

**MINUTES - REGULAR MEETING**

**August 11, 2014**

Chairman Hansch called the meeting to order on the above mentioned date at 8:00 pm, at the Fire Commissioner's office at 434 Route 10, Whippany, NJ.

Commissioners present: Commissioners Barz, Hansch, M. Mihalko, & J. Mihalko

Absent: Cobane

Also Present: Chief Cortright, & George Coppola, Township Liaison

At this time the Chairman read the following: Pursuant to statutes made and provided, let the minutes show that notice of this meeting was transmitted to the following newspapers: The Regional weekly and the Daily Record and filed with the clerk of the Township of Hanover and the Clerk of this Board.

**MINUTES OF THE LAST MEETING**

The Chairman called for the acceptance of the pre-meeting minutes and the regular minutes from last month. Comm. J. Mihalko made a motion to accept last month's minutes with the correction on page 4 of M. Mihalko making a motion and not J. Mihalko. The move was seconded by Comm. M. Mihalko and it was carried by the following vote:

AYES: Barz, M. Mihalko, J. Mihalko & Hansch

ABSENT: Cobane

NAYS: None

**TREASURER'S REPORT**

The following Treasurer's report was submitted. Comm. Barz moved that we accept the Treasurer's Report. Comm. J. Mihalko seconded the move and it was carried by the following vote:

AYES: Barz, M. Mihalko, J. Mihalko & Hansch

ABSENT: Cobane

NAYS: None

**General Checking Account #7859643244**

**TD Bank**

Balance On Hand - June 30, 2014	<b>\$233,104.68</b>
July Checks	<b>(\$83,117.21)</b>

**Deposits for the Month of July 2014**

Suburban Propane	Permits & Fees	\$42.00
A&A Auto Workers	Permits & Fees	\$331.00
State of New Jersey	4th Qtr rebate / Fire Safety	\$13,270.73
Cheer Pride All stars	Permits & Fees	\$42.00

**Balance on Hand, July 31, 2014** **\$163,673.20**

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## **TD Bank Money Market**

Balance on Hand July 31, 2014

**\$2,833.46**

## **Payroll Checking Account # 7859643251**

### **TD Bank**

Balance on Hand July 31, 2014

**\$747.75**

## **Active Assets Account #615 108684 107**

### **Morgan Stanley/Smith Barney**

Balance on Hand July 31, 2014

**\$818,766.92**

### **Provident Bank**

Balance on Hand July 31, 2014

**\$78,084.85**

Checks Submitted this Month's Meeting

**\$70,628.20**

## **CHIEF'S / FIRE OFFICIAL REPORT and COMMENTS**

The following Chief's report was submitted for approval.

A motion to accept this report was made by Comm. J. Mihalko and seconded by Comm. M. Mihalko. It was passed by the following vote:

AYES: Barz, M. Mihalko, J. Mihalko & Hansch

ABSENT: Cobane

NAYS: None

### **Supplies, Equipment, and Maintenance**

- Office supplies were purchased from Staples.
- Supplies were purchased from Home Depot.
- Supplies were purchased from Politi Auto Parts.
- Fire Fighters repaired 1 SCBA Pack and hydro tested 7 SCBA bottles.
- FF1 repaired one multi gas meter.

### **Apparatus**

- I received an updated estimate from KME for the generator repair. The price went up for the repair to \$4885.42. KME is still the lowest price. Please let me know how you want to proceed.

### **Training**

- Training for the month of July was hose line advancement and water rescue.
- No training drills for the month of August.

### **Purchases**

- No requests this month.

### **Fire Prevention**

- (76) Inspections / re-inspections were conducted last month. We collected \$415.00 in permit fees.

### **EMS**

- (29) Calls were answered last month with 0 transports.

### **Fire**

- (43) Calls were answered last month.

## Other Matters and Announcements

- Hose testing was completed. 11 lengths failed and have been sent out for repairs.
- There will be a personnel meeting Tomorrow night. I junior member will be joining Matt Gallo. Also two members will be going from junior to probationary.
- Everything is all set for Inspection Day/Labor Day.
- I provided you an attendance sheet from the Morris County Caucus that was held on July 31<sup>st</sup>.
- Derrick Pillion completed Jr. FF1 in July. Cian Rung is currently in this course also and will complete it this week.

## COMMUNICATIONS

- Contract for the Bloomingdale Band for Labor Day Parade.

## COMMITTEE REPORTS

**Personnel:** New Junior – Matt Gallo. Junior to Probie – we have a couple of members moving up.

**Building:** Nothing at this time.

**Apparatus:** Everything OK. We need new generators but can discuss that later.

**Insurance:** Have lots of it. Workers Comp just came due - \$51,000 - Went up a little less than 5%.

**Dinner:** Nothing at this time.

**First Aid:** It was reported that EMS responded to 29 calls this month and 0 transports.

**FIRE COMPANY / RELOCATION:** Fred Brunner and Tom Braviak reported: – Things are progressing. We are 1 meeting away from getting subdivision of the cell tower. Meeting is on the 18<sup>th</sup>. We need that to satisfy the bank.

Bid – Construction of the building. In compliance with the public contracting laws of the state of NJ, we are not allowed to negotiate with the contractor until we are under contract. And then we can take things out of the contract. No sense signing a contract unless we're sure we can negotiate.

Met with architect and things can be worked on. The low bid was 4.6. There is a monetary gap right now and that amount is the value of the firehouse. So, the project would go if we had a buyer today for the firehouse, depending on what it sold for.

We have to go with a number that we can live with until such time as we sell the firehouse.

We need to value engineer out such things that we can do without for the moment and during the construction period, if the firehouse sells, or we find another funding stream, we value engineer back in those items.

We wanted to make sure that the construction engineer and the architect both understood and that we don't want to take a penalty for that. **We don't want to take anything out now that will cost us more to put back in later.** Until the architect comes back with a feasible list of things to do – **the minimum we would need to get a TCO from the town to occupy the building.**

Building must be at a minimum – able to house the apparatus on the first floor and the career offices probably on the mezzanine instead of on the 3<sup>rd</sup> floor for now.

Idea would be to finish the 1<sup>st</sup> floor and the square footage needed by the career staff in the mezzanine for now and that may be all we can do.

So we'll end up with a shell upstairs that we can either finish ourselves or engineer back in if we can.

We won't have to change the plans. We just won't be able to finish everything at once - Maybe not hard offices – just cubicles like we have now – for the moment.

Hard walled offices would go in once we can afford it. That's the kind of thing we're looking at.

If we can close that gap, we're going to sign with the contractor and at the same time, value out the things that would reduce the scope of the project.

Contractor has indicated that he is absolutely willing to do that. He wants the job.

There are a lot of finishes on the 2<sup>nd</sup> floor – men's and ladies rooms – all those doorjambes in all those offices, ceilings, walls, – we picked material that was going to last – not something that was going to wear out in 10 years.

The carpet, flooring, and all that hardware – we have a lot of money on that 2<sup>nd</sup> floor. He said we can work around that. Or if there is enough money left, & we can finish things up there, we will.

The plan would be if we found a buyer for the firehouse, while we were under construction, we could finish. **The gap is less than what the probable giveaway price of the firehouse would be.** Or close.

Close enough that we don't have to be desperate in terms of looking for a buyer.

Downside of this is that we will end up with a much bigger mortgage than we thought. We had counted on the firehouse being sold and paying down the mortgage - Unless we close the gap with the firehouse sale. Plan would be to pay down the debt to a number we can live with.

MIKE – Are we required to finish the building as it went out to bid?

TOM – No. That's why we had to have the architect had to talk to the builder and ask him. Example - "Say, if a 4.6 million dollar project went down to a 3.6 mil. Project – would you still want the job?" Some guys don't want it if it's a small job. That was the first hurdle and it's OK.

MIKE – So if we didn't finish the 3<sup>rd</sup> floor, would we have to part ways with that builder?

TOM – Yes – and we'd finish it ourselves. It looks promising from discussions with the architect, and the committee that we will get the bones, the infrastructure, the base 100 year building and we'll be operational – the career staff included. But we may have to do training in the bays and such. You won't have a training room on the 2<sup>nd</sup> floor. You won't have a kitchen in the training room. You may not have a fence around the property.

HENRY - What will be on the second floor?

TOM – It'll be roughed for everything on the plan – plumber, the power etc... That will all be in. And either he'll finish it or we'll have to finish it later on ourselves.

MIKE – Are we obligated to stay with that contractor?

TOM – No - Once something is engineered out, it's not in the contract. Unless you put it back in.

Whole deal hinged on the contractor being willing to cooperate with that concept and he was.

He has also indicated that may be able to trim some numbers and point out to us where we can save some money.

We were bound by laws to bid prevailing wage. However, there are some aggressive unions that are willing to bid some subcontracting using union labor but not at prevailing wage. As long as they use union labor and it's a union job, if they're willing to do it for less, you save money.

The contractor said he is being pursued by subcontractors who he reached out to during the bidding process and there is competition there. Obviously, we're not going to be able to close the gap with those kinds of savings, but every bit helps.

CHIEF – If it's month 10 of the contract and then we sell this property, we can tell him to finish him this whole building.

BRAVIK – Yes – but if it's at month 10, he may not be willing to do that. He may just want to get out of it and move on to his next project. His goal would be hopefully, to want to get in the ground before the first frost. Then we don't have to wait.

If we're going to be under contract, it will be in the next 6 weeks or so. His plan would be to begin demo within 30 days. Worse case would be late Sept or October for site work.

HENRY – If they start in October, where is the timeline?

TOM – Contractor's target is finishing in September – end of September.

TOM – I would feel a lot better if we had a lot more interest in the firehouse. Depends on what happens with our neighbor also.

Key piece – is getting the subdivision done - Just a matter of scheduling.

Hopefully by next meeting we will hear that everything went well.  
Board thanked the updaters for all their hard work.

**Township:** Quiet right now. There is one new police officer getting sworn in soon.

## **OLD BUSINESS**

Nothing at this time.

## **NEW BUSINESS**

**Generator** – originally had a quote from KME - \$3,700. Since that quote was written, the new person in charge at KME reviewed it and said he was sorry but the new quote is \$4,885 to repair the generator.

Just give him a call when we decide to do it and he'll order the parts. He doesn't want the truck until the parts come in. KME is still the lowest price. He said he'd do it as soon as he could.

A motion was made to repair the generator from KME. That motion was made by Comm. Barz. The move was seconded by Comm. Hansch. It passed by the following vote:

AYES: Barz, J. Mihalko & Hansch

ABSENT: Cobane

NAYS: M. Mihalko

All of the portable generators have been serviced for the year.

Hurricane season – last month we purchased the **wet suits for the Water Rescue Team.**

We had some that needed to go out for repair and to have feet put into them. Cost for repair/feet is \$256 per suit. \$950 to repair 3 suits – that are 10 years old.

Ian did some research today and found a closeout sale from NRS Rescue. They are selling suits that have feet in them but with no zipper for urinary evacuation. They are on sale for \$195 each – brand new.

Cheaper to go with the new suits and get rid of the old ones.

All together, we have 12 suits.

Either repair 3 or for same money, buy 5 new ones.

After discussion, a motion was made to get 10 new water suits from the blowout sale. The motion was made by Comm. M. Mihalko and seconded by Comm. J. Mihalko. It passed by the following vote:

AYES: M. Mihalko, J. Mihalko & Hansch

ABSENT: Cobane

NAYS: Barz

Everything for Labor Day is all set – Breakfast, Lunch.

Hanover Township Day is Saturday Sept 6<sup>th</sup>. Do we send over apparatus for that?

Comm. Hansch made a motion that we send over an apparatus for use at Hanover Township Day. The motion was seconded by Comm. Barz. It passed by the following vote:

AYES: Barz, M. Mihalko, J. Mihalko & Hansch

ABSENT: Cobane

NAYS: None

## **PUBLIC PART OF THE MEETING**

There were 5 members of the public in attendance. No comments at this time.

## BILLS

Comm. M. Mihalko moved that the following bills be paid. The move was seconded by Comm. J. Mihalko and was carried by the following vote:

AYES: Barz, M. Mihalko, Cobane & Hansch

ABSENT: J. Mihalko

NAYS: None

07/02/2014	6621	ACE Com	Pager Repair	-2,456.00
07/02/2014	6622	Morristown Medical Group	Medical	-425.00
07/02/2014	6623	Brunners Garage	#84	-380.70
07/02/2014	6624	Politi Auto Parts	Operating Materials & Supplies	-39.08
07/07/2014	6625	US Postal Service	Office Supplies	-53.00
07/07/2014	6626	STAPLES CREDIT PLAN	Office Supplies	-63.98
07/07/2014	6627	Police & Firemen's Retirement System	Pension Expense	-39.48
07/07/2014	6628	Minerva Cleaners	Gear Cleaning	-612.73
07/07/2014	6629	FF1 Professional Safety Services	Training and Education	10,354.20
07/07/2014	6630	Paul Perrello	Radios	-255.97
07/07/2014	6631	Cablevision	Utilities	-247.83
07/07/2014	6632	Hanover Sewerage Authority	Utilities	-110.10
07/07/2014	6633	Hanover Sewerage Authority	Utilities	-152.00
07/07/2014	6634	Motorola Solutions, Inc.	Radios	-1,728.00
07/11/2014	6635	Police & Firemen's Insurance Association	Police & Fire Insurance	-453.24
07/11/2014	6636	Whippany Fire Company	Rentals / Training	-6,300.00
07/11/2014	6637	Nestle Pure Life Direct	Water	-53.55
07/11/2014	6638	Batteries Plus	Batteries	-19.49
07/11/2014	6639	FF1 Professional Safety Services	Operating Materials & Supplies	-152.80
07/14/2014	6640	PSE&G	Utilities	-819.03
07/14/2014	6641	Liberty Mutual Insurance Group	Workers Compensation	-4,816.04
07/14/2014	6642	Chief Supply Corp.	Uniforms and Personal	-78.00
07/14/2014	6643	Morris County Public Safety Training Acad	Equipment	-78.00
07/14/2014	6643	Acad	Training and Education	-75.00
07/14/2014	6644	Township of Hanover	Gasoline	-472.63
07/14/2014	6645	J C P & L	Utilities	-1,033.50
07/14/2014	eft	NJ Division of Pensions & Benefits	Pension Expense	-6,461.00
07/14/2014	eft	NJ Division of Pensions & Benefits	Pension Expense	-1,831.82
07/14/2014	eft	Board of Fire Commissioners	employee Payroll	13,986.06
07/17/2014	6646	Brunners Garage	#84	-386.04
07/22/2014	6647	Morristown Medical Group	Medical	-540.00
07/22/2014	6648	US Bank Equipment Finance	Copy Machine lease	-255.00
07/22/2014	6649	Standard Insurance Co	Life Insurance	-1,721.40
07/22/2014	6650	Election Graphics, Inc.	Elections	-375.00
07/22/2014	6651	American Trade Mark	Operating Materials & Supplies	-96.23
07/25/2014	6652	PSE&G	Utilities	-11.01
07/25/2014	6653	Liberty Mutual Insurance Group	Workers Compensation	-406.57
07/25/2014	6654	Emergency Services MARKeting Corp., Inc.	Operating Materials & Supplies	-850.00
07/25/2014	6655	Township of Hanover	Diesel	-222.31
07/25/2014	6656	Verizon Wireless	Utilities	-215.96
07/25/2014	6657	Cablevision	Utilities	-247.83
07/28/2014	6658	ACE Com	Pager Repair	-129.00
07/28/2014	6659	Fire Fighters Equipment Company Inc.	Repairs & Maintenance	-325.00

07/28/2014	6660	BP	Fuel Vouchers	-507.01
				-
07/30/2014	eft	Board of Fire Commissioners	Employee Payroll	14,387.91
			Uniforms and Personal	
07/31/2014	6661	Galls Inc.	Equipment	-94.93
07/31/2014	6662	Township of Hanover	Gasoline	-357.23
07/31/2014	6663	Verizon Wireless	Utilities	-189.61
07/31/2014	6664	Home Depot Credit Services	Operating Materials & Supplies	-17.91
07/31/2014	eft	NJ Division of Pensions & Benefits	Medical Benefits	-8,311.03
08/04/2014	6665	Clean Air Company	Building Maintenance	-294.00
			Uniforms and Personal	
08/04/2014	6666	Chief Supply Corp.	Equipment	-10.00
08/04/2014	6667	Politi Auto Parts	Operating Materials & Supplies	-29.38
08/11/2014	6668	STAPLES CREDIT PLAN	Office Supplies	-78.77
08/11/2014	6669	Morristown Medical Group	Medical	-85.00
08/11/2014	6670	ACE Com	Radios	-309.00
			Uniforms and Personal	
08/11/2014	6671	About Me	Equipment	-60.00
08/11/2014	6672	J C P & L	Utilities	<u>-1,032.75</u>
				-
				85,016.11

At this time, the Board adjourned the regular meeting and went into a Closed Session at 8:40 p.m.

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The motion was seconded by Comm. Hansch and passed by the following vote;

AYES: Barz, M. Mihalko, Cobane & Hansch

ABSENT: J. Mihalko

NAYS: None

The meeting was adjourned at 9:40.

Respectfully submitted:

*Janet Gant Hammond,*

*Board Assistant*

## *Closed Session:*

### **Funding New Firehouse**

*BRAVIAK: Commissioners still have \$550,000. That's what we're counting on to start the project.*

*MIKE – Yes.*

*The way it works is: Fire Co. has about 500k of its own money to start. The way the contracting thing works – when we sign the contract and do the value engineering thing, we will set the value to what we can afford. Then within 30 days, he'll submit his first invoice to us and we give it to the architect. He gets it and reviews it and we have 15 days to pay after he submits. But the bill has to be for work completed.*

*Within the first 30 days, there has to be a certain amount of work completed. It's not really start-up money but he's saying that the first invoice is probably going to be \$100,000 or some small amount. But, very quickly the invoices will creep up.*

*Within 6 months there could be months where we need \$700,000 / \$800,000 depending on what materials come in – steel, etc...*

*Contractor said that the site work itself is close to a million dollars.*

*(There was some validity to the value of the site work we were quoted when dealing with Moreale and the land swap)*

*It's not just the demo – it's the retention, drainage. We're crazy for putting up the board on board fence – that's about \$80,000 right there.*

*His concern was that we don't have any problem with meeting the planning board requirements. Don't put the top coat, the shrubs, etc...*

*You're still going to need something to show them.*

*We can sign with this guy as long as we know we can get to the point where we have to start using the bank money. We should be OK with your \$500, and our \$500 until Christmas. The big bills will start coming after that. The risk is that if we don't have the funding stream and we get an invoice we can't pay, then we're in trouble. We're in default.*

*MIKE – So the holdup on getting the bank money is the cell tower subdivision? That should be resolved in a few months, right?*

*TOM – Hopefully by the end of September.*

*MIKE – So if we sign with this guy Sept 1<sup>st</sup>, say, within 6 months – that would be March....*

*TOM – We would probably go through that million dollars in the 1<sup>st</sup> couple of months – mostly because of the site work, the foundation, etc...*



*So at the end of each 30 day cycle, he'll bill us for work completed and we have to pay within 15 days.*

*We may need that million dollars within the 1<sup>st</sup> 3 months and then need the bank money afterwards.*

*The best scenario would be to work with the bank money until it's gone so that we can keep our money for contingencies and things that might come up.*

*MIKE – Or put our money in first and that's less we have to borrow. It's only a year's time – not like we're going to lose so much interest on a million dollars.*

*TOM – I don't disagree with you either, but we may need some buffer in case something comes up.*

*TOM – It's still a challenge. Looking to value engineer out about \$800,000 out of the project. That's a lot.*

*JULIE – Start with that fence. That almost takes a hundred off right there.*

*TOM – If we rough in and don't buy the generator till the end of the project – that's \$60,000. Top coat the parking lot - \$35,000. There are some big chunks we can take. There's a lot of stuff that's not building that we can take out but the bulk of it has to be finishing the 3<sup>rd</sup> floor.*

*RON – You can take the generator we have here and hook it up there.*

*CHIEF – Difference is one is natural gas and one is diesel.*

*TOM – We have to be careful because if we don't have the generator, all the exit signs, etc... wouldn't have backup. We kind of have to have it.*

*The 3<sup>rd</sup> floor – bring the power up and cap it. Bring the pipes up and cap them. May need sheetrock for a CO, but not much more.*

*CHIEF – We have to put in the sprinkler system.*

*TOM – That won't be cut. There is a lot of expensive finish in there we can cut. We were trying to make the building green – fluorescents, etc... But if it saves us a lot of money, we can revisit.*

*We're not giving up the radiant heat in the bays – that stays. There is a list of things that he has to keep.*

*Easiest thing is outside – no shrubs, sod, seed, fence – that kind of thing.*

*Do that first and then don't finish the 2<sup>nd</sup> floor and see if that gets us there.*

*Right now, Front doors are glass – top and bottom panels. If we went with solid panel top and bottom with glass in between – much cheaper.*

*Contractor said (through the architect) if we get close and there are a couple things you don't want to do, but you need to do, he'll tell us about it.*

*MIKE – Get us more invoices and then when larger invoices come – we can get you more money. That was Vince's preferable way of doing it. We pay a percentage of the invoice. You pay 60% - we pay 40%.*

*TOM – If we were to get a million 5 for our property, we're right back on track.*

*TOM – Sales talk - Lot of interest. One was a restaurant owner. 1<sup>st</sup> guy that seemed really interested owns a pizzeria or Italian restaurant in Morristown in the strip mall there.*

*CHIEF – The Godfather guy....*

*TOM – Starbucks was supposed to go where Chase is but they're going where the Shell station is. How can they want that with all the underground tanks over a clean piece of property like ours?*

*MIKE – Sounds foolish of them. Maybe they'll change their mind.*

*TOM – Vision Equities called him – Ross wanted to have breakfast with him. We could do a deal today. Said he was looking to offer 1.1 mill. TOM told him - If you have an offer, put it on a piece of paper. Guy told TOM to go out and test the waters. He would give him a paper saying that he wanted a last look and he'd guarantee \$25,000 more than the best offer we got.*

*Of course, answer was no.*

*Didn't sign with broker with exclusions either. If Sam is interested at all, he'll deal with Glenn.*

*Discussed Sam's deals with Church, train station, etc... He should have done the land swap. Now he doesn't have us, doesn't have School Street.*

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**EMS DISCUSSION BELOW**

## **EMS Discussion:**

*RON – What approach are we taking with this thing?*

*HENRY – All comes down to the money aspect.*

*JULIE – Thought we were going to put this in front of the company – some feelers. All depends on the men.*

*RON – Yes – we need to put together a plan to present. If we're going to pay for you to go get your EMT, then we want some time back from you on EMS.*

*JULIE – Or else they reimburse us?*

*CHIEF – almost done with his – has to get a shot.*

*HENRY – I don't think we should ever discourage our guys from taking EMS.*

*CHIEF – We already made that commitment to the guys – that if they wanted it they could go get it.*

*MIKE – Maybe we phrase it as, we will pay for this for you – now here's an outlet for you to use it. A reason to take it. We're looking down the road. We want you to do this. It's another feather in your cap and we can use you here.*

*HENRY – That would be better. Maybe start mentioning it to the younger members. Then what? Say we got kids who want to do it.*

*CHIEF – 84 is set up right now – needs a couple pieces of equipment more. Minimal expenses. The other thing is what are you looking for? Do you want somebody 6 am to 6pm Mon through Friday? Include weekends? Or just 6 pm to 10 pm? 6 pm to midnight?*

*RON – We may have to work into it.*

*HENRY – We'd need a plan. Say, Year one – Our goal could be to have x amount of people certified. Year 2, these guys have certain hours. Year 3 or 4 – still expanding.*

*RON – If you're looking to have enough people to cover 6-6 and weekends, we're going to be up at a number where we might as well just call Atlantic.*

*HENRY – We have to pay them.*

*RON- Money wise, we'd be up there anyway.*

*MIKE – They should certainly be compensated. We should figure out a way to do it. We should obviously downplay that in the beginning.*

*CHIEF – We could put a caveat in there that this could eventually lead to a part time job for you.*

*RON – Thing is – we can't call them per diems. We can pay them that amount of money but we can't call them that because that makes them employees. Put it on a per call basis?*

*MIKE – Is that legit?*

*RON – It's legit in a lot of other states. Some states pay anywhere from \$7 to \$12 per call. Members of our dept would have personal injury insurance anyway so we wouldn't have to worry about somebody getting hurt and not being covered.*

*MIKE – Line we have to determine is when do they become an employee? From a volunteer to an employee.*

*Ok – Let's say, If you are a First Responder volunteer, your clothing allowance will be more. We can call it a clothing allowance.*

*CHIEF – That's something else I wanted to discuss (not tonight) kind of tiering our clothing allowance system.*

*MIKE – Maybe that's a way we can fund this. If you're a First Responder, you're going to get a double clothing allowance or a gas voucher or something like that. If you sign up for 1 night, say – you get a gas voucher for that night for \$20. Or maybe it's \$10 / night – to cover your gas to come out in the middle of the night. Then on top of that, you'll get a per call gas voucher.*

*RON – Our employees submitted a plan to me using them right off the bat. But honestly I don't think we can afford it.*

***Beginning Sept 1, 2014 - \$30 hours pay every other pay day 12 times a year. And that's for 6-6 and weekends. Paul said that they would split it – a week each. Straight pay – 2 hours OT if they do a call.***

*MIKE – That wouldn't be legal. If they're already working 40 hours a week, it would have to be Overtime.*

*CHIEF – Madison does something like this.*

*MIKE – Because you're not really working – You're on call. Then when you come out – you get your OT pay.*

*CHIEF – That's kind of how Madison works. They work 10s and 14s. They don't work 24 hour shifts. You're obligated that when you come off of 1 shift, you're on call for 5 days.*

*RON – I don't think that's going to work for us with that kind of money. It's an option to get started but we have to look beyond that.*

*CHIEF – The flip side of that is the burnout factor. You could have a week with 1 call, or a week with 15 calls. Then you have to come in and do your regular shift.*

*JULIE – They'd be asleep at their desks. Or behind the wheel after being up 24 hours.*

*CHIEF - This would be a last ditch effort if you wanted to put something in place Tomorrow.*

*MIKE – I appreciate them thinking about it and we should compliment them for trying to help. They're always helpful. At \$30 more a week more times 52 weeks, you're looking at \$75,000 already.*

*CHIEF – The other thing you could do is give them more freedom to go out if there is a call. Maybe not just ALS.*

*RON – Call averages an hour.*

*MIKE – what is their motivation to get out of bed and go. That's why we put the 2 hour pay in there.*

*RON – If they take the car home and go to bed, it's going to take them just as long to get out of bed and go to the call and wait for the crew that mans the ambulance. Have we gained anything?*

*MIKE – Coming from Cedar Knolls, you mean?*

*RON – If you're at the firehouse – it's a minute, maybe 2 going up the road. But not if you're home.*

*MIKE – At that point, if we brought in volunteers to be manning a vehicle from 6-10, is that the bulk of it.*

*RON – 6-10 is the biggest percentage, yes.*

*MIKE – Maybe we should be focusing on getting someone in here for 4 hours a night. You'll commit to sitting here waiting to go. We're going to give you a gas voucher for doing it and you'll also get 4 hours worth of what a per diem makes.*

*CHIEF – They make about \$15 or \$16 an hour.*

*MIKE – So \$60 to sit here for the night. On the volunteer side – Is there interest?*

*RON – To do something that simple – I would say yes. Covering the rest of it, I don't know.*

*MIKE – That could be a good start also.*

*RON – Davidson put it to me this way. Working First Responders during the day and last year, you saved 3 lives. Why are you worried about an ambulance going out of here when what you really need is a First Responder? Which is a good point.*

*We've always talked about an ambulance but not looking realistic.*

*HENRY – We have less and less volunteer firefighters, kids can't afford to stay in this area. We need a strong culture to keep them wanting to stay involved. Activities outside of the fire service.*

*RON – Also the extras we throw in.*

*HENRY – Ben Bradley, Kevin Herbert, all live out of town. We need to get them to come hang out here more.*

*CHIEF – That's when people respond to calls. When they're hanging down here watching TV. A call comes in – Do I want to get off this couch?*

*MIKE – Let's say we can get 10 people to go through with this. So, you're on call once every 10 days or 7 days – for 4 hours, you're going to be on call. That's doable.*

*HENRY – We have guys on 2 crew nights now.*

*MIKE – But that's smoke alarms, etc... They know that. Not like EMS.*

*HENRY – A lot of EMS is that way too. Lot of nausea, lot of headaches.*

*MIKE – It's kind of personal – There's somebody in trouble – I'm going to go. It's 4 hours, initially. 6-10 not a lot. We could make it 6-12.*

*RON – You're going to be watching TV – not much else.*

*MIKE – 6-6 would be ideal for when we're stronger. We need to build interest in this EMS thing. We need to get people involved. A: Get them certified; B: Get them willing to do it and now build it up to the point where we have the need. And then we can look at getting an ambulance down the road.*

*Barz – Another point is Chief, you're finishing up your EMT. But if you haven't run any ambulance calls, you may not know what the hell you're doing. You have to have a ride-along process – for everyone who wants to do this. Until you are out there, you're not 100% confident or comfortable in what you're doing. People are unconscious – Can I be any use to him?*

*MIKE – that can take years, but have to start somewhere. Again – we need the interest. If the guys are not interested, then....*

*JULIE – How do we go about this?*

*MIKE – Say - We're looking to expand our First Responders through volunteerism – from 6-10 or 6-11. 5 hours a night. Here's what we're looking to do - Sign up.*

*RON – Volunteer EMT these hours and we're looking into paid positions later on.*

*MIKE – Down the road, if you're looking to be an EMT, we're willing to pay for your education, you'll get your experience, we're going to help subsidize it. Jump on board. This is the beginning of a new program we're starting here.*

*Here's what our town needs. We saved 3 lives last year. This program would really help. Can we get some guys who are interested in EMT to want to jump on this program? And be on call once a week for 5 hours.*

*CHIEF – Vince may have a problem with more gas vouchers.*

*MIKE – We have to determine are they an employee or not? We're assuming they use up x amount of dollars in clothing. How hard is the state going to push against a municipality? How do we pay these guys without paying these guys? \$20 / night but also a clothing allowance?*

*HENRY – These kids want the money. They're also lazy. What do you pay?*

*MIKE - \$10 / hour*

*Money was discussed – what to pay.*

*First have to see who wants to sign up.*

*MIKE – Not just pass a paper around. Have to talk it up. Like any event, have to be excited about it – all about how we present it. Just like Two Kids, or parades. Let's be a cheerleader.*

*CHIEF – all goes back to the culture of – kids are lazier...*

*HENRY – After meeting, kids just leave, where they used to linger here.*

*MIKE – Need to engage them in conversation. How's college? Etc..*

*HENRY – I can see in the future, we may have the same problem with fire calls. Do we have enough people - for crew nights, etc..*

*CHIEF – MIKE Cook covers 4 nights out of 6.*

*HENRY – At a big fire, everyone shows. The little fires, they can't be bothered.*

*JULIE – It's not even little fires – it's the pain in the ass calls – that's what turns people off. Then they start picking and choosing what they're going to go to and pretty soon, they're not going to anything.*

*CHIEF – You get that in EMS too. Slip and fall at Algonquin Parkway every Monday because she doesn't want to work Mondays.*

*RON – So we write something up?*

*HENRY – Also bring it up at Tomorrow's meeting and start talking about it.*

*MIKE – Think we should have another cookout with the guys too. After a drill.*

*CHIEF – Maintenance drills start next Monday – getting ready for Labor Day.*

*HENRY – Get the buzz going – at meeting Tomorrow night. Mention that we're putting something together.*

*MIKE – Mention that the town has a need – the Whippany side – how long it takes Cedar Knolls responders to get over here. Last year we saved 3 lives, etc..We can attribute that to getting there on time.*

*RON – We could always talk to Atlantic about just running weekends for us. But I think we have a few young guys that should jump on this opportunity. They're sitting down here all the time anyway.*

*MIKE – I could see Matt Gallo.*

*Kids going to college.*

*MIKE – How do you get adults who live here involved?*

*Discussion about Firefighter One and Associate members.*

*Closed Session adjourned at 9:40*