

EL DORADO HILLS COUNTY WATER DISTRICT

EIGHT HUNDRED TWENTY-THIRD MEETING OF THE BOARD OF DIRECTORS

Thursday, December 16, 2020

6:00 p.m.

District Office, 1050 Wilson Boulevard, El Dorado Hills, CA 95762

I. CALL TO ORDER

President Hartley called the meeting to order 6:00 p.m. Directors in attendance: Bennett, Durante, Giraud, Hartley, and White. Staff in attendance: Chief Johnson and Director of Finance Braddock. Counsel Cook was also in attendance.

II. PLEDGE OF ALLEGIANCE

III. CONSENT CALENDAR

- A. Approve Minutes of the 822nd Board meeting held November 19, 2020
- B. Approve Financial Statements and Check Register

Director Durante made a motion to approve the consent calendar, seconded by Director White and unanimously carried. (Roll call: Ayes: 5; Noes: 0)

IV. ORAL COMMUNICATIONS

- A. EDH Professional Firefighters – None
- B. EDH Firefighters Association – None
- C. Public Comment – Richard Ross, resident, thanked Staff for making a Zoom meeting available to the public.

V. CORRESPONDENCE – None

VI. ATTORNEY ITEMS – None

VII. COMMITTEE REPORTS

- A. Administrative Committee (Directors Bennett and Hartley) – Director Hartley read the following statement:

The Fire Chief's Employment Agreement calls for an annual review to be performed at or near the end of each calendar year and for salary adjustments, if any, to be made at the start of each new year. Accordingly, the Administrative Committee, with the leadership of Director Bennet, commenced the Chief's evaluation process several months ago. The Board met in Closed session over several consecutive months to individually and collectively review the Chief's performance, measured that performance against established goals, reviewed the very unusual year we have been through and the numerous adjustments that were made and challenges that were met. We also reviewed the compensation packages of comparable agencies, including Folsom, Roseville, Sac Metro, City of Sacramento, and Cosumnes Fire, consistent with the comparable review

undertaken in connection with negotiation of the represented group's Memorandum of Understanding. The Committee had one-on-one meeting with the Chief to review the Board's evaluation and presented him with our recommended salary adjustment.

The Board is very satisfied and pleased with the Chief's performance. The Board has approved a 2.5% increase in Salary for the Chief, effective January 1, 2021. All other benefits will remain unchanged. This raise will place the Chief's compensation in the middle of the range for Chief compensation in the comparable agencies, it will maintain a 10% salary differential between the Chief and Deputy Chief, and it is consistent with the annual salary adjustment recently implemented for the members of the represented group (the District firefighters).

B. Finance Committee (Directors Giraud and White) – See report under XI. Fiscal Items.

C. Joint Powers Authority (Directors Hartley and Giraud) – Chief Johnson reported that leadership has identified opportunities for improvement and are working toward those. They are also working with the County to find solutions for future capital replacement purchases that are not in the budget.

VIII. FIRE CHIEF'S REPORT – Chief Johnson reported the following to the Board:

- Staff is preparing for a modified Santa Run.
- Scott Lindgren is retiring and starting a career as a Fire Chief in Nevada.
- The Fire Marshall recruitment went well, but staff did not find a suitable candidate and will be looking at other options.
- Chief is working on the District's relationship with the Chamber of Commerce to see how they can better partner with us.
- Chief is working on meeting with the new County Supervisors and looks forward to building that relationship.
- The collaboration with the Local 3604 has been great and he looks forward to working with the new leadership.

IX. OPERATIONS REPORT

A. Operations Report (Receive and file) – No report.

X. COMMUNITY RISK REDUCTION REPORT

A. CRRD Report (Receive and file) – Chief Phillips presented the CRRD Report and highlighted that vegetation management and residential and commercial inspections have kept the CRRD Division very busy.

XI. FISCAL ITEMS – Director of Finance Braddock stated that the Finance Committee met and discussed the COVID cost update and stated that there will likely need to be a budget amendment for the new engine and any other items can be updated at that time if needed.

XII. NEW BUSINESS

- A. **Discuss Draft Annexation Resolution** – Chief Johnson stated that staff would be working on drafting an annexation resolution to submit to LAFCO and would send to the Board to review prior to submission.
- B. **Review and approve Resolution 2020-20 approving the Side Letter Agreement #1 to the El Dorado Hills Professional Firefighters Memorandum of Understanding** – Director of HR Hall presented Resolution 2020-20 and summarized the changes included in Side Letter Agreement #1.

Director White asked that the Board be made aware of any MOU changes or agreements before the Union has voted on the changes.

Director Durante made a motion to Resolution 2020-20 approving the Side Letter Agreement #1 to the El Dorado Hills Professional Firefighters Memorandum of Understanding, seconded by Director White, and unanimously carried. (Roll Call: Ayes: 5; Noes: 0)

- C. **Discuss 2021 Fire Chief Goals** – Director Hartley asked that the Administrative Committee look at 2021 goals for the Fire Chief and bring recommendations back to the Board.
- D. **Election of Board President and Vice President for 2021** –

Director Hartley nominated Director White for President, seconded by Director Durante, and unanimously carried. (Roll Call: Ayes: 5; Noes: 0)

Director Hartley nominated Director Bennett for Vice-President, seconded by Director Durante, and unanimously carried. (Roll Call: Ayes: 5; Noes: 0)

- E. **Reorganization of Committees for 2021** – Director White asked the Board members to email him with their preferred committee assignments.
- F. **Review and establish meeting dates for 2021** –

Director Durante made a motion to keep the meeting dates on the third Thursday of every month, seconded by Director Bennett, and unanimously carried. (Roll Call: Ayes: 5; Noes: 0)

XIII. OLD BUSINESS

- A. **Rescue Annexation Update** – Chief Johnson stated that the annexation package is being assembled and negotiations would start after that.
- B. **Training Facility Update** – Chief Hall reported that Staff is waiting to get some cost updates and will bring it to the Board when the numbers are in.

Richard Ross, resident, stated his concerns about lack of documented justification for building a multi-million dollar facility. He noted that the consultant report did

not address the availability of mutual aid as backup support for when crews were in training activities.

- C. **EDHCSD/EDHFD 2x2 update (Directors Durante and White)** – No report.

XIV. ORAL COMMUNICATIONS

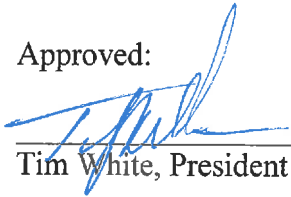
- A. **Directors** – Director Bennett thanked Staff for the modified version of the Santa Run. Director Giraudo thanked the District for allowing him to serve on the Board. Director White shared an end of the year poem he wrote.
- B. **Staff** – Chief Johnson expressed that he values training and is glad to see the District pursuing a training center.
- C. **Schedule upcoming committee meetings** – None

XV. ADJOURNMENT

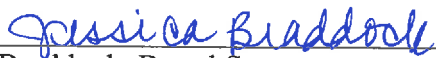
Director Durante made a motion to adjourn the meeting, seconded by Director Hartley and unanimously carried.

The meeting adjourned at 7:00 p.m.

Approved:



Tim White, President



Jessica Braddock, Board Secretary

This is a summary of the meeting. Board Meetings are recorded, and anyone wanting to listen to the full meeting recording should contact the main office at 916-933-6623 or inquiries@edhfire.com.