

**EL DORADO COUNTY FIRE PROTECTION DISTRICT  
STRATEGIC PLANNING WORKSHOP**

**March 31, 2022**

1:00 P.M. – 4:00 P.M.  
Camino Seventh Day Adventist Church  
3520 Carson Road, Camino, CA 95709

Join Zoom Meeting

<https://us02web.zoom.us/j/83034929829?pwd=QnFBcHdxeGxtWWJCSWpYcHZtYUkrdz09>

Meeting ID: 830 3492 9829

Passcode: 121245

One tap mobile

1(669)900-9128

**Fire Chief, Tim Cordero**

**1:00 P.M. OPEN SESSION**

**1. CALL TO ORDER:**

Director Swarbrick called the meeting to order at 1:00 P.M.

**2. ROLL CALL:**

Present: Brunton, Swarbrick, Harper, Kaiserman, Gilchrest

Absent: None

**3. PLEDGE OF ALLEGIANCE:**

The Pledge of Allegiance was recited.

**4. APPROVE AGENDA:**

*It was moved by Director Kaiserman and seconded by Director Gilchrest to approve the agenda as presented. The motion was passed by the following vote:*

Ayes: Brunton, Swarbrick, Harper, Kaiserman, Gilchrest

Noes: None  
Absent: None

**5. PUBLIC COMMENT:**

The following people made public comments throughout the Strategic Planning meeting:

Jim Clark  
Bill Avritt

**6. Strategic Planning Workshop:**

- A. Retention and Recruitment
- National Survey
  - HR Committee Report Out

Director Swarbrick gave a brief overview of the HR Committee meeting that took place March 21, 2022.

- General discussion on bullet points from the HR Committee Meeting:
  - Succession Planning
    - Fire Chief
      - Salary Options
    - Division Chief
    - Captains
  - CALFIRE Options
  - Training Opportunities
    - Investing into Employee
  - How do we sell ourselves?
  - Road map for promotional opportunities.
    - Training pathways.
    - Career tracks.

**14. FUTURE MEETING DATES:**

TBD Survey to be sent out for date selection.

Consultant Presentations.

- 15. ADJOURNMENT:** *At 3:43 P.M. it was moved by Director Kaiserman and seconded by Director Harpter to adjourn; all in favor.*