

COLTON RURAL FIRE PROTECTION DISTRICT #70
SPECIAL MEETING OF THE BOARD
May 23, 2011

*The meeting was called to order at 6:30 p.m. with the flag salute and invocation.

BOARD MEMBERS PRESENT: Rex Rice, Don Vicars, Jim Postlewait, Danny Fine, Ivan Maluski

OTHERS PRESENT: Fire Chief Beau Beaudoin, Kevin Donegan, Miranda Carroll, Kent Carroll, Joyce Parker, Dennis Stafford, Kendra Kimbirauskas

Rex Rice stated that the purpose of this meeting is to put together the contract for Fire Chief Richard Beaudoin.

Discussion was held arguing the length of the contracts term. A three-year term was determined. Discussions for contract verbiage began.

The board compared three sample contracts as a template. The Blitz contract was decided on as being the main template. Rice stated that the verbiage needed to include, that in the occasion of the takeover, CRFPD#70 contract with Fire Chief Beaudoin, be terminated and the new administration create a new contract with the Fire Chief. Also, the contract needs to address the disciplinary policy for the Fire Chief.

The draft contract shall be reviewed for adoption on June 14, 2011.

*Between CRFPD#70 and Richard Beaudoin, Contract termination date to follow, along with, the fiscal year end in 2014 (i.e.; the last day of June 2014). To be reviewed 90 days in advance to the contract expiration date. Contract will extend 1 year if not notified by employer at the end of term.

Rice offered the contract needs to clearly state that the Fire Chief is in charge of the Operations. The job description and outlined duties assigned to the Fire Chief need to be in the contract as well.

Fire Chief Beaudoin would like to make sure that there is additional coverage upon the occurrence of a disabling/dismembering injury at CRFD#70. Joyce Parker suggested that we check with SAIF for additional coverage, it may be cheaper. Fire Chief Beaudoin will check into the insurance.

Vehicle allowance and/or mileage will be figured and added to the contract, after a review of the budget. Let it be noted that some kind of vehicle reimbursement needs to be written into the contract.

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The Fire Chief shall receive 30 days notice if terminated without cause, with a severance package. Severance package shall include 6 months wages.

On the occasion that the Fire Chief resigns, he shall give 60 days notice.

If CRFD#70 is left with out the Fire Chief for an excess of 60 days, due to a non-work related injury or illness, CRFD#70 may terminate the contract.

*Jim Postlewait made a motion to adopt the Performance Evaluation Form. Don Vicars seconded the motion and the motion carried by unanimous vote.

Performance Evaluations will be filled out by all board members and given to Jan Kaforski to be tallied and combined for next meeting on June 14, 2011.

Public Comment:

Miranda Carroll: Are the sample contracts that you are looking at for part-time or full-time Chief contracts? In looking around and doing a comparison a while back most of the Chiefs are volunteers.

Rice stated that the first one they looked at was a part-time contract; the Blitz template was a generic part-time contract.

Vicars stated that he looked around the state to compare the contracts and found that the five similar departments had paid part-time chiefs. We are well under the wages of those other part-time chiefs.

Miranda Carroll: Why are we doing a contract for Fire Chief Beaudoin but we wouldn't do one for Gary Anderson? Are we going to do a contract for everybody? Why are you worried about him leaving but you weren't worried about Gary leaving?

Postlewait answered that the issue that this board was dealing with was a demotion which did not call for a contract. Now the Assistant Chief Gary Anderson is under the supervision of Fire Chief Beaudoin. The only reason we were involved at all is because we had no Chief. If we have a Chief, in a perfect world we would never hire anyone below the Chief, so if Gary retired tomorrow and the board decided to replace him money wise, then the Chief would be directed to hire someone.

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Fire Chief Beaudoin asked if the contract that Mrs. Carroll had through Woodburn Fire was a term of hire/employment and she stated it was. The difference was that Gary was already an employee; we cannot make him sign something now.

Rex Rice asked for any further comments, none made.

*The meeting adjourned at 11:15 p.m.

Respectfully submitted,

Ivan Maluski, Secretary-Treasurer