

Minutes of December 10, 2012
Regular Fire Board Meeting
Black Canyon Fire District

- ITEM I:** *Call to Order:* The special Board Meeting was called to order on Monday, December 10th, 2012 at 4:32PM.
- ITEM II:** *Roll Call of Board Members:* Present - Chairperson Marilyn Forsythe, J. Coslett-Muirhead, S. McMahon and D. Kenson. P. Chartier attended via teleconference. Also present: Chief Birch and E. Caldwell.
- ITEM III:** **Pledge of Allegiance:** E. Caldwell led the Pledge of Allegiance.
- ITEM IV:** *Discuss and/or vote on approving Health, Dental, and Vision Insurance and a Health Savings Account adjustment for the District's employees:* <P. Chartier> motions to discuss and/or vote on approving Health, Dental, and Vision insurance and a Health Savings Account adjustment for the District's employees; <D. Kenson> seconds the motion. <E. Caldwell> As you can see, Assurant has a \$3500.00 deductible with 100% paid after the deductible is met; StarMark has a \$3000.00 deductible then pays 100%, and Blue Cross/Blue Shield has a \$3000.00 deductible and will pay 90% until \$5000.00 out-of-pocket, then pays 100%. We currently have \$71,000 budgeted for employee health. As you can see, the quote from Blue Cross/Blue Shield came in at \$65,800 annually, Assurant is at \$46,000 annually, and StarMark is at \$44,000 annually. The quotes include life, health, dental, and the health savings account.

One of the recommendations the Chief had was to throw in an additional \$25.00 per paycheck, per employee to cover the higher deductible if you choose to go with Assurant. That would help offset the additional cost of the deductible to the employees. The quote includes the \$25.00 per employee/per paycheck cost.

<D. Kenson> Motions to accept Assurant Insurance for employee health insurance company with the District paying 100% for full-time employees, 0% for their dependents and increasing the health savings account from \$25.00 per paycheck to \$50.00 per paycheck for the full-time employees; <S. McMahon> seconds the motion. **Motion carries 5 – 0 unanimously.**

<E. Caldwell> Because we have fewer than 10 employees, Guardian and Reliance Insurance Companies are the 2 companies we have to choose from for both dental and vision insurance.

<D. Kenson> Motions to accept Guardian Insurance for dental/vision insurance for full-time employees with the District paying 50% of the premium for employee only dental insurance and 0% for employee only vision insurance; <S. McMahon> seconds the motion. **Motion carries 5 – 0 unanimously.**

ITEM V: *Discuss and/or vote on a temporary wage increase for the Office Manager and Receptionist for additional temporary responsibilities:* <J. Coslett-Muirhead> motions to discuss and/or vote on a temporary wage increase for the Office Manager and Receptionist for additional temporary responsibilities; <D. Kenson> seconds the motion.

<Chief> I agree, as was suggested at the last board meeting, Elaine and Karen should be compensated for the temporary responsibility for ambulance billing. If you agree, it will be retroactive to the current (Nov. 26, 2012 to Dec. 9, 2012) payroll cycle. I tried various methods to come up with a reasonable amount and as you can see, it varies from low to high.

<E. Caldwell> We are interviewing several ambulance billing companies now. Once that decision is made, it will take a couple of months to transition so we are looking at this temporary increase running through February.

<J. Coslett-Muirhead> Have we considered replacing Alison?

<E. Caldwell> Ambulance Billing is a very specialized field and quite honestly, it would be difficult to find someone at the amount of income we can pay.

<J. Coslett-Muirhead> Motions to increase the Office Manager's salary by \$4.50 an hour and the Receptionist's salary by \$3.00 an hour for temporary work on ambulance billing to be effective to include the current payroll cycle ending Dec. 9th, 2012 and continue to such a time the billing situation is resolved; <P. Chartier> seconds the motion. **Motion passes 5 – 0 unanimously.**

ITEM VI: Public call:

ITEM VII: Adjournment: <J. Coslett-Muirhead> motions to adjourn; <D. Kenson> seconds the motion. **Motion passes unanimously 5 – 0.**

Meeting adjourns at 5:39PM



Authorized Signature

4/23/13

Date