



MEETING OF THE BOARD OF DIRECTORS
SPECIAL MEETING APRIL 29, 2024 7:00 P.M.
CLOSE SESSION 6:30 P.M.

**COMMUNITY BUILDING, KERN STREET
NEWMAN, CA 95360**

Members of the public wanting to listen and/or participate in the meeting please dial
NUMBER OF 1-669-444-9171/Meeting ID: 871 4704 2728 Passcode: 056226 OR
<https://us06web.zoom.us/j/87147042728?pwd=mJKUbOavz1WRSLTJ75w6WWlbz8aLRa.1>
from computer, tablet, or smartphone

CALL TO ORDER

ROLL CALL

Board of Directors: Director Felber, Director Helms, Absent, Vice President Varnell, President Brazil

CALL TO ORDER-PLEDGE OF ALLEGIANCE

Please take a moment to silence your cell phones.

CLOSED SESSION

Board of Directors may recess to closed session for discussion of certain matters as legally permitted. Any action taken shall be reported in open session.

- *Conference with Labor Negotiators, 54957.6, United Steel Workers, Local Union 7EMSA 12-911, Dennis Brazil, Board President*

RECONVENE TO OPEN SESSION-MEETING WILL BE RECORDED 7:22 p.m.

REPORT FROM CLOSED SESSION

- *Direction given to Labor Negotiator, Dennis Brazil, Board President.*

Vice President Varnell made the motion to notify union pursuant to Article 22 to cancel, modify CBA no specific desired changes. Director Felber seconded the motion and carried 3-0.

PRESENTATIONS

PUBLIC COMMENTS

Members of the public may comment on matters that are *not* listed on the agenda at this time. The Board may refer such matters to the Board Clerk for discussion and consideration at a future meeting but otherwise shall not take action at this time.

Public comment will be accepted concerning any item on the agenda when that item is called. The Board will consider all comments prior to taking action on the item.

Speakers shall be allowed three (3) minutes to address the Board on each agenda or non-agenda item.

ADMINISTRATIVE AGENDA

1. Discussion and possible action regarding employee wages and retention.

Roberta Casteel, Administrative Service Manager presented the Staff Report

Board was advised by operational staff on April 22, 2024 board meeting that the current wage scale could be a contributing factor to the district's retention problem and in recruiting outside the agency.



The full-time employees presented a proposed wage scale to the board, with an increase in wages and PTO.

Paramedic, Kevin Hurd stated that the proposed wage scale represented an increase that would put the district in line with wages that Patterson District Ambulance and Oak Valley Ambulance offers their employees. This increase is not meant to encumber the district but help the district retain the current employees and recruit outside the agency.

Paramedic, Danny Suarez also stated that the scale was not at the top nor the bottom of other agencies, the full-time employees' goal with the proposed increase was to attract other employees to work for the district. He also stated this increase had nothing to do with upcoming negotiations for the expiring CBA.

Director Varnell stated that he was in favor of moving forward with giving the employees raises but not the increased PTO. Director Felber asked if we knew how the increase would affect the district's finances. Leo Landaverde referred him back the statement of financial activities he provided.

Director Varnell made a motion to increase the pay scale for full time paramedics and EMT's to an additional 16% commencing the next pay period (May 5th, 2024) not with negotiations of the CBA. Director Felber seconded the motion and vote carried 3-0.

2. Discussion on correlating sporting activities with allied agencies.

Discussion was made on correlating sporting activities with allied agencies. The sporting activities will continue to be spontaneous. Director Felber stated he like to see a plaque or something like this made to be pass back and forth to the winning agency.



COMMUNITY HEALTHCARE

D I S T R I C T

Note:

- 1 *In compliance with the Americans with Disabilities Act, a disabled person is requesting a disability-related modification or accommodation to participate in this meeting, must contact the district office at (209) 362-2951. Requests must be made as early as possible, preferably one-full business day before the start of the meeting. Any document provided to a majority of the Board of Directors regarding any open session item on this agenda is available for public inspection during normal business hours at the front counter of District Office located at 990 Tulare Street Suite C, Newman CA. Documents or writings received after the general distribution of the agenda are also available for inspection.*

Attested by

David Varnell

Vice President/Secretary

❖ **BOARD AGENDAS AND MINUTES**

Materials related to an item on this Agenda submitted to the Board after distribution of the agenda packet are available for public inspections in the Clerk's office at 990 Tulare Street, Suite C Newman, California 95360, during normal business hours. Such documents are also available online, subject to staff's ability to post the documents