

**BEULAH FIRE PROTECTION AND AMBULANCE DISTRICT
BOARD OF DIRECTORS SPECIAL MEETING No. 171
December 6th , 2020**

MINUTES

The meeting of the Board was held virtually with Chief Bryan Ware presenting from Fire Station #1 in Beulah, CO.

Board members present were: Chair and President John Levar, Vice President Larry Walter, Treasurer Sue Bacon, Fundraising Coordinator Bob Thompson , and Secretary Chandra May-Lehrer. Also attending was Chief Bryan Ware.

Chair and President John Levar called the meeting to order at 2:05 p.m.

2. APPROVAL OF AGENDA.

There were no additions or corrections to the Agenda.

Motion was made by Larry Walter to approve the agenda as amended, seconded by Bob Thompson. Motion carried with no objections.

3. NEW BUSINESS

a. Beulah Fire Protection and Ambulance District Chief Bryan Ware's Annual Performance Evaluation

i. The Chief presented a PowerPoint slide show of highlights for the District throughout the year of 2020. Once the slide show was completed, Chief Ware dismissed himself after asking any Board members had questions, and then Chair John Levar asked all of the Board Members for their input on Chief Ware's performance for the year 2020.

ii. All Board members came to the agreement that Chief Bryan Ware not only met requirements for his annual review, but surpassed them for 2020. The only item that was brought up for question was if the Board would approve for Chief Bryan Ware to get a payback from unused vacation hours. Chief Ware currently had 126 vacation hours that he would lose due to not being taken. Chief Ware requested this consideration due to the pandemic and not being able to utilize those hours for a vacation. The Board Members discussed this topic along with the question of a salary raise as well for Chief Ware. With our impression of a job well done for Chief Ware, all Board Members agreed on a payback for 80 hours of this vacation hours.

b. Discuss potential raise for Chief Salary 2021

Once the Board members discussed the payback of 80 hours of vacation, we discussed the possibility of a raise and how much Chief Ware has earned. The year of 2020, Chief Ware has done exceptional with multiple projects around Station #1, as well as holding trainings, and coordinating community health testing for COVID. The Board therefore decided Chief Ware would receive a 3% raise for the year of 2021. Due to being close to budget for 2020, the Board decided that long with the payback of vacation hours and 3% raise for the next year to come, that was comfortable enough in the budget without pushing the District close to budget limits. Bryan, we certainly all appreciate all the hard work you do on call times and off.

*Motion was made by Larry Walter to accept minutes as presented, seconded by Sue Bacon .
Motion carried with no objections.*

4. MOTION TO ADJOURN: *Motion to adjourn was made by Sue Bacon , seconded by Larry
Walter. Motion carried with no objections.*

Meeting adjourned at 3:17pm.

Chandra May-Lehrer
Secretary, Board of Directors
Beulah Fire Protection and Ambulance District

Attachments
-Agenda