

CHIEF KINNIRY AND DEPUTY CHIEF PEPPER
PROPOSED DISSPUTE RESOLUTION

WHEREAS:

Deputy Chief Pepper has said he no longer wants to work for the UCFRD.

Chief Kinniry has said that he intends to retire from the UCFRD in three years.

Richard Pepper can no longer work for Robert Kinniry and vice versa.

A year or more may be required to / retain suitable replacement for Chief Kinniry.

The District does not intend to replace Deputy Chief Pepper.

Richard Pepper, Robert Kinniry and the UCFRD would like to avoid potentially costly lawsuit(s), uninsured/rejected liability claims, unrecovered legal expenses and the substantial uncertainties inherent thereto. They would all also like to resolve any/all conflicts as soon as possible.

BE IT HEREBY RESOLVED:

The UCFRD will attempt to negotiate a fair and equitable severance agreement with Richard Pepper to acknowledge his service to the District and to compensate him for whatever damages he may have sustained as a result of his suspension/ dismissal/ resignation.

The UCFRD will attempt to negotiate a fair and equitable severance agreement with Robert Kinniry to acknowledge his service to the District and to induce him to accept early retirement from the District.

The District will immediately initiate a search for a new Chief of the UCFRD who seeks long term employment (25yrs +/-) and desires to establish his/her principal residence on the Island thus eliminating annual "housing allowance" expense.

All parties will agree to settle any/all disputes between/ among them without further legal action or retribution.