

Beulah Utilities District
Minutes of Special Board of Directors Meeting

June 2, 2016

5320 Lee Road 270 Valley, AL 36854

6:00 p.m. C.S.T.

The Board of Directors of Beulah Utilities District met in a Special Meeting on June 2, 2016 at the Beulah Water Department.

1. **WELCOME**

Chairman Sims welcomed those in attendance.

2. **CALL TO ORDER**

Chairman Sims called the meeting to order.

3. **ROLL CALL**

The following Board Members were present: Linda Holt, Shane Franks, James Majors, Dan Roberts and Lamar Sims.

Visitors in Attendance - See attached Visitor Sign In Sheet.

4. **DECLARE QUORUM**

After the roll was called, Chairman Sims declared that a quorum was present.

5. **ADOPT AGENDA**

Chairman Sims presented the proposed Agenda for adoption. Ms. Holt motioned to adopt the Agenda. Motion was seconded by Mr. Majors and unanimously approved and the Agenda was adopted.

6. **NEW BUSINESS**

a. Fire Committee Report

Mr. Franks was recognized to give a report on the recent meeting of the Fire Committee. He stated that the Committee had discussed several items at its last meeting.

He said that the Committee had decided to wait until the June Regular Board Meeting to present its recommendations on the ISO bonuses to the firefighters. He stated that the delay would give the Committee time to tweak the numbers to make it fair for everyone.

Mr. Franks announced that the citizen member of the Committee, Mr. Durham, had submitted his resignation. Mr. Durham stated that he was sorry he had to resign but that he had become too busy with his other commitments and could no longer devote the necessary time to the Fire Committee. Chairman Sims thanked Mr. Durham for his service and stated that a replacement would be found soon.

Mr. Franks informed the Board that the Committee discussed the new U.S. Department of Labor rules raising the salary overtime threshold to \$47,476 per year. He stated that given these new rules, the Committee was recommending reducing the number of Assistant Fire Chief positions from two to just one. Mr. Franks stated that there was no need for more than one Assistant Chief given the District's small size. He stated that the Committee proposed setting the Chief's salary at \$46,000/year during the probationary period and then raising it to \$51,000 per year after December 1, 2016 if the performance goals were met. For the Assistant Chief, the Committee proposed setting the salary for the new hire at \$42,000 per year during the probationary period and then, if all performance goals were met, raising it to \$47,500 after December 1, 2016. He said that the committee looked at setting an hourly compensation for the two positions but that given the uncertainty in the numbers of hours to be worked; it could end up costing the District much more money than the proposed salary amounts.

Ms. Holt motioned for the district to adopt and abide by the new Federal Overtime Rules when they became effective on December 1, 2016. Motion was seconded by Mr. Franks and unanimously approved.

Mr. Franks motioned for the district to adopt the new Fire Chief and Assistant Fire Chief salaries as proposed by the Fire Committee. Mr. Franks mentioned that the new salaries were within the Department's budget. Motion was seconded by Ms. Holt and unanimously approved.

Mr. Franks stated that the Fire Committee recommended that the District hold an Appreciation Dinner/Cookout for all of the firefighters, who helped the District lower its ISO score. Mr. Franks motioned to hold the dinner and to approve up to \$700 be spent on the dinner. Motion was seconded by Ms. Holt and unanimously approved.

7. **OTHER BUSINESS**

Chairman Sims announced that Chief Jacob Geiger had submitted his letter of resignation. Chairman Sims then read the letter to the Board. Chief Geiger appreciated the opportunity to serve the District over the years but felt that it was in the best interest of his career to move on. He had no problems with his superiors and he would be willing to assist the District in any way possible in the future. Mr. Roberts motioned to accept

the letter of resignation. Motion was seconded by Mr. Franks and the letter of resignation was unanimously accepted. Chief Geiger's last day would be June 17.

The Board then discussed the matter of hiring a new Chief. The Board discussed the application and options for advertising the position and for interviewing applicants. The Board agreed that the Chief should be hired before filling the Assistant Chiefs position so the new Chief would have some input on who the Assistant Chief would be.

Ms. Holt motioned to authorize the Fire Committee to advertise and accept applications for candidates for the Fire Chief position. Motion was seconded by Mr. Franks and unanimously approved.

Mr. Franks motioned to authorize the publication of the advertisement for the Fire Chief position in the Opelika Auburn News and Valley Times News. Motion was seconded by Ms. Holt and unanimously approved.

8. **CITIZEN COMMUNICATIONS**

None.

Chairman Sims stated that the next Regular Board Meeting would be June 21, 2016 at 6:00 p.m. C.S.T.

There being no further business, Ms. Holt motioned to adjourn. Motion was seconded by Mr. Roberts and unanimously approved and the meeting was adjourned at 6:42 p.m. C.S.T.

Signed _____

