



Southern Marin Fire Protection District Board of Directors Meeting Agenda

28 Liberty Ship Way Suite 2800 Sausalito, California 94965

Wednesday, September 25, 2024

6:00 pm

Right to be Heard: Members of the public have a right to address the Board directly on any item of interest to the public which is within the subject matter jurisdiction of the Board. The request to be heard should be made immediately before the Board's consideration of the item. No action shall be taken on any item not appearing on the agenda unless the action is otherwise authorized by subdivision (b) of 54954.2 of the Government Code and except that members of a legislative body or its staff may briefly respond to statements made or questions posed by persons exercising their public testimony rights under section 54954.3 of the Government Code.

Accommodations: Any person with a disability covered under the Americans with Disabilities Act (ADA) may receive a copy of the agenda and a copy of all the documents constituting the agenda packet prepared by the local agency or other interested person for the meeting, upon request in an appropriate alternative format. Requests for mailed copies of agendas or agenda packets are valid for the calendar year in which requests are made and must be renewed annually after January 1. Any person with a disability covered under the ADA may also request a disability-related modification or accommodation, including auxiliary aids or services in order to participate in a public meeting. Please contact Southern Marin Fire Protection District at 415.388.8182 at least 5 working days prior to the meeting and provide information on the assistance required.

1. Call to Order

2. Roll Call

3. Closed Session

1. Conference with Legal Counsel – Anticipated Litigation (Paragraph (2) of subdivision (d) of Government Code, Section 54956.9)

Significant exposure to litigation: 1 case

2. Conference with Legal Counsel - Existing Litigation (Paragraph (1) of subdivision (d) of Government Code, Section 54956.9).

Name of Case: In the Matter of the Appeal of Southern Marin Fire Protection District, Occupational Safety & Health Appeals Board, Department of Industrial Relations, State of California, Inspection No. 1662672.

3. Conference with Legal Counsel – Significant Exposure to Litigation (Paragraph (2) of subdivision (d) of Government Code, Section 54956.9): Step 1 Grievance Re: Refusal to Pay Mill Valley Step Increases to Southern Marin Firefighters; Information Request (MMBA Duty to Furnish), dated December 22, 2023.

4. Conference with Legal Counsel - Existing Litigation (Paragraph (1) of subdivision (d) of

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Government Code, Section 54956.9). Name of Case: Southern Marin Professional Firefighters, IAFF Local 1775 v. Southern Marin Fire Protection District, PERB Unfair Practice Charge No. SF-CE-2131-M.

5. Conference with Legal Counsel - Existing Litigation (Paragraph (1) of subdivision (d) of Government Code, Section 54956.9). Name of Case: California Public Employment Relations Board (“PERB”) Charge SF-CE-2089-M - Mill Valley Firefighters Association v. City of Mill Valley (Fire Department)

6. Conference with Legal Counsel - Existing Litigation (Paragraph (1) of subdivision (d) of Government Code, Section 54956.9). Name of Case: Marin Professional Firefighters, IAFF Local 1775, et al v. City of Mill Valley; Southern Marin Fire District, Marin Superior Court, Case No. CV0000188

4. **Open Public Meeting**

5. **Pledge of Allegiance**

6. **Agenda Adjustments and Approval**

7. **Open Time for Public Expression:** (limited to 3 minutes per person)
The Board welcomes public comments on all agenda items.

8. **Presentation**

8.a **Staff Report - DEI**

Suggested Actions:

1. The Fire Chief recommends the Board receive the report.
2. The Fire Chief recommends that the District continue to explore additional non-traditional recruitment programs and services, including additional mentoring and outreach programs.
3. The Fire Chief recommends that Southern Marin Fire again actively participate in the HERO Women in the Fire Service Program when it returns in 2025.
4. The Fire Chief recommends that future regional recruit academies include a module on DEIB.
5. The Fire Chief recommends that Staff analyze and report to the Board on the development of grant programs, and other options, that would reduce / remove the cost barrier to application for employment.

[Staff Report - Diversity-Equity-Inclusion and Belonging \(DEIB\).pdf](#)

8.b **Recruitment Video**

[Staff Report - Recruitment Video.pdf](#)

8.c **Introduction of Nicole Sanchez and Debra Gill of Vaya Consulting**

9. **Consent Calendar**

REMOVAL OF ITEMS FROM THE CONSENT CALENDAR. Matters listed under the Consent Calendar are considered routine and non-controversial, require no discussion, are expected to have unanimous Board support, and may be enacted by the Board in one motion in the form listed below. There'll be no separate discussion of Consent Calendar items. However, before the Board votes on a motion to adopt the Consent Calendar items, Board Directors may request that specific items be removed from the Consent Calendar for separate action. Items removed from the Consent Calendar will be discussed immediately following approval of the remaining Consent Calendar items.

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9.a Correspondence and Information

[MBarnes SFT Letters of Rec 2024.pdf](#)
[RGrady ENGB Letter Sites Incident .pdf](#)
[IJ_fatal_fire.pdf](#)
[IJ_Insurance Rate Increase.pdf](#)
[IJ_Laihaina.pdf](#)
[IJ_Prescribed_Burns.pdf](#)
[IJ_Strawberry.pdf](#)
[Ltr_to_PGE.pdf](#)
[Congrats Tib Bap Church 9-16-24.pdf](#)
[Hill_Leadership_Wildfire_Commission_WGA_correspondence.pdf](#)
[IJ Article on SMFD 8-29-24.pdf](#)
[IJ_911.pdf](#)
[IJ_Board Election.pdf](#)
[IJ_Employee Costs.pdf](#)
[IJ_Exchange.pdf](#)
[Thank you to San Rafael re 9-2-24 Structure Fire.pdf](#)
[Thank you to Sheriff re 9-2-24 Structure Fire.pdf](#)
[Thank you to Tiburon Fire 9-2-24 Structure Fire.pdf](#)
[Thank you Mill Valley Police Department.pdf](#)
[Thank you MV PD Re National Night Out.pdf](#)
[Thank you to Central Marin re 9-2-24 Structure Fire.pdf](#)
[Thank you to Marin County 9-2-24 Structure Fire.pdf](#)

10. Meeting Minutes of Previous Meeting

10.a Approval of the August 28, 2024 Board of Directors Meeting Minutes

Suggested Action Approved Minutes as presented.
[BOD Meeting Minutes August 2024.pdf](#)

11. Staff Reports

11.a Fire Chiefs Report

Suggested Action: Receive Report.
[Fire_Chiefs_Board_Report_Sep_2024.pdf](#)
[Board Report - September SMFD - Zone 9 BLK G.pdf](#)
[Board Report - September MV - BLK I.pdf](#)
[MU AUG 24 docx.pdf](#)
[MST AUG 24 docx.pdf](#)

11.b Finance Report

Suggested Action: Receive Report.
[Sept 2024 BOD Report.pdf](#)

11.c Association Report

12. Board Committee Reports

1. Southern Marin Emergency Medical Paramedic System (Advisory) - Director Fleming

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2. Finance Committee - Director Perazzo
3. Personnel Committee - Director Waldeck
4. Emergency & Disaster Preparedness Committee (Ad Hoc) - Director DeBerry
5. Board Policy Committee - Director Waldeck
6. Building Committee (Ad Hoc) - Director Chun
7. FRMS (Advisory) - Director Perazzo
8. Marin Wildfire Prevention Authority (Advisory) - Director Hilliard
9. MERA Committee (Advisory) - Director Hilliard

12.a MWPA Executive Officer's Report

[Marin Wildfire Executive Officers Report - SEPTEMBER.pdf](#)

13. **Action Items**

13.a **Staff Report and Adoption of Resolution 2024/25-01 regarding the Southern Marin Fire Protection District Annex To The 2024 Multi Jurisdictional Local Hazard Mitigation Plan**

Suggested Action: The Fire Chief recommends that the Board of Directors Adopt the 2024 Marin MJLHMP and the Southern Marin Fire Protection District Annex via Board Resolution 2024/2025-02, which reads as follows.

Resolution 2024/25 - 02

RESOLUTION OF THE SOUTHERN MARIN FIRE PROTECTION DISTRICT BOARD OF DIRECTORS TO ADOPT THE SOUTHERN MARIN FIRE PROTECTION DISTRICT ANNEX TO THE 2024 MULTI JURISDICTIONAL LOCAL HAZARD MITIGATION PLAN

[Staff Report 2024 MJLHMP Resolution 09172024 Draft v1-1.pdf](#)

[SMFD RESOLUTION_MJLHMP_Final_09172024.pdf](#)

[Cvr Southern_Marin_FPD_Profile_012624_Final.pdf](#)

[Marin County Amendment Letter 7-3-2024.pdf](#)

[Marin County_CA-6b_-_RESOLUTION_2024-27.pdf](#)

[City of Sausalito_MJLHMP_Reso_No_22-2024.pdf](#)

[Cvr Tiburon_16-2024_Local_Hazard_Mit_Plan.pdf](#)

[City of Mill Valley_MJLHMP_Resolution_2024-59.pdf](#)

13.b **FY2024/2025 Final Budget**

Suggested Action: Fire Chief recommends that the Board review and approve the FY24/25 Final Budget, and pass and adopt Resolution 2024/2025-01, which reads as follows.

Resolution 2024/2025-01

RESOLUTION OF THE BOARD OF DIRECTORS OF THE SOUTHERN MARIN FIRE PROTECTION DISTRICT ADOPTING THE FINAL BUDGET FOR FISCAL YEAR 2024/2025.

[FY25 Staff Report Budget Final.pdf](#)

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14. **Poll of the Board**

15. **Adjournment**

Posting Statement

A copy of this agenda was posted at the Southern Marin Fire Protection District's Administrative Office, 28 Liberty Ship Way, Suite 2800, Sausalito, Ca 94965. Pursuant to CA Government Code §54957.5, disclosable public records and writings related to an agenda item distributed to all or a majority of the Board of Directors including such records and writing distributed less than 72 hours prior to this meeting are available for public inspection at the Southern Marin Fire Protection District's Office, 28 Liberty Ship Way, Suite 2800, Sausalito, Ca 94965.

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