



Above (L to R): Monument Police Chief Jacob Shirk is congratulated by acting Tri-Lakes Monument Fire Protection District President Bill Ingram at Shirk's swearing-in ceremony for his appointment to the board. *Photo by Bernard Minetti.*

The drawback was that all batteries would require replacement upon return to the district. Also, different charging units would be needed. He cautioned that, "We are bordering on being in trouble."

When asked how many replacements would be needed, Link replied, "A conservative estimate would be 22 hand-

helds." He said this would cost about \$128,000. He said it would be more expensive to phase in a replacement schedule for this equipment, noting it would be better to start with a completely "fresh system." He said, "It is an unfortunate reality."

Jack said there was no amount listed under the communications section of the budget for 2013, but if the mill levy passes, they would restore \$622,000 in the capital expenditure section for equipment replacement. The expenditure, Jack stated, would not be scheduled until 2014. Jack stated that they would also explore grants for funding.

Battalion Chief Lovato said cardiac monitors would cost \$5,000 to \$8,000 to replace to the newer standards. He added that the lifespan of equipment is generally five to seven years and it is expensive to replace. He added that some things would have to be looked at right away as capital items.

Jack noted that district employees' salaries were frozen in the 2013 budget except for items that are legally required. He said, "Are the employees happy ... no." He stated that the amount in the line item for part-time and overtime pay would be the same. He also indicated that if the mill levy increase passes, the district would look at restoring two paramedic positions. He noted that the uniform replacement budget line item for 2013 remains at \$12,000 and that the program continues to be reactive—uniforms are replaced as required due to wearing out or an event that makes uniform replacement necessary.

Monument Police Chief Jake Shirk was sworn in as a district board member at the meeting.

The board concluded the open session and went into executive session for "determining positions relative to negotiations."

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SHIFT SCHEDULE

(Cont. from page 1)

for three weeks in a row and then have that day off for nine weeks in a row. Jack stated that he and the other battalion chiefs would like to try a 48-hour per week and 96 hours per two-week pay period in a one-year trial. At this point, there were no indications that any increase in pay totals would result.

When asked why he wanted to do this, Jack replied, "We can talk about agency benefits first" He then turned to union represen-

tative Mike Keough to explain the proposed changes. Directors Roger Lance and Jake Shirk asked similar questions about why this was presented to the board, because they considered it an internal administrative function controlled by the battalion chiefs.

Jack discussed the present overtime schedule and how it would be affected and a possible cost reduction with the new

schedule. He said it would provide benefits to the employees.

"Let's face it," Jack said. "We have not done COLA, (cost of living adjustment), we have not kept up with inflation; the last raise that was above COLA was in 2007" But at the Nov. 15, 2010, board meeting, a 3 percent pay increase was passed and was effective in 2011. No federal COLA was enacted in either 2010 or 2011. Inflation was

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