

West Ossipee Fire Commissioners
March 7, 2009
Non Public Session

Commissioners Present: Joseph Goss, Paul Jay
Others Present: Carl Huddleston, President of the West Ossipee Firefighters' Association
Minutes Taken By: Marilyn Bolduc

At 10:50am a motion was made to go into a non public session; passed 2-0.

Carl Huddleston, president of the West Ossipee Firefighters' Association, reported that the association agrees with the recommendations the commission made at the February 28th meeting. He presented a letter to the commission signed by the association board. The association has talked with Chief Eldridge and its members; they have reconciled their differences and it will help everyone move forward.

A motion was made to accept the letter and have it placed into the non public minutes of this meeting; passed 2-0.

Deputy Chief Huddleston gave a letter to the commission to recommend Brad Eldridge for the position of fire chief to the West Ossipee Precinct. The commission stated that they will take it under advisement. It shows the commission that the department's vote of no confidence in the chief has changed.

A motion was made to accept the letter of recommendation and have it placed into the non public minutes of this meeting; passed 2-0.

To keep moving forward, there needs to be constant communication between the commission, the chief and the department members. C. Huddleston said things are more positive and the flow of information is much better. Complaints are going through the proper channels and he feels things have gotten better in the last 3-4 months. Many issues are being taken care of within the department framework before it reaches the higher levels. Due to the changes in running the precinct, it is felt that the chief need to take advantage of the training seminars regarding personnel evaluations and discipline.

J. Goss stated since the change from a volunteer department to a pay-per-call department, the department members are now under the management of the commission. As volunteers, they worked under the management of the fire chief. The commission now handles the hire and discharge of department members. All issues have to be documented.

The association has contacted the bank regarding the individuals who are allowed to access its accounts and will make the necessary changes.

West Ossipee Fire Commissioners

March 3, 2009

Non Public Session

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C. Huddleston asked to be taken off any precinct accounts. P. Jay said in his capacity as deputy chief, he'd be an authorized signature on the new precinct credit cards.

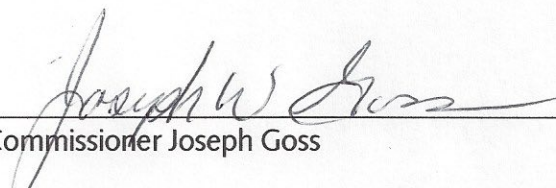
Chief Eldridge's six month probation will be up by mid-March. J. Goss asked C. Huddleston, if to the best of his knowledge, has the chief violated his probation. C. Huddleston felt, in his opinion, he had not violated probation.

C. Huddleston stated that Chief Eldridge has expressed confidence in him and the rest of the department to perform their duties as necessary if the chief was unable to attend a call. He said Chief Eldridge has delegated additional duties to him.

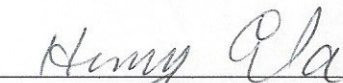
Chief Eldridge and C. Huddleston are still sorting all the records. All personnel records they have found are being saved and are secure.

A motion was made to close the non public session at 11:15am; passed 2-0.

Minutes Approved _____ Date _____



Commissioner Joseph Goss



Commissioner Henry Ela

Commission Paul Jay

West Ossipee Firefighter's Association

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March 5, 2009

West Ossipee Precinct Commissioners
PO Box 122
West Ossipee, NH 03890

Dear Commissioners,

The Executive Board of the West Ossipee Firefighter's Association met March 5, 2009 in executive session. During the meeting we discussed the Commissioner's recommendation for settling the matter regarding the Fire Chief and the Association checking account.

We voted to accept your recommendation for reimbursement as follows:

Chief to reimburse Association

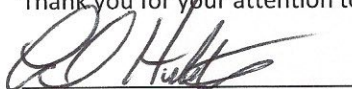
Time Warner Cable	\$116.13
Hot Tub Works	\$74.98
TOTAL	\$191.11

Precinct to reimburse Association

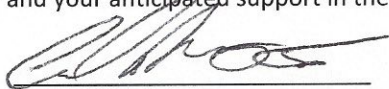
Motel charges	\$346.28
Gas charges	\$309.40
Cash withdrawals	\$784.75
TOTAL	\$1,440.43

Based on this vote and pending the receipt of all reimbursement, the Association is willing to accept this arrangement and agrees not to pursue this issue further. The Association has been working steadily to improve the financial controls and public image of the group. We look forward to continuing the work needed to fulfill the mission statement of the Association.

Thank you for your attention to this matter and your anticipated support in the future.



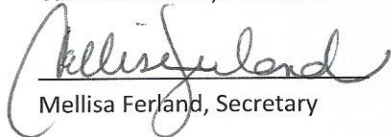
Carl Huddleston, President



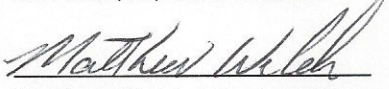
Carl West, Jr., Vice-President



Chris Tozier, Treasurer



Mellisa Ferland, Secretary



Matthew Welch, Member-at-Large

To: West Ossipee Fire Commissioners

From: Deputy Chief Carl Huddleston

RE: Appointment of Fire Chief

Dear Precinct Commissioners

The West Ossipee Fire Department has faced many challenges over the past several months. As a result of these challenges, many policies and procedures have been put in place. Looking forward, there are opportunities to strengthen the West Ossipee Fire Department through education and training.

I have been working with Chief Eldridge to implement the policies which the Board of Commissioners has approved.

The moral of the department has improved and participation in all department activities has strengthened.

Moving forward, I recommend:

- Finalize the appointment of Brad Eldridge to Fire Chief for the remainder of the fiscal year.

Furthermore, I would recommend the following:

- Maintain a professional workplace environment.
- Implement a procedure to review all employees' performance on a quarterly basis. This procedure will ensure if any future issues arise, they will not go unchecked for great periods of time.
- Provide Employee Supervision and Employee Performance Evaluation training for those in supervisory positions.
- Recognize the achievements of the West Ossipee Fire Department and its members.

I look forward to working with the Board of Commissioners and Chief Eldridge to strengthen and improve the West Ossipee Fire Department.

Respectfully submitted;
Deputy Chief Carl Huddleston
CC: Chief Eldridge

