

October 3, 2019 Meeting of the Board of Fire Commissioners

District #3 in the Township of Hanover

County of Morris, Cedar Knolls, New Jersey

The meeting was called to order at 7:00 p.m. on October 3, 2019 in accordance with the Public Meeting Act of 1975, Chapter 231.

ATTENDANCE: Commissioners Robert Callas, Peter DeNigris, Michael Dugan, Robert O'Hare, and Thomas Quirk were present.

Chief DiGiorgio, Administrator Schultz, Lt. DeSimone, EMS Asst. Chief DeSimone, Captain Thompson, Lt. Belott, and Hanover Township Committeeman Cahill were also in attendance.

PUBLIC PARTICIPATION: None.

CORRESPONDENCE: None.

APPROVAL OF PREVIOUS MINUTES:

The minutes from the September 5, 2019 Regular Meeting were reviewed.

Amendments to Previous Minutes: None.

Commissioner Callas made a motion to approve the minutes from the September 5, 2019 Regular Meeting. Commissioner O'Hare seconded the motion. All were in favor.

The minutes from the September 19, 2019 Regular Meeting were reviewed.

Amendments to Previous Minutes: None.

Commissioner O'Hare made a motion to approve the minutes from the September 19, 2019 Regular Meeting. Commissioner DeNigris seconded the motion. All were in favor. Commissioner Callas abstained.

REPORT OF THE TREASURER: Commissioner DeNigris reported that the first 2020 Budget Meeting will be next Friday at 10 A.M. Commissioner DeNigris asked that requests for items to be included in the 2020 Budget be forwarded to him prior to the meeting.

Commissioner DeNigris reported that the Board has not heard anything from the collection agency regarding the request for their audit report.

Commissioner O'Hare made a motion to accept the Treasurers Report, seconded by Commissioner Callas. All were in favor.

Report of Fire Commissioner Board Committees and Chief of Department:

CHIEF'S REPORT: Chief DiGiorgio distributed his Bi-Monthly Report on September 27, 2019. Commissioner Dugan asked if anyone had any questions on the report. There were no questions. Commissioner Dugan asked if the Chief had anything to add to his report. Chief DiGiorgio reported that the water softeners for washing of vehicles are in and scheduled to be installed next week.

Chief DiGiorgio reported that he spoke with the contractor for the doors and he is scheduled to come on Monday to begin the project.

Chief DiGiorgio reported that Engine 34 is out of service because pump appears to have seized during testing. Chief DiGiorgio reported that the engine is a Fire & Safety to determine what is wrong and get an estimate on fixing it. Chief DiGiorgio reported that the FIS mechanic was able to remove the drive shaft that enabled the engine to be driven to Fire & Safety. Commissioner DeNigris asked if this was something that should be looked at when maintenance is done. Chief DiGiorgio felt that this was more of a failure of equipment and not something that could be anticipated. Commissioner Quirk asked for clarification that something that the tester did caused the pump to seize up. Chief DiGiorgio reported that he will not know that until he finds out exactly what is wrong with the engine. Chief DiGiorgio reported that the test was about 50% complete when the pump seized and caused the engine to shut down. Chief DiGiorgio reported that there are many sensors hooked up to the truck during testing and none of them showed any indication of a problem prior to the shutdown.

Chief DiGiorgio noted that the Lieutenants reports were attached to his report and asked if there were any questions about those. There were no questions.

Chief DiGiorgio reported that he researched the question from September regarding reaching the expenditure threshold with Fire & Safety. Chief DiGiorgio reported that the total expenditures in 2019 to date are \$3,996. Chief DiGiorgio noted that with the estimated cost to repaint the ladder of \$4,000, the total

would be just shy of \$8,000. Chief DiGiorgio reported that the expenditures totaled about \$8,000 in 2018 also and that both these figures are well below the allowable threshold.

Chief DiGiorgio reported that he looked into Nuisance Ordinance that was discussed at the last meeting. Chief DiGiorgio reported that Police Chief Roddy has asked to be notified of any summons that Fire District 3 issues. Chief DiGiorgio reported that unless the Fire District issues a summons, there will be no Fire District involvement with the Nuisance Ordinance. Commissioner Dugan asked if everyone was included in the Nuisance Ordinance. Committeeman Cahill reported that the ordinance covers everyone but that the threshold for nuisance calls is different for single family residences versus businesses. Commissioner Quirk noted that his concern was that there were some locations that have a number of calls and he did not want to discourage someone from calling for an ambulance out of fear of being charged a nuisance fee. Chief DiGiorgio noted that the only EMS call that Chief Roddy wanted to be notified about was injured persons and that any other type was not covered by the ordinance. Chief DiGiorgio reported that he is the only person in the District that has been issued a municipal summons book and that he has not used it in 15 years. Chief DiGiorgio felt that the District would not be impacted by the Nuisance Ordinance.

EMS: Nothing to report.

BUDGET: Nothing to report.

PERSONNEL: Commissioner DeNigris asked for a closed session.

NEGOTIATIONS: Nothing to report.

LIAISON TO THE VOLUNTEERS: Nothing to report.

BUILDINGS AND GROUNDS: Administrator Schultz reported that the bay floor contractor will be out on Wednesday to fix the little imperfections.

Commissioner Dugan asked if someone would notify the landscaper that the half circle of grass around the bell has died and needs to be removed. Commissioner Dugan noted that if the landscaper reseeds now, there might be new grass for the Holiday Tree Lighting. Commissioner Dugan asked if the Board wanted to get an estimate before proceeding. The Board decided to just proceed.

APPARATUS/EQUIPMENT AND MAINTENANCE: Nothing to report.

INSURANCE: Nothing to report.

COMMUNICATIONS: Commissioner Dugan asked if there was a dispatch issue on the highway calls because it seems like there have been some calls where only the District 3 EMS has been dispatched. Chief DiGiorgio reported that he is aware of three calls where this happened and he has emailed County Dispatch.

BY-LAWS: Nothing to report.

WEBSITE: Nothing to report.

PLANNING COMMITTEE: Commissioner Quirk reported that there was a meeting yesterday and that progress is being made. Administrator Schultz reported that the committee agreed on a formal process to request funding for certain items. Administrator Schultz reported that he and Fire Co. President James Hark, Jr. are putting together a format for the Town Hall style meeting at the firehouse for all the stakeholders to gather input from everyone. Commissioner Dugan asked if it would be an evening meeting and if so suggested holding it on the second floor and providing some food. Commissioner Quirk noted that a public meeting could not be held on the second floor because there was only stair access. Administrator Schultz reported that he would ask Mr. Braslow if this was possible.

LIASON TO EXEMPTS: Commissioner Dugan asked who was President for this year. Captain Thompson reported that he was President.

Chief DiGiorgio reported that the board was signing the convention reimbursement checks for the five life members that attended.

RECORDS RETENTION: Nothing to report.

LIAISON TO HANOVER TOWNSHIP COMMITTEE: Committeeman Cahill reported that at the September 12 Township Committee Meeting, the Township Committee put forth a proclamation congratulating the Cedar Knolls Fire Department in celebrating their 100th anniversary of its formation and honoring the members of the Fire Department for their professional firefighting services, bravery, devotion and dedication to the Hanover Township Community. Committeeman Cahill asked who he should present the proclamation to. Chief

DiGiorgio suggested that the proclamation be presented at the annual dinner dance.

OLD BUSINESS: Chief DiGiorgio asked for a couple of minutes to bring the Board up to speed on the current interview process. Chief DiGiorgio read the following report:

At the conclusion of the August 1, 2019 Board meeting, the recommendation from the Board to fill the vacancy left by one full time EMT and various per-diems was to re-post the job announcement for full-time/part-time/per-diem EMT and post the position of Firefighter/EMT internally in the organization to create a list of candidates for the potential immediate and future hiring's. This process was followed and the re-announcement for the position of EMT included indeed.com and other online recruiting sites, along with internal postings and social media.

The results of this announcement presented us with two full-time EMT candidates and one per-diem candidate. Administrator Schultz also received a résumé and letter of intent from a potential candidate for the FF/EMT position. Unfortunately, due to the lack of certifications possessed by the candidate and the timeliness of the application, the applicant was declined.

The resumes and certifications of the EMT candidates were reviewed and invitations were sent to the three new applicants and two prior candidates for an October 1st interview. The two prior candidates from the July 29th interview declined the second interview. Assistant Chief DeSimone, Captain Thompson, Lt. DeSimone and Lt. Belott assisted with a panel style interview of the three candidates on October 1, 2019.

At the conclusion of the interview process, the panel recommended that one per-diem candidate be offered a conditional job offer, a second candidate who had interest in a full-time position be offered a per-diem position if interested and the final candidate for full-time be declined due to various reasons.

Following the interviews, we once again discussed the challenges of filling the gaps in the current schedule of 104 hours per week and discussed the options and opportunities identified bringing us to this juncture. (Chief DiGiorgio indicated that he had copies of the schedule that highlighted the gaps.) The entire panel, once again unanimously agreed and continue to support the concept and option

discussed at the August 2nd meeting to announce this position as a Firefighter/EMT to the position to potentially increase the candidate pool and the longevity of the position.

It's very hard to get people to join any organization, in our community. Whether its Little League, the church organizations or even Township Boards, it's not just a concerning local issue, it's nationwide.

A recent quote from the executive director of the New Jersey League of Municipalities was that "When you've got dual income homes, you have people commuting long distances to work, or in some cases working two jobs, they have less time to volunteer,".

Our fire division currently has 21 interior firefighters and the EMS division has 15 EMT's. The paid per diem staff has helped with daytime coverage and overnight shifts but some have taken other jobs and are no longer available. Efforts to bolster the department's roster by advertising have yielded few results.

As a Fire/EMS and All Hazards agency, we have a tremendous amount of community assets to protect. At a recent meeting at Town Hall the Mayor is quoted as saying "We have the largest population of seniors living in Hanover Township, along with 15-Daycare centers, 10 group homes, nearly 2500 employees at the Bayer Campus, 1000 employees at the Met-Life campus and the recent addition of nearly 3000 employees at the Barclays site". Hanover Township is a busy community. The Mayor did not include the two major supermarkets, Lowes home improvement store, two adult daycare centers, two medi-centers and the increase in highway traffic and local traffic.

My recommendation, as the Chief of the Department with the support of the interview panel and officers present during the recent interviews, is to continue to post and recruit for the EMS position of full-time/part-time/per-diem EMT's in an effort to create a list of eligible candidates, along with posting the position of Firefighter/EMT externally. The external post will allow us the opportunity to create a list of eligible candidates to appoint from.

One firefighter/EMT appointment can be utilized to fill the open EMS shifts and afford us a crossed trained member to perform fire suppression and rescue work

as well. The flexibility of a dual title position can also allow the firefighter/EMT to cover shifts for vacations, sick days/training days and potentially to reduce overtime costs. Our current apparatus staffing is a two-person crew. Anything less than two members on an apparatus or ambulance becomes an unsafe and inefficient practice.

Hiring one full-time firefighter/EMT for the remainder of the year can be offset by the previously budgeted amount for a full time EMT and one FF/EMT. This one position will remove 40 hours from the current 104 we need to fill.

Please don't get me wrong, "Our plan is not to get rid of volunteerism," our goal is to continue to provide the high quality service our residents and businesses expect and to ensure that we can continue to meet the increasing demands of our community"

When departments are stretched ultra-thin, mutual aid agreements may not fill all the gaps — especially if departments in nearby towns are experiencing the same troubles.

Due to the urgency of filling the voids in the current work schedule it is my recommendation that the announcement be crafted for the Firefighter/EMT position and announced immediately, with a testing process to be developed and implemented over the next two weeks.

As Chief of the Department and the members of the Board it is our job to continue to provide our staff with the tools they need to perform their jobs to the best of their ability, which includes personnel.

I commend Lt. Belott for doing everything he can over these past few months to fill the voids in the schedule and the EMS Officers for reaching out to their division members to assist in any way they can.

Chief DiGiorgio thanked everyone for their support and the recommendations to the Board.

Commissioner DeNigris noted that prior to the termination and other departures, the Chief had reported that the staffing format was working great. Commissioner DeNigris asked why the Board could not go back to the same format again. Chief

DiGiorgio reported that in April 2018 he presented the Board with a new staff structure that would have 2 full time EMTs, 4 part time EMTs, and multiple per diem EMTs. Chief DiGiorgio reported that once that structure was put in place, the district went approximately six months without any overtime costs and no need to beg for shift coverage. Chief DiGiorgio indicated that the staffing structure worked as planned. Chief DiGiorgio reported that after the termination of a full time EMT, and departure of multiple part time and per diem EMTs, the District had to go back to the drawing board. Chief DiGiorgio reported that interviews were held in August, but did not yield any potential candidates. Chief DiGiorgio noted that the Board discussed increasing the EMT salary to attract more individuals because at the time the full time EMT salary was \$35,000. Chief DiGiorgio noted that the starting salary for a DPW laborer in the Township of Hanover was \$40,000. Chief DiGiorgio reported that the District attempted to utilize online recruiting and social media signs to no avail. Chief DiGiorgio reported that the District also looked to promote internally over the summer, but fell short. Chief DiGiorgio noted that even this past Monday, the recruiting process fell short. Chief DiGiorgio reported that because he cannot find the candidates to fill the 2018 staffing structure, he is looking into a new staffing structure. Commissioner DeNigris asked if Chief DiGiorgio hired a Firefighter / EMT, he was confident that this hire would fill all his needs. Chief DiGiorgio reported that if he was able to announce this position externally, he could guarantee 50 applicants which would allow the Board to handpick at least one applicant. Commissioner Callas asked for clarification on the number of applicants. Chief DiGiorgio restated that he could guarantee 50 applicants. Commissioner Quirk noted that he hoped that they would not be turned away because they did not check off a box on the application as had happened in the past. Chief DiGiorgio reported that there is certain criterion that is used for certain applicants. Chief DiGiorgio reported that Administrator Schultz prepared a document to categorize the applicants and made an attempt to ensure that they were all certified and qualified. Chief DiGiorgio reported that the candidates were given the opportunity to submit additional things that they may have missed the first time. Chief DiGiorgio reported that some of the candidates did not submit the missing items. Commissioner Quirk noted that he was told the candidates were not contacted about missing items. Administrator Schultz reported that each candidate was contacted. Commissioner DeNigris noted that perhaps the problem is the salary of an EMT and that the Board should look into fixing that instead of expanding the position to Firefighter / EMT. Chief DiGiorgio

reported that when the first time the full time EMT job announcement was made, it was announced with the starting salary. Chief DiGiorgio noted that the interview panel felt that because the salary was low, the announcement did not yield the proper candidate. Chief DiGiorgio reported that the position was announced again and put out on the online recruiting sites without a stated salary, but there were no candidates from this attempt either. Commissioner DeNigris felt that the issue was still the starting salary and that this is the problem that the Board should be addressing. Commissioner Dugan felt that the Board needed to address the fact that a starting salary of \$39,000 was not getting people through the door. Chief DiGiorgio reported that the starting pay that the Board announced was \$35,000. Commissioner Quirk thought that the Board had adjusted it. Commissioners DeNigris and O'Hare reported that the Board had discussed moving the salary to \$39,000 but had not acted on it. Asst. Chief DeSimone agreed that it had been discussed but that no final number was given. Asst. Chief DeSimone reported that the Board had discussed recruiting resources, such as Indeed, and how the positions were advertised. Commissioner DeNigris felt that the potential candidates could have assumed that the salary was the same as the prior announcement. Asst. Chief DeSimone felt that the word on the street is that the starting salary is \$35,000. Captain Thompson noted that some places on Indeed that are offering signing bonuses and this District is not competing. Commissioner DeNigris asked if there were Districts that were offering bonuses. Asst. Chief DeSimone reported that her firm sometimes offers a sign on bonus to attract candidates and noted that the candidates had to agree to stay on for a specified time or forfeit the bonus. Commissioner DeNigris agreed that in industry there is a lot more flexibility than when you are using taxpayer dollars and that the District cannot be paying bonuses. Commissioner Dugan reported that he felt the \$39,000 was not that far off the starting salary for a Firefighter / EMT of \$43,000 and that the greater skill set was worth it. Commissioner DeNigris noted that the salary disparity increases as time goes on, especially with the salary steps involved. Chief DiGiorgio reported that there are no steps in this category position, only the starting salary plus a 2% raise each year until the end of the contract. Chief DiGiorgio noted that anyone hired this year would work one more year under the current contract. Commissioner DeNigris asked what he thought the union would do at the end of the current contract. Chief DiGiorgio felt that that was up to the Negotiations Committee. Commissioner Dugan asked how much longer the District can continue as is before the overall salary budget is drained. The bookkeeper reported that the

overall salary cost was at 62% of budget as of August 31, which is 67% of the year. Commissioner DeNigris felt this was not enough to carry the District through the end of the year. Commissioner Dugan said that his point was that the Board needs to do something. Commissioner DeNigris felt the Board should attack the problem of EMT starting salary. Commissioner Callas felt that the bottom line was that the Board failed to get enough qualified people here to interview. Commissioner Callas felt that the Board needs to discern if the salary issue is the only reason for the failure or is there no hope to find qualified candidates. Commissioner Callas reported that if the Board decides there is no hope to find qualified candidates, then it needs to look at other options. Asst. Chief DeSimone felt that the starting salary of \$33,000 definitely needed to be adjusted. Commissioner Dugan asked if anyone knew for certain what the salary was for a full time EMT. Chief DiGiorgio that in 2018 when the Board hired two full time EMTs, the Board decided to offer a starting salary of \$35,000 with no steps but a salary range. Commissioner O'Hare felt that it was not that the Board was failing but that the talent pool for EMTs is not there. Commissioner O'Hare noted that the Board is competing in a labor market that is very tight and that many of the EMTs work other jobs in addition to the part time EMT work. Commissioner O'Hare noted that some EMTs work for multiple agencies. Commissioner O'Hare reported that what he heard from the presentation is that the talent pool is much larger if the Board goes for a firefighter / EMT position. Commissioner O'Hare noted that the person will be doing mostly EMS work because that is what the District does. Asst. Chief DeSimone felt that this was a correct assessment because there is more opportunity in that position than in a strictly EMT position. Captain Thompson noted that the firefighter / EMT would be in the better pension system so you might get someone who would look at the position more as a career than just a job. Lt. DeSimone felt that it would be beneficial to be able to use the employee on both ends as either a firefighter or EMT as opposed to just riding the ambulance. Lt. DeSimone felt that this would cut down on firefighter overtime. Commissioner Dugan asked Chief DiGiorgio what his plan would be if he got a firefighter / EMT to restructure the scheduling. Chief DiGiorgio reported that of the 104 hours that the District is short every week, 48 of those hours are the day shifts. Chief DiGiorgio reported that the FF / EMT would be able to fill that shift. Chief DiGiorgio reported that he has thought that this individual would keep up with their fire skills by riding on the fire truck and that his initial thought was to rotate the career personnel between EMS and fire duties. Chief DiGiorgio noted that this will keep their skills up and also prevent

burn out. Commissioner Dugan noted that a FF/ EMT will only fill 40 of the hours each week and the District would still need to pay overtime for the rest.

Commissioner Quirk asked if the 104 hours were all EMS or a combination of fire and EMS. Chief DiGiorgio reported that the 104 hours were EMS and distributed copies of the schedule that highlighted the open shifts. Chief DiGiorgio reported that the District has been trying to keep up with ensuring that there is adequate staffing of two members on a fire apparatus and two members on an ambulance. Chief DiGiorgio noted that if one of the firefighters calls in sick or is on vacation, a career person is pulled from EMS to cover the fire position and the EMS vacancy is backfilled with whoever is available. Chief DiGiorgio reported that while the schedule shows 104 open EMS hours, there is also a fire shift open when there is sick outs or vacation. Chief DiGiorgio reported that there is a need for both FF and EMT positions. Commissioner Quirk asked for clarification on the 104 hours. Chief DiGiorgio reported that the 104 hours is just EMS. Asst. Chief DeSimone noted that she, Captain Thompson, and Asst. Chief Martin are preparing a proposal to incentivize the volunteer members to cover the voids on the evenings, weekends and nights. Asst. Chief DeSimone reported that the proposal would be ready for the 2020 budget process. Asst. Chief DeSimone agreed that having a FF / EMT rotation is the right way to go because staff needs to keep their skill sets fresh, which would not happen if an individual was strictly fire or strictly EMS. Commissioner DeNigris noted that if the Board hires a full time EMT there would be no need to rotate and the Board would not have to pay a premium for the dual skills. Chief DiGiorgio reported that this District is the only one in the area that has firefighters, EMTs, and fire inspectors doing the same job, which includes EMS transport, daily fire inspections, and running fire calls, on a daily basis. Chief DiGiorgio felt that this means that this District cannot compare staffing or salaries with other organizations. Chief DiGiorgio reported that there are firefighters in other organizations that do not do inspections or EMS and command as much as \$20,000 more in salary. Commissioner Callas asked to see the comparisons. Chief DiGiorgio reported that he could lay out the details. Commissioner Callas asked if the Board hired another FF / EMT / Inspector, would the new rotation schedule give everyone equal time at each position or duty. Chief DiGiorgio reported that he has not come up with the specific schedule and asked if this would be a determining factor in whether to hire a FF / EMT. Commissioner Callas reported that he did not want to hire a FF / EMT that was going to work EMS all the time. Lt. DeSimone noted that he is a FF / EMT but not an inspector and felt that it would be inefficient to not utilize him more on EMS

since he cannot do inspections. Commissioner Callas stressed that he does not want to hire a FF / EMT who will be only utilized for EMS. Commissioner DeNigris noted that two thirds of the annual calls received by our District are EMS calls. Commissioner Quirk noted that this is a Fire District and wondered if it was too much of a burden on the taxpayer and time to let someone else handle the EMS side. Commissioner Dugan did not feel that the EMS side was too much for this District. Chief DiGiorgio felt that the people of the District would not be happy with a hospital based EMS system. Commissioner Quirk reported that he was not saying to abandon the EMS side totally but that there were many options to consider sharing coverage. Commissioner DeNigris stressed that nothing has changed from when the current system was working except that we are down staff. Commissioner Dugan asked how staff is going to be replaced since no one seems interested. Commissioner DeNigris felt that maybe the Board needs to look at the recommendation to increase the starting salary. Lt. DeSimone stressed that the District EMTs have developed a relationship with the people and the people trust them to care for them. Commissioner Quirk stressed that he was not advocating outsourcing EMS, just that it might be time to research other options given the current situation. Commissioner Callas felt that the current situation needs to be addressed and the Board needs to entertain all the options. Asst. Chief DeSimone suggested that the Board the FF / EMT position be posted while continuing to look for EMTs with an increased salary. Asst. Chief DeSimone suggested that the Board also consider a sign on bonus. Commissioner DeNigris asked what Asst. Chief DeSimone thought was a reasonable starting EMT salary. Asst. Chief DeSimone did not know what the salary should be but noted that it needed to be higher than \$33,000. Chief DiGiorgio asked what made the Board think that posting the EMT position for a third time at a higher salary would not result in the same candidates coming back. Commissioner Dugan felt that the Board could not discount that a higher salary might attract new candidates. Commissioner Dugan recommended that the Board post the EMT position at \$39,000 and post the FF / EMT position because this will give the Board more options when they make a decision. Commissioner O'Hare made a motion to change the starting EMT salary to \$39,000, seconded by Commissioner Dugan. All were in favor. Commissioner O'Hare made a motion to continue to post the EMT position with the new starting salary, along with part time and per diem positions and that the FF / EMT position be posted internally and externally. Commissioner Dugan seconded the motion. Commissioner Dugan stressed that this was to afford the Board the more options after they saw the pool of candidates. All were

in favor. Administrator Schultz pointed out that the District currently has a Full time EMT who is making under the newly approved salary. Administrator Schultz noted that if the Board adjusted the salary of the current employee to reflect the new starting salary plus the one year raise, the new salary would be \$39,780. Commissioner Dugan made a motion to bring the current full time EMT up to the salary of \$39,780. Commissioner O'Hare seconded the motion. All were in favor. Administrator Schultz asked if the process for developing the FF /EMT list could be discussed. Administrator Schultz noted that the last time the position was announced, Commissioner Quirk had requested there be a 30 day window of opportunity between the posting and closing date. Administrator Schultz reported that there are models that he has used to discern who the best candidates are. Administrator Schultz recommended that he and Chief DiGiorgio present the Personnel Committee with a written hiring procedure for their approval. Administrator Schultz noted that the list would include physical tests, a written test (on both firefighter and EMT knowledge), and a practical skills evaluation (of both firefighter and EMT skills). Administrator Schultz reported that the acceptable candidates would then be brought in for interviews. Commissioner DeNigris asked who would do the interviews. Administrator Schultz reported that they were committee interviews. Commissioner DeNigris felt that the interview committee would give recommendations on each candidate but that the final decision was made by Chief DiGiorgio. Commissioner Quirk agreed that Chief DiGiorgio selects who he would like to hire, but the Board was the employer and passed the resolution to hire a candidate. Commissioner DeNigris agreed but stressed that Chief DiGiorgio has the right to agree or disagree with the interview committee. Commissioner Dugan asked Administrator Schultz to meet with the Personnel Committee to discuss the procedures. Administrator Schultz reported that he will post the positions tomorrow and noted that he plans to use the Indeed platform to look for volunteers also. Commissioner Dugan thanked the interview committee and especially Asst. Chief DeSimone and Captain Thompson for changing their plans to accommodate the interview session.

NEW BUSINESS: None.

REMINDERS:

The next regular meeting of the Board of Fire Commissioners will be held on Thursday, October 17, 2019 at 7:00 P.M.

The next Joint Fire Prevention Board Meeting will be held on Monday, November 11, 2019 at 6:30 P.M. at the Whippany Firehouse.

The Holiday Tree Lighting will be held on Saturday, November 30, 2019 at 6:15 P.M.

PUBLIC PARTICIPATION: None.

RESOLUTIONS:

Commissioner Callas read Resolution 19-10-03-79 authorizing a Conditional Offer of Employment be extended Michael Mauro. Commissioner Dugan made a motion to introduce the resolution, seconded by Commissioner O'Hare. All were in favor.

EXECUTIVE SESSION: Commissioner Callas read Resolution 19-10-03-80 to enter into closed session. Commissioner Dugan made a motion to introduce the resolution, seconded by Commissioner Quirk. All were in favor. The Board went into closed session at 8:25 P.M.

Personnel matters were discussed. Action will not be taken.

The Board came out of closed session at 9:00 P.M.

ADJOURN: A motion was made by Commissioner O'Hare, seconded by Commissioner Callas, to adjourn the meeting. All were in favor. The meeting was adjourned at 9:01 p.m.

Respectfully submitted by

Robert Callas, Secretary