

CROOK COUNTY FIRE & RESCUE

The regular meeting of Crook County Fire & Rescue was called to order by President Steve Lent at 9:05 am on March 18, 2021.

Board members present were Gary Abrams, Steve Lent, Jerry Brummer, Dennis Merrill and by Zoom George Ponte.

Staff present was Chief Matt Smith, Chief Dave Pickhardt, Chief Russ Deboodt, Chief Jerimiah Kenfield, Sam Scheideman and Paula Landrus.

Guest present was Larry Long.

MINUTES

Dennis Merrill made a motion to approve the minutes from February 25, 2021. Jerry Brummer seconded the motion which passed unanimously.

CONSENT AGENDA

George Ponte made a motion to approve the Consent Agenda. Gary Abrams seconded the motion which passed unanimously.

OLD BUSINESS

COVID 19 Update-Chief Matt Smith stated Crook County has been changed to low risk. The fire stations are still closed. The office staff is still working from home. The Annex building is being used for meetings and CPR classes.

LABOR MANAGEMENT COMMITTEE REPORT

Dennis Merrill stated the Labor Management Board Committee has confirmed that the L5115 Association E Board agrees that the Labor Management Board Committee can be dissolved.

The labor Management Board Committee had a task and responsibility-both have been achieved. This has been confirmed by executive board of L5115 at the March Labor Management meeting.

Our recommendation as a committee is to officially dissolve the Labor Management Board Committee.

We do suggest that the Board add a statement to our governance policy that the states our intent is to strive to maintain positive labor management relations that are fostered by a culture of open communication and transparency.

L5115 members are encouraged and always welcome at Crook County Fire & Rescue Board of Director meetings and work sessions. We also encourage our Board to consider attending labor management meetings with the Fire Chief when a Board member is available.

Dennis Merrill made a motion to dissolve the Labor Management Committee. Jerry Brummer seconded the motion which passed unanimously.

The Board discussed adding a statement to the Governance Policy. Chief Matt Smith read 7.6 from the Governance Policy.

7.6The Board will strive to maintain an appropriate and positive labor management relationship by ensuring the Chief fosters a culture of open communication and transparency between labor and management. Board members are encouraged to occasionally attend and observe monthly labor management meetings with the Fire Chief and executive board of Local 5115.

The Board discussed the policy and this will be tabled until the April board meeting.

NEW BUSINESS

Appoint Budget Officer-

Jerry Brummer made a motion to appoint Chief Matt Smith as the budget officer for the Budget year 2021-2022. Dennis Merrill seconded the motion which passed unanimously.

Fire Chief Evaluation and Remuneration- Chief Matt Smith stated in the last 12 month period I am reporting compliance with all board governance policies.

The following summarizes the organizational accomplishments of board Ends as applied through the District Strategic Business Plan and is intended to summarize the attached evaluation tool. The purpose of the format is to ensure the board is aware of how the End Statements or priorities of the Board are being accomplished and that a plan is in place to accomplish all functions of a fire district while maintaining a long term view and future direction.

Overall, the District remains in a good financial position. Tax revenue will be approximately 2% greater than projected. Ambulance revenue is on track to meet projections. The District was awarded grants as part of the COVID relief package that amount to approximately \$280,000 to date. The District will also likely receive an impact fee of \$446,013 from continued data center construction before the end of the budget year. Expenses in material and services are on track meet the benchmark of 82% of budgeted. Personal Services will likely come in higher than the benchmark of 97%. Because of better than expected revenue, we will likely increase overtime spending.

This last year has been difficult in many ways because of the pandemic. The District was able to maintain all of its functions and services because of the dedicated service of its employees and volunteers. Front office staff worked from home creating office space in their living rooms, bedrooms and kitchens. Responders overcame the difficulties of additional cumbersome protective equipment and did it in an environment that was uncertain of risk. Responders provided service in a kind and compassionate way to a general public that was unsure and frustrated. The District received many compliments and thankyou for services provided. The successes of the District in the past year is a reflection of career, part time and volunteer staff that are flexible and dedicated to their work. This fact cannot be overstated.

The Board discussed a process for reporting on progress made toward accomplishing goals and strategies may be useful.

Chief Smith explained the Community Risk Reduction program. If we had a grant, it would improve the program capabilities.

Chief Matt Smith stated we are upgrading our website.

Chief Russ Deboodt gave an update on the buildings at Facebook and the new construction going on.

Steve Lent closed the public meeting at 10:14 am to go to Executive Session 162.660 (2) (i) to review and evaluate the performance of an officer, employee or staff member.

Steve opened the public meeting at 11:04 am.

Steve Lent asked Chief Dave Pickhardt to read a statement from the Board.

Crook County Fire & Rescue Board of Directors intends to update the Fire Chiefs salary. We intend to keep our Fire Chief at least in the midpoint of comparable departments we have evaluated. Our Chiefs current salary is at the low end of the salary group. We have an experienced fire chief that has a current salary that has fallen behind after 5 years of COLA increases. Our position is to ensure the Fire Chief is at the average of the group of comparable departments.

Dennis Merrill made a motion to give Chief Matt Smith a 7.5% salary increase with a 3% deferred compensation package. Jerry Brummer seconded the motion. The vote went as follows: Jerry Brummer-yes, Steve Lent-yes, George Ponte-yes, Dennis Merrill-yes and Gary Abrams-no. The motion passed.

PUBLIC COMMENTS

None

GOOD OF THE ORDER

Review Call Data- Chief Dave Pickhardt reviewed the call data for February.

SAFER Grant- Chief Matt Smith stated that we applied for the SAFER Grant. It would pay for 3 Firefighter/Paramedics for 3 years.

As there was no further business for the Board, Gary Abrams made a motion to adjourn the meeting at 11:29 am. Dennis Merrill seconded the motion which passed unanimously.

Respectfully Submitted,

Paula Landrus