



**MINUTES
BOARD OF COMMISSIONERS
REGULAR MEETING
November 12, 2019
6:00 PM**

MEETING CALLED TO ORDER BY COMMISSIONER SZYMANSKI AT 6:00 PM. THE PLEDGE OF ALLEGIANCE WAS LED BY COMMISSIONER SZYMANSKI AND INVOCATION WAS LED BY COMMISSIONER SZYMANSKI.

**COMMISSIONER MURPHY HAD AN EXCUSED ABSENCE.
COMMISSIONER DELP HAD AN EXCUSED ABSENCE.**

CONSENT AGENDA

Agenda Item; Approve the minutes from the October 8, 2019 Regular meeting.
Commissioner Carter made a motion to approve the minutes as written for the October 8, 2019 regular meeting. Commissioner Cooley seconded the motion. All were in favor; motion carried.

ADMINISTRATIVE AGENDA

Agenda Item; Treasurer's Report. Administrative Chief Missy Scarborough presented the Treasurer's Report. The District completed Fiscal Year 2019 with a budget of \$3,908,035.00. The District received \$8,131.00 in impact fees for the month of October.
Commissioner Carter made a motion to amend the FY2019 budget to \$3,908,035.00. Commissioner Cooley seconded the motion. All were in favor; motion carried. Commissioner Cooley made a motion to approve the Treasurer's Report as read. Commissioner Carter seconded the motion. All were in favor; motion carried.

Agenda Item; Approve health insurance renewal. Midway Fire District staff works closely with our agent Dave Strohmeier each year to compare insurance plans submitted by our current carrier, United Health Care and Blue Cross Blue Shield insurance companies. There are many factors to consider when selecting health insurance plans but primarily, the plans are ranked based on cost vs. coverage; premium cost, deductible cost and co-insurance cost. Insurance companies typically release rate quotes around six weeks before the renewal period. Our plan converted to a calendar year renewal period effective 1/1/2019 therefore, our annual budget was adopted a few months before we

received health insurance quotes. After careful review of 50 or more insurance plans, staff feels the best insurance option for the team as a whole is to renew the insurance plan already in place. Based on the 2020 insurance rates and the current employee census, the annual insurance cost is 4% over budget therefore, it is recommended that the Midway Fire District Board of Fire Commissioners renew with United Health Insurance Company offering the following coverage:

Health Plan 5FX Rx RV	\$285,200.73
Dental Plan F0014	\$20,487.72
\$50,000 life plan	\$2,772.00
Less Multi Discount	-\$1,488.00
Total	\$306,972.45

Commissioner Carter made a motion to approve the recommendation that the Midway Fire District Board of Fire Commissioners renew with United Health Insurance Company. Commissioner Coeey seconded the motion. All were in favor, motion carried.

Agenda Item; Approve recommendation to allow eligible employees to cash in accrued vacation leave. Since 2010, Midway Fire District has allowed employees to exercise an option to cash in vacation hours already earned, not to exceed 72 hours per employee. This option has been exercised in November of each year. An average of 15 employees each year take advantage of this option for an average cost of \$16,112.00. If every employee exercised the full benefit and cashed in 72 hours, the out of pocket cost would be \$42,365.00. The Tax Collector issues two ad valorem checks each year in November; one at the beginning of the month and one at the end of the month. It is recommended that the Midway Fire District approve allowing each employee to cash in accrued vacation leave, not to exceed 72 hours per employee, for all full time non-probationary employees.

Commissioner Coeey made a motion to approve the recommendation that Midway Fire District allow each employee to cash in accrued vacation leave, not to exceed 72 hours per employee for full time, non-probationary employees. Commissioner Carter seconded the motion. All were in favor; motion carried.

Added Agenda Item; Chief’s Contract Renewal. Chief Kanzigg presented his contract to the Board of Commissioners on the October agenda for renewal as the current contract expires November 12, 2019. The presented contract reflects the increase in salary that was agreed upon in the October meeting to not exceed an annual salary \$115,000.

Commissioner Carter made a motion to accept and renew Chief Kanzigg’s contract as written. Commissioner Coeey seconded the motion. All were in favor; motion carried.

Chief’s Report.

Public Comment: No public comment.

Adjourn; *Commissioner Coeey made a motion to adjourn the meeting. Commissioner Carter seconded the motion. All were in favor, motion carried. Meeting adjourned at 6:24 PM.*

Dave Szymanski, Chairman

Date:

Bob Murphy, Secretary

Date: