

**Shirley Fire Protection & Emergency Response Commission**  
**Monthly General Meeting Jun 24th, 2024**  
**Minutes**  
**Approved: (Motion #)**  
**Call to Order: 1930 Adjourned: 2030**

**Present:** Chair B. Einarson, R. Gardiner, J. Powell, M. Taylor, S. Rafferty  
**Ex officio:** Fire Chief L. Hill  
**Absent:**  
**Guests:**

Agenda & Item #	Action Taken:
1. Agenda	<b>Motion</b> To approve agenda, M. Taylor, J. Powell <b>Carried</b>
2. Approval of Minutes	<b>Motion:</b> To approve March draft minutes. J. Powell, M. Taylor, <b>Carried</b>
3. Correspondence	
4. Treasurer's Report	No major expenditures this month. Budget looking good going into last half of the year. <b>Motion:</b> S.Rafferty, M. Taylor <b>Carried</b>
5. Fire Chief's Report	
7. Old Business	
8. New Business	<p>Five year planning discussion: Re: the 10K for firefight equipment. This money is meant to be used as a contingency fund in the event of some unforeseen expenses that may occur. It should be listed as a contingency fund. Currently we have a contingency fund of 3K but it would be the board's recommendation to have that amount increase by 10K or to 10K to reflect the current realities of doing business.</p> <p>Re: additional expenses: pooled equipment. Leah and Jarvis are currently compiling a detailed list.</p> <p>Re: Records management: Leah will be the go-to person for this at our end.</p> <p>Re: Worksafe compliance: We will budget for a 4K increase to the annual budget to reflect worksafe training requirements.</p> <p>Re: Paid on call. The Shirley Board does not endorse this at this time. Over the past number of years we have had extensive discussions on compensation for the Chief and crew. The Chief and crew had the primary input into what they felt was necessary and appropriate for our department. At no time during these discussions did</p>

anyone from the crew request additional compensation or the desire for a paid on-call system. The overwhelming opinion is that our crew wants to remain a volunteer organization and the Shirley Fire Commission board respects that position. We landed on having a paid worker(s) to take on some of the maintenance work that is required around the fire hall; this was the recommendation of the Chief and crew. That being said the Chief's compensation will be increased next year to \$8600 and the Training Coordinator position will get an increase to \$5000. The Shirley Board agreed to review the Chief and Trainer's compensation on an annual basis with consideration for cost of living etc. The crew compensation will remain as-is with a plan to review their compensation along with the implementation of the subsequent five year plan. The Shirley Fire Commission recognizes the need for other volunteer fire departments such as Port Renfrew to implement a paid on-call system or some variant, however, the Shirley Fire Department is in a very different position and is not facing the same challenges re: recruiting and retention of crewmembers. Currently the members of the crew are satisfied with the way things are working, so the Shirley Board's position is "if it ain't broke, don't fix it". Moving forward the Shirley Fire Society will be implementing long term sustainable initiatives that will benefit the crew and support recruiting and retention. These initiatives are in the works and will be felt by crew members in the near future.

Re: Payments for taskings outside of Shirley. The Shirley Board does not manage this money, nor does the Fire Society. Currently the EMCR pays the crew directly based on their callouts. From all accounts this system has worked well with the money being spent on important training initiatives. There hasn't been an issue with this arrangement over the many years of operation, so the question we have is, why the need to change at this juncture?

Once the Chief has completed their detailed list of anticipated future expenditures, the board will be approving same at our next monthly meeting scheduled for July 29th.

**9. Next Meeting**

July 29th, 2024

**10. Adjournment**

2030 Hrs. **Motion** to adjourn: S. Rafferty, M. Taylor **Carried**