



Wellington Fire Protection District SPECIAL BOARD MEETING MINUTES

The **Special Board Meeting** of the Wellington Fire Protection District was called to order at **4:03 PM** on **February 17, 2021** and the meeting was held at **Station 16** located at **8130 3rd St, Wellington, CO, 80549**.

Pledge of Allegiance

Roll Call – *PETTIT, PIERSON, REED, STORY, SARNO are present*

Additions/Deletions to the Agenda - NONE

Conflicts of Interest - NONE

Public Comment - NONE

Executive Session

1. Section 24-6-402(4)(f) C.R.S for purpose of discussing a personnel matter regarding Gary Green the Fire Chief and his employment agreement.

M/S REED/STORY at 4:05 PM to enter Executive Session pursuant to Section 24-6-402(4)(f) C.R.S for purpose of discussing a personnel matter regarding Gary Green, Fire Chief, and his employment agreement. The Board allowed Chief Green to choose those present. Those present were the Board of Directors and Chief Green. Roll call is taken:

<i>Reed</i>	<i>YES</i>
<i>Pierson</i>	<i>YES</i>
<i>Pettit</i>	<i>YES</i>
<i>Sarno</i>	<i>YES</i>
<i>Story</i>	<i>YES</i>

M/S SARNO/REED to come out of Executive Session at 4:54 PM and affirmed that no decisions were made during the Executive Board Session and resume the Special Meeting. Roll call is taken:

<i>Reed</i>	<i>YES</i>
<i>Pierson</i>	<i>YES</i>
<i>Pettit</i>	<i>YES</i>
<i>Sarno</i>	<i>YES</i>
<i>Story</i>	<i>YES</i>

District Business

1. **Fire Chief employment agreement**



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Discussion to started by Director Reed that the board should consider approving a \$12,261 increase or 8.7% to the agreement since the District would be saving a considerable amount having to no longer contribute to his pension.

M/S PETTIT/REED to approve the Chiefs employment agreement with an 8.7% salary increase, that is effective January 1, 2021, Chief agrees to entering the drop program no later than July 1, 2021, and the District will no longer be contributing to his FPPA Pension benefit. Roll call is taken:

<i>Reed</i>	YES
<i>Pierson</i>	YES
<i>Pettit</i>	YES
<i>Sarno</i>	YES
<i>Story</i>	YES

Director Sarno left the meeting at 4:59 PM.

2. Lieutenant Rank/Grade/Wage Consideration

CHIEF GREEN presented that each year District management conducts informal, regional, and countywide surveys and evaluations of each rank and their respective wages. In 2019 and 2020, we identified a significant and growing wage differential, specifically at the Lieutenant/front line supervisor level. The impact of this gap resulted in the expressed loss of one Lieutenant in 2020 and a limiting factor in recent recruitment for the subject rank.

Based on the survey results and budget analysis, District management recommends an incremental adjustment toward a 2022 salary range of \$78,000 - \$88,000 for the rank of Lieutenant.

DIRECTOR PETTIT as for clarification on the range within graphs in the presentation.

M/S PETTIT/PIERSON to APPROVE the salary range up to \$78,000 effective April 1 of 2021. Roll call is taken:

<i>Reed</i>	YES
<i>Pierson</i>	YES
<i>Pettit</i>	YES
<i>Sarno</i>	-
<i>Story</i>	YES

Station 16
8130 3rd Street
Wellington, CO 80549



Station 17
108 E County Road 66
Fort Collins, CO 80524

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Adjournment – Pettit/Pierson at 5:06 pm.

CERTIFICATION BY BOARD PRESIDENT

I, Sue Reed, hereby certify that I served as the chairperson of the executive session of the Special Meeting of the Board of Directors held on February 17, 2021 and that the entire session was confined to discussing a personnel matter regarding Gary Green the Fire Chief and his employment agreement

Sue Reed, Board President

Attest:

Ken Pettit, Board Secretary