

The Organizational meeting for the Board of Fire Commissioners of the Belgium Cold Springs Fire District for 2026 was convened on January 5, 2026 at 7:00 P.M. Proof of publication was provided.

Present: M. Malone, K. Thompson, C. LaPrease, M. Harrison, M. Speech. A. Speech, W. Dwyer, T. Gleeson, B. Raymond-LaPrease

W. Dwyer was appointed temporary Chairman.

Commissioner M. Speech, Treasurer Dwyer and Secretary & Deputy Treasurer A. Speech signed their oaths of office and will be forwarded to the Lysander Town Clerk. The newly elected Fire Commissioner M. Speech must attend mandatory Fire Commissioner training within 270 days of the date of such election.

M. Harrison nominated C. LaPrease for the position of Chairperson and M. Malone seconded the motion. There being no further nominations, the polls were closed. All voted in favor. C. LaPrease was elected Chairperson.

At 7:03 PM K. Thompson made the motion to go into an executive session to discuss the resume and employment history of an individual that may lead to their employment and M. Harrison seconded the motion. Carried.

At 7:42PM the regular meeting resumed.

K. Thompson made the motion to approve the salary for Chief Tim Gleeson of \$49,168 per his contract and M. Harrison seconded the motion. Carried.

M. Harrison made the motion to approve the salary for Deputy Chief Derek Natoli of \$38,760 and K. Thompson seconded the motion. Carried.

M. Speech made the motion to approve the rate of \$26/hour for the paid FF/EMTs and M. Malone seconded the motion. Carried.

K. Thompson made the motion to approve the salary for Community Risk Reduction Specialist Norm Caroll of \$30,000 and M. Speech seconded the motion. Carried.

M. Harrison made the motion to appoint Amy Speech as Secretary of the Fire District with provision for salary as budgeted at \$61,118 with a one-time stipend of \$750 for additional work performed in 2025 and K. Thompson seconded the motion. Harrison, LaPrease, Malone, and Thompson in favor, M. Speech abstained. Carried.

M. Harrison made the motion to appoint William Dwyer as Treasurer of the Fire District with provision for salary as approved at \$21,036 with a one-time stipend of \$750 and M. Malone seconded the motion. Carried.

C. LaPrease made the motion to appoint Amy Speach as Deputy Treasurer at salary of zero, and M. Harrison seconded the motion. Carried.

M. Malone made the motion to authorize commissioners M. Harrison and K. Thompson as the designated second signatures on checks over \$5000 and M. Speach seconded the motion. Carried.

M. Malone made the motion to adopt the 2026 Legal holidays as per proposed schedule and M. Harrison seconded the motion. Carried.

K. Thompson made the motion to affirm the current Employee Handbook with the understanding that this is a living document and changes with the approval of the board of fire commissioners will be made as needed and M. Speach seconded the motion. Carried.

M. Malone made the motion to affirm the current district policies with the understanding that they are living documents, changes will be made as needed with the approval of the board of fire commissioners, and M. Harrison seconded the motion. Carried.

The bond for the Treasurer and Secretary for the amount of the budget and reserves, plus the Service Awards investment is included in the district's liability insurance. Motion to approve made by M. Malone and seconded by K. Thompson. Carried.

K. Thompson made the motion to designate the Syracuse Post Standard (Advance Media New York) as the official newspaper for the District for 2026 and M. Harrison seconded the motion. Carried.

M. Malone made the motion to set the following dates for official monthly meetings of the Fire District Board of Fire Commissioners for 2026: January 21 and February 23, due to Federal holidays and all other meetings on the 3<sup>rd</sup> Monday of each month at 7:00 P.M. at Station #1 and M. Harrison seconded the motion. Carried.

M. Malone made the motion to appoint Steven Shahan and Bond, Schoneck & King as attorneys for the Fire District for 2026, and M. Speach seconded the motion. Carried.

M. Harrison made the motion to appoint Dr. Michael Shaw as Medical Director for the Fire District and Fire Department and K. Thompson seconded the motion. Carried.

M. Harrison made the motion to designate M&T Bank as official depository and NY Class and K. Thompson seconded the motion. Carried.

M. Speach made the motion to approve the following investment policy: The Treasurer shall be the official in charge of handling the investment of monies with the guidance of the Board. Any time the balance deposited in any bank shall exceed \$100,000; the Treasurer will request collateral from the institution in question for monies in excess of those guaranteed by the Federal Government. M. Harrison seconded the motion. Carried.

K. Thompson made the motion to re-affirm the reserves accounts listed below, and M. Malone seconded the motion. Carried.

- Capital Improvements to Buildings Reserve Fund, which was established on December 17, 1973 by resolution of the Board. Being established by resolution, expenditure is by permissive referendum.
- Fire Apparatus Reserve Fund, which was established by resolution of the Board. Being established by resolution, expenditure is by permissive referendum. This reserve fund was established on December 30, 1991 as the Fire Vehicle Reserve Fund, the name was changed to Fire Apparatus Reserve Fund on November 20, 2006.
- Contingency and Tax Stabilization Reserve Fund, which was established on December 29, 2003. Being established by resolution, expenditure is by permissive referendum. This Reserve was re-established on December 20, 2010 by Permissive Referendum; making expenditure by resolution or Court Order.
- Reserve Fund for Equipment, which was established on October 16, 2006. Being established by resolution, expenditure is by permissive referendum.
- Reserve Fund for Retirement Contributions, which was established on December 30, 2024 by resolution.

M. Harrison made the motion to adopt the following procedure regarding the 2025 Treasurer's report: The annual Treasurer's Report will be given as the Annual Report to the Comptroller and is due on March 1, 2025. M. Speach seconded the motion. Carried. The Treasurer's records are available for review by the Board. The Secretary shall receive and review the cancelled checks and bank statements on a monthly basis and then turn them over to the Treasurer. A commissioner will also review the bank statements monthly.

M. Speach made the motion to authorize the Treasurer to pay utilities and bills giving discount for prompt payment, and fixed salaries and compensation for services, credit card, and to present vouchers at monthly meetings; and authorize Treasurer to pay expenses approved by the Board to be paid prior to meetings and present vouchers at monthly meetings. K. Thompson seconded the motion. Carried

M. Harrison made the motion to set the reimbursement for mileage to the current IRS rate at the time of travel, currently at the rate of 72.5 cents per mile and M. Malone seconded the motion. Carried.

Request letters from members doing business with the District – There are none at this time, but will be requested, if necessary, in the future.

The Fire Department provided the Board with the following preliminary activities planned for 2026 with full roster participating in each event: \*\*Indicates fund-raising activities.

**Installation Banquet – January 17**

**Super Bowl Party – February 8**

**Pancake Breakfast\*\* March 20**

**Recruitment & Retention activities and open houses**

**Chicken BBQ and/or Hot Dog Sale \*\***

**Little Kids Big Trucks**

**Family event**

**Golf Tournament\*\***

**Parade of Lights**

**Holiday Parties**

**Santa Run**

**Parades**

**Founders Day @ Radisson**

**Fire Prevention**

**Recruitment & retention activities**

The FD would also like to request approval for alcohol consumption with the exception of the following events: Recruitment & Retention activities and open houses, Little Kids Big Trucks, Parade of lights, Santa Run (all parades), fire prevention and Pancake Breakfast.

K. Thompson made the motion to approve the above preliminary fund raising and department activities, the use of alcohol at indicated events and acknowledge receipt of same. M. Malone seconded the motion. Carried.

M. Malone made the motion to approve County Fire Instructors who are members of Belgium Cold Springs Fire Department to instruct outside Belgium Cold Springs Fire District, and M. Speach seconded the motion. Carried.

K. Thompson made the motion to approve participation of Belgium Cold Springs Fire Department members on Special Ops teams for VFBL coverage and M. Speach seconded the motion. Carried.

M. Malone made the motion to approve Belgium Cold Springs Fire Commissioners, District Officials, Employees, and Belgium Cold Springs Fire Department Members who participate as Directors or in an official capacity in Non-Profit Organizations for coverage on our insurance policies. Members will need to submit via a letter or email the specific organizations and positions in which they would like coverage. M. Speach seconded the motion. Carried.

M. Harrison made the motion to approve attendance at AFDSNY Commissioner Training, Annual Training, and Regional Training for commissioners and district officers. M. Malone seconded the motion. Carried

M. Harrison made the motion to approve fire district membership to AFDSNY and Central region, and M. Malone seconded the motion. Carried.

M. Malone made the motion to approve the following people: L. Tanner, L. Williamson, M. Williamson, D. Speach, K. Branagan, S. Shane, T. Massaro for the fire district election board for 2026 with a stipend of \$70 and M. Harrison seconded the motion. Carried.

M. Harrison made the motion to approve John Melchior as 1<sup>st</sup> Assistant Chief. K. Thompson seconded the motion. Carried.

Committee assignments will be determined at a later date.

Any additional Business:

- M. Malone made the motion to approve travel for K. Thompson to the AFDSNY board of directors' meetings at no cost to the district and M. Speach seconded the motion. K. Thompson abstained. Carried.
- W. Dwyer provided a report with 2025-year end totals and 2026 Budget. M. Harrison made the motion to approve the treasurer's report and M. Speach seconded the motion. Carried.
- A. Speach reported that the fire district has been awarded a \$25,000 Recruitment and Retention Grant. M. Speach made the motion to sign the grant contract and move forward with starting the wellness program and M. Harrison seconded the motion. Carried.
- T. Gleeson reported that we did not qualify for the DEC grant as we have to be 80% volunteer. There are no plans to make a purchase now but we may need to look at it in future budget planning.
- Discussion regarding American Test Center and ladder testing. K. Thompson made the motion to approve American Test Center for the annual ladder and aerial apparatus testing with Big Jake's to oversee the testing and M. Malone seconded the motion. Carried.
- C. LaPrease made the motion to surplus one set of CPR mannequins and M. Malone seconded the motion. Carried.

Next Meeting: January 21st at 7pm at Station #1

M. Malone made the motion to adjourn the meeting at 8:17 pm and M. Harrison seconded the motion. Carried.

Respectfully submitted,  
Amy Speach  
Fire District Secretary