

MINUTES

Regular Board Meeting

November 10, 2020

5:30 p.m.

Location: Remote Via Zoom

Board of Directors

Nicole Johnson (Division 2) - President, Randy Mendosa (Division 3) - Vice-President,

Rene Campbell (Division 1) - Director, Elena David (Division 4) - Director

David Rosen (Division 5) - Director

1. CALL TO ORDER

The regular session of the Board of Directors for the Arcata Fire District was called to order by President Nicole Johnson at 5:32 pm.

2. PLEDGE OF ALLEGIANCE

The Pledge of Allegiance has been suspended during Shelter in Place.

3. ATTENDANCE AND DETERMINATION OF A QUORUM

The meeting continued with a quorum and the following were present remotely via zoom: President Nicole Johnson, Vice President Randy Mendosa, Director Rene Campbell, Director Elena David and Director David Rosen.

Additional District administrative staff included Fire Chief Justin McDonald, Battalion Chief Sean Campbell and Board Secretary Becky Schuette.

4. APPROVAL OF AGENDA

It was moved to approve the agenda.

Motion: David; Second: Rosen

Roll Call: Ayes; Campbell, David, Mendosa, Rosen and Johnson.

Motion Carries

5. PUBLIC COMMENT

There were no public comments.

6. CONSENT CALENDAR

6.1 Approval of Minutes from October 13, 2020 Regular Meeting

6.2 October 2020 Finance Report

President Johnson reviewed the consent items aloud.

There were no comments from the Directors or the public.

It was moved to approve the consent calendar.

Motion: Mendosa; Second: Campbell

Roll Call: Ayes; Campbell, David, Mendosa, Rosen and Johnson.

Motion Carries

7. PUBLIC HEARING

There was no public hearing.

8. OLD BUSINESS

8.1 Measure F Update: Chief McDonald reviewed his staff note aloud.

Several Directors provided comments on the topic which included, a request for the communication continue to be relayed to the public regarding the timeline, the possibility of utilizing overtime and reserve funds to open a third station sooner than the 2022 timeline, but not to burn out staff. Director Rosen requested the overtime topic be referred to the finance committee for opportunities of review and to have the Chief provide some options.

There were no public comments.

At this time a number of thanks were given to the Friends of Measure F group, Roy Willis as the leader, the five communities for support of the measure, the Mad River Union and the TV news media. So many involved in raising money, keeping campaign going and getting the message out.

9. NEW BUSINESS

9.1 Consider the Schedule to Set the Dates & Times for the Regular Board

Meetings for the 2021 Calendar Year: The Chief explained the schedule for next year and that the Board Policy still needs to be updated to properly indicate the meetings are being held on the second Tuesday rather than the third.

There was a brief discussion about consideration of continuing to use Zoom even if the Board does begin to meet in person again, as well as what it might cost.

There were no public comments.

This item was for information only, no action taken at this time and the topic will be brought to the December meeting for final approval.

9.2 Consider Contracting with CPS HR to Conduct a Classification and

Compensation Study: Chief McDonald reviewed his staff report and President Johnson called for questions from the Board members, which led to a lengthy discussion of outcomes and concerns about the topic.

A question was posed on the possible outcomes and that the Board needs to be ready for whatever those might be, good or bad. If the new data presented a requirement for change, the Board needed to be prepared for all possibilities of what that might look like. It should not be paid for and conducted, only to be put on a shelf and not acted upon. Another concern was that this was a premature action as it related to the approval of Measure F. Instead it should be included as part of discussions after the

Citizen's Advisory Committee is in place or consider conducting just one classification review at a time or one per year.

Delay to acting on the topic brought up the matter of recruitment and appropriately classifying employees into positions from hiring as well as area competitive pay as the District has an immediate need to hire at this time. Chief McDonald expressed his concerns, reminding the Board that the hiring process is lengthy from flying the position, recruiting meaningful candidates, interviewing (made more difficult under the COVID restrictions), health screening and background investigations. Forming the Advisory Committee will also potentially take several months and hiring could not be put off to accommodate the committee input. Waiting on both the committee and hiring could push the study out for as many as seven months.

This was followed by a brief discussion about the level of input the Advisory Committee will have on hiring and spending and whether it would occur before or after the budgeting process. These types of committees are usually used "after the fact" to opine how the money was spent by the Board.

The following made public comments:

Roy Willis
Anthony Benelisha

Chief McDonald also reminded the Board that negotiations would commence at the beginning of the year and the study would be a useful tool for those negotiations for all involved parties.

It was moved to refer the item to the finance committee for consideration and report back at the next meeting.

Motion: Rosen; Second: Mendosa

Roll Call: Ayes; Campbell, David, Mendosa, Rosen and Johnson.

Motion Carries

9.3 Adopt Resolution 20-227 Recognizing, Honoring and Commending Rene Campbell for her Service as a Director for the Arcata Fire Protection District

Board: Chief McDonald read the resolution aloud and this was followed by thanks to Director Campbell from several of the Board members and staff.

There were no public comments.

It was moved to adopt Resolution 20-227.

Motion: David; Second: Mendosa

Roll Call: Ayes; Campbell, David, Mendosa, Rosen and Johnson.

Motion Carries

10. CORRESPONDENCE

There was no correspondence this month.

11. MONTHLY ACTIVITY REPORTS

11.1 Chiefs Report – Chief McDonald reviewed his staff report. Battalion Chief Campbell reviewed apparatus status, as well as an update on the radio repeater (Bella Vista repeater site). Coverage area is back to what it was before the switch to Fire Net.

11.2 Committee Reports – There were no committee meetings.

11.3 Director Matters – Director Campbell offered a little advice to the new Director, Blaine Maynor, as well as her thanks to the Board members. Director Mendosa requested to be advised if there were any more Measure F signs around that needed to be picked up.

11.4 Bargaining Group & Association Reports

Local 4981 – President Anthony Benelisha, thanked the Friends of Measure F. He also commented on the current staffing situation and being down two positions and staff already working overtime no longer having silent stations, and working through the issues with negotiations.

Senior Management Group – No report.

Arcata Volunteer Firefighters Association (AVFA) – President Rob Cannon thanked the Friends of Measure F, which was followed by review of his report.

12. CLOSED SESSION

12.1 Public Employee Performance Complaint (Government Code Section 54957(b)(1))

President Johnson adjourned to closed session at 6:38 pm.

The meeting reconvened at 7:02 pm.

Report out of closed session by President Johnson; the Board will be taking no action on this item.

13. ADJOURNMENT

Motion to adjourn.

Motion: Campbell; Second: Mendosa

Meeting adjourned by President Johnson at 7:02 pm.

The next Regular Meeting is scheduled for **December 8, 2020 at 5:30 pm.**

Respectfully submitted,



Becky Schuette
Clerk of the Board