

**BARNSTABLE FIRE DISTRICT
1841 PHINNEY'S LANE
BARNSTABLE, MA 02630**

PRUDENTIAL COMMITTEE MINUTES JULY 18, 2017

The meeting was called to order by Prudential Committee Chairman William Jones at 4:00 PM at the Barnstable Fire Station. Also in attendance was Prudential Committee members Peter Eastman and Joshua Miller, Chief Frank Pulsifer, Deputy Chief Peter Burke, Incoming Acting Deputy Chief Rick Pfautz, members of Firefighter Local 3276 and Clerk Charles Eager.

Deputy Chief Peter Burke once he was assured of becoming Hyannis Fire Chief send out an announcement to all eligible candidates to send a letter of interest. Two of the three candidates dropped out and gave their support to Captain Rick Pfautz. Prudential Committee will ask the Fire Chief if he had any objection to Captain Pfautz becoming Acting Deputy Chief which he did not. The Prudential Committee decided to offer the position to Captain Pfautz pending contract negotiations. Captain Pfautz if the Union goes along will remain a member of the Union until such time he is made permanent Deputy. Although a member of the union he will not get the benefits of the Union's Collective Bargaining Agreement but he will receive the benefits the Senior Officers receive. The Prudential Committee and Captain Pfautz will have to agree on a salary. The Prudential Committee decided to offer a 1.65 multiplier over top step firefighter plus .05 for his Chief Fire Officer certification. He will be allowed to keep the personal time he currently has accrued but will no accrue any more. The contract is for a period of one year but doesn't mean it will last a year before a decision is made. The Department does not outfit an acting position. The Prudential Committee will get him what is needed to make him presentable as a Deputy Chief.

They then had a discussion with Captain Pfautz about the position and the benefits he will receive as Acting Deputy Chief even though the Prudential Committee will be discussing with the Union regarding letting him remain a member. The offer to pay him using the 1.65 multiplier plus the .05 increase for his certification. Captain Pfautz said he knew there would be difference from the pay he currently receives with overtime but he wasn't prepared for such a big drop. He puts force arguments for increasing the multiplier. He told the Committee he had previously held the position and his pay was based on a 1.75 multiplier. He said he has been on Fire Department for 27 years and obtained his CFO certification. Thee Prudential Committee after discussion upped their offer to 1.70 multiplier plus .05 for his certification. They agree to the 1.70 multiplier plus .05 for his certification for a total multiplier of 1.75. Both sides agreed to the terms of the contract for the Acting Deputy Chief starting on July 24, 2017 at 8 AM.

The next order of business is to discuss two Memorandum of Understandings with the Union. The Prudential Committee presents a draft of the Acting Deputy Chief's contract for review. The first Memorandum with the Union is an agreement that during the time Captain Pfautz serves as Acting Deputy Chief he will remain a member of the Union. This is a protection for Captain Pfautz if the

Prudential Committee for some reason decide not to offer him the Permanent Deputy Chief or he decides he doesn't want the position he will be able to return to his Captain's position. Both sides agree to this Memorandum of Understanding. Memorandum is signed by both sides.

The second Memorandum of Understanding deals with sick time for provisional firefighters. A provisional firefighter will accrue sick leave as stated in the collective bargaining agreement. If the provisional is subsequently made permanent without a break in service will be allowed to keep any accrued leave. Any provisional firefighter not made permanent loses all accrued sick leave to date. Both sides agreed to this. Fire Chief will draft the memorandum for both sides to sign.

Motion made, seconded and passed to adjourn the meeting