

Fwd: Fire Study implementation Ord #1

From: John Salomone (jsalomone@cityofnorwich.org)

To: Mike Driscoll (mdriscoll@brownjacobson.com)

Date: Sunday, December 12, 2021 at 7:41 PM (UTC+00:00)

Mike

We should get together soon as this is a big project and a priority for the Democratic caucus.

John

Begin forwarded message:

From: John Salomone <jsalomone@cityofnorwich.org>

Date: December 12, 2021 at 1:26:54 PM EST

To: "Joseph A. DeLucia" <jdelucia@cityofnorwich.org>

Cc: MICHAEL DRISCOLL <mdriscoll@brownjacobson.com>

Subject: Re: Fire Study implementation Ord #1

Joe

Got it. Mike and I will get on it.

John

On Dec 12, 2021, at 1:07 PM, Joseph A. DeLucia
<jdelucia@cityofnorwich.org> wrote:

Good morning John and Mike,

As we discussed earlier this week, my caucus intends to move forward on many of the recommendations in the "Analysis of Fire/EMS Service", referred to as "the fire study". As you know, some of those recommendations have been implemented or are in-progress. To us, the next major step is an ordinance that addresses three key issues; 1) the full extent of the city's and City Manager's authority over the volunteer fire departments' activities, 2) the city's authority over the recruitment, membership, and promotion processes, and all other Human Resource-related functions, and 3) the full extent of the NFD Fire Chief's authority over all operational activities of the fire service in Norwich.

Items 1&3: Starting on page 30 of the fire study, the first recommendation involved the addition of a Fire Commissioner to the chain of command. This concept did not come to fruition. I believe that the better idea would be to detail and define the authority of the present Fire Chief; meaning the chief of the paid fire department, in such a way that there is no ambiguity in the authority of that person over all aspects of the fire service within the boundaries of Norwich, including all districts within.

Items 1&2: Starting on page 80 of the fire study, considerable discussion surrounds the topic of the city as the employer, even for the volunteer fire departments. The first recommendation found on page 84 discusses the

VFD's compliance with all federal and state employment laws. Pages 94 and 95 discuss the changes in recruitment, specifically that new members should not be voted in. Page 101 discusses promotions, specifically that promotion should not be based on member vote. More importantly, the chief of a VFD should be appointed by a qualifications-based interview process that includes the paid Fire Chief, Human Resources, and the City Manager.

I'd like to see a draft and have a meeting with you before agenda-setting on 1/10/2022 if at all possible.

Respectfully and Thankfully,

Joe

Joseph A. DeLucia - President Pro Tem

Norwich City Council

jdelucia@cityofnorwich.org

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