



**Fire Services Review Special Committee
Minutes—Special Meeting September 13, 2022**

Members Present: Robert Tuneski (BoF), Richard Muckle (RTM), Greg Attanasio (RTM), Susan Driscoll (RTM/PP&S), Rob Brule (BoS; left 6:20 p.m.), Michael Howley (Fire Services), Steven Sinagra (Emergency Management), Mark Greczkowski (WAS), Todd Patton (Chief, Goshen FC), Tom Martin (Captain, WFS)

Members Absent: none

Also Present: Nick Kepple (Town Attorney), Chris Bonanno (COH), Rocco Bracciale (OSW)

1. **Call to order:** Chair Tuneski called the meeting to order at 5:30 p.m.
2. **Public comment:** None.
3. **Approval of previous minutes:** Motion by Muckle, second by Tuneski, to approve August 9, 2022, minutes as presented. Motion passed by voice vote; Brule abstained.

4. **Consideration of FSRSC's charge from the RTM (6/7/21):** Discussion focused on the following issues:

Deliverables from last meeting: Howley distributed housing data from the 2020 census and an analysis of FY22 volunteer incentive payments (see attached). Greczkowski and Attanasio agreed to a post-meeting consult to discuss parameters of the incident response time data that Attanasio had requested in August. Director Howley reported that the completion of the OSW firehouse structural engineering report was delayed again, but expected it to be available at the next meeting.

Staffing recruitment/retention: Chair Tuneski started discussion by noting that a plan to increase the paid staff would be costly, and the committee would need to justify the need with data and information on trends, comparisons with similar towns' situations, and our efforts to recruit both paid and volunteer staff. Comments from several members centered on the challenges presented by a nationwide decline in volunteerism, huge training commitments for fire and rescue services, limits on free time due to primary job constraints, and how to recruit and groom younger volunteers into part- or full-time positions here, rather than train them and lose them to other towns.

Howley noted that he has been actively recruiting in a variety of ways—including on social media, with flyers, and at community events—but turnover remains an issue; he's recruited 20 volunteers in his first year, but only 8 remain active and those who are military can't put in more time. The new high school firefighter certification course is promising, but we are waiting for the state get the forms and program set up. He also noted that the first PP&S committee meeting on the volunteer incentive program was a good start and changes are being drafted that will show the Town is behind the time volunteers put in on its behalf.

Greczkowski noted that WAS moved from volunteers to all paid staff a few years ago, but turnover is an issue for rescue services as well and WAS had 22 new hires in the last year. Some discover the job is too physically and mentally demanding, others use it as a steppingstone for other medical careers. He commended the "fantastic job" being done by Kathy Peterson (Fire Services Community Safety Educator), and said he met with more than 600 kids over the summer at her outreach events. Greczkowski also cautioned that we should be aware that with Millstone, the shoreline, and other considerations, there is the potential for a big disaster in this area and we don't have the resources.

Howley also reported that he expects to hear whether we've been awarded a SAFER grant in the next few weeks. The grant that would cover the base salary and benefits for three new hires for the first three years of employment.

OSW firehouse: Chair Tuneski noted that the committee needs to do its homework to provide a building committee with justification that aligns current and future needs for staffing and design, and asked if we could get cost and design ideas from other towns' recent construction. Howley said he could do the research, but it might take a couple of months to gather.

Oswegatchie's Deputy Chief informed the committee that there is already a signed MOU that would allow the volunteer fire company to lease the new facility for \$1 a year and that the Town wants the company to sign a new service contract that "is ridiculous and only for one year and our attorney laughed at it." Town Attorney Kepple noted that the MOU signed by a previous administration may not still be applicable, and he will check it out before the next meeting.

5. New business: None.

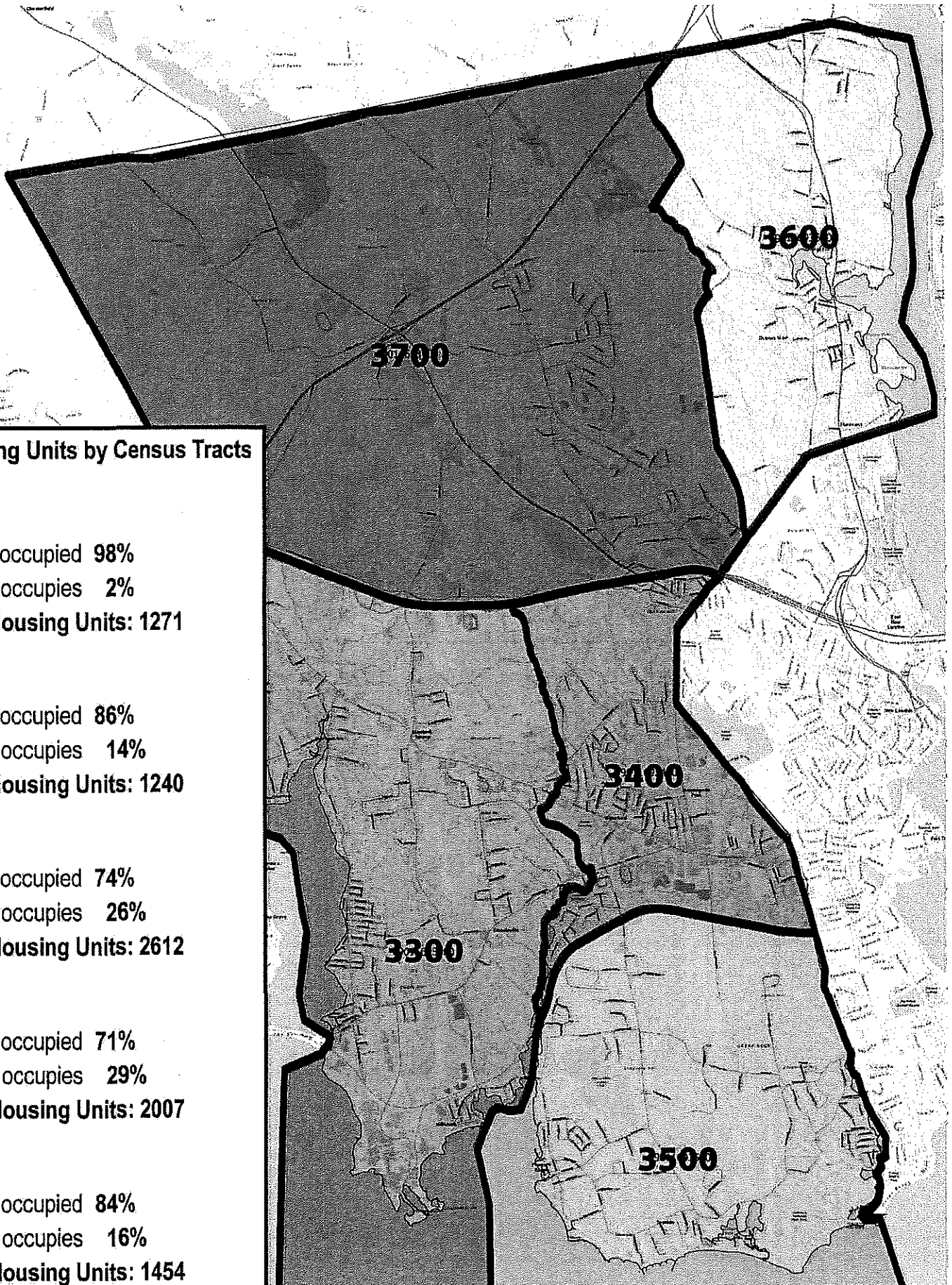
6. Next meeting: Oct. 11 at 5:30 p.m. confirmed as next meeting date—in WPD training room, pending availability.

7. Adjournment: Motion by Muckle; second by Attanasio to adjourn at 7:05 p.m. Voice vote: Unanimous.

Submitted by

Susan Driscoll, FSRSC Secretary

encl: 9-13-22 committee update (housing/incentive data)



Housing Units by Census Tracts

#3700:

Owner occupied 98%

Renter occupies 2%

Total Housing Units: 1271

#3600:

Owner occupied 86%

Renter occupies 14%

Total Housing Units: 1240

#3300:

Owner occupied 74%

Renter occupies 26%

Total Housing Units: 2612

#3400:

Owner occupied 71%

Renter occupies 29%

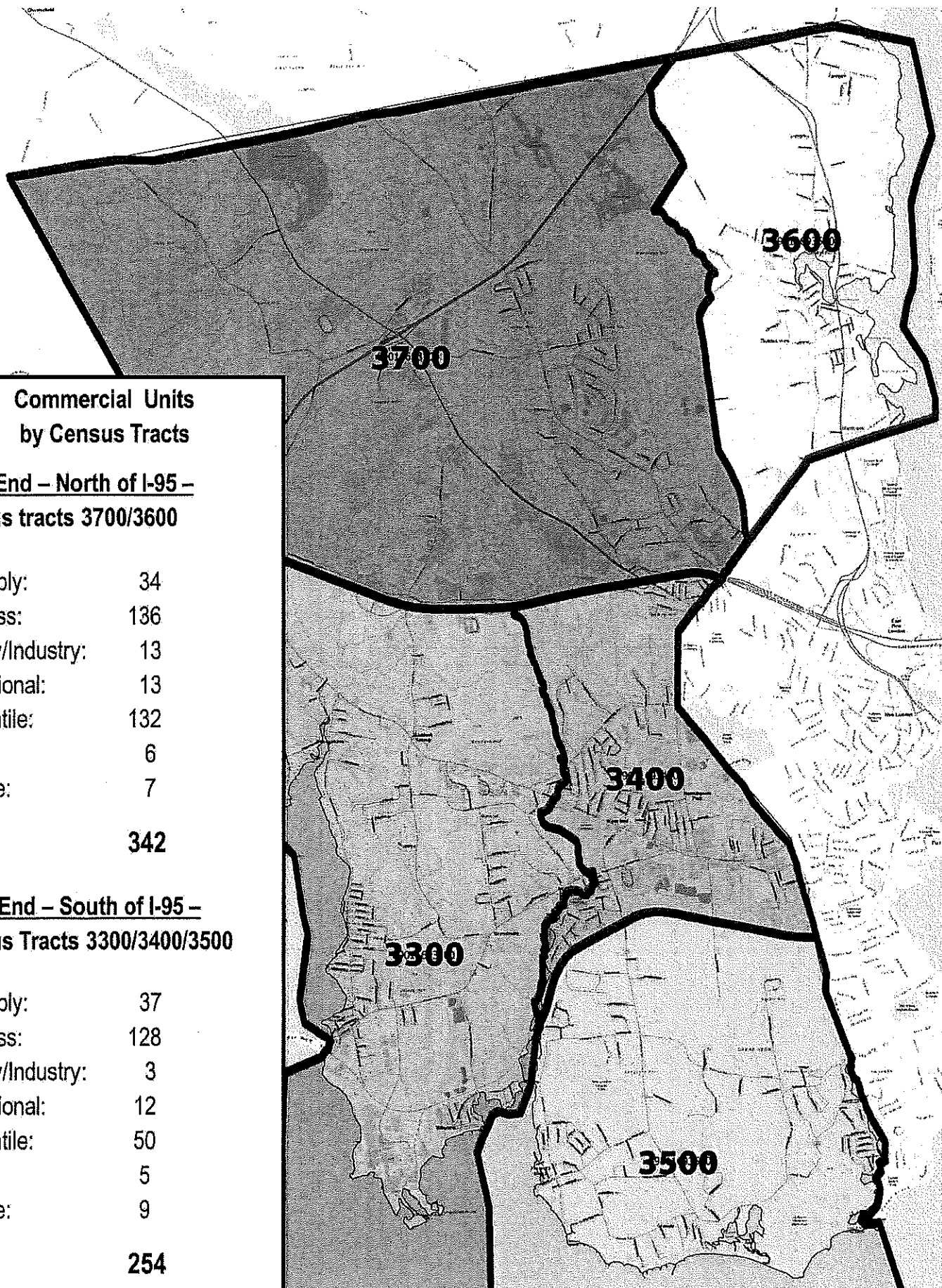
Total Housing Units: 2007

#3500:

Owner occupied 84%

Renter occupies 16%

Total Housing Units: 1454



Commercial Units by Census Tracts

North End – North of I-95 – Census tracts 3700/3600

Assembly:	34
Business:	136
Factory/Industry:	13
Educational:	13
Mercantile:	132
Misc.	6
Storage:	7

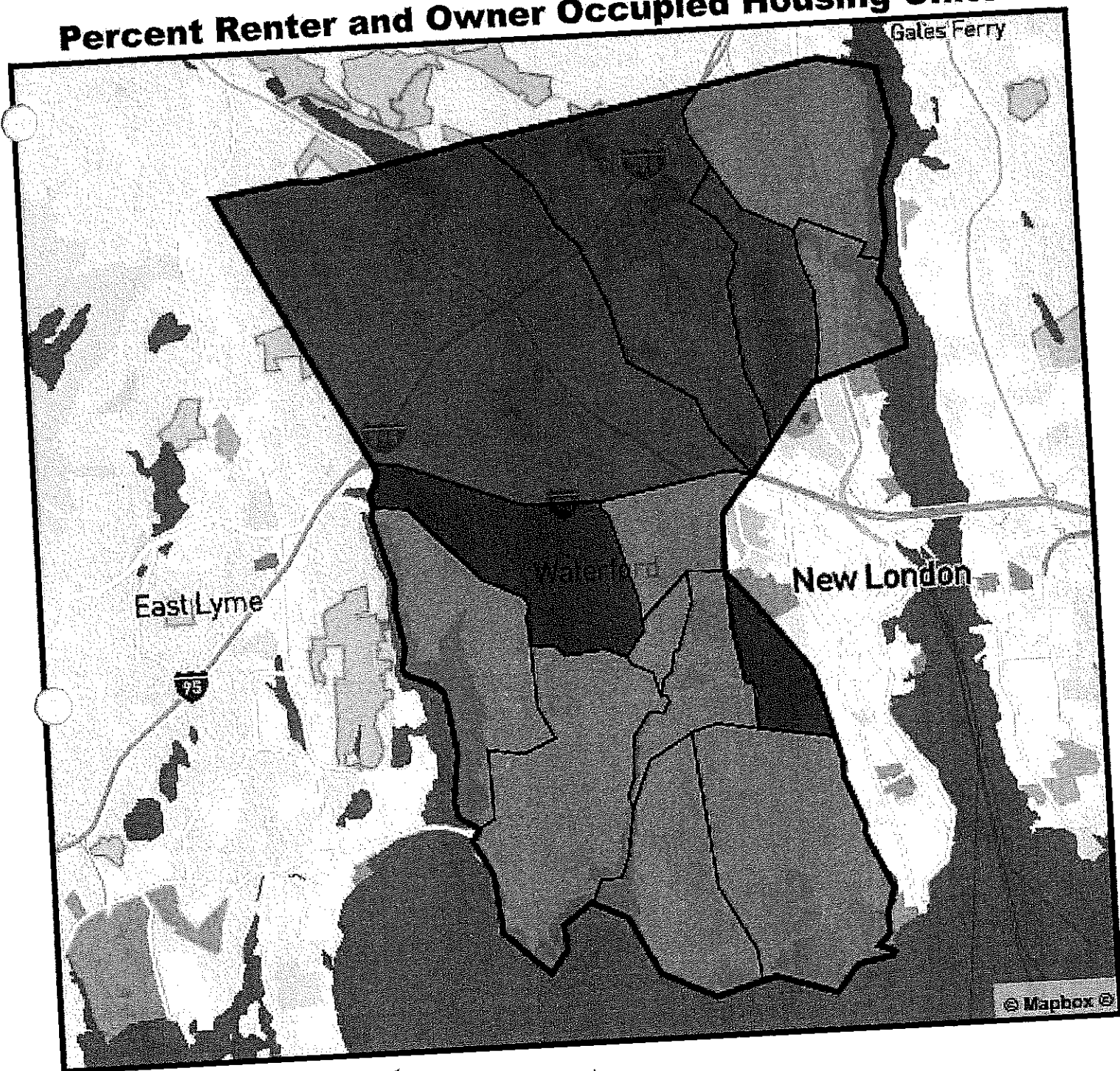
Total: 342

South End – South of I-95 – Census Tracts 3300/3400/3500

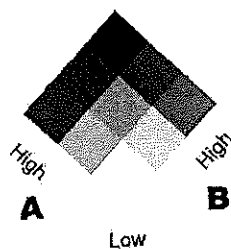
Assembly:	37
Business:	128
Factory/Industry:	3
Educational:	12
Mercantile:	50
Misc.	5
Storage:	9

Total: 254

Percent Renter and Owner Occupied Housing Units



Waterford Town County Subdivision, New London County, CT



A RENTER OCCUPIED
B OWNER OCCUPIED

Sources: US Census Bureau ACS 5-year 2016-2020

Areas of bright teal have greater percent of owners while area of bright pink have a greater percentage of renters. Purple areas are more even makeup of owners and renters.

Waterford Homes

- Many of our calls for service will occur in a home. By making residents safer in their homes we can help ensure a higher quality of life.



8,584

Current Housing Units

Waterford Town County
Subdivision, New London
County, CT

8,634

Housing Units in 2010

Waterford Town County
Subdivision, New London County,
CT

How old are our homes?

Older homes can pose several challenges. They can lack structural integrity, have unsafe wiring, and often don't comply with the most up-to-date building codes. Older homes can also pose hazards to the health of residents.



Median Building Age

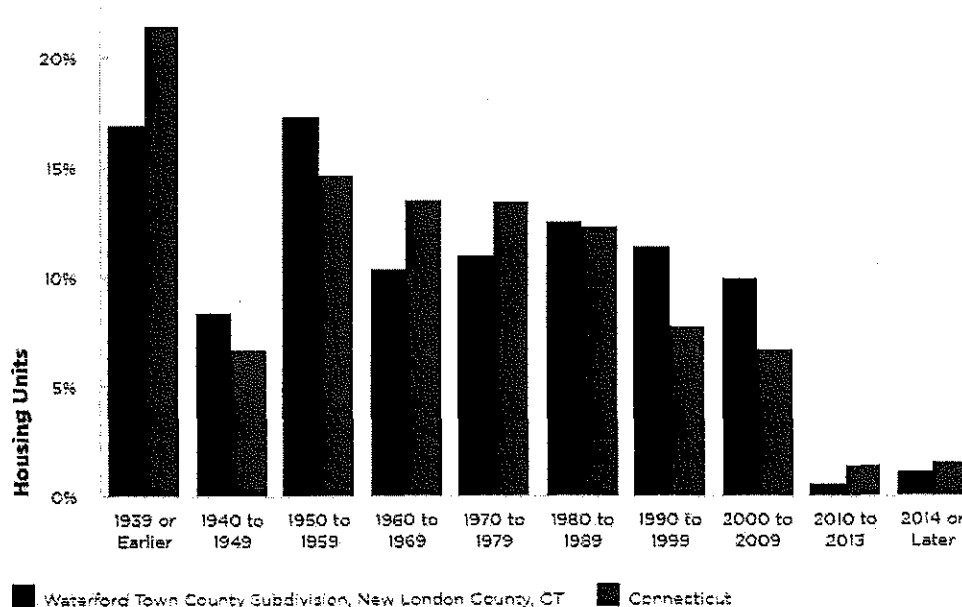
1967

Waterford Town County Subdivision, New London County, CT

1965

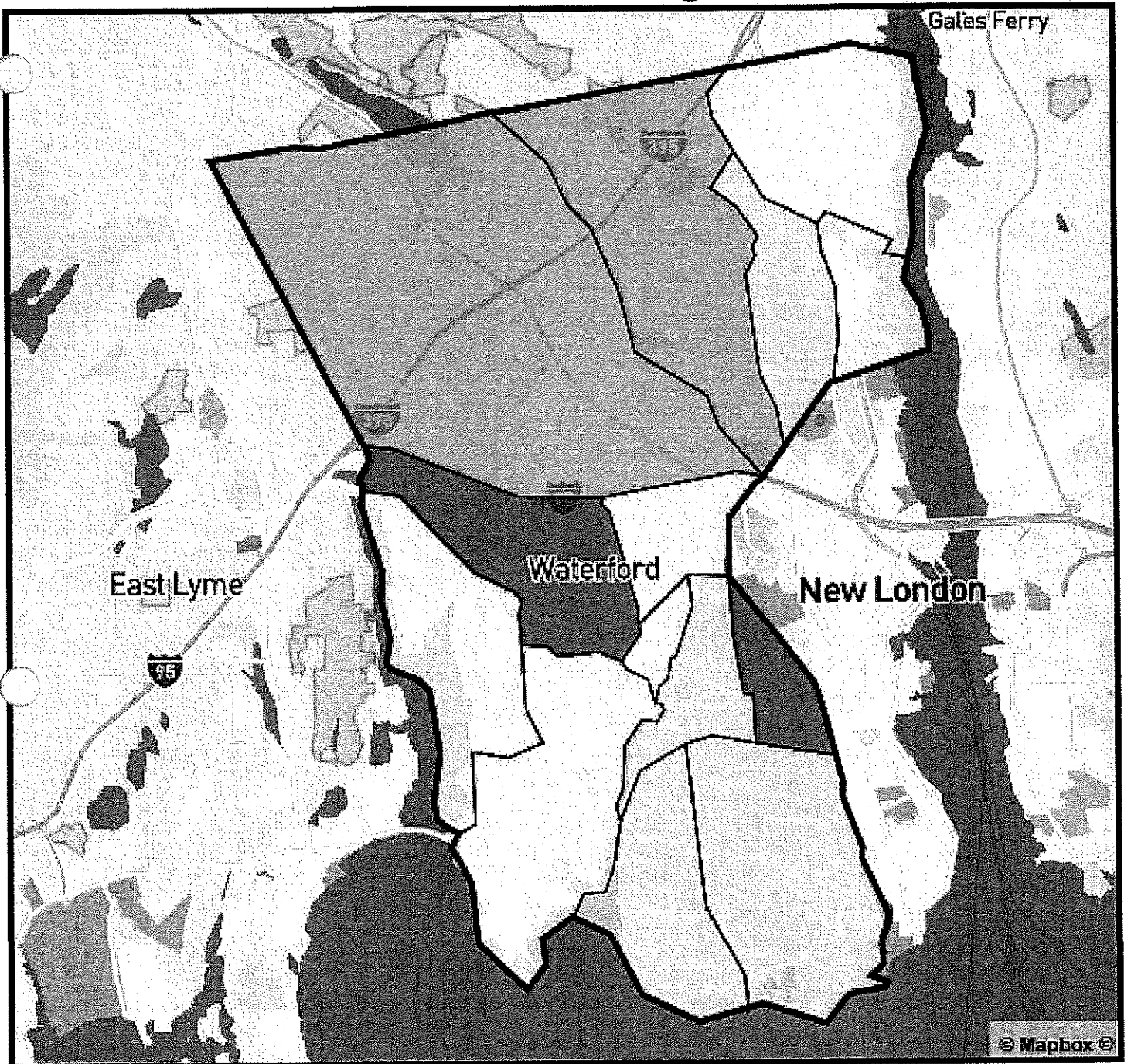
Connecticut

Housing Units by Year Built



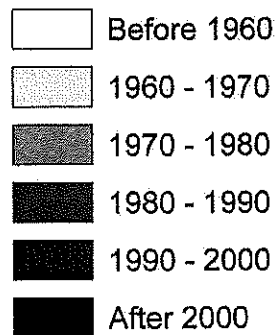
Sources: US Census Bureau ACS 5-year 2016-2020

Median Home Age



**Waterford Town County
Subdivision, New London
County, CT**

Median Home Age



Sources: US Census Bureau ACS 5-year 2016-2020

Analysis of Fiscal Year 22 Incentive Payments

Eligible Firefighter	Qtr. 1 Points	Qtr. 2 Points	Qtr. 3 Points	Qtr. 4 Points	FY22 Total Points	\$ per Point	\$ Based on Points	Fire Officer	Total Incentive
Bonanno, Christopher	46	53	38	22	159	\$7	\$1,113	\$150	\$1,263
Bracciale, Rocco	25	14	23	5	67	\$7	\$469		\$469
Chapman, Donald	45	25	13	3	86	\$7	\$602		\$602
Dembek, Thomas	106	67	81	81	335	\$7	\$2,345	\$150	\$2,495
Dow, David	34	15	23	20	92	\$7	\$644	\$150	\$794
Mariano, John	46	44	54	34	178	\$7	\$1,246		\$1,246
Miller, Jeffrey	82	57	76	68	283	\$7	\$1,981		\$1,981
Pafias, Christopher	15	14	29	19	77	\$7	\$539	\$150	\$689
Patton, Todd	34	35	44	32	145	\$7	\$1,015	\$150	\$1,165
* Rheume, Austin	49	11			60	\$7	\$420		\$420
* Roque, Elijah	67	12	56	45	180	\$7	\$1,260		\$1,260
* Silvestri, Kevin	36	21	2	0	59	\$7	\$413		\$413
* Ukleja, Vinnie	81	7	20	30	138	\$7	\$966	\$150	\$1,116
Welch, David	21	16	17	18	72	\$7	\$504		\$504
Wiseman, Neil	27	18	32	35	112	\$7	\$784		\$784
Zane, Jonathan	61	33	26	37	157	\$7	\$1,099		\$1,099
Ziolkovski, Kevin	61	48	54	30	193	\$7	\$1,351	\$150	\$1,501
Total Firefighter Incentive									\$17,801

Eligible Fire Police	Qtr. 1 Points	Qtr. 2 Points	Qtr. 3 Points	Qtr. 4 Points	FY22 Total Points	\$ per Point	\$ Based on Points	Fire Officer	Total Incentive
Beals, Gordon	15	21	18	36	90	\$7	\$630		\$630
Cortina, James	61	20	5	1	87	\$7	\$609		\$609
Margolis, Mitchell	29	14	13	26	82	\$7	\$574		\$574
Parks, James	39	33	25	16	113	\$7	\$791		\$791
Phinney, William	56	38	17	18	129	\$7	\$903		\$903
Wiseman, Deborah	14	14	11	32	71	\$7	\$497		\$497
Total Fire Police Incentive									\$4,004

Total FY22 Incentive \$21,805

* No longer active volunteer

Analysis of Fiscal Year 22 Incentive - Those Not Eligible

Not Eligible Firefighter	Qtr. 1 Points	Qtr. 2 Points	Qtr. 3 Points	Qtr. 4 Points	FY22 Total Points
Finnigan, Jason					0
Antonino, Jennifer	1	0	0	0	1
Boardsen, William		1			1
Cabral, Jonathan				1	1
Carson, Nicholas	1				1
Hayes, Charles	1				1
Pescatello, Liam	1				1
Rafuse, Devan-Leigh		1			1
Schenking, Adam		1			1
Silvestri, Michael		1			1
Ukleja, Susan		1			1
Zelmet, James	1				1
Bartelli, Vince	2	0	0	0	2
Carson, Wendy	2				2
Clendennin, Morgan	2				2
Fink, Ryan		1		1	2
Garvin, Steven		1	1		2
Gauthier, Jeffrey	2				2
Hage, Jawal	1	1			2
Lazarus, Ben	2				2
Millukas, Matthew	2				2
Rowbotham, Charles	1	1			2
Szydio, Alyssa	1		1		2
Brody, Isaac	3				3
Dow, Kaitlyn		1		2	3
Finnigan, Shawn		1	1	1	3
Gilpin, Wayne			3		3
Hancock Jr., James		1		2	3
Stratton, Aidan		3			3
Campbell, John J.	1	3	0	0	4
Colucci, Stephen	1	1		2	4
Dow, Kathleen	1	1	2		4
Waldo, Edward		4			4
Dupler, Ashley				5	5
Lester, Joseph	3	1		1	5
Moscol, Katherine		5			5
Rowbotham, Connor	4		1		5
Tomsett, Michael	4	1			5
Dow, Kristopher	3		1	2	6
Harris, James		5		1	6
Stino, Andrew	1	3		2	6
Schenking, Mark	1	1	5		7
Trevino, Anthony				9	9
Lillis, Joseph	4	4	2		10
Campbell, John A.	8	2		1	11
Gallo, Amanda			4	8	12
Corriveau, Andrew	6	3	1	3	13
Lanagan, Richard	11	2			13
Lazarus, Brian	10	1		2	13
Hendrickson, Ryan	3	1	10		14
Wilkins, Zachary	10		4		14
Cable, Richard	4		4	7	15
Martin, Joshua	1	5	5	4	15
Dombrowski, Jack		10	4	2	16
Martinez, Luis				16	16
Hughes, Matt	2	5	8	2	17
Vanderputten, Jonathan	8	3	1	5	17
Chafey, Taylor	3	5	8	2	18
Gray, Christian	4	11	5	2	22
Kant, Gregory	17	7	2	1	27
Henault, Riley	12	5	11		28
Grace, William		3	4	22	29
Potts, Cayley		6	11	13	30
Green, Ryan	13	7	7	4	31
Dickey, Jason	16	7	7	2	32
Donnellan, Evan	1	3	23	5	32
Clapsdell, Mitchell	1	1	32		34
Goodhind, Todd	8	8	10	8	34
Chapman, Kyle	20	13		2	35
Reid, James	11	16	6	3	36
Mella, Claudia	14	16	5	5	40
Moger, Alden	12	6	17	12	46
Zito, Dylan	7	14	2	24	47