Fire Commissioner Albert Masciadrelli called the meeting of the Westfield Fire Commission (hereinafter “WFC”) of July 30, 2020 to order.

Location: Westfield Fire Department
Station 2 Committee Room
366 Little River Road
Westfield, Massachusetts

Date: July 30, 2020
Time: 1500 hours

Chairman’s announcement:

The Chairman of the WFC, Commissioner Albert Masciadrelli in accordance with the Open Meeting Law Changes (Reference Memorandum dated June 18, 2010 ‘Open Meeting Law Changes’ from the Office of the City Solicitor) made the following announcement to all participants and attendees that the WFC Regular Schedule meeting of July 30, 2020 is being audio recorded.

The Chairman of the Westfield Fire Commission, Commissioner Albert Masciadrelli also made the following inquiry that if there is anyone making a video or audio recording of the meeting please indicate this to the Chair, and also announced that this Westfield Fire Commission meeting of July 30, 2020, is being electronically transmitted via TV or via the internet by the City of Westfield. Peter Cowles is recording and live streaming audio only on channel 15 the Westfield Public access channel.

The Chairman of the WFC, Commissioner Albert Masciadrelli also asked if there is anyone making a video or audio recording of the meeting.

All Commissioners are present.

PRESENT:

Westfield Fire Commissioner Albert Masciadrelli, Westfield Fire Commissioner C. Lee Bennett and Westfield Fire Commissioner Jeffrey Siegel.

Fire Chief Patrick Egloff, Mr. Thomas Flaherty, and Mr. Peter Cowles of the City Technical Center.
MINUTES TAKEN:
Patricia Breton, Westfield Fire Department (hereinafter “WFD”) Head Clerk

READING OF THE RECORDS OF:

Fire Commissioner Albert Masciadrelli ascertained a motion to approve the Fire Commission Special Meeting Minutes July 13, 2020.

Fire Commissioner Jeffrey Siegel made a motion to approve the July 13, 2020 Special Meeting Minutes.

Fire Commissioner C. Lee Bennett seconded the motion.

Fire Commissioner Masciadrelli asked if there was any discussion and seeing none asked for an acknowledgement vote by the members of the WFC.

Motion Passed

PUBLIC PARTICIPATION: no public participation per the Governors ‘Open Meeting Laws’ orders.

ROUTINE BUSINESS:

a. Introduction

Fire Commissioner Albert Masciadrelli thanked everyone for being here, especially the Candidate Mr. Thomas Flaherty.

b. Letters & Communications

- Fire Chief Egloff stated he had no communications due to the fact there was a meeting a few weeks ago.

- Fire Chief Egloff made a recommendation to the Commission, that we forgo the August meeting. This is due to potential vacation conflicts. We would just go to our September meeting.

  - Chairman Masciadrelli noted that in the event we will call a Special Meeting In August of 2020 if any important action items should come up.

OLD BUSINESS:

- Chairman Masciadrelli then proceeded

  a. HRD Certification Civil Service List Number 05637 action item Interview of one (1) Candidate for the purpose of making a permanent appointment.
1. Description of Certification Requisition – four (4) vacant Firefighter position –
   Full-time permanent Firefighter positions EMT certification requirement.
   
   • Candidate {Mr. Thomas Flaherty, sent a letter (dated 09.09.2019) indicating he
     would accept the appointment if chosen.

     Note: Action Item – Uniform Services Employment & reemployment Rights
     Act of 1994. Mr. Flaherty was in the Marine Corp and was deployed
     overseas at that time. This ‘Uniform Act’ indicates that we have to keep a
     slot open and that is why we are here today.

   Fire Chief Patrick Egloff explained to the Commissioner that because of the
   Uniform Services Employment Act, Mr. Flaherty if hired, would be put under the
   same date as Fire Fighters Rosanna Lacas and Leon Morin. This would be
   retroacted back to November 25, 2019. This is for Civil Service purposes only.
   Chairman Masciadrelli indicated that he had in cognizant with the City Law
   Department asked for a clear understanding of ‘Uniform Services Employment Act’
   in July 2020 prior to scheduling said meeting., if in fact Mr. Flaherty is appointed
   and what his rights are.

   Commissioner Masciadrelli proceeded with the interview.

   The following questions were asked to Mr. Thomas Flaherty.

   Mr. Thomas Flaherty made an opening statement
   • What personal attributes do you possess that would make you successful in
     the Westfield Fire Department?
   • What will your committed goals and objectives in the Firefighting profession as
     a member of the WFD and the City of Westfield?
   • What do you know about the WFD organization and their processes?
   • A house is on fire and you knew that there were some people inside, would you
     go and try to save someone, risking your own life?
   • What motivates you to seek this position of a Firefighter?
   • You see a fellow firefighter slip an expensive watch into his turnout coat during
     an overhaul process after a fire; what would you do?
   • Tell me about your past relationships with coworkers to include stressful
     incidents? A. as an example, controversy or stressful moments & resolution of
     controversy.
   • There is a lot of competition for these positions; what have you done to prepare
     yourself to become a Firefighter Basic EMT? Why should we consider hiring
     you as a Firefighter Basic EMT?
   • What's your greatest weakness?
   • What newer unique skills could you bring to the job that other candidates aren’t
     likely to offer?
   • What makes you think this job is right for you at this point in your career?
   • How do you envision your first day in the fire station?
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- What characterize a great firefighter in your view?
- Please give some examples of how you provide customer service in your current job?
- What kinds of stresses are freighters and firefighters' holding medical credentials subjected to? How do you plan to cope with them?
- Why is teamwork so important in the fire service?

Commissioner Masciadrelli asked has any of your emergency medical certifications pass and present ever been revoked or suspended by medical control or any other affiliated agency. Mr. Flaherty answered; NO.

Mr. Thomas Flaherty made his closing statement to the Commission.

MOTION DOCUMENT:
- Agenda – OLD BUSINESS - ITEM B ACTION ITEM - Motion for ‘Permanent Appointment’

Westfield Fire Commission
PERMANENT APPOINTMENT MOTION

FIREFIGHTER (B-EMT) POSITION

WFC Special Meeting Date: 30 July 2020

Motion for Certification Number 06537

ONE VACANCY POSITION
FIREFIGHTER B-EMT APPOINTMENT

Motion:

1. **Commissioner Albert Masciadrelli:** I would like to ascertain a motion to make the following one vacancy position appointment to **Mr. Thomas Flaherty** in regards to this vacancy namely a Firefighter (EMT) in the organization of the Westfield Fire Department and that this appointment is effective **03 August 2020** and a Commonwealth of MA Human Resources div. of the Civil Service Unit date effective date of **25 November 2019** and this appointment is an acknowledgment that **Mr. Thomas Flaherty** has successfully passed all the ‘Elements for the Conditional Offer of Employment’ which are as follows:
   - Pre-employment medical screening
   - Pre-employment hearing exam
   - Pre-employment psychological screening
   - Massachusetts Human Resources Division ‘Physical Abilities Test’ (PAT)

In addition, **Mr. Thomas Flaherty** must complete the following:
• Successful training completion at the Massachusetts Fire Academy within one (1) year of his appointment which will be extended if there are scheduling conflicts within the Massachusetts Fire Academy facility.

2. Commissioner C. Lee Bennett responds; so, moved

3. Commissioner Albert Masciadrelli: Is there a second to the motion

4. Commissioner Masciadrelli recognized: Jeffrey Siegel

• Commissioner Jeffrey Siegel seconds the motion.

5. Commission Chairman Masciadrelli: asked if there is any discussion and proceed to say -

• Commissioner Masciadrelli proceeded to explain: The Fire Chief in cognizant with the Westfield Fire Commission will use flexibility in scheduling of the Massachusetts Fire Academy attendance if it goes longer than the one (1) year.

• The Commonwealth of MA Human Resources div. of the Civil Service Unit date of 25 November 2019 is in cognizant of the ‘Uniform Services Employment & Reemployment Rights Act of 1994’ and is only related to the Civil Service Administration process.

Westfield Fire Commission
PERMANENT APPOINTMENT MOTION
FIREFIGHTER (B-EMT) POSITION

Certification Number 06537

6. Is there any more discussion?

7. Seeing none; the Fire Commission Chairman Masciadrelli asked for a roll call vote.

   Fire Commissioner C. Lee Bennett     YES
   Fire Commissioner Jeffrey M. Siegel  YES
   Fire Commissioner Albert Masciadrelli  YES

ROLL CALL

YES (3)    NO (0)
MOTION PASSED

- Date: 13 July 2020

Chairman
Fire Commissioner Masciadrelli

CLOSING INFORMATION:

Fire Chief Egloff let Mr. Flaherty know that it is very likely that he will not be going to the Fire Academy until after paramedic school. He is aware that Mr. Flaherty has been accepted to the paramedic school. Paramedic school will be about a year and 4 or 5 months. That is Firefighter Flaherty’s number one priority.

Firefighter Flaherty will be starting work as a member of the Westfield Fire Department on Monday morning August 3, 2020, this will be a two week orientation period, the first week will be structured around fire and the second week structured around the ambulance, and ride as a third person as an EMT. Then on the third week he will go to a group.

Commissioner Masciadrelli noted that this orientation week is very important and the Fire Commission a few years ago mandated this process.

MOTION TO ADJOURN:

- Commissioner Masciadrelli ascertained a motion to adjourn.

- Commissioner Siegel made a motion to adjourn.

- Commissioner Bennett seconded the motion.

- Is there any more discussion?

- Seeing none; the Fire Commission Chairman Masciadrelli asked for an acknowledgment vote.

Motion Passed

TIME: 1530hours

Respectfully submitted,
Chairman Albert Masciadrelli
Westfield Fire Commission
ajm/pab