

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

MINUTES

NORTH LYON COUNTY FIRE PROTECTION DISTRICT

September 28, 2023

1. Call to Order

The meeting was called to order by Chairman Dan McCassie at 1800 hours. Directors present included Dan McCassie, Harry Wheeler, and Paul Murphy. Directors Mike Callagy and Jay Rodriguez joined the meeting via telephone.

The Pledge of Allegiance was led by Director Murphy. 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 comments are limited to 3 minutes.)

Chairman McCassie asked if anybody was online, and Mrs. Kasey Miller stated that they were able to speak if they had something to say.

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 Approval of Board Agenda

3b. Review and Approve Board Minutes

3c. Review of Summary Reports

Chairman McCassie stated that he would like to pull #6.

Mrs. Shannon Moffett stated that there were spelling and formatting errors on the minutes of August 10, 2023, and August 17, 2023. She added that there is a correction on August 10, 2023, board minutes, page fourteen, second paragraph, line two. It reads, he stated that we don't believe Captain Mendoza is not dishonest, he called POOL PACT, and it should read, he stated that we don't believe Captain Mendoza is dishonest, he called POOL PACT. The correction is made in the Board minutes to be signed for approval.

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Director Wheeler made a motion to approve the Consent Agenda except for item #6 being pulled.

Director Murphy asked why item #6 was being pulled, and Chairman McCassie responded that there was a legal brief on that, which the District Attorney's office already dealt with. He stated that Director Murphy was there, and it was asked to be pulled.

Director Callagy seconded the motion.

The motion carried as follows: 3-2-0

McCassie	Aye	Murphy	Nay
Callagy	Aye	Rodriguez	Nay
Wheeler	Aye		

4. Discussion and possible action regarding Revenues and Expenditures*

4a. Enterprise Fund Revenue and Expenditures

4b. General Fund Revenue and Expenditures

Director Wheeler made a motion that discussion and possible action regarding Revenues and Expenditures be approved.

Director Callagy seconded the motion.

The motion carried as follows: 5-0-0

McCassie	Aye
Callagy	Aye
Wheeler	Aye
Murphy	Aye
Rodriguez	Aye

5. North Lyon Fire Lieutenant Promotion

Chief Nicholl shared that our Cadet Program is growing very quickly and is becoming stronger every day. He explained that with growth we need to be able to advance the leadership within the Cadet Program. We currently have one Lieutenant, and it is time for a second Lieutenant promotion. He shared that there were several applicants, and they interviewed them, met with all of them, and made their decision on a promotion.

Firefighter Jesse Richardson Cadet Commander shared that he started the Cadet Program in 2019 with three cadets, and as of today, there are fifteen cadets. He explained that the cadets who

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applied were tested, and interviewed, and the decision was made that Otto Lynch be the next Lieutenant and he was pinned by his father.

Chairman McCassie called for a recess at 1809.

Chairman McCassie resumed the meeting at 1811.

6. Discussion and possible action to determine Mike Callagy, Jr's actual residency and legitimacy as an Elected Office of North Lyon Fire Protection District Board of Directors per NRS 281.050 and NRS 474.070*

Item #6 has been pulled.

7. Discussion and possible action to direct the Fire Chief to not fill the Assistant Fire Chief position and immediately fill the two (2) vacant Firefighter/Paramedic vacancies*

Director Murphy asked Chief Nicholl if there were three paramedic positions vacant.

Chief Nicholl explained that there are three vacancies right now and we have one allocation that is open, which is three people, whether they are paramedics or not.

Director Murphy stated that there are three vacancies and the one he assumes is the recently vacated captain's position. Chief Nicholl added that they have not promoted that position yet.

Director Murphy stated that he had made a comment about this in reports prior. He explained that we went to the taxpayers asking for more money to retain the staffing that we had, and we've gone and not filled these positions. He stated that he thinks we are doing the community a disservice by going back on what we said that we were doing with that tax money by not filling these positions. He added that it is within the budget to hire these people, we are using other staff to fill daily positions from what he has understood and the recent grievance that was received. He is asking why we aren't filling positions.

Chairman McCassie shared that part of the discussion when they voted for the job description and to move forward to hire through Western Fire Chiefs for this position.

Director Murphy stated that he was not present at the meeting but through the minute review, it looked like we went through Western Fire Chiefs to run the recruitment process.

Chairman McCassie asked Chief Nicholl to explain why they decided to move forward with that.

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Chief Nicholl explained that his contract terminates on July 7, 2024. The intent was to have the board hire an Assistant Chief who would then have a couple of months of overlap in administration as well as being there to help with the budget. He explained that when he leaves on July 8th the Assistant Chief by contract, becomes the new Fire Chief. He stated that they are in fact hiring a new Fire Chief and to get that done, we have to be able to have adequate salary resources to be able to make that happen. He added that from a salary perspective, we are 11% below in call volume and substantially below in our revenues. He explained that we are using this salary savings to be able to make that happen. Chief Nicholl added that when a new chief comes in, their hands are tied, and they have no ability to make any major dynamic changes that that new chief would want to make because they might have a budget that is complete, and they may have mutual aid agreements that they have no input on. He stated that all these happen between March, April, May, and June. He stated that our budget this year, as well as anticipating the continuation of the negotiation process. The plan is to hire people after we have a new Chief or the new Assistant Chief. At that time, they will be able to discuss the best path, including the union in hiring new people. He stated that we currently meet minimum staffing every day and now that we don't have crews out of the district, staffing gets a significant reprieve on that. He does not anticipate any other problems coming forward with that. Chief Nicholl added that revenues are maintaining, they are a little bit off what was expected because production value is down. He stated that with the increase in base rates and fee schedule changes that we implemented last year, those have started to come in and those funds are getting to where we need them to be. He mentioned that we started in a hole in the first three months, whether we catch where we should be, he doesn't have an accurate idea of that. He explained that we have one quarter left and it is tight to be able to reach last year's numbers.

Director Murphy is asking if it is not within our budget to hire the vacant positions, that we are going to go down in staffing.

Chief Nicholl answered no, we are not going to go down in staffing. He stated that the voter initiative that was used, that funding specifically ended up going toward the increase in PERS retirement that we witnessed last budget year. He stated that it is in keeping with what we said, using it for personnel, because retirement is part of the benefits package that every person that is employed here receives benefits, receives.

Director Rodriguez stated that they voted for the Assistant Chief position, but he is asking in the meantime if we are able to fill the other three vacancies and if we are actively looking to fill those.

Chief Nicholl stated that they are actively looking and advertising for our next recruitment academy, which is where we usually pick up five or six people. Right now, Reserve ranks are relatively low, and we are working on building that, as well as our Volunteer ranks. He added

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that that is the pool that we go to first to hire. Unfortunately, there aren't any paramedics out there. He shared that one of the paramedic schools shut their doors and we were victims of that, but we were able to recover with great help from Captain Criscione who helped with that. He stated that we still have a deficit of paramedics in Northern Nevada. It's not a money issue, they're just not around. Chief Nicholl explained that when it comes to recruitment, which is specifically an administrative function, these are the conversations that he needs to have with senior staff and be able to be able to formulate a plan that is going to last for the next three to four years. He added that if he formulates a plan now, he does a disservice to the next administration if he formulates it now because it will be done, without any input from the person who is going to be responsible for carrying out that plan for the next four to five years. Chief Nicholl stated that we are not willing to reduce staff. He stated specifically that he was not willing to give up this allocation. We will keep this allocation and when the funds are there, we will be able to do this. He added that when he leaves in July, that will free up his salary and benefits package, which then brings in the new Chief and will be in a position where the new Chief can make decisions to add another allocation or not.

8. Discussion and possible action regarding MOU between North Lyon Fire and Lyon County School District*

Chief Nicholl presented the Board with a three-page MOU that is easy to understand. He shared that we are now teaming up with Fernley High School to start an EMT program, to assist in training EMTs through their Vocational Education Program. To do that, they need to have a sponsoring agency that allows them to be able to meet all the requirements that the state has, as well as to assist and provide verification for all their training. Chief Nicholl explained that this MOU states that for the next two years, we will be sponsoring the school's EMT Program and assisting them in any way that we can. He also shared that we have a couple of our Cadets that are in the EMT program. He added that we did sell the old Rehab van to the school district so that they could have a real-world training scenario in the back of an ambulance.

Director Murphy asked if the district's insurance covers participants if they are on our equipment doing their ride time. Chief Nicholl answered yes, they will be doing their ride times here and it will be very limited with a very small number of rides. He shared that they have insurance that covers all their vocational students.

Director Rodriguez is asking if this is a free program for the students. Chief Nicholl explained that he was under the impression that it was not free because of the cost of the program. He added that he doesn't believe that it is expressly high, not as a revenue-generating program, it is more of a break-even program.

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Chairman McCassie stated that they would find out.

Director Wheeler made a motion to approve the MOU between North Lyon County Fire and Lyon County School District.

Director Murphy seconded the motion.

The motion carries as follows: 5-0-0

McCassie	Aye
Callagy	Aye
Wheeler	Aye
Murphy	Aye
Rodriguez	Aye

9. Discussion regarding NV Energy Contract

Chief Nicholl shared that several months ago he brought forward a contract for the next three years for the NV Energy project. He explained how the program works is that we do not employ NV Energy employees. We have Wildland Firefighters that we employ as full-time employees of the District, and we contract with NV Energy to provide a service to them. Any one of our personnel, after going through the NV Energy safety training, is eligible to be able to perform this function. He stated that after we ratified the contract, we received it back from NV Energy with no issues. He brought it to the Board, they passed the NV Energy contract, they sent it back to them and the Public Utilities Commission began to hold meetings and began to dissect the program that NV Energy has in detail. He explained that the Public Utilities Commission took all the money that was authorized for the NV Energy Project and put it in a waiting room because they were unhappy with the wide variety of contracts that were out with the thirteen different agencies that participate in this. It has created a huge issue and there was talk that they were going to cancel all the contracts and try to figure something else out. Since then, he stated that NV Energy and the Fire Chiefs have gotten together and are working with Public Utilities Commission to be able to put together a standard contract that is uniform across all thirteen jurisdictions that participate. He added that this standard contract will also include invoicing, uniformity, and billing rates. Tomorrow the chiefs have a meeting in Reno to address some of the financial items and operational issues, to be able to make them uniform across the board. He stated that the Public Utilities Commission is re-hearing this, he does not have the exact date, but he believes that it is in the next two weeks.

Chief Nicholl explained that the contract that we ratified has been canceled by NV Energy and in turn, they have extended our old contract through December 31, 2023. The Public Utilities Commission set a deadline and that is when this needs to be resolved to their liking. He shared

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that they are working daily on this, and he believes that we have a good opportunity to create a better and stronger program. He did state that the contract that was ratified, that was voted on, is no longer in effect and we are back to the old contract with an extension through December 31, 2023. This does not have a fiscal impact because we are still billing for all the work that we have done that covers the employees who primarily do the work. Chief Nicholl added that he hopes to have a new contract within the next month so we can put this behind us and move forward.

10. Discussion and repairs to Fire Riser at Station 61

Chief Nicholl shared that the fire riser, just outside the double doors, going into the bay, has significant wear and tear and has begun leaking in two different places. The piping has been inspected and has become brittle. This is a situation that we have been aware of for several months before and now it is becoming more of a problem. He added that if it breaks and we lose our riser, there will be tens of thousands of gallons of water per minute that will be rushing into the station, and into the administrative area before we can get the water shut off. He also stated that we can't go without the sprinkler system at the fire station. Chief Nicholl shared that we are in the process of collecting estimates of how much that will be. He added that essentially what we anticipate having to happen is to cut out the concrete around the riser, properly install another riser, repack it, and cement it. He stated that he should have those estimates at the next meeting on October 12th. It will be a critical fix and we will need to get it done.

Director Rodriguez asked if this is something that is covered by insurance and Chief Nicholl responded that they looked into it, and it is not.

Chairman McCassie asked if there is a warning device on it and if we know where to turn off the water in case something was to happen. Chief Nicholl answered yes, there is a water flow on it, and that the valve key is ready. He added that there are times when nobody is here and if the water alarm goes off, it may be minutes before someone can get here to turn that water off.

Director Rodriguez asked if this was to occur if there was a plan of action.

Chairman McCassie stated that Chief Nicholl shared that we are getting bids to get it repaired and the worst-case scenario is to turn off the water.

Chief Nicholl added that if the riser ruptured and we were able to get it shut off with no substantial damage to the station, essentially, we would have to cap the riser. He foresees

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there may be a potential twenty-four hours where we don't have running water if it blows. If we can get to the repair beforehand, the amount of time down with no water should be relatively quick.

Chairman McCassie stated that Chief Nicholl is saying that it is a priority to get it fixed.

11. Discussion regarding North Lyon Fire Health Insurance

Mrs. Kasey Miller shared that she is getting a meeting set with the Union and Chief Nicholl so we can discuss the options. She added that we are waiting for one more option and the final insurance number will not be out until mid-October. We will then know the packages for all of us to discuss and then we can present one to the Board for approval. She mentioned that the very latest will be at the November Board Meeting and we are looking at a substantial saving, anywhere from \$100,000 to \$120,000 at minimum per year.

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

Directors- None.

Fire Chief- None.

Fire Marshall- Mr. Craig Valente shared that Mark IV has two and a half tenants for their buildings and that they will be moving in, so we will get a chance to test our Risk Assessment Fees.

Staff- None.

Volunteers- Becki Howlett shared that they've moved out of the old Rehab Van and into the new van.

Local 4547- President Joe Mendoza shared that there are no events coming up. November, they will do their annual Turkey Drive for the Food Bank and potentially a Jacket Drive for the schools.

He added that all correspondence from the Union to the District and the Board Members have continually been ignored with every issue they have. He stated that the Board ignoring the correspondence is continually costing our community money and letting everything go to

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arbitration is not the way to go. He added that if they have been advised to do that, then they have been advised incorrectly. There is a process that protects the community, the members of this department, and the Board. Mr. Joe Mendoza stated that out of eight grievances, the Board has ignored all of those steps and has let every single one go to arbitration. He added that hopefully, they can start talking because nobody is talking.

City of Fernley- None.

13. 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 comments are limited to 3 minutes.)

Mrs. Linda Carr shared that she is sad that she missed last month's meeting. She stated that she was disgusted with what took place. Sitting here during this meeting she shared that she was looking at the words on the wall, that she thinks all of the Board should look at, primarily three of the Board Members but she stated that it would be hard for Director Callagy since he is in California. She asked if they knew what the definition of integrity was, the quality of being honest and having strong moral principles that you refuse to change. She asked them to have integrity. She shared that she is sad at the way things are taking place and it is heartbreaking being around the department as long as she has been. She added that she knows that it doesn't matter anymore if she walks in the door anymore and that is fine. She stated that she is disgusted with three members of the Board.

14. Adjournment*

Chairman McCassie adjourned at 1839.

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 September 28, 2023

Respectfully Submitted by:


Shannon Moffett, Administrative Assistant
North Lyon County Fire Protection District

October 12, 2023
Date

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Approval of Minutes
September 28, 2023

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



Dan McCassie, Chairman
North Lyon County Fire Protection District

October 12, 2023
Date