

Finance Committee Meeting
March 18, 2015 – STA 9
MINUTES

7:40 AM

In attendance: Chief Tubbs, Director Van Meter, Finance Manager Schiffmann (FM Schiffmann) & Administrative Services Manager Kim (ASM Kim)

Director Hilliard was unable to attend the Finance Committee meeting. The approval of the February 18th Minutes is tabled until the April 2015 Finance Committee meeting.

Jack Hughes from Liebert, Cassidy Whitmore was unable to attend the Finance Committee meeting. Agenda item 1. Financial Aspects of Negotiations will not be addressed during this meeting. The bulk of the meeting was based on Mr. Hughes' information. A conference call will be set-up with the Finance Committee, management staff and Mr. Hughes.

Interim Fire Chief Tubbs reported the following regarding the Overtime Study currently in progress:

- The full analysis of overtime will take longer than anticipated
- Hiring a F/T employee costs the District \$43,000 more annually than paying overtime. New employees come with a benefit package and expenses where overtime paid to an existing employee does not
- District staff is working on the budget for FY 2015/2016 so the overtime study is put on hold or pause. The overtime study is a time intensive study and staff does not have the time needed for the analysis of overtime
- Other factors to consider in the overtime study is the aspects of oversaturation, safety and job burn-out with many overtime shifts

Finance Manager Schiffmann provided a finance report that highlighted the important financial events of the month.

- Currently at 72% of budget. Should be at 75% of budget at this time period
- Rainy Day Fund is not included in the Reserve Goals. One model of a Rainy Day fund is 2-months of income for expenses or approximately \$2 million dollars for the District
- The budget for FY 2015/2016 will include a 2% growth in property tax revenue
- During this budget year, discussing establishing a "savings" for the Reserve balance
- A *Working Model* spreadsheet was developed to generate different financial outcomes based on various elements. Factors include employee costs
- One goal of finance is to stop the growth of retiree medical. Setting up a Retiree Health Savings (RHS) account for new employees is one option

Staff is working on a zero-based budget this year. The discussion with staff demonstrated that staff is anxious about the new budgeting process but is willing to try and do their best.