

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

PRUDENTIAL COMMITTEE MINUTES FEBRUARY 25, 2021

The meeting was called to order at 4:00 PM by Prudential Committee Chairman William Jones at the Barnstable Fire Station, 3249 Main Street, Barnstable. Also, in attendance were Prudential Committee member Andrew Miller, Fire Chief Frank Pulsifer, Deputy Chief Rick Pfautz and Clerk Charles Eager.

The meeting began with a review of the operational budget. The budget with a longevity adjustment for Chief and Deputy Chief included the budget increase is at 4.5%. Prudential Chairman Jones reminds the Chief to be careful and be mindful how changes effect his budget. The Chairman has said he would like to keep the District budget at about a 2.5% increase. The Chief has some adjustments proposed for the Administrative Assistant. The Chief proposes using a multiplier to determine salary increases similar to the Chief and Deputy based on a top step firefighter. As calculated by the Chief would be .963. Similar to the rest of the Fire Department she would be eligible for a fitness benefit if she meets the qualifications. This could amount to four additional days off. Also, an educational stipend for a college degree like the rest of the Department. Finally, up to 225-day sick leave accrual with a buyout of 25%. The cost of these changes increases the budget by .2%. Prudential Chairman Jones asked the Chief if other District get the same benefits and he said he had checked and they do. He pointed out the Police Department gives a fitness benefit to its entire administrative staff. Chairman Jones said the District must be careful because the Administrative Assistant because she is not a Union member and doesn't have a contract. The Prudential Committee went along with the changes. Looking at the Fire budget most of the increases are related to the collective bargaining agreement. Chairman Jones questioned what is software support? The Chief explains it encompasses what Secure Networks is paid to take care of the system Firehouse Software, etc. Support doesn't include Open Cape cost which are under utilities.

The Prudential then began review of the Fire Department's capital budget. The first article reviewed is the request for a new utility vehicle. Prudential Chairman asked if the Chief had looked into other vehicles through the state bids. The Chief said he had. They looked it Chevy, Ford and Dodge venders. There was a wide array of pricing. The Traverse came in about \$5,900 less than the Tahoe. The Chevy dealer said the Traverse is not built as an emergency vehicle. He said the municipalities that bought the Traverse have comeback after five years to buy a new vehicle. The Explorer price was about \$500 less than the Tahoe but Explorer's warranty isn't as good as the Tahoe. The cargo is less than the Tahoe and with all the equipment they carry that is a consideration. The fuel mileage is pretty comparable. The Fire Department believes the Tahoe is the best choice. The Durango is about \$6,000 less than the Tahoe but again the Tahoe has the better warranty. Chairman Jones wanted assurance the vehicle will look like a fire vehicle with lights and lettering. The Chief said yes. It will be a highly visible vehicle.

The brush firefighting gear will replace the 12-year-old gear they currently have. Another reason for the change is there has been a 50% turnover rate in personal since the last purchase.

Chairman Jones questioned the spread on the cost of the kitchen. The Chief and Deputy said they would get a firmer price. The Chief explained he hadn't gotten what the wages of the subs would be under the state's prevailing wages. Deputy believes the kitchen will come in at closer to the \$35,000 price.

Deputy has been looking at boilers and received a price of \$49,080. He believes we can do better on price. He said everyone recommends Lochinvar Boilers.

Chairman Jones requests the Department take all the renovation Article and combine them into one. He asks the Deputy come up with a total price for the Article by the March monthly meeting. The article will include but not limited to front of station siding, boiler replacement, door replacement and lock hardware and kitchen renovations.

The next part of the meeting was contract negotiations. The Prudential Committee on advice of Counsel rejected the extension of their contracts to five years. The Prudential Committee agreed to the longevity change by adding 25 and 30 years as the Union has in their contract. The Deputy will get the longevity stipend in July because he is at 31 years' service already and then it will go back to the anniversary date.

Prudential Committee agrees to increase personal time from 16 hours to 40 hours.

Prudential Committee agrees to increase vacation time to 6 weeks.

Prudential Committee agrees to allow the Chief and Deputy to buyback one (1) week of vacation time per year.

Prudential Committee agrees to allow Chief and Deputy allow to accumulate up to 50% of their yearly vacation days.

Chief and Deputy request an .5 increase to their multiplier on stipends for Massachusetts Chief Fire Officer, Massachusetts Fire Chief Prudential, Massachusetts Executive Fire Officer and/or add to stipends Fire Chief Prudential National Level. Money currently is not budget and it will increase budget by .2 percent. Chief is willing to forgo his increase in the first year if the Prudential accepts the increase. Prudential Committee will defer this item until the entire budget is completed to see the overall effect

Motion made, seconded and passed to adjourn the meeting.