



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

Annex Building 1675 Flat River Road., Coventry, RI 02816

August 02,2021 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

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

NEW BUSINESS:

1. Discussion of voting procedures for Annual Meeting and setting date for election and budget approval/adoption (Discussion/Action/Vote).
2. Presentation of proposed FY2021/2022 Budget (Discussion)
3. Presentation of Tentative Agreement/Settlement Agreement for 2020-2021 contract year and presentation of new collective bargaining agreement for 2021-2022. (Discussion Only).

PUBLIC COMMENT:

NEXT SCHEDULED MEETING

- **Next Regular Board of Directors Meeting, August 03, 2021.**

ADJOURNMENT

Fred Gralinski, President



Board of Directors Meeting

Attendance Sign-In Sheet

August 03 2021

Board of Directors

Fire District

 Fred Gralinski, President	 Gayle Corrigan, District Manager
 Cynthia Fagan-Perry, Vice President	 Linda Dykeman, Finance Manager
 Richard Polselli, Director	 David D'Agostino, Esq.
 Carl L. Mattson, Director	 Frank Brown, Chief
 James Kuipers, Director	 Daniel Kaplan, District Administrator
 Kristen Benoit, Director	
 Russell McGillivray, Director	

CENTRAL COVENTRY FIRE DISTRICT
Regular Meeting of the Board of Directors
August 03, 2021 @ 6:30 PM
Annex Building 1675 Flat River Road, Coventry, RI 02816

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, James Kuipers, Kristen Benoit, and Russell McGillivray, Legal Counsel David Dagostino, Esq., of Gorham & Gorham, Inc., Chief Brown, District Manager Corrigan, and District Administrator Kaplan were present. Director Richard Polselli was excused. President Gralinski led the Pledge of Allegiance, safety instructions, and roll call.

New Business:

Legal Counsel Dagostino gave an in-depth presentation of Tentative Agreement/Settlement Agreement for 2020-2021 contract year and presentation of new collective bargaining agreement for 2021-2022.

A motion to approve the Ratification and approval of Tentative Agreement/Settlement Agreement for 2020-2021 contract year and ratification and approval of new collective bargaining agreement for 2021-2022.was made by Director Kuipers, seconded by Vice President Fagan-Perry, and unanimously approved.

The presentation of an updated proposed budget for FY2021/2022 was presented by District Manager Corrigan. The updated proposed budget can be viewed on the CCFD website.

Public Comments:

There were no public comments

The next meeting of the Central Coventry Fire District Board of Directors will be August 19, 2021.

A motion to adjourn was made by Director Mattson, seconded by Director McGillivray, and unanimously approved. The meeting was adjourned at 7:15 P.M.

Respectfully submitted,
Daniel Kaplan,
District Administrator

**Coventry Professional Fire Fighters, Local No. 3372,
International Association of Fire Fighters, AFL-CIO.
-and-
The Central Coventry Fire District**

**2020-2022 Settlement Agreement & Tentative Agreement
for a Collective Bargaining Agreement**

The following Settlement Agreement & Tentative Agreement (“Agreement”) is herein agreed to between the Central Coventry Professional Fire Fighters, Local No. 3372, International Association of Fire Fighters, AFL-CIO (“Local”), and the Central Coventry Fire District (“District”), with both the Local and District collectively referred to as the “parties”.

1. The parties agree to settle the American Arbitration Association (“AAA”) Case No. 01-20-0010-2910, Interest Arbitration for the contract year 2020-2021 between the parties. The settlement shall be in accordance with the below-cited terms:
 - a) The Local’s claim that their members are entitled to overtime pay in accordance with R.I.G.L. § 28-12-4.1(c) as of September 1, 2020, and the District’s arguments in opposition thereto, which is the subject matter of the case pending before the Rhode Island Department of Labor and Training (“RIDLT”) in Case No. 2020-0269, shall be preserved, with the parties reserving all rights to their respective positions. This Agreement cannot be utilized by either party in the above-cited RIDLT Case No. 2020-0269.
 - b) More specifically, the Local preserves all of its rights and claims it has with respect to the matters set forth in the above-cited Section 1, sub-section (a) of this Agreement, whether it be before any state or federal agency or in any state or federal court.
 - c) More specifically, the District reserves all of its defenses to any claim that the Local may have regarding those matters set forth in the above-cited Section 1, sub-section (a) of this Agreement, whether it be before any state or federal agency or in any state or federal court.
 - d) The parties agree that the current lawsuit pending in the United States District Court for the District of Rhode Island entitled “*Almagno v. CCFD*, 2020-440-JJM-LDA” shall not be impacted in any way because the parties have entered into this Agreement. This Agreement cannot be utilized by either party in the above-cited “*Almagno v. CCFD*, 2020-440-JJM-LDA” case.
 - e) The parties agree that subject to the matters set forth above in this Agreement, all the terms set forth in the Collective Bargaining Agreement dated September 1, 2015 to August 31, 2020 shall be in effect between the parties for the period of September 1, 2020 to August 31, 2021.

2. The parties agree to settle the AAA Case No. 01-21-0002-5727, Interest Arbitration for the contract year 2021-2022. The settlement terms between the parties shall result in the execution of a new Collective Bargaining Agreement dated September 1, 2021 to August 31, 2022 (the "new CBA") as cited below:
3. The new CBA shall not contain any contractual language pertaining to the Federal Fair Labor Standards Act ("FLSA").
4. The new CBA shall not contain any contractual language pertaining to any overtime compensation cap.
5. The new CBA shall incorporate contractual language outlining the terms of how salary/compensation and overtime/call back shall be paid to all fire fighters:
 - a) All platoon Fire Fighters shall be paid their straight hourly pay amount for fifty-six (56) hours per week. This amount of fifty-six (56) hours shall be paid every week regardless of the actual scheduled hours in a given week. This pay schedule is due to the fact that all platoon Fire Fighters shall work an average of fifty-six (56) hours per week over an eight (8) week (seven (7) days per week) period.
 - b) All platoon Fire Fighters, shall in addition to the terms set forth as cited-above in Section 5, sub-section (a), shall receive fourteen (14) hours pay, at half their straight hourly pay amount (half-time). This amount shall be paid to them every week regardless of the actual scheduled hours in a given week.
 - c) All platoon Fire Fighters who work in addition to their normal schedule, shall receive overtime pay which shall be one and one-half (1-1/2) their hourly pay amount for all hours worked outside of their said schedule.
 - d) The base salary of the Division Chief and the Fire Marshal shall be calculated on a forty (40) hour work week.
 - e) The Division Chief and the Fire Marshal who work in addition to their normal schedule, shall receive overtime pay which shall be one and one-half (1-1/2) their hourly pay amount for all hours worked outside of their said schedule.
6. All employees covered under the terms of the new CBA shall receive a three percent (3%) salary increase effective August 30, 2022.
7. The new CBA shall incorporate contractual language that amends how the Division Chief and Fire Marshal positions shall discharge vacation and personal leave, said leave shall be discharged in accordance with their daily shift schedule of a ten (10) hour day. The Division Chief and Fire Marshal shall have twenty (20) vacation days and one (1) personal day, both categories of leave shall be valued at a ten (10) hour day.
8. The new CBA shall incorporate contractual language regarding Life Insurance as follows:

“The District shall pay to Local 3372 a total of Eight Thousand Dollars (\$8,000.00) on February 1, each year, in lieu of providing life insurance to the members of the Department. The Union shall indemnify and hold the District harmless for any breach of the Union’s obligation under provisions of this paragraph, so long as the District funding has been provided to the local on or before February 1st of each year.”

9. Except for those terms amended by this Agreement, the parties agree that all the terms in the Collective Bargaining Agreement dated September 1, 2015 to August 31, 2020 between the parties, shall be incorporated into the new CBA.
10. The parties agree that this Agreement shall be subject to ratification by the Local and the District; and that the new CBA shall be executed no later than August 3, 2021.
11. The parties agree that upon execution of the new CBA, the Local shall withdraw the above-cited arbitration cases. Any and all costs and expenses charged by the AAA and/or the neutral arbitrator’s presiding over said cases, shall be borne equally between the parties.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed by their respective representatives who have actual authority to bind and enter into the various obligations set forth herein.

FOR THE LOCAL

Kevin McCann, President
Central Coventry Professional
Fire Fighters, Local 3372,
IAFF, AFL-CIO

Witness

FOR THE DISTRICT

Fred Gralinski, President District Board
Central Coventry Fire District

Witness

Date _____

Fiscal Year 2022 Draft Proposed Budget

	FY 20 (Audited)	FY 21 (Enacted)	FY 22 (Draft)	Variance FY22- Est FY21	Note
39000 Tax Revenue					
39100 Tax Levy - Current Year	4,063,007	4,105,348	4,530,162	424,814	8% tax increase; 94% collection rate
39201 Tax Levy - Prior Years	199,426	175,000	195,000	(60,000)	
Total 39000 Tax Revenue	4,262,433	4,280,348	4,725,162	364,814	
39500 Department Revenue					
39600 Rescue Run Recovery	594,948	575,000	540,000	8,806	Review rescue recovery presentation
39700 Fire Marshal Services	24,965	25,000	14,000	164	
39800 Detail Reimbursement	225	2,500	6,000	(6,035)	Includes Johnson's pond fireworks
Total 39500 Department Revenue	620,138	602,500	560,000	2,935	
39900 Other Revenue					
39930 Interest & Penalties on Taxes	105,900	100,000	85,000	1,264	
39935 Bank Interest Income	-	17,500	1,500	(5,750)	
39940 Asset Sales/Office Revenue	449,956	1,000	100	(3,525)	
Total 39900 Other Revenue	555,856	118,500	86,600	(8,011)	
TOTAL DISTRICT REVENUE	\$ 5,438,427	\$ 5,001,348	\$ 5,371,762	\$ 359,739	
40000 Administrative					
40100 Audit/CPA Services	15,750	15,000	15,000	-	Per audit RFP
40200 Board Meetings	3,245	3,500	3,250	(5,205)	All day referendum - 9/13/2021
40210 Board Member Stipends	14,000	14,000	6,400	(7,600)	Officer (2) \$1,200; member (5) \$800
40220 Finance Director/Treasurer	117,000	108,000	54,500	(53,500)	\$4,500 MRP; \$50,000 TBD
40230 Administrative Insurance	274	550	400	158	Beacon Mutual
40300 Tax Collecting Expense	14,656	15,000	13,500	94	\$10,000 Vision software; \$3,500 postage
40400 Legal - General	64,319	55,000	40,000	(1,409)	Resolution of interest arbitrations and grievances
40450 Legal - Labor Negotiations	-	35,000	-	(100,000)	One-time Prism audit
40475 Professional	-	15,000	-	(11,250)	Checks; ink; various office supplies
40500 Office/Miscellaneous	1,153	500	1,300	3	
40510 Bank Fees	235	150	525	3	
40600 Dues and Subscriptions	722	1,000	2,000	1,735	Fire marshal code subscription renewal
40700 Accounting and Payroll Costs	3,171	3,250	2,750	130	\$165/mo payroll + \$770/annual QB
40800 Administrative Service Contracts	7,905	8,000	8,000	490	Furniture; Imagetrend; photocopier; IT
40850 Software and Hardware	24,006	10,000	6,720	(11,530)	FY21 hardware upgrades
Total 40000 Administrative	266,434	283,950	154,345	(187,881)	
50000 Operations					
50200 Rescue Recovery Fees	23,534	22,000	18,900	987	
50250 Fuel	41,842	43,000	40,000	(215)	
50300 Insurance - General Liability and Property	51,655	43,600	70,000	35,220	Estimate - renewal pushed to 8/10/2021
50720 Repairs and Maintenance - Station	51,360	20,000	15,000	(15,051)	FY21 repairs and environmental study

Fiscal Year 2022 Draft Proposed Budget

	FY 20 (Audited)	FY 21 (Enacted)	FY 22 (Draft)	Variance FY22- Est FY21	Note
50730 Repairs and Maintenance - Vehicles and Apparatus	81,797	80,000	80,000	(13,379)	
50810 Supplies - Fire and Gear	26,713	27,500	27,500	(8,962)	FY21 recruit outfitting
50830 Supplies - Rescue	37,915	40,000	30,000	1,016	
50840 Supplies - Station	10,907	11,000	8,500	(1,52)	
50845 Telecommunication System	2,500	2,500	2,500	-	
50850 Telecommunications	11,789	12,000	14,250	92	
50920 Electric - Stations	16,035	5,250	15,500	64	Station 4 & 7
50930 Gas - Stations	1,855	7,500	7,250	42	Station 4 Gas and Gas Generator
50940 Oil - Stations	11,406	6,500	6,760	(0)	
50960 Water - Stations	592	600	560	6	
Total 50000 Operations	369,900	321,450	336,720	(331)	
60000 Personnel Costs-Union					
60105 Salaries	1,807,782	1,894,281	1,894,281	57,014	Based on census as of 8/2/2021
60110 Collateral (Fire Marshal)	36,007	36,000	-	(25,912)	Temporary-filled fire marshal (see above)
60120 Overtime	361,702	425,000	490,000	50,601	Compliance with OT law
60125 Legislated Overtime			217,733	217,733	Compliance with OT law
60130 Holiday	81,723	88,631	88,631	6,215	Based on census as of 8/2/2021
60150 Detail	4,073	2,500	6,000	(5,731)	FY21 COVID details
60170 Out of Rank	4,365	4,500	5,000	156	
60180 Clothing Allowance	19,258	21,700	21,700	4,000	Based on census as of 8/2/2021
60190 Health Opt-out	18,000	10,500	10,500	-	Based on census as of 8/2/2021
60200 Payroll Tax	171,140	194,230	218,708	24,326	
60210 Municipal State Pension	545,280	655,286	655,286	40,736	Based on census as of 8/2/2021
61000 Medical Insurance - Union	302,821	328,986	328,986	35,020	Based on census as of 8/2/2021
61100 HRA Medical Costs	8,832	10,000	11,550	1	
61200 Dental Insurance - Union	27,382	30,047	30,047	2,010	Based on census as of 8/2/2021
61300 HR/SA Account Fees	1,815	1,500	1,500	(236)	
61400 Life Insurance	5,494	7,750	8,000	2,792	Per CBA
61500 PEHP	33,268	35,444	35,444	2,194	Based on census as of 8/2/2021
62000 Injured On Duty Insurance	129,042	123,634	123,000	(13,029)	
63000 Training/Academy	16,710	14,000	17,500	(19,463)	
63100 Promotional Exams	2,307	1,750	1,750	1,750	
63200 Recruitment/Medical Exams	1,085	1,500	1,500	(3,651)	
Total 60000 Personnel Costs-Union	3,578,086	3,887,239	4,167,117	376,526	
70000 Personnel Costs - Administrative					
70100 Administrative Salaries/Compensation	164,498	166,702	117,443	(49,227)	Chief (\$40k); tax collector (\$40k); clerk (\$37.4k)
70200 Administrative Payroll Taxes	3,465	3,152	5,924	4,424	Tax collector and clerk
70300 Medical Insurance - Administrative	-	-	-	-	
70400 Dental Insurance - Administrative	-	-	-	-	
Total 70000 Personnel Costs - Administrative	167,963	169,854	123,367	(44,802)	

Fiscal Year 2022 Draft Proposed Budget

	FY 20	FY 21	FY 22	Variance FY22		Note
	(Audited)	(Enacted)	(Draft)	Est. FY21		
80000 Retirees/Separation Costs						
80100 Medical Insurance - Retiree	114,147	76,544	76,544	1,498	-	
80200 Dental Insurance - Retiree	8,634	6,174	6,174	557	-	
80700 Separation Payouts	3,394	55,836	55,000	45,969	1 retirement	
Total 80000 Retirees/Separation Costs	126,176	138,554	137,718	48,024		
90000 Other Expenditures						
90100 Hydrants	270,914	243,823	234,284	13,411	Monthly billing \$19,524	
90200 Street Lights	102,265	102,265	218,212	(366,770)	Two year average	
91000 Capital Purchases	402,619	-	-	(35,099)	\$7,600 trailer, \$27,500 defibrillator	
92000 Lease	398,395	-	-	-		
93000 Claim Payments/Interest Expense	15,190	-	-	(12,000)		
Total 90000 Other Expenditures	1,189,383	346,088	452,496	(400,458)		
	\$ 5,697,941	\$ 5,147,135	\$ 5,371,762	\$ (208,922)	\$ -	
SURPLUS/(DEFICIT)	\$ (259,514)	\$ (145,787)	\$ (0)	\$ 568,661		

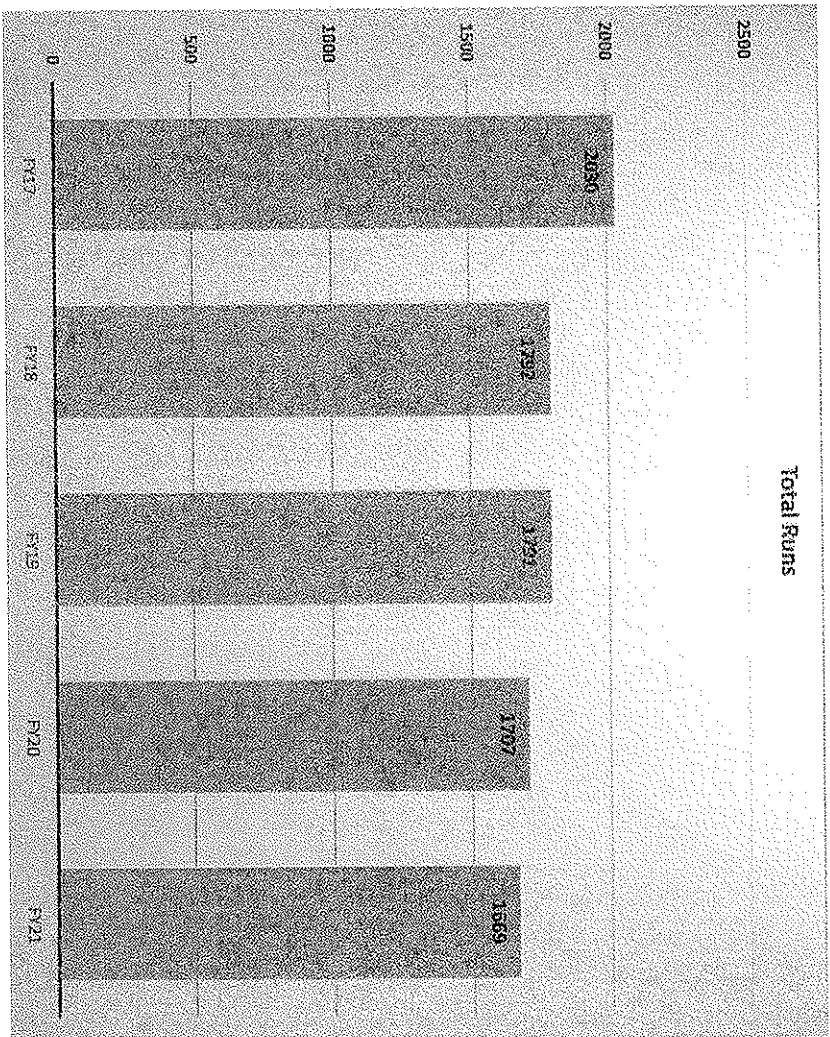
Central Coventry Fire District

Rescue Run Recovery Financial Review

7/1/2016 – 6/30/2021

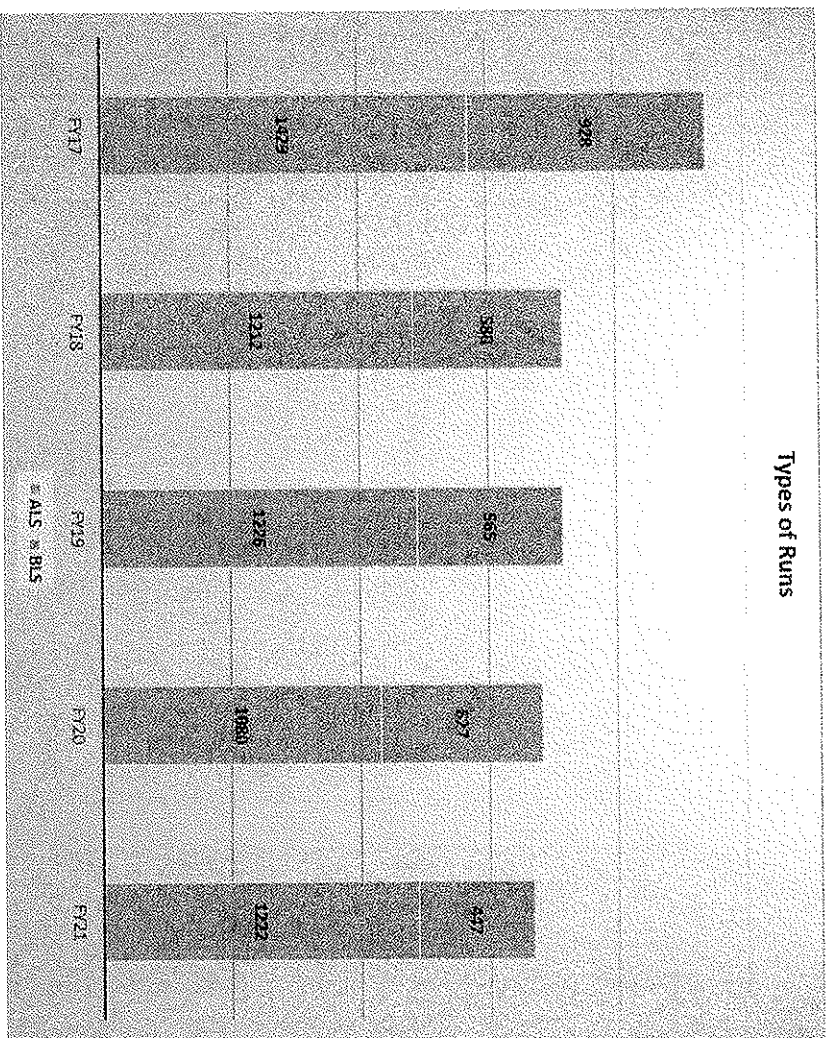
Runs

Throughout this time period total annual runs have decreased approximately 18%. The decrease in run activity started in FY18, prior to COVID.



Types of Runs

ALS runs decreased 15% from FY17 to FY21.
FY17 - FY19 ALS runs averaged around 68%
throughout the period.
ALS runs reimburse higher than BLS runs.

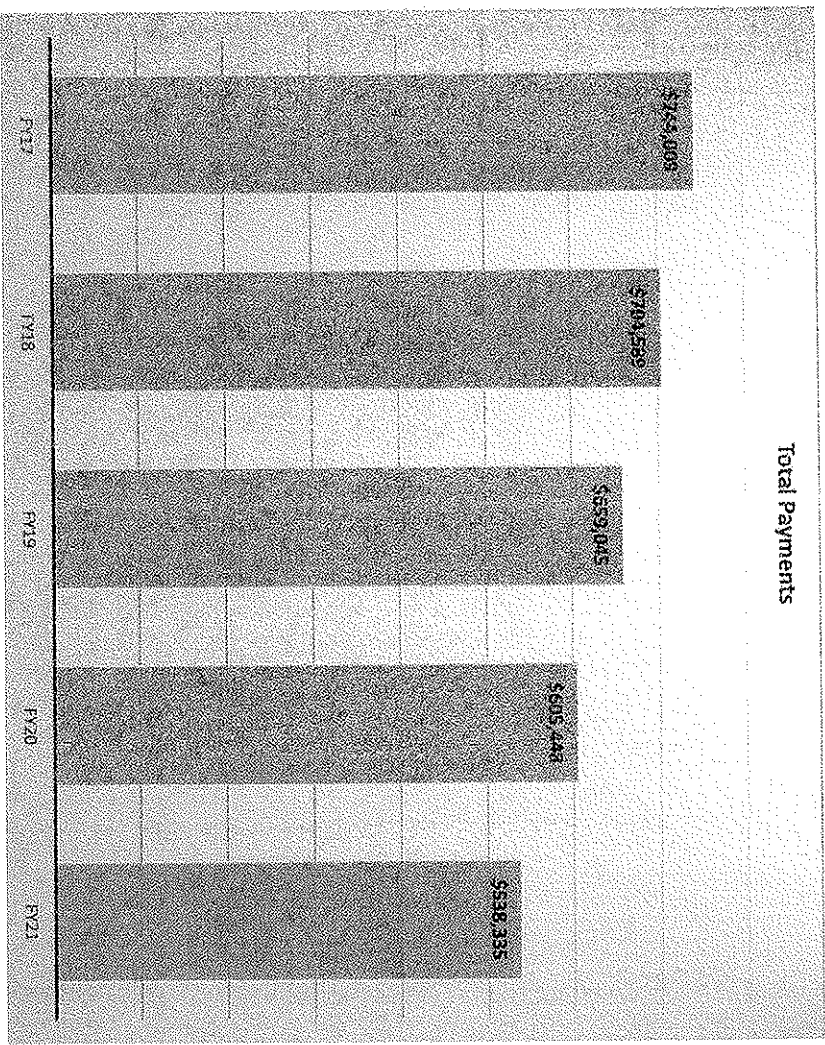


Payments

Overall payments have declined 28% between FY17 and FY21.

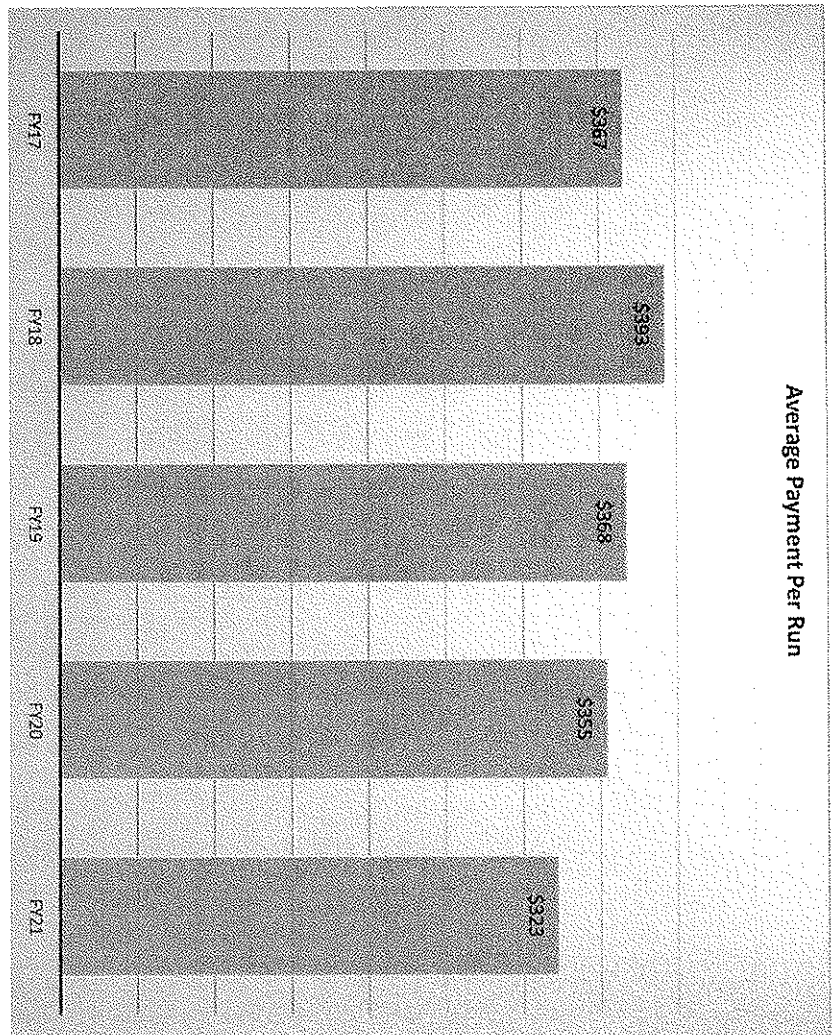
FY21 payments were down 11% from the prior year.

If payments had remained constant at the FY17 level, the District would have received an additional \$468,619.



Average Payment Per Run

There is an 18% decline in average payment per run from a high of \$393 in FY18 to a low of \$323 in FY21.



Payer Mix

The decline in Commercial payers and corresponding increase in Resident/Uninsured payors contributed to the increased reduction in payments overall.

The average payment for a Commercial payer run is approximately \$900. The reduction in these payers resulted in less revenue.

The uninsured population spiked in FY21, which has been experienced across the industry.

Payer Type	FY17	FY18	FY19	FY20	FY21
BCBS	12%	13%	13%	13%	12%
Commercial	12%	12%	10%	12%	8%
Medicaid	21%	22%	25%	23%	23%
Medicare	48%	47%	46%	45%	45%
Resident/Uninsured	4%	3%	3%	5%	9%
Self Pay	3%	2%	3%	2%	3%

Summary

- - Run volume has declined throughout the period
- + Increase in ALS visits (higher reimbursement) in FY21
- - Decrease in higher reimbursing commercial plans with an increase in uninsured (no reimbursement) in FY21