

WEST BARNSTABLE FIRE DISTRICT
PRUDENTIAL COMMITTEE MEETING – SEPTEMBER 13, 2017
REGULAR MEETING

Present: Prudential Committee members Ed Smith, Chrystal LaPine, Van Northcross, Chief Joe Maruca, Deputy Chief Dave Paananen, Distict Treasurer Ray Pirrone, District Clerk Elaine Grace.

Pledge of Allegiance

Clerk's Report:

Minutes of August 23, 2017 were accepted as written.

James Rowan, of Leadership Training Institute presented his Cultural Survey assessment of the West Barnstable Fire Department. Mr. Rowan retired as a Captain after 30 years in the fire service and now serves as a fire service consultant. He has been working with all WBFD staff once a month to determine the strengths and weaknesses of the organization.

Mr. Rowan stated that he was impressed by the WBFD – the scores are amazingly positive in all categories of the survey and the department culture is strong. He advised that the scores indicate that WBFD is unusual in that the organization is way less dysfunctional than most other fire departments within the state. From the survey results, most WBFD staff feels that they have the opportunity and encouragement to learn and grow with the department, that they are positively mentored, and cared about as people. They feel committed to their leadership and feel their work is valued. Mr. Rowan commented there is a strong team atmosphere, which is great for a combination department. However, he also cautioned that it is harder to keep an organization great than to build it great. Mr. Rowan also shared some of the information from the 360 degree evaluation of Chief Maruca's characteristics as Fire Chief. The Chief presents as an introverted doer *and* a situational extrovert. He is easy going, a thinker, a perfectionist, a list maker, and consistent. However, he is also stubborn, and tends to look at things as black or white. He can be an over thinker, which sometimes transcends into procrastination.

The Chief explained that he brought Mr. Rowan in as a consultant because he felt some slippage in the WBFD organization. There have been many staff changes and a constant turnover in personnel over the past few years. Because of the turnover, there has not been a chance to develop relationships or long term friendships. There have been some conflicts and strain leading to some decrease in staff morale. Work schedules are different today – there is less bonding because staff comes in for their shifts, then leaves because of other commitments.

Treasurer's Report:

Treasurer Ray Pirrone advised that FY2017 wrap up is not completed – waiting for more information from the Barnstable Tax Collector on tax reconciliation, and a minor issue with the ambulance billing. Mr. Pirrone also advised that Jeff Rudziak has retired, and Pamela Taylor is filling the position temporarily. A tax classification date has yet to be committed.

The following warrants were approved for payment:

PR 18-09	14,622.06
PR 18-10	25,136.89
PR 18-11	14,190.66
AP 18-03	43,249.35
AP 18-04	19,960.51
WD 18-03	7,134.70

Grievance Board MOU Ratification

The Chief advised the MOU creates the Grievance Committee and the September 14, 2017 Grievance Hearing and Procedures. The hearing will be held at 1 PM.

Those included in the hearing are:
WBFD Prudential Committee members
WBFD District Clerk
Chief Maruca and Deputy Paananen
Attorney Catignani (Labor)
Attorney Sabatt (General Counsel)
Attorney Hines (Union)
William Murray (Union President)
Christopher Greim

Chief Maruca advised that Mr. Greim can invite others to the hearing, but does not anticipate that he will.

Mr. Northcross advised that he wants a resolution tomorrow (September 14) on the Step 2 grievance – rather than continuing to kick the can down the road. He will be leaving for a trip the day after and will be gone for two weeks.

Chief's Report:

- Ambulance Billing – 1 write-off – 1 to collection.
- Emergency Call Activity – more fires and oddball emergencies makes it seem busy. Mr. Northcross asked the Chief for clarification regarding these emergencies and the Chief responded that many calls are emotional and mental events, some related to drugs and alcohol, as well as injuries. Also lack of staff. Currently WBFD has 28 certified firefighters, 20 less than the peak four years ago. Department not successful in replenishing staff. However, WBFD successfully handling calls – for example, last Wednesday, September 6, 2017 at 1:30 pm, WBFD was able to send the ladder truck, 8 firefighters and the Chief to an incident on Route 6A. Last Friday, September 8, 2017, we had 6 respond to a truck fire; last Monday, September 11, 2017, 4 responded to a motor vehicle accident. Advertising on Facebook for applications. Have sent out 4-6 applications, 2 have been returned so far.
- Water Shuttle Exercise – The department will hold a water shuttle drill on Monday, September 18, 2017 at Buttonwood Drive and Watergate. Sandwich is not participating; however, Truro is sending their tanker, they want to see how we do it.
- Tuesday, September 19 through Thursday, September 21, 2017, the Chief will be attending a class at Joint Base.
- Tuesday, September 19, 2017 the Fire Station will serve as a Town of Barnstable polling place from 7 am until 8 pm at the request of Town Clerk, Ann Quirk. The West Barnstable Community Building is still off limits as the Precinct 11 polling place.

There being no further business, the meeting was adjourned at 8:47 pm.

Respectfully submitted,

Elaine Grace, District Clerk