

FIRE SERVICES COMMITTEE MEETING
Special Meeting
Tuesday, January 20, 2026, 6:30 PM
Town Council Chamber and Zoom Meeting
Agenda

Videoconference Link:

**[https://berlinct-
gov.zoom.us/j/82939881169?pwd=TD0JqfGGtug9ZcgvNCJE1HZlrcCaoJ.1](https://berlinct.gov.zoom.us/j/82939881169?pwd=TD0JqfGGtug9ZcgvNCJE1HZlrcCaoJ.1)**

Meeting ID: 829 3988 1169

Passcode: 405841

+1-929-205-6099

1. Call to order
2. Pledge of Allegiance
3. Audience of Citizens
4. Approval of October 7, 2025, Meeting minutes
5. Discussion and possible action concerning existing Paid on Call Program and proposed changes
6. Adjournment

ATTACHMENTS:

- Paid on Call Program (adopted 2020)
- Paid on Call Program (proposed)
- October 7, 2025 Minutes

TOWN OF BERLIN FIRE DEPARTMENTS
BERLIN, EAST BERLIN, KENSINGTON, SOUTH KENSINGTON

240 Kensington Road
Berlin, CT 06037

Paid On-Call Program

PURPOSE:

This plan provides Monetary Compensation to the Active Firefighters of the Town of Berlin in an effort to provide assistance to cover the firefighter's expenses during the execution of their duties.

The Paid On-Call program is an additional incentive for those members who, on an annual basis, have successfully completed the required training and Firefighter in Good Standing Points necessary to be recognized as an Active Firefighter in good standing within one of the Town of Berlin Fire Departments.

SCOPE:

This plan applies to all "Active Firefighters in Good Standing" within the Town of Berlin Fire Departments.

DEFINITIONS:

Annual Stipend

An Annual Stipend shall be awarded to an Active Firefighter that maintains their affiliation to a Fire Company and is in good standing. Each Firefighter shall maintain a required standard of training set forth by the Board of Fire Chiefs. The required training shall include but is not limited to the yearly State and Federal Certifications and Re-Certifications along with a minimum of twelve department drills, outside training, Department meetings and work sessions. The stipend will be earned in the previous calendar year.

Paid On-Call:

In this section the firefighter shall receive compensation for each time he/she responds to a Call for Duty.

• **Points and Payment Structure**

A point represents a value that is used to calculate Firefighters participation for a Call to Duty. A point will have a monetary value of \$10.00. The Officer In-Charge shall be responsible for entering the appropriate response code. The Board of Fire Chiefs shall provide quality assurance. Responses shall be broken into two categories and assigned the following points in the Firehouse Recordkeeping System:

Emergency/Non-Emergency Calls = 3 Points

Including but not limited to:

- Structure, Vehicle, Brush and Grass Fires
- MVA w/ Injuries
- Rescue Incidents

- Automatic Alarms
- Pump Out
- Hazardous Materials Incidents
- MVA w/ No Injuries
- Electrical Emergency
- CO Incident
- Lock-outs
- Investigations
- Assists other Agencies and Mutual Aid
- Good Intent
- Other: _____

Fire Watch – 6 points

Fireworks
 Fair Fire Watch
 Fire Watch

Firefighter in Good Standing:

To participate in the Paid On-Call Program a firefighter shall be considered to be a “Firefighter in Good Standing” by meeting the following requirements and earning a total of 30 points a year (There is no monetary value associated with the points awarded under this category):

- State of Connecticut Firefighter-I or approval by Board of Fire Chiefs
- Attend a minimum of twelve department training sessions including but not limited to all annual training for the previous calendar year (1 Point)
- Attend a minimum of six department Business Meetings (1 Point)
- Outside Training Sessions
(0 – 16 Hours – 5 Points, 17 – 48 Hours – 10 Points, 49 Hours or Longer – 15 Points)
- Department Meetings (1 Point)
- Work Sessions (1 Point)
- Rank (Chief – 8 Points, Asst. Chief – 7 Points, Captain – 6, Active Officers – 5, Commissioners – 2)

Mandatory Annual Training:

Mandatory Annual training is required to comply with local, state and federal guidelines to operate at emergency scenes. Mandatory Annual Training shall include but not be limited to:

- SCBA/Fit Test (Classroom, Practical and Fit Testing)
- Blood borne Pathogens
- CPR-AED (Hold a current card and show proficiency)
- Hazardous Materials (Certification or Re-certification)
- Live Fire Training

- Incident Command System (N.I.M.S.)
- Behavioral Management, Sexual Harassment and Work Place Violence
- Completion of all online training

Fire Watch Procedures

Any request for Fire Watches shall be coordinated through the Fire Administrators office. Any Department providing these fire watch services, shall forward those requests to the Fire Administrators Office for purposes of ensuring the positions are filled, as well as the proper documentation and budgeting requirements. All Fire watches shall be evenly divided among all four departments. If a department cannot provide personnel to cover their portion of a watch, it will then be put out on a first come, first serve basis. All Fire Watch (as listed above) shall be given 6 points (generally a watch will be 3 hours and no longer than 5 hours). The Town of Berlin Fire Departments will compensate a pre-determined number of firefighters per hour, per event. All Fire Personnel shall be dressed neatly and dressed in Station Uniforms or Cargo pants and a Company Shirt, which will clearly identify them as FD personnel.

Personnel Training Requirements

- Minimum of Firefighter 1
- Medical Minimum – EMR (for medical positions)

Staffing

- Fireworks: 1 Driver/Operator, 2 Firefighters and 1 Supervisor
- Secondary crew for fireworks: 1 Driver, 2 Firefighters and 1 Supervisor
- Fair Fire Watch: 2 Drivers/Operators, 2 Firefighters, 1 Medical and 1 Supervisor
- Fire Watch (due to lack of fire alarm or suppression system): 1 Firefighter

Firefighter Categories:

Each firefighter's duties and responsibilities vary greatly. The amount of time it takes to full fill a position and responsibility that accompanies each position differs greatly. This plan acknowledges and awards for those differences.

An Annual Stipend shall be paid for the four Firefighter categories:

1. Certified Firefighter or approved Support Staff:	\$ 800.00
2. Driver/Operator:	\$1,000.00
3. Active Officer (Up to Captain)	\$1,200.00
4. Administrative Officer (Captain and above)	\$1,400.00

POLICY:

Stipend:

An Active Firefighter in Good Standing shall be paid a Stipend for their service during the year. The Stipend shall be divided into four pay periods and paid out quarterly.

Example: A Firefighter receives \$800 annually. The payment should be \$200 for each pay period.

Pay Periods

July 1st through September 30th
October 1st through December 31st
January 1st through March 31st
April 1st through June 30th

Payment Date

By October 30th
By January 30th
By April 30th
By July 30th

Paid On-Call:

Each time a Firefighter responds to a call they will receive a point(s) as predetermined within the plan. For each point earned during a pay period the Firefighter shall receive that additional compensation. The additional compensation shall be added to their stipend check quarterly.

Record Keeping:

Attendance records shall be recorded and maintained on the town's Fire recording software program. The Administrative Secretary shall prepare the quarterly reports for payment utilizing the payment form provided. The fire companies shall complete all fire reports by the last day of the month. All requests for payment shall be completed and approved by the Fire Administrator no later than one week after the pay period.

A Town of Berlin Fire Departments Response Form will be faxed at the completion of each reportable activity to the Administrative Secretary at 860-828-8912. The form shall include TOB Incident Number, Type of Call, Points Awarded, Type of Activity, Firefighter Name, Firefighter Signature, and Department Officer In-Charge. This form will not replace the NFIRS 902 Report.

DISCIPLINE:

Any member who fraudulently violates these guidelines will be immediately suspended from the Paid On-Call Program for a period of six months.

Upon the second offence by a member, they will lose their privilege to participate in the Paid On-Call program for a period of 1 year.

The member will also be subject to their departments' discipline process.

The Chief of the affected department shall conduct an investigation which may include, but not limited to review written and or electronic records, witness statements and the statements of the offending member.

Members interviewed as part of the investigation shall answer all questions truthfully and directly as it may relate to any investigation. No member shall obstruct, hinder, or impede any investigation.

The Chief retains the right to treat each occurrence upon its individual merits without creating any precedent for the treatment of any other situation, which may arise in the future. A member's previous

record may be considered and more or less action may be taken depending on the circumstances and the member's service record.

APPEALS PROCEDURE

The Appeals Board will be comprised of 1 Chief Officer from the remaining 3 departments not involved with the infraction.

If a member requests an appeal, they shall submit through the Chief of their respective department, a written request to bring the appeal to the Board of Fire Chiefs. Requests shall be made within 7 days of the Chief's notice of suspension from the Paid On-Call program. The member shall state the facts given, rise to the appeal, identify the violation, and indicate what relief is sought. The request shall be signed by the Chief and forwarded to the Board of Fire Chiefs within 3 days of the receipt of the request. The Board of Fire Chiefs shall call a hearing within 7 days to review the appeal and hear from the member and any other members involved. The Board of Fire Chiefs may do any of the following:

1. Overturn the disciplinary decision
2. Concur with the decision
3. Modify the decision

The Board of Fire Chiefs shall render a decision within 3 days of the hearing and will notify the Town Manager and affected member of the findings of the Board.

The decision by the Board of Fire Chiefs shall be final.

The preceding document has been approved by the following:

Interim Town Manager Date
Arosha Jayawickrema

Fire Administrator Date
James Simons

Chief David Pethigal Date
Berlin Fire Department

Chief Thomas Farr II Date
East Berlin Fire Department

Chief Jeff Pajor Date
Kensington Fire Department

Chief Andrew Hrubiec Date
South Kensington Fire Department

TOWN OF BERLIN FIRE DEPARTMENTS
BERLIN, EAST BERLIN, KENSINGTON, SOUTH KENSINGTON
240 Kensington Road
Berlin, CT 06037

Paid On-Call and Reward (Stipend) Program

PURPOSE:

This plan provides Monetary Compensation to the Active Firefighters of the Town of Berlin in an effort to provide assistance to cover the firefighter's expenses during the execution of their duties.

The Paid On-Call and Stipend Program is an additional incentive for those members who, on an annual basis, have successfully completed the required training and Firefighter in Good Standing Points necessary to be recognized as an Active Firefighter in good standing within one of the Town of Berlin Fire Departments.

SCOPE:

This plan applies to all "Active Firefighters in Good Standing" within the Town of Berlin Fire Departments.

DEFINITIONS:

Firefighter in Good Standing:

To participate in the Paid On-Call and Stipend Programs a firefighter must qualify as a "Firefighter in Good Standing" by meeting the following requirements and earning a total of 30 points per year from the following categories (There is no monetary value associated with the points awarded under this category):

- Required: State of Connecticut Firefighter-I or approval by Chief of Fire Services. (0 Points)
- Required: Attend 30% of the Companies Available Calls *Availability is calculated by providing 60hrs a week of off time. (0 Points)
- Required: Annual Physical (0 Points)
- Required: Attend a minimum of twelve department training sessions including but not limited to all annual training for the previous calendar year (1 Point per Session in person & ½ Point for Online Training)
 - Mandatory Annual Training – Required to comply with local, state and federal guidelines to operate at emergency scenes.
 - SCBA/Fit Test (Classroom, Practical and Fit Testing) (1 point each, 3 total)
 - Bloodborne Pathogens (1 Point)
 - CPR-AED (Hold a current card and show proficiency) (1 Point)
 - Hazardous Materials (Certification or Re-certification) (1 Point)
 - Live Fire Training (1 Point)
 - Incident Command System (N.I.M.S.) (1 Point)
 - Behavioral Management, Sexual Harassment and Workplace Violence (1 Point for each class, 3 total)
 - Completion of all online training (1/2 point per online training session)
- Required: Attend a minimum of six department Business Meetings (1 Point per Meeting)

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- Optional: Attend Outside Training Sessions: (0 – 16 Hours = 5 Points, 17 – 48 Hours= 10 Points, 49 Hours or Longer = 15 Points)
- Optional: Attend Work Sessions (1 Point per Session)
- Points Earned for Rank (Chief = 8 Points, Asst. Chief = 7 Points, Captain = 6 Points, Active Officers = 5 Points, Commissioners = 2 Points)

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Annual Stipend

An Annual Stipend shall be awarded to an Active Firefighter that maintains their affiliation to a Fire Company and is in good standing. Each Firefighter shall maintain a required standard of training set forth by the Board of Fire Chiefs. The required training shall include but is not limited to the yearly State and Federal Certifications and Re-Certifications along with a minimum of twelve department drills, outside training, Department meetings and work sessions. The stipend will be earned in the previous calendar year.

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Paid On-Call:

In this section the A-F firefighter shall receive compensation for each time he/she responds to a Call for Duty.

• **Points and Paid On-Call Payment Structure**

A point represents a value that is used to calculate Firefighters participation for a Call to Duty. A point will have a monetary value of \$10.00. The Officer In-Charge shall be responsible for entering the appropriate response code. Regular Incident Response shall be awarded \$30.00 for each response. If a regular response extends past 4 hours, the firefighters shall be paid \$60.00. A Firefighter shall be awarded \$100.00 for each Additional Duty Event. It is the Company Chiefs' responsibility to ensure their company incident report and attendance section are properly entered into the Firehouse Record keeping system by the end of each quarter. Attendance records shall be sent to the Fire Administration office immediately following the event. The Board of Fire Chiefs shall provide quality assurance. Responses shall be broken into two categories and assigned the following points in the Firehouse Recordkeeping System:

Emergency/Non-Emergency Regular Incident Response Calls = 3 Points \$30.00 per

call

Including but not limited to:

- Structure, Vehicle, Brush and Grass Fires
- MVA w/ Injuries
- Rescue Incidents
- Automatic Alarms
- Pump Out
- Hazardous Materials Incidents
- MVA w/ No Injuries
- Electrical Emergency
- CO Incident
- Lock-outs

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- Investigations
- Assists other Agencies and Mutual Aid
- Good Intent
- Other: _____

Fire Watch—6 points Additional Duties = \$100.00 per event
***Increase to take effect 7/1/26**

- Fireworks
- Fair Fire Watch
- Fire Watch
- Public Appearances/Education

Firefighter in Good Standing:

To participate in the Paid-On-Call Program a firefighter shall be considered to be a "Firefighter in Good Standing" by meeting the following requirements and earning a total of 30 points a year (There is no monetary value associated with the points awarded under this category):

- State of Connecticut Firefighter I or approval by Board of Fire Chiefs
- Attend a minimum of twelve department training sessions including but not limited to all annual training for the previous calendar year (1 Point)
- Attend a minimum of six department Business Meetings (1 Point)
- Outside Training Sessions (0-16 Hours—5 Points, 17-48 Hours—10 Points, 49 Hours or Longer—15 Points)
- Department Meetings (1 Point)
- Work Sessions (1 Point)
- Rank (Chief—8 Points, Asst. Chief—7 Points, Captain—6, Active Officers—5, Commissioners—2)

Mandatory Annual Training:

Mandatory Annual training is required to comply with local, state and federal guidelines to operate at emergency scenes. Mandatory Annual Training shall include but not be limited to:

- SCBA/Fit Test (Classroom, Practical and Fit Testing)
- Blood-borne Pathogens
- CPR-AED (Hold a current card and show proficiency)
- Hazardous Materials (Certification or Re-certification)
- Live Fire Training
- Incident Command System (N.I.M.S.)
- Behavioral Management, Sexual Harassment and Work Place Violence
- Completion of all online training

Fire Watch Procedures Additional Duty Events

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Any request for ~~Fire-Watches~~Additional Duties shall be coordinated through the Fire Administrators office. Any

Department providing these ~~fire-watch services, services~~ shall forward those requests to the Fire Administrators Office for purposes of ensuring the positions are filled, as well as the proper documentation and budgeting requirements. All ~~Fire-watches~~Additional Duties shall be evenly divided among all four departments. If a department cannot provide personnel to cover their portion ~~of a watch,~~ it will then be put out on a ~~first-come~~first-come, first-serve basis. All ~~members participating in Fire-Watch~~Additional Duty Events (as listed above), shall be given ~~6~~\$100 per event~~points~~ (generally a ~~Fire w~~atch will be ~~3-4~~ hours and no longer than 5 hours). The Town of Berlin Fire Departments will ~~compensate~~compensate for a pre-determined number of firefighters ~~per hour,~~ per event. All Fire Personnel shall be dressed neatly and dressed in Station Uniforms or Cargo pants and a Company Shirt, which will clearly identify them as FD personnel.

Personnel-Training-RequirementsRequirements for Firefighter to participate in an Additional Duty

Event

- All Minimum of Firefighter~~4~~Firefighters must be in Good Standing
- To serve as Medical, Firefighter must have Medical Minimum~~mm~~ – EMR (~~for medical positions~~)

Staffing Requirements for Additional Duty Events

- Fireworks: 1 Driver/Operator, 2 Firefighters and 1 Supervisor
- Secondary crew for fireworks: 1 Driver, 2 Firefighters and 1 Supervisor
- Fair Fire Watch: 2 Drivers/Operators, 2 Firefighters, 1 Medical and 1 Supervisor
- Fire Watch (due to lack of fire alarm or suppression system): 1 Firefighter
- Public Appearance/Education: 2 Firefighters

Firefighter-Categories:

Annual Reward Program (Stipend)

An Annual Reward (Stipend) shall be awarded to an Active Firefighter that maintains their affiliation to a Fire Company and is in good standing. Each firefighter's duties and responsibilities vary greatly. The amount of time it takes to fulfill a position and responsibility that accompany each position differs greatly. This plan acknowledges and awards for those differences. The Stipend shall be divided into four pay periods and paid out quarterly.

Example: A Firefighter receives \$1,000 annually. The payment should be \$250 for each pay period.

~~Each firefighter's duties and responsibilities vary greatly. The amount of time it takes to full fill a position and responsibility that accompanies each position differs greatly. This plan acknowledges and awards for those differences.~~

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Basic An-Annual Reward (Stipend) shall be paid for the four Firefighter cCategories:

1. Firefighter: State Certified minimum FF1 or approved Support Staff~~Certified Firefighter or approved Support Staff:~~ _____ \$-~~800~~\$1,000.00
2. Driver/Operator: Cleared to Drive Two Primary Pieces _____ \$ _____
\$1,000~~300.00~~

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- 3. ~~Active Officer (Up to Captain)~~ Line Officer: Captain, Lieutenant meeting current FD Standards
~~_____ \$1,200~~ 500.00
- 4. ~~Administrative Officer/Chief Officer: (Captain and above)~~ Chief or Asst. Chief Meeting Current FD Standards
~~_____ \$1,400~~ 700.00

Bonus Annual Stipend Categories (To be Paid in addition to Basic Stipend):

- 1. Training Officer and/or Foreman, Engineer (two per station) \$200.00
- 2. Medically Certified Firefighter EMR/EMT \$200.00
- 3. Company Training Officer (one per company) \$200.00
- 4. Company Safety Officer (one per company) \$200.00

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POLICY:

Stipend:

An Active Firefighter in Good Standing shall be paid a Stipend for their service during the year. The Stipend shall be divided into four pay periods and paid out quarterly.

Example: A Firefighter receives \$800 annually. The payment should be \$200 for each pay period.

Stipend

Pay Periods

Payment Date

July 1 st through September 30 th	By October 30 th
October 1 st through December 31 st	By January 30 th
January 1 st through March 31 st	By April 30 th
April 1 st through June 30 th	By July 30 th

**Please note: Due to payroll timing, payment may be delayed. -*

Paid-On-Call:

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~~Each time a Firefighter responds to a call they will receive a point(s) as predetermined within the plan. For each point earned during a pay period the Firefighter shall receive that additional compensation. The additional compensation shall be added to their stipend check quarterly.~~

Record Keeping:

Attendance records shall be recorded and maintained on the town's Fire recording software program. The Administrative Secretary shall prepare the quarterly reports for payment utilizing the payment form provided. The fire companies shall complete all fire reports by the last day of the month. All requests for payment shall be completed and approved by the Fire Administrator/Chief of Fire Services no later than one week after the pay period.

A Town of Berlin Fire Departments Response Form will be faxed at the completion of each reportable activity to the Administrative Secretary at 860-828-8912. The form shall include TOB Incident Number, Type of Call, Points Awarded, Type of Activity, Firefighter Name, Firefighter Signature, and Department Officer In-Charge. This form will not replace the NFIRS 902 Report.

DISCIPLINE:

Any member who fraudulently violates these guidelines will be immediately suspended from the Paid On-Call Program for a period of six months.

Upon the second offence by a member, they will lose their privilege to participate in the Paid On-Call program for a period of 1 year.

The member will also be subject to their ~~departments'~~department's discipline process.

The Chief of the affected ~~department~~Company shall conduct an investigation which may include, but not limited to review written and or electronic records, witness statements and the statements of the offending member.

Members interviewed as part of the investigation shall answer all questions truthfully and directly as it may relate to any investigation. No member shall obstruct, hinder, or impede any investigation.

The Chief retains the right to treat each occurrence upon its individual merits without creating any precedent for the treatment of any other situation, which may arise in the future. A member's previous record may be considered and more or less action may be taken depending on the circumstances and the member's service record.

APPEALS PROCEDURE

The Appeals Board will be comprised of 1 Chief Officer from the remaining 3 departments not involved with the infraction.

If a member requests an appeal, they shall submit through the Chief of their respective department, a written request to bring the appeal to the Board of Fire Chiefs. Requests shall be made within 7 days of the Chief's notice of suspension from the Paid On-Call program. The member shall state the facts given, rise to the appeal, identify the violation, and indicate what relief is sought. The request shall be signed by the Chief and forwarded to the Board of Fire Chiefs within 3 days of the receipt of the request. The Board of Fire Chiefs shall call a hearing within 7 days to review the appeal and hear from the member and any other members involved. The Board of Fire Chiefs may do any of the following:

1. Overturn the disciplinary decision
2. Concur with the decision
3. Modify the decision

~~_____~~The Board of Fire Chiefs shall render a decision within 3 days of the hearing and will notify the Chief of Fire Services and Town ~~_____~~Manager and affected member of the findings of the Board.

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The decision by the Board of Fire Chiefs shall be final.

The preceding document has been approved by the following:

Services Interim-Town Manager _____ Date _____ Fire Administrator/Chief of Fire _____
Date _____ Arosha Jayawickrema/Ryan Curley _____
James Simons _____

Date _____ Chief David Pethigal/Jonn Massirio _____ Date _____ Chief Thomas Farr II _____
Berlin Fire Department _____ East Berlin Fire Department _____

Chief Jeff Pajor _____ Date _____ Chief Andrew Hrubiec _____ Date _____
Kensington Fire Department _____ South Kensington Fire Department _____

FIRE SERVICES COMMITTEE MEETING

Special Meeting

Tuesday, October 7, 2025, 6:30 PM

Town Council Chamber and Zoom Meeting

Agenda

Videoconference Link:

<https://berlinct-gov.zoom.us/j/84189643838?pwd=xt9Ptmsb0FsiFaglRsfki3HS8Ev.1>

Conference Call Information:

Dial: +1 646 931 3860

Meeting ID: 841 8964 3838

Passcode: 757903

1. Call to order

Chairman Paonessa called the meeting to order at 6:30 p.m.

Those in attendance were:

Councilor / Deputy Mayor Charles Paonessa

Councilor Mark Pruzin

Councilor Donna Veach

Also in attendance:

Town Manager, Ryan Curley

Corporation Counsel, Jeffrey Donofrio

Fleet Manager/Fire Administrator, Jim Simons

2. Pledge of Allegiance

3. Audience of Citizens

None.

4. Approval of September 16, 2025, Meeting minutes

Councilor Pruzin moved to approve the September 16, 2025, Meeting minutes.

Seconded by Councilor Veach.

Those voting in favor: Councilor Paonessa, Councilor Pruzin, Councilor Veach

Vote being 3-0.

5. Discussion and possible action concerning existing Paid on Call Program and proposed changes

Town Manager Curley said the committee has the original Paid on Call Program that was last modified in 2020 and the proposed changes to the program in their packet. We want

to determine what a firefighter in good standing means and have that as a qualification for the paid-on call program, the stipend program and for the Robert Wolf Pension Program. If you are a firefighter in good standing, you qualify for all three.

Councilor Pruzin asked how many drills must be attended per month. Fleet Manager/Fire Administrator Simons said 30 points are awarded for attending three drills, six business meetings, plus additional activity such as volunteering at the Berlin Fair french fry booth, etc. and there is also training. Attending a percentage of fires is required and annual mandatory training as dictated by OSHA that includes attending a live fire training. The commissioners reviewed a copy of the point system. Town Manager Curley said this is the same point system that we've had in place for a long time, the only thing that we are adding is that firefighters need to attend 30% of the companies available classes for the stipend program. We are taking that out of the Robert Wolf Program and putting it into here.

Fleet Manager/Fire Administrator Simons said call volumes are increasing by about 30 or 40 per year. We propose adding a change that will allow for a medical person to receive some type of compensation from the town and for a training officer from each company. We are going from a \$60 event to a \$100 event (4 hour event). The town is having more events that need coverage, and this rewards them a bit.

Town Manager Curley said when a firefighter shows up to a call, they are still going to get \$30. The request was for firefighters to get paid an hourly basis after a set amount of time, but if we pay by the hour, firefighters would be deemed employees of the town. Instead, we propose that if a call goes over 4 hours, a firefighter is paid \$60. Fleet Manager/Fire Administrator Simons said we had three calls over the last two years that went over 4 hours.

Chairman Paonessa asked to clarify the issue of paying them by the hour or by appearance. Corporation Counsel Donofrio said it has to do with the Fair Labor Standards Act. Town Manager Curley said the hourly rate would have made them employees.

The other change with paid on call is additional duties, fireworks, fair fire watch, fire watch and public appearances and education. If a firefighter performs one of those duties, they receive \$100. The policy specifies the additional duties and requirements. We are also proposing an increase in the annual stipend amount from \$800 to \$1k. An increase of \$200 per firefighter. Driver and operators receive a \$300 increase. Line Officers and Chief Officers or Assistants also receive an increase of \$300 per year. Training Officers and medically certified Firefighters and EMT's receive \$200 per year.

Fleet Manager/Fire Administrator Simons said this was budgeted over a year ago and will not increase our budget this year, except for the additional duties, going from \$60 to \$100.

Commissioner Pruzin asked when this is proposed to go into effect? Fleet Manager/Fire Administrator Simons said we will meet with the Finance Department and schedule another Fire Services Committee Meeting. Town Manager Curley added said this is the second year that the increase was budgeted, but we hadn't updated the policy to reflect

the increase. There is \$12k for the additional duties that will need to be discussed with the Finance Department.

Councilor Pruzin said I recommend finalizing the last few things and bringing it back to the committee before sending it to the Town Council. Town Manager Curley added that this policy does not address the Robert Wolf Pension Program which we are looking at separately. Let's get this policy updated first for the sake of time. Commissioner Pruzin agreed. Fleet Manager/Fire Administrator Simons said I need to get the budgetary figure for if this takes place January 1 and want to make sure it is right. Town Manager Curley will set up the next meeting for October 21 at 6:30 p.m.

6. Discussion and possible action concerning Robert Wolf Pension Program and proposed changes

Town Manager Curley said this item is being looked at separately and will require a meeting at a later date.

7. Adjournment

Councilor Veach moved to adjourn at 6:57 p.m.

Seconded by Councilor Pruzin.

Those voting in favor: Councilor Paonessa, Councilor Pruzin, Councilor Veach

Vote being 3-0.

Submitted by,
Alina Brown

ATTACHMENTS:

- Paid on Call Program (adopted 2020)
- Robert Wolf Pension Program (adopted 2007)
- Proposed Changes