

**BEULAH FIRE PROTECTION AND AMBULANCE DISTRICT
CHIEF REVIEW MEETING No. 206
December 10th, 2023, at 1:00pm**

MINUTES

The meeting of the Board was held at Fire Station #1 in Beulah, CO.

Board members present were Chair and President John Levar. Vice President Mike Smith, Treasurer Sue Bacon, Member at Large John Sartoris, and Secretary Chandra May-Lehrer. Also in attendance was Chief Bryan Ware.

Chair and President John Levar called the meeting to order at 1:02p.m.

2. APPROVAL OF THE AGENDA.

Under New Business, Chief Ware's contract isn't up for renewal until 2025, therefore that item does not need to be addressed and therefore removed from agenda and discussion. No other corrections currently.

Motion was made by John Sartoris to approve the agenda as amended, seconded by Sue Bacon. Motion carried with no objections.

3. NEW BUSINESS

a. Executive Session as per Section 24-6-402(4)(f) C.R.S for a personnel matter, to conduct Beulah Fire Protection and Ambulance District Chief Bryan Ware's Annual Performance Review

i. Executive Session waived by Chief Bryan Ware.

ii. The Chief presented a PowerPoint slide show of highlights for the District throughout the year 2023. Once the slide show was completed, Chief Ware dismissed himself after asking any Board members if they had questions, and then Chair John Levar asked all the Board Members for their input on Chief Ware's performance for the year 2023.

iii. All Board members came to the agreement that Chief Bryan Ware not only met requirements for his annual review but surpassed them for 2023. The Board Members discussed this topic along with the question of a salary raise as well for Chief Ware. The Board agreed upon a 4.5% raise for Chief Ware in 2024.

b. Discuss of potential raise for Chief Ware for 2024

i. The Board decided Chief Ware would receive a 4.5% raise for the year 2024. Bryan, we certainly all appreciate all the hard work you do, on call times and off.

c. Discuss of potential raise for Lt. Amber Reiman for 2024

i. With Lt. Reiman completing paramedic school on top of keeping her full-time status at the fire station, we applaud and recognize her efforts in continuing her education that have benefited the department immensely. With that, the Board agreed upon a 14% raise for the year 2024, with the hopes that a better budget in 2025, we can give a promising raise to Lt. Reiman that will allow her to have a closer salary to those in the relatively same position around our area. Thank you, Amber, for all your hard work that is continuous throughout the year and the community.

8. MOTION TO ADJOURN: *Motion to adjourn was made by Sue Bacon, seconded by John Sartoris. Motion carried with no objections.*

Meeting adjourned at 2:17pm.

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