



BRACKEN VOLUNTEER FIRE DEPARTMENT

23600 FM3009, San Antonio TX 78266
(210) 651-5762

NOTICE OF MEETING BRACKEN VOLUNTEER FIRE DEPARTMENT BOARD OF DIRECTORS

Notice is hereby given that on Monday, the 22nd of January, 2024, the Board of Directors of the Bracken Volunteer Fire Department will hold a meeting at 7:00 PM in person at the Central Fire Station located at 23600 FM 3009, San Antonio, Texas.

The subjects to be discussed are listed on the agenda, which is a part of this notice. If, during the course of the meeting covered by this notice, the Board of Directors should determine that a closed meeting or session of the Board is required, then such closed meeting or session as authorized by the Texas Open Meetings Act will be held by the Board at the date, hour and place given in the notice or as soon after the commencement of the meeting covered by this notice as the Board may conveniently meet in such closed meeting concerning any and all purposes permitted by the Act.

Should any final action, final decision, or final vote be required in the opinion of the Board with regard to any matter considered in such closed meeting, then the final action, decision or vote shall be in open session.

James P. Moreland . 01/17/2024
Signature

Secretary
Title

AGENDA

Regular Board Meeting

1. Call to Order & Opening Remarks (President)
2. Pledges to the Flags (U.S. & Texas)
3. Approve minutes of the Nov 2023 and Dec 2023 meetings
4. Report of the Treasurer

Unfinished Business and General Orders

1. Fire Chief Report (Chief Donald Zipp)
2. Activity Report (Assistant Chief Bill Anz)
3. ESD Update (ESD representative)
4. Review, discuss and act as needed on information regarding BVFD credit card loyalty programs and status of points/miles or cash back. Tabled from November meeting.
5. Review, discuss and act as needed on what action should be taken regarding contacting members for email addresses to finish the new database. Open: Jim Moreland
6. Discuss and take action as needed on Chief Zipp's request to spend up to \$10,000 in non-ESD funds for computers, bedding, radios, etc. (Approved at November 2023 meeting but OPEN to Chief Zipp to report back to the BoD on items purchased.)

New Business

1. Discuss and take appropriate action on whether or not to continue the Annual Christmas Dinner.
2. Review and take appropriate action on the final 2024 Pay Chart and associated pay policies. (See attached Tables and Policy statements)

Round Table – Additional comments/questions from Board Members.

Adjourn

Next scheduled meeting is February 26th, 2024, at 7:00 p.m.



POSITION	HOURLY												
	NEW HIRE	>2	>3	>4	>5	>6	>7	>8	>9	>10	>11	>13	>15
FireFighter	18.70	19.07	19.46	19.84	20.24	20.65	21.06	21.48	21.91	22.35			
Driver/Operator/EMT			19.84	20.24	20.65	21.06	21.48	21.91	22.35	22.80			
Lieutenant/EMT				21.25	21.68	22.11	22.55	23.01	23.47	23.93	24.41	24.90	25.40
Yrs in Grade as LT		1			22.00	22.44	22.89	23.35	23.82	24.29	24.78	25.28	25.78
		2				22.78	23.24	23.70	24.17	24.66	25.15	25.65	26.17
		3					23.58	24.06	24.54	25.03	25.53	26.04	26.56
		4						24.42	24.91	25.40	25.91	26.43	26.96
		5							25.28	25.78	26.30	26.83	27.36
		6								26.17	26.69	27.23	27.77
		7									27.10	27.64	28.19
		8										28.05	28.61
		9										28.47	29.04
		10											29.48

APPROVED JAN 22, 2024 BY BVFD BoD FOR 2024 IMPLEMENTATION



Annual salaries are based on 2,586 hours at base rate and 342 hours overtime at 1.5 times base rate

POSITION	ANNUAL SALARY (INCLUDING MANDATORY OVERTIME)												
	NEW HIRE	>2	>3	>4	>5	>6	>7	>8	>9	>10	>11	>13	>15
FireFighter	57,951	59,110	60,292	61,498	62,728	63,983	65,262	66,567	67,899	69,257			
Driver/Operator/EMT			61,498	62,728	63,983	65,262	66,567	67,899	69,257	70,642			
Lieutenant/EMT				65,804	67,182	68,523	69,896	71,294	72,720	74,174	75,658	77,171	78,714
Yrs in Grade as LT		1			68,189	69,553	70,944	72,363	73,810	75,287	76,792	78,328	79,895
		2				70,597	72,008	73,449	74,918	76,410	77,944	79,503	81,093
		3					73,089	74,550	76,041	77,562	79,113	80,696	82,310
		4						75,669	77,182	78,728	80,300	81,906	83,544
		5							78,340	79,907	81,505	83,135	84,797
		6								81,105	82,727	84,382	86,069
		7									83,968	85,647	87,360
		8										86,932	88,671
		9										88,236	90,001
		10											91,351

APPROVED JAN 22, 2024 BY BVFD BoD. ANY VARIATIONS IN ANNUAL PAY WILL BE CALCULATED BASED ON THE HOURLY TABLE AND THE MANDATORY OVERTIME FORMULA ABOVE.

BVFD PAY POLICY (proposed)

- Salaries are based on the hourly salary table.
- Longevity raises are only granted once a year in January and will equal the number of years service in the actual budget year. (e.g.- hired in July 2014, years of service for 2024 will be 10).
- Raises for promotions, (e.g.-Driver/Operator/EMT to LT/EMT) are effective in the month following the promotion.
- Salary data includes mandatory overtime, but not bonus or health benefits which are separate.
- Retirement is via 401k with a 2:1 match up to 7% of salary
- Annual salaries are based on 2,586 hours at base rate and 342 hours overtime at 1.5 times base rate

NOTES: RAISES BASED ON YEARS OF SERVICE (TENURE) WILL BE EFFECTIVE JANUARY 1 OF THE YEAR DURING WHICH EMPLOYEE’S ANNIVERSARY FALLS. LONGEVITY RAISES FOR FIREFIGHTER/EMTs END AFTER YEAR 10. FOR LTs, LONGEVITY RAISES AFTER YEAR 11 ARE ONLY GRANTED EVERY TWO YEARS, AND THEN ONLY UNTIL YEAR 15. LTs COMPENSATION IS ALSO BASED ON YEARS TIME IN GRADE AS A LT. COST OF LIVING INCREASES (IF WARRANTED AND APPROVED BY THE BOARD) ARE IN ADDITION TO LONGEVITY RAISES SHOWN IN THIS CHART AND ARE TYPICALLY CALCULATED AND IMPLEMENTED AT THE BEGINNING OF EACH CALENDAR YEAR.

