

**YAKIMA COUNTY FIRE PROTECTION DISTRICT 4
BOARD OF COMMISSIONERS
SPECIAL MEETING
April 30, 2009**

The meeting convened at 5:30 p.m. at East Valley Fire Station 40. Those present were Commissioners Joe Gendron, Dan McNulty and Les Riel. Others present were District Secretary Michelle Rosen and audience members.

Chairman Joe Gendron called the meeting to order and conducted the Pledge of Allegiance.

APPROVAL OF AGENDA

Commissioner McNulty made a motion to approve the agenda. Commissioner Riel seconded. The agenda was so approved.

MAKE EMPLOYMENT OFFER TO GEORGE SPENCER

GENERAL DISCUSSION – Limited between Board and Staff – NO PUBLIC INPUT -

The Board reviewed and discussed the terms of the offer of employment to George Spencer. In summary, the Board concurred on the following changes: After receiving quotes from Allied and Bekins, both being in the range of \$11,000, relocation costs would be reduced from \$20,000 to \$12,500; the starting salary would be \$86,000; a written evaluation would be conducted after one year of employment, rather than six months; pending a positive review by the Board after that one year, a merit increase would be awarded; the employment agreement (not contract) would have a 2 year term, rather than 3 and renewed for one year terms; probation would be for a period of one year; the severance package would remain as indicated; the CPI would be specified as Pacific Cities and U.S. Cities Averages described as West-B/C* (*population of not more than 1.5 million) as previously established at the January 12, 2009 Board meeting; the required physical would be performed by a physician in Michigan using the standards and parameters as set forth by the district for new hires.

The Board concurred that these changes would be forwarded to the district's attorney, Brian Snure, in order to modify the employment agreement. Upon completion, the document would be sent to Mr. Spencer for review.

In addition, the Board was in agreement that the final agreement/signing would be conducted in an open public meeting.

The Board placed a conference call to Jerry Oldani (Waters Consulting) to relay the above mentioned changes.

It was concluded that Mr. Oldani would contact Mr. Spencer as soon as possible to inform him of the changes and to expect the modified document after completion by Mr. Snure. Mr. Oldani indicated that he would contact Chairman Gendron following his conversation with Mr. Spencer.

Chairman Gendron requested permission from the Board to contact Mr. Snure regarding the matter of modifying the agreement. District Secretary Rosen will forward the documents requested to Mr. Spencer.

ADJOURNMENT

There being no other business, Commissioner Riel entertained a motion to adjourn the meeting. Commissioner McNulty seconded the motion and the meeting was so adjourned at 6:00 p.m.

ATTEST:

Chair of the Board

District Secretary

Vice-Chair of the Board

Commissioner