

# Rancho Adobe Fire Protection District

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**MINUTES OF THE REGULAR BOARD MEETING  
SEPTEMBER 18, 2019 — 7:00 P.M.  
COTATI FIRE STATION - #1 EAST COTATI AVE.  
COTATI, CALIFORNIA**

**I. CALL TO ORDER / ROLL CALL / PLEDGE OF ALLEGIANCE**

President, Brian Proteau, called the Regular Board Meeting to order at 7:00 p.m. The agenda for this meeting was posted on September 12, 2019.

Roll Call:

Directors Present: Mark Hemmendinger, Brian Proteau, Nole Pacheco, Michael Gadoua

Directors Absent: Harold Griffith, Leslie Cozad, Carla Grube

Minutes Conducted by: Jennifer Bechtold

**II. ORAL AND WRITTEN COMMUNICATIONS**

A. Citizen Business/Public Comments on Items not appearing on Agenda

There was no public comment.

B. Correspondence and/or Presentations

There was no correspondence for consideration.

**III. APPROVAL OF MINUTES**

A. Regular Meeting of August 21, 2019

Motion moved by Mr. Gadoua and seconded by Mr. Hemmendinger.  
Motion Carried: Aye 4 No 0 Abstain 0 Absent 3

**IV. CONSENT CALENDAR**

A. Ratification of Claims and Journal Vouchers

Motion moved by Mr. Hemmendinger and seconded by Mr. Pacheco.  
Motion Carried: Aye 4 No 0 Abstain 0 Absent 3

## V. ADMINISTRATIVE COMMUNICATIONS

### A. Chief's Report

Chief Thompson reported the following items:

- 1.) In August, there were 202 total calls, 110 of them being EMS.
- 2.) The full-time firefighter position has been posted and closes on September 30. BC Wandel and Captain Caldwell are developing the five-week academy and it looks like this will be scheduled in December/January.
- 3.) 12-month testing is continuing with four personnel.
- 4.) The Engineer academy is ongoing, staff is working on getting their Class B drivers license, and they are testing on maps and hydrant systems.
- 5.) BCs are working with the new Captains on projects and goals, explaining and reviewing the evaluation process and forms and also completing one and two-month evaluations.
- 6.) A proposal has been received from Matt Grover of Jack Clancy Associations to assist with the BC assessment.
- 7.) We have five new interns and are setting up ride-alongs from the FF1 academy at SRJC.
- 8.) We suffered a possible workers comp injury on the recent strike team. The firefighter was taken to the hospital and replaced out with a new firefighter.
- 9.) We should know in the coming few weeks on success or failure of the SAFER Grant program.
- 10.) Fire Prevention Week is October 6 – 12. Information will be handed out to our local schools and the engine companies will be scheduling inspections of the schools as well as class tours or demonstrations for the 3<sup>rd</sup> grade classes.
- 11.) The inspection of apparatus and records will take place on October 23 and 24.
- 12.) Chief has been meeting with the County Chiefs workgroup on the Silver Plan and meetings are ongoing with the EMS group to discuss the future of EMS in the county.

### B. Director Reports

Mr. Hemmendinger reported that we have not had an LRPC meeting recently and he will be updating the final numbers on the five-year plan. He also noted that he spoke to LAFCO about removing SSU from our sphere of influence, and they are about a year or two out from beginning any new studies.

### C. Committee Reports

#### a. Finance/Budget

We have the final budget tonight to approve. The five-year figures will likely be changed quite a bit based on the increase in salaries and changes to the reserves. We may be looking at a larger deficit in the future.

#### b. Negotiations

There was no report filed.

#### c. Equipment

There was no report filed.

#### d. Legislative

There was no report filed.

e. Chief's Evaluation

There was no report filed.

f. Long Range Planning

There was no report filed.

D. Firefighters' Association Report

There was no report filed.

E. Firefighter's Union Report

Captain Adams reported that they received an email from Director Grube this afternoon saying the MOU would be approved in October, following the attorney's review.

**VI. UNFINISHED BUSINESS**

A. Discussion of Sonoma State Funding

Mr. Gadoua has repeated attempts to reach Paul Gullixon and he has heard nothing in return. The last meeting they had, Mr. Gullixon was supposed to be taking information to higher administration for review, but there is no indication this occurred.

Mr. Gadoua also contacted Cynthia at LAFCO to see how SSU was originally put into our sphere of influence. He spent hours at the County Records office and found nothing. Mr. Gadoua feels that finding out how and why SSU was placed into our district is an important fact to research. Captain Adams said that he understands that when SSU was formed, Penngrove Fire Department took responsibility for it, but he's unsure if there was ever a contract completed.

Mr. Hemmendinger feels that at some point we should write a letter to LAFCO asking SSU to be removed from our sphere of influence and why. This might generate the opportunity to get on the LAFCO agenda. We can copy SSU on the letter as a polite way to notify them of our actions. Mr. Proteau said that he feels this letter needs to be written and sent soon since we have received no communication from SSU. BC Wandel said that if SSU were to be handed to Rohnert Park DPS, they likely wouldn't be able to take them on. SSU does not want them to serve the campus due to deficits in the care provided. BC Wandel also feels we will be going to calls in Rohnert Park more if they took them over. He stated that LAFCO would look at the level of service Rohnert Park can provide and may not hand that over to them, even though they have the closest fire station.

Lengthy discussion ensued about this issue. The Board decided to speak with Mark Bramfitt about his thoughts on this and try once more to reach Paul Gullixon for another meeting. Mr. Pacheco feels that putting a fee on the Green Music Center tickets for our services might be an easier avenue of getting revenue.

B. Discussion on Formation of Appeals Committee and Guidelines for New Parcel Tax and Approval of Appeal Form (Staff Report by Jennifer Bechtold)

Mr. Proteau commented that he and Mrs. Bechtold met and reviewed the appeal form and made a few final revisions. If the Board agrees the form is ready for distribution, Mrs. Bechtold will get it posted on the districts website.

Motion moved by Mr. Gadoua and seconded by Mr. Pacheco.

Motion Carried: Aye   4   No   0   Abstain   0   Absent   3  

C. Discussion on Letter of Authorization Execution for Cell Towers at Station 3

Mr. Proteau stated that he had received a new set of plans from Crown and he replied that we have still not received the answers to our questions posed months ago. He also asked what we would be getting from this modification, as the previous cell towers were to be kept inconspicuous. The modifications proposed are not going to keep them as such. Mr. Proteau will reach out one last time to see if he hears back.

D. Discussion on Approval of Funds for Future Capital Assets Projects

Mr. Proteau noted that he and Mrs. Bechtold met and we will be researching avenues to post the CUPCCA program. It's currently on our website but he will find out a couple other places to post this as well.

**VII. NEW BUSINESS**

A. Resolution R-3: Adopting a Final Budget FY 2019/2020

Mr. Hemmendinger noted that we have gone from reserves of \$472K in the preliminary budget down to \$212K on the final budget. This will have an impact going forward on the five-year plan.

Motion moved by Mr. Hemmendinger and seconded by Mr. Pacheco.

Motion Carried: Aye   4   No   0   Abstain   0   Absent   3  

Roll Call:

Mr. Pacheco – aye

Mrs. Cozad – absent

Mr. Griffith – absent

Mr. Proteau – aye

Mr. Hemmendinger – aye

Mr. Gadoua – aye

Mrs. Grube – absent

B. Consideration of Memorandum of Understanding between the District and The Paid Firefighters Union for July 1, 2019 – June 30, 2020

This item will be deferred to October, as the final draft of the MOU has been sent to the district's attorney for review.

C. Discussion on Healthcare Benefits for 2020

Mrs. Bechtold and Mr. Proteau mentioned they met with our broker, Julie Tyler last week to review our Kaiser renewal for 2020. The current plan will be renewed at an increase of 8%, which is very low by industry standards. Mrs. Tyler also provided us with a side-by-side comparison of Kaiser plans, if we chose to leave our current grandfathered plan. The covered costs are substantially higher for out of pocket deductibles, and services after the deductible are only covered at 80%, unlike 100%, which we now have. This Kaiser plan overall would also cost the district 13% more in 2020.

Mr. Hemmendinger commented he has looked at plans offered by CalPERS, and factoring in our HSA funding, it appears they have some plans priced a little bit less. At first glance, it doesn't appear they have a plan that lines up anywhere close to

what we have and the benefits offered may be very different. In future years, we may need to look at comparing some plans and viewing the value in them.

Mrs. Bechtold also noted that USI is also great to work with and provide amazing customer service to not only her, but staff as well. There is a huge value to that as well.

D. Discussion on Pay Increase for Part-Time Firefighters (Staff Report by Jennifer Bechtold)

Mrs. Bechtold reviewed her staff report with the Board. She commented how much our part-time firefighters give back to our staff and community, and raises have been given out this year across the board. The part-time staff is very invested in the district, all worked very hard on Measure W and they currently receive no benefits other than the state mandated sick leave. Mrs. Bechtold noted that an increase to \$18.00/hour would cost the district \$56K this fiscal year being that six of the nine positions will become full-time later in the year. The Board agreed that our part-time staff are very valuable and the raise is something we can afford.

Motion moved by Mr. Hemmendinger and seconded by Mr. Gadoua.

Motion Carried: Aye   4   No   0   Abstain   0   Absent   3  

**VIII. DIRECTION ON FUTURE AGENDA ITEMS**

- Mr. Hemmendinger will provide report given to LAFCO on our sphere of influence.

**IX. CLOSED SESSION**

**Item canceled this evening.**

- A. Pursuant to Government Code §54957.6, the Board will hold a closed session for the following reason: CONFERENCE WITH LABOR NEGOTIATORS. District Subcommittee: Carla Grube, Michael Gadoua and Leslie Cozad Employee Organization: Paid Firefighters Union

**X. ADJOURNMENT**

With no further business to discuss, the Regular Board meeting was adjourned at 8:17 p.m.

Motion moved by Mr. Gadoua and seconded by Mr. Hemmendinger.

Motion Carried: Aye   4   No   0   Abstain   0   Absent   3  

Date Approved:   10/16/19