

MOSQUITO FIRE PROTECTION DISTRICT

MINUTES

Regular Meeting

Thursday, November 12, 2015

7:00 pm

Mosquito Station #75, 8801 Rock Creek Road, Placerville, CA 95667

Call to Order/Roll Call/Announcement of Quorum. Meeting called to order at 7:03pm. In attendance were Directors Joseph, T Stuart, K Pullin, M Martini, and K Pesterfield. Also in attendance Chief Hazlett, Captain Joseph

1. Approval of Agenda.

Director Stuart motioned to remove items 7.2 – 7.5, motion failed for 2nd.

Director Pesterfield motioned to approve, Director Pullin 2nd

2. Public Comment. Public heard: R Hern, D. Rood, K Purcell, R Stenbock, J Snyder

3. Approval of Minutes from October 22, 2015 Regular Meeting M Martini motioned to approve, 2nd by K Pesterfield. K Joseph and T Stuart abstained, motion carried

Approval of Amended Minutes from August 13, 2015 Meeting K Pesterfield motioned, 2nd by M Martini. 4 aye, 1 nay (T Stuart)

4. Fiscal Items:

5.1 Approval of Treasurer's Report M Martini motioned to approve, 2nd by K Pesterfield, motion carried

5.2 Approval of Expenditures for 11-3-15 M Martini motioned to approve, 2nd by K Pesterfield, motion carried

5. Informational Items:

6.1 Correspondence & Communication None offered

6.2 District Status Report Received and filed

6. Agenda Items:

7.1 Update on MS75A-Fire Safe Council Delivered by K Pullin, Pancake breakfast rescheduled for Dec 5, 2016. Fire safe council grant workshop to be held on Friday Nov 13. Community fire safe council meeting scheduled for Saturday, Nov 14, 2015.

7.2 Discuss formation of committee to reopen contract negotiations with Chief Hazlett for full time employment and time for such. K Joseph suggested the committee also fulfil role of liaison to work with chief to help clarify goals, objectives and determine when to bring items to board for discussion and/or approval

7.3 Discuss 6 month performance appraisal for Chief Hazlett to be presented at December 2015 board meeting. No action taken.

7.4 Discuss further intervals for performance appraisals for duration of the chief's probation period. No action taken.

7.5 Direct Chief Hazlett to provide a 1and 5 year plan for district. T Stuart motioned for chief to develop 1 year plan and bring to board by February 2016 meeting for approval. 2nd by K. Pesterfield. Motion carried

- 7.6 Discuss opening dialogue with other county fire districts for administration, financial, or operational reorganization and/or job sharing.** Director Joseph stated that this item was already established as one of Chief Hazlett's key objectives.
- 7.7 Discuss if the district provided the requisite report as identified in the issue paper dated February 12, 2015, regarding Rural Fire Patch Funding.** Director Joseph stated that the reporting was provided and resulted in the funding for the current year. Director Stuart indicated that the same reporting criteria are required this year.

- 7. Director Items: (Informational Only).** Director Pesterfield congratulated the board on duties in past operations and is now functioning as oversight. Director Joseph stated that it is crucial the board get on the same page with respects to district priorities. Director Stuart read the following document and requested it be placed in the Nov 12 minutes

Director comments for Theresa Stuart are to be written into the official Board minutes of Nov 12, 2015.

The MFPD regular scheduled meeting of Oct 8, 2015 was cancelled when 4 out of the 5 directors stated they could not attend. I was the only Director who said I would be attending the scheduled meeting. I stated at that time I felt it important to have our meeting for the month of October. The Board President was unavailable to schedule a meeting therefor as Vice President, I sent out communications to 3 directors and asked if Oct 29, 2015 would work. Days later, two directors responded but with the wrong date. I waited to hear from the remaining two directors but no communications came from them. On Monday, Oct. 19th, I was sent an e-mail from the board clerk that a meeting had be scheduled and posted for Oct 22, 2015. I was not notified by any board member prior to that date and when I expressed my concern that I was not part of the decision and that I was not able attend because of prior commitments I was told that they had three members who could attend and that they had a quorum. I stated that I felt it was an illegal meeting when not all board members were notified in advance. I have asked the Board clerk to send me the communications to her from the Board member who scheduled the meeting. I still have not received them.

In reviewing the approved minutes from the meeting on Oct 22, I am asking the following: Why are there no closed session minutes from the Sept 10, 2015 meeting? The board agenda states we went into a closed session meeting. Closed session was attended by 5 board members and Chief Hazlett. Board President Joseph removed himself from the last half of the meeting because of the conflict of interest. Chief Hazlett presented his plan on paper regarding hourly pay and job description and was discussed by the four remaining board members who agreed on his recommendations.

My closed session minutes that I submitted from the Special Budget meeting on Sept 26, 2015 were edited at the meeting of Oct 22, 2015. It was at that meeting (Sept 26, 2015) we again clarified the discussion from the Sept 10, 2015 meeting. The Board agreed to Chief Hazlett's salary for Admin/Captain and we all approved the final budget to be sent to the county auditor. The Admin/Captain salary was \$49,072. That amount per Chief Hazlett was \$25.50 per Hr until Dec 1 then reduced to \$22.23. Chief Hazlett said he would revisit the issue with the Admin/Captain pay in Dec if he wanted the pay to remain at \$25.50 per Hr and would review the job duties more in depth.

Meeting of Oct 22, Item #9 is not a true and accurate statement. Final budget was sent to the county auditor of \$49,072 and reflects my minutes that were edited about the salary for Admin/Captain's pay at \$25.50 per Hr until Dec 1, 2015 then reduced to \$22.23 per Hr.

MFPD policy 1-02-01 states that the Board of Directors oversees the fiscal wellbeing of this district. That includes salaries for all employees . The District Fire Chief can make recommendations for salary increases but would need board approval.

This issue with pay for the Admin/Captain goes back to the June 20, 2015, Board meeting and the official minutes from that meeting, which are public, reads as follows:

Permanent Employees: The board agreed to the following:

Reduce Captain/Admin Asst. pay to \$22.23 per Hr. This action is a result of two temporary out of class pay increases. First Temporary out of class pay increase was approved by the previous board on June 12, 2014, which increased pay from \$19.30 Hr to \$21.23 Hr and was to end on Oct 31, 2014. Second temporary out of class pay was approved by the previous board on October 18, 2014, which increased pay from \$21.23 per Hr to \$25.50 per Hr and was to end when permanent Chief was hired. Board voted 3 Ayes, Director Joseph absent.

The Admin/Captain's pay in fact will show that a permanent raise of 15% was granted from \$19.30 per Hr to \$22.23 per Hr, If recent Board actions regarding this issue continue and this board disregards the previous board actions for the pay increase they will be if fact be giving a 32% raise for the Admin/Captain position. We are in the second year of receiving money of \$68,000 from the county. This money will not be given to us again. The funding included an agreement that the receiving districts would study all options to secure long term financial and operational success. The options must include administrative, financial and operational reorganization on a regional and sub-regional level. Granting raises of this nature is not being fiscally responsible as MFPD Board members.

Any future discussions on salaries regarding district employees are not closed session items and violate the Brown Act in doing so. I will remove myself from any such meeting. The citizens of this district have a right to know how their tax dollars are being spent.

8. Closed Session: Personnel submitted by Melissa Martini

Closed Session Minutes 11/12/2015

Entered closed session with Director Joseph, Director Pesterfield, Director Pullen, Director Stuart, Director Martini and Chief Hazlett

Discussion only no action taken

9. Adjournment: