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MASSACHUSETTS TECHNICAL RESCUE
Joint Membership and Training Subcommittees

The Massachusetts Technical Rescue Joint Membership and Training Subcommittees held a virtual meeting in accordance with the provisions of M.G.L. c. 30A sec. 20 on Tuesday, October 28, 2025 at 1:00 p.m. and open to the public virtually through Microsoft Teams videoconference.

Present at the meeting were the following members:

Membership Subcommittee:

Francis Otting
Paul Pronco

Region 2
Region 5

Training Subcommittee:

Iain McGregor, Chair
Paul Morrison
Mark McCabe

PFFM
Region 2
Region 1

Deputy Director of Special Operations, Paul Betti

DFS

Absent at the meeting were the following members:

Membership Subcommittee:

Deputy Chief Kelly Manning, Chair
Shawn Simmons
Pat Sullivan
Robert Pensivy

Fire Chiefs Association of Mass.
Region 1
Region 3
Region 4

Training Subcommittee:

Tom Rinoldo
Steven Chandler

Region 3
Region 4

John Weir

Region 5

1. Meeting Opening and Introductions

Iain McGregor opened the meeting at approximately 1:08pm. Read disclosure regarding meeting being recorded for the purposes of creating meeting minutes

2. Approval of the minutes of the previous meeting

McCable made motion to approve, seconded by Betti. All in favor via a roll call vote.

3. Discuss tech rescue sub-committee correspondence

No tech rescue sub-committee correspondence.

4. Old Business

a. NFPA Matrix Document/Training Hours Breakdown

- McGregor goes over the document and requests assistance from Paul Morrison to assist with motorized watercraft category in conjunction with Pensivy.
- The remainder covers the majority of what all of the teams are doing. Top section is what we want all the team to cover each year and the bottom section are those miscellaneous categories that the teams can drop into if needed.
- Paul Betti reports that he will drop the final document into the sharepoint for all to view.

b. Draft Scoring Tool for membership applications

- Betti states that there were two different sets of edits that he was asked to perform on this document. The first on was in the training tab – diving skills were asked to be removed.
- The only other change was on the first tab. A pull down was put for applicants to select what team that they are currently assigned to (or a “none” option for applicants not on an existing team).
- Scoring tool – right now all of the optional training classes are five points and the top ones are ten points. There was discussion about whether the group was good with these numbers or revisit it another time. McCabe brings up that these programs/trainings are a varied amount of hours. McGregor talks about mandatory versus not mandatory, regardless of length. Betti states that these are easiest enough to change if we want to prorate classes based off duration or importance. McCabe reports that he will work on assigning points values to classes and re-presenting it to the group. McGregor reports that the difference in points may be necessary in regions/counties that have more members applying than available spots (i.e. region 1). McGregor felt it truly could matter within this existing team as well as Western Mass. Betti reports that there still can be tie breakers with the points a candidate could get from being in a leadership role or years of experience. Going back to assigning points for classes, Morrison points out that the commitment is very different from one class to another and we should account for that (this scoring reflects on how much training or commitment someone has).

5. New Business

a. Job aid for how to use the scoring matrix

- This would be for steering committee (job aid). Discussion of sending it to different regions to fill out and see how it works for them (i.e. peer review). Training and membership subcommittee members to solicit from each of their respective regions – two or three from each region would be great - for reasons to see if they understand it without a job aid and we can get feedback on what areas to improve. McGregor asked about permissions within the spreadsheet. Betti reports he has locked down most of the cells except the places where applicants are supposed to enter info.

- b. Team positions with job descriptions
 - What are the minimum positions we need to have even if they are not yet associated with a stipend? Compile all membership positions/job descriptions within current teams and send to Manning. Betti mentions that the stipends should have parity to hazmat looking into the future.
- c. Adding future stipends
 - Discussion of stipends and roll out over time. McGregor proposed putting in half of what the hazmat stipends are as a starting point and mentions with the current edits to the legislation, there may be some flexibility in the member's stipends to cover these other necessary positions. Betti mentions that the job descriptions will help drive the need.
 - Collect what team positions each region is using and compile them to compare to each other as well as to hazmat. Positions collected should be sent to Manning and she can work with Kerry Marcotte to make comparison with hazmat.
- d. Paul's office positions
 - Hazmat currently has 12 positions but it is going to 15. Betti states he is starting by asking for five. However, he needs specific job descriptions for when the bill passes, as this will allow him to immediately put the jobs into Mass Careers for posting. Betti reports he sees this number growing but needs to at least cover vehicle, equipment, and training management positions with people who are technical specialists in these areas.
 - Currently no organizational chart with the five positions. HR will not allow Betti to do this until legislation passes. Betti states he will work on a chart for when the time comes.

6. Any matters not reasonably anticipated

- None.

7. Tasks and Assignments

- a. Betti to put NFPA Matrix into sharepoint.
- b. Send job descriptions from respective teams to Deputy Manning.
- c. Morrision and Pensivy will work on finishing Matrix with motorized watercraft.
- d. Send membership application to respective teams for peer review.
- e. McCabe to work on training tab for suggested points of classes within membership application.

8. Future Agenda Items

- Follow up on items discussed during this meeting

9. Determination of future meeting dates

November 25, 2025 at 1 pm.

Motion made by McCabe to adjourn, second by Pronco. Meeting adjourned 1:55pm.