

**Ridgway Fire Protection District**  
**Special Meeting**  
**December 4<sup>th</sup>, 2023**

**CALL TO ORDER**

Meeting called to order at 5:02 p.m. by Board Chair, Christen Williams, at the Ridgway Fire Department located at 251 N. Railroad Street, Ridgway, Colorado. Also, in attendance were Board members Jamie Gomez, and Pam Kraft; District Chief Chris Miller; District Administrator Katy LaSala; RFPD Legal Representative Bo Nerlin; and Board Member applicant Chris Bolane.

**OLD BUSINESS**

**2024 Budget Discussion**

An in-depth discussion continued regarding staff wage increases. LaSala presented the requested estimated wages document based on 5% increments (see attached). The Board decided to increase all Captains' salaries by 20% annually.

Additional discussion was held regarding the District Administrator's salary. Kraft was not comfortable with giving the Administrator a large increase. Nerlin suggested that the Board treat and pay their District Administrator as a department head because the responsibilities of position are more like an executive director rather than solely an administrative job. Chief Miller agreed with Mr. Nerlin and also reiterated the need to compensate for the increased cost of living in our area. As suggested by Kraft, the Board decided to not give the District Administrator a salary increase, but rather, hire an outside company in the early spring of 2024 to build wage levels for the position. Further, the Board decided to offer a 4.5% COLA increase for 2024 to the District Administrator and District Chief.

**OTHER NON-AGENDA BUSINESS**

**ADJOURNMENT**

❖ MOTION by Gomez to Adjourn. Second by Kraft. ALL IN FAVOR

Meeting Adjourned until 12/18/23 at 6:40 pm.

Respectively Submitted,  
-Katy LaSala