

Timestamp	I support expanding the Fire Chief's Duties and commensurate pay	Open Response
3/5/2023 13:08	Yes	Test
4/5/2023 8:09	Yes	I feel that increasing the Chiefs hours would be beneficial to your district. I know your district and the workload that is involved with running a fire district. I also feel that the increase in hours will help get the district running smoothly again, It also may help with volunteer retention with more face time with the chief. Just my thoughts. If you have any more questions feel free to reach out to me.
4/5/2023 8:13	No	This is not a worthwhile survey. You give no details as to the specific expansion of the fire chief's duties, nor to the amount of salary increase. We have heard he's demanding \$140,000, which is absurd. Since you've absconded the power to raise our mill rate, we will definitely fight any such outrageous pay suggestions.
4/5/2023 8:26	No	What are his duties now and what will they be expanded to? How can you ask a question like this without providing those details. How will this effect the fire department budget and our tax rate? Again an obvious question before you ask yours.
4/5/2023 8:46	No	Not necessary to spend 37 percent of yearly budget on one person. Fiscally irresponsible. No increase risk in canyon. Medical from Golden will be dispatched sooner than chief who will be out of district most of the time even if he has 24 hours. Thanks for listening to community
4/5/2023 9:30	No	The job description is much too broad for a part time chief and one person. It is setting the position up for failure before even getting started. A different solution must be determined and put in place.

4/5/2023 9:52	Yes	<p>I'm impressed with Kyle's resume, Chris.</p> <p>Kind of guy we need.</p> <p>Most (about 80%) of GGFD calls are medical.</p> <p>Throwing big bucks\$\$ at equipment for fighting structure fires is a waste. My feeling is to finance medical and wildland fire projects. You can have the most expensive, newest, fancy structure fire fighting equipment but if you can't get to the fire in a timely manner all is for naught. The only structure you might save is the foundation and that is iffy.</p> <p>Spend some of that \$400,000.00 on the leadership and direction that is needed so badly here in Golden Gate. Compensate our new chief with some of those funds. To do otherwise puts us in a precarious position. And an unsafe one at that... Don't be a Luddite.</p>
4/5/2023 9:53	Yes	<p>First off, thank you so much for volunteering and contributing to the area we all call home. The reason for my email is to encourage the Board to raise the pay offered to Chief Benson. From what I am hearing he sounds like a real keeper and is finding ways to improve our Fire District and save money.</p> <p>Thanks for listening.</p>
4/5/2023 10:04	Yes	<p>Firstly, I was disappointed when the last Fire Chief was terminated with what seemed to be without cause. I was concerned about the ability to find an adequate replacement in a reasonable amount of time, especially considering the turnover at the position and some dysfunction within the board. I was also concerned about morale in the dept. But I was very pleased to see Kyle was brought on board and so far have been very impressed by him. He seems very competent and someone that can lead the department in the right direction. I also think he's already shown the ability to bring savings which can offset the additional salary. I think it would be a grave mistake to not secure Kyle and help ensure the safety of our community.</p>

4/5/2023 11:01	No	<p>The proposal by board member Chris Creech to raise taxes / impact fees and pay the new chief more than 3x what the old chief made shows he cares little about your money, property rights or responsible spending. If board members Curlee and Ovuworie (or incoming board member Marith Reheis) support this proposal the same can be said for them. These 3 board members previously showed they care little for your property rights or the GGFPD by-laws when they refused to put Ballot Issue A (BIA) on the May ballot. (BIA is a violation of the GGFPD by-laws section 10f). Not putting BIA on the ballot is irrefutable evidence that they want to keep the right to raise your mil levy without an election. This will lead to irresponsible government spending.</p> <p>On February 27th Curlee, Ovuworie and Creech brought forth their favorite chief candidate who they wanted to pay \$36,000 per year for 10 hours of work per week. Also included for the chief was a 2017 F150 Supercab, a fuel credit card, a cell phone as well as 2 weeks paid vacation time per year. Primmer and I reluctantly agreed considering that our last chief made \$24,000 per year for 10+ hours per week. Thirty six thousand dollars for 10 hours of work per week was very generous compensation considering that the newly hired chief also had 3 other jobs: 1) fire fighter in Evergreen, 2) fire fighter in Nederland and 3) his own tree trimming / mitigation company.</p> <p>On March 16th the same 3 board members voted to give the chief \$9000 additional per year for a total of 12 hours of work per week. He was now up to \$45,000/year.</p> <p>On April 20th Chris Creech (a non elected board member and recent transplant from Georgia) presented a resolution to again increase the chief's salary. This time to \$78,000 per year with an increase to a 24 hour work week. (If pro-rated to a 40 work week that would equal \$130,000 per year salary.)</p> <p>Golden Gate Fire Protection District has a population of 1200, no commercial or industrial property, gets about 80 calls per year, and will receive \$212,000 revenue for 2023. Chris Creech's proposal to pay \$78,000 to a part time fire chief means the GGFPD would be giving 37% of district annual income to one person. This is not a wise financial decision and over paying by so much likely create</p>
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I do not support the Budget Resolution on the Fire Chief's compensation for the reasons stated below.

The resolution cites four sources in the budget that you said will be reallocated to increase the Chief's pay:

1. 2023 Pay Roll Budget = \$38,656 is actually only \$33,600 in the budget because you included approximately \$5,000 that are payroll service fees and payroll tax expenses which cannot be "reallocated" to the Chief. Those will need to be paid in any case.
2. 2023 Timberline Training IGA = \$9,000
3. 2023 Administrator and Prevention Specialist Budget = \$15,840. There is no such line item in the budget or any line item(s) of that amount that can be interpreted to be this.
4. 2023 Reserve Expenditure = \$14,504. There is no line item called Reserve Expenditure so I am assuming it is the contingency which is actually \$14,475. I believe it is completely reckless to use contingency for this purpose and especially since you will no longer have any contingency to cover unexpected expenses for the rest of the year.

So I have to assume in the end you plan to take the approximately \$21,000 needed (the \$5,000 from item 1 and the \$15,840 from item 3) from bank reserves but you don't want to tell the resident tax payers this is what you are doing. Your 2023 budget already was using \$20,455 taken from reserves to balance, so this will result in a total of approximately \$41,500 being taken from reserves. Taking this much from reserves for one year and probably going forward is fiscally irresponsible. Our reserves aren't going to last very long at this rate.

I would also like to state that I think paying one person in our small district almost 37 percent of the tax revenue budget is also fiscally irresponsible and takes away resources from other needs. The proposed salary is over three times what was paid to the previous Chief.

4/5/2023 11:19

No

		<p>I'm on board with increasing Kyle's hours to allow more in-district coverage. The additional coverage should be of benefit to our district. I can't however get my head wrapped around that the additional hours per week equates to a \$78,000/year salary. I need more specific details as to what exactly the \$78,000 entails.</p> <ol style="list-style-type: none"> 1. 2023 Pay Roll Budget = \$38,656 will be allocated and dedicated to Chief Kociemba-Benson's pay. What is his current pay? My understanding is the allocated increase is to account for 24 hours vs 10 hrs per week, whereas the increase of hours is to provide better in-district coverage that we don't currently have. 2. 2023 Timberline Training IGA = \$9,000 has been reallocated and dedicated to Chief Kociemba Benson's pay. Why would this money go towards the chief's pay? This wouldn't actually be an increase to Kyle's salary, but pay him for budgeted training expense that would generally be paid to someone else? 3. 2023 Administrator and Prevention Specialist Budget = \$15,840 will be reallocated and dedicated to Chief Kociemba-Benson's pay. Same as in for training, paying Kyle for budgeted admin expenses that generally be paid to someone else? 4. 2023 Reserve Expenditure = \$14,504 will be allocated and dedicated to Chief Kociemba Benson's pay. What is this for? Is this for paying for benefits provided to the Chief aside from basic salary? <p>There is a saying "you get what you pay for". That's exactly the type of service we've received from past Chiefs. Although Kyle accepted the Chief position based on the salary that was offered, he's already proven his worth to this district with his time and money saved from donations he's been able to acquire during his short tenure. I believe Kyle's vision for this district is that of the best interest of this fire district and the taxpayer. In order to secure the future of this fire district, I believe we need to ensure that the Chief's compensation be competitive. However, not at the expense that sometime down the road our taxes will be raised in order for this fire district to provide the services we expect. My tax payer money is in support of this fire district and being able to provide emergency/fire services to our community.</p>
4/5/2023 12:18	Yes	
4/5/2023 12:25	Yes	I am completely in favor of increasing salary for Kyle Benson as he is ready to take on additional duties that we need done. Also, everything I have seen of him is of an honest hardworking fireman.
4/5/2023 12:48	No	

		<p>To GGFPD Board of Directors,</p> <p>I am writing to express my opinion on the topic of the Chief Bensons compensation. It is my opinion that if the public can not see the benefit of additional hours for Chief Benson they have their heads in the sand and just aren't paying attention. This is not 1980.</p> <p>Chief Benson has already more than proved his worth in the short time he has been with the district. Some of his accomplishments include, acquiring 2 new vehicles at a substantial savings to the district, acquiring vehicle radios and hand held radios worth thousands of dollars at no cost to the district, researching and getting free website from the state as well as a volunteer to manage it, interviewing several persons interested in firefighter/EMT volunteer positions, taking back the ability to have new applicants apply directly to GGFPD. These are just a few of the many improvements he has brought to the district in a very short time.</p> <p>Please increase the chiefs hours and compensate him accordingly. If it were up to me I would hire him as a FULL TIME chief as it is my understanding (second hand information) we are the only district in the surrounding area that does not have a full time chief.</p>
4/5/2023 18:07	Yes	
4/5/2023 18:53	No	I do not believe we would be getting enough out of the cost
4/5/2023 19:43	No	Other fire chief's do not make that kind of money.
5/5/2023 0:54	No	
5/5/2023 6:53	No	Average pay front range fire chief full time with more than twice our residents and commercial buildings is \$90,000. Fiscially irresponsible to pay \$78,000 for 24 hours a week. Why have you wasted our time we hired a chief his pay is more than fair. The call load at this time does not warrant this increase. Retention rate if 20 percent is an error a volunteer department is a stepping stone to move on to bigger paid department.
5/5/2023 7:30	No	It is ridiculous use of our tax payer money to budget an annual expense being paid from reserves. This will only bankrupt the district, very quickly.
5/5/2023 8:27	Yes	The current Board of Directors were voted in to combat the move to the Timberline district. The reason the last Board felt that moving to Timberline was the answer to the fact that GGFPD was not sustainable in the status quo. GGFPD has been very unstable financially and with its volunteers. Boards have had to act as employees instead of directors. Now we have the opportunity to move forward into the 21st century and become more sustainable as well as more prepared. This is only possible with a Chief like the one we have now. We must act to move our fire department to the current weather and business climate. Do this now before we burn to the ground!

MY RESPONSE TO THE FIRE BOARD'S BUDGET RESOLUTION

		<p>**The three board members who are promising the new fire chief \$78,000/year in salary plus a vehicle and gas card and then are trying to figure out how to pay for him are essentially saying that they are going to shoot and then try to aim. Their budget resolution is reminiscent of making a major purchase of a house that's unaffordable and then trying to figure out how to pay for it.</p> <p>**Prominently sprinkled throughout the resolution are undefined terms and phrases that can be up for future determination as to their meanings. Examples are "milestones", "targets", "researching and applying for opportunities", "impact fees", and "[i]dentify and evaluate diversified funding avenues".</p> <p>WHEREAS, the Board of Directors of the District has determined that the threat to community assets, personal property, and life warrants a change to the Golden Gate Fire Protection District Chief's hours and pay.</p> <p>**Mr. Kociemba-Benson has extremely impressive credentials and work history. I think he would be a great asset. However, there is no justification for using over 35% of the fire district budget for the wages and amenities of one person. It would actually be irresponsible to do so.</p> <p>**The threat to community assets, personal property, and life are no different now than they were previous to the hiring of the new fire chief. The resolution asserts that an increase in the fire chief's pay would somehow offset or avert those threats. The amount he is paid will not influence the threats that are inherent with living in this type of rural area.</p> <p>WHEREAS, the Board of Directors of the District has determined that the following Budgeted Line items have been or will be allocated to increase Chief Kociemba-Benson's compensation package to \$78,000 per year with an increase to 24 Hours Per Week.</p> <p>1. 2023 Pay Roll Budget = \$38,656 will be allocated and dedicated to Chief Kociemba-Benson's pay</p> <p>2. 2023 Timberline Training IGA = \$9,000 has been reallocated and dedicated to Chief Kociemba-Benson's pay</p>
5/5/2023 11:30	No	<p>In my opinion that is a majority of the budget for the department and if the pay were to be that it should be a full time position. The last chief was paid 26,000 per year.</p>
5/5/2023 11:35	No	<p>The district is already seeing the benefits of an active and present chief - expanding this, especially with the potential for added revenue is critical.</p>
5/5/2023 12:16	Yes	<p>With a chief that can assume more of the work required to run the district, the load is lightened on our firefighters and officers, reducing the possibility of burnout and overwork.</p>
5/5/2023 12:29	Yes	

		I feel the current duties meets the pay for the current situation and call volume. The district lacks other needs such as more equipment, more than an increase in pay to his salary. If anything, I would support giving more duties to the other officers and compensating them for their time. This would allow more people the opportunity to expand their skill set while enabling more people to advance should the current chief leave at some point.
5/5/2023 12:31	No	I know my view will not be popular and request that I remain unknown.
5/5/2023 12:44	Yes	
5/5/2023 15:50	Yes	
5/5/2023 15:50	Yes	
5/5/2023 17:11	Yes	Because the \$15,840 for a prevention specialist is not in the budget as adopted, it shouldn't be called a "reallocation"--and that just provides a target for snipers. How about reallocating the \$10,000 for election expense and some part of the audit money--why \$10,000 when only \$975 was spent last year? I wonder if it's possible to accomplish all that is listed under job duties. He'll need some help I think, i.e. with the grant applications. What additional funding avenues are possible other than impact fees on new construction? Which, if passed, would need approval from Jeffco County Commissioners.
5/5/2023 18:25	No	
6/5/2023 10:34	Yes	
6/5/2023 10:38	Yes	It's time for GGFPD to move into the 21st century and had a Fire Chief in the district more than not. The Board felt that the previous Chief was not the right man and have now hired someone that they approved of and has done some good things for the district in his short time here. As a result, we need to allow the new Chief to run the fire department and that takes time which means we need to pay him more. I support increasing the amount of time the Chief will spend working for the district and thus support the motion to pay him more. Thank you!
6/5/2023 17:22	Yes	If the Chief is to take on more responsibility, the Chief should be compensated for those hours of labor
6/5/2023 19:23	No	Things appear to working just fine now. Not unsure as to what he can do to make things better for the increase in duties to justify the pay
6/5/2023 19:47	Yes	I feel that we finally have a chief that wants to cooperate with the community work with the auxiliary and other community organizations I think we should do whatever it takes to keep him in our district, and if we lose him shame on us
6/5/2023 19:48	Yes	
7/5/2023 14:51		Difficult to see how one person could accomplish the objectives listed. A better approach to a compensation package would be a base salary plus bonus(es) depending upon objectives achieved and the quality of achievement. Assume the Board decides on objectives being achieved or not, and their quality. The resolution should specify what, if any, assistance is given the Chief to achieve his/her goals.

7/5/2023 16:24	Yes	I support this initiative and would hope that the Board would consider broadening this to full time in the next budget year.
7/5/2023 16:31	Yes	I believe that the citizens of the GGFPD need and deserve a full-time Chief. I worry that the hours suggested to expand the Chief's duties are inadequate. We are the only District in Jeffco without a full-time Chief. That needs to change. This is not an issue to be a cheapskate about. At the lease, I support the proposed expansion of the Chief's duties.
7/5/2023 18:47	No	
7/5/2023 19:01		How can we vote without u listing the increased hours duties and increased pay amount on the same page as question THIS is A Terrible Opinion Poll
7/5/2023 19:42	Yes	Even though we checked yes to expanding the Fire Chief's duties and commensurate pay, we do not beleve his salary should be raised to \$78000.00 a year. We do believe his hours should be raised, but why not raise his salary to \$54,600.00 which is the same hourly salary as the median salary for a full time chief in Colorado. (That is if Steve Green's figures are correct.) We absolutely believe the hours should be raised, but \$78000.00 is too much for 24 hours. 37% of the yearly budget for one person is not fiscally responsible. There should be a compromise between raising the Chief's salary and his hours.
7/5/2023 22:16	Yes	Ignore the ongoing nonsense of Mr. Green and his handfull of supporters and step into the 21st century. Without ongoing upgrades to top tier employees which include increasing pay, we will be left either without a fire chief or left with one that has so many other duties to support themselves that GGFD will become a secondary or tertiary concern due to something as stupid as money. Pay for the job you expect to be done and demand those expectations are done to the best of their abilities. Pay little, expect little and complain about the poor job being done...that's the measure of success by some, just not me.
8/5/2023 11:33	Yes	There are so many administrative aspects to a fire district, not to mention the response side. There probably are not enough hours in the week to get the job done, and once the door is open you find there are more aspects that need to be addressed. In general, a fire district will benefit greatly from additional hours, with that comes more responsibility and options.
8/5/2023 17:43		I don't feel like you've given us enough information to respond, yes or no. I am theoretically open to the change in pay and duties but it's not clear what the net effect will be. You are reallocating from other budget items but will the new duties cover those items for a net zero increase? Also, I think there is no need to debate the topic if there is no commitment to working with new chief. GGFPD has a bad history when it comes to keeping someone in the chief position.
9/5/2023 5:50	Yes	
9/5/2023 6:20	No	
9/5/2023 8:42	No	Salary is too high for hours of work provided.

9/5/2023 9:51	No	<p>Before the Chiefs salary or hours of work are increased I believe we should have a clear understanding of the vision for GGFD, mission of the GGFD, and operations plans and priorities to achieve them. With that understanding the board will work together better, the Chief will have clearer expectations and the public will be better able to understand and support the plans, resources required and the associated expenses. I may change my vote when the above are clear.</p>
9/5/2023 10:46	Yes	<p>Thank you for your email soliciting input. I am encouraged that you are researching the possibility to extend the hours of your fire chief. As a fire chief myself, I can assure you that there is an endless amount of duties and responsibilities, especially in a smaller fire department without as many full-time employees to delegate to. I think extending your chiefs' hours is an opportunity to improve service to your members and your community. It would also make your chief available to participate in some of the many regional meetings and such to network with other fire chiefs facing the same challenges.</p>
9/5/2023 11:11	No	<p>Ridiculous!</p>
9/5/2023 11:55	Yes	<p>The areas covered by our fire district have evolved over the years, as should the duties of, and pay for, the fire chief. Property values and population have increased, and the realities of climate change have made us much more susceptible to extreme wildfires year-round. KYLE KOCIEMBA-BENSON is well-regarded and well-qualified, and has already made valuable contributions and proposed cost-saving measures. We should compensate him more fairly and do our best to keep him working here for all of us!</p>
9/5/2023 13:05	Yes	<p>I fully support the resolution before the Board proposing to increase the Fire Chief's salary. Having listened to Kyle's strategic presentation to the board and attended recent GGFPD board meetings, it is clear Kyle is the best fire chief the district has hired over the past 27 years. Additionally, having personally taken the time to review the past 13 years GGFPD budgets and, in particular, the recent treasurer's analyses and report, it is clear the district can financially afford the increase without the need to increase the district's tax base.</p> <p>The Board should approve the salary increase resolution at the May meeting.</p>
9/5/2023 17:11	No	<p>While I believe this may be appropriate in the future, this seems way too soon to do this. It reminds me of the Denver Broncos and what they did with Russell Wilson. Let's see what the new Chief does before we jump into the deep end. Why would we do this without any proof that he can do what he claims he can/will do? I definitely do NOT support this at this point in time. Table this and bring it up again in 6 months or a year. Have any of you ever started a job and received anything like what you are proposing right off the bat? I highly doubt it!! It's fiscally irresponsible at this point.</p> <p>Thank you for asking. :-)</p>

9/5/2023 17:41	No	He should have at least a 6 month trial time to see if he is a good fit for this job before paying him such a big salary. Why are we talking about paying him so much more than the previous fire chief? Do we really need someone working the extra hrs on this part time job? Will he really be working so many more hrs that it makes sense to pay him 3 times the amount we have ever paid a previous fire chief? It seems crazy to pay someone this amount of money to work like 3 days a week. I do not agree with this at all.
10/5/2023 7:13	Yes	Great opportunity to increase safety for our community
10/5/2023 10:30	Yes	More Chief hours are long overdue in our district and good job on offsetting budget to fund.
10/5/2023 10:42	Yes	We have a good fire chief...he knows what he's doing. Please increase his hours and raise his salary.
10/5/2023 10:58	Yes	
10/5/2023 13:45	No	Too soon. Re-visit in six to 12 months
10/5/2023 14:05	No	The Board process has not been open nor has it taken effective steps to inform the affected Golden Gate Canyon residences. Significant questions and issues have been raised about the appropriateness and legal basis for a hiring the proposed candidate fire chief. This process NEEDS to be stopped and suspended until the Board conducts the appropriate public input process that gives ALL viewpoints equivalent consideration.
10/5/2023 14:09	No	Your survey allows one to vote multiple times. How credible will the survey results be?
10/5/2023 15:25	No	I am sending a response explaining my position to GGFPD board members by email. Normally I would have included it here, but I wanted to make sure my opinion was recorded by today's survey deadline in case the predicted storms for 5/10 knock out our electrical power and/or internet connection.
11/5/2023 20:23	Yes	Please support the increase in time for the chief and commensurate increase in pay.

12/5/2023 5:40	Yes	<p>Thank you for reaching out to your neighbors. To me, there's several benefits to expanding the hours for your Fire Chief. The first is that they can be in the loop and able to attend more meetings, network with other Chiefs, and learn about grant opportunities. Those grants don't write themselves, but they more than pay for themselves. In 2022 I spotted a grant that had a deadline of only two weeks, but I hunkered down and got it done. That led to \$93,000 in new air packs and wildland fire equipment for my department for about 20 hours of work on writing the grant. In 2019 we wrote a grant for a new ambulance and received over \$100,000 from the EMTS grant to replace an 18 year old ambulance with over 160,000 miles on it.</p> <p>In addition to grants, having more time allows the development of a more strategic approach to budgeting, planning, purchasing, recruiting, and training. It removes the element of reacting to needs and provides the time to research, talk to neighboring districts, and gather more information to develop a greater overhead view of the needs of the department. One of the things our department needed the most when I came on the scene was the 30,000' view of the needs of the community and the needs of the department. Without enough time to conduct that overview, one day you have your air packs serviced and you discover that your air bottles are at the end of life and you have to scramble to replace them, when a little planning could have helped you get a grant to replace them a year or two ahead of time.</p> <p>In any case, I wish you and your department the best of luck in your new direction. Feel free to reach out to me at any time.</p>
12/5/2023 5:43	Yes	<p>Hello neighbors</p> <p>First off, thank you so much for volunteering and contributing to the area we all call home. The reason for my email is to encourage the Board to raise the pay offered to Chief Benson. From what I am hearing he sounds like a real keeper and is finding ways to improve our Fire District and save money.</p> <p>Thanks for listening.</p>
12/5/2023 5:49	Yes	<p>Please count this one response as two, one of us is traveling. We both think giving the chief a higher salary, one that he and his family can actually adequately live, is a great idea. I heard others I respect say it's never been that way, but either has the increased fire danger. Besides, chief's newly directed activities have created more assets for the department, than his increased salary would cost for a year. Times are changing, we must change with them. The bullet must be bit.</p>
12/5/2023 12:56	Yes	<p>I feel that our tax contributions should support a fire chief for this volunteer department.</p>
12/5/2023 13:10	Yes	<p>Support the new Chief</p>
5/13/2023 11:43:13	Yes	<p>Our fire protection district was either crafted or has evolved into one with gross funding disparities compared to neighboring districts. I support expanding the chief's duties and pay, BUT ONLY AS A SHORT-TERM SOLUTION. The long term solution is to merge our district with a neighboring district so that we have appropriate resources to defend our land and homes against the risk of fire.</p>

5/13/2023 17:30:46	Yes	
5/14/2023 16:57:07	Yes	