

**SIX HUNDRED FORTY FOURTH MEETING OF THE BOARD OF DIRECTORS
OF THE
EI DORADO HILLS COUNTY WATER DISTRICT**

The six hundred forty fourth meeting of the Board of Directors of the El Dorado Hills County Water District was held on Friday, December 11, 2009 at 11:00 a.m. at the regular meeting place of the District, the District Office, 1050 Wilson Blvd., El Dorado Hills, California. Present were Directors Durante, Hartley, Hidahl, and Winn with President Hartley presiding. Counsel Cook was in attendance. Chief Veerkamp and Chief O'Camb were also in attendance. Chief Financial Officer Bair arrived at noon.

President Hartley called the meeting to order and Chief Veerkamp led the Pledge of Allegiance.

President Hartley noted that a document addressed to him had been received from the El Dorado Hills Fire Captains regarding their support of the Chiefs, which was distributed to the Board Members. In addition, El Dorado Hills Associated Firefighters' President, David Brady, submitted a letter regarding communication between the Union, the Fire Chief and the Board to President Hartley.

President Hartley then adjourned the meeting to closed session at 11:09 a.m. to discuss Item II-A, pursuant to Government Code Section 54957 and 54957.6, review and discuss El Dorado Hills Administrative Staff Wage and Benefit Negotiations; Item II-B, pursuant to Government Code Section 54957, Public Employee Performance Evaluation, Chief; Item II-C, pursuant to Government Code Section 54957, Public Employee Discipline/Dismissal/Release; Item II-D, pursuant to Government Code Section 54957, Public Employee

Discipline/Dismissal/Release; and Item II-E, pursuant to Government Code Section 54956.8, Real Property Negotiations.

The meeting reconvened at 12:40 p.m. with Chief Financial Officer Bair in attendance. President Hartley reported that while in closed session, there was no action taken on Items II-B through II-E and that these items will be continued in the future; however, Item II-A will be continued following the Strategic Planning Session.

President Hartley welcomed our guest speaker, Dr. Vicki Barber, Superintendent of the El Dorado County Office of Education.

Chief Veerkamp reviewed the recommendation of Staff, the Fire Apparatus Committee and Fire Committee to award Ferrara Fire Apparatus the bid for one (1) Type One Engine for \$458,578 plus tax. He made mention that Ferrara was the only fully compliant bidder out of the seven bidders. Directors Durante stated that Ferrara offered a \$15,000 incentive on the purchase of one engine as well as travel expenses. Director Winn stated that since there was no incentive to purchase two engines since the immediate need is only for one (1) Type One Engine, the recommendation was to purchase only one (especially in light of these tough economic times). Director Winn commended the Staff and Fire Apparatus Committee for their thorough work in making this recommendation.

Director Winn made a motion to adopt the recommendation to award Ferrara Fire Apparatus the bid for one (1) Type One Engine. Director Thomsen seconded the motion and the motion was unanimously carried.

Chief Veerkamp acknowledged Chief Planje and all those that put forth great effort in producing the El Dorado Hills Fire Department Core Values Manual. He asked that the Board adopt Resolution 2009-12, a resolution of the Board of Directors to also adopt the

El Dorado Hills Fire Department Core Values as stated in the Board Policy Manual. Director Hidahl thanked Chief Planje and others for their efforts in creating a document that will have a positive influence on the way that both the Board and the Department will administer integrity and ethics. Chief Planje asked that the document not become stagnant but be continually reviewed and changed as needed. He asked that the Core Values Manual be thought of as a living document and not just words on a shelf.

Director Hidahl made a motion to approve Resolution 2009-12 adopting the El Dorado Hills Fire Department Core Values. Director Durante seconded the motion. (Roll Call: Ayes, all; Noes, none).

President Hartley opened the nominations for Board Officers for the 2010 calendar year.

Director Durante made a motion to nominate President Hartley for a second term as President stating that he has done a great job as a leader and felt that consistency was important in continuing to best serve the Department and the District. The motion was seconded by Director Thomsen and unanimously carried.

President Hartley nominated Director Durante as Vice President and thanked him for his counsel, efforts and making himself available as backup. The motion was seconded by Director Hidahl and unanimously carried.

President Hartley expressed his desire to continue the key committee assignments as before into the next calendar year. It was also discussed and decided upon to continue to meet on the third Thursday of the month at 6:00 p.m.

A lunch break was taken from 1:00 p.m. to 1:30 p.m

During lunch, a presentation by Angelica Silveira, Systems Administrator, was given announcing the many features and benefits of our newly announced Intranet and Public Website.

President Hartley called the Strategic Planning Session to order at 1:30 p.m. and thanked everyone for being present and encouraged their full participation. Attendees included the Board, Staff as noted above, and 30 additional Department members and Volunteers.

Chief Veerkamp introduced guest speaker, Dr. Vicki Barber, Superintendent of the El Dorado County Schools, who gave an insightful presentation on organizational performance, improvement and development. She encouraged each person to take a self-assessment and evaluate their own individual performance as it relates to the District policies and Core Values and then have a dialogue as a team. She suggested taking the time to build real-life scenarios and then walk through them together on how to best handle them to ensure that everyone is on the same page. She suggested reviewing a scenario at each Board meeting as an exercise in self evaluation. She urged everyone to assess their individual roles and responsibilities in order to gain clarity. She stated that the Board is clearly at the pinnacle of an organization and provides the tone for everything that happens. She also stated that during these time of budget cuts, there has never been a greater need for leadership. She concluded by thanking those serving on the Board and complimented the El Dorado Hills Firefighters for the exceptional service they have given to the community.

The Five Year Plan was reviewed and discussed; the Chief stated that it is in need of updating and would be brought back to the Board in the March or April for approval.

Chief Veerkamp reviewed the status of the 2009 Goals. He stated the goals that will need continued focus into the next year are: Goal 1) to develop a plan inclusive of contingencies for Department to remain fully funded; Goal 2) to explore options for annexations, consolidations, and contracts for services; Goal 3) move forward the Training Facility Project (Phase 1 only); and Goal 4) to develop a Personnel Master Plan to meet future needs.

While discussing training that has been conducted in 2009, Director Hidahl stressed the importance of getting feedback from attendees to ensure that the training being offered is on target. He asked to see the evaluation surveys from the Leadership Training class which Chief Veerkamp offered to provide.

Chief Veerkamp facilitated the planning process to determine Strategic Planning direction for 2010 and encouraged those in attendance to think outside-of-the-box.

As we begin the year 2010, strengths and weaknesses were discussed and listed as follows:

STRENGTHS

- Finance/Fiscal Responsibility
- Volunteer Program
- Community Support
- Professionalism
- Personnel
- Multi-Agency/Political System
- Teamwork
- Leader in Fire Service
- Firefighter Empowerment
- Facilities
- Board Forecast/Vision
- Equipment
- Organizational Vision
- Supportive Board

- Progressive
- Prevention
- Foundation
- Funding for Training
- ISO Rating
- Firefighters' Association
- Mentorship to Volunteers
- Website
- Dedication at all Levels
- Low Turnover
- Social-Economic/Demographics
- Customer Service
- Influence
- Growth Potential
- Core Values
- Continuous Improvement
- Good Business Base
- Honor Guard
- Labor/Management Relations
- Diversity
- Community Programs

WEAKNESSES

- Communications Process and Transparency
- Relationships with Dispatch and Technology
- Program Completion/Development
- Interior Assessment of Organization
- Lack of Experience/Job Depth
- Promotional Training
- Community Awareness/Preparedness/Wildland Areas
- Targeted Volunteer Recruitment (community minded)
- Major Event Preparation
- Volunteer Promotional Stock – Engineers, Lieutenants
- Public Involvement – Newspaper
- Lack of Trust
- Risk Analysis
- Seasonal Awareness – Disaster Plans (improving)
- Limited Growth Potential
- Multi-Agency Political System
- Formal Core Value Training and Buy In
- Public Information Officer
- Organizational/Unity

- Human Resources Support

With consensus from those in attendance, the following Strategic Goals for 2010 are as follows with the top three being: Organizational Unity, Human Resources and Promotional Training.

2010 GOALS

1. Organizational Unity
2. Human Resources
Contract or Reassign Duties
3. Promotional Training
Leadership, Mentorship, Etc.
4. Volunteer Recruitment
Career Interest
Community Interest
5. Board
Internal Evaluation from below
6. Disaster Preparedness (i.e., specific event)
7. PIO
Public Info DVD
8. Fiscal Responsibility
9. Pandemic Plan
More Aggressive than County

Chief Veerkamp thanked everyone for their attendance and participation.

President Hartley adjourned the Strategic Planning Session meeting at 4:00 p.m.

President Hartley resumed closed session at 4:15 p.m. to discuss Item II-A, pursuant to Government Code Section 54957 and 54957.6, review and discuss El Dorado Hills Administrative Staff Wage and Benefit Negotiations.

The Board Meeting was resumed at 5:00 p.m. and President Hartley reported that during closed session, no action was taken and direction was given to the committee. A report will be given at a later date.

Director Durante made a motion to adjourn the meeting. The motion was seconded by Director Thomsen and unanimously carried.

The meeting was adjourned at 5:01 p.m.

Approved:

Jim Hartley, President

Connie Bair, Board Secretary