

A PRESENTATION TO

THE CUMBERLAND TOWN COUNCIL

BY

THE CUMBERLAND FIRE DEPARTMENT



Supported by:

Bruce Lemois, Chairman
Ronald Champagne, Finance Chair
Frank Matta, Personnel Chair
Cynthia Ouellette, Commissioner
Christopher Parent, Commissioner
Kenneth Finlay, Chief of the Department
Kelley Morris, General Counsel

Diane Karolyshyn, Business Manager
Beth Markley, Ass't Business Manager
Debra Auclair, District Clerk
Thomas Bruce, Finance Director
Keri Smith, Fire Prevention Specialist
Lt. Brian Bernardo, Pres Local 2722
Lt. Jeffery McCabe, VP Local 2722

Wednesday April 6, 2016

INDEX

Chairman's remarks	Page 1
Chief of the Department Report Chief Kenneth Finlay	Page 2
CFD Business Office Report Diane Karolyshyn	Page 8
Fire Prevention Office Report Keri Smith	Page 18
Chairman's Report Bruce A. Lemois	Page 30
CFD Organization Chart	Page 44
Efficiency Comparison	Page 51
Legislation	Page 52
Referendum Question	Page 59
5-2 Vote Tally	Page 60



Cumberland Fire District

Established
November 10, 2014

Headquarters @ Station Four
3502 Mendon Road Cumberland, RI 02864 401.658.0544
www.cumberlandfire.org

Bruce A. Lemois
Chairman

Phillip Koutsogiane
Vice-Chair

Christopher Parent
Commissioner

Cynthia Ouellette
Commissioner

Ronald Champagne
Finance Chair

Jim Scullin
Commissioner

Frank Matta
Personnel Chair

Kenneth Finlay
Chief of the Department

Station One
555 High Street
401.722.5992

Station Two
1530 Mendon Road
401.333.1421

Station Five
50 Arnold Mills Road
401.333.2244

Kelley Morris
General Counsel

Thomas Bruce
Finance

Debra Auclair
Committee Clerk

April 6, 2016

Mayor William Murray
Council President E. Craig Dwyer
Members of the Council

Thank you for allowing the CFD the time to present this package of positive reports and news.

It is an honor to be before you tonight representing:

51	Sworn Firefighters
1	Executive Chief of the Department
4	Members of our Administrative Staff
1	Department Clerk
1	Department General Counsel
1	Department Finance Director
7	Fire Committee Members

There are sixty six (66) people that have been directly involved in the merger of the four districts. Most have given many, many hours to ensure the success of this district. This number grows when you think of the State of RI governmental agencies, tax payers and outside people that are dedicated to the successful merger of the Cumberland Fire Department. In total it is safe to say over 87 people are involved.

It is good to know that 97.8% involved know the merger is successful. The report to follow will demonstrate that in many ways. Most importantly prove the success in writing. Yes, even when it comes to showing over \$900,000 in hard savings.

Please contact me if you have any questions. We are always willing to put an item on our agenda to answer questions concerning the merger. This report will be posted on our web site and we will make it available to the Town to allow it to be linked to tonight's minutes.

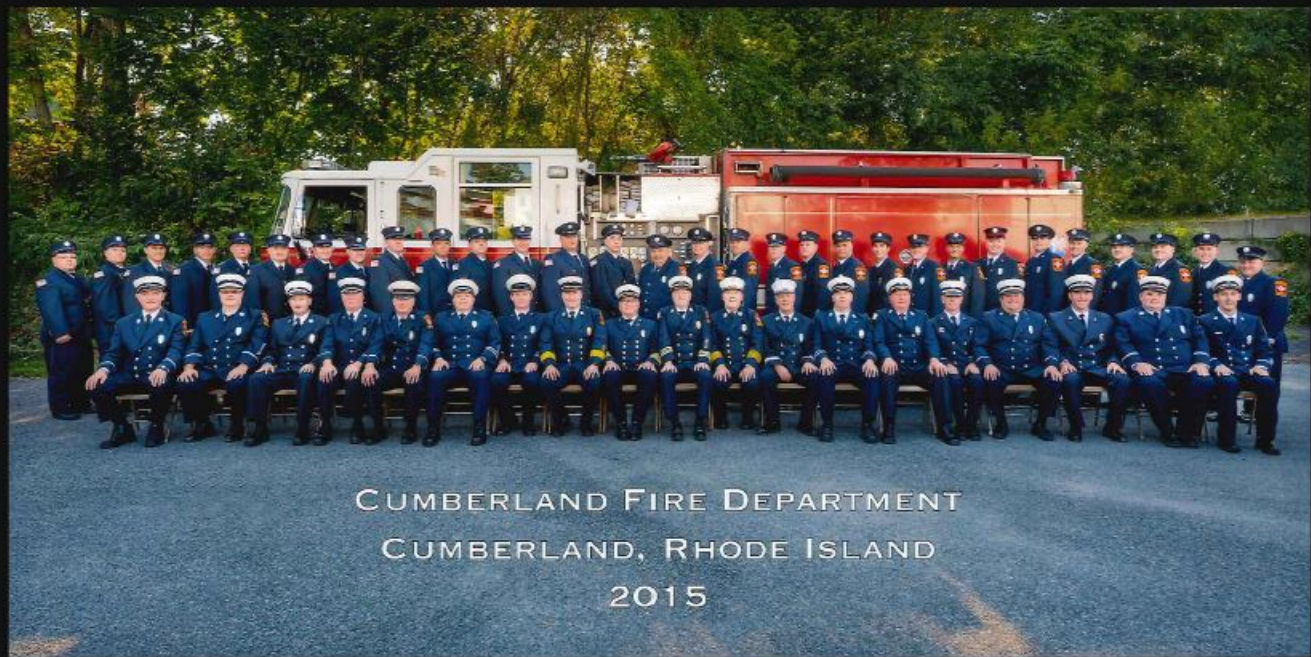
Very truly yours,



Bruce Lemois
Chairman
Cumberland Fire District

Mission Statement

The mission of the Cumberland Fire District is to provide exceptional public safety services in a safe, compassionate, cost effective and professional manner.



CUMBERLAND FIRE DEPARTMENT
CUMBERLAND, RHODE ISLAND
2015

REPORT OF CHIEF KENNETH FINLAY, CFD

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Kenneth A. Finlay
Chief of Department

CUMBERLAND FIRE DEPARTMENT

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Chairman Bruce Lemois

Cumberland Fire Committee

March 14, 2016

Mr. Chairman;

The following items are some of the issues and improvements that have been accomplished to provide the best service to our residents, with the limited resources we have available.

- Designed and produced department patch
 - The department needed an identity to associate with
- Dealt with snow issues and ice dams at all stations in February 2015
 - The month of February 2015 had one of the longest periods of snow and cold that Cumberland has seen in many years. Many issues developed that had to be handled by members of the department effectively.
- Handled and maintained an operative environment throughout the snow storms of February 2015
 - The department had to be manned and additional members were held over due to the difficulty in maneuverability of the streets and yards. The hydrants had to be shoveled, in some cases multiple times as street were pushed opened.
- Replaced burnt out heater at headquarters
 - The heater for the main floor of the living area, bunk room and officer quarters had a catastrophic failure and had to be replaced during the storm and the following weeks. Alternative heating was employed until the replacement was installed.
- Shoveled High School roof off saving the building and school use
 - At the request of the Mayor, and having no resources to perform the snow removal, 12 members spent 6 hours shoveling the roof of the high school off to prevent failure.
- Attended and opened dialogue with the state DOR

- With the requirement of the Auditor General and the Dept. of Business Regulation, the four districts were required to have close out audits, and an effective base for the new district is to be established
- Assisted in auditors review
 - With the advice of Mr. Bruce and the expertise he brings to the office, the audit firm PP& A were selected and started the closing audits of the four districts. This process would prove lengthier and time consuming than we imagined, and carried on well into December.
- Merged the business side of operations into headquarters
 - Bringing all financial materials to one location allowed for the investigation by the auditors to be completed in a timely fashion
- Tax collection opens every day, one location, and business hours.
 - The designation of one office has proved to be beneficial to creating a cash flow working atmosphere that serves the public effectively
- Admin. Assistant to coordinate fire prevention.
 - All realtors now have a familiar voice to schedule inspections, plan reviews, questions and a responsible person to converse with.

Organized an efficient fire prevention division, operating under the Direction of Deputy Nick Anderson, and being assisted by members with a Fire Marshals license, we have reviewed , overseen and finalized commercial and residential projects developing in Town.
- Met and opened dialogue with inspection division off town
 - Began a conversation with the Town building official, electrical inspector and Town Planner. This relationship has proved to be of beneficial advantages to the citizens seeking information on projects. With all division functioning together, the citizens are being served correctly.
- Repositioned apparatus for better response
 - Relocated the Ladder Truck to the center of Town and assigned a crew specifically to that truck, where before, members would jump from truck to truck depending on the response. The dedicated Ladder Truck helped with the ISO upgrade to a Class 3/3x rating. Newer Engine companies were reassigned and larger water carrying capacity engines were put on first response to provide for a more effective operation.

- Closed out four districts operating budgets, although some budgets needed help to finish their final year, all districts prevailed, and implemented a single budget for fiscal year 2016.
- Wrote and was awarded two grants, one for training with the regional foam task force of which Cumberland is one of five teams in the state, and one for radios, which will utilize the Rhode Island State intercommunication system operating on 800 MHz. We currently have two more grants submitted to three AFG process, one for Advance Life Support equipment and one for a Ladder Truck



C.F.D. on mutual aid to Woonsocket

which includes training, equipment purchase, interoperability, reporting, apparatus testing cost, apparatus sharing.

- Hosted the ISO for a review of town operations resulting in an upgrade in the ISO rating, and the footprint made for further reduction is in place to achieve a

better rating.

- Conducted the first complete job bid for the entire department
 - The entire organizational board was blank, and we started with Captains choosing a spot on each shift in each station, then Lieutenants filled in the vacant officer positions, then the privates filled the remaining openings until the whole job was complete. The three deputy positions on days were assigned operational duties to transition the department into an effective operational team.
- Reported all issues in a timely manner to board

Although, some issues had been dealt with issues resulting in long absences or prolonged overtime the board was made aware of.
- Dealt with numerous apparatus breakdowns and repairs
 - The one issue that has been the problem of all Chiefs is the breakdown of apparatus, and the timing that breakdowns occur. We have had our share of issues with the apparatus that we have. Even the newest Engine, is not without electrical and computer issues that have cause it to be placed out of service. The newest to the oldest all wear out tires, break springs and cause the vehicle to be repaired.

- Opened a good dialogue with The Mayor's office, his assistant and the Town clerk , the primary members we deal with on at least a weekly basis in order to keep the lines of communication going
- Conducted the first "Remembering When "program in the State,
 - Through the participation of Commissioner Oulette we were able to secure a grant from the NFPA to train members of the department and community into a program to assist the elderly and less fortunate in remaining in their homes safely.
- Participated in monthly meetings with the schools under the safe schools program and have met with all the high rises in safety programs in the high rises
- Participated in reading week at all schools
- Insulated Station 1 apparatus bay and new insulated overhead doors reducing heating cost drastically
- Completed kitchen at Station 5 , which completely renovated the day room area
- Rebuilt rooms at Station 2 to allow for a more productive atmosphere
- Reassigned apparatus for better delivery capabilities
- Moved office space to accommodate employees
 - Although this move is temporary, additional thought and construction needs to happen for a work area that will serve the taxpayers more effectively.
- Sorted through boxed material for what needs to stay and what can go organized a shredding company to come in and take care of the debris.
- Handling alarms and compliance issues
- Overseeing the construction of a dozen major projects in town
 - Highland Hills
 - Okonite
 - Saylesville Warehouse
 - Dean Properties
 - America St development
 - 3475 Mendon Road retail and residential building
 - 500 Mendon Road
 - 420 Mendon Road
 - Almeida Property Mendon Road
 - Four different Terrapin Property Developments

- Cumberland Village refurbishment
- Inspection of all license holders in Town, liquor, food residential
- Merged the operational attitudes of four different groups(former fire districts), into a functioning single operational attitude to best serve the town residents
- Participated in school based educational programs to raise awareness of the Fire Service
- Participated in reading week at all schools in the Town

Implemented a more user friendly fire reporting system. Emergency reporting Software.

- The prior system was based on individual users, fashioned from police reporting, and information was difficult to extract. The Emergency reporting system more accurately tracks our responses and produces a report more in line with the type of work we provide
- One service plan for gas monitoring equipment., all meters are calibrated by an independent source for authenticity
- Sent all divers to certified dive rescue class and secured money for diver equipment for safety of both Fire Department and Cumberland Rescue participants.
- Town wide e-mail system.
- Callback staffing, cloud based program used for notifications, department messaging of importance.
- Cloud access allows for staff to recover information off site.
- Offered an additional room for Cumberland Rescue at Station 1 and separated firefighter bunkrooms for future female firefighters or Rescue members.
- Relocated extrication equipment for 295 compatibility while maintaining extrication equipment on outlying stations.
- Utilized Cumberland local business; Janitec, repairs facility for command vehicles and Fire Trucks when available, etc.
- Infrastructure issues that were put off due to merge were prioritized and addressed being prioritized and completed.
- One town bid for gear specs.
- The Town Technical Review Committee meetings have consistent answers and from the Fire Department concerning developments.

- Building Officials, Electrical, and DPW have a constant point of contact and Fire Code and Life Safety has benefited.
- Streamlined inspections in accordance to the RI State Fire Marshal.
- Created a Hazardous Materials Officer to oversee Tier II reporting, tank enclosures, hazardous materials responses and reporting.
- Town wide Fire Investigator, School Safety Committee member, Flammable Liquids
- Task Force member for statewide response.
- Made the on duty Captain assume Shift Commander Responsibilities for a constant OIC.
- Daily interactions and training based on that shift commander.
- Standardized training; Centre Learn, platoon training, relocations based on needs, not fire district lines.
- One set of Rules and Regulations.
- One set of SOG's.

Respectfully,

Kenneth A. Finlay

Kenneth A. Finlay

Fire Chief

REPORT OF DIANE KAROLYSHYN

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C.F.D. BUSINESS OFFICE REPORT

Diane Karolyshyn

TAX COLLECTION

Beginning in February of 2015, we began to combine the efforts of the tax collectors. The tax records were downloaded to the headquarters tax office and we were able to provide answers and information to the many calls received during normal business hours. Since 2 districts offered office hours after 3:30 only 2-3 days per week, we found that the taxpayers and attorneys calling us were able to have their questions answered without having to leave a message and wait for a return call. This clearly had a positive effect on our office and improved the public perception. We sensed a great deal of frustration when the tax collectors could not be reached.

We then began to review the taxes owed for all four previous districts. Station 4 and Station 2 held annual tax sales for accounts one or more years in arrears, and therefore the receivables were at a minimum. However, we needed to collect a large amount of taxes due from North Cumberland and Valley Falls Fire Districts. We sent over 400 late notices in March and were able to collect \$126,700 from North Cumberland taxpayers and \$142,606 from Valley Falls taxpayers. We were answering many calls each day, as well as handling walk-ins.

We also needed to review the tax receivables for VF and NC for old balances that needed to be abated. Cumberland Fire and Cumberland Hill, in preparation for the merger, had reviewed and abated all small balances, old balances, and researched sale of properties. For one of the districts, there were taxes due for current and prior years and research indicated the property had been sold and the outstanding taxes were never transferred to the new owner. If the property had changed ownership, we were only able to go back 3 years by law. Some were more than 3 years in arrears and had to be abated. Tangible taxes outstanding needed review since many accounts owed multiple years and research indicated the businesses had closed.

During the month of May, we prepared for the first combined tax roll. Since there were now 14,000 bills being mailed, the process to make sure the bills were correct

was very time consuming. With the housing market in a huge upswing, many properties had changed hands, but the town's tax roll, which we copy, was only updated through December 31, 2014. We kept a log of attorney calls in which tax information was requested for a closing, and we were able to transfer some of the taxes to the new owners. The bills that were mailed to the previous owners eventually came back, or they called, and we then had to recreate a bill for the new owner.

Once the bills were mailed, we received hundreds of calls from taxpayers questioning the increase in their tax bills (about 75% from North Cumberland and 25% from Cumberland Hill). We had to explain the reasons for the lower bills in the previous year, as well as explain the merger process. At least 50% of the callers were not aware of the merge.

We immediately began collecting taxes through mail and in person, and also by internet credit card payments. Beth and I worked full days, as well as weekends so that the payments could be processed in a timely manner, especially since the taxpayers had complained about the length of time their checks were held until being deposited by one of the former districts.



Community Involvement

In the month of July, we collected, posted, and deposited \$3,796,355.00. In August, we collected \$596,151.00, and in the subsequent months of Sept, Oct, and Nov, we averaged \$250,000. We are averaging 86 deposits per month, with 242 deposits made in the month of July. Of the \$6,951,600 total collected to date, included in that is over \$300,000 in credit card payments. Posting of credit card payments is a more time consuming task than

posting payments made by cash or check. (There are extra keystrokes involved in posting a credit card payment).

Our office, during the month of July, also billed all businesses in town for annual radio box fees. This consisted of preparing approximately 170 invoices, entering information for each account, and folding, stuffing, sealing and mailing. This allows to track paid and unpaid fees, as well as printing reports through accounts receivable.

We are also responsible for recording and depositing payments for COBRA, insurance IOD payments, firefighter detail and smoke detector inspections.

Once the collections had subsided, we were able to review mail that was returned as undeliverable (over 200) and research the changes in ownership, something that cannot be done at the height of tax collections. We work closely with the town tax assessor's office and they are very cooperative and responsive when we ask for assistance.



Not all about Fires!

While we were collecting taxes over the summer, the auditors were in our building daily and requesting numerous documents and information. Once the audit was complete, several hours were spent organizing all of the files from each district so that the current and prior year financial information is still accessible.

In November, we prepared a tax sale list of the 275 properties that were 2 or more years in arrears. This list was sent to Michelle Baker in December for preparation for a tax sale. 90 day notices will be mailed during the week for February 8, 2016. The tax sale is scheduled for May 17, 2016 at headquarters. We will be inundated with phone calls from taxpayers when they receive these notices.

In January, we sent approximately 1,500 late notices to taxpayers. Again, our office folded, stuffed, sealed, stamped and mailed these late notices. This generated hundreds of phone calls from taxpayers indicating they did not receive their original tax bills last June, they no longer owned the property, or they simply couldn't pay and wanted to set up a payment arrangement. Each taxpayer was given individual consideration based on their payment history and situation, and in some cases we

offered one-time waivers for the interest, but assured them we could not do it a second time and to mark their calendars so that if a bill is not received, they should call our office.

Please note that all conversations with taxpayers are noted on the account, requiring additional time after each call.

During the month of January, we began closing all bank accounts for the previous districts. In some cases, this required documentation and emails and letters from the fire committee and financial consultant. Once the accounts were closed, consideration was given as to where the funds would be distributed, and we also opened bank accounts for the funds that were to be restricted.

We have not completed this process yet, since the late notices and the calls generated by the late notices sent have delayed the process. The last accounts that need to be closed are North Cumberland Fire at Navigant Credit Union.

In addition to the tasks noted above we receive on average 10-15 calls each day from attorneys and mortgage companies requesting fire tax information for sale of properties, refinancing of properties, or payments to be made from the taxpayer escrow accounts. This usually involves verbal as well as written confirmation of taxes, such as faxing or emailing the information.

We have also been forming a new accounts payable department, which has required extensive training to the accounts payable clerk, since the duties and tasks that she performed for the previous CH district were not nearly as detailed as what is required for the new district reporting and filing. This is an ongoing process and continues to need day-to-day attention. At this time, the clerk is on leave for medical reasons and Beth and I are fulfilling her duties.

We are researching the requirements and cost of offering quarterly payments to taxpayers. This will involve a short training to post payments, as well as estimating how it will affect the district financially, and the need for additional personnel to accept payments four times per year instead of just once. I will be meeting with Donna Sullivan next week and reviewing the manner in which the town collects its taxes. There is a certain unknown regarding this process. Since the fire tax bills are

significantly lower than the town tax bills, there may be many taxpayers who will opt to pay in full rather than have to remember to pay each quarter. However, if most elect to pay quarterly, then we will be collecting close to 4 times as many payments, which can result in an average of 350 deposits per month. The town employs 3 clerks who are strictly tax collection. Adding one full time employee will not be enough given that the 2 employees collecting taxes right now are not strictly tax collection employees. It is my suggestion that we employ a full-time admin person to relieve our HR tasks, as well as the small day-to day operational office duties, such as ordering supplies, and assisting Chief Finlay with various clerical administrative and personnel matters, and also possibly have time to assist with tax collection during busy months.

MOVING

During the 8 months of preparation for the unified district, administration, fire prevention, tax collection and accounts payable were set up in headquarters at 3502 Mendon Road, since this location provided the most amount of office space needed. This also involved moving a large amount of files and records to headquarters.

All vendors were contacted regarding our new entity and instructed to bill Cumberland Fire. W-9's were requested from each one as well. The phone lines for tax collection were forwarded to headquarters, and a second line was added for tax collection and second main line due to the additional volume of calls we were receiving.

We also dedicated a line for incoming and outgoing faxes.

We are now in the process, although it is a slow one, of going through files that can be shredded and files we need to keep, as well as determining where and how they will be stored.

FIRE PREVENTION ADMINISTRATION

Keri Smith moved to headquarters in March, and began the very difficult task of combining fire prevention records and files. Plans are now submitted and reviewed

at headquarters by our fire marshals, Deputy Chief Anderson and Deputy Chief Feather, and they have set up office space in the former meeting hall. All smoke detector inspections for home sales are scheduled through Keri, and she is responsible for recording the fees and filing the documentation of the inspections. She also maintains the records for ongoing building plan reviews, and rough and final inspections, and maintains a database for fire alarm testing by businesses. In addition, she answers all incoming phone calls to headquarters.

PAYROLL

Beth Markey was responsible for combining the payrolls into one. She closely worked with the payroll company and also developed a method to track overtime, paid time off, IOD, etc. Since the state required us to continue with 4 separate pensions, Beth is responsible for keeping records for 4 separate reports on a weekly basis, as well as reconciling payroll data each week. She works closely with the payroll company as well as the officers in charge to produce an accurate weekly payroll. The payroll process, which is done while answering phones and assisting with tax collection, requires at least a full day and a half to complete, which includes calculating overtime,

ACCOUNTS PAYABLE

At the start of the new entity, we began a new system for coding, approving, entering and paying bills. The auditors approved our control over the process of paying bills. This involves ongoing training to maintain a detailed and efficient accounting of expenses. At this time, we are writing an average of 124 checks per month.

ACCOUNTS RECEIVABLE

Keeping track of insurance payments, reimbursements made by retirees, and VFIS payments for IOD firefighters.

HUMAN RESOURCES

In addition to collections, A/P, A/R and payroll, our office is responsible for adding or cancelling member benefits, as well as follow up with London Health for the HRA plan.

We process all of the necessary paperwork for new hires, as well as data needed for a member who is retiring, or on IOD status. We contact Blue Cross in the event that a medical claim has not been paid for a member.

OTHER

Our office also handles water delivery to stations, ordering office supplies, and ordering other misc. station needs.

Merger Timeline

February 2015

- Established Tax Collection Offices at Headquarters
- Had all tax collector phone lines forwarded to headquarters
- Reviewed all tax receivables for all 4 districts

March 2015

- Sent over 400 late notices
- Collected \$126,700 from North Cumberland Taxpayers and \$142,606 from Valley Falls taxpayers
- Received hundreds of phone calls regarding the late notices, and had many in-person payments

April 2015

- Reviewed and researched NC and VF accounts for old balances; discovered that properties had been sold and outstanding taxes were not transferred to



Cub Scouts Troop 1

new owner; some had to be abated if property changed hands more than once; by law we can only collect 3 years back after transfer of ownership

- Abated old tangible taxes in cases where business had moved or ceased

May 2015

- Prepared for the first combined tax roll
- Research change in ownership (very busy spring for sale of homes)

June 2015

- Worked on new tax roll
- Added senior and veteran exemptions
- Adjusted exemptions for maximum allowable credit
- Assisted committee chair with tax levy
- Visions mailed 14,000 tax bills
- Received hundreds of calls from angry taxpayers, 75% from North Cumberland taxpayers and 25% from Cumberland Hill taxpayers questioning the increase in their bills, and the due date being changed from their previous bills; note that it is estimated that 50% of taxpayers knew nothing of the merger

July-August-September 2014

- Began collecting taxes, many walk-ins, hundreds of payments each day through the mail
- Collected \$3,796,355 for July, with our office making 242 deposits
- Created 170 invoices for Radio Box Fire Alarm Service Fees for all businesses in town that have a radio box; this is done through collections so that we can send print professional invoices, send late notices and print reports
- Provided auditors with financial information several times per day, obtained from all 4 districts' records that had been moved to headquarters

October 2015

- Continue to collect taxes; Due date extended to Oct 1 without penalties
- Researched over 200 tax bills that had been returned in the mail; noted on the account that it was returned, and attempted to obtain a correct address; we have much interaction with the town tax assessor's office

November 2015

- Review and prepare tax sale list for taxpayers 2 or more years in arrears
- Began training A/P clerk

December 2015

- Sent 275 properties to Attorney Michelle Baker for tax sale process

January 2016

- Sent 1500 late notices to delinquent taxpayers (separate from tax sale list)
- Printed, folded, stuffed, stamped and sealed notices here in our office
- Notices generated hundreds of phone calls, and all calls are noted on account
- Posted payments by mail, in person and credit card and as of 2/10/16 \$380.000 has been collected;
- Began closing bank accounts for former districts

February 2016

- Gathering data for cost of offering quarterly payments for 2016 tax bills
- 90 day notices mailed for upcoming tax sale

Daily/Weekly Tasks

- Payroll
- Pension Reports
- HR- Blue Cross, Delta Dental for new hires, add or remove dependents, manage retiree accounts
- Order office supplies for all 4 stations
- Bring deposits to bank -Navigant and Freedom (using night deposit)
- Pick up bank receipts
- Record and deposit COBRA payments
- Record and deposit smoke detector inspection fees and plan review fees

- Receive 10-15 calls per day from attorneys and mortgage companies requesting fire tax information for a closing or refinance
- Receive several calls daily from taxpayers with questions about their account or asking for information for their income tax return
- Sign checks and review bills and checks for accuracy
- Supervise A/P clerk and assign tasks needed to assist tax and/or finance office
- Order copy machine supplies, request maintenance if needed
- Keep postage meter supplied
- Reconcile weekly HRA reports with bank
- Confirm credit card deposits made into bank account

Future Goals

- Move tax office to larger space
- Add admin person to assist with taxes, chief's office and phones
- Continue to collect past due taxes, follow-up regularly with taxpayers making payments
- Order new credit cards (gas)
- Continue to purge and shred old files from each station
- Cancel phone lines no longer in use

REPORT OF KERI SMITH

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FIRE PREVENTION

Keri Smith

The consolidation for four fire districts in November 2014 into the new Cumberland Fire District brought many changes. The fire prevention function was consolidated at district headquarters, 3502 Mendon Road in March 2015.



Through consolidation all plan reviews, resale, rough, and final inspections are done consistently across the town.

Homeowners, real estate agents, builders, town and state offices and others are now directed to one location for resolution or completion of their issue. Inspections are done on the same days; plan review fees are consistent and follow up is scheduled and completed. Realtors', homeowners, builders, the state fire marshal, insurance companies, town offices and the general public all have access to the fire prevention office daily during business hours to request plan reviews, smoke inspections, public information, etc.

Realtors no longer have to look at a district map to figure out where to call for a smoke inspection, or wonder what days they are done. Builders don't worry about getting their plans to the appropriate district office. The fire prevention office works closely with realtors and builders to insure that the fire code is adhered to and all inspections are done in a manner that works for everyone.

While resale, rough and final and code compliance inspections are a large part of what is done in fire prevention it is not the only thing. Homeowners call the fire district office daily to inquire about the number and type of smoke detection as well as placement locations. UTR reports are logged and tracked. Missing reports are followed up on. Grant proposals are investigated and applied to where appropriate. General information inquiries, school use requests, detail billing and MVA reports are a small sample of what is done on a daily basis in fire prevention.

Fire Prevention

Introduction – Prior to consolidation resale inspections were done differently in the four districts, this created confusion for homeowners and realtors. Post consolidation the process is streamlined with a dedicated person to answer questions and schedule appointments.

Schedule Inspections

- 1) Resale – Real Estate agents and homeowners call headquarters to request an inspection. Inspections are done on Tuesdays and Thursdays. The following information is required for each resale/smoke certificate.
 - a) Building representative and can be reached telephone number
 - b) Property address
 - c) Plat and lot number
 - d) Date built
 - e) Closing date
 - f) Once the above information is attained the person requesting the inspection is advised of the current smoke and carbon requirements

based on the age of the home (RI Code (add) 24.6.3.1.4 pg 120). This usually only takes a couple of minutes but can be very time consuming in some cases.

- g) A smoke certificate is produced with the Cumberland Fire Marshal stamp and appropriate information.
- h) Scheduled date and time with can be reached information and the address is entered into the Emergency Reporting System Calendar
- i) On the day of inspections a detailed list is produced to direct the inspectors to the addresses in a concise easy to read format. The inspection applications are attached.
 - i) The inspector completes the inspection, dates and signs the smoke inspection certificate. If the home passes the inspection the certificate is left with the building representative and a fee of \$30.00 is collected. The inspector during the day will drop the inspection application and the fee off on the fire prevention desk.
 - ii) If the inspection fails the inspector will return the inspection certificate and application on the fire prevention desk. The building representative is contacted to schedule a second inspection once the deficiencies are addressed. The new inspection date is logged and a new certificate produced
- j) The inspections are logged daily and filed by month
- k) Fees are logged on a report with the amount, check number and address. A deposit sheet with all pertinent information produced. The checks and deposit sheet are given to the assistant business manager for bank deposit.

PLAN REVIEWS

- 2) Plan Reviews – Before consolidation plan reviews and the length of time required for builders and homeowners to expect the plans to be approved varied. Plan review fees varied and were applied differently. After



consolidation the plan review fees were consolidated so everyone in town pays the same rate. Having one contact at

fire prevention has made it easier for the public, contractors and homeowners to get the information they need in a timely manner.

- a) Plan reviews for commercial, residential, fire alarms, additions, and renovations are brought to the fire prevention desk.
- b) Each plan is assigned a unique plan review number and logged with contact information, location, extent of the plan and date received
- c) The plan is put on the plan review desk and the Deputy Chief is notified. If the plan hasn't been returned to the Fire Prevention Desk in 2 – 3 days the Deputy Chief is notified.
- d) Once approved the plan owner or building representative is notified that it is ready for pick up.
- e) The plan review fee is calculated based on a fee schedule in accordance with RIGL 23-28.2-26. This fee is based on the projected cost of construction for commercial locations and a fee limitation (fee cap) for residential type plan reviews.
- f) The plan review fee is collected and logged.
- g) Fees are logged on a report with the amount, check number and address.

A deposit sheet with all pertinent information produced. The checks

and deposit sheet are given to the assistant business manager for bank deposit.

- h) Each plan and the review application are filed by street address

ROUGH INSPECTIONS

- 3) The cost for rough inspections is included in the plan review fee.
 - a) When a construction project is ready for a rough inspection the building representative calls the fire prevention desk. An appointment is scheduled and noted in the Emergency Reporting System Calendar.
 - b) On the day of the inspection the original plan and inspection application are added to the daily inspection list.
 - c) When the inspection is complete the inspector leaves the appropriate sticker and the paperwork is placed on the fire prevention desk
 - d) The paperwork is logged and filed.
 - e) If the inspection fails this is noted and the process is repeated.

FINAL INSPECTIONS

- 4) The cost for final inspections is included in the plan review fee.
 - a) When a construction project is ready for the final inspection the building representative calls the fire prevention desk. An appointment is scheduled and noted in the Emergency Reporting System Calendar.
 - b) On the day of the inspection the original plan and inspection application are added to the daily inspection list.
 - c) When the inspection is complete the inspector leaves the appropriate sticker and the paperwork is placed on the fire prevention desk.
 - d) The paper work is logged and then filed in the complete files.
 - e) If the inspection fails the process is repeated

COMPLIANCE REVIEWS

- 5) With consolidation compliance reviews are now scheduled in one location and consistent fire codes are applied to each area of town. Reviews are scheduled and logged in the Emergency Reporting System by the fire prevention desk. Once the inspection is complete the inspector hands off the list of deficiencies to the fire prevention desk. The



information is transcribed onto a report using the RI Fire Laws and Rules and the NFPA 1 Fire Code. Reports are standardized and given a unique file number. The report is mailed to the owner or

town agency and logged for follow up of corrections. After 30 days a follow up inspection is scheduled to verify corrections. A final report is produced and mailed to the owner or town agency and filed.

- a) Schools – public, charter and private are inspected annually.
 - i) Cumberland High School – 3 separate locations
 - (1) Cumberland High School
 - (2) Cumberland Transitional School
 - (3) Cumberland High School Wellness Center
 - ii) Cumberland Middle Schools
 - (1) Joseph L. McCourt Middle School
 - (2) North Cumberland Middle School
 - iii) Cumberland Grammar Schools
 - (1) Ashton School
 - (2) B.F. Norton School

- (3) Community School
- (4) Garvin Memorial School
- (5) John J. McLaughlin Cumberland Hill School
- iv) Blackstone Valley Prep Mayoral Academy
 - (1) Elementary 1 – 291 Broad St
 - (2) Elementary 2 – 52 Broad St
 - (3) Network Support Headquarters – 7 Fatima Dr
 - (4) High School – 3357 Mendon Rd
- v) Private School
 - (1) Mercymount Country Day School
- b) Places of assembly – 10
- c) Churches – 9
- d) Elderly and handicapped housing – 12
- e) Food and liquor license renewal application fire code reviews - 116
- f) Other – Business locations in town are scheduled for fire code compliance inspections on a rotating schedule.

REPORT UNIFORM FIRE ALARM TEST

- 6) Uniform Fire Alarm Test Report – These reports are completed by testing contractors and forwarded to the fire prevention desk for all local and radio box alarms in the town of Cumberland. – 495 businesses (653 reports, Semi Annual, Quarterly)
 - a) Reports are received by mail or carrier daily.
 - b) The reports are logged with dates and contact information and filed by street address
 - c) Periodically outstanding UTR report locations are noted and site visits are made to find the appropriate sticker or notify the business that they

are in violation.

PROCESS MVA REPORTS

- 7) MVA reports have information collected at the scene of the accident with information about the driver, car and insurance. This information is sent to the fire prevention desk.
 - a) The MVA report is paired with the incident report in the Emergency Reporting System.
 - b) The MVA reports are logged using the incident report number.
 - c) The MVA report is reviewed and if a candidate for collection it is sent to The Dawson Group for collection.
 - d) The MVA reports are filed by month
 - e) When a check and report are received from the Dawson group the log is noted of the collection and the amount.
 - f) A report with amount, check number, address and the checks are given to the assistant business manager for bank deposit.

PROCESS PUBLIC INFORMATION REQUEST

- 8) Fire report requests are made from homeowners and insurance companies. The reports are produced using the Emergency Reporting System. Reports are mailed or picked up at district headquarters. If a public records fee is assessed the fee is logged on a report with the amount, check number and address. A deposit sheet with all pertinent information is produced. The check and deposit sheet are given to the assistant business manager for bank deposit.

TOWN AND STATE REQUEST

9) Respond to Town and State requests – periodically town officials request fire code compliance for different business in town when a license comes up for renewal. The fire prevention desk maintains accurate information and responds to requests with appropriate information or schedules and inspection to complete the request.

10)

Track school use forms.

11)

Administrative –

a) The fire prevention person answers all incoming calls to 401-658-0544.

Take messages or redirect calls as needed.

b) Type correspondence for the Fire Chief

c) Maintain the firefighter hiring list

i) Place newspaper ads as needed

ii) Arrange for testing site and test

12)

Bill details – Fire details are requested for events with expected attendance of over 300 people. The details are paid by the assistant business manager and forwarded to fire prevention for billing. Collection of the payment is forwarded for bank deposit. Follow up for delinquent payments is also done by fire prevention.

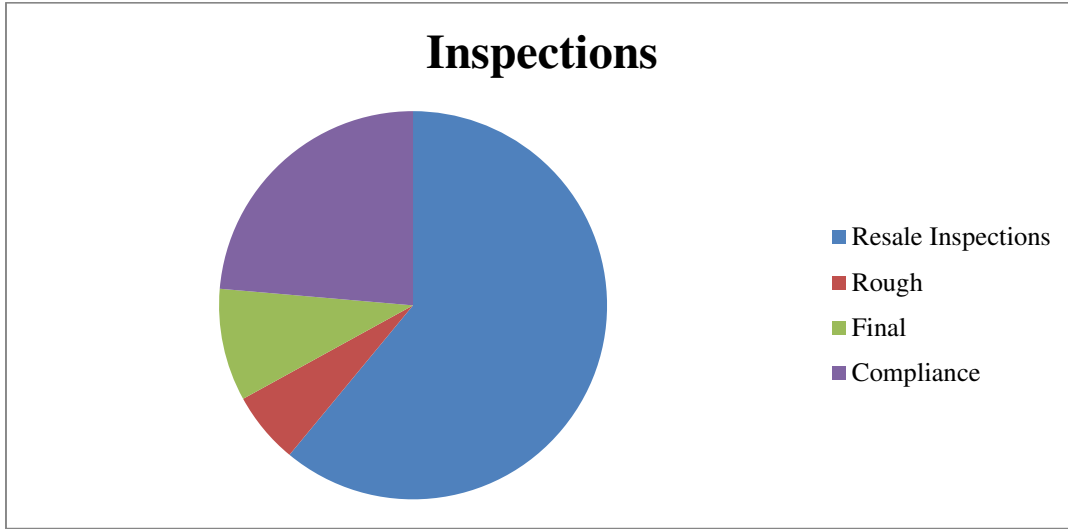
13)

Grant – applications for fire service related grants.

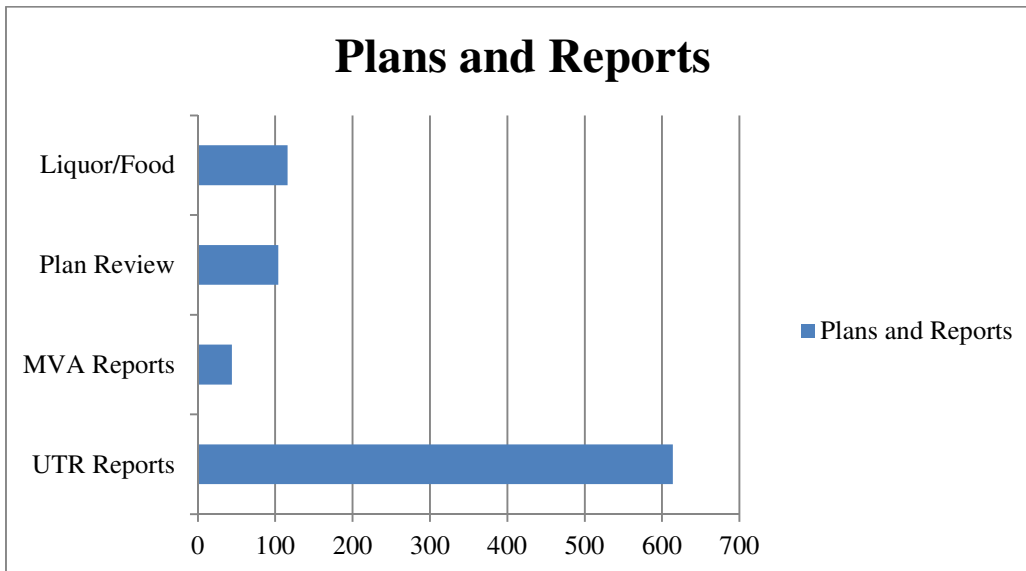
a) Workshops and certification –

- i) University of Rhode Island – Grant Writing Workshop
 - ii) University of Notre Dame – Effective Grant Proposal Writing/Certificate.
- b) Grants – awarded
 - i) Remembering When – A Fire and Fall Prevention Program for older adults
 - (1) Each Remembering When Award is valued at more than \$4,000 and includes:
 - a training workshop in Orlando from November 4–6, 2015 for each team.
 - airfare to and from Orlando & shuttle transportation to and from the hotel.
 - lodging at the Hilton Orlando Lake Buena Vista on November 4 and 5, 2015.
 - a networking reception on the evening of November 4, 2015.
 - breakfast, lunch, and snacks throughout the training.
 - ongoing support from NFPA for program implementation
- c) Grants – completed and pending review and notification
 - i) FEMA – Assistance to Firefighter Grant Program
 - (1) 100 ft Heavy Duty Quint Aerial Ladder Truck - \$1,039,613.00
 - (2) 4 monitor/defibrillators and 7 AED - \$118,068.00
- d) Grants – pending submission
 - i) FM Global – request for 8 Apple iPads with retina display, Otterbox protection cases, car charger power adapters and 2 year warranties.

STATISTICS



Inspections – 7/1/15 to 1/31/16	
Resale	325
Rough	32
Final	50
Compliance	126



Plans & Reports – 7/1/15 to 1/31/16	
Plan Review	104
MVA Reports	44
UTR Reports	614
Liquor/Food License	116

CONCLUSION

A lot has been accomplished in a relatively short time but there is still a lot to do. These are a couple of examples.

1. Files

- a. Old files purged and discarded
- b. Create a central location for all plans and any pertinent information such as fire alarm details for both residential and commercial.
 - i. Active
 - ii. Rough
 - iii. Final

2. Emergency Reporting System (ERS)

- a. Commercial and public buildings – Add all available information for use in Fire prevention or on an active fire scene to aid in fire suppression.
- b. Use ERS to maintain inspection reports
- c. ERS to create calendars for future inspections

3. Grants – set up a method to track available grants and the timelines associated with them. Available grants can be local, national or global but all have different requirements and methods for application.

REPORT OF CHAIRMAN BRUCE LEMOIS

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The following is a brief review of the merger's history, in clear distinct phases.

HISTORY OF MERGER

Phase One: In November 2010 the Town passes the referendum to merge the four fire districts. There was an 85% approval of this referendum.

Phase Two: The legal merger was effective upon passage of S-0958 in Spring of 2013. Importantly, the four districts immediately began consolidating and started with major cost savings. This included assign people in an "acting" basis to key leadership positions.

Phase Three: In November, 2014, the election of the new town wide Fire Committee and all operations are combined. As required by state law, the four districts financially operated separately until fiscal year end June 30, 2015. Beginning on July 1, 2016 the financial merger was completed.

ORGANIZING

The first process was to organize the newly elected Committee, which was done through November and December of 2014. This included items such as:

1. Selecting a meeting location and times.
2. Selecting the leadership of the Fire Committee which is now:
 - a. Bruce Lemois, Chairman
 - b. Phil Koutsogiane, Vice Chairman
 - c. Ronald Champagne, Finance Committee Chair
 - d. Frank Matta, Personnel Committee Chair

CHIEF OF THE DEPARTMENT

While the Fire Committee was getting its house in order the search for the new Chief of the Department began. It was determined that an internal search would best fit the needs of the Fire Department as the merger was, for all intense and purposes, already underway.

An outside search was recommended but the estimated three to four month time frame took us to about the midway point of where the merger would/should be almost completed.

In December the full Fire Committee selected Chief Kenneth Finlay as our first Executive Chief.

While the Chief and the full Fire Committee were establishing the general operations of the merged department it became clear that the District needed an experienced financial expert to join the CFD. Also at that time, it was clear we needed General Counsel to assist in legal matters.

FINANCE DIRECTOR

After an internal search and taking input from outside sources Thomas Bruce was hired as a contract vendor to provide the services of Finance Director to the District. Mr. Bruce is a recognized municipal finance manager in the State of RI, and worked in Cumberland for many years. His good reputation at the State level was imperative to the continued success of the merger.

He accomplished many items and solved many issues on the State level that were not known by the full Fire Committee. This included issues with the State of RI Pension program, items within the Department of Revenue and at the Office of the Auditor General.

A major component of successful merger was the completion of the first ever audits of the four departments as their last fiscal year ended. This was a major accomplishment and the results supported Mr. Bruce's review of the Department as being in good financial health.

GENERAL COUNSEL

As the last part of the Governance team, the full Fire Committee took the recommendation of the Chairman and hired Kelley Morris as the Fire Committee's General Counsel. In this position Ms. Morris oversees all legal matters. This includes:

1. Attending and participation in regular meetings of the Fire Committee, as well as special meetings as needed.
2. Review all legal issues and determines the best method to handling them. This could be either by her or recommended outside Counsel.
3. Writing of all resolutions and reviewing of Agenda.
4. Consults on Open Meetings Act issues.
5. Manages all outside Counsel Communications.

Ms. Morris brings municipal experience in many areas along with a solid reputation in the State of Rhode Island.

ROUND TABLE DISCUSSIONS

The Fire Committee has held two workshops since its inception. These workshops occur on a Saturday morning and last for about 3-4 hours. The workshops are led by a moderator, who keeps the meeting focused on topic. The fire district has enjoyed successful outcomes as a result of these intensive forums.

Having had two of these successful workshops it is definite that the Round Table Discussions will continue.

The workshop, in February of 2015, was focused on merging of the Finance Departments and



establishing goals and action items. This was one of the key elements to the successful merger and the formation of the Finance Department.

A key goal of the Fire Committee is transparency in all areas. At these meetings we invited representatives of the Local 2722 and the meeting was open to the public. It is

important that the Fire Committee keep the members of the local educated and informed about finances and the Local's responsibilities relating to same.

The next Round Table, held in Fall of 2015, included invited members of the public invited, with specific expertise in areas of importance to the Fire Committee's goals. This resulted in the forming of three Task Force Groups. Each group has a taxpayer appointed as the Chairman.

They include:

Capital Expense Task Force

Chaired by Mr. Ed LeBlanc

Members include Chief Finlay and Captain James Bardsley

The purpose is evaluate all needed projects within the four stations and if needed, apparatus.

Quarterly Tax Payment Task Force

Chaired by Mr. Thomas Kane

Members include Business Manger Diane Karolyshyn and Finance Chair Ron Champagne.

The purpose it to meet and determine the needs of the District to implement a quarterly payment process that will be offered to the taxpayers in the 2015-2016 tax bill. This will include a communications regarding the taxpayer having the ability to contact their mortgage company to have their fire bill added to their escrow.

Insurance Review Task Force

Chaired by Mr. Jeff Kearns

Members include Commissioners Ron Champagne and Bruce Lemois

The purpose it to take all of the District insurances to evaluate and formalize a RFQ. The insurances will then be put out to bid during Fiscal Quarter 3 or 4.

BUDGET

The budget process is outlined within the enabling legislation passed by the General Assembly and is very similar to the Town's budget process. The budget must be adopted by the second Monday of June.

The Fire Committee's Finance Committee was able to work as a team with the Chief and other members. A full budget was presented and approved within the legal time frame.

Since the four separate districts had made significant cost saving moves during the second phase of the merger, the first budget was a level funded budget from what the four separate districts had for the 2014-2015 fiscal year.

Furthermore, costs were kept in check even though the former Cumberland Fire District had an unsynchronized budget and tax collection process. Where the May and June expenses were collected in the following year's taxes. The new district felt it should not send out a supplemental tax bill to taxpayers in that district and assumed the cost.



Cumberland Fire and Rescue Dive Team

When you take the cost of those two months of \$250,000, our budget was considerable less. The amount and issue was recognized as true and real by the Department of Revenue and allowed the District to use that amount towards our total levy amount.

This first budget resulted in a tax rate of \$2.10 for operations and .04 for exemptions. For the first time all Senior, Veteran and Blind taxpayers in all four districts received exemptions. These exemptions are equal to 50% of what the Town offers.

The \$2.14 tax rate is 14 cents lower than the effective tax rate the four districts needed to fund fire service in the 2014-2015 fiscal year. A combined effective rate for fire service in Cumberland for the 2014-15 tax year was \$2.28 per thousand.

SAVINGS

As was previously explained the merger has three phases to the implementation. There were many moving parts during this time period including the implementation of the Jacob's Report as required by the 2010 referendum.

This report showed the pre-merged four Districts having fifty eight (58) sworn full time personnel. During the second phase of the merger this number was dropped to 52, a reduction of six (6) men, which is where we are today. The estimated savings, by sources outside of the district, was approximately \$108,000 per man. *This produced a second phase savings of \$648,000.*

In Phase Three there was a budget of \$260,000 in non-tax revenue used for the first time. This was made up of back taxes to collect as well as fees collect. Both of these categories were used as "extra" income in the past districts. *By using this non-tax revenue we were able to reduce what we taxed showing another savings to the taxpayers of \$260,000.*



In Phase Three we reduced the number of administrative employees by 4 people. The average pay, with district payroll taxes, was \$16,685 (\$1,390 per month) *for a total savings of \$66,743.* (Note the average schedule for the four was 15-20 hours per month.)

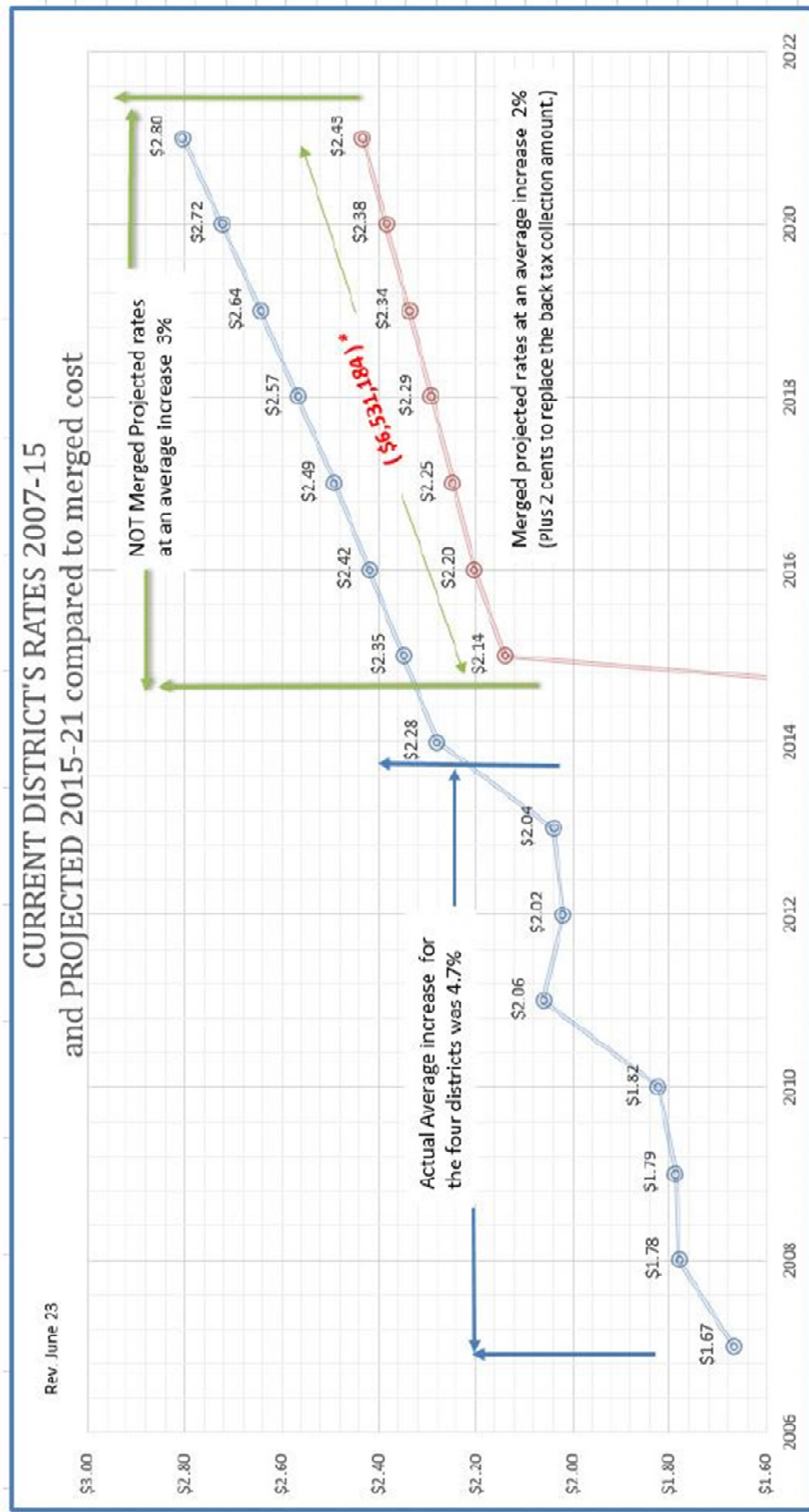
Summary of savings:

<i>Phase one:</i>	<i>None</i>
<i>Phase two:</i>	<i>\$648,000 reduction in men</i>
<i>Phase three:</i>	<i>\$326,743</i>
	<i>\$260,000 saved using non-tax revenue</i>
	<i>\$66,743 saved in reduction of employee</i>

Giving a total savings to the taxpayers of \$974,743 million dollars.

As the district continues to control the growth substantially less than the historical increase rate of 4.5% it is very clear to project a 6 million savings over the first seven years of the merger.

We have included a savings projection chart for a clear picture. This shows the seven year savings we are projecting.



LABOR RELATIONS

“We have had very few grievances filed this year. All have been settled to the betterment of both the Local and the Department. Grievances that are managed correct produce a positive result with immediate and long lasting labor relation improvements.”

As a result of the relationship between the men, the Chief and the Fire Committee we have the highest morale the department has experienced in years. The Chief and the men have forged an outstanding working relationship.

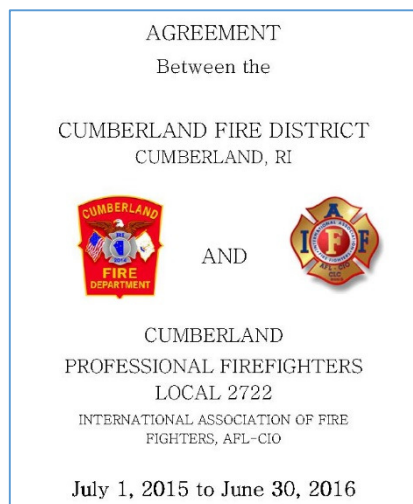
Along with the improved morale we were able to, with a very short period of time, merge the four Collective Bargaining Agreements (CBA). As stated in the legislation the contracts for the four Districts remain in effect once the Fire Committee was elected. The new Fire Committee was under RI State law to negotiate those contracts as one. The CFD would have had to follow the Arbitration Act had we not been able to settle, which was achieved. This is the language from S-0958:

6 The Collective Bargaining Agreements and all other binding commitments and
7 agreements entered into between the Cumberland, Cumberland Hill, North Cumberland and
8 Valley Falls Fire Districts and the Cumberland (IAFF Local 4114), Cumberland Hill (IAFF Local
9 2762), North Cumberland (IAFF Local 2722) and Valley Falls (IAFF Local 2729) Fire Fighters
10 Associations, and any retired members, in effect on the date of enactment of this Act, shall
11 remain in full force and effect and shall be treated from that point forward as entered into
12 between the Cumberland Fire District and the Cumberland (IAFF Local 4114), Cumberland Hill
13 (IAFF Local 2762), North Cumberland (IAFF Local 2722) and Valley Falls (IAFF Local 2729)
14 Fire Fighters Associations.

The four CBA has differences that needed to be worked out. The Cumberland Hill Fire District had the highest pay grade while the Valley Falls Fire District had some higher benefit cost than the other Districts. It was negotiated in a give and take fashion allowing the payrolls to be equalized and some benefits reduced.

This redistribution of expenses allowed for the contract cost to come in with a less of a cost than the four old Districts combined. Again if we take into consideration the \$250,000, about \$200,000 in labor cost, that the old CFD didn't fund the contract cost was substantially less.

One of the main attitudes of the town was that no man would be harmed in the merger. That was a very important part of this process.



As our largest asset is the Firefighters; ensuring that their families were kept as close to whole as possible was important.

We are taking this relationship into the current negotiations for the next contract.

EQUIPMENT

The Cumberland Fire District has sold off three (3) command vehicles and one fire truck. We have two Engines on the market in a national program.

Apparatus levels and assignments has been handled by Chief Finlay with safety and economics as a priority. As was mentioned in the Chief's report the Department has had an increase in our ISO rating, allowing for lower homeowner's insurance rates.

There are plans to replace the Chief's vehicle, a 2008 Crown Victoria. Which should come before the Full Committee in April. At the same meeting will come the announcement of an additional two pieces of equipment that will be put on the market for sale.

3 PLATOON REVIEW COMMITTEE

The Cumberland Fire District was challenged to implement a 3 Platoon system rather than the current 4 Platoon schedule system. Basically the 3 platoon system uses twelve less men by having the balance of the department work sixteen additional hours per week. Some believe that the savings of the benefits would offset the extra hours the men would be working. That would only work if not all sixteen hours was paid and/or paid at a substantially less hourly rate.

As the Cumberland Fire Department has a working contract in force, we are not able to arbitrarily reduce manning by 12 men and we are contracted to pay time and a half for hours over 42.

The 3 platoon was forced into use in another town in RI without a full vetting of the cost. The Cumberland Fire Department Fire Committee felt that the potential results were too important and to and far reaching to not have a professional and responsible financial review.

As the people pushing the 3 platoon scheduling system didn't present any documented savings a committee was established to provide that responsible financial review.

This committee invited various people to testify. Both those who were for the new system and those against. As the process to responsibility review this issue was going to be long and very detailed, each person testifying was required to present their testimony in writing. We had three people from the general public testify. Along with the committee's individual reports gave the committee eight testimonies to review.

This also resulted in over 1,300 pages of testimony, documents and data. All of which is available on the CFD website.

As mentioned the CFD is not able to just cut twelve men from the roster. If were able to negotiate this reduction it would be through attrition at best. Please note that the community at large was very clear that no man shall be harmed by the merger. The financial review of the 3 platoon scheduling system took and assumed we were able to get the reduction of men over time. Looking at the age and retirement projections of the department a ten year mark was used to reduce the roster by twelve men.

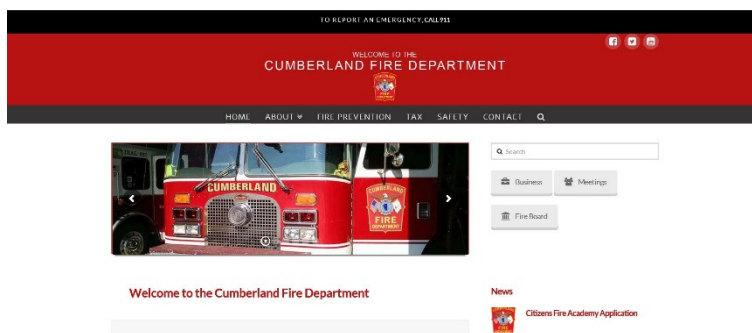
In doing this, and going to the 3 Platoon system, the overtime cost would have cost the District over nine million dollars over the course of ten years. (This also took into consideration the saving of the benefit cost as men retired.) Even hitting the eleventh year and seeing a small savings, the return on the investment (to recoup the nine million) would have been fifty four years. Hardly the fiscally responsible route to go.

The financial results along with the results of the testimonies, being seven against and one in favor of the 3 platoon system led to the rejection of further review.

INFORMATION TECHNOLOGY

The current computer network system being used by the CFD was up and running at the Cumberland Hill Fire District. This system is managed in house by our Lt. Eric DiRosario. The system is able to manage our networked software as well as the email and website systems.

The backup process is above the threshold that is needed for a first class disaster recovery program.

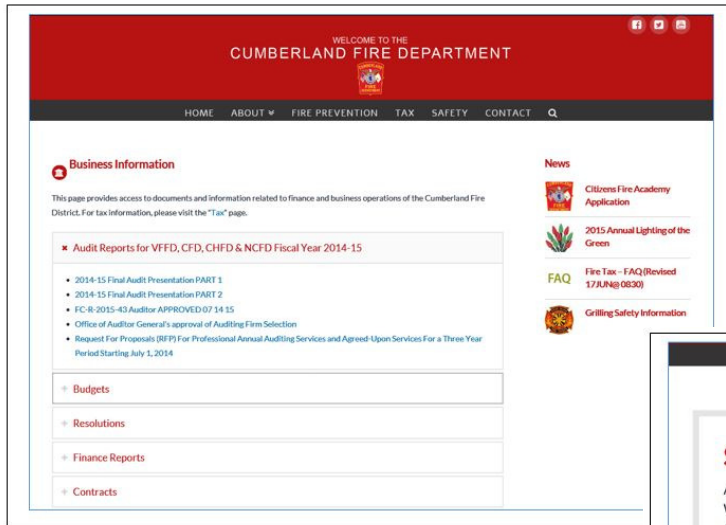


Our website is modern and it presents all the information any taxpayer would want to know about the operations at the CFD.

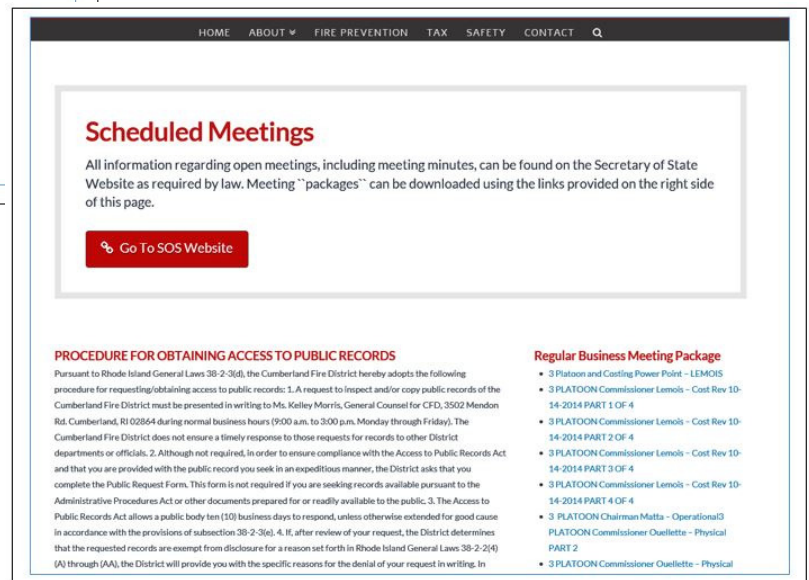
Currently we have:

1. All employment contracts
2. All information about the auditing firm, its selection and contract.
3. The complete audits of the four districts

4. Each resolution voted on; including:
 - a. The title for easy research
 - b. Date of passage or fail
 - c. The record of the vote and any special notes.



5. Agenda and supporting document for each regular meeting.
6. Current Budgets
7. All testimonies regarding the 3 Platoon System.



Lastly our phone system, again coming from the Cumberland Hill Fire District, was large enough to handle the increase use once the finance and administrative departments were merged to the new Headquarters. We are however, researching for a new Voice of the Internet System. This would allow CFD to cancel several phone lines and increase communications between buildings.

QUARTERLY PAYMENTS

For the tax year 2015-2016 CFD will be offering the quarterly payment option for the fire tax bills. As previously mentioned we have appointed a Task Force to work through this process and all that is needed to roll out this program.

We will be doing renovations in Headquarters to allow for a professional tax collection process.

These are some other issues begin reviewed:

1. Cost of lost interest earned on previously higher bank balances.
2. The amount of extra labor that will be needed.
3. If there will be a need for TANS

We are also going to be doing a major communications to the taxpayers to make them aware that their mortgage companies can add this tax bill to their escrow account; allowing them to make this payment monthly.

REVIEW OF COMMENTS MADE AT THE JANUARY 20TH COUNCIL MEETING

While the presentation at the January 20th Council meeting was presented by two commissioners, it was without input or even the knowledge of the full Fire Committee. While reviewing that portion of the meeting there were many incorrect opinions and/or facts presented. At best many were incomplete. We have taken a small amount and documented the correct information below.

1. **“Administrative staff went up, prior to the consolidation they were part-timers now they are a combination of almost full timers, independent contractors and part timers but the monies, the cost has substantially gone up from roughly 130,000 to 215,000 plus benefits. Which makes it a grand total of about 240,000.”**

The cost for the administrative staff prior to the merger is stated in our budget:

ITEM	2014-15
Advertising, legal and employment	\$ 2,633
External Accounting Fees / Accounting & Report	\$ 12,775
Treasurer Expenses	\$ -
Tax Collector Expenses	\$ -
Professional Development	\$ 583
Professional Fees	\$ 8,083
Admin Assistant Business Manager	\$ 52,816
Admin Assistant A/P	\$ -
Admin Assistant Payroll Admin A/P	\$ 13,000
Admin Assistant Phones/scheudles	\$ -
Committee Members	\$ 39,550
Committee Members - Per Diem	\$ 500
Finance Management Fee	\$ -
Legal	\$ 13,750
Part Time clerks for tax seasons	\$ -
Social securtiy Admin Payroll	\$ 28,000
Tax Collector Fees	\$ 48,062
Tax Expenses Treasurer \$ Collector	\$ 13,060
Treasurer Fee	\$ 61,557
	\$ 266,944

ADMINISTRATIVE PAYROLL	
Administrative Staff	\$ 128,900
Clerk	\$ 3,200
Committee Members	\$ -
Committee Members - Per	\$ -
Finance Management Fee	\$ 78,000
Legal	\$ 12,000
Moderator	\$ -
Part Time clerks for tax se	\$ 10,000
Social security Admin Payo	\$ 16,000
Tax Collector Fees	\$ -
Tax Expenses Treasurer \$	\$ -
Treasurer Fee	\$ -
	\$ 248,100

It is clear that the combined cost of the four district administrative cost was \$266,944 while this year's budget is set for \$248,100. A significant savings of \$18,844.

Now, one can pick out one line item within the group and say "it is higher", but that is disingenuous and half the truth. You must look at the entire picture. And this one shows shavings.

- 2. The redistribution has also increased the salaries of the firefighters, they matched the highest district of the four which was Cumberland Hill, so the other three went to the same as Cumberland Hill. So 70% of the firefighters got an increase in wages.**

Though this redistribution, as characterized, did equalize the salaries of the work force, there were also a redistribution of other cost that were decreased. You can look at one line and say it went up, but the total cost of the contract was budgeted at a savings. That is the bottom line.

- 3. You have already discussed the aspect that you have the power and I think, not that I want people to take on more work than you have, because I know you have a great deal of work to do but maybe with the assistance of others, this is an opportunity to see if you can accomplish what the taxpayers were looking for and were lead to believe when that referendum went to vote; we are going to save some money; that has not been done.**

Please refer to the section of this report about savings. It is documented that over the three phases of the merger there has been over one million in savings.

Again, you can look at just the level funded budget and yell "no savings" but when the entire picture is shown, the savings is there. In fact, in just finally controlling the growth of the fire service cost in Cumberland and decreasing the tax rate by 10%, is a savings alone.

- 4. "Prior to the merger I was the chairperson of the NCFD, when they just did the audit which completed the individual audits of the four districts; NCFD ended with a surplus even after lowering its tax rate to 1.28 per thousand with approximately 560,000."**

What wasn't pointed out was the refinancing of a used fire engine to have that cash available. Also not pointed out was that the tax rate was artificially reduced yet NCFD increased their budget by 2.29%. There isn't any savings to the NCFD when you increase your spending by 2%.

- 5. They voted for that, let's face it, because they thought there were some synergies in consolidating the four separate fire districts which they felt they could generate some tax savings. The consolidated district's first year budget was 7.3 million dollars which was the aggregated or combined spending package of the four separate Districts. Now we don't know what the true numbers will be, come June 30th. But we do know under the budget that was adopted this consolidated district there were no savings for**

the taxpayers. It was the same 7.3 as was prior to the consolidation. That's not what the taxpayers approved 10,000 to 2,000 back in 2010. They wanted savings.

Again I point to the section of this report clearly defining over one million in savings. We can't be looking at the finances of the Cumberland Fire District with blinders on. One needs to do a responsible financial review to present the complete factual results.

- 6. The other thing is that Public Safety is our number one job here in town hall. And the Fire Service is an important role and um the coordination of those efforts, the management of those efforts under one roof, the synergies that are realized, um with the rescue department and police and dispatch, having those under one roof. Are paralleled in just about every other community. (Listed several cities and towns) Their rescue is with the fire. It's not two separate groups. Um also the savings of bringing the administration into town hall integrating those into some of the existing positions here in town I believe we can save some taxpayers some additional dollars as well as obtain the one bill that Councilor Scullin referenced.**

Currently the Town of Cumberland has one Public Safety Director and that is Mayor Murray. He coordinates between Police, Fire and Rescue.

Fire Chief Finlay is active and functioning part of that team. He is involved in the regular meetings and planning sessions. The Cumberland Fire Department is well involved in all emergency planning sessions.

Right now Cumberland Fire and Rescue work together in the Dive Team, with regular drills being conducted with both departments.

Cumberland Fire has two of the four engines licensed as Advanced Life Support engines. We are in the process of registering the other two engines. Right now, from Pound Road and north a fire engine is generally first on scene for a medical call and is equipped to start treatment until the Rescue arrives. At that time the Rescue takes over the calls. When needed and call for by the Rescue a CFD EMT-C will chauffeur the rescue to the hospital while Rescue provides patient care.

They are a team and have been working together for years.

Housing the fire Chief in Town Hall would be exactly the wrong move. The Chief of the Department needs to be just that; Chief of the Department and stationed in the Department. Not behind a desk at Town Hall. Neither the Chief of Police nor Director of Rescue sit behind a desk in town hall.

Lastly, as we go to a quarterly payment the taxpayer will be able to have this tax bill placed into their escrow accounts. Letting the fire tax bill be paid monthly, just as the Town bill is paid.

7. Mr. Koutsogiane and I are trying to right the ship, but at 5-2 it's impossible

Please see separate attachment, which will be part of the minutes for the March 16, 2016 meeting.

8. What the tax payer voted on in 2010 by an 80/20 margin, actually I think it was 85/15, um 10,000 positives 2,500 negative on support for improved fire service delivery and the establishment of a consolidated fire agency that could be a town department.

Please see separate attachment, which will be part of the minutes for the March 16, 2016 meeting.

Would like to end with a quote from former Cumberland Mayor and current Lt. Governor Daniel McKee. This was stated on the TV show "*Dan Yorke State of Mind.*" On September 4, 2015.

"People can tell things, fly out with misinformation all over the place, eventually when you challenge it, it doesn't hold water and they have to own up to it."

Respectfully submitted

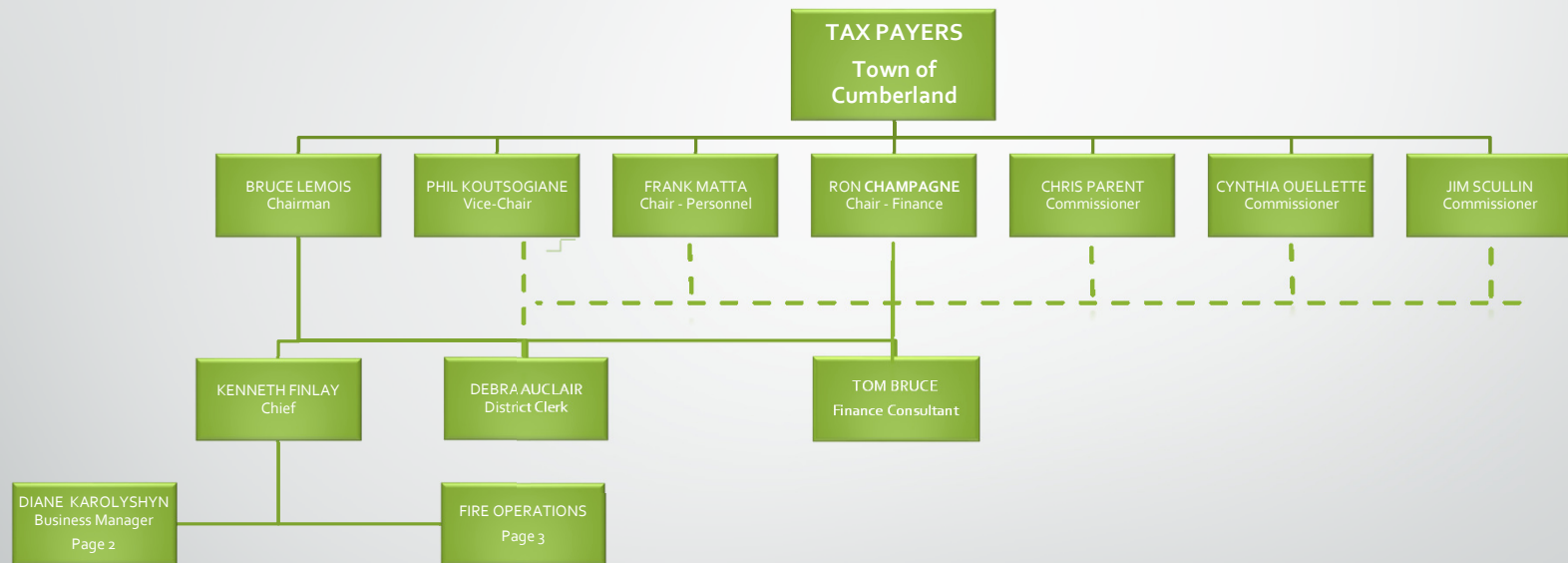


Bruce Lemois, Chairman
Cumberland Fire District

CFD ORGANIZATIONAL CHART

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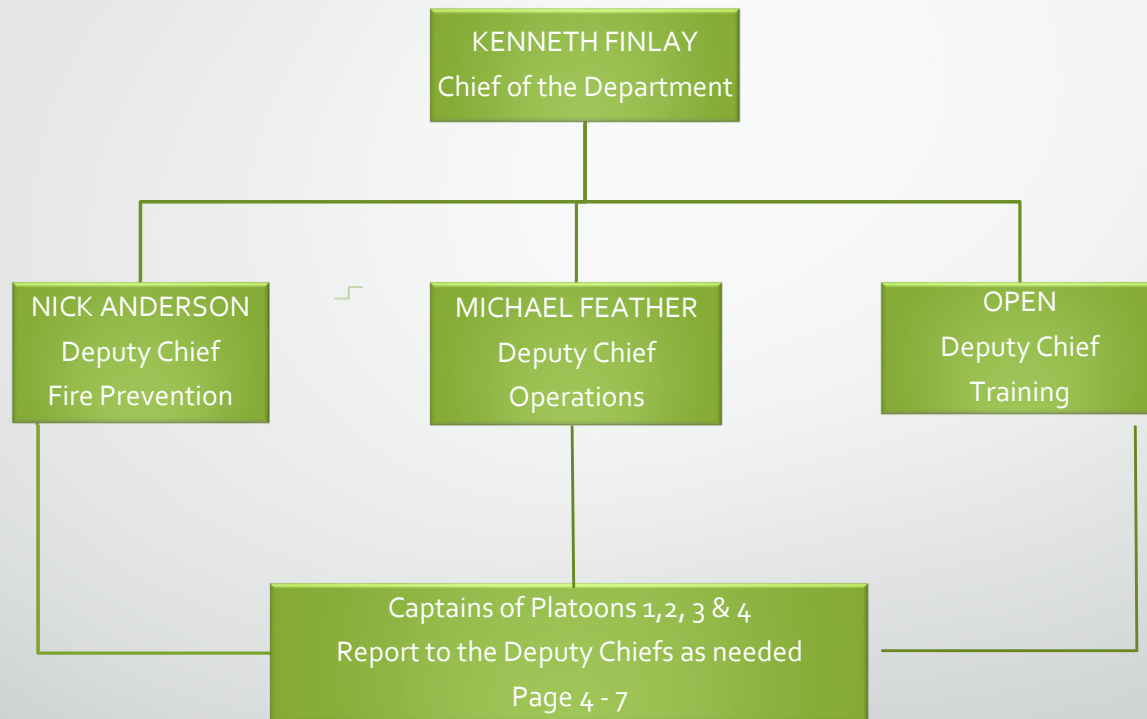
Cumberland Fire Department Governance



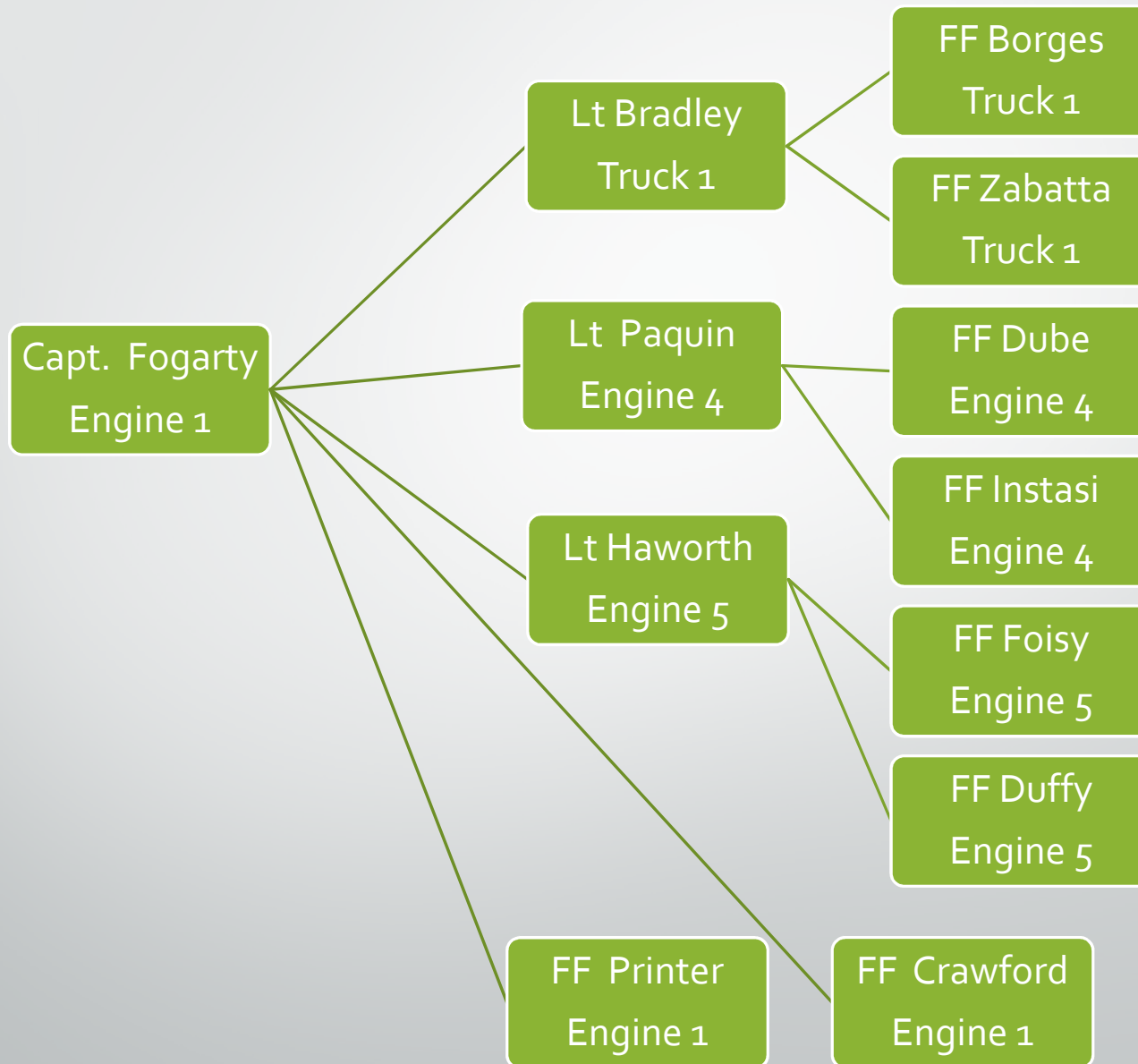
Cumberland Fire Department Administrative Office



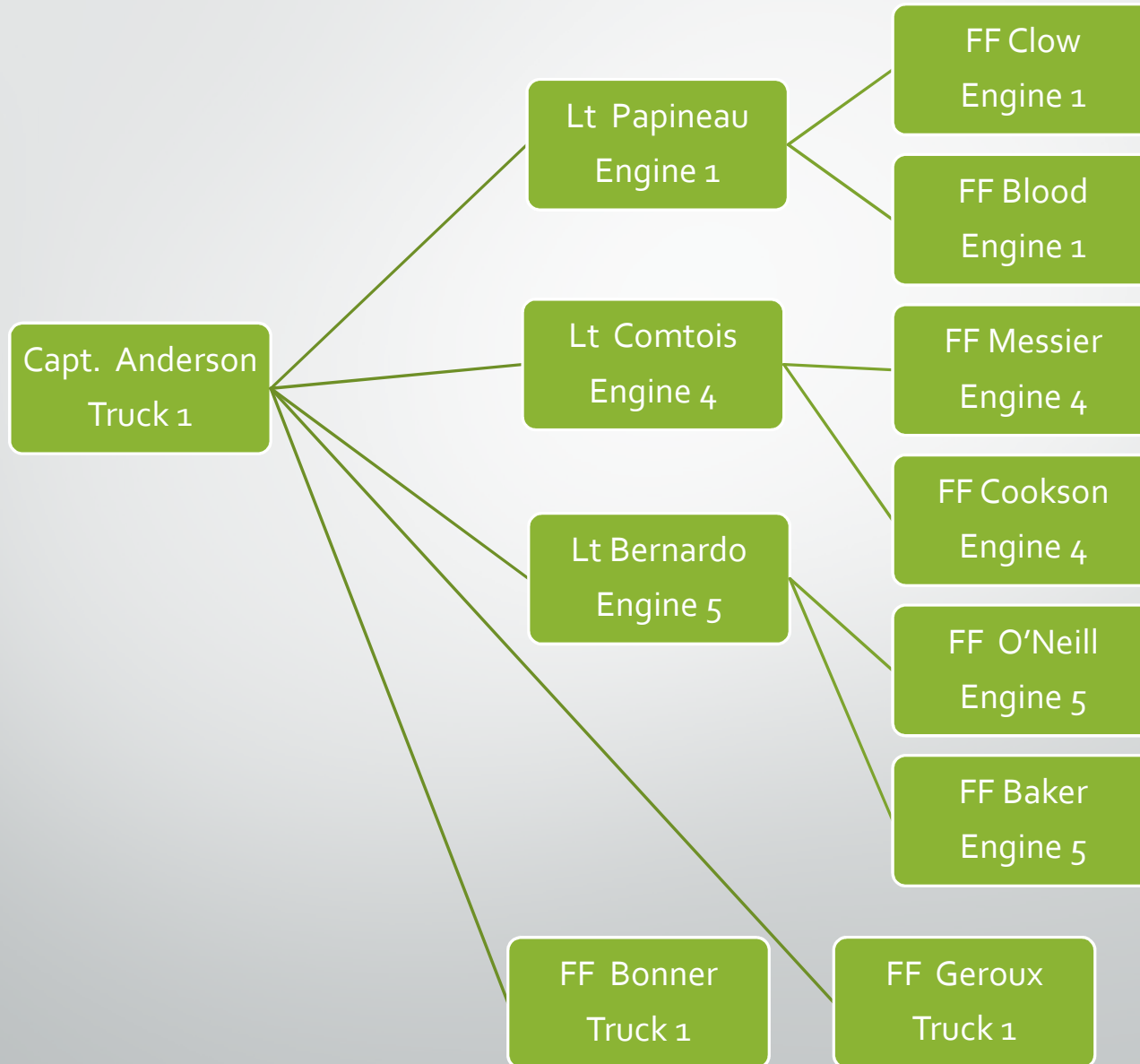
Cumberland Fire Department Fire Operations



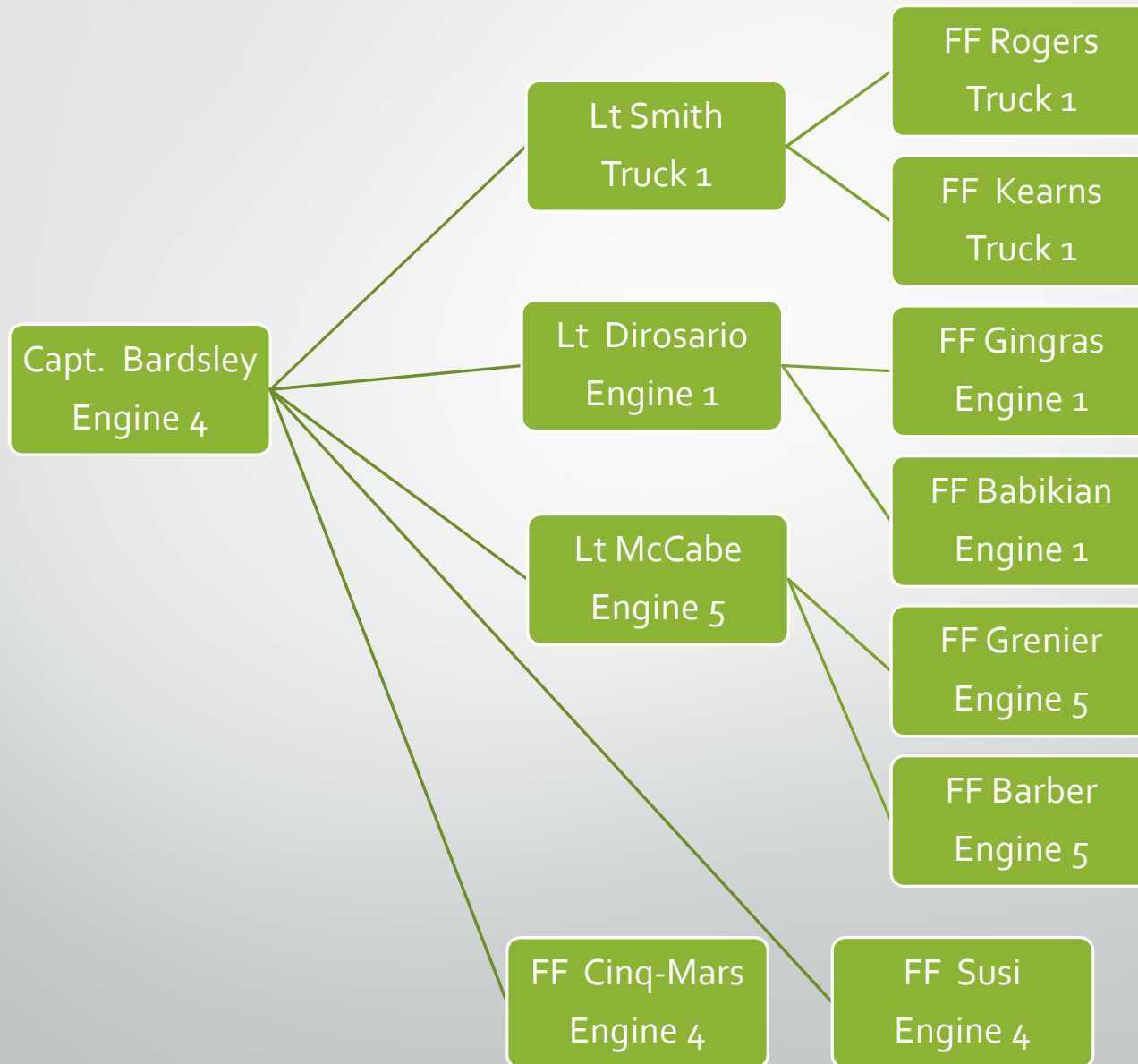
Cumberland Fire Department Platoon 1 Structure



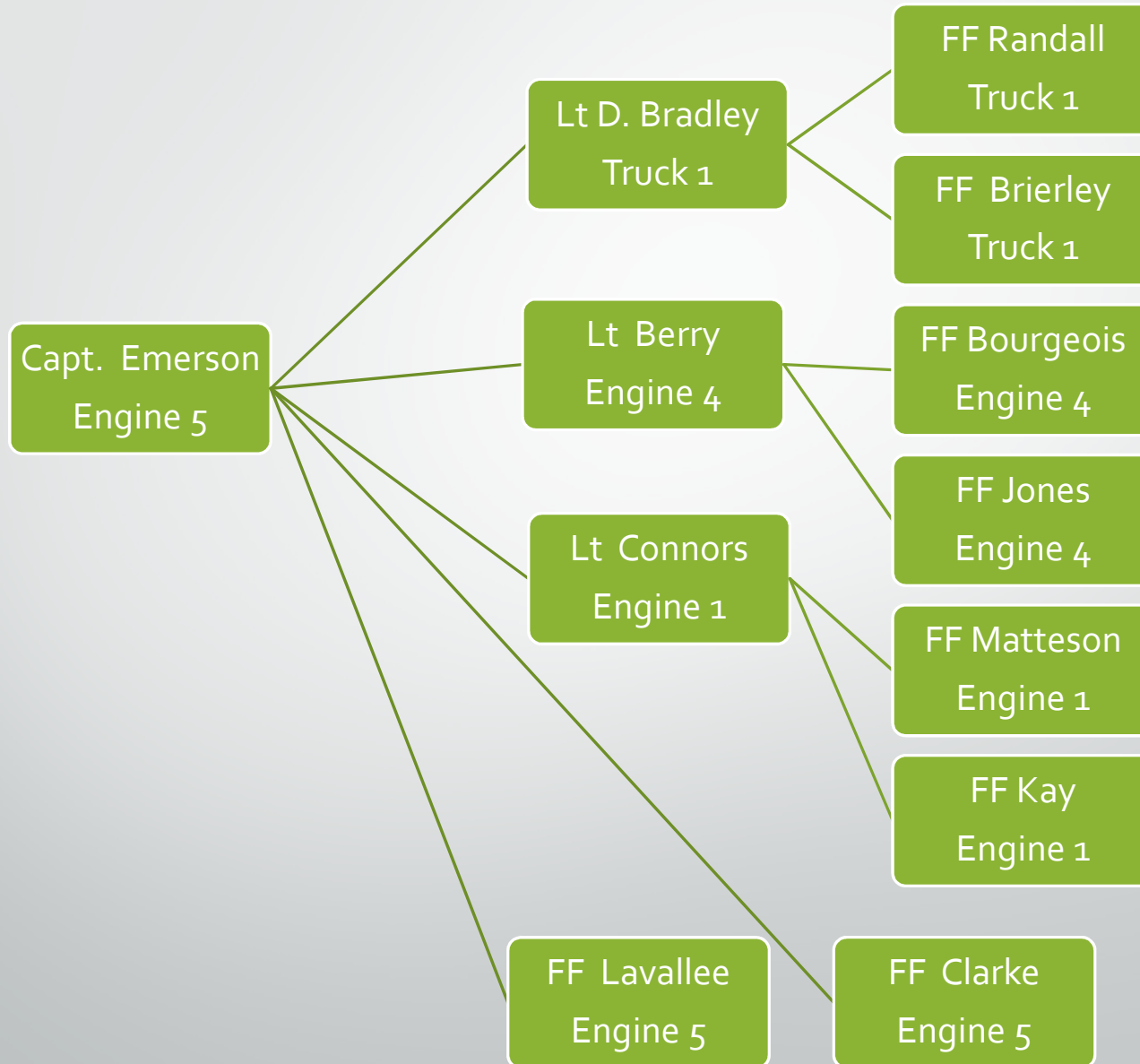
Cumberland Fire Department Platoon 2 Structure



Cumberland Fire Department Platoon 3 Structure



Cumberland Fire Department Platoon 4 Structure



CFD EFFICIENCY COMPARISON

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Cost Comparisons between CFD and RI Departments

<u>COMPARING DEPARTMENT</u>	<u>\$/MAN/YR</u>	<u>CFD</u>	<u>VARIANCE</u>
NORTH KINGSTON FIRE DEPARTMENT	\$128,912	\$123,158	-\$5,754
NORTH PROVIDENCE FIRE DEPARTMENT	<u>\$ 99,590</u>	\$ 95,337	-\$4,253
EAST PROVIDENCE FIRE DEPARTMENT	\$128,318	\$126,018	-\$2,237
NARRAGANSETT FIRE DEPARTMENT	\$149,747	\$125,695	-\$25,043

These comparisons are purposed to show the efficiency of CFD and not meant to criticize any of these departments or their specific reasons for staffing levels and/or cost.

2013 -- S 0958 SUBSTITUTE A AS AMENDED

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LC02310/SUB A/2

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STATE OF RHODE ISLAND

IN GENERAL ASSEMBLY

JANUARY SESSION, A.D. 2013

A N A C T

RELATING TO THE CONSOLIDATION OF THE CUMBERLAND, NORTH
CUMBERLAND, CUMBERLAND HILL, AND VALLEY FALLS FIRE DISTRICTS INTO
THE CUMBERLAND FIRE DISTRICT

Introduced By: Senators Pearson, and Picard

Date Introduced: May 22, 2013

Referred To: Senate Finance

It is enacted by the General Assembly as follows:

1 SECTION 1. The Cumberland, North Cumberland, Cumberland Hill, and Valley Falls
2 Fire Districts are hereby merged and consolidated into the Cumberland Fire District in the manner
3 and form as follows:

4 Section 1. Name And Jurisdiction

5 This consolidated fire district shall be known as the Cumberland Fire District and shall
6 have jurisdiction over the entire town of Cumberland. The Cumberland Fire District shall acquire
7 the property, assets and personnel of the Cumberland, North Cumberland, Cumberland Hill, and
8 Valley Falls Fire Districts. The action of consolidating the existing districts into one independent
9 district is done so in accordance with a referendum approved by the qualified voters of the Town
10 of Cumberland by a vote of 10,033 in favor and 2,544 opposed which took place on November 2,
11 2010 and by a resolution adopted by the Cumberland Town Council on May 1, 2013.

12 Section 2. Electors

13 All of the taxable inhabitants or qualified electors of the town of Cumberland, eighteen
14 (18) years of age or older, shall be members of the distinct and independent entity known as the
15 "Cumberland Fire District."

16 Section 3. Governing Body

17 The initial governing body of the consolidated Cumberland Fire District shall be a Fire
18 Committee.

1 Beginning no later than November of 2014, with the regularly scheduled general election,
2 seven (7) members of the Cumberland Fire Committee shall be elected. Each of the five (5)
3 council districts shall elect one member, with two (2) members being elected from the town at
4 large. It shall be a non-partisan election for a two (2) year term. The winning candidates shall be
5 sworn in immediately after the election results are certified. Any vacancy in the membership of
6 the Committee shall be filled by written ballot of a majority of all the members of the Town
7 Council for the remainder of the term of office, provided that the person selected to fill said
8 vacancy shall be a qualified elector from that district. A vacancy in said membership of the
9 Committee shall occur if a member dies, resigns from office, ceases to be a resident and/or elector
10 of the district in which elected, or shall be absent for four (4) consecutive regular meetings or six
11 (6) regular meetings within a twelve (12) month period unless said absence(s) are excused by a
12 majority vote of the whole Committee. Any and all elections, provided for under this act, shall be
13 administered by the state board of elections and the town of Cumberland board of canvassers.

14 Section 4. Bylaws

15 The Committee may adopt bylaws they deem necessary and expedient for carrying out
16 the provisions of this act, provided that they are not in violation of or repugnant to the laws of this
17 state. The Committee may change any provision of the bylaws at any regular or special meeting,
18 provided the proposed change has been noticed on the agenda of the meeting.

19 Section 5. Authorization To Borrow Funds

20 The Cumberland Fire District is hereby authorized and empowered to borrow from time
21 to time such sums of money as may be necessary, provided, however, that no bonded
22 indebtedness may be incurred pledging the credit of the District in excess of one hundred
23 thousand dollars (\$100,000) total in any one fiscal year unless approved by a majority of the
24 electors voting thereon at a general or special election; provided however, that this limit shall not
25 apply to borrowing in anticipation of tax receipts, or receipts of federal or state grant monies, up
26 to the limits set therefor and under the conditions specified in state law. At no time shall the
27 accumulated debt of the district exceed one half of its' annual operating budget.

28 Section 6. Preservation Of Rights Under Existing Labor Contracts

29 In accordance with the provisions of Section 19.1 of Chapter 7, Title 28 of the Rhode
30 Island General Laws, this act of consolidation shall not impair the provisions of any existing labor
31 contracts for persons employed by any of the individual fire districts. Notwithstanding this
32 consolidation, the labor contracts shall continue in full force and effect until their termination
33 dates or until otherwise agreed by the parties or their legal successors.

34 All employees of the Cumberland, Cumberland Hill, North Cumberland and Valley Falls

1 Fire Districts who are so employed by said districts as of the date of the enactment of this Act,
2 shall become employees of the Cumberland Fire District, and shall retain all accumulated rank,
3 benefits and other rights of employment as existed with the several districts without any action by
4 the Committee of the Cumberland Fire District. Nothing contained herein shall prevent the
5 Committee from reducing or eliminating non-contractual positions.

6 The Collective Bargaining Agreements and all other binding commitments and
7 agreements entered into between the Cumberland, Cumberland Hill, North Cumberland and
8 Valley Falls Fire Districts and the Cumberland (IAFF Local 4114), Cumberland Hill (IAFF Local
9 2762), North Cumberland (IAFF Local 2722) and Valley Falls (IAFF Local 2729) Fire Fighters
10 Associations, and any retired members, in effect on the date of enactment of this Act, shall
11 remain in full force and effect and shall be treated from that point forward as entered into
12 between the Cumberland Fire District and the Cumberland (IAFF Local 4114), Cumberland Hill
13 (IAFF Local 2762), North Cumberland (IAFF Local 2722) and Valley Falls (IAFF Local 2729)
14 Fire Fighters Associations.

15 Section 7. Taxes And Tax Collector

16 The Committee shall have power to impose taxes, and provide for assessing and
17 collecting the same, on the taxable inhabitants or property in said district, as they shall deem
18 necessary for purchasing and procuring real estate, and buildings, implements, apparatus and
19 other equipment, and for the payment of the current expenses of said district, the payment of such
20 fire force as they may deem necessary for the protection of the inhabitants of said district from
21 fires and for the preservation of the public peace therein and also for the payment of any
22 indebtedness that has been or may be incurred by said district. The Committee and the District
23 shall be subject to, and bound by, Section 44-5-2 ("maximum levy") of the general laws as if they
24 were a city or town. Such taxes so ordered shall be assessed by the assessors of said district on the
25 taxable inhabitants or property therein according to the last valuation made by the assessor of the
26 town next previous to said assessment, adding, however, any taxable property which may have
27 been omitted by said town assessors or which may have been since acquired. In the assessing and
28 collecting of said taxes such proceedings shall be had by the officers of said district as near as
29 may be, as are required to be had by the corresponding officers of towns in this state in assessing
30 and collecting town taxes. The collector of taxes for the town, by a mutual agreement between the
31 District and the Town Council of the Town of Cumberland, may provide assistance in the
32 collection of the taxes for said district, including, but not limited to, arranging for the fire tax bill
33 to appear on the same bill as the town tax bill. Any and all funds collected by the Town on behalf
34 of the District shall be separately held and accounted for and be held for the exclusive use of the

1 fire district. The collector of taxes for said district shall, for the purpose of collecting taxes
2 assessed for said district, have the same powers and authorities as are now by law conferred upon
3 collectors of taxes for the towns in this state. Said district may provide for such deduction from
4 the tax assessed against any person if paid by an appointed time or for such penalty by way of
5 percentage on the tax if not paid at an appointed time, as they shall deem necessary to insure
6 punctual payments.

7 Section 8. Corporate Status

8 This newly consolidated Cumberland Fire District shall have the right to enter into
9 contracts, to sue and to be sued, and to perform all the functions of a corporation and shall have
10 all general corporate powers permitted by law in accordance with section 7-1.1-4, as amended.
11 The Cumberland Fire District shall possess all the rights, privileges, immunities, and franchises,
12 as well of a public or of a private nature, of the Cumberland, North Cumberland, Cumberland
13 Hill, and Valley Falls Fire Districts; and all property, real, personal and mixed, and all debts due
14 on whatever account, including outstanding taxes, and all other causes in action, and all and every
15 other interest of or belonging to or due to the Cumberland, North Cumberland, Cumberland Hill,
16 and Valley Falls Fire Districts (herein consolidated), shall be taken and deemed to be transferred
17 to and vested in the Cumberland Fire Districts without further act or deed; and the title to any real
18 estate, or any interest therein, vested in the Cumberland, North Cumberland, Cumberland Hill,
19 and Valley Falls Fire Districts shall not revert or be in any way impaired by reason of this
20 consolidation.

21 Section 9. Management

22 The management of the Cumberland, North Cumberland, Cumberland Hill, and Valley
23 Falls Fire Districts shall be assumed by the Cumberland Fire Committee. The Committee shall
24 assume and have all the powers and duties of the Board of Fire Commissioners for each of the
25 four (4) existing fire districts and to the extent that this contravenes the existing public laws
26 relating to each of the four (4) existing fire districts, this act shall control and supersede said prior
27 acts.

28 During the first year, following the election of the Committee, in November, 2014, the
29 Committee shall manage and oversee the four (4) existing budgets of each of the consolidated fire
30 districts, provided, however, that during the budget cycle for the fiscal year beginning on July 1,
31 2015, the Committee shall adopt one budget and one tax rate for the unified district. In all
32 subsequent fiscal years the Committee shall have the power to adopt an annual operating budget.
33 The Committee shall make provision for no less than two (2) public hearings thereon, to be held
34 on separate days, and to be concluded no later than the first Monday in June. Notice of said

1 hearings shall be advertised on at least three (3) separate days in a newspaper or newspapers of
2 general circulation in the Town, the final such advertisement to appear no less than five (5) days
3 prior to the first hearing date. In adopting the final budget, the Committee shall take two (2)
4 separate votes thereon, the second of which shall be taken no less than forty-eight (48) hours
5 following the first. The Committee shall have completed action on the final budget no later than
6 the second Monday in June. Any amendment proposed to the annual budget following its
7 adoption shall specify the source of any funds sought to be appropriated over and above the total
8 in the budget as originally adopted, and shall be considered by the Committee under the following
9 procedure: A budget amendment showing the proposed changes in the affected line items shall be
10 presented to the Committee and shall be referred to a subsequent regular or special meeting for
11 action on its adoption. The Committee shall make provision for two (2) public hearings thereon,
12 to be held on separate days. The second such hearing may be on the date the Committee shall
13 consider adoption of the budget amendment. Notice of the said hearings shall be advertised on at
14 least three (3) separate days in a newspaper or newspapers of general circulation in the Town, the
15 final such advertisement to appear no less than ten (10) days prior to the first hearing date. The
16 Committee shall also cause to be published in a newspaper or newspapers of general circulation
17 in the Town a summary of major expenditure and revenue categories appearing in the budget
18 amendment, compared to current authorized expenditures and revenues, said publication is to
19 appear no less than ten (10) days prior to the first public hearing.

20 Any item or items in the District budget as finally adopted are subject to referendum of
21 the electors of the District in the following manner:

22 (a) Any elector of the District may circulate a petition for the holding of a referendum on
23 such item or items of authorized expenditure provided for in the budget as shall be specifically
24 identified in said petition together with the proposed amount of increase or decrease thereof. Such
25 petition may call for the elimination of an item of expenditure in its entirety, or the insertion of a
26 new item. Any such petition must be filed with the Town Clerk no later than fourteen (14)
27 calendar days following the final adoption of the budget.

28 (b) The Town Clerk shall transmit any such petition received by him or her to the
29 Canvassing Authority which shall verify the signatures thereon forthwith. If the petition shall be
30 certified by the Canvassers to contain the valid signatures of at least four percent (4%) of the
31 electors then registered in the Town, it shall be returned to the Town Clerk.

32 (c) Upon receipt of such certification from the Canvassing Authority, the Town Clerk
33 shall set a date for the holding of a referendum by the electors of the Town on the items specified
34 in the petition, such referendum to take place no later than the third Tuesday following receipt of

1 such certification.

2 (d) Upon the certification of any such petition for a referendum by the Canvassing
3 Authority pursuant to subparagraph (b) of this Section, if such petition calls for the reduction or
4 elimination of an item or items in the budget as approved, no expenditures shall be made from
5 said item or items, nor shall any of the funds therefrom be obligated, until the referendum thereon
6 has been held and the issue resolved; provided, however, that the Committee may continue to
7 spend and/or obligate funds until the referendum is held and the issue resolved, so long as the rate
8 of expenditure and/or obligation does not exceed that of the previous year during the same period
9 of time.

10 Any and all funds acquired by the Cumberland Fire District hereunder which are held by
11 the Cumberland, North Cumberland, Cumberland Hill, and Valley Falls Fire Districts in accounts
12 restricted by prior voter approval, testamentary bequest or state law (including, but not limited to,
13 the Rhode Island Development Impact Fee Act, R.I.G.L. §45-22.4-1 et seq.) shall be held, used or
14 applied, spent, expended and administered by the Cumberland Fire District in accordance with
15 the restrictions imposed thereon until the funds have been exhausted.

16 Section 10. Existing Boards Of Commissioners

17 The existing boards of commissioners for the Cumberland, North Cumberland,
18 Cumberland Hill, and Valley Falls Fire Districts as created by the General Assembly shall be
19 dissolved, upon the swearing in of the Cumberland Fire Committee, and all of their powers and
20 duties shall pass to the Cumberland Fire Committee not inconsistent with this act. No labor
21 contracts shall be entered into or extended beyond June 30, 2015, until the swearing in of the
22 newly elected Fire Committee. The existing boards of commissioners for the Cumberland, North
23 Cumberland, Cumberland Hill, and Valley Falls Fire Districts shall not approve or adopt a budget
24 that extends beyond June 30, 2015.

25 The existing boards of commissioners for the Cumberland, North Cumberland,
26 Cumberland Hill, and Valley Falls Fire Districts are hereby empowered and authorized to appoint
27 a transitional committee to assist in the transition to a consolidated fire district. Said transitional
28 committee may make recommendations to the four (4) existing boards of fire commissioners and
29 may be empowered by resolution of the existing boards of commissioners to act on their behalf
30 on matters relating to this consolidation.

31 SECTION 2. The Cumberland Town Council shall have the authority, in accordance with
32 the vote of the electors at the general election of November 2, 2010, to implement this
33 consolidation plan through arranging for the election and appropriating such municipal funds and
34 resources necessary to carry out the implementation of this act.

1 SECTION 3. Sections 2, 3 and 10 of Section 1 and Sections 2 and 3 of this act shall take
2 effect upon passage. The remaining sections of this act shall take effect upon the election of the
3 Cumberland Fire Committee. Should any part of this act contravene or be inconsistent with any
4 terms or provisions of the Public Laws which created and/or amended the charters of the
5 Cumberland, North Cumberland, Cumberland Hill, and Valley Falls Fire Districts, the provisions
6 of this act shall control.

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LC02310/SUB A/2

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REFERENDUM QUESTION

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REFERENDUM QUESTION

During the January 20, 2016 the referendum question was presented for the record but in an edited format. It was edited to make it sound like the Town voted for a municipal department. This was the edited version:

"What the tax payer voted on in 2010 by an 80/20 margin, actually I think it was 85/15, um 10,000 positives 2,500 negative on support for improved fire service delivery and the establishment of a consolidated fire agency that could be a town department. " A. Lambi

It is clear that the Town of Cumberland voted to empower the T/C to implement improved fire services delivery.

By involving the key stakeholders, service providers and personnel of the current four (4) districts.

This was to lead to the establishment of a "State-of-the-Art" fire services delivery agency.

That is the question that was voted on. Please note that no mention in the question, was there about a municipal fire department.

In fact it relied heavily on the Key Stakeholders, Service Providers and Personnel of the Districts. Not the Council, at all.

After the question, it suggested three different types of service providers. The Council at that time, as approved by the General Assembly, chose an independent district. We have presented documented savings of over one million dollars it is certain the merger is working.

To try to change it with barely one fiscal year of experience doesn't show the leadership needed to allow the successful merger continue. "It's Working." From 5 of the 7 members of the Fire Committee we ask that you vote no on this resolution and allow all 85 of the 87 people involved in the merger to continue with its successful implementation.

If anything, I ask your support to increase our budget so we can build the mandated

"State-of-the-Art" Fire Services Delivery Agency. This is clearly what the voters wanted.

Presented by Bruce Lemois April 6, 2016

LOCAL QUESTIONS

5. **CONSOLIDATION OF CUMBERLAND FIRE SERVICES**

Shall the Cumberland Town Council be empowered to implement improved fire services delivery in Cumberland through the conduct of a comprehensive feasibility Planning Assessment with input from key stakeholders, service providers, personnel of the current four (4) fire districts and members of the public leading to the establishment of a state-of-the-art fire services delivery agency by January 1, 2013? **This consolidated agency could be an independent or municipal Town or regional fire and rescue services agency.**

Question 5 **APPROVE** ←

Question 5 **REJECT** ←

6. **CONSOLIDATION OF MUNICIPAL AND SCHOOL SERVICES**

Shall the Cumberland Town Council and School Committee through implementation of a comprehensive study, consolidate any or all of the municipal and school department services not inconsistent with State law so as to provide more efficient services?

5-2 VOTE TALLY

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Here is a tally of the votes in 2015

At the January 20th meeting the main reason given for the requested changes was that it was perceived that the Fire Committee somehow wrong because:

“It’s a 5-2 vote, we are trying to right the ship, but it is hard.” J. Scullin

(Note: the tally is of substantiate votes, not approval of minutes nor adjournment, etc.)

2015 Resolution Votes			
52			
35	67%		Unanimous Votes
17	33%		Not unanimous Votes
		5	29%
11	21%		You two didn't agree
			Actual 5-2 Votes
Some of the 5-2 Votes			
S-0177 Public Body			
Budget (But voted for the VFFD Bale out)			
Exempt Seniors and Veterans (But voted for the Blind exemptions)			
Tax Rate (10% lower than the combined district rate)			
Tax Levy (lowered by 250K by budgeting past due taxes as a revenue)			
Contract (Basically level funded, but K/S wanted to reduce the mens pay)			
Admin Staff (ALL past district employees that wanted to stay on were given jobs.			
No past district employee was refused a job)			
Legal required payout to a FF on IOD,(but unanimous for retiring Chief's payout)			
To hire the incumbent tax attorney (Previously hired by PK)			
3 Platoon Report			
Social Media Manager Intern			
ALL DATA IS AVAILABLE ON THE WEB SITE UNDER RESOLUTIONS			

Please note the contradictions of the 5-2 votes.

The 5-2 voting block had this record:

Voted against the budget, but voted for the bail out of the VFFD so it could finish the last fiscal year in the black.

Voted against following RI General Laws by providing benefits to a person out on injury, but voted for paying a departing Chief some \$13,000 in payouts.

Voted against Veteran and Senior exemptions, but voted for the blind exemption.

Voted against the tax rate, though it was 10% lower than the unmerged districts effective rate.

Voted against the Levy that included 250K in non-tax revenue.

Voted against the contract when the VFFD has the most lucrative CBA of the four.