

Fire District No. 3

TOWNSHIP OF HANOVER, COUNTY OF MORRIS

NOVEMBER 2, 2023

RESOLUTION ACCEPTING SPECIAL COUNSEL'S REPORT AND RECOMMENDATIONS FOR CHANGES IN POLICIES AND PROCEDURES

RESOLUTION 23-11-02-128

WHEREAS, the Board of Fire Commissioners of Hanover Township Fire District 3, Township of Hanover, County of Morris, upon receipt of a personnel complaint, engaged the services of special investigator for purposes of conducting a complete and thorough investigation, and

WHEREAS, Brian Kubiel was appointed by Resolution 23-07-20-100 for these purposes, and

WHEREAS, Brian Kubiel has completed an investigation of the referenced personnel complaint, and

WHEREAS, a report of the findings of the investigation have been provided to the Board of Fire Commissioners and Labor Counsel to the Board, Jonathan Cohen, Esq., and

WHEREAS, Mr. Cohen has reviewed the aforementioned report and concurs with same, and

WHEREAS, the Board of Fire Commissioners has discussed this matter with Mr. Cohen, and fully understands the implications of the report.

NOW THEREFORE BE IT RESOLVED BY THE BOARD OF FIRE COMMISSIONERS OF HANOVER TOWNSHIP FIRE DISTRICT NO. 3

1. The report as submitted by Mr. Kubiel is hereby accepted, and
2. The recommendations with regards to the initial complaint are hereby adopted, and
3. The recommendations for the removal and replacement of certain personnel policies and procedures be immediately undertaken with the concurrence of labor counsel, and
4. At such a time as is fiscally allowable, the Board shall insure that Labor Counsel promulgate rules and regulations, and/or policies and procedures which are more congruous with the nature and operations of the Fire District and
5. The Board, upon receipt of said amended documents shall act to adopt these for the benefit of the employees of the District.

It is hereby certified that this resolution is adopted by the Board of Fire Commissioners on this the **2nd** day of **November 2023**.

MaryLou DeSimone, Secretary

Fire District No. 3

TOWNSHIP OF HANOVER, COUNTY OF MORRIS

Certification

I, **MaryLou DeSimone**, Secretary of the Board of Fire Commissioners of Fire District No. 3, Township of Hanover, County of Morris, State of New Jersey, hereby certify that the Commissioners at a meeting held on the 2nd day of **November 2023** duly adopted the attached resolution;

23-11-02-128 RESOLUTION ACCEPTING SPECIAL COUNSEL'S REPORT AND RECOMMENDATIONS FOR CHANGES IN POLICIES AND PROCEDURES

This resolution was introduced by Commissioner:

Cornine **DeSimone** **Dugan, Jr** **Waldron** **Keyser**

and was seconded by Commissioner

Cornine **DeSimone** **Dugan, Jr** **Waldron** **Keyser**

Record of the Vote

	Cornine	DeSimone	Dugan, Jr.	Waldron	Keyser
Yes	X	X		X	X
No					
Abstain					
Absent			X		

MaryLou DeSimone, Secretary