

NOTICE OF MEETING

The Central Yavapai Fire District Board of Directors will meet on Monday, May 9, 2011 at 2:00 p.m. The meeting will be held at the Fire District Fire Training Center, 9601 E. Valley Road, Prescott Valley, Arizona. The Board may vote to go into Executive Session on any agenda item, pursuant to A.R.S. §38-431.03(A)(3) for discussion and consultation for legal advice with the District's Attorney on matters as set forth in the agenda item. The following topics and any variables thereto, will be subject to Board consideration, discussion, approval, or other action. All items are set for possible action.

AGENDA

1. CALL TO ORDER / ROLL CALL OF BOARD MEMBERS
2. PLEDGE OF ALLEGIANCE
3. CALL TO THE PUBLIC
Comments and complaints from the public. Those wishing to address the Central Yavapai Fire District Board need not request permission in advance. The Fire District Board is not permitted to discuss or take action on any item raised in the Call to the Public due to restrictions of the Open Meeting Law; however, individual Board members may be permitted to respond to criticism directed to them. Otherwise, the Board may direct the staff to review the matter or that the matter be placed on a future agenda.
4. ACKNOWLEDGE RETIREMENT OF CHIEF PARRISH
5. SWEAR IN NEW FIRE CHIEF
6. CONSENT AGENDA
All matters listed under Consent Agenda are considered to be routine by the Central Yavapai Fire District Board and will be enacted by one motion. There will be no separate discussion on these items. If discussion is desired, that item will be removed from the Consent Agenda and will be considered separately (FOR DISCUSSION AND POSSIBLE ACTION)

Approval of Minutes:
April 6, 2011 Regular Session
April 6, 2011 Executive Session - Legal Advice Re: Fire Chief Contract
April 11, 2011 Regular Session
April 11, 2011 Executive Session – Legal Advice Re: Training Center Drainage, Personnel Matters Re: New Fire Chief's Employment Contract, Legal Advice Re: New Fire Chief's Employment and Contract

General Fund Financial Statements
Bond Financial Statements
7. REPORTS AND CORRESPONDENCE
 - A. Bond Update - Training Center Development
 - B. Bond Update - Station 58
 - C. Letters from Citizens
 - D. Monthly Division Reports-Report from the Fire Chief and staff in regards to current activities of the Fire District and the status and progress relating thereto
8. VOTE TO GO INTO EXECUTIVE SESSION
 - A. Legal Advice Pursuant to A.R.S. §38-431.03(A)(3) and Instruction to District Legal Counsel Pursuant to A.R.S. §38-431.03(A)(4) Re: Training Center Drainage
 - B. Legal Advice Pursuant to A.R.S. §38-431.03(A)(3) and Instruction to District Legal Counsel Pursuant to A.R.S. §38-431.03(A)(4) Re: Supplements and Amendments to the Construction Manager AIA Documents for Training Center Phase III
 - C. Legal Advice Pursuant to A.R.S. §38-431.03(A)(3) and Instruction to District Legal Counsel Pursuant to A.R.S. §38-431.03(A)(4) Re: Draeger Settlement Agreement and Release
9. OLD BUSINESS
 - A. Training Center Drainage
 - B. Approve Supplements and Amendments to Standard Form of Agreement Between Owner and Construction Manager AIA Document A133-2009 Between CYFD and Danson Construction Company, LLC for Training Center Phase III
 - C. Approve Fiscal Year 2011-2012 Tentative Budget
 - D. Discuss Board Packet Preparation and Distribution
10. NEW BUSINESS
 - A. Approve Settlement Agreement and Release Between CYFD, Draeger Safety Systems, Ltd., and Draeger Safety Inc.
 - B. Approve Memorandum of Understanding (MOU) Between CYFD and Yavapai County Emergency Management
 - C. Approval to Purchase Mobile Data Computers (MDCs) for Frontline Engines
 - D. Approve Technical Services Intergovernmental Agreement
 - E. Summary and Approval of Fiscal Year End 2010-2011 Pay and Benefits
11. ADJOURNMENT

~~~~~  
If any disabled person needs any type of accommodation, please notify  
Central Yavapai Fire District at (928)772-7711 prior to the scheduled meeting time.



TO: Fire Board  
FROM: Chief Nies  
DATE: May 4, 2011

SUBJECT: CALL TO THE PUBLIC

---

*The Chairman shall announce this portion of the CYFD Board meeting as a Call to the Public. This portion of the meeting is for consideration and discussion of comments or complaints from the public. The Chairman shall ask those wishing to address the Board to raise their hand so they may be recognized. They must state their name and address for the record. The Fire District Board is not permitted to discuss or take action on any item raised in the Call to the Public; however, individual Board members may be permitted to respond to criticism directed to them. Otherwise, the Board may direct the staff to review the matter or that the matter be placed on a future agenda. The Fire District Board cannot discuss or take legal action on issues raised during the Call to the Public due to restrictions of the Open Meeting Law.*

*If warranted, issues raised may be placed on the agenda of a future meeting.*

*If you have any questions, please call me or Assistant Chief of Administration Dalton at 772-7711.*

TO: Fire Board  
FROM: Assistant Chief of Administration Dalton  
DATE: May 4, 2011

SUBJECT: ACKNOWLEDGE RETIREMENT OF CHIEF PARRISH

---

*In 1978 Chief Parrish began his career with the Central Yavapai Fire District as an EMT and reserve firefighter. At the same time, he served the US Forest Service as a Prescott hotshot. Shortly thereafter, Chief Parrish accepted a full-time firefighter position with the City of Prescott, and yet continued to assist the Central Yavapai Fire District as a reserve firefighter. In 1980, while serving with the City of Prescott, Chief Parrish completed the IEMT program and became the 91<sup>st</sup> certified IEMT in the State of Arizona, with Certification # 91.*

*Later in 1980, Central Yavapai Fire District had an opening for a full-time firefighter. Chief Parrish's main desire was to assistance an organization where he would have an opportunity to make a difference and could help them flourish. He believed he would have that opportunity at CYFD, so he accepted the position. From there, he diligently worked his way up through the ranks by becoming a full-time firefighter in 1980, a captain in 1982, battalion chief in 1990, assistant chief of operations in 2004 and was appointed as fire chief in 2007.*

*Chief Parrish has always had a strong belief in the importance of training and mentoring. In 1982, he developed the District's first curriculum for Firefighter I and II certification, and provided the training to certify the District's personnel to those levels. In 1984 and 1985 he developed the District's first recruit academy curriculum for full-time firefighters and served as the instructor for the academy. In 1987 he became a certified Firefighter I and II instructor. In 1987 he also became a dive team member and also taught other District personnel, assisting them so they could also serve on the dive team. He also trained CYFD personnel in rope rescue, and became the District's first rope rescue coordinator in 1988. He was a Yavapai College instructor for fire operations, firefighter I and II, and hydraulics, for many years, teaching numerous fire science students in the area. He has served as the District's training officer for both fulltime and reserve personnel.*

*Chief Parrish was one of the District's first hazmat technicians in 1993. He was responsible for creating and coordinating the District's hazmat team and served as the Joint CYFD/Prescott Fire HatMat Team coordinator from 1993 through 1998.*

*Chief Parrish was one of the Prescott Hotshots. In 1981, he helped to develop CYFD's first wildland suppression crew, and trained many of the District's personnel in wildland firefighting techniques. He served as the District's wildland*

TO: Fire Board  
FROM: Assistant Chief of Administration Dalton  
DATE: May 4, 2011

SUBJECT: ACKNOWLEDGE RETIREMENT OF CHIEF PARRISH

---

*team squad boss, fighting in-district and off-district wildland fires. He was also one of the founding members of the Prescott urban interface team. A fire on Thumb Butte in 1983 was the catalyst for the effort that began the development of a plan to improve communication and to begin the standardization of equipment among the Prescott area firefighting agencies. Firefighters were dispatched from Prescott, Yavapai County and the Prescott National Forest but because their fire hoses were not compatible, they were forced to work as three separate units rather than one. Mike Parrish, along with Todd Rhines (PNF) and Tim McElwee (PFD), began the planning process for standardizing equipment to achieve compatibility and joint training in the field. Their efforts formed the Basin Operations Group that has remained active; the training exercises now include other communities within the Prescott Basin.*

*In 1990, Chief Parrish completed the paramedic certification course, being one of the District's original internal paramedic candidates, and served the District as a CEP for many years. He also served as the District's infectious control officer.*

*Chief Parrish continued to further his formal education as well. He received his Associate of Applied Science Degree in Fire Science from Yavapai College in 1987. He is a graduate of the National Fire Academy's Executive Fire Officer (EFO) program, as well as a graduate of the Arizona State University Fire Service Institute.*

*Chief Parrish has been an integral part of a variety of CYFD's programs and accomplishments. He helped the District develop its initial Health and Wellness Program, from our initial aerodyne quarterly monitoring program through our current IAFF/IAFC Fire Service Joint Labor Management Wellness-Fitness Initiative adoption. Not only has he been part of the adoption and promotion, he continually demonstrates his commitment by completing and passing his own fitness monitoring. He served as the Project Manager for our last ISO grading, created and chaired our first SOG committee, helping to develop the SOG's necessary for our accreditation, and assisted with our bond sale and subsequent training center development. Most recently, he supported and encouraged our personnel to form an honor guard.*

*As Fire Chief, Chief Parrish strongly believed in the importance of good labor/management relationships. Although we did not have any sort of meet and confer agreement in place, he committed to meeting with labor on a monthly basis to discuss concerns and ideas. He supported the adoption of a meet and*

TO: Fire Board  
FROM: Assistant Chief of Administration Dalton  
DATE: May 4, 2011

SUBJECT: ACKNOWLEDGE RETIREMENT OF CHIEF PARRISH

---

*confer agreement and assisted with the development. During the development of the agreement, one of the points in which Chief Parrish was adamant was that the agreement would not just cover the operations personnel, but would be put in place for all District personnel. The District's first meet and confer agreement was approved in February, 2011.*

*Chief Parrish has been an active member of the community and has worked extensively with the local law enforcement agencies as well as other fire protection agencies around the state.*

*Within the District, Chief Parrish has always been well respected and appreciated. This is due to the fact that his number one priority has always been our personnel. He works with all of our personnel, from our newest reserve firefighters to the administrative staff, the mechanics, the radio technicians, and the assistant chiefs, encouraging them and passing on his belief in them.*

*We have all been extremely proud to have Michael Parrish as our fire chief, and although he is now retiring, we feel that he has given so much of himself to our District, we will all remain with a part of him in us and be better people because of his guidance.*

*At the Board meeting, we will have an opportunity to present Chief Parrish with his retirement axe and to thank him for all his years of service, leadership, and friendship to the employees of CYFD, and to the citizens of the Central Yavapai Fire District.*

TO: Fire Board  
FROM: Assistant Chief of Administration Dalton  
DATE: May 4, 2011

SUBJECT: SWEAR IN NEW FIRE CHIEF

---

*As a result of Chief Parrish retiring, we will need to swear in Paul Nies as Central Yavapai Fire District Fire Chief.*

*Board Chairman Range will read the loyalty oath.*

*I, \_\_\_\_\_, do solemnly swear (or affirm) that I will support the Constitution of the United States and the Constitution and laws of the State of Arizona; that I will bear true faith and allegiance to the same and defend them against all enemies, foreign and domestic, and I pledge to uphold the mission and policies of the department, and will faithfully and impartially discharge the duties of the office of Fire Chief of the Central Yavapai Fire District, according to the best of my ability, so help me God (or, so I do affirm).*

*If you have any questions, please call me at 772-7711.*

TO: Fire Board  
FROM: Chief Nies  
DATE: May 4, 2011

SUBJECT: CONSENT AGENDA

---

*All matters listed under Consent Agenda are considered to be routine by the Central Yavapai Fire District Board and will be enacted by one motion. There will be no separate discussion on these items. If discussion is desired, that item will be removed from the Consent Agenda and will be considered separately (FOR DISCUSSION AND POSSIBLE ACTION)*

*Approval of Minutes*

*Minutes are attached from the following meetings for your review and approval:*

*April 6, 2011 Regular Session*

*April 6, 2011 Executive Session - Legal Advice Re: Fire Chief Contract*

*April 11, 2011 Regular Session*

*April 11, 2011 Executive Session - Legal Advice Re: Training Center Drainage,  
Personnel Matters Re: New Fire Chief's Employment Contract, Legal Advice  
Re: New Fire Chief's Employment Contract*

*General Fund Financial Statements*

*April General Fund direct deposit reports, payroll and accounts payable check registers, and income statement are attached for your review and approval.*

*Bond Financial Statements*

*April Bond A and Bond B accounts payable check registers, income statements, and graphs are attached for your review and approval.*

*If you have any questions, please call me or Assistant Chief of Administration Dalton at 772-7711.*

TO: Fire Board  
FROM: Assistant Chief of Administration Dalton  
DATE: May 4, 2011

SUBJECT: BOND UPDATE - TRAINING CENTER DEVELOPMENT

---

*CYRTA Phase II Construction Update - The drafting pit has been delivered and set with the attached hydrant loop system being constructed and the hydrants installed. The crews dug the gas prop extension line ditches and installed the conduit on Tuesday of this week. The stub-ups will be constructed by the end of the week. APS set the meter on Tuesday of this week and we have been informed that we will have power by the end of the week which will allow us to start up units and shake down the electrical systems. The preliminary punch list is almost complete at this point. We should have the concrete poured on and around the drafting pit next week. We expect to have everything done by May 19<sup>th</sup> in preparation for our 2 p.m. open house celebration.*

*CYRTA Phase III Construction Update - We are working on a preliminary budget for the warehouse and the class A residential burn building. Our initial plan for the warehouse was to complete 5,000 square feet, and expand it at a later date. As time has passed, we have a greater and greater need for the warehouse, and it is now at approximately 14,600 square feet. Additionally, the class A residential burn building was estimated to be 1,800 square feet. As we have gone back and forth, analyzing our current and future needs, and including a variety of training space and props to be utilized for structure firefighting training, as well as confined space, technical rescue, and a host of other activities, and utilizing the full walk-out basement space, the building is now 4,284 square feet. Our initial estimates for the partial warehouse and small class A residential building were \$2,600,000. We will be holding a start-up meeting on Friday, May 6<sup>th</sup>, and have invited all training center staff and all program managers which will be utilizing the warehouse, as well as the contractor and architect. This will be an opportunity for those attending to provide input with regards to their needs and expectations for the warehouse and the class A burn building. Additionally, Dan Fontana, of Danson Construction, has been working with Sandy Griffis from the Yavapai County Contractor's Association to hold a pre-bid submittal meeting for all Yavapai County sub-contractors. The goal of this meeting will be to introduce the contractors to the project and to get them pre-qualified to bid so that we have an opportunity to solicit bids from as many local contractors as possible.*

*If you have any questions, please call me or Chief Nies at 772-7711.*

TO: Fire Board  
FROM: Chief Nies  
DATE: May 4, 2011

SUBJECT: BOND UPDATE - STATION 58

---

*Chief Cook will be out of Town; however, Michael Taylor will be at the fire board meeting to give an update.*

*If you have any questions, please call me or Assistant Chief Dalton at 772-7711.*

TO: Fire Board  
FROM: Chief Nies  
DATE: May 4, 2011

SUBJECT: LETTERS FROM CITIZENS

---

*Attached are letters received since the last regular meeting.*

TO: Fire Board  
FROM: Chief Nies  
DATE: May 4, 2011

SUBJECT: VOTE TO GO INTO EXECUTIVE SESSION  
LEGAL ADVICE PURSUANT TO A.R.S. §38-431.03(A)(3) AND  
INSTRUCTION TO DISTRICT LEGAL COUNSEL PURSUANT TO  
A.R.S. §38-431.03(A)(4) REGARDING:  
TRAINING CENTER DRAINAGE

---

*This item is placed on the agenda so that the Board may go into Executive Session for legal advice regarding the Training Center / Ace property drainage and soil erosion issues.*

*If you have any questions, please call me or Assistant Chief of Administration Dalton at 772-7711.*

TO: Fire Board  
FROM: Chief Nies  
DATE: May 4, 2011

SUBJECT: VOTE TO GO INTO EXECUTIVE SESSION  
LEGAL ADVICE PURSUANT TO A.R.S. §38-431.03(A)(3) AND  
INSTRUCTION TO DISTRICT LEGAL COUNSEL PURSUANT TO  
A.R.S. §38-431.03(A)(4) REGARDING: SUPPLEMENTS AND  
AMENDMENTS TO THE CONSTRUCTION MANAGER AIA  
DOCUMENTS FOR TRAINING CENTER PHASE III

---

*This item is placed on the agenda so that the Board may go into Executive Session for legal advice regarding supplements to the construction manager AIA contract with Danson Construction which was approved at the April Board meeting. A copy of the supplements and amendments document is located behind Agenda 9-B.*

*If you have any questions, please call me or Assistant Chief of Administration Dalton at 772-7711.*

TO: Fire Board  
FROM: Chief Nies  
DATE: May 4, 2011

SUBJECT: VOTE TO GO INTO EXECUTIVE SESSION  
LEGAL ADVICE PURSUANT TO A.R.S. §38-431.03(A)(3) AND  
INSTRUCTION TO DISTRICT LEGAL COUNSEL PURSUANT TO  
A.R.S. §38-431.03(A)(4) RE: DRAEGER SETTLEMENT  
AGREEMENT AND RELEASE

---

*This item is placed on the agenda so that the Board may go into Executive Session for legal advice and instruction to District legal counsel regarding the Draeger Settlement Agreement and Release.*

*If you have any questions, please call me or Assistant Chief of Administration Dalton at 772-7711.*

TO: Fire Board  
FROM: Chief Nies  
DATE: May 4, 2011

SUBJECT: TRAINING CENTER DRAINAGE

---

*This item is placed on the agenda so that the Board may take any action it deems appropriate in regards to the Training Center / Ace drainage issue.*

*If you have any questions, please call me or Assistant Chief of Administration Dalton at 772-7711.*

TO: Fire Board  
FROM: Assistant Chief of Administration Dalton  
DATE: May 4, 2011

SUBJECT: APPROVE SUPPLEMENTS AND AMENDMENTS TO  
STANDARD FORM OF AGREEMENT BETWEEN OWNER AND  
CONSTRUCTION MANAGER AIA DOCUMENT A133-2009  
BETWEEN CYFD AND DANSON CONSTRUCTION COMPANY,  
LLC FOR TRAINING CENTER PHASE III

---

*Attached for Board approval is the Supplements and Amendments to Standard Form of Agreement Between Owner and Construction Manager AIA Document A133-2009 between Central Yavapai Fire District and Danson Construction Company, LLC for Training Center Phase III.*

*If you have any questions, please call me or Chief Nies at 772-7711.*

TO: Fire Board  
FROM: Assistant Chief Dalton  
DATE: May 4, 2011

SUBJECT: APPROVE FISCAL YEAR 2011-2012 TENTATIVE BUDGET

---

*According to the Fiscal Year 2011-2012 Budget Schedule, the Fire Board will adopt the tentative budget at the Board meeting. Once the tentative budget is adopted, it must be posted and published in the Prescott Daily Courier legal notices for 30 days prior to the final budget hearing to comply with Arizona statutes. We intend to post and publish the tentative budget on June 1, 2011. If we need to make budget adjustments between the May 9, 2011 Board meeting and June 1, 2011, we can schedule a special Board meeting to approve the adjusted budget. Once the tentative budget has been approved, posted and published, the Board may reduce the overall amount of the budget or move funds from one account to another before the final adoption in July. The budget may not be increased after the tentative budget has been posted and published for 30 days. The Board is scheduled to hold the public budget hearing and approve the final budget at the July 11, 2011 Board meeting.*

*Attached for your review are three draft budgets, one with a 15% contingency, one with a 20% contingency, and one with a single step being provided to the employees. Also attached, is a sheet which demonstrates the impact on taxpayers with each of the three different budgets.*

*We had to make a few minor adjustments to the draft budget after the April Board meeting. Most of these were small changes such as needing to add \$170 to supplies for accounting forms, \$1,500 to publish public service announcements, \$2,480 for administrative salaries for a prior calculation error and our accounting apprentice, and \$6,240 for reserve firefighter assistance hours. We had three more significant changes, the first being the addition of \$7,000 for a rotary air compressor. The second change was due to the fact that we received our worker's compensation rates this past week, and the firefighter rates were increased significantly which resulted in an increase of \$23,400. Lastly, we were notified by PSPRS today that with the new pension legislation we will be required to pay PSPRS 10.51% of Chief Nies's salary as he is receiving a retirement from PSPRS. We advised PSPRS that we would be contributing the normal PSPRS employer portion into Chief Nies's 401A. They stated that we would still need to contribute the additional \$13,700 to PSPRS, but we would not need to withhold anything from Chief Nies's pay.*

*I will provide the Board with a short budget presentation at the meeting. If you have any questions in the meantime, please do not hesitate to telephone me or Chief Nies at 772-7711.*

TO: Fire Board  
FROM: Assistant Chief of Administration Dalton  
DATE: May 4, 2011

SUBJECT: DISCUSS BOARD PACKET PREPARATION AND  
DISTRIBUTION

---

*Board Member Reiter requested this item be placed on the agenda for discussion. This item was tabled at the April meeting.*

*If you have any questions, please call me at 772-7711.*

TO: Fire Board  
FROM: Chief Nies  
DATE: May 4, 2011

SUBJECT: APPROVE SETTLEMENT AGREEMENT AND RELEASE  
BETWEEN CYFD, DRAEGER SAFETY SYSTEMS, LTD., AND  
DRAEGER SAFETY INC.

---

*This item is placed on the agenda so that the Board may take any action it deems appropriate in regards to the Settlement Agreement and Release between Central Yavapai Fire District, Draeger Safety Systems, LTD., and Draeger Safety Inc.*

*If you have any questions, please call me or Assistant Chief of Administration Dalton at 772-7711.*

TO: Fire Board  
FROM: Assistant Chief of Administration Dalton  
DATE: May 4, 2011

SUBJECT: APPROVE MEMORANDUM OF UNDERSTANDING (MOU)  
BETWEEN CYFD AND YAVAPAI COUNTY EMERGENCY  
MANAGEMENT

---

*Yavapai County Emergency Management has approved CYFD regarding the option of placing communication equipment on our Mt. Francis tower. The placement of this amateur radio equipment will not impact the communication system, and will provide CYFD and the community with a backup system. Yavapai County provided us with a draft MOU, which has been reviewed and modified by Bill Whittington. We are recommending the approval of this memorandum of understanding.*

*If you have any questions, please contact me or Chief Nies at 928-772-7711.*

TO: Fire Board  
FROM: Assistant Chief of Administration Dalton  
DATE: May 4, 2011

SUBJECT: APPROVAL TO PURCHASE MOBILE DATA COMPUTERS  
(MDCs) FOR FRONTLINE ENGINES

---

*We are requesting permission to purchase computers and associated hardware for the installation of MDCs in the frontline engines. This equipment is budgeted and is part of a long term plan to improve our response capabilities. Attached for your review are the quotes we have received for the purchase of the MDCs and associated hardware.*

*If you have any questions, please call me or Chief Nies at 772-7711.*

TO: Fire Board  
FROM: Assistant Chief of Administration Dalton  
DATE: May 4, 2011

SUBJECT: APPROVE MASTER TECHNICAL SERVICES  
INTERGOVERNMENTAL AGREEMENT (IGA)

---

*At times our Communications Section is asked to provide other governmental entities with temporary and limited assistance with communication issues such as mobile or portable radio repairs, microwave or VHF concerns, frequency problems, etc. We have prepared the attached intergovernmental agreement which will provide us the ability to service the needs of our governmental cohorts and compensate CYFD for the time and materials necessary to provide assistance.*

*We are recommending that the Fire Board approve the master Intergovernmental Agreement (IGA) for Use of Communication Technician.*

*If you have any questions, please call me or Chief Nies at 772-7711.*

TO: Fire Board  
FROM: Assistant Chief of Administration Dalton  
DATE: May 4, 2011

SUBJECT: SUMMARY AND APPROVAL OF FISCAL YEAR END 2010-2011  
PAY AND BENEFITS

---

*As we close out this current fiscal year, we are reviewing all of our budgeted accounts and comparing them to the expenditures for the year. When we began the year, we spoke with personnel about the need to be as frugal as possible, only making "necessary" purchases, and all pitching in to extend our funds as far as possible.*

*The employees of CYFD have taken this message to heart and have been diligent about looking for the very best price for purchases, giving careful attention to all District equipment and supplies to extend the life of those items, paying close attention to utility and fuel usage, and each employee helping where they can.*

*Additionally, we had budgeted for some items which we did not purchase, such as the \$40,000 TeleStaff program, \$20,000 in equipment purchases, and \$25,000 in travel and training which was postponed. Additionally, the Glassford tower project was delayed, which left \$30,000 in the budget. Overall, it appears that we will have approximately \$1,500,000 in remaining funds at year-end.*

*We appreciate all the hard work the employees have done this past year, and want to recognize their unwavering willingness to voluntarily give up all merit/step increases, assignment pay, and reductions in overtime pay for three consecutive years. Additionally, their health insurance expense has gone up every single year, as well as their deductions increasing at the same time. This year the health insurance deductibles went to \$3,000 per individual and \$6,000 for family. Lastly, with the recently passed pension legislation, all employees in the public safety pension system will have an additional 1% withheld from their pay, and all support personnel will have approximately 3% more withheld from their pay. The support personnel will have a larger increase as Senate Bill 1614 passed this legislative session, changing the state retirement system from a 50/50 system to a 53% employee contribution and 47% employer contribution, effective July 2011. In the public safety pension system the employees will pay 8.65% and the District will pay 19+%.*

*The staff and Union are requesting approval from the Fire Board to recognize and reward the CYFD employees for excellence in support of the District's financial goals and objectives over the past three years, in addition to continuing to provide excellent service to our citizens on a daily basis. The Board may choose to provide the employees with a small one-time fixed amount or a fixed*

TO: Fire Board  
FROM: Assistant Chief of Administration Dalton  
DATE: May 4, 2011

SUBJECT: SUMMARY AND APPROVAL OF FISCAL YEAR END 2010-2011  
PAY AND BENEFITS

---

*amount to reduce this current year's health insurance deductible from its current \$3,000/\$6,000 amount, or some combination of these two options. Additionally, there have been questions about the cost of providing the employees with a single merit step increase (of the six that have been frozen to-date). Attached for the Board's review is a detail of three possible options with the associated costs. A one-time payment or adjustment to the employee health insurance will not have an impact on next year's budget or the tax rate for this year or next year. A step adjustment will modify the budget for next year.*

*If you have any questions with regards to this proposal, please call me or Chief Nies at 772-7711.*