



• **Roll Call:**

Iain Irwin-Powell

Todd Wieseler

Guy Falsetti

Nederland Fire Protection District

Board of Directors Special Meeting August 30, 2021

- Quorum Announced & Meeting called to order @ 1902
- Motion to Approve Meeting Agenda Approved 3-0
- Public Comment

> No Public Comments

• **No Treasurer's Report**

• **No Old Business**

• **New Business**

> Discuss Pay Scale Policy. Please refer to Agenda for Pay Scales

Excel spreadsheet. The presentation bases pay on skill set.

because Iain's research found NFPD was not competitive in pay for career staff. Years of service is also factored in.

Insurance factors in spouses and dependents. Historically

a Mill Levy passed to pay for shift officers. There was also a Bond for the construction of Station 1. There is a chance the career staff compensation is fully funded from the property tax contribution to NFPD. There is still an opening for the third Shift Captain position. The explanation for the lack of interest to date is the tarnished reputation of NFPD and the pay level. The anticipation is if you raise the pay level for a shift captain paramedic that there would be more interest in the open position. Motion made to give Iain the authority to raise the pay levels as the budget allows for the balance of 2021 and 2022. This Motion was approved 3-0 including the approval to post again for the shift captain paramedic. Charlie Schmidtman (Paramedic Captain) expressed concern about having an EMT as a shift officer. Charlie suggested helping EMT's get their Paramedic Certification if they are interested. Ric Henrikson (Lieutenant Paramedic) expressed agreement with Charlie on this. He reminded the Board that the community has an expectation of a Paramedic level of care. Kyle (Captain Paramedic) asked about having an EMT in the shift officer position temporarily until the Paramedic position is filled. Charlie suggested being more aggressive in filling the position with a Paramedic.

> Guy presented the work being done on the proposals for the Executive search for the Fire Department Chief position. The two proposals were similar in scope and one was a bit cheaper but not significantly.

There is a guarantee. The two are CPS HR and Gov HR. The Interim Chief search is going slowly and the need is great. A candidate has approached Iain about becoming the Chief full time. Iain made a proposal to be able to hire an Interim Chief with a 12 month employment guarantee and with the idea to evaluate this candidate at six months regarding their fit for the full time Chief position. This Motion was made and approved by a 3-0 vote. Iain advised this candidate is highly motivated to help move NFPD forward. Iain will set a meeting between the candidate and the volunteers to see how the membership feels about the candidate. The process per the attorney is for candidates to be vetted and then for the Board to meet with the candidates together in a public meeting. Guy will create a job description and Iain will work on an offer to the candidate.

> Apparatus Update:

Per Mountain View it will cost ~\$3000 to fix 5642. They also found two other issues which will also be fixed. The Motion to do this repair was approved 3-0.

The invoice will be sent to the seller to see if they will cover it.

> Covid Policy Update:

Updated policy regarding wearing masks on calls and no visitors at Station.

No masks required by volunteers and staff inside the Station unless someone is not vaccinated. On wildland calls the SOG is to practice social distancing as possible. Motion made and approved by vote of 3-0 to approve the

Covid policy. Guy recommended all employees be vaccinated.

> No Public Comment

Meeting adjourned at 2015 hrs & Next Meeting is September 15, 2021 @ 1900 hrs