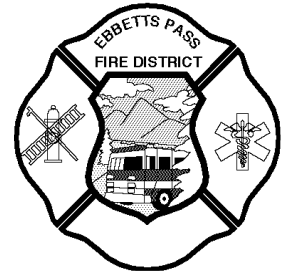


Ebbetts Pass Fire District



MINUTES

Board of Directors
Special Meeting
May 10, 2022

APPROVED 05/17/2022

1. The special 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: None

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

3. **LABOR NEGOTIATIONS**

Chief Johnson reported that the Union Local 3581's attorney had determined that the previously approved longevity pay proposal would not be approved by CalPERS for inclusion in the retirement for the employees. The Union representatives and staff had then worked to restructure it so that it could be included with retirement especially as the original intent had been to help the retired employee with offsetting personal healthcare costs. The longevity pay could not have a sunset so the percentage of the base pay was lessened and the percentage was also set by rank to minimize the financial hit to the District.

Rodney Hendrix reported that the language on longevity pay as presented to the Board for this meeting had already been reviewed and approved by the attorney. He added that as

long as there was no end date CalPERS would have no issue with it and, hopefully, there would be incentive for the employees to remain for a long term with the District.

- 3.1.1. Closed Session pursuant to Government Code Section 54957.6
Conference with District-designated Labor Negotiators – IAFF Local #3581
 The Board went into closed session at 9:12 A.M. and returned at 9:18.

- 3.1.2. Return to Open Session; Report on Actions Taken
 Upon return to open session, Mr. Neal reported that the Board had unanimously accepted the Longevity Pay Proposal as presented.

Attachment to Minutes – May 10, 2022

Longevity Pay

In recognition of the substantial contributions made by employees of the Fire District, effective July 1, 2022, the District shall award longevity pay to each eligible employee as set forth below. Longevity pay is calculated as a percentage of the employee's base wage and does not include holiday pay or overtime. Longevity pay does not compound and shall be paid as a monthly lump sum amount.

Length of service

Longevity Pay

Beginning of 17 th to completion of 20 th year	Firefighters/Engineers 3% of base pay	Captains 3% of base pay	Battalion Chiefs 3% of base pay
Beginning of 21 st year to completion of 23 rd year	Firefighters/Engineers 5% of base pay	Captains 5% of base pay	Battalion Chiefs 5% of base pay
Beginning of 24 th year to Completion of 25 th year	Firefighters/Engineers 10% of base pay	Captains 8% of base pay	Battalion Chiefs 7% of base pay
Beginning of 26 th year and Every year thereafter	Firefighters/Engineers 12% of base pay	Captains 10% of base pay	Battalion Chiefs 9% of base pay

4. **ADJOURNMENT**

Mr. McKinney made a motion to adjourn. Mr. Dashner seconded; motion passed 5-0.
 9:27 A.M.

Respectfully submitted,

Cheryl Howard
 District Secretary