

## UPTON FIRE & EMS ADVISORY MINUTES 1/15/14

The meeting was held in the fire station 2<sup>nd</sup> floor classroom and was opened at 1900 hours.

Those present were Chief Goodale, Asst Chief Mike Marchand, Lt Shaun Marchand,

And Jerry Owczarzak. Dan Lazarz arrived about ½ hour later.

The Chief opened the committee meeting and led the interview with Lisa Lloyd, a 31 year resident of

Northbridge and a candidate for the position of Paid on Call EMT. Lisa got her EMT certification

in May of 2013 and is currently working on her national certification. She is currently

Employed by Bank of America. As an out of town resident( greater than 6 mile radius from Fire station she has no problem staying

in the fire station to cover assigned shifts. The Chief and members questioned her on various

Topics as is the usual process. The Chief then explained the submission process to her,

stating that she would be contacted in several weeks. After her dismissal a vote of the

committee was taken. There was 1 abstention and 3 votes in the affirmative, (majority vote).

The Chief made the motion and was seconded by Jerry Owczarzak.

The Committee has accepted the resignation of Nader Hamed.

There have been no written major decisions or specific recommendations coming from the Personnel Committee HR Compensation Consultant regarding Fire/EMS

Department Compensation Study questions and recommendations on the implementation and use of a step based pay scale for the Department's hourly wages for all Staff. The Personnel Committee HR Consultant did make a recommendation the existing stipends should remain in effect and used as the method of compensating Department Staff for "On-Call" Covering Shifts. This recommendation provides balance between the Fire/EMS sections compensation differences with regards to the stipends. The Chief expects more specific recommendations from this consultant by early to middle of February (Feb. meeting will be scheduled for Wednesday Fe. 12<sup>th</sup>).

Dan Lazarz recommended a presentation of the work completed so far to the entire department.

The Chief and Mike Marchand also agreed with the need to provide this presentation.

Implementation of a new compensation program cannot be implemented until July 1, 2014, since the current budget is being worked on.

Full implementation on the company rotation will also be held until July 1, 2014.

There have been 5 staff members signed up for the Tech Rescue Team and there are currently 2 probationary firefighters in the FF I/II plus program at the Fire Academy. The committee passed over the review of previous minutes until the next posted meeting.

Motion to adjourn at 2045 by Dan Lazarz, seconded by Jerry Owczarzak and so voted.

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