



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

Coventry Town Hall Annex
1675 Flat River Road
Coventry, RI 02816
August 18, 2022, at 6:30 PM

Directors

Cynthia Fagan-Perry-President,
Carl Mattson – Vice-President, Richard Polselli,
Kristen Benoit, Russell McGillivray, Debra Santilli, Ernest Pullano

Agenda

Call to Order	Cynthia Fagan-Perry, President
Pledge of Allegiance	Cynthia Fagan-Perry, President
Safety Instructions	Cynthia Fagan-Perry, President
Roll Call – Quorum Determination	Daniel Kaplan, District Clerk

APPROVAL OF MEETING MINUTES

1. Minutes from: July 21, 2022. (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. Discussion concerning Coventry Fire District's offer of \$1,000,000.00 Line of Credit ("LOC") under those terms stated in the July 29, 2022 letter and any follow-up information provided by Coventry Fire District. (Discussion Only).
2. Approval of Fiscal Year 2023 budget for presentation to the voters at the September 12, 2022 Annual Meeting to include a tax levy. (Discussion/Action/Vote).

3. Discussion of staffing alternatives for sustainability based on information from Treasurer and Fire Chief, including a move to 4-platoon model, which would have to be negotiated with the Union. (Discussion/Action/Vote).
4. Approval of ARPA request to Town of Coventry for its Monday, August 22, 2022 Council Meeting. (Discussion/Action/Vote).

PUBLIC COMMENTS:

ANNUAL MEETING: **Monday, September 12, 2022 beginning at 7:00 PM**
Coventry Town Hall Annex
1675 Flat River Road
Coventry, RI 02816

NOTE: Voting for the open candidate (Board of Director) seats to take place beginning at 8:30 AM and continuing until the close of business at the Annual Meeting.

NOTE: If the Board proposed a levy increase above four (4%) percent, the budget will require all-day voting pursuant to Article II, Section 1B of the District By-Laws, and voting to take place beginning at 8:30 AM and continuing until the close of business at the Annual Meeting.

ADJOURNMENT

Cynthia Fagan-Perry, President

COVENTRY FIRE DISTRICT

571 Washington Street, Coventry, RI 02816



July 29, 2022

To The Honorable, The Board of Directors
Central Coventry Fire District
240 Arnold Road
Coventry, RI 02816

Dear Directors,

The Coventry Fire District ("CFD") and has worked closely with Central Coventry Fire District ("CCFD") for years, providing mutual aid to each other under a unified dispatch system.

We are aware of your present financial difficulties and, because of our long-term cooperative relationship with you, would like to help you to solve your difficulties.

As our districts abut each other, CFD would be negatively affected by any reduction in service at CCFD and would be *significantly impacted* by a complete work stoppage of your employees. The taxpayers of both districts rely on the unified operations model to ensure the level of service which they enjoy today.

If CCFD suffers a work stoppage, CFD would be forced to reassess its ability to continue a "mutual aid" relationship. It might be necessary for us to temporarily refocus the entirety of our response capability solely within our boundaries to meet the service levels of our own taxpayers.

We believe that it is in the best interests of both districts' taxpayers to ensure that CCFD continue to make payroll each week and avoid a work stoppage. Considering that, the CFD Board of Directors has authorized me to make the following offer of financial assistance to CCFD, subject to your acceptance of it:

An Emergency Line of Credit ("LOC") in the amount of One Million (\$1,000,000.00) Dollars, without Interest, is hereby extended by CFD to CCFD.

Any draw against the LOC will signify CCFD's acceptance to the following LOC terms and conditions:

1. Usage of LOC funds is restricted to firefighter payroll only;
2. Draws can be made no more than weekly, and in an amount no greater than an amount equal to the weekly payroll;
3. The LOC will be collateralized;

July 29, 2022

To The Honorable, The Board of Directors

Central Coventry Fire District

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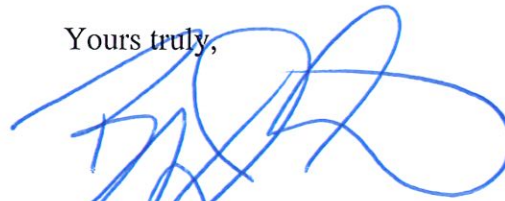
4. Repayment will be secured by a lien on certain specific assets which will be mutually agreed by the parties;
5. The securitization will be evidenced by valid UCC filings, recorded with the Office of the Rhode Island Secretary of State and recorded with the appropriate records of the Town of Coventry;
6. Until the LOC draw(s) are repaid in full, all financial and managerial oversight of CCFD will be delegated to the CFD Board of Directors which will be operated akin to a private receivership. All such oversight will terminate, automatically and without further operation of law, agreement or otherwise, immediately upon full repayment of the LOC funds, and
7. The LOC draw period will automatically terminate by December 31, 2022, unless otherwise extended by mutual agreement of the parties. Any unpaid balance shall become due and shall be immediately repaid, or paid on a schedule not to exceed (6) months' time.

In other words, not only are we offering you financial assistance, but we are also offering you our managerial assistance. We have excellent labor relations – and you are in contract negotiations. We have proven budgeting and cost control expertise – and you have a structural deficit. This letter constitutes a serious offer and is reflective of our confidence that your difficulties can be solved.

I am available to discuss in further detail with you, at a mutually agreeable time and place, and to answer any questions which you may have. It is unnecessary to reply to this letter.

We look forward to working with you for the benefit of both districts and most importantly, their respective taxpayers.

Yours truly,



Bryan J. Testen
Chairman of the Board of Directors
Coventry Fire District

July 29, 2022

To The Honorable, The Board of Directors

Central Coventry Fire District

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CC: The Hon. Cindy Fagan-Perry, CCFD Board President
The Hon. Carl Mattson, CCFD Board Vice President
The Hon. Richard Polselli, CCFD Director
The Hon. Kristen Benoit, CCFD Director
The Hon. Russell McGillivray, CCFD Director
The Hon. Debra Santilli, CCFD Director
The Hon. Ernest Pullano, CCFD Director
David D'Agostino, Esq., CCFD Legal Counsel
Frank Brown, CCFD Chief of the Department
Gayle Corrigan, CCFD Treasurer
The Honorable, The Board of Directors, Coventry Fire District
Robert Warren, CFD Chief of the Department
David P. Krekorian, CPA, CFD Treasurer
Frederick G Tobin, Esq., CFD Co-Solicitor
Arthur M. Read II, Esq., CFD Co-Solicitor



Administrative Office
240 Arnold Road
Coventry, RI 02816
August 9, 2022

VIA ELECTRONIC MAIL ONLY

E-mail: Bryan J. Testen btesten@gmail.com

Bryan J. Testen, Chairman
Coventry Fire District
Board of Directors
571 Washington Street
Coventry, RI 02816

Re: Correspondence dated July 29, 2022
Line of Credit Offer

Dear Honorable Chairman Testen:

Thank you for your letter dated July 29, 2022 with Coventry Fire District's ("CFD") generous offer to Central Coventry Fire District ("CCFD") for an emergency line of credit ("LOC") in the amount of one million dollars (\$1,000,000.00). I am reticent of accepting such an offer, as I stated on the phone, because I am not 100% confident that CCFD would be able to repay the LOC timely. I understand that these funds have been held by CFD in anticipation of purchasing fire and rescue apparatus.

In addition, there are several legal questions that I have asked our solicitor to address. Primarily, whether this borrowing would require approval of the CCFD taxpayers (per Sec. 12 of the CCFD Charter) and whether the scope of what the CCFD Board is being asked to cede to the CFD Board is allowed under Sec. 6 of the Charter and CCFD's By-Laws. Finally, we would also need to understand when this LOC could be implemented, and particular to that, if it was ***before*** the CCFD September 12 Annual Meeting, what, if any, impact would there be to the authority for CCFD to convene and hold its annual meeting.

I would like to place the July 29, 2022 letter on the CCFD Board meeting agenda for our August 18, 2022 regular meeting for discussion and voting. To do so, however, we would need clarification on the statements below (in bold italicized) by Friday, August 12th.

Would you be able to provide written guidance?

Bryan J. Testen, Chairman

Coventry Fire District

Re: CCFD Response to July 29, 2022 Letter

August 9, 2022

Via Email Only

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“Usage of LOC funds is restricted to firefighter payroll only” and “Draws can be made no more than weekly, and in an amount no greater than an amount equal to the weekly payroll”

- Define “firefighter payroll”– does it include employer taxes, MERS payments, healthcare payments, payroll fees?

“The LOC will be collateralized”

- Attached is a list of the District’s equipment – what if the fair market value of the District’s equipment is under the amount of the LOC draws?
- If the District is unable to repay CFD and CFD possesses the equipment, how will CFD current staffing levels operate the equipment? Will CCFD firefighters have access to the equipment to perform fire and rescue operations? Will CFD insure the equipment?

“Until the LOC draw(s) are repaid in full, all financial and managerial oversight of CCFD will be delegated to the CFD Board of Directors which will be operated akin to a private receivership.” “In other words, not only are we offering you financial assistance, but we are also offering you our managerial assistance.”

As outlined below, CCFD contracts out financial and managerial oversight. How, specifically, will the CFD Board of Directors assume these duties? Will CFD manage CCFD, so that CCFD can eliminate managerial and financial oversight expenses?

- Treasurer – see attached list of daily, weekly, monthly, quarterly, and annual activities and reports approved by the CCFD Board of Directors in January, 2022
- Audit – since 2016, CCFD has produced timely annual audits. Audit work starts in October and continues to February
- Human Resources including injured-on-duty claims – shared between our Fire Chief, our legal counsel, Gorham & Gorham, Inc., and the CCFD’s third-party administrator for claims, Claims Strategies, Inc.,
- Operations – the current Fire Chief services are contracted with Hopkins Hill Fire District (“HHFD”)
- Legal – Gorham & Gorham, Inc.
- Will CFD manage CCFD’s bank accounts, make transfers between accounts, make weekly payments through the bank accounts including MERS and union deductions?

Bryan J. Testen, Chairman

Coventry Fire District

Re: CCFD Response to July 29, 2022 Letter

August 9, 2022

Via Email Only

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- Will CFD approve invoices and determine time of payment?
- Will CFD manage CCFD's cash flow?
- Will CFD manage CCFD's fire and rescue operations, including designation of a Fire Chief, in lieu of the current contract with HHFD?
- Will CFD take over CCFD's on-going legal matters?

“We have excellent labor relations – and you are in contract negotiations. We have proven budgeting and cost control expertise – and you have a structural deficit.”

Attached are recent analyses based on our audited financial statements clearly showing the structural deficit caused by (1) increase in overtime expense by the unfunded mandated overtime law (\$300k); (2) increase in property and liability insurance due primarily to an unfortunate claim involving a disabled child (\$200k); (3) increase in MERS contribution rate – similar to CFD; (4) decrease in rescue run revenue; and, (5) taxpayer reluctance to approve tax levy increases.

As you can see from the attached Excel “Draft Budget Versions for the Board”, in FY22 approximately 84% of CCFD's annual budget covers firefighter wages and benefits and firefighter operations; 8% covers hydrants and streetlights; and, 8% covers administrative costs. Efforts to negotiate reductions in minimum manning provisions or gain any meaningful financial relief to the current CBA have failed. One budget version saves \$220k ***by shutting off the streetlights in the District.***

- Will CFD be able to negotiate reductions to minimum manning provisions or significant fiscal savings with the Union? How?
- Will CFD make the decision to shut off streetlights?
- Given the FY23 “Draft Budget Version for the Board” what budgeting and cost control expertise can CFD provide?
- Will CFD create and approve the FY23 budget based on a re-negotiated CBA?

Again, we appreciate the offer and want to consider it in light of the best interests of the CCFD, and the taxpayers. To do so, we must have an informed discussion and decision.

Bryan J. Testen, Chairman

Coventry Fire District

Re: CCFD Response to July 29, 2022 Letter

August 9, 2022

Via Email Only

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We look forward to receiving your answers and working with you for the benefit of our districts and taxpayers.

Very truly yours,

Cynthia A. Fagan-Perry

Cynthia A. Fagan-Perry

President, Board of Directors

Attachments

Fiscal Year 2023 Proposed Budget Options

	FY 21 (Audited)	FY 22 (Enacted)	FY 22 (Estimated)	FY 23 (Version 1)	FY 23 (Version 2)	FY 23 (Version 3)	Note
39000 Tax Revenue							
39100 Tax Levy - Current Year	4,142,389	4,183,638	4,183,638	4,183,638	4,183,638	4,183,638	94% collection rate
39201 Tax Levy - Prior Years	275,377	250,000	287,500	270,000	270,000	270,000	
Total 39000 Tax Revenue	4,417,766	4,433,638	4,471,138	4,453,638	4,453,638	4,453,638	
39500 Department Revenue							
39600 Rescue Run Recovery	543,551	545,000	650,000	650,000	650,000	650,000	
39700 Fire Marshal Services	17,405	18,000	33,291	15,836	15,836	15,836	8/5/22 No large plan review
39800 Detail Reimbursement	15,637	6,000	12,500	12,500	12,500	12,500	
Total 39500 Department Revenue	576,593	569,000	695,791	678,336	678,336	678,336	
39900 Other Revenue							
39930 Interest & Penalties on Taxes	141,599	150,000	105,000	100,000	100,000	100,000	
39935 Bank Interest Income	7,248	1,500	3,000	1,500	1,500	1,500	
39940 Asset Sales/Misc Revenue	4,577	5,100	4,761	50	50	50	
Total 39900 Other Revenue	153,424	156,600	112,761	101,550	101,550	101,550	
TOTAL DISTRICT REVENUE	\$ 5,147,783	\$ 5,159,238	\$ 5,279,690	\$ 5,233,524	\$ 5,233,524	\$ 5,233,524	
40000 Administrative							
40100 Audit/CPA Services	15,000	15,000	15,000	28,000	28,000	28,000	Auditors \$15.5k; Audit prep \$12.5k
40200 Board Meetings	10,807	3,250	10,000	5,000	5,000	5,000	
40210 Board Director Stipends	14,000	6,400	1,867	6,400	6,400	6,400	7/22/22 change - per 7/21/22 Board meeting
40220 Treasurer	108,000	54,500	57,948	50,000	50,000	50,000	
40230 Administrative Insurance	242	400	253	250	250	250	
40300 Tax Collecting Expense	20,143	14,650	12,650	12,000	12,000	12,000	
40400 Legal - General	42,840	40,000	110,000	60,000	60,000	60,000	
40450 Legal - Labor	140,046	5,000	65,000	32,500	32,500	32,500	8/5/2022 change per Board member
40500 Office/Miscellaneous	643	1,300	1,300	1,300	1,300	1,300	
40510 Bank Fees	601	600	1,150	1,150	1,150	1,150	
40600 Dues and Subscriptions	265	2,000	2,500	2,500	2,500	2,500	
40700 Accounting and Payroll Costs	2,565	2,750	3,500	3,500	3,500	3,500	
40800 Administrative Service Contracts	18,760	17,500	7,535	8,000	8,000	8,000	
40850 Software and Hardware	18,330	9,500	18,100	17,500	17,500	17,500	Includes RMS upgrade \$8k
Total 40000 Administrative	392,242	172,850	306,803	228,100	228,100	228,100	
	7%	3%	6%	4%	4%	4%	
50000 Operations							
50200 Rescue Recovery Fees	21,380	19,250	22,750	22,750	22,750	22,750	
50250 Fuel	43,061	45,000	76,872	114,000	114,000	114,000	\$9.8k avg May-June; \$9.5k monthly avg FY23
50300 Insurance - General Liability and Property	36,139	175,000	187,832	234,084	234,084	234,084	8/5/22 - actual Arch renewal
50720 Repairs and Maintenance - Station	28,839	15,000	20,000	20,000	20,000	20,000	
50730 Repairs and Maintenance - Vehicles and Apparatus	92,229	90,000	97,550	100,000	100,000	100,000	

Fiscal Year 2023 Proposed Budget Options

	FY 21 (Audited)	FY 22 (Enacted)	FY 22 (Estimated)	FY 23 (Version 1)	FY 23 (Version 2)	FY 23 (Version 3)	Note
50810 Supplies - Fire and Gear	35,782	27,500	12,500	27,500	20,000	12,500	V1 = 31 staffing V2 = 29 staffing V3 = 28 staffing
50830 Supplies - Rescue	27,380	30,000	22,000	25,000	25,000	25,000	
50840 Supplies - Station	9,013	8,500	6,250	7,000	7,000	7,000	
50845 Telecommunication System	2,500	2,500	2,500	5,000	5,000	5,000	7/22/22 change - per Chief
50850 Telecommunications	14,077	14,250	14,750	15,000	15,000	15,000	
50920 Electric - Stations	15,978	16,000	16,321	17,000	17,000	17,000	
50930 Gas - Stations	6,942	7,250	9,250	10,000	10,000	10,000	
50940 Oil - Stations	6,197	6,760	8,293	15,000	15,000	15,000	
50960 Water - Stations	592	560	560	600	600	600	
Total 50000 Operations	340,109 6%	457,570 8%	497,428 9%	612,934 11%	605,434 10%	597,934 10%	
60000 Personnel Costs-Union							
60105 Salaries	1,843,716	1,883,284	1,782,000	1,936,576	1,873,158	1,841,449	V1 = 31 staffing V2 = 29 staffing V3 = 28 staffing
60110 Collateral (Fire Marshal)	26,297	25,000	21,905	31,232	31,232	31,232	8/5/2022 Fire marshal; no large plan review
60120 Overtime	429,275	725,000	683,554	700,000	692,073	686,112	V1 = 31 staffing V2 = 29 staffing V3 = 28 staffing
60130 Holiday	83,389	86,750	85,000	88,129	85,973	84,896	V1 = 31 staffing V2 = 29 staffing V3 = 28 staffing
60150 Detail	12,099	6,000	10,812	12,500	12,500	12,500	
60170 Out of Rank	5,181	5,500	10,250	10,500	10,500	10,500	
60180 Clothing Allowance	18,940	21,700	18,000	19,600	19,600	19,600	
60190 Health Opt-out	11,000	10,500	10,500	10,500	10,500	10,500	
60200 Payroll Tax	181,506	215,697	204,692	219,099	213,476	210,512	V1 = 31 staffing V2 = 29 staffing V3 = 28 staffing
60210 Municipal State Pension	595,914	651,031	623,651	680,234	658,203	647,188	V1 = 31 staffing V2 = 29 staffing V3 = 28 staffing
61000 Medical Insurance - Union	291,633	328,986	285,885	328,842	314,737	307,685	V1 = 31 staffing V2 = 29 staffing V3 = 28 staffing
61100 HRA Medical Costs (Retiree Cost)	11,415	11,550	9,000	9,000	9,000	9,000	
61200 Dental Insurance - Union	27,783	28,309	25,280	27,771	26,852	26,393	V1 = 31 staffing V2 = 29 staffing V3 = 28 staffing
61300 HR/SA Account Fees	1,736	1,750	2,680	2,680	2,500	2,400	
61400 Life Insurance	5,208	8,000	8,000	8,000	8,000	8,000	
61500 PEHP	31,145	35,252	30,041	30,925	30,291	30,293	V1 = 31 staffing V2 = 29 staffing V3 = 28 staffing
62000 Injured On Duty Insurance	136,029	123,000	187,142	105,000	105,000	105,000	VFIS
63000 Training/Academy	37,703	17,500	10,267	20,000	15,000	10,250	V1 = 31 staffing V2 = 29 staffing V3 = 28 staffing
63100 Promotional Exams	840	1,750	4,500	5,000	5,000	5,000	
63200 Recruitment/Medical Exams	5,750	1,548	-	3,000	1,500	-	V1 = 31 staffing V2 = 29 staffing V3 = 28 staffing
Total 60000 Personnel Costs-Union	3,756,559 67%	4,188,108 76%	4,013,158 73%	4,248,587 73%	4,125,095 71%	4,058,509 70%	
70000 Personnel Costs - Administrative							
70100 Administrative Salaries/Compensation	165,907	119,040	119,040	121,411	121,411	121,411	
70200 Administrative Payroll Taxes	3,377	6,047	7,271	6,228	6,228	6,228	
70300 Medical Insurance - Administrative	-	-	-	-	-	-	
70400 Dental Insurance - Administrative	-	-	-	-	-	-	
Total 70000 Personnel Costs - Administrative	169,284 3%	125,087 2%	126,311 2%	127,639 2%	127,639 2%	127,639 2%	

Fiscal Year 2023 Proposed Budget Options

	FY 21 (Audited)	FY 22 (Enacted)	FY 22 (Estimated)	FY 23 (Version 1)	FY 23 (Version 2)	FY 23 (Version 3)	Note
80000 Retirees/Separation Costs							
80100 Medical Insurance - Retiree	76,356	76,544	71,101	70,408	70,408	70,408	8/5/22 updated to actual
80200 Dental Insurance - Retiree	5,701	6,174	5,608	4,791	4,791	4,791	8/5/22 updated to actual
80700 Separation Payouts	9,031	55,836	53,694	55,000	55,000	55,000	
Total 80000 Retirees/Separation Costs	91,088 2%	138,554 3%	130,403 2%	130,199 2%	130,199 2%	130,199 2%	
90000 Other Expenditures							
90100 Hydrants	221,037	234,284	237,433	242,194	242,194	242,194	
90200 Street Lights	582,448	218,212	215,625	218,202	218,202	-	
91000 Capital Purchases	50,099	-	-	15,000	15,000	15,000	Station 7 boiler
92000 Lease	12,000	-	-	-	-	-	
95000 Claim Payments/Interest Expense	-	-	-	-	-	-	
Total 90000 Other Expenditures	865,584 15%	452,496 8%	453,058 8%	475,396 8%	475,396 9%	257,194 5%	
TOTAL DISTRICT EXPENSES	\$ 5,614,866	\$ 5,534,664	\$ 5,527,161	\$ 5,822,855	\$ 5,691,863	\$ 5,399,574	
SURPLUS/(DEFICIT)	\$ (467,083)	\$ (375,426)	\$ (247,471)	\$ (589,331)	\$ (458,339)	\$ (166,050)	
Total Unassigned Cumulative Surplus/(Deficit)	\$ 318,196	\$ 318,196	\$ 318,196	14.09%	10.96%	3.97%	
Projected Cumulative Surplus as of 8/31/2022		\$ (57,230)	\$ 70,725				

Additional Surplus for Fund Balance			
Amount	Version 1	Version 2	Version 3
\$ 100,000	16.48%	13.35%	6.36%
\$ 200,000	18.87%	15.74%	8.75%
\$ 300,000	21.26%	18.13%	11.14%

	Rate	OT Premium	Taxes	Annual Total	Number	OT Amount
Lieutenant	63,904.88	31,952.44	7,333.08	103,190.40	3	309,571.21
Firefighter (assume over 36 months)	57,829.72	28,914.86	6,635.96	93,380.54	1	93,380.54
						<u>402,951.76</u>
						<u>Legislative overtime (7 hrs/week)</u>
						(218,372.51)
						<u>\$ 184,579.25</u>

Current Proposed 4-Platoon Model + 0 Floaters - with Position Vacancies

Division Chief	Fire Marshal		
Cady	(Vacant)		
STATION 4	STATION 4	STATION 4	STATION 4
A-Platoon	B-Platoon	C-Platoon	D-Platoon
ENGINE 4	ENGINE 4	ENGINE 4	ENGINE 4
Shannon	White	Almagno	Gingerella
TW Dougan	Carlson	McAllister	TA Dougan
RESCUE 4	RESCUE 4	RESCUE 4	RESCUE 4
Lafazia	Octeau	McCann	McAllister
Daniels	Defaut	Troyer	Peloso
STATION 7	STATION 7	STATION 7	STATION 7
Engine 7	Engine 7	Engine 7	Engine 7
Lieutenant (Vacant)	Lieutenant (Vacant)	Marcotte	Lieutenant (Vacant)
Simpson	Medeiros	McAloon	Firefighter (Vacant)
Rescue 7	Rescue 7	Rescue 7	Rescue 7
Castelli	Poulin	Gervais	Brown
McGlon	Francis	Fretts	Phillips

Vacant
Lieutenant
Captain

**Current Staffing at Central Coventry Fire District
3-Platoon Model + 2 Floaters**

Division Chief	Fire Marshal
Cady	(Vacant)

STATION 4	STATION 4	STATION 4
A-Platoon	B-Platoon	C-Platoon
Engine 4	Engine 4	Engine 4
Shannon	White	Almagno
TW Dougan	Carlson	McAllister
Rescue 4	Rescue 4	Rescue 4
LaFazia	Octeau	McCann
Brown	Defaut	Troyer
STATION 7	STATION 7	STATION 7
Engine 7	Engine 7	Engine 7
Gingerella	Paul	Marcotte
Simpson	Medeiros	McAloon
Rescue 7	Rescue 7	Rescue 7
Castelli	Poulin	Gervais
McGlou	Francis	Fretts
TA Dougan	Daniels	Peloso
Phillips	Floater (Vacant)	Floater (Vacant)

Vacant
Lieutenant
Captain

David Dagostino

From: Chief Frank Brown <hhchief@aol.com>
Sent: Thursday, August 11, 2022 9:54 AM
To: Treasurer@CCFDRI.com
Cc: gaylecorriganri@yahoo.com; ernie@cleancare.net; David Dagostino; cperry770@hotmail.com
Subject: Re: Staffing model for 4 platoon - 8 FF on shift

Good morning Gayle, please see my responses to your questions below in **BOLD** print.

Chief Frank M. Brown
Hopkins Hill Fire District
Central Coventry Fire District
Coventry Regional Decon Team
Town of Coventry, R.I.
Director of Communications (fire/rescue)
Deputy EMA Director
Rhode Island Association of Fire Chiefs
Past President 2018-2019
1 Bestwick Trail
Coventry, RI 02816
Phone - 401-821-6866
Fax - 401-826-3779
Cell - 401-639-7112

CONFIDENTIALITY NOTICE: This email and any attachments thereto contain confidential and/or legally privileged information from the Hopkins Hill Fire District/Central Coventry Fire District and/or other fire service/public safety professional organizations of which the sender is affiliated. It is intended only for the use of the named addressee(s). If you are not the intended recipient, you are hereby notified that any disclosure, copying, distribution or use of the contents of this emailed information is strictly prohibited and unauthorized. If you receive this email in error, please immediately notify the sender by email, telephone and permanently delete all copies of this email and any attachments.

-----Original Message-----

From: District Treasurer <Treasurer@CCFDRI.com>
To: Chief Brown HH <hhchief@aol.com>
Cc: gaylecorriganri@yahoo.com <gaylecorriganri@yahoo.com>; Earnest Pullano <ernie@cleancare.net>; David Dagostino <daviddagostino@gorhamlaw.com>; Cindy Perry <cperry770@hotmail.com>
Sent: Sun, Aug 7, 2022 9:00 pm
Subject: Staffing model for 4 platoon - 8 FF on shift

Hello, Chief.

I am working on the financial model for the 4 platoon/8 firefighters on shift recommendation.

I am copying Cindy, Earnie, and Dave on this message, as they have specifically asked me about this analysis and limiting the distribution will allow us to avoid an OMA violation.

The Board may use the financial model to obtain ARPA funding from the Town. The Town Council President has asked for ARPA requests that are tied to distinct and measurable projects and improvements by August 13th in anticipation of their August 22nd meeting.

The first step is the staffing model attached. Would you please verify the current state as of 7-30-2022 (I used last week's payroll records) and the 4-platoon model (Gingerella promotion to Captain; Brown and McAllister promotion to Lieutenant)? **Yes those are the ones that would be promoted**

Also, please let me know your thoughts on the questions below:

- There would be a minimum of 4 vacancies (not counting the Fire Marshal) - 3 Lieutenants and 1 Firefighter - the minimum annual additional overtime would be \$403k. Of course, this minimum additional overtime would offset by the avoidance of the 7 hrs/wk legislative overtime for a net of **\$185k** annually (see "Overtime" tab).
 - Are there any other Lieutenant candidates on the roster that could be promoted? **NO**
 - Could promotions be temporary until the promotional exams are given? **Would need an MOA with the Union for this to happen**
 - If promotions are not possible, which firefighters qualify to work out of rank and would work out of rank? **In the past we have used 3 years on the job to work out of rank on Rescue only, over 5 years on the job they can work Rescue or Engine. Currently we have 7 FF's with over 3 years. Most would work out of rank.**
 - Do you have concerns of officer fatigue if there are 3 Lieutenant vacancies and normal shift vacancies due to Lieutenant's OJI/vacation/sick/etc.? **Always a concern. Currently under the 3 platoon system this is an issue at times**
 - What strategies would you recommend to alleviate shifts when there are a lack of Lieutenants? **Use out of rank personnel**

- In addition to the 1 Firefighter vacancy, there would be **no floaters** in this 4-platoon model. Right now we have 4 floaters with 2 floater vacancies. While, in general, floaters do not help when there are Lieutenant vacancies/OJI/vacation/sick/etc., they do help cover non-officer vacancies/OJI/vacation/sick/etc. We can expect around **\$400k** additional overtime from losing the floaters depending on the number of OJI non-officer vacancies.
 - Given that, in addition to the 4 vacancies, every shift that a firefighter takes off will have to be filled by a firefighter working overtime, at what point would you start seeing shift fatigue? **It depends on the individual. Currently we have personnel in some cases working 96 hours.** Do you have a limit of hours after which firefighters should not be working? **I don't**
 - You have stated that an 8-man minimum manning is safest for the District. Are there levels when staffing dips below certain points because of vacancies/OJI/vacation/sick/etc. that a lower minimum manning would be safer for the firefighters? **No 8 is the minimum**
 - What are your thoughts on hiring additional firefighters to fill the 4 vacancies? Can they be put through the fire academy or should the Board consider laterals or a combination? **I believe we should apply for a SAFER Grant in January 2023 to fill positions. Laterals on a case by case bases**
 - You had mentioned that there would be fire academies starting the end of August and the end of September. Are there any candidates on the list? If so, how many? If not, how long would it take to get another list completed. **Current list for hiring is expired. It would take 3 months to put a new hiring list together.**

- In addition to finding the additional funding, the District would have to bargain with the Union to move to a 4-platoon structure. The Union has stated that they would not accept anything less than an 8-man minimum manning. Given the inherent vacancies and lack of floaters in the attached staffing model, do you see any alternative staffing models that may bridge the gap? **I don't and I agree nothing less than 8 man minimum**

Thank you so much for all your help,
Gayle

CENTRAL COVENTRY FIRE DISTRICT
Regular Meeting of the Board of Directors
July 21, 2022 @ 6:30 PM

The meeting was called to order by President Fagan-Perry at 6:30 PM. A quorum was present consisting of: President Cindy Fagan-Perry, Vice President Carl Mattson, Director Kristen Benoit, Director Russell McGillivray, Director Richard Polselli, Director Debra Santilli, Director Dorothy Berube, and Director Elect Ernest Pullano. Legal Counsel David D'Agostino, Esq., of Gorham & Gorham, Inc., Fire Chief Frank M. Brown, District Treasurer Gayle Corrigan and District Clerk Daniel Kaplan were present. President Fagan-Perry led the Pledge of Allegiance and gave instructions for emergency exit. District Clerk Kaplan took a roll call.

A motion to approve the Meeting Minutes, from June 02, 2022, was made by Vice President Mattson, seconded by Director Pullano, and unanimously approved.

The Fire Chief's report was presented by Fire Chief Frank Brown. A motion to approve the report was made by Director Polselli, seconded by Director McGillivray, and unanimously approved.

A motion to approve the Financial Reports was made by Director Polselli, seconded by Director Pullano, and unanimously approved.

A motion to approve the District Clerk's Report was made by Director McGillivray, seconded by Director Santilli, and unanimously approved.

New Business:

A motion to approve the consideration of tax abatement request from Wells Fargo Vendor Financial Serv LLC, was made by Director McGillivray, seconded by Director Pullano, and unanimously approved.

A motion to approve the consideration of tax abatement of interest and penalties for Greg Gay and Brittany Browning, 125 Reservoir Road, Coventry, RI 02816 was made by Director Pullano, seconded by Director Santilli and unanimously approved.

A motion to approve the cessation of Board stipends for balance of fiscal year; recommendation to waive stipends for next fiscal year when that budget is created, and consider not waiving said stipends, depending on the District's financial outlook was made by Director Pullano, seconded by Director Santilli and unanimously approved.

Treasurer Corrigan presented three (3) Fiscal Year 2023 budget options for the Board to consider, including necessary levy increases for each option. All options will incorporate the proposal for one-year collective bargaining agreement ("CBA"), continuing current terms and conditions from September 1, 2022 to August 31, 2023 with no raise and with an extension of current Fire Marshal MOA. Chief Brown suggested to the Board that a couple of workshops would be in order to discuss the options.

Item 5 on the agenda was not presented on or voted on because the suggested workshops will address this. However, Chief Brown spoke on this including the SAFER Grant, merger and consolidation, ARPA funds from the Town, and other comments.

PUBLIC COMMENTS:

Scott Guthrie spoke about the taxation of street lights and the Town of Coventry being ultimately responsible for Fire Protection.

Firefighter Medeiros spoke about the fact that there has not been a continuation of the contract between the District and the Firefighters. President Fagan -Perry said that Firefighter Medeiros was on Injured on duty leave against HIPPA regulations.

Lieutenant McCann asked why CCFD is responsible for the Rescue Seven incident 23August2018.

A motion to adjourn was made by Director Santilli, seconded by Vice President Mattson, and unanimously approved. The meeting was adjourned at 8:04 PM.

Respectfully submitted,
Daniel Kaplan,
District Clerk

FY23 ARPA Request Options to Town of Coventry

Option 1 - 3-Platoon Model, Full Staffing, Streetlights, New CBA, SAFER Grant

	Amount	Note
40450 Legal - Labor	17,500	Negotiation/CBA
40800 Administrative Service Contracts	25,000	SAFER Grant
40850 Software and Hardware	8,000	RMS upgrade
50810 Supplies - Fire and Gear	15,000	3 recruits - 31 staffing
60105 Salaries	63,418	3 recruits - 31 staffing
60120 Overtime	9,924	3 recruits - 31 staffing
60200 Payroll Tax	5,776	3 recruits - 31 staffing
60210 Municipal State Pension	22,031	3 recruits - 31 staffing
61000 Medical Insurance - Union	14,105	3 recruits - 31 staffing
61200 Dental Insurance - Union	919	3 recruits - 31 staffing
61300 HR/SA Account Fees	280	3 recruits - 31 staffing
61500 PEHP	315	3 recruits - 31 staffing
63000 Training/Academy	9,750	3 recruits - 31 staffing
63200 Recruitment/Medical Exams	3,000	3 recruits - 31 staffing
90200 Street Lights	218,202	1 year payments
91000 Capital Purchases	15,000	Station 7 boiler
	\$ 428,219	

Option 2 - 4-Platoon Model 6-months, Full Staffing, Streetlights, New CBA, SAFER Grant

	Amount	Note
40450 Legal - Labor	27,500	Negotiation/CBA
40800 Administrative Service Contracts	25,000	SAFER Grant
40850 Software and Hardware	8,000	RMS upgrade
50810 Supplies - Fire and Gear	20,000	4 recruits - 32 staffing
60105 Salaries	84,557	4 recruits - 32 staffing
60120 Overtime	105,522	4 recruits - 32 staffing; Lt. overtime
60200 Payroll Tax	7,701	4 recruits - 32 staffing
60210 Municipal State Pension	29,374	4 recruits - 32 staffing
61000 Medical Insurance - Union	18,806	4 recruits - 32 staffing
61200 Dental Insurance - Union	1,226	4 recruits - 32 staffing
61300 HR/SA Account Fees	373	4 recruits - 32 staffing
61500 PEHP	420	4 recruits - 32 staffing
63000 Training/Academy	13,000	4 recruits - 32 staffing
63200 Recruitment/Medical Exams	4,000	4 recruits - 32 staffing
90200 Street Lights	218,202	1 year payments
91000 Capital Purchases	15,000	Station 7 boiler
	\$ 578,681	

FY23 ARPA Request Options to Town of Coventry

Option 1 - 3-Platoon Model, Full Staffing, Streetlights, New CBA, SAFER Grant		
	Amount	Note
40450 Legal - Labor	17,500	Negotiation/CBA
40800 Administrative Service Contracts	25,000	SAFER Grant
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61500 PEHP	315	3 recruits - 31 staffing
63000 Training/Academy	9,750	3 recruits - 31 staffing
63200 Recruitment/Medical Exams	3,000	3 recruits - 31 staffing
90200 Street Lights	218,202	1 year payments
91000 Capital Purchases	15,000	Station 7 boiler
\$ 428,219		

Option 2 - 4-Platoon Model 6-months, Full Staffing, Streetlights, New CBA, SAFER Grant		
	Amount	Note
40450 Legal - Labor	27,500	Negotiation/CBA
40800 Administrative Service Contracts	25,000	SAFER Grant
40850 Software and Hardware	8,000	RMS upgrade
50810 Supplies - Fire and Gear	20,000	4 recruits - 32 staffing
60105 Salaries	84,557	4 recruits - 32 staffing
60120 Overtime	105,522	4 recruits - 32 staffing; Lt. overtime
60200 Payroll Tax	7,701	4 recruits - 32 staffing
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61300 HR/SA Account Fees	373	4 recruits - 32 staffing
61500 PEHP	420	4 recruits - 32 staffing
63000 Training/Academy	13,000	4 recruits - 32 staffing
63200 Recruitment/Medical Exams	4,000	4 recruits - 32 staffing
90200 Street Lights	218,202	1 year payments
91000 Capital Purchases	15,000	Station 7 boiler
\$ 578,681		

CENTRAL COVENTRY FIRE DISTRICT FY 2022

	FY22 (Approved)	July 2022 YTD	Remaining	% YTD 92%	Var vs Plan, \$	Notes
39000 Tax Revenue						
39100 Tax Levy - Current Year	4,183,638	3,729,638	454,001	89%	\$ (105,364)	
39201 Tax Levy - Prior Years	250,000	278,765	-	112%	\$ 49,598	
Total 39000 Tax Revenue	4,433,638	4,008,402	454,001	90%	\$ (55,766)	
39500 Department Revenue						
39600 Rescue Run Recovery	545,000	584,706	-	107%	\$ 85,123	
39700 Fire Marshal Services	18,000	33,291	-	185%	\$ 16,791	
39800 Detail Reimbursement	6,000	16,354	-	273%	\$ 10,854	
Total 39500 Department Revenue	569,000	634,351	-	111%	\$ 112,768	
39900 Other Revenue						
39930 Interest and Penalties on Taxes	150,000	104,147	45,853	69%	\$ (33,353)	
39935 Bank Interest Income	1,500	2,862	-	191%	\$ 1,487	
39940 Asset Sales/Misc Revenue	5,100	4,761	339	93%	\$ 86	
Total 39900 Other Revenue	156,600	111,770	46,192	71%	\$ (31,780)	
TOTAL DISTRICT REVENUE	\$ 5,159,238	\$ 4,754,523	\$ 500,193	92%	\$ 25,222	

	FY22 (Approved)	July 2022 YTD	Remaining	% YTD	Var vs Plan, \$	Notes
40000 Administrative						
40100 Audit	15,000	15,000	-	100%	\$ (1,250)	
40200 Board Meetings	3,250	11,185	-	344%	\$ (8,206)	
40210 Board Member Stipends	6,400	1,867	4,533	29%	\$ 4,000	
40220 Treasurer	54,500	53,782	718	99%	\$ (3,823)	
40230 Administrative Insurance	400	253	147	63%	\$ 114	
40300 Tax Collecting Expense	14,650	23,904	-	163%	\$ (10,475)	
40400 Legal - General	40,000	76,097	-	190%	\$ (39,430)	
40450 Legal - Labor and Interest Arbitration	5,000	64,143	-	1283%	\$ (59,560)	Underbudgeted
40500 Office/Miscellaneous	1,300	982	318	76%	\$ 210	
40510 Bank Fees	600	912	-	152%	\$ (362)	
40600 Dues and Subscriptions	2,000	2,400	-	120%	\$ (567)	
40700 Accounting and Payroll Costs	2,750	3,250	-	118%	\$ (729)	
40800 Administrative Service Contracts	17,500	7,535	9,965	43%	\$ 8,507	
40850 Software and Hardware	9,500	7,781	1,719	82%	\$ 927	
Total 40000 Administrative	172,850	269,090	17,401	156%	\$ (110,644)	

	FY22				Var vs Plan,		
	(Approved)	July 2022 YTD	Remaining	% YTD	\$		Notes
50000 Operations							
50200 Rescue Recovery Fees and Expenses	19,250	19,660	-	102%	\$ (2,014)		
50250 Fuel	45,000	67,993	-	151%	\$ (26,743)		
50300 Insurance - General Liability and Property	175,000	187,832	-	107%	\$ (27,416)		
50720 Repairs and Maintenance - Station	15,000	18,241	-	122%	\$ (4,491)		
50730 Repairs and Maintenance - Equipment	90,000	96,859	-	108%	\$ (14,359)		
50810 Supplies - Fire and Gear	27,500	10,134	17,366	37%	\$ 15,074		
50830 Supplies - Rescue	30,000	22,250	7,750	74%	\$ 5,250		
50840 Supplies - Station	8,500	6,629	1,871	78%	\$ 1,163		
50845 Telecommunication System	2,500	2,500	-	100%	\$ (208)		
50850 Telecommunications	14,250	10,677	3,573	75%	\$ 2,386		
50920 Electric - Stations	16,000	12,821	3,179	80%	\$ 1,845		
50930 Gas - Stations	7,250	7,940	-	110%	\$ (1,294)		
50940 Oil - Stations	6,760	8,293	-	123%	\$ (2,097)		
50960 Water - Stations	560	458	102	82%	\$ 55		
Total 50000 Operations	457,570	472,287	33,841	103%	\$ (52,848)		
60000 Personnel Costs-Union							
60105 Wages	1,883,284	1,666,638	216,647	88%	\$ 59,706		
60110 Collateral (Fire Marshal)	25,000	21,905	3,095	88%	\$ 1,011		
60120 Overtime	725,000	589,864	135,136	81%	\$ 74,720		
60130 Holiday	86,750	75,034	11,717	86%	\$ 4,487		
60150 Detail	6,000	12,995	-	217%	\$ (7,495)		
60170 Out of Rank	5,500	9,495	-	173%	\$ (4,454)		
60180 Clothing Allowance	21,700	16,160	5,540	74%	\$ 3,731		
60190 Health Opt-out	10,500	-	10,500	0%	\$ 9,625		
60200 Payroll Tax	215,697	188,547	27,150	87%	\$ 9,175		
60210 Municipal State Pension	651,031	574,745	76,285	88%	\$ 22,033		
61000 Medical Insurance - Union	328,986	263,061	65,924	80%	\$ 38,509		Timing
61100 HRA Medical Costs	11,550	8,367	3,183	72%	\$ 2,220		
61200 Dental Insurance - Union	28,309	25,735	2,575	91%	\$ 216		
61300 HR/SA Account Fees	1,750	2,275	-	130%	\$ (671)		
61400 Life Insurance	8,000	8,000	-	100%	\$ (667)		
61500 PEHP	35,252	-	35,252	0%	\$ 32,314		Timing
62000 Injured on Duty Insurance	123,000	187,142	-	152%	\$ (74,392)		
63000 Training/Academy	17,500	10,267	7,233	59%	\$ 5,774		
63100 Promotional Exams	1,750	4,427	-	253%	\$ (2,823)		
63200 Recruitment/Medical Exams	1,548	-	1,548	0%	\$ 1,419		
Total 60000 Personnel Costs-Union	4,188,108	3,664,658	601,784	88%	\$ 174,441		
	FY22				Var vs Plan,		
	(Approved)	July 2022 YTD	Remaining	% YTD	\$		Notes
70000 Personnel Costs - Administrative							
70100 Administrative Salaries/Compensation	119,040	109,809	9,231	92%	\$ (689)		
70200 Administrative Payroll Taxes	6,047	6,500	-	107%	\$ (957)		
70300 Medical Insurance - Administrative	-	-	-	NA	\$ -		
70400 Dental Insurance - Administrative	-	-	-	NA	\$ -		
Total 70000 Personnel Costs - Administrative	125,087	116,309	9,231	93%	\$ (1,646)		
80000 Retirees/Separation Costs							
80100 Medical Insurance - Retiree	76,544	64,915	11,628	85%	\$ 5,250		
80200 Dental Insurance - Retiree	6,174	5,156	1,018	84%	\$ 503		
80700 Unemployment/Separation Payouts	55,836	53,694	2,142	96%	\$ (2,511)		
Total 80000 Retirees/Separation Costs	138,554	123,766	14,788	89%	\$ 3,242		
90000 Other Expenditures							
90100 Hydrants	234,284	177,485	56,799	76%	\$ 37,276		Timing
90200 Street Lights	218,212	159,561	58,651	73%	\$ 40,466		Timing
91000 Capital Purchases	-	-	-	NA	\$ -		
92000 Lease/Interest Payment	-	-	-	NA	\$ -		
95000 Claim Payments/Other	-	-	-	NA	\$ -		
Total 90000 Other Expenditures	452,496	337,046	115,450	74%	\$ 77,742		
Total Expenses	\$ 5,534,664	\$ 4,983,155	\$ 792,495	90%	\$ 90,287		
SURPLUS / (DEFICIT)	\$ (375,426)	\$ (228,632)					

COVENTRY FIRE DISTRICT

571 Washington Street, Coventry, RI 02816



August 12, 2022

BY ELECTRONIC MAIL ONLY

To The Honorable, Cynthia A. Fagan-Perry
President, Board of Directors
Central Coventry Fire District
240 Arnold Road
Coventry, RI 02816

Re: Correspondence dated August 9, 2022 – Line of Credit Offer

Dear President Fagan-Perry,

Thank you for the follow up correspondence and the opportunity to clarify our position further. At this time, our offer to CCFD is a temporary one in nature. It serves as a mechanism available to CCFD – if needed – to solve a short-term problem.

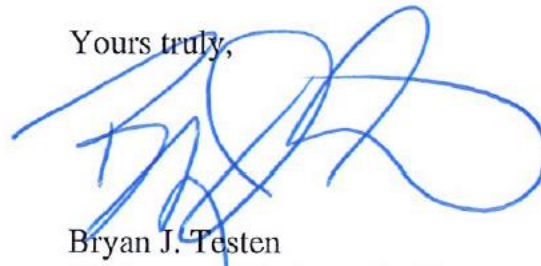
It is not intended to create permanent change, or to permanently transition certain duties from one entity to another. However, if you would like to meet and discuss permanent changes that could allow for the elimination of administrative overlap that create economies of scale and cost synergies, I am available to meet when you are.

Under this temporary solution, CFD would seek to provide oversight, not operations. The CCFD Board and administrative staff would likely remain in place and continue to perform the duties they perform today. CFD would advise and be authorized to negotiate with vendors and with the Union, on behalf of CCFD.

I remain available to meet and discuss in further detail with you, at a mutually agreeable time and place, and to answer any questions which you may have.

August 12, 2022
To The Honorable, Cynthia A. Fagan-Perry
President, Board of Directors
Central Coventry Fire District
Page 2 of 2

Yours truly,



Bryan J. Testen
Chairman of the Board of Directors
Coventry Fire District

CC: The Hon. Cindy Fagan-Perry, CCFD Board President
The Hon. Carl Mattson, CCFD Board Vice President
The Hon. Richard Polselli, CCFD Director
The Hon. Kristen Benoit, CCFD Director
The Hon. Russell McGillivray, CCFD Director
The Hon. Debra Santilli, CCFD Director
The Hon. Ernest Pullano, CCFD Director
David D'Agostino, Esq., CCFD Legal Counsel
Frank Brown, CCFD Chief of the Department
Gayle Corrigan, CCFD Treasurer
The Honorable, The Board of Directors, Coventry Fire District
Robert Warren, CFD Chief of the Department
David P. Krekorian, CPA, CFD Treasurer
Frederick G Tobin, Esq., CFD Co-Solicitor
Arthur M. Read II, Esq., CFD Co-Solicitor

Cash Flow Forecast						FC	FC	FC	FC	FC	FC	FC	FC	FC
Week #	Actual 45	Actual 46	Actual 47	Actual 48	Actual 49	FC 50	FC 51	FC 52	FC	FC	FC	FC	FC	FC
Week ending	7/9/2022	7/16/2022	7/23/2022	7/30/2022	8/6/2022	8/13/2022	8/20/2022	8/27/2022	9/3/2022	9/10/2022	9/17/2022	9/24/2022	10/1/2022	10/8/2022
Minimum Opening Cash Balance, \$						75,000	75,000	75,000	75,000	75,000	75,000	75,000	75,000	75,000
Opening Cash balance														
Surplus/(Shortage), \$						114,656	55,815	83,345	68,735	17,852	(37,070)	(104,085)	(244,948)	(313,254)
Opening Cash						189,656	130,815	158,345	143,735	92,852	37,930	(29,085)	(169,948)	(238,254)
Forecasted Expense						(164,451)	(97,440)	(162,723)	(136,396)	(82,064)	(92,790)	(167,137)	(89,898)	(133,736)
Add Avg Rescue Bill						15,605	15,605	15,605	15,605	15,605	10,653	10,653	10,653	10,653
Historic/Forecasted Tax Receipts						90,006	109,364	132,508	69,908	11,537	15,122	15,621	10,939	161,618
Total Income FC						105,611	124,969	148,113	85,513	27,142	25,775	26,274	21,592	172,271
End Cash, \$						130,815	158,345	143,735	92,852	37,930	(29,085)	(169,948)	(238,254)	(199,719)
Total 39000 Tax Revenue	22,455	27,134	14,914	42,131	52,215									
All Other Revenue	17,855	16,990	14,608	20,153	16,961									
Total Income	40,310	44,124	29,522	62,284	69,176									
60105 Wages	33,969	33,969	33,969	33,969	34,064	34,640	34,640	34,640	35,679	35,679	35,679	35,679	35,679	35,679
60110 Collateral (Fire Marshal)	-	-	-	-	-	652	652	652	672	672	672	672	672	672
60120 Overtime	10,061	16,785	11,796	11,468	8,435	13,942	13,942	13,942	14,360	14,360	14,360	14,360	14,360	14,360
60130 Holiday	-	7,405	-	-	-	-	-	7,317	-	-	7,537	-	-	-
60200 Payroll Tax	3,026	4,336	3,162	3,030	2,800	4,449	4,449	5,909	6,086	6,086	6,086	6,086	6,086	6,086
60210 Municipal State Pension	-	14,858	18,097	14,858	14,858	14,858	14,858	18,097	14,907	14,907	18,097	14,907	14,907	14,907
61000 Medical Insurance - Union	24,732	-	25,138	-	-	-	-	24,732	-	-	-	24,732	-	-
61200 Dental Insurance - Union	2,471	-	-	2,513	-	-	-	2,471	-	-	-	2,471	-	-
62000 Injured on Duty Insurance	100,714	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	71	3,605	830	766	2,503	1,475	1,475	10,500	1,475	1,475	1,475	1,475	1,475	1,475
Total 60000 Personnel Costs-Union	175,044	80,956	92,991	66,603	62,660	70,016	70,016	118,260	73,179	73,179	83,906	100,383	73,179	73,179
70100 Administrative														
Salaries/Compensation	1,520	1,520	1,520	1,520	1,520	1,520	1,520	1,520	11,566	1,566	1,566	1,566	1,566	1,566
70200 Administrative Payroll Taxes	116	116	116	116	116	116	116	116	214	214	214	214	214	214
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total 70000 Personnel Costs - Administrative	1,636	1,636	1,636	1,636	1,636	1,636	1,636	1,636	11,779	1,779	1,779	1,779	1,779	1,779
40220 Treasurer	6,529	-	-	-	5,179	-	-	-	4,167	-	-	-	-	4,167
40400 Legal - General	1,443	-	-	-	-	6,000	-	-	-	-	-	6,000	-	-
40450 Legal - Labor and Interest	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Arbitration	-	3,300	2,038	-	-	-	-	-	-	-	-	2,500	-	-
Other	30	729	11,760	160	1,800	1,655	1,655	1,655	1,655	1,655	1,655	1,655	1,655	1,655
Total 40000 Administrative	8,002	4,029	13,798	160	6,979	7,655	1,655	1,655	5,822	1,655	1,655	10,155	1,655	5,822
50250 Fuel	8,880	-	-	-	-	10,705	-	10,705	-	-	-	10,705	-	-
50300 Insurance - General Liability and Property	-	-	-	-	-	47,506	-	-	-	-	-	-	-	47,506
50720 Repairs and Maintenance - Station	200	41	-	-	-	950	950	950	950	950	950	950	950	950
50730 Repairs and Maintenance - Equipment	615	4,975	21,814	-	6,683	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700
50830 Supplies - Rescue	1,642	498	918	-	-	1,500	-	1,500	1,500	1,500	1,500	1,500	1,500	1,500
Other	2,806	6,182	708	-	4,375	2,800	2,800	2,800	2,800	2,800	2,800	2,800	2,800	2,800
Total 50000 Operations	14,142	11,695	23,441	-	11,058	65,161	5,450	16,155	6,950	5,450	5,450	16,155	6,950	52,956
Total 80000 Retirees/Separation Costs	6,334	-	5,795	454	-	-	-	6,334	-	-	-	-	6,334	-
90100 Hydrants	-	-	-	-	-	19,983	-	-	19,983	-	-	19,983	-	-
90200 Street Lights	-	-	-	-	-	-	18,682	18,682	18,682	-	-	18,682	-	-
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total 90000 Other Expenditures	-	-	-	-	-	19,983	18,682	18,682	38,665	-	-	38,665	-	-
Total Expenses	205,158	98,317	137,661	68,853	82,333	164,451	97,440	162,723	136,396	82,064	92,790	167,137	89,898	133,736
Surplus/Deficit	(164,849)	(54,193)	(108,139)	(6,569)	(13,157)	(58,841)	27,530	(14,610)	(50,883)	(54,922)	(67,015)	(140,863)	(68,306)	38,535