

From: [REDACTED]
To: [BoardComment](#)
Cc: [REDACTED]
Subject: Comment on consent agenda Item 4D
Date: Thursday, December 17, 2020 10:46:34 AM

Item 4D Consideration of Adoption of Resolution 57-2020 Amending the CCSD Salary Schedule

(Summary of my questions at the end of this email)

Regarding Fiscal Impact: There may be no NEW fiscal impact of this resolution, but as this is a follow-up to approval of the union MOUs, there is fiscal impact related to this item.

Regarding Reserve Firefighters: The fiscal impact of the state mandated increase for reserve firefighters, which is the right thing to do, is unclear. **How many reserve firefighters are there? How likely is that number to change?** It looks like there are 2 new designations Reserve Fire Engineer and Reserve Lieutenant, both at a higher hourly wage than the Reserve Firefighter. **When were these positions added?** While the total number of dollars is small relative to the fire department budget, it would be good to know at least an average cost to the fire department quarterly or monthly and some target staffing levels for these positions.

Regarding the action: This resolution for this item seems to cover only one year of salary changes for three groups (SEIU, IAFF and Reserve Firefighters.)

Does this mean the GM will bring a new resolution each year to update the salary schedules? Are all the changes effective January 1, 2021? If not, is it possible to consolidate the dates to a single date?

There are long-term fiscal impacts related to personnel costs and obligations. Currently, the District pays about \$15,000 (total) each month to reimburse health insurance expenses for 39 former employees. This is the result of previous negotiations and agreements that were in effect when those employees retired and must be honored.

Compensation is not the same as salary. Salaries are less than half of the "payroll payable" total (see agenda page 19) The November expenditure report shows \$158,828.20 in direct deposit. Other non-cash and long-term commitments to District employees and retirees. make up the remaining payroll payable total of \$378,987.72. (This doesn't include the \$15,000 in reimbursements to retirees.)

Recap of my questions:

How many reserve firefighters are there?

What is the board approved staffing level?

When were the two new ranks added?

Does this mean the GM will bring a new resolution each year to update the salary schedules?

Are all the changes effective January 1, 2021? And expire December 31, 2021?

If not, is it possible (or needed) to consolidate the dates to a single date?

Amanda Rice
Cambria
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From: [REDACTED]
To: [BoardCommer](#)
Cc: [REDACTED]; [John F. Weigold IV](#)
Subject: Comment on Regular Business item 5D
Date: Thursday, December 17, 2020 11:48:34 AM

Regarding item 5D, Discussion and Consideration of Appointment of an Ad Hoc Committee to Review Policy Related to Intent to Serve Letters

This item was prompted by two residential projects that were recently denied on appeal to the Coastal Commission and I urge the Board to focus on this concern and not get into how the policy and ordinances may impact residential waitlist positions or commercial projects

Regarding Task 1: Please consider adding "and ordinances" to task 1 as follows:

1. Evaluate the current policy **[and ordinances]** related to ITS letters. This would include meeting with staff to discuss the current administrative procedures and the active list of ITS letters.

Regarding Task 2: Seems overly broad. I suggest the committee limit itself to only the existing commitments, **excluding** how to treat ITS for waitlist positions, which, in my opinion, would be premature.

Regarding adding a Task 3: Please consider adding an item to the ad hoc committee tasks, one that was unanimously approved by the Board on 11/20/20.

From Agenda packet page 33:

"Director Rice moved to add an item to an agenda regarding the discussion and consideration of no new connections to the system. Director Howell seconded the motion and requested it come back in February."

Recommended Staff: Finally, if the "staff" you contemplate meeting with does not already include outside District Counsel, Mr. Carmel, please clarify why not. Carmel & Naccasha have represented the district for over a decade and have a strong understanding of the legal and historical contexts involved.

Questions for the committee to answer: and report back to provide a better understanding of ITS process:

1. What is the role of CCSD in the overall permitting process of SLO County for new residential projects? For Remodels? For teardown/rebuild? For commercial projects?
2. What does a new residential project need from the CCSD to move forward in the county's permitting process? What is the final action taken under district authority (final action = moves the project beyond the District's authority)?

Please forward this email comment to all the directors.

Amanda Rice
Cambria
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