

**BEULAH FIRE PROTECTION AND AMBULANCE DISTRICT
BOARD OF DIRECTORS SPECIAL MEETING No. 146
December 2, 2018**

MINUTES

The meeting of the Board was held at the Beulah Community Center in Beulah, CO.

Board members present were: Chair and President John Levar, Vice President Stephen McLaughlin, Treasurer Joni Smith, Fundraising Coordinator Bob Thompson. And Secretary Kim Toman. Also attending was Chief Bryan Ware.

Chair and President John Levar called the meeting to order at 1:08 p.m.

2. APPROVAL OF AGENDA.

There were no additions or corrections to the Agenda.

Motion to approve the agenda as amended was made by Bob Thompson, seconded by Kim Toman. Motion carried with no objections.

3. NEW BUSINESS

a. Beulah Fire Protection and Ambulance District Chief Bryan Ware's Annual Performance Evaluation

- i.** Chief Ware did not request Executive Session for this meeting.
- ii.** The Chief's presented a slide show of the highlights of the District throughout 2018. John presented the Board with 7 questions for each Board Member to respond to. During the review, opportunities were made available for Board Members and the public to question Chief Ware on these and any other topic.
- iii.** Board members gave their individual performance ratings for Chief Ware. There were 4 "Excellent" ratings and 1 "Above Average" rating. All Board Members were very impressed with Chief Ware's performance in 2018.

b. Discuss potential raise for Chief Salary 2019

After the discussions regarding the excellent performance of Chief Ware in 2018, Board Members discussed a potential raise for Chief Ware in 2019. After discussions, it was determined that potentially Chief Ware would receive a 3.0% combined cost of living increase (COLA) and merit increase of his 2018 salary for 2019. The Board also approved the District covering the cost of the increase to the Chief's Fire and Police Pension (FPPA) Death and Disability (D&D) benefit coverage. The FPPA D&D increase from 2018 will be about \$108, for a total annual benefit of \$1,687. The COLA and merit increase would equate to an annual increase of \$1,755 in Chief Ware's 2019 salary. The new Chief salary for 2019 would be \$60,243. All present Board Members were in agreement to this increase for Chief Ware. Thank you Bryan, for successfully leading EMS and Fire efforts in the District in 2018. The Board will make a final decision with Resolution at the combined November-December meeting on December 12th.

4. MOTION TO ADJOURN: *Motion to adjourn was made by Joni Smith, seconded by Steve McLaughlin. Motion carried with no objections.*
Meeting adjourned at 3:09 pm.

Kim Toman
Secretary, Board of Directors
Beulah Fire Protection and Ambulance District
Final

Attachments
-Agenda
-Chief Ware Performance Evaluation questions