

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

March 14, 2024

1. Call to Order

The meeting was called to order at 1840.

Directors present included Paul Murphy, Dan McCassie, Harry Wheeler, Jay Rodriguez, and Michael Toombs.

The Pledge of Allegiance was led by Dan McCassie. 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.)

Mrs. Kasey Miller shared that her father-in-law, John Picetti had recently passed away and his services were held at Station 61 last Saturday. He was a member of the department for over 30 years, a Fernley Volunteer member, and a North Lyon Fire Volunteer. She wanted to thank the department for everything everybody did to help. She shared a special thank you to Tim Myers, Steven Kuntz, Becki Howlett who came in off shift, and the on-duty crew, Captain Criscione, Jonathan Libke, Karigan McDonough, Jeremy Deegan, and Zack Neves for all of their help and how grateful she was for everyone going above and beyond. She stated that there were over three hundred people here and everybody noticed their presence and kindness. She added that everyone showed what a fire family is, what we are, and what we can be again.

Mr. Randy Grooms, Recruitment Coordinator for Western Fire Chiefs Association. He shared that the Western Fire Chiefs Association partners with fire departments across the Western U.S. to help them find quality leaders. This year they have completed 4 successful recruitments for chief officers in western states. He shared that the Western Fire Chiefs have worked hard since November 2023 in conducting a professional, independent, and unbiased recruitment to find the best candidate possible to help lead the North Lyon County Fire Protection District. Mr. Groom stated that at the beginning of this process, he came and spent two days getting to know the department and the community. He shared that they developed outreach materials and extended this opportunity to thousands of potential candidates locally, regionally, and across the country. After the initial screening, we conducted interviews with fourteen qualified candidates. He shared that the most qualified candidates were invited to interview with a panel that included

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legal counsel, district representatives, Fire Chiefs from neighboring departments, and The City of Fernley Leadership. In the final phases, we narrowed the field to the top four candidates. Of these, one did not maintain their high ranking in the process, and one withdrew. He added that the top two candidates are here tonight. Both have been stand-out candidates throughout the process and came into this week with enthusiasm for the opportunity and belief that they could serve this district well. Both are from out of state and have no connections to the current administration. He added that yesterday both candidates met with individuals from all areas of this department, as well as the community from early morning into the evening. He stated that he looks forward to you meeting these two candidates and giving them their well-earned consideration as we arrive at this final step in the process.

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 and approve Board Minutes

3c. Review of Summary Reports

Chairman Murphy stated that Attorney, Becki Bruch is requesting that they bump item 8 for time constraints on her end.

Mrs. Becki Bruch recommended that Chairman Murphy make a record that Chief Nicholl accepted service of the 241 notice and had no objections, and to make note if he is in attendance of the meeting or not before we move forward.

Chairman Murphy stated that we will finish the Consent Agenda and move item 8 into the item 4 slot and that will bump everything down, and we will make that disclosure at that time.

Director Wheeler made a motion to approve the CONSENT AGENDA.

Director Rodriguez seconded the motion.

The motion carries as follows: 5-0-0

Murphy	Aye
McCassie	Aye
Wheeler	Aye
Rodriguez	Aye
Toombs	Aye

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8. Discussion and possible action to place Chief Nicholl on paid administrative leave pending the resolution of various personnel matters*

Chairman Murphy shared that Chief Nicholl was noticed under 241, he did accept the signed notice and is not present tonight.

Director McCassie asked what the resolution of various personnel matters means. Chairman Murphy shared that we have multiple personnel issues ongoing, as well as an employee coming back to work after being awarded their job back, after a wrongful termination suit that went through arbitration. The Board felt that it was best to insulate the situation, and not cause more issues for the district to have the employee and the Chief together within the organization physically. Director McCassie added that he agrees but he's asking if this includes any grievances, MRB's, or any legal matters. Chairman Murphy stated that there are currently two ongoing investigations against the Fire Chief that are not subject matter until they've been resolved by the Board. He added that those are reasons to place him on leave. Director McCassie asked if they could change the possible action for administrative leave. Chairman Murphy stated that he thinks it would be appropriate to make this an indefinite leave of absence not to exceed July 7, 2024. He added that we could give ourselves the leeway to come back and then change that, if need be, pending the results of any of the investigations.

Attorney Becki Bruch stated that she has not reviewed the 241 notice, and she suggested looking it over to make sure that we are not discussing anything outside the scope of the 241 notice.

Chairman Murphy continued to read the 241 notice to the Fire Chief from the Chair, dated March 7, 2024, and it reads as follows:

Per NRS 241, you are being notified of a meeting on Thursday, March 14, 2024, at 1830 hours in the meeting room of the North Lyon County Protection office located at 195 E. Main Street, Fernley, Nevada, for the purpose of discussion and possible action regarding the following:

1. Discussion and possible action to place Chief Nicholl on paid administrative leave pending the resolution of various personnel matters.

You may be represented by an attorney or other representative.

Mrs. Becki Bruch stated that she is comfortable with the 241 notice and the agenda. She added that it was intentionally made broad so that the potential issues that are going to arise because of the pending investigations and the return of the employee after arbitration, being reinstated to his job. Director McCassie added that he doesn't want to see us get caught in a catch-21, and he stated that there is a lot of distrust between the District and the Union.

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Chairman Murphy shared that he spoke with our general council, Aaron Mouritsen regarding what paid administrative leave looks like to make sure it is done appropriately. He added that the Board has been given the okay to place Chief Nicholl on leave for the reasons noted, and they would expect him to maintain normal work hours from 8 a.m. to 5 p.m., within 1-hour response of the district property, and Station 61 is probably appropriate.

Mrs. Becki Bruch also added that he is not to conduct any kind of business on behalf or in his capacity as the Chief or an employee of the district.

Director McCassie stated that he has a conflict with the 1 hour to respond and that there should be no reason for the Chief to be at the station. He added that he can conduct business from home, but there should be no reason for the Chief to walk through the door. Mrs. Becki Bruch added that to respond just means to answer the phone. She explained that if there was information on his computer and passwords were involved. In theory, she added that that should all be able to be done over the phone but if not, she doesn't want him to say that he can't come down to the station because that is not what is on my notice of paid administrative leave.

Director McCassie stated that Chief Nicholl should not have to be on scene or come to the fire station with the return of Mr. Mendoza. He stated that it would be a conflict and there is no reason for him to be in the fire station. Chairman Murphy stated that no other individuals have been noticed for this meeting under 241, so they will need to keep other names out of it.

Mrs. Bruch shared that if they use the word respond, it leaves it broad enough and if you want to add some language he is not to appear at the station for any reason unless instructed. She doesn't want to foreclose that in case he is needed for an emergency reason. Chairman Murphy added that they can add the stipulation to be accompanied by two Board Members. Mrs. Kasey Miller stated that there is language in the Personnel Manual regarding paid administrative leave.

All Board Members had a discussion and clarified the verbiage before making a motion. Not permitted to conduct district business while on leave, unless permitted, not permitted to be on district property without two Board Members present, will maintain a normal 8 a.m. to 5 p.m., with a 1-hour lunch workday. He stated that we are not paying for vacation, it is administrative leave, which is in lieu of work, and to be available by phone during business hours.

Director Toombs is clarifying that the 1-hour response time, he is going to be in a 1-hour response mode, not within a certain radius of the district. He asked Chairman Murphy if that was the recommendation. Chairman Murphy stated that his only concern is that they are not paying people to go on vacation and travel the country, they still need to be available by phone but added that you can be available by phone in Florida on the beach. He added that this is not giving somebody a paid vacation, this is putting someone on paid administrative leave. Director Toombs explained that he wanted to make sure that all parties were aware of the stipulations that we were going to be making a potential motion. Mrs. Bruch added that he needs to stay in town and if need be, be available. She added that Chief Nicholl is on the payroll, and if during that time, needs to take a vacation, he can then make that request and they can deal with that when

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the time comes. Chairman Murphy asked that as part of this, there be notices if he does choose to leave and do vacation.

Chairman Murphy made a motion to place Fire Chief Jason Nicholl on paid administrative leave, during this administrative leave time he will not be permitted to conduct district business while on leave, unless permitted by the Board. He will not be permitted to be on district property without 2 Board Members present. He will maintain an 8 a.m. to 5 p.m. workday with a 1-hour lunch and will be available by phone during business hours. This will begin effectively on March 14, 2024, and run indefinitely until no later than July 7, 2024, unless summoned by the Board for matters pertaining to current investigations.

Director McCassie seconded the motion.

The motion carries as follows: 5-0-0

Murphy	Aye
McCassie	Aye
Wheeler	Aye
Rodriguez	Aye
Toombs	Aye

4. Discussion and possible action regarding Revenue and Expenditures*

4a. Enterprise Fund Revenue and Expenditures

4b. General Fund Revenue and Expenditures

Chairman Murphy stated that the Fire Chief is not present and usually presents on this, he asked the Board if there is any discussion that anyone would like to bring up. The Board discussed and agreed to table this item.

5. Discussion and possible action to withdraw from Western Fire Chiefs Association MOU regarding hiring District Assistant Fire Chief, notice to WFCA for termination of MOU within 30 days*

Director McCassie suggested that we go to item 6 first, and then we could have that other discussion. He stated that these gentlemen came from far away to interview here.

Chairman Murphy stated that he appreciates the candidates for showing up and suggested to see if we have an appetite for item 5 because if it passes, he stated that he does not want to waste anyone's time, and if it doesn't pass then we will hear everybody.

Chairman Murphy shared that the first time they used this process there were a lot of questions that weren't answered. He added that this is the second time, and we are having some of the

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same issues and the big items are that we were told that this would be a confidential process. People were hearing names and locations before our candidates showed up here. Chairman Murphy stated that Chief Nicholl came from Western Fire Chiefs, and he was a consultant to this department when we hired him. He added that was the first confusion during that process, asking how an evaluator becomes a candidate without going through the process, and how they jump the other candidates. Looking back at that and what is going on now, this process does not feel confidential to him. He feels that people know what is going on and he thinks the proximity of the Chief and Western Fire Chiefs is too close and there is too much room for that communication to happen to make this a non-confidential process. He is unsure of who leaked the information, but it wasn't what they were told as a Board. He explained that the Board expected more involvement and there was not, and that is a big conflict and because of it, it presents a situation where the process can be manipulative. Chairman Murphy added that this is his opinion. He explained that he looked at the quality product that Western Fire Chiefs provided for us and the record number of grievances in the past four years, a record number of complaints against the Fire Chief, and a record number of arbitrations in the department's history within one year, in which two of them have already been lost, and it will cost the taxpayers a lot of money. Chairman Murphy gave an example of buying a car at a car lot, the car doesn't work, he has a lot of mechanical issues, and he's probably not going back to that car lot and getting another car from them. He added that that is the simplest way that he can explain the way he feels about the process. It sounds great on paper, but he feels that there is too much room for fudging on it. Director McCassie disputes Chairman Murphy's opinion. He stated that when they hired Chief Nicholl, they had 5 great years with the conflict of the Union, and with that conflict of the Union, there has been nothing but chaos. He added that we had a good Chief who did a lot for the community, the district, and this fire department. He shared that he knows of a lot of things that the Chief did that he never got credit for. He stated that at that time he was in charge of the committee. He explained that they had seven candidates and that several candidates were not qualified, and that is how we got Chief Nicholl. He came here along with two other individuals and the Board got to meet them and that is how he was hired. He added that it is not a used car thing and that we forget to give the Chief credit for that. Director McCassie shared that there are already rumors that the Union has already picked a Chief and that it is somebody who works here. He added that we have experienced that in the past, the last Chief before Chief Nicholl. He added that he was very arrogant and asked how that turned out, and that is why we chose to hire a company to recruit qualified candidates to come and apply for this position. That is why we interviewed them and picked the best. Director McCassie stated that there is an individual who has been telling everybody that he is going to be the next Fire Chief. He added that a Board member commented that that person had already met with the Board members and already knew what was going to happen. He stated that it was too bad that we hired this company to come all of this way, costing the district money, and were not going to give them the chance because we want to keep it in-house. He added that he believes that the Union is going to run this operation. Chairman Murphy stated that he had not heard that rumor and Director McCassie clarified that it is not a rumor, he just can't share the name right now.

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Director Toombs shared that based on the short time he has been on the Board, his concern is that in the first meeting that he attended, two agenda items were presented that night for discussion, with a total of about \$60,000.00 for repairs on apparatus and repairs to Station 61. He shared that when Chief Nicholl was asked where the money was coming from for repairs, he responded that he did not know. From a financial standpoint, we are hiring our second highest-paid employee in the district, and he doesn't have a good feeling that we have the resources to pay for that individual. Director Toombs added that he doesn't want to hire someone that they cannot pay for. He is worried that they didn't have \$60,000.00 to pay for two repairs that night, and now we are discussing hiring an employee who will be the second highest paid. He added that he based his decision on a month and a half of being on the Board with his promises as to why he wanted to do this and what is best for the district and the city. Director McCassie stated that makes more sense that it was presented that way rather than a used car.

Director McCassie asked what they were going to do for a Chief, an Interim Chief, or day-to-day operations of leadership. Chairman Murphy asked the Board if they had any opinions to add to the matter. Director Wheeler stated that we started this process on November 9, 2023, and now we are in March of 2024, and he agrees with Director Toombs. Director Rodriguez added that he agrees with Director Toombs.

Director McCassie added that they still need to discuss day-to-day operations. Chairman Murphy stated that it is not subject to this, and it is not on the agenda. He is recommending that we talk about a date to get a special meeting set up for as early as next week to discuss this. Director McCassie asked if we could include that in the April 3rd Board Meeting, and Chairman Murphy stated that was too far out, we need to have it next week, and he wants to make sure all Board members can attend.

Director McCassie shared that he was able to have conversations yesterday with both candidates and they were both positive knowing the chaos going on. They were both optimistic about fixing the issue. Director Toombs added that the Fiscal Stewardship of government is one of the bedrock foundations of ensuring the sustainability of any government agency or any government. He shared that he was impressed with both candidates but from where he's looking at it, we need to know where we are first.

Chairman Murphy shared that he had a phone conversation with Mr. Randy Grooms from Western Fire Chiefs and said that he would advocate for one of his requests which is making our candidate's whole. He asked if this vote goes through and we don't hear the next two agenda items if he would be patient with us, let us finish the next two items and this vote and add that to the end of this meeting for a subsequent meeting. Unfortunately, we cannot discuss or vote on it tonight.

Mr. Grooms commented that Western Fire Chiefs will reimburse the candidates for expenses, and they will work with the district to reimburse them. Chairman Murphy stated that if the Board chooses to do so, yes.

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Director Toombs made a motion to withdraw from the Western Fire Chiefs Association MOU regarding hiring a District Assistant Fire Chief, notice to WFCA for termination of the MOU within 30 days.

Director Wheeler seconded the motion.

The motion carries as follows: 4-1-0

Murphy	Aye	McCassie	Nay
Wheeler	Aye		
Rodriguez	Aye		
Toombs	Aye		

Chairman Murphy asked the candidates if they could stay because he would like to have a discussion with them before they leave.

Chairman Murphy stated that because of item 5, he thinks it is appropriate not to hear agenda items 6 and 7. He asked the Board if they had any conflict with that at this time and they responded no, and they agreed to not hear 6 and 7 due to the outcome of item 5.

6. District Assistant Fire Chief Interviews

7. Discussion and possible action to hire a District Assistant Fire Chief*

Chairman Murphy reminded everyone that they already discussed item 8 and would move on to item 9.

9. Discussion and action to establish a new District negotiations team, to include Director Toombs and Director Murphy, for CBA cycles 2023-24 and 2024-25*

Chairman Murphy stated that there was a special meeting on February 29, 2024, to discuss a grievance from the Union that went to a Step 2 level of grievances per the Collected Bargaining Agreement. The Board will then take over on that matter and if it doesn't pass Step 2 and doesn't get resolved it can go to arbitration. He added that Director Toombs and himself met with the Union to hear their grievance after some discussion at the February 29, 2024, meeting, the Board decided to move it to tonight. There is a specific agenda item to address that, and if there are any concerns as to why they are not discussing it again tonight, it was discussed at the February 29, 2024, meeting.

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Director Rodriguez made a motion to establish a new District negotiations team, to include Director Toombs and Director Murphy, for CBA cycles 2023-24 and 2024-25.

Director McCassie seconded the motion.

The motion carries as follows: 5-0-0

Murphy	Aye
McCassie	Aye
Wheeler	Aye
Rodriguez	Aye
Toombs	Aye

10. Discussion and action to establish Budget Workshop for FY2024-25*

Chairman Murphy stated that this is something that we've done in the years passed and he would like to see it get started sooner next year if he is re-elected. He added that he thinks that they should meet with the Union, our administration, and staff. He asked if anyone was interested in coming, as well as the public they are welcome. There is a lot to work on and discuss. Chairman Murphy shared that Accountant, David Silva will be involved in this matter, he has helped out in the past getting budgets together and he is confident that while the Chief is on administrative leave we can get the budget done. He added that the priority right now is stabilizing the budget. All Board members discussed and agreed to keep the date for the S.O.P. Workshop on March 23, 2024, and the Budget Workshop on March 27, 2024, at 1800.

Director Rodriguez made a motion to establish a Budget Workshop for FY 2024-25, on Wednesday, March 27, 2024, at 1800.

Director Toombs seconded the motion.

The motion carries as follows: 5-0-0

Murphy	Aye
McCassie	Aye
Wheeler	Aye
Rodriguez	Aye
Toombs	Aye

Chairman Murphy stated that we will have a Budget Workshop meeting on March 24, 2024, at 1800, and we will schedule the next one from that meeting and will keep that contained to Budget Workshops until we are done.

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11. Discussion regarding Fire Riser at Station 61.

Captain McCoy shared that he was able to have American Leak Detection come and check how bad the leak was and determine where it was located. They found it is a pinhole directly under the slab where the riser meets the supply. He added that he was able to get another quote from Hoffman Companies for \$3,900.00, which only included the inspection, to come in and cut the concrete. Once they do that, they will be able to get a quote for the actual repairs. Captain McCoy shared that the Q & D quote is good through June or July and that labor prices will go up at that time. He added that two other companies denied working on it. Director McCassie asked if the quote from American Leak Detection was just for them to dig it up to find out what it would cost to repair it. Captain McCoy shared that American Leak Detection was to locate the leak and tell us how bad it was, and Hoffman Companies was to just dig it up and look at it. Chairman Murphy asked if there was a cost from American Leak Detection, and Captain McCoy responded it was \$1,000.00. All Board Directors discussed all the quotes and agreed that they would like to have one company do the work.

Mr. Michael Oaks added that if they come to pull everything away to look at the leak, and if that is what is holding it, now it becomes a bigger problem and we will have to figure it out, versus having a company right here, ready to get it back together and make the fix.

Captain McCoy added that they would probably give us the same invoice and that they are going to give time and materials, plus 15%.

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

Fire Chief- Not present.

Fire Marshall Tim Myers was not present due to an emergency call.

Staff- None.

Volunteer Captain, Dan Hiles shared that several candidates are going through the process of administration.

Local 4547 Vice President, John Renaud stated that they understand as a local that the duty officer staffing in light of the Chief being put on administrative leave, they are willing to sit down and meet with the district anytime, any place to figure out a solution that benefits the

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citizens of the city. He added that he has a letter for Directors Wheeler, McCassie, Wheeler, Rodriguez, and Toombs, dated March 14, 2024, and would present each of them with a copy as soon as he was done reading it.

Dear Directors Wheeler, McCassie, Murphy, Rodriguez, and Toombs:

As members of the North Lyon Fire Protection District, we proudly serve the citizens of our community. North Lyon Firefighters strive to be a good partner with the District and find ways to deliver excellent service, be good stewards of the district resources, and give back to our community.

Director Harry Wheeler ran as a candidate for the North Lyon Fire Protection District with a platform that promised to provide experience that would allow the Fire District to “properly serve the citizens within the district”. He promised to “provide the members within the Fire District the necessary equipment and personal protective needs”. Since his election Director Wheeler has gone against those promises at every turn. He has worked hand in hand with Chief Nicholl to undermine the leadership of the North Lyon Firefighters Association. From refusing to meet with us to discuss the needs of the district and those of our members, to going so far as to propose progressive discipline for our leadership if we attempted to talk with him without the express permission of Chief Nicholl.

At every turn, Director Wheeler as placed his personal relationship with Chief Nicholl above the needs of the firefighters protecting this community and the citizens we serve.

While promising to place a priority of maintaining a balanced budget he stood by as Chief Nicholl mismanaged the district budget and created a false crisis in a failed attempt to dismantle the district and facilitate a move toward a merger or absorption into another governmental entity.

As a result of his empty promises and failed leadership, the North Lyon Firefighters Association has commenced a vote of no-confidence on Director Wheeler. This unanimous vote demonstrates that the members of the North Lyon Firefighters Association have lost confidence in Director Wheeler’s ability to lead the North Lyon Fire Protection District. We stand in solidarity and can no longer remain silent as the community we are sworn to protect suffers the consequences of failed leadership.

Respectfully,

Joseph Mendoza
President
North Lyon Firefighters Association, IAFF Local 4547

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PEOPLE FIRST

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Mr. Renaud added that there are extra copies of this letter if anyone wants to read it. He asked that this letter be added to the meeting minutes and the Board packet.

City of Fernley- Mayor McIntyre shared that listening to the meeting tonight is very concerning to him as the mayor of the city of Fernley. He stated that this fire department is about keeping the citizens safe and feeling safe. He stated that there is no leadership at this fire department that he can see after everything he has heard tonight. Mayor McIntyre agrees with Director Toombs as far as the \$60,000.00 from the last meeting for a couple of things that need to be replaced, and Chief Nicholl stated that he did not know where that money was going to come from for the repairs that need to be made. His next concern is not hiring one of the two candidates who went through the whole process that the citizens paid for to have done to not hire one of them to take the leadership in this firehouse. He shared that he had heard that this process was tainted due to Chief Nicholl knowing both the candidates, but he added that Chief Nicholl didn't know either of the candidates. Mayor McIntyre doesn't understand how it was tainted but either of the candidates did not know Chief Nicholl. He added that there have been a lot of rumors about who is going to run the firehouse, and he thinks the citizens of Fernley are concerned with how this Board is operating as far as the Union, the fire department, and the Chief. He shared that it is really disturbing. He commented to Chairman Murphy that he mentioned appointing somebody to fill the position until the Board goes through the process of getting a Fire Chief or an Assistant Fire Chief. Mayor McIntyre asked Chairman Murphy if he wouldn't have to pay that person, are they going to do it for free, and are they qualified. He commented that the Board isn't going to hire either of the candidates but is going to assign somebody to fill that role. He stated that he's not going to say either side is correct, and that he thinks both sides are wrong in what is happening, and he hopes that this Board will come together and do what is right for the citizens of Fernley and they feel safe. Mayor McIntyre thanked everyone for the time that is put in and he hopes that we can get back to that because the citizens are concerned with their safety and what is happening down here at the firehouse.

Chairman Murphy is clarifying that he understands the MOU correctly. Western Fire Chiefs do not get paid by the district, there is an 18% attachment to when we hire a Chief and they make a term of one year, then we would be paying 18% of their base salary. He asked Mr. Randy Grooms if there had been an exchange of money through the process from the district to Western Fire Chiefs at this point, and he responded that there had not been an exchange of money.

Director Rodriguez thanked everybody for all the work that they do.

Director McCassie commented that the Union has abused the votes of no-confidence and that this is the chaos that keeps flying around, and it really pisses him off. He added that he was very pro-Union but now has no confidence in the Union. When he sees these games, it pisses him off. He stated that this is what causes all of the chaos that we've tried to smooth out. He shared that

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they could write one against him and that he doesn't give a damn, and he is tired of seeing this shit. He added that this is what is going on and they need to take some responsibility.

Director Wheeler- None.

Director Murphy- None.

The Board members discussed and agreed that the S.O.P. Workshop on March 23, 2024, to be held at noon. Director McCassie shared that he will be out of town and will not be able to attend by ZOOM. Chairman Murphy stated that because of the outcome of today's meeting, they are going to have a special meeting. He added that he doesn't think there will be any notices to be put in place as far as 241 notices are concerned, giving 72 hours to post an agenda until the time of the meeting, and Mrs. Miller clarified that it has to be business days. Chairman Murphy asked if we could get the agenda in by tomorrow, and if we can have a meeting on March 20, 2024. Mrs. Miller stated that he has to have exactly what he wants on it tonight. The Board had a discussion and agreed for the meeting to be held on March 23, 2024, at 6 p.m. Chairman Murphy added that the fire riser needs to be added to the agenda as well.

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.)

Public citizen, Mr. Joe Mendoza, commented that Director McCassie should never be pro-Union, pro-Chief, or pro-anything, that he should be pro-community. He added that he has been part of the biggest financial waste this district has ever seen and that he should be ashamed of himself for trying to hide things behind the comments. This Union has stood up for this department more than anybody on the Board ever has.

Candidate Eric Holt shared that Western Fire Chiefs is one of the most preeminent recruiting firms, and he thinks the Board should be embarrassed by what has happened here. He stated that they have lost their way, service is not a value of what they hold, and they are not serving the citizens of this district. He added that he came here looking for something positive, he took his children out of school, and he feels that he wasted his time. He stated that they need to find their way because they will not continue to represent the community and people will be harmed.

Mr. Ryan Hannan, City Councilman, City of Fernley commented that he is extremely troubled at what he sees here today. He added that he has been following ZOOM and reading the meeting minutes. He stated that he doesn't understand how you go through the process of hiring someone before you know if you can even afford that person. He stated that what he sees is people who don't want to be told what to do. He shared that the things that people are saying that is going on in this district are mind-boggling and they can't understand what has gone wrong

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here. Mr. Hannan added that this situation is very toxic, and he doesn't think they can get out of it. He stated that there are people from the county, and the city who are heavily weighing on if someone else needs to step in at this point, and he added that is how he feels. He included that he was a volunteer in 2014 and 2015, we had one station open and four people on duty. He shared that since Chief Nicholl has been here, he opened both stations, he bought new apparatus, he's brought in all new employees, and he hasn't gotten any credit for any of the things that he has done. He stated that the public loves Chief Jason Nicholl and that the Union hates him. He included the constant attack of attacking person after person, he added that they are next on the list. Mr. Hannan added that this is the fifth or sixth vote of no confidence. He stated that he doesn't care anymore and that they have lost all confidence. He stated that it is absurd to put the two candidates through this process, after all that they have done, and tell them that we made a mistake, and come back later. Mr. Hannan stated that he is going to talk to the county, and the state, and hopefully make major changes in this department. He stated that he has been a target of the Union and that they have filed claims recently against him for Union negotiations, and he added that those claims were dismissed with prejudice. He stated that there were no facts, no basis, and was completely made up. He shared that in some of the hearings, comments were made by the Union that Councilman Hannan kind of smirked at us, is what they said. Mr. Hannan stated that he hopes that the people are negatively affected, he hopes.....

Chairman Murphy notified Mr. Hannan that his 3 minutes were up for public comment.

Mr. Bill Snyder, a citizen, shared that he is not putting in for the next Fire Chief. He stated that it is scary to the Mayor, the City Manager, and to the folks in the community, but this has been years of building up and it has boiled over to this point. He added this is their time to stand up for what is right for the community. There is a lot of leadership in Northern Nevada, and they are not going to let us fail. We have a lot of support from our neighbors, and everybody loves us. This is scary, but the fire department is going to succeed, and we are going to be successful. Mr. Snyder added that we have awesome office staff that makes sure that things get taken care of, and we have awesome operational staff that make sure that the citizens are getting the service that they deserve. He apologized to the public and shared that this isn't something that we've been dealing with for a few months, it's been going on for quite a while.

14. Adjournment*

Chairman Murphy adjourned at 1854.

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 March 14, 2024

North Lyon County Fire Protection District
195 East Main Street
Fernley, Nevada 89408
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Respectfully Submitted by:


Shannon Moffett, Administrative Assistant
North Lyon County Fire Protection District

April 11, 2024
Date

Approval of Minutes
March 14, 2024

	<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	_____	_____	_____	_____	_____


Paul Murphy, Chairman
North Lyon County Fire Protection District

April 11, 2024
Date