



WESTFIELD, MASSACHUSETTS
WESTFIELD FIRE COMMISSION
SCHEDULED MEETING MINUTES
AUGUST 1, 2022



Fire Commissioner C. Lee Bennett called the meeting of the Westfield Fire Commission (hereinafter WFC) of August 1, 2022 to order.

Location: Little River Fire Station
Community Room
366 Little River Road
Westfield, Massachusetts

Date: August 1, 2022

Time: 18:00 hours

MINUTES TAKEN:

Ms. Patricia Breton, Westfield Fire Department (hereinafter 'WFD') Office Manager

Chairman's announcement:

Westfield Fire Commissioner C. Lee Bennett 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 Westfield Fire Commission Regular Schedule meeting of August 1, 2022 is being audio recorded and if the Westfield Fire Commission meeting at any time goes into executive session all audio equipment will be turned off to include all recording devices of audio and video and any transmission of video and or audio.

Westfield Fire Commissioner C. Lee Bennett 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.

PRESENT IN ATTENDANCE:

Westfield Fire Commissioner C. Lee Bennett, Westfield Fire Commissioner Jeffery Siegel, Fire Commissioner Albert Masciadrelli, Fire Chief Patrick Egloff, Deputy Chief Eric Bishop, Fire Captain Christopher King, Firefighter Travis Lucia, Firefighter Richard Ponti-Smith. Candidates Gerald Loughman, Devun Nadeau and Keidi Pacheco Montero

ROLL CALL:

Commissioner C. Lee Bennett asked for a roll call.

Commissioner C. Lee Bennett – present

Commissioner Jeffrey Siegel – present
Commissioner Albert Masciadrelli – present

PLEDGE OF ALLEGIANCE

READING OF THE RECORD OF:

- a. WFC Regular Scheduled Meeting Minutes June 6, 2022.

Commissioner C. Lee Bennett ascertained a motion to accept the Regular Meeting Minutes of June 6, 2022.

Commissioner Albert Masciadrelli made a motion to accept the Regular Meeting Minutes for June 6, 2022.

Commissioner Jeffrey Siegel seconded the motion.

Roll Call

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

Yes (3) No (0)

Motion Passed

PUBLIC PARTICIPATION: Captain Christopher King gave an endorsement on behalf of candidate Devun Lee Nadeau. Captain King said Devun came to the Department in the fall of 2018, when he was a senior in high school. He did a yearlong internship, Captain King was the Training Captain at that time. He worked 2 to 3 hours a day and would do more, if Captain had let him. He worked out of the Firefighters Essential Book and would read and take the quiz. He did very well. He did tons of skills that a Firefighter would do such as making a hydrant, carry and throw ladders and how to pull hose. Devun went on to join the Army and has achieved his role as an EMT. I am certain he would be a welcome addition here at the Westfield Fire Department. Devun meshed well with the Women and Men of the Fire Department, while he was here. I am certain he will put himself through the Paramedic program with the same passion that he does with everything else with his life. Please give him your due consideration.

Firefighter Richard Ponti-Smith also said he seconded what Captain King has said.

ROUTINE BUSINESS:

- a. Introduction – Commissioner C. Lee Bennett said she thanked the Department and everyone who works there, for everything they do every day. It is important and that they don't always get the recognition they deserve.
- b. Letter and Communications

Chief read a thank you that was sent to the Fire Department, from Fort Meadow's PTO President thanking the department for attending their Transportation Day. She stated the children loved seeing the equipment.

The Fire Department received a generous donation to our Ambulance Gift Account from Florence Kirnan and Austin Hout. This was a very much appreciated.

REPORTS FROM THE WFD & WFC:

- a. Chief Egloff to report on status of key areas of the department.

Department Promotional Lists

The Deputy Chief's exam occurred on May 21, 2022 we are continuing to wait for the results.

Organization Status

We have one firefighter at the MFA, Evan Dias, he will be graduating this Friday August 5, 2022.

There are three members that are in various stages of the retirement process.

Chief had one probationary firefighter progress report from Deputy Eric Bishop, Nicholas Hope's 10 month review was very good and he is meeting the expected performance standards.

The Deputies continue to review and update the Departments S.O.G's, they are sending them to the Chief for his review and acceptance. He anticipates that the process will be completed by the end of the summer.

The City, the Supervisors Association and the Local 1111 are currently in the tail end of contract negotiations, the only things left is for the Local 1111 to vote on it and then if successful, they will be sent to the City Council.

There is a Deputy Chief that is anticipating being out of work on sick time for approximately 6-8 weeks. In the past the Chief has put the highest available

Captain that has passed the Deputy Chiefs exam into the position. If we do not have a list, it would be a Provisional appointment and we would pick from anyone qualified. If we receive a list, there will have to be an interview process and the Commission will vote on who would fill the temporary vacancy. He anticipates this coming in front of the Commission at the September meeting.

Acquisition of 2022 Apparatus

Chief Egloff stated that the Apparatus Committee has had their first meeting with Peirce representative and blue prints for the apparatus are being worked on.

FY 2023 budget

The FY 2023 budget process is complete, the Fire Budget was level funded and one concern that the Chief has going forward are the high costs of diesel fuel, natural gas and electricity.

Grant Processes

Chief stated they continue to await news of the 2022 AFG Grant that was written to replace all of our aging SCBA's, he hopes to hear in the coming months.

OLD BUSINESS: NONE

NEW BUSINESS:

1. Interview three candidates for one open positions, discuss and potentially vote to conditionally hire to the position of: Full-Time Firefighter/Paramedic or Full-Time Firefighter/Basic EMT. Effective start date: Per Fire Chief, Pending successful completion of all aspects of the Conditional offer of employment.
 - A. Paramedic Gerald J. Loughman
 - B. EMT Basic Devun Lee Nadeau
 - C. EMT Basic Kedi Pacheco Montero

Chief Egloff explained to the Commission what he had done with the requisitions. Chief called for a Paramedic requisition which had about 340 names on it. Only one person came in and signed. So that the Commission would have a choice, he then called for a Basic EMT list, three came in and signed the list. Last Monday one called and said he had taken a position elsewhere.

You have two requisitions, one has one person on it. You have a separate requisition that has two people on it. If you do not pick from the Paramedic list, it will be marked as you did not act on it. This is the same on the Basic if not chosen, it will be marked as did not act on it. There will be no bypass either way. This is two completely separate lists.

Commissioner C. Lee Bennett explained the procedure to all candidates.

They will be interviewed in order of the list above. All questions will be the same, so you are asked to wait outside for fairness to the other candidates.

Each of the candidates were asked to give an opening statement and a closing statement. They were each asked the same questions.

All Candidates came back into the room.

Commissioner C. Lee Bennett asked for the Commissioners thoughts.

Commissioner Albert Masciadrelli stated he had spent some time looking through the data packet and was leaning toward Mr. Nadeau due to the internship with the Department. He gave a thorough analysis and a structure of what the Departments is made of. This has taken a lot of the learning process away. He also looked into his Military back ground and feels he will do well in the Paramedic school.

The Commissioners discussed the Candidates and as to how to make the decision, they agreed that they would make the one appointment for tonight's opening and then make additional appointments to the others for future positions that may occur. They are anticipating open positions within the next few months.

Chief Egloff explained that the Paramedic list is good until September 9, 2022 and the Basic list is good until September 30, 2022.

Commissioner Albert Masciadrelli indicated he would make Keidi Pacheco Montero the backup person.

Commissioner Jeffrey Siegel thought that if someone is already a paramedic that means something, not to take away from the ability of those that are going to go to Paramedic school. That is a ways off and there is a need at this time to have a paramedic, we should take that into consideration.

Commissioner C. Lee Bennett asked the opinion of the Union President Travis Lucia and the Fire Chief Patrick Egloff.

Travis doesn't know the other candidates, but does know Devun, he interned at the same time Travis was a probation firefighter. He thought he was very mature for his age. He thought that he volunteered a lot of his time, and to do that as a senior in High School shows a lot of initiative. As he said he doesn't know the other two candidates at all.

Chief Egloff said he went through all the packets. Chief said that only 1 signed out of 340 on the Paramedic list. He said he would like to see all three, but that being said the Paramedic on the list was way down on the list. Just because someone is a paramedic doesn't mean they are the best fit for the Department. Mr. Nadeau is a Westfield resident and also has interned here. He volunteered to do that, because he had finished everything

he needed to do prior to his senior year. He decided to intern, because he decided this is what he wanted to do the rest of his life.

Keidi did not bring this up in her interview but, Keidi's boss in the Army actually works for the Westfield Fire Department. Our EMS Superintendent David Avezzie is her Staff Sergeant as a combat medic. Chief believes that both the basics on the list will go to Paramedic school and become Paramedics and then will become the best for the City of Westfield. Chief wants to hire the best for the City of Westfield and he feels these two are the best for the City.

Commissioner C. Lee Bennett said it really doesn't matter where you fall on the Civil Service List, that she has seen a lot of Civil Service Lists and she has found that sometimes those closer to the bottom seem to be the best workers. They turn out to be the best employees.

Commissioner Albert Masciadrelli stressed the Military Service, he said you hit all the criteria that falls under the Fire Department, team playing, aggressiveness, looking for advancements, the whole conglomerate and character building. He said you do get that in the Military Service.

Commissioner Jeffrey Siegel stated that as the only member of the Commission that does not have military or paramilitary experience that, you can get those skills in many different ways.

Commissioner C. Lee Bennett ascertained a motion to offer a conditional offer of employment for the number 1 position.

Commissioner Jeffrey Siegel suggested they rank the candidates and make the motion from there.

Commissioners rank the order in which they would put the candidate.

- Commissioner Jeffrey Siegel made a motion to offer a conditional offer of employment to EMT Basic Devun Lee Nadeau. Then made a second motion to offer the second position to Paramedic Gerald J. Loughman. If it was possible to hire the second position before September 30, 2022.
- Commissioner Jeffrey Siegel also stated if we could do the third position he would offer it to EMT Basic Keidi Pacheco Montero.
- Commissioner Albert Masciadrelli said he would offer the first position to Devun Lee Nadeau and the second to Keidi Pacheco Montero.
- Commissioner C. Lee Bennett said she would offer the first position to Devun Lee Nadeau and the second to Gerald J. Loughman. His list will expire September 9, 2022. She would also want Keidi Pacheco Montero.

Commissioner C. Lee Bennett ascertained a motion to offer a conditional offer of employment for the current open position to Devun Lee Nadeau. These conditions

include: successfully passing the following: a Full Fire Department Physical, the MA Human Resource Division's Physical Abilities Test, a Psychological evaluation. and successfully completed the Massachusetts Firefighting Academy Program. If not currently a Paramedic, obtaining your Paramedic credentials within 28 months of hire and passing of the back ground check.

Should a second position come before September 9th, or for whatever reason Devun cannot make it Commissioner C. Lee Bennett offered the position to Gerald Loughman, and a third position to Keidi Pacheco Montero.

Commissioner Jeffrey Siegel seconded the motion.

Roll Call

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

YES (3) NO (0)

Motion Passed

Commissioner C. Lee Bennett ascertained a motion to adjourn the meeting.

Commissioner Albert Masciadrelli made a motion to adjourn.

Commissioner C. Lee Bennett seconded the motion.

All in favor:

YES (3) NO (0)

Motion Passed

Time: 19:04 hours

Respectfully submitted,



C. Lee Bennett, Chair
Westfield Fire Commission
Pab

