



WEST LICKING JOINT FIRE DISTRICT BOARD OF TRUSTEES

October 25, 2012

Special Board Meeting

Derek Myers opened the meeting at 7:01 p.m., and led the Pledge of Allegiance.

ROLL CALL:

Jersey – Derek Myers
Harrison – absent
Etna – Randy Foor

Kirkersville – Brian Denton
Pataskala – Mike Fox
Reynoldsburg – Cornelius McGrady

RECOGNITION OF GUESTS: None.

DISCUSSION

Mr. Fox motioned to go into executive session to consider the appointment, employment, or compensation of a public employee at 7:03 p.m. Mr. Foor seconded. Vote: Myers – yes; Foor – yes; McGrady – yes; Denton – yes; Fox – yes. **Motion carried.**

Mr. Fox motioned to come out of executive session at 7:29 p.m. Mr. Denton seconded. Vote: Foor – yes; McGrady – yes; Denton – yes; Fox – yes; Myers – yes. **Motion carried.**

Mr. Fox motioned to approve a conditional offer of employment to Edwynna Freeman for the HR Generalist position at a salary of \$50,000 annually, vacation accrual of 3 weeks per calendar year, sick leave accrual rate at 6 hours per pay period with the options for major medical, dental, vision and life insurance premiums paid by the District. In addition, the pre-employment actions will be a background check to include a polygraph along with the drug and alcohol screen. Mr. Denton seconded. Discussion: Mr. McGrady questioned how the vacation and sick leave accrual figured? Mrs. Metzger stated the vacation is based on what she currently accrues and the sick time is equal to the bargaining unit members. Mr. Fox reminded the Board that the firefighters do pay a percentage of their insurance premiums. Shouldn't all employees do the same he asked? Mr. Myers stated the firefighters are, but it does not apply to any of the current Administrative employees. Mrs. Metzger stated according to the recently conducted wage survey our firefighters came back at the high to very high end of the range, whereas the Administrative staff fall in the low to middle range on the pay scales. The benefits help make up part of that. Mr. Fox questioned what percentage do the firefighters currently pay? Mrs. Metzger stated it is currently 4%, then rises to 8% in March, 2013.

Mr. Fox *amended* the motion for Edwynna Freeman to pay the same percentage of premiums as the bargaining unit. Mr. Denton seconded. Discussion: Mrs. Metzger voiced a concern that this creates an inequity among the Administrative Staff that isn't fair. Mr. Fox stated we shouldn't have any or very little inequities between the Administrative staff and the Bargaining Unit. Mrs. Metzger voiced her concern that the candidate is more than qualified and the salary was based on the benefit package. If Ms. Freeman has to begin paying, Mrs. Metzger warned we may have to rehiring a HR Generalist. Mr. McGrady is concerned with there not being a policy in place and we implement this on a new employee, and have her first task to address a policy reflecting that administrative staff pay partial premiums. Vote on amended motion: Denton – no; Fox – yes; Myers – no; Foor – no; McGrady – no. **Motion failed.** Vote on original motion: Denton – yes; Fox – yes; Myers – yes; Foor – yes; McGrady – yes. **Motion carried,**

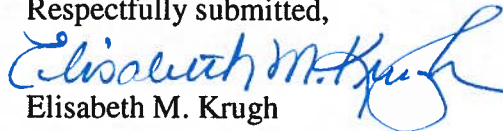
Mr. Fox motioned to approve a conditional offer of employment to Donna Hubner for the Fiscal Assistant position at a salary of \$15.00 per hour with a vacation accrual of 2 weeks per calendar year, sick leave accrual rate at 6 hours per pay period with the options for major medical, dental, vision and life insurance premiums paid by the District. In addition, the pre-employment actions will be a background check to include a polygraph along with the drug and alcohol screen. Mr. Denton seconded. Discussion: Mr. Fox inquired why the HR Generalist has a vacation accrual of 3 weeks and the Fiscal Assistant only 2 weeks. Mrs. Metzger stated it is the difference between hourly and salary employees. Mr. McGrady confirmed there is not a policy in place that outlines vacation accrual, correct? Mrs. Metzger answered there is not a policy in place. Mrs. Metzger stated Leanne accrues her vacation which was a change made by Chief Fulmer when she was hired. Ms. Krugh stated the previous secretary had a vacation dump. She originally accrued vacation but had accumulated so many hours the Board changed the vacation to a use or lose status. Mr. Denton questioned if the Bargaining Unit has an established max on vacation accrual or not. Mrs. Metzger stated they also have the buy-out option and believe they stop accruing at 400 hours. They can cash out two weeks a year, one week of sick and one week of vacation. Vote: Denton – yes; Fox – yes; Myers – yes; Foor – yes; McGrady – yes. **Motion carried.**

Mr. Myers motioned to approve the 2% Consumer Price Index as presented. Mr. McGrady seconded. Vote: Fox – yes; Myers – yes; Foor – yes; McGrady – yes; Denton – yes. **Motion carried.**

ADJOURNMENT

There being no further business, Mr. Myers adjourned the meeting at 8:00 p.m.

Respectfully submitted,



Elisabeth M. Krugh
Fiscal Officer

APPROVED:


Board of Trustees
Title

Note: Minutes were transcribed by Administrative Assistant, Leanne Lesko. The minutes are unofficial, subject to amendment, until approved by the Fire Board Members.

Guests present: None