



Schell Vista Fire Protection District

22950 Broadway Sonoma, Ca. 95476

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MEETING MINUTES

Schell-Vista Fire Protection District

Board of Directors Special Meeting

Date: Tuesday, May 12th, 2026
Time: 7:00 PM
Location: 22950 Broadway -Station #1

1. CALL TO ORDER / ROLL CALL AND ESTABLISHMENT OF A QUORUM

Director Mindy Neves called the meeting to order at 7:00 PM. Directors Bob Kruljac, Bill Steach, Hal Stober, and Ken Finn were present. A quorum was met.

Also present were Chief Ray Mulas, District Accountant Stacie McCambridge, Clerk of the Board Robin Woods, and Firefighters Mickey Breen, Kevin Plume, John Bragg, Chanton EM, Jayden Filippi, George Norton, Juan Velasquez, Jerry Jauregui, Jayden Ruybalin, and Beto Botello. Chris Derner and Bob Molesworth, Representatives of The Professional Fire Fighters of Sonoma County Local 1401, were also in attendance.

2. PUBLIC COMMENT PERIOD

Mickey Breen, representative for L1401 Schell-Vista Professional Firefighters, read the following letter to the Board:

Good evening, Board Members,

My name is Mickey Breen, and I am speaking tonight on behalf of Schell-Vista L1401 regarding the two items we have respectfully asked the Board to reconsider:

First, the reinstatement of the in-lieu of healthcare benefit.

Second, pay parity alignment with Sonoma County Fire District, consistent with the intent and purpose behind Measure H and the District's strategic plan.

Tonight, I want to emphasize that this request is not just about compensation. It is about stability, fairness, retention, and the long-term health of this department.

We recognize that difficult decisions must be made in public service. We understand that budgets matter, and we understand the Board has a responsibility to the taxpayers. At the same time, we believe there is an opportunity to continue strengthening support for the people who respond at all hours of the day and night to serve this community.

The requests before you tonight represent an opportunity to continue moving in a positive direction and to build on trust between the full-time staff and the Board of Directors.

Reinstating the in-lieu benefit would demonstrate goodwill and acknowledgment toward employees who made personal healthcare decisions based on previously established practices. It is also important to recognize that employees utilizing the in-lieu option represent an overall cost

savings of more than \$60,000 to the District when compared to providing full healthcare coverage.

Likewise, continuing toward pay parity alignment with Sonoma County Fire District reflects the spirit and intent of Measure H and aligns with the District's strategic direction. It also recognizes the reality that competitive compensation plays an important role in retaining qualified firefighters in today's environment. Strong retention helps maintain a stable and experienced workforce for this community.

This is not about creating division—it is about continuing to find a path forward together. The employees of this department care deeply about Schell-Vista Fire. We want this Organization to succeed. We value positive relationships with the Board and appreciate the efforts that have been made to move things forward.

Tonight, we are respectfully asking the Board to bring these items forward for a motion, a vote, and a decision—not only as financial considerations, but as an investment in continued progress, improved morale, and the long-term strength of this department.

Thank you for your time and consideration.

3. NEW BUSINESS AND CONTINUE UNFINISHED BUSINESS

- a. Review MOU and Procedures regarding “In-Lieu of” Medical Policy. **Discussion and Possible Action**

Director Neves introduced the discussion and opened the floor for discussion.

Director Kruljac made the motion that a “side letter” be added to the MOU reinstating the ‘Cash-In-Lieu Payment’ that the District would pay employees, who meet the requirements, 50% of what the District would otherwise pay to cover them and their qualified dependents but not exceed a maximum of \$1,400 per month. This payment is taxable and will be paid on a proportionate basis every pay period on the employee’s paycheck where the employee is responsible for their portion of taxes. Director Finn seconded the motion. Director Neves opened the floor for questions, discussion, and public comments. Director Stober stated he would vote in favor of the motion to support the Chief’s recommendations. Director Neves called for a vote. The motion passed by the following vote:

Director Neves – Yes
Director Finn – Yes
Director Kruljac – Yes
Director Steach – Yes
Director Stober - Yes

- b. Review Salaries in Relationship to other Sonoma County Agencies- **Discussion and Possible Action**

Director Neves opened item for comment and discussion.

Director Stober made the motion to take no action on this item. Director Kruljac seconded the motion. Director Neves opened the floor for questions, discussion, and public comments. Director Finn expressed he finds no reason to review this as the MOU was just signed. There were no public comments. Director Neves called for a vote. The motion passed by the following vote:

Director Neves – Yes
Director Finn – Yes
Director Kruljac – Yes
Director Steach – Yes
Director Stober - Yes



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4. ANNOUNCEMENTS/GOOD OF THE ORDER

Chief Mulas shared information about the drills and training at sears Point.

5. ADJOURMENT

Director Kruljac made the motion to adjourn the meeting at 7:30 PM. Director Stober seconded the motion. Director Neves called for a vote and the meeting was adjourned by the following vote:
Ayes-5 Noes-0 Absent-0 Abstain-0

Next scheduled meeting is June 3, 2025

If Applicable, Board meeting documents are available to review at SVFPD Station 1, 22950 Broadway, Sonoma, CA 95476. Please call (707)938-2633 for an appointment