

FARMINGTON FIRE PROTECTION DISTRICT

ORGANIZED 1936
POST OFFICE BOX 25
FARMINGTON, CA 95230
209-886-5321

MINUTES
Regular Board Meeting
December 22, 2025
7:00PM

1. **Call to Order -**
Meeting call to order by President Briggs at 7:07pm.
2. **Establish a Quorum -**
A Quorum was established by verbal roll call. Directors Briggs, Cross, Lemos, Samuel, District's General Council John Luebberke and Interim Chief Conni Bailey were all recorded present. Director Latini recorded as absent.
3. **Flag Salute -**
Recited
4. **Approval of Minutes -**
November 24, 2025 minutes - President Briggs asked for any comments or questions on the minutes presented.
 - Director Lemos discussed that any attachment needs to be added to the minutes. The attending attorney "John" advised that all attachments to the minutes need to be added to the minutes when necessary.
 - Director Briggs stated the statement "the attending attorney John advised", should be worded "Districts General Council John Luebberke advised". *
 - Director Lemos stated on page 2 - 11 a. The order of the of signing the proposition 4 resolution was incorrect. **President Briggs signed the resolution** should follow the vote to accept.

With no other corrections, Director Lemos motioned to accept the minutes as presented with any resolutions attached. Director Samuel seconded the motion. A roll call vote was taken as follows:

Briggs - Aye
Cross - Absent
Latini - Aye
Lemos - Aye
Samuel - Aye

Motion Passed

5. **Public Comment -**
 - Chief C. Bailey requested to read a letter at the board meeting written by one of the firefighters. Approval was given by the board and attending District Council John LaBurke. Chief Bailey read the letter and entered it into the official record. (Please see attached)
 - FF Cazarez commented on the seriousness of this letter and could not understand why Director Briggs was laughing during the reading of it. He

also stated how he felt unsafe and uncomfortable concerning Director Briggs actions over the past year.

6. Budget Status Report - as of November 30, 2025 -

Cash on hand Account #48501 - General Fund	\$1,069,696.33
Cash on hand Account #48505 - Grant Fund	3,054.64
Cash on hand Account #48551 - Strike Team Fund	112,076.80
Cash on hand Account #48591 - Capital Outlay Fund	<u>11,988.77</u>
Total:	\$1,196,816.54

7. Payment of Bills - December 2025 -

There was a long discussion due to the confusion by the board on the budget status report. After clarifying the confusion, the meeting moved on. Director Briggs stated he was doing an audit on payroll and found that the hours worked were not covering a lot of the overtime worked. Assistant Chief Kalebaugh tried to explain the FLSA payroll law and the difference from the normal 40-hour work week specifically for emergency services to control overtime issues.

Other items discussed-

- Adopting a guide for overtime pay
- Sick and vacation time
- Chief's workers comp. pay

With no other discussion Director Lemos motioned to pay the bills, Director Samuel second the motion. A roll call vote was taken as follows:

Briggs -	Aye
Cross -	Absent
Latini -	Aye
Lemos -	Aye
Samuel -	Aye

Motion Passed

8. District Consultant Report -

Chief Bailey reported there was no contact from the district consultant.

9. Chiefs Report -

See attached December report.

President Briggs reported that Chief Matt Bailey was out on a back injury that happened during a call. He was in emergency and was home now waiting on tests.

10. Correspondence -

- a. Director Lemos questioned the power station plans on Copperopolis Rd. Stating that this department is not equipped for an emergency for this area. More research must be done, 5 acres will be set up for peak time use for the lithium battery. We must discuss with the company on fire suppression safety. Also need to contact the county with any information on this project.

11. ACTION ITEMS:

A. MOU between San Joaquin County Community Development and Farmington Fire Protection District -

Chief C Bailey reported the MOU had been misplaced and needed to be signed again. President Briggs and Chief M Bailey needed to sign the MOU again. No action needed to be done as it was approved at the November meeting.

b. Discussion and potential action regarding appointment of acting Fire Chief to serve during the current Chief's absence -

The Districts General Council recommended that we appoint an acting Chief temporarily until Chief M Bailey returns from his injury. Currently Conni is down here 24/7 just going home on Sunday for 6 hours. A lengthy discussion was held covering a lot of items. At the end no action was taken.

c. Discussion and potential action regarding changes to District administrative functions: banking, bookkeeping, board clerk duties and web site maintenance -

Discussion was held on streamlining the administration duties and whether there was a need to contract out to a third party to handle a lot of the duties to free up staff for operations. Director Briggs recommended another ad hoc committee consisting of two board members and the Chief/staff as needed to study all the duties listed above. President Briggs motioned to appoint Director Lemos, Director Samuel and Chief/staff as directed as needed to assist the ad hoc committee. Director Cross second the motion. A roll call vote was taken as follows:

Briggs -	Aye
Cross -	Aye
Latini -	Absent
Lemos -	Aye
Samuel -	Aye

Motion Passed

d. Discussion and potential action regarding employee staffing, work hours, and schedules -

The Board discussed the issue of staffing, hours worked and the total cost of having station coverage 24/7. Several examples were given on cutting back on administrative duties and how to split the hours and paying a stipend for the night shift. President Briggs stated that the staffing is the first thing that needs to be addressed then figure out the costs and where the district can save money.

President Briggs motioned the following assisted by the attorney - "Until further directed by the board the department is to be staffed 24/7 - 365 days a year with 2 firefighters at all times, with the details of the scheduling administered by staff, that the priority being the avoidance of overtime to the lowest degree possible." Director Lemos second the motion. A roll call vote was taken as follows:

Briggs -	Aye
Cross -	Aye
Latini -	Absent
Lemos -	Aye
Samuel -	Aye

Motion Passed

12. Closed Session items:

- a. Conference with legal counsel - anticipated litigation 54956.9(9)(2): One case
Meeting adjourned to closed session at 9:00pm.

Regular meeting reconvened at 9:47pm. President Briggs reported no action taken.

13. **Good of the Order -**
NONE.

14. **Adjournment -**

Director Lemos motion to adjourn the meeting, Director Cross second the motion.
A roll call vote was taken as follows:

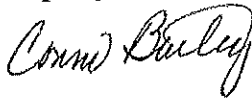
Briggs -	Aye
Cross -	Aye
Latini -	Absent
Lemos -	Aye
Samuel -	Aye

Motion Passed

With no other business to discuss the meeting was adjourned at 9:48PM

The next meeting is scheduled for January 26, 2025 at 7:00PM at Station 4-1

Respectfully Submitted,



Conni Bailey
Fire Chief/
Board Clerk