

Western Lakes Fire Board

Budget Workshop Meeting

August 12, 2020

Call to Order

- George Morris called the meeting to order at 5:00 p.m. Board members present were George Morris, Jeff Roemer, Kent Lorenz, Bill Riemenschneider, Mike Tompkins, Lisa Mellone and Jimi Hall. Also, in attendance were Chief Brad Bowen, Assistant Chiefs Tom Schuetz and Matt Haerter, Deputy Chiefs Brad Ingersoll, and Chris Igl, and Administrative Assistant Michael Krug.

Proof of Notice

- Mike Krug announced that the notice was posted August 11th to the district web site, newspapers and at stations all 6 stations.

Pledge of Allegiance

- Mike Tompkins led the group in the Pledge of Allegiance.

Public Comment

- George Morris opened the meeting to comments from the public, of which there was none.

Discussion – 2021 Operational Budget

- Chief Bowen announced that since the joint owners meeting, there has been a change in staffing that generated a few options for next year's budget. Mike Krug has announced that he will be retiring at the end of the year. There were plans in the 2022 budget to add a full-time HR manager, but Chief Bowen is recommending we add that position in 2021. An Option A was presented to the board. It is the most aggressive and addresses the top three critical objectives:
 - Fire Response capabilities
 - Part-time employee shortage, employee turnover, workload of limited full-time employees
 - Sustainable staffing
- The proposed staffing changes are:
 - Add a Full-time Human Resources Manager
 - Would fill vacancy of Mike Krug and was included in the 7-year staffing plan
 - Would handle hiring, payroll, background checks, etc. The position would provide an additional 8 hours of administrative support per week.
 - Add three full-time firefighter / paramedic / MPO / Inspectors on January 1st.
 - This would assist with shortage of part-time personnel.
 - Add three full-time firefighter / paramedic / MPO / Inspectors on May 1st.
 - These positions right before the summer season will hopefully assist the district with an additional 12 part-time positions. The month of June through September are the most difficult for the district to fill vacancies with part-time positions.
 - Add three full-time firefighter / paramedic / Inspectors on November 1st
 - These positions right before the holiday season will assist the district with an additional 12 part-time positions.

- Jimi Hall recommended we are clear that we are not replacing 12 part-time employees, but are filling empty staffing positions. We currently have part-time employees working multiple part-time shifts to fill open spots.
- There was discussion on the projected ambulance revenue. Jeff Roemer believes we are too conservative on our anticipated revenue. Chief Bowen and George Morris both expressed concern over being too aggressive on revenues. The district has experienced years where we did not hit our projected revenues and were concerned with the ability to pay bills at the end of the year. Jeff Roemer, Kent Lorenz and Chief Bowen will meet with Andres Medical to get a better projection on revenues for 2021.

Adjournment

- At 7:00 pm a motion to adjourn was made by Jeff Roemer and seconded by Mike Tompkins. Motion carried.