



SPECIAL BOARD MEETING

April 16, 2024 / 4:00PM
Minutes

- I. CALL TO ORDER
 - A. Marcus White called the meeting to order at 5:00 PM.
 - A. Minute of silence to honor the passing of Rick Addicks
- II. ROLL CALL
 - A. **Board Present:** J. Walsh, S. Greene J. Ritchie , S. Greene, M.White
 - B. **Staff Present:** J. Peri — Chief; C. Crosby — Administrative Manager, P. Chavira — Bookkeeper
- III. ADOPTION OF AGENDA
- IV. PUBLIC EXPRESSION
- V. NEW BUSINESS
 - A. Review of Presentation Deck on Proposed District Salary Adjustments
 1. From JP: Immediate concerns:
 - a) Need to replace A. Anderson by July 15. Staff is currently working extra shifts, and J.Peri will be out for several weeks in August
 - b) Don't want to lose any other staff to Districts over the hill
 2. Long term
 - a) Align salaries with other Marin County Fire District averages by the end of the 5 year plan
 3. Current review of salaries shows that Stinson is considerably lower than our competitive Districts over the hill.
 4. Proposal is to raise salaries 25% of the gap in the coming fiscal year, and to hopefully make up the rest in the following two years at 12.5% each year. For the future years we need to work with our financial advisor (NHA) to figure out what is possible.
 5. How do we cover the cost? We have \$3.5 MM in reserves. Going forward, we also have parcel tax, fundraising and grants as possible funding sources.
 6. The fiscal impact for year one 24/25 would be \$183K.
 7. If it doesn't work, and we can't reach our fundraising and parcel tax goals, the worst case scenario would be that we would stop dipping into District reserves in 4 years because property taxes will have increased enough to cover the delta.
 - B. Consultant help
 1. Going forward NHA Advisors will work with SBFPD to figure out a longer term financial plan
 2. Building Blox has also provided us with the potential amount we can expect to raise from the community. They believe that we can get the

majority of the firehouse paid for with donations. Leaving just the salaries and firehouse maintenance in a possible parcel tax.

- C. Short term, bump up 50% of the delta. Step in the right direction. Over the next two years 12.5% bump to get into the range of Marin County Districts over the hill.
- D. Stinson is Unique - Need employees that are the right cultural fit. Need a pool that adds diversity and will fit in with the rest of the crew. The last three recruitments have given us just one possible candidate. Goal is to have a pool of candidates to pull from. Having salaries that are at parity will help us attract a wider range of candidates.
- E. Discussion around clarifying language and percentages about the delta between Stinson and other Marin County agencies. Stinson salaries are 54% lower, rather than Marin County agencies being 54% higher.
- F. Discussion about the vision of the 5 year plan. What is necessary to have an independent District here? Started with talking about where we are. Now talking about where we are going. District will not win in a salary arms race. Looking for people who want to work in our unique service area. Stimulation of working on a variety of calls and having experience in all of them. We can pay slightly less than the norm because we have other advantages, but that acceptable delta zone is about 10%.
- G. Stinson needs to have reasonable incentives to attract good candidates.

VI. MEETING ADJOURNMENT

- A. M. White adjourned the meeting at 4:40PM.

NOTE TO PUBLIC: At this close of this Special Board Meeting the Stinson Beach Fire Protection District directors held an executive session to discuss personnel matters related to public employee positions [Ca. Gov't Code Sec. 54954.5.(e)]. Results will be announced at the next board meeting.