

Excelsior Fire District Board
EFD Governing Board Session
Wednesday, May 15, 2019

24100 Smithtown Road
Shorewood, Minnesota
8:00 P.M.

MINUTES

1. CALL TO ORDER

Chair Jennings called the meeting to order at 8:03 P.M.

ROLL CALL

Present: Excelsior Fire District (EFD) Boardmembers: Chair Jennings; Vice Chair Labadie; Boardmembers Erickson, Fletcher, and Miller.

Also present: Excelsior Fire District (EFD) Chief Prillaman; Deephaven Administrator/EFD Fiscal Agent Young; Shorewood City Administrator Lerud; Tonka Bay City Administrator Tingley; Excelsior City Manager Luger. An additional 20 members of the fire department and public were present.

2. APPROVAL OF AGENDA

Erickson moved, Fletcher seconded, to approve the May 15, 2019 EFD Governing Board meeting agenda as presented. Motion passed 5/0.

3. APPROVAL OF MEETING MINUTES

None

4. CONSENT AGENDA

None

5. MATTERS FROM THE FLOOR

None.

6. REPORT AGENDA

None.

7. UNFINISHED BUSINESS

None.

8. NEW BUSINESS

1. Fire Chief Discussion and Selection

Based upon input received prior to reconvening the meeting, Chair Jennings opened the meeting for comments from the audience, asking that they share only a) information regarding specific candidates, b) positive information that might assist the board in selecting a candidate and c) asked that comments be kept to two minutes.

All comments made were done so by members of the fire department or relief association; address on file in the office.

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- Pat McCarthy raised a question about where the candidates reside.
 - Chair Jennings, along with members of the operating committee shared information from the previous board meeting regarding county ordinance as it relates to placing a response requirement on the chief of department. It was determined that we could not require this.
- John Schowengerdt
 - Believes that Mr. Mackey gave a very strong presentation that makes him believe Mr. Mackey would be successful.
- Pat McCarthy raised an issue regarding having only two finalists presented to the board versus three.
 - Chair Jennings provided justification for not adding a third candidate when Mr. Baker withdrew.
 - Chair Jennings indicated that the board had no expectation that they would see a specific number of finalists, that they were most interested in seeing whatever number of candidates best represented the top candidates.
- Brian Kuhnly expressed hopes that the candidate would support the relief association.
- Alex Stern expressed interest in Mr. Mackey serving as the next Fire Chief. He was joined by Kim Stern and Kieran Hannigan.

With no other comments from the floor, Chief Prillaman began handed out the scoring sheet summary (attached for reference) that included the scores for both candidates in round one, round two and the fire department presentations. Chief Prillaman walked the board through the summary sheet highlighting the scores with emphasis on the input from the fire department members.

The board began an open discussion regarding the two finalists with board members Fletcher, Erickson and Miller indicating that they favored Mr. Mackey. Board member Miller added that he thought Mackey was a better fit, in part, due to similarities between EFD and Hopkins. Chair Jennings shared that he had attended the fire department presentation and felt that Mr. Mackey connected better to the members of the department.

Board member Labadie shared her concerns that Mr. Hendrickson's desire to remain with Brooklyn Park was problematic versus Mr. Mackey response that he would retire from Hopkins and devote 110% of his energy and engagement in the district. Board member Miller voiced his agreement.

Board member Fletcher indicated that he did not want to cut the discussion short but it seemed evident that the board was already leaning toward a specific finalist. Chair Jennings asked if there was a motion. Board member Labadie made the motion to make a conditional offer of employment to Mr. Mackey, board member Erickson seconded.

Board member Erickson raised the issue of approving the compensation package outlined in the draft conditional offer of employment. Chief Prillaman suggested that the board act upon the recommended candidate separately and then the board could have a discussion and take action specific to the compensation.

The motion on the floor passed 5/0.

Chief Prillaman shared with the board that the proposed base salary had been determined based upon two things. Chief Prillaman had previously had a discussion with all three finalists to inquire about start dates, pre-planned vacations and salary expectations. Both of these candidates indicated that they were looking for an offer of \$103,000 - \$105,000. In addition, the Operating Committee had reviewed the approved

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salary range that had been approved in 2014, and adjusted for 2018, would place the mid-point at \$102,939.

Chief Prillaman shared his perspective that \$105,000 was a fair starting salary, although it still left the Fire Chief closer to the lower end of the scale compared to his peers. Chief Prillaman went on to describe the standard benefit package which included a sliding scale for vacation time and the district covering 100% to 65% of the employee's health benefit costs along with a contribution to the HSA, based upon whether the employee took individual or family coverage, respectively.

A discussion ensued regarding the scheduled vacation accrual rate. Current policy would start new employees at 10 days of vacation per year with employees ultimately being able to accrue 15 days per year beginning in the fifth year of service. The discussion favored starting the new Fire Chief at the five-year point for the purpose of accruing vacation.

With that, board member Fletcher made the motion to offer Mr. Mackey a starting salary of \$105,000, with standard health, life and dental insurance benefits and a vacation accrual rate equal to that offered at five years' service; Erickson seconded. Motion passed 5/0.

Chair Jennings and Chief Prillaman were tasked with thanking Mr. Hendrickson for his time and interest and to present Mr. Mackey with his conditional offer of employment.

9. ADJOURN

Erickson moved, Fletcher seconded, adjourning the EFD Governing Board meeting of May 15, 2019, at 8:58 P.M. Motion passed 5/0.