

BARNSTABLE FIRE DISTRICT
1841 PHINNEY'S LANE
BARNSTABLE, MA 02630

PRUDENTIAL COMMITTEE MEETING AUGUST 19, 2021

The meeting was called to order at 4:00 PM by Prudential Committee member William Jones at the Barnstable Fire Station, 3249 Main Street, Barnstable, MA. Also, in attendance were Prudential Committee members Joshua Miller and Andrew Miller, Fire Chief Frank Pulsifer, Deputy Fire Chief Rick Pfautz and Clerk Charles Eager. The Union was represented by President Nicholas Black, Christopher Beal and Ryan Jones.

After the meeting opened The Prudential Committee congratulated the Chief on being awarded the AF Grant. Then there was a motion made to leave public session and open executive session for the purpose of discussion collective bargaining strategy and then return to public session. All members were polled and in agreement to go into executive session.

Public session was resumed with the Union personal present. Chairman William Jones asked the Union representatives what they see is a problem with the current policy and what solution do they have to fix the problem. During negotiations the Union requested to ability to allow two firefighters on a shift to take vacation time. Which ended up being negotiated. The Union also attempted to discuss a 17th position being added to the Department, which did go anywhere because there was no 17th position at the time. The Union negotiated at the time so two firefighters in a group could take vacation on any given day. With the day shift position being created it has been counted as a shift position. So, if two people in a group put in for vacation and the day shift position does also then in most cases the one of the Group position is bounced due to seniority. The Union definition of shift is an individual who works 24 hours. The Union solution is having the day person not count against the two-shift allowance. The Deputy wants to make it clear this would allow for three firefighters to be off at a time but want to make sure it isn't three Group firefighters. It would only be the day shift employee and two firefighters from the Group on duty. There is financial impact if the policy is to change. Vacation time is already budgeted. The firefighters handle the staffing of the shift. If someone needs to be held over, they will handle the staffing issue. Nobody should be complaining to the Chief or Deputy about being held over. Chairman Jones asks if "shift" is defined in the contract. It was determined that "shift" was not defined in the collective bargaining agreement between the Union and the District. Union points out the day shift firefighter's tour of duty is different from the 24-hour firefighters. The Chief and Deputy Chief express their concern on morale of the Department because this change could result in more holdovers. It was proposed to have a trial period removing the day shift firefighter from the 2 firefighters who can take vacation on a day. The trial period will start tomorrow to January 1. If something drastic happens a meeting will be called immediately to try a rectify the situation.

The requested if it would be appropriate to bring up the Captain's testing. He is concerned on how the last test turn out with everyone passing the written part but everyone failing the assessment center. He said that points to performance issues that the Department needs to work on internally. Getting them out there and training how to approach building fires. The Chief approached Prudential Chairman Jones about holding another test next spring. The Union asked if another test is held would it be open to the

firefighters who took it last time or anyone eligible. The Chief believes fulltime experience should count to eligibility with a minimum amount of time on Barnstable Fire. The Chief and Prudential propose opening the test to anyone with four years career with a minimum of two years with Barnstable Fire by the date of the test. The Union asked the Prudential Committee to bring the issue forward in writing. The members can decide if they want to accept the proposal. **Motion by the Joshua Miller to have Chairman Jones deal with this matter on behalf of the Prudential Committee, seconded by Andrew Miller and passed by the Committee.**

Chairman Jones asked the Chief if the District accepts the grant. The total cost of the project was \$255,310.00. The federal set a cap on how much they will pay and for the air packs they set it at \$7,000. The District's cost right now is \$10,000.00 but the Fire Department with other Departments are trying to negotiate the price down to closer to the \$7,000.00. If the negotiations fail then the District would be looking at \$50,000.00 shortfall, if successful a \$10,000.00 cost. Chief requests the Prudential Committee approve the grant. **Motion made by Joshua Miller to accept Assistance to Firefighter Grant as awarded, seconded by Andrew Miller and passed unanimously.**