

Meeting Minutes/Blue Ridge Fire District Wage & Benefit Committee
September 12, 2017
Revision 1, September 29th, 2017

A meeting of the Wage & Benefits Committee was called to order at 1302 hours (1:02 PM) by Committee member Pete Fenton. Mr. Fenton, Chief Paine, FF Sewel & Volunteer Buddle were present. Ms. Perelli being absent. (Ms. Perelli arrived at 1404 during the discussion of the following item).

A lengthy discussion ensued regarding what was accomplished in the previous meeting and recommendations to be made to the District Board for its monthly meeting of September 23rd. A majority of the committee agreed with Chief Paine that the following would be recommended to the Board;

Redirect the existing 6% employer cost currently contributed to full-time employees' alternative 457b pension accounts to fund new employee benefits. Those new benefits may include:

- A. 48 hours of sick time allowance during the year with a maximum accumulation of 96 hours in two years. This is a required benefit mandated by legislative action..
- B. An increase in PTO (Personal Time Off) by 2 Days after 5 years' service, leaving in place the entry level of PTO at 10 days, and leaving increases after the 5 years' service level to future budget consideration.
- C. Direct the Department to fund the payment of an amount equal to the Insurance Premium Sur-tax (believed to be \$7,300.00) to the Blue Ridge Fire District Alternative Pension and Benefit Plan. These funds to be distributed to Volunteer members as annual contributions to their volunteer pension accounts based on service during the 2015-16 FY. Chief Paine recommended the funding source as Capital Reserve funds rather than PSPRS funding.

Although no immediate need for a subsequent meeting of the Committee was identified, it was recommended by Chief Paine that the committee remain a standing committee and be used to review like matters in preparation of the next budget process estimated to be in the Spring of 2018.

Meeting adjourned 1458 (3:58 PM)

Minutes Approved September 29, 2017