

CRESTED BUTTE FIRE PROTECTION DISTRICT
MINUTES OF BUDGET WORK SESSION
Mt. Crested Butte Fire Station #2
Thursday, November 17, 2020
Approved: December 8, 2020

Attendance

Board Members Present: Jack Dietrich, Ken Lodovico
Board Members Present via Zoom: Tina Kempin, Chris McCann, Eric Tunkey
Regular Meeting called to order by Chairman Dietrich at 5:01 PM.

Old Business

We have made some progress on the 2019 audit through document exchange however, the County Treasurer holding back the October property tax disbursement. Staff will look at different auditing firms for the coming year.

Executive Session

Motion to enter Executive Session 1 pursuant Per C.R.S. § 24-6-402(4)a concerning the purchase, acquisition, lease, transfer or sale of any real, personal or other property interest by Lodovico, seconded Dietrich. Motion passes unanimously.

Board entered executive session at 5:05 pm

Motion to exit Executive Session 1 at 5:59 by McCann, seconded by Lodovico. Motion passes unanimously

Motion to enter Executive Session 2 pursuant Per C.R.S. § 24-6-402(4)f concerning personnel matters regarding Chief Weisbaum and potentially other management personnel covering operational shifts and associated compensation by Lodovico, seconded by Dietrich. Motion passes unanimously.

Board entered executive session at 6:02 pm

Motion to exit Executive Session 2 at 6:38 PM by Dietrich, seconded by McCann, Motion passes unanimously.

New Business

Caffrey presented the options for pay increases in 2021. The first option is a bonus, the second a 2% pay increase, and a zero option was presented. Caffrey reported to the board that across the western slope different agencies are evaluating pay increases for the 2021 fiscal year.

- Summit Fire & EMS and Eagle are not offering increases,
- Gunnison EMS, Montrose and Delta are providing a 3% cost of living increase,
- Telluride and Olathe have not finalized plans at this time.

The board had also requested information on other agencies employer contribution to health insurance. Caffrey reports that Summit and Delta have a 90/10 contribution, GVH 80/20, Telluride has 100% employee coverage, Mt. Crested Butte Water & Sanitation has a program similar to CBFPD, and the Town of Crested Butte has sliding scale coverage based on employee tenure.

Caffrey says that based on this information and the robust activity in the real estate market a flat bonus or 2% base pay increase is appropriate. Kempin prefers 2% raise option to bring us more in line with other departments, especially as the cost of living increases in Crested Butte. Dietrich agrees that we need to be competitive with western slope pay rates. Lodovico cannot remember a time when the board has not approved some form of salary increase and would like to be competitive with wages. Chairman Dietrich asks for input from all board members Lodovico, Kempin, Tunkey and Kempin are all in favor of the 2% wage increase. Motion to offer a 2% raise to all paid staff in 2021 by Tunkey, seconded by Lodovico. Motion passes unanimously.

Caffrey and Chief Weisbaum explain the shift coverage during a normal week at the CBFPD which is currently 3 shifts with each shift having 4 staff people (12 slots) captain, engineer, paramedic/FF (x2). Chief Weisbaum

explains that ideally he would like to have 6 staff on shift daily 365 days/year. The board did not feel that chief officers should be compensated for covering open shifts but should instead work toward having those shifts filled by other staff, part-time and volunteer members. Caffrey will update the compensation policy for review at the December board meeting.

Motion to adjourn meeting at 7:11 PM by Dietrich, seconded by Lodovico. Motion passes unanimously.