

**MEETING OF THE BOARD OF COUNTY COMMISSIONERS  
SITTING AS THE GOVERNING BODY OF FIRE DISTRICT #1**

**REGULAR MEETING**

**March 3, 2010**

The Regular Meeting of the Board of the County Commissioners of Sedgwick County, Kansas, was called to order at 10:55 a.m., on Wednesday, March 3, 2010, in the County Commission Meeting Room in the Courthouse in Wichita, Kansas, by Chairman Karl Peterjohn; with the following present: Chair Pro Tem Gwen Welshimer; Commissioner David M. Unruh; Commissioner Tim R. Norton; Commissioner Kelly Parks; Mr. William P. Buchanan, County Manager; Mr. Rich Euson, County Counselor; Mr. Gary E. Curmode, Fire Chief; and Ms. Katie Asbury, Deputy County Clerk.

**ROLL CALL**

The Clerk reported, after calling roll, that all Commissioners were present.

**NEW BUSINESS**

**A. SCFD #1 EXEMPT PAY STRUCTURE AND COMPENSATION REALIGNMENT PLAN.**

**Mr. Gary E. Curmode**, Fire Chief, greeted the Commissioners and said, “As you know, Captains are our first line managers and our first line supervisors as exempt employees. They’re the key to the day-to-day operations. We’ve had two formal accreditation visits in the past eight years and they were an integral part, particularly on what we have called Category 5; there’s 10 categories, and Category 5 is really in the operations area in the fire stations. They cover technical rescue, hazardous materials, fire suppression, public education, prevention and code enforcement, so forth, that the operations people do. Again, this was mainly accomplished by them through their efforts. Another thing we’ve had, in the past 15 years we’ve had three ISO (International Organization for Standardization) reviews, which has lowered the insurance ratings of our customers and our citizens here and we’re saving them over \$3.3 million a year in reduced fire insurance cost. Again, our Captains have been a direct result of this. Our department wants to promote, develop and provide incentive to the best and brightest of our Captains coming up to look at future promotions for both Captain, and Division Chief and so forth. Currently, the Captain’s pay structure and policy is not attractive to Lieutenants and we have been concerned about our ability to attract Captains since 2003.”

## **Regular Meeting, Fire District #1, March 3, 2010**

“In our last promotional process in 2008, we had six people apply for Captain this year and 2010, and we recently had five test for Captain, with these going to the assessment center in April. What that occurs; it looks like it’s a spiraling downward trend to continue that. In April 2009, our department was allowed to hire an HR (Human Resources) consultant, Springstead Inc., to review our exempt compensation plan and make some recommendations as to the structure and policy of our department. They provided a report dated October 5, 2009, that forms the basis for this requested action. We wanted four objectives in this report to be addressed. One was ensure the pay structure and range provides appropriate incentive to recognize managerial employees and sustain continued interest in continued promotion. Number two; ensure relative placement on new structure for incumbents is logical and fair, based on their service time as a Captain. Three; ensure the advancement beyond a fully compensated Top Lieutenant pay after two years in grade as a Captain. On that, just to give you further information, we did an analysis, and it takes almost two complete full years to fully have your cognitive and psychomotor skills up to perform as a Captain that we expect. It takes a two year period. On number four; we agree on a policy regarding future SCFD (Sedgwick County Fire District) exempt pay structure adjustments.

“Now there’s some concepts we wanted to look at in this study. One of them was, at the completion of two years time in grade, a Captain will be placed at a rate of pay to ensure compensation rate exceeds what we call a Top Lieutenant, or Step 13 Lieutenant, total compensation by 1.5 percent. That’s approximately a thousand dollars. Another concept we looked at was do a one-time alignment of the incumbent Captains, and again, this is based on time in grade in early 2010 to get the Captains equitably aligned. Again, we wanted to use a minimum cost method to satisfactorily achieve this compensation opportunity. A third concept was, once established, the exempt pay structure needs to move in tandem at a minimum by the same amount that the Lieutenant’s pay structure moves. Another concept, the last one I’ll emphasize, is the preferred plan results in a net increase in personnel cost pay of benefits of \$72,384 for 2010. This adjustment, and due to other conditions facing us in the future in the Sedgwick County Fire District #1, will likely require lower pay periods and pools in 2012 and 2013 to stay within the Sedgwick County financial plan. These funds are in the budget. To achieve these funds, we’ve delayed purchase of two vehicles that are staff vehicles and also delayed half the replacement of our laptops for our vehicles. I stand for any questions and I recommend that we look at the structure change and compensation realignment plan.”

**Chairman Peterjohn** said, “Questions?”

**Regular Meeting, Fire District #1, March 3, 2010**

**MOTION**

Commissioner Parks moved to approve the structure change and compensation realignment plan.

Chairman Peterjohn seconded the motion.

**Chairman Peterjohn** said, "Commissioner Unruh."

**Commissioner Unruh** said, "Thank you, Mr. Chair. I'm going to be supportive of this, but I just want to congratulate Chief Curmode and our HR Department for tackling a pretty difficult problem, and trying to find a solution and working towards that. I consider this to be very good work and appreciate your efforts."

**Chief Curmode** said, "Thank you, sir."

**Chairman Peterjohn** said, "Commissioner Parks."

**Commissioner Parks** said, "Well not to belabor what Commissioner Unruh said, but it wasn't an easy task and we all, as Commissioners, I believe, we're very well briefed on that, and I do appreciate those briefings and the information that I received so I can make an informed vote. Thank you."

**Chief Curmode** said, "Thank you, Commissioner."

**Chairman Peterjohn** said, "Seeing no further discussion, please call the vote."

**VOTE**

Commissioner Unruh	Aye
Commissioner Norton	Aye
Commissioner Parks	Aye
Commissioner Welshimer	Aye
Chairman Peterjohn	Aye

**Chairman Peterjohn** said, "Next item."

**Regular Meeting, Fire District #1, March 3, 2010**

**B. OTHER**

**Chairman Peterjohn** said, "Commissioner Parks."

**Commissioner Parks** said, "Yes. I had a question of, Chief, while you're there. Now, tonight if one of the other teams wins in the game, are there fireworks approved tonight in Sedgwick County or is that still prohibited?"

**Chief Curmode** said, "That's still prohibited."

**Commissioner Parks** said, "Okay. Thank you."

**Chairman Peterjohn** said, "Anything else under 'other?' I see no further lights. Although I think there may certainly be some lights tonight with the big game coming up this evening, but that's outside the jurisdiction of the Fire District #1. I'm going to entertain a motion to adjourn this meeting."

**MOTION**

Commissioner Parks moved to adjourn the meeting of the Fire District #1.

Chairman Peterjohn seconded the motion.

There was no discussion on the motion, the vote was called.

**VOTE**

Commissioner Unruh	Aye
Commissioner Norton	Aye
Commissioner Parks	Aye
Commissioner Welshimer	Aye
Chairman Peterjohn	Aye

**Chairman Peterjohn** said, "The Fire District meeting is adjourned."

**C. ADJOURNMENT**

There being no other business to come before the Board, the Meeting was adjourned at 11:05 a.m.

**Regular Meeting, Fire District #1, March 3, 2010**

**BOARD OF COUNTY COMMISSIONERS OF  
SEDGWICK COUNTY, KANSAS**

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**KARL PETERJOHN**, Chairman  
Third District

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**DAVID M. UNRUH**, Commissioner  
First District

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**TIM R. NORTON**, Commissioner  
Second District

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**KELLY PARKS**, Commissioner  
Fourth District

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**GWEN WELSHIMER**, Commissioner  
Fifth District

ATTEST:

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**Kelly B. Arnold**, County Clerk

APPROVED:

May 12, 2010