



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

Annex Building 1675 Flat River Road., Coventry, RI 02816  
August 19, 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

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**Agenda**

The public may watch the meeting and participation in the meeting via Zoom at:  
<https://us02web.zoom.us/j/83717944907?pwd=M1h3cEhLQkgxeW9mMFI1LzVHWW1Bdz09>

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

**APPROVAL OF MEETING MINUTES**

1. Minutes from: July 15, 2021 (Discussion/Action/Vote)
2. Minutes from: August 2, 2021 (Discussion/Action/Vote)
3. Minutes from: August 3, 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 (Any New Business Item May be Voted, or may be for Discussion Only):**

1. Resolution 2021-14, to appoint Nadeau-Wadovick, LLP (and Jeffrey D. Wadovick, CPA) as District Treasurer for an amount not to exceed \$50,000.00 for Fiscal Year 2021-2022. (Discussion/Action/Vote.)

2. Resolution 2021-15, to appoint and employ Daniel Kaplan as District Clerk, effective September 1, 2021, under the terms and conditions of said Resolution. (Discussion/Action/Vote.)
3. Resolution 2021-17, to Authorize Bank Account Signatory Authority for Director Cynthia Fagan-Perry and District Treasurer Jeffrey D. Wadovick, CPA. (Discussion/Action/Vote.)
4. Resolution 2021-18, to retain District Legal Counsel, Gorham & Gorham, Inc. as Litigation Counsel in the matter, Almagno v. CCFD, 20-440-JJM-LDA. (Discussion/Action/Vote.)
5. Resolution 2021-19, to retain District Legal Counsel, Gorham & Gorham, Inc. as Litigation Counsel in the matter, RIDLT v. CCFD, File No.: 2020-0296. (Discussion/Action/Vote.)
6. Resolution 2021-20, to Appeal any Ruling Adverse to the Central Coventry Fire District in the matter, RIDLT v. CCFD, File No.: 2020-0296 and as further set forth in said Resolution. (Discussion/Action/Vote.)
7. Resolution 2021-21, to Require that the Board of Directors Ratify and Approve the Disposition of All Grievances Made at the administrative Level. (Discussion/Action/Vote.)
8. Approval by the Board of the Fiscal Year 2021 -2022 Budget for presentation to the qualified electors of the District at an all-day referendum and Annual Meeting scheduled for September 13, 2021. (Discussion/Action/Vote.)
9. President's message and presentation. (Discussion Only.)

**PUBLIC COMMENT:**

**NEXT SCHEDULED MEETING: District Annual Meeting  
September 13, 2021 at 7:00 PM  
Coventry High School  
40 Reservoir Road  
Coventry, RI 02816.**

**ADJOURNMENT**

Fred Gralinski, President

<https://us02web.zoom.us/j/83717944907?pwd=M1h3cEhLOkgxeW9mMFI1LzVHWW1Bdz09>

Meeting ID: 837 1794 4907

Passcode: 386161

One tap mobile

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# Board of Directors Meeting

## Attendance Sign-In Sheet

August 19, 2021

### Board of Directors

### Fire District

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

**CENTRAL COVENTRY FIRE DISTRICT**  
**Regular Meeting of the Board of Directors**  
**July 15, 2021 @ 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. Legal Counsel David Dagostino, Esq., of Gorham & Gorham, Inc., Chief Brown, and District Administrator Daniel Kaplan were present. District Manager Corrigan was excused. President Gralinski led the Pledge of Allegiance and roll call.

A motion to approve the meeting minutes from June 17, 2021, was made by Director Mattson, seconded by Vice President Fagan-Perry, and unanimously approved.

The Chief's Report was read into the record. A special mention by the Chief about four of our First Responders delivering a baby in Rescue 7 on the way to the hospital. Mother and baby are well. A motion to approve the report was made by Director Mattson, seconded by Director Polselli, and unanimously approved.

The Financial Reports were read by President Gralinski. A motion to approve the reports was made by Director Mattson, seconded by Director McGillivray, and unanimously approved.

The District Administrators report was read by Mr. Kaplan. The Tax Report included a fiscal year-to-date summation as well as the monthly collections. A motion to approve the report was made by Director Kuipers, seconded by Director Mattson, and unanimously approved.

Under New Business:

A motion to approve the abatements by the Tax Collector was made by Director Kuipers, seconded by Vice President Fagan-Perry, and unanimously approved.

A motion to approve the Resolution to approve the abatement of uncollectible tangible taxes was made by Director Kuipers, seconded by Vice President Fagan-Perry, and unanimously approved with the addition of Exhibit One (Corrected and updated abatement list).

A motion to table the Resolution to approve abatement of taxes, including real estate and tangible, as applicable, for Coventry Housing Authority properties, specifically: Coventry Meadows and Golden Ridge Housing was made by Director McGillivray, seconded by Director Kuipers and unanimously approved.

A motion to approve the Resolution to approve abatement of taxes, including real estate and tangible, as applicable, for Coventry Housing Authority properties, specifically: Coventry Meadows and Golden Ridge Housing. was made by Director Kuipers, seconded by Vice President Fagan-Perry, and unanimously approved with the addition of Exhibit One (Corrected and updated abatement list).

Resolution to borrow funds through RI Infrastructure Bank, not to exceed \$300,000, and to approve the issuance of debt for the same, for the specific purpose of conversion of District lights to LEDs was made by Vice President Fagan-Perry, seconded by Director McGillivray, and unanimously approved.

A Case status update on Almagno v. CCFD, 20-440-JJM-LDA was given by Legal Counsel Dagostino. There will be a meeting in two weeks on which Legal Counsel Dagostino will report.

A motion to table a Resolution to pursue all claims of overpayment(s) made to employees and determined as a result of the evidentiary process and financial analysis in the Almagno v. CCFD, 20-440-JJM-LDA case was made by Director McGillivray, seconded by Director Kuipers and unanimously approved.

A Report and update on status of Rescue Recovery as revenue source for the budget noted that revenues were down considerably.

A discussion of setting the protocol and schedule for budget meeting(s) for the 2021-2022 Fiscal Year was made by Director Mattson, seconded by Director Benoit and unanimously approved.

President Gralinski gave a short talk on the importance of control of the Central Coventry Fire District budget by civilians.

There were no Public Comments.

The next meeting of the Central Coventry Fire District Board of Directors will be July 29, 2021.

A motion to adjourn was made by Director Mattson, seconded by Director McGillivray, and unanimously approved. The meeting was adjourned at 7:21 P.M.

Respectfully submitted,  
Daniel Kaplan,  
District Administrator

**CENTRAL COVENTRY FIRE DISTRICT**  
**Regular Meeting of the Board of Directors**  
**August 02, 2021 @ 6:30 PM**  
**Annex Building 1675 Flat River Road, Coventry, RI 02816**

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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 and roll call.

New Business:

A motion to approve the voting procedures for Annual Meeting and setting date for election and budget approval/adoption was made by Director McGillivray, seconded by Vice President Fagan-Perry, and unanimously approved. Voting will take place Friday September 13, 2021 from 8AM to 8PM at the Coventry Recreation Center, 1277 Main Street, Coventry, RI 02816-8435.

The presentation of proposed budget for FY2021/2022 was presented by District Manager Corrigan. She explained about the negative impact of an approximately 18% decrease in revenue from rescue run recovery. The proposed budget can be viewed on the CCFD website.

A presentation of Tentative Agreement/Settlement Agreement for 2020-2021 contract year and presentation of new collective bargaining agreement for 2021-2022 was made by Legal Counsel Dagostino. He will give a more detailed report at the August 03, 2021 meeting

Public Comments:

A question was asked about the pension liability. It was explained that the State of Rhode Island controls the investment of the money for the pensions.

Other questions were about the streetlights in the District.

The next meeting of the Central Coventry Fire District Board of Directors will be August 03, 2021.



A motion to adjourn was made by Director Mattson, seconded by Vice President Fagan-Perry, and unanimously approved. The meeting was adjourned at 7:45 P.M.

Respectfully submitted,  
Daniel Kaplan,  
District Administrator

**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**

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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



# ***CENTRAL COVENTRY***

## ***FIRE DISTRICT***

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

**FIRE – RESCUE – EMS – FIRE PREVENTION**

**OFFICE of the CHIEF of DEPARTMENT**

August 19, 2021

Summary of Operation activities:

### **PERSONNEL**

Currently we have 27 members on staff and 4 members out on injury.  
1 new Probationary Firefighter was hired and will be attending the Municipal Fire Academy Class 017 starting on August 30<sup>th</sup> and will graduate on November 19<sup>th</sup>.  
The hiring of this firefighters is to replace a member who is retiring in September.

TOTAL PERSONNEL – 31

### **EMERGENCY INCIDENTS**

\* Incidents from January 1, 2021 thru July 31, 2021 were 2626 for a call volume of 13 calls per day. (see attached summary)

### **APPARATUS**

\*Both Engine 4 and Engine 7 are out of service with engine issues. Currently we have our Reserve Engine 5 and a Central Falls Engine running in their place.

### **EQUIPMENT**

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



# ***CENTRAL COVENTRY***

## ***FIRE DISTRICT***

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

**FIRE – RESCUE – EMS – FIRE PREVENTION**

**OFFICE of the CHIEF of DEPARTMENT**

### **FIRE MARSHAL'S OFFICE**

The Fire Marshal continues to work on the backlog of work in that office consisting of Smoke Detector Inspections, Plan Reviews, Fire Alarm Reviews, Fire Investigations and follow-up inspections on issued violations several large scale housing developments, 60 Town license and 3 school inspections.

### **TRAINING**

Emergency Medical training is ongoing. Also, each platoon continues to train daily with all our probationary firefighters.

A continued THANK YOU to our Officers and Firefighters for their efforts and dedication!

Respectfully submitted,

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

Frank M. Brown  
Chief

CENTRALCOVENTRY

Incident Type Report (Summary)

Alarm Date Between {01/01/2021} And {07/31/2021}  
and FDID = "00610"

Incident Type	Count	Pct of Incidents	Total Est Loss	Pct of Losses
	374	14.24%	\$0	0.00%
	374	14.24%	\$0	0.00%
<b>1 Fire</b>				
100 Fire, Other	2	0.07%	\$0	0.00%
111 Building fire	15	0.57%	\$25,500	37.77%
113 Cooking fire, confined to container	5	0.19%	\$1,000	1.48%
114 Chimney or flue fire, confined to chimney	6	0.22%	\$0	0.00%
116 Fuel burner/boiler malfunction, fire	3	0.11%	\$0	0.00%
130 Mobile property (vehicle) fire, Other	2	0.07%	\$0	0.00%
131 Passenger vehicle fire	7	0.26%	\$41,000	60.74%
141 Forest, woods or wildland fire	1	0.03%	\$0	0.00%
142 Brush or brush-and-grass mixture fire	15	0.57%	\$0	0.00%
143 Grass fire	3	0.11%	\$0	0.00%
151 Outside rubbish, trash or waste fire	3	0.11%	\$0	0.00%
153 Construction or demolition landfill fire	1	0.03%	\$0	0.00%
154 Dumpster or other outside trash receptacle	3	0.11%	\$0	0.00%
160 Special outside fire, Other	1	0.03%	\$0	0.00%
161 Outside storage fire	2	0.07%	\$0	0.00%
	69	2.62%	\$67,500	100.00%
<b>2 Overpressure Rupture, Explosion, Overheat(no fire)</b>				
211 Overpressure rupture of steam pipe or	1	0.03%	\$0	0.00%
220 Overpressure rupture from air or gas, Other	2	0.07%	\$0	0.00%
222 Overpressure rupture of boiler from air or	1	0.03%	\$0	0.00%
251 Excessive heat, scorch burns with no	1	0.03%	\$0	0.00%
	5	0.19%	\$0	0.00%
<b>3 Rescue &amp; Emergency Medical Service Incident</b>				
300 Rescue, EMS incident, other	142	5.40%	\$0	0.00%
311 Medical assist, assist EMS crew	404	15.38%	\$0	0.00%
320 Emergency medical service, other	4	0.15%	\$0	0.00%
321 EMS call, excluding vehicle accident with	1,093	41.62%	\$0	0.00%
322 Motor vehicle accident with injuries	45	1.71%	\$0	0.00%
323 Motor vehicle/pedestrian accident (MV Ped)	2	0.07%	\$0	0.00%
324 Motor Vehicle Accident with no injuries	34	1.29%	\$0	0.00%
342 Search for person in water	1	0.03%	\$0	0.00%
350 Extrication, rescue, Other	1	0.03%	\$0	0.00%

CENTRALCOVENTRY

Incident Type Report (Summary)

Alarm Date Between {01/01/2021} And {07/31/2021}  
and FDID = "00610"

Incident Type	Count	Pct of Incidents	Total Est Loss	Pct of Losses
<b>3 Rescue &amp; Emergency Medical Service Incident</b>				
353 Removal of victim(s) from stalled elevator	2	0.07%	\$0	0.00%
356 High-angle rescue	1	0.03%	\$0	0.00%
381 Rescue or EMS standby	1	0.03%	\$0	0.00%
	<u>1,730</u>	<u>65.87%</u>	<u>\$0</u>	<u>0.00%</u>
<b>4 Hazardous Condition (No Fire)</b>				
410 Combustible/flammable gas/liquid condition,	1	0.03%	\$0	0.00%
411 Gasoline or other flammable liquid spill	4	0.15%	\$0	0.00%
412 Gas leak (natural gas or LPG)	10	0.38%	\$0	0.00%
423 Refrigeration leak	1	0.03%	\$0	0.00%
424 Carbon monoxide incident	10	0.38%	\$0	0.00%
440 Electrical wiring/equipment problem, Other	5	0.19%	\$0	0.00%
441 Heat from short circuit (wiring),	1	0.03%	\$0	0.00%
442 Overheated motor	1	0.03%	\$0	0.00%
444 Power line down	3	0.11%	\$0	0.00%
445 Arcing, shorted electrical equipment	5	0.19%	\$0	0.00%
451 Biological hazard, confirmed or suspected	17	0.64%	\$0	0.00%
460 Accident, potential accident, Other	8	0.30%	\$0	0.00%
463 Vehicle accident, general cleanup	1	0.03%	\$0	0.00%
471 Explosive, bomb removal (for bomb scare,	1	0.03%	\$0	0.00%
	<u>68</u>	<u>2.58%</u>	<u>\$0</u>	<u>0.00%</u>
<b>5 Service Call</b>				
500 Service Call, other	12	0.45%	\$0	0.00%
511 Lock-out	3	0.11%	\$0	0.00%
520 Water problem, Other	2	0.07%	\$0	0.00%
521 Water evacuation	1	0.03%	\$0	0.00%
522 Water or steam leak	7	0.26%	\$0	0.00%
531 Smoke or odor removal	4	0.15%	\$0	0.00%
550 Public service assistance, Other	3	0.11%	\$0	0.00%
551 Assist police or other governmental agency	2	0.07%	\$0	0.00%
552 Police matter	6	0.22%	\$0	0.00%
553 Public service	10	0.38%	\$0	0.00%
554 Assist invalid	34	1.29%	\$0	0.00%
561 Unauthorized burning	7	0.26%	\$0	0.00%
571 Cover assignment, standby, moveup	9	0.34%	\$0	0.00%
	<u>100</u>	<u>3.80%</u>	<u>\$0</u>	<u>0.00%</u>

CENTRALCOVENTRY

Incident Type Report (Summary)

Alarm Date Between {01/01/2021} And {07/31/2021}  
and FDID = "00610"

Incident Type	Count	Pct of Incidents	Total Est Loss	Pct of Losses
<b>6 Good Intent Call</b>				
600 Good intent call, Other	14	0.53%	\$0	0.00%
611 Dispatched & cancelled en route	95	3.61%	\$0	0.00%
621 Wrong location	2	0.07%	\$0	0.00%
622 No Incident found on arrival at dispatch	13	0.49%	\$0	0.00%
631 Authorized controlled burning	1	0.03%	\$0	0.00%
641 Vicinity alarm (incident in other location)	1	0.03%	\$0	0.00%
650 Steam, Other gas mistaken for smoke, Other	2	0.07%	\$0	0.00%
651 Smoke scare, odor of smoke	5	0.19%	\$0	0.00%
652 Steam, vapor, fog or dust thought to be	1	0.03%	\$0	0.00%
671 HazMat release investigation w/no HazMat	5	0.19%	\$0	0.00%
	<b>139</b>	<b>5.29%</b>	<b>\$0</b>	<b>0.00%</b>
<b>7 False Alarm &amp; False Call</b>				
700 False alarm or false call, Other	6	0.22%	\$0	0.00%
714 Central station, malicious false alarm	1	0.03%	\$0	0.00%
730 System malfunction, Other	8	0.30%	\$0	0.00%
733 Smoke detector activation due to	15	0.57%	\$0	0.00%
734 Heat detector activation due to malfunction	5	0.19%	\$0	0.00%
735 Alarm system sounded due to malfunction	16	0.60%	\$0	0.00%
736 CO detector activation due to malfunction	6	0.22%	\$0	0.00%
740 Unintentional transmission of alarm, Other	2	0.07%	\$0	0.00%
741 Sprinkler activation, no fire -	1	0.03%	\$0	0.00%
743 Smoke detector activation, no fire -	29	1.10%	\$0	0.00%
744 Detector activation, no fire -	11	0.41%	\$0	0.00%
745 Alarm system activation, no fire -	36	1.37%	\$0	0.00%
746 Carbon monoxide detector activation, no CO	4	0.15%	\$0	0.00%
	<b>140</b>	<b>5.33%</b>	<b>\$0</b>	<b>0.00%</b>
<b>9 Special Incident Type</b>				
900 Special type of incident, Other	1	0.03%	\$0	0.00%
	<b>1</b>	<b>0.03%</b>	<b>\$0</b>	<b>0.00%</b>

Total Incident Count: 2626

Total Est Loss:

\$67,500

Fiscal Year 2022 Proposed Budget

FY22 (Proposed) Note:

<b>39000 Tax Revenue</b>		
39100 Tax Levy - Current Year	4,558,880	8.5% tax increase; 94% collection rate
39201 Tax Levy - Prior Years	300,000	
<b>Total 39000 Tax Revenue</b>	<b>\$ 4,858,880</b>	<b>88% of budgeted revenues</b>
<b>39500 Department Revenue</b>		
39600 Rescue Run Recovery	540,000	
39700 Fire Marshal Services	14,000	
39800 Detail Reimbursement	6,000	
<b>Total 39500 Department Revenue</b>	<b>\$ 560,000</b>	<b>10% of budgeted revenues</b>
<b>39900 Other Revenue</b>		
39930 Interest & Penalties on Taxes	100,000	
39935 Bank Interest Income	1,500	
39940 Asset Sales/Misc Revenue	100	
<b>Total 39900 Other Revenue</b>	<b>\$ 101,600</b>	<b>2 % of budgeted revenues</b>
<b>TOTAL DISTRICT REVENUE</b>	<b>\$ 5,520,480</b>	
<b>40000 Administrative</b>		
40100 Audit/CPA Services	15,000	Per audit RFP
40200 Board Meetings	3,250	All day referendum - 9/13/2021
40210 Board Member Stipends	6,400	Officer (2) \$1,200; member (5) \$800
40220 Finance Director/Treasurer	54,500	\$4,500 MRP; \$50,000 TBD
40230 Administrative Insurance and HR	400	Beacon Mutual
40300 Tax Collecting Expense	13,500	\$10,000 Vision software; \$3,500 postage
40400 Legal - General	40,000	
40450 Legal - Labor Negotiations	-	Resolution of interest arbitrations and grievances
40475 Professional - Merger	-	One-time Prism audit
40500 Office/Miscellaneous	1,300	Checks; ink; various office supplies
40510 Bank Fees	525	
40600 Dues and Subscriptions	2,000	Fire marshal code subscription renewal
40700 Accounting and Payroll Costs	2,750	\$165/mo payroll + \$770/annual QB
40800 Administrative Service Contracts	8,000	Firehouse; Imagetrend; photocopier; IT
40850 Software and Hardware	9,174	FY21 hardware upgrades
<b>Total 40000 Administrative</b>	<b>\$ 156,799</b>	<b>3% of budgeted expenses</b>



Fiscal Year 2022 Proposed Budget

FY22 (Proposed) Note

<b>50000 Operations</b>		
50200 Rescue Recovery Fees	18,900	
50250 Fuel	40,000	
50300 Insurance - General Liability and Property	189,850	Estimate
50720 Repairs and Maintenance - Station	15,000	FY21 repairs and environmental study
50730 Repairs and Maintenance - Vehicles and Apparatus	80,000	
50810 Supplies - Fire and Gear	27,500	FY21 recruit outfitting
50830 Supplies - Rescue	30,000	
50840 Supplies - Station	8,500	
50845 Telecommunication System	2,500	
50850 Telecommunications	14,250	
50920 Electric - Stations	15,500	Station 4 & 7
50930 Gas - Stations	7,250	Station 4 Gas and Gas Generator
50940 Oil - Stations	6,760	
50960 Water - Stations	560	
<b>Total 50000 Operations</b>	<b>\$ 456,570</b>	<b>8% of budgeted expenses</b>
<b>60000 Personnel Costs-Union</b>		
60105 Salaries	1,883,284	Based on census as of 8/2/2021 - 30 firefighters + 1 division chief
60110 Collateral (Fire Marshal)	30,000	Fire Marshal MOA
60120 Overtime	490,000	Compliance with OT law
60125 Legislated Overtime	225,885	Compliance with OT law
60130 Holiday	86,750	Based on census as of 8/2/2021
60150 Detail	6,000	FY21 COVID details
60170 Out of Rank	5,000	
60180 Clothing Allowance	21,700	Based on census as of 8/2/2021
60190 Health Opt-out	10,500	Based on census as of 8/2/2021
60200 Payroll Tax	225,196	Based on census as of 8/2/2021 and separation payout
60210 Municipal State Pension	651,031	Based on census as of 8/2/2021
61000 Medical Insurance - Union	328,986	Based on census as of 8/2/2021
61100 HRA Medical Costs	11,550	
61200 Dental Insurance - Union	28,309	Based on census as of 8/2/2021
61300 HR/SA Account Fees	1,500	
61400 Life Insurance	8,000	Per CBA
61500 PEHP	35,252	Based on census as of 8/2/2021
62000 Injured On Duty Insurance	123,000	
63000 Training/Academy	17,500	
63100 Promotional Exams	1,750	
63200 Recruitment/Medical Exams	1,500	
<b>Total 60000 Personnel Costs-Union</b>	<b>\$ 4,192,694</b>	<b>76% of budgeted expenses</b>

Fiscal Year 2022 Proposed Budget

FY22 (Proposed) Note:

<b>70000 Personnel Costs - Administrative</b>		
70100 Administrative Salaries/Compensation	117,443	Chief (\$40k); tax collector (\$40k); clerk (\$37.4k)
70200 Administrative Payroll Taxes	5,924	
70300 Medical Insurance - Administrative	-	
70400 Dental Insurance - Administrative	-	
<b>Total 70000 Personnel Costs - Administrative</b>	<b>\$ 123,367</b>	<b>2% of budgeted expenses</b>
<b>80000 Retirees/Separation Costs</b>		
80100 Medical Insurance - Retiree	76,544	
80200 Dental Insurance - Retiree	6,174	
80700 Separation Payouts	55,836	1 retirement
<b>Total 80000 Retirees/Separation Costs</b>	<b>\$ 138,554</b>	<b>3% of budgeted expenses</b>
<b>90000 Other Expenditures</b>		
90100 Hydrants	234,284	Monthly billing \$19,524
90200 Street Lights	218,212	Two year average
91000 Capital Purchases	-	\$7,600 trailer; \$27,500 defibrillator
92000 Lease/Interest Expense	-	
95000 Claim Payments/Other	-	
<b>Total 90000 Other Expenditures</b>	<b>\$ 452,496</b>	<b>8% of budgeted expenses</b>
	<b>\$ 5,520,480</b>	

**SURPLUS/(DEFICIT) \$ 0**

**CENTRAL COVENTRY FIRE DISTRICT FY 2021**

July	FY21 (Approved)	July 2021 YTD	Remaining	% YTD 92%	Notes
<b>39000 Tax Revenue</b>					
39100 Tax Levy - Current Year	4,105,348	3,723,122	382,226	91%	Received many paid in full tax receipts
39201 Tax Levy - Prior Years	175,000	250,941	(75,941)	143%	
<b>Total 39000 Tax Revenue</b>	<b>4,280,348</b>	<b>3,974,063</b>	<b>306,285</b>	<b>93%</b>	
<b>39500 Department Revenue</b>					
39600 Rescue Run Recovery	575,000	486,928	88,072	85%	
39700 Fire Marshal Services	25,000	12,683	12,317	51%	
39800 Detail Reimbursement	2,500	11,733	(9,233)	469%	Special fire watch
<b>Total 39500 Department Revenue</b>	<b>602,500</b>	<b>511,344</b>	<b>91,156</b>	<b>85%</b>	
<b>39900 Other Revenue</b>					
39930 Interest & Penalties on Taxes	100,000	77,004	22,996	77%	
39935 Bank Interest Income	17,500	7,215	10,285	41%	
39940 Misc Revenue	1,000	12	988	1%	
39990 Transfers from Unrestricted Cumulative Surplus	234,532	-	234,532	0%	
<b>Total 39900 Other Revenue</b>	<b>353,032</b>	<b>84,231</b>	<b>268,801</b>	<b>24%</b>	
<b>TOTAL DISTRICT REVENUE</b>	<b>\$ 5,235,880</b>	<b>\$ 4,569,638</b>	<b>\$ 666,242</b>	<b>87%</b>	
<b>40000 Administrative</b>					
40100 Audit/CPA Services	15,000	15,000	-	100%	
40200 Board Meetings	3,500	7,750	(4,250)	221%	
40210 Board Member Stipends	14,000	14,000	-	100%	
40220 Finance Director/Treasurer	108,000	99,000	9,000	92%	
40230 Administrative Insurance and HR	550	242	308	44%	
40300 Tax Collecting Expense	15,000	12,288	2,712	82%	
40400 Legal - General	55,000	31,057	23,943	56%	
40450 Legal - Labor Negotiations	35,000	60,818	(25,818)	174%	
40475 Professional	15,000	11,250	3,750	75%	Prism payment
40500 Office/Miscellaneous	500	1,412	(912)	282%	
40510 Bank Fees	150	478	(328)	319%	
40600 Dues and Subscriptions	1,000	265	735	27%	
40700 Accounting and Payroll Costs	3,250	2,402	848	74%	
40800 Administrative Service Contracts	8,000	7,510	490	94%	
40850 Software and Hardware	10,000	18,191	(8,191)	182%	
<b>Total 40000 Administrative</b>	<b>283,950</b>	<b>281,663</b>	<b>2,287</b>	<b>99%</b>	

June	FY21 (Approved)	June 2021 YTD	Remaining	% YTD	Notes
<b>50000 Operations</b>					
50200 Rescue Recovery Fees	22,000	16,420	5,580	75%	
50250 Fuel	43,000	36,863	6,137	86%	
50300 Insurance - General Liability and Property	43,600	34,780	8,820	80%	
50720 Repairs and Maintenance - Station	20,000	27,546	(7,546)	138%	
50730 Repairs and Maintenance - Vehicles and Apparatus	80,000	85,598	(5,598)	107%	
50810 Supplies - Fire and Gear	27,500	33,424	(5,924)	122%	
50830 Supplies - Rescue	40,000	26,569	13,431	66%	
50840 Supplies - Station	11,000	7,931	3,069	72%	
50845 Telecommunication System	2,500	2,500	-	100%	Annual payment
50850 Telecommunications	12,000	12,978	(978)	108%	
50920 Electric - Stations	5,250	14,150	(8,900)	270%	Underbudgeted-resolution pending with Nat Grid
50930 Gas - Stations	7,500	6,607	893	88%	
50940 Oil - Stations	6,500	6,197	303	95%	
50960 Water - Stations	600	508	92	85%	
<b>Total 50000 Operations</b>	<b>321,450</b>	<b>312,071</b>	<b>9,379</b>	<b>97%</b>	
<b>60000 Personnel Costs-Union</b>					
60105 Salaries	1,934,919	1,684,162	250,757	87%	
60110 Collateral (Fire Marshal)	36,000	25,913	10,087	72%	
60120 Overtime	425,000	383,399	41,601	90%	
60130 Holiday	89,091	75,548	13,543	85%	
60150 Detail	2,500	11,731	(9,231)	469%	Special fire watch
60170 Out of Rank	4,500	4,441	59	99%	
60180 Clothing Allowance	21,700	16,100	5,600	74%	
60190 Health Opt-out	18,000	-	18,000	0%	
60200 Payroll Tax	197,947	168,381	29,566	85%	
60210 Municipal State Pension	680,599	561,413	119,186	82%	
61000 Medical Insurance - Union	330,361	266,051	64,310	81%	
61100 HRA Medical Costs	10,000	10,587	(587)	106%	
61200 Dental Insurance - Union	29,588	25,402	4,186	86%	
61300 HR/SA Account Fees	1,500	1,736	(236)	116%	
61400 Life Insurance	5,208	5,208	-	100%	
61500 PEHP	36,723	-	36,723	0%	
62000 Injured On Duty Insurance	123,634	136,029	(12,395)	110%	quarterly payments
63000 Training/Academy	14,000	34,463	(20,463)	246%	
63100 Promotional Exams	1,750	-	1,750	0%	
63200 Recruitment	1,500	5,151	(3,651)	343%	
<b>Total 60000 Personnel Costs-Union</b>	<b>3,964,519</b>	<b>3,415,715</b>	<b>548,804</b>	<b>86%</b>	

	FY21 (Approved)	June 2021 YTD	Remaining	% YTD	Notes
<b>70000 Personnel Costs - Administrative</b>					
70100 Administrative Salaries/Compensation	166,702	155,278	11,424	93%	
70200 Administrative Payroll Taxes	3,152	2,831	321	90%	
<b>Total 70000 Personnel Costs - Administrative</b>	<b>169,854</b>	<b>158,109</b>	<b>11,745</b>	<b>93%</b>	
<b>80000 Retirees/Separation Costs</b>					
80100 Medical Insurance - Retiree	87,498	70,431	17,067	80%	
80200 Dental Insurance - Retiree	6,685	5,234	1,451	78%	
80700 Separation Payouts	55,836	9,031	46,805	16%	
<b>Total 80000 Retirees/Separation Costs</b>	<b>150,019</b>	<b>84,696</b>	<b>65,323</b>	<b>56%</b>	
<b>90000 Other Expenditures</b>					
90100 Hydrants	243,823	201,349	42,474	83%	Quarterly payment
90200 Street Lights	102,265	566,798	(464,533)	554%	Escrow account
91000 Capital Purchases	-	-	-	0%	
92000 Lease/Interest Payment	-	-	-	0%	
95000 Claim Payments/Other	-	12,000	(12,000)	0%	Medical/Dental Settlement
<b>Total 90000 Other Expenditures</b>	<b>346,088</b>	<b>780,147</b>	<b>(434,059)</b>	<b>225%</b>	
	\$ 5,235,880	\$ 5,032,401	\$ 203,479	96%	

**SURPLUS/(DEFICIT)**  
 Adjustment Timing Tax Collection (92%)  
 Adjusted Surplus/(Deficit)

\$ 0 \$ (462,763)  
 \$ 40,114  
 (422,649)



## CENTRAL COVENTRY FIRE DISTRICT

### TAX COLLECTORS REPORT

The following is the activity for the month of July 2021

<b>Taxes Collected</b>	<b>July</b>
2020	\$ 127,417.27
2019	\$ 13,874.35
2018	\$ 1,196.59
Prior Years	\$ 56.86
	<hr/>
<b>Interest/Penalty Collected</b>	\$ 12,434.15
	<hr/>
<b>Total</b>	<b>\$ 154,979.22</b>

### Outstanding Taxes

2020	\$ 757,916.10
2019	\$ 24,981.87
2018	\$ 13,783.80
Prior Years	\$ 54,778.97
<b>Total</b>	<b>\$ 851,460.74</b>

### Fiscal Year 2021 Year To Date Activity

2020	\$ 3,379,966.07
2019	\$ 254,822.22
2018	\$ 18,242.18
Prior Years	\$ 166,033.19
<b>Interest/Penalty Collected</b>	\$ 104,004.96
<b>Total</b>	<b>\$ 3,923,068.62</b>

**STATE OF RHODE ISLAND  
CENTRAL COVENTRY FIRE DISTRICT  
RESOLUTION NO.: 2021-14**

**RESOLUTION TO APPOINT NADEAU-WADOVICK, LLP  
AS DISTRICT TREASURER**

**WHEREAS**, the Board of Directors (“Board”) serves as the governing body of the Central Coventry Fire District (“CCFD”), which is a quasi-municipal/quasi-governmental entity and body politic created by an Act of the General Assembly;

**WHEREAS**, the Board is empowered by the Charter of the CCFD, specifically, Section 6 (a) (6), Section 6 (b), and Section 9, to appoint a Treasurer;

**WHEREAS**, the Board has determined that it is in the best interest of the District, and is consistent with the Board’s business judgment to appoint a Treasurer for the purposes enumerated in Section 9, and such other duties and responsibilities as the Board deems necessary and appropriate from time to time; and,

**WHEREAS**, the Board has provided for an administrative expense in the Fiscal Year 2021-2022 District Budget an amount of Fifty Thousand Dollars (\$50,000.00) sufficient to provide said Treasurer services,

**NOW THEREFORE**, in consideration of the foregoing, the Board of Directors of the Central Coventry Fire District, at a meeting duly called on the 19<sup>th</sup> day of August, 2021, hereby appoints Jeffrey D. Wadovick, CPA of the firm, Nadeau-Wadovick, LLP as District Treasurer of said District for an amount not to exceed \$50,000.00 for the Fiscal Year 2021-2022.

**EFFECTIVE DATE**

This Resolution shall become effective September 1, 2021.

I hereby certify that the foregoing Resolution was adopted by the Honorable Board of Directors of the Central Coventry Fire District at their regular Board meeting on August 19, 2021.

Attest:

\_\_\_\_\_  
Dan Kaplan, District Clerk

\_\_\_\_\_  
Fred Grafinski, President,  
Board of Directors

**STATE OF RHODE ISLAND  
CENTRAL COVENTRY FIRE DISTRICT  
RESOLUTION NO.: 2021-15**

**RESOLUTION TO APPOINT DANIEL KAPLAN  
AS DISTRICT CLERK**

**WHEREAS**, the Board of Directors (“Board”) serves as the governing body of the Central Coventry Fire District (“CCFD”), which is a quasi-municipal/quasi-governmental entity and body politic created by an Act of the General Assembly;

**WHEREAS**, the Board is empowered by the Charter of the CCFD, specifically, Section 6 (a) (6), Section 6 (b), and Section 8, to appoint and employ a District Clerk;

**WHEREAS**, the Board has determined that it is in the best interest of the District, and is consistent with the Board’s business judgment to appoint and employ a District Clerk for the purposes enumerated in Section 8, and such other duties and responsibilities as the Board deems necessary and appropriate from time to time; and,

**WHEREAS**, the District Clerk’s employment shall be based on a weekly salary of Seven Hundred Twenty Dollars (\$720.00) per week, consistent with the Board’s Fiscal Year 2021-2022 District Budget to fund the District Clerk position and services,

**NOW THEREFORE**, in consideration of the foregoing, the Board of Directors of the Central Coventry Fire District, at a meeting duly called on the 19<sup>th</sup> day of August, 2021, hereby appoints and employs Daniel Kaplan as District Clerk of said District for the amount in the Fiscal Year 2021-2022 Budget as aforesaid.

**EFFECTIVE DATE**

This Resolution shall become effective September 1, 2021.

I hereby certify that the foregoing Resolution was adopted by the Honorable Board of Directors of the Central Coventry Fire District at their regular Board meeting on August 19, 2021.

Attest:

\_\_\_\_\_  
Dan Kaplan, District Clerk

\_\_\_\_\_  
Fred Gralinski, President,  
Board of Directors



**STATE OF RHODE ISLAND  
CENTRAL COVENTRY FIRE DISTRICT  
RESOLUTION NO.: 2021-17**

**RESOLUTION TO AUTHORIZE BANK ACCOUNT SIGNATORY AUTHORITY**

**WHEREAS**, the Board of Directors (“Board”) serves as the governing body of the Central Coventry Fire District (“CCFD”), which is a quasi-municipal/quasi-governmental entity and body politic created by an Act of the General Assembly;

**WHEREAS**, the Board is empowered by the Charter of the CCFD, specifically, Section 6 (a) and (b), and thereby from time to time shall establish bank accounts with financial institutions in order to transact the business of the CCFD; and,

**WHEREAS**, the Board shall establish which individuals shall have the authority to be signatories to said accounts.

**NOW THEREFORE**, in consideration of the foregoing, the Board of Directors of the Central Coventry Fire District, at a meeting duly called on the 19<sup>th</sup> day of August, 2021, hereby appoints and authorizes the following individuals as signatories on all bank accounts in the name of the CCFD until further Resolution of the Board:

- Cynthia Fagan-Perry, Director
- Jeffrey D. Wadovick, CPA, District Treasurer

**EFFECTIVE DATE**

This Resolution shall become effective September 1, 2021.

I hereby certify that the foregoing Resolution was adopted by the Honorable Board of Directors of the Central Coventry Fire District at their regular Board meeting on August 19, 2021.

Attest:

\_\_\_\_\_  
Dan Kaplan, District Clerk

\_\_\_\_\_  
Fred Gralinski, President,  
Board of Directors

STATE OF RHODE ISLAND  
CENTRAL COVENTRY FIRE DISTRICT  
RESOLUTION NO.: 2021-18

**RESOLUTION TO RETAIN DISTRICT LEGAL COUNSEL,  
GORHAM & GORHAM, INC., AS LITIGATION COUNSEL IN THE MATTER,  
ALMAGNO v. CCFD, 20-440-JJM-LDA**

**WHEREAS**, the Board of Directors (“Board”) serves as the governing body of the Central Coventry Fire District (“CCFD”), which is a quasi-municipal/quasi-governmental entity and body politic created by an Act of the General Assembly;

**WHEREAS**, certain current and former employees of the CCFD have filed a United States Federal District Court litigation against the CCFD alleging, *inter alia*, violations of the Fair Labor Standards Act (“FLSA”), captioned as: Almagno v. CCFD, 20-440-JJM-LDA (“Almagno Case”);

**WHEREAS**, the Board’s legal counsel, Gorham & Gorham, Inc., through David M. D’Agostino, Esq., has represented the CCFD throughout the course of the Almagno Case and has certain valuable and institutional knowledge that can inure to the benefit of the District in terms of strategy and handling of the Almagno Case; and,

**WHEREAS**, the costs of defending the Almagno Case has been covered by the District’s insurance carrier litigation, which continues to fund the defense of the litigation, at no cost to the District,

**NOW THEREFORE**, in consideration of the foregoing, the Board of Directors of the Central Coventry Fire District, at a meeting duly called on the 19<sup>th</sup> day of August, 2021, hereby confirms and resolves that David M. D’Agostino, Esq., of the firm, Gorham & Gorham, Inc., shall be retained by the CCFD to continue as defense counsel in the matter, Almagno v. CCFD, 20-440-JJM-LDA.

**EFFECTIVE DATE**

This Resolution shall become effective upon passage.

I hereby certify that the foregoing Resolution was adopted by the Honorable Board of Directors of the Central Coventry Fire District at their regular Board meeting on August 19, 2021.

Attest:

\_\_\_\_\_  
Dan Kaplan, District Clerk

\_\_\_\_\_  
Fred Gralinski, President,  
Board of Directors

STATE OF RHODE ISLAND  
CENTRAL COVENTRY FIRE DISTRICT  
RESOLUTION NO.: 2021-19

**RESOLUTION TO RETAIN DISTRICT LEGAL COUNSEL,  
GORHAM & GORHAM, INC., AS LITIGATION COUNSEL IN THE MATTER,  
RIDLT v. CCFD, File No.: 2020-0296**

**WHEREAS**, the Board of Directors (“Board”) serves as the governing body of the Central Coventry Fire District (“CCFD”), which is a quasi-municipal/quasi-governmental entity and body politic created by an Act of the General Assembly;

**WHEREAS**, the Rhode Island Department of Labor and Training (“RIDLT”) opened an investigatory file (captioned as “RIDLT v. CCFD”) against the CCFD based on an overtime wage complaint filed by Robert K. Neill, Staff Representative for the RI State Association of Fire Fighters (“RISAFF”), on behalf of employees of the CCFD, captioned as appearing in the heading, above; and,

**WHEREAS**, the Board’s legal counsel, Gorham & Gorham, Inc., through David M. D’Agostino, Esq., has represented the CCFD throughout the course of the RIDLT v. CCFD matter and has certain valuable and institutional knowledge that can inure to the benefit of the District in terms of strategy and handling of the RIDLT v. CCFD matter; and,

**NOW THEREFORE**, in consideration of the foregoing, the Board of Directors of the Central Coventry Fire District, at a meeting duly called on the 19<sup>th</sup> day of August, 2021, hereby confirms and resolves that David M. D’Agostino, Esq., of the firm, Gorham & Gorham, Inc., shall be retained by the CCFD to continue as defense counsel in the matter, RIDLT v. CCFD, File No.: 2020-0296.

**EFFECTIVE DATE**

This Resolution shall become effective upon passage.

I hereby certify that the foregoing Resolution was adopted by the Honorable Board of Directors of the Central Coventry Fire District at their regular Board meeting on August 19, 2021.

Attest:

\_\_\_\_\_  
Dan Kaplan, District Clerk

\_\_\_\_\_  
Fred Gralinski, President,  
Board of Directors

**STATE OF RHODE ISLAND  
CENTRAL COVENTRY FIRE DISTRICT  
RESOLUTION NO.: 2021-20**

**RESOLUTION TO APPEAL ANY RULING ADVERSE TO THE CENTRAL  
COVENTRY FIRE DISTRICT, IN THE MATTER,  
*RIDLT v. CCFD, File No.: 2020-0296***

**WHEREAS**, the Board of Directors (“Board”) serves as the governing body of the Central Coventry Fire District (“CCFD”), which is a quasi-municipal/quasi-governmental entity and body politic created by an Act of the General Assembly;

**WHEREAS**, the Rhode Island Department of Labor and Training (“RIDLT”) opened an investigatory file (captioned as “RIDLT v. CCFD”) against the CCFD based on an overtime wage complaint filed by Robert K. Neill, Staff Representative for the RI State Association of Fire Fighters (“RISAFF”), on behalf of employees of the CCFD, captioned as appearing in the heading, above;

**WHEREAS**, the Board has interposed several substantive objections, including an objection to the RIDLT’s legal authority to hear and consider this matter in the first instance, which remains unaddressed by the RIDLT to date;

**WHEREAS**, in the Board’s judgment, the RIDLT lacks the authority to determine which of two (2) state statutes, *to wit*, R.I. Gen. Laws § 28-9.1-17 (continuance of contract provisions) and R.I. Gen. Laws § 28-12-4.1 (overtime pay), including the enabling legislation for said provision, should apply and prevail in the context of the question(s) before the RIDLT;

**WHEREAS**, the Board has resolved its labor disputes with the Local 3372, IAFF, the Union that represents the employees of the CCFD, for the 2020-2021 contract year and the 2021-2022 contract year, the latter with a new collective bargaining agreement and,

**NOW THEREFORE**, in consideration of the foregoing, the Board of Directors of the Central Coventry Fire District, at a meeting duly called on the 19<sup>th</sup> day of August, 2021, hereby confirms and resolves that it will appeal any adverse ruling or determination made by the RIDLT in the matter, RIDLT v. CCFD, File No.: 2020-0296, to the Rhode Island Superior Court, or any other appropriate appellate tribunal having jurisdiction over the case and controversy.

**EFFECTIVE DATE**

This Resolution shall become effective upon passage.

I hereby certify that the foregoing Resolution was adopted by the Honorable Board of Directors of the Central Coventry Fire District at their regular Board meeting on August 19, 2021.

Attest:

\_\_\_\_\_  
Dan Kaplan, District Clerk

\_\_\_\_\_  
Fred Gralinski, President,  
Board of Directors

**STATE OF RHODE ISLAND  
CENTRAL COVENTRY FIRE DISTRICT  
RESOLUTION NO.: 2021-21**

**RESOLUTION TO REQUIRE THAT THE BOARD RATIFY ALL GRIEVANCE  
DECISIONS MADE AT THE ADMINISTRATIVE LEVEL**

**WHEREAS**, the Board of Directors (“Board”) serves as the governing body of the Central Coventry Fire District (“CCFD”), which is a quasi-municipal/quasi-governmental entity and body politic created by an Act of the General Assembly;

**WHEREAS**, the collective bargaining agreement (“CBA”) between the CCFD and the Local 3372, IAFF, (“Union”) representing the employees, provides for a procedure whereby grievances can be resolved at various administrative levels before the matter proceeds to a grievance arbitration hearing;

**WHEREAS**, it is in the interests of management, administration and the employees to seek reasonable resolutions to labor disputes where possible and where the resolution will not have an adverse impact, operationally, or financially, on the CCFD; however, not all disputes can be resolved without adverse impacts to operations or, more importantly, to the CCFD’s finances;

**WHEREAS**, it is in the proper exercise of the Board’s business judgment that all administrative decisions concerning grievances require ratification by the Board, and,

**WHEREAS**, and along with such ratification, a report (oral or written but properly reflected in the Board’s meeting minutes) must accompany said ratification that outlines the anticipated fiscal impact to the CCFD of the proposed resolution of the grievance;

**NOW THEREFORE**, in consideration of the foregoing, the Board of Directors of the Central Coventry Fire District, at a meeting duly called on the 19<sup>th</sup> day of August, 2021, hereby confirms and resolves that it will ratify all grievance decisions made at the administrative level.

**EFFECTIVE DATE**

This Resolution shall become effective upon passage.

I hereby certify that the foregoing Resolution was adopted by the Honorable Board of Directors of the Central Coventry Fire District at their regular Board meeting on August 19, 2021.

Attest:

\_\_\_\_\_  
Dan Kaplan, District Clerk

\_\_\_\_\_  
Fred Gralinski, President,  
Board of Directors