

Joint Fire District Meeting

Monday April 24, 2017

Present: (EDFD) S. Ludlam, J. Collins, M. Canavan, A. Bourn, D. Pinsonault, (DFD) R. Squire, B. Weiss, M. McWayne, M. Putnam

Absent: A. de Rham

Others Present: Rob Gaiotti (Town Manager), Shawn Hazelton (DFD Chief), Joe Clark (DFD 1st Assistant)

R. Gaiotti called the meeting to order at 7:00pm.

Fire Tax Contract:

First order of business to review and approve the new tax equalization contract to be effective July 1, 2017.

S. Ludlam asked about a possible edit of the document to state that future payments from the Town to the District (beyond year 1) would still happen on October 1 and April 1. Discussion ensued about removing the year references in this section of the contract. R. Gaiotti asked if he should re-edit the document for endorsement this evening or if more time was needed for additional review. It was the consensus of the group to have R. Gaiotti edit the document for further review this evening and endorsement.

Firefighter Pay Discussion:

Shawn Hazelton explained how the rates of pay for Dorset Fire Fighters are calculated. This included retention bonuses for members that have spent multiple years on the department. Generally the highest paid member is the Chief at around \$1,500. DFD members generally are paid from \$500 to \$1,500 annually for their services.

J. Collins and S. Ludlam explained how the East Dorset pay scale works. Both departments give points for calls, drills, and training attended. In East Dorset the Fire Chief decides how the funds are given out. A. Bourn noted that ED spends around \$8,000 and it includes: fire fighter pay and the annual dinner from that line item. J. Collins commented that generally the dinner is \$2,000 leaving \$6,000 for pay. Discussion ensued about rates of pay and the differences between take home pay for ED and DFD.

S. Hazleton and A. Bourn explained the training process for FF1 courses and how much of a time commitment it can be for members. Further discussion ensued about the many challenges that the members and Prudential Committees have to deal with. A. Bourn was asked what his typical rate of pay was, and he answered \$300. A. Bourn stated that he attends 75 calls, 50+ drills and a couple trainings every year. He recently worked for AOT and didn't have as much

time in the winter. S. Hazelton was asked how much A. Bourn would have been paid if he was on DFD and not EDFD. S. Hazelton replied that it would likely be around \$1,000, including a retention bonus of \$200, because A. Bourn has served for 5+ years. It was noted that there was nearly a \$700 difference for members attending the same amount of calls on either department.

S. Ludlam asked what the goal of this process was. M. McWayne noted that having members from either side of Town doing the same thing and not getting paid a similar rate was unfair. He suggested that the goal be to fix this inequity. R. Gaiotti noted that the group could look to rates of pay of other Towns in the process to find out what other levels are out there. Discussion ensued about bringing the ED level up to be equal with the DFD level of pay. S. Ludlam noted that some Towns pay very little and some town pay more. Further discussion ensued about rates of pay, long term goals. D. Pinsonault suggested that the group attempt to plan a meeting around H. Towsley (EDFD Chief's) schedule. The group could then have a deeper discussion about rates of pay and equipment etc.

It was the consensus of the group to have R. Gaiotti email the DFD rate chart, and meeting minutes from the Joint meetings to the group.

It was the consensus of the group to sign the new Tax Equalization Contract to be effective July 1, 2017 and running for a term of 3 years.

There being no further business to discuss the meeting stood adjourned at 8:05pm

Respectfully Submitted,

Rob Gaiotti, Town Manager

JOINT FD MEETING 4/24/2012

<u>NAME</u>	<u>ADDRESS</u>	<u>TESTIFY</u>
Joe Clark	121 Pawlet, VT	
Shawn Hazelton	433 Pauls way Dorset VT	