**SEELEY LAKE RURAL FIRE DISTRICT**

**SPECIAL BOARD MEETING 1:00 P.M. FIRE HALL**

**MEETING DATE:** May 27**,** 2022

**MINUTES FOR:** May 27, 2022

**MINUTES OF THE SPECIAL BOARD MEETING**

 **PRESENT ABSENT**

Scott Kennedy, Board Chair

 Gary Lewis, Vice Chair

 Connie Clark

 Rita Rossi

 Jon Kimble

 Chief Lane

 Lakaya Lemons, Administrative Assistant

**I. SPECIAL MEETING CALL TO ORDER/ROLL CALL:**

Chair Scott Kennedy called the meeting to order at 3:30 p.m. Five trustees were present along with the Fire Chief and Administrative Assistant.

**II. VISIT WITH GUESTS/PUBLIC COMMENT FOR MATTERS NOT ON THE AGENDA/CORRESPONDENCE:**

There was no public comment.

**III. AGENDA:**

1. Jon Kimble was Sworn In.
2. **Election Board Officers –**

Rita Rossi- I want to nominate Scott Kennedy for Chairman

Gary Lewis- I’ll second it

Connie Clark- I’ll nominate Gary Lewis for Vice Chairman

Jon Kimble- I’ll second that

Connie Clark- I nominate Rita Rossi for Secretary

Rita Rossi- I’ll second it

1. **Firefighter/EMT Position-**

Chief Lane- So, as I said in the last meeting, we do have a candidate that is qualified for his position, it is still posted because I have been able to go through the application and I spoke with this person yesterday they are still interested in the position like I said they have applied in December. I got a little bit more of a background on him, he is currently working at the prison he also works at ST. Pats as a security officer he is a former member of the Florence Fire Department, so he has his fire certificates through there Department. He is currently working with the State Fire Marshal’s office the training people to get copies of his certificates. Once that happens then he will be a documented Firefighter 1 looking to get into a Firefighter 2 which is for Structure Firefighting that’s the advanced Firefighting class. He also has some experience in EMT he’s been trying to get into paramedic school but because he’s not affiliated with a fire service or working for MESI he’s having a hard time getting accepted into the program. Since we are a Fire service and I do know some people that may be able to help in the process I don’t think that’s going to be an issue as far as getting this person into a program at an appropriate time. So, there was a question that came up on how much its going to cost, the total cost is just over 15,000.00 there are typically about 1200 hours which is anywhere between 16 to 18 months. This one there identifying as 16 months, so this person also has some of his pre recs done because he already has a degree in Fire service. I think there is a lot of positive things that are going to save some money and give some time in getting this person on board and education into what we need as a Firefighter Paramedic. The cost when you look at the packet you have its divided into four sections at the begging of each section is when the payment has to be made to the University so because of that its not one bulk payment so for us it’s going to actually going to be spread between two budget cycles which will help a little bit, but at the end it’s not going to make too much difference because this person will be making less money than what we were offering a Paramedic position. So, its just in that sense it’s kind of a wash it’s still going to cost the district but at least the numbers are up front, and we be able to be transparent.

Chief Lane- So, when we were first offering the position, it was agreed by the board that we try and offer around 50,000.00 which came out to 50,855.00 that was for the paramedic.

Jon Kimble- So, he will start out as a F1 right

Chief Lane- So, this person will be starting at Level 331 which comes out to 35,114.00. if this position gets approved that will be the starting wage, after they get there FF2 then they bump up to Level 361 37,814.00

Jon Kimble- So, we should anticipate that quickly

Chief Lane- Well the FF2 we will have to find him a class and get him through the class

Scott Kennedy- What would FF3 mean

Chief Lane- So, the Firefighter Paramedic is going to be Level 481 which is 50,855.00 which is what you all approved originally. Now because he’s not a paramedic it’ll be a year and a half or two years before we could pay that for him.

 Gary Lewis- why haven’t we offered this to John Baker if he is already an EMT

Chief Lane- He doesn’t want to work full time, he is retired and enjoying being a volunteer

Gary Lewis- That’s what I wanted to hear

Chief Lane- So, regardless if they are an EMT or Paramedic in addition to the salary wages and benefits that we offer what’s standard in the fire service and you can go look on anybody’s website is to offer incentives to give a little bit of a wage increase that also helps the Department as well as the employee so what ever come up with in our wage scale is a maximum of 4% incentive pay for different types of endorsements. So, if they become HazMat operations or technician they’ll get .5% increase in their salary, if they become a fire instructor, they will get .5%, as you count them out a maximum of 4%

Scott Kennedy- They would be trained

Chief Lane- They will be here, that’s why these are instructor incentives so that we can use them to help the district. There is a couple on here that may be personal growth things one is an incident safety officer that helps the District but will also help this person grow into maybe an officer position and my hope is that someday years down the road maybe this person will have enough education and training to become my replacement that may be something that they will be interested or maybe not but its always my hope that people are in a better spot when I leave then when I got here.

Rita Rossi- So when is Station #2 paid for

Chief Lane- I believe it’s another two ½ years

Rita Rossi- How much do we pay a year for that

Chief Lane- $24,000.00

Connie Clark- Just to clarify this person if they are working 40 hours and you talked about them being a trainer well that’s a paid trainer as well because there is no volunteering when you’re a paid employee

Chief Lane- Correct, a lot of people haven’t looked through our policies much because it is a policy that people that do training for us get paid so the volunteers get paid if they submit a sheet from teaching a class if you’re an employee you cannot volunteer anything that’s in your job description so your right they will get there hourly wage overtime if it falls into that category for teaching a class or if the class is during the daytime on the weekends then they are already on the clock so it wouldn’t cross overtime there is things we can do that way or flex there time so they come in later the next day and not work overtime

Gary Lewis- I think it’s a good way to get started

Connie Clark- I agree

Gary Lewis- I will make a motion to approve this position

Rita Rossi- I second it

**IV. ADJOURNMENT/NEXT MEETING**:

Upon motion duly seconded, the meeting adjourned at approximately 4:00p.m. The next regularly scheduled monthly meeting will be held on Tuesday, June 21, 2022, at 6:00 p.m.

Approved:

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 Chair of the Board Clerk