

**ALBION LITTLE RIVER FIRE PROTECTION DISTRICT
MINUTES
BOARD OF DIRECTORS SPECIAL ANNUAL EVALUATION SESSION**

WEDNESDAY, JANUARY 20, 2016, 7:00 PM, ALBION SCHOOL, 30400 ALBION RIDGE ROAD, ALBION, CA

The board of Directors' special annual evaluation meeting of the Albion Little River Fire Protection District is directed in district bylaws to be held in January of each year to "critique board performance of the past year, evaluate the performance of the fire chief, and discuss planning strategies for the coming calendar year". No other business was considered at this special meeting.

- 1. Call to order and determination of a quorum:** Called to order at 7:07pm by President Chris Skyhawk. All board members present (Michael Issel, Alan Taeger, Debbi Wolfe, Scott Roat). Also present were several members of the public.
- 2. Public communication to the board:** Karen Calvert submitted property tax appeals materials to the board. Malcolm Macdonald asked several questions relating to board committee membership and appeals procedures.
- 3. Annual Evaluation:**
 - a. Evaluate performance of the fire chief:** Comments from the board: "We are privileged to have Ted as our chief;" "Ted is fair-minded;" "No one has left the fire department (or the board) because of conflict with the chief;" "Ted uses scrupulous delegation of resources;" "Ted tries to do too much himself. He needs to delegate more, though that is difficult."
 - b. Discuss and critique board performance of the past year:** There was little to no discussion of board performance of the past year.
 - c. Discuss planning strategies for the coming calendar year:** Board discussion included the following comments: Avoid bickering. Find ways to extend service of firefighters beyond average seven years. Same for board members. Prioritize issues. Find ways to stop asking firefighters to fundraise. Find ways to solve housing shortage issues for firefighters. List all committees and all committee members on each agenda. Find a way to address public feedback; is there a better structure to respond to public inquiry? Public meetings are a crucible for democracy. We can't make all people feel good all the time. We need to make people feel they are heard and understood. Grant pending to fund examination of board strategic planning and organization. Posit goal to create centripetal rather than centrifugal forces. Culture trumps planning; we must work together, help one another. Unfreeze how we have worked, change form and re-freeze for better. Words are good; we need to convert words to action. Consensus needed that board members be responsible for board projects, not volunteers or outside persons. Board needs to set up long term priorities. Progress will take time; request patience from board and public.
- 4. Adjournment:** 9:27pm

Minutes approved as corrected by unanimous vote of the Board of Directors at the February 10, 2016 regular business meeting.