

**KENTFIELD FIRE PROTECTION DISTRICT
BOARD OF DIRECTORS MEETING**

MEETING TYPE: Special

DATE: Monday, October 2, 2023

CALL TO ORDER: 4:00 p.m. by Chairman Evergettis. Director Murray led the assembly in the Pledge of Allegiance.

ROLL CALL: Corbet-present; Evergettis-present; Gerbsman-present; Murray-present; Naso-present. Also in attendance were Chief Pomi, Battalion Chief Glenn, Deputy Fire Marshal Pasero, Accountant Hom, Engineer Bridges, C-Shift, and Recording Secretary Wilson.

ORAL COMMUNICATION: None

UNFINISHED BUSINESS:

a. ***KAPF Labor Contract Negotiation Process – Negotiation Process***

CLOSED SESSION - Pursuant to Government Code §54957.6 for Public Labor Negotiation and Government Code §54957.6(a) for Public Employee Benefit Negotiation – Chairman Evergettis stated the purpose of the Special Board Meeting was to ratify the Memorandum of Understanding for the contract period of July 1, 2023 – June 30, 2024.

Chief Pomi took the opportunity to explain the changes to the MOU. He began on page 1 of the agreement where the dates were updated to the current fiscal year, July 1, 2023 – June 30, 2024. On page 8, under *Bereavement Leave*, the word “grandchild” was added to the definition of immediate family, per a new law update. The District’s chosen health benefit plan with CalPERS has been renamed to “PERS Platinum Region 1” and this was revised on page 13. On page 15, under *Article XXIII – Duration of Agreement*, the dates were updated to reflect the current fiscal year, July 2023 to June 2024. The last change to the agreement was to *APPENDIX “A”* on page 17, as it now reads “Base Salaries” with no difference between PEPRA or Classic employees.

Director Gerbsman, as a long-time Board member of the Kentfield Fire District, expressed the KFD culture had always impressed him. The ability for both management and employees to work together while understanding the numbers was unique. Director Gerbsman emphasized the importance of being fair and reasonable while working through the negotiation process. Negotiations this year left him feeling disappointed; the process wasn’t as open and direct as it had been in the past. He explained when employees average 15 to 20 years and up with Kentfield Fire, it is like a family. He hopes and trusts that everyone will try to communicate and work things through in the right way. Negotiations have been going on since April of this year and it’s been a long process. He stated everyone needs to do the best they can and work towards maintaining the family culture, which was somewhat broken this year.

Director Murray agreed with Director Gerbsman and felt disappointed with the communications between the Board and the Association. After many years of working together, he was disheartened to see negotiations weren’t agreed upon in a timely manner. Director Murray said he would agree to the MOU presented but is hoping to have a better process with next year’s contract.

Director Naso expressed how frustrated he felt during the negotiation process.

Chairman Evergettis thought negotiations were extended but believed a 4% increase was fair and reasonable.

M/S Murray/Naso to approve the Memorandum of Understanding Between the Kentfield Association of Professional Firefighters and the Kentfield Fire Protection District

Roll Call Vote: Corbet-Aye; Evergettis-Aye; Gerbsman-No; Murray-Aye; Naso-Aye

Ayes: 4; Noes: 1

Motion passes

ADJOURNMENT: M/S Naso/Corbet to adjourn this meeting at 4:11 p.m. All ayes.

Respectfully submitted,

Jena Wilson
Recording Secretary