

**Record of Proceedings**  
**Minutes of the Carlisle Township Board of Trustees**  
**Special Meeting**  
**January 26, 2015**

The Carlisle Township Board of Trustees met on January 26, 2015 at 7:00 PM. In attendance: Trustee Robert White, Trustee James Wright, Trustee Berry Taylor, Fiscal Officer Kimberly Fallon, Administrative Assistant / Zoning Inspector William Oliver, and Fire Chief Kevin Dembiec. Fourteen (14) fire department employees signed the attendance sheet.

Trustee White opened the meeting with discussions on the list of items the Fire Chief had been working on.

Fire Chief Dembiec stated that he had an update of the list of items brought to attention at the last meeting. He started by introducing the Trustees to the new Volunteer Fire Fighters. The Captain and Assistant Fire Chief positions are under construction, but Fire Fighter Stephen Higgins had been promoted to Lieutenant.

Since the Volunteers had not had a raise in pay since 2008, discussions have been pursued by the Trustees and the Fire Chief. Chairman White commented that a \$1.00 an hour raise is highly considered, as well as possible reimbursements for T-shirts or sweatshirts for dress consistency for events. He stated it had to be voted on at a Regular Trustees meeting. Chief Dembiec stated that attendance of drill meetings and runs should be increased and attached to the incentives. Fire Fighter Hodge stated that whatever is chosen it should be the same for all and an individual choice of option for simplification.

Fire Chief Dembiec stated that he had been pursuing an extended probationary period for new hires. Legal stated that the probationary period could not be extended past one (1) year.

He continued with the idea proposed of a 5 – 10 year comprehensive plan for the fire department. He stated the department is in "catch up mode," an upswing in local government funding and increase in real estate taxes could provide an upswing. The PPE SCBA is the departments' top priority; air packs have an eight (8) year life span and bottles need to be replaced. LifePak 12 is out of production and needs to be replaced, but the cost is approximately \$24,000-28,000; Engines 3's oversized bar need to be replaced; gas meters also need to be replaced at a cost of approximately \$4,000 to \$5,000. Capital projects cannot be started under current fiscal conditions. Chairman White commented that the department has a levy that will be on the ballot in November. Considerations are being made as to whether it should be renewed or have additional funds requested.

Trustee Taylor commented that evaluations had been performed by Chief Dembiec; the employees would receive a blank copy to evaluate themselves which would be used to then compare to the Chief's evaluation. Lieutenant Higgins stated that the Lieutenants should be evaluating the Firemen to eliminate the same person giving the evaluation year after year. He was asked to provide a copy of the evaluation performed at Wellington Fire Department.

Volunteer Fire Fighter Dave Keener requested more attendance and help from the Trustees for events like the Spaghetti dinner or Night at the Races. Trustee Taylor questioned if a Community Day was going to be organized and offered his help along with Fiscal Officer Fallon. He also stated that better attendance would be obtained by more advertising. Mr. Keener stated that the spaghetti dinner is usually planned around the Boo Walk. Trustee Wright commented that if he were asked, he would help.

Fire Fighter Hodge questioned if the Drug Policy had been adopted. Chairman White stated it had been. Mr. Hodge also asked if there had been a meeting between the Township and Mr. Cordes at the County regarding County 911. Chief Dembiec stated that he sees little incentive to go with County 911 due to the New World still being implemented with the police departments. He is waiting to see what happens with the New World. He has not been given any detail from Tracy at County on County 911. The Township is not part of the 911 dispatch. Chief Dembiec stated if the County would offer some equipment to help with the switch, he would be more willing to go with County 911. Chairman White commented that the Chief should follow up with Tracy on the details.

Volunteer Fire Fighter Rick Willard suggested the levy be additional to include a night shift for a Volunteer to work from 6PM – 6AM. Mr. Hodge stated that the five (5) year trend shows the hours of 8PM to Midnight being the heaviest call times, and Midnight to 7AM being the lightest.

Lieutenant Bob Hanmer questioned what would happen if the Safer Grant is not granted and the levy does not pass. Chairman White stated some tough decisions will have to be made. Mr. Hanmer then questioned if the Fire Chief could use the FEMA grant for a night shift Volunteer. Chief Dembiec stated the grant was a recruitment grant and not a staffing grant; it cannot be used for a night shift for Volunteers. The grant must be used as written.

The next meeting with the Fire Department will be set for during the summer. The Trustees requested the help of the Fire Department in the promotion of the Fire Department Levy; a committee should be formed.

**Adjournment**

There being no further business to come before the Board, meeting with Trustees concluded at 8:00PM.

  
Trustee Berry Taylor

  
Trustee Robert White

  
Trustee James Wright

  
Attested: Kimberly Fallon, Fiscal Officer

2/17/15  
Date