



## MINUTES OF THE SPECIAL MEETING OF THE BOARD OF DIRECTORS OF THE EVERGREEN FIRE PROTECTION DISTRICT OCTOBER 28, 2014

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The special meeting of the Board of Directors of the Evergreen Fire Protection District was held on October 28, 2014 at the Administration/Training Building, 1802 Bergen Parkway, Evergreen, Colorado.

### **ATTENDANCE:**

**DIRECTORS IN ATTENDANCE:** George Kling, Jeff deDisse, David Christensen, Mike Gregory, and John Anderson

**ALSO IN ATTENDANCE:** Tony Shepperdson, Frank Dearborn, Bob Walter, Dave Montesi, Tali Montesi, Jodi Walzer, Connell O'Brien, Jeff Ashford, Walter Blake, Susan Blake, Mason Duncan, Christy McCormick, Jenny Jesmer, Annie Dorchak, John Lock, Beth Potter, Mike Amdur, Mike Weege, and Carol Hucker

**MEETING CALLED TO ORDER:** President Kling called the meeting to order at 7:00 p.m.

**APPROVAL OF AGENDA:** The agenda was approved as presented.

**2015 BUDGET WORK SESSION:** Chief Weege opened the work session with a brief presentation about the budget and how revenue is deposited to each of the funds, the General Fund, Strategic Capital Fund, Apparatus Replacement Fund, and Debt Service Fund. Additionally he explained how the tax revenue has been dropping for the last few years and is projected to continue to drop or stay flat for the next 2 years.

### **UNFINISHED BUSINESS:**

- Compensation Committee Report: Directors Anderson and Kling met with Laura and Carol to review the data collected to determine where pay ranges fall within the market. The results show that everyone falls within the EFR Range and the market range. There will be a few changes in EFR ranges to align with the market but there will be no changes made to pay rates at the present time. Director Christensen asked if the committee was confident of the data and if there were any surprises. Director Kling responded that pure market comparison is difficult due to the crossover of duties that our employees have, and that there were no surprises in the data. Director Anderson illuminated that the process of hiring employees and where they fit in the ranges based on experience and that this needs to be better defined for the entry process. Director deDisse commented that it is good to see that we are keeping up with the market.
- Budget Committee Report: Directors deDisse and Kling have been meeting with Chief Weege, Brenden Campbell of Pinnacle and the division managers to look at modifications that can be made to reduce expenses. Tax and EMS revenue are down. We are looking at how we fund apparatus and fixed asset replacements. EMS revenue decreases are national and there are many theories, foremost is healthcare reform but it is too early to tell. Discussion ensued about the EMS budget and Chief Weege was directed to reduce the anticipated ambulance billing for EMS in 2015 to \$1,000,000. Director Christensen reflected that if funds need to be shaved from the budget it may be made up from the apparatus and fixed asset funds in lean years. Chief Weege explained the long range plans for repair/ replacement of Station 1 to accommodate apparatus in the coming years. Director deDisse commented that surrounding fire departments are seeing the same issue in their budgets. West Metro is \$1 mil down in ambulance billing. Division heads will also be reviewing their fee schedules. Director Anderson asked about other expense items that can be reduced while the items may be small when combined they may be significant when combined. He made the example of \$6000 budgeted for rec center usage when the usage numbers are indicating that this is not receiving value for cost. Chief Weege told the board that Laura has met with the rec center to discuss options for other programs that would reduce this line item to half using punch cards but this is still difficult to justify based on usage data and should be further evaluated. Chief Weege also commented about the increase in the

contract expenses for facility maintenance and IT services. With regard to savings deposits in 2013 we deposited \$600,000 and this year are projecting that we would deposit \$50,000 per fund. The cost of maintenance for the radio equipment is higher for the first half of 2015. Discussion ensued about the merits of aggressive savings deposits for the future versus moderating the deposit based upon the available revenue after expenses and on other areas that can be modified such as cutting back on IT updates over the next year. The Budget Committee pointed out that there are no plans to cut employee positions in this budget and that there are no salary reductions proposed. There have been discussions about alternatives such as reducing the percentage increase to salary upon annual job review, salary freezes or a bonus plan instead of a raise to base pay. We have to reasonably look at alternatives as payroll costs continue to increase each year. The Board then heard questions and comments from the employees who were present. The education process for the community to where we are financially needs to begin so that they understand the issues and decisions we face in the coming years.

**NEW BUSINESS:**

- Spending Authorization 2014-0010: Bunker Gear, \$15,300.00. Director deDisse made a motion to approve the spending authorization; seconded by Director Christensen; motion carried.
- Spending Authorization 2014-0011: Firefighter Boots, \$5,840.00. Director deDisse made a motion to approve the spending authorization; seconded by Director Christensen; motion carried.

**BOARD MEMBER COMMENTS:**

Director deDisse: Greatly appreciate the time spent on the budget by everyone to get it to where it is.

Director Christensen: Note that we have a chance to show where our values are, keeping up service levels, cutting the budget. These are good conversations.

Director Gregory: Concerned that the level of service not drop and feels we need to plan to make sure that doesn't happen in the future.

Director Anderson: Thank you for the time spent on the budget and in supporting him to bring up to speed. Everyone is working to make this a strong and great continuing organization. He is looking forward to finishing the budget and continuing to look at revenue streams and cuts moving forward.

Director Kling: In house organization of managers, it's critical for the morale of our people that they understand where things are with regard to rumors and not read about it in the paper.

**MEETING ADJOURNED:** Director deDisse moved for adjournment; seconded by Director Christensen, motion carried. Meeting was adjourned at 9:30 p.m.

**NEXT MEETING DATE**

Regular District Board Meeting March 11, 2014 at 7pm in Training Rooms A & B

Respectively Submitted,  
Carol Hucker, Office Manager