

HARMONY FIRE DISTRICT

194 Putnam Pike
Glocester, R.I. 02814

The regularly scheduled monthly meeting of the Harmony Fire District Executive Board was held at the Harmony Fire Station on **Thursday, May 21, 2015.**

Present: Moderator – Milton Huston, Jr.; Chief Stuart Pearson;
Treasurer – Sandra Owens; Tax Collector/Clerk – Kimberly Barber;
Board Members – George Kain, Louise Michaels,
James Richards & Raymond Fogarty;
Attorney – Fred Mason, Jr.;
Association Representative – Willy Vota, President

Absent:

Audience: Captain Mike Segee, Lieutenant John Detri,
Privates Paul & Kimberly Perreault,
Tax Payers – Keith & Sarah Brown, Jeff Tucker, Dave Mahoney

I. – Meeting Called to Order:

The meeting was called to order at **6:05 pm** by Acting Moderator Fogarty. He explained that tonight's meeting would be started off with an informal Budget Workshop, to be followed with the regular monthly board meeting. The Budget Workshop portion concluded at 6:50 pm then after a short recess the regular meeting reconvened at 7:00 pm.

II. – Fiscal Year 2015-16 Budget:

Sandy supplied the board with a budget worksheet. Moderator Fogarty asked if the two board members, George and Jim, present at the April 28th Budget Workshop would please talk about any changes they were recommending for the upcoming fiscal year.

George started by discussing a new line item to be funded called “60405 - Dry Hydrants & Cisterns - \$1,000”. The funds would be used to maintain, repair and/or replace these existing structures within the district. He also discussed the need for town ordinances regarding these items to be reviewed. Ray asked the Chief how many dry hydrants we have. He said about 12-13 and they are all functional, maintained throughout the year. George mentioned that the Deputy Chief had a woman on Waterman Lake Drive contact him asking to have the dry hydrant on her property moved. Ray said do we want to move it, or do we have to? The Chief replied that he was currently looking into this further. Louise asked if the Chief could explain the difference between a dry hydrant and a cistern. He said a dry hydrant is a pipe that goes down into a water source and allows us to draw water out. It is referred to as dry because there is no water in the pipe itself. A cistern is an underground tank that stores water for our use, minimum 10,000 gallons, usually located within new developments. According to Gloucester Town Ordinance developers are required to install and fill these, then we would replenish the water supply if or when used.

George next talked about the replacement of the overhead doors in the apparatus bays. The Chief said that we would need about \$26,000 for this project. We have about \$13,000 in funds

left over in the fiscal year 2014-15 budget that could be re-appropriated to cover half of this cost, if the other \$13,000 was budgeted for 2015-16. Jim said that would be a 50% down payment and 50% paid upon completion, paid in the appropriate periods.

George said the other thing that had been talked about was the rescue billing [third party revenue]. If we were ever to have an overage received, above what it costs for the Per/Diem payroll, he would like that overage to be moved to the truck fund. This way the fund could be replenished more quickly. Louise asked what line item did the truck fund come under? Kim replied #60315.

Ray spoke about the possible property acquisition. He thought we should plug something into the budget in anticipation of acquiring it. Further discussion would follow during executive session. We would also apply for grants through the RI Foundation to hopefully offset our expense.

Sandy asked Kim to explain payroll changes that Geoff Malo had requested, worksheets were supplied to the board only. In the past we handled stipends and incentives one way, which wasn't necessarily wrong, it's a very gray area. Now due to the state reporting he wants to make some adjustments to the way these items are paid out, so there won't be any chance of an issue. What he wants to do is pay these items all through payroll with the appropriate tax deductions, and mark up the amount paid so the net check will match the contractual amounts due. These 5 items are the Chief's Health Insurance Stipend, Retirement Allowances, and Life Insurance Policies. These payments also have to be reported on the year-end W-2's as earned income and the total paid for Kim's Blue Cross also has to be reported on her W-2 in accordance with the Obama Care laws. The increase to our budget will be \$16,210, including payroll taxes, as itemized in the worksheet. These worksheets were shredded once the examples were explained, because they contained the Chief and Kim's personal information.

The Chief stated that the structure of our Call Pay (60205) also needs to be changed. Ray said that he was all for an increase in Call pay, even if it called for an increase in taxes. George said that he had put a lot of work into a restructure in the past and after all the work he put into it the Deputy Chief at the time said no and squashed it. Ray suggested putting an additional \$10,000 in the Call Pay account and set-up a committee headed by George to get this done. Jim agreed that \$10,000 was a good number.

George said that the town had received the quotes for the fuel and Reichert was the cheapest. Kim would check the bid site to get those amounts and finalize the heat (60510) and fuel (60420) figures.

Jim said that during the workshop we had also talked about eliminating the cleaning company. At approximately \$80 weekly, this would be a \$4,160 annual savings. Everyone thought this was a great idea. Kim stated that she would not adjust the line item however, since we are always so tight in Buildings and Grounds (60500). This year we are actually over about \$1,600. George agreed saying that maintenance needs to be done in the men's room also over the next year.

Kim said that the other thing she wanted to mention was the line item for Grant Fund Expenditures (60625). Sandy would like to leave it there with \$2,500 and the wash would be the \$2,500 in the Grants – State & Local (40500). Ray said he disagreed and said that this should be

0, grants are not an expenditure. Kim agreed saying she thought it would be confusing. Jim suggested taking out the word "Expenditures" and just calling it "Grant Funds". The Chief suggested adding a note by the line item that would state "covered by revenue from grants".

The Chief also stated that the actual cost of the Communications Project would be \$31,000 for 3 years.

Sandy stated that the Total Expense Budget would be approximately **\$665,000** without the salary additions.

~~~~~ *RECESS* ~~~~~

**III. – Approval of the minutes from the April 16<sup>th</sup> meeting:**

Moderator Huston asked the board if there were any discrepancies to note on the minutes from the April 16<sup>th</sup> meeting. If there are no corrections, he would like to call for a motion to accept them.

Ray made a motion to accept the minutes. Louise seconded the motion. The motion carried unanimously.

**IV. – Review of Bills:**

A check register of bills paid since the last meeting until today's date was provided to all board members in their folder. Moderator Huston asked if there were any comments or questions on these expenses. Kim said that the only bills out of the ordinary were the Janitech invoice for waxing the floors and the Plumbing invoices for the bathroom repairs. The Moderator stated that this is an informational report only and no vote is necessary.

**V. – Treasurer's Report:**

Beginning balance March 1<sup>st</sup> \$363,807.96 and ending balance March 31<sup>st</sup> \$372,006.65.

Beginning balance April 1<sup>st</sup> \$372,006.65 and ending balance April 30<sup>th</sup> \$342,867.10.

Sandy commented that during these periods, good tax and third party revenue had been received. Expenses had been routine with the exception of the capital expenditure for the new Chief's Car which had actually been slightly less than the anticipated budget amount.

Louise made a motion to accept the March and April Treasurer's reports as presented. Jim seconded it. The motion carried unanimously.

**VI. – Tax Collector's Report:**

The taxes receivable balance as of today's date is only \$40,808.26. Kim noted that the improvement in receivables was due to the boards motion to change the rule for sending past due accounts to tax sale after being one year behind instead of two years. It is keeping receivables more current. Of this balance \$4,772.71 is for the Davis super fund site. The remainder is for 2014 receivables, 2015 penalties and only \$1,611.31 for older receivables.

Taxes collected in the month of April totaled \$30,659.11.

Third party billing fees collected in the month of April were \$13,300.87.

The tax sale was held last Friday, May 15<sup>th</sup>. RI Housing took 2 parcels and 6 went to auction. The one parcel of vacant land was not bid on. All together \$9,937.10 was collected that day.

Jim made a motion to accept the Tax Collector's report. George seconded it. The motion carried unanimously.

**VII. – Chief's Report:**

Chief Pearson reported that he had returned to the office just this past Monday after his medical leave of absence. First he wanted to thank everyone for their support, phone calls and cards while he was recuperating. He also extended a thank you to Deputy Chief Jeff Muto for doing such an outstanding job during his absence. The board also agreed and wish to thank him as well.

The Chief stated that progress is being made on his Annual report for presentation at the upcoming Annual meeting.

George made a motion to accept the Chief's report. Louise seconded it. The motion carried unanimously.

**VIII. – Harmony Fire Department & Improvement Association Report:**

Lieutenant Vota stated that there hadn't been an association meeting last month due to a brush fire. Ray jokingly asked if Sandy had anything to do with that. She laughed and said no. But she said that although it was a terrifying experience, she was relieved to see so many familiar faces from the station arrive to help, Kevin, Jeff, it was very comforting. Willy said they were lucky the wind didn't shift, it could have been a much different outcome.

Willy said that he had nothing else to report to the board this evening.

**IX. – Committee Reports:**

- a. Property Review Work Team – George Kain & Louise Michaels, Co-Chairs  
George stated that this topic would be discussed during Executive Session.

**X. – Old Business:** none

**XI. – New Business:**

- a. Voter List approval -  
Ray made a motion to accept the Voter List as presented. Jim seconded it. The motion carried unanimously.
- b. Appointment of District Overseer for Town wide Communications Project –  
The Chief said that George could probably talk more on this since he had been attending the meetings while he was out. He did say he would be more than happy to be Harmony's Overseer for this project though.

George made a motion appoint the Chief Overseer. Louise seconded it. The motion carried unanimously.

George also asked that the item, "Update on Monthly Meeting of 3 Fire District's – George Kain & Chief Pearson", be added to future agendas under *Committee Reports*.

## XII. – Public Input:

Moderato Huston asked if anyone in the audience had anything to say?

Dave Mahoney stated he just had a couple of questions about the budget. He said this was the first time he had ever look at it and he was wondering, "what is incentive pay?"

The Chief replied that incentive pay is compensation that is paid out as a sort of award program to crew members who do extra duties, above and beyond what is regularly asked of them.

He also asked, "what are fringe benefits – just medical or a variety of items?"

Kim replied that fringe benefits include Blue Cross, Delta Dental, Health Insurance Stipend and the Chief's Clothing Allowance.

Additionally, he asked "do you budget anything for truck replacement?"

Sandy replied that \$30,000 is budgeted each year, it would be account #60315. The current balance is \$35,000 because we just paid for the new Squad. He asked if we pay for a vehicle over like a 10 year period then. Ray replied no, we pay for our apparatus in cash. Sandy said that since 1991, since she came, there have not been any leases. Everything has been paid for in full.

Keith Brown of 406 Snake Hill Road then addressed the board. He said that last month he had come before the board and requested a number of items. He thanked the board very much for providing everything he asked for, in fact more than he had asked for. He said he appreciated that. He said there were just a couple of items he would like to make everyone aware of. Most of you he said, if not all, have seen the Bargain Buyer ad, which unfortunately came out right after he had made his request. He said he would like the board to all know that he had nothing to do with that ad. He was just putting that out there. He said he didn't really care where people live. He didn't really care as long as they are being active and providing the service. Until January he said he was the Deputy Chief of Chopmist Hill Fire and he lives on Snake Hill Road. He would not attack anyone for not living in the district, when he has been doing the same thing himself and he still does.

He said that there were a couple of things that he found when he was going over the data. The reason why he had requested the information was that sometimes numbers can paint a picture and he didn't want to go after anything without having some information. He said he didn't know what the board was aware of, he knows they are aware that there is a manpower problem because he has read the past minutes, and the numbers point that out.

Most volunteer departments have a manpower problem. No big surprise. But there are some inconsistencies that concern him as a resident of the district. He wanted to start with the SOG [Standard Operating Guideline] for Discipline. It is very clearly spelled out what the infractions carry. And as board members I know you all know there have been 2 recent suspensions and a termination for various reasons he is not aware of, but he knew we could not discuss in open session, but he wasn't really worried about that. But the penalties that were levied and are expressed in the Duty Night policy are not consistent with the Discipline policy. That's concerning.

The next item on his list was the Run numbers. He stated that there are only 7 members that make over 10% of the calls. 3 additional members are the ones that have been suspended or terminated were also over 10% and that would have brought the total to 10. This isn't counting Per/Diem runs, because those are already compensated for and are not volunteer runs. This is all spelled out very clearly in the paperwork he was given. The SOG's also say that Officers need to make more than 30% of the calls and there are only 2, the Deputy Chief and Lt. Vota, in compliance with that. He wanted to point out that we don't really have a lot of people to be getting rid of people. So he said he has to question the Chief's judgment in suspending these people, who according to policy should have been for 30 days and it has now been more than 2 months. And there was no verbal warning to his knowledge, it went right to suspension. Because the policy says that they can get suspended for not doing their Duty Nights, but it is not consistent with the Discipline policy. So he has to wonder where we are at, what was so wrong about that, in light of the manpower problem. Now the paperwork that Ms. Barber gave me spells out every single Run you have had from July 1<sup>st</sup> to April 16<sup>th</sup>. There is an average of 3.41 members responding to each call and this includes the 2 people you have Per/Diem. That's inadequate. It's OK on a rescue call sometimes, but even on those sometimes you need 4 or 5 people. He said he didn't know if he was saying anything the board was not already aware of, but he just wanted to put it on the table publicly. He felt this wasn't an adequate response. In the city we wouldn't have that as an adequate response. Now he knows about the truck shadowing during the day, but that's still a very low number. So it's concerning to him when he is not here if his wife has to call a Rescue or a Fire truck and that's a problem or a potential problem.

Of the 459 alarms between July 1<sup>st</sup> and April 16<sup>th</sup> during all hours, 43 were attended by only 1 member. So you did not provide adequate response. 45 alarms of fire and service calls were attended by less than 3 members, only 1 or 2. Again inadequate. During that time frame you responded to 3 building fires. On 10/1/14 - 3 members responded, 3/2/15 - 2 members responded and 4/14/15 - 3 members. So I assume you got 1 truck out. That is not enough. He said he didn't know if the board was aware, but if someone was trapped inside the building they could not go in to get them. According to OSHA regulations you must have 4<sup>th</sup> person before you can enter a burning building. He asked to rephrase his last statement, if you think there is a rescue to be made you can enter the building. But to initiate interior fighting you must have 2 people inside and 2 people outside.

The larger point being... he would like to get back to his earlier statement. He doesn't know what happened, we all know there's things going on with a couple of members, but he thinks with membership the way it is he doesn't know which way this is going. He hears that the interest is in putting on full-time Per/Diem, he doesn't know. But something has to be looked into to solve this issue.

Finally he said that he did have to ask about the Chief's activity. He said the Chief has attended... then he stopped to say that he did not ask for this information. He said he asked for the Chief's attendance at volunteer alarms. He said he was given all of the alarms that the Chief has attended, which numbered 27 from July 1<sup>st</sup> until April 16<sup>th</sup>. He said he is aware that the Chief did go out on medical leave sometime in March which is not factored in. He continued to say that 11 of these alarms were between the hours of 8:00 am - 4:00 pm, Monday through Friday, the Chief's contracted hours. There were 5 other alarms that were close to his contracted hours, but were pretty close 4:01 & 4:11, so he'll give him those. That's 16 total. So we pay the Chief to be present. We pay the Chief to do a job and run the fire department. He said he also

has to question how the volunteers who are here look upon the Chief. He said he knows because when he was the Deputy Chief of Chopmist Hill he viewed it as a duty, when the pin went off even though he didn't want to go he went. And if I'm a volunteer why should I go if the Chief isn't going? So he has a big problem with that. He felt it was a duty when he ran up there and he didn't get paid a dime. Well he said back that up, I did get paid call pay which amounted to \$300 or 400 every 6 months. So it paid for his fuel.

And finally he said he had talked with Mr. Kain the other night. He said he was beyond upset that the Chief had chosen to call his superior officer in Warwick and speak to him about my asking questions. It's my right to ask questions. I spoke to the board last month and when I asked the questions I told you all that I felt that I could have asked the Chief, but the Chief doesn't work for me. Plus he was out on leave and I was asking you for this information. The Chief works for you. So I want to make you aware that he called my superior and I'm pretty sure that if I worked at Home Depot he wouldn't have called them. So I view that as he's trying to intimidate me and I don't take kindly to that. So with that being said I really don't care who the Chief is. I don't even care if Chief Pearson is the Chief. But the Chief needs to be present and needs to respond to calls. 16 calls between July and the middle of March out of 132, because he stopped counting around that time. There were 132 calls, he made 16, what's he doing? What are you doing Chief?

Chief Pearson replied "Well at this time I don't think I want to comment to you right now about that. But I am telling you that I do do my job. And I do my job damn good. I have put all my time and effort into this fire department, yes I do. And a conversation that you felt that you were intimidated by was not a conversation of such. So I don't know whatever..." Mr. Brown interrupted the Chief to say that his superior had not told him what was said during the conversation, just that he had called. Chief Pearson continued "Your superior and I work together on projects other than what you are talking about or what you think. So whatever that was, that is. And as for me going to calls, when someone calls and they need me there, I'm there. That phone, 24 hours a day it's in my pocket. I answer that phone 24 hours a day. I answer it on Holidays. If I don't answer it, I'm here." Mr. Brown interrupted the Chief again, he said Chief 43 alarms were attended by 1 member only. Chief Pearson talked over him saying "Excuse me, I didn't interrupt you while you were talking. He said that there a lot of times he doesn't call on the air when he responds to calls, actually he just did one the other day. But he also relies upon his Officers. I know I have good Officers, great Officers, they do their job. I trust them, I trust them like a brother Officer should. I trust in their leadership and that they will make the right decisions. So for me to be there and look over their shoulder every minute, no I do not do that. I do not micro-manage the fire department." Mr. Brown said no, I'm just asking you to show up and help.

Moderator Huston said alright then I think we've got a handle on that, I think that's OK. But I thank you for your input, I really do, the whole board does and we just want to move on with the meeting. Unless you have something else to comment on, I want to hear it. My comment on what you said, I'll just make a small comment, is with a good leader, a good captain, a crew can run without that person all the time. Not all the time, but a good portion of the time. So I think it's really an example of the Chief's good leadership the fact that he doesn't have to be onsite for every single call. If he did then we would have a much bigger problem to talk about. Mr. Brown said I think you are missing my point. Moderator Huston said no I just wanted to make that clear. Mr. Brown said he had made several points here and that was only one of them. The Moderator said Ok, I know. Mr. Brown said he thinks the bigger point was that 43 alarms were

attended by 1 member, 45 fire and service calls by less than 3 members, that's about 10% and you are turning away help. That's an issue and I want to make that point. The Moderator said point taken, we understand where you are coming from and we are trying to remedy that situation every day. Mr. Brown said but you are turning away help. The Moderator said we can't really comment on that. He said he gets that. Sarah Brown asked if we do have an active mitigation plan in place to address the staffing issue? The Chief replied that we are actively recruiting. As we sit here today we have a class in place where young men and women begin to training. The Captain right over there [Capt. Mike Segee] was supposed to be part of that. Mrs. Brown said that is very good to hear. The Chief agreed saying that was why the sign was out by the street. We continue to recruit and have written a grant along with 2 other departments in Burrillville for 1.2 million dollars for recruitment and retention through the AFG. This is the same program which has been so successful in Scituate. We continue to follow leads, but it is very difficult as you had stated earlier, to get people to come. Mrs. Brown said so then I should not be concerned? You have to understand I have a 4 year old son at home. I did not grow up out here, I grew up in the city. So perhaps my expectations of the fire service are somewhat higher from perhaps someone who did grow up in a town that was entirely volunteer. I myself have personally witnessed, on more than one occasion, a neighbor who had to receive ambulatory care delivered by a Chepachet Rescue as opposed to Harmony's. I live at 406 Snake Hill Road, which is just around the corner. So you'll understand why I'm concerned and why I brought those concerns to my husband.

Ray said that actually during the budget meeting, which was a meeting open to the public, we did discuss our station coverage and he did express his concerns. He said that he has lived in Harmony for 57 years, he was born here. He never thought the Harmony Fire District was going to respond any later than Greenville responds on calls. He has never witnessed that or heard of that from his family and friends and neighbors, they have seen a lot of good response. But we are concerned and we are concerned about volunteerism in general. We had someone attend a conference in Newport for a 2 day period and give us a report on different strategies on recruiting more people. He said he knows that are 2 issues here. One is a personnel issue and the other one is response time and responsiveness. He thinks we would all be crazy and have our heads in the sand and if we said we weren't concerned in every department. He said he does remember times when we covered Smithfield so much that because of mutual aid we were making so much money off of them that they put a second rescue on. He said he had to go down there and he had to get yelled at by them and told he didn't know what he was talking about. But we had our facts and figures that Harmony was covering Greenville more than we were covering here. And we were also covering Chepachet at the time, who was also going through a difficult time at the time. So he has seen the inequities of coverage. He knows Greenville is coming up here more now and that was one of the questions that he was going to ask, just for us to get those facts and figures, as far as coverage. Because he thinks everybody is concerned, including the Chief, including the members. But there are 2 separate issues here: discipline policies & enforcement and coverage.

Mrs. Brown said "she just didn't want there to be a misconception." She addressed the Chief directly saying, "please Chief don't think that there is anything personal. Honest to goodness there is not." The Chief said "I know it's just business." Mr. Brown said "the point that I am trying to make is the question of your attendance and that you need to respond more."

Ray said one thing is that he wants to give not only the Chief but the rest of his command members a chance to respond to the numbers. The number review needs to be looked at. So I

mean you took the time to do it, I'm sure they do it also and we talk about it and we did do it at various times over the years. It is a concern. It's a concern when we see someone else in our district or it's a concern when I see us continually going to Greenville or Chepachet or West Glocester. That was only about 5 years or so ago that there was the concern of who was covering Harmony while we were doing all of the mutual aid in Greenville and Chepachet. Mrs. Brown said that if the lack of responsiveness is more due to mutual aid being lent, then that would be understandable. Moderator Huston said it was a factor and the Chief agreed.

George asked if Mrs. Brown if that call with Chepachet, was that because this rescue didn't get out, did she know? She said that what she had heard on the scanner was Harmony was dispatched, didn't respond and then they called Chepachet. George said that because the other thing is, not to make an excuse, on the fire end of it though in town, all three districts go. So instead of like to take a city area where you have 5 or 6 engines, here you take 1 from each area. Scituate is the same way. So sometimes even rescue areas overlap also. During the day you may see a Chepachet or West Glocester truck here, or vice versa. Mrs. Brown said she understood. George continued saying that's the running card, that isn't even mutual aid during the day time. He said that it's a different issue though when we don't get out, that's a concern. Mrs. Brown said again that she understood.

The Chief said there was one more last thing he wanted to point out. He said that some of the single responses that Mr. Brown pointed out were most likely canceled enroute. That means the call was canceled before the people even got to the station. So normally one member would come to the station, and I believe Will [Lt. Willy Vota], you have done that a lot of times. He would come by himself, do the paperwork and then put himself down. Mr. Brown said yes there were a bunch of those. Ray said that is why he is asking to do an analysis of general figures. Because like you say anybody can make things look good or bad, but we need to analyze this and take your input seriously, which I think we will, just like we did last month when you brought things up. Mrs. Brown said "and we very much appreciate the audience." Moderator Huston said we do appreciate the input. It may not always sound all that positive or wonderful but you're here, you're the community so please bring it in.

Mr. Brown addressed the board again. He said that you need to understand. The things that I asked, I started hearing things. I have known Captain Segee since I was about 12 years old. He took me down to Engine 13 and everything else. Dave Plante graduated with my brother. These guys have been here forever and there's shake-up. Somebody that's been here for 2 years is Deputy Chief all of a sudden. He has lived here for a dozen years between his 2 houses, so it's not like he's never been here, he just has never come to a meeting. He wanted to know some information and he thinks it was interpreted in very much the wrong way in most cases. But I do have a feeling that if we're paying one guy, he needs to go to the calls. Not even to oversee, but if we only have a couple of people there, sometimes you need a third hand or a third set of hands. That's his biggest point on that, that's all.

George said that he had to say something also. Nothing against what Mr. Brown was saying. But according to that article we read there. There was 1 Captain brought into that article who lives in Smithfield, who's been here about 20 years. He's probably one of the most active volunteer firefighters in the State of Rhode Island and I think that was... Mr. Brown interrupted here asking if this was one of his questions. George replied no I'm talking about the article in the Bargain Buyer and I don't need to know who wrote that I honestly don't. But I think that was a serious injustice to that young man who lives off of Austin Avenue. Because what we

have always done here, and this goes way back to when Captain Segee was young in here, we took the furthest point of the district and drew an imaginary arc which Austin Avenue comes under that. Because if you lived on Tarklin Road it would take you longer to get down here than it would from Austin Avenue. Mr. Brown said I live 8 miles from Chopmist, I get it. George continued talking over Mr. Brown saying this man started under Chief Aldrich and he has been active forever. You know, I mean, they can say what they want about some people, but he came under that umbrella as a Captain with the Smithfield comment and I think that was a serious slam to that gentleman. I think whoever wrote that article and I have no idea who wrote it, but somehow should get ahold of that person someday in all decency and say I apologize because that man is very, very active. Mr. Brown said I only know anybody but about 4 or 5 names here on this list. George said this person you do know, he has been around here for around 20 years probably. He thinks that was a serious, serious injustice, that's a slam. This goes along with what you are saying, the other way though. Supposing this guy said he's not going to come around anymore because he got insulted? This guy is here night and day, other than working. So sometimes people have to be careful with the things they say. Mrs. Brown said in any organization you don't want to drive people out if they are contributing members, if they have something legitimate to bring to the table. The Chief agreed. George said thank you.

Mr. Mahoney asked if anyone could tell him now how many people do we have on the roster? Because these numbers are pretty alarming to him. The Chief said that we are in the mid-twenties, but out of those the activity of a lot of them is down. He said that he didn't have the numbers in front of him, so he could not give him any exact numbers right now. That total also includes 6 new probationary members. Mr. Mahoney said I know this is a volunteer company and even with his work in the city he knows there are conflicts with personalities and people who get their feelings hurt. But he never realized we were in this much dire straits and as a professional firefighter he's sitting here saying to himself he doesn't know if he should be looking at joining again. However with the personality problems, he said he hadn't talked to the Chief, but when he was a member here before there were personality problems back then. He wasn't too active and he remembers the Chief talking to him and saying that people kind of pissed him off complaining that he floated in and out of here. He didn't want to cause any problems so he said he'd step down. But now he's looking at this and it seems like we need help and he would be considering trying to help, but he doesn't want to cause any problems. So he doesn't know if the Chiefs looking to build the roster with the younger people or whatever so... He guesses this is something he could talk to the Chief about off the record though. Louise said that would be very much appreciated if he would talk to the Chief about anything he would be available to do, anybody can do. The Chief said the door is always open. Mr. Mahoney said thank you.

Moderator Huston asked if there were any other questions or comments from the audience. There were none.

### **XIII. – Executive Session:**

Ray made a motion to go into Executive Session regarding:

- a. Possible Property Acquisition, pursuant to *RIGL 42-46-5(a)(5)*
- b. Matters of Personnel, pursuant to *RIGL 42-46-5(a)(1)*

Jim seconded the motion. The motion carried unanimously.

The Board recessed for Executive Session at 7:40 pm.

A motion was made by Louise to reconvene the regular meeting at 8:14 pm. The motion was seconded by Jim. The motion carried unanimously.

The Moderator stated that Attorney Mason would be sending a letter to Kimberly Perreault regarding her requests.

Additionally a vote had been taken to compensate Deputy Chief Muto \$2,000 as a token of the boards appreciation for everything he had done, above and beyond his normal duties, while the Chief was out of the office on medical leave. The vote had passed unanimously.

A motion was then made by George to seal the minutes of the Executive Session. Louise seconded the motion. The motion carried unanimously.

**XIV. – Adjournment:**

Ray made a motion to adjourn the meeting. Louise seconded it. The motion carried unanimously. The May 21<sup>st</sup> meeting of the Harmony Fire District Executive Board was adjourned at **8:16 pm**.

**The next meeting of the Harmony Fire District Executive Board will be the Annual Meeting on Saturday, June 6, 2015, 10:00 am, at the Harmony Fire Station.**

**Polls will be open for Voting:**

**Friday, June 5, 2015, 5-8:00 pm & Saturday, June 6, 2015, 8-9:45 am**

Respectfully Submitted,



Kimberly S. Barber  
Tax Collector/Clerk