

## **CARBONDALE & RURAL FIRE PROTECTION DISTRICT**

### **MINUTES OF THE MEETING**

### **BOARD OF DIRECTORS**

### **CARBONDALE FIRE HEADQUARTERS**

**MAY 13, 2015**

The Board of Directors of the Carbondale & Rural Fire Protection District met for their regular meeting on May 13, 2015 at the Carbondale Fire Headquarters/Training Building.

President Gene Schilling called the meeting to order at 5:35 p.m. Directors present were Mike Kennedy, Bob Emerson, Louis Eller and Carl Smith. Also present were Ron Leach, Jenny Cutright, Rob Goodwin, Bill Gavette, Frank Nadell, Mark Chain, Leslie Lamont, Tom Flynn and Jake Spaulding.

### **CHANGES TO AGENDA**

Carl Smith asked to add to the agenda:

- Report from Jim Yellico, Garfield County Assessor
- Grant Request – Colorado Department of Health

### **ELECTION OF OFFICERS**

General discussion regarding officers followed.

**MOTION:** made to keep the officers the same. It carried and passed unanimously.

### **CONSENT AGENDA**

The items on the consent agenda were: Approve the Minutes of April 1, 2015 Work Session, Approve the Minutes of April 8, 2015 Regular Meeting, Approve Current Bills and Balances and Approve Resolution 2015-003, Garfield County Federal Mineral Lease District grant.

**MOTION:** made to approve the consent agenda. Louis Eller asked what the Garfield County Federal Mineral Lease District was awarded for. Gene Schilling said it was a \$25,000 award for communications equipment. Carl Smith asked on the April 1, 2015 work session minutes to add “Gene Schilling agreed to this.” to the end of page 5, paragraph 2. It carried and passed unanimously.

### **PERSONS PRESENT NOT ON THE AGENDA**

Gene Schilling asked if any persons present not on the agenda had comments for the board.

Tom Flynn said that he is frustrated with Mark Chain Consulting and the outreach they are doing for the master plan. He reviewed the public turn out of some meetings. He said that he contacted Mark Chain since he had not heard about the meeting from his HOA. Tom Flynn said that there should have been more effort put in to reaching out to HOAs and members of the citizens advisory committee. He said that he suggested these items to Mark Chain Consulting. He said that Mark Chain sent him a flyer about the meetings but it was not for a specific meeting, but a few. He said that he does not think they have made the effort to reach the public. He said if they

are not successful getting the public to attend the meetings with the methods they are using, they need to change their methods. He added that he does not think the District is getting their money's worth from the local consultants.

Bob Emerson thanked Tom Flynn for his comments. He said that one of the meetings he attended was in prominently display in the newspaper and only one person attended. He said that he was surprised by the low turnout. Bob Emerson added that he knew the notice was sent to the HOAs for distribution to their residents.

Tom Flynn said that when promoting an event that advertising needs to be done over a period of time and with more diverse methods. He said his main concern was that he discussed this with Mark Chain and there was no change. He said that he wanted to present this to the Board of Directors since the consultants work for them. General discussion from the Board regarding the meetings followed.

Leslie Lamont said that there was a great turn out in Redstone when they were able to speak at the end of the Crystal Valley Caucus meeting. She said that the problem with attending other meetings is that their time is cut short. She said that for the 109 Road meeting, one member of the public attended even though the flyer was emailed to 200 people. Mark Chain added that there were ads in newspapers over time, press releases sent out, radio broadcasting, it is on the website and they asked HOAs to send it to their residents. He said that there has been consistently low turnout at the meetings.

Further discussion regarding notifying the public followed. Tom Flynn said that the Panorama subdivision had three emails sent out, but it was just a forward, no intro or story with it. He said that the flyer advertised two different meetings. He said a lot of people will not read emails from unknown senders and suggested posting flyers on public bulletin boards and renting a reader board to put in front of fire stations. Discussion followed. Louis Eller noted that there was a sign in front of Station 3 advertising the meeting but there was still a low turnout. He added that he had people talk to him that said they could not attend the meeting. He added that it is hard to get people to take time out of their lives to attend meetings like this.

Tom Flynn said that the turnout at Station 5 was higher because the Missouri Heights residents are very dependent on a service that was cut from the budget. He said that the Garfield County portion of the fire district pays more taxes than the Town of Carbondale but the most valuable service to them, the IA team, was cut from the budget. Louis Eller said that the Board realizes how important the IA team is.

Leslie Lamont said that at the end of each meeting they ask the participants how they receive their information about community events. Discussion regarding other ways to disseminate information followed. Leslie Lamont said that the outreach is not just about public meetings. She said that a survey is going our around Memorial Day and that Almont Associates asked them to also talk to key stakeholder groups.

Tom Flynn said that the public meetings are not just fulfilling the need of the master plan, but a change in how the fire department reacts with its constituents. He said the Coffee with the Chiefs

is a step in the right direction to interact with the public. He said it is about getting the public to be aware that the fire department exists for more than just 911 calls.

Louis Eller asked how the Coffee with the Chiefs turnout has been. Gene Schilling said that the largest turnout was 3 people and is usually one or two people.

Master Plan Mark Chain said that the survey is going out before Memorial Day. He said that the survey company will use registered voter lists for contact information. He said that people can take the survey online or on paper, both anonymously. He said there will also be a link to translate the survey in to Spanish online. Mark Chain said that there will be a robo call made to those that will receive the survey to let them know it is coming and that a response is requested. He said that Mike Kennedy, Carl Smith, Ron Leach and Rob Goodwin are working with him on the survey. He added there is a cover letter that will go with the survey and suggests it comes from the President of the Board.

Mark Chain said that RRC suggests offering a door prize for people who return their survey. He said that RRC says by offering a prize, there is a better turnout. He asked the Board of Directors their opinion on offering prizes. Mark Chain noted that the survey will not go to every voter, but a random sampling of people from the list, determined by RRC's methodology to obtain a good sampling of the district residents. Discussion regarding offering prizes for participation followed. It was noted that Carl Smith, Gene Schilling and Bob Emerson said they were all not in favor of giving away prizes.

Ron Leach asked when the survey would be complete. Mark Chain said he expects the results in the middle of June. Ron Leach suggested presenting the survey results with the Almont Associates portion of the master plan around the end of June.

Carl Smith said there are no notes about some neighborhood meetings on the website. He said that he would like notes posted even if the meeting is not attended. Leslie Lamont said they are still working on the minutes from those meetings and they will be posted.

## **STAFF REPORTS**

2016 Budget, Wages and Benefits Ron Leach said that he would like to talk about the budget. He said that Carl Smith requested to discuss wages and benefits during new business, so he will talk about the wages and benefits during that time.

Ron Leach said that there is no funding in the 2015 budget for SCBA air bottle replacement. He said that this is an unappropriated fund request for \$42,000. Ron Leach said that air bottles were purchased 15 years ago when the District updated the SCBAs to a high pressure system. He said that a new compressor, air packs and bottles were purchased at that time. Ron Leach said that air bottles have a 15 year life span and need to be replaced. Ron Leach noted that is an example of deferred capital replacement that has happened. Ron Leach said that the District applied for a grant with the Colorado Department of Fire Prevention and Control to replace the air bottles. Ron Leach said the grant was well done but the request was denied. He said that regardless, the air bottles need to be replaced and is requesting an emergency appropriation. Ron Leach noted that without air bottles, the fire department cannot function. Louis Eller asked who set the rule on

how long air bottles could be in service for. Ron Leach said it is ASME code and a manufacturer's requirement that NFPA follows.

Gene Schilling said that the District could apply for a fall grant from the Garfield County Federal Mineral Lease District for the bottles, but there would not be notification on the grant until October. Ron Leach said that the bottles need to be replaced as soon as possible. He added there are plenty of deferred capital items that can be requested in the next grant cycle. Gene Schilling noted that there are two grant cycles per year and the District should apply for both to help purchase the things the District needs.

Ron Leach said that most grants are a match, so there is concern about matching funds. He said that safety equipment must be purchased. He said that deferring safety equipment purchases can't keep happening. Ron Leach said that the District cannot afford not to replace this equipment. Gene Schilling said he would like to try to obtain grants when possible, even if there are matching funds involved. Ron Leach said there is a lot of equipment that has been deferred. He said he would present a list to the Board of Directors of necessary capital purchases at the June Board of Directors meeting. Ron Leach said that the budget cuts are also affecting the employees. He said that half of the 457 match and overtime have been taken away. Ron Leach said the increase in assessed valuation for 2016 will help the budget somewhat, but it is not enough to catch the District up for the last two budget cycles.

Carl Smith said that there were budget meetings and the air bottle needs were not addressed. Bill Gavette said that there has been a lot of talk about the DOT extending the lifespan of the bottles by allowing a different type of testing that will certify them for a longer period of time. He said that a lot of fire departments were hoping this would happen, but it hasn't yet.

Louis Eller said that this is not the first time the Board of Directors has heard about the need to replace the air bottles. He said this has been discussed before. Bob Emerson asked if the budget was on target. Ron Leach said it was. Bob Emerson said that the 2014 expense were less than budgeted and asked if Ron Leach expect 2015 to come in under budget as well. Ron Leach said that he hopes to have the expenses come in under budget. Bob Emerson said that unless the expenses are over the budgeted amount, there won't be a need for a supplemental appropriation.

Carl Smith asked why the audit numbers are different than the financial documents. Gene Schilling said the audit is exactly what is spent. Bob Emerson said that what is budgeted is not always spent. Further discussion regarding spending followed.

Carl Smith said that SCBAs are needed to fight fires. Rob Goodwin said the bottles have a 15 year lifespan and were purchased in October 1999. He said there are 72 that are expired and 17 still in service. Bill Gavette noted that all bottles have been hydrotested per the recommended schedule. Rob Goodwin said the cost for 72 bottles is \$42,800.

**MOTION:** made to approve the SCBA bottle purchase. Louis Eller said that the community expects the fire department to have adequate equipment and the Board has a duty to have safe equipment for the employees and volunteers. Carl Smith said his concern was that the need for

SCBA bottles was not clearly stated in the budget that the expense was needed. It carried and passed unanimously.

ISO Update Bill Gavette said that the staff have met to review the new ISO rating schedule. He said that there are 5.5 points that can be earned from fire prevention and code review. He said that he has the batch reports from ISO with all of the commercial buildings listed so those points can be obtained at the next ISO rating. He said that points can be also earned in operations, training and preplanning. Rob Goodwin said the preplan is also a good operational tool to have. Rob Goodwin said that he expects the next ISO review to be in 2016.

Louis Eller said that he spoke with the representatives from Almont Associates about ISO. He said that they look at ISO in a different way. He said that he has seen ISO as an obligation to the community to keep costs down. He said that Almont Associates sees ISO as saving lives. He said it is an interesting perspective. Carl Smith said that Almont Associates said they scheduled their own ISO inspection and questioned if it was something the District should do. Rob Goodwin said that the ISO rep told him that his goal is to inspect his assigned fire departments every 4 years. Rob Goodwin said that ISO is now using the NFPA standards instead of their own standards.

Bill Gavette said that ISO expects water systems to be flowed more often than they have been. He said that it is more complicated than just flowing water. He said that we also need to work with each water system manager before we can flow water.

Tom Flynn asked a question. Gene Schilling asked the public to allow the board to conduct their business. He said that the Board takes comments from the public during the persons present not on the agenda section. Ron Leach said that he would be glad to answer any questions and to call him.

Colorado Stone Quarry Contact for Services Ron Leach said that one way to increase revenues is to provide services. He said that Colorado Stone Quarry is in Marble and in the fire district. He said they are one of the biggest mining companies in the world and are under the Mine Safety and Health Administration (MSHA). He said that the District already responds and does inspections there. Ron Leach said that the mine manager said they need a designated response team for the MSHA requirements. Ron Leach said that the Colorado Store Quarry asked if the District would provide this service for a fee. He said that they would pay to train the staff and provide a fee for the service. Ron Leach asked the Board of Directors if they were interested in pursuing this. Ron Leach noted that if there was an incident at the quarry, the District would be the first responders. Discussion regarding the proposal and quarry versus coal mine rescue followed. Ron Leach said that the biggest need they have is for someone to manage an incident. He said that there is not an explosion hazard like in a coal mine.

Rob Goodwin said the quarry is very open. He said that for technical rescue, he would expect to see a high or low angle rescue. He said the old part of the quarry is being closed down. He said that issues would be access-wise or moving large pieces of marble, which the quarry personnel would help with.

Discussion regarding the amount for the service followed. The Board of Directors verbally approved Ron Leach investigating the proposal and reporting back with more information.

Maintenance Report Carl Smith asked why there was no maintenance report. Ron Leach said he would make sure there is one in the future.

Budget Goals Carl Smith said that there are stated goals in the budget and he would like the division reports to address the stated goals in their monthly reports.

## **FINANCIAL REPORT**

Budget Carl Smith asked to move \$30,000 from wage to IA wage budget line item on the income statement. Jenny Cutright said she would do that.

## **OLD BUSINESS**

Master Plan Study Update Carl Smith said that there was already discussion about the neighborhood meetings not being well attended. He said that in his subdivision they post notices and that works for them. Ron Leach said that Mark Chain and Leslie Lamont said after the two additional neighborhood meetings, they planned to have five additional town hall style meetings. He asked the Board if they would like to have the additional town hall meetings. Carl Smith said that he thought the town hall meetings would be to present what they have gathered from the neighborhood meetings. Louis Eller agreed. It was decided to determine how many meetings to hold after the first meeting, based on the turnout.

Public Recognition of Employees Carl Smith said that periodically the board should recognize someone if they feel the person has done something special. He said that he would like to name the kitchen the Kathy Ortiz kitchen. He said that is to recognize someone who went out of their way to do something for the District.

Louis Eller said that his concern is if the kitchen is named after someone, then it can never be named after someone else. He suggested putting something on the wall to honor her memory. Mike Kennedy said to be careful when honoring people, so there isn't a precedence set or someone who feels they did a lot for the District is alienated because they weren't recognized in the way they expected. Discussion regarding other ways to recognize people followed. No action was taken.

Report to CAC on their Recommendations Carl Smith said that there were six recommendations made to the Board from the CAC, in addition to developing a master plan. He said the items were zero based budgeting, creating a 501c3, investigating other revenues sources, reserve fund plan, employee wages and employee benefits. He said that he thinks it would be appropriate to respond to them with the status of each item.

Bob Emerson said that he feels it is premature to respond since decisions have not been made on many of the items. Discussion followed.

Bob Emerson noted that there are no extra funds to put in to the reserves at this time. He said that he thinks it should be reviewed as part of the budget discussion. He said that until there are

enough funds coming in, the reverse balance cannot be replenished. He said that the CAC deserves an answer but the answer of 'we are working on it' isn't enough. He said that steps are being taken but there will not be a complete answer until sometime in the fall.

Carl Smith said for the reserve funding, the Board needs to make a decision on what the lowest the reserve funds can go and how to get to that amount. He said that he brought up four points for review to determine what the lowest the reserve fund can drop.

Bob Emerson said that he feels the answer is part of the budget discussion. He said if tax revenues are increased 28% in 2016, it is roughly \$500,000, which is not enough to make up for the amount being taken out of reserves currently. He said if there is no mill levy increase, the Board will still be using reserves to maintain the current bare bones budget. He said that is part of the discussion.

Carl Smith said there needs to be a point when the Board says this is as low as the reserves can go and additional cuts are needed. Louis Eller said when the headquarters building was built, the Board used a lot of reserves and the result was that the lowest was \$135,000, but then work hard to rebuild them until they were needed again. Carl Smith said that Ron Leach has talked about the \$1 million loss that may need to be covered by District funds, if there is a medium sized wildfire. Gene Schilling said that he agrees with Bob Emerson and would like to talk about the reserve balance as part of the budget process.

Ron Leach said that historically and informally the Board of Directors used \$1 million lowest reserve amount. Gene Schilling said that he thinks the reserve fund may need to go below that level.

Alternate Health Insurance Providers Carl Smith said that one discussion during the 2015 budget process was to look at the health insurance rates and coverages. Ron Leach said that the current health group is on an October 1 –September 30 year and need to be notified by July 1 if a group wants to leave the plan. He said to solicit bids, compare prices and coverages and seriously consider a change for 2016 causes a timing issue. He said that Jenny Cutright is in front on this issue and has an appointment with another health care provider in a few weeks. He added looking at other providers is good but trying to make a change for October 1 is difficult. He suggested using the winter to look at other providers and comparing the costs and coverages. He said he does not want to be under a time constraint to make a decision at the June Board meeting without being able to thoroughly review the coverages and costs. Ron Leach added that if any changes that are going to be made to the health coverage the employees need to be part of the process. He said they deserve to be part of the discussion and decision.

Gene Schilling said it would be very difficult to find a better and less expensive plan than the current plan. He said the Town reviews their plans every few years and Western Slope Health Care Group has been less expensive than the Town's plan. He said that Staff can look at other coverage but to be careful since a lot of the time there is a good price for a year or two then the rate increase significantly.

Further discussion regarding employees being involved with the health care discussion followed. Gene Schilling suggested obtaining bids and having a few employees review the coverage to represent all of the employees. Rob Goodwin and Carl Smith both support having employees be part of the health care discussion.

Rob Goodwin noted that health care is one thing that can be used to help retain employees when raises are not being issued. Louis Eller added that if you change providers to save money you will need to continue searching and changing providers every few years to keep the rates low. Gene Schilling added that the last time the Town changed providers they saved about \$50,000 but cost the employees more than that out of their pockets. Discussion followed. No action was taken.

Comprehensive Wage and Benefit Survey Carl Smith said that the District is not meeting market demands for salaries. He said that the District needs to be comprehensive and look at other local fire districts to see what they offer. He said that realizing there are fiscal problems needs to be taken into account too.

Mike Kennedy said a salary survey was done in 2011 that reviewed a lot of the items Carl Smith wants to review. He said some of the specifics may be hard to get, especially items like an employee's contribution to a 401k. He added that he does not want to put other fire department's wages on the website. Carl Smith agreed. Gene Schilling said that Carl Smith's email suggested that Staff perform the detailed salary and benefit survey. He suggested hiring a professional service to complete a survey. Mike Kennedy questioned if a salary survey was something the Board wanted to take on during the master plan process. He said that a salary survey was done last year. He suggested waiting until the master plan was complete and see what is presented in the master plan. Carl Smith said that the master plan will not address salaries. Mike Kennedy said that the master plan will address a lot of other issues. Bob Emerson said if the Board of Directors decides to have a professional company do a salary survey then he would like to do it as a 2016 budget item.

Discussion regarding who does salary surveys and what fire departments to use in a survey followed. Ron Leach noted that it is more than just local fire departments that are enticing employees. He said that one employee went to Littleton Fire and another is looking at Westminster Fire. Ron Leach said that the survey data from 2014 hasn't changed much, other than Carbondale & Rural Fire Protection District employees are being paid the same and others have received wage increases. He requested if the Board wanted a new salary survey completed that it is as winter time project.

It was decided to have staff look at costs for a salary survey and report at the June meeting.

Garfield County Assessor Carl Smith said that he saw Jim Yellico. He said that Jim apologized for predicating a 40% assessed value increase. He said that the residential properties were valued but the commercial was not. He said that he thought the commercial property would rise the same average amount as the residential. Carl Smith said that Jim Yellico wanted to say he was sorry.

Grant Request – Colorado Department of Health Carl Smith reviewed how the Colorado Department of Health obtains funds for grants and what type of grants they offer. He noted that 20 agencies requested a waiver for the matching funds and 18 were awarded the waiver.

Carl Smith said he was reviewing grant requests and was surprised to see that Carbondale & Rural Fire Protection District had applied for a grant with a RETAC for a cardiac monitor. He said the matching funds that need to be pledged by the District are \$17,000. He said that the funds could come out of the 2015 or 2016 budget. Carl Smith said he wasn't sure where the funds would come from with.

Ron Leach said that the cardiac monitors are expiring. He said that the District has five cardiac monitors, which is appropriate for the District. He said that when the monitors expire they are not maintained by the manufacturer any longer. Ron Leach said that this was an opportunity to participate in the grant for 50% match funds and get a lower price on the needed cardiac monitor. He said that the District applies for a lot of grants and some are awarded and some are not. He said that the matching funds would come from the 2016 budget.

Carl Smith said that there was an affidavit filed with the state that the Board supports the grant request and the funds are pledged. He said this has not been discussed and the Board needs to be part of the grant discussions. Carl Smith reviewed Larkspur Fire and their application for a waiver with their grant request.

Carl Smith said that the Board is making commitments to salaries and the monitor. He said that he questions the need for four ambulances and if the number of ambulances can be reduced. He said that he also suggested not purchasing Lifepack 15 cardiac monitors but AEDs instead. He said that he was upset that he was not made aware of the grant request. He said he was reviewing thousands of pages of grants and found Carbondale's. He said that a decision needs to be made if the Board wants to continue with this grant process or withdraw. He said that decisions for the grant are tomorrow.

MOTION: made to withdraw from the Colorado Department of Health grant application. Discussion followed. Ron Leach said that he wants a modern cardiac monitor in the southern end of the District. He said he would like one in Marble and one in Redstone if possible. Ron Leach said that he does not want to keep chipping away at the quality of the District equipment and the equipment replacement schedules. Ron Leach said that the matching funds will be out of the 2016 budget. He said that he will inform the Board when a grant is applied for and was not aware of the conflict of interest for Carl Smith. He said that he feels the best thing to do is to get a good price for a replacement cardiac monitor and start replacing the current monitors. He said not with an AED but with Lifepack 15 cardiac monitors. Ron Leach said that this is a first class community and the District should not be trying to save money by buying lesser equipment.

Gene Schilling asked that the time frame was to apply for a grant with a waiver. Carl Smith said it would take a year to find out. He said if the waiver is denied then the grant is also denied. Gene Schilling questioned the time frame for cardiac monitor replacement. Ron Leach said that a cardiac monitor needs to be purchased ever year or two so they are on a staggered replacement

schedule. Rob Goodwin said the District has five cardiac monitors, two are Lifepack 15s and three are Lifepack 12s. He said the Lifepack 12s need to be replaced.

Gene Schilling said that it was a decision of the Board of Directors to have four ambulances. He said that decision was made but this discussion was brought up again tonight. Gene Schilling said there will be four ambulances until the Board of Directors decides to change the number of ambulances. Carl Smith said this was a discussion about what type of cardiac monitors to purchase and a purchasing plan. He said it was about alternate ways of providing services. Louis Eller asked if the cardiac monitors were portable. Ron Leach said they were and four are placed in the ambulances. Ron Leach said that in 2014 there were about 150 times that two ambulances were out at the same time. He said if an ambulance was removed from service that would be 150 times there was no ambulance available for the next call.

Ron Leach said that regarding having a cardiac monitor in the south end of the District, that he believes in having modern equipment. Louis Eller said that no member of the community is going to say to save a few dollars instead of buying quality equipment. Bill Gavette said that an exhaust sensor went out in an ambulance and it was out of service for over a week. He said that no one feels comfortable covering all of Carbondale with one ambulance.

Bob Emerson asked if the vote was to keep the grant in process, would there be another opportunity to apply for a waiver to replace other cardiac monitors. Ron Leach said that another grant can be applied for in December. He said there are a number of needs that need to be looked at. He said that there are two more cardiac monitors need replacing, a new ambulance is needed and the gurneys need to be upgraded to ones with automatic lift. He said that these are modern gurneys and help prevent back injuries. Ron Leach said that grants and waivers for all of these items can be applied for.

The motion failed 1-4, with Gene Schilling, Mike Kennedy, Louis Eller and Bob Emerson voting against.

## **NEW BUSINESS**

Tick Ridge Communications Gene Schilling said that there is a communications site on Tick Ridge that is on CRMS property. He said the site is used by the Town and the District. Gene Schilling said that the county had a lease for the property but the lease has expired. He said when the lease expired CRMS made a verbal agreement with the Town, Fire Department and Sopris Surfers for use of the site. Gene Schilling said that the Fire Department and Town received a letter from CRMS' attorney that the equipment needed to be moved within 60 days and the lease was void. He said that the Town attorney is working on this issue. He said that the District needs to respond to the letter if we want to continue to use the site.

Discussion regarding other options followed. Gene Schilling requested that the Board approve Eric Gross to work with the Town attorney to work out a new lease. Bill Gavette said that CRMS wants to clean up the lease and do a revenue sharing agreement for the tower rent. Bill Gavette said that the site needs a new building but it is in a very good location for communications. He said that the District is licensed to put an 8tac radio there. Bill Gavette said that there should be provision in the agreement for a new building and to update the site. He said that Skybeam

should have their own building for their equipment. Discussion followed. Bill Gavette said that CRMS wants to clean up the leases and make it fair for everybody. Discussion regarding communications equipment at the site followed.

Ron Leach said that he spoke with Jay Harrington about this issue. He said it would be best to have the fire district work with the town on this issue. The Board verbally approved having Eric Gross work with Mark Hamilton, the Town Attorney, on this.

RCA Louis Eller said that the RCA called him about the 4<sup>th</sup> of July parade. Rob Goodwin said that the District plans to participate in the parade and put on the water fights as usual.

Employment Contract Ron Leach said that he would like an employment contract. He said he would like to negotiate it in Executive Session with the Board.

It was decided to hold a special meeting on June 2 at noon for this issue.

MOTION: made to adjourn the Board of Directors meeting at 8:35 p.m. It carried and passed unanimously.

Respectfully submitted,

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Jenny Cutright, Recording Secretary

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Gene Schilling, President