

UNION CENTER FIRE COMPANY

BOARD MEETING

June 19, 2017

PRESENT: W. Miga, K. Miga, R. Bealo, S. Meschter, K. Battaglini

NOT PRESENT: C. Hoyt

Town budget requests: During the last board meeting the outlook was not resolved. The outlook for all rigs except the Rescue is resolved. At the last meeting Chris said that it would cost \$0 to get rid of the Rescue, about \$300,000 to re-chassis it, and about \$700,000 to buy a new one. It appears that the officers have been unable to reach a consensus regarding what to do about the Rescue, so it appears we should solicit other opinions about this and make a decision from a business point of view if the officers are unable to decide. We agreed that we would meet with Chris, Mark and Besty to hear their points of view and will solicit one-on-one opinions from the membership for input. As we are not likely to be in a position to figure this out prior to closing on the budget, we will put a stake in the ground for financial planning purposes. Ken and Bob believe that \$200,000 is probably more in line with what it would cost to re-chassis the Rescue, so this is the amount that we will factor into the outlook budget for the time being.

Moving onto the building outlook, Ken mentioned that the roof over the generator at Station 2 is shot and needs to be replaced. The retaining wall at Station 2 also needs to be repaired. Estimate for sealing and painting the exterior walls at Station 2 is \$4300 and estimate for removing and replacing the generator roof is \$1350. Ken will obtain an estimate for repairing the retaining wall.

Regarding the interior work at Station 2, the estimate for ceiling insulation is \$20,000 and the estimate for work on the heating system is \$8000.

Wes talked to Dan Hoeflein, who found out while doing Engine 98 with Endwell that NYSEG might possibly kick in some of the cost of replacing lighting with LED. Bob said that NYSEG might also do something to help us out with the heating system as well. Bob will check into this.

Regarding the Station 2 parking lot, Ken said that he will get estimates and that he could do the work for \$1000. Ken estimates that the work on the parking lot at Station 1 will cost about \$30,000.

Regarding other projects that we might want do in the future, we talked about installing a pavilion on the land at Station 2. Ken estimated that it might cost about \$15,000. Wes

mentioned that we might be able to have a Boy Scout do all or part of this as an Eagle project, as was done in Newark Valley, which would cost us nothing or considerably less. Stephan mentioned remodeling the back room at Station 2 and obtaining a better audio system there. Wes said that if we have leftover money from other projects, we can probably move money around to cover some of the other things that we want to do.

Regarding the idea of hiring an administrative assistant, which was brought up at the last meeting, Wes has thought this over and decided that it is a good idea. He is working on developing a list of tasks that this person might perform. Bob said that Campville pays a part-time person \$7000 a year. We will add a yearly salary of \$10,000 to the budget for an administrative assistant.

Stephan will put together an outlook with the few remaining placeholders. We will start adding \$70,000 per year over the course of 3 years to re-chassis and refurbish the Rescue.

Stephan will ask Joe Drotar if he is involved with working on the outlook.

OSHA training: Bob will give the list of OSHA topics to John ASAP.

Printer/copier/scanner: Bob said that he would look into obtaining a laser printer/scanner. Alice gave Wes the model of a scanner that she recommends and he will pass this information on to Bob. We agreed that black and white is fine and that color is not necessary.

Worker's Comp: Wes has not received any updates from Oliver yet. He will check in with Oliver regarding this.

Financial policies: Wes suggested that we read and review our financial policies on a yearly basis and sign off on them, as there were chiefs and board members who did not know that the financial policies had changed. Stephan will review the financial policies that are located on the website and figure out which need to be moved to the policies document and which can be eliminated.

FOIL procedure: We needed to decide on a deputy FOIL officer so that Karen can include this information in the FOIL procedure. We decided that the deputy will be the administrative assistant that we hire.

Insurance certificates: Bob has only received two so far, so we need to continue working towards obtaining these.

Probationary members: Wes knows someone on the Endwell board of directors and he talked to him regarding this matter. Endwell does not have probationary members for the reasons cited by our attorney. Wes also checked with the Town of Union. They have

a probationary period as defined by civil service law, which does not apply to us. He also reviewed 5-1/2 years of monthly meeting minutes and found that every single time someone was voted out of the company after probation it was because they were not coming to training. The fact that the entire company is allowed to vote someone out of the company just by casting a yes/no/abstain vote is the core issue of liability for us. As we accept taxpayer money and government grants, we must adhere to the law of due process for dismissal. We could be sued by someone claiming that they were unjustly fired from the company or by someone seeking monetary damages if VFBL refuses coverage for a probationary member for injury, disability or death. We all agreed that it would be in our best interest to eliminate probationary membership and just allow the MNIGS/inactive status to run its course. People will eventually fall off the roster and be converted to an automatic resignation, which will keep us out of the legal quagmire we might be involved in if we continue to allow a company vote to terminate probationary membership. We will remove all references to probationary members from the bylaws and they will just be considered active members. We can impose certain restrictions on new members in terms of voting and holding office and the chief has great latitude in restricting what kinds of activity members can participate in, as long as this is based on objective reasons.

Tom has been discussing eliminating references to junior members from the bylaws and this will be an opportunity to address this as well.

Physicals: MNIGS because of training hours are not allowed to respond to calls but are allowed to attend training. We discussed and agreed that MNIGS because of physicals cannot respond to calls but should also not be allowed to go to training. Karen will make a different sign to hang on the racks of MNIGS because of physicals that states that they may not attending training or calls.

Respectfully submitted,

Karen S. Miga