

The May 9, 2020 meeting of the Executive Board of the Board of Managers of the New Jersey Firemen's Home was called to order by Chairman Oscar Dutch at 9 A.M. followed by the invocation.

Secretary McDougall read the Notice of Public Meeting that was published in the Star Ledger.

A roll call showed all members of the Executive Board present along with Supt. Flood and Solicitor Ward.

Guests in attendance were Managers Grenci, Veras, Foran, Hull, Signorello, and NJSFA President Ordway.

The minutes of the previous meeting were approved as distributed upon a motion by Mr. Frato and second by Mr. Freeman.

Communications: Mr. McDougall reported that the only communication was the letter from Mr. Flood announcing his retirement effective August 1, 2020. Mr. Frato wished Hugh well in his retirement.

Secretary's Report: Nothing at this time.

Treasurer Sutphen reported that the current year budget is on target. He noted the two pending retirements of Mary Ann and Cindy who he works closely with and would like to be part of the committee to seek their replacements. He wished Mr. Flood well in retirement and thanked him for all the help he has given him.

Superintendent Flood reported that operations are slowly returning to normalcy. He commended the staff for their tireless efforts since the shut down in mid-march. All guests are now healthy with no new cases. There has been no information from the state for procedures moving forward with allowing admissions, visitors and BBQ's. He thanked managers for their kind words and expression of sympathy on the passing of his brother in law.

John Veras reported for the Building and Grounds with congratulations to Mr. Flood. The contractor has maintained a crew during the shutdown and credits him for the extreme progress since the last report. The main challenge remains the "bridge" from the old building to the new where room 204 is. There has been resistance from JCP&L coming on site due to the virus. He has had conversations with Mr. Ward as to action against the Architect for several deficiencies. Mr. Hull asked about recovery for damages with water into Dorm A. Mr. Veras responded that the contractor is making the necessary repairs at his expense. Mr. Grenci asked how many change order are outstanding? Mr., Veras said there were a few small ones with the "bridge" being the most difficult.

Mr. Freeman reported that the applications committee had no official meeting. He did speak with Donna Russo and there are no completed applications pending. Discussion on testing new admissions took place with the recommendation that Mr. Freeman work with the Medical Director and Donna to develop policy and report back to the managers.

Mr. Freeman reported for the employee committee. He asked for the list of duties for the two finance department employees that are retiring. He felt that his committee and the search committee should meet at the home. He also stated that the search committee for the superintendent not limit the job

description to a fireman. Mr. Dutch reported that Sonny is planning a meeting of the search committee at the home on May 19th. Mr. McDougall said we needed to move forward before then. He suggested that the committee meet by phone this coming week and finalize the job description for Superintendent and Assistant. MR. Horvath asked that the description be forwarded to all managers. Following discussion by many it was decided that the committee will meet via telephone conference on May 12th at 9:30 to finalize description and send it to managers for comment and return to committee before the 19th.

Mr. Silvestre reported that the finance committee has not held a meeting due to the lockdown. He did report bills in the amount of \$842,332.67 were in order to be paid. He thanked employees for all they have done and continue to do. He stated that the committee needs to get together to work on the next period budget development. Mr. Hull inquired about the need to have an independent audit due to the retirement of finance employees. Jim Foran reported that this had been proposed years ago with the change of employees at that time. It did not take place due to decision by the board at the time due to the extreme expense. There was a minimal process with a cost for \$11,400.00 that was discussed but that was not approved. Mr. Flood reported that Yodice and Company would be preforming the annual audit after the close of the budget year on June 30. This is a detailed audit and gets sent to the Governor, NJSFA, and is published in the Red Book. Mr. Dutch, DeLaurentis and Mr. Ward will work on a plan and report back to the board.

Mr. Dutch reported that he spoke with Mr. Lugossy and there is some legislation out there but nothing is moving through the state legislature do to the shutdown.

Mr. Wilson reported for the Museum Committee that Hackettstown is ready for delivery of their hand pumper. He will work with Mr. Flood to establish a date.

Mr. Wilson reported that the Public Relations Committee is looking at a Face Mask with imprint of the NJFH for hand out at the convention. It was suggested that they get a sample before ordering as some masks out there do not fit well.

Golf Committee Mr. Flood reported 7 have requested refunds with others wanting to leave deposits for next year. Discussion was held as to the continuation of the outing as Mr. Flood was the main organizer. Following discussion, it was decided to hold off on a final decision as someone else may want to continue the outing.

New Business:

Mr. Signorello reported on a proposed donation to the home from Justin Tuck, former N Y Giant, in the amount of \$10,000.00. Mr. Flood advised he has contacted Mrs. Tuck and is waiting for her to get back to him to work out details.

Mr. Greci reported on the success of a drive by at the home organized by Essex County fire organizations and assisted by the Boonton Police and Fire Departments. The nursing staff appreciated the tribute. Mr. Greci will provide the secretary with information as to the organizers so thank you letters can be sent.

A motion was made that the Applications committee, Medical Director and staff develop policy for admission covering testing for coronavirus.

Mr. DeLaurentis confirmed the managers that will serve on the Search Committee; Managers Dutch, McDougall, Silvestri, Lugossy, Greci and Freeman. He will be serving as chairman.

Mr. Foran offered a suggestion for meeting of the full board. He suggested we meet in the museum which will allow for the appropriate social distancing. Mr. Signorelli stated that maximum number of people allowed to meet is 10 due to the current corona restrictions. Everyone hoped that things will change before the July full board meeting.

Roger Hull stated that due to the reduced number of guests should we be looking to reduce staff. Mr. Freeman stated we are understaffed at this time. Mr. Silvestri stated that after all the staff went through over the past two months that it is crazy to even think of doing something like that. He said we can't get staff now and to do something like that is ridiculous. Mr. Flood reported that we still have 9 people out.

Mr. Flood suggested that Mr. McDougall and Mr. Sutphen be on the committee when interviews are held for the two finance positions due to the fact they work with these employees and are the signatories on checks. Mr. Freeman said he planned on doing that.

Mr Wilson moved that Mr. DeLaurentis, Mr. Dutch and Mr. Ward look into an independent audit ASAP and report back to the board. Second by Mr. McDougall. On a voice vote all were in favor.

Mr. Silvestri moved the payment of bills in the amount of \$842,332.67 second by Mr. Sutphen. On a roll call vote all in favor.

Mr. Wilson moved approval of Resolution 6-2020 approving Contract with Dangler, Lewis & Carey Funeral Home. Second by Mr. Silvestri. On a roll call vote all in favor.

Mr. Silvestri moved for the approval of Resolution 7-2020 rejecting bid submission of Dancker for furniture for the Memory Care Project of the New Jersey Firemen's Home. Mr. Ward stated that the only bid received was over the estimates. It was felt that additional bid will be received due to the allowance of electronic submissions. The motion was second by Mr. Frato and on a voice vote all were in favor.

Mr. McDougall moved for approval of Resolution 8-2020 approving Change Order #4 to contract award to Belmont Construction Corporation for Memory Care Unit. The Motion was second by Mr. Freeman. On a roll call vote all were in favor.

Mr. McDougall moved for approval of Resolution 9-2020 approving Change Order #5 to Contract Award to Belmont Construction Corporation for Memory Care Unit. The motion was second by Mr. Frato. On a roll call vote all were in favor.

Mr. Dutch asked that the secretary read in its entirety Resolution 10-2020 Appointing John Veras as Interim Assistant Superintendent of the New Jersey Firemen's Home. The resolution was moved by Mr. Freeman and second by Mr. Horvath. Mr. Silvestri stated that he had discussed the salary with all involved and it was to be \$65,000.00 and not \$60,000.00 in the resolution. Mr. Silvestri moved an amendment to the resolution that the salary be \$65,000.00 annually second by Mr. Freeman. On a roll call vote all were in favor. Mr. McDougall stated that having worked with Mr. Veras on the Building and Grounds he found Mr. Veras to be very professional in the way he dealt with conflicts with the Architect and Contractor in settling disputes when many could have gotten out of control. Mr. DeLaurentis stated that once he received Mr. Floods retirement notice he and Oscar worked hard for three days on this subject trying to come up with a plan. He believes this is a good plan

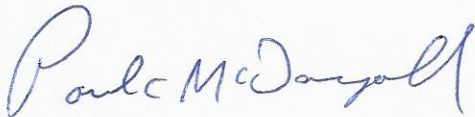
and shares Mr. McDougall's comments noting that he surely would have been in a shouting match. Mr. Dutch stated this idea came up earlier this week but could not be finalized until he and Mr. Frato discussed it with Mr. Flood on Wednesday. Mr. Flood welcomed the help and felt it would help with the transition. He also noted that the process of advertisement would continue and welcomed anyone interested in applying to submit a resume.

Mr. Foran questioned the status of Mr. Veras as manager during this interim period. Mr. Ward responded that he would be suspended as manager during this three-month period. A roll call vote was taken on the resolution as amended with all in favor.

Good and Welfare. Mr. DeLaurentis read into the record the letter he sent out concerning Mr. Flood's retirement. Mr. Flood thanked him for the kind words.

Mr. McDougall reported that he attended the burial at the home cemetery for George Keeler. He noted that George had been a guest at the home for over twenty years. George had no family. The brother of the fire chief who had befriended George spoke and said that the 20 plus years George spent at the home were the best of his life. This statement is a tribute to all the past and current managers and staff for the care that is given to all the guests. Mr. Dutch added that Mr. Greg Leonberg, former manager from Burlington County attended the funeral as well.

There being no further business the meeting was adjourned at 11:57 A.M.

A handwritten signature in blue ink, reading "Paul C. McDougall". The signature is fluid and cursive, with the first name "Paul" and last name "McDougall" clearly legible.

Paul C. McDougall, Secretary