

ISLAND COUNTY FIRE DISTRICT #3

SPECIAL MEETING

November 4, 1998, 7:00 P.M.

2874 E. Verlaine Street, Langley, WA 98260

MINUTES

In attendance:

Chairman Bill Benjamin
Commissioner Bruce Bell
Commissioner Mike Helland
Chief Don Smith
Lt. Mark Churchill

I. Call to Order - Chairman Benjamin call the meeting to order at 7:04 P.M. Lt. Churchill representing the Volunteers.

II. Approval of Agenda - Commissioner Helland moved to accept the agenda with Items V. - Executive Session preceding Item III - Old Business; motion carried

V. Chairman Benjamin recessed the meeting into a five minutes Executive Session to discuss Employee Salaries. Present in Executive Session Chairman Benjamin, Commissioner Bell, and Commissioner Helland. Chairman Benjamin reconvened the meeting at 7:15 P.M.

III. Old Business -

A. 1999 Budget - The Board directed the Chief to submit the 1999 Budget Request to include adjustments for:

- The Uniformed employees salary matrix amended to reflect the following:

Assistant Chief Position	- increase 10%
Captain position	- increase 10%
Lieutenant Position	- increase 05%
Firefighter Position	- increase 05%

- The Fire Chief and other employees to receive a 4% cost of living increase to their currently established salary.
- The reimbursement rate for volunteer participation is increased from \$5 per unit to \$6.50 per unit.

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- Each Volunteer, Commissioner, and Full Time Employee shall be provided \$10,000 Accidental Death and Dismemberment Policy as defined and provided by the Washington Fire Commissioners Association's Health Care Plan.

IV. New Business -

- A. Goals and Objectives - The Board agreed to the recommended Five year Strategic Plan presented by the Chief in planning the 1999 Budget. (copy attached)

The Board agreed to have the Chief address the following alphabetically listed District Goals in 1999:

Assist in Revising the District Commissioners Policies

Communication of the Strategic Plan

Complete District Fiscal Policies

Complete District Organizational Policies

Complete Saratoga Station

Education on commitment to volunteer Service

Evaluation by the Rating Bureau

Future District Sites

Phase I Freeland Station

V. Executive Session - See above

VI. Adjournment - Meeting Adjourned at 9:00 P.M.

Paula Schuler
District Secretary