

BOARD OF COMMISSIONERS SPECIAL MEETING
FIRE DISTRICT #3
JANUARY 18, 1990

COMMISSIONERS PRESENT: Chairman Dennis Hannan, Commissioners
John Parker and Leonard Pedersen.
Chief, Brian N. McFerran
Citizen, Gummy Johnson

PURPOSE: Renewal of Chief's contract for 1990.

Chairman Dennis Hannan called the meeting to order at 7:30 p.m. He read the previous contract between Fire District #3 and chief McFerran. There was a brief discussion of the terms and conditions of the 1989 contract. Chairman Hannan then read the contract portion of chief McFerran's contract offer that had been requested by the commissioners.

Commissioner Parker commented on the increased demands on the office of chief in this district. He referred to the areas of Emergency Medical Services as a major area of concern and the influx of senior citizens to the area. He also spoke on the additional responsibilities the chief would be dealing with in the near future and the challenges he would be facing.

Commissioner Pedersen said that he has been impressed with the chief's work in all areas except one that he said he had mentioned to the chief. He suggested that a part-time secretary might help and that this would need to be discussed in the future.

Chairman Hannan suggested that the chief put all mail or paper work for the commissioners in their boxes. This would help get it off the chief's desk.

There was a discussion of man power and the chief's concern of getting equipment to the incident scene on time. He said that having the Medic Unit from Kitsap #10 has helped with this concern.

Gummy Johnson offered some suggestions to help with the office work load and paper work. He said a computer would help with the record keeping and other paper work load. He also suggested that an additional person in the office would be able to handle such areas as dispatcher, expediter, records, schedules, and general office needs.

Chairman Hannan stated that it appears that we will need more staff people and will address this very soon. Tonight was to discuss the chief's contract so the meeting should stay within that area of discussion.

o CONTRACT ITEMS. There was a discussion of areas not covered in the contract such as after hours time the chief puts in at classes, meetings, non-toned out visits and after hour alarms. The chief said he does keep a log of his time spent in these areas as well as his regular office hours time. The area of compensatory time was raised and whether or not to include it in the contract.

Gummy Johnson said that regarding the professional level of the chief's services, compensatory time does not belong in the contract.

The commissioners agreed that this area could be handled in a reasonable way.

Commissioner Parker stated that he could see that from now on there would be more demands on the chief and his time and he made a MOTION to increase the chief's pay to \$30,000.00. This motion failed for lack of a second.

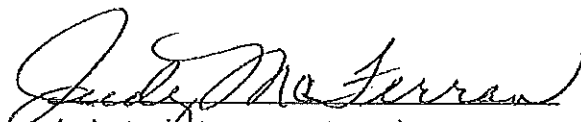
The discussion continued over the hours the chief is currently putting in on the job after regular working hours.

Commissioner Parker reviewed items discussed and made a MOTION to forget compensatory time and increase the chief's salary to \$32,000.00. Commissioner Pedersen brought up the medical benefits the chief receives and that he has the use of the district car. Gummy Johnson stated that taking the chief's existing salary and hours worked, regular and beyond, the chief is receiving \$13.41 if you use an hourly rate. He went on to list non-skilled and other jobs not related to life and property that pay much more. After a discussion Commissioner Pedersen SECONDED the motion to pay the chief \$32,000.00 plus benefits, and that compensatory time be held to a reasonable minimum. MOTION PASSED.

Gummy Johnson suggested that under the topic of compensatory time, that the chief use his professional judgment and that he will consult with the chairman regarding time-off. This met with the agreement of the board and the chief.

Chairman Hannan asked the secretary to prepare the resolution to renew the chief's contract and state the chief's salary. This contract is effective as of January 1, 1990 through December 31, 1990.

o MOTION TO ADJOURN. Commissioner Pedersen made a MOTION the meeting be adjourned, SECONDED by Commissioner Parker. MOTION PASSED. The meeting was adjourned at 8:35 p.m.


(District secretary)

