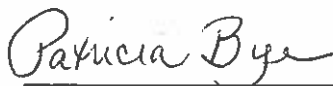


**MINUTES OF THE FEBRUARY 13, 2020 REGULAR MEETING OF THE  
BORREGO SPRINGS FIRE PROTECTION DISTRICT.**

1. Director Tidwell called the meeting to order at 4:00 p.m.  
Directors present were: Bradley Tidwell, Paul Reisman, Linda Haddock, Fred Jee and Annmarie Tidwell.
2. (m: P. Reisman s; F. Jee) approve the Agenda for the February 13, 2020 board meeting. Motion carried unanimously.
3. (m: A.Tidwell s; B.Tidwell) approve the January 9, 2020 board meeting minutes. L. Haddock abstained. Motion carried
4. (m: L.Haddock s; F.Jee) review and approve the January 2020 district financial report. Motion carried unanimously.
5. (m: P. Reisman s; A.Tidwell) review and approve the expense vouchers for the period of January 10, 2020 through February 13, 2020. Motion carried unanimously.
6. 700 Forms signed and returned. Director Haddock is filing electronically and will submit a copy to the District for file.
7. County of San Diego Household Hazardous and Electronic Waste Day Collection Event for unincorporated residents will be held on Saturday, 03/14/2020 at the Borrego Springs High School – gym parking lot 9:00 a.m. to 2:00 p.m.
8. There were no staff monthly reimbursements during the month of February 2020.
9. Review of incident report for the month of January 2020.
10. Regular meeting ended at 4:15 p.m. into Closed Session
11. No report from closed session:
12. Meeting closed at 4:55 p.m.



Respectfully Submitted,  
Patricia Bye, Administrative Officer

**MINUTES OF THE MARCH 12, 2020 REGULAR MEETING OF THE  
BORREGO SPRINGS FIRE PROTECTION DISTRICT.**

1. Director Bradley Tidwell called the meeting to order at 4:00 p.m.  
Directors present were: Bradley Tidwell, Paul Reisman, Fred Jee and Annemarie Tidwell, Director Linda Haddock was not present for the meeting.
2. (m: P. Reisman s; A. Tidwell) approve the Agenda for the March 12, 2020 board meeting. Motion carried unanimously.
3. (m: P. Reisman s; F. Jee) approve the February 13, 2020 board meeting minutes. Motion carried unanimously.
4. (m: F. Jee s; P. Reisman) approve the February 2020 district financial report. Motion carried unanimously.
5. (m: F. Jee s; B. Tidwell) approve the expense vouchers for the period of February 13, 2020 through March 12, 2020. Motion carried unanimously.
6. (m: F. Jee s; P. Reisman) approve Resolution 2020-01, a resolution of the Borrego Springs Fire Protection District repealing the salary schedule adopted by Resolution 2018-05 and adopting Resolution 2020-01 an updated salary schedule. Motion carried unanimously.
7. (m: F. Jee s; A. Tidwell) approve Resolution 2020-02, a resolution of the Borrego Springs Fire Protection District authorizing the Fire Chief to apply for Community Enhancement Program Funding for the year 2020. Motion carried unanimously.
8. (m: F. Jee s; P. Reisman) approve Resolution 2020-03, a resolution for the Borrego Springs Fire Protection District to continue to participate in the San Diego County Fire Mitigation Fee Program. Motion carried unanimously.
9. Study session regarding employee retention and recruitment. The Fire Chief reports that the district has a 50% employee turnover rate. Due to the Fire Districts' compensation package being 29% lower than other agencies it is difficult to attract applicants. If this trend continues the Fire District may not be able to retain enough employees to be fully staffed.

The Fire Chief states that there are 3 possible solutions to remedy the problem:

- Raise Revenue (Ask voters to approve a special tax)
- Lower Staffing Levels
- Reduce Services

10. There were 3 staff monthly reimbursements during the month of March 2020.
11. Review of the incident reports for the month of February 2020.
12. Regular meeting ended at 4:34 p.m. into closed session.