



**Central Coventry Fire District
Regular Board of Directors Meeting**

This meeting will be convened pursuant to Governor's Executive Order 20-05 (including orders continuing and amending said requirements.) The Meeting shall be Convened Telephonically and Using Zoom Video Conference Technology to Allow Timely and Effective Public Access to Deliberations of the Board.

[All Participation will be remote until further notice.]

March 25, 2021 at 6:30 PM

Commissioners

Fred Gralinski-President/Chairman, Cynthia Fagan-Perry-Vice President, Richard Polselli, Carl Mattson, James Kuipers, Kristen Benoit, Russell McGillivray

Agenda

The public may watch the meeting via Zoom at:

<https://us02web.zoom.us/j/81537274295?pwd=bW5QcTNmTENmRnRhTHILYTN0Z1dWQTO9>

Call to Order	Fred Gralinski, President
Pledge of Allegiance	Fred Gralinski, President
Roll Call – Quorum Determination	Fred Gralinski, President

APPROVAL OF MEETING MINUTES

1. Minutes from: FEBRUARY 18, 2021. (Discussion/Action/Vote)

DISTRICT REPORTS:

1. Fire Chief's Report. (Discussion/Action/Vote).
2. Review of Monthly Financial Report. (Discussion/Action/Vote).
3. District Clerk's Report (including Tax Collection). (Discussion/Action/Vote).

NEW BUSINESS:

1. Report from legal counsel on status of pending Grievance Matters involving the Coventry Professional Firefighters Local 3372, IAFF (DISCUSSION ONLY):

- a. AAA Case 01-20-0004-9058 [Ex Grievance Vaca Time]; and,
 - b. AAA Case 01-19-0002-7656 [T Dion Vaca Grievance].
2. Report from legal counsel on status of pending Interest Arbitration matter involving the Coventry Professional Firefighters Local 3372, IAFF (DISCUSSION ONLY):
 - a. AAA Case 01-20-0010-2910 [Interest Arbitration 2020-2021].
 3. Report from legal counsel on status of pending US Federal District Court litigation (DISCUSSION ONLY):
 - a. Almagno v. CCFD, 20-440-JJM-LDA.
 4. Report from legal counsel on status of pending RI Superior Court litigation involving National Grid (DISCUSSION ONLY):
 - a. NGrid v. CFD, KC-2017-0150.
 5. Analysis of CCFD Personnel costs FY-2016 to FY-2021. (DISCUSSION ONLY)
 6. Comments by Board President Fred Gralinski on contract proposals, including the future of the District and financial considerations. (DISCUSSION ONLY)
 7. Ratification of streetlight Policy & Approval Procedures. (DISCUSSION/ACTION/VOTE)
 8. Setting of date for supplemental tax increase question to voters. (DISCUSSION/ACTION/VOTE)
 9. Discussion of budget and expenses. (DISCUSSION ONLY)
 10. Setting a date for a Special Board meeting to address merger and consolidation discussion. (DISCUSSION/ACTION/VOTE)

NEXT SCHEDULED MEETING – APRIL 15, 2021 at 6:30 PM (via Zoom)

ADJOURNMENT

Fred Gralinski, President

Join Zoom Meeting

<https://us02web.zoom.us/j/81537274295?pwd=bW5QcTNmTENmRnRhTHILYTN0Z1dWQT09>

Meeting ID: 815 3727 4295

Passcode: 148853

One tap mobile

+13126266799,,81537274295#,,,, *148853# US (Chicago)

+19292056099,,81537274295#,,,, *148853# US (New York)

Dial by your location

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Meeting ID: 815 3727 4295

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Find your local number: <https://us02web.zoom.us/j/81537274295>

CENTRAL COVENTRY FIRE DISTRICT
Regular Meeting of the Board of Directors
February 18, 2020 @ 6:30 PM
Telephonically and using Zoom Video Conferencing Technology

The meeting was called to order by President Gralinski at 6:30 PM. A quorum was present consisting of: President Fred Gralinski, Vice President Cindy Fagan-Perry, Directors Carl Mattson, Richard Polselli, James Kuipers, Kristen Benoit, and Russell McGillivray. District Manager Corrigan, Chief Brown, Legal Counsel David Dagostino, Esq., of Gorham & Gorham, Inc. and District Administrator Daniel Kaplan, Gregory Parisi and Paul Dansereau of Baxter, Dansereau were present also. President Gralinski led the Pledge of Allegiance.

A motion to approve the meeting minutes from January 21, 2021 was made by Vice President Fagan-Perry, seconded by Director Mattson, and unanimously approved.

A motion to approve the audit review by Paul Dansereau was made by Vice President Fagan-Perry, seconded by Director Kuipers and unanimously approved.

The Chief's Report was read into the record by Chief Brown. A motion to approve the report was made by Director Polselli, seconded by Director McGillivray, and unanimously approved.

The Financial Reports were read by District Manager Corrigan. A motion to approve the reports was made by Vice President Fagan-Perry, seconded by Director, and unanimously approved.

The District Administrators report was read by Mr. Kaplan. A motion to approve the report was made by Vice President Fagan-Perry, seconded by Director Polselli, and unanimously approved.

Under New Business:

District Manager Corrigan explained the fiscal impact of contract proposals for the 2020-2021 Collective Bargaining Agreement, as well as, presenting an analysis of Central Coventry Fire Department Audited Financials FY2014 to FY2020.

A motion to approve a resolution to request a 5-year exemption from RIGL § 28-12-4.1 (c) was made by Vice President Fagan-Perry, seconded by Director Matteson and unanimously approved.

A motion to approve a resolution to submit a request for a supplemental tax increase to District voters to cover un-negotiated and potential negotiated increases to labor costs for the District was made by Vice President Fagan-Perry, seconded by Director Kuipers, and unanimously approved.

A motion to approve a resolution to instruct National Grid to turn off, or in the alternative, to turn over responsibility for streetlights on state-owned roads in the District to the RIDOT was made by Vice President Fagan-Perry, seconded by Director Polselli, and unanimously approved after Director McGillivray asked that the wording be changed from "National Grid to turn off" to "instruct National Grid that Central Coventry Fire District is no longer responsible".

Concerning streetlights in the District, Attorney Dagostino explained that a summary judgement against National Grid was denied by the court. The CCFD has joined East Providence and the Anthony Fire District in this suit against National Grid.

A motion to approve a ratification of execution of Ground Rules for 2021-2022 Bargaining Session was made by Vice President Fagan-Perry, seconded by Director Polselli and, after a discussion of only approving rules 1-6 and 8 and excluding 7, was unanimously approved.

Several members of the public asked questions. Council person Kimberly Shockley asked why the fire apparatus was paid instead of keeping capitol in the District. President Gralinski replied that the interest on the loan for the vehicle was extremely high, so to keep the District debt free, it was wise to use monies from the sale of Station 3 to pay off the debt. Other questions asked were about streetlighting, planning for capital to finance the overtime law, and doing due diligence for asking about a possible tax increase.

President Gralinski was encouraged by the number of taxpayers who attended the meeting.

A motion to adjourn was made by Director Mattson, seconded by Director Polselli, and unanimously approved. The meeting was adjourned at 8:45 P.M.

Respectfully submitted,
Daniel Kaplan,
District Administrator



CENTRAL COVENTRY

FIRE DISTRICT

Chief Frank Brown
240 Arnold Rd
Coventry, RI 02816
(401) 825-7800

FIRE – RESCUE – EMS – FIRE PREVENTION

OFFICE of the CHIEF of DEPARTMENT

March 25, 2021

Summary of Operation activities:

PERSONNEL

Currently we have 26 members on staff. 2 members out on injury.
3 new Probationary Firefighters were hired and will attend the Rhode Island Municipal Fire Academy Class 015 on April 5th and graduate on June 25th.

TOTAL PERSONNEL – 31

EMERGENCY INCIDENTS

* Incidents from January 1, 2021 thru February 28th, 2021 were 667 for a call volume of 12 calls per day. (see attached summary)

On March 7th crews were very busy with a large brush fire that was fueled by high winds and low humidity. Later that evening crews worked two structure fires within 5 hours of each other.

APPARATUS

Engine 7 has been out for repair at New England Fire Apparatus and Equipment for the last 30 days. Half of the items requiring repair will be covered by warranty.

EQUIPMENT

*All portable equipment is up and running properly at this time.



CENTRAL COVENTRY

FIRE DISTRICT

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(401) 825-7800

FIRE – RESCUE – EMS – FIRE PREVENTION

OFFICE of the CHIEF of DEPARTMENT

FIRE MARSHAL'S OFFICE

*Department Fire Marshals continue to work despite the Covid 19 Pandemic on Smoke Detector Inspections, Plan Reviews, Fire Alarm Reviews, Fire Investigations and follow-up inspections on issued violations. Several large scale housing developments are currently under review.

TRAINING

Emergency Medical Technician training is ongoing.

COVID 19 VACCINATION

Our personnel continue to participate in administering the Covid 19 vaccine at Points of Distribution (PODs) as requested by the Coventry Emergency Management Agency.

FIRE ALARM COMPUTER AIDED DISPATCH (CAD)

As presented a couple of months ago the Fire Alarm CAD and Vehicle 911 App programs are within weeks of going live. Equipment has been purchased to include Cellular iPads and truck mounts for the apparatus. Wal Mart donated (3) 43-inch Station Monitors. This technology will improve response times, ISO ratings, incident tracking, location specific hazards and improve firefighter safety. I'm so proud that this project is finally coming together!

Thank you to our personnel for their dedicated efforts each and every day!

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Chief Frank M. Brown".

Frank M. Brown
Chief

CENTRALCOVENTRY

Incident Type Report (Summary)

Alarm Date Between {01/01/2021} And {02/28/2021}

Incident Type	Count	Pct of Incidents	Total Est Loss	Pct of Losses
	64	9.59%	\$0	0.00%
	64	9.59%	\$0	0.00%
1 Fire				
111 Building fire	5	0.74%	\$10,000	25.00%
114 Chimney or flue fire, confined to chimney	5	0.74%	\$0	0.00%
131 Passenger vehicle fire	1	0.14%	\$30,000	75.00%
	11	1.64%	\$40,000	100.00%
2 Overpressure Rupture, Explosion, Overheat (no fire)				
222 Overpressure rupture of boiler from air or	1	0.14%	\$0	0.00%
	1	0.14%	\$0	0.00%
3 Rescue & Emergency Medical Service Incident				
300 Rescue, EMS incident, other	68	10.19%	\$0	0.00%
311 Medical assist, assist EMS crew	77	11.54%	\$0	0.00%
321 EMS call, excluding vehicle accident with	294	44.07%	\$0	0.00%
322 Motor vehicle accident with injuries	9	1.34%	\$0	0.00%
324 Motor Vehicle Accident with no injuries	10	1.49%	\$0	0.00%
381 Rescue or EMS standby	1	0.14%	\$0	0.00%
	459	68.81%	\$0	0.00%
4 Hazardous Condition (No Fire)				
411 Gasoline or other flammable liquid spill	1	0.14%	\$0	0.00%
412 Gas leak (natural gas or LPG)	1	0.14%	\$0	0.00%
424 Carbon monoxide incident	3	0.44%	\$0	0.00%
440 Electrical wiring/equipment problem, Other	3	0.44%	\$0	0.00%
441 Heat from short circuit (wiring),	1	0.14%	\$0	0.00%
442 Overheated motor	1	0.14%	\$0	0.00%
445 Arcing, shorted electrical equipment	1	0.14%	\$0	0.00%
451 Biological hazard, confirmed or suspected	6	0.89%	\$0	0.00%
460 Accident, potential accident, Other	6	0.89%	\$0	0.00%
471 Explosive, bomb removal (for bomb scare,	1	0.14%	\$0	0.00%
	24	3.59%	\$0	0.00%
5 Service Call				

CENTRALCOVENTRY

Incident Type Report (Summary)

Alarm Date Between {01/01/2021} And {02/28/2021}

Incident Type	Count	Pct of Incidents	Total Est Loss	Pct of Losses
5 Service Call				
500 Service Call, other	4	0.59%	\$0	0.00%
511 Lock-out	1	0.14%	\$0	0.00%
521 Water evacuation	1	0.14%	\$0	0.00%
522 Water or steam leak	2	0.29%	\$0	0.00%
531 Smoke or odor removal	3	0.44%	\$0	0.00%
550 Public service assistance, Other	2	0.29%	\$0	0.00%
552 Police matter	3	0.44%	\$0	0.00%
553 Public service	5	0.74%	\$0	0.00%
554 Assist invalid	7	1.04%	\$0	0.00%
561 Unauthorized burning	3	0.44%	\$0	0.00%
571 Cover assignment, standby, moveup	2	0.29%	\$0	0.00%
	33	4.94%	\$0	0.00%
6 Good Intent Call				
600 Good intent call, Other	6	0.89%	\$0	0.00%
611 Dispatched & cancelled en route	28	4.19%	\$0	0.00%
621 Wrong location	1	0.14%	\$0	0.00%
622 No Incident found on arrival at dispatch	2	0.29%	\$0	0.00%
631 Authorized controlled burning	1	0.14%	\$0	0.00%
650 Steam, Other gas mistaken for smoke, Other	1	0.14%	\$0	0.00%
671 HazMat release investigation w/no HazMat	1	0.14%	\$0	0.00%
	40	5.99%	\$0	0.00%
7 False Alarm & False Call				
730 System malfunction, Other	4	0.59%	\$0	0.00%
733 Smoke detector activation due to	4	0.59%	\$0	0.00%
735 Alarm system sounded due to malfunction	1	0.14%	\$0	0.00%
736 CO detector activation due to malfunction	4	0.59%	\$0	0.00%
743 Smoke detector activation, no fire -	13	1.94%	\$0	0.00%
744 Detector activation, no fire -	5	0.74%	\$0	0.00%
745 Alarm system activation, no fire -	2	0.29%	\$0	0.00%
746 Carbon monoxide detector activation, no CO	2	0.29%	\$0	0.00%
	35	5.24%	\$0	0.00%

Total Est Loss: \$40,000

FY2021 Central Coventry Fire District Capital Fund

February, 2021

Revenue

Initial funding	10,000
Sale of Rescue	5,000
Transfer approved by Board	75,000
Sale of Station 2	363,000
Interest	6,055
Transfer from Rescue Run	200,000
Federal Funds	15,166
General Fund Transfer	53,066
OJI insurance refund	49,099
Sale of rescue	3,600
Refund of deposit	<u>(5,000)</u>
Total Revenue 02/28/2021	774,986

Expenditures

Fire Marshall Vehicle	31,190
Engineering for septic system	2,031
Work on septic system	17,700
State permit for septic system	500
Software update	11,200
Summit Heating	24,693
Server	5,237
Payoff Fire Truck	339,690
Purchase of Rescue	<u>326,505</u>
Total Expenditures 02/28/2021	758,746

Total Surplus (Deficit) 16,240

CENTRAL COVENTRY FIRE DISTRICT FY 2021

February 2021

Notes

FY21 (Approved)

YTD

Remaining

% YTD

50%

39000 Tax Revenue						
39100 Tax Levy - Current Year	4,105,348	2,356,911	1,748,437	57%	Received many paid in full tax receipts	
39201 Tax Levy - Prior Years	175,000	197,582	(22,582)	113%		
Total 39000 Tax Revenue	4,280,348	2,554,493	1,725,855	60%		
39500 Department Revenue						
39600 Rescue Run Recovery	575,000	271,167	303,833	47%		
39700 Fire Marshal Services	25,000	6,048	18,952	24%		
39800 Detail Reimbursement	2,500	1,320	1,180	53%	Special fire watch	
Total 39500 Department Revenue	602,500	278,535	323,965	46%		
39900 Other Revenue						
39930 Interest & Penalties on Taxes	100,000	35,921	64,079	36%		
39935 Bank Interest Income	17,500	4,693	12,807	27%		
39940 Misc Revenue	1,000	12	988	1%		
39990 Transfers from Unrestricted Cumulative Surplus	234,532	-	234,532	0%		
Total 39900 Other Revenue	353,032	40,626	312,406	12%		
TOTAL DISTRICT REVENUE	\$ 5,235,880	\$ 2,873,654	\$ 2,362,226	55%		
40000 Administrative						
40100 Audit/CPA Services	15,000	15,000	-	100%		
40200 Board Meetings	3,500	4,591	(1,091)	131%		
40210 Board Member Stipends	14,000	4,667	9,333	33%		
40220 Finance Director/Treasurer	108,000	54,000	54,000	50%		
40230 Administrative Insurance and HR	550	268	282	49%		
40300 Tax Collecting Expense	15,000	9,005	5,995	60%		
40400 Legal - General	55,000	17,339	37,661	32%		
40450 Legal - Labor Negotiations	35,000	7,573	27,427	22%		
40475 Professional	15,000	-	15,000	0%		
40500 Office/Miscellaneous	500	395	105	79%		
40510 Bank Fees	150	225	(75)	150%		
40600 Dues and Subscriptions	1,000	165	835	17%		
40700 Accounting and Payroll Costs	3,250	766	2,484	24%		
40800 Administrative Service Contracts	8,000	175	7,825	2%		
40850 Software and Hardware	10,000	7,965	2,035	80%		
Total 40000 Administrative	283,950	122,134	161,816	43%		

		February 2021		Notes	
February	FY21 (Approved)	YTD	Remaining	% YTD	
50000 Operations					
50200 Rescue Recovery Fees	22,000	8,621	13,379	39%	
50250 Fuel	43,000	18,643	24,357	43%	
50300 Insurance - General Liability and Property	43,600	19,165	24,435	44%	
50720 Repairs and Maintenance - Station	20,000	14,469	5,531	72%	
50730 Repairs and Maintenance - Vehicles and Apparatus	80,000	38,565	41,435	48%	
50810 Supplies - Fire and Gear	27,500	11,982	15,518	44%	
50830 Supplies - Rescue	40,000	8,245	31,755	21%	
50840 Supplies - Station	11,000	5,055	5,945	46%	
50845 Telecommunication System	2,500	2,500	-	100%	Annual payment
50850 Telecommunications	12,000	5,452	6,548	45%	
50920 Electric - Stations	5,250	7,785	(2,535)	148%	Underbudgeted-resolution pending with Nat Grid
50930 Gas - Stations	7,500	3,858	3,642	51%	
50940 Oil - Stations	6,500	3,730	2,770	57%	
50960 Water - Stations	600	284	316	47%	
Total 50000 Operations	321,450	148,354	173,096	46%	
60000 Personnel Costs-Union					
60105 Salaries	1,934,919	918,864	1,016,055	47%	
60110 Collateral (Fire Marshal)	36,000	15,484	20,516	43%	
60120 Overtime	425,000	178,476	246,524	42%	
60130 Holiday	89,091	61,426	27,665	69%	
60150 Detail	2,500	4,704	(2,204)	188%	Special fire watch
60170 Out of Rank	4,500	2,325	2,175	52%	
60180 Clothing Allowance	21,700	8,458	13,242	39%	
60190 Health Opt-out	18,000	-	18,000	0%	
60200 Payroll Tax	197,947	83,874	114,073	42%	
60210 Municipal State Pension	680,599	323,853	356,746	48%	
61000 Medical Insurance - Union	330,361	141,559	188,802	43%	
61100 HRA Medical Costs	10,000	3,243	6,757	32%	
61200 Dental Insurance - Union	29,588	14,104	15,484	48%	
61300 HR/SA Account Fees	1,500	940	560	63%	
61400 Life Insurance	5,208	-	5,208	0%	
61500 PEHP	36,723	-	36,723	0%	
62000 Injured On Duty Insurance	123,634	55,067	68,567	45%	quarterly payments
63000 Training/Academy	14,000	8,014	5,986	57%	
63100 Promotional Exams	1,750	-	1,750	0%	
63200 Recruitment	1,500	2,365	(865)	158%	
Total 60000 Personnel Costs-Union	3,964,519	1,822,756	2,141,763	46%	

February	FY21 (Approved)	February 2021 YTD	Remaining	% YTD	Notes
70000 Personnel Costs - Administrative					
70100 Administrative Salaries/Compensation	166,702	81,190	85,512	49%	
70200 Administrative Payroll Taxes	3,152	1,583	1,569	50%	
Total 70000 Personnel Costs - Administrative	169,854	82,773	87,081	49%	
80000 Retirees/Separation Costs					
80100 Medical Insurance - Retiree	87,498	38,461	49,037	44%	
80200 Dental Insurance - Retiree	6,685	2,860	3,825	43%	
80700 Separation Payouts	55,836	-	55,836	0%	
Total 80000 Retirees/Separation Costs	150,019	41,321	108,698	28%	
90000 Other Expenditures					
90100 Hydrants	243,823	123,251	120,572	51%	Quarterly payment
90200 Street Lights	102,265	51,130	51,135	50%	Escrow account
91000 Capital Purchases	-	-	-	0%	
92000 Lease/Interest Payment	-	-	-	0%	
95000 Claim Payments/Other	-	-	-	0%	
Total 90000 Other Expenditures	346,088	174,381	171,707	50%	
	\$ 5,235,880	\$ 2,391,719	\$ 2,844,161	46%	

SURPLUS/(DEFICIT)	\$	0	\$	481,935
Adjustment Timing Tax Collection (50%)			\$	(304,237)
Adjusted Surplus/(Deficit)				177,698



CENTRAL COVENTRY FIRE DISTRICT

TAX COLLECTORS REPORT

The following is the activity for the month of February 2021

Taxes Collected

2020	\$ 500,858.44
2019	\$ 15,602.30
2018	\$ 1,676.52
Prior Years	\$ 251.81

Interest/Penalty Collected \$ 7,361.20

Total \$ 525,750.27

Outstanding Taxes

2020	\$ 1,923,950.92
2019	\$ 107,834.99
2018	\$ 35,640.11
Prior Years	\$ 156,133.42
Total	<u><u>\$ 2,223,559.44</u></u>

Analysis of Central Coventry Fire District Personnel Costs FY2016-FY2021

The Central Coventry Fire District Board of Directors (Board) confronted the factors that precipitated the bankruptcy prior to fiscal year 2016 - lack of financial transparency, unsustainable union contract, and debt – with fiscal conservatism. Regardless, factors such as rising pension costs remained out of its control. The table below show the increases and decreases over the last five years of personnel costs both employed and contracted. These personnel costs average over 73% of District’s budget.

Period	Personnel	Pension	Health care	Total Union	Admin	Legal	Total Admin	Total Personnel
FY 2016-Audit	2,391,012	305,752	417,352	3,142,970	418,681	80,901	499,582	3,642,552
FY 2017-Audit	2,455,636	303,704	322,372	3,214,969	292,159	177,074	469,233	3,684,202
FY 2018-Audit	2,475,413	407,507	307,045	3,339,583	230,924	24,910	255,834	3,595,417
FY 2019-Audit	2,651,893	498,475	318,718	3,610,796	248,119	43,175	291,294	3,902,090
FY 2020-Audit	2,516,718	545,279	335,058	3,578,086	284,962	64,319	349,281	3,927,367
FY 2021-Budget	2,753,587	680,599	389,449	3,964,519	277,854	90,000	367,854	4,332,373
Difference FY21-FY16	\$ 362,575	\$ 374,847		\$ 821,549	\$ (140,827)		\$ (131,728)	\$ 689,821
Percentage Increase/Decrease	15%	123%		26%	-34%		-26%	19%

- 1. Union Personnel** – payments to active union firefighters have *increased* 15% over the last 6 years given contracted raises. The last raise of 3% occurred at the start of the current fiscal year (2020-2021).
- 2. Pension** – pension costs, which are determined by the State, have *more than doubled* over the past 6 years. Currently the pension costs are about a third of salary and holiday payments. The 33% rate will remain constant for the next fiscal year (2021-2022).
- 3. Healthcare** – include medical and dental costs for union personnel with firefighters contributing 10% to the plan costs. Starting in FY2017 the District negotiated its plan directly with Blue Cross, *reducing costs* by 25% by FY2018. Since then, costs have *increased* in line with all healthcare costs in the State.
- 4. Total Union Costs** – over the last 6 years costs for active union firefighters have *increased* by over \$825k or 26%.
- 5. Admin** – administrative costs include both the tax collector, who is an employee, and multiple contracted positions, including, but not limited to, chief, district manager, finance manager, district clerk, part-time tax collector, part-time other administration. Over the last 6 years costs for administrative personnel have *decreased* by over \$140k or 34%.
- 6. Legal Costs** – include the District's solicitor and any as-needed legal counsel. The costs were particularly high in FY2017 as the District was in interest arbitration with the union.
- 4. Total Admin Costs** – over the last 6 years costs for administrative personnel have *decreased* by over \$130k or 26%.
- 4. Total Personnel Costs** – over the last 6 years costs for active union firefighters have *increased* by \$690k or 19%.

CCFD Supplemental Tax Increase to Fund Union Contract

Union Want	Amount	Tax	Pension	Total
42-hr OT (incl 3% raise 9/1/20)	291,531.87	22,302.19	-	313,834.06
Incentive pay	70,720.00	5,410.08	23,337.60	99,467.68
Clothing allowance	20,150.00	1,541.48	-	21,691.48
Raise 1.5%/1.5%	43,753.35	3,347.13	14,438.60	61,539.08
DOL settlement, incl. legal fees	160,000.00	10,710.00	-	170,710.00
				\$ 667,242.30
			<i>Minimum Supplemental Tax Increase</i>	16.68%

CENTRAL COVENTRY FIRE DISTRICT

STREETLIGHT POLICY & APPROVAL PROCEDURE

Goal: To ensure that all new streetlights located within the boundaries of the Central Coventry Fire District (“CCFD”) are approved by the Board of Directors (“Board”). All streetlights installed pursuant to this Streetlight Policy & Approval Procedure (“Policy”) shall be of a Light-Emitting Diode (“LED”) type or other similar design as approved by the Board. The purpose of this Policy is to ensure that energy saving fixtures are used throughout the CCFD and to ensure that CCFD, through the Board, knows what streetlights are installed in which locations of the CCFD, so that it can properly budget for the annual payment of associated energy costs for said streetlights.

Process:

1. Any homeowner, Homeowners’ Association, or resident of the CCFD may request the installation of a streetlight on private property according to the procedures set forth herein. To the extent that the Fire Marshal, when conducting a development plan review of a proposed development, recommends the installation of a streetlight, that recommendation must comply with the procedures set forth herein. Any streetlights recommended by the Fire Marshal must be approved by the Board before the CCFD will be subject to any financial responsibility or obligation for said streetlight.
2. No streetlights shall be installed on land owned or controlled by the RI Department of Transportation (“RI DOT”) or land owned or controlled by the Town of Coventry (“Town”). The CCFD shall not be responsible for damage to, or the replacement cost of, or the energy costs for operating any streetlight located on Town or RI DOT property.
4. To implement the Policy, the Board will work with a third-party contractor and/or consultant, such as PRISM, or another approved contractor or consultant, to coordinate the available lighting designs, and installation costs.
5. Upon request, the Board, or its designee, shall provide to a party requesting the installation of a streetlight pursuant to this Policy, a copy of approved lights and designs.
7. The party requesting the installation of a streetlight pursuant to this Policy shall be responsible for the installation of the streetlight(s). Prior to the CCFD accepting any responsibility for the operation, maintenance, or energy costs associated with a streetlight, the Board or its designee shall ensure the light is compliant with the requirements of this Policy.
8. Provided that a requesting party follows steps 1 through 7, above, the Board will hear and may approve, subject to compliance with this Policy, at a regular or special meeting, all streetlight installations and may accept the streetlights as lights of the CCFD, to include

future maintenance thereof and financial responsibility for the energy costs of said streetlights.

Adopted -- March 25, 2021