

**Mosier Fire Department  
Budget Advisory Committee Meeting  
February 25, 2016**

Present: Maggie Goter, Wayne Root, Joe Sacamano, Rhonda Starling, Mac Jervey, Susan Gabay, Chief Jim Appleton, Mark Cherniack-scribe

Agenda

- 1) Salary increase for Chief
- 2) Status of the budget. We received a July-Dec 2015 budget summary

What actions do we need to take tonight? Can choose to take action or not tonight. This is a noticed meeting so we can legally take a vote if appropriate. More likely to provide a recommendation or option to the board for its vote.

A memo was presented by Mac. We reviewed and discussed it, and recommended a 15% raise retroactive to July 1, 2015 to keep it consistent with the calendar year budget cycle. The increase will bring Jim to \$45,000 in base salary adding to a total of \$54,814 including all cost of living (COLA) compensation based on annual fixed escalation COLA rate presently set at 2%. Some contingency funds will be transferred to make this work.

Still need to dig more on salary ranges to set a pay range for the position. What is the reasonable starting pay for a Chief in Mosier? What if Jim leaves, what is the range based on, experience and performance and....? Craig's memo recommending a work plan to tie to performance on goals, responsibilities, and future compensation.

MOTION: Recommend the the Mosier Fire BOD BOD establish a 15% pay raise as of July 1, 2015 for the current Fire Chief including 2% COLA costs retroactive to January 1, 2016.

Joe makes motion. Mac second.

VOTE: The motion passed, all in favor.

MOTION: Establish a salary range of Senior Fire Chief and Chief as two separate positions. Base the salary range on market rates in similar jurisdictions and cost of living in the Gorge.

Joe makes motion, Susan second.

VOTE: The motion passed, all in favor.

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We discussed a recommendation that a range of \$40,000-60,000 base salary for a 'Tier 1 Chief,' and \$60-80,000 for a 'Senior Chief' might be considered. The numbers might be further refined. In any case, we have to calculate the property tax impact of these ranges. Joanne Rubin got initial data as was discussed at the last meetingw. The salary table doesn't have salary ranges, just a fixed number. Have to investigate the ranges further.

Will redo some calls. Also to discuss: what are the years and nature of experience to qualify as a 'Senior Chief?' Mid-Columbia has multiple chiefs: Battalion Chiefs, Training Chiefs and other Chiefs.

Budget discussion: No changes to anything in budget from last year due to having enough budget leeway to be in a comfortable situation. Will see apparatus recommendations for coming fiscal year. Can be accommodated with in this year's budget. Flexibility to do almost anything. No new grant cycle details until mid-March. Looking at likely guidance for types of grant funds available in the new cycle. Always different emphasis on funding targets. Main grants through FEMA roll out when ready, about a week before grant period opens. FEMA signals with a grant-writing workshop. Early signals are active, but we really don't know what will be there when it comes.

The current year's budget is on track. No foreseeable problems. Ordering some year-end supplies as usual. No questions to Jim.

Question about contingency funds that come from operating costs that end up in capital reserves if not spent. We rolled in \$60-70,000 from contingency to reserves last year.

Next meeting about 1 month from now. We can start on the budget for next year. March 31 meeting-Thursday. 6:30pm at the station.

Meeting adjourned 7:29pm.