

GOLDEN GATE FIRE CONTROL & RESCUE DISTRICT

SPECIAL MEETING

SEPTEMBER 26, 1989

Chairman Steffen called the special meeting to order at 7:30 P.M.; all board members were present.

Chairman Steffen stated that this special meeting was being held to discuss the following items:

1. A letter of concerns raised by the Chairman about continuing Chief Hatcher's employment.
2. The benefit package for administrative personnel.
3. The impact fee problem that we are having with the county.

Letter of Concerns:

Chairman Steffen stated that he had put a list of reasons together for not continuing Chief Hatcher's employment after his contract expires. The Chairman went on to state that he had met with the district's attorney and the attorney has reviewed the material. According to Commissioner Young's motion made at the September 12, 1989 meeting, Chief Hatcher was given equal time with the district's attorney at the district's expense.

Chairman Steffen read outloud the letter from the attorney, copy is attached.

Chairman Steffen asked the other two commissioners if they would like to discuss these reasons tonight or at a formal hearing.

Commissioner Young stated that he would like for the Board to reach a decision tonight.

Much discussion followed.

Commissioner Griffith stated that he was prepared to vote on it now.

*** A motion was made by Commissioner Griffith and seconded by Commissioner Young that no further action be taken in this matter.**

More discussion followed. Since Chairman Steffen stated that he had not seen the supporting evidence to disprove the list of reasons, Chief Hatcher presented Chairman Steffen with the supporting documentation along with a verbal request that all of the paperwork be returned.

Special Meeting
Page 2
September 26, 1989

The motion passed with Commissioner Griffith and Commissioner Young voting yes. Chairman Steffen voted no.

Administrative Benefit Package:

Chief Hatcher stated that he had mentioned the benefit package to the Commissioners during a union negotiation executive session. The Board gave Chief Hatcher informal directions, at that time, to draft an administrative benefit package.

The Board went over each area and amended the benefit package as follows:

SALARY

Proposal for raises - not ready to discuss at this time.
Delete last paragraph (3% longevity scale).

BENEFITS

Leave as written.

UNIFORMS

Leave as written.

TUITION REFUND

Change the 100% funding to \$300.00. Add: Any courses for the Chief must be preapproved by the Board.

LEAVE

Leave as written

PHYSICAL EXAMINATIONS

Leave as written.

PAYDAY

Leave as written.

OVERTIME/COMPENSATORY TIME

Leave as written.

WORKERS' COMPENSATION

Leave as written.

TERMINATION OF INSURANCE

Change to: As outlined in the hospitalization "Handbook."

Special Meeting
Page 3
September 26, 1989

VACATION

The accrual rate should be left as is, at 4.62 hours per pay period.

SICK LEAVE

Delete first sentence.

SICK/ANNUAL LEAVE BUY OUT

Leave as written.

OTHER PROVISIONS

Delete the entire section.

Commissioner Griffith expressed his feelings that a catchall phrase under "Other Provisions" was not prudent and that there should be some provisions for any disciplinary action to be appealed to the Board and the right of a hearing for termination for any administrative employee.

The Board wished to add disciplinary provisions for administrative employees to the benefit package.

Commissioner Griffith stated that during one of his private meetings with the Chief he had suggested the Administrative Benefit Package to him and in turn the Chief had brought the subject up at an executive session. Commissioner Griffith went on to say that he had wanted administrative personnel to have a measure of security, as the union has a measure of security.

A ten minute break was taken.

- * A motion was made by Commissioner Young and seconded by Commissioner Griffith to authorize the Chief to bring a final draft of the amended "Administrative Benefit Package" back before the Board for approval. Motion carried unanimously.

Impact Fee Problems

Chief Hatcher advised the Board that the impact fee monies paid to inspection fees has all been straightened out. The Chief went on to advise the Board that it was discovered the county had not been collecting impact fees from the area off of Rattlesnake Hammock Road. There were some homes that were CO'd without paying impact fees. The county has written letters requesting payment but as of this date there is approximately \$2,900.00 outstanding. County Commissioner

Special Meeting
Page 4
September 26, 1989

Max Hasse has been given copies of these letters and he is currently working on this problem.

Chairman Steffen would like to see this as an agenda item for the next commission meeting. Commissioner Griffith would not like to see this as an agenda item because it might get into the newspaper and cause the negotiating process to get all muddied up. As long as the Chief has turned everything over to Commissioner Hasse and is still negotiating with the county himself there would be no need for an agenda item until this avenue has been completely exhausted. This item should be handled under Chief's Report.

Chairman Steffen made a statement for the record. "When I decided to run for this office I made three promises to the residents and taxpayers of this district. One, that I would work as hard as I could to improve the level of manpower in the district, two that I would work just as hard to improve the equipment in the district, bringing it up to date with growth here and, three that I would work just as diligently to give greater accountability to the taxpayers, the dollars we spend. I've worked hard as I promised this past year and improvements have been made but the one area that we have not made as much progress as I feel we should have, is greater accountability to the taxpayer's dollar. That accountability is what I was striving for when I gathered the information we discussed earlier tonight. The taxpayer deserves the best level of service we can provide for the money and they deserve to know where there money is going and I simply was doing my job, in my opinion. Thank you."

*** Chairman Steffen stepped down from the chair to make a motion to adjourn the meeting at 9:55 P.M. Commissioner Young seconded the motion. Motion carried unanimously.**

Special Meeting
Page 5
September 26, 1989

Minutes of 9/26/89 Special Commission Meeting were approved
on 10/10/89.



Commissioner Marvin Steffen

Was absent at 10/10/89 Meeting

Commissioner Wayne B. Young



Commissioner Willard P. Griffith