

**CASS COUNTY FIRE DISTRICT #1
MEETING MINUTES
December 28, 2019**

Call to Order

The Cass County Fire District #1 (CCFD1) Board met at 7:00 am. at Cass County Fire District 1 Station at 1444 Holland Street, Logansport, Indiana. Meeting was called to order by Michael L. Sims, Chairman. Members present were Michael L. Sims, Chairman; and Jeff Asselin, Member at Large; Bridget Enyeart, Fiscal Officer/Secretary. David Patty, Vice-Chairman is excused due to illness but has reviewed all resolutions and ordinance in advance and will sign in the affirmative.

Minutes

Meeting Minutes of December 14th and December 19, 2019 were reviewed. Jeff Asselin made a motion to accept the minutes. Michael Sims seconded the motion. **Motion passed 2-0.**

TREASURER'S REPORT/PAYMENT OF CLAIMS

Treasurer's Report was given by Fiscal Officer, Bridget Enyeart. A review of current line item shortfalls was given. Resolution No: 2019-4 was reviewed. Jeff Asselin made a motion to approve said transfers. Michael Sims seconded the motion. **Motion passed 2-0.**

After all expenditures for the year and transfers the treasurer's report is as follows: Rainy Day Fund \$56,636.66, Building Debt Fund \$0.00, County Emergency Loan Fund, \$20,354.29. Fire Truck Loan Fund \$20,400.54. Fire General Loan Fund \$1,202,775.01. Cumulative Fire Fund \$97,599.29. Total claims submitted for payment in the month of December were \$109,519.70. Michael Sims made a motion to accept the Treasurer's Report and all claims submitted for payment, Jeff Asselin seconded. **Motion passed 2-0**

RESOLUTION TO TRANSFER TO RAINY DAY

Resolutions to Transfer remaining Fire General Budget in the amount of \$1,594.65 to Rainy Day as outlined in Resolution #2019-5. Jeff Asselin made a motion to approve transfer. Michael Sims seconded the motion. **Motion passed 2-0. (Resolution attached to minutes)**

FIRE CHIEF'S REPORT

None given. Report was made at December 11, 2019 meeting.

HR FORMS

Fiscal Officer passed out all HR forms that are to be filled out and returned to the Fiscal Officer before the next meeting on January 8, 2020. Items included and needed back are as follows: W4, I9, Cancelled Check or Deposit Slip for setting up automatic payroll deposit., Application for Employment, Applicant/Employee Acknowledgement, Pre-Employment Information Release Authorization, Applicant Statement of Truthfulness, Notification and Authorization to Release Criminal Information for Employment Purposes, Inclusion of required Documents as listed on application and I9, Beneficiary Designation Form for Group Insurance by Provident, and Certifications from the Indiana Public Safety Personnel Portal.

SALARY ORDINANCE/BENEFITS

Discussion was held regarding salaries starting on January 1, 2020 as follows: Probationary Firefighters will be paid a salary range from \$32,500 to \$36,500. Firefighters will be paid a salary range from \$37,000 to \$39,000. Lieutenants will be paid a salary range \$40,000 to \$42,000. The Fire Chief will be paid a salary range from \$40,000 to \$45,000 and will work a regular 35-40-hour workweek. The Fire Chief will be salaried and not subject to overtime hours. The Fiscal Officer will be placed on payroll with a salary range from \$12,000 to \$15,000. Part-time firemen will be paid a salary range of \$10.00 to \$12.50 per hour.

All applications will be reviewed by the Board and the Fire Chief and given a salary based on previous experience. Payroll will be completed on a bi-weekly basis. It is the goal to have the first of the 26 salaried payrolls by Friday January 10, 2020.

Overtime will be figured after firefighters have worked 212 hours in a 28 day period and shall be calculated according to the Fair Labor Standards Act and Federal Code 550.1303 which states, "(a) For firefighters with a regular tour of duty that does not include a basic 40-hour workweek (e.g., firefighters whose schedules generally consist of 24-hour shifts with a significant amount of designated standby and sleep time), the hourly rate of basic pay is computed by dividing the applicable annual rate of basic pay by 2756 hours. The resulting firefighter hourly rate of basic pay is multiplied by all non-overtime hours to determine the pay for those hours." $2756/24 \text{ hours} = 119 \text{ days}/12 \text{ months} = 9.91 \text{ days}$ or rounded to 10 days per month. This is currently what our men work. Salaries are paid current to the payroll Friday. Overtime will be paid one (1) full bi-weekly paycheck behind to allow ample time for payroll clerk to correctly process overtime pay.

Payroll may be either by paper check or direct deposit by the Cass County Fire District's financial institution, Security Federal Savings Bank. The only payroll deductions the fiscal officer shall process at this time is court ordered deductions only. The Board will formally approve payrolls at monthly meeting and will always allow automatic deduction of total payroll by Security Federal Savings Bank for all payrolls without formal meetings/signature of claims/or meeting minutes. Bank Draft deductions will also be allowed for all Federal/State/County withholdings.

Employee's time-off will be as follows: Probationary Firefighter 2 vacation days and 1 sick day. Firemen who have been with the District from 1 to 4 years will get 3 sick days and 3 vacation days. Firemen that have been with the district more than 4 years will get 5 vacation days and 4 sick days.

All men transferring to the District will be grandfathered in at a minimum of 6 days for the first year unless they have served for the district longer than 4 years. Time will be grandfathered in at start of service date for District. Though all employees are given the bank of time at the beginning of the year to use when they choose, the time-off will accrue monthly. Should a fireman leave employment, they will only be paid out for vacation time they have not used. If the employee has used more than the accrued time, they shall provide the District with a refund of said time taken. Employees will be allowed to carry and bank 3 days over into the next fiscal year. Since employees only work 10 shifts out of the month, they are encouraged to utilize their time-off around their days off to make the most of their vacation days. Due to the District having to pay overtime, employees that take time off or call in more than the benefit they were given, will be given a point for each incident and their salaried pay reduced. Once an employee has reached three points, he/she will be terminated. The only exception to this, will be a family or employee emergency/death/illness/surgery and must be approved by the Cass County Fire District Board of Trustee. Said incidents will be required to submit documentation surrounding the incident. Any employee that misses three consecutive work-days due to illness/injury, must have a medical release signed by a physician to return to work without restrictions.

Holiday pay. Only the individuals working the actual holiday will be eligible for Holiday pay. Those individuals will receive an additional check equal to their hourly rate for the 24-hour time period. For Example, a fireman salaried at \$37,500 will make an hourly rate of \$13.60 per hour ($\$37,500/2756=\13.60 per hour). He will be paid $\$13.60 \times 24 \text{ hours} = \326.40 for his regular shift and $\$326.40$ for working on the holiday for a total of $\$652.80$ for the holiday shift. Holiday pay/stipend is not subject to overtime. The Holiday pay/stipend shall be paid out at regular hourly pay rate. Holidays that will be paid to firemen working on those days will be Christmas, New Years, Easter, July 4th, Memorial Day, Labor Day, and Thanksgiving.

Employees will be given \$450 clothing allowance. Employees must fill out a claim form and attach a receipt of the item they have purchased in order to obtain reimbursement. Any clothing damaged at fire will be paid for outside of the clothing allowance allotment by the Cass County Fire District Board of Trustees. Part-time employees will be given a \$225 clothing allowance and will be held at the same guidelines for reimbursement as fulltime firemen.

Since the Board is unsure regarding expenditures for the first year, they have agreed to pay an insurance stipend to all employees in the amount of \$5,000. Said stipend will be paid out at the end of each quarter and is subject to taxes. Employees must work an entire month to receive the stipend credit for that month. In other words, if you are an employee and you leave employment on March 15th, you will only receive an insurance stipend payment for $(\$5,000/12 \text{ months} = \$416.66 \times 2 \text{ months}) \833.32 (January and February). You would not be eligible for March.

Retirement plan decisions will be placed on hold for one year until the Board has ample time to review various plans. This also allows the Board time to review expenditures for the department to see if they will be able to afford to offer said benefit to employees. (See Attachment A and B for breakdown of salary/benefits)

Jeff Asselin makes a motion to approve the second reading of the benefits as outlined above. Michael Sims seconded the motion. **Motion passed 2-0.** Ordinance 2019-1 was signed.

OLD BUSINESS

None

NEW BUSINESS

The Board was given several vehicles to consider for the Fire Chief to operate during his shift. The Fire Chief will be allowed to take said vehicle home in order to respond to all emergencies 24 hours a day, 7 days a week. Fire Chief is only to operate the vehicle within Cass County. Fire Chief may also utilize the vehicle for outside county emergencies. Any other use outside of Cass County must be pre-approved by the Cass County Board of Trustees in advance. It will be the Fire Chief's responsibility to ensure all scheduled maintenance/oil changes are completed in a timely manner. Board members Michael Sims and Jeff Asselin will travel to various car lots to find an apparatus that has lower mileage, gets good gas mileage and has adequate storage to transport basic equipment if necessary. Maximum expenditure for said vehicle will be under \$12,000. Michael Sims made a motion to accept the vehicle purchase and usage by fire chief as stated above. Jeff Asselin seconded. **Motion passed 2-0**

PUBLIC COMMENTS

None

MEETING ADJOURNMENT

Jeff Asselin made a motion to adjourn the meeting. Michael Sims seconded. Meeting adjourned. **Motion passed 2-0.**

Respectfully submitted,

Bridget I. Enyeart, Fiscal Officer

Bridget I. Enyeart, Fiscal Officer

NEXT MEETING

Next Public Meeting is scheduled for January 8, 2020 at 4:30 pm. at Cass County Fire District #1, 1444 Holland Street, Logansport, IN 46947.

CASS COUNTY FIRE DISTRICT #1

ORDINANCE NO 1-2019

2020 SALARY ORDINANCE

AN ORDINANCE OF THE CASS COUNTY FIRE DISTRICT #1 CONCERNING WAGES, BENEFITS, STIPENDS AND OTHER COMPENSATION FOR THE 2020 CALENDAR YEAR.

BE IT ORDAINED BY THE CASS COUNTY FIRE DISTRICT #1 BOARD OF TRUSTEES OF CASS COUNTY INDIANA:

SECTION 1- SALARIES

That, and from the 1st day of January 2020, the following receive no more than the amount listed below the column named "SALARY MAXIMUM." The "SALARY MINIMUM" column is entered as a guideline for suggested beginning salary. No employee's set salary shall move in this range without the approval of the Fire Chief, Fiscal Officer, and the Cass County Fire District #1 Board of Trustees.

EMPLOYEE	SALARY MINIMUM	SALARY MAXIMUM
Probationary Firefighter	\$ 32,500.00	\$ 36,500.00
Firefighter	\$ 37,000.00	\$ 39,000.00
Lieutenant	\$ 40,000.00	\$ 42,000.00
Fire Chief	\$ 40,000.00	\$ 42,000.00
Part-time Firefighter	\$10.50 per hour	\$12.50 per hour
Fiscal Officer	\$ 12,000.00	\$ 15,000.00

(SEE ATTACHMENT A FOR CURRENT STAFFING PAYROLL/BENEFITS)

All applications will be reviewed by the Board and the Fire Chief and given a salary based on previous experience. Payroll will be completed on a bi-weekly basis.

SECTION 2 – OVERTIME

Overtime will be figured after firefighters have worked 212 hours in a 28 day period and shall be calculated according to the Fair Labor Standards Act and Federal Code 550.1303 which states, "(a) For firefighters with a regular tour of duty that does not include a basic 40-hour workweek (e.g., firefighters whose schedules generally consist of 24-hour shifts with a significant amount of designated standby and sleep time), the hourly rate of basic pay is computed by dividing the applicable annual rate of basic pay by 2756 hours. The resulting firefighter hourly rate of basic pay is multiplied by all non-overtime hours to determine the pay for those hours." $2756/24 \text{ hours} = 119 \text{ days}/12 \text{ months} = 9.91 \text{ days}$ or rounded to 10 days per month. This is currently what our men work. Salaries are paid current to the payroll Friday. Overtime will be paid one (1) full bi-weekly paycheck behind to allow ample time for payroll clerk to correctly process overtime pay.

SECTION 3 – PAYROLL DEPOSIT/DEDUCTIONS

Payroll may be either by paper check or direct deposit by the Cass County Fire District's financial institution, Security Federal Savings Bank. The only payroll deductions the fiscal officer shall process at this time is court ordered deductions only. The Board will formally approve payrolls at monthly meeting and will always allow automatic deduction of total payroll by Security Federal Savings Bank for all payrolls without formal meetings/signature of claims/or meeting minutes. Bank Draft deductions will also be allowed for all Federal/State/County withholdings.

SECTION 4 – TIME-OFF

Employee's time-off will be as follows: Probationary Firefighter 2 vacation days and 1 sick day. Firemen who have been with the District from 1 to 4 years will get 3 sick days and 3 vacation days. Firemen that have been with the district more than 4 years will get 5 vacation days and 4 sick days. All men transferring to the District will be grandfathered in at a minimum of 6 days for the first year unless they have served for the district longer than 4 years. Time will be grandfathered in at start of service date for District. Though all employees are given the bank of time at the beginning of the year to use when they choose, the time-off will accrue monthly. Should a fireman leave employment, they will only be paid out for vacation time they have not used. If the employee has used more than the accrued time, they shall provide the District with a refund of said time taken. Employees will be allowed to carry and bank 3 days over into the next fiscal year. Since employees only work 10 shifts out of the month, they are encouraged to utilize their time-off around their days off to make the most of their vacation days. Due to the District having to pay overtime, employees that take time off or call in more than the benefit they were given, will be given a point for each incident and their salaried pay reduced. Once an employee has reached three points, he/she will be terminated. The only exception to this, will be a family or employee emergency/death/illness/surgery and must be approved by the Cass County Fire District Board of Trustee. Said incidents will be required to submit documentation surrounding the incident. Any employee that misses three consecutive work-days due to illness/injury, must have a medical release signed by a physician to return to work without restrictions.

SECTION 5 – HOLIDAY PAY

Holiday pay. Only the individuals working the actual holiday will be eligible for Holiday pay. Those individuals will receive an additional check equal to their hourly rate for the 24-hour time period. For Example, a fireman salaried at \$37,500 will make an hourly rate of \$13.60 per hour ($\$37,500/2756=\13.60 per hour). He will be paid $\$13.60 \times 24$ hours = \$326.40 for his regular shift and \$326.40 for working on the holiday for a total of \$652.80 for the holiday shift. Holiday pay/stipend is not subject to overtime. The Holiday pay/stipend shall be paid out at regular hourly pay rate. Holidays that will be paid to firemen working on those days will be Christmas, New Years, Easter, July 4th, Memorial Day, Labor Day, and Thanksgiving.

SECTION 6– CLOTHING ALLOWANCE

Employees will be given \$450 clothing allowance. Employees must fill out a claim form and attach a receipt of the item they have purchased in order to obtain reimbursement. Any clothing damaged at fire will be paid for outside of the clothing allowance allotment by the Cass County Fire District Board of Trustees. Part-time employees will be given a \$225 clothing allowance and will be held at the same guidelines for reimbursement as fulltime firemen.


SECTION 7 – HEALTH INSURANCE

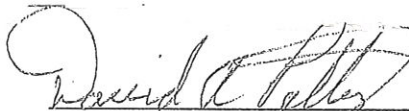
Since the Board is unsure regarding expenditures for the first year, they have agreed to pay an insurance stipend to all employees in the amount of \$5,000. Said stipend will be paid out at the end of each quarter and is subject to taxes. Employees must work an entire month to receive the stipend credit for that month. In other words, if you are an employee and you leave employment on March 15th, you will only receive an insurance stipend payment for ($\$5,000/12$ months = $\$416.66 \times 2$ months) \$833.32 (January and February). You would not be eligible for March.


SECTION 8 – RETIREMENT PLAN


Retirement plan decisions will be placed on hold for one year until the Board has ample time to review various plans. This also allows the Board time to review expenditures for the department to see if they will be able to afford to offer said benefit to employees.

ADOPTED AND PASSED ON FIRST READING THIS 14th DAY OF DECEMBER 2019, BY THE CASS COUNTY FIRE DISTRICT#1



Michael L. Sims, Chairman


Dave Patty, Vice Chairman


Jeff Asselin, Member

Attest

Bridget Enyeart, Fiscal Officer

ADOPTED AND PASSED ON SECOND AND FINAL READING THIS 28th DAY OF DECEMBER 2019, BY THE CASS COUNTY FIRE DISTRICT#1


Michael L. Sims, Chairman


Dave Patty, V. Chairman


Jeff Asselin, Member


ATTEST: Bridget Enyeart, Fiscal Officer

SALARY ORDINANCE ATTACHMENT A

EMPLOYEE SALARY/BENEFIT SCHEDULE

First Name	Last Name	Position	Annual Salary	Hourly Rate	Time Off	Vacation Accrued	Sick Accrued	Insurance Stipend Accrued	Clothing Allowance
Jon	Birrell	Fireman	\$ 37,500.00	\$ 13.60	6 Days	1 day accrued each May, July and Nov.	1 day accrued each Jan, May, Sept.	\$416.66 monthly paid out each quarter in March, June, Sept, Dec.	\$450 Reimbursed upon submitting receipt to board.
Brandon	Campbell	Fireman	\$ 37,500.00	\$ 13.60	6 Days	1 day accrued each May, July and Nov.	1 day accrued each Jan, May, Sept.	\$416.66 monthly paid out each quarter in March, June, Sept, Dec.	\$450 Reimbursed upon submitting receipt to board.
Deon	Coburn	Fireman	\$ 37,500.00	\$ 13.60	6 Days	1 day accrued each May, July and Nov.	1 day accrued each Jan, May, Sept.	\$416.66 monthly paid out each quarter in March, June, Sept, Dec.	\$450 Reimbursed upon submitting receipt to board.
Chris	Cover	Fireman	\$ 42,000.00	Exempt	9 days	2 days accrued each Jan, May, Sept	1 day accrued each Jan, May, Sept.	\$416.66 monthly paid out each quarter in March, June, Sept, Dec.	\$450 Reimbursed upon submitting receipt to board.
Steve	Crispen	Fireman	\$ 40,000.00	\$ 14.51	9 days	2 days accrued each Jan, May, Sept	1 day accrued each Jan, May, Sept.	\$416.66 monthly paid out each quarter in March, June, Sept, Dec.	\$450 Reimbursed upon submitting receipt to board.
Jerry	Maxson	Fireman	\$ 40,000.00	\$ 14.51	6 Days	1 day accrued each May, July and Nov.	1 day accrued each Jan, May, Sept.	\$416.66 monthly paid out each quarter in March, June, Sept, Dec.	\$450 Reimbursed upon submitting receipt to board.
Brad	Moon	Fireman	\$ 40,000.00	\$ 14.51	6 Days	1 day accrued each May, July and Nov.	1 day accrued each Jan, May, Sept.	\$416.66 monthly paid out each quarter in March, June, Sept, Dec.	\$450 Reimbursed upon submitting receipt to board.
Matt	Reichert	Fireman	\$ 37,500.00	\$ 13.60	6 Days	1 day accrued each May, July and Nov.	1 day accrued each Jan, May, Sept.	\$416.66 monthly paid out each quarter in March, June, Sept, Dec.	\$450 Reimbursed upon submitting receipt to board.
Ty	Rowan	Fireman	\$ 37,500.00	\$ 13.60	9 days	2 days accrued each Jan, May, Sept	1 day accrued each Jan, May, Sept.	\$416.66 monthly paid out each quarter in March, June, Sept, Dec.	\$450 Reimbursed upon submitting receipt to board.
Brayden	Shedran	Fireman	\$ 37,500.00	\$ 13.60	6 Days	1 day accrued each May, July and Nov.	1 day accrued each Jan, May, Sept.	\$416.66 monthly paid out each quarter in March, June, Sept, Dec.	\$450 Reimbursed upon submitting receipt to board.
Bridget	Enyeart	Fiscal Officer	\$ 12,000.00	Exempt	Exempt	Exempt	Exempt	Exempt	Exempt
			\$ 453,500.00					\$ 50,000.00	\$ 4,500.00

ATTACHMENT B
SALARY RANGE

EMPLOYEE	SALARY MINIMUM	SALARY MAXIMUM
Probationary Firefighter	\$ 32,500.00	\$ 36,500.00
Firefighter	\$ 37,000.00	\$ 39,000.00
Leutenant	\$ 40,000.00	\$ 42,000.00
Fire Chief	\$ 40,000.00	\$ 42,000.00
Part-time Firefighter	\$10.50 per hour	\$12.50 per hour
Fiscal Officer	\$ 12,000.00	\$ 15,000.00

CASS COUNTY FIRE DISTRICT #1

**A RESOLUTION TO TRANSFER PERCENTAGE OF BUDGET TO RAINY DAY FUND
FOR THE FISCAL YEAR ENDING DECEMBER 31, 2019**


Resolution No:2019-5

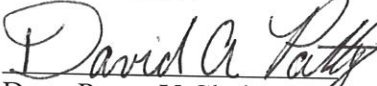
WHEREAS, the Cass County Fire District #1 (the "District") would like to transfer the 10% of Budget that is remaining at the end of Fiscal Year 2019 to the Rainy-Day Fund.


WHEREAS, the District believes it is in the best interest of the District to transfer money to Rainy Day fund and approves that \$1,594.65 be transferred from the Fire General Fund to the Rainy-Day Fund.

NOW, THEREFORE, BE IT ORDAINED by the Cass County Fire District #1 of Cass County, Indiana, that this transfer of funds be adopted as state above.

PASSED AND ADOPTED BY CASS COUNTY FIRE DISTRICT #1, CASS COUNTY, INDIANA, THIS 28th DAY OF DECEMBER 2019.


Michael L. Sims, Chairman


Dave Patty, V. Chairman


Jeff Asselin, Member


ATTEST: Bridget Enyeart, Fiscal Officer

**CASS COUNTY FIRE DISTRICT #1
A RESOLUTION TO TRANSFER
WITHIN BUDGET FUND**

Resolution No:2019-4

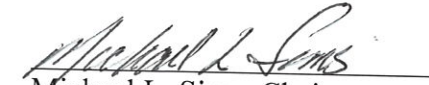
WHEREAS, the Cass County Fire District #1 (the "District") would like to transfer between the following funds to make up year-end shortfalls in the budget:

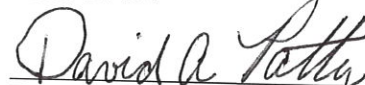
Fund 0061	Rainy Day Fund	\$4,600.00	From 4B	Buildings
Fund 0061	Rainy Day Fund		TO 4C	Machinery Equip & Vehicles
Fund 8603	Fire General Fund	\$9.00	From 2A	Supplies
Fund 8603	Fire General Fund		TO 2C	Postage
Fund 8603	Fire General Fund	\$40.00	From 3AB	Attorney Fees
Fund 8603	Fire General Fund		TO 3AA	Utilities
Fund 8603	Fire General Fund	\$1900.00	From 3AH	Audit Fees
Fund 8603	Fire General Fund		To 3AO	Insurance
Fund 8603	Fire General Fund	\$1811.86	From 3AB	Atty Fees
Fund 8603	Fire General Fund		To 3AO	Insurance
Fund 8603	Fire General Fund	\$432.01	From 3AC	Consulting Fees
Fund 8603	Fire General Fund		To 3AO	Insurance
Fund 8603	Fire General Fund	\$121.57	From 3AG	Advertising
Fund 8603	Fire General Fund		To 3AO	Insurance
Fund 8603	Fire General Fund	\$115.00	From 3AK	Travel
Fund 8603	Fire General Fund		To 3AO	Insurance
Fund 8603	Fire General Fund	\$164.90	From 3AL	Education
Fund 8603	Fire General Fund		To 3AO	Insurance
Fund 8603	Fire General Fund	\$188.00	From 3AM	Acct Software
Fund 8603	Fire General Fund		To 3AO	Insurance

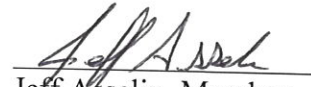
WHEREAS, the District believes it is in the best interest of the District to transfer all amounts as stated above.

NOW, THEREFORE, BE IT ORDAINED by the Cass County Fire District #1 of Cass County, Indiana, that this transfer of funds be adopted as state above.

PASSED AND ADOPTED BY CASS COUNTY FIRE DISTRICT #1, CASS COUNTY, INDIANA, THIS 28th DAY OF December 2019.


Michael L. Sims, Chairman


Dave Patty, V.Chairman


Jeff Asselin, Member


ATTEST: Bridget Enyeart, Fiscal Officer

CASS COUNTY FIRE DISTRICT #1

PAYROLL SCHEDULE

2020

PAYROLL FROM	SCHEDULE TO	PAY DATE	OT PAY 28 DAY
Wednesday, January 1, 2020	Friday, January 10, 2020	Friday, January 10, 2020	
Saturday, January 11, 2020	Friday, January 24, 2020	Friday, January 24, 2020	
Saturday, January 25, 2020	Friday, February 7, 2020	Friday, February 7, 2020	
Saturday, February 8, 2020	Friday, February 21, 2020	Friday, February 21, 2020	
Saturday, February 22, 2020	Friday, March 6, 2020	Friday, March 6, 2020	
Saturday, March 7, 2020	Friday, March 20, 2020	Friday, March 20, 2020	
Saturday, March 21, 2020	Friday, April 3, 2020	Friday, April 3, 2020	
Saturday, April 4, 2020	Friday, April 17, 2020	Friday, April 17, 2020	
Saturday, April 18, 2020	Friday, May 1, 2020	Friday, May 1, 2020	
Saturday, May 2, 2020	Friday, May 15, 2020	Friday, May 15, 2020	
Saturday, May 16, 2020	Friday, May 29, 2020	Friday, May 29, 2020	
Saturday, May 30, 2020	Friday, June 12, 2020	Friday, June 12, 2020	
Saturday, June 13, 2020	Friday, June 26, 2020	Friday, June 26, 2020	
Saturday, June 27, 2020	Friday, July 10, 2020	Friday, July 10, 2020	
Saturday, July 11, 2020	Friday, July 24, 2020	Friday, July 24, 2020	
Saturday, July 25, 2020	Friday, August 7, 2020	Friday, August 7, 2020	
Saturday, August 8, 2020	Friday, August 21, 2020	Friday, August 21, 2020	
Saturday, August 22, 2020	Friday, September 4, 2020	Friday, September 4, 2020	
Saturday, September 5, 2020	Friday, September 18, 2020	Friday, September 18, 2020	
Saturday, September 19, 2020	Friday, October 2, 2020	Friday, October 2, 2020	
Saturday, October 3, 2020	Friday, October 16, 2020	Friday, October 16, 2020	
Saturday, October 17, 2020	Friday, October 30, 2020	Friday, October 30, 2020	
Saturday, October 31, 2020	Friday, November 13, 2020	Friday, November 13, 2020	
Saturday, November 14, 2020	Friday, November 27, 2020	Friday, November 27, 2020	
Saturday, November 28, 2020	Friday, December 11, 2020	Friday, December 11, 2020	
Saturday, December 12, 2020	Friday, December 25, 2020	Friday, December 25, 2020	

CASS COUNTY FIRE DISTRICT NO. 1
1444 HOLLAND STREET
December 28, 2019
7:00 A.M.

AGENDA

1. Meeting called to order.
2. Secretary's Report
3. Treasurer's Report
4. HR Records/Document Review for Employees

Next meeting Wednesday January 8, 2020 at 4:30 pm. at CCFD#1