

ISLAND COUNTY FIRE DISTRICT #3

SPECIAL MEETING -

DoubleTree Suites Hotel, Seattle (SouthCenter)

October 22-25,1998, 9:00 A.M.

MINUTES

In attendance:

Chairman Bill Benjamin
Commissioner Bruce Bell
Commissioner Mike Helland
Chief Don Smith

- I. Call to Order - Chairman Benjamin called the meeting to order at 8:00 A.M. October 22, 1998.
- II. Approval of Agenda - Commissioner Bell moved to approve the Agenda as printed; motion carried.
- III. Old Business -
 - A. 1999 Budget - There was a discussion on cost of living increases to be included in the 1999 Requested Budget Package. Also discussed was adjusting the salary matrix for uniform employees to better reflect current pay structures in comparable fire districts. The Chief was instructed to include with the budget request a recommendation to increase the salary ranges of Assistant Chief and Captain 10% and the Salary ranges of lieutenant and Firefighter 5%.

As part of the budget discussion the Chief presented the new health care plan offered by the Washington Fire Commissioners Association. A motion was made by Commissioner Helland, and seconded by Commissioner Bell to accept the Washington Fire Commissioners Association Employee Benefit Program with instructions to the Chief to include the medical program for full time employees and Commissioners, the Dental plan with orthodontia for full time employees and the \$10,000 Accidental Death and Dismemberment plan for full time employees, commissioners and volunteers; approved unanimously.

IV. New Business -

Island County Fire District #3
Special Commissioners Meeting Minutes
October 22, 1998

- A. 50th Annual WFCA Conference - The Conference began at 8:00 A.M. October 22, 1998, and concluded 10:00 P.M. October 24, 1998.
- B. 5 Year Plan - The Chief presented a Draft Five Year Plan that included finishing the Saratoga Station, constructing the Freeland Station to include District offices, remodeling the Clinton Station, hiring six employees, opening two stations for 24 hour service, establishing a resident program and a sleeper program. After lengthy discussion Chairman Benjamin suggested the Five Year Plan be included as part of the Annual Goals and Objective Meeting required by policy. The Commissioners concurred without vote.

Wednesday, November 4, 1998 was chosen for the 7:00 P.M. Goals and Objectives Meeting. The Chief was instructed to advertise within the organization for an interested volunteer to participate. If more than one volunteer responds, staff is instructed to choose one by random lottery.

- V. Adjournment - Meeting adjourned at 10:00 P.M. October 24, 1998.

Donald Smith
District Secretary Pro Tem