

Marinwood Community Services District

Minutes of Special Board of Directors Meeting Tuesday February 24, 2015

Time and Place: 6:00PM Marinwood Community Center classroom.

Present:

Board Members: President Tarey Read, Justin Kai, Deana Dearborn, Bill Hansell and Bill Shea.

Staff: District Manager Eric Dreikosen, Fire Chief Thomas Roach, Firefighters Brian Smith, Ryan Brackett and Jeff Smith, Administrative Assistant Carolyn Sullivan.

Fire Commissioners: Jeff Naylor, Ron Marinoff, Greg Stilson and Rudy Gelenter.

Others Present: Stephen Nestel and Linda Barnello.

Call to Order and Pledge of Allegiance

Discussion and direction from the Board to District staff regarding immediate hiring need, future Fire Department strategic direction as it relates to transition to an advanced life support (ALS) Engine Company and associated hiring/training

Read stated the Department needs to hire a Firefighter due to the fact Firefighter Cespedes will be leaving to go to San Rafael. Chief Grey has been very cooperative and given the District four names and associated paperwork for potential hires. The Board needs to decide on a policy for new hires as it relates to an ALS Engine Company. Read stated the District does have a temporary Firefighter that may be hired, but he is not a paramedic. Dearborn stated Marinwood has a hire list as well. Roach commented the list has been reduced due to hiring's elsewhere.

Roach thanked the Board for this meeting and commented this policy is not an easy decision. Roach added he had given the Board a memo and would recommend hiring Jeff Smith, the current temporary Firefighter on staff, but does understand the desire to move towards an ALS Engine Company.

Kai asked if the Fire Commission had made a recommendation. Roach replied they spoke, but there was no consensus. Roach commented the Labor group did state they support hiring a paramedic for the next hire. Kai stated having all future hires as paramedics would be ideal, but at this time the District does not have a paramedic agreement in place. Kai stated he supported Roach's recommendation.

Roach commented the District may not hire a paramedic due to the fact there is no agreement in place. Read responded the Shop Steward assured her today that the "meet and confer" would be solved very quickly. Marinoff asked what is stalling the agreement now; the Board needs to push the Union.

Kai asked about the paramedic training schedule. Roach replied it would be a two year process for a Marinwood Firefighter. If the District hires a paramedic from San Rafael they would be certified in April. Read questioned if Kai would be willing to wait that long. Kai responded he believed in awarding loyalty and Jeff Smith has proven himself. Additionally he is a resident of Marinwood which is a great asset. Read responded this community wants paramedics immediately in the Department.

Hansell stated it is his belief that the Department Heads should hire personnel, not the Board; and will support Chiefs recommendation. Additionally he does not believe in setting a policy in place that restricts the Board; the staffing language in the current MOU has hurt the District financially. The Districts paramedic agreement has been shut down by the leader of the Union and Hansell has zero confidence the Union leader will have a quick resolution to the "meet and confer".

Kai agreed if the agreement were already in place this District could hire a paramedic.

Dearborn agreed with Hansell on the hiring process; it is a staff responsibility, not a Board responsibility. Dearborn added she also supports Chiefs recommendation. Dearborn noted the paramedic agreement has been stalled by the Union; Cespedes has been certified for six months. Dearborn is not comfortable with implementing a policy without an agreement in place.

Shea stated the sentiment from the Union is that the District is losing a paramedic therefore the District should be hiring a paramedic. Shea stated he will support Roach's recommendation, but does feel the District needs to start pushing for a paramedic policy.

Marinoff suggested allowing Jeff Smith to finish his hours as a temporary Firefighter before being hiring as full time staff and request he attend paramedic school.

Nestel stated he agreed with Hansell and commented the District needs to keep in mind the pay scale and size of the District.

Greg Stilson the Departments Volunteer Captain commented he is the only paramedic in the room, but does agree with the Boards majority to wait until an agreement is in place before implementing a policy. Stilson added he had seen Jeff Smith grow through the volunteer program; he lives in Marinwood and will be a great asset to the Department.

Rudy Gelenter a Fire Commissioner stated Jeff Smith is a great example of the Marinwood Volunteer program. It will be great to have an ALS engine company someday, but the District should not rush into a policy. Gelenter urged the Board trust the Fire Chiefs recommendation.

Brian Smith a Marinwood Firefighter stated Jeff Smith has been a great volunteer and temporary firefighter. Smith stated the Department knows an ALS engine company is the best for this community, but it has to be done the right way.

Barnello stated she agrees with Hansell, the Union has stalled. Barnello asked the Board to keep in mind costs and the details should be worked out before any paramedic is hired. This community has a fantastic Fire Department. Naylor commented most of this community is ignorant, but the carrot of the shared services agreement was a paramedic department; the District is six weeks away from the anniversary of the agreement and we are no closer to having a paramedic on the engine at all times. No action was taken by Board.

Closed Session

Personnel exemption; The Board may meet in closed session to confer with its designated representatives to Marinwood Professional Firefighters regarding wages, benefits and working conditions matters, pursuant to Government Code section 54957.6.

The Board did not meet in closed session.

The date of the next Regular Board meeting is March10, 2015 at 7:30PM.

The meeting was adjourned at 7:05PM.

Respectfully submitted,
Carolyn Sullivan