



## **Southern Marin Fire Protection District Board of Directors Meeting Agenda**

28 Liberty Ship Way Suite 2800 Sausalito, California 94965

**Wednesday, February 26, 2025**

**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. **Pledge of Allegiance**
4. **Agenda Adjustments and Approval**
5. **Open Time for Public Expression:** (limited to 3 minutes per person)  
*The Board welcomes public comments on all agenda items.*

### **Presentations and Recognitions**

#### **Proclamation Honoring the Service of Battalion Chief Doug Paterson to the Southern Marin Fire Protection District**

Suggested Action: Approve Proclamation and Present it to Battalion Chief Doug Paterson.

[Proclamation Doug Paterson.pdf](#)

**Oath of Office-Captain Michael Coleman**

**Oath of Office-Finance Assistant Mariya Weinberg**

6. **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*

*Note: All Items appearing on the agenda are subject to action by the Board. Staff recommendations are subject to change by the Board.*

*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.*

**6.a Correspondence and Information**

[IJ - Call to Action.pdf](#)  
[IJ\\_Alerts.pdf](#)  
[IJ\\_fatality.pdf](#)  
[IJ\\_Fire\\_Home.pdf](#)  
[IJ\\_Home\\_Survival.pdf](#)  
[IJ\\_Landslides.pdf](#)  
[IJ\\_MMWD Article.pdf](#)  
[IJ\\_MMWD.pdf](#)  
[IJ\\_Preparedness.pdf](#)  
[IJ\\_SRFD.pdf](#)  
[IJ\\_Watch Duty.pdf](#)  
[IJ\\_Wildfire\\_Editorial.pdf](#)  
[Thanks from OES.pdf](#)

**7. Meeting Minutes of Previous Meeting**

**7.a Approval of January 22, 2025 Minutes**

Suggested Action: Approve Minutes as Presented.  
[BOD Meeting Minutes January 22, 2025.pdf](#)

**8. Staff Reports**

**8.a Fire Chief's Report**

Suggested Action: Receive Report.  
[Fire\\_Chiefs\\_Board\\_Report\\_Feb\\_2025.docx](#)  
[jan25 smfd social report.pdf](#)  
[Paved Road Postcard Attachment P1.pdf](#)  
[SMFD\\_Wildfire\\_Staff\\_Report.pdf](#)  
[New Annexation Fiscal Report-Final.pdf](#)

**8.b Finance Report**

Suggested Action: Receive Report  
[February 2025 BOD Report.pdf](#)

**8.c Association Report**

Suggested Action: Receive Report.

**9. Board Committee Reports**

1. Southern Marin Emergency Medical Paramedic System (Advisory) - Director Fleming
2. Finance Committee - Director Perazzo
3. Personnel Committee - Director Waldeck

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

## 10. Action Items

### 10.a Reserve Reconciliation

Suggested Action: Approve of the Reserve Reconciliation Report.

[FY24 Reserve Reconciliation 2-26-25 BOD.pdf](#)

### 10.b First Reading on Ordinance to Approve Increase in Compensation for Members of District's Board of Directors

Suggested Action: Staff recommends that the Board consider a first reading of a draft ordinance to increase Board of Director compensation per the proposals below and direct staff on the stipend amount for directors going forward. If approved by the Board on this first reading, as drafted or modified, a noticed public hearing will be held at the next meeting of the Board and the Ordinance considered for approval.

[Increased Compensation 2-21.pdf](#)

[Ordinance 2-21.pdf](#)

### 10.c Motion to Designate District's Labor Negotiators Under Gov. Code Section 54957.6: Appoint Negotiator to Negotiate Fire Chief's Employment Agreement

Recommendation: Authorize Special Consultant Jean Bonander and Board President Peter Fleming and Director Raveche to negotiate an employment agreement with Fire Chief

Christian Tubbs.

Financial Implications: None

Designated Negotiators: Special Consultant Jean Bonander and Board President Peter Fleming

## 11. Poll of the Board

## 12. Closed Session

### 12.a 1. PUBLIC EMPLOYEE PERFORMANCE EVALUATION pursuant to Government Code Sections 54957(b)(1) and 54954.5(e). Position to be Reviewed: Fire Chief.

2. CONFERENCE WITH LABOR NEGOTIATORS. Pursuant to Government Code Section 54957.6.

District Negotiators: Special Consultant Jean Bonander and Board President

Peter Fleming and Director Raveche

Employee: Fire Chief

### 3. CONFERENCE WITH LABOR NEGOTIATOR – Collective Bargaining. Pursuant

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to Government Code Section 54957.6.

District Negotiator: Stephanie Gleason Bickham

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Employee Organizations: Southern Marin Professional Firefighters Association,  
Southern Marin Chief Officers Association

### 13. 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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