



# *Arlington Fire District*

11 Burnett Boulevard  
Poughkeepsie, NY 12603  
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**For Emergencies**  
***DIAL 911***

*"Safeguarding Our Community"*

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## **BOARD OF FIRE COMMISSIONERS MEETING MINUTES September 22, 2025**

### **ATTENDEES:**

Comm. Richard Dore – Chairman  
Comm. Ralph Chiumento, Jr. – Vice Chairman – (absent)  
Comm. Peter Valdez  
Comm. Phil Van Itallie  
Comm. Sean Jackson

Chief:	Adam Kangas
Assistant Chief:	Eric Philipp
Director of EMS:	David Violante
District Secretary:	Renee O'Neill
Treasurer:	James Passikoff

Chairman Dore opened the Arlington Fire District Board of Fire Commissioners' meeting at 6:02 p.m., took a roll call of the attendees and everyone stood and recited the pledge of allegiance.

At this time, Chairman Dore turned the meeting over to Chief Kangas. Chief Kangas requested Lt. John Clavin to come to the front of the room, and he spoke about John's recent promotion to Lieutenant. Chief Kangas pinned Lt. Clavin, and all congratulated him on his promotion.

Chairman Dore resumed the meeting at 6:06 p.m.

1. **PUBLIC COMMENT PERIOD** – *No action(s) taken by the Board, unless otherwise noted.*
2. **COMMENTS FROM THE BOARD** – *No action(s) taken by the Board, unless otherwise noted.*

3. **ABSTRACT APPROVAL**

Comm. Jackson made a motion to approve Abstract 25–9B. This consists of \$826.46 in paid bills with a total of 1 check and \$610,245.84 in unpaid bills with a total of 35 checks for a grand total of \$611,072.30, totaling 36 checks. Seconded by Comm. Van Itallie.

- Motion Carried, 4 – 0 – 0

4. **APPROVAL OF PREVIOUS MEETING MINUTES**

A. September 8, 2025 Board of Fire Commissioners' Meeting

Comm. Van Itallie made a motion to approve the minutes as submitted. Seconded by Comm. Valdez.

- Motion Carried, 3 – 0 – 1 (Comm. Jackson abstained)

5. **MONTHLY COMMITTEE REPORTS** – *No reports given unless otherwise noted.*

A. Service Awards – Comm. Valdez & Comm. Jackson

1. Received from Arrow Bank:

A. August 2025 LOSAP statement

B. Investment Presentation: 11/01/19 – 08/31/25

B. District Inspections – Comm. Dore & Comm. Jackson

C. District Officers / Chief Liaison – Comm. Chiumento & Comm. Dore

D. EMS & Paramedic Liaison – Comm. Valdez & Comm. Dore

E. Public Relations – Comm. Chiumento & Comm. Jackson

F. Equipment Maintenance – Comm. Dore & Comm. Valdez

G. Buildings and Grounds – Comm. Dore & Comm. Van Itallie

H. Capital Equipment – Comm. Van Itallie & Comm. Jackson

I. Union Negotiations & Contract – Comm. Chiumento & Comm. Dore

J. Career Staff Liaison – Comm. Chiumento & Comm. Dore

K. Volunteer Recruitment – Comm. Valdez & Comm. Jackson

1. Comm. Jackson reported on recommendations from Volunteer Recruitment Coordinator Lisa Jackson. Himself, Chief Kangas and Comm. Dore met to discuss streamlining the volunteer application process. It has been determined that applications will be meeting once a month with Lisa at the Company meeting. She will meet with them, finish paperwork and if she is comfortable with the applicant, they will immediately go to a Company vote with the provision that they would be approved pending background, arson and sex offender checks. Once its back at the District level, they would immediately go to the Board for approval, which could potentially put them in a 30-day timeframe. Should be able to get members online faster. The other discussion was Orientation. Used to wait 6 months + to schedule. Now they have been prescheduled on the 3<sup>rd</sup> Thursday of every month with no minimum to run it and if there is nobody for

that months Orientation, they want to be notified a week in advance to cancel.

- L. District Safety & Health – Comm. Dore & Comm. Valdez
- M. Strategic Plan – Comm. Van Itallie & Comm. Valdez
- N. Finance Committee – Comm. Chiumento & Comm. Van Itallie
- O. IT Operations Committee – Comm. Dore & Comm. Jackson
- P. Croft Lease – Comm. Valdez & Comm. Van Itallie
- Q. Rochdale Lease – Comm. Chiumento & Comm. Van Itallie

6. **CORRESPONDENCE** – *None unless otherwise noted.*

7. **ACTIONS TO BE TAKEN BY THE BOARD** – *None unless otherwise noted.*

8. **DONATIONS** – *None unless otherwise noted*

9. **COMMISSIONERS ITEMS** – *No reports and/or discussions unless otherwise noted.*

- A. Board to set date, time, and place for the 2026 Proposed Budget Hearing. It can be any day during the third week of October, as amended in Town Law 181[3][a]); (October 20<sup>th</sup> – 24<sup>th</sup>)

The Board will conduct the 2026 Proposed Budget Public Hearing on Tuesday, October 21<sup>st</sup> at 6:00 p.m. at Red Oaks Mill Firehouse.

- B. On or before September 30<sup>th</sup>, adopt the proposed budget for 2026, including fund balance estimate for 2025. (Town Law §181[2])

Comm. Dore made a motion to approve a proposed budget of \$28,054,600 of which \$26,144,600 is to be raised by taxes, a 4.9984% increase. The rate per thousand increases from 6.18 to 6.45, which is a 4.6389% increase. Seconded by Comm. Jackson.

Brief discussion. Comm. Valdez stated he will be voting no because he hasn't had the time to look it over.

- Motion Carried, 3 – 1 – 0 (Comm. Valdez voted no)

- C. For Commissioner Election Inspector canvas letters to be mailed, BOFC to determine Annual Commissioner Election time and fix compensation. Inspectors need to be approved by second meeting in October.

- 1. Commissioner Election is Tuesday, December 9, 2025.

2. Minimum hours are 6:00 p.m. to 9:00 p.m. as per TL§175.

The Board is ok with changing the time to 5:00 p.m. to 9:00 p.m.

3. Compensation for the three (3) hours is \$70 and any consecutive hours prior to 6:00 p.m., the compensation is \$100, as per TL§175.

Comm. Van Itallie made a motion that the hours be from 5:00 p.m. to 9:00 p.m. Seconded by Comm. Jackson.

**POLL OF THE BOARD:**

Comm. Van Itallie – Yes

Comm. Valdez – Yes

Comm. Chiumento – (absent)

Comm. Jackson – Yes

Comm. Dore – Yes

- Motion Carried, 4 – 0 – 0

NOTE: Maximum of four inspectors at HQ and four inspectors at ROM; one Chairperson and a few individuals to be on standby in the event someone can't perform duties.

**10. DISTRICT STAFF ITEMS**

**A. Chief Adam Kangas**

1. Received a resignation letter from FF William Maguire who was a transfer, effective September 23, 2025.
2. BOFC to approve up to \$32K out of the Employee Benefit Accrued Liability Fund for an approved sick time buyout per the contract.

Comm. Jackson made a motion to approve up to \$32K out of the Employee Benefit Accrued Liability Fund for an approved sick time buyout per the contract. Seconded by Comm. Valdez.

Brief discussion.

- Motion Carried, 4 – 0 – 0

3. Community engagement requests:
  - A. 10/04/25 & 10/09/25 – “Touch a Truck” held by the Town of Poughkeepsie from 10:00 a.m. to 2:00 p.m.; requesting 2 members to staff each event with up to 16 hours overtime.

Comm. Van Itallie made a motion to approve the staffing of the two community engagement requests for a total of 16 hours overtime in October. Seconded by Comm. Jackson.

- Motion Carried, 4 – 0 – 0

- B. 10/18/25 – Emergency One (2555 South Road) conducting a Children’s Expo from 10:00 a.m. to 2:00 p.m. and is requesting the Fire Safety Trailer, which would be 3 members and 18 hours overtime, or fire apparatus with 12 hours overtime or staff it with volunteers.

Assistant Chief Philipp reported that the volunteers already committed to staffing the Spackenkill PTA Trunk or Treat event that day. Brief discussion. Comm. Van Itallie would like a report of the number of attendees after the event.

Comm. Jackson made a motion to approve the 18 hours and send the Fire Safety Trailer. Seconded by Comm. Van Itallie.

- Motion Carried, 4 – 0 – 0

- C. 10/26/25 – “Trunk or Treat” event at Stanley Still Park from 12:00 p.m. to 5:00 p.m., requesting 2 paid members, up to 14 hours overtime supplemented with volunteers.

Comm. Jackson made a motion to approve the Trunk or Treat on the 26<sup>th</sup> of October at Stanley Still Park to be covered with 14 hours if volunteers are unable to cover it. Seconded by Comm. Van Itallie.

- Motion Carried, 4 – 0 – 0

- B. Assistant Chief Eric Philipp
  - 1. Thanked the Board for approving the community outreach events.
- C. Director of EMS David Violante – No report.
- D. Treasurer James Passikoff
  - 1. Chairman Dore acknowledged receipt of the Treasurer’s August 31, 2025 Financial Report for the District.

#### 11. **SCHOOL REQUESTS**

The Board of Fire Commissioners authorized the Chief to approve in advance, school requests that are located inside or outside of Dutchess County and is either contractually required or required to maintain a certification or does not exceed \$100.00.

For Commissioners notification purposes only:

- A. Christopher Weiner: “EMS Connections”, November 8, 2025 at DCC. (\$65 registration, 8 hours own time)

**The following school requests require consideration by the Board of Fire Commissioners:**

There were no school requests submitted.

12. **ITEMS FOR EXECUTIVE SESSION**

- A. Chief Kangas – One (1) item for the purpose of the medical, financial, credit or employment history of a particular person or corporation, or matters leading to the appointment, employment, promotion, demotion, discipline, suspension, dismissal or removal of a particular person or corporation.

With no further open business to discuss, Comm. Van Itallie made a motion to adjourn to Executive Session. Seconded by Comm. Jackson.

- Motion Carried, 4 – 0 – 0

The Board adjourned to Executive Session at 6:29 p.m.

13. **EXECUTIVE SESSION**

The Board came out of Executive Session at 6:44 p.m. and returned to Open Session.

14. **OPEN ITEMS**

As a result of Executive Session, Chairman Dore stated that the Board is to consider approval of up to \$11K out of the Employee Benefit Accrued Liability Fund for Captain Fager’s hardship request.

Comm. Jackson made a motion to approve. Seconded by Comm. Van Itallie.

- Motion Carried, 4 – 0 – 0

With no further business to conduct, Comm. Van Itallie made a motion to adjourn the meeting. Seconded by Comm. Jackson.

- Motion Carried, 4 – 0 – 0

Meeting adjourned at 6:45 p.m.

Chairman Dore recognized that they adjourned the meeting but wanted to read the Memorandum of Agreement.

It is hereby agreed by and between the Arlington Fire District (hereinafter referred to as “DISTRICT” and the Arlington Professional Firefighter’s Association, IAFF Local 2393 (hereinafter referred to as “ASSOCIATION”) as follows:

- 1) Captain Charles Fager formally requests a “hardship” payout of 144 hours of accrued sick time and 60 hours of accrued personal time, both of which he currently possess in his benefit time bank.
- 2) Should the AFD Board of Fire Commissioners elect to award the requested hardship, it is understood and accepted that Captain Fager will forgo earning 144 hours of sick time and 60 hours of personal time for 2026.
- 3) Upon execution of this agreement, both parties agree to never claim this as a past practice and that this agreement shall not be non-precedent setting.
- 4) This agreement is subject to all parties, the District, Captain Fager and the Arlington Professional Firefighters.

Comm. Jackson made a motion to approve the MOA. Seconded by Comm. Van Itallie.

- Motion Carried, 4 – 0 – 0

With no further business to conduct, Comm. Jackson made a motion to adjourn the meeting. Seconded by Comm. Valdez.

- Motion Carried, 4 – 0 – 0

Meeting adjourned at 6:47 p.m.

Respectfully Submitted,

Renee O’Neill  
District Secretary





## BOARD OF FIRE COMMISSIONERS MEETING PUBLIC ATTENDANCE SHEET

NOTE: This sheet will be attached to the Board of Fire Commissioners meeting minutes as part of the official record. If you agree to have your name as part of the official record and published on our website, please legibly print your name below. Thank you.

DATE OF MEETING: 9/22/25
