



**MINUTES  
BOARD OF COMMISSIONERS  
REGULAR MEETING  
APRIL 9, 2019  
6:00 PM**

**MEETING CALLED TO ORDER BY COMMISSIONER SZYMANSKI AT 6:00 PM. COMMISSIONER SZYMANSKI LED THE PLEDGE OF ALLEGIANCE. COMMISSIONER MURPHY LED THE INVOCATION. COMMISSIONER COOEY HAD AN EXCUSED ABSENCE.**

**CONSENT AGENDA**

**Agenda Item: Approve the minutes from the regular meeting on March 12, 2019.** *Commissioner Delp made a motion to approve the minutes as written for the March 12, 2019 meeting. Commissioner Carter seconded the motion. All were in favor; motion carried.*

**ADMINISTRATIVE AGENDA**

**Agenda Item: Treasurer's Report.** Commissioner Delp presented the Treasurer's Report. The District received \$78,734.05 in ad valorem taxes and \$7,870.23 in Impact Fees for the month of March. There were no unforeseen expenses in the month of February. Year to date expenses are at 54% as compared to fiscal year budgets expenditures. *Commissioner Carter made a motion to accept March 2019 Treasurer's Report as read. Commissioner Murphy seconded the motion. All were in favor; motion carried.*

**Agenda Item: Present the draft for 7-Year Strategic Plan.** Chairman Szymanski postponed reviewing the draft for the 7-Year Strategic Plan until June.

**Added Agenda Item: Chief Salary Survey.** Commissioner Murphy would like to discuss competitive pay for the position of fire chief. The current salary for Fire Chief of Midway Fire District is \$94,300.00. The average salary for fire chiefs in departments most like Midway Fire District is \$108,113.60, and the average salary for fire chiefs of all local departments he listed is \$103,810.00. The Commissioners are concerned about retention within the department if they are unable to give competitive salaries. The

Commissioners would like to see a plan in the next budget to phase in pay raises that will be competitive with local departments as well as a plan for raises based on tenure and other options as opposed to a single percent raise across the board each year. The department will also need to budget for a possible 3<sup>rd</sup> and 4<sup>th</sup> station in the future and adding employees to fulfil the standard of 4 men to an engine on each shift. The Commissioners are hopeful that competitive pay will help bring in employees as well as retain the employees the District currently has.

**Chief's Report.**

**Public Comment:** No public comment.

*Adjourn; Commissioner Delp made a motion to adjourn the meeting. Commissioner Carter seconded the motion. All were in favor, motion carried. Meeting adjourned at 6:43 PM.*

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**Dave Szymanski, Chairman**

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**Date:**

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**Bob Murphy, Secretary**

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**Date:**