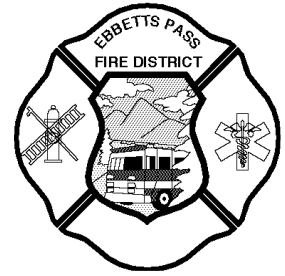


# Ebbetts Pass Fire District



## MINUTES

Board of Directors

March 15, 2022

APPROVED 04/19/2022

1. The meeting was called to order with proper social distancing among everyone and with accommodation for the public through the use of Zoom Meetings at 9:00 A.M. Board President Pete Neal called the meeting to order and the Pledge of Allegiance was recited.

Directors present: Michael Barr  
Denny Clemens  
Jon Dashner  
Scott McKinney  
Pete Neal

District personnel present: Fire Chief Mike Johnson  
District Secretary Cheryl Howard  
Battalion Chief Rodney Hendrix  
Captain James Crabtree

Others present via Zoom Meeting: Battalion Chief Aaron Downing  
Captain Shea Buhler  
Firefighter-Paramedic Randayn Forrest

Media present: None

2. **PUBLIC APPEARANCES/COMMENT** - None

3. **CONSENT ITEMS**

Mr. McKinney made a motion to approve Consent Items 3.1 and 3.2. Mr. Barr seconded; motion passed 4-1 (AYES: Barr, Dashner, Neal, McKinney; NOES: Clemens).

4. **COMMITTEE REPORTS**

- 4.1. Finance Committee (Directors Dashner & Barr)

Chief Johnson briefly reviewed the revenues and expenditures to date for the fiscal year. He commented to Mr. Clemens that staff would review the questions that he

had brought to the meeting regarding the reports that had been included in the Board packet and get the information to him in addition to discussing it with the Board next month if this month's meeting goes too long.

4.2. Personnel/Safety Committee (Directors Dashner & McKinney)

Moved to later in the agenda.

4.3. Fire Prevention Committee (Directors Clemens & Neal)

Chief Johnson reported that although there had not been a committee meeting Fire Prevention Officer Joan Lark had scheduled her meeting for lot cleaners on Wednesday, March 30, at 9:00 a.m. He added that there had been several new business inspections this past month.

Mr. Neal reported that the recently established CalFire system for inspections of parcels was working effectively.

Chief Johnson noted that the CalTrans forest debris removal and cleanup along Highway 4 was working its way up in elevation and was looking very good in addition to lessening the fire danger.

4.4. Apparatus/Equipment Committee (Directors McKinney & Neal)

Chief Johnson reported that BC Downing was keeping the committee up to speed with the progress on the engine buildup. He also distributed a copy of the newly designed door emblem that was to be placed on the engine.

5. Scheduled Items

5.1. County of Calaveras Elections Office: Terms Due to Expire in 2022

Mr. Neal noted that Mr. Clemens and Mr. McKinney were up for election this year.

4.2. Personnel/Safety Committee (Directors Dashner & McKinney)

4.2.1. Labor Negotiation Items Presented by Local 3581

Battalion Chief Rodney Hendrix and Captain James Crabtree presented the recent items that had been requested and discussed with the Personnel Committee including the following:

- Request for 8.1% COLA to try to be more equitable with various fire departments that are hiring away the District's personnel.
- Request to revise pay schedule to only six steps with the same 3.2% between steps and to make the difference between all ranks be 16% (which the only change to the current schedule is between Captain and Battalion Chief)
- Request for establishment of Longevity Pay for potentially having methodology for a medical offset upon retirement
- Request for conversion of vacation hours to straight time pay: Eligible employees to use the same or greater amount of vacation hours that is being requested to convert as pay. The maximum amount of sell back of vacation time at straight time is equal to or less than 50% of the annual accrual.

- Request for District purchase for each member the annual American Legion Ambulance ticket with bundled air ambulance

BC Hendrix and Captain Crabtree explained the various proposed items with supporting information with an 8-minute break from 10:39 – 10:47.

5.2.1. Labor Negotiations: Closed Session pursuant to Government Code Section 54957.6 Conference with District-designated labor negotiators – IAFF Local #3581

The Board members thanked BC Hendrix and Captain Crabtree for their presentation and detailed explanation before going into closed session at 12:05 P.M.

5.2.2. Return to Open Session; Report on Actions Taken

Upon return to open session at 1:33 P.M. Mr. Neal reported that the Board had a counter offer to present:

- 5.0% COLA
- Agreement to the change to a 6-step pay schedule with including the 16% difference in rank for all ranks
- Establishment of Longevity Pay as described in the presentation
- Vacation hour conversion to pay as described in the presentation
- District purchase of American Legion Ambulance ticket with bundled air ambulance for all staff including members of the Board of Directors

Mr. Neal also requested to speak with Chief Johnson regarding the gear listing that had been presented as part of the presentation. Chief Johnson stated he would prepare it for discussion at the next meeting.

6. **REPORTS**

6.1. Administrative Report

Chief Johnson reported there was a meeting scheduled with the County CAO regarding the fire dispatch fee payment. He reported the PG&E microgrid work continued to be underway with completion scheduled before the 2022 PSPS season. He noted that kids from the Alicia Ann Ruch Burn Foundation had been at the fire station the previous weekend for the breakfast and dinner provided and served by the EPFFA.

6.2. Legislative Report

Chief Johnson reported on recent legislation action.

6.3. Administrative - EMS

Chief Johnson reported on recent Mountain-Valley EMS Agency transition discussion noting that layoff notices had been sent.

**7. COMMENTS, QUESTIONS, CONSIDERATIONS****7.1. Board Members**

Mr. Clemens noted his gladness that the District's finances have improved so that the negotiations could be discussed.

Mr. Barr thanked BC Hendrix and Captain Crabtree for their work in preparing the presentation for the Board.

**7.2. Firefighters Association**

Chief Johnson reported that plans were on track to hold the July 4<sup>th</sup> BBQ this year.

**7.3. Employees' Group**

BC Hendrix thanked the Board for their prompt response and noted that he would meet with the Union members as soon as possible.

**7.4. Public Comments**

None

**8. ADJOURNMENT**

Mr. McKinney made a motion to adjourn. Mr. Barr seconded; motion passed 5-0  
1:50 P.M.

Respectfully submitted,

Cheryl Howard  
District Secretary