



# Special Board of Directors' Meeting

Monday April 26, 2021

Meeting Location: Remote Video Conferencing

6:00 p.m.

## AGENDA

To attend the meeting, please join via ZOOM Meeting

Join from a PC, Mac, iPad, iPhone or Android device:  
Please click this URL to join.

<https://zoom.us/j/92217266464?pwd=RmdHK1d2OXhtRzE3RSt4SHBoVFZuQT09>

Passcode: 772115

Or One tap mobile:

+12532158782,,95806736736#,,,,\*213191# US (Tacoma)

+13462487799,,95806736736#,,,,\*213191# US (Houston)

Or join by phone:

Dial (for higher quality, dial a number based on your current location):

US: +1 253 215 8782 or +1 346 248 7799 or +1 669 900 9128 or +1 301 715 8592 or +1 312 626 6799 or  
+1 646 558 8656

Webinar ID: 958 0673 6736

Passcode: 772115

1. **CALL TO ORDER PER ORS 192.610 to 192.690**
  - a. ORS 192.650- The meeting is being recorded
2. **INVOCATION**
3. **FLAG SALUTE**
4. **ROLL CALL:** Matthew Silva, John McAdoo, Ken Oliver, Ed Thoreson, Paul Miller
5. **CHANGES TO THE AGENDA**

**6. OPEN SESSION BUSINESS ITEMS**

**B-1 Salary and Benefits for Career Staff -- Discussion**

Background: With new staff coming on board, we need to decide the salary and benefits package.

Action requested: Discuss options and provide direction to the Interim Fire Chief.

**7. PUBLIC COMMENTS**

**8. BOARD INFORMATIONAL UPDATES/COMMENTS**

**9. STAFF COMMENTS/UPDATES**

**10. NEXT MEETING DATE:**

The next regular Board of Directors' meeting is Thursday, May 20, 2021 at 7:00 p.m. via remote video conferencing.

**11. ADJOURN**



# Special Board of Directors' Meeting

Monday April 26, 2021

Meeting Location: Remote Video Conferencing

6:00 p.m.

## MINUTES

1. **CALL TO ORDER PER ORS 192.610 to 192.690.** President Silva called the meeting to order at 1801.
  - a. ORS 192.650- The meeting is being recorded.

2. **INVOCATION** – by Patrick Lumbroso.

3. **FLAG SALUTE**

Done.

4. **ROLL CALL:**

Matthew Silva: Present

John McAdoo: Present

Ken Oliver: Present

Ed Thoreson: Present

Paul Miller: Present

Others in attendance: Matt Day, Patrick Lumbroso, Alan Lashbrook (zoom), Rob T (zoom), Tom Benschoter (zoom), Brooke (zoom), Shelly Brown (zoom)

5. **CHANGES TO THE AGENDA**

Add B-2 Approval of Minutes from 4/22/21.



## 6. OPEN SESSION BUSINESS ITEMS

### B-1 Salary and Benefits for Career Staff -- Discussion

Background: With new staff coming on board, we need to decide the salary and benefits package.

Action requested: Discuss options and provide direction to the Interim Fire Chief.

Discussion of several options regarding Health Care Coverage for the approximately 13 potential new career staff. The recommendation from Kim at WHA was Option #5: OFCA (Regence), includes \$2500 deductible/\$5000 per family/\$5000 OOP Max. The general consensus of the Board was Option #5 with a 30 day wait period and an 80/20 split (80% for employee and dependents) including a MERP.

**Director Silva made motion; seconded by Director Thoreson to go with Option #5 with an 80/20 split and include a MERP (to an Option 1 maximum deductible); Roll call vote; Passed unanimously.**

Discussion regarding AD&D Life Insurance Plan options; General consensus was to offer employees the plan with the amount required by law: \$10,000 (Option 1).

**Director Miller made a motion; Director Oliver seconded to go with the Option 1 Life AD&D Plan; Roll call vote; Passed unanimously.**

Discussion regarding Short-Term and Long-Term Disability Plans. General consensus is not to Include any at this time since it is not legally required; however, if available, employees should be able to purchase Short-term and Long-term disability coverage as an option.

Discussion regarding vacation accrual included stopping the accrual at 5 years, changing the parameters from 2-4 years to 2-5 years for the 53.07-hour employee with 7 shifts off in years 2-5 and adding shifts off for year 1; Discussion regarding granting non-shift personnel 1-week paid leave after 1 year of service (since non-shift personnel already receive 10 paid Holidays off per year) versus performing calculations to determine leave comparable to the 53.07 hour employees.

Discussion regarding the Administrative Manager position being classified as Exempt; Chief Abel to double-check the legal requirements.

Discussion regarding the updated Fire Chief's contract. President Silva will contact Ian O'Connor and refer him Chief Abel to discuss the contract.

### B-2 APPROVAL OF MINUTES FROM 4/22/2021

**President Silva made a motion; Director McAdoo seconded to accept the 4/22/2021 Special Board of Directors' Meeting minutes as presented; Roll call vote; Passed unanimously.**



**7. PUBLIC COMMENTS**

None.

**8. BOARD INFORMATIONAL UPDATES/COMMENTS**

Chief Abel asked for direction from the Board of Directors regarding moving forward with establishing the benefits package. President Silva gave Chef Abel direction to initiate setting up benefits as directed in B-1 while gathering further background information as well as other options and keeping the Board apprised of any changes or updates. Chief Abel will notify President Silva if another Special Meeting is necessary.

Discussion regarding how to make notification of the job offer to the potential new Fire Chief.

**9. STAFF COMMENTS/UPDATES**

None.

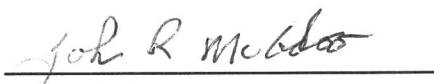
**10. NEXT MEETING DATE:**

The next regular Board of Directors' meeting is Thursday, May 20, 2021 at 7:00 p.m. via remote video conferencing.

**11. ADJOURN** at 1932.



President Matthew Silva



Secretary/Treasurer John McAdoo

