



North Lyon County Fire Protection District

195 East Main Street

Fernley, Nevada 89408

District Office (775) 575-3310 Fax (775) 575-3314

Brian Bunn, Fire Chief

Notice of Meeting

Date: May 15, 2025

Time: 6:00 p.m. or 1800 hours

Location: 195 East Main Street
Fernley NV 89408

Directors

Chair Jay Rodriguez, Director

Paul Murphy, Vice Chair Alyssa Roemer, Director

Debbie Skinner, Secretary/Treasurer

NLCFPD Board of Directors Meeting Agenda

1. Call to Order, Pledge of Allegiance and Moment of Silence

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 specifically 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.

2. **CONSENT AGENDA*** All matters listed under the consent agenda are considered routine and may be acted upon by the Board of North Lyon County Fire Protection District with one action, and without an extensive hearing. Any member of the Board or any citizen may request that an item be taken from the consent agenda, discussed, and acted upon separately during this meeting.

3a. Review and Approval of Board Agenda

3b. Review & Approve Board Minutes - April 3, 2025, April 17, 2025

3c. Review of Response Statistics

4. Discussion and action regarding vacant Board of Director*

5. Discussion and action regarding Board of Director positions*

6. Discussion and possible action to approve the 2025-26 NPAIP Member Coverage*

7. Discussion and possible action regarding Workers Compensation Insurance Coverage*

8. BUDGET WORKSHOP: Discussion regarding FY2025-26 Budget *(not to exceed 60 minutes)*

9. Discussion and possible action to ratify the FY2025-26 CBA*

10. Fire Chief Report

11. Reports of Directors, Staff, Volunteers, Local 4547, City of Fernley

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12. Adjourn

Notices: 1. The Board may act on any of the “*” items.

2. At any time, the order of agenda items may be changed, removed, or combined with another item with Board consensus.

3. The Board may limit the amount of time for public comments based upon the number of speakers on the same subject.

4. North Lyon Fire will make reasonable efforts to assist and accommodate individuals with disabilities desiring to attend the meeting. Please contact the District Office at (775) 575-3310 in advance so arrangements can be made.

5. Staff reports and supporting material for the meeting are available at the North Lyon County Fire Admin Office, 195 E. Main Street, Fernley NV 89408, by calling the Admin Office at (775)575-3310 or the District’s website at www.northlyonfire.org, pursuant to NRS 241.020.

CERTIFICATE OF POSTING

I, Kasey Miller, do hereby certify that I posted or caused to be posted, a copy of this agenda at the following locations on or before 9:00 a.m. May 12, 2025:

1. North Lyon County Fire Protection District, 195 East Main Street, Fernley, Nevada 89408
2. U.S. Post Office, Hardie Lane Fernley, Nevada 89408
3. City of Fernley – City Hall, 595 Silverlace Blvd, Fernley, Nevada 89408
4. Lyon County Manager, 27 S. Main Street, Yerington, Nevada 89447
5. Nevada Public Notice Website, www.notice.nv.gov

Distribution: To ALL persons requesting notification.

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MINUTES

NORTH LYON COUNTY FIRE PROTECTION DISTRICT

April 3, 2025

1. Call to Order

The meeting was called to order at 1801.

Directors present included Michael Toombs, Debbie Skinner, Jay Rodriguez, and Alyssa Roemer. Director Paul Murphy was absent.

The Pledge of Allegiance was led by Director Alyssa Roemer. 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. CONSENT AGENDA* All matters listed under the consent agenda are considered routine and may be acted upon by the Board of North Lyon County Fire Protection District with one action, and without an extensive hearing. Any member of the Board or any citizen may request that an item be taken from the consent agenda, discussed, and acted upon separately during this meeting.

3a. Review and approve of Board Agenda

3b. Review & Approve Board Minutes

3c. Review of Response Statistics

Chief Bunn stated that the data in the last three pages of the Response Statistics, which provides a detailed report of the aid given and received. He explained that we made 22 aid calls in March, and 15 of those were from our neighboring agencies to support our operations.

Director Rodriguez made a motion to approve the CONSENT AGENDA.

Director Skinner seconded the motion.

The motion carries as follows: 4-0-1

Toombs	Aye	Murphy	Absent
Skinner	Aye		
Rodriguez	Aye		
Roemer	Aye		

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4. Discussion and possible action regarding Revenue and Expenditures*

4a. Enterprise Fund Revenue and Expenditures

4b. General Fund Revenue and Expenditures

Chairman Toombs stated that with the Board's permission, we will strike this item from the agenda because there are no reports for tonight.

5. Presentation of Cadet Awards

Firefighter Jesse Richardson runs the Cadet program, and he shared how dedicated Marcus Landa and Travis Dodge are to the program and presented them with their Phase I pins. He added that we recently had a fundraiser at Black Bear Diner, and the number of compliments that came in regarding all of the cadets was outstanding. Mr. Richardson added that he recently tested the cadets for an open Lieutenant position, and Travis Dodge was promoted to Second Lieutenant.

Mrs. Linda Carr presented Gunner Beamer with the Chief Carr Award. Firefighter Richardson explained that Gunner has stepped up this year and is a well-rounded individual who will go far in the fire service.

Chairman Toombs added that the cadets did an amazing job at the Black Bear Fundraiser and that everybody noticed the professionalism that the staff has instilled in them.

6. Discussion and action to approve Corrective Action Plan for FY 2024 Audit*

Chairman Toombs explained that pursuant to NRS 354.6245, the Department of Taxation is charged with reviewing of all annual audits to determine their compliance with statutes and or regulations. We added that we had our audit recently, and there was one finding. In the agenda packet, there is a Corrective Action Plan, and it is noted that the Ambulance Fund owed the General Fund \$62,963.00. He explained that our Correction Action Plan is laid out to address that finding. Chairman Toombs added that when we go over the final budget, that Corrective Action Plan will have a line item in the budget to address the shortage where the Ambulance Fund has to pay back the \$62,963.00 to the General Fund.

Director Rodriguez made a motion to approve the Corrective Action Plan for FY 2024 Audit. Director Skinner seconded the motion.

The motion carries as follows: 4-0-1

Toombs	Aye	Murphy	Absent
Skinner	Aye		
Rodriguez	Aye		
Roemer	Aye		

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7. Discussion and action to approve the FY 2025-26 Tentative Budget*

Chairman Toombs explained that the Tentative Budget is due to the State Department of Taxation no later than April 15th. We still have work to get to our final budget, which will be due to the Department of Taxation by June 1st. He added that one of the items that we will be discussing later is that we will have to have a public hearing on that budget. He explained that the notice goes out on May 5th, which is the earliest date that we can have a public notice for the hearing on the final budget. That notice for the public hearing for the budget should be published no more than 14 days, or less than 7 days, before the date of the hearing. Chairman Toombs mentioned that sometime in late May, we will have a special meeting for the public hearing on the final budget. Chairman Toombs stated that accountant David Silva took all the numbers at this time from the Ad Valorem and C tax and has entered those into the package that is required by the state for the Tentative Budget. He added that if you look at the numbers on page 1, our FTE's, our population, and our assessed evaluation. Page 4 is the property tax rate and reconciliation that the state comes out with as far as we will get on our property tax and the Ad Valorem.

He added that page 5 in the packet is the estimated revenues and other resources, government fund types, expendable trust funds, and the tax-supported property funds. Between the General Fund and the Acquisition Fund, we are looking at \$4.6 million. Next is the estimated expenditures for the General Fund and Acquisition Fund, the Proprietary non-expendable trust funds, and the Ambulance Fund, and is starting out in the negative for now. Chairman Toombs added that our expenses are outpacing our revenues.

Mrs. Kasey Miller joined via telephone and explained that we don't have the final numbers yet. This is just the Tentative Budget, and is something to give to the state, and it is not what we are going to present at the end, and we all know this.

Chairman Toombs stated that negotiations for the Collective Bargaining Agreement haven't been finalized yet, and until we get our final numbers, that will be put into the Tentative Budget. This is what we have to submit to the state by the 15th of the month. They are aware that our numbers will change between the Tentative Budget and the Final Budget when they provide us with our final numbers for the Ad Valorem and the C Tax, once they decide what the tax rate will be that we will get.

Chief Bunn commented that these are the 2 standard budgets, and when we do the public hearing with the Final Budget, we are going to see 3 additional funds in there. A Wildland Overtime Budget, an Emergency Budget, and a Capital Budget. They are going to be funded with zero dollars at this time, and that is in anticipation of getting approximately \$750,000.00 through mutual aid billing reimbursements. He stated that we should get that this fiscal year, and that is how we are going to start funding these.

Mrs. Kasey Miller added that it is going to look completely different by the time we submit the final to the state or even have our budget hearing.

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Director Rodriguez made a motion to approve FY 2025-26 Tentative Budget.

Director Skinner seconded the motion.

The motion carries as follows: 4-0-1

Toombs	Aye	Murphy	Absent
Skinner	Aye		
Rodriguez	Aye		
Roemer	Aye		

8. Discussion and action regarding the District Fire Chief contract*

Chairman Toombs stated that Chief Bunn is coming up on his 1-year mark, and the Board has agreed to try and retain him as long as he will stay with us. We worked together on a packet, and there are not a significant amount of changes from the Interim Contract. He added that we took Interim out, cleaned up some of the formatting, and Chief Bunn agreed to stay at the same salary as a year ago. We added subparagraph B, that a year from now, based on allowable revenues, at that time we can renegotiate a salary increase. He added that we cleaned up line-item D, just on the language. Section 3, Other Pay and Benefits, we thought they needed to be a little bit clearer in what the definition of a salary employee is compared to an hourly employee. Chairman Toombs explained that if Chief Bunn is on an incident for a Type I or II team, he is getting overtime, and it is not part of his overtime here. Director Skinner stated that right now we are working 10-hour days, and 40-hour weeks, which equals 4-10's. She stated that on A.3- All hours in excess of eight (8) hours a day and forty (40) in a week shall be compensated at an overtime rate. Director Skinner is wondering if we should not have that be 10 hours or if we want to leave it that way and put something similar to all hours in excess of 8 hours a day beyond 40 hours a week. She added that her concern is that, later, if we get down to vacation time and we take a vacation, and if someone takes their vacation time and wants to use it in 8-hour increments when the schedule is 10-hour increments, we are losing 2 hours. She stated that if you work a 10-hour day, and you take vacation, it should be equivalent to a 10-hour day. She explained that if you are working an 8-hour day, with a 5-day workweek for 40 hours, you take vacation, and whatever your current work schedule is, with just 10 hours a day is what should be equivalent to your vacation. Chief Bunn stated that when we use vacation, we can use it in increments of 15 minutes. He explained that he can take 1 hour a day of vacation and still work 9 hours. The reason he put the 8 hours and 40 hours in there is because it aligns with the federal billing, which is 8-hour days. Chief Bunn explained that this is only reflective to overtime. The only time we get overtime is when we are on a federal incident with a resource order. It has nothing to do with district finances; we are getting paid by the federal government at that point, under their rules and regulations.

Chairman Toombs stated that A.1- EMPLOYEE shall be eligible for overtime when engaged in any billable incident in or out of the jurisdiction of North Lyon, and it has to be accompanied by a resource order; otherwise, there is no overtime. He explained that if Chief Bunn is at the fire

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station for 2 extra hours every day on those 4 days, he's not getting paid for those 2 extra hours that he is here.

Director Skinner asked if you are on an incident and working 12 hours, are you being paid for overtime, and Chief Bunn responded that it is portal to portal, just like the CBA. Chief Bunn explained that it is of no cost to the district. Director Skinner stated that she hopes that once we get through all of these contracts, they remain a working document, but all of the meat stays the same, and we just change the variables. She stated that her previous time on the Board, and her return, it seems like we are recreating every document, and she doesn't think it should be that way. It should be across the board and have different variables. Chairman Toombs added that with a Chief, you are probably going to have a different contract with every chief, because some are going to have a lot more demands placed on the district.

Chief Bunn stated that this was the first contract that was legally supported for the district. Every other previous contract was done at a Board level without a legal opinion. Chairman Toombs added that the next change made was 3.G- The DISTRICT shall not require the EMPLOYEE to reside within the DISTRICT boundaries. He stated that the Board sets district policy, and if the Board chooses to change that, then this is the body that can change a previously decided policy. Director Rodriguez thinks that if this is working, we shouldn't have to eliminate the current Chief, who has made a difference.

Mrs. Linda Carr commented that in 1980, the first Fire Chief was hired, and he lived here. He responded to everything. Times have changed, and she admits to being old school, thinking that you had to live here, but we don't have the right people all of the time within our boundaries. She stated that she thinks it is what needs to be done at this present time.

Chairman Toombs stated that under 3, H-2, we added a number 3 that says that the employee may choose to provide their own medical, dental, and vision provider as long as it does not exceed the cost of the district's chosen provider premium. He added that this was put in because if the Chief currently has his medical, dental, and vision under a different policy, he will not have to change his current policy. Moving to paragraph K., Holidays- we cleaned it up and added the Inauguration Day. Director Skinner mentioned that Christmas Eve was taken away, but it is not a federal holiday.

Moving down to paragraph L.- Annual Leave, Chairman Toombs wants to modify that to the employee will earn 8.4 hours of annual leave per pay period. The same for paragraph M.-Sick Leave, to earn 5.7 hours per pay period, which aligns with the current CBA.

Chairman Toombs added that there are no changes to the Workers' Compensation Leave, no change to Court Leave, or Bereavement Leave. Director Skinner's only concern is Bereavement leave, not to exceed 10 days, because everything she's done has been for 3 days. If you choose to take time after that, you have to take it out of your annual leave, not out of your sick leave. She thinks that 10 days is very lenient.

Chairman Toombs stated that he did not change anything with Retiree Medical Insurance.

Section 4. Term of Agreement- The date has been updated to reflect the coverage of this contract. He added that Section 5.- Performance Evaluation and Salary Review, he cleaned up

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The language to remove the 3-month requirement for a performance review. In addition, 5.C., he changed that to the annual performance evaluation. The same with D., changing it to during any other time, as it is appropriate to be subject to a review.

Section 6.- Termination, nothing was changed there from the Interim Contract regarding termination, either for cause or without cause. There were no changes under Section 7.- Termination Obligations, Section 8.- Agreement Non-Renewal.

Chairman Toombs commented that when you hire a Chief, you're hoping that that contract is ended at his request when he or she retires or takes a job somewhere else.

There are no changes to Section 9.- Termination of Agreement by Employer, no changes to Section 10.- Ethical Commitments, and the only change to Section 11.- General Provisions is the name for the Chairperson.

Director Rodriguez made a motion to approve the District Fire Chief Contract with the changes discussed.

Director Roemer seconded the motion.

The motion carries as follows: 4-0-1

Toombs	Aye	Murphy	Absent
Skinner	Aye		
Rodriguez	Aye		
Roemer	Aye		

Director Rodriguez departed the meeting at 1855.

9. Discussion and action regarding Battalion Chief Job description*

Director Skinner would like to move the Battalion Chief job description and Battalion Chief promotion process to next month's meeting, so she has time to review them. Chief Bunn stated that the CBA requires a 30-day post, and it is about 2 months of the process.

Chairman Toombs asked what the impact would be if we moved these items to May, and Chief Bunn responded, August, and that is right in the middle of our busiest time of year.

Mrs. Kasey Miller stated that we might have to have a meeting at the end of April.

All Board members discussed and agreed to table agenda items 9 and 10 until the next available meeting.

10. Discussion and action regarding Battalion Chief promotion process*

Tabled.

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11. Discussion and action to approve Fire Board S.O.P.'s*

Chairman Toombs stated that he is pulling S.O.P. 4 from the packet because it requires more clarity in the language and terms that we are using to clean it up. We will bring this one back at a later date and clarify what we are trying to say. All Board members discussed and agreed.

S.O.P. 1- Items for the District Board of Directors Meeting Agenda

Chairman Toombs added definitions and asked if there were additional definitions in the S.O.P., to please let him know. Director Skinner asked if we are going to be referred to as the North Lyon County Fire Protection Board or the Fire District Board. She mentioned that we had taken North Lyon Fire as a trade name, and she thought we discussed that we were going to make it simple and use The Fire District Board. Director Skinner stated that in this particular document, it is under the intent for agenda items for all North Lyon County Fire Protection Board of Directors meetings. She added that if we put in parentheses, that says Fire District Board, after District Board, and it would be referred to as the same. That will simplify it, without having to go back and find all of them, and it will cover both sides.

S.O.P. 2- Fee Schedule

Chief Bunn explained that he had asked that the administration maintain the mutual aid billing rights, because he gets the Spring update based on what the nation is doing, and that is how he adjusts those rates. Director Skinner stated that for the vehicles, there was a separate one, and Chief Bunn responded that that would be our policy. She confirmed that this is just the template for what billable charges could be.

Chairman Toombs added several definitions in the definition section.

S.O.P. 3- Mass Gathering/Special Event

Chairman Toombs stated that we need to clarify what we are referred to as. Director Skinner stated that by defining it on the front, we don't have to, and Chairman Toombs added that we want it in each S.O.P. as a stand-alone document, and they are being approved individually.

S.O.P. 6- IAFF Recognition

Chairman Toombs stated that this recognizes them as the official bargaining unit.

S.O.P. 7- Public Records Request

Mrs. Kasey Miller added that we should have made changes to follow NRS, and we added the new Public Records form and the posting that we have posted in the office. Chairman Toombs added that it is the separate paper attached to S.O.P. 7. We have discovered that when there is a public records request, it can become overwhelming for the staff to go through a large number of resources to include staff time, paper, CDs, and postage. He stated that we felt to protect the

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interest of the district, and to at least recoup a little bit of the financial loss due to responding to a public record request that we would charge who is asking for it based on what is on the page. Chairman Toombs stated that it does align with what other agencies are charging for public record requests. Mrs. Kasey Miller added that this has been our policy already, we are just updating this one, and it has been in the past practice and past policy.

S.O.P. 8- Responsibilities of NLCFPD District Board

Director Skinner asked if we want to remove all of the requirements of being the Chairperson, having served for 1 year on the Board. Chairman Toombs agreed that we had decided to keep it. Director Skinner added that we should keep the one in that is in January because it defines what the annual is.

S.O.P. 9- Parliamentary Procedures and Conduct

Director Skinner asked, while people are speaking at the podium, if we wanted to place it in a central location or leave it off to the side. Chairman Toombs stated that he would rather have it off to the side, due to the camera as well. Director Skinner added that she is fine with number 3, regarding the 48 hours. She stated that the city has 4 p.m., the day before, and is equivalent to 48 hours.

S.O.P. 10- Interaction with Staff

Director Skinner asked on page 2 of 3, the third bullet item, what would be considered disbanding fire companies, and Chairman Toombs stated that it is right out of the NRS. Mrs. Linda Carr shared that it was when FEFD disbanded, and we became NLCFPD.

Chairman Toombs stated that he would get the S.O.P.'s cleaned up, finalized, and hopefully get them TA'd at the upcoming meeting. He shared that this has been a 3-year process to get to this point, but that is okay, it is important, and we need to make it right.

12. Fire Chief Report

Chief Bunn shared that we kicked off the Blue-Ribbon Committee on April 22, 2025. Introductions, rules of engagement, and he added that he drafted an NDA (non-disclosure).

He thinks it is critical to the success of the political arena here locally. He stated that information gets out, and there appears to be roadblocks with everything.

Going back to the reduced staffing and the Administrative Directive that Chief Bunn put out, which led to the grievance and the MOU. He stated that this has been implemented since February 17, 2025, and we have saved \$47,000.00 on overtime. Chief Bunn thanked the Local for working together to achieve that, as well as our Support Staff.

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Chief Bunn added that the chassi came in and we have obtained revenues for the Lyon County comptroller, via the ARPA grant that was awarded. He added that in the next few weeks, we have some staff going to Washington for the pre-build, and we are on schedule for delivery post-July/August of 2026.

Chief Bunn added that our labor has turned, and he feels that everyone is rowing in the same direction. He stated that he is seeing more smiles, and everyone is doing good, hard work, and they are doing an outstanding job. He shared that in the first quarter of this year, we are already at 1000 calls. Chief Bunn stated that our city manager said that we are reduced calls in North Lyon Fire due to their exemplary code enforcement and requirements. He stated that call volume goes up with our population, we are getting busier, and we are not reducing our numbers.

Chief Bunn added that 3 staff members, including himself, will be travelling to Indianapolis and gone for a week to the Instructors Conference.

13. Reports of Directors, Fire Marshal, Staff, Volunteers, Local 4547, City of Fernley

Director Roemer- None.

Director Skinner shared that we have been talking with Labor, and Director Murphy and she are scheduled to have our first meeting with them on the 24th. One of the items that she wanted to discuss with them was annual leave and sick leave. She shared that she attended the Black Bear Fundraiser, and when she arrived, it was great to see that it was a waiting room only. She added that she can't wait to see what we were able to help continue to raise money for The Children's Cancer Foundation.

Chairman Toombs- None.

Staff- None.

Volunteers- Mrs. Becki Howlett shared that we did Wildland training on Saturday.

Local 4547- Captain Bill Snyder shared that the Battalion Job Description that has been presented through email is all within our contract. He added that there is a 30-day notice; whenever the Board does approve it, they have to be notified 30 days before the test can happen.

Chief Bunn interrupted and stated that it is 30 days before it closes, and it has to be posted and open for applications, a minimum of 30 days.

Captain Snyder shared that he has been here for 20 years, and he shared that we have had chiefs who lived in the district and have failed. We need someone who is going to produce.

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He stated that in the Battalion position, he is moving resources all day long. This position is important, and we need the right people in it. Captain Snyder stated that he would like us to try and facilitate and have that kind of talent and education.

Captain Snyder shared that the event at Black Bear Diner raised \$3900.00. He shared that we have 2 local children in our community who the money affects. There is a barcode that will be posted on social media platforms for a week to try and raise more money for this cause. He added that last year they raised \$3200.00, and they beat the year prior to that. Captain Snyder thanked everyone who came out to support.

Fire Marshall Tim Myers shared that he has been working with First Due and inputting all of the business names, addresses, and pre-plans. He added that there are about 110 of them.

Chief Bunn stated that each site needs to be visited, mapped, and marked.

Chief Bunn shared that when a 9-1-1 call comes in via cellular and it is not pinged at an address, it will ping the GPS, and it will route you to that location.

City of Fernley- None.

Chairman Toombs discussed with the Board and agreed to schedule the Budget Workshop for April 16, 2025, at 6:00 p.m., and not to exceed 60 minutes. The next regular Board meeting is scheduled for May 15, 2025, and the Budget Hearing is on May 28, 2025.

Mrs. Kasey Miller thanked everyone for allowing her to work remotely these last couple of weeks and is thankful for the support.

14. 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. Linda Carr shared that the Black Bear event was fabulous.

Mrs. Tammy Dittman stated that she is still on the city about the fire hydrants.

Mrs. Becki Howlett thanked the fire department for letting them use the sign to advertise their spaghetti dinner for the Fernley Fourth of July.

15. Adjournment*

Chairman Murphy adjourned at 1939.

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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 April 3, 2025.**

Respectfully Submitted by:

Shannon Moffett, Administrative Assistant
North Lyon County Fire Protection District

May 15, 2025
Date

Approval of Minutes
April 3, 2025

	<u>For</u>	<u>Against</u>	<u>Abstain</u>	<u>Absent</u>
___ Approved as Read	___	___	___	___
___ Approved with Corrections	___	___	___	___

Michael Toombs, Chairman
North Lyon County Fire Protection District

May 15, 2025
Date

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MINUTES

NORTH LYON COUNTY FIRE PROTECTION DISTRICT

April 17, 2025

1. Call to Order

The meeting was called to order at 1801.

Directors present included Michael Toombs, Debbie Skinner, Paul Murphy, Jay Rodriguez, and Alyssa Roemer.

The Pledge of Allegiance was led by Chairman Toombs. 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.

Local 4547 President Joe Mendoza commented on the Battalion Chief hiring, and he thinks it is important to have supervision within this district and that is 24/7. He shared that last week we had an incident where we had a structure fire call.

3. CONSENT AGENDA* All matters listed under the consent agenda are considered routine and may be acted upon by the Board of North Lyon County Fire Protection District with one action, and without an extensive hearing. Any member of the Board or any citizen may request that an item be taken from the consent agenda, discussed, and acted upon separately during this meeting.

3a. Review and approve of Board Agenda

Director Skinner made a motion to approve the CONSENT AGENDA.

Director Murphy seconded the motion.

The motion reads as follows:

Toombs	Aye
Skinner	Aye
Murphy	Aye
Rodriguez	Aye
Roemer	Aye

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4. BUDGET WORKSHOP: Discussion regarding FY2025-26 Budget (not to exceed 60 minutes)

Chief Bunn wants to make sure everybody is on par with NRS. The statutory requirement for our EFB is a minimum of 4% by NRS.

Starting with the Fire Budget, going through revenues, our typical Ad Valorem and C Tax, we saw about a \$250,000.00 increase in our Ad Valorem, projected and hoping it will go up a little bit more.

Going into Other, Mutual Aid/off district assignments, he is leaving that zero because we shouldn't be paying for that out of our General Fund, because it is all reimbursable. You won't see the additional budgets that we are trying to implement, but when we do receive that money, which is about \$750,000.00, it will be put into the Wildland Overtime Budget, so we are not touching our taxpayer dollars for that. As we get reimbursed for that, it goes right back in there. Any surplus funds from the billing of the equipment will be funding the additional funds, which are Capital, Emergency Fund, and Liability Fund.

We are going to operate at maximum capacity under Ad Valorem and consolidated taxes. Total revenues are \$3,703,000.00.

Going into expenditures, Chief Bunn explained that we shuffled our staffing around since we are running 2 ambulances. He has put 6 people in the Ambulance Fund, and the remaining 15 people in the Fire Fund. That is 2 people in a car at all times.

Wages and Salaries are at \$1.2 million, 4 admins, and 11 firefighters, EMTs, including Company Officers. He added that there are no temporary salaries.

Overtime is at \$90,000.00, and that is for vacancies for sick leave, and vacations.

PERS is a big one, and we are up to 58.75% for fire, and 36.75% for non-fire.

Employers' Tax/Fee, \$37,000.00, and Workers' Comp., there is a little bit in both of them because there are 15 employees in fire, and 6 in the EMS. There was a \$168,000.00 in savings switching to 7710 from PACT. Moving on to Health Insurance, which was a huge savings. He explained that he left the CBA obligations blank for now, we need to figure out our projections for back pay for the steps and some previous Battalion stuff,

and that will come at the next meeting. He added that we fund \$10,000.00 for cadets and get reimbursed 100% on that. Personnel costs are at \$2.6 million.

Moving into Office Operating, one of the big ones is personnel, we need to start replacing turnouts. Right now, we have a second set that is not NFPA compliant; they are out of date, but are perfectly good. They have been training in them.

Director Skinner asked if the items highlighted have been added or are they to be added, and Mrs. Kasey Miller stated they are things that are being worked on. Director Skinner asked if these numbers would increase, and Chief Bunn answered not necessarily. Chief Bunn stated that if we start dipping into the ending fund balance, we will start decreasing some of these other budget items. Our goal here is to meet statutory requirements, and we will make that happen one

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way or the other. Director Murphy asked if there is a cost estimate on the FDIC travel amount, and Mrs. Kasey Miller stated that she will not have those numbers until the end of the month. Director Murphy asked for a ballpark figure, and Chief Bunn answered, \$2,500.00. Director Skinner asked what that was for, and he responded for airfare, and 1 meal while stuck at the airport for 5 ½ hours. This is from the training they just went to in Indianapolis.

Director Murphy asked about the training column, under Personnel Oper. -Training, and Chief Bunn responded that there were some big hits. For example, parking at \$55.00 per day.

Chief Bunn shared that when he booked the flights, he could not have had a layover, but it was \$150.00 more a ticket.

Chairman Toombs asked if this trip was a conference or a training, and he added that he was having a hard time swallowing this one trip. He added that our training budget was \$12,500.00 last year, and we are projecting \$20,000.00 next year. We can't fill positions, but we sent 4 people to a conference, and we don't know what it cost us yet.

He added that he has concerns about this conference because he does not recall sending anyone to this before. He is asking for a final number as to what it cost us at the next meeting. Mrs. Kasey Miller assed that these numbers will change because we will have the credit card receipts. Chief Bunn shared that when he booked the trip, it was about \$11,000.00. At this point, it doesn't matter if it was a conference or a training; it is the cost that bothers Chairman Toombs. A bill this significant, when we are talking about reduced costs and reduced spending within the department. He added that he didn't think that any of the Board members knew it was going to cost that much money.

Chairman Toombs asked why we sent 4 people and if we could have sent less and brought that training back. Chief Bunn stated that he brought a volunteer to assist with the volunteer training, and everyone who went was assigned their choice to come back and teach 2 classes to all of the staff. We are in return, going to get 6 training opportunities for our staff from these individuals, which include lesson plans and full-on training.

Chairman Toombs stated that the problem with this is that we spent \$16,000.00 - \$20,000.00. He added that he would rather spend that money hiring bodies or increasing the minimum staffing. He's having a hard time understanding this, and he added that he is having a hard time accepting that we did this. He is almost to the point where he is losing faith that we are on the same page regarding this district. Chairman Toombs added that if he had just lost a friend, he didn't care because he had almost walked out of the room because of this one-line item. He has typed up his resignation letter 3 times because of this conference. He stated that we knew nothing about it, and we were told you were going to a training, and then he found out how much money was spent, and it is bothering him. Almost to the point that he doesn't want to be part of this anymore. He stated that he was pissed, and we could move on.

Director Skinner asked about the PPE under Personnel, why there wasn't a cost, and it is because we haven't bought any. Chairman Toombs added that a set of turnouts is not cheap.

Chairman Toombs mentioned that he thinks we still have payouts to make people whole.

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Moving forward, Chief Bunn mentioned that there is \$40,000.00 for the engine, tender, and ladder. We currently have a ladder and a water tender that are out of service. The \$30,000.00 in this fiscal year was due to no PM being done on the equipment for several years, and we shuffled nearly every piece of equipment to at least get a PM and start doing repairs, so we could get some serviceable life out of them. We spend a lot of money on vehicle maintenance. Chief Bunn added that we put just under 200,000 miles a year on our ambulances. That is a lot of tires, oil changes, and mechanical issues.

Director Skinner asked if we fuel our engines in the back parking lot, and Chief Bunn answered yes. She asked if we were doing anything with having help or support from the city on maintenance, and Chief Bunn responded with oil changes. Chief Bunn added that one of the big-ticket items is the water tender, estimating between \$15,000.00 - \$18,000.00. He stated that TM is going to take it into their shop, and we will pay them an hourly rate. Director Skinner asked if this was included in the proposed \$30,000.00, and Chief Bunn responded, yes, for next year's budget. Chief Bunn stated that it is worrisome, we have 1 water tender.

Moving on to Equipment/Supplies, Chief Bunn shared that he greatly reduced the medical supplies on the fire side. We are spending about 95% of our time in the ambulances, so we shouldn't be using a lot of supplies off the engine. He added that with the small equipment we had some chainsaw issues, and that is what the \$5,000.00 is to cover. The only other big addition is the Capital Outlay for a new Battalion wagon. The current one we have has about 200,000 miles, and the seat is falling apart. He stated that that is the vehicle emergency lighting package and camper shell.

Director Skinner asked about Station 61 Operating, we're budgeting for \$40,000.00 to fix the riser at Station 61, Q & D came with the proposal. She asked if we had repaired it or not, or if we were replacing it. Chief Bunn added that we repaired it, and it leaked again. They were waiting for the fire flow calculations to come back to see if we could slide another diameter pipe in the pipe that is there now. He is hoping that the \$40,000.00 doesn't get touched. He stated that he is confident with the flows that are coming through the city water system, that there is plenty of flow to fit a smaller pipe through there.

Director Murphy shared that with the BC vehicle, and money being where it is, we are still shooting for almost \$300,000.00 in the positive at the end of 2025-26. He asked if that is something that, if we had to, we could continue to run what we are running, and Chief Bunn answered yes. Chairman Toombs asked what the risk of adding another year on it, and Captain Silverberg drives it every day and responded that it is on its last leg. Director Murphy mentioned that if it is something that can be done quickly, at that cost, and we have the money, but we have wiggle room.

Getting down to the balance total of \$299,019.02, that is just over 8%. He added that this is for the next budget cycle, FY2025-26. He stated that we have \$509,196.57 left in the Fire Budget, but we have 3 ½ months of bills to pay. Mrs. Kasey Miller shared that a pay cycle is about \$50,000.00, which is base pay, and there are 3 pay periods in May.

Chief Bunn stated that the ending fund balance in 2025-26, the balance total that you see will be your ending fund balance. It will roll over into the next budget cycle. Chief Bunn explained that

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the statutory requirement is 4% minimum, and we are sitting at about 8.2%. Director Murphy added that ideally, we want to get to 16.67, into a full quarter's worth, in the future. For now, this is better than what we've been doing.

Mrs. Kasey Miller stated that this is a rough draft, changes will be made, and we will meet with Accountant Dave Silva. At the May 15th meeting, this will come back with better numbers.

Director Skinner stated that she was looking at the proposed budget, with the \$20,000.00 in training. It is in the same Personnel Operations, and she asked Mrs. Kasey Miller if it is broke down into 4 departments, can you inner change those departments, or do you want to keep it where you budgeted to be. She stated that the training in 2024-25, we budgeted \$12,500.00. Year to date, we are at \$268.26, and that's not including the training that we just attended. Now we hear that we need turnouts and new PPE. If we're trying to restrict our spending, would it be appropriate to move some of the \$20,000.00 to the PPE and turnouts?

Chief Bunn mentioned that when you are looking at the line-item budget and the fire. He added that you have to look at the Ambulance Budget as well. We split our staffing in last year's budget; we put it at 50/50, and you should see the same training allocation of money in 2024-25.

Director Skinner stated that she doesn't know that we need \$20,000.00 in training.

Director Murphy added that they had it within the budget to send people to whatever training. He added that in the past, they trained themselves. For us to spend that money, it is a huge part of the business, and a reduction of a liability for health and safety for everyone by getting them trained up better than what they are. He clarified with Director Skinner that we split \$12,500.00 between both budgets last budget, but what she was saying is that we have \$20,000.00 in Fire, and \$12,500.00 in EMS. He mentioned she was saying to redistribute it equally, he asked if that is what she was getting at. She was just enquiring as to why if the budget was \$12,500.00, and this year we are allocating \$20,000.00, when its been emphasized that we need more PPE's and turnouts. She mentioned that maybe we can allocate some of that \$20,000.00 to maybe another pair, or two of the PPE's.

Chief Bunn stated that they have PPE for the next 4 years. He added that this is to start replacing them over the course of time. In 5 years, the budget is going to have to be purchasing 6 sets every year to keep it on this 10-year cycle. The more employees we hire, the more PPE we buy every year. He stated that he put the money in there because he thinks training is the fundamental foundation for firefighter safety. Chief Bunn stated that if she feels compelled to move it around, then we will move it around.

Chairman Toombs asked what the rules on donations and miscellaneous revenue. Anyone can donate, and we then put it right into the budget. He added that there are a lot of people in this city unhappy with the decision to host a golf tournament in Dayton. It gave the opinion that they don't want our money in the city of Fernley. It is now 2 years in a row, and in the years that we had it in Fernley, we have raised more money than we did in Dayton. He added that the golf course is willing to host a fundraiser for the fire district. He stated that if we have an opportunity to increase that line item, maybe we should send an olive branch back to the citizens of Fernley first. Chairman Toombs explained that the district didn't want to play within the rules that the golf course set. He added that there were a lot of hard feelings last year because of the way the

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previous administrator acted. Director Murphy stated that it makes sense to keep it in the community.

Going into the EMS Budget-Other, Mutual Aid, there is a transfer from the Wildland Fire. Mrs. Kasey Miller explained that when funds were transferred into the EMS Budget, she didn't know why, but we had to transfer it to fire. Jumping down to the Ambulance Fee, right now, based on what we've collected with the new billing company, we are looking at about \$900,000.00 per year. He added that GEMT this fiscal year was \$763,000.00, and some changes are coming up. Mrs. Miller shared that there were issues with the old billing company, and we anticipate that it will be a lot lower this year, so Chief Bunn put it in at \$500,00.00.

Chief Bunn added that the Ambulance Subscription is at \$10,000.00. Director Skinner mentioned that there is a Health and Wellness Fair at the Senior Center on May 14th and she asked if someone could be there to help enroll those seniors, and she is willing to help too. She added that she thinks it would be a great way to get the information out.

Moving to expenditures, Chief Bunn stated that there are some temp salaries there, if we have to hire back reserves. Contract Obligation- for the 6 employees here, this EMS budget is not funding 6 positions, Fire is budgeting 15. The total Personnel cost is \$935,409.82.

Director Murphy asked if we had a plan to use any of the \$17,500.00 in PPE, and Chief Bunn stated that we did buy hoods out of this one.

Chief Bunn stated that he would be happy to reduce the training. The personnel operations total is \$22,500.00. Director Murphy asked about the fuel cost, going up to \$65,000.00, and we budgeted \$60,000.00 this last budget, and we've only spent roughly \$12,000.00. Mrs. Miller stated that at one point, the ambulance had no money in the account, and she was strictly paying bills out of the fire account. These next few months, she will make it right, and it will balance out.

Director Murphy stated that we have vacancies that we've decided not to fill right now to get us through this financial tight spot that we are in for this fiscal year, leading into the next fiscal year. He asked if they anticipate a reduction of amount of trip that we are taking, Chief Bunn answered yes, but he thinks it's meniscal.

Chief Bunn explained that we do not need any radios. We obtained 10-BKR radios and a dozen MBC radios.

Medical Supplies, Equipment (non-capital), communications, and small equipment R&M, totaling \$87,500.00.

Chief Bunn stated that he upped the fund a little for Station 61, there is a lot of equipment that fails, and we have to keep it operational.

Next, Non-operating, Contingency, you will see a question there for 3%, per NRS. NRS says you're not to exceed 3%.

Capital Outlay is for the Stryker. The total non-operating is \$45,000.00, and total expenditure is \$1.3 million, with the ending Fund Balance at \$125,040.18, and that is just above 8%.

In totality, there is 4% overall available in the budget to work with outside of what we have listed here.

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Director Murphy asked if the ending fund balance for EMS is not required because it's not Ad Velorem based. Chief Bunn stated that it is not required, but it is in our best interest to fund it so we can pay the first quarter.

5. Discussion and action regarding Battalion Chief job description*

Chief Bunn asked the Board if they had any questions regarding the job description. Director Murphy has a question on page 2, paragraph 2, RESPONDS TO MEDICAL EMERGENCIES AND RESCUES- Delivers safe medical care and treatment based on the individual needs of the patient and in accordance with North Lyon Fire policies and procedures. He asked if we wanted to add protocols there. He added that we don't operate under policies and procedures for EMS, we operate under the protocols. He asked if that is going to be a problem or if that's something we can put in there. Director Murphy clarified it is policies, procedures, and protocols.

Director Skinner asked about the position for the Battalion Chief, and the second half includes 3 positions. She added that this doesn't sit well with her since we are already at minimum staffing. She understands that we have a captain who has been acting out of their realm and acting as the Battalion Chief. She went back and looked at different organizations and structures, and we aren't even fully staffed for our cars. Director Skinner feels that with the Battalion Chief, it would come within our current staffing that we have, that may or may not have already acted as captains. We have already reduced staffing and made it mandatory to be able to open 3 positions for a Battalion Chief to increase the wages. Instead, she asked why we can't remove the minimal staffing. Her concern is the different wages and salary, with the individuals that would be promoted to this, it is her understanding that we would be equivalent to 1 position. Chief Bunn mentioned that he put the math in there for them, and he states that it does not equal the cost of \$150,000.00 for one employee, that is what 1 employee costs. He explained that when you take wages, benefits, retirement, and workers' comp, it is \$150,000.00 for an entry-level firefighter. He added that a captain is \$200,000.00. The reason for having 3 Battalion Chiefs is to have 24/7 coverage. Director Skinner stated that her concern with this is that there is a waiver impact, and we do have an acting union. She shared a couple of scenarios that she had shared with some that had come and talked to her, and she shared her thoughts with. Sometimes, when a description of a duty defines people, some individuals feel that is all they will do. She added that she would hate to create a position that allows a crutch in the system.

Chief Bunn stated that he is disappointed that somebody would say that, and he is sure it is a subordinate. He added that they just heard from an acting Battalion Chief and another one who can speak of the workload and the requirement that is put on them. He stated that they are working out of class right now, and they shouldn't be, but they are willing to do it for that 24 hour day supervision. They just heard a BC say that when there is nobody here, he is responding to calls. Director Skinner stated that all she is saying is that in her experience, rather an equipment operator, or any other type of union. If you are hired to do a job and you are within that scope, and there is a stick in the ditch and you're the operator, that is not in your scope.

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Some people will not get out of the equipment to pick up that stick, and she would hate to see that someone has a title; we are hindering our citizens. Chief Bunn stated that is not how we work in the fire service, we work as a team, and we help each other out, up and down. Director Skinner stated that she wanted to be able to express her thoughts on this. Chairman Bunn appreciated her thoughts, but they will agree to disagree.

Chairman Toombs clarified that we are going to promote 3 Battalion Chiefs. Meaning we are going to promote 3 Firefighter I's to captains, and Chief Bunn answered no. Chairman Toombs asked what are we doing to backfill the 3 captains that we are promoting to Battalion Chiefs. Chief Bunn responded that it will be the staffing that we have here. We have a Battalion Chief here with the crew and a captain at the other station with the crew, so there is supervision at both stations. Chairman Toombs confirmed that we are not filling captain positions, and Chief Bunn added that we do not have the funds for it, or the people for it. Chairman Toombs questioned not having the funds for 3 Battalion Chiefs, but we have funds for Battalion Chiefs. Chief Bunn responded yes, for the \$14,000.00, and Chairman Toombs asked how many Firefighter II's can we hire with \$14,000.00, and Chief Bunn answered, none. They are \$100,000.00 a year minimum. Chairman Toombs stated that he has some of the same concerns as Director Skinner just said, but we reduced minimum staffing because we can't afford to hire firefighters. 99% of the public doesn't care, as long as the firefighters show up and do what they do. He added that the 1% who are the ones who can create noise, and these kinds of things are what get the population stirred up. We have reduced what they see going out of the house, but internally, we are adding a position that increases the management level, and it is costing us \$14,000 to do it. Chairman Toombs stated that we have lost a lot of support from the 1% who chatter. They have a hard time understanding why we would promote 3 captains to Battalion Chiefs, if they are still providing the same level of leadership during those shifts that they are currently doing. Is it that they are working outside of their current job description, or can the job description be modified to capture the duties that they are doing. The Board approves new job descriptions, and anything that exists is negotiated with labor per the contract.

Chairman Toombs explained that we have the opportunity due to change in jobs that as a result of something that has changed in the organization from the time the previous job description was written, even when it is collective bargaining, we still have the ability to update a job description to capture duties that have been incorporated since the last update. Director Skinner added for a department our size, to have 3 Battalion Chief is a lot.

Chief Bunn asked how they are going to do the Duty Officer coverage. He stated that you have to remember part of the reason that they are in that position is because of the grievance. If we remove them, you are welcome to entertain another grievance.

Chairman Toombs commented that now we are being held hostage, either do this or we are being threatened with a grievance.

Director Murphy stated that we have the ability to create positions, and only after that first year period does that become a negotiable item per the contract. He added that whether we do this right now it has no effect on the contract currently. Without the higher level understanding of what these positions bring to the department, and the cost that comes with giving them that title,

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are we reducing the amount of captains that we have, yes. He stated that you have a Battalion Chief that will be doing a few things, take staffing issues off of the office folks. Captains are the acting BC's and managing staffing, and that is one piece that is being handled. Director Murphy added that historically we have always tried to have a Duty Officer because there is nothing worse when you get a request for mutual aid and there is nobody there to coordinate that. It is a safety issue for the people, but a massive issue for the public. He added that staffing is the key and that requires money that we do not have. This allows us to offload the duties to delineate duties to the 3 Battalion Chief, so we are spreading more higher-level AOR work. He mentioned modifying job descriptions to include these AORs, and we absolutely could. We would still have to pay them to do these higher-level duties, they are not normal captain duties. These are Battalion Chief duties.

Director Murphy asked Chief Bunn what the Duty Officer differential is right now, and he responded 2.5%. Plus, they are getting 5% for those areas of responsibility being operations, training and EMS. Director Murphy shared that the cost of a captain to increase in a Battalion Chief is a few thousand dollars a year just in the scale. If you add in the 7.5%, that is the 2.5 for differential for the Duty Officer and 5% differential for the higher-level roles. We are only increasing that by a small percentage to 7.5. He added that it is going to cost us \$1,386.84 annually for 3 people. For that cost, we are removing the differential, and factoring the differential into those positions, and adding another \$1,400.00 on top of all 3 positions to round them out as Battalion Chiefs, and to give us more utility with mid-management responsibilities. Director Murphy stated that they tried to do this before without a BC, and it didn't work well. The cost of a fireman is roughly \$150,000, this is us spending a little bit more money to enhance the service we have now. To sacrifice this money on principal doesn't benefit the way we do business. He thinks it is worth spending the \$1,400.00 annually, making these positions a real thing. Director Skinner asked if it is standard in the industry for the BC. because the couple that she pulled are a little different. Chief Bunn explained that these are Officer I and II, and not Firefighter I and II. To be a captain, you have to have your Firefighter I, and Firefighter II is a requirement for the Battalion Chief; we may not have the candidates with those certifications. He added that he thought it was beneficial to give them a year to get that certification. Failure to do that and meet those obligations, there are consequences.

Director Murphy explained the difference between Firefighter I and Firefighter II is Pub Ed prevention and fire systems. Fire Officer I is a company officer, just for your captains. Fire Officer II is the Battalion Chief level, 3 is executive, and 4 is Chief Executive. He added that it is standard to have your Officer II for a Battalion Chief level position no matter where you go.

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Director Murphy made a motion to approve and accept the North Lyon Fire Class Spec as presented.

Director Rodriguez seconded the motion.

The motion reads as follows: 4-1-0

Toombs	Aye	Skinner	Nay
Murphy	Aye		
Rodriguez	Aye		
Roemer	Aye		

6. Discussion and action regarding Battalion Chief promotion process*

Director Rodriguez made a motion to approve the Battalion Chief process

Director Murphy seconded the motion.

The motion reads as follows: 4-1-0

Toombs	Aye	Skinner	Nay
Murphy	Aye		
Rodriguez	Aye		
Roemer	Aye		

7. 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.

Director Rodriguez shared that they are ready to go for the 3rd Annual Easter Egg Hunt, this Saturday from 1 p.m.- 3 p.m. He added that Bear Paw donated 50 pairs of shoes, there will be food trucks, prizes and have had a lot of donations. They are looking for help to place the eggs to be hunted, and we are all excited for the event.

Director Roemer- None.

Director Murphy apologized to the Board for his absence from the last few meetings. He added that Director Skinner and himself will be sitting down for Union Negotiations next week, and they are looking forward to having that done quickly.

Director Skinner reminded everyone that the May meeting has been moved to the 15th, and we have a Budget meeting on the 28th. We are starting Blue-Ribbon on Tuesday.

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She stated the importance that she thinks our Directors have and that the rapport that we have with the Chief and staff.

Chairman Toombs shared that he did a ride-along Friday night with Captain Mendoza, and there was not a single call.

8. Adjournment*

Chairman Toombs adjourned at 1932.

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 April 17, 2025.

Respectfully Submitted by:

Shannon Moffett, Administrative Assistant
North Lyon County Fire Protection District

May 15, 2025
Date

Approval of Minutes
April 17, 2025

	<u>For</u>	<u>Against</u>	<u>Abstain</u>	<u>Absent</u>	
___ Approved as Read	___	___	___	___	___
___ Approved with Corrections	___	___	___	___	___

Michael Toombs, Chairman
North Lyon County Fire Protection District

May 15, 2025
Date

NLCFPD

Statement of Revenues and Expenditures - Revenues Expenditures VS Budget - Fire 2025
From 7/1/2024 Through 4/30/2025

	Current Period Budget - 2025Original	Current Year Actual	Total Budget Variance - 2025Original
REVENUES			
Taxes			
Ad Valorem Taxes	3,048,223.00	2,917,686.49	(130,536.51)
Consolidated Taxes	244,746.00	192,885.98	(51,860.02)
Total Taxes	3,292,969.00	3,110,572.47	(182,396.53)
Other Revenue			
Mutual Aid	350,000.00	393,977.87	43,977.87
Contracts	0.00	81,908.14	81,908.14
Grants	0.00	67,972.66	67,972.66
Inspections	5,000.00	3,788.30	(1,211.70)
Hazmat Permits	10,000.00	0.00	(10,000.00)
Fire and Safety Reviews	120,000.00	103,905.66	(16,094.34)
Operational Permits	6,000.00	4,805.00	(1,195.00)
Cost Recovery	0.00	24,814.91	24,814.91
Ambulance Fees	20,000.00	320,502.04	300,502.04
GEMT Ambulance	0.00	769,518.52	769,518.52
Miscellaneous Revenue	10,000.00	3,550.00	(6,450.00)
Total Other Revenue	521,000.00	1,774,743.10	1,253,743.10
Total REVENUES	3,813,969.00	4,885,315.57	1,071,346.57
EXPENDITURES			
Personnel Expenses			
Salaries and Wages	1,194,000.00	1,103,560.57	90,439.43
Temporary Salaries	137,000.00	1,647.36	135,352.64
Overtime	200,000.00	490,191.20	(290,191.20)
Holiday	100,000.00	65,123.04	34,876.96
Uniforms	20,000.00	7,663.73	12,336.27
Employee Physicals	15,000.00	10,724.37	4,275.63
PERS Retirement	597,000.00	448,137.47	148,862.53
Employer Taxes and Fees	39,000.00	27,660.00	11,340.00
Workers Comp	242,000.00	166,267.87	75,732.13
Health Insurance	300,000.00	155,281.45	144,718.55
Contract Obligations	0.00	949.47	(949.47)
Cadets	10,000.00	6,565.23	3,434.77
Total Personnel Expenses	2,854,000.00	2,483,771.76	370,228.24
Office Operating Expenses			
Office Supplies and Postage	12,000.00	6,081.78	5,918.22
Office Equipment & IT	17,000.00	8,476.93	8,523.07
Books and Publications	6,000.00	0.00	6,000.00
Fire Prevention Public Education	6,000.00	800.00	5,200.00
Insurance	35,500.00	35,352.26	147.74
Professional Fees	100,000.00	83,663.57	16,336.43
Dues	2,500.00	934.99	1,565.01
Travel	2,500.00	160.94	2,339.06
Wildland Travel	75,000.00	38,402.73	36,597.27
Other	0.00	4,551.31	(4,551.31)
Total Office Operating Expenses	256,500.00	178,424.51	78,075.49
Personnel Operating Expenses			
Training	12,500.00	268.26	12,231.74
Recruitment and Retention	5,000.00	613.00	4,387.00
Safety Equipment	5,000.00	2,712.00	2,288.00

NLCFPD

Statement of Revenues and Expenditures - Revenues Expenditures VS Budget - Fire 2025
From 7/1/2024 Through 4/30/2025

	Current Period Budget - 2025Original	Current Year Actual	Total Budget Variance - 2025Original
Turnouts	17,500.00	5,337.55	12,162.45
Total Personnel Operating Expenses	40,000.00	8,930.81	31,069.19
Vehicle Operating Expenses			
Heavy Apparatus	50,000.00	21,574.30	28,425.70
Light Fleet	10,000.00	18,908.85	(8,908.85)
Wildland Fleet	10,000.00	12,054.91	(2,054.91)
Misc and Other	0.00	2,590.70	(2,590.70)
Vehicle Fuel	35,000.00	41,736.69	(6,736.69)
Total Vehicle Operating Expenses	105,000.00	96,865.45	8,134.55
Equipment Supplies Operating Expenses			
Medical Supplies	0.00	39,737.64	(39,737.64)
Equipment Non Capital	5,000.00	13,375.50	(8,375.50)
Communications	12,500.00	6,369.26	6,130.74
Operating Supplies	0.00	3,440.44	(3,440.44)
Small Equipment R & M	15,000.00	(1,714.03)	16,714.03
Total Equipment Supplies Operating Expenses	32,500.00	61,208.81	(28,708.81)
Station Operating Expenses			
Station Repair & Maintenance 61	32,000.00	13,474.66	18,525.34
Utilities 61	34,000.00	25,484.39	8,515.61
Total Station Operating Expenses	66,000.00	38,959.05	27,040.95
Other Non Operating Expenses			
Capital Outlay	20,000.00	0.00	20,000.00
Debt Payments	0.00	102,972.66	(102,972.66)
Lease Payments	186,000.00	143,758.22	42,241.78
Total Other Non Operating Expenses	206,000.00	246,730.88	(40,730.88)
Total EXPENDITURES	3,560,000.00	3,114,891.27	445,108.73
REVENUES IN EXCESS OF EXPENDITURES	253,969.00	1,770,424.30	1,516,455.30

NLCFPD

Statement of Revenues and Expenditures - Revenues Expenditures VS Budget - Ambulance 2025
From 7/1/2024 Through 4/30/2025

	Current Period Budget - 2025Original	Current Year Actual	Total Budget Variance - 2025Original
REVENUES			
Other Revenue			
Mutual Aid	0.00	56,456.40	56,456.40
Cost Recovery	0.00	678.33	678.33
Ambulance Fees	1,200,000.00	745,757.04	(454,242.96)
GEMT Ambulance	800,000.00	763,788.52	(36,211.48)
Ambulance Subscription	8,000.00	10,236.46	2,236.46
Miscellaneous Revenue	0.00	1,213.02	1,213.02
Total Other Revenue	2,008,000.00	1,578,129.77	(429,870.23)
Total REVENUES	2,008,000.00	1,578,129.77	(429,870.23)
EXPENDITURES			
Personnel Expenses			
Salaries and Wages	967,022.00	647,795.77	319,226.23
Overtime	61,000.00	289,512.23	(228,512.23)
Holiday	45,000.00	36,293.64	8,706.36
Uniforms	20,000.00	2,250.00	17,750.00
Employee Physicals	12,000.00	9,700.00	2,300.00
PERS Retirement	483,511.00	305,960.54	177,550.46
Employer Taxes and Fees	27,000.00	18,490.34	8,509.66
Workers Comp	170,500.00	75,858.38	94,641.62
Health Insurance	300,000.00	103,539.09	196,460.91
Total Personnel Expenses	2,086,033.00	1,489,399.99	596,633.01
Office Operating Expenses			
Office Supplies and Postage	5,000.00	1,786.83	3,213.17
Office Equipment & IT	13,000.00	3,224.00	9,776.00
Books and Publications	1,500.00	0.00	1,500.00
Insurance	35,500.00	35,352.26	147.74
Professional Fees	20,000.00	11,397.96	8,602.04
Dues	400.00	114.00	286.00
Travel	1,000.00	0.00	1,000.00
Other	0.00	10,764.91	(10,764.91)
Total Office Operating Expenses	76,400.00	62,639.96	13,760.04
Personnel Operating Expenses			
Training	12,500.00	6,000.00	6,500.00
Safety Equipment	1,000.00	0.00	1,000.00
Turnouts	17,500.00	0.00	17,500.00
Total Personnel Operating Expenses	31,000.00	6,000.00	25,000.00
Vehicle Operating Expenses			
Ambulance Fleet	30,000.00	5,855.36	24,144.64
Vehicle Fuel	60,000.00	15,687.34	44,312.66
Total Vehicle Operating Expenses	90,000.00	21,542.70	68,457.30
Equipment Supplies Operating Expenses			
Medical Supplies	90,000.00	41,871.61	48,128.39
Equipment Non Capital	2,000.00	0.00	2,000.00
Communications	12,500.00	0.00	12,500.00
Operating Supplies	0.00	1,029.86	(1,029.86)
Small Equipment R & M	5,000.00	0.00	5,000.00
Total Equipment Supplies Operating Expenses	109,500.00	42,901.47	66,598.53

NLCFPD**Statement of Revenues and Expenditures - Revenues Expenditures VS Budget - Ambulance 2025**
From 7/1/2024 Through 4/30/2025

	Current Period Budget - 2025Original	Current Year Actual	Total Budget Variance - 2025Original
Station Operating Expenses			
Station Repair & Maintenance 61	0.00	89.78	(89.78)
Station Repair & Maintenance 62	12,000.00	4,711.45	7,288.55
Utilities 62	16,000.00	16,717.62	(717.62)
Total Station Operating Expenses	28,000.00	21,518.85	6,481.15
Other Non Operating Expenses			
Depreciation	122,000.00	0.00	122,000.00
Total EXPENDITURES	2,542,933.00	1,644,002.97	898,930.03
REVENUES IN EXCESS OF EXPENDITURES	(534,933.00)	(65,873.20)	469,059.80



North Lyon County Fire Protection District

Response Statistics

NFIRS Incident Type Code Series

- **100 Fire**
- **200 Rupture / Explosion**
- **300 Rescue & Emergency Medical Service (EMS)**
- **400 Hazardous Condition (No Fire)**
- **500 Service Call**
- **600 Good Intent**
- **700 False Alarm & False Call**
- **800 Severe Weather & Natural Disaster**
- **900 Special incident**

April 2025

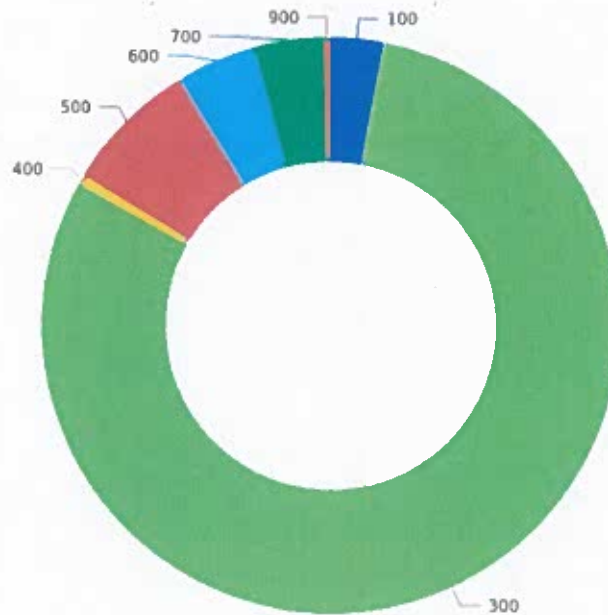


FDR-NFIRS: Detailed Incident Type Breakdown, Last Month

ACTUAL INCIDENT TYPE FOUND	COUNT	PERCENT
111 - Building fire	1	0.33%
113 - Cooking fire, confined to container	2	0.66%
131 - Passenger vehicle fire	1	0.33%
142 - Brush or brush-and-grass mixture fire	3	0.99%
300 - Rescue, EMS incident, other	1	0.33%
320 - Emergency medical service incident, other	1	0.33%
321 - EMS call, excluding vehicle accident with injury	238	78.29%
322 - Motor vehicle accident with injuries	3	0.99%
323 - Motor vehicle/pedestrian accident (MV Ped)	1	0.33%
324 - Motor vehicle accident with no injuries	5	1.64%
381 - Rescue or EMS standby	1	0.33%
412 - Gas leak (natural gas or LPG)	1	0.33%
444 - Power line down	1	0.33%
542 - Animal rescue	1	0.33%
550 - Public service assistance, other	6	1.97%
551 - Assist police or other governmental agency	1	0.33%
553 - Public service	3	0.99%
561 - Unauthorized burning	1	0.33%
611 - Dispatched & canceled en route	11	3.62%
631 - Authorized controlled burning	3	0.99%
632 - Prescribed fire	1	0.33%
700 - False alarm or false call, other	17	5.59%
745 - Alarm system activation, no fire - unintentional	1	0.33%
Total	304	100.00%



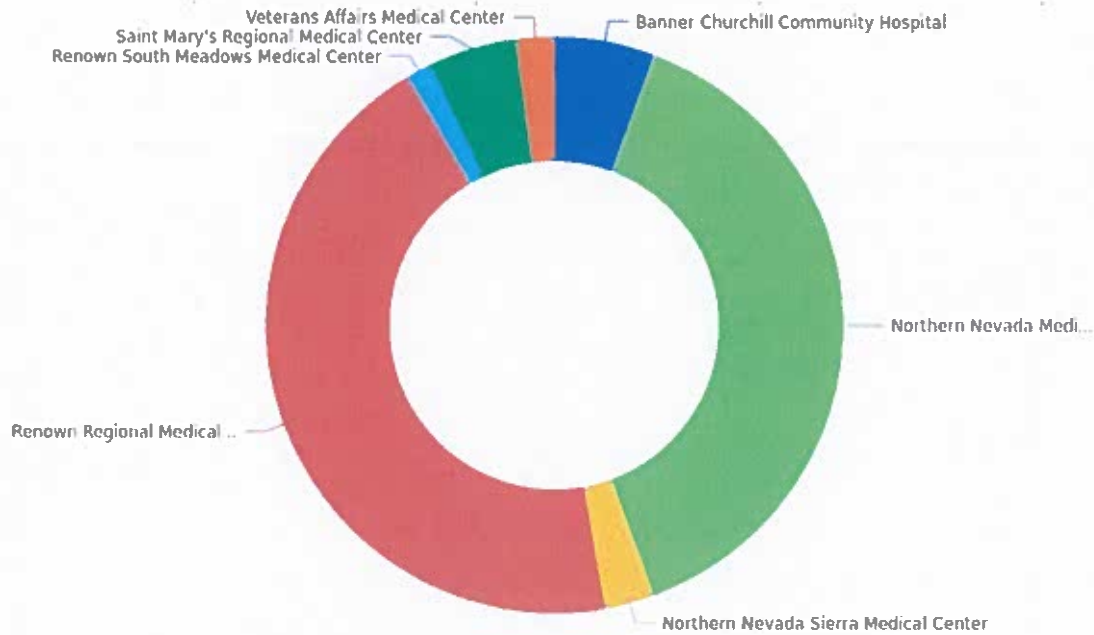
FDR-NFIRS: Incident Type Summary, Last Month



INCIDENT TYPE SERIES	COUNT	PERCENT
100	10	3.00%
300	267	80.18%
400	2	0.60%
500	25	7.51%
600	15	4.50%
700	13	3.90%
900	1	0.30%
Total	333	100.00%



FDR-EPCR-007: Count of Total Transports, Last Month

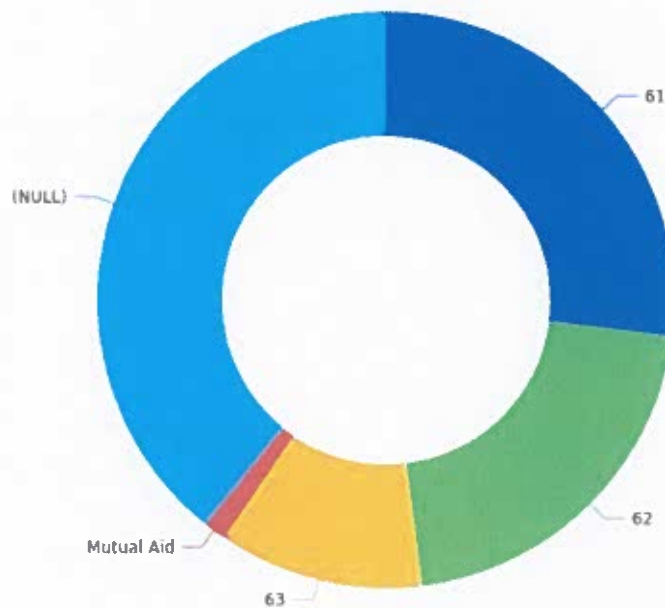


DESTINATION/TRANSFERRED TO, NAME - EDISPOSITION.01	COUNT	PERCENT
Banner Churchill Community Hospital	8	5.63%
Northern Nevada Medical Center	55	38.73%
Northern Nevada Sierra Medical Center	4	2.82%
Renown Regional Medical Center	63	44.37%
Renown South Meadows Medical Center	2	1.41%
Saint Mary's Regional Medical Center	7	4.93%
Veterans Affairs Medical Center	3	2.11%
Total	142	100.00%

Description: Report of transport counts for 2024.



FDR-NFIRS: Incident Count by Response Zone - Last Month



RESPONSE ZONE	INCIDENT COUNT	PERCENT OF TOTAL
61	82	26.97%
62	64	21.05%
63	35	11.51%
Mutual Aid	4	1.32%
(NULL)	119	39.14%
Total	304	100.00%



FDR-NFIRS: Aid Given/Received Detail Report - Last Calendar Month

INCIDENT ID	PSAP CALL DATE/TIME	INCIDENT NUMBER	INCIDENT TYPE	FIRE STATION	ADDRESS	AID RECEIVED DEPARTMENT NAME(S) LIST	TOTAL MUTUAL AID PERSONNEL	INCIDENT NUMBER OF RECEIVING AID	AID TYPE
21412491	2025-04-01 12:55:35	25-1008	321 - EMS call, excluding vehicle accident with injury	Station 62	1130 Chisholm Trail	Pyramid Lake Fire	2		Mutual aid received
21566081	2025-04-02 10:04:50	25-1018	321 - EMS call, excluding vehicle accident with injury		1343 W Newlands Dr	Pyramid Lake Fire	2		Mutual aid received
21570945	2025-04-02 21:46:46	25LY1022	321 - EMS call, excluding vehicle accident with injury		35 Virginia	Pyramid Lake Fire	2	2495808	Mutual aid received
21564752	2025-04-03 09:48:56	25-1029	321 - EMS call, excluding vehicle accident with injury	Station 62	6770 Shell Ct	Pyramid Lake Fire	2		Mutual aid received
21561455	2025-04-03 10:26:43	25-1030	632 - Prescribed fire		1300 Hwy 95A	Central Lyon Fire	2		Mutual aid received
21574618	2025-04-03 16:08:14	25-1036	321 - EMS call, excluding vehicle accident with injury		4562 Spaight Wy	Pyramid Lake Fire	2		Mutual aid received
21622905	2025-04-05 14:11:44	25-1062	321 - EMS call, excluding vehicle accident with injury		450 Willow Way	Pyramid Lake Fire	2		Mutual aid received
21621954	2025-04-05 19:25:52	25-1067	321 - EMS call, excluding vehicle accident with injury	Station 61	1130 Chisholm Trail	Pyramid Lake Fire			Mutual aid received

FDR-NFIRS: Aid Given/Received Detail Report - Last Calendar Month

North Lyon County FD NV
Address: 195 E Main St, Fernley, NV, 89408



INCIDENT ID	PSAP CALL DATE/TIME	INCIDENT NUMBER	INCIDENT TYPE	FIRE STATION	ADDRESS	AID RECEIVED DEPARTMENT NAME(S) LIST	TOTAL MUTUAL AID PERSONNEL	INCIDENT NUMBER OF RECEIVING AID	AID TYPE
21630105	2025-04-06 11:53:35	25-1079	321 - EMS call, excluding vehicle accident with injury	Station 61	315 Vine St	Pyramid Lake Fire	2		Mutual aid received
21644281	2025-04-07 11:17:12	25-1093	321 - EMS call, excluding vehicle accident with injury	Station 62	3285 US-50 ALT	Central Lyon Fire	2		Mutual aid received
21660165	2025-04-08 12:30:19	25-1103	113 - Cooking fire, confined to container	Station 62	1508 Trubode Ln	Central Lyon Fire	2		Mutual aid received
21727213	2025-04-10 05:10:58	25-1116	324 - Motor vehicle accident with no injuries.		IR80 W 71 MM				Mutual aid given
21732257	2025-04-11 11:33:33	25-1132	321 - EMS call, excluding vehicle accident with injury	Station 61	1343 W Newlands Dr	Pyramid Lake Fire	2		Mutual aid received
21736199	2025-04-12 09:05:15	25-1139	700 - False alarm or false call, other	Station 62	34100 Canton Dr			25-1139	Mutual aid given
21778768	2025-04-13 11:28:02	25-1143	561 - Unauthorized burning	Station 61	Apple Ct	Central Lyon Fire	3		Mutual aid received
21752234	2025-04-13 22:42:10	25-1148	321 - EMS call, excluding vehicle accident with injury	Station 61	110 Rabbit Dr				Mutual aid given
21778731	2025-04-14 11:29:04	25-1154	321 - EMS call, excluding vehicle accident with injury	Station 61	1300 US-95 ALT	Central Lyon Fire			Mutual aid received
21778742	2025-04-15 07:22:50	25-1159	631 - Authorized controlled burning		180 MM65				Mutual aid given

FDR-NFIRS: Aid Given/Received Detail Report - Last Calendar Month

North Lyon County FD NV
Address: 195 E Main St, Fernley, NV, 89408



INCIDENT ID	PSAP CALL DATE/TIME	INCIDENT NUMBER	INCIDENT TYPE	FIRE STATION	ADDRESS	AID RECEIVED DEPARTMENT NAME(S) LIST	TOTAL MUTUAL AID PERSONNEL	INCIDENT NUMBER OF RECEIVING AID	AID TYPE
21897548	2025-04-19 16:03:00	25-1201	700 - False alarm or false call, other	Station 61	1000 Smoke Shop Cir			25-1201	Mutual aid given
21903932	2025-04-19 20:32:52	25-1207	321 - EMS call, excluding vehicle accident with injury	Station 61	NV-446				Mutual aid given
21922774	2025-04-20 16:24:39	25-1218	111 - Building fire	Station 61	220 Parkland Way	Central Lyon Fire	3		Mutual aid received
21910894	2025-04-20 16:28:45	25-1219	321 - EMS call, excluding vehicle accident with injury	Station 61	375 Spruce Dr	Banner Churchill Community Hospital	2		Mutual aid received
22055382	2025-04-27 13:08:35	25-1286	321 - EMS call, excluding vehicle accident with injury	Station 62	988 MASON			1	Mutual aid given
22054958	2025-04-27 13:19:51	25-1287	131 - Passenger vehicle fire	Station 62	HWY 50 AND Farm District	Fallon Churchill Fire	1		Mutual aid received
22063400	2025-04-28 09:48:55	25-1292	611 - Dispatched & canceled en route	Station 62	705 NV-446				Mutual aid given
22097708	2025-04-28 10:59:10	25-1294	321 - EMS call, excluding vehicle accident with injury		1343 W Newlands Dr	Banner Churchill Community Hospital	2		Mutual aid received
22140576	2025-04-29 14:29:56	25-1302	321 - EMS call, excluding vehicle accident with injury	Station 61	Hwy 95A	Pyramid Lake Fire			Mutual aid received
22122824	2025-04-29 14:31:42	25-1303	321 - EMS call, excluding vehicle accident with injury		1343 W Newlands Dr	Central Lyon Fire	2		Mutual aid received

FDR-NFIRS: Aid Given/Received Detail Report - Last Calendar Month

North Lyon County FD NV
Address: 195 E Main St, Fernley, NV, 89408



INCIDENT ID	PSAP CALL DATE/TIME	INCIDENT NUMBER	INCIDENT TYPE	FIRE STATION	ADDRESS	AID RECEIVED DEPARTMENT NAME(S) LIST	TOTAL MUTUAL AID PERSONNEL	INCIDENT NUMBER OF RECEIVING AID	AID TYPE
22152210	2025-04-30 19:45:07	25-1318	321 - EMS call, excluding vehicle accident with injury		206 S Center St	Pyramid Lake Fire	2		Mutual aid received



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The Power of the POOL

NEVADA PUBLIC AGENCY INSURANCE POOL MEMBER COVERAGE SUMMARY

Prepared For:
North Lyon County Fire District

Presented By:
LP Insurance Services, Inc.

**THANK YOU FOR
YOUR
MEMBERSHIP!**

This summary is intended for reference only. For specific terms, conditions, limitations and exclusions, please refer to the POOL Coverage Form and Cyber Risk Coverage Form edition July 1, 2025.



Dear POOL Member:

Thank you for your continuing leadership commitment to serving your communities by fulfilling your public service mission. The POOL continues to offer programs, services and support for Members' financial security and collaborating with you in support of your mission.

This Member Coverage Summary reflects the successful negotiations with multiple markets to obtain cost-effective terms, conditions and pricing for approval by the POOL Board on behalf of all Members.

As owners of the POOL, you approved the extensive risk management services, such as POOL/PACT HR services including its training courses and ELearning modules on important HR topics. Enrollment in POOL's ELearning programs including Target Solutions Fire/EMS training, KnowBe4 email security training continues to reach an increasing number of employees for convenient and cost-effective learning. Our ongoing focus on law enforcement policies and practices targeted jail and road operations with onsite and virtual assessments and sample policies.

We encourage you to discuss the POOL's services with staff and your agent. We regularly update our website and encourage you to visit www.poolpact.com to utilize a growing base of HR and risk management information in the resource libraries. While there, look for the POOL Coverage documents, board and committee agendas and minutes.

Thanks to all Member volunteers who serve on our boards and committees. These volunteers do a superb job of representing the interests of the Members of your POOL.

Sincerely,

Wayne Carlson
Executive Director
Nevada Public Agency Insurance Pool



NEVADA PUBLIC AGENCY INSURANCE POOL COVERAGE SUMMARY

RENEWAL PROPOSAL	COVERAGE PERIOD	NAMED ASSURED	MAINTENANCE DEDUCTIBLE
	07/01/2025 – 07/01/2026 Standard Time	North Lyon County Fire District	\$2,500

Property Coverage

Coverage	Limit per Loss	
Property	\$300,000,000	Per Schedule of Locations

The following sub-limits apply to Section V. C. Extensions of Property Coverage:

Accounts Receivable	\$5,000,000 per loss
Arson Reward	10% up to \$25,000 per loss
Debris Removal - Mold/ Asbestos	\$100,000
Earthquake	\$150,000,000 aggregate
Flood	\$150,000,000 aggregate \$25,000,000 aggregate - Flood Zone A
Equipment Breakdown	\$100,000,000 per loss
• Loss of Income & Extra Expense	included
• Hazardous Substance Coverage	\$250,000 per loss
• Spoilage Coverage	\$250,000 per loss
• Data Restoration	\$100,000 per loss
• Electrical Risk Improvements	\$10,000
Expediting Expenses	\$25,000 per loss
Unintentional Errors and Omissions	\$5,000,000 per loss
Money and Securities	\$500,000 per loss
Ordinance or Law – LEED Building	\$500,000
Agreed Value Vehicles	Per Attachment D, if applicable



NEVADA PUBLIC AGENCY INSURANCE POOL COVERAGE SUMMARY

Liability Coverage

The Limits of Liability are as follows:

Coverage	Limit per Named Assured	Annual Aggregate Limit per Named Assured
Per Event	\$10,000,000	\$10,000,000
<i>All Sublimits are a part of and not in addition to the Limits of Liability.</i>		
<i>Liability Sublimits:</i>		
• Additional Assured (Lessors) (Section I, item 2)	\$2,000,000	
• Weed Spray Property Damage (Section IV, item 3 (B) (2) (ix))	\$250,000	\$250,000
• Emergency Response to Pollution (Section IV, item 3 (B) (2) (v))	\$1,000,000	\$1,000,000
• Criminal Defense Fees and Costs (Section VI, part C, item 4)	\$50,000	\$50,000
• Defense for Regulatory Agency Actions (Section VI, part C, item 16)	\$50,000	
Sexual Abuse Sublimit (Section VI, part C, item 21)	\$2,500,000	\$2,500,000
Retroactive Date	<i>May 1, 1987 except as shown in Attachment C</i>	



NEVADA PUBLIC AGENCY INSURANCE POOL COVERAGE SUMMARY

Cyber Risk Coverage Form

FORM NUMBER	COVERAGE PERIOD	NAMED ASSURED	MAINTENANCE DEDUCTIBLE
CRCF 202526	07/01/2025 – 07/01/2026 12:01 A.M., Standard Time	Per Attachment A	10%, up to \$25,000

CYBER SECURITY RISK COVERAGE		
PART ONE: Terms and Conditions		
SECURITY RISK COVERAGE LIMITS	Limit per Named Assured Per PRIVACY OR SECURITY EVENT	Annual Aggregate Limit Per All Named Assureds
PART TWO: Third-Party Liability Coverage Limits	\$1,000,000	\$1,000,000 up to \$15,000,000 aggregate all POOL Members combined
The following sublimits are a part of and not in addition to the Limits of Liability:		
PART THREE: First-Party Event Management and Network Interruption Coverage Limit	\$250,000	
Proof of Loss Preparation Costs (as defined, Separate Limit)	\$50,000	
Retroactive Date		July 1, 2013



NEVADA PUBLIC AGENCY INSURANCE POOL COVERAGE SUMMARY

Environmental Liability Coverage

The Limits of Liability are as follows:

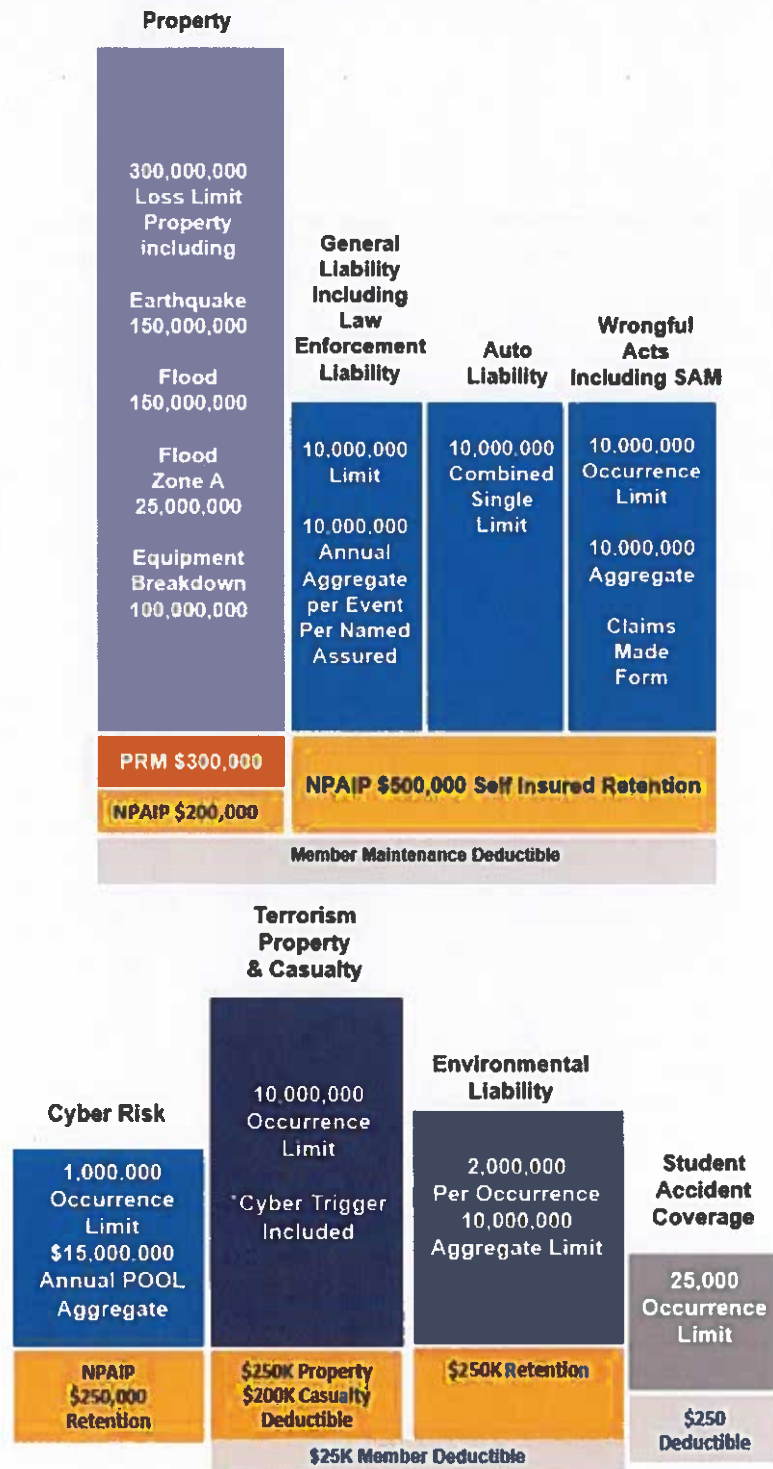
Coverage A	Third Party Claims for Bodily Injury, Property Damage or Remediation Expense
Coverage B	First Party Remediation Expense
Coverage C	Emergency Response Expense
Coverage D	Business Interruption

COVERAGE	DEDUCTIBLE	EACH INCIDENT LIMIT	AGGREGATE LIMIT
A,B,C	\$25,000	\$2,000,000	\$10,000,000

COVERAGE	DEDUCTIBLE	BUSINESS INTERRUPTION LIMIT (Days)	BUSINESS INTERRUPTION LIMIT (\$)
D	3 Days	365	\$2,000,000



NPAIP 2025 - 2026 Program Structure



This summary is intended for reference only. For specific terms, conditions, limitations and exclusions, please refer to the POOL Coverage Form and Cyber Risk Coverage Form edition July 1, 2025.



NEVADA PUBLIC AGENCY INSURANCE POOL COVERAGE SUMMARY

Member Contribution:

Total Cost:	\$65,832.98
Agent Compensation:	\$4,607.15
Total Program Cost Including All POOL Services:	\$70,440.13



NEVADA PUBLIC AGENCY INSURANCE POOL COVERAGE SUMMARY

The current Property market conditions have softened a little over last year and the economic inflation is not as hard felt. With the market conditions listed below, contributions are mainly reflecting changes in exposures, such as Total Insured Values, Number of Employees, Amount of Payroll, Number of Law Enforcement, Number of Students, Firefighters, EMT's, and the Number of Vehicles (below is a breakdown of your application exposures year-over-year).

For All Members Property, NPAIP obtained a favorable rate decrease compared to expiring, due to our long-term relationship in the London Market.

Municipality Liability for NPAIP continues to be impacted by adverse loss development related to social inflation, law enforcement and climate change.

The School Liability for NPAIP continues to be impacted by large settlements due to Wrongful Acts including Sexual Abuse and Molestation.

Coverage:

Maintenance Deductible:	\$2,500
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	2024	2025	Percent (%) Change
Program Cost Comparison	\$70,704.52	\$70,440.13	-0.37%

Key Exposures:

	2024	2025	Percent (%) Change
Payroll	\$3,277,232	\$2,704,022	-17.49%
Total Insured Values	\$14,627,658	\$14,933,198	2.09%
Auto Count	21	21	0.00%
Law Enforcement	0	0	0.00%
Employees	32	26	-18.75%
EMT's	49	44	-10.20%
Student ADA	0	0	0.00%
Teachers	0	0	0.00%



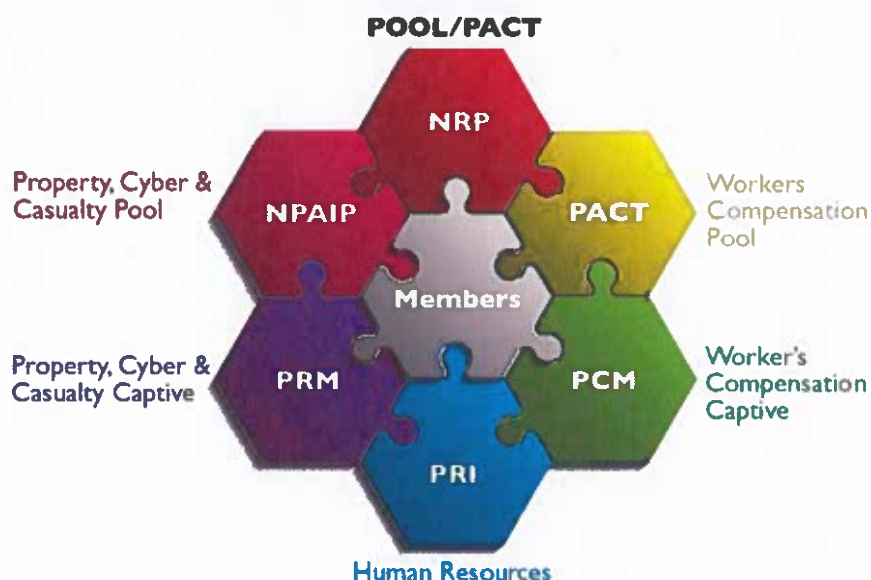
POOL/PACT – HERE FOR YOU

Members Helping Members

In 1987, four Nevada counties formed their own risk sharing pool. Now over thirty years later, the majority of Nevada's public entities remain committed to each other and the mission of their risk pool organization. POOL/PACT continues to excel in providing an unparalleled level of service to our members. Our mission seeks to help members manage their risks so they can serve the public effectively.

The POOL Board is comprised of dedicated, hardworking, and ethical Member leaders focused on public risk management. They continue to do an excellent job of representing the interests of the Member-owners of POOL/PACT.

Our members continue to see great value in being part of POOL/PACT because of extensive services, which keeps membership retention strong. POOL/PACT encourages you to discuss the services we offer with your insurance agent – its valued partner in the POOL program.



POOL Executive Committee

Josh Foli - Chair (Lyon County)
Kim Todd - Director (Eureka County)
Amanda Osborne - Director (Elko County)
Dan Murphy - Vice Chair (Pershing Co.SD)
Gina Rackley - Fiscal Officer (Humboldt Co)
Ann Cyr - Director (Carson City SD)
Scott Lindgren - Director (TDFPD)

PACT Executive Committee

Paul Sikora - Chair (Boulder City)
Russell Klein - Vice Chair (Lander CSD)
Amana Osborne - Trustee (Elko County)
Josh Foli - Fiscal Officer (Lyon County)
Robyn Dunckhorst - Trustee (Humboldt GH)
Alicia Heiser - Trustee (City of Winnemucca)
Joe Westerlund - Trustee (Town of Tonopah)



RISK MANAGEMENT BENEFITS AND SERVICES

POOL/PACT ENTERPRISE RISK MANAGEMENT COMMITTEE

Develops, administers, and supervises Risk Management policy, procedure, and planning • Supports innovative risk reduction and/or mitigation programs • Develops and administers risk control techniques to reduce the frequency and severity of losses

ENTERPRISE RISK MANAGEMENT EXCELLENCE PROGRAM

A voluntary program developed to assist POOL/PACT members achieve operational excellence in the delivery of public service through effective risk management • Develops understanding of Enterprise Risk Management – that risk management efforts of one department have a direct impact, either positive or negative, on the enterprise as a whole

RISK MANAGEMENT GRANT PROGRAM

Educational Grants supporting risk management education and training opportunities • Risk Management Grants for risk management/mitigation projects or acquisitions • Visit www.poolpact.com/risk-grant.asp for more information

ONLINE SAFETY TRAINING

Active Shooter Response • Asbestos Awareness Training • Aversive Interventions • Back Safety in the Workplace • Bloodborne Pathogens Awareness • The Complex Quadriplex of Lifeguard Blindness • Cybersecurity Awareness • Ransomware Awareness • Defensive Driving • FERPA • GHS - Hazard Communication • Heat-Related Illness • HIPAA Privacy Rule • Lock-Out, Tag-Out • Mandatory Child Abuse Reporting Laws • MRSA Awareness for Correctional Employees • MRSA Awareness in Hospitals • Nevada Ethics in Government Law • Office Ergonomics • Open Meeting Law • OSHA – Rights and Responsibilities • Pool Chemical Safety • Slips, Trips, and Falls • Strip Search Training • Students in Transition • Sub-Administrator Training • Surviving an Active Shooter • Teaching Science Safely • Transporting Students with Special Needs • MSDOnline (SDS management)

LAW ENFORCEMENT AND FIRE PROTECTION

Partnership with Legal Liability Risk Management Institute (LLRMI) to provide Best-practice Road and Detention Operation Policies and Procedures • Detention Facility Assessments and Reports • Team Approach to Address Individual Needs Through Network of Subject Matter Experts in Law Enforcement, Jails/Corrections, Public Safety, and Criminal Justice • TargetSolutions Fire and EMS Training Platform • Mental Health – Fit for Retirement Wellness

SWIMMING POOL SAFETY POLICIES, INSPECTIONS, AND TRAINING

Aquatic Facility Assessment and Report • Annual Aquatic Risk Management Seminar • Best-practice Aquatic Facility Policy and Lifeguard Manual Templates

CYBERSECURITY TRAINING AND POLICIES

Onsite Passive Network Assessments (PNA) • Best-practice Data Security Policy Templates • Quarterly Cybersecurity Hot-Topic Webinars • Annual Cybersecurity Summit • KnowB4 Phishing Awareness Campaigns and Training • KnowB4 Cybersecurity Newsletter • Cyber Incident Response Plan Templates • Individualized Data- and Cybersecurity Advice and Support

SCHOOL DISTRICT EMERGENCY OPERATIONS PLANS, TRAINING, AND POLICIES

NRS-required Emergency Operation Plans (EOP) • Annual EOP updates • Emergency Management and Response Training • School Safety Training based on FEMA Guide for High Quality School Emergency Operations Plans • Hazard and Vulnerability Assessments and Reports

SITE SAFETY INSPECTIONS, TRAININGS, AND AUDITS

Playground & Parks Safety Surveys • Workstation Ergonomic Evaluations • Confined Space Risk Assessments • Facility Surveys • Fire Extinguisher Education • Respirator Fit Testing and Education • CPR/First Aid/AED • Accident Investigation Training • Back Safety and Lifting • Defensive and Distracted Driver Education • Workplace Violence • Personal Protective Equipment • Emergency Preparedness • OSHA Compliance Training • Written Workplace Safety Plan Training • Safety Committee Formation and Operation • Wellness/Health Education and Training

For More Information, Contact:

Marshall Smith, Risk Manager (marshallsmith@poolpact.com) or Jarrod Hickman, Risk Management Specialist (jarrodhickman@poolpact.com); (775) 885-7475; or visit www.poolpact.com.



PROGRAMS AND SERVICES AVAILABLE TO POOL/PACT MEMBERS



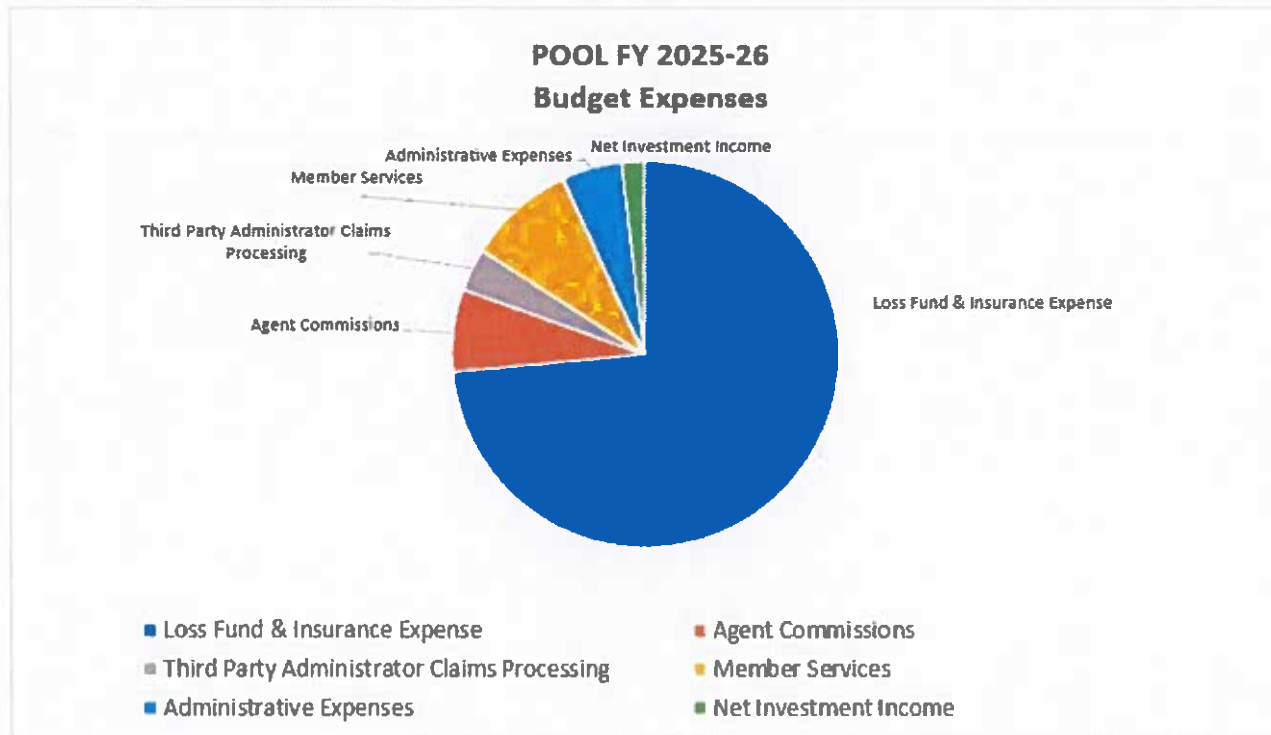
POOL/PACT HUMAN RESOURCES MEMBER SERVICES

A variety of services are offered through POOL/PACT HR. We work with each member individually to address their specific HR-related needs and reduce liability. The basic services include:

- Consultation with members to manage and resolve critical employment-related issues to include identifying options, providing step-by-step guidance, monitoring progress, and answering questions.
- In-person and virtual instructor-led training courses, workshops, and certificate programs.
- eLearning courses available 24/7.
- Webinars on HR-related topics.
- On-site assessments of members' HR practices with recommendations.
- Communication issued as "Alerts" to inform members of significant HR-related law or practice changes.
- On-site HR Briefings tailored to specific needs/requests of members.
- Sample personnel policies which may be adopted for use by members.
- Sample job description templates and numerous HR forms that can be tailored for use by members.
- Salary schedule database available on our website for member reference.
- Summary of HR-related legislation produced each legislative session.
- HR scholarships to assist member HR representatives in attaining nationally recognized HR certifications.
- Annual HR Conference providing HR representatives and CEOs valuable information on communication, leadership, and legal compliance.



POOL 2025-2026 APPROVED BUDGET AND EXPENSES



POOL Budget FY 25-26	Approved Budget	% Allocation
Loss Fund & Insurance Expense	\$ 22,379,752	77.0%
Agent Commissions	\$ 1,974,871	6.8%
Third Party Administrator Claims Processing	\$ 865,822	3.0%
Member Services	\$ 2,151,757	7.4%
Administrative Expenses	\$ 1,487,327	5.1%
Building Cost	\$ 196,263	0.7%
Total Budget	\$ 29,055,791	100.0%



POOL/PACT CONTACTS

Nevada Risk Pooling (NRP) (775) 885-7475

Wayne Carlson, Executive Director, ext 132
waynecarlson@poolpact.com

Alan Kalt, Chief Financial Officer, ext 128
akalt@poolpact.com

Marshall Smith, Risk Manager, ext 104
marshallsmith@poolpact.com

Jarrold Hickman, Risk Manager, ext 133
jarroldhickman@poolpact.com

Mike Van Houten, eLearning Administrator, ext 101
elearning@poolpact.com

Stephen Romero, Member Relations Manager, ext 110
stephenromero@poolpact.com

Jennifer Turner, Admin Data Analyst, ext 129
jenniferturner@poolpact.com

Beck Freeman, Admin Assistant, ext 125
beckfreeman@poolpact.com

Pooling Resources, Inc. (POOL/PACT HR) (775) 887-2240

Stacy Norbeck, General Manager, ext 107
stacynorbeck@poolpact.com

Ashley Creel, Sr. HR Business Partner, ext 105
ashleycreel@poolpact.com

Lessly Monroy, Sr. HR Business Partner, ext 108
Lesslymonroy@poolpact.com

Sean Moyle, Sr. HR Business Partner, ext 103
seanmoyle@poolpact.com

Andrea Laughlin, HR Analyst, ext 113
andrealughlin@poolpact.com

Davies Claims Solutions

Donna Squires, Claims Manager
(775) 329-1181
Donna.squires@us.davies-group.com

Margaret Malzahn, WC Claims Supervisor
(775) 329-1181
Margaret.malzahn@us.davies-group.com



NPAIP MEMBERSHIP

Counties:

Carson City
Churchill County
Elko County
Esmeralda County
Eureka County
Humboldt County
Lander County
Lincoln County
Lyon County
Mineral County
Pershing County
Storey County
White Pine County

Cities:

Boulder City
City of Caliente
City of Carlin
City of Elko
City of Ely
City of Fernley
City of Lovelock
City of Sparks
City of Wells
City of West Wendover
City of Winnemucca
City of Yerington

Towns:

Town of Gardnerville
Town of Genoa
Town of Minden
Town of Round Mountain
Town of Tonopah

School Districts:

Carson City School District
Churchill County School District
Douglas County School District
Elko County School District
Esmeralda County School District
Eureka County School District
Humboldt County School District
Lander County School District
Lincoln County School District
Lyon County School District
Mineral County School District
Nye County School District
Pershing County School District
Storey County School District
White Pine County School District

Fire Districts:

Moapa Valley Fire Protection District
Mt. Charleston Fire Protection District
North Lake Tahoe Fire Protection District
North Lyon County Fire Protection District
Pahranagat Valley Fire District
Tahoe Douglas Fire Protection District
Washoe County Fire Suppression
White Pine Fire District

Others:

Central Nevada Health District
Central Nevada Historical Society
Central Nevada Regional Water Authority
Community Chest, Inc
Consolidated Agencies of Human Services
County Fiscal Officers Association of Nevada
Douglas County Redevelopment Agency
Eight Judicial District
Elko Central Dispatch
Elko Convention & Visitors Authority
Humboldt River Basin Water Authority
Lincoln County Regional Development
Mineral County Housing Authority
Nevada Association of Counties
Nevada Commission for the Reconstruction
of the V & T Railway
Nevada League of Cities
Nevada Risk Pooling, Inc.
Nevada Rural Housing Authority
Nevada Volunteers
NevadaWorks
Pooling Resources, Inc.
Regional Transportation Commission of
Washoe County
Truckee Meadows Regional Planning Agency
U.S. Board of Water Commissioners
Virginia City Tourism Convention
Western Nevada Regional Youth Center
White Pine County Tourism

Special Districts:

Alamo Water & Sewer District
Amargosa Library District
Baker Water and Sewer
Battle Mountain Hospital
Beatty Library District
Beatty Water & Sanitation District
Canyon General Improvement District
Carson-Truckee Water Conservancy District
Carson Water Subconservancy District
Cave Rock Estates GID
Churchill County Mosquito, Vector
and Weed Control District
Churchill Area Regional Transportation

Special Districts (continue):

Douglas County Mosquito District
Douglas County Sewer
East Fork Swimming Pool District
Elko County Agricultural Association
Elko TV District
Fernley Swimming Pool District
Gardnerville Ranchos General Improvement District
Gerlach General Improvement District
Humboldt General Hospital
Incline Village General Improvement District
Indian Hills General Improvement District
Kingsbury General Improvement District
Lakeridge General Improvement District
Lincoln County Water District
Logan Creek Estates General Improvement District
Lovelock Meadows Water District
Marla Bay General Improvement District
Mason Valley Swimming Pool District
McGill Ruth Sewer and Water
Minden Gardnerville Sanitation District
Moapa Valley Water District
MT Grant General Hospital
Nevada Association of Conservation Districts
Nevada Association of School Boards
Nevada Association of School Superintendents
Nevada Tahoe Conservation District
Northern Nye County Hospital District
Pahrump Library District
Palomino Valley General Improvement District
Pershing County Water Conservation District
Sierra Estates General Improvement District
Silver Springs General Improvement District
Silver Springs Stagecoach Hospital
Skyland General Improvement District
Smoky Valley Library District
Southern Nevada Area Communication Council
Stagecoach General Improvement District
Sun Valley General Improvement District
Tahoe Douglas District
Topaz Ranch General Improvement District
Tahoe Reno Industrial General Improvement District
Tonopah Library District
Truckee Meadows Water Reclamation Facility
Walker Basin Conservancy
Walker River Irrigation District
Washoe County Water Conservation District
West Wendover Recreation District
Western Nevada Development District
White Pine Television District #1
Zephyr Cove General Improvement District
Zephyr Heights General Improvement District

**THANK YOU
FOR YOUR
MEMBERSHIP!**

FIRE Budget

	FY24-25 Budget	FY24-25 Current	FY24-25 Proj Final	FY25-26 Proposed	Notes
REVENUES					
<u>Taxes</u>					
Ad Valorem	3,048,223.00	2,917,686.49	3,048,223.00	3,271,587.00	per DOTax
C-Tax	244,746.00	192,885.98	244,746.00	235,780.00	per DOTax
<u>Other</u>					
Mutual Aid/OOD*	350,000.00	393,977.87	600,000.00	600,000.00	Transfer to 047 Acq FIRE Wildland FY25
Contracts	0.00	81,908.14	81,908.14	0.00	NVEnergy FY23-24
Ambulance Fees	20,000.00	320,502.04	392,191.70	20,000.00	Transfer to Amb Fee
Grants	0.00	67,972.66	3,788.30	0.00	Grants
Inspections	5,000.00	3,788.30	5,000.00	5,000.00	
Hazmat Permits	10,000.00	0.00	10,000.00	10,000.00	
F/S Reviews	120,000.00	103,905.66	120,000.00	120,000.00	Plan Review
Op Permits	6,000.00	4,805.00	6,000.00	6,000.00	Burn Permits
Cost Recovery	0.00	24,814.91	30,000.00	30,000.00	Fire Recovery USA
Misc/Donations	10,000.00	3,550.00	5,000.00	5,000.00	Donations/Misc Revenue
TOTAL REVENUES	3,813,969.00	4,115,797.05	4,546,857.14	4,303,367.00	
EXPENDITURES					
<u>Personnel</u>					
Wages/Salaries	1,194,000.00	1,103,560.57	1,300,000.00	1,290,931.20	4 Admin, 11 FF/EMT
Temp Salaries	137,000.00	1,647.36	1,647.36	0.00	
OT	200,000.00	490,191.20	500,000.00	90,000.00	
Holiday	100,000.00	65,123.04	70,000.00	5,000.00	
Uniforms	20,000.00	7,663.73	8,500.00	10,000.00	
Physicals	15,000.00	10,724.37	11,000.00	12,000.00	
PERS	597,000.00	448,137.47	490,000.00	729,842.88	Fire 58.75%, Admin 36.75%
Emplr Tax/Fee	39,000.00	27,660.00	37,000.00	37,500.00	
Worker's Comp	242,000.00	166,267.87	242,000.00	124,890.00	

Health Ins	300,000.00	155,281.45	170,000.00	311,875.68
Cadets	10,000.00	6,565.23	10,000.00	10,000.00 Self Funded
Personnel Total	2,854,000.00	2,482,822.29	2,840,147.36	2,622,039.76
<u>Office Operating</u>				
Supplies/Postage	12,000.00	6,081.78	8,000.00	10,000.00
Equipment/IT	17,000.00	8,476.93	12,000.00	10,000.00
Books/Publication	6,000.00	0.00	2,000.00	5,000.00
Prevention/Edu	6,000.00	800.00	2,500.00	5,000.00 Pub Ed
Insurance	35,500.00	35,352.26	35,352.26	39,050.00 Station/Vehicle/Liability
Professional Fees	100,000.00	83,663.57	90,000.00	75,000.00 Attorney, Audit, Banking, etc.
Dues	2,500.00	934.99	1,000.00	2,500.00
Travel	2,500.00	4,000.00	5,000.00	6,000.00
OOD Travel	75,000.00	38,402.73	38,402.73	40,000.00 Wildland OOD
Office Total	256,500.00	177,712.26	194,254.99	192,550.00
<u>Personnel Oper.</u>				
Training	12,500.00	4,000.00	7,000.00	20,000.00
Recruit/Retain	5,000.00	613.00	2,500.00	5,000.00 Add BC Recruit Process
Safety Equip.	5,000.00	2,712.00	3,500.00	5,000.00
PPE	17,500.00	5,337.55	12,000.00	18,000.00 Turnouts, Wildland, etc.
Pers. Op. Total	40,000.00	12,662.55	25,000.00	48,000.00
<u>Vehicle R&M</u>				
Heavy	50,000.00	21,574.30	30,000.00	40,000.00 Engine, Tender, Ladder
Light	10,000.00	18,046.68	20,000.00	20,000.00 Command, Utilities
Wildland	10,000.00	12,054.91	13,000.00	15,000.00 Type 3/6
Fuel	35,000.00	41,736.69	42,000.00	30,000.00
Misc.	0.00	2,590.70	3,000.00	0.00
Vehicles Total	105,000.00	96,003.28	108,000.00	105,000.00

<u>Fire Equip./Supplies</u>				
Medical Supplies	0.00	39,737.64	40,000.00	10,000.00 Medical Supplies on Engines
Equip. (non-capital)	5,000.00	13,375.50	14,000.00	20,000.00 Small Engine, Tools, Hose, etc.
Communications	12,500.00	6,369.26	10,000.00	12,000.00 Radios, Pagers, Maintenance
Sm. Equip. R&M	15,000.00	0.00	5,000.00	15,000.00 repairs and maintenance
Fire Eq./Sup. Total	32,500.00	59,482.40	69,000.00	57,000.00
<u>Station 61 Operating</u>				
Station R&M	32,000.00	13,474.66	16,000.00	40,000.00 St 61 - Riser
Utilities	34,000.00	25,484.39	30,000.00	34,000.00 Water, Gas, Electric, Phone/Internet
Operating Supplies	0.00	3,440.44	4,500.00	5,000.00 Janitorial, Water, etc.
Station 61 Op. Total	66,000.00	42,399.49	50,500.00	79,000.00
<u>Non-Operating</u>				
Contingency	20,000.00	0.00		Max 3% per NRS
Capital Outlay	0.00	0.00		115,000.00 BC P/U
Depreciation	0.00	102,972.66	42,000.00	42,000.00 USDA Station 61 loan
Debt Payments	186,000.00	143,758.22	143,758.22	143,758.22 Fire Trucks purchased in 2020
Lease Payments	0.00	0.00		Augments, PRN
Interfund Transfers	0.00	0.00		350,000.00 Wildland OT/Assignments
Wildland	0.00	0.00	0.00	200,000.00 Contract payout/sick, annual, etc.
Contract Oblig	0.00	949.47	0.00	50,000.00 Emergency Fund
Emergency Fund	0.00	0.00		
Non-op Total	206,000.00	247,680.35	185,758.22	900,758.22
TOTAL EXPENDITURES	3,560,000.00	3,118,762.62	3,472,660.57	4,004,347.98
BALANCE TOTAL (rev-exp)	253,969.00	997,034.43	1,074,196.57	299,019.02

EMS Budget

	FY24-25 Budget	FY24-25 Current	FY24-25 Proj Final	FY25-26 Proposed	Notes
REVENUES					
<u>Taxes</u>					
Ad Valorem	0.00	0.00	0.00	0.00	per DOTax
C-Tax	0.00	0.00	0.00	0.00	per DOTax
<u>Other</u>					
Mutual Aid/OOD*	0.00	56,456.40	56,456.40	100,000.00	Transfer to 047 Acq FIRE Wildland FY25
Cost Recovery	0.00	678.33	5,000.00	10,000.00	Bad Debt Recovery
Ambulance Fees	1,200,000.00	745,757.04	900,000.00	900,000.00	Ambulance Fees
GEMT Ambulance	800,000.00	763,788.52	763,788.52	500,000.00	GEMT
Amb Subscription	8,000.00	10,236.46	10,000.00	10,000.00	Ambulance Saver Program
Misc/Donations	0.00	1,213.02	1,500.00	0.00	
TOTAL REVENUES	2,008,000.00	1,578,129.77	1,736,744.92	1,520,000.00	
EXPENDITURES					
<u>Personnel</u>					
Wages/Salaries	967,022.00	647,795.77	740,000.00	439,071.36	6 FF/EMT
Temp Salaries	0.00	0.00	0.00	20,000.00	
OT	61,000.00	289,512.23	300,000.00	30,000.00	
Holiday	45,000.00	36,293.64	40,000.00	19,772.64	
Uniforms	20,000.00	2,250.00	5,000.00	3,000.00	
Physicals	12,000.00	9,700.00	9,700.00	4,800.00	
PERS	483,511.00	305,960.50	390,000.00	257,954.42	Fire 58.75%, Admin 36.75%
Emplr Tax/Fee	27,000.00	18,490.34	23,000.00	14,280.00	
Worker's Comp	170,500.00	75,858.38	120,000.00	49,956.00	
Health Ins	300,000.00	103,539.09	120,000.00	96,575.40	
Personnel Total	2,086,033.00	1,489,399.95	1,747,700.00	935,409.82	

<u>Office Operating</u>				
Supplies/Postage	5,000.00	1,786.83	4,500.00	5,000.00
Equipment/IT	13,000.00	3,224.00	7,000.00	10,000.00
Books/Publication	1,500.00	0.00	1,500.00	2,000.00
Prevention/Edu	0.00	0.00	1,000.00	1,000.00 Pub Ed
Insurance	35,500.00	35,352.26	35,352.26	39,050.00 Station/Vehicle/Liability
Professional Fees	20,000.00	11,397.96	15,000.00	15,000.00 Attorney, Audit, Banking, etc.
Dues	400.00	114.00	400.00	500.00
Travel	1,000.00	0.00	1,000.00	1,500.00
Office Total	76,400.00	51,875.05	65,752.26	74,050.00
<u>Personnel Oper.</u>				
Training	12,500.00	6,000.00	10,000.00	12,500.00 EMS Training
Recruit/Retain	0.00	0.00	1,000.00	1,000.00
Safety Equip.	1,000.00	0.00	1,000.00	1,000.00
PPE	17,500.00	0.00	10,000.00	8,000.00 Turnouts, Wildland, etc.
Pers. Op. Total	31,000.00	6,000.00	22,000.00	22,500.00
<u>Vehicle R&M</u>				
Ambulance Fleet	30,000.00	5,855.36	20,000.00	35,000.00 Ambulances
Fuel	60,000.00	15,687.34	40,000.00	65,000.00
Misc.	0.00	10,764.91	0.00	0.00
Vehicles Total	90,000.00	32,307.61	60,000.00	100,000.00
<u>Fire Equip./Supplies</u>				
Medical Supplies	90,000.00	41,871.61	65,000.00	83,000.00 Medical Supplies on Ambulance
Equip. (non-capital)	2,000.00	0.00	2,000.00	2,000.00 Ambulance Equip
Communications	12,500.00	0.00	5,000.00	0.00 Radios, Pagers, Maintenance
Sm. Equip. R&M	5,000.00	0.00	2,500.00	2,500.00 Repairs, Maintenance of Equip

Fire Eq./Sup. Total	109,500.00	41,871.61	74,500.00	87,500.00
<u>Station 61 Operating</u>				
Station R&M	12,000.00	4,801.23	7,000.00	8,000.00 St 62
Utilities	16,000.00	16,717.62	20,000.00	20,000.00 Water, Gas, Electric, Phone/Internet
Operating Supplies	0.00	1,029.86	2,000.00	2,500.00 Janitorial, Water, etc.
Station 61 Op. Total	28,000.00	22,548.71	29,000.00	30,500.00
<u>Non-Operating</u>				
Contingency				3% per NRS
Capital Outlay	0.00	0.00	0.00	45,000.00 Stryker cot-ARPO Ambulance
Depreciation	122,000.00	0.00		
Debt Payments	0.00	0.00	0.00	0.00
Lease Payments	0.00	0.00	0.00	0.00 Ambulance Purchase
Interfund Transfers	0.00	0.00		Augments, PRN
Wildland	0.00	0.00	0.00	50,000.00 Wildland OT/Assignments
Contract Oblig	0.00	0.00	0.00	50,000.00 Contract payout/sick, annual, etc.
Emergency Fund	0.00	0.00	0.00	0.00 Emergency Fund
Non-op Total	122,000.00	0.00	0.00	145,000.00
TOTAL EXPENDITURES	2,542,933.00	1,644,002.93	1,998,952.26	1,394,959.82
BALANCE TOTAL (rev-exp)	-534,933.00	-65,873.16	-262,207.34	125,040.18

ARTICLE 4.

SALARIES

(23/24)

F. Base rate is defined as the employee's hourly wage as listed in the above hourly rates of pay. ~~**Regular rate** is defined as the employee's base rate plus longevity and Incentive pay.~~

ARTICLE 6.

MISCELLANEOUS PROVISIONS

A. The DISTRICT agrees to maintain the following for the duration of this Agreement:

2. The right to work on personal projects and use station facilities after normal working hours, 17:00 – 08:00, is allowed but may be subject to the approval of a ~~DISTRICT chief officer~~ the direct supervisor.

ARTICLE 7.

OVERTIME COMPENSATION

E. When bargaining unit members are assigned on emergency assignments out of District ~~through assignments given by NDEM~~, employees will be compensated at 1.5 times their regular rate of pay for a maximum of 24 hours per day. Regular scheduled duty days will be at the individual's base rate of pay while on assignment portal to portal except for the first and last travel days, in which employees will only be paid for hours worked at 1.5 times the employee's ~~regular~~ base rate of pay for those days worked in excess of the employee's regular scheduled days.

ARTICLE 10.

SICK LEAVE

(23/24)

G. Sick Leave Buyout – All full-time paid members shall be entitled to buy out sick leave above the Minimum Cap in the form of an annual contribution to their deferred compensation plan at a dollar-for-dollar rate. The hours accrued above the minimum cap as of the 1st payday in November shall be the amount of hours eligible for buyout into the Employees deferred compensation account (~~aka Health Savings Plan, Health Savings 15 Account, Deferred Compensation Account~~ or an equivalent approved plan of or by the District). The District shall transfer eligible funds into the EMPLOYEE's deferred compensation account ~~as of the 2nd day in~~ on the first pay day of December.

ARTICLE 11.

VACANCIES AND PROMOTIONS

(23/24)

- B. The DISTRICT will promote from within ~~so long as there is an adequate number of qualified candidates (i.e. 3 candidates for each vacancy)~~ prior to the position being opened to external candidates, so long as there are three (3) qualified candidates, at a minimum.
- D. The District Fire Chief shall adopt selection techniques, subject to approval by the Fire District Board and Union, which are impartial, culturally fair, and related to the essential functions of the job classification. Both the District Board and Union will agree on a 3rd party company to administer a nationally recognized written exam, if utilized. The ~~examination~~ testing process may include, but is not limited to, one or more of the following:
1. A nationally recognized written ~~test~~ exam measuring the candidate's aptitude and/or job knowledge,

ARTICLE 19.

MINIMUM CONSTANT SAFETY STAFFING

(23/24)

D. In the event the staffing falls below the minimum level and off-duty bargaining unit members are not available for voluntary overtime and/or Callback, mandatory holdover shall occur in order to comply with minimum staffing requirements.

1. Selection of member to be held for mandatory overtime shall be based off a list of members currently on duty aggregate worked overtime, ~~not including Out of District assignments~~. The currently present members on shift with the lowest amount of overtime worked and who falls within the classification of the position requiring mandatory holdover will be selected for mandatory overtime. Refusal to hold over will constitute a no-call, no-show and be subject to discipline as per the DISTRICT'S Personnel Manual.

ARTICLE 23.

UNIFORM ALLOWANCE

B. Thereafter the DISTRICT shall provide an annual uniform ~~credit~~ allowance of \$500.00 per EMPLOYEE. The DISTRICT shall provide uniform allowance in two installments of \$250. Each installment shall be paid on the first pay period of January and July. to be used through the DISTRICT's approved uniform vendor.

D. The ~~District~~ UNION will be responsible for ~~providing purchase mechanisms with the approved~~ maintaining uniform vendor(s) for employees to purchase approved Uniform items ~~up to the annual allowance per fiscal year.~~ Uniform items available through vendor(s) shall be made available to all District members.

E. ~~The DISTRICT shall also provide the initial set of any uniform items due to changes in the uniform policy or changes in the uniform requirements implemented after the fiscal year.~~ In the event of a uniform change, all members that are required to wear a uniform will, within a one (1) year period from the effective date of the change, convert to the new uniform.

F. A new EMPLOYEE who fails to pass probation shall turn in all equipment and uniforms issued or purchased through the provisions of this Article. Original purchase uniforms/equipment lost or damaged shall be reimbursed to the DISTRICT by the departing EMPLOYEE. The DISTRICT may require probationary EMPLOYEES to sign an agreement that allows the DISTRICT to deduct the costs of unreturned equipment or uniforms from a separating EMPLOYEE'S check or provide other relief. ~~The DISTRICT is solely responsible for this program including its creation and implementation.~~

~~I. EMPLOYEE's voluntarily separating from the DISTRICT shall reimburse the DISTRICT for all uniform purchases made with allowance money within ninety (90) days of voluntary separation.~~

~~J. Uniform allowance is based on Fiscal Year~~

~~K. Uniform allowance may be used in alternating years to purchase one pair of sunglasses or one pocketknife.~~

- ~~1. Sunglasses must be ANSI, OSHA, or otherwise appropriately safety certified.~~
- ~~2. Pocketknife must be legal in the State of Nevada.~~
- ~~3. These purchases may only account for up to 25% of total allowance.~~
- ~~4. EMPLOYEE's are responsible for any overage in uniform expenses.~~

ARTICLE 31.

GRIEVANCE PROCEDURE

~~(23/24)~~

J. The list of ~~arbitrators~~, seven (7) names, of randomly selected arbitrators, may be obtained from the American Arbitration Association (~~AAA~~) Fresno office or the Federal Mediation and Conciliation Service (FMCS) at the option of the grievant. The parties shall select the arbitrator from the list by alternately striking one name until the name of only one arbitrator remains, who will be the arbitrator to hear the dispute. For the first grievance hearing the UNION shall strike the first name. From that point forward the parties shall alternate striking first. With the mutual consent of the parties, expedited arbitration may be used.

ARTICLE 50.

LONGEVITY

~~(Reinstated—23/24)~~

All EMPLOYEES who have completed a total of five (5) years or more of full-time service with the district shall be entitled to longevity pay at the rate of an additional one-half (0.5) percent added to the top step base rate of pay for that employee rank or position for each year of service with the district up to a maximum longevity increase of twelve-and-one-half (12.5) percent. ~~An EMPLOYEE eligibility for longevity pay shall be reviewed on the anniversary date of that EMPLOYEES hire date of each year the longevity increase will be added to the EMPLOYEES bi-weekly paychecks.~~ An employee's eligibility for longevity pay shall be reviewed not later than June 15th and November 15th of each year with payment to be affected in equal semiannual installments payable on the first payday of June and December following a determination of eligibility.

ARTICLE 53.

HOLIDAYS

Regular paid holidays are:

- ~~1.~~—New Year's Day (January 1)
- 2.—Martin Luther King's Birthday (Third Monday in January)
- 3.—Inauguration Day (January 20th, every fourth year following the presidential election)
- 4.—President's Day (Third Monday in February)
- 5.—Memorial Day (Last Monday in May)
- 6.—Independence Day (July 4)
- 7.—Labor Day (First Monday in September)
- 8.—Nevada Day (Last Friday in October)
- 9.—Veteran's Day (November 11)
- ~~10.~~—Thanksgiving Day (Fourth Thursday in November)
- ~~11.~~—Family Day (Fourth Friday in November)
- ~~12.~~—Christmas Eve (December 24)
12. Christmas Day (December 25)
- ~~13.~~—And any other day declared a holiday by the DISTRICT, Governor of Nevada, and /or President of the United States of America.

- A. Each line employee shall receive twelve (12) hours pay at his/her ~~regular~~ base rate in those periods in which a holiday occurs, whether the employee works or is off on the actual holiday.

ARTICLE 56.

DURATION

~~(23/24 and 24/25)~~

- A. This Agreement shall become effective and retroactive to July 1, 2023~~5~~ ~~(for those articles annotated as TA'd for FY 23/24)~~ and July 1, 2024 ~~(for those articles annotated as TA'd for FY 24/25)~~ and shall continue until June 30, 2025~~6~~, except as otherwise provided below.
- B. The list of ~~arbitrators~~, seven (7) names, of randomly selected arbitrators, may be obtained from the American Arbitration Association (AAA) Fresno office or the Federal Mediation and Conciliation Service (FMCS) at the option of the grievant. The parties shall select the arbitrator from the list by alternately striking one name until the name of only one arbitrator remains, who will be the arbitrator to hear the dispute. For the first arbitration hearing the UNION shall strike the first name. From that point forward the parties shall alternate striking first. With the mutual consent of the parties, expedited arbitration may be used.