

Prudential Committee Present:

Marcel Dumont, John Haran, Joe Sylvia

The Chairman called the meeting to order at 7:05 pm on **October 26, 2015** at Fire District 1

Present: Members of the Prudential Committee and several firefighters

Interview with Chief Tim Andre

Why do you want to be Chief?

District 2 has limited future growth, no commercial, and a lot of land tied up by DNRT.

There is more action in District 1.

Tell us a little about yourself and how your education, training, and experience have qualified you for this position?

Chief said he rose thru the ranks of both departments, District 1 and District 2. Has been a chief for 13 years. He is well involved in all matters. He does what it takes to get the job done; equipment maintenance and building maintenance. He is frugal and returns 50-70 thousand back each year. He also said he has many certificates. Had his own building/construction company for 7 years. He also has numerous licenses. He said he is good with people and a quick learner.

Where do you see district one in 5 years?

Training is major. Only a 100 calls a year so training is a key part. It's a 24 hour job. Rebuilding from the ground up. Anybody can drive a truck. His district has members from New Bedford and Fall River. Every year he has to clean house. The sky is the limit. He has a junior program. State is program very difficult. He does not send his guys to the fire academy. State program is unfair to volunteer fire men. They should have stuck with Bristol county program. He will send firemen to school if they will fulfill the commitment.

How do you handle your paperwork over there?

It is up to date. It goes to Darrell. I wait until I have 8 or 10 reports before I send.

Do you follow Massachusetts laws?

Follow to the book. If I have a question I'll ask other chiefs or call the state.

What do you feel are the main roles and responsibilities of this position?

Protection of your personal safety and residence property.

Are you locked into a contract?

No he is not locked into a contract. His board knows he is looking into District One.

Your salary is higher than our pay range, is that a problem?

Yes and no. Problem with my wife. It's not always about the pay. Does not believe that someone off the street should get same pay as someone who just left. Believes someone has to work up to level of pay and believes people are merited for performance. Told committee that his insurance will go back to 60/40.

How will you staff department during the day?

Have to show need. Two guys being on shift. Full time in future. Problem with Police dispatch, took too long just the other day. Sometimes we are 5 ambulances deep, we need 5 ambulances sometime.

What do you think of cameras?

At first against, now for them. It works out good. Pretty good security thing.

Would you bring back dive team?

District 2 has a dive team which train once a month. Cannot wait for Police team. Have to have a two man team. Have 21 miles of seashore to protect. District 2 has proper equipment.

What would you do if offered you a position and then soon after you were offered a position with a bigger and better paying department? Why would you stay?

I'm a Dartmouth guy. I'm a local guy, this is my environment. I would never look to go to New Bedford Acushnet. I know the area. His family and roots are here.

Would you live in the district?

Haran talked to Anthony about this and he said we could adjust it. We did not specify district. Marcel still says no, it says district so Chief could vote in district meeting. Chairman says this could create a hardship for home buying. Chief Andre said he would not have applied if he had to live in district.

How would you increase recruitment?

Go into the high school, advertise. Never refused to have someone fill out an application. Junior program works out well as a feeder program. These kids want to see action.

How would you increase retention?

Interest, we train a lot. Change up training areas and get them involved. Allow juniors to drive trucks to training and work equipment during training.

Interview with Peter Lamb

Tell us a little about yourself and how your education, training, and experience have qualified you for this position?

Started out as a volunteer and rose thru the ranks to chief. Then went to Tiverton for 10 years. Went to mass Academy to teach, then Attleboro for eight years. Thinks he is as current as anyone. Wants to get back out in the field.

What kind of in house training would you do?

Weekly. It is a challenge because this is a volunteer's 3rd priority; family, job, then fire service. Fire service today is high risk, low frequency events. Would have three weeks of training then the fourth week would be a company meeting.

Would you move to district?

Absolutely, not a question. I moved to Tiverton. I moved to Attleboro. Chief has to live in community.

Where do you see the department in five years? And could you briefly outline your plan.

Difficult question. I expected the question, but I cannot answer because I have not done an audit. I would listen first. Great question if you are going to hire from within. Hopes to make the department a little better than where it is today.

What have been your accomplishments as chief?

In Tiverton, I increased the capacity of the department; equipment and training.

In North Attleboro, I increased training, formed a Chief's group, and set up a community and mutual aid involvement unit. He instituted a regional dive team.

Why do you want to be chief of Fire district One?

It's a great opportunity. He thinks he has plenty of years left in him. He thinks he will be a good fit. He wants to get back in the system.

Why did you leave the fire service?

Right now I'm doing some computer stuff. He left North Attleboro because it became very political, a lot of union activity. It was a career department and it became a hostile work environment and he chose to leave. Easier just to remove himself from situation.

What do think the job description and qualifications should be?

Job description should be inclusive. Do whatever it takes. All encompassing.

Hands on guy with a mission to serve tax payers. Laser focused on mission. He is aware that the job is 24 /7.

How would you increase recruitment?

Let it be known that it is not a closed shop. Be all inclusive, get citizens involved. Convince people they want to be part of the organization. The more interest you generate tends to generate recruitment.

Tell us about a conflict you had with a coworker or supervisor and what action you took to resolve it? What did you learn from it?

Believes in building bridges with people. In Tiverton, it was like the Wild West and he had a problem with a certain selectperson. He tried to educate him but it was like giving medicine to a dead person. So he chose the higher position and conceded because it was the best decision for the department. He would not have conceded if it was a safety issue.

Will you participate with Mass chiefs?

Yes. Will only travel if it is reasonable to travel. Will work with Bristol County chiefs.

Our pay scale is a little lower than others, how does that fit into the equation?

He saw it, not opposed to it. He is willing to talk about it and thinks we can do something about it. He went on to say I'm here tonight.

Commercial property and schools?

Had nine school buildings and got up at town meeting asking for money for the fire department while the schools got up and asked for money to remedy the faults I found in the schools. Believes fire inspections prevent fires. Would like to see fire inspectors draw up building diagrams so that there was a working plan for each building.

What is your weakest attribute you bring to this position and what have you done yo overcome it?

Weakest attribute is he does not know district and would have to learn it. The equipment and everything else is pretty straight forward.

What would you do if we offered you a position and then soon after you were offered a position with a bigger and better paying department? Why would you stay?

He is a person of values and if he makes a commitment, he will keep it. He realizes this is a lower position than he has had in the past and he is comfortable with it. Being here tonight reinforces his decision.

How would you deal with a policy change you disagreed with?

Argue like hell behind closed doors. Will try to convince board, but if he cannot he will carry out the policy of the board. He will not undermine the board, but he has to lookout for the guys and the citizens.

What are the three issues facing the fire service today?

He said we already hit on one; recruitment and retention, public support and the economy. He also said he would like to continue on line teaching if at all possible if he got the job.

Meeting Minutes

The committee decided to not approve any meeting minutes this meeting.

Adjourn

Before we adjourned, Mr. Cabral asked if we were going to extend an interview to a member of the department that sent in a resume/application. The committee voted to extend an interview to that applicant, even though he did not have the required qualifications. Mr. Cabral also asked about the residence requirement. Committee member Marcel Dumont said the applicant had to live in the district, the chairman said that it was a grey area and thought the new chief could live anywhere in Dartmouth. Committee member Joe Sylvia also questioned the wording. The chairman said he would get clarification from attorney Anthony Savastano. The chairman, John Haran then told the committee he would supply them with copies of the three applicants for the next interviews. He also said he would call the three applicants and set up appointments for their interviews.

A motion was made by committee member Marcel Dumont and seconded by committee member Joe Sylvia to adjourn. It was voted unanimously to adjourn.

