

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

May 16, 2019

1. Call to Order

The meeting was called to order by Chairman McCassie at 1800 hours.
Directors present included: Director Hon, Director Riesen, Director Hicks, Matt Johnson.
Interim Fire Chief Carr was also present.

The Pledge of Allegiance was led by Mayor Edgington. 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.)

Chief Carr congratulated Paramedic Fields, and her partner Paramedic Silverberg on the delivery of a healthy baby boy.

Director Hon requested the Board move Item 6 to Item 8.

3. Approval of 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 & Approval of Board Agenda

3b. Review & Approve Board Minutes

3c. Review & Approve Revenues and/or Expenditures

3d. Review of Summary Reports

Director Hon made a motion to approve the Consent Agenda as presented.

Director Riesen seconded the motion.

The motion carried as follows: 5-0

McCassie	Aye	Johnson	Aye
Hon	Aye		
Riesen	Aye		
Hicks	Aye		

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TEAMWORKINTEGRITY**SERVICE**

North Lyon County Fire Protection District is an Equal Opportunity Employer

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4. Discussion and Possible Action Regarding District Fire Chief Hiring*

None.

5. District Fire Chief Interviews

Jason Nicholl, Tim Soule and Sean Stratton were each interviewed separately, with a 5-minute recess between.

Each were asked the following (8) questions.

1. How would you describe your leadership philosophy?
2. How do you build a healthy culture within a fire department?
3. How do you sustain a cohesive combination fire department?
4. Is the use of science and data important, and why?
5. What is your philosophy on working for Board of Directors?
6. What is your fiscal management philosophy?
7. What is your philosophy on labor relations?
8. You will have three (3) minutes to expand on any of the previous questions.

The Scoring Key:

(1-4) Ineffective: Did not answer the question thoroughly. Has limited or no knowledge on the subject.

(5-10) Effective: Adequately answered the question. Has basic knowledge on the subject.

(11-14) Exceptional: Thoroughly answered the question. Extensive knowledge on the subject.

- Candidates scored based on their answers to questions 1-7.
- Question 8 will not be scored; however, will provide the candidate a timed opportunity to supplement their previous answers.
 - During this time, the Board may adjust their previous scores to questions 1-7.
- Staff will input and tally the Board's scores for each answer based on the following:
 - Each question is worth a total of 14.286 points ($14.286 * 7 = 100$).
 - Each point is worth 1.0204 ($1.02 * 14 = 14.28$).
 - Final scores for each candidate will be calculated by the average score of all 5 Board members (total for each question divided by 5).
- The raw score for each veteran interviewed will be increased by 5 points; the raw score for each disabled veteran interviewed will be increased by 10 points.

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The Final Score for each candidate were as follows:

Mr. Nicholl	78.36672
Mr. Soule	69.1832
Mr. Stratton	65.3056

Director Hicks asked Chairman McCassie if Bill Snyder would be permitted to interview.

Chairman McCassie declined.

6. Discussion and Possible Action to Hire a District Fire Chief*

Director Hon made a motion to approve conditional offer of employment to Jason Nicholl.
Director Riesen seconded the motion.

The motion carried as follows: 5-0

McCassie	Aye	Johnson	Aye
Hon	Aye		
Riesen	Aye		
Hicks	Aye		

In further discussion, Director Johnson stated, "I personally feel we should have given our local (inaudible) a chance to run at this. I think he has a lot of potential and he's done a lot of stuff for the department over the years, and he's stood up in a lot of cases where you didn't; did a lot of job tasks that were not his and he led by example, which is one of the hardest ways and formats to lead, and that shows true signs of what's going to become and develop. So, moving forward, if the candidate we just selected decides to take it, I really hope he invests in our people and enriches that ability."

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

Director Hon: None.

Director Johnson: None.

Chairman McCassie: None.

Director Hicks: None.

Director Riesen asked for a report of overtime hours on a monthly basis.

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Office Manager Kasey Miller stated Aladtec will soon be implemented for all staff to use, and it will track hours and overtime.

Volunteer Bill Mulholland: None.

Local 4547 President Paul Murphy thanked the Board for the smooth negotiation of the CBA.

Office Manager Kasey Miller announced the upcoming Board Meetings on May 23, 2019 beginning at 5:00 p.m., and Special Olympics at FIS on May 22, 2019.

Administrative Assistant Stacey Rowling reported increased ambulance bill payments due to the ability to use credit and debit cards for payment.

Chief Carr reported City Assessment on May 23, 2019 between 10:00 a.m. and 12:00 p.m.

8. CLOSED SESSION to Discuss Labor Negotiations

Closed Session opened at 1901 hours.

Open Session at 1927 hours.

9. Discussion and Possible Action to Ratify Labor CBA*

Director Riesen made a motion to approve Labor CBA contract.

Director Johnson seconded the motion.

The motion carried as follows: 5-0

McCassie	Aye	Johnson	Aye
Hon	Aye		
Riesen	Aye		
Hicks	Aye		

10. 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.)

Linda Carr stated there are no Volunteers attending NSFA this year; the 4th of July is coming, and participation is needed. She stated aside from the dismay amongst some, using an outside hiring process was best as it is above-board, honest and impartial and the public input is supportive.

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Firefighter/Paramedic Paul Murphy invited the Board Directors to spend time with the staff to see how the decisions they are making affect them. He thanked Rocky Mountain Elk for the donation of the Traeger smoker.

Rehab Member Becki Howlett stated the Wildland packs have been restocked.

Kasey Miller thanked Chief Carr for acting as Interim Chief.

13. Adjournment*

Chairman McCassie adjourned at 1950 hours.

**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 May 16, 2019.**

Respectfully Submitted by:

Stacy Rowling
 Stacey Rowling, Administrative Assistant
 North Lyon County Fire Protection District

May 23, 2019
 Date

Approval of Minutes

	<u>For</u>	<u>Against</u>	<u>Abstain</u>	
<u>α</u> Approved as Read	<u>4</u>	<u>0</u>	<u>1</u>	<u>HICKS</u>
Approved with Corrections	—	—	—	—
<u>Daniel McCassie</u> Daniel McCassie, Chairman North Lyon County Fire Protection District			<u>5/24/2019</u>	Date