

North Lyon County Fire Protection District
195 East Main Street
Fernley, Nevada 89408
District Office (775) 575-3310 District Fax (775) 575-3314

MINUTES

NORTH LYON COUNTY FIRE PROTECTION DISTRICT

July 1, 2024

1. Call to Order

The meeting was called to order at 1801.

Directors present included Paul Murphy, Michael Toombs, Harry Wheeler, and Debbie Skinner. Director Rodriguez was absent.

The Pledge of Allegiance was led by Director Skinner. A moment of silence followed.

2. Public Comment (No action will be taken on any subject during public participation until it has been properly placed on an Agenda for a subsequent meeting. Public comment is limited to three (3) minutes per person. Unused time may not be reserved by the speaker, nor allocated to another speaker. The public may comment on any matter that is not specially included on an agenda as an action item or comment on a specific agenda item. Items not included on the agenda cannot be acted upon other than to place them on a future agenda.)

None.

3. Discussion and action regarding ratification of FY23-24 and FY24-25 CBA *

Chairman Murphy explained there was an article that came to their attention, that was not the currently agreed upon article. We worked with the Union's negotiating team, and we found minutes from the August 2022 meeting. Unfortunately, we could not find the minutes from the meeting before this, and that is where the actual actionable item is being discussed.

He stated that in these minutes, Item #8- Discussion regarding Local 4547 negotiations.

Chief Nicholl shared that there was the first step Captain's wage. It was a rollover issue when this contract was initially negotiated two years ago. Chief Nicholl and Local 4547 Union President, Joe Mendoza met and were able to agree on a couple of very small changes to Article 4. They also added the Battalion Chief grade, which is one of the pay scales that we approved prior to passing the current budget. Chairman Murphy added Mr. Mendoza added item G.-Language regarding acting officers. Based on the language we received from IAFF 4547, President Joe Mendoza at the last meeting, Article 4-Salaries. This is the currently accepted form of that article. He added that there was an MOU between the District and Local 4547 that was approved, and it was never pushed forward in the contracts that we all have in our possession now. He stated that we would rectify that, and he added that he feels it would be

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appropriate to accept Article 4, specifically the box with the grades in it, the pay scales. The language is going to be what was proposed in the TA'd article at the last meeting. Chairman Murphy explained that if you look at just the boxes, the Step 1 Captain's Wage was corrected to reflect the current MOU language, and a Battalion Chief Scale, Steps 1-5 was added. Director Toombs stated that the difference was \$25.47. He added that there was a percentage difference, looking at the steps from 3, 4, and 5. They are appropriate in percentage spread and Step 1 wasn't adjusted appropriately, and it was adjusted to mirror the percent spread. He shared that it was 5% or 10 % that was added from the Firefighter/Paramedic/Engineer grade. Chairman Murphy explained that the Battalion Chief's wages were comparable at that time, to his understanding when that MOU was pushed forward. Mr. Joe Mendoza added that we've carried on the same percentage spread from Step 5 Captain. He stated that it was when the Board allowed the contract to be opened that the negotiations between the Union and the Fire Chief that we agreed to, that was presented.

Chairman Murphy stated that with this addition to the rest of the TA'd packet, this would complete a TA'd copy of all of the articles that were discussed and agreed upon for both fiscal years. At this point, we can ratify the document as a whole. The changes that were presented to the Board were specifically the articles and the language that was changed. He explained that we could ratify at this point, and then it would go to the Union Membership to ratify. Once both parties have reached a consensus and ratified, it now becomes a legally binding document and the new CBA for the duration of this fiscal year coming up that will end on June 30, 2025, and he added that it is a 1-year contract. Based on the previous relationships, the Union wasn't comfortable entering into a multi-year contract. He added that we have made some big strides in rebuilding a lot of that trust in those relationships to work us into a multi-year contract.

Chairman Murphy explained that once everyone ratifies it, it will become the new contract.

Director Toombs asked Chief Bunn if he was comfortable with the language in the modified agreement, and Chief Bunn responded, yes. Director Toombs added that he took his responsibilities in carrying out NRS.288 very seriously because it was something that we jumped into immediately upon him getting on the Board. He added that he is very happy that we have gotten to an agreement that we can provide to the Union with our ratification.

Chairman Murphy explained that the Union's lead negotiator, Joe Espinoza, has provided him with a rough draft with all of the changes. If it is approved, it will be the new contract. He added that we are still doing some formatting. He explained that based on how the draft looks, the articles that were specific to 2023-24, were denoted on the title, for the sake of saving paper and keeping it clean. He added that in the next contract cycle, we will bring a new contract to ratify, and it will be the new contract cycle, and not 2 years' worth of negotiating in one contract.

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Director Wheeler made a motion to ratify the CBA contract as written for Fiscal Year 2023-24, and Fiscal Year 2024-25.

Director Skinner seconded the motion.

The motion carries as follows: 4-0-1

Murphy	Aye	Rodriguez	Absent
Toombs	Aye		
Wheeler	Aye		
Skinner	Aye		

Chairman Murphy thanked everyone involved in working on the negotiations, and everyone worked well together.

4. Public Comment (No action will be taken on any subject during public participation until it has been properly placed on an Agenda for a subsequent meeting. Public comment is limited to three (3) minutes per person. Unused time may not be reserved by the speaker, nor allocated to another speaker. The public may comment on any matter that is not specially included on an agenda as an action item or comment on a specific agenda item. Items not included on the agenda cannot be acted upon other than to place them on a future agenda.)

Mrs. Becki Howlett reminded everyone to come out to the Fourth of July Parade starting at 10 a.m.


Mrs. Debbie Skinner commented as a citizen that her aunt recently lost her home to a fire. She wanted to say how thankful she was to all of the firefighters for doing such a great job.

5. Adjournment*

Chairman Murphy adjourned at 1815.

NOTE(s): All items indicated by an asterisk (“*”) were Action Items. A complete and detailed record of this meeting was recorded on Micro SD Recorder July 1, 2024

Respectfully Submitted by:


Shannon Moffett, Administrative Assistant
North Lyon County Fire Protection District

August 8, 2024

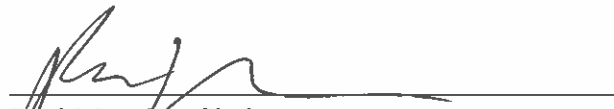
Date

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Approval of Minutes

July 1, 2024

	<u>For</u>	<u>Against</u>	<u>Abstain</u>	<u>Absent</u>	
<u>1</u> Approved as Read	<u>5</u>	<u>0</u>	<u>0</u>	<u>0</u>	_____
____ Approved with Corrections	_____	_____	_____	_____	_____



Paul Murphy, Chairman
North Lyon County Fire Protection District

August 8, 2024
Date