

Minutes of the Organizational Meeting, Monday, January 5, 2026

The Secretary, Secretary Nicholas Paolucci, called the Organizational Meeting to order at 8:00 P.M with a salute to the flag led by Commissioner Maroldo.

**PRESENT WERE:** Commissioner James M. Maroldo, Commissioner Sean K. Abrams, Commissioner Marc A. Timpano, Commissioner Ralph J. Raymond, Commissioner Robert J. Schmidgall, Jr., Superintendent Edward Kraus, Secretary Nicholas Paolucci, Treasurer Kevin Frank, Deputy Treasurer Lisa-Lang Gross, Chiefs Ferrante, Timpano, and Archipolo. Excused was Chief Schmidgall.

Secretary Nicholas Paolucci presided as the meeting was being conducted under old business, which had originated in 2025.

Secretary Nicholas Paolucci acted as temporary chairman until the board elected a new chairman.

Secretary Paolucci then announced the results of the recent fire district election held on Tuesday, December 9, 2025, He announced that Robert Schmidgall was elected to the 5-year term commencing on January 1, 2026, and ending on December 31, 2030.

Attorney Frank administered the Oath of Office to the newly elected Commissioner Robert Schmidgall who then took his seat on the board.

Upon motion made by Commissioner Schmidgall and seconded by Commissioner Raymond it was:

**RESOLVED** that Commissioner Maroldo be nominated for the position of Chairman of the Board of Fire Commissioners.

The motion was voted upon and carried. (Commissioner Maroldo abstained from the vote).

Commissioner Maroldo then assumed the duties of Chairman of the Board of Fire Commissioners.

Chairman Maroldo then congratulated Commissioner Schmidgall upon his election.

Chairman Maroldo thanked all the board members for electing him to the position of Chairman of the Board of Fire Commissioners. He then thanked the Board for their work in 2025 and then thanked everyone for their continued support.

Upon motion made by Commissioner Raymond and seconded by Commissioner Timpano it was:

**RESOLVED** that Commissioner Abrams be nominated for the position of Vice-Chairman of the Board of Fire Commissioners.

The motion was voted upon and carried. (Commissioner Abrams abstained from the vote).

Commissioner Abrams then assumed the duties of Vice-Chairman of the Board of Fire Commissioners.

Upon motion made by Commissioner Raymond and seconded by Commissioner Schmidgall it was:

**RESOLVED** that Nicholas T. Paolucci be appointed to the position of Secretary at an annual salary of **\$ 30,000.00**.

The motion was voted upon and carried.

Upon motion made by Commissioner Schmidgall and seconded by Commissioner Abrams it was:

**RESOLVED** that Kevin Frank is appointed to the position of Treasurer at an annual salary of **\$28,298.00**.

The motion was voted upon and carried.

Upon motion made by Commissioner Timpano and seconded by Commissioner Maroldo it was:

**RESOLVED** that Lisa-Lang Gross be appointed to the position of Deputy Treasurer.

The motion was voted upon and carried.

Attorney Frank administered the Oath of Office to all the administrative officers of the district: Secretary, Nicholas T. Paolucci, Treasurer Kevin P. Frank, and Deputy Treasurer Lisa-Lang Gross.

Upon motion made by Commissioner Abrams and seconded by Commissioner Timpano it was:

**RESOLVED** that **John Schneider** be appointed to the position of Cleaner at the rate of **\$25.18**. per hour and the workweek shall be 40 hours. **Nicholas Cerullo** shall be appointed to the position of Firehouse Maintainer at the rate of **\$37.05**. per hour, **Bryan Donadio** shall be appointed to the position of Firehouse Maintainer at the rate of **\$30.47**. per hour, **Heather McNeill** appointed to Firehouse Maintainer at a rate of **\$34.92**.per hour, **Joseph Bodnar** Fulltime Dispatch at a rate of **\$36.68**. per hour and **James Allen** at a rate of **\$40.70**. per hour and the work week shall be 40 hours and approved as Lead Dispatcher. The rate for overtime will be time and one- half (1 1/2) and such overtime shall commence at the end of the eight (8) hour day. The program adopted by the Board of Fire Commissioners will allot the Vacation Period and Personal Days.

The motion was voted upon and carried.

Upon motion made by Commissioner Raymond and seconded by Commissioner Maroldo it was:

**RESOLVED** to appoint Edward J. Kraus to the position of Superintendent of Fire District at a rate of **\$138,633.30**.

The motion was voted upon and carried.

Upon motion by Commissioner Schmidgall and seconded by Commissioner Raymond it was:

**RESOLVED** to appoint the following Ambulance Medical Technicians, part time: **David Salembier, Alex Trupiano, Samuel Jaroslawicz, Eric Laulaitis, Robert Miller, Aaron Emmons, Mark Chicavich, and Andrew Rosenthal**, at a rate of **\$40.00** per hour per diem.) EMT's **Michael Greco and Steve Lampert** at a rate of **\$30.00** per hour per diem.)

The motion was voted upon and carried.

Upon motion by Commissioner Abrams and seconded by Commissioner Timpano it was:

**RESOLVED** to appoint the following Firehouse Maintainers, part-time: **Steven Battafarano, Richard Gentile, Leroy McKeever, Michael Multari, Thomas Stoerger, Eric Devine, Brian Ferrucci, Brian Tomeo, and James Kane** at a rate of \$26.00 per hour per diem.

The motion was voted upon and carried.

Upon motion made by Commissioner Raymond and seconded by Commissioner Maroldo it was:

**RESOLVED** to make Paramedic **Jonathan Billian** lead Paramedic in charge at a pay rate of \$50.00 per hour.

The motion was voted upon and carried.

Upon motion made by Commissioner Timpano and seconded by Commissioner Raymond it was:

**RESOLVED** that the district participates in the New York State Retirement System for the following named district employees: **Kevin Frank, John Schneider, Nicholas Cerullo, Alex Trupiano, David Salembier, Heather McNeill, Joseph Bodnar, Steven Battafarano, Brian Ferrucci, Bryan Donadio, Jonathan Billian, Samuel Jaroslawicz, Eric Laukaitis, Robert Miller Jr, James Allen, Eric Devine, Richard Gentile, and Brian Tomeo**.

The motion was voted upon and carried.

Upon motion made by Commissioner Schmidgall and seconded by Commissioner Raymond it was:

**RESOLVED** to adopt the Resolution to set the workday for paid Elected and Officials for retirement system reporting as per the New York State Comptroller's Office.

The motion was voted upon and carried. (A full copy of the resolution is attached to these minutes).

Upon motion made by Commissioner Schmidgall and seconded by Commissioner Timpano it was:

**RESOLVED** That Sean Abrams is appointed Driver Safety Instructor of the North Massapequa Fire District, January 1, 2026, to December 31, 2026, and Commissioner Maroldo, and Secretary Paolucci are administrative on the driver safety program.

The motion was voted upon and carried. (Commissioner Abrams abstained from the vote).

Upon motion made by Commissioner Raymond and seconded by Commissioner Maroldo it was:

**RESOLVED** that the district continues a \$50,000.00 Term Life Insurance policy for the following Fire District employees, John Schneider, Kevin Frank, Nicholas Paolucci, Nicholas Cerullo, Heather McNeill, Joseph Bodnar, James Allen, Bryan Donadio, and Edward Kraus Jr.

The motion was voted upon and carried.

Upon motion made by Commissioner Timpano and seconded by Commissioner Raymond it was:

**RESOLVED** that the district subscribed to the New York State Health Insurance Plan (NYSHIP).

The motion was voted upon and carried.

Upon motion made by Commissioner Schmidgall and seconded by Commissioner Maroldo it was:

**RESOLVED** that Commissioners Raymond and Abrams be appointed the Financial Officer of the North Massapequa Fire District.

The motion was voted upon and carried. (Commissioners Raymond and Abrams abstained from voting).

Upon a motion made by Commissioner Timpano and seconded by Commissioner Schmidgall it was:

**RESOLVED** that the Dime Bank, Flushing Bank, and any other bank deemed necessary are hereby designated in which the Treasurer shall deposit monies coming into his hands

by virtue of his office. Be it further resolved that this resolution be entered into the minutes of the Board of Fire Commissioners of the North Massapequa Fire District.

The motion was voted upon and carried.

Upon a motion made by Commissioner Abrams and seconded by Commissioner Timpano it was:

**RESOLVED** that the following appointments are made:

**LEGAL:** The law firms of Sapienza & Frank were appointed legal counsel at the annual rate of 1% of the district budget.

**NEWSPAPERS:** Massapequa Post, Massapequa Observer, Farmingdale Observer, and any other agency deemed necessary.

**TRUCKS, MAINTENANCE & REPAIRS:** Pierce Truck, Firematic Service Co., Chief Fire & Safety, Air Weld, Sagamore Lights, Precision Art, John Pratt, Extreme Auto Body, Hendrickson Fleet Service, N & A, Gabrielli Truck Service, Nassau Fire Apparatus, and any other agency deemed necessary.

**ELECTRICAL WORK:** Roland Electricians, Dialto Electric, Hollborn Electric and any another agency deemed it necessary.

**RADIO ALERTING SYSTEM:** Mayday Communications, Multimedia Communications, Hello Alert, and any other agency deemed necessary.

**HEATING, VENTILATING, & AIR CONDITIONING (HVAC):** Connolly & Sons, All Weather Temperature Controls, Maccarone Plumbing, Vulcan Plumbing and Heating, and Albano and any other agency deemed necessary.

**PLUMBING:** Seaford Avenue, Hollborn, and any other agency deemed necessary.

**ALARM SYSTEM & NETWORK:** New Era, Holborn, LPC, and any other agency deemed necessary.

The motion was voted upon and carried.

Upon motion made by Commissioner Raymond and seconded by Commissioner Maroldo it was:

**RESOLVED** that the following appointment be made **INSURANCE:** Harbor Agency, ESIP, Fire Districts Mutual Insurance Co., and any other agency deemed necessary.

The motion was voted upon and carried. (Commissioner Raymond abstained from the vote).

Upon motion made by Commissioner Schmidgall and seconded by Commissioner Timpano was:

**RESOLVED** that all committee appointments listed in these minutes be approved.

**The Following Committees Were Appointed**

<b>Cell Phones</b>	Commissioners Maroldo, and Schmidgall
<b>Computer IT, Telephones, Security Systems</b>	Commissioners Raymond, and Timpano
<b>Dispatch Office</b>	Commissioners Raymond and Schmidgall
<b>District Rentals</b>	Commissioners Abrams and Schmidgall
<b>Driver Training</b>	Commissioners Abrams and Maroldo
<b>EMS</b>	Commissioners Maroldo and Raymond
<b>Safety Compliance</b>	Commissioners Timpano and Raymond
<b>Fire Apparatus &amp; Equipment</b>	Commissioners Raymond and Maroldo
<b>Fire Inspections and Preplan</b>	Commissioners Abrams and Maroldo
<b>Fire Prevention</b>	Commissioners Maroldo and Schmidgall
<b>Human Resources</b>	All Commissioners
<b>House &amp; Grounds</b>	Commissioners Abrams and Schmidgall
<b>Inspection Dinner</b>	All Commissioners
<b>Insurance</b>	Commissioners Maroldo, Raymond and Timpano
<b>Inter-municipality Liaisons and Grants</b>	Commissioners Raymond and Timpano
<b>Office Supplies &amp; Equipment</b>	Commissioners Timpano and Maroldo
<b>Parades</b>	Commissioner Timpano and Abrams
<b>Public Relations</b>	Commissioners Raymond and Timpano
<b>Radio &amp; Alert</b>	Commissioners Raymond and Maroldo
<b>Safety</b>	Commissioners Raymond and Maroldo
<b>Training, Seminars, Travel, and Dues</b>	Commissioners Abrams, Schmidgall and Maroldo
<b>Uniforms</b>	Commissioners Maroldo and Timpano

The motion was voted upon and carried.

Upon motion made by Commissioner Raymond and seconded by Commissioner Abrams it was:

**RESOLVED** that the Board of Fire Commissioners continue their membership in the various Firematic organizations as listed: **International Association of Fire Chiefs, New York State Association of Fire Chiefs, National Fire Protection Association, Firemen's Association State of New York, International Society of Fire Service Instructors, Association of Fire Districts of Nassau County, Association of Fire Districts State of New York, Fire Department Safety Officers Association, National Volunteer Fire Council** and any other Firematic organization deemed necessary.

The motion was voted upon and carried.

Upon motion made by Commissioner Raymond and seconded by Commissioner Timpano it was:

**RESOLVED** that the firm known as, Professional Innovative Programs Services Ltd, Fire Rescue Systems and S.C.M. be appointed as computer consultants on all software for the district's computer system, Visual Information Services Corp and any other agency deemed necessary.

The motion was voted upon and carried.

Upon motion made by Commissioner Raymond and seconded by Commissioner Abrams it was:

**RESOLVED** to appoint SJ Computers as computer consultants on all software for the district's computer system.

The motion was voted upon and carried.

Upon motion made by Commissioner Timpano and seconded by Commissioner Schmidgall it was:

**RESOLVED** that the following named members of the North Massapequa Fire Department be allowed to continue their membership since they reside outside the limits of the fire district. They are as follows: **Michael Calamia**, Bethpage, **Alex Abrams** Bethpage, **Danny Roberts**, Farmingdale, **Scot Abrams**, Massapequa, **Robert Russo**, Massapequa, **Robert Goohs**, Seaford, **Christopher Laffey**, Massapequa Park, Massapequa, **Michael Sanicola**, Seaford, **Shriya Kumar**, Seaford, and **Anthony Curran**, Seaford.

The motion was voted upon and carried.

Upon motion made by Commissioner Timpano and seconded by Commissioner Raymond it was:

**RESOLVED** that the District Treasurer be bonded in the amount of one million dollars.

The motion was voted upon and carried.

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Upon motion made by Commissioner Schmidgall and seconded by Commissioner Abrams it was:

**RESOLVED** that Dr. Robert Fogel, Dr. Jorge Gardyn, and Dr. Joseph Bruni, the district's medical authority will recertify all active firefighters, and new applicants, Classes A, B and C and Fire Medic of the North Massapequa Fire Department.

The motion was voted upon and carried.

Upon motion made by Commissioner Timpano and seconded by Commissioner Maroldo it was:

**RESOLVED** that a physical exam will be given to all department members on the month of their birthday.

The motion was voted upon and carried.

Upon motion made by Commissioner Timpano and seconded by Commissioner Abrams it was:

**RESOLVED** that the North Massapequa Fire District adopt the following Policies:

1. Alcohol
2. Annual Dinner
3. Background Checks
4. Code of Ethics
5. Covid 19
6. Credit Card
7. Cell Phone
8. Cancelled Checks
9. Commercial Gym Use and Wellness Policy (amended 2019, 2026)
10. Dispatch Office Procedures
11. Driver Training
12. Drug Test
13. Employee Benefits (revised 1/3/2022, 1/5/2026)
14. Fire District elections policy
15. Fixed Asset
16. Harassment
17. Internet Communications
18. Investment
19. Longevity Awards
20. Member Residence Notification
21. New Membership
22. Procurement and Purchasing Policy in accordance with section 104-b of the General Municipal Law
23. Preferred Vendor List
24. Physical and Classification
25. Pregnant Firefighter policy
26. Paid (Non-Emergency Response) Employees responding to Fire Department Emergency Calls as Volunteer Firefighters
27. Public Employer Health Emergency Plan

- 28. Resolution to set workdays for paid and elected officials.
- 29. Records Retention
- 30. Travel
- 31. Vehicle Use
- 32. Whistleblower
- 33. Public meeting decorum policy
- 34. Length of Service Award Program Plan Document

The motion was voted upon and carried. (Copies of these Documents are on a USB stick on the secretary's desk).

Upon motion made by Commissioner Abrams and seconded by Commissioner Maroldo it

**RESOLVED** that the travel rate for all district officers and all district personnel is as per the IRS Miles Rate currently 72.5 cents per mile.

The motion was voted on and carried.

Upon motion made by Commissioner Raymond and second by Commissioner Abrams it was:

**RESOLVED** that the following named vendors be approved as consultants, in their respective fields, to the North Massapequa Fire District.

<b>District Architect</b>	Frank Relf, Architect, Martin F. Sendlewski A.I.A. and H2M
<b>Medical Authority</b>	Dr. Robert Fogel, and Dr. Jorge Gardyn
<b>Independent Auditor</b>	Craig, Fitzsimmons & Meyer, LLP
<b>Travel consultant</b>	Sucarba Travel,
<b>International Accounting</b>	Gentile, Brengel, Lim, LLP

And any other agency deemed it necessary.

The motion was voted upon and carried.

Upon motion made by Commissioner Raymond and seconded by Commissioner Schmidgall it was:

**RESOLVED** that **Insurance broker** Harbor Insurance Agency be approved as consultant in their respective field, to the North Massapequa Fire District.

And any other agency deemed it necessary.

The motion was voted upon and carried.

Upon motion made by Commissioner Raymond and seconded by Commissioner Timpano it was:

**RESOLVED** to use the firm of Proclaim billing services for the ambulance cost recovery services for the North Massapequa Fire District.

The motion was voted upon and carried.

Upon motion made by Commissioner Abrams and seconded by Commissioner Schmidgall it was:

**RESOLVED** that the Board of Fire Commissioners of the North Massapequa Fire District continues a Capital Reserve Account for Buildings and Grounds under section 6-G of the general municipal law to fund the acquisition, refurbishment, construction, and reconstruction of the building and grounds previously memorialized & re-established December 4, 2006.

The motion was voted upon and carried.

Upon motion made by Commissioner Timpano and second by Commissioner Raymond it was:

**RESOLVED** that the Board of Fire Commissioners of the North Massapequa Fire District continues a Capital Reserve Account for Firematic Equipment under section 6-G of the general municipal law to fund the acquisition, refurbishment, of the Firematic Equipment previously memorialized & re-established December 4, 2006.

The motion was voted upon and carried.

Upon motion made by Commissioner Raymond and second by Commissioner Abrams it was:

**RESOLVED** that the Board of Fire Commissioners of the North Massapequa Fire District continues a Capital Reserve Account for Emergency Repair Reserve Funds under section 6-D of the general municipal law to fund the acquisition, Emergency repairs to apparatus, established May 2, 2016.

The motion was voted upon and carried.

Upon motion made by Commissioner Schmidgall and second by Commissioner Timpano it was:

**RESOLVED** that the Board of Fire Commissioners of the North Massapequa Fire District continues a Capital Reserve Account for Employee Benefit Accrued Liability Reserve Fund under section 6-P of the general municipal law to fund the acquisition, Employee Benefits, established May 2, 2016.

The motion was voted upon and carried.

The Board of Fire Commissioners discussed the district's policy regarding parades that the department will be attending in the year, 2026.

Upon motion made by Commissioner Abrams and seconded by Commissioner Timpano it was:

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**RESOLVED** that the fire district will only pay the department for bands when the department attends parades pending the approval of the Board and with membership participating in marching with no less than thirty (30) members attending and Department Parade Officials Officiating.

The motion was voted upon and carried.

Upon motion made by Commissioner Schmidgall and seconded by Commissioner Raymond it was:

**RESOLVED** that all district officers and (1) Chief of the North Massapequa Fire Department be authorized to attend the Annual Meeting of the Association of Fire Districts State of New York on 10/06/2026 to 10/11/2026 in Saratoga Springs, New York with all actual and necessary expenses paid for by the district

The motion was voted upon and carried.

Upon motion made by Commissioner Maroldo and seconded by Commissioner Raymond it was:

**RESOLVED** to purchase 1 table at a cost not to exceed \$1,250.00 to attend the Installation Dinner of the Association of Fire Districts Nassau County being held at the Coral House Baldwin, NY on Saturday March 7, 2026.

The motion was voted upon and carried.

Upon motion made by Commissioner Raymond and seconded by Commissioner Maroldo it was:

**RESOLVED** to purchase 1 Gold Page in the 2026 journal of the Association of Fire Districts Nassau County at a cost not to exceed \$500.00.

The motion was voted upon and carried.

Upon motion made by Commissioner Abrams and seconded by Commissioner Timpano it was:

**RESOLVED** to pay the 2026 dues and directory page of the Association of Fire Districts Nassau County not to exceed \$500.00.

The motion was voted upon and carried.

Upon motion made by Commissioner Schmidgall and seconded by Commissioner Timpano it was:

**RESOLVED** to pay the 2026 dues of the Association of Fire District State of New York not to exceed \$750.00.

The motion was voted upon and carried. (Paperwork for the above 4 motions are attached).

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Upon motion made by Commissioner Abrams and seconded by Commissioner Maroldo it was:

**RESOLVED** that any member over the age of 65 years of age may drive if requested by the Chief of Department to become a driver of District apparatus. The Chief must submit a letter to the Board requesting approval of the members and must specify the District Vehicle. The members must be qualified and approved.

The motion was voted upon and carried.

Upon motion made by Commissioner Maroldo and seconded by Commissioner Timpano it was:

**RESOLVED** that all district officers, the District Superintendent, and three chiefs pending the approval of the Board are authorized to attend the following listed seminars and meetings with all necessary and actual expenses paid for them by the district. The Deputy Treasurer and District Mechanic will be allowed to attend AFDNYS Workshops and shall request any additional conventions pending the approval of the Board of Fire Commissioners.

1. FDSOA 1/12 – 1/15 2026 at Scottsdale, AZ
2. FDIC 4/22 – 4/25 2026 at Indianapolis, IN
3. National Hurricane Conference 3/30 – 4/02 2026 at Orlando, FL
4. Station Design 5/19 – 5/21 at Reno, NV
5. New York Fire Chiefs 6/10 – 6/13 2026 at Syracuse, NY
6. NFPA 6/22 – 6/24 2026 at Las Vega, NV
7. APCO 7/02 – 7/05 2026 at San Antonio, TX,
8. A.F.C. Fire, Rescue Int. 8/12 – 8/14 2026 at Kansas City, MO
9. AFDSNY Annual Meeting 10/6 – 10/11 2026 at Saratoga, NY
10. Fire Fusion 2026 at 11/5 -11/7 Charleston, SC
11. EMS World 9/28 – 10/02 2026 at Orlando, FL
12. I.A.F.C. Symposium in the Sun 11/12 – 11/15 2026 at Clearwater, FL
13. F.A.S.N.Y. 8/6 – 8/8 3026

and any other seminars/conventions deemed necessary by the Board of fire Commissioners.

The motion was voted upon and carried.

Upon motion made by Commissioner Raymond and Seconded by Commissioner Abrams it was:

**RESOLVED** to use 2025 surplus funds for beginning operating expenses for 2026. Funds will be reimbursed with interest and placed in a Capital Reserve account to be specified in the future once we receive funds from the town.

The motion was voted upon and carried.

There being no further organizational business to come before the Board a motion was made by Commissioner Timpano and seconded by Commissioner Schmidgall, it was:

**RESOLVED** that the Organizational meeting be adjourned at 8 pm.

The motion was voted upon and carried.

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Chairman James Maroldo

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Vice-Chairman Sean Abrams

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Commissioner Marc Timpano

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Commissioner Ralph Raymond

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Commissioner Robert Schmidgall