



## REDCOM BOARD OF DIRECTORS

### Special Meeting

### Minutes

September 19, 2024 @ 3pm

**Sheriff's Office  
2796 Ventura Avenue  
Santa Rosa, Ca 95493**

**Join by [Teams Meeting](#), Meeting ID: 226 739 756 944, Passcode: v2CvZD**

**or by phone at 1-323-886-6897 using Conference 684 457 967#**

#### Present:

Steve Akre – Sonoma Vally – Chair  
Ron Busch – Sonoma County Fire – In for Mark Heine  
Jason Boaz – Healdsburg  
Dave Crowl – Coast Life Support  
Daryel Dunston – City of Santa Rosa (Remote TEAMS)

#### Not Present:

Dr. Mark Luoto – County EMS Medical Director  
Mark Heine – Sonoma County Fire – Vice Chair  
Bryan Cleaver – CVEMSA

#### Others Present:

Evonne Stevens – REDCOM Executive Director  
Nick Barber – REDCOM  
Corin Burns – REDCOM Administrative Assistant  
KT McNulty – SLS  
Ethan Pawson – Legal Counsel  
Matt Gloeckner – SRFD  
Ken Reese – REDCOM Communication Manager  
Darrell Kopriva – REDCOM  
Deborah Muchmore – Muchmore than Consulting  
Tim Maybee – AP Triton  
Scott Westrope -SRFD  
Charlotte Jordan – Strategic Planning Specialist

Remote:

Brenda Bacigalupi – REDCOM Administrative Assistant  
Monica Vanoni – REDCOM  
Marisol Garcia – REDCOM  
Sean Lacy – Sonoma Valley Fire  
Janica Maldonado – Legal Counsel  
Jeff Schach – Petaluma  
Kellie Crumbliss – REDCOM  
Michelle Fresse – REDCOM  
Greg Fontana – REDCOM  
Jeff Veliquette - Rancho Adobe  
Melissa Estrella-Lee – ATTC  
William Buck – REDCOM  
Casey Vanier – AFSCME

Notice: Copies of additional materials provided to the Board of Directors for information on agenda items are available at the County of Sonoma Clerk of the Board's Office and the REDCOM fire & EMS 9-1-1 Center.

1. Call to Order Made by Steve Arke @ 2:59pm

2. Approval of the Agenda

Motion to approve Agenda made by Dave Crawl, Second Daryel Dunston -  
Discussion - No Further comments - Approved unanimously - Motion passed.

3. Public Comment Period

Anyone from the public may address the REDCOM Board of Directors regarding any subject over which the Board has jurisdiction, but which is not on today's agenda. Individuals will be limited to a three-minute presentation.

No action will be taken by the Board as a result of any items presented at this time.

None

Steve Arke - Moved to close session @ 3:02pm

## Closed Session Calendar

4. Closed Session: Conference With Labor Negotiators Pursuant to California Government Code Section 54957.6.

Agency designated representatives: Stephen Akre, Mark Heine, Daryel Dunston, Evonne Stevens, Ethan Pawson, Jenica Maldonado, Charlotte Jourdain, Deborah Muchmore.

Employee organization: United EMS Workers, AFSCME Local 4911.

Back in session @ 3:15pm

Ethan Pawson – Close representative will be as follows - Stephen Akre, in for Mark Heine will be Ron Busch, Daryel Dunston, Evonne Stevens, Ethan Pawson, Jenica Maldonado who is online, Charlotte Jourdain, Deborah Muchmore.

Janica Maldonado - Thank you, Chief. I am on video, Special counsel to REDCOM on employment matters. The Directors is not in closed session to consider an ongoing negotiation that the district has been having with AFSCME related to the transition of employees from AMR to the JPA. Specifically considered what the status of a side letter that was negotiated at the most recent bargaining session between the parties. The Board members agreed in principle to approve to the extent that they are able to do so, signing of that side letter recognizing that we are still awaiting the union signature. Although it is our understanding that the version approved meets the expectations and fully accepted all the changes that was were proposed by union council to that agreement. The hope and expectation from the Board is that the union will sign this letter. Chief Akre has been authorized on behalf of the Board to sign the letter he will do so. I have been directed to facilitate completion of the side letter, assuming that the union proceed with its representation that they are interested in signing the version that has been circulate by its attorney. The extent that any minor modifications need to be made, such as rates of pay or any other changes that might be noted in the offer letters that are attached to that side letter, Chief Akre is approved to make those modifications and ensure that the documents is fully executed.

Steve Akre – Thank Janica. Moving into our regular session calendar.

## Regular Session Calendar

5. Action Item: Ratification and approval of the Side Letter between REDCOM and United EMS Workers, AFSCME Local 4911 regarding Recognition and Continuation of Collective Bargaining Agreement

Steve Akre – I believe what we are looking at is within couple of minor modifications to that authorizing the Board Chair to execute that side letter once it is received from the union as well as to make a minor modification that are necessary to keep us on our timeline with the offer letters.

Ethan Pawson – Great explanation, Chief Akre. Just following up with what Jennica provided out in our closed session. There is minor modification from the agenda language. And at this stage, we will not be formally ratifying the letter as we have not received a signed copy from the union. But the action being taken by the Board today is approving these from your perspective the side letter and allowing Chief Akre to take any minor modifications or corrections to be able to achieve that ratification and at our next meeting.

Steve Akre - Thank you Ethan.

Motion to approve Ratification and approval of the Side Letter between REDCOM and United EMS Workers, AFSCME Local 4911 regarding Recognition and Continuation of Collective Bargaining Agreement made by Daryel Dunston, Second Jason Boaz - Discussion - No Further comments - Approved unanimously - Motion passed.

6. Action Item: Adopt a Resolution establishing REDCOM employee pay ranges and public pay schedule (for the Communications Dispatcher classification).

Motion to approve Resolution 2024 – 20 was made by Jason Boaz, Second Dave Crowl – Discussion – No further comments – Roll call was made – Approved unanimously – Motion passed.

7. Action Item: Adopt a Resolution Approving the REDCOM Personnel System Rules for Classification, Compensation, And Recruitment of Employees (for the Communications Dispatcher classification) and Authorizing the Executive Director to Make Non-Substantive Changes to the Personnel System Rules.

Motion to approve Resolution 2024 – 21 was made by Daryel Dunston, Second Jason Boaz – Discussion – No further comments – Roll call was made – Approved unanimously – Motion passed.

8. Action Item: Adopt a Resolution to participate in State Disability Insurance (SDI).

Motion to approve Resolution 2024 – 22 was made by Dave Cowl, Second Ron Busch – Discussion – No further comments – Roll call was made – Approved unanimously – Motion passed.

9. Action Item: Adopt a Resolution Approving the Employees' Compensation and Benefits package (for the Communications Dispatcher classification).

Motion to approve Resolution 2024 – 23 was made by Jason Boaz, Second Daryel Dunston – Discussion – No further comments – Roll call was made – Approved unanimously – Motion passed.

10. Action Item: Adopt a resolution approving the REDCOM organizational chart and the addition of 31.0 FTE positions; authorize the Executive Director to initiate Seniority Bridging to staff the REDCOM operations center effective October 9, 2024; and direct the Executive Director to work with the County of Sonoma Treasury on related budget adjustments.

Motion to approve Resolution 2024 – 24 was made by Daryel Dunston, Second Ron Busch – Discussion – No further comments – Roll call was made – Approved unanimously – Motion passed.

11. Next Special meeting will be – September 26, 2024, at 2:00 pm

12. Adjournment- Motion to adjourn.

Motion to Adjourn made by Jason Boaz approved unanimously @ 3:36pm