

REGULAR MEETING OF THE BOARD OF DIRECTORS OF THE
MONTECITO FIRE PROTECTION DISTRICT

Held at Fire District Headquarters, 595 San Ysidro Road, January 22, 2008. The meeting was called to order by President Pro Tem Venable at 8:35 a.m. Present were Director Jensen, Director Venable and Director Newquist. Others present at the meeting: L Bass, D. Gira, E. Hvolbøll, K. Johnson, J. Langhorne, C. Lim, T. McElwee, K. Powell, K. Wallace and G. Ventura.

1. There was no public comment.
2. On a motion made by Director Newquist, seconded by Director Jensen, the minutes of the December 17, 2007 Regular Meeting were unanimously approved.
3. After a brief explanation of costs associated with renewal of CSDA membership, the warrants and claims for the month of December 2007 were unanimously approved on a motion made by Director Jensen, seconded by Director Newquist.
4. Dan Gira introduced himself and explained that AMEC has been gathering data, including a response time analysis for their report. There will be additional opportunities to comment on the process of gathering information at a public workshop that will be held in late February or early March. There will also be a public hearing at a board meeting sometime after the workshop. Mr. Gira advised that they plan to have all of their actions and information gathered transparent and readily available to the community. He explained that this study is to help the District identify the best possible location for a third station.

Currently, many addresses on the Eastern end of the district are well outside the current standards for acceptable response time, which is identified by NFPA as arriving within 4 minutes of alarm receipt. The focus of this study is to identify a location for a third station that would provide an adequate response to residents and properties that currently fall outside of that standard. Mr. Gira asked for questions from the audience.

Audience questions included:

What is the criteria being used for the study?

- *Meets response time criteria*
- *Site size, configuration and location*

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- *Acquisition / development costs*
- *Public safety / Traffic impacts*
- *Neighborhood concerns*
- *Land use constraints (zoning, County policies, permitting issues)*
- *Exposure to hazards*
- *Environmental impacts*

What is the District's policy on public notification?

The District posts all Board meetings and Public notices at the entrance to Station One, and the Montecito Association and Montecito Water District are also provided copies to post as well. For this particular topic, workshops and hearings will be noticed in the Montecito Journal, and emailed to anyone who requests to be added to our notification list.

What is the response time of the furthest location in the District?

It takes approximately 10 minutes, 40 seconds to respond to Bella Vista at Ladera Lane.

Did the Montecito Masterplan identify the need and/or location for a third station?

Yes, the Montecito Masterplan does identify an additional fire station is needed in the east end of the District, but no specific site was identified.

Has the District found a willing seller?

Not at this time. Chief Wallace invited any interested sellers to arrange a meeting with him or District Counsel directly

Is there any preference to purchasing raw land vs. developed land?

This will be one of factors considered when they develop a list of potential sites.

If the District doesn't find any willing sellers, will the District consider offering any incentives?

District Counsel advised that the District will gather as many facts that they can as well as gather input from the public when making their final decision. In terms of process, eminent domain is one of the options available to the Board, but the District will look for the most amicable way to handle the land acquisition.

Is the study going to rank the locations that are submitted in their report?

AMEC will be looking at all options within the study zone and narrow them down to up to 6 sites ranking the most optimum locations based on the criteria mentioned above.

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Where is center of the response zone study?

East Valley at Sheffield, however all sites identified in the study zone map meet the response time criteria.

What is the predicted impact to property values of surrounding homes or near a fire station?

Mr. Gira advised that he has done studies in the past for similar projects and found there to be no impact to the value of surrounding properties, but the buy pool may be smaller.

Will neighborhood compatibility be considered?

District Counsel advised that this was a concern when Station One was built as well as the Station 2 remodel. The District has demonstrated on both accounts to make good neighbors. Additionally we hope to have a site large enough (1-1.5 acres) to create a buffer between neighboring properties as we have done at Station One (which is only 2/3 acres).

What is the District's policy on siren use, and how many calls does the District respond to on average?

At Station One, sirens aren't used until responding equipment reaches East Valley Road, unless traffic on San Ysidro necessitates it. We currently respond to approximately 1100-1200 calls per year, 3 calls on average, within a 24 hour day.

What will the staffing and building size be at the new station?

The District projects that there will be 3 firefighters on duty 24/7, with a 4th firefighter during peak fire season (July-Sept). We hope to have a building similar to Station 2, but it wouldn't necessarily have to be 2 stories if the right lot were available. We also hope that we can provide storage to infrequently used equipment.

Does the District have funding to purchase and build a third station?

The District has identified and budgeted for the purchase of the land, and has projected 4 years to acquire the funds necessary to complete that construction of the station.

The Board took no action.

5. President Pro Temp Venable closed the Public Briefing and called for a recess at 9:17 am.
6. The Board reconvened to open session at 9:29 am.
7. Chief Wallace asked the Board to consider authorizing the hiring of

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three additional firefighters. He explained that we expect to have two openings within the next year: one employee is expected to retire, and the other has a medical condition and may retire. Additionally, Chief Wallace advised that he would like to begin staffing for the 3rd station now. He explained that it would be difficult to hire and train the 9 new employees that would be necessary to staff the 3rd Station all at the same time. If we hired one or two additional firefighters each year, we would have the necessary (fully trained) employees to staff the new station by the time it was completed, without overburdening the shifts with too many probationary firefighters all at once.

Santa Barbara City Fire Department has agreed to let newly hired probationary firefighters attend their academy in May to give them their first two months of on the job training. (This is not to be confused with basic firefighter academy training; this or experience equal to a formal firefighter academy, along with EMT certification, is required before being hired as a firefighter here.) Chief Wallace explained that the hiring process entails much more work than it did in the past, and can often take more than 4 months before they can actually begin working for us.

Director Newquist stated that he felt it was premature to consider hiring for the third station as well as to assume a retirement just because someone reaches retirement age. He suggested that the District hire one firefighter at this time.

Director Newquist asked if the additional firefighters would help with shift rotation. Chief Wallace explained that this year we have had an increased number of force hires, and adding the extra staffing will relieve some of that pressure. Director Venable advised that he would like to approve two additional firefighters.

On a motion by Director Newquist, seconded by Director Venable, the Board approved hiring two additional firefighters.

8. Chief Wallace asked the Board to formally accept a donation in the amount of \$5,714.29 from David Gersh on behalf of Stella Zedah. On a motion made by Director Venable, seconded by Director Newquist, the Board unanimously accepted the unrestricted gift of \$5,714.29 from David Gersh on behalf of Stella Zedah.

9. Director Newquist advised that he is no longer a Board member for the Montecito Association. He advised that they added a public agency category at the rate of \$1,000 during their last meeting, and suggested that the District renew their membership at this rate. He advised that the Montecito Association works with the District to resolve problems, and has worked well as a tool to assist us with getting Fire District

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information out to the community.

Director Jensen advised that he was concerned with the negative comments that are often made about the Montecito Association in the local media. Director Newquist advised that most of the negative comments have been directed at the Montecito Planning Commission, which is not part of the Montecito Association.

Director Venable advised that he does not think that it was wise for the District to jump from \$100 membership dues to the highest level of membership when we are currently in the process of investigating a large project that could affect many home owners in the community (Station 3). District Counsel advised that if the Board feels that the amount of their contribution could influence any District projects, they should avoid increasing their contribution.

On a motion by Director Newquist, seconded by Director Jensen the Board approved increasing membership dues to the Montecito Association to \$500. Director Venable abstained.

10. Chief Wallace explained that the Montecito Firemen's Association (MFA) participated in the recent Muscular Dystrophy Association (MDA) "Fill the Boot" fundraising campaign on December 15th. He apologized for not informing the Board of this prior to the event.

Keith Powell, MFA representative, provided the Board with background information on the Muscular Dystrophy Fill the Boot campaign. He advised that Montecito Fire District was the only Fire Department in Santa Barbara County that hadn't participated in the past. He reported that 9 off duty firefighters and 2 MDA representatives raised \$10,600.

Director Newquist suggested that the District put an article in the local media prior to the event next year.

The Board took no action.

11. Director Newquist requested that the new MFA Board introduce themselves at the February Board meeting. He also requested that the Employee Housing Property Management Company give report to the Board at the February meeting.

12. At 10:04 am, the Board went into closed session pursuant to Government Code Section 54957.6, conference with labor negotiator to review its position and instruct its negotiator regarding Employee Organization: Montecito Firemen's Association and Unrepresented Employees: Fire Chief, Division Chief/Fire Marshal, Division

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Chief/Operations, Battalion Chiefs, Accountant, and Administrative Secretary. Present were Board Negotiator: J. Venable, Board members R.J. Jensen, and D. Newquist, District Counsel, Eric Hvolbøll and Fire Chief K. Wallace (for a portion only).

At 10:57 a.m. the Board reconvened in open session. Director Jensen announced that the Board had reviewed its position with the Board Negotiator and no decisions were made.

13. Mr. Hvolbøll reviewed the proposed salary and benefit package for MFA for fiscal years 2007-2008 and 2008-2009. The proposal included;

- Two shift calendars per year per employee.
- Increase shift trades from 12 to 16, effective 1/1/08 (exclusive of school trades).
- All paramedics (current and those promoted to other positions represented by MFA) will be paid overtime for attending continuing education classes for state certification, PALS, ACLS and National registry certification. Reimburse tuition for PALS, ACLS, state licensing fee and national registry. Anyone who receives the money must be available for the District to use them as paramedics if the unexpected/short term need arises. Minimum staffing of paramedics is 5. The specifics will be determined at a later date as to time frame and how paramedic is chosen.
- Flex days taken can use vacation or holiday time hours.
- Holiday time ceiling of 23 days (552 hours), effective 7/1/08. No additional holiday hours may accrue until the employee's accrued and unused holiday benefits are used sufficiently so the total is less than 552 hours.
- Text messaging allowance of \$20 per month for those employees who turn in their pager. This allowance will be paid semi-annually, in arrears on Jan 1st and July 1st. All pagers returned by 8/1/07, will receive 5 month allowance (\$100) on 1/1/08. Pagers returned after 8/1/07, a monthly allowance will start accruing on 1/1/08.

Effective July 1, 2007

- 8% salary increase
- Longevity steps increased to 2.25% for each step
 - Current steps: 2%, 4%, 6%, 8%, 10%, 12%, 14%, 16%
 - Approved steps: 2.25%, 4.5%, 6.75%, 9%, 11.25%, 13.5%, 15.75%, 18%

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- Contribution of \$100 per month paid by the District to Hartford 457 plan for all full time employees after one year employment.
- Increase full time Wildland Specialist pay to equal Engineer/Inspector.
- Salary increase for Mechanic and Dispatchers of 5%. This is above and beyond raises negotiated by MFA.

Effective January 1, 2008

- 2% salary increase
- Increase the District's medical insurance contribution to \$204 per month per employee.
- Effective July 1, 2008
- 4% salary increase
- Longevity steps increased to 2.5% for each step
 - Current steps: 2.25%, 4.5%, 6.75%, 9%, 11.25%, 13.5%, 15.75%, 18%
 - Approved steps: 2.5%, 5%, 7.5%, 10%, 12.5%, 15%, 17.5%, 20%

Effective January 1, 2009

- Longevity steps increased to 2.75% for each step.
 - Current steps: 2.5%, 5%, 7.5%, 10%, 12.5%, 15%, 17.5%, 20%
 - Approved steps: 2.75%, 5.5%, 8.25%, 11%, 13.75%, 16.5%, 19.25%, 22%
- Additional salary increase will be dependent upon increase in assessed valuation of the District for FY 08-09. If Assessed Value increases 10% or more, there will be a 2% salary increase.

On a motion made by Director Newquist, seconded by Director Jensen, the Board unanimously voted to approve and ratify the salary and benefits package for the Montecito Firemen's Association as submitted, effective July 1, 2007.

14. Mr. Hvolbøll advised that the same salary and benefits package approved for the MFA was proposed for unrepresented employees including: Fire Chief, Division Chief/Fire Marshal, Division Chief/Operations, Battalion Chiefs, Accountant, and Administrative Secretary.

On a motion made by Director Newquist, seconded by Director Jensen,

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the Board unanimously voted to approve and ratify the salary and benefits package for unrepresented employees including: Division Chief/Fire Marshal, Division Chief/Operations, Battalion Chiefs, Accountant, and Administrative Secretary as submitted, effective July 1, 2007.

15. President Pro Tem Venable adjourned the meeting at 11:48.