



Southern Marin Fire Protection District

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PERSONNEL COMMITTEE MEETING

Thursday, January 9, 2020

7:30 am

Meeting Minutes

Called to Order: 07:35

In Attendance: Deputy Fire Chief Ted Peterson, Human Resource Manager Liza Andre, Director Tom Perazzo, and Recording Board Secretary Shyida Jones.

Absent: Director St. John, Director Stephen Willis.

Open Time for Public Expression: None - No public present.

Agenda Adjustments: None.

Approval of the Minutes:

➤ **December 12, 2019**

Minutes were accepted by Director Perazzo.

1. Workers Comp Update:

- Human Resource manager Liza Andre reported that there are 3 out on Worker's Comp and 1 on modified duty.

2. Hiring Update:

No hiring plan at this time.

3. Captain's Promotional:

- Deputy Chief Peterson reported that the Captain's promotion leads to the discussion about the Shared Services agreement which is received as a positive undertaking for those in favor of Shared Services. Both associations independently voted on the creation of a joint test for one Captain's list for promotions that arise after June 2020. The request is to extend SMFD's current Captain's list that expires February 2020 until after June 2020. The requirements for the joint test will be the same for both agencies which would remain the same for SMFD; the ask is that we promote the best person from that list regardless of which agency. From a labor perspective, SMFD's embrace of this transition would ultimately show us to be in better shape than we were 2 years ago. The challenge our agency faces is with the Shared Services agreement initially being a 2-year trial. The quandary is in the case Mill Valley receives the Captain's promotion and is assigned to a SMFD Station; if the 2-yr. trial is unsuccessful resulting in the dissolution of the Shared Services agreement, how will this be resolved? Chief Peterson states that both labor groups will need to understand the ramifications of this possibility for either agency, in that the

appointment may need to be provisional until an official merge is fully executed. Chief Peterson adds that there is work still to be done, but there is good progress as both agencies have agreed, and both associations want to move forward with the consolidation. Chief Peterson states that there has been mention of conversation in Mill Valley of mild concerns that joint testing may be a challenge for them, as the Mill Valley labor group has to agree to adopt SMFD standards. These concerns are mostly *task book related qualifications* that both agencies have agreed to work together to resolve. Chief Peterson stated that all Chiefs from both agencies, and Ben Powers, are in complete agreement that SMFD standards will remain the same and there is no consideration that SMFD standards will be lowered to meet Mill Valley standards.

- **Chief Peterson would like an agenda adjustment for next meeting:**
 - Discussion item - *Policy 1032: Light Duty Assignment*; This policy may need to be altered.

Closed Session: Into Close Session at 07:45 am

Open Session: Back in Session at 08:10 am

No action taken.

Adjourn: 08:11 am