that everybody can work together. Not just you guys give and the board takes or you guys give and the chief takes or you guys give and the tax payers take. That's not what you're here for. This has to be a give and take we, everybody has to work at the same level. Everybody has to work on the same page. Everybody has to work as one, if we're going to accomplish anything. Because you guys working against us guys, you know what? We're back under the same old regime. We accomplished nothing, except hundreds of thousands of dollars in litigation in grievances and complaints. We accomplished nothing. Us working with you, you working with us. This meeting tonight, basically, is to extend an olive branch to the employees of the Anthony fire district and ask that we please be able to forget the past and how things were run. And all agree that we have a brighter and more productive future if we work together and work in conjunction with each other rather than butting heads at every meeting, and butting heads at every meeting. Because that's not going to happen here, that's not what I took this position for that's not why I ran for this position. I liked everybody that works here

today when I walked in the door. Well guess what? Three years down the road if the voters decide my term is up I want to still like everybody that's here. And respect everybody that's here and I want the same in return. Well guess what? We're not going to do that by calling each other names and throwing insults back and forth and butting heads with each other. We're going to do that, we're going to accomplish that by working together by working as a team and by working side by side. This board is not going to ask our firefighters to do anything that we're not willing to do along the side, along side of our firefighters. We can't go fight fires with you buddy. I'm not putting my butt in a burning building without the proper training. You know what? I don't expect you to put your butt in a building, a burning building without the proper training either. I don't expect anybody to do that. I don't expect anybody to put their life on the line if they haven't been properly trained to do that job. I was here this afternoon. The gentleman from Clariant was here. He extended an offer to this department, again, to take place in all of their hazmat training. At no cost to this department. They pay for all of that. All we got to do is compensate our guys for their participation. There's no reason this department can't do that. You guys need that training. Absolutely need that training. There's no reason this department's administration can't back you in the pursuit of that training because it's only going to improve your job performance and make my life safer if you ever got to respond to fire at my house. I'm going to know that the guys that are responding are completely capable of saving me and my family and anything else out of that house that they can

possibly, humanly save. So I'm going to back you in any of the training that is required. I'm going to be very hard nose about that, very hard nose about that. And if we got to find the money I'll wash cars on Saturdays to raise the money if that's what I got to do. And my family will wash cars right along with me. And I'll get my six sister-in-laws to put bikinis on and wash cars to raise money if that's what we got to do. 'Cuz guess what? We're going to move forward we're not going to move backwards. I'm not taking steps backwards. I'm done doing that in my life. And I expect that this department is done doing that in it's, in it's life also. And I expect we can do it together. And that's all this board is going to look for.

Audience: I wasn't here for the first minutes of the meeting, has the board established (inaudible)... the public or (inaudible)... calling for agenda, calling general meetings or (inaudible)... happy to have one person calling the meetings, is it going to be open or...

Gary Cote: Any member of this board can call for a meeting at any time they deem it to be necessary, as far as I'm concerned, as the president of this board. Any member of this department can come to me and ask that an item be added to the agenda. And I will absolutely add that item to the agenda. But I want this department to know something this board will not do unless it is personal and confident information that is going to be discussed. This board will not do business behind closed doors. This board will do business right out in here in this equipment bay and the, and the general public will be

invited to every meeting. And there will be a public comment portion of the meeting dedicated to the public that shows up at these meetings at every meeting this board convenes. Because I believe the taxpayers ought to have a say so in how their tax dollars are spent at this fire district. I also know that nobody but the firefighters in this district know what is the safest form of operation for them. And I have been perfectly clear about it in the past in conversations with Bob Warren, in conversations with Bob Carlo, in conversations with anybody who's willing to listen to me, because I never have a hard time letting people hear me. I know jack, I know nothing about being a firefighter. I'm going to garner my information from what I consider to be professional firefighters who've chosen this as their career work. My first line is going to be to go to the firefighters of the Anthony fire district and ask for input, because I don't know. Every member of this board is going to be, is going to need a lot of help in the performance of their job as a board member here, because none of us are firefighters. All I ask is that any member who has anything to say to this board not circumvent the chain of command, not circumvent the way things are supposed to be done and put this board in the middle of anything that has to do between our unionized firefighters. Ok, like I said in the past you have grievance forms that are available to you if you have, if you have a problem you fill out a grievance form. If you do not receive resolution at the lower points of that chain of command you're ultimately going to be granted a session before this board and we are going to listen to your complaint and we are going to do the very best we can to resolve it with all people involved. But

this board is not here to step on the toes of the chief. We're going to work very closely with the chief. This board is not here to step on the toes of the union rep or the vice president of the union rep. We're not here to do any of that. We're here to oversee the administration of the Anthony fire district, not run this fire department. That's our chief's job. That's our union's job. We're here to oversee that. And we're perfectly willing and capable of taking on that responsibility. I, I, I can't reiterate enough what I said earlier we've got enough problems in this department from the past, from this point on everybody's going to be given an obligation, an opportunity to be part of the solution or to seek employment elsewhere, because we have enough problems to deal with now we do not continually need to add to that pile. I want us all to be part of the solution. I don't want any of us to be part of the problem. And that starts from me and works right on down around this table to every board member that's here and everybody that's sitting here.

Shirley Matthews: How many members of the board have a meeting with a, with a quorum?

Edward Webster: Two or three

Gary Cote: Three?

Edward Webster: Yeah, it'd be three out of five

Gary Cote: It'd be three out of five.

Shirley Matthews: So, no meeting unless there are at least three members?

Gary Cote: Correct. Anything else from the chief or our unionized employees before I open this up to public? Hunt

Audience: Forgive me if somebody already brought this up. I missed the first, first part of the meeting. Louie was talking about needs. Our guys need uniforms. Every man that works here has three uniforms. They're all well over a year old; nobody has a jacket unless it's something that they bought on their own. The guys need to get some more uniforms.

Gary Cote: Ok, some of the needs were addressed earlier and like I said, and I don't know if you were here when I said it, this board is in a position that we're going to have to sit down with the chief and, and our union guys and address the list of needs and prioritize them. And we're going to have to deal with them in a fashion that the board is capable of handling them, ok. And I can't sit here and tell you where that clothing allowance or clothing whatever it is, is going to fall on that list. All I can tell you is that I can guarantee you nothing will be overlooked. Nothing will be overlooked. And this board is perfectly willing to address every issue that faces the Anthony fire district, every. We're just asking for time. We, we spoke earlier in the week.

You know where I stand on this. You know where I stand on this.

Audience: Were they going to put another line in on the budget?

Shirley Matthews: No, I thought it was just for then

Gary Cote: That was just for, I think that was just for turn out gear.

Audience: Turn out gear.

Board Member: Turn out gear and there was reimbursement.

Gary Cote: Separate line, was there a clothing allowance put in?

Chief Warren: There is money in there for clothes

Gary Cote: there is money in the budget, Mr. Carlow do you have your hand up again? Sunny? Anybody?

Domenic Terracciano: Was that employment reimbursement non medical?

Gary Cote: Was that under the line employment reimbursement non medical? No. ok, ok, with that being said we are going to open this up for members of the public who have a statement, comment, suggestion that they would like to make. Jim, now is the time. I was

going to make you wait because Mr. Brown had his hand up at the before the meeting was 5 minutes old, Mr. Gorman had his hand up so I am going to call Mr. Gorman first

Mr. Gorman: I want to welcome the board first off to the Anthony fire department, it's been long over due, I've been a big supporter of the board.

Gary Cote: If I may interrupt you.

Mr. Gorman: Yup.

Gary Cote: I would like to publicly thank you for your efforts that it took to make the provisions to get this board elected I agree it's been overdue and I would like to publicly thank you in your efforts in obtaining the rights for us to elect this board. Thank you

Mr. Gorman: You're welcome. As I was saying I've been a big supporter of the board,

I've served on the force for the last 14 years doing boards for fire districts I've been in many litigation with those board of fire districts for doing things behind back doors the biggest thing ,I believe, with the other administration , I don't want to do it behind doors it just wasn't made public, (inaudible) with different decisions in the prior administration it was, you had to pull teeth, to get information out of that board, out of that administration, I think one of the first thing you

have to do, is to decide one, what what are you going to follow for (inaudible) proof of orders (inaudible) for a meeting you need to pick that, I would think you would want a person to review your bylaws get a bylaw committee or by a board of directors as a review for that a charter is another thing but that's I mean (inaudible) first to run a meeting with the board, with a board I've ever run with chose one of those two additives to conduct business out of, (inaudible) same page. Like you saying, what constitute a quorum? I know in the other district a quorum constituted by board members plus tax payers x number of board members have to be present and x number of taxpayers have to be present so it was above board so it had to be 12 total between board members and tax payers, that's something you guys set up, (inaudible) Antonio Neves for he is the clerk supposed to be an agenda item, as an appointment , I don't know if it was on there or not.

Gary Cote: (inaudible) install clerk, ok

Mr. Gorman: ok, little thing like that was there a application period for that, little thing like that I don't want to see the board slip up on that and cause more problems for the district. And with that I would like to say good luck to you.

Gary Cote: thank you

(inaudible)(laughter)

Audience: (inaudible) you have your work cut out for you, the only suggestion I had is, is, you have the tape recorder and make that part of the record sealed not to be used and if the transcript had a question on it you got the tape.

Gary Cote: ok

Audience: I believe there'll be a lot of problems going from reading the minutes of the meeting to a actual word for word. (inaudible)it will make all the difference in the world.

Gary Cote: I agree and each meeting will be recorded separately on a separate tape, the tape will be marked accordingly and the meeting will be transcribed in black and white the tape will be saved and put away in a safe place and if there is ever any question about a meeting we'll be able to go back to the tape. The tapes are not going to be taped over, they're not going to be erased, they're not gonna, I will absorb the cost of buying new tapes for every meeting so we will have every meeting on tape as well as a black and white printed hard copy of the minutes of the meeting.

Audience: (inaudible)

Gary Cote: no we do not

Audience: (inaudible)

Gary Cote: no we do not and I will not ask for one because of it the tapes are pretty cheap and I will absorb the cost of that thank you that will be my donation to the Anthony fire district along with my (inaudible) yeah that's right. Anything else Mr. Beckman?

Audience: No, no that's it.

Gary Cote: Thank you very much.

Audience: I'd just like to say this night is a long time coming (inaudible) being around over the years I noticed it's been a long battle over the years to get to a point where we don't have one person ruling the whole district we actually have a board in place now representing representatives of the tax payers so everybody can feel like they have their say now and you're going to get listened to, I've always fought for the accountability of the district because we never could get answers, we could never get information we could never see anything, I really think this is a great day for the Anthony district, a couple of points 1)only because the information was never out there what concerns me now is I think the board should take under advisement a look at the commercial rate of you know the taxes and stuff and take a good hard look at that because I think that people who were at the meeting which is a very small amount of people compared to really the district out there and when the tax bills go out people really pay attention you may have to pull another engine out

(laughter) but it's their own fault for not participating and not being here and you may have a lot of people showing up just because they are uneducated because over the years they just didn't pay attention and didn't participate that's their own fault that's the way I look at it and it's like any type of government the people get what they deserve that's the way I look at it so I think if you take a good hard look at the taxes where you can save money and how to bring money into the district so it's fair and equitable for everybody just like the other districts everybody's being taxed equally and you really get the fair share of the tax dollars I think the people expect that and I think they'll be happy once you're able to get a handle on it. Nobody is going to expect everything to happen overnight it's too big a job ahead of everybody but (inaudible) make up your list then you can start prioritizing and start working on that's good one of the things I fought for years in the accountability issue is where is the money going to? And we could never get a straight answer. Many years ago I asked if I could get it in was a forensic audit so we would actually know in the past where the money has gone and accountability and actually is price able. Once you start dealing with banks everything accountable and you can't hide anything you can play with you know you can tell people what you're doing here or whatever but the dollars but everything traceable on paper so I would urge at some point in the near future that I think the board should look at a forensic so when you start off as a new board you can say from this point on we are totally accountable we know what happened with the money everything is fine or it isn't fine here some issues here that need to be

addressed but at least from this point on you can say everything is accountable and we can guarantee when we took over here's what happened here's what we did with the money and I don't think anybody can question anything after that but right now I think because of the way things have been done in the past I think we really need to know your past so I would urge the board to seriously consider having a proper forensic audit done so you really know where you're taking over from.

Gary Cote: ok. Well I i just and on that point I want to make one thing perfectly clear there's nobody on this board I believe that for one iota or one minute believes that there is anyone currently in the employ at this department who has ever hidden anything from anybody in the general public I believe there are people here in this department who have been following orders who've been doing what they were told to do and they were doing it because that is what their boss told them to do. Now I took it upon myself today to go to all three of the ladies that work for this department and assure them that their jobs are safe here because anybody (inaudible) that these three ladies don't know more about the running of this department than any three people you can put together in a room, has gotta have rocks in their head, these three women are irreplaceable to this department at this point absolutely irreplaceable they've done a phenomenal job in the past and I expect they will continue to do a phenomenal job in the future, I think we are lucky to have them I agree with what you're saying and there are changes that need to be made and there are things that need to be

handled and this board is now in a position to be able to do that. This department is no longer under a dictatorship nor will it ever be in the future thanks to the efforts of Mr. Gorman and Mr. Stevens who I just saw come in we now have a board in place that will make sure that everything is done above board if I am nothing else I am a man of my word and I believe that is true (inaudible) 4 or 5 that are sitting (inaudible) I may not always tell you what you want to hear but I will always (inaudible) and I'll listen to what you've got to say and what I've got to say you may not want to hear (inaudible) if you don't want the answer don't ask the question it's that simple everything here is gonna be done above board out in the open and I think six months down the road everybody involved in this department is gonna be able to sit back and give themselves a pat on the back and be proud of the job they've done and be proud of the accomplishment that they've made and I think we're gonna make major leaps in moving forward cuz we have the ability to do that we have the men to do that and we can have confidence in the men that we have today absolute confidence in the men that we have today they just need people to back them up (inaudible) and that's what we're here to do.

Pat Lohrer Lefebvre: let me see if I understand you to address his point though about the audit can we discuss that do we want to go back and take a look at all those and cause I know going forward its all going to be out in the open because documents aren't going to be kept in anyone's home (inaudible) it's all gonna be in a place you know we'll decide where we're gonna keep it but the question is do

we need to go back do we need to incur that cost at this point is it worth doing that do we take a vote to decide that because I know this gentleman is bringing this up and we keep it's a little bit of lip service we're giving him do we want to do that audit.

Gary Cote: no no it's not lip service, because I believe at last year's financial meeting there was money appropriated to do a complete audit of the books at the Anthony fire district

Audience: well it was appropriated but then later on I was led to believe that there wasn't enough for a forensic audit originally I had asked for a forensic audit somehow when it got written up it it got written up as an audit.

Gary Cote: ok

Audience: it passed by the people last say December/ January and as of then another year has gone by

Gary Cote: yup January it hasn't been done yet

Audience: it hasn't been done

(inaudible)

Gary Cote: (inaudible) correct

(inaudible)

Audience: we had a CPA do the books at the end of the year

(inaudible)

Audience: (inaudible) you always have that done every year and my concern is in past years by state law you had to have your books done by a CPA, several years prior to that they were in my opinion they were run through and stamped through by Conrad who is a book keeper not a CPA, by state law I ,I got I,I got copies of the law myself looked it up and it says that municipality has to be the books have to be stamped by a CPA.

Gary Cote: ok

Audience: for many years we hadn't had that done

Gary Cote: right but it's my understanding that Conrad's stamp was accepted and approved by the state of Rhode Island and doing the book work for the Anthony fire district. Ok that's my understanding. Secondly and I'm gonna address it, do we want to incur the cost of doing a forensic audit at this time, I think we ought to find out what those costs are

Domenic Terracciano: I want quotes

Gary Cote: before

Domenic Terracciano: I ain't doing anything without them

Gary Cote: before we make a commitment to having that done

Shirley Matthews: I'll make a commitment to research it and see if we can get it done by the state maybe we can get a retired state trooper or get some information to present...

Gary Cote: I would absolutely appreciate that..

Shirley Matthews: it may not be the next meeting because it's gonna take time, but I will put that together and see what we can come up with.

Gary Cote: ok because I have been offered the services of a licensed CPA to do the books at the Anthony fire district. He's a town resident he's not a resident of the Anthony fire department He's a former public official in the town of Coventry and he has graciously offered his services and I will see if that offer is still on the table and I'm not going to mention any names but I believe that once his name is brought to light everyone will agree it's someone who can be trusted and and who is completely capable of doing that ok. And that (inaudible) but this board can absolutely today, not today, I'm sorry

it's getting late tomorrow start looking into that and coming up with a plan to attack that.

Shirley Matthews: and I believe last year \$10,000 was voted and appropriated for ...audit

Gary Cote: for an audit, right now can I sit here and tell you that we're in a position to spend 60 or 70 thousand dollars at this point to have a forensic audit done, I can't do that and I don't think any other member of this board can do that (inaudible)

Audience: (inaudible)... leave it up to the board you know obviously whatever's best for the district if you decide at this point that you want to go on it's gonna be too cost prohibitive we can't get it done (inaudible) but but my concern is over the years I've, I've, walked into the, I've walked in there and been handed that one page and none of the things even add up sometimes and you looked for line items and you ask for line items and your not given line items and when you look for certain items they make no sense at all so I know basically anybody that looks at that as a true budget it's a farce.

Gary Cote: right well you have been given a commitment by a member of this board and I believe that this board supports each other 100% wholeheartedly and we will have that information and we will come up and we will tell you right out and in good plain English that everybody can understand whether that is feasible at this time or

not and whether we can accomplish that at this time or not and we will have an answer for you as soon as time permits. Ok, it won't be the next meeting we're meeting every week right now. But we will get an answer for you. Does any member of the board have anything else? (inaudible)...Absolutely. Ed, do you have anything else.

Ed Webster: yeah, remember when we were first elected to all this we were told by someone that we had to register with the secretary of state?

Gary Cote: as a?

Ed Webster: as a board of directors? Right?

(Inaudible) (Laughter)

Shirley Matthews: (Inaudible)...explain that to us.

Gary Cote: ok, well I excused myself from the remainder of that conversation because we were all there

Shirley Matthews: I think that Mr. Golomb said that....

Gary Cote: ...and that constituted an illegal meeting, so I excused myself and went outside.

(Inaudible)

Gary Cote: So if you have any information pertaining to that I would like you to pass that on to the board at the present time.

Ed Webster: Well what I did is I went on the computer with a nephew, (laughter) and came up with a print out of a I believe that's what they were talking about.

Gary Cote: You can believe me when I tell you this that Mr. Gorman will know whether this is what we need or not

(Laughter)

Gary Cote: non prof...it's the State of Rhode Island and Providence Plantations office of Secretary of State non profit corporation annual report for the year instructions for filing a non profit corporation annual report.

Board: no (Inaudible)

Mr. Gorman: Personally each would need to file a financial exposure as elected officials each year you have to file your financial exposure like you would any other elected position

(Inaudible)

Gary Cote: that's done through the board of canvassers on Broad street in Providence

(Laughter) I know and you can contact them online or telephone them and they will send you a packet in the mail with a SASE that you can fill out and send back to them. oh you were ready to (Laughter)

Pat Lohrer Lefebvre: ok so the action is every board member will contact or go online board of canvassers and

Gary Cote: to the State of Rhode Island board of Canvassers and request a financial disclosure packet as an elected official of the Anthony fire district.

Audience: actually it's everybody that ran for it, not just the ones that got elected to it anyone that was on the ballot for it.

Pat Lohrer Lefebvre: It should have been done before we actually....

Gary Cote: well that

Audience: there's a time(Inaudible)

Gary Cote: Right but that was not disclosed to all those that were running

(Inaudible)

Gary Cote: because I see Mr. Neves' face sitting over there he ran for this board and he was like "what?"

Audience: It's just paperwork

Gary Cote: And given the absence of that I am going to request that each board member that was elected do that, Mr. Neves I wouldn't sweat it.

Audience: no actually the only reason I know it...

Gary Cote: yeah I know why you know it...

Audience: I didn't get elected the first time, so

Gary Cote: I'm gonna go Bob,

Audience: you might want to check into that (Inaudible)

Gary Cote: say again please.

Audience: (Inaudible) fire district may be exempt from that

Gary Cote: not only may they be exempt from that but we're operating

in a volunteer capacity. We're not even receiving a stipend such as the town council receives from the town of Coventry (Inaudible)

Audience: (Inaudible) they had to because they were receiving compensation

Gary Cote: Well we're not receiving compensation we're acting in a volunteer...So before anybody does that, let me contact the board of canvassers tomorrow and I will do that and I will personally contact every one of you by telephone tomorrow. If you're not home I will leave a message on your machine as to whether you need to or not. I'll have an answer for you tomorrow.

Shirley Matthews: So we can just give you all our names and addresses and you can just ask them. (Laughter)

Gary Cote: Yeah.

Audience: (Inaudible) any more questions on the topic that you're on right now?

Gary Cote: Anything else on the topic that we're on? Anything? Go ahead.

Audience: I (Inaudible) your attention I didn't want to, I don't want to ruffle anybody's feathers if I say it the wrong way. I'm not saying it to

tee anybody off, so to speak, but just to make you aware, and maybe you already are but the union body here has received letters concerning Medicare that wasn't paid for certain years. That was no fault that I know of anybody that did it intentionally. It was an error that was, something that was unseen. Now the district had to pay a fine on that. And now also the firemen are asked to pay their end of it and it's my personal opinion, anyways, just that, that I don't believe we should have to pay for an error that was made administration wise by the district. Whether again their fault, like I said I'm not blaming anybody it was an error I know the same situation happened down in the Harris district. The body of the union brought it up to their board they looked at it and said yeah well you know an error was an error and the guys shouldn't have to pay for it.

Gary Cote: I'm going to address that in this way, I received a phone call from another member of this department who is being charged taxes in the rearage in interest for an error that this department made that he has asked the board to address and I'm going to bring that up at a future board meeting very soon. I will also bring yours up. And the board will address them.

Audience: I believe, I might be wrong but I believe we have like 90 days I think it was to consult somebody about it (Inaudible) or else there will be penalties involved (Inaudible)

Audience: may I add something

Gary Cote: absolutely

Audience: the person who conducted the audit, the federal representative who did it, tells me that by the second it went that everyone is responsible to pay their own taxes and they have to pay it themselves the fire district is not responsible for paying your portion of the taxes.

Audience: but we were paying if it was debt out of pay check from year this is going back 2003 I believe it was and here we are three years later.

Audience: two three and four but it only effected 2003.

Audience: right

Audience: what's the penalties going to be on that? And what's the intrest going to be on that?

Gary Cote: well I well I don't that that I don't know

Audience: that's really not my fault, that you know what I'm saying really not my fault that that wasn't taken out, I had no control over that, in other words they 're supposed to take that out of my pay check

Gary Cote: I'm going to, I'm going to, I'm going to look into that and I am going to get an answer for you and all I can tell you is that from my own personal experience in the past I worked for a trucking company who was taking taxes out of my check every week and the year after I left I got a revised 1099 sent to my house because he never paid the taxes on my behalf that were deducted from my pay and the IRS in the State of Rhode Island held me responsible for those taxes because I am the one that received the money so they held me personally responsible they had a lien on my house until I paid those taxes because it wasn't my fault upon talking to them they were willing to waive all penalties and interest because they understood that it was not done on my error it was done by my employer's error. I did have to pay the taxes but they were perfectly because I received the money but they were perfectly willing to waive fees and interest that were associated with those taxes and the amount of time they weren't paid, so all I had to pay was the taxes that I owed period there was no....

Audience: (Inaudible) that's like \$31.00 but now what's the interest and penalties (Inaudible)

Gary Cote: right right but I believe right but I believe that and I am not telling you to handle it this way because I am not tax expert I believe if you were to contact the State of Rhode Island or the IRS and explain to them how it occurred they...

Audience: they won't talk to me I called them; they won't talk to me because I don't have the capacity here to (Inaudible) in other words....

Gary Cote: but you do, you have the capacity to talk about your personal income

Audience: they won't talk to me about it. I talked to the IRS, they won't talk to me about they said it had to be somebody (Inaudible) here matter of fact I read them the letters word for word and she told me that it was the district's responsibility. I have a letter that says it's mine, she says no that's an escape goat is what she told me and she said you don't need to even worry about it but you know (Inaudible) later I don't want to get in trouble with the law.

Gary Cote: Right and I understand that, I understand that ok

Audience: (Inaudible) IRS

Gary Cote: ok Bob did you have your hand up?

Audience: (Inaudible)

Gary Cote: yes tomorrow

Audience: (Inaudible) on that (Inaudible)

Gary Cote: say again?

**Audience: when you do your research on that for the state of RI
(Inaudible)**

Gary Cote: ok,

Audience: (Inaudible)

**Gary Cote: ok, we're going to meet on that tomorrow night correct?
What time?**

Audience: my house, at my house

Gary Cote: at what time?

Audience: at 7:00

Gary Cote: 7:00 o'clock

Audience: (Inaudible)

**Gary Cote: does the board have any problem with me meeting with
Mr. Carlow at his house?**

Ed Webster: no, none, what's so ever

Audience: is that going to be an open meeting?

Audience: (Inaudible)

Gary Cote: say again?

Audience: (Inaudible)

Gary Cote: no it's gonna, it's not going to be an open it's not going to be an official meeting it's about it's because it's not going to be enough board members to constitute a quorum it's going to be a one on one about the disciplinary procedure I submitted to the chief and the chief in turn submitted it to Mr. Carlow the union rep. And I'm going to hopefully receive a signed copy of that back from the union rep. So a copy of that procedure can be handed out to all of the employees

Shirley Matthews: that is a discussion that needs to be considered at the meeting because I know there's some times we've had discussions and we had to end it because it was....

Audience: couldn't that be like a research and then you could come back and report to the board then you make it official.

Audience: yeah, you have the right...

Gary Cote: resident expert

Audience: (Inaudible)

Gary Cote: correct

Audience: you have the right to discuss I believe up to two members of the board, you have the right to discuss with the chief, with the union at any time where ever when ever...

Gary Cote: as long as

Audience: with that third member reporting now you constitute a public meeting

Gary Cote: and it has to be done under the open meeting law

Audience: correct (Inaudible) meeting

Gary Cote: ok

Audience: while we're on that I was going to mention it would probably be worth while to the board I know the attorney general runs an open meeting and access to public records work shop usually in January

Gary Cote: ok

Audience: so they give you breakfast and lunch...

Gary Cote: so they wine you and dine you?

Audience: so they wine you and dine you on the tax payer's dollar and they teach you all about access to public records and open meetings of course

Gary Cote: o boy we might be up for that because if it's for free it's for me (Laughter) I've been around the Anthony fire district long enough to know that. if it's for free it's for me (Laughter)

Audience: but you have to be, you can't be a regular resident, you have to be elected to some type of board quasi (Inaudible)

Gary Cote: ok Mr. Gorman is this available though their website this information?

Audience: it should be.

Gary Cote: thank you, anything else from the floor? Motion to adjourn?

Shirley Matthews: no, you gotta set the next meeting

Gary Cote: ok

Shirley Matthews: you gotta pick the next meeting

Gary Cote: I would like to set the next meeting for next Monday night.

Audience and board: it's Christmas

Gary Cote: that's right come on over, man no ok

Shirley Matthews: how about the 8th, because we have new years and Christmas. We got christmas and new years on....

Gary Cote: we have to wait two weeks

Board: debate meeting date.

Board: agree on Wednesday December 27 2006, 7:00pm

Gary Cote: I will not, listen board members, I will not submit the agenda for that meeting until Friday morning at 9:00 so you have until then to notify me if you have an agenda item you'd like to put on the agenda. If I don't hear from you I will set the agenda and I will post it and make sure it's posted in due time to be constituted as a legal open meeting.

Audience: by the way if you have anything to add to your agenda when you get in the room that night you can entertain motions to add to the agenda before the meeting begins

(Inaudible)

Gary Cote: I thought no it was my understanding that we could not add to the agenda we could move agenda items to different positions to be addressed

Audience: I am almost 95% confident you can add to the agenda that night.

Gary Cote: ok ok until I hear different until I hear different because I know you'll be at our meetings (Laughter) until I hear different from you I will take you at your 95% confident. But by 9:00 Friday morning there will be an agenda set for this meeting so if you have anything that you'd like to see on the agenda before then please contact me. before we leave tonight I'll make sure you all get one of my business cards with my home phone number on it and with my cell phone address I mean my email address you have one

Domenic Terracciano: it didn't work the last time I tried to call due to phone irregularities I wasn't able to reach you.

Gary Cote: yeah well you know something I tried to use the phone

today because I have to separate line in my house Domenic I have a private line which my family uses and I have a public line which is that line I put in when I was running for office I tried to use that line today and I got the same recording your call can not be completed at the present time due to phone company irregularities, I hope that doesn't mean my wife didn't pay the bill (Laughter)I am not sure (Inaudible)ok I'll give you everybody a phone number where I can be reached at. That's not a problem

Shirley Matthews: I have a piece of paper I'm putting our names and addresses and so he can have it

Gary Cote: please, absolutely. anything else from the floor? Anything else from the board?

Pat Lohrer Lefebvre: I make a motion to adjourn

Gary Cote: motion has been made to adjourn do I have

Domenic Terracciano second

Ed Webster: second

Gary Cote: adjourned

Audience: happy holidays.