

WAREHAM FIRE DISTRICT

BOARD OF ENGINEERS **Executive Session**

MEETING MINUTES

Date: May 28, 2026

Time: 1303 Hours

Location: Wareham Fire Department Station 1

1. CALL TO ORDER

The meeting of the Wareham Fire District Board of Engineers was called to order at approximately **1306 hours**.

Members and staff present included members of the Board of Engineers, Fire District Human Resources representatives **Wendy Lemieux** and **Sophia Kelly**, and department command staff as reflected in the meeting record.

2. EXECUTIVE SESSION

A motion was made and seconded for the Board of Engineers to enter into **Executive Session under Exemption 1** for the purpose of conducting a disciplinary hearing involving a call firefighter and, upon completion of the Executive Session, to return to open session.

A roll-call vote was conducted.

Vote: Unanimous in favor.

The Board entered Executive Session at approximately **1307 hours**.

The stated purpose of the Executive Session was to conduct a disciplinary hearing concerning **Firefighter Paul Santos**, pursuant to Exemption 1 concerning the discussion of the reputation, character, physical condition or mental health rather than professional competence of an individual, and/or the discipline or dismissal of, or complaints or charges brought against, a public officer, employee, staff member, or individual.

Firefighter Santos subsequently entered the Executive Session. Human Resources representatives Wendy Lemieux and Sophia Kelly were also present.

Motion made approved 2-0-0
[Signature] [Signature]

3. DISCIPLINARY HEARING – FIREFIGHTER PAUL SANTOS

The Board advised Firefighter Santos that the hearing concerned his failure to attend a mandatory call-force meeting and the reported lack of notification or communication regarding his absence.

Firefighter Santos confirmed that he was aware of the amended General Order concerning **Call Force Minimum Retention Requirements**, which had been distributed to department members.

The Board reviewed the requirement that call firefighters attend **100% of mandatory training sessions, meetings, and designated department events**, subject to consideration of extenuating circumstances including military obligations, family emergencies, documented medical issues, and significant hardships.

The Board stated that Captain Moroge had notified command staff that Firefighter Santos failed to attend the mandatory meeting and had not contacted the department prior to or following the meeting to request an excused absence. The Board further stated that notification of the meeting had been distributed and that documentation of the notification had been reviewed.

Firefighter Santos stated that he was unaware of the mandatory meeting and did not recall receiving the applicable notification. He acknowledged that he had attended another mandatory meeting during the preceding months and stated that, had he known about the meeting in question, he would have contacted the department if he was unable to attend.

Firefighter Santos explained that significant personal and family obligations had occupied much of his time during the preceding several months and acknowledged that he had not been responding to department calls as frequently during that period.

The Board discussed the department's methods of communicating mandatory meetings and training events. Firefighter Santos indicated that he had received communications concerning other department training, including an upcoming mandatory hazardous-materials/radiation training event, but maintained that he had not seen notification concerning the mandatory call-force meeting at issue.

The Board expressed concern regarding Firefighter Santos's failure to attend the mandatory meeting and his lack of communication with the department.

4. PRIOR DISCIPLINARY STATUS

The Board noted that Firefighter Santos was currently serving a **probationary period resulting from a previous disciplinary action and suspension**.

The Board discussed its concern that the current violation occurred while Firefighter Santos remained on probation.

Firefighter Santos acknowledged the seriousness of the situation and stated that he intended to increase his participation and attendance moving forward. He reiterated that he had not intentionally disregarded the mandatory meeting and requested that the Board consider a penalty less severe than suspension or termination.

The Board discussed Firefighter Santos's prior disciplinary history, his probationary status, the mandatory nature of the meeting, and the current violation.

5. BOARD ACTION

Following discussion, a motion was made to provide Firefighter Paul Santos with the opportunity to **resign from his position as a firefighter with the Wareham Fire District** and, should he elect not to resign, to **terminate his employment with the Wareham Fire District** based upon his violation of the applicable Call Force Minimum Retention Requirements while serving a probationary period resulting from his previous disciplinary suspension.

The motion was seconded.

Vote: Unanimous in favor.

Motion carried.

The Board advised Firefighter Santos that he would be provided until approximately **12:00 noon on May 29, 2026**, to make his decision.

Following discussion regarding his work schedule and delivery of documentation, Firefighter Santos was advised that, should he elect to resign, he was to submit a written resignation to the Fire District office. If a resignation was not submitted within the timeframe established by the Board, the matter would proceed as a termination.

Human Resources representatives advised Firefighter Santos regarding the hours during which his written resignation could be delivered to the District office.

6. RETURN OF DEPARTMENT PROPERTY

The Board advised Firefighter Santos that, upon separation from the department, all department-issued identification, equipment, and other property would be required to be returned.

Firefighter Santos requested permission to retain his department badge as a personal keepsake for his mother.

The Board agreed to allow Firefighter Santos to retain the badge, noting that he had earned it through his service to the department.

The remaining department property was to be returned through the appropriate department personnel, with documentation of the returned property.

7. CONCLUSION OF DISCIPLINARY HEARING

Firefighter Santos indicated that he understood the Board's decision and the options provided to him.

Firefighter Santos exited the Executive Session at approximately **1328 hours**.

The Board concluded the Executive Session and returned to open session.

Respectfully Submitted,

Assistant Chief Patrick Haskell

Acting Assistant Chief Christopher Smith

Recording Secretary / Clerk

Date Approved: 8/24/26

Board Approval: 2-0-0