



BLUE RIDGE FIRE DISTRICT BOARD OF DIRECTORS

MINUTES OF SPECIAL BOARD MEETING HELD AT THE BLUE RIDGE FIRE STATION SATURDAY AUGUST 10, 2019

1. **CALL TO ORDER** – Meeting was called to order at 8:04 AM by Chairman Shannon Scott.
2. **PLEDGE OF ALLEGIANCE** – Chairman Scott led the assembly in the pledge of allegiance.
3. **ROLL CALL OF BOARD MEMBERS** – Board Members present were, Shannon Scott, Cindy Perelli and Jack Beale. Judy Varns was present by phone and Larry Lambert was absent.
4. **REVIEW AND ADOPTION OF AGENDA** – Chairman Scott asked for a motion to adopt the Agenda. Ms. Perelli made a motion to adopt the Agenda with changes to be discussed; Mr. Beale seconded the motion.

There was some discussion on how to proceed and it was decided to leave item **a.** and add item **b.** Discussion and possible action to discuss / modify the Chief's Employment Agreement. We would then discuss the Employment Agreement in an open meeting format as requested by Chief Paine. Chairman Scott asked for a vote. Mr. Scott, Ms. Perelli, Mr. Beale and Ms. Varns voted in favor of the Motion. The Motion passed with modification to the Agenda as described.

5. **CALL TO THE PUBLIC:**

No members of the public signed up to speak.

6. **NEW BUSINESS**

- a. Discussion and possible action to vote to go into Executive Session pursuant to A.R.S 38-431-03(A)(1), for the purpose of discussing personnel matters.

Chairman Scott asked for a motion. Ms. Perelli made a motion to vote to go into Executive Session for the purpose of discussing personnel matters. Mr. Beal seconded the motion. As part of the discussion Chairman Scott said the Chief Paine had requested that the Personnel Matters/Employment Agreement discussion be held in a public Meeting format. Therefore there was no need to hold an Executive Session meeting, but we still had to vote on this item. There was no further discussion and Chairman Scott asked for a vote. Mr. Scott, Ms. Perelli, Mr. Beale and Ms. Varns voted NO on the motion. The motion did not pass.

The following item was added by Amendment of the Agenda.

b. Discussion and possible action to discuss / modify the Chief's Employment Agreement/Contract.

Chairman Scott asked for a motion. Mr. Beale made a motion to enter into discussion to consider the Contract for Chief Paine. Ms. Varns seconded the motion. Ms. Perelli, Ms. Varns, Mr. Beale and Mr. Scott voted in favor of the motion. The motion passed.

The following items were discussed:

Mr. Scott said that the Board provided several versions of the Agreement to Chief Paine with the last one being returned to the Board with significant changes. Chairman Scott thought that we should take all the previous versions off the table and begin again with the original Agreement, dated May 10, 2017 to June 30, 2019. Mr. Beale and Ms. Perelli said and Ms. Varns agreed with this plan. Mr. Scott thought that trying to make changes to any of the other versions of the Agreement would be counterproductive.

Offered in the current contract:

- Salary \$66,340 per year
- Participate in 457b retirement plan
- Health care benefits \$8,500 annually
- PTO – 20 days (160 hours); PTO awarded at the beginning of the year; maximum 20 carryover, totaling 40 days or (320) hours.
- Unlimited sick days per year
- Bereavement: three (3) days in state, five (5) days out of state

Sections of the original Agreement discussed and/or modified.

Section 1.2: This section is replaced by the recently approved Addendum to the current Agreement dated June 30, 2019.

Section 2.1: After some discussion it was decided that this section should remain as originally written.

Section 2.13: Modified extensively to meet requirements of the Board.

Section 2.14: After some discussion it was decided to add "Flex hours will be used within 30 days from date of occurrence" requirement statement to this section.

Section 3.1: Salary – annual salary was increased to \$70,000 per year.

Section 3.4: PTO – Section modified to include a Board requirement for notification of planned PTO use and Board approval of PTO use in excess of 32 hours.

Section 3.7: Technology Allowance – modified to include requirement for "active voice mail".

Section 4: Performance Evaluation – modified to add ".....Chief's goals and expectations of the Board."

Section 6: Termination without cause. Chairman Scott stated that this was one of the major sticking points and he thought it should be left as originally written.

Ms. Perelli stated that when she retyped the original Agreement, section 6.1 had been modified at that time and broken into three paragraphs numbered 6.1, 6.2 and 6.3. The wording and intent of the statement was not changed.

Term of the Agreement: after some discussion it was decided to offer a two-year Agreement.

7. ADJOURNMENT

There was no further business for the Board to conduct and Mr. Scott adjourned the Special Board Meeting of the Blue Ridge Fire District Board at 9:52 AM.

Respectfully submitted: August 13, 2019

Cynthia A. Perelli
Cynthia Perelli, Clerk of the BRFD Board

Minutes Approved: _____

Cynthia Perelli, Clerk of the BRFD Board

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