

ROSS VALLEY FIRE DEPARTMENT

Minutes of the Ross Valley Fire Board Meeting of May 8, 2024

Note: These are summary action minutes only. The zoom recording can be accessed by clicking [here](#). The passcode is Rvfd050824#

RVFD BOARD MEETING MINUTES

1. 6:30pm Call to order.

Board Present: Kircher, Robbins, Colbert, Burdo, Shortall, Finn, Hellman, Cutrano

Board Absents:

Staff Present: Mahoney, Zuba, Lim

Town Managers Present: Donery, Abrams

Agenda – May 8, 2024

2. Chief Report – Verbal Update by Interim Fire Chief Mahoney

Captain Rick Addicks: Chief Mahoney asked for a minute of silence for Captain David “Rick” Addicks who had been battling cancer and passed since the last Board meeting. The Memorial Service will be on May 20th at Cavallo Point and will be a full fire department service. Tonight’s Board meeting will be adjourned in Captain Addicks’ honor.

RVFD along with the Firefighters Union, activated the Marin County Behavioral Health Team and IAFF Peer Support Team. A peer support meeting was held at Station 19 a few days after Captain Addicks’ passing. An invite was extended to all RVFD personnel, as well as friends close to Captain Addicks. The Peer Support Team stayed for around four days and visited each of the RVFD fire stations on different shifts. Support from local agencies was phenomenal; they offered to cover our fire stations so RVFD personnel could participate in the peer support meeting.

Emergency Command Center Invite: Grand Opening is on June 11, 2024 from 4pm to 4:45pm. RSVP to Chief Mahoney by May 31, 2024. If you’re unable to attend, but would like to see the center, reach out to Chief Mahoney and he can take you on a tour.

Firefighter Paramedic Recruitment Update: The first round of Firefighter Paramedic interviews were not successful in finding candidates. We are starting round two with interviews scheduled for May 13, 2024. This is the first time RVFD has experienced difficulty in recruiting, so we’re looking into how we can change that. We’ve attended a couple of job fairs, have looked at a new strategy for recruitment leaning into the Department’s culture, and Engineer Hurn created a recruitment video for the Department.

Incidents Report Out: Three incidents in particular that all happened to be in Fairfax this time and were all considered “saves”.

1) Retired firefighter in cardiac arrest. CPR was performed and shocks were delivered with a defibrillator. The patient was discharged from the hospital two weeks ago.

2) 49-year old male playing with his kids went down. CPR was performed and shocks were delivered. The patient regained consciousness on the way to the hospital.

3) Fentanyl overdose - the patient was in respiratory arrest (not breathing) when crews arrived. Narcan was given and the patient was transferred to the hospital.

Thank You Letters: At the end of the Board packet there are a couple of letters. One is a letter of appreciation for Wildfire Mitigation Specialist Kathleen Cutter and Senior Fire Inspector Rob Bastianon

for their services.

Director Cutrano asked who is replacing Kathleen Cutter and if someone is filling that role. Chief Mahoney clarified that Kathleen is still in her role, but is now hired and funded through the MWPA. Chief Mahoney will send out Kathleen's new contact information to the Board.

Director Finn asked if there's a strategy to recruit more paramedics. Chief Mahoney explained that RVFD has opened up our ride along program and encourages those applying to schedule a ride along to get to know the Department and culture. Other agencies offer to pay for paramedic school and/or grant a year accrual of vacation and sick time at the time of appointment. Recruiting Firefighter Paramedics is beginning to be a big problem and the Fire Chief's are looking into it.

No public comment.

- 3. Consent Agenda: Items on the consent agenda may be removed and discussed separately. Discussion may take place at the end of the agenda. Otherwise, all items may be approved with one action.**

No public comment.

M/S Burdo/Cutrano to approve consent agenda – roll call vote, eight ayes: Kircher, Robbins, Colbert, Burdo, Shortall, Finn, Hellman, Cutrano

- 4. Review Fiscal Year 2024-2025 Proposed Budget & Five-Year Budget Projection – Finance Director Jeff Zuba**

Chief Mahoney introduced Finance Director Zuba who presented and summarized the Staff Report for the proposed budget for Fiscal Year 2024-2025.

The proposed budget is unlike previous years due to a number of factors - increased salaries and benefits based on the 2023-2025 MOU; the hiring of a Fire Chief, 40 Hour Battalion Chief, and three additional firefighters; the shift of dispatch services to MCFD; the transition of the Defensible Space team to the MWPA; increased costs that are outside the Departments control such as, Prior Authority Unfunded Liability payment to CalPERS, estimated health insurance premiums, and estimated premiums for Liability and Workers' Compensation insurance.

Director Hellman asked for clarification regarding PEPR. Anyone hired after 2013 falls under PEPR. Before that, they're CalPERS. Since Ross joined the JPA in 2012, they do not contribute to the Prior Authority (San Anselmo, Sleepy Hollow, Fairfax) and those liabilities from the pension are sticking with the other three agencies.

No public comment.

- 5. Receive Staff Report and Consider Approval of Amended and Restated Agreement for Legal Services with Richards, Watson, and Gershon. – Interim Fire Chief Mahoney**

Chief Mahoney summarized the Staff Report.

General Counsel Lim highlighted the intention of the amended and restated agreement with RWG is to get rates back up to market value and to formally make Mr. Lim RVFD's General Counsel. In terms of billing, RWG has never had a retainer agreement with RVFD and bills RVFD on an a la carte basis. In

2006, the agreement talked about rates for litigation and employment, but no rate sheet was attached. RWG feels the best practice is to be very forward and transparent and to give a rate sheet.

Director Cutrano flagged that the Exhibit A Rate Sheet was not included in the Board Packet. The agreement with the rate sheet will be brought back on the consent agenda at the June 12, 2024 Board meeting.

No public comment.

6. Announce adjournment to Closed Session: 7:18pm

Personnel Matter - Industrial Disability Retirement, update on Contract Negotiations with Chief Officers and Fire Chief and Interim Fire Chief Evaluation

No public comment.

7. Announce action in closed session, if any: 8:29pm

Item A - Resolution 24-04 was approved, delegating to the Executive Officer the authority to make an industrial disability determination for David F. Addicks.

Items B, C, and D - No reportable action. Instruction has been given to the Executive Officer.

No public comment.

8. Board requests for future agenda items, questions, and comments to staff, staff miscellaneous items.

No comment concerning this item.

No public comment.

9. Open time for Public Expression: The public is welcome to address the Board on matters not on the agenda. Please be advised that pursuant to Government Code Section 54954.2, the Board is not permitted to take action on any matter not on the agenda unless it determines that an emergency exists and that the need to take action arose following the posting of the agenda.

No public comment.

10. Adjourn - In memory of Captain David F. Addicks

The next meeting is scheduled for June 12, 2024, San Anselmo Town Council Chambers, at 525 San Anselmo Ave. San Anselmo, CA 94960, and via Zoom.

Respectfully submitted,
s/Samantha Stettler
Administrative Assistant