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Ron Mycock: The temperature's coming up. Okay my phone says it's 1:03 on April 17th. We'll call the regular monthly meeting of the Cotuit Board of Fire Commissioners to order. Commissioner Mycock speaking. Could I get those people who are recording to identify themselves please at the mike. Is that mike on Chief?

Barbara Tessier: Barbara Ann Tessier recording.

M.J Pierce: M.J. Pierce recording

Amy Kates: Amy Kates recording.

Ron Mycock: And the Districts recording. I'm sure we are. I have the February minutes here for you to see. Essentially this is a transcription of the whole meeting and this will be the form it will be coming in from now on.

Peter Field: I make a motion to accept the minutes from February 14th.

Ron Mycock: That was Commissioner Field speaking. Commissioner Mycock votes in favor of that motion. All those in favor?

Peter Field: Aye.

Brenda Nailor: Aye.

Chief Olsen: Aye.

Ron Mycock: Chief, this will be for the record. We have March's outstanding and they are out to the transcriber and they're also up on the website. You can listen to it if you'd like. Public comment please?

Amy Cates: Amy Kates. My first comment is about budget number 5150. It says salary, wages. Is this going to be the only opportunity to talk about the budget will be now, Ron?

Ron Mycock: I'm not sure, so ask your questions.

Amy Cates: Okay I'll ask my question then. Someone brought up this item number the other night, on Tuesday, and said that last year that we had spent \$101,729 and the previous year we had spent \$4900. This year, we've spent \$23,000. I don't know if I have a good understanding of what this category is. We appropriate \$10,000 into the category and yet, each year, we're over and I don't know what it is, but I would welcome an opportunity to hear that answer and, as we discuss the budget today, to take a look at how we maybe could more appropriately appropriate to that category. I'm so sorry. My second comment concerns the Chief's contract.

I noticed it's on the agenda today for discussion and it will be followed at the end of the meeting by Executive Session. So I'd like to bring up three concerns, since this is a good opportunity to do that since it appears we'll be discussing the contract today. The first is that in Chief Olson's previous contract, there was a section, and it's 15.3, and I think the monetary value it represents to the District could adversely affect the District. So I

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would request that, during your discussion of the contract, that you would consider removing it from the contract, since it doesn't appear in the tax payer's best interest.

I would also suggest, so my second comment would be, I might suggest that this Board would consider offering the Chief a one year contract at this time only until all pending litigation is resolved and I might suggest a level funded contract at this time as well. I would also be interested to hear, during the discussion of the Chief's contract during open session, I would welcome an opportunity to hear about any additional education that the Chief has completed in the five years, six years he's served the District and to keep his knowledge current, as well as to bring him up to the level of the original qualifications that the search committee had sought back in 2008. So those are my three comments. Thank you very much.

Ron Mycock: Any other public comment? Seeing none. We'll move on. Chief's report please.

Chief Olsen: Hi. How are you doing? Good afternoon everybody.

Ron Mycock: Chief Olson, please your name?

Chief Olsen: Christopher Olsen, Fire Chief of Cotuit Fire Department. Okay we have our monthly activities. We had 51 calls for last month and, out of those 51 calls, we had 28 calls that were rescue calls and 23 that were fire related calls, not actual fires itself. We reported to about 2 or 3 mutual aid reported structure fires. The Comstar report in front of you, I presented that to you. This is also a two-fold part.

One is what the Comstar gave us as a report for I believe the month of. Yeah thank you. I was just going to do that. Thank you. There we go. That was quick. Thank you so much. what you have there is what was given to us by Comstar, by their financial department, in describing the monies we were allowed to receive and also the monies that we were billed. There is a percentage there on the spreadsheet that they have there.

Ron Mycock: So essentially we're collecting about 74% of what we're billing?

Chief Olsen: Yes.

Ron Mycock: Do we have any idea-

Chief Olsen: The write offs?

Ron Mycock: Historically what it's been? I think it's in that range.

Chief Olsen: I thought it was a little higher, about 78% but again, we haven't finished quite the year yet. I think it tallies up to about 78%. I believe that's what we did last year, close to.

Ron Mycock: Okay.

Chief Olsen: The other part that I'm looking for on Comstar is to raise our percentage rates that we charge. A lot of the departments are actually in the 150 range. We're like in the 28% range of what is allowed to add to our billing to the insurance companies. So I would

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say, if we would go to maybe a 75, even to 150%, we're allowed to go to would be great. There's some departments that are doing 300%. We're looking at 28% is what we usually do, 28% above Medicare. So that gives us, this is just a figure of \$500.

If we increase it percentage wise, I think it would behoove us to look at this and raise it. We're probably one of the lowest, if not the lowest, on the Cape right now. So that's something that maybe this Board ought to think about and this is the time to actually raise it.

Ron Mycock: Before? When is an appropriate time Chief?

Chief Olsen: We have received this April 12th, 2013, this is the time to actually implement the changes before July 1st. And the 2013 rates that we have now is 28%. Basically we're doing 28% except for the mileage, the mileage where we did 160%. I don't understand why we went so high on one and not on the other stuff. Most departments, like I said, are doing from 75 to 150. You're talking it's a \$300 to \$400 difference on each item and the items are, basic life support, emergency transport rates, basic life support non-emergency rates, ALS, which is advanced life support non-emergency as well as emergency and specialty-

Ron Mycock: Chief, I'm sorry, could you explain to me and probably at least a few of the people that are here, what does that mean? I call for ambulance service.

Chief Olsen: If you call for ambulance service and we get there and it's a basic life support, we don't put you on anything, maybe oxygen, even though that's a drug, but we will put you on oxygen. A basic person could do that. Our basic EMT's can supply that. You're talking at a run at probably \$368 transport you to the hospital, I maybe a little higher than that, but around there. That's at our current rate is a little higher, which is 28% of that, which would be roughly about \$470 or so. If we move it up to, and this is just the basic rate, if we move it up to 75%, you're looking at a \$688 bill that the insurance company is going to receive.

They will pay that out. We are allowed to increase that rate, because that's allowable in terms of Medicare. We're allowed so much percentage above Medicare that we charge. Now we do have people that cannot afford their insurance can actually afford only so much and then the insurance company actually bills the patient and then the patient in turn either pays it out of their own pocket, or asks for a write off from Cotuit Fire District. We look at the bill. We get it and we do a little research and then we write it off in terms of we don't charge them for that extra \$150 or whatever it comes to.

Ron Mycock: Who bills the patient? You just indicated the-

Chief Olsen: Comstar does through the insurance company. The insurance companies work with Comstar, who is our billing agency and then Comstar in turn sends it to the patient.

Ron Mycock: I just mention this because, although it sounds like we're at the bottom, there's been a reason for that and we don't want people not to call because of money. When I started out on this line of questioning, I was thinking what about the uninsured, but I guess today, everybody is supposed to be insured, but I don't think that's going to be practical but that's supposedly how it works. So I'll leave that up to each person's opinion.

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That is why, up until this point in time, we have kept it reasonably. That's been the philosophy of past Boards, but it's been a long time since we have increased it. Time slips. I can't guess how long ago it was, but I know we did do it once while I've been here but I think only once. So it's probably time to increase it. It's a question of how far do you do go, just for you who maybe didn't know what the Board's position had been in the past. There is a reason for it.

Chief Olsen: I have been Fire Chief for five years and coming on my sixth year in July. Starting my sixth year. We have not done that sir.

Ron Mycock: I know it's been longer than that. Okay well I don't know what the Board would like to do. The Board recognizes Commissioner Nailor.

Brenda Nailor: Commissioner Nailor. I remember when the District first decided to charge. Then there was a lot of feeling about that because it's such a close knit District and because everybody wanted to do the right thing, there was a lot of thought put into charging. I do believe it's the right thing to do. I also believe that as the years have gone by, people are much better informed about the fact that even if you don't have insurance, you can still call the Fire Department.

They will come and they will do whatever it is that you need them to do and if you can't pay, it's okay. If you have insurance, it's wonderful and certainly we need to have that, but you should never not call because you don't have insurance. I do think it might be time to up it a little bit.

Chief Olsen: Yes even if you know, Commissioner, I totally agree with you first of all, but even if we go 75%, we're looking at a \$200 increase basically for each item. Our basic call would be \$471 with 75% plus Medicare is \$644. So that would move that up in that range and the most expensive call would be the \$1308 right now, which is a specialty care. If we need to transport someone to a trauma center or something and we use a lot of equipment for that.

Ron Mycock: Do you have any thoughts Commission Field?

Peter Field: Regarding this we'll just keep it the way it is, increase it.

Ron Mycock: Inasmuch as we're sort of up against a little time line right?

Chief Olsen: Yes. We could-

Ron Mycock: What I'd suggest is we take a vote today, so we can get it in place and maybe we can have a little more investigation into it. It doesn't mean we can't increase it again. Is that correct?

Chief Olsen: This is correct. Yes.

Ron Mycock: But it would be next year?

Chief Olsen: Yes.

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Ron Mycock: After July 1st?

Chief Olsen: Every year they give us this renewal of benefits that we want to either raise our rates or lower our rates. Folks you can also lower the rates too as well. It's either one or the other.

Ron Mycock: I guess I'd make a motion to increase it to 75%.

Brenda Nailor: I'll second that.

Ron Mycock: Okay all those in favor?

Peter Field: Aye.

Ron Mycock: Aye.

Brenda Nailor: Aye.

Ron Mycock: Okay, Chief.

Chief Olsen: Good. Thank you.

Ron Mycock: When do they bring this to you? This time or?

Chief Olsen: April.

Ron Mycock: So it always needs to be dealt with fairly quickly?

Chief Olsen: Yes.

Ron Mycock: Okay.

Chief Olsen: Okay next on the agenda is old business and that is the Union contract negotiations. I don't know if you have anything to?

Ron Mycock: Yes, I'll take that. By mutual agreement with the Union, we have suspended negotiations pending a new election. The negotiation committee at the moment is made up of myself, Commission Field and Prudential Commissioner Barry. It was highly unlikely we would conclude negotiations in time for District meeting and, more specifically, District elections when both of those gentlemen will no longer be serving as their terms expire and neither are running for re-election.

That was a mutual decision and it was decided there will be a learning curve for the new members and so we're going to resume that some time in September, which will make our budget discussion a little simpler at the moment, but what that means in the future is when contract negotiations are over and a contract is agreed upon, will have to be brought to the voters to be ratified. Depending upon how it goes, it could be at next year's District meeting or there could be a special meeting. That remains to be seen. I

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don't think anybody can predict that at this stage. So that's where we stand on Union negotiations.

Chief Olsen: Okay thank you. Next on the agenda is the Fire Chief's contract.

Ron Mycock: I'll take it from here. We've spent a lot of time on a Fire Chief's contract. We've had some good suggestions from various people.

Ron Mycock: No this is public Chief and I don't see the need for any Executive Session either at this stage. Reserve the right to the end, but I don't think we'll be having that. The contract that Chief Olson has been operating under is essentially the same contract that this District has had with this Fire Chief for time eternal. So much so that parts of it refer to going to the Boston Municipal Court for remediation and various things. So after a lot of discussion, it was decided by the Board, the Municipal Court of the City of Boston would be the arbitrator in this case. It was decided by the Board, along with the Chief's blessings, that we would have this reviewed by Counsel and we have completed that review.

The Board is of the position, or I take that back. We have all had a chance to look at it. The Board will discuss the changes today. If the Board wants to vote on a contract, we can. The form of the contract needs to be ratified by the Prudential Committee. The substance is up to the Fire Department Board of Commissioners. So what I thought I would do is just go over this in public session the various changes that have been suggested. This is an old one. That's an old one. This is the new one. The changes that have occurred under term of office, the old one didn't even refer to the term. Here is how the new one spells out the term.

The present contract has one year to go and we're proposing that there be, after much discussion, we rewrite the existing contract, it will be a five year contract, so essentially it would be a year plus four. so that's under one term of office. Two, the duties and essentially it only referred to the Massachusetts general laws, the Chief what his responsibilities are and they included the Cotuit District Fire Laws, which seems appropriate because there are items in there. Then we go to 4.0 and that's indemnification and it was quite a revision there.

I don't know if you've had time to do it but what it does is it brings into play the insurance that we have and it's something that's in favor of both the District and the Fire Chief, in case the District should terminate him for just cause. The lawyers were somewhat astounded we didn't have a little more in it than we did. So it's spelled out in quite a lengthy paragraph. The next change is 1.13. Again that eliminated the Boston Municipal Court and the Barnstable Superior Court was put in as the proper place for adjudication. On 11.4, there was a change, it was actually an addition, again more defining where you've got to go, Barnstable Superior Court, rather than the City of Boston.

Did I say 11.4 or did I say 11.3? I'm doing great. It's 11.3 and 11.4. Both of those, 11.4 has been eliminated, and 11.3 has been modified just to Barnstable Superior Court. And then 12. I've read this over so many times. 12 has to do with any modification to the contract has to be done in writing and signed by both parties. Prior to that, there was some wording relative to if it was lost, I don't really know what it was all about. So it

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says any change in this contract it has to be in writing and it has to be by both parties. 13 again clarifies essentially that the agreement shall be constituted and governed by the Laws of the Commonwealth.

There was additional verbiage that wasn't needed and they again put in Barnstable County Superior Court. That went right through, as did prior Boston Municipal Court. 15, 15.1, 15.3 and 15.4. 15.3 and 15.4 were eliminated. We added a whole new section of 16.0 and that has to do with severance and damages. Essentially it outlines if the Chief is terminated for cause or unjustly what happens. When he's entitled to his benefits and when he's not. And it also, if the Chief resigns voluntarily or at his own behest, he has to give us thirty days notice in order to be eligible for his benefits to be paid for them. So I don't know what the Board's pleasure is.

There were quite a few changes but I'm comfortable with them myself. I spent a lot of time on them.

Peter Field: 15.1 one measure of change from the previous contract to this contract is that it's now, it was a three year contract and it's now a five year contract.

Ron Mycock: Well essentially this will be a five year contract but there's one year to run on his existing. It will replace an existing contract and it will be four years after that.

Peter Field: I see.

Ron Mycock: Pardon me.

Peter Field: this contract would void the previous contract?

Ron Mycock: Correct. So the proposed pay for next year \$104,671.90, 84 with a 3% annual increase. I for one know that he's one of the lowest paid Chiefs on the Cape. So I'm very comfortable with that figure. I don't know if he is, but I am. So that is an updated version, 21st Century contract for us and the process would be if we're content with it, for us to approve it, sign it and Prudential then would have to review it, the substance of it. I don't know if the fact that we've had legal counsel I would probably ask the Board to have permission to have legal counsel come to review it with the Prudential Committee. This is an expense of this Board, so that they could be satisfied also. So this is the beginning of the process.

Peter Field: So now we'll make a motion to accept the terms of the new contract and sign it and a roll call and then it goes to Prudential?

Ron Mycock: Correct.

Peter Field: And they're going to get counsel.

Ron Mycock: We'll offer them counsel if they like. I wouldn't be presumptuous to tell the Prudential Committee what to do but their role is to review contracts in the District.

Peter Field: the changes in the contract?

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Chief Olsen: Well first of all, as your Fire Chief, I appreciate the job. I really love the job. It's been an incredible five years and I want to thank the Board for all of their efforts in working with me and I with them and the previous Board that was prior to this as well. So absolutely, I just need to look at that and just compare if that's okay with the Board with what I have. The changes are quite a bit, so I just want to look at that and talk to my wife about that so we can sit down together and look at those changes.

I'm sure legal counsel is looking at the best interest of this District and I applaud that and that's what I also want to as well, but I also would like to look at my own behalf too as well. And that's being honest. So I really appreciate the time and effort you guys and ladies put into this contract and yes, if I get that contract, I'll sit down with it and I'll have an answer for you and I'll sign it on Monday.

Ron Mycock: Well there's no rush. Prudential has to go through it.

Chief Olsen: After the Prudential Committee looks at it, then I'll sign it if we need to. Thank you.

Peter Field: I wonder if we're being hasty by voting on this right now. It seems fresh off the press for review.

Chief Olsen: I realize he hasn't had a chance but what my concern is I think either this Board moves forward because you've spent a lot of time on this. You won't be here. A new person will come in. It's just a piece of business to wrap up.

Peter Field: Okay.

Chief Olsen: It's much like the Union negotiations where we put it over.

Peter Field: All right well I've had time to read it and I understand it will handcuff you to this job for another five years or four years so I'll make a motion we accept on our side and sign that contract.

Brenda Nailor: I'll second that motion.

Ron Mycock: Okay so if I may, the friendly motion is that we, as a Board, make a motion to extend an employment agreement between the Cotuit Fire District and Fire Chief Christopher Olsen. That would be a friendly amendment to you?

Peter Field: Yes.

Ron Mycock: Could I get a second for that?

Peter Field: Second.

Ron Mycock: All those in favor? I'll do a roll call. Commissioner Nailor?

Brenda Nailor: Aye.

Ron Mycock: Commissioner Field?

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- Peter Field: Aye.
- Ron Mycock: Commissioner Mycock votes aye. Thank you.
- Chief Olsen: Thank you Commissioners. Thank you.
- Ron Mycock: Brenda if I could get your signature? All right next, budget.
- Chief Olsen: Okay we had our meeting with the Civic Association. They asked us to come to present our budget and we did so. Thank you for presenting it Commissioners. That was a very good meeting with the District and the Civic Association. I thought the budgets were very good. There had been some communications with the District members. A few District members had a few things to say. We took them into consideration and I've given you new draft budgets again, so please throw the rest out. That new draft budget, it won't have a red draft on it, it will have a highlighter yellow on top and you should have that in front of you.
- There's just minor changes to a couple of line items, like vacation time and also longevity. Having some firefighters that have retired and some that have left us, we have some gaps there in terms of amount of years. So in terms of that, the contract, we could lower that percentage of money in those line items. So I gave a rough draft number. I want to actually calculate down to the penny what that actual number would be. I just wanted to bring to light that this still is a draft budget. So for instance, line item 27, where you have vacation coverage, 5126 is the account number. As you see, it's \$101,000 in the FY 15 schedule. I brought that back down to \$90, 778.88, back to the FY 13 schedule that we had. I have to look at the numbers exactly and how much we need to recap from that.
- I wanted to throw that out there just because I wanted you to see the difference of the numbers. I just wanted to make sure that that number is going to be accurate enough to cover us. I believe it is. But I just want to make sure.
- Ron Mycock: Maybe I could back up a second Chief. Really the labor and salaries will be going as they were last year because we have essentially no contract, there will be no increases. The bumps that would be there for anybody who might make a step or actually most of our people were at full, were they not?
- Chief Olsen: Most of them, yes. Now we have those new young.
- Ron Mycock: We added two people.
- Chief Olsen: Yup, those are brand new. Also we have Shane Clark that's not there yet, as well as Peter Emerson that's not there yet either. I'm talking about they're not at the top steps.
- Ron Mycock: But they weren't in last year's budgets.
- Chief Olsen: Right.
- Ron Mycock: But they are presently being paid at top step because they achieved it.

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Chief Olsen: Not yet. They're at 100% but they're at their 3rd step and they have two more steps to go, I believe.

Ron Mycock: Okay, I'm sorry.

Chief Olsen: The step increases we do have still left yeah with those. But they are at 100% of yes.

Ron Mycock: That's right. Okay.

Chief Olsen: For firefighter pay.

Ron Mycock: The way of explanation for you who are listening, once one of the gentlemen finished his Academy, he went up. We pay them less than 100% of their pay prior to their finishing their Academy work. Then they go to 100% pay. So that's what we're talking about here. And that happened mid-year.

Chief Olsen: Yes.

Ron Mycock: So at least one of them started out the year at 80% and then it went up to 100%.

Chief Olsen: Yes.

Ron Mycock: So it skews the budget slightly from last year. That's why it will be up, at least in the very bottom line base pay.

Chief Olsen: Right and as you can see, FY 14 versus FY 15, there is some decreases and there is some increases, and that's just what you explained. The decreases are obviously from people that are just getting hired from people that have left us that have been on the job for more than twenty years. And the increases are just that, going to the full time Academy and passing the full time Academy. Getting to, like you were saying, 100% of firefighter's pay. The other line item that I was looking at was longevity pay, 5133. That could come down slightly as well and I think I put \$16,200 I believe it is in yours?

Ron Mycock: Yes.

Chief Olsen: And the last one is, no, that was it.

Ron Mycock: The question was raised earlier and I didn't know the answer the other night and I don't know it today on that \$100,000. I know it came from somewhere and Mr. Daly I'm sure has the answer somewhere. Do you happen to know the answer?

Chief Olsen: Mr. Daly wasn't present when I was there yesterday so we believe, and this is a question for him because that line item didn't come from the fire station.

Ron Mycock: Right. I know that.

Chief Olsen: It came from the Prudential and the treasurer. So I believe that what when Steve Hoffman, Lt. Hoffman, retired and someone came in. I believe that line item, 5150, was

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to cover any kind of special meetings, any kind of additional staffing, any kind of different things that we would not normally cover.

Ron Mycock: Would that have had to do with our hiring of the new people?

Chief Olsen: No that was the next year after that. That was FY 14. Remember we're a year behind and this is what gets confusing. Someone made the comment at the Civic Association meeting that was 2013. Oh I'm talking about 2013. They don't understand we're talking about FY 13, which is 2012. So it's the year behind. And that's when Lt. Hoffman did retire. So I think that's where we are at right now. But the treasurer will certainly know that answer. They're the ones that put that in there. I did not. I did not put that in that.

Ron Mycock: To answer your question, Miss Kates, we still don't know what it is but it's something.

Chief Olsen: Well in that line item, Commissioner if I may, it does say what that line item is for.

Ron Mycock: Yes.

Chief Olsen: And that's additional personnel. So that's why the assumption here is that it's to do with personnel. It also states that that's for meetings, for any kind of department meetings, for any kind of special events that we have and that could be part of that too as well.

Ron Mycock: And that year, didn't we add personnel?

Chief Olsen: We added one.

Ron Mycock: I think you were working.

Peter Field: Yes.

Ron Mycock: Now you're off.

Chief Olsen: There you go. So yes, we did have one.

Ron Mycock: I don't know.

Chief Olsen: Mr. Daly will have an answer for that.

Ron Mycock: I know that doesn't answer your question Amy, but we don't know the answer.

Chief Olsen: Really that's what I have for the budget right now, other than the ambulance that we're looking for.

Ron Mycock: Just by way of history, because we've had some difficulties. We've had some meetings that were unable to occur for various important reasons. I sat down with the Chief and went over his initial budget and I'm pretty good with a pencil. He was a little higher and there was a good comment by Mr. Gardener the other day on vacation, which the Chief took into consideration today. So that for your benefits, that's what I had done here and

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so I recognize this is the first time the full Board's had an opportunity to look at this and we have until, when is our drop dead date, Chief?

Chief Olsen: It's next week by the end of this month that Mr. Daly wants everything completed and we will have everything completed by next week.

Ron Mycock: So it's conceivable we might want another meeting. I'm not sure.

Ron Mycock: He didn't, not yet. He's working on it. You heard it correctly but he didn't say it. He said he was working on it. The other increase, so labor and salaries and up about what's it, \$36,000, which is sort of negligible.

Peter Field: I thought it would be dramatically different

Ron Mycock: Up?

Peter Field: Yes.

Ron Mycock: Well if you recall, last year was the first time. The way the new hires were handled, they were handled within our budget, not as a special appropriation so our budget last year included the numbers for new hire. Do you follow me?

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Ron Mycock: So you're thinking years past where it was outside of, it would have been under special appropriations so that was my first thought too. It's really just math. We tend to turn back a very small percentage, 3% or thereabouts. I think I'm correct on that, on a historical basis. It's reasonably easy to be accurate here. Our great unknown is the overtime. Any questions on labor and salaries? Anyone from the floor? Yes, Miss Cates.

Ron Mycock: Would you repeat the question?

Chief Olsen: Mrs. Kates is asking to the Fire Chief and the Board if all the firefighters we have here are named here and the answer is yes.

Ron Mycock: They're listed here?

Chief Olsen: Yes, they're listed, yes.

Ron Mycock: No, Amy. We're not going to name names. Positions are fine.

Chief Olsen: Yes, ma'am.

Ron Mycock: I want to limit the conversation like you're doing it because of the minutes and the notes. Okay? But all of the positions are listed there and that happens to be the individual's initials at the end and that's their title. Any other questions on labor and salaries? Any other from the floor on labor and salaries? Okay. Then we'll go, as everyone hopefully knows, we'll be asking for four different things. Our first will be labor

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and salaries. Our second will be maintenance and operations. This year we're looking at a \$2,000 increase in request for maintenance and operations. Am I right on that Chief?

Chief Olsen: Yeah I believe that's correct, but we're still looking at this. It's a draft.

Ron Mycock: It's still a draft.

Chief Olsen: I keep on saying that but-

Ron Mycock: You can definitely sharpen your pencil again. Thank you.

Chief Olsen: You're welcome.

Ron Mycock: We have some, you can see where there are some increases and there have been some decreases.

Chief Olsen: Yes.

Ron Mycock: This batch was a big savings this year.

Chief Olsen: Hm-hmm (affirmative).

Peter Field: Another five grand for

Ron Mycock: Yes. Who knows where our Union negotiations will go. Last time we did this, we did a \$25,000 warrant item. We did not use it but, much like the Fire Chief's contract, or the old one, I'm not sure how great the benefits are to the Fire District in the Union contract. Although we employ some great people, I think the Union contract has some shortcomings as far as the District is concerned and I think it's time to have a professional look at the contract itself.

Chief Olsen: As you can see, the maintenance actually went up \$1200 for the maintenance part of the budget. If we're out of labors and and salaries.

Ron Mycock: Yeah. Any other concerns or questions? See anything that's out of the- It's a very small part of our budget, but it's still money. So essentially last year, we had at the moment, under this draft, we're at \$1,733,696 and this year we're at \$1,772,701.

Chief Olsen: \$39,005 dollars.

Ron Mycock: Difference?

Chief Olsen: Yup.

Ron Mycock: Well under our special appropriations this year, and things have been moving. We used to ask every year for ambulance billing under a special appropriation. Well that's now under an ongoing expense. Potato, potato I guess. But it was extra effort and a lot of warrant articles, so now it's included. Billing, ambulance supplies and also new call

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firefighters are an annual expense. So this year we'll have two special appropriations. One a continuation to replace all of our radios. Last year, did we do half or more last year?

Chief Olsen: FY 12 we did that.

Ron Mycock: FY 12 we did it. Okay.

Chief Olsen: We did \$25,000 in FY 12 and we waited a couple of years here to move forward. It was half, sir. Yes sir.

Ron Mycock: So we're looking to finish that and then the big one is the ambulance that I think everybody on the Board at least agrees we need a new one tomorrow. Excuse me.

Chief Olsen: Sir the total of, with the appropriations, the total outcome basically is \$300,005.49 increase. And again, this is a draft.

Ron Mycock: Yeah, it's still a draft.

Chief Olsen: It's still a draft and we're still working on it.

Ron Mycock: It was a little, the Civic Association meeting, plan to go and do it but it ends up being premature because nobody's ready and people's understanding of what the meeting actually was is I guess open to a little interpretation but at least the information is out there. I personally think there's more transparency than there's ever been and we're in good shape, other than trying to keep our costs under control. Any other questions on budget? Chief, if you're going to change it again, which I have no problem, we're going to have to have a meeting to approve that I think. I think we should. So bear that in mind.

Chief Olsen: Okay, sir.

Ron Mycock: And I will be out of town Wednesday for a week, but you don't need me for it because these two Commissioners can do that. Don't need unanimous support but I'm guessing we're down to it on it. You've paid attention and I appreciate that. Because we started out a little bit higher folks and I think, as I say the last year, I think if you look at our funding for the last few years, it's been extremely level. I think that's right for the Fire Department. We have been nothing but very, very good.

Chief Olsen: New business, we have new business full time personnel.

Ron Mycock: Yes.

Chief Olsen: We did recognize firefighter Michael Vinette last time for retirement. The letter of appreciation has been sent to him, with our gratitude and your gratitude and he also has come in and I've made sure that you folks were mentioned as well. In that regard, we need to fill a spot. So we went on our list and we have an interview with Doug Williamson. He is Academy trained. He was with us for a year and a half as a call

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firefighter and he got hired full time for two years in Mashpee so he's been over there and Mashpee sent him to the Academy.

That's a \$22,000 savings, if you will. He did very well on the interview and I would like to move forward and offer the full time paramedic position to Doug Williamson, who is next on our list anyway of hiring. If the Board would accept that, that would be wonderful to move him forward starting May 12th.

Ron Mycock: that's the end of what we're paying our retiring?

Chief Olsen: May 10th.

Ron Mycock: May 10th.

Chief Olsen: He has vacation until then. So May 12th is the next shift, next tour.

Ron Mycock: How do you feel about that Commissioners?

Peter Field: I think that hiring

Ron Mycock: Well I'll make a motion that we accept the Chief's recommendation and welcome-

Chief Olsen: Doug Williamson.

Ron Mycock: Doug Williamson to our Fire Department. Could I hear a second on that? Commission Field? All those in favor?

Ron Mycock: Aye.

Peter Field: Aye.

Brenda Nailor: Aye.

Ron Mycock: Okay. Good. I think we've done enough mutual aid in Mashpee.

Chief Olsen: That was the last three hires from Mashpee now.

Ron Mycock: They owe us. Trust me.

Chief Olsen: We are down on the list now. We have Jeremy McPherson on the list. He was with us for six to seven years as call firefighter. He got a job in North Hampton Fire Department and now moved to East Long Meadow Fire Department. He's always kept up with us and has come down to us and talked to me personally as the Fire Chief and still makes connection here in Cotuit and had always said that he would love to come back home. So with that said, we do have him on the list. He's the last one on the list.

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The list is one year mark is May of last year we did this. So it will be up in May this list. My questions to this Board do we want to move forward with a hiring list or should we go through the County list that's up and running as of now?

Ron Mycock: So what you're saying is create our own list or hire from the County list?

Chief Olsen: Exactly.

Ron Mycock: What's it cost us to create our own list?

Chief Olsen: It really doesn't cost us anything in terms of that, other than advertisement. If we advertise that we would like to create a list and people come in, then it would just be the officers and myself that does the interview and then we just establish a list. Hopefully we're at a 100% right now. Everybody is working. When Doug comes, hired on May 12th, we'll have 100% of our fire station up and running, so this is fantastic and I'm very, very pleased and happy about that. So realistically, hopefully we won't need a list for a while. That would be good. I can bring this back to the Board and table it.

Peter Field: I think it makes the most sense to have your own list.

Ron Mycock: Yeah, I agree.

Chief Olsen: Yeah.

Ron Mycock: So I think you hear a directive there.

Chief Olsen: Thank you. Thank you. I'll proceed forward. Thank you. The last thing-

Ron Mycock: Actually I would think that would be, I'm not so sure that wouldn't be within your ability anyways, but I appreciate your letting us know.

Chief Olsen: Thank you. The last thing is the ambulance. Obviously we talked enough about that and we certainly do, as your Fire Chief, looking toward hopefully a new ambulance in the future and this is the year for it to be replaced. We had gotten it in 2007 and it was a seven year ambulance and this would be in 2014, so we're there. We are there. This ambulance is cracking and showing its cracks and it needs to be definitely replaced.

Ron Mycock: Along those lines for District meeting, I don't want to be so presumptuous to think that we'll automatically get one. So we want to have all of the documentation available and ready so we can speak to it. We've never been denied an ambulance and I don't expect that's going to start but we should be-

Peter Field: Where do you come up with the \$236,000?

Chief Olsen: That's a quote that we got from State bid.

Peter Field: What kind of-

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Chief Olsen: That's a Terra Star Life Line ambulance that's a 6.6 liter Allison transmission, medium chassis. Not the large chassis ones that you see that Com Fire has. This is not the one that we have now. That's the lower chassis. We have the one in the middle, that's what we're looking for now.

Peter Field: It's a Ford?

Chief Olsen: It's an International, yeah. It's actually a Terra Star but International makes that.

Peter Field: Is there anything from the old ambulance? I'm sure there's some equipment in the old ambulance you guys are going to use?

Chief Olsen: Yes they quoted us. They're going to give us \$14,000 for the old ambulance, and that's in the price of it. So \$236,000 is minus the \$14,000. We're working on the gentleman to lower that a little bit, but that's what we have for a quote from that company now and that is probably the cheapest ambulance that you're going to find. Barstow just got their ambulance and it was a little higher.

Ron Mycock: Will it fit in our building?

Chief Olsen: Yes. We brought that-

Ron Mycock: I don't want to look that stupid.

Chief Olsen: We brought that ambulance in with the rep, with all three reps that we called and they brought their ambulances down and all of them fit. We made sure of that.

Peter Field: How do you make that transition from one to another for down time?

Chief Olsen: It's not that bad. The only difference is the actual driving but it really isn't. It will be a half a day we'll be out of service probably. That's just having a drill. Having people come in and everybody go into the old ambulance, take it all apart. Put all the stuff in the new ambulance and it will be up and running in about a half a day. It's very fast because we used everything in buckets basically. We just pull out of the drawers and put into the other new drawers and we're ready to roll.

Peter Field: What do you do? You have Con on notice?

Chief Olsen: Yeah we have Con. We have Mashpee. Since we go to Mashpee quite a bit, we can ask them to cover us. But we do have mutual aid with both of those Districts.

Ron Mycock: As long as we're talking about that, how is our mutual aid going back-

Chief Olsen: It's great.

Ron Mycock: Within reason though, their use of us?

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Chief Olsen: And it's not mutual abuse like it used to be. The last time I checked, we were at 48 to 50 times going over there and they're roughly about 22 times to us. So we're better. It's definitely better than what we had before and since they opened that new station and they hired those few people, it's been great, although I'm hearing someone might be taking some of their firefighters.

Ron Mycock: So again, let's just be prepared for the ambulance to make a proper presentation. I know we've been talking about it a long time but.

Chief Olsen: Yeah. Thank you.

Ron Mycock: Hm-hmm (affirmative). Anything else? All right. I'll entertain a motion to adjourn. Commissioner Nailor?

Brenda Nailor: Second.

Ron Mycock: Commissioner. You can actually leave it on.

Brenda Nailor: I'll second it.

Ron Mycock: All those in favor aye?

Brenda Nailor: Aye.

Peter Field: Aye.

Ron Mycock: Thank you.