

**BEULAH FIRE PROTECTION AND AMBULANCE DISTRICT
BOARD OF DIRECTORS SPECIAL MEETING No. 103
November 30, 2015**

MINUTES

The meeting of the Board was held at the District office in Beulah, CO.

Board members present were: Chair and President Steve Douglas, Vice President Pat Stanifer, Treasurer Joni Smith, Secretary Kim Toman, and Fundraising Coordinator Bob Thompson. Also attending was Chief Bryan Ware.

Chair and President Steve Douglas called the meeting to order at 6:05p.m.

2. APPROVAL OF AGENDA. There were two additions to the Agenda: Item 7.a, Resolution 2015-6, Summarizing Financial Loans for the Beulah Fire Protection and Ambulance District with Fowler State Bank; and Item 7.c, Discussion of Potential Raise for Chief Ware for 2016.

Motion to approve the agenda as presented was made by Bob Thompson, seconded by Kim Toman. Motion carried with no objections.

3. OLD BUSINESS

Update on Impact of New Vehicle Purchases on Proposed 2015 Budget Amendment and Proposed 2016 Budget

Bryan handed out 2015 and 2016 draft budgets for Board review. The Board is encouraged to review these drafts for the November-December combined meeting on December 9, 2015. These updated budgets include payment amounts for the loans for the new apparatus, if the new loan(s) are approved by the Board. Any specific questions on these budgets can be addressed at the December 9 Board Meeting.

4. NEW BUSINESS

a. Resolution 2015-6, Summarizing Financial Loans for the Beulah Fire Protection and Ambulance District, Beulah, Colorado for the Purchasing of 2 Apparatus

Discussions were held about the loan details for the 2 apparatus. All Board Member questions were answered fully. All Board Members were more than comfortable in entering into a financing agreement with Fowler State Bank for the purchase of the two new apparatus. NOTE: This will be a loan agreement, not a lease/purchase agreement.

Motion to accept Resolution 2015-6, Summarizing Financial Loans for the Beulah Fire Protection and Ambulance District, Beulah, Colorado for the Purchasing of 2

Apparatus, was made by Joni Smith, seconded by Pat Stanifer. Roll call vote was taken: Steve Douglas – aye; Pat Stanifer – aye; Joni Smith – aye; Bob Thompson – aye; Kim Toman - aye. Motion carried unanimously.

b. Beulah Fire Protection and Ambulance District Chief Bryan Ware’s Annual Performance Evaluation

- i. Chief Ware did not request Executive Session for this meeting.
- ii. The Chief’s responses to the 12 questions posed for his review were reviewed and opportunities were made available for Board members to question Chief Ware on these topics.
- iii. Board members gave their individual performance ratings for Chief Ware. There were 5 “Excellent” ratings. Vice-President Pat Stanifer was called to work near the end of the Performance Evaluation, but completed his written evaluation and gave it to Steve before he left. All Board Members were more than satisfied with Chief Ware’s performance in 2015.

c. Discuss potential raise for Chief Salary 2016

After the discussions regarding the excellent performance of Chief Ware in 2015, Board Members discussed a potential raise for Chief Ware in 2016. After discussions, it was determined that in addition to the District’s new Pension Plan for Chief Ware, which includes a District contribution of 8% of the Chief’s Salary into his Retirement Plan with Fire and Police Pension Association (FPPA) AND a District contribution of 2.6% into his FPPA Death and Disability (D&D) Plan, Chief Ware will ALSO receive a 4.0% merit increase in his 2016 salary. All present Board Members (Steve, Joni, Bob and Kim) were in agreement to this increase for Chief Ware. Thank you Bryan, for successfully leading EMS and Fire efforts in the District in 2015.

5. MOTION TO ADJOURN: *Motion to adjourn was made by Kim Toman, seconded by Bob Thompson. Motion carried with no objections.*

Meeting adjourned at 8:30pm.

Kim Toman
Secretary, Board of Directors
Beulah Fire Protection and Ambulance District
Final

Attachments

- Agenda
- 2015 Budget Revision 2
- 2016 Updated Draft Budget
- 2015 Budget Revision Highlights
- 2015 Total Response Data as of November 30, 2015