

**ROCKVILLE/SPRINGDALE FIRE PROTECTION DISTRICT**  
**SPECIAL MEETING**  
**P.O. Box 159**  
**Springdale, UT 84767**  
**August 13, 2015**  
**Springdale Council Chambers**

1. **CALL TO ORDER AND ROLL CALL** – Chair Luci Francis called the meeting to order at 8:45 a.m. with the following members of the Rockville/Springdale Fire Protection District Board present: Adrian Player, Chuck Passek and John Callahan. Chair Luci Francis recording.
2. **APPROVAL OF AGENDA** – Adrian Player moved the agenda be approved. Chuck Passek seconded the motion and a roll call vote indicated all those present voting in favor of the motion.
3. **GENERAL DISCUSSION AND REVIEW OF APPLICANTS FOR FIRE CHIEF POSITION**  
There were to be five applicants interviewed beginning at 9:00 am. Each will be interviewed for approximately 45 minutes and there will be a break between 11:45 am and 12:45 pm for lunch and the last interview will be at 2:00 pm.

In response to Adrian's question relative to what the offer will be for pay, Chair Francis replied the 2015 budget indicates a maximum of \$80,000 comprised of a combination of Utah Retirement System (URS) pension benefits, medical insurance for a single person, and a base salary. Chuck Passek is prepared to speak to that breakdown and an email was sent out earlier to the applicants reminding them of what the announcement said – the base salary was \$55,000 to \$60,000 commensurate with experience plus a negotiable benefits package that included the URS retirement benefits, if desired.

Based on research relative to the URS that Chuck has conducted, the district cannot offer any pension other than URS, unless we have already joined the URS and those pension benefits are offered first. If someone wants to invest in an IRA, we can't do that for him unless he wants to join the URS; we can't do anything that is called a "pension." If he doesn't want to join the URS, or choose health insurance, we can increase the base salary up to the maximum our budget will allow, but it would be taxable. It would then be up to the applicant to invest in a pension plan of their own choosing, etc.

If he wants more in the insurance portion to insure his family, we could perhaps shift that amount from salary and direct it towards insurance, but the maximum, no matter how they arrange the three elements of the package, cannot exceed \$80,000 total. That is what has been budgeted for 2015; it could possibly change for 2016. Chair Francis anticipated we would budget \$80,000 again for 2016.

For the purpose of providing an example, Chuck Passek indicated if we pay the \$60,000 salary and the applicant qualified for the Tier I URS, which is the highest percentage, the retirement benefit would cost us \$11,424 and the health insurance plans that have been researched – all for single person would be approximately \$390/mo., or \$4,700/yr. We could offer an additional additional IRA account at a cost of 1.5%, or \$900/yr. The total wrap-out would be \$77,058. If we did the \$60,000 salary, the Tier I retirement, single person health insurance, and an IRA contribution of 1.5%, we would still be at \$77,000, which is within our limit of \$80,000. That leaves room for the possibility of a cost of living increase for 2016. If the applicant were to double the insurance to cover two, that would double the premium. Coverage for a family would be approximately triple.

In response to Adrian's question relative to the requirement of residence, Chair Francis responded that the preference has always been Rockville or Springdale, or within the District's boundaries. The Board decided that this posting would allow the chief to live within a 30-minute drive; it is not preferable, but allowable. During the screening process, applicants were given an extra point for residing within the District.

4. **CLOSED MEETING FOR THE PURPOSE OF DISCUSSING THE CHARACTER, PROFESSIONAL COMPETENCE, OR PHYSICAL OR MENTAL HEALTH OF AN INDIVIDUAL** – Adrian Player moved the Board go into closed session. John Callahan seconded the motion and a roll call vote indicated all those present voted in favor of the motion.

The Board adjourned into closed session at 8:56 am for the purpose of discussing the character, professional competence, or physical or mental health of an individual.

5. **ADJOURN CLOSED SESSION** – At 3:09 pm Luci Francis moved to adjourn the closed session. Adrian Player seconded the motion and a roll call vote indicated all those present voted in favor of the motion.

6. **ANY ACTION REQUIRED BY THE CLOSED MEETING DISCUSSION** – Adrian Player moved the Board ask our Chairman to make a job offer in the order that we came to under the closed session. John Callahan seconded the motion and a roll call vote indicated all those present voted in favor of the motion.

7. **ADJOURN** – Adrian Player moved the meeting be adjourned. John Callahan seconded the motion and a roll call vote indicated all those present voted in favor of the motion.

Meeting adjourned at 3:11 p.m.

Minutes typed by:  
Elaine M. Harris  
District Clerk

APPROVED:

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Luci Francis  
Luci Francis, Chair

I hereby certify that at the above referenced closed session only items relevant to the agenda item were discussed.

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Luci Francis  
Luci Francis, Chair