

**BOARD OF FIRE COMMISSIONERS
TRUCKEE MEADOWS FIRE PROTECTION DISTRICT**

TUESDAY

9:00 A.M.

JUNE 18, 2019

PRESENT:

Vaughn Hartung, Chair

Bob Lucey, Vice Chair

Marsha Berkbigler, Commissioner

Jeanne Herman, Commissioner

Kitty Jung, Commissioner

Jan Galassini, Chief Deputy County Clerk

Charles Moore, Fire Chief

Nathan Edwards, Deputy District Attorney

The Board convened at 9:00 a.m. in regular session in the Commission Chambers of the Washoe County Administration Complex, 1001 East Ninth Street, Reno, Nevada. Following the Pledge of Allegiance to the flag of our Country, the Clerk called the roll and the Board conducted the following business:

Truckee Meadows Fire Protection District Chief Charles Moore announced a celebration of life gathering would be held for Firefighter/Paramedic Tyler Ewald on Thursday June 20, at 3:00 p.m. at The Grove church in Reno. Family and friends were welcomed to pay their respects between 2:00 and 6:00 p.m. He noted the loss had been felt throughout the first responder community, Washoe County Dispatch, and throughout local fire agencies. He asked that Mr. Ewald's family be kept in everyone's thoughts and prayers during this difficult time. A moment of silence was held.

19-091F AGENDA ITEM 3 Public Comment.

On the call for public comment, Mr. Christopher Ipsen spoke in support of Truckee Meadows Fire Protection District Chief Charles Moore. He said he worked with Chief Moore for the previous five years and thought the Chief had always been professional, insightful, and accomplished.

19-092F AGENDA ITEM 4 Announcements/Reports.

Commissioner Jung asked what was being done in terms of programs and budget augmentations to prevent self-harm by Truckee Meadows Fire Protection District (TMFPD) first responders. She inquired what the TMFPD was doing independently of the International Association of Fire Fighters to identify and prevent the Post-Traumatic Stress Disorder affecting first responders. She inquired about the national model and best practices. She noted self-harm data had not always been tracked but they were becoming more accessible. She knew there was a new employee assistance program which had more continuity and hoped staff was working with the union to ensure employees were

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assigned to caregivers who would take their insurance. She noted employees could receive extra counseling sessions if they were deemed necessary. She mentioned a firefighter had previously spoken to the Board about a program he was organizing but she wanted to know what the Board's responsibilities, liabilities, and options were.

CONSENT ITEMS – 5A THROUGH 5F

19-093F **5A** Recommendation to approve the minutes from the May 21, 2019 Truckee Meadows Fire Protection District's Board of Fire Commissioners meeting. (All Commissioners Districts).

19-094F **5B** Recommendation to approve a correction/clarification to the Fire Deputy Chief position's salaries currently listed: Police/Fire Public Employee Retirement System (PERS) member annual salary range correction from \$135,657 - \$169,915 to \$139,715.84 - \$165,205.87; Regular PERS member annual Salary range correction from \$143,728 - \$169,915 to \$148,014.04 - \$175,018; this salary range would be effective immediately and would be through June 30, 2019. Among other things, Police/Fire PERS employees are eligible for accelerated retirement benefits culminating in a maximum retirement benefit at 25 years of accumulated service credits, as opposed to 30 years for Regular PERS employees. Both the Police/Fire and Regular PERS ranges are stated because PERS recognize this position as qualifying for the Police/Fire category as promotional only and for purposes of employer contributions to the PERS fund, so the district pays the difference between the higher employer contributions for Police/Fire PERS credits in order to get those credits for this position, instead of the lower employer contributions required for Regular PERS credits. (All Commission Districts)

19-095F **5C** Recommendation to approve Cost of Living Adjustments in base wage of 3% beginning July 1, 2019, 2.5% beginning July 1, 2020, and 2.5% beginning July 1, 2021 for Unclassified Management, Non-Represented Confidential and Administrative Employees to include the following positions: Fire Chief, Deputy Fire Chief, Chief Fiscal Officer, HR Manager, Account Clerk and Communications Manager; The Communications Manager position will be excluded from the 2019 COLA as this position and salary was created to be effective July 1, 2019. (All Commission Districts)

19-096F **5D** Recommendation to approve staff to submit a request for reimbursement on a quarterly basis from the Washoe County, Nevada Other Post-Employment Benefits (OPEB) Trust Fund for the cost of retiree health insurance premiums for FY19/20. This Trust was established to provide a funding source for current and future retiree health costs; Monies transferred from this trust will be placed into the District's General Fund. (All Commission Districts)

19-097F **5E** Recommendation to approve the addition of a voluntary term life insurance plan option under the Truckee Meadows Fire Protection District Health Benefits Program arranged and serviced by Western Insurance Specialties, Inc. for eligible employees and their dependents effective pay period encompassing August 1, 2019. (All Commission Districts)

19-098F **5F** Recommendation to approve a Resolution that gives standing authorization to the Truckee Meadows Fire Protection District Chief or his or designated staff to purchase supplies, materials, equipment, and contractual services required by the district to accomplish the purposes of NRS chapter 474 in annual amounts or estimated annual amounts of \$100,000 or less per purchase for FY 19/20. This resolution would create standing purchase authority akin to that set forth in Washoe County Code § 15.495(1), which authorizes the county's purchasing and contracts administrator to make similar expenditures for county agencies. The intent of this Resolution would be to facilitate common lower-level budgeted expenditures incurred by the district in carrying out its day-to-day operations without having to seek Board approval for each individual expenditure. The resolution would also set forth a process and limitations for such purchases for FY 19/20 including requirements that purchases apply with all applicable laws and be within approved budgetary authority. (All Commission Districts)

There was no response to the call for public comment.

On motion by Commissioner Berkbigler, seconded by Commissioner Herman, which motion duly carried on a 5-0 vote, it was ordered that Consent Agenda Items 5A through 5F be approved.

19-099F **AGENDA ITEM 6** Recommendation to accept a donation of a pet oxygen kit from Washoe County Residents Mike and Cindy Hudson in support of the Truckee Meadows Fire Protection District Station 46 located in Spanish Springs and express appreciation for the thoughtful contribution. (All Commission Districts)

Truckee Meadows Fire Protection District Chief Charles Moore noted pet oxygen masks were carried on all engines and animals had been resuscitated using that equipment. He expressed gratitude for the donation.

Chair Hartung mentioned Mr. Hudson and his family were very generous residents, always helping when there was a need within the community.

There was no response to the call for public comment.

On motion by Commissioner Berkbigler, seconded by Chair Hartung, which motion duly carried on a 5-0 vote, it was ordered that Agenda Item 6 be accepted.

19-100F **AGENDA ITEM 7** Overview of the 2019 Legislative Session with a focus on legislation that directly impacts Fire Suppression activities and or directly impacts Truckee Meadows Fire Protection to include Assembly Bills 4, 38, 86, 102, 129, 260, 297, Senate Bills 11, 111, 329, Senate Joint Resolution 2 and Assembly Concurrent Resolution 4 - Presented by Mike Brown

Consultant and Lobbyist Mike Brown of R&R Partners stated he had worked closely with Truckee Meadows Fire Protection District (TMFPD) staff, County staff, and the Professional Fire Fighters of Nevada throughout the legislative session. He noted it took a team effort to get things approved through the Legislature. He said 700 of approximately 1,200 bills made it through the legislative session.

Mr. Brown reported Assembly Bill (AB) 4 was submitted early by the City of Reno and it would have authorized the city to become a fire district. The TMFPD's position on AB 4 was neutral; there was one hearing on it and it failed due to the deadlines. He summarized that AB 48, requested on behalf of Nye County, had been watched because it would have utilized the Board of County Commissioners to levy taxes for fire protection, but the bill failed. He reported AB 129 passed. It required first responders to have training related to persons with developmental disabilities and had an effective date of October 1, 2019. He said the District supported the bill because it would be useful to first responders in the field. He acknowledged it would increase training requirements and would have financial implications but it would improve services to the community. He indicated AB 260, related to confidential communications during peer support counseling sessions, passed with an effective date of May 9, 2019. AB 297, which dealt with inspections of buildings with fire or smoke dampers, passed with an effective date of July 1, 2019.

Mr. Brown noted Assembly Concurrent Resolution (ACR) 4 concerning wildfires was introduced by Assemblywoman Heidi Swank and Senator Pete Goicoechea. He said wildfires burned over one million acres in the State of Nevada the previous year. Large catastrophic fires were occurring throughout the western states so Assemblywoman Swank and Senator Goicoechea put together a group which would consider whether a committee was required to study the wildfire situation during the following two years. He noted the initial workshop did not include fire protection participation but they were able to include fire protection after several conversations. He stated TMFPD Chief Charles Moore, several fire chiefs throughout the County, and fire chiefs from other areas were able to participate in the workshops where it was conveyed that state fire agencies were not the only ones taxed with managing fuels. Education was provided about how responses took place and the cohesive strategy being a combination of all agencies working together. He noted fire protection was the first point of contact when 911 was called during a fire so first responders were the first line of defense. He said fire protection was able to attend three of the five meetings held by the group. He indicated ACR 4 was accepted with an effective date of June 7, 2019 and an interim committee was in place for the following two years to study the components of mitigation and response. Fire protection had been told they would be included in the committee.

Mr. Brown said Senate Bill (SB) 11 regarding State Fire Marshal regulation exemptions was proposed by the City of Las Vegas for the 2017 legislative session and was brought back for the 2019 session. He stated the bill had not received favor throughout the state, particularly with fire prevention, fire chiefs, fire departments, and labor groups, because of safety concerns for both citizens and first responders. There was a hearing for SB 11 but it failed on deadline. He hoped a study would be done before the 2021 legislative session so they could work on the bill then.

Mr. Brown stated SB 329 was proposed by the State Fire Chiefs Association and supported by all fire professionals throughout the state. He noted the power companies contributed toward getting the bill approved. The bill would require utility companies to work with local jurisdictions to prepare a Community Wildfire Prevention Plan, adhere to the prescription, and report to the Public Utility Commission on an annual basis. The bill was approved unanimously with an effective date of May 22, 2019.

Mr. Brown reported AB 86 concerning purchasing by local governments passed with an effective date of July 1, 2019. He said SB 111, which lowered the required ending fund balance for school district salaries and benefits from 25 percent to 16.67 percent, passed with an effective date of July 1, 2019. He indicated SB 556 failed. It was proposed by the City of Reno and would have allowed Public Safety to raise their ad valorem tax to \$.05, increasing their budget for fire, sheriffs, and other first responders. He mentioned AB 102 passed, which provided protection against threats for first responders and their families. He stated Senate Joint Resolution 2 was introduced by Senator Ben Kieckhefer to study emergency medical services in Washoe County. The bill would have required that a committee be formed to study fire for two years, but the bill failed. He said AB 138 regarding opioid overdose reporting had potential ramifications for first responders and the reporting process was unclear, so the bill failed.

Commissioner Berkbigler thanked Mr. Brown and everyone who worked on the legislative session for their efforts. She noted the District did not lose anything and the legislation that passed had amendments which were workable for the County and the District.

Commissioner Jung congratulated Mr. Brown on the training for first responders for dealing with all members of the community, including those with developmental disabilities. She agreed that first responders should provide everyone with the proper care. She asked Mr. Brown whether AB 297 pertained to the cannabis industry. Mr. Brown replied the requirements for air ducting systems had been considered for many years. He said there had been a combination of sources, such as the sheet metal industry.

Commissioner Jung referred to the resolution to conduct an interim study regarding wildfires. She asked whether utility companies would be culpable and required to make restitution or whether it was a suggestion to work together to prevent fires. Mr. Brown replied it was primarily for preventing fires. He said ACR 4 was introduced

primarily because of wildfires in the northern part of the state. He stated everyone needed to be involved in mitigating the threat, including the mining industry and utility companies. He noted the cattle industry and wildlife were threatened because grazing land had been lost due to fires. He said utility partners recognized they were liable for paying victims back and for managing the power grids.

Commissioner Jung asked whether there had been any discussion or analysis about how annexation affected the sustainability of the fire district. She asked whether it was discussed during the legislative session or whether there were any related bills. Mr. Brown responded annexation was something that needed to be closely monitored as a community, a county, and a state. He said he provided information to senators before the legislative session regarding a transition program which was needed as annexation took place. He opined an organization, whether City or County, needed to have the means to provide services or contract with existing services. He recounted how the Sheriff's Office had developed a transition program, including employees and costs, long before they took over the jail. He said there were examples of successful transitions which could be used as a guide.

Commissioner Jung hoped a transition program happened soon because the cities had no disincentives to annex but the District would lose tax base. She expressed concern about the District needing to cover services that the cities were not providing. She hoped the District would propose a bill during the next legislative session because the issue would not simply resolve itself. She requested a future agenda item about sustainability and annexation.

Chair Hartung proposed putting a time limit on annexation. He suggested an annexed area would have to be developed within five years and could not be held into perpetuity.

Deputy District Attorney Nathan Edwards said the Board was straying into a discussion about annexation as opposed to what happened at the legislative session concerning annexation. Chair Hartung replied there was no discussion but he wanted a future discussion on how to achieve that.

Chair Hartung asked whether a family with a member with special needs could register with the fire department. He suggested potentially developing a program to acclimate the family member with special needs to fire fighters. He requested a future agenda item for further discussion. He mentioned he participated in a press conference on the opioid issue with Attorney General Aaron Ford. It was a partnership between Washoe County, the City of Reno, and the State of Nevada. He ultimately wanted to see how to help people with their addiction and said drug companies could possibly create programs to help people quit opioids.

AGENDA ITEM 8 Fire Chief Report

- A. Informational briefing on operational matters and activities for the month of May and June 2019 to include the following items:
 - 1. Operational Update with Carson City Fire Department
 - 2. Truckee Meadows Water Authority water line extension to Verdi
 - 3. Deployment Plan Update and Methodolgy Review for the purpose of identifying gaps and search for opportunities to improve service across the entire District.
 - 4. Proposed Revisions to Washoe County Health District's Open Burn regulations allowing citizens to burn vegetation on their properties
- B. Review of Response Statistics for May 2019 to include Mutual and Auto aid for our regional partners

Battalion Chief Jay Cwiak stated fires happened all year but summer was the busiest fire season for the majority of the nation. He said the District had responded to eight fires the prior week. Most of those fires were on Bureau of Land Management property. One fire was on private property and it was caused by a homeowner working on his fence. Sparks from his grinder went too far and started the fire even though he had followed all safety guidelines. The acreage for the eight fires ranged from 1/10 of an acre to 25 acres. He mentioned one fire was being investigated because shooting might have caused it. He reported one District fire fighter was on assignment with an incident management team in Superior, Arizona to fight the Woodbury fire.

Chair Hartung expressed concern about the fire season because of the amount of vegetation in the area.

Truckee Meadows Fire Protection District (TMFPD) Chief Charles Moore reported the TMFPD was instituting a new automatic aid protocol with the Carson City Fire Department (CCFD). The CCFD would respond immediately to any structure or brush fire in the Washoe Valley area and the TMFPD would do the same for them. The dispatch processes were still somewhat manual but he noted a call from the incident commander would not be required; it would simply be treated as a normal ring-down call.

Chief Moore said the Truckee Meadows Water Authority (TMWA) was extending a municipal water line into the Verdi Elementary School. He noted the school had some water quality issues but there had not been much fire protection water for the school. He stated the TMFPD had previously relied on the TMWA ditch for fire protection water during a severe fire in the greater Verdi community. The TMFPD would be able to use the new hydrants to refill water tenders. He noted the water line could extend further into the Verdi community, which had no fire hydrants. He mentioned the TMFPD met with Washoe County Projects Management staff on site and were able to save them approximately \$250,000 with the placement of the hydrants. Additionally they used horizontal standpipes in lieu of an access road. He thanked County and TMFPD staff for working together to develop a good layout for the hydrants and standpipes. He

believed the project would be completed by September so Verdi Elementary School would have good water by the new school year.

Statistician Heather Kerwin reviewed the methodology for the deployment plan study. She reviewed the four major goals outlined in the staff report and the ten proposed analyses. She noted the analyses would not be limited to the ten proposed areas. She said much of the work would be done in conjunction with Technology Systems Developer Jay Johnson with the Geographic Information System Department.

Chief Moore complemented Commissioner Berkbigler and Mike Brown of R&R Partners who were on the Washoe County Health District Board. He said he was encouraged by the proposed revisions to burn regulations. He stated citizens were not allowed to burn vegetation during the winter when the spread of wildfire was at a minimum. He said there needed to be a balance between establishing defensible space through pile burning and air quality. He indicated the Health District would propose the new regulations to the Board and host a series of community meetings. He mentioned he had received email correspondence from a Palomino Valley citizen who was looking forward to the meetings. He observed people with properties of 40 acres or more had no other way to get rid of green waste besides burning it. He believed a new policy would be in place by October or November. He thought the District would need a comprehensive policy for communicating whether it was safe to burn, providing safety training for citizens, and ensuring piles did not escape.

Chief Moore noted the mutual and auto aid statistics for regional partners were included in the report. He explained in his memo that mutual aid was not always easy to define. He said the National Fire Incident Reporting System (NFIRS) defined mutual aid a certain way but the enhanced automatic aid the TMFPD had with the City of Sparks was not mutual aid according to the NFIRS definition. He elaborated NFIRS indicated both agencies needed to be on the same call for it to be considered mutual aid. In practice, the City of Sparks answered District calls without the TMFPD present and vice versa.

Commissioner Jung asked whether staff had considered requesting that the developer building the large neighborhood on the north side of Verdi pay for fire hydrants that were needed in Verdi. She asked whether it was a City of Reno development. Chief Moore replied that it was. Commissioner Jung asked whether Chief Moore had asked the developer to put in fire hydrants as part of being a good neighbor to the residents of Verdi. Chief Moore said he had not asked. Chair Hartung replied TMWA had asked and discussions were ongoing. Commissioner Jung asked who the developer was. Chair Hartung replied it was Reno Land Development Company.

Commissioner Jung wondered whether they could negotiate with the developer and the Commissioner who represented that area. She asked Chief Moore what the cost would be. Chief Moore replied it was approximately \$1 million per mile.

Commissioner Jung asked whether the Board had any authority over the issue or whether it should be left to TMWA, the City of Reno, Chair Hartung, and the developer. Chair Hartung said he was working on the issue. Commissioner Jung surmised the Board should pursue it further.

19-102F **AGENDA ITEM 9** Recommendation to discuss and conduct an annual performance evaluation for Truckee Meadows Fire Protection District Fire Chief including (but not limited to) discussion regarding results, goals, objectives, and possible adoption of priorities and expectations to include possible amendments to the terms of the Fire Chief's contract based on the evaluation and to include possible changes to compensation (not to exceed 5%) and benefits, or in the alternative, to provide direction to staff concerning the conduct of a performance evaluation to be held at a later meeting. The annual performance evaluation is a requirement as stated in the Employment Agreement. (All Commission Districts)

9:49 a.m. **Commissioner Jung left the meeting.**

Human Resources Manager Carla Arribillaga noted Truckee Meadows Fire Protection District (TMFPD) Chief Charles Moore listed the previous year's priorities and expectations. She said the Board should consider any additional priorities and expectations. She asked whether the measurements the Board received through regular avenues were an effective evaluation method and what other tools staff should consider.

On the call for public comment, Mr. Thomas Daly thanked Chief Moore and his staff for their assistance in fuel reduction projects at the Estates at Mount Rose. He said Chief Moore helped them get a grant from the Nevada Division of Forestry, which doubled the acreage they were able to clear. He noted Chief Moore helped residents identify the most vulnerable areas of their community so they cleared the brush that was the biggest hazard. Chief Moore's strong support of community fuel reduction projects kept them safe and they looked forward to working with him in the future.

Commissioner Lucey asked whether staff received feedback from industry peers or community leaders within the region for a 360-degree evaluation of Chief Moore's review. Ms. Arribillaga replied they had not because the purpose of this item was to ask the Board what they wanted done for the review. Commissioner Lucey asked whether a 360-degree evaluation was recommended. He thought it had been done in the past and believed having discussions with community members who were directly impacted by the Chief's job was highly recommended. He wanted to see input from union leaders and front line fire fighters regarding Chief Moore's performance and future goals. He agreed with Mr. Daly regarding the fuel management programs Chief Moore had implemented in several communities. He expressed approval of Chief Moore's work performance and the help he provided in District 2 regarding Regional Emergency Medical Services Authority (REMSA) response times. He noted 80 percent of 911 calls were medical in nature and he wanted to see medical services grow in the future. He

noted one concern listed on Chief Moore's report was the comprehensive facilities plan. He consistently discussed the growth in the north with Chief Moore. He observed there were six fire stations in the southern battalion and six in the northern battalion but most calls came from the north. He expressed interest in reassessing assets to ensure citizens in the unincorporated County continued to be protected as the community grew.

Commissioner Berkbigler agreed that a 360-degree evaluation was a good idea as it had been effective in the past. She was impressed with Chief Moore's effectiveness in working with the fire team and the Commissioners. She said he communicated well with the Commissioners and provided information in a timely manner. She believed one of the most important roles for the Chief was to keep the Commissioners informed of issues throughout the County. She approved of the 14 items listed on the Chief's report and noted she appreciated the succession plan he had been working on. She requested clarification on the facilities plan mentioned by Commissioner Lucey. She expressed concern about ensuring the Lemmon Valley/Warm Springs area was being protected and suggested possibly adding another fire station there. She thanked Chief Moore for the work he had done and approved of his report.

Chair Hartung thought Chief Moore had done a phenomenal job and was responsive and available whenever he was needed. He requested a study about responding with the proper amount of infrastructure to emergency calls. He thought two-man crews were sufficient in certain cases until REMSA arrived. He recognized some patients needed more help and required more than two people but he believed there were ways to achieve a balance. He said Chief Moore had done a good job of balancing the needs of the community, requests of the fire service, and requests of the Commissioners.

Commissioner Lucey asked whether a 360-degree evaluation review would be done through Survey Monkey. Ms. Arribillaga replied yes. Commissioner Lucey inquired whether it would be possible to allow all fire fighters to participate. Ms. Arribillaga replied it would be possible. Commissioner Lucey asked whether all responses would be combined or whether it would be possible to identify whether responses were from fire fighters or from other respondents. Ms. Arribillaga responded a question could be added to the survey asking where the answers came from. Commissioner Lucey indicated he wanted to ensure all employees were participating since the number of employees was relatively low. Chief Moore estimated there were approximately 130 employees. Commissioner Lucey stated 130 responses to the survey would provide a good representation. Ms. Arribillaga acknowledged the request.

19-103F **AGENDA ITEM 10** Discussion and possible approval of a new Board policy to require Board approval to utilize two or more hours of staff time to research, conduct analysis and prepare staff reports on items requested by individual Commissioners or the Board in general. (All Commission Districts)

Truckee Meadows Fire Protection District (TMFPD) Chief Charles Moore said this item was intended to get the Board's help prioritizing what it wanted him to do. He stated he had been short-staffed two deputies and challenged with respect to time. In particular, he wanted the Board's assistance with prioritization when there was a project which would require an excessive amount of time.

Chair Hartung stated he had asked Chief Moore for the policy and noted it was utilized for the Board of County Commissioners. He said other agencies had the same rules to help curtail large requests beyond staff's standard duties.

Commissioner Berkbigler agreed it was an important policy which needed to be put in place because Chief Moore had a much more important job to do beyond answering Commissioners' questions. Chair Hartung added it applied to staff in general.

Commissioner Lucey noted Chief Moore was currently working without support staff so requests from the Board were all monumental. He thought the Commissioners needed to be cognizant of that and he fully supported the policy.

There was no response to the call for public comment.

On motion by Commissioner Lucey, seconded by Commissioner Berkbigler, which motion duly carried on a 4-0 vote with Commissioner Jung absent, it was ordered that Agenda Item 10 be approved.

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Chief Moore indicated Agenda Item 11 was not urgent and it was pulled from the agenda.

19-104F **AGENDA ITEM 12** Discussion and approval of the Property and Liability Insurance and Workers' Compensation Insurance Proposal for the Truckee Meadows Fire Protection District for one year beginning July 1, 2019 for a total annual premium of \$1,119,694 and authorize purchase of insurance based upon the proposal. Property and Liability Insurance to be provided by VFIS to include Crime and Employee Theft through Travelers Insurance, and Data and Security liability through AIG Specialty at \$201,544. Workers' Compensation Insurance will be provided by 7710 Insurance/Benchmark Insurance Company at \$918,150. (All Commission Districts)

10:07 a.m. **Commissioner Jung returned to the meeting.**

There was no response to the call for public comment.

On motion by Commissioner Berkbigler, seconded by Commissioner Lucey, which motion duly carried on a 5-0 vote, it was ordered that Agenda Item 12 be approved and authorized.

19-105F **AGENDA ITEM 13** Presentation on District and Union proposals offered during labor negotiations. This item is intended only to introduce proposals and costs associated with those proposals, seek clarification (if needed) and take public comment on proposals received from the Non-Supervisory Unit for salary increases of 2.5% on July 1, 2019 and January 1, 2020 at a cost of \$895,218; HRA Contribution increase from \$120 to \$2500 for pre-July 1, 2014 employees at a cost of \$168,980; and a Wet Team Specialty pay of 3% at a cost of \$117,269. Total cost of all Non-Supervisory Unit proposals including previous education incentive proposal is \$1,383,487. There will be no discussion on this item. (All Commission Districts)

Director of Human Resources Patricia Hurley provided a document, a copy of which was placed on file with the Clerk.

Ms. Hurley said Agenda Item 13 represented the initial proposal requested on May 24, 2019 and noted there had been no meetings to discuss the proposal since then. A 2.5 percent cost of living increase (COLA) was requested to begin on July 1, 2019, followed by a 2.5 percent increase on January 1, 2020. This would compound and affect longevity pay, overtime, and the Public Employees' Retirement System (PERS) contribution for a total cost of \$895,218. She stated the Board had previously seen the education incentive proposal of 1.5 percent for an associate's degree, 3 percent for a bachelor's degree, and 4.5 percent for both. She noted the increases were on base and would affect overtime and the PERS calculation.

Ms. Hurley indicated the third item proposed was a 3 percent Wet Team specialty pay for all members of the Wet Team. She said there were 27 members but that

number could go up to 35. She stated the additional pay would be calculated on overtime, negotiated COLAs, and the total cost with these and the PERS contribution would be \$117,269. She said the final proposal was for an increased contribution to the health reimbursement accounts of pre-2014 employees. She reminded the Board the last contract was recently approved and it allowed for post-2014 employees to receive healthcare through Aviva. They requested increased administrative fees from \$120 to \$2,500 for pre-2014 employees. She explained pre-2014 employees already received their retirement through other post-employment benefits. She noted the cost of the fee increase would be \$168,980. The total financial package for a one-year agreement was \$1,383,487.

Deputy District Attorney Nathan Edwards noted copies of the document provided by Ms. Hurley were available at the back of the room if anyone attending the meeting wanted to see it.

19-106F **AGENDA ITEM 14** Possible Closed Session pursuant to NRS 288.220 for the purpose of discussing with management representatives labor matters and negotiations.

There was no response to the call for public comment.

On motion by Commissioner Berkgigler, seconded by Commissioner Lucey, which motion duly carried on a 5-0 vote, it was ordered that the meeting recess to a closed session for the purpose of discussing with management representatives labor matters and negotiations after Agenda Items 15 and 16 were heard.

19-107F **AGENDA ITEM 15** Announcements/Reports.

Truckee Meadows Fire Protection District (TMFPD) Chief Charles Moore mentioned the TMFPD would take over direct management of Gerlach and Red Rock volunteers on July 1, 2019. They would relieve Emergency Management Administrator Aaron Kenneston and County Staff from that burden.

Chief Moore recognized the recent efforts of staff in saving two lives. The first case was a Nevada Division of Forestry fire fighter who went down during a strenuous pack test; his colleagues administered cardiopulmonary resuscitation and emergency services were called. He stated automatic compression and defibrillation devices were used, the Regional Emergency Medical Services Authority (REMSA) assisted, and he was transported by Care Flight. He had bypass surgery and was back home. The second case was a City of Sparks employee who manifested some signs of a stroke. Firefighter/Paramedic Hilary Larivee noticed something not quite right although the employee was only 39. She accompanied REMSA to the emergency room and both Ms. Larivee and REMSA staff pressed hospital staff to look further. The employee was having a stroke and was successfully treated.

Commissioner Lucey noted he witnessed a vehicle fire the previous day on an on-ramp for U.S. Route 395 and it appeared the Reno Fire Department was

responding to it. He asked whether it was part of the District and he requested Chief Moore look up the incident report. He wanted clarification because the Arrowcreek Station was close to that location. He expressed pride and satisfaction with the TMFPD's social media efforts. He noted the updates were very timely and useful and he encouraged everyone to follow the TMFPD's social media accounts.

Commissioner Jung commented the media were taught to stop calling Public Information Officers and were instead encouraged to go on Twitter where the latest information would be posted. She agreed the TMFPD social media accounts were doing well, including NextDoor. She hoped a wildfire terminology pamphlet would go to all news sources because it was a great tool to decipher the terminology.

Chair Hartung thanked Chief Moore and staff for the two incidents he mentioned. He was glad to hear equipment such as a compression device was being used effectively.

Commissioner Berkbigler thanked Chair Hartung for pushing the Board for the purchase of the compression equipment. She asked for a report on the progress of replacing Chief Moore's two close supporters so he would not be overburdened.

10:23 a.m. **The Board recessed to a closed session.**

19-108F **AGENDA ITEM 16** Public Comment.

There was no response to the call for public comment.

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11:39 p.m. There being no further business to discuss, the meeting was adjourned without objection.

VAUGHN HARTUNG, Chair
Truckee Meadows Fire
Protection District

ATTEST:

NANCY PARENT, Washoe County Clerk
and Ex-Officio Clerk, Truckee Meadows
Fire Protection District

Minutes Prepared By:
Carolina Stickley, Deputy County Clerk