



## North Lyon County Fire Protection District

195 East Main Street  
Fernley, Nevada 89408  
District Office (775) 575-3310 Fax (775) 575-3314  
Jason Nicholl, Fire Chief

### Notice of Meeting

Date: Thursday September 16, 2021

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

Location: 195 East Main Street  
Fernley NV 89408

**OR**

Virtual Zoom Meeting

### Directors

Dan McCassie, Chairman      Paul Murphy, Director  
Greg McCaffrey, Vice Chair      Harry Wheeler, Director  
Mike Callagy, Jr., Secretary/Treasurer

Join Zoom Meeting at:

<https://us02web.zoom.us/j/88639241291?pwd=VE0xdjRSUkpyMk43NUclbzg1SGw4UT09>

*Dial: 1-253-215-8782    Passcode: 667822    Meeting ID: 886 3924 1291*

## **NLCFPD Board of Directors Meeting Agenda**

1. Call to Order, Pledge of Allegiance and Moment of Silence
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.)  
  
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.)
3. 3a. Review and Approval of Board Agenda  
3b. Review & Approve Board Minutes  
3c. Review of Summary Reports  
Discussion and possible action regarding Revenue and Expenditures\*
4. 4a. Enterprise Fund Revenue and Expenditures  
4b. General Fund Revenue and Expenditures
5. Badge Pinning Ceremony: Tim Myers, Stephen Kuntz, Stephen Emery
6. Discussion and action regarding Exposure Control Plan Board Policy 11\*
7. Discussion and action regarding District Vehicle Purchases\*
8. Discussion and action regarding possible changes to the City of Fernley MOU concerning Legal Services\*
9. Discussion regarding Chief Nicholl's Employment Agreement\*
10. Discussion regarding the Strategic Plan
11. Reports of Directors, Fire Chief, Fire Marshal, Staff, Volunteers, Local 4547, City of Fernley
12. 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.)
13. Adjournment\*

Notices: 1. The Board may act on any of the "\*" items.  
2. At any time, the order of agenda items may be changed, removed, or combined with another item with Board consensus.  
3. The Board may limit the amount of time for public comments based upon the number of speakers on the same subject.  
4. Disabled members of the public who require special accommodations or assistance at the meeting are requested to notify in writing at the North Lyon County Fire Protection District, 195 East Main Street, Fernley, Nevada 89408 or by calling (775) 575-3310.

### CERTIFICATE OF POSTING

I, Kasey Miller, do hereby certify that I posted or caused to be posted, a copy of this agenda at the following locations on or before 9:00 a.m. September 10, 2021:

1. North Lyon County Fire Protection District, 195 East Main Street, Fernley, Nevada 89408
2. U.S. Post Office, Hardie Lane Fernley, Nevada 89408
3. City of Fernley – City Hall, 595 Silverlace Blvd, Fernley, Nevada 89408
4. Fernley Senior Center, 105 Lois Lane, Fernley, Nevada 89408
5. Lyon County Manager, 27 S. Main Street, Yerington, Nevada 89447
6. Nevada Public Notice Website, [www.notice.nv.gov](http://www.notice.nv.gov)

Distribution: To ALL persons requesting notification.

**PEOPLE FIRST**

North Lyon County Fire Protection District is an Equal Opportunity Employer & Provider

**North Lyon County Fire Protection District**  
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**District Office (775) 575-3310    District Fax (775) 575-3314**

MINUTES

NORTH LYON COUNTY FIRE PROTECTION DISTRICT  
INCLUDING VIRTUAL ONLINE ZOOM ACCESS

August 5, 2021

**1. Call to Order**

The meeting was called to order by Chairman McCassie at 1803 hours.  
Directors present included Mike Callagy, Jr., Paul Murphy, and Harry Wheeler.  
Director McCaffrey was absent.

The Pledge of Allegiance was led by Jason Nicholl. 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.)

None.

**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 of Summary Reports**

Director Wheeler made a motion to accept the Consent Agenda as presented.

Director Callagy seconded the motion.

The motion carried as follows: 4-0-1

McCassie	Aye	McCaffrey	Absent
Callagy, Jr.	Aye		
Murphy	Aye		
Wheeler	Aye		



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None.

**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.)

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Director Callagy seconded the motion.

The motion carried as follows: 4-0-1

McCassie	Aye	McCaffrey	Absent
Callagy, Jr.	Aye		
Murphy	Aye		
Wheeler	Aye		

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**4. Discussion and possible action regarding Revenue and Expenditures\***

**4a. Enterprise Fund Revenue and Expenditures**

**4b. General Fund Revenue and Expenditures**

Office Manager Kasey Miller advised of the absence of the expenditure report due to new budget and sub items and said there will be a report at the next meeting.

**5. Badge Pinning Ceremony: Captain Bill Snyder**

Chief Nicholl said it is the greatest day on the job to see someone grow and achieve. He said Mr. Snyder is an incredible asset and someone he admires.

Chief Carr pinned right side collar brass.  
Chief Nicholl pinned left side collar brass.  
Mr. Snyder's son, Victor pinned the badge.

Captain Snyder thanked Chief Nicholl and everyone for being supportive.

**Chairman McCassie recessed at 1826.**

**Chairman McCassie reopened at 1833.**

**6. Discussion and action to approve the agreement on Allocation of Opioid Recoveries and use of recovery proceeds to remediate the harms, impact, and risks caused by the opioid epidemic to the District and its residents\***

Director Wheeler made a motion to approve the agreement as presented.

City Attorney for the Board Brandi Jensen stated multiple agencies have filed a class action law suit against the opioid manufacturers; it has resulted in a global resolution between all governmental agencies in the State of Nevada. She said each jurisdiction will get an amount determined on the calculations presented in the attached agreement.

Director Wheeler reiterated his motion to approve the agreement as presented.

Director Callagy seconded the motion.



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The motion carried as follows: 4-0-1

McCassie	Aye	McCaffrey	Absent
Callagy	Aye		
Murphy	Aye		
Wheeler	Aye		

**7. Discussion and action regarding Exposure Control Plan Board Policy 11\***

Chief Nicholl stated the item was pulled at the last minute due to inaccuracies.

Chairman McCassie tabled the item.

**8. Discussion and action regarding Battalion Chief Job Description\***

Chief Nicholl stated currently there is one Chief Officer, and although the authority and responsibility always falls to one person, that person needs assistance-meaning himself. He said over the course of the past two years there has been a slow building of operations with fifteen new firefighters, and additional administrative abilities but, there are still struggles with administration lacking in standing to effectively do their jobs and effectively represent to the community and larger fire service industry in the region. Chief Nicholl said last year the Fire Marshal position was implemented; it is a Captain's supplemental job description and the person has to be Captain grade or have Captain capability with additional requirements to occupy the position. He said likewise, the Wildland Coordinator, or Fire Manager, that started as a firefighter position, morphed into a Captain's position and now that position is a supplemental also. Chief Nicholl said before the Board is an attempt to turn these two Captain staff positions into Temporary Assignment Battalion Chief positions that would be filled by the current incumbents. He said based on his observations of their capability and their benefit to the District, he believes they would fulfill the requirement perfectly. Chief Nicholl said someone would fit into the Captain role and take on the supplemental position of either the Wildland Coordinator or Fire Marshal, and based on District need, the incumbent's capability, and at the privilege of the Fire Chief, promote them to Battalion Chiefs with total authority. Chief Nicholl said barring not having a Battalion Chief test, roster or base camp, the incumbents that would receive this temporary duty would be a permanent grade Captain; if they were to choose to leave the Wildland Coordinator or Fire Marshal position to go back into operations, they would go back to Captain grade.

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He said there is also a 5% pay increase to account for all of the additional responsibilities; from an operational standpoint, this would help him immensely. Chief Nicholl said presently he is the Duty Chief and the only time he isn't is when he is out-of-town; this would give the ability to divide the platoons and have a Chief Officer overseeing each of the 3 platoons and be able to keep a good span of control. He said as we grow toward Captains at Station 62, this becomes more apparent as we would be pushing the 10-person limit thus, too many people for him to keep track of. Chief Nicholl said both incumbents are supportive; this is a management reclassification into a temporary grade and he asked the Board to accept the changes he put in the job description.

Director Murphy asked if it is possible to have the additional requirement of Fire Officer II within 2-years.

Chief Nicholl said it would be difficult and in the next version of the Captain's test for Fire Officer based on the Fire Marshal's availability in providing the classes, the requirement may go away. He said there is just no ability for someone to get those classes in a reasonable time frame; yes it would be a huge feather in the cap for someone but, their ability to get it is not guaranteed.

Director Murphy asked if NFA offers those classes.

Chief Nicholl said there are classes around but over the last 18-months the classes he has seen through NFA are all disaster management, COVID and pandemic related. He said the core Officer courses are difficult to come by; they are encouraged and he will push the officers toward them. Chief Nicholl said he will not make them make a promise that they can't necessarily keep not of their own fault.

Director Wheeler asked who would cover the third platoon, to which Chief Nicholl said he would cover it himself unless the other two wanted to step-up and split it in half; he does not see that happening.

Director Murphy asked if with the minimum qualifications of the Wildland Coordinator being Captain minimum with additional qualifications; would we ever been in a situation where a non-structured hired person running an incident as a Battalion Chief that they're not qualified to run to which Chief Nicholl said that would not be a possibility.

Chief Nicholl said the safety on that is that the temporary duty promotion to Battalion Chief does not mean they are immediately given crossed bugles and a gold badge; it would be the prerogative of the Fire Chief and the need of the District to do that.



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Director Callagy made a motion to accept the job description of Battalion Chief.  
Director Wheeler seconded the motion.  
The motion carried as follows: 4-0-1

McCassie	Aye	McCaffrey	Absent
Callagy	Aye		
Murphy	Aye		
Wheeler	Aye		

**9. Discussion and action regarding surplus vehicle status\***

Chief Nicholl reminded the Board of the current vehicles in surplus status as being: (2) fire engines, one of which is being repaired, (3) ambulances, one of which is the Rehab ambulance. He requested authorization to add the current Wildland Coordinator 2006 Ford F-250 with 160k miles that is needing replaced soon and the current Fire Marshal 2004 Ford F-250 that requires costly repairs, as well as the 2005 Ford F150 2-wheel drive. Chief Nicholl asked for approval to put the red 250, white 250 and white 150 into surplus.

Director Wheeler made a motion to surplus the three vehicles in question.  
Director Callagy seconded the motion.  
The motion carried as follows: 4-0-1

McCassie	Aye	McCaffrey	Absent
Callagy	Aye		
Murphy	Aye		
Wheeler	Aye		

**10. Discussion and action regarding ambulance purchase\***

Chief Nicholl said the City has approved some funds for the District in the amount of \$500,000.00 and we are now awaiting the check. He said the funds are wage replacement and will go into the current salaries category in the budget as unanticipated revenue but, there are needs.

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Chief Nicholl said with the amount of money we are able to replace in the wages budget, about \$5000,000.00 will be freed up and we need another ambulance. He referred to the 2022 ambulance quote saying it is identical to the ambulances purchased last year and the year before and it works perfectly into the capital replacement plan with 2021, 2021 and 2022; we will be looking at another replacement next year as well. Chief Nicholl said there are minor increases in cost as he elected to add replacement air packs as a joint capital replacement program; they are an integral part of the vehicles. He said there is also the addition of a communicable disease decontamination unit as the current unit is only at Station 61 and with the significant increase in communicable disease calls there is a need for an additional unit at Station 62. Chief Nicholl said the total for the ambulance is \$301,971.00 but, there will be additional cost for lettering and other minor things; he requested approval, pending the receipt of funds from the City of Fernley, not to exceed \$320,000.00.

Director Wheeler made a motion to approve \$320,000.00 for the new ambulance.  
Director Callagy seconded the motion.

Chief Nicholl asked Chairman McCassie for clarification of the approval.

Mrs. Miller said the motion should contain, "pending the receipt of funds from the City of Fernley."

Director Wheeler agreed to the amendment of his motion.

Director Callagy seconded the motion.

The motion carried as follows: 4-01

McCassie	Aye	McCaffrey	Absent
Callagy	Aye		
Murphy	Aye		
Wheeler	Aye		

#### **11. Discussion and action regarding staff vehicle purchase\***

Chief Nicholl said the red 250 and white 250 have exceeded their life span and need replaced; the going market replacement for operations is the Chevrolet Tahoe. He said he believes the Tahoe to be the most appropriate vehicle for replacement and he has been in contact with Champion Chevrolet who owns the contract for State Purchasing.



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Chief Nicholl said the 2022 Tahoe Police Special Service Unit model, red in color, will be approximately \$55,000.00; one will go to the Fire Marshal and another to the Fire Chief. He said the Dodge pick-up currently used by the Fire Chief would then go to the Wildland Coordinator. Chief Nicholl asked for approval of \$55,000.00 times two, pending payment from the City of Fernley, for the purchase of two new fleet vehicles.

Director Wheeler made a motion to approve the requested purchase pending payment from the City of Fernley.

Director Callagy seconded the motion.

The motion carried as follows: 4-0-1

McCassie	Aye	McCaffrey	Absent
Callagy	Aye		
Murphy	Aye		
Wheeler	Aye		

**12. 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.)

Mayor Roy Edgington thanked the District for participating in the Night Out event at the Out-of-Town park and showing comradery. He said he would ask Mrs. Lewis tomorrow about the check for the District, and the City Council voted to do the Community Center for which he may ask for a letter from the District in order to assist in getting a grant for Adult Education and Job Training. He said they will apply for grants to assist in building classrooms which will give the ability to host teaching events. He thanked the District and Fire Chief Nicholl for the improved relationship with the City and the community; the residents are pleased with the idea of having a fire department calendar. He said the improved relations say a lot about how far the District has come in the last few years including the leadership, Board, and the firefighters.

County Commissioner Rob Jacobson thanked Chief Nicholl for the tour of Station 61 and advised the Board of the great presentation Chief Nicholl did at the County Council several weeks back; he congratulated the crew as well.

Chief Nicholl had no comment.

Director Wheeler reported the National Night Out highlighted the ladder truck and the kids loved it.

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Director Callagy had no comment.

Director Murphy had no comment.

Kasey Miller had no comment.

Stacey Rowling had no comment.

Volunteers/Rehab had no comment.

Local 4547 had no comment.

**13. Adjournment\***

Chairman McCassie adjourned at 1850.

**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 August 5, 2021.**

Respectfully Submitted by:

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Stacey Rowling, Administrative Assistant  
North Lyon County Fire Protection District

September 16, 2021  
Date



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Approval of Minutes

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

\_\_\_\_\_  
Dan McCassie, Chairman  
North Lyon County Fire Protection District

September 16, 2021  
Date

DRAFT

**North Lyon County Fire Protection District**  
195 East Main Street  
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MINUTES

Workshop

NORTH LYON COUNTY FIRE PROTECTION DISTRICT

August 5, 2021

**1. Call to Order**

The meeting was called to order by Chairman McCassie at 1611 hours.  
Directors present included Mike Callagy, Jr., Paul Murphy, and Harry Wheeler.  
Director McCaffrey was absent.

The Pledge of Allegiance was led by Paul 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.)

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 & Approval of Workshop Agenda

Director Wheeler made a motion to approve the Consent Agenda as presented.  
Director Callagy seconded the motion.  
The motion carried as follows: 4-0-1

McCassie	Aye	McCaffrey	Absent
Callagy, Jr.	Aye		
Murphy	Aye		
Wheeler	Aye		



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**4. Impact Fee Training with the City of Fernley**

City Attorney Brandi Jensen narrated a PowerPoint presentation that included 6-steps to define, create and utilize impact fees and said the only entity that has authorization to do impact fees is the City. Attorney Jensen read aloud, “an impact fee is defined by NRS 278B.050 as a charge imposed by a local government on new development to finance the costs of a capital improvement or facility expansion necessitated by and attributable to the new development. The term does not include a tax for the improvement of transportation imposed pursuant to NRS 278.710.” She continued by reading aloud the definition of NRS 278B.080 New Development as: “the subdivision of land; the construction, reconstruction, redevelopment, conversion, structural alteration, relocation, or enlargement of any structure which add or increases the number of service units, or any use or extension of use of land which increases the number of service units.” Attorney Jensen defined Capital Improvement’s as drainage projects, fire station projects, park projects, sanitary sewer projects, storm sewer projects, street projects and water projects; it must be done by resolution and a Capital Improvement Advisory Committee would have to be created. She said there are two types of committees: the City may use the Planning Commission if one member is a representative of real estate, development, or the building industry or if we don’t have that, a different Capital Improvement Advisory Committee would have to be created to make recommendations to the Council and spend the money. Attorney Jensen reviewed the role of the Advisory Committee, developing a service area, developing land use and population assumptions and the requirements of a public hearing which will give the governing body of the local government 30-days to approve or disapprove the land use assumptions. She continued in saying if the land use assumptions were approved, it would develop or cause to be developed a capital improvements plan (CIP) and, what that plan must include, namely Fire Station Project NRS 278B.045. Attorney Jensen went on to explain the periodic review requirements, development of the impact fees, and a public hearing to consider the adoption of the plan and the imposition of an impact fee and she explained what the imposition and purpose of impact fee cost could, or could not include, the conditions upon collection of impact fees, developer credits, possible refunds, financing costs and inflation.

Chairman McCassie asked if the study is started before or after the resolution is passed, to which Attorney Jensen said the City has a CIP although, it is not targeted toward impact fees. She said the City would have to re-do a CIP to show how it fits in the impact fees and it has to include certain requirements such as capacity and limits to justify impact fees; once the CIP is complete, the impact fees can then be determined. She said the CIP has to be reviewed every 3-years and because the City does the CIP the fire department would have to provide it with their project is.

Chairman McCassie inquired as to when the last review was done, to which Attorney Jensen said it has never been done as impact fees are not in place right now; these are the tools the City might use in the future. Attorney Jensen said the Chief asked her to make the presentation however, this is not the City’s plan; the City has not determined to go with impact fees at this time.



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She said this is information she provided staff for them to use to raise funds for the City of Fernley; part of the problem is so much new development coming in and not having the resources to pay for the infrastructure and costs it is going to cause.

Chairman McCassie said, "The City obviously already has impact fees for like parks, schools, stuff like that; is there an advantage for them to do, to adopt this and add more impact fees for them; or is this strictly we're just doing it for the fire department."

Attorney Jensen said, "You can only go to what the NRS-."

Chairman McCassie interjected asking Attorney Jensen if the City already has impact fees to which she stated certain entities have impact fees, they do not. She said they collect fees for other agencies; the City of Fernley has not adopted direct impact fees based on infrastructure.

Chairman McCassie asked if there is a benefit to move forward and do the study and collect an impact fee for water and roads?

Attorney Jensen referred to the types of products for Fire Station in NRS 278B.045.

Chairman McCassie asked again if that would benefit the City.

Attorney Jensen said she is unable to speak on behalf of the City and what their policies are or if it is in their best interest; she can only speak to the legality of it. She said the benefit of it is that they could cover those costs and there are certain federally funded monies that are coming out that may pay for the eventual studies needed to complete the impact fee homework. Attorney Jensen said it is good for the City to know what the population is going to be and what the growth is going to be-even if you're just guessing-it is better than getting blindsided and not having that information. She said it is good for the schools to know, and it is good for fire to know, and it is good for the City to know.

Director Murphy asked if the fire district do this work on behalf of the City even if the City doesn't have the want to do it right now?

Attorney Jensen said the fire district wouldn't be able to enact impact fees on its own without the City but there are three options: the fire district could do all impact fee studies and present it for the City to be done; the fire district could put together just their impact fee study research and present it to the City and the City could say for now we're only adopting impact fees related to fire; the fire district can just wait for the City.

Director Murphy asked how the money comes to the fire district when it is being banked with the City to which Attorney Jensen said she has not gone to City Council yet; finance has not been brought in the loop as to how it would be processed.



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She said from what she has seen in the statute, it would have to be kept in a separate account and the fire district would have to submit for reimbursement.

Director Murphy asked if there are any local examples to which Attorney Jensen said the biggest is RTC; it is literally an impact fee with their own board and fees.

Attorney Jensen said there are impact fees in almost every jurisdiction, except Lyon County and the problem is getting it in before they bring in the development, which is why she is pushing as we start to develop quickly.

**5. Discussion regarding agreement on Allocation of Opioid Recoveries and use of recovery proceeds to remediate the harms, impact, and risks caused by the opioid epidemic to the District and its residents.**

**Chairman McCassie went into closed session at 1645** for legal briefing regarding agreement on Allocation of Opioid Recoveries and use of recovery proceeds to remediate the harms, impact, and risks caused by the opioid epidemic to the District and its residents.

**Chairman McCassie reopened the workshop at 1704.**

**6. Discussion regarding Chief Nicholl's Employment Contract**

Attorney Jensen asked Chief Nicholl if he had been noticed according to Open Meeting Law to which Chief Nicholl affirmed.

Chief Nicholl referred to a red-lined copy of his proposed changes to the contract relevant to date, language, "obtain" to "retain", deletion of additional year renewals, lettering, voluntary resignation, sick and vacation, salary, moving expense deletion and corrected Board Directors.

Director Murphy noted the salary increase is similar or average of other Chiefs in the area and asked if Chief Nicholl did a comparison to arrive at that number.

Chief Nicholl denied doing a national salary survey for the change saying he did an anecdotal study on what other Chiefs in the region are making now and his simple calculation of 4% per year. He said the existing contract allows for new wage negotiation every year, but when he was hired he agreed to a 3-year wage in order to prove himself to the Board and the community. He said he is now looking at a 2-year wage that will not be renegotiated in another year; it is a little less than Carson City, Truckee Meadows, and Reno.

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Director Wheeler referred to Page 3 of contract and asked Director Murphy if the Union receives the same benefits, to which Director Murphy said the question would have to be directed to a Union representative.

Chief Nicholl said that the Union gets vacation.

Director Murphy said his understanding is that Chief Nicholl donates half of his sick to the bank, to which Chief Nicholl affirmed. Director Murphy asked if there was a mechanism to front load the sick and annual, starting now, for when it is time for the District to pay.

Chief Nicholl said there is not a sick or vacation line-item in the budget; vacation is in the overtime budget; sick leave merits discussion as it can continue to build. He said right now, there is not something in place to dedicate funds into a separate account; that would be a question for accounting, to which Mrs. Miller said it could be done, it would just be a matter of finding the funding for it.

Chief Nicholl said he would have to look at the contract to see what the accrual rate is, to which Director Murphy clarified it as 8.5 hours per pay period for annual and 5.6 hours per pay period for sick.

Director Murphy said per the personnel manual, 40-hour employees can only carry 208 hours of sick.

Director Wheeler asked Chairman McCassie if the proposed contract looks in-line with the original to which Director Callagy noted the copy of the original in the Board Packet. Director Wheeler reiterated his inquiry to Chairman McCassie who affirmed.

Chief Nicholl referred to his current contract saying his calculations were mistakenly made according to the contract instead of the personnel manual.

Director Murphy said he is looking for the total max package number for severance so it will be readily payable, a mechanism like a form of personnel depreciation. He reiterated that only 208 hours may be banked and then as it is used it can be refilled; it would be a flat amount of 208 times whatever the amount is.

Chief Nicholl said it is to his own detriment to continue to donate to the sick bank and removing the cap should be explored as he will only be here three more years and that is all that will be banked in that time. He said he is a fixer and that is why he was hired; the removal of the caps is something he would have to explore.

Director Murphy asked Chief Nicholl what his hourly wage would be at the proposed \$168,000.00 per year to which Chief Nicholl said is \$80.77.



**North Lyon County Fire Protection District**  
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**Fernley, Nevada 89408**  
**District Office (775) 575-3310    District Fax (775) 575-3314**

Chief Nicholl said the simple math is the unused sick leave and vacation time (which are earned benefits) are what he wants to be able to take with him at the end.

Chairman McCassie said he feels Director Murphy is trying to prepare for the funds to be available at the end of Chief Nicholl's service to which Director Murphy affirmed.

Director Murphy said he is trying to avoid a similar situation in which the District had to spend unanticipated money in the same way; the District is tight and he would rather fund the severance up front, to which Chief Nicholl agreed that strategy is good, and similar to the principal of depreciation and calculating the known cost.

Chief Nicholl said once the amount is known, he can start to build into the budget a depreciation type of schedule for it.

Director Murphy said as the numbers stand in the current personnel manual, it would be \$16,790.00. He asked Chief Nicholl what he would like to do with the accrual rate and/or the ceiling; remove it entirely, raise it from 208-or is there a number he would like to part with? Director Murphy suggested four years banked since Chief Nicholl has been putting in half thus far, and if chooses not to continue, that would be enough to cover everything. He suggested putting away an amount each month for the next two years.

Chief Nicholl stated that would be for sick leave; vacation would be on top of that.

Director Murphy responded in saying whatever Chief Nicholl has remaining and inquired as to whether he takes vacations.

Chief Nicholl referred to the provision of the contract regarding work hours and said the only time he takes vacation are the non-working weekends, in addition to the past two Decembers when he took a week's worth of vacation while government is shut down, and he does not turn in any overtime when he dedicates more than 40-hours per week to the District. Chief Nicholl said the accrued amount over the five years at the highest rate, minus one month will be the vacation payout.

Mrs. Miller said it would be 208 hours with the cap.

Director Murphy suggested removing the cap to which Chief Nicholl said that verbiage can be changed in the contract and asked what the earning rate is for vacation, to which Director Murphy answered 168; \$25,394.50 per year without the cap and excluding back sick and vacation.

Chief Nicholl said at his current wage the vacation buyout would ballpark at \$60,000.00 and with sick leave approximately \$70,000.00.

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Director Murphy said the ballpark years' total, assuming the cap is removed and written into the contract, would not exceed \$100,000.00.

**Chairman McCassie recessed at 1725.**  
**Chairman McCassie reopened at 1738.**

Chief Nicholl said the point is, sick and vacation are earned benefits and should belong to you, as it should for every employee. He said to make it as simple as possible, doing the calculations based on an agreeable wage, coming up with a figure, then negotiating that and then, including that as an earned benefit severance payable upon completion of the contract or separation is the simplest and cleanest. Chief Nicholl said that way, whatever sick and vacation I have earned doesn't matter; it still incentivizes me to give half of my sick leave to the sick leave bank and doesn't penalize me with a cap. He suggested the language that goes in with that earned benefit; an earned benefit guaranteed severance; do the math now, with a figure and lump sum and then figure out through the budgeting process how we do that. Chief Nicholl said the contractual obligations line item would need increased funding at the next budget cycle.

Chairman McCassie encouraged Chief Nicholl not to feel bad about asking for this as he always puts in the time.

Chief Nicholl said as egotistical as he can be, he would much rather not talk about what he gets as he still wants to give more to everyone, especially in a year without merit increases.

Director Murphy suggested said there are a few ways to do it as it is an earned benefit and you should still be able to use what you've got; if you get sick and you're still here and have to take time you don't want to burn through your severance.

Chief Nicholl said it would be easiest to identify a number based on five years and incorporate it into the existing line item for contractual obligations. He said we have to fund it for deferred compensation and other contractual obligations, education incentive, that sort of thing.

Director Murphy suggested \$15,000.00 per year for each year of service, being \$75,000.00 guaranteed after 5-years.

Attorney Jensen asked if it would be a flat rate versus calculating sick and vacation, to which Director Murphy affirmed it would be a separate benefit not coming out of the buyout of sick and annual. He suggested removing the buyout of sick and annual so accrual and usage can continue and add in a flat rate for each year of service specifically in this department of which the District would pay annually until 5-years are reached. Director Murphy said it would be less than renewing the ceiling on annual and combine the sick and annual accrual banks as dollar-for-dollar cash out.



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Attorney Jensen asked if it would be in addition to sick and annual leave to which Chief Nicholl said it would replace sick and annual.

Attorney Jensen said for clarification, the term of the contract would mean that Chief Nicholl would continue to accrue sick and annual and use it as though pursuant to the policy, but the cash out would be a structured exact fee rather than the accrued.

Director Murphy affirmed.

Chief Nicholl said he is comfortable with that; it would have to be retroactive to 2019, to which Director Murphy affirmed.

Attorney Jensen said for clarification from an HR perspective; he would be able to take all that leave in the meantime, to which Director Murphy said it would no longer factor into a cash out accrued banks as it is worded now.

Director Murphy said Chief Nicholl would still be able to donate time.

Chief Nicholl said he is comfortable with it as long as it is retroactive and that its separation agnostic. He said it is key that it is an earned benefit.

Chairman McCassie asked for further clarification, to which Chief Nicholl said if there was separation/termination for cause, he would lose everything.

Attorney Jensen said it is one thing to cap it and say you can make up to a certain amount per year, but when you replace sick and annual it becomes an extremely complicated HR issue. She said if he was terminated for cause, how much sick and annual would then be paid out? Attorney Jensen asked if a cap for sick and annual is being created, or are you trying to create a cap for severance package; two completely HR separate issues.

Director Murphy said he is not mixing them; the sick and annual will stay, and the accrual will stay the same, except we would remove the language that says we would cash out the current annual. He said, "The initial negotiation here was that we would include sick leave and that cash out, dollar for dollar for severance- but instead of going the route of all of these formulas, this would remain the way it is we would remove the ability to do any cash out on any accrued sick or annual and add another benefit for severance specifically."

Attorney Jensen referred to Chief Nicholl that he is adding benefit but creating a detriment at the same time and asked if he understood that.

Chief Nicholl affirmed his understanding and noted the allotted time for the Workshop had been exceeded. He asked if the language may be changed without a meeting.

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Director Murphy and Chairman McCassie both affirmed a meeting would be necessary.

Attorney Jensen asked if Chief Nicholl is appointed to which Mrs. Miller affirmed.

Chairman McCassie tabled the item.

**7. Public Comment (No action will be taken on any subject during public participation until it has been properly placed on an Agenda for a subsequent meeting. Public comments are limited to 3 minutes.)**

None.

**8. Adjournment on or before 1745\***

Chairman McCassie adjourned at 1748.

**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 August 5, 2021.**

Respectfully Submitted by:

\_\_\_\_\_  
Stacey Rowling, Administrative Assistant  
North Lyon County Fire Protection District

September 16, 2021  
Date

**North Lyon County Fire Protection District**  
195 East Main Street  
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Approval of Minutes

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

\_\_\_\_\_  
Dan McCassie, Chairman  
North Lyon County Fire Protection District

September 16, 2021  
Date



# 10 week rolling average deposits



## Board / Council Fire Data Report

## NFFA - Major Fires - Top 3 Property Loss Fires

Top 10 Records Of 29 Displayed

Incident Date Time	Incident Number	Arson Property Ownership	Property Use	Address	Civilian Deaths	Property Loss
06/25/2021 16:07:05	211648	1 - Private	Residential, other	1965 SMITHRIDGE FERNLEY, NV 89408	0	\$400,000
09/02/2021 22:06:55	212370		1 or 2 family dwelling	893 C FERNLEY, NV 89408	0	\$300,000
05/01/2021 14:26:40	211116		Residential, other	2134 Fort Bridger FERNLEY, NV 89408	0	\$100,000
05/13/2021 17:32:03	211259		Highway or divided highway	IR80W EXIT 38 SPARKS, NV 89510	0	\$100,000
06/03/2021 14:15:49	211448		1 or 2 family dwelling	1358 HORSE CREEK FERNLEY, NV 89408	0	\$80,000
06/17/2021 15:44:29	211571		1 or 2 family dwelling	250 Circle FERNLEY, NV 89408	0	\$75,000
07/04/2021 23:30:13	211734		Highway or divided highway	IR80W 60 MM City of Fallon, NV 89406	1	\$60,000
06/25/2021 19:53:07	211650		Residential street, road or residential driveway	1645 MEADOWS FERNLEY, NV 89408	0	\$40,000
08/12/2021 05:12:47	212119		Vehicle parking area	210 LYON FERNLEY, NV 89408	0	\$40,000
05/29/2021 13:32:20	211395		Highway or divided highway	US95A North FERNLEY, NV 89408	0	\$30,000

## NFFA - Breakdown of Structure Fires and Other Fires and Incidents

Top 10 Records Of 16 Displayed

Basic Incident NFFA Type	Number of Fires	Number of Civilian Fire Deaths	Number of Civilian Fire Injuries	Estimated Property Damage and Contents From Fire (in Dollars)
*NA	16	0	0	
01. Private Dwellings (1 or 2 family), including mobile homes (FPU 419)	5	0	0	\$430,500
04. All Other Residential (dormitories, boarding houses, tents, etc.) (FPU 400, 439, 459-499)	4	1	1	\$475,950
06. Public Assembly (church, restaurant, clubs, etc.) (FPU 100-199)	1	0	0	\$0
12. Other Structures (outbuildings, bridges, etc.) (FPU 900-999)	4	0	0	\$26,500
14a. Fires in Highway Vehicles (autos, trucks, buses, etc.) (IT 131-132, 136-137)	14	0	0	\$214,500
14b. Fires in Other Vehicles (planes, trains, ships, construction or farm vehicles, etc.) (IT 130, 133-135, 138)	2	1	0	\$60,000
15. Fires outside of Structures with Value Involved, but Not Vehicles (outside storage, crops, timber, etc.) (IT 140,141,161-162,164,170-173)	11	0	0	\$10,000
16. Fires in Brush, Grass, Wildland (excluding crops and timber), with no value involved. (IT 142-143)	5	0	0	
17. Fires in Rubbish, Including Dumpsters (outside of structures), with no value involved. (IT 150-155)	6	0	0	\$150

## NFFA - 5. Total Residential Fires (Sum 1- 4 above)

Fires In Structures By Fixed Property Use (Occupancy)	Number of Fires	Number of Civilian Fire Deaths	Number of Civilian Fire Injuries	Estimated Property Damage and Contents from Fire
5. TOTAL RESIDENTIAL FIRES (Sum of lines 1 through 4)	9	1	1	\$906,450

## NFFA - 13. Totals For Structure Fires (Sum 5 - 12 above)

Fires In Structures By Fixed Property Use (Occupancy)	Number of Fires	Number of Civilian Fire Deaths	Number of Civilian Fire Injuries	Estimated Property Damage and Contents from Fire
13. TOTALS FOR STRUCTURE FIRES (Sum of lines 5 through 12)	14	1	1	\$932,950

## NFFA - 19. Total For Fires (Sum 13 -18 above)

Fires In Structures By Fixed Property Use (Occupancy)	Number of Fires	Number of Civilian Fire Deaths	Number of Civilian Fire Injuries	Estimated Property Damage and Contents from Fire
19. TOTALS FOR FIRES (Sum of lines 13 through 18)	67	2	2	\$1,224,130



**NFPA - 25. Total For All Incidents (Sum 19 - 24 above)**

Fires In Structures By Fixed Property Use (Occupancy)	Number of Fires	Number of Civilian Fire Deaths	Number of Civilian Fire Injuries	Estimated Property Damage and Contents from Fire
25. TOTAL FOR ALL INCIDENTS (Sum of lines 19 through 24)	2,460	2	3	\$1,629,130

**NFPA - Breakdown of False Alarm Responses**

Basic Incident NFPA False Alarm Type	Number of Incidents
02. System Malfunction (IT 730–739)	21
03. Unintentional (tripping on interior device accidentally, etc.) (IT 740–749)	23
04. Other False Alarms (bomb scares, etc.) (IT 721, 700)	95

**NFPA - Fire Service Exposure and Injuries - Totals**

Total Firefighters Exposed To Infectious Diseases	Total Firefighters Exposed to Hazardous Conditions	Total Firefighters with non-fatal Injuries
0	0	2

**Report Filters**

Basic Incident Date Time: is between '01/01/2021' and 'Today'  
 Agency Name: is in 'North Lyon County Fire Protection District'

## Runs by Response Disposition

Disposition Incident Patient Disposition (eDisposition.12)	Number of Runs	Percent of Total Runs
Patient Treated, Transported	1,142	52.92%
AMA - Patient Evaluated/Treated - No transport	476	22.06%
Patient refuse care	272	12.60%
Canceled (Prior to Arrival At Scene)	91	4.22%
Patient Evaluated/Treated - No transport	74	3.43%
Canceled (After Arrival At Scene)	73	3.38%
Standby-No Services or Support Provided	13	0.60%
Patient Treated, Transferred Care to Another EMS Unit	11	0.51%
	4	0.19%
IFT - Patient Transported	2	0.09%
	<b>Total: 2,158</b>	<b>Total: 100.00%</b>

## Runs by Zone - District

Scene Incident Zone	Number of Runs	Percent of Total Runs
61	1,506	69.79%
62	626	29.01%
Central	17	0.79%
	6	0.28%
Mason	2	0.09%
Fallon/Churchill	1	0.05%
	<b>Total: 2,158</b>	<b>Total: 100.00%</b>

## Runs by City

Top 10 Records Of 11 Displayed

Scene Incident City Name (eScene.17)	Number of Runs	Percent of Total Runs
FERNLEY	2,043	94.67%
	34	1.58%
City of Fernley	32	1.48%
SILVER SPRINGS	21	0.97%
WADSWORTH	14	0.65%
FALLON	7	0.32%
City of Sparks	2	0.09%
DAYTON	2	0.09%
City of Reno	1	0.05%
YERINGTON	1	0.05%
	<b>Total: 2,157</b>	<b>Total: 99.95%</b>

## Runs by County

Scene Incident County Name (eScene.21)	Number of Runs	Percent of Total Runs
Lyon	2,099	97.27%
	34	1.58%
Washoe	18	0.83%
Churchill	7	0.32%
	<b>Total: 2,158</b>	<b>Total: 100.00%</b>



Runs by Time and Day of Call

Incident Day Name	Incident Three Hour Range Of Day 24	Number of Runs	Percent of Total Runs
Sunday	00:00:00 - 02:59:59	26	1.20%
	03:00:00 - 05:59:59	19	0.88%
	06:00:00 - 08:59:59	24	1.11%
	09:00:00 - 11:59:59	40	1.85%
	12:00:00 - 14:59:59	48	2.22%
	15:00:00 - 17:59:59	47	2.18%
	18:00:00 - 20:59:59	52	2.41%
	21:00:00 - 23:59:59	31	1.44%
Monday	00:00:00 - 02:59:59	20	0.93%
	03:00:00 - 05:59:59	13	0.60%
	06:00:00 - 08:59:59	29	1.34%
	09:00:00 - 11:59:59	51	2.36%
	12:00:00 - 14:59:59	63	2.92%
	15:00:00 - 17:59:59	50	2.32%
	18:00:00 - 20:59:59	46	2.13%
	21:00:00 - 23:59:59	31	1.44%
Tuesday	00:00:00 - 02:59:59	17	0.79%
	03:00:00 - 05:59:59	14	0.65%
	06:00:00 - 08:59:59	38	1.76%
	09:00:00 - 11:59:59	47	2.18%
	12:00:00 - 14:59:59	57	2.64%
	15:00:00 - 17:59:59	43	1.99%
	18:00:00 - 20:59:59	44	2.04%
	21:00:00 - 23:59:59	36	1.67%
Wednesday	00:00:00 - 02:59:59	16	0.74%
	03:00:00 - 05:59:59	22	1.02%
	06:00:00 - 08:59:59	39	1.81%
	09:00:00 - 11:59:59	49	2.27%
	12:00:00 - 14:59:59	51	2.36%
	15:00:00 - 17:59:59	61	2.83%
	18:00:00 - 20:59:59	39	1.81%
	21:00:00 - 23:59:59	28	1.30%
Thursday	00:00:00 - 02:59:59	20	0.93%
	03:00:00 - 05:59:59	28	1.30%
	06:00:00 - 08:59:59	44	2.04%
	09:00:00 - 11:59:59	66	3.06%
	12:00:00 - 14:59:59	58	2.69%
	15:00:00 - 17:59:59	64	2.97%
	18:00:00 - 20:59:59	39	1.81%
	21:00:00 - 23:59:59	27	1.25%
Friday	00:00:00 - 02:59:59	18	0.83%
	03:00:00 - 05:59:59	11	0.51%
	06:00:00 - 08:59:59	28	1.30%
	09:00:00 - 11:59:59	61	2.83%
	12:00:00 - 14:59:59	47	2.18%
	15:00:00 - 17:59:59	49	2.27%
	18:00:00 - 20:59:59	45	2.09%
	21:00:00 - 23:59:59	26	1.20%
Saturday	00:00:00 - 02:59:59	29	1.34%
	03:00:00 - 05:59:59	19	0.88%
	06:00:00 - 08:59:59	33	1.53%
	09:00:00 - 11:59:59	49	2.27%
	12:00:00 - 14:59:59	56	2.59%
	15:00:00 - 17:59:59	52	2.41%

Incident Day Name	Incident Three Hour Range Of Day 24	Number of Runs	Percent of Total Runs
	18:00:00 - 20:59:59	55	2.55%
	21:00:00 - 23:59:59	43	1.99%
		<b>Total: 2,158</b>	<b>Total: 100.00%</b>



**Runs by Hour of Day**

Incident Hour Range Of Day 24	Number of Runs	Percent of Total Runs
00:00:00 - 00:59:59	49	2.27%
01:00:00 - 01:59:59	55	2.55%
02:00:00 - 02:59:59	42	1.95%
03:00:00 - 03:59:59	33	1.53%
04:00:00 - 04:59:59	51	2.36%
05:00:00 - 05:59:59	42	1.95%
06:00:00 - 06:59:59	54	2.50%
07:00:00 - 07:59:59	71	3.29%
08:00:00 - 08:59:59	110	5.10%
09:00:00 - 09:59:59	101	4.68%
10:00:00 - 10:59:59	133	6.16%
11:00:00 - 11:59:59	129	5.98%
12:00:00 - 12:59:59	136	6.30%
13:00:00 - 13:59:59	130	6.02%
14:00:00 - 14:59:59	114	5.28%
15:00:00 - 15:59:59	120	5.56%
16:00:00 - 16:59:59	124	5.75%
17:00:00 - 17:59:59	122	5.65%
18:00:00 - 18:59:59	104	4.82%
19:00:00 - 19:59:59	119	5.51%
20:00:00 - 20:59:59	97	4.49%
21:00:00 - 21:59:59	89	4.12%
22:00:00 - 22:59:59	72	3.34%
23:00:00 - 23:59:59	61	2.83%
<b>Total: 2,158</b>		<b>Total: 100.00%</b>

**Runs by Day of Week**

Incident Day Name	Number of Runs	Percent of Total Runs
Sunday	287	13.30%
Monday	303	14.04%
Tuesday	296	13.72%
Wednesday	305	14.13%
Thursday	346	16.03%
Friday	285	13.21%
Saturday	336	15.57%
<b>Total: 2,158</b>		<b>Total: 100.00%</b>

**Average Run Time Summary Report (In Minutes)**

Avg Unit Notified to Enroute in Minutes	Avg Unit Enroute to Arrived at Scene	Avg Unit Arrived on Scene to Left Scene	Avg Unit Left Scene to Arrived at Dest	Avg Patient Arrived at Destination to Patient Transfer of Care	Avg Patient Arrived at Destination to Unit Back in Service	Number of Runs
2.49	5.11	18.30	36.25	9.74	57.50	2,158

**Chute Time**

Incident Unit Notified By Dispatch To Unit En Route Range In Minutes	Number of Runs	Percent of Total Runs
	213	9.87%
0 to <1	576	26.69%
1 to <2	672	31.14%
2 to <3	378	17.52%
3 to <4	144	6.67%
4 to 5	53	2.46%
> 5	122	5.65%
	<b>Total: 2,158</b>	<b>Total: 100.00%</b>

**En-route Time**

Incident Unit En Route To Unit Arrived On Scene Range In Minutes	Number of Runs	Percent of Total Runs
	275	12.74%
0 to <5	1,063	49.26%
5 to <10	740	34.29%
10 to 15	52	2.41%
> 15	28	1.30%
	<b>Total: 2,158</b>	<b>Total: 100.00%</b>

**Scene Time**

Top 10 Records Of 13 Displayed

Incident Unit Arrived On Scene To Unit Left Scene Range In Minutes	Number of Runs	Percent of Total Runs
	1,005	46.57%
0 to <5	19	0.88%
5 to <10	148	6.86%
10 to <15	277	12.84%
15 to <20	290	13.44%
20 to <25	213	9.87%
25 to <30	118	5.47%
30 to <35	53	2.46%
35 to <40	11	0.51%
40 to <45	11	0.51%
	<b>Total: 2,145</b>	<b>Total: 99.40%</b>

**Transport Time**

Incident Unit Left Scene To Patient Arrived At Destination Range In Minutes	Number of Runs	Percent of Total Runs
	1,012	46.90%
0 to <5	3	0.14%
10 to 15	2	0.09%
> 15	1,141	52.87%
	<b>Total: 2,158</b>	<b>Total: 100.00%</b>



**Runs by Dispatch Reason**

Incident Complaint Reported By Dispatch (eDispatch.01)	Number of Runs	Percent of Total Runs
Falls	197	9.13%
Breathing Problem	192	8.90%
Abdominal Pain/Problems	172	7.97%
Traffic/Transportation Incident	156	7.23%
Chest Pain (Non-Traumatic)	118	5.47%
No Other Appropriate Choice	85	3.94%
Lift Assist	67	3.10%
Convulsions/Seizure	67	3.10%
Psychiatric Problem/Abnormal Behavior/Suicide Attempt	66	3.06%
Altered Mental Status	66	3.06%
Unknown Problem/Person Down	57	2.64%
Pain	54	2.50%
Nausea/Vomiting	54	2.50%
Assault	51	2.36%
Weakness/Lethargic	50	2.32%
Sick Person (weakness, etc.)	49	2.27%
Traumatic Injury	43	1.99%
Stroke/CVA	37	1.71%
Back Pain (Non-Traumatic)	36	1.67%
Hemorrhage/Laceration	35	1.62%
Overdose/Poisoning/Ingestion	31	1.44%
Unconscious/Fainting/Near-Fainting	29	1.34%
Syncope/near-fainting	29	1.34%
Diabetic Problem	28	1.30%
Alcohol intoxication	27	1.25%
Dizziness	25	1.16%
Hypotension / hypertension	24	1.11%
Medical Alarm	23	1.07%
Cardiac Arrest/Death	23	1.07%
Heart Problems/AICD	22	1.02%
Assist Police with a Citizen	20	0.93%
Anxiety Attack	18	0.83%
Well Person Check	18	0.83%
Automated Crash Notification	14	0.65%
None	13	0.60%
Fever	12	0.56%
Epistaxis (Nosebleed)	11	0.51%
Standby	11	0.51%
Allergic Reaction/Stings	11	0.51%
Headache	10	0.46%
Cardiac Arrest - Possible DOA	9	0.42%
Pandemic/Epidemic/Outbreak	9	0.42%
Cardiac dysrhythmia	9	0.42%
Choking	8	0.37%
Head Injury	6	0.28%
Auto vs. Pedestrian	6	0.28%
Welfare Check	6	0.28%
Pregnancy/Childbirth/Miscarriage	5	0.23%
	4	0.19%
Chronic Illness/Medical Condition	4	0.19%
Stabbing	4	0.19%
Fire	4	0.19%
Heat/Cold Exposure	4	0.19%
Gunshot	4	0.19%

Incident Complaint Reported By Dispatch (eDispatch.01)	Number of Runs	Percent of Total Runs
Dehydration	3	0.14%
Alcohol Detox/Withdrawal	3	0.14%
Transfer/Interfacility	3	0.14%
Animal Bite	3	0.14%
Pediatric Fever	3	0.14%
Stab/Gunshot Wound/Penetrating Trauma	2	0.09%
Burns/Explosion	2	0.09%
Eye Problem/Injury	2	0.09%
Septic Shock	1	0.05%
Penetrating Wounds	1	0.05%
Electrocution/Lightning	1	0.05%
Carbon Monoxide/Hazmat/Inhalation/CBRN	1	0.05%
	<b>Total: 2,158</b>	<b>Total: 100.00%</b>

#### Runs by Patient Age Range in Years

Patient Age Range In Years	Number of Runs	Percent of Total Runs
	220	10.19%
< 1	12	0.56%
1 - 9	53	2.46%
10 - 19	120	5.56%
20 - 29	155	7.18%
30 - 39	233	10.80%
40 - 49	221	10.24%
50 - 59	261	12.09%
60 - 69	298	13.81%
70 - 79	341	15.80%
80 - 89	200	9.27%
90 - 99	44	2.04%
	<b>Total: 2,158</b>	<b>Total: 100.00%</b>

**Runs by Destination Name**

Disposition	Destination Name	Delivered	Transferred	Disposition	Destination Code	Delivered	Transferred	Number of	Percent of Total
	To (eDisposition.01)			To (eDisposition.02)				Runs	Runs
								885	41.01%
Banner Churchill Community Hospital				90012				95	4.40%
Carson Tahoe Regional Medical Center				90011-1				6	0.28%
Northern Nevada Medical Center				90117				300	13.90%
Not Applicable								114	5.28%
Not Recorded								3	0.14%
Reno VA Medical Center				90099-7				34	1.58%
Renown Regional Medical Center				90134				601	27.85%
Renown South Meadows Medical Center				90135				3	0.14%
St. Mary's Regional Medical Center				90024				117	5.42%
								<b>Total: 2,158</b>	<b>Total: 100.00%</b>

**Report Filters**

Incident Date: is between '01/01/2021' and 'Today'

Agency Name (Dagency.03): is in 'North Lyon County Fire Protection District'



**NLCFPPD**  
Statement of Revenues and Expenditures - Rev Exp VS Budget - Fire 2022 Percentage  
From 7/1/2021 Through 6/30/2022

	Current Period Budget - 2022 Original	Current Year Actual	Total Budget Variance - 2022 Original	Percent Total Budget Remaining - 2022 Original
<b>REVENUES</b>				
<b>Taxes</b>				
<b>Ad Valorem Taxes</b>				
Fire	1,776,000.00	0.00	(1,776,000.00)	(100.00)%
Admin	200	0.00	0.00	0.00%
Prevention	300	0.00	0.00	0.00%
Wildland	400	0.00	0.00	0.00%
<b>Total Ad Valorem Taxes</b>	1,776,000.00	0.00	(1,776,000.00)	(100.00)%
<b>Consolidated Taxes</b>				
Fire	203,000.00	0.00	(203,000.00)	(100.00)%
Admin	200	0.00	0.00	0.00%
Prevention	300	0.00	0.00	0.00%
Wildland	400	0.00	0.00	0.00%
<b>Total Consolidated Taxes</b>	203,000.00	0.00	(203,000.00)	(100.00)%
<b>Other Revenue</b>				
<b>Total Taxes</b>	1,979,000.00	0.00	(1,979,000.00)	(100.00)%
<b>Mutual Aid</b>				
Fire	100	0.00	0.00	0.00%
Admin	200	0.00	0.00	0.00%
Prevention	300	0.00	0.00	0.00%
Wildland	400	48,466.55	(351,533.45)	(87.88)%
<b>Total Mutual Aid</b>	400,000.00	48,466.55	(351,533.45)	(87.88)%
<b>Contracts</b>				
Fire	100	0.00	0.00	0.00%
Admin	200	0.00	(8,000.00)	(100.00)%
Prevention	300	0.00	0.00	0.00%
Wildland	400	29,754.12	(344,245.88)	(92.04)%
<b>Total Contracts</b>	374,000.00	29,754.12	(344,245.88)	(92.04)%
<b>Interlocal</b>				
Fire	100	0.00	(10,000.00)	(100.00)%
Admin	200	0.00	0.00	0.00%
Prevention	300	0.00	0.00	0.00%
Wildland	400	0.00	(2,500.00)	(100.00)%
<b>Total Interlocal</b>	12,500.00	0.00	(12,500.00)	(100.00)%
<b>Inspections</b>				

**NLCFPD**  
Statement of Revenues and Expenditures - Rev Exp VS Budget - Fire 2022 Percentage  
From 7/1/2021 Through 6/30/2022

	Current Period Budget - 2022 Original	Current Year Actual	Total Budget Variance - 2022 Original	Percent Total Budget Remaining - 2022 Original
<b>Fire</b>	100	0.00	0.00	0.00%
Admin	200	0.00	0.00	0.00%
Prevention	300	358.00	(4,642.00)	(92.84)%
Wildland	400	0.00	0.00	0.00%
<b>Total Inspections</b>		358.00	(4,642.00)	(92.84)%
<b>Hazmat Permits</b>				
Fire	100	0.00	0.00	0.00%
Admin	200	0.00	0.00	0.00%
Prevention	300	0.00	(20,000.00)	(100.00)%
Wildland	400	0.00	0.00	0.00%
<b>Total Hazmat Permits</b>		0.00	(20,000.00)	(100.00)%
<b>Fire and Safety Reviews</b>				
Fire	100	0.00	0.00	0.00%
Admin	200	0.00	0.00	0.00%
Prevention	300	30,731.00	(69,269.00)	(69.27)%
Wildland	400	0.00	0.00	0.00%
<b>Total Fire and Safety Reviews</b>		30,731.00	(69,269.00)	(69.27)%
<b>Operational Permits</b>				
Fire	100	80.00	80.00	0.00%
Admin	200	0.00	(7,000.00)	(100.00)%
Prevention	300	0.00	0.00	0.00%
Wildland	400	0.00	0.00	0.00%
<b>Total Operational Permits</b>		80.00	(6,920.00)	(98.86)%
<b>Cost Recovery</b>				
Fire	100	0.00	0.00	0.00%
Admin	200	0.00	0.00	0.00%
Prevention	300	0.00	0.00	0.00%
Wildland	400	0.00	0.00	0.00%
<b>Total Cost Recovery</b>		0.00	0.00	0.00%
<b>Ambulance Fees</b>				
Fire	100	0.00	0.00	0.00%
Admin	200	0.00	0.00	0.00%
Prevention	300	0.00	0.00	0.00%
Wildland	400	0.00	0.00	0.00%
<b>Total Ambulance Fees</b>		0.00	0.00	0.00%

**NLCFPD**  
Statement of Revenues and Expenditures - Rev Exp VS Budget - Fire 2022 Percentage  
From 7/1/2021 Through 6/30/2022

	Current Period Budget - 2022 Original	Current Year Actual	Total Budget Variance - 2022 Original	Percent Total Budget Remaining - 2022 Original
<b>GEMT Ambulance</b>				
Fire	100 0.00	0.00	0.00	0.00%
Admin	200 0.00	0.00	0.00	0.00%
Prevention	300 0.00	0.00	0.00	0.00%
Wildland	400 0.00	0.00	0.00	0.00%
Total GEMT Ambulance	0.00	0.00	0.00	0.00%
<b>Ambulance Subscription</b>				
Fire	100 0.00	0.00	0.00	0.00%
Admin	200 0.00	0.00	0.00	0.00%
Prevention	300 0.00	0.00	0.00	0.00%
Wildland	400 0.00	0.00	0.00	0.00%
Total Ambulance Subscription	0.00	0.00	0.00	0.00%
<b>Miscellaneous Revenue</b>				
Fire	100 6,000.00	0.00	(6,000.00)	(100.00)%
Admin	200 30,000.00	0.00	(30,000.00)	(100.00)%
Prevention	300 0.00	0.00	0.00	0.00%
Wildland	400 0.00	0.00	0.00	0.00%
Total Miscellaneous Revenue	36,000.00	0.00	(36,000.00)	(100.00)%
Total Other Revenue	962,500.00	109,389.67	(853,110.33)	(88.63)%
Total REVENUES	2,941,500.00	109,389.67	(2,832,110.33)	(96.28)%
<b>EXPENDITURES</b>				
<b>Personnel Expenses</b>				
<b>Salaries and Wages</b>				
Fire	100 635,602.00	130,769.42	504,832.58	79.43%
Admin	200 182,743.00	0.00	182,743.00	100.00%
Prevention	300 117,209.00	0.00	117,209.00	100.00%
Wildland	400 209,099.00	0.00	209,099.00	100.00%
Total Salaries and Wages	1,144,653.00	130,769.42	1,013,883.58	88.58%
<b>Temporary Salaries</b>				
Fire	100 70,080.00	11,081.33	58,998.67	84.19%
Admin	200 0.00	0.00	0.00	0.00%
Prevention	300 0.00	0.00	0.00	0.00%
Wildland	400 0.00	0.00	0.00	0.00%
Total Temporary Salaries	70,080.00	11,081.33	58,998.67	84.19%



**NLCFPD**  
Statement of Revenues and Expenditures - Rev Exp VS Budget - Fire 2022 Percentage  
From 7/1/2021 Through 6/30/2022

	Current Period Budget - 2022 Original	Current Year Actual	Total Budget Variance - 2022 Original	Percent Total Budget Remaining - 2022 Original
<b>Overtime</b>				
Fire	100 30,000.00	92,175.62	(62,175.62)	(207.25)%
Admin	200 5,000.00	0.00	5,000.00	100.00%
Prevention	300 5,000.00	0.00	5,000.00	100.00%
Wildland	400 170,000.00	0.00	170,000.00	100.00%
<b>Total Overtime</b>	400 210,000.00	92,175.62	117,824.38	56.11%
<b>Holiday</b>				
Fire	100 27,970.00	4,486.30	23,483.70	83.96%
Admin	200 7,806.00	0.00	7,806.00	100.00%
Prevention	300 5,035.00	0.00	5,035.00	100.00%
Wildland	400 14,477.00	0.00	14,477.00	100.00%
<b>Total Holiday</b>	400 55,288.00	4,486.30	50,801.70	91.89%
<b>Uniforms</b>				
Fire	100 5,400.00	1,674.50	3,725.50	68.99%
Admin	200 3,000.00	0.00	3,000.00	100.00%
Prevention	300 500.00	0.00	500.00	100.00%
Wildland	400 1,800.00	0.00	1,800.00	100.00%
<b>Total Uniforms</b>	400 10,700.00	1,674.50	9,025.50	84.35%
<b>Employee Physicals</b>				
Fire	100 18,600.00	518.00	18,082.00	97.22%
Admin	200 0.00	0.00	0.00	0.00%
Prevention	300 0.00	0.00	0.00	0.00%
Wildland	400 0.00	0.00	0.00	0.00%
<b>Total Employee Physicals</b>	400 18,600.00	518.00	18,082.00	97.22%
<b>PERS Retirement</b>				
Fire	100 275,131.00	0.00	275,131.00	100.00%
Admin	200 63,751.00	0.00	63,751.00	100.00%
Prevention	300 51,285.00	0.00	51,285.00	100.00%
Wildland	400 85,778.00	0.00	85,778.00	100.00%
<b>Total PERS Retirement</b>	400 475,945.00	0.00	475,945.00	100.00%
<b>Employer Taxes and Fees</b>				
Fire	100 10,500.00	3,687.40	6,812.60	64.88%
Admin	200 2,200.00	0.00	2,200.00	100.00%
Prevention	300 1,250.00	0.00	1,250.00	100.00%
Wildland	400 4,050.00	0.00	4,050.00	100.00%

**NLCFPD**  
Statement of Revenues and Expenditures - Rev Exp VS Budget - Fire 2022 Percentage  
From 7/1/2021 Through 6/30/2022

	Current Period Budget - 2022 Original	Current Year Actual	Total Budget Variance - 2022 Original	Percent Total Budget Remaining - 2022 Original
<b>Total Employer Taxes and Fees</b>				
Workers Comp				
Fire	18,000.00	3,687.40	14,312.60	79.51%
Admin	46,688.00	0.00	46,688.00	100.00%
Prevention	6,458.00	0.00	6,458.00	100.00%
Wildland	6,575.00	0.00	6,575.00	100.00%
Total Workers Comp	24,005.00	0.00	24,005.00	100.00%
Health Insurance	83,726.00	0.00	83,726.00	100.00%
Fire	82,200.00	27,342.25	54,857.75	66.74%
Admin	39,360.00	0.00	39,360.00	100.00%
Prevention	22,250.00	0.00	22,250.00	100.00%
Wildland	51,788.00	0.00	51,788.00	100.00%
Total Health Insurance	195,598.00	27,342.25	168,255.75	86.02%
Total Personnel Expenses	2,282,590.00	271,734.82	2,010,855.18	88.10%
Office Operating Expenses				
Office Supplies and Postage				
Fire	100	0.00	0.00	0.00%
Admin	200	1,392.05	6,607.95	82.60%
Prevention	300	50.00	950.00	95.00%
Wildland	400	1,000.00	1,000.00	100.00%
Total Office Supplies and Postage	10,000.00	1,442.05	8,557.95	85.58%
Books and Publications				
Fire	100	0.00	0.00	0.00%
Admin	200	325.00	1,675.00	83.75%
Prevention	300	0.00	0.00	0.00%
Wildland	400	0.00	0.00	0.00%
Total Books and Publications	2,000.00	325.00	1,675.00	83.75%
Fire Prevention Public Education				
Fire	100	0.00	0.00	0.00%
Admin	200	0.00	0.00	0.00%
Prevention	300	600.00	4,400.00	88.00%
Wildland	400	0.00	0.00	0.00%
Total Fire Prevention Public Education	5,000.00	600.00	4,400.00	88.00%
Insurance				

**NLCFPD**  
Statement of Revenues and Expenditures - Rev Exp VS Budget - Fire 2022 Percentage  
From 7/1/2021 Through 6/30/2022

	Current Period Budget - 2022 Original	Current Year Actual	Total Budget Variance - 2022 Original	Percent Total Budget Remaining - 2022 Original
<b>Professional Fees</b>				
Total Insurance	35,008.00	25,001.64	10,006.36	28.58%
Wildland	6,664.00	0.00	6,664.00	100.00%
Prevention	1,666.00	0.00	1,666.00	100.00%
Admin	8,352.00	25,001.64	(16,649.64)	(199.35)%
Fire	18,326.00	0.00	18,326.00	100.00%
Total Professional Fees	56,000.00	249.00	55,751.00	99.56%
Wildland	0.00	0.00	0.00	0.00%
Prevention	0.00	0.00	0.00	0.00%
Admin	0.00	0.00	0.00	0.00%
Fire	0.00	172.00	(172.00)	0.00%
<b>Dues</b>				
Total Professional Fees	56,000.00	421.00	55,579.00	99.25%
Wildland	0.00	0.00	0.00	0.00%
Prevention	0.00	0.00	0.00	0.00%
Admin	4,000.00	375.00	3,625.00	90.63%
Fire	0.00	0.00	0.00	0.00%
Total Dues	4,000.00	375.00	3,625.00	90.63%
<b>Travel</b>				
Total Travel	3,000.00	0.00	3,000.00	100.00%
Wildland Travel	0.00	0.00	0.00	0.00%
Fire	0.00	0.00	0.00	0.00%
Admin	6,000.00	0.00	6,000.00	100.00%
Prevention	0.00	0.00	0.00	0.00%
Wildland	10,000.00	2,663.00	7,337.00	73.37%
Total Wildland Travel	16,000.00	2,663.00	13,337.00	83.36%
<b>Other</b>				
Total Other	14,500.00	7,666.00	6,834.00	47.13%
Wildland	500.00	0.00	500.00	100.00%
Prevention	500.00	0.00	500.00	100.00%
Admin	13,500.00	7,666.00	5,834.00	43.21%
Fire	0.00	0.00	0.00	0.00%



**NLCFPD**  
 Statement of Revenues and Expenditures - Rev Exp VS Budget - Fire 2022 Percentage  
 From 7/1/2021 Through 6/30/2022

	Current Period Budget - 2022 Original	Current Year Actual	Total Budget Variance - 2022 Original	Percent Total Budget Remaining - 2022 Original
<b>Total Office Operating Expenses</b>	<b>145,508.00</b>	<b>38,493.69</b>	<b>107,014.31</b>	<b>73.55%</b>
<b>Personnel Operating Expenses</b>				
<b>Training</b>				
Fire	8,000.00	0.00	8,000.00	100.00%
Admin	1,000.00	0.00	1,000.00	100.00%
Prevention	1,000.00	0.00	1,000.00	100.00%
Wildland	1,000.00	0.00	1,000.00	100.00%
<b>Total Training</b>	<b>11,000.00</b>	<b>0.00</b>	<b>11,000.00</b>	<b>100.00%</b>
<b>Recruitment and Retention</b>				
Fire	0.00	0.00	0.00	0.00%
Admin	11,500.00	0.00	11,500.00	100.00%
Prevention	0.00	0.00	0.00	0.00%
Wildland	0.00	0.00	0.00	0.00%
<b>Total Recruitment and Retention</b>	<b>11,500.00</b>	<b>0.00</b>	<b>11,500.00</b>	<b>100.00%</b>
<b>Safety Equipment</b>				
Fire	5,000.00	110.00	4,890.00	97.80%
Admin	0.00	0.00	0.00	0.00%
Prevention	0.00	0.00	0.00	0.00%
Wildland	0.00	0.00	0.00	0.00%
<b>Total Safety Equipment</b>	<b>5,000.00</b>	<b>110.00</b>	<b>4,890.00</b>	<b>97.80%</b>
<b>Turnouts</b>				
Fire	12,000.00	996.97	11,003.03	91.69%
Admin	0.00	0.00	0.00	0.00%
Prevention	0.00	0.00	0.00	0.00%
Wildland	15,000.00	249.99	14,750.01	98.33%
<b>Total Turnouts</b>	<b>27,000.00</b>	<b>1,246.96</b>	<b>25,753.04</b>	<b>95.38%</b>
<b>Total Personnel Operating Expenses</b>	<b>54,500.00</b>	<b>1,356.96</b>	<b>53,143.04</b>	<b>97.51%</b>
<b>Vehicle Operating Expenses</b>				
<b>Heavy Apparatus</b>				
Fire	20,000.00	5,963.71	14,036.29	70.18%
Admin	0.00	0.00	0.00	0.00%
Prevention	0.00	0.00	0.00	0.00%
Wildland	0.00	0.00	0.00	0.00%
<b>Total Heavy Apparatus</b>	<b>20,000.00</b>	<b>5,963.71</b>	<b>14,036.29</b>	<b>70.18%</b>
<b>Light Fleet</b>				

**NLCFPD**  
Statement of Revenues and Expenditures - Rev Exp VS Budget - Fire 2022 Percentage  
From 7/1/2021 Through 6/30/2022

	Current Period Budget - 2022 Original	Current Year Actual	Total Budget Variance - 2022 Original	Percent Total Budget Remaining - 2022 Original
Fire	100	2,000.00	1,788.07	89.40%
Admin	200	2,000.00	2,000.00	100.00%
Prevention	300	2,000.00	2,000.00	100.00%
Wildland	400	2,000.00	1,893.01	94.65%
Total Light Fleet		8,000.00	7,681.08	96.01%
Ambulance Fleet				
Fire	100	0.00	0.00	0.00%
Admin	200	0.00	0.00	0.00%
Prevention	300	0.00	0.00	0.00%
Wildland	400	0.00	0.00	0.00%
Total Ambulance Fleet		0.00	0.00	0.00%
Misc and Other				
Fire	100	0.00	0.00	0.00%
Admin	200	2,000.00	2,000.00	100.00%
Prevention	300	0.00	0.00	0.00%
Wildland	400	4,000.00	3,863.19	96.58%
Total Misc and Other		6,000.00	5,863.19	97.72%
Vehicle Fuel				
Fire	100	25,000.00	4,932.11	80.27%
Admin	200	7,000.00	7,000.00	100.00%
Prevention	300	1,000.00	1,000.00	100.00%
Wildland	400	5,000.00	5,000.00	100.00%
Total Vehicle Fuel		38,000.00	33,067.89	87.02%
Total Vehicle Operating Expenses		72,000.00	60,648.45	84.23%
Equipment Supplies Operating Expenses				
Medical Supplies				
Fire	100	2,000.00	2,000.00	100.00%
Admin	200	0.00	0.00	0.00%
Prevention	300	0.00	0.00	0.00%
Wildland	400	0.00	0.00	0.00%
Total Medical Supplies		2,000.00	2,000.00	100.00%
Equipment Non Capital				
Fire	100	5,000.00	5,000.00	100.00%
Admin	200	0.00	0.00	0.00%

**NLCFPD**  
 Statement of Revenues and Expenditures - Rev Exp VS Budget - Fire 2022 Percentage  
 From 7/1/2021 Through 6/30/2022

		Current Period Budget - 2022 Original	Current Year Actual	Total Budget Variance - 2022 Original	Percent Total Budget Remaining - 2022 Original
Prevention	300	0.00	0.00	0.00	0.00%
Wildland	400	2,000.00	0.00	2,000.00	100.00%
Total Equipment Non Capital		7,000.00	0.00	7,000.00	100.00%
Communications					
Fire	100	19,500.00	5,178.34	14,321.66	73.44%
Admin	200	1,000.00	0.00	1,000.00	100.00%
Prevention	300	0.00	0.00	0.00	0.00%
Wildland	400	0.00	0.00	0.00	0.00%
Total Communications		20,500.00	5,178.34	15,321.66	74.74%
Operating Supplies					
Fire	100	2,000.00	890.25	1,109.75	55.49%
Admin	200	2,000.00	0.00	2,000.00	100.00%
Prevention	300	1,000.00	0.00	1,000.00	100.00%
Wildland	400	1,000.00	49.90	950.10	95.01%
Total Operating Supplies		6,000.00	940.15	5,059.85	84.33%
Small Equipment R & M					
Fire	100	10,000.00	0.00	10,000.00	100.00%
Admin	200	0.00	0.00	0.00	0.00%
Prevention	300	0.00	0.00	0.00	0.00%
Wildland	400	4,000.00	590.00	3,410.00	85.25%
Total Small Equipment R & M		14,000.00	590.00	13,410.00	95.79%
Total Equipment Supplies Operating Expenses		49,500.00	6,708.49	42,791.51	86.45%
Station Operating Expenses					
Station Repair & Maintenance 61					
Fire	100	28,000.00	1,867.83	26,132.17	93.33%
Admin	200	0.00	0.00	0.00	0.00%
Prevention	300	0.00	0.00	0.00	0.00%
Wildland	400	0.00	0.00	0.00	0.00%
Total Station Repair & Maintenance 61		28,000.00	1,867.83	26,132.17	93.33%
Station Repair & Maintenance 62					
Fire	100	15,000.00	0.00	15,000.00	100.00%
Admin	200	0.00	0.00	0.00	0.00%
Prevention	300	0.00	0.00	0.00	0.00%



**NLCFPD**  
 Statement of Revenues and Expenditures - Rev Exp VS Budget - Fire 2022 Percentage  
 From 7/1/2021 Through 6/30/2022

	Current Period Budget - 2022 Original	Current Year Actual	Total Budget Variance - 2022 Original	Percent Total Budget Remaining - 2022 Original
Wildland	400	0.00	0.00	0.00%
Total Station Repair & Maintenance 62	15,000.00	0.00	15,000.00	100.00%
Utilities 61				
Fire	100	7,979.77	5,020.23	38.62%
Admin	200	0.00	0.00	0.00%
Prevention	300	0.00	0.00	0.00%
Wildland	400	0.00	0.00	0.00%
Total Utilities 61	13,000.00	7,979.77	5,020.23	38.62%
Utilities 62				
Fire	100	0.00	10,000.00	100.00%
Admin	200	0.00	0.00	0.00%
Prevention	300	0.00	0.00	0.00%
Wildland	400	0.00	0.00	0.00%
Total Utilities 62	10,000.00	0.00	10,000.00	100.00%
Total Station Operating Expenses	66,000.00	9,847.60	56,152.40	85.08%
Other Non Operating Expenses				
Capital Outlay				
Fire	100	0.00	0.00	0.00%
Admin	200	14,630.70	35,369.30	70.74%
Prevention	300	0.00	0.00	0.00%
Wildland	400	0.00	0.00	0.00%
Total Capital Outlay	50,000.00	14,630.70	35,369.30	70.74%
Depreciation				
Fire	100	0.00	0.00	0.00%
Admin	200	0.00	0.00	0.00%
Prevention	300	0.00	0.00	0.00%
Wildland	400	0.00	0.00	0.00%
Total Depreciation	0.00	0.00	0.00	0.00%
Lease Payments				
Fire	100	6,927.04	140,072.96	95.29%
Admin	200	0.00	0.00	0.00%
Prevention	300	0.00	0.00	0.00%
Wildland	400	0.00	0.00	0.00%
Total Lease Payments	147,000.00	6,927.04	140,072.96	95.29%

**NLCFPD**  
Statement of Revenues and Expenditures - Rev Exp VS Budget - Fire 2022 Percentage  
From 7/1/2021 Through 6/30/2022

	Current Period Budget - 2022 Original	Current Year Actual	Total Budget Variance - 2022 Original	Percent Total Budget Remaining - 2022 Original
Total Other Non Operating Expenses	197,000.00	21,557.74	175,442.26	89.06%
Total EXPENDITURES	2,867,098.00	361,050.85	2,506,047.15	87.41%
REVENUES IN EXCESS OF EXPENDITURES	74,402.00	(251,661.18)	(326,063.18)	(438.25)%

**NLCFPD**  
Statement of Revenues and Expenditures - Rev Exp VS Budget - Ambulance 2022 Percentage  
From 7/1/2021 Through 6/30/2022

	Current Period Budget - 2022 Original	Current Year Actual	Total Budget Variance - 2022 Original	Percent Total Budget Remaining - 2022 Original
<b>REVENUES</b>				
<b>Taxes</b>				
Ad Valorem Taxes				
Ambulance	000	0.00	0.00	0.00%
Consolidated Taxes				
Ambulance	000	0.00	0.00	0.00%
Total Taxes				
Other Revenue				
Mutual Aid				
Ambulance	000	0.00	0.00	0.00%
Contracts				
Ambulance	000	0.00	0.00	0.00%
Interlocal				
Ambulance	000	0.00	0.00	0.00%
Inspections				
Ambulance	000	0.00	0.00	0.00%
Hazmat Permits				
Ambulance	000	0.00	0.00	0.00%
Fire and Safety Reviews				
Ambulance	000	0.00	0.00	0.00%
Operational Permits				
Ambulance	000	0.00	0.00	0.00%
Cost Recovery				
Ambulance	000	0.00	0.00	0.00%
Ambulance Fees				
Ambulance	000	12,337.93	(1,237,662.07)	(99.01)%
Transfers and Fund Balance	999	0.00	(1,754.95)	0.00%
Total Ambulance Fees		10,582.98	(1,239,417.02)	(99.15)%
GEMT Ambulance				
Ambulance	000	0.00	(180,000.00)	(100.00)%
Ambulance Subscription	000	0.00	(30,000.00)	(100.00)%
Miscellaneous Revenue	000	0.00	(10,000.00)	(100.00)%
Total Other Revenue		0.00	(1,461,417.02)	(99.28)%
	1,472,000.00	10,582.98	(1,461,417.02)	(99.28)%



**NLCFPD**  
Statement of Revenues and Expenditures - Rev Exp VS Budget - Ambulance 2022 Percentage  
From 7/1/2021 Through 6/30/2022

	Current Period Budget - 2022 Original	Current Year Actual	Total Budget Variance - 2022 Original	Percent Total Budget Remaining - 2022 Original
<b>Total REVENUES</b>	<u>1,472,000.00</u>	<u>10,582.98</u>	<u>(1,461,417.02)</u>	<u>(99.28)%</u>
<b>EXPENDITURES</b>				
<b>Personnel Expenses</b>				
Salaries and Wages	000	0.00	927,277.00	100.00%
Ambulance	927,277.00			
Temporary Salaries	000	0.00	70,080.00	100.00%
Ambulance	70,080.00			
Overtime	000	0.00	30,000.00	100.00%
Ambulance	30,000.00			
Holiday	000	0.00	46,698.00	100.00%
Ambulance	46,698.00			
Uniforms	000	0.00	4,950.00	100.00%
Ambulance	4,950.00			
Employee Physicals	000	0.00	0.00	0.00%
Ambulance	0.00			
PERS Retirement	000	0.00	387,697.00	100.00%
Ambulance	387,697.00			
Employer Taxes and Fees	000	0.00	14,600.00	100.00%
Ambulance	14,600.00			
Workers Comp	000	0.00	88,550.00	100.00%
Ambulance	88,550.00			
Health Insurance	000	0.00	129,623.18	94.62%
Ambulance	137,000.00			
<b>Total Personnel Expenses</b>	<u>1,706,852.00</u>	<u>7,376.82</u>	<u>1,699,475.18</u>	<u>99.57%</u>
<b>Office Operating Expenses</b>				
Office Supplies and Postage	000	0.00	144.94	0.00%
Ambulance	0.00			
<b>Books and Publications</b>				
Ambulance	000	0.00	0.00	0.00%
<b>Fire Prevention Public Education</b>				
Ambulance	000	0.00	0.00	0.00%
<b>Insurance</b>				
Ambulance	000	19,992.00	25,001.64	(25.06)%
Professional Fees				

**NLCFPD**  
Statement of Revenues and Expenditures - Rev Exp VS Budget - Ambulance 2022 Percentage  
From 7/1/2021 Through 6/30/2022

	Current Period Budget - 2022 Original	Current Year Actual	Total Budget Variance - 2022 Original	Percent Total Budget Remaining - 2022 Original
Dues	000	1,261.87	(1,261.87)	0.00%
Ambulance	000	0.00	0.00	0.00%
Travel	000	0.00	0.00	0.00%
Ambulance	000	0.00	0.00	0.00%
Wildland Travel	000	0.00	0.00	0.00%
Ambulance	000	0.00	0.00	0.00%
Other	000	0.00	0.00	0.00%
Ambulance	000	0.00	0.00	0.00%
Total Office Operating Expenses	000	4,000.00	4,000.00	100.00%
Personnel Operating Expenses	000	23,992.00	(2,416.45)	(10.07)%
Training	000	4,000.00	985.67	75.36%
Recruitment and Retention	000	0.00	0.00	0.00%
Safety Equipment	000	0.00	0.00	0.00%
Ambulance	000	0.00	0.00	0.00%
Turnouts	000	0.00	0.00	0.00%
Ambulance	000	0.00	0.00	0.00%
Total Personnel Operating Expenses	000	6,000.00	6,000.00	100.00%
Vehicle Operating Expenses	000	10,000.00	9,014.33	90.14%
Heavy Apparatus	000	0.00	0.00	0.00%
Ambulance	000	0.00	0.00	0.00%
Light Fleet	000	0.00	0.00	0.00%
Ambulance	000	0.00	0.00	0.00%
Ambulance Fleet	000	0.00	0.00	0.00%
Ambulance	000	12,000.00	9,707.45	80.90%
Misc and Other	000	0.00	0.00	0.00%
Ambulance	000	0.00	0.00	0.00%
Vehicle Fuel	000	0.00	0.00	0.00%
Ambulance	000	17,000.00	3,749.36	77.94%
Total Vehicle Operating Expenses	000	29,000.00	22,958.09	79.17%
Equipment Supplies Operating Expenses		6,041.91		
Medical Supplies				

**NLCFPD**  
Statement of Revenues and Expenditures - Rev Exp VS Budget - Ambulance 2022 Percentage  
From 7/1/2021 Through 6/30/2022

	Current Period Budget - 2022 Original	Current Year Actual	Total Budget Variance - 2022 Original	Percent Total Budget Remaining - 2022 Original
Ambulance	000	19,453.94	35,546.06	64.63%
Equipment Non Capital				
Ambulance	000	0.00	9,000.00	100.00%
Communications				
Ambulance	000	400.95	1,599.05	79.95%
Operating Supplies				
Ambulance	000	0.00	2,000.00	100.00%
Small Equipment R & M				
Ambulance	000	0.00	5,000.00	100.00%
Total Equipment Supplies Operating Expenses	73,000.00	19,854.89	53,145.11	72.80%
Station Operating Expenses				
Station Repair & Maintenance 61				
Ambulance	000	0.00	8,000.00	100.00%
Station Repair & Maintenance 62				
Ambulance	000	984.00	2,016.00	67.20%
Utilities 61				
Ambulance	000	0.00	6,000.00	100.00%
Utilities 62				
Ambulance	000	1,276.72	3,723.28	74.47%
Total Station Operating Expenses	22,000.00	2,260.72	19,739.28	89.72%
Other Non Operating Expenses				
Depreciation				
Ambulance	000	0.00	35,000.00	100.00%
Lease Payments				
Ambulance	000	0.00	0.00	0.00%
Total Other Non Operating Expenses	35,000.00	0.00	35,000.00	100.00%
Total EXPENDITURES	1,899,844.00	62,928.46	1,836,915.54	96.69%
REVENUES IN EXCESS OF EXPENDITURES	(427,844.00)	(52,345.48)	375,498.52	(87.77)%



# North Lyon County Fire Protection District

## Policy –Fire Board

**Date:** [PENDING] **Number:** Board 11

**Title:** Exposure Control Plan

**Scope:** This policy applies to all members of the District

**Purpose:** The purpose of this policy is to outline the procedure and process for avoidance, and in the event of, exposure to health hazards including blood borne pathogens.

On December 6, 1991, the Occupational Safety and Health Administration (OSHA) published the "Occupational Exposure to Blood borne Pathogens" Standard. The purpose of this regulation is to "eliminate or minimize occupational exposure to the Hepatitis Virus, HIV and other blood borne pathogens." This standard affects all health care providers.

**Definitions:** **AIDS** is Acquired Immune Deficiency Syndrome, the ultimate manifestation of a serious viral infection characterized by loss of natural defenses, making it unable to resist many types of diseases and infections.

**Blood-borne Pathogens** Pathogenic microorganisms that may be present in human blood and can cause disease in humans. These pathogens include, but are not limited to, hepatitis virus and human immunodeficiency virus (HIV).

**Client** Any person who may be exposed to or infected with a contagious disease, such as but not limited to HIV (AIDS) hepatitis, or tuberculosis.

**Contaminated Laundry** Laundry, which has been soiled with blood, body fluids, or other potential infectious materials.

**Decontamination** The use of physical or chemical means to remove, inactivate, or destroy pathogens on a surface or item to the point where they are no longer capable of transmitting infectious particles and the surface or item is rendered safe for handling, use, or safe disposal.

**Exposure** Exposure shall mean a situation in which the body fluids, such as blood, saliva, vomit, urine, or feces, of a patient have entered the body of a employee through a body opening such as the mouth, eyes or nose a mucous membrane, or a break in the skin from cuts or abrasions, from a contaminated





# North Lyon County Fire Protection District

## Policy –Fire Board

needle stick or scalpel, from intimate respiratory contact, or through any other situation when the patient's body fluids may have entered the employee's body.

**Hepatitis** is an infectious liver disease caused by the Hepatitis virus.

**HIV** HIV is an abbreviation for the specific retro virus, which can cause AIDS and AIDS related conditions. Human Immunodeficiency Virus is transmitted via blood and semen through unprotected sexual intercourse and needle sharing with infected persons, from an infected woman to her fetus or infant, and through the receipt of contaminated blood or blood products. HTLV M or LAV is previous terms for the same disease.

**Infectious Disease** Infectious disease or condition shall mean hepatitis, meningococcal meningitis, active pulmonary tuberculosis, HIV, and such other diseases as the District may from time to time specify.

**Occupational Exposure** Reasonably anticipated skin, eye, mucous membrane, or parental contact with blood or other potentially infectious materials that may result from the performance of an employee's duties.

**Other potentially Infectious Materials** The following human body fluids: semen, vaginal secretions, cerebrospinal fluids, synovial fluid, pleural fluid, pericardial fluid, amniotic fluid, saliva, any body fluid that is visibly contaminated with blood, and all body fluids in situations where it is difficult or impossible to differentiate between body fluids; Any unfixed tissue or organ (other than intact skin), from a human (living or dead).

**Patient** An individual living or dead, whose body fluids, tissues, or organs could be the source of exposure to the fire department member.

**Protective Equipment** Specialized clothing or equipment worn/used by an employee for protection against a hazard. General Work clothes (duty uniforms) are not intended to function as a protection against a hazard and are not considered to be Personal Protective Equipment.

**PPE** Abbreviation for Personal Protective Equipment.

**BSI** Abbreviation for Body Substance Isolation

**Regulated Waste** Liquid or semi liquid blood or other potentially infectious materials; contaminated items that would release blood or other potentially infectious in a liquid or semi liquid state if compressed; items that are caked with



# North Lyon County Fire Protection District

## Policy –Fire Board

dried blood or other potentially infectious materials and are capable of releasing these materials during handling; contaminated sharps; and pathological and microbiological wastes containing blood or other potentially infectious materials.

### Policy:

#### 1. Program Management

The **Fire Chief** shall designate the District's "Exposure Control Officer."

The **Exposure Control Officer** is responsible for the overall management of the District's Blood borne Pathogens Compliance Program. Activities that are delegated to the Exposure Control Officer include but are not limited to:

- A. Overall responsibility for implementing the Exposure Control Plan:
- B. Working with supervisors and other employees to develop and administer any additional blood borne pathogens related policies and practices needed to support the effective implementation of this plan.
- C. Collecting and maintaining a suitable reference library on the Blood Borne Pathogens Standard and blood-borne pathogens safety and health information.
- D. Looking for ways to improve the Exposure Control Plan as well as to revise and update the plan when necessary.
- E. Acting as the District liaison during OSHA inspections.
- F. Provide information and training to all employees who have the potential for exposure to blood borne pathogens.

**District Supervisors** are responsible for exposure control in their respective areas. They work directly with the Exposure Control Officer and our employees to ensure proper exposure control procedures are followed and exposures are documented.

**District Personnel** have the most important role in this Blood borne pathogens compliance program, for the ultimate execution of much of this Exposure Control Plan rests in their hands. Items that the District personnel are responsible for include but are not limited to:

- A. Attend annual blood borne pathogens training sessions.
- B. Know the tasks they perform that may cause occupational exposure.
- C. Know and follow the work plan practices outlined in the plan.
- D. Use the appropriate Personal protective equipment (BSI) as the Situation dictates.
- E. Develop good personal hygiene habits.
- F. Plan and conduct all operations in accordance with the Work practice controls.





# North Lyon County Fire Protection District

## Policy –Fire Board

- G. Report any exposures to their company officer or appropriate supervisor and Human Resources.
- H. Report any diagnosis of infectious disease (occupational or non-Occupational) to the District Exposure Control Officer.

### 2. **Renewal**

- 1. It is important to keep the Exposure Control Plan up-to-date. To insure this, the plan will be reviewed and updated as required under the following circumstances:
  - i. Annually, during the month of January of each year.
  - ii. Whenever new or modified tasks and procedures are implemented which affect occupational exposure of our employees.

### 3. **Availability of the Exposure Control Plan to Personnel**

The District's Exposure Control Plan is available to all personnel at any time. Copies of the Exposure Control Plan are kept in the following locations:

- Fire District policy cache
- Day rooms at all fire stations
- Fire Chief's office
- Human Resources office
- Personal copies will be distributed to each employee. Each employee will be trained and sign a statement of Infectious Disease Comprehension. The signed form will be placed in personnel file.

### 4. **Job Classification & Occupational Hazard**

The employee will be advised of the procedures that place them at risk for infectious disease exposures. Each skill will be discussed and related to possible situations that arise in the pre-hospital setting.

#### **Emergency Medical Personnel**

The EMT/Paramedic is considered to be in a high-risk category in infectious disease exposure due to the uncontrolled environment and unknown patient history in the pre-hospital setting. The list of tasks that would put an employee at risk includes, but are not limited to:

- A. Medical patient assessment
- B. Traumatic Patient Assessment
- C. Airway Management
- D. Body Recovery
- E. Oxygen Administration
- F. Bleeding Control
- G. Bandaging
- H. Mast Application
- I. Obstetrical Emergencies/Labor and Delivery
- J. Spinal Injury
- K. Splinting



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- L. EKG Patch Application
- M. Decontamination Procedures
- N. CPR
- O. Airway Suctioning
- P. General Housekeeping Procedures
- Q. Transport of Bio-hazard waste
- R. Patient Defibrillation
- S. I.V. Administration
- T. Needle sticks both venous or medication
- U. Blood sugar testing

### Supervisor

The supervisor is considered a moderate to high-risk category. Their responsibilities are primarily with supervision of field personnel. Occasionally, the supervisor will be involved with patient care when their skills are needed. The supervisor will be oriented to precautions taught to field personnel according to their level of certification.

### Office Personnel

The office personnel are considered a low-risk category of infectious disease exposure due to their remote location from field operations and patients. All paperwork will be turned in. Contaminated documents shall be placed in a sealed plastic bag and marked as "Contaminated Documents".

## 5. Universal Precautions - Body Substance Isolation

Body Substance Isolation shall be observed by all personnel to prevent contact with blood or other potentially infectious material. Failure to comply with Body Substance Isolation is a serious District violation and will be handled as such.

## 6. Work Practice Controls

Isolate or remove the blood borne pathogens hazard from the workplace. Work practice controls shall be used to eliminate or minimize employee exposure. Where occupational exposure remains after institution of these controls, personal protective equipment shall also be used. It shall be examined and maintained or replaced on a regular schedule to ensure their effectiveness.

Containers will be available for the employee to properly contain all regulated waste.

- A. Yellow bags that are leak proof will be provided for contaminated linen.
- B. Red Bags that are leak proof will be provided for contaminated and disposable equipment. Items placed in these bags will be disposed of at our source hospital. Any contaminated non-disposable equipment will be yellow bagged at the scene. Upon returning to the station the contaminated equipment shall be decontaminated prior to placing it back in service.
- C. Clear plastic zip lock baggies with a biohazard label is provided for transportation of blood specimens or small body parts.





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Containers for contaminated waste, reusable equipment, shall be available at the location of patient assistance. The employee will utilize these containers at the scene to decrease the likelihood of exposure to potentially infectious material.

Contaminated needles or sharps shall not be recapped. If no other option is available and recapping must be accomplished, it shall be through the use of a mechanical device or a one-handed technique. Acceptable one-handed techniques include:

- A. "Booting It" which involves the employee stepping on the cap, (wearing approved safety shoes) and sliding the needle into the cap.
- B. "Scoop Method" where the employee places the cap on a flat surface and scoops the cap with the needle.

Employees should dispose of sharps (needles, scalpels and other invasive items) into a leak-proof approved sharps container. These containers are currently carried on the private ambulances that provide transport to South Salt Lake City and also in the front-line jump kits and in the decontamination areas of all stations. Biohazard waste receptacles will be checked every Monday to ensure that they are less than 3/4 full and 30 days has not passed since they were changed.

Any red bags shall be disposed of at a hospital in their designated Biohazard area.

Smoking, eating, drinking, applying cosmetics or lip balm, handling contact lenses are prohibited in work areas where there is reasonable infectious disease exposure.

There will be no smoking in any fire District vehicle.

Due to the chemicals that are present during a fire and the fact that even after washing many of these chemicals remain in fire fighter turn out gear, **no turnout gear shall be allowed in the living quarters of the fire stations.**

Employees shall wash their hands at the earliest possible convenience after each patient contact. For on scene hand washing the District issued waterless cleaner shall be used. Employees shall wash hands and any other exposed skin with soap and warm running water, or flush mucous membranes with water as soon as feasible following contact of such body areas with blood or other potentially infectious materials.

No hand washing will be done in food preparation area or bathroom sink. The designated cleaning basin shall be the only area used for clean-up including hand washing **after patient contact.**

The Designated Decontamination Area at Station 61 is located at either bay sink. The Designated Decontamination Area at Station 62 is located in the bay bathroom. If a fire fighter has been exposed to the point that they need to shower, the shower at station 61 is to be used. It shall be decontaminated after use. Both station Decontamination Areas will be clearly marked to notify all personnel that no food or drink is permitted within this boundary.

In all procedures involving blood or other infectious materials, minimize splashing, spraying or other actions that may generate droplets of these materials.

Employees shall police the EMS scene and using a Red Bio-hazard bag shall remove all contaminated trash. The only exception is a crime scene, in which case, the police department is



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responsible for cleaning. Regardless of the situation, all sharps will be accounted for and placed in a sharps container.

Equipment that becomes contaminated is examined prior to servicing or shipping and decontaminated as necessary (unless it can be demonstrated that decontamination is not feasible).

An appropriate biohazard-warning label is attached to any contaminated equipment identifying the contaminated portions.

Information regarding the remaining contamination is conveyed to all affected employees, the equipment manufacturer and the equipment service representative prior to handling, servicing or shipping.

### 7. Personnel Protective Equipment

It is the policy of the District for employees to utilize appropriate personal protective equipment. Employees are personally responsible to protect themselves by taking advantage of the protective barriers provided by the District. Each supervisor shall oversee employee activity and ensure that appropriate personal protective equipment is used and used correctly.

An employee may temporarily and briefly decline wearing personal protective equipment under rare and extraordinary circumstances when in the employee's professional judgment, it prevents the delivery of health care or poses a greater hazard to workers. B.S.I. precautions should always be considered whenever possible.

When the employee makes this judgment, they will document it in a memo. The circumstances will be investigated by the Exposure Control Officer to determine if the exposure was warranted and how a similar occurrence may be avoided in the future.

Gloves will be medical-approved examination designed for single use only. Non-latex hypoallergenic gloves should be changed between each patient. It is the policy of the District that employees will wear gloves, protective respirator and eye splash protection on all patient contacts, (regardless of the type of medical call or the patient condition).

**High Efficiency Particulate Air (HEPA)** respirators used by the District are minimally a chin-length NP95 type. All operational members are issued a LPR100 or equivalent respirator. Eye protection will be medical safety glasses with side protection. Regular eyeglasses without side shields will not provide sufficient protection. Face and eye protection will be worn when splashes, sprays, spatters, or droplets of infectious materials may be generated and eye, nose, or mouth contamination can be reasonably anticipated.

If contamination has occurred, the employee will dispose of the face shield into a marked red biohazard container.

A disposable "fluid proof" gown will be supplied to provide an effective barrier against most circumstances that involve prehospital settings. The employee shall don the gown in the situation of possible gross hemorrhaging, child delivery, all major trauma, and any other medical incident posing heightened risk of pathogen transmission. Contaminated gowns will be disposed of in a marked red biohazard container.





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To prevent soiling of the boots and the head, disposable caps and shoe covers will be provided for the employees for situations that involve, or possible involve, gross contamination.

Antiseptic cleansers and/ or antiseptic towelettes are available to the employee to clean his/ her hands or other exposed skin surfaces immediately. They shall wash with soap and warm water as soon as feasible.

### 8. Labels and Signs

Containers of regulated waste must be labeled with fluorescent orange or orange red biohazard warning labels. The warning label must contain the biohazard symbol and must have the word BIOHAZARD on it.

The labels are not required when red bags or red containers are used.

### 9. Housekeeping

Emergency response vehicles and worksites will be maintained in a clean and sanitary condition. Contaminated work surfaces will be cleaned and decontaminated after contact with blood or other potentially infectious materials.

The employee will wear approved gloves during cleaning/ decontamination. The employee will be advised to obtain the appropriate solution (listed below), and disposable towels for extensive cleaning.

If cloth towels are to be used to clean, the soiled towels will be placed in the appropriately marked soiled/contaminated linen container for proper cleaning.

A fresh dilution of 1 part household bleach to 10 parts water (approximately (1½ cup) Bleach to 1 gallon of water) may be applied to a contaminated surface as a disinfectant, leaving it on for at least 2 minutes. Rinse with clean water and wipe dry. Do not mix chlorine bleach with other cleaning materials.

Other disinfectants may be supplied by the District and will be labeled as such.

To assure the effectiveness of any decontamination process, equipment and instruments must first be thoroughly cleaned of a visible soil.

If the employee discovers any unnecessary hazards left by other employees or other agencies, the employee will clean up the hazard using the appropriate PPE. After cleaning and decontamination, the employee will document the incident in a memo that will be submitted to the exposure control officer for further action.

All bins, pails, cans, and similar reusable receptacles will be cleaned and disinfected when the plastic liner is replaced or when the container is emptied.

Broken glass or glassware, which may be contaminated, must be picked up only by using mechanical means such as tongs, brush and dustpan, forceps, and never with bare hands.



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Any clothing that has been removed from the patient and is contaminated shall be placed in a yellow biohazard bag and transported with the patient to the hospital.

Red biohazard containers will be disposed of at a hospital in their biohazard area. Materials disposed of at the hospital will be handled according to their policy.

### 10. Laundry

All uniforms and PPE shall only be cleaned at the District approved in-station site or at an authorized third-party cleaning vendor.

Items contaminated with known blood or other bodily fluids shall be cleaned in the extractor at station 61 and dried, if appropriate, in the large bay tumble dryer. Turnouts that are contaminated shall be cleaned in the same manner but dried in the bunker drier.

No known blood contamination may be laundered in any other District laundry facilities.

Contaminated laundry shall be handled as little as possible with a minimum of agitation. It shall be bagged or placed into a container at the location it was used and shall not be sorted or rinsed in the location of use. Contaminated laundry shall be placed and transported in yellow colored biohazard bags. Any linen that is not of the employees (sheets, towels, blankets, etc. ; ) and is contaminated shall be placed in the yellow biohazard and disposed of at the local area hospital.

When cleaning or spot cleaning uniforms or turnout clothing, liquid detergent along with oxygenated bleach should be used. **DO NOT USE CHLORINATED BLEACH ON TURNOUT CLOTHING OR UNIFORMS.**

Turnout clothing or uniforms that are contaminated with blood or other body secretions should be cleaned as soon as possible.

At no time shall an employee wash his or her uniforms, shirts, pants, coats coveralls, etc; at home. Station laundering or professional cleaners are acceptable. This is necessary to eliminate the possibility of contamination of the employee's family.

### 11. Baseline Testing and Hepatitis B Vaccination

All new employees will be required to complete a baseline test prior to being assigned duties that may put them at risk of occupational exposure.

Baseline testing will be offered at no cost to the employee. HAV & HBV- vaccination has been found to be an effective preventive treatment against Hepatitis A & B infection.

The hepatitis A & B Vaccination will be made available to all employees who are at risk of occupational exposure. If the employee has previously received the complete Hepatitis A & B vaccination series, then documentation will need to be obtained from the facility that administered the series. The vaccine will not be given if contraindicated for medical reasons.

Hepatitis A & B Vaccination will be offered at no cost to the employee.





# North Lyon County Fire Protection District

## Policy –Fire Board

Titer Blood draws will be required every ten years as part of the employees physical. This is to ensure that the employee is fully immunized. Employees who test low will receive a booster or a new vaccination series.

### 12. Post-Exposure Evaluation and Follow-up

Exposure incident - A specific eye, mouth or other mucous membrane, non-intact skin, or parenteral contact with blood or other potentially infectious materials that result from the performance of an employee's duties.

The following steps should be followed in the event an employee suffers an exposure:

- A. Immediately wash all parts of the body and employees' uniform that came in contact with blood or other potentially infectious material.
- B. Notify the Supervisor as soon as possible.
- C. **The Supervisor will immediately notify the Exposure Control Officer.** In the absence of the Exposure Control Officer the on-call Chief will fulfill the responsibility of the Exposure Control Officer.
- D. The Exposure Control Officer will immediately investigate the incident to see if it fits the criteria of an exposure.
- E. The Exposure Control Officer will assist completing all applicable District, State, and WCF forms.
- F. The Exposure Control Officer shall be the liaison between the District, the receiving medical facility, and the CDC.
- G. Based on the receiving hospital's recommendation, the exposed employee will be offered a confidential medical evaluation and follow-up.
- H. Upon notification of exposure, the receiving facility shall request permission from the source patient to draw a blood sample for disease testing. In conjunction with this request, the source patient must be advised of his/her right to refuse testing and be advised that if he/she refuses to be tested that fact will be forwarded to the EMS agency or employer of EMS provider. The source patient shall also be advised that if he/she refuses to be tested the EMS agency or provider may seek a court order to compel the source patient to submit to a blood draw for the disease testing. Testing is authorized only when the source patient, his/her next of kin or legal guardian consents to testing, with the exception that consent is not required from an individual who has been convicted of a crime and is in the custody or under the jurisdiction of the Department of Corrections, or if the source patient is dead. If consent is denied, the receiving facility shall complete the ERF and send it to the EMS agency or employer of the EMS provider. If consent is received, the receiving facility shall draw a sample of the source patient's blood and send it, along with the ERF, to a qualified laboratory for testing.
- I. Test results on source patient will be provided to the **Exposure Control Officer.**



# North Lyon County Fire Protection District

## Policy –Fire Board

- J. Confidentiality of the information received and of the source patient and employee must be maintained in compliance with the Health Insurance Portability and Accountability Act (HIPAA).
- K. The employee will be offered counseling by the receiving hospital
- L. Post-Exposure testing should be as follows are outlined in the Personnel Manual Section 2.9.5
- M. The exposed employee will have an initial blood draw for HIV, a Hepatitis-C screening and a Hepatitis-B titer.
- N. Each exposure incident shall be reviewed by the Exposure Control Officer to evaluate the circumstances surrounding the exposure.

13.

### Training

All new employees shall receive training on the infection control policies and associated processes prior to being assigned duties that may put them at risk of occupational exposure. Continuing education shall be conducted each year during the month of January. Continuing education shall consist of a minimum of two hours of instruction. This initial training and continuing education shall include but not be limited to:

- A. Explanation of the epidemiology and the symptoms of blood borne diseases.
- B. Explanation of the modes of transmission of blood borne pathogens.
- C. Recognizing the dangers of HIV and Hepatitis.
- D. Personal Protective Equipment.
- E. Decontamination procedures.
- F. Explanation of procedures to follow if an exposure occurs, including reporting procedures and medical follow-up.
- G. Explanation of the Written Exposure Control Plan and its components.
- H. Explanation of the bio-hazardous waste labels and signs.
- I. HBV Vaccination.

Attendance at the initial and continuing education training is a requirement of employment; no employee may decline to participate.

All instructors shall be knowledgeable with this Exposure Control Plan, State regulations, Federal Mandates, and epidemiology and symptoms of blood borne pathogens in order to present the Exposure Control Training.

Additional training shall be provided when changes have been made in tasks or procedures that affect the District's operation.



# North Lyon County Fire Protection District

## Policy –Fire Board

14.

### Record Keeping

**Training Records-** Training records shall be maintained for a minimum of three years from the date of the training session. The records shall be completed for all training sessions and include the following information.

- A. Location, time and date of the training.
- B. Instructor's name and qualifications.
- C. Lecture content & objectives
- D. Names and signatures of attending personnel.

**Medical Records-** Pertinent medical records shall be maintained by Human Resources on each employee. The medical records shall include but not be limited to:

- A. Employee's name and social security number.
- B. Hepatitis B vaccination status, including dates of all hepatitis B vaccinations and any other medical records related to the employee's Ability to receive vaccination.
- C. Results of examinations, medical testing, and post-exposure evaluation and follow-up procedures.
- D. Results of all District physicals pass/ fail.

**All medical records must be kept confidential.**

Records will be made available to employees, with written consent to their representative, and OSHA officials as required by law.

Medical records will be kept for the duration of each employee's employment. Plus, a minimum of thirty years as required by law.

15.

### Fire District Facilities

#### General

All fire District facilities shall comply with applicable and appropriate health and infection laws, regulations, and standards for public use facilities.

#### Kitchen Areas

All food preparation surfaces shall be made of nonporous material. All surfaces directly used for holding or hanging food preparation containers and utensils shall be of a nonporous material.

Kitchens in fire District facilities shall have kitchen appliances, including a range, an oven, at least one refrigerator, and a dishwasher capable of reaching water temperature of 140 degrees.

#### Bathrooms

Doors, sinks, and other bathroom fixtures shall be designed to prevent or the spread of contaminates.





# North Lyon County Fire Protection District

## Policy –Fire Board

A clearly visible sign reminding employees to wash their hands shall be posted prominently in each bathroom.

All bathrooms shall meet the local standards.

### **Cleaning Areas**

A designated area shall be provided in each fire station for the cleaning of personal protective equipment, portable equipment, and other clothing.

The designated cleaning area shall be physically separate from the disinfecting area.

### **Disinfecting Facilities**

Areas for the disinfection of employees and equipment shall be provided at all fire stations. These areas shall be physically separate from the living quarters, bedrooms, kitchen, and personal hygiene area.

Designated disinfection areas shall be clearly marked as a decon area with notation of no food items in this area.

The disinfection area shall be equipped with the proper cleaning agents that are approved by and registered with the U. S. Environmental Protection Agency and also be registered as tuberculocidal.

Care shall be taken in the use of all disinfectants. Employees shall be aware of the flammability and reactivity of disinfectants and shall follow the manufacturer's recommendations and instructions. Disinfectants shall be used only when the employee is wearing proper face, eye, and body protection.

### **Disposal Areas**

Medical waste gloves, bandages or any potentially infected material shall not be disposed of in fire station kitchens, bathrooms, or in the regular garbage cans in the bay areas.

Each station shall be equipped with a red metal medical waste container. This container shall be labeled as Medical Waste and have the biohazard sign on the lid. The container shall be lined with a red biohazard bag. This bag shall be removed when it is 3/4 full or every 30 days whichever comes first.

**Whenever possible medical waste should be transported with the patient to the hospital.**

16.

### **Liability Issues:**

**The use of bystanders shall be restricted.** Employees must understand the amount of liability he/she assumes if the choice to use a bystander is made.

If a decision to use a bystander for medical treatment of a patient is made. The Emergency Medical Personnel assumes responsibility for the safety of that individual. If





# North Lyon County Fire Protection District

## Policy –Fire Board

the individual is exposed, the bystander will receive treatment as a patient for the exposure. The employee and the District may be held liable for any expense, treatment, or disability caused by injury or exposure, due to the request for their assistance.

**Use of Physicians, Nurses, Paramedics, and other persons who state they have medical training on a medical scene.**

**The use of medical personnel that have not been summoned via the EMS system will be prohibited unless all of the following criteria have been met.**

- A. The Physician, ER Nurse, Air Transport Nurse has shown the proper identification and assumed full responsibility for patient care.
- B. The receiving facility has been contacted and the on-line physician agrees that the person in question can treat the patient.

At that point the person shall assume control of the patient and accompany the patient to the hospital.

**Repealed:**

**Approval:**

---

Dan McCassie  
Fire District Board Chairman



# Champion Chevrolet

Kyle Outland | 775-334-6525 | koutland@championchev.com

Vehicle: [Fleet] 2022 Chevrolet Silverado 2500HD (CK20743) 4WD Crew Cab 159" Work Truck ( Complete )

## Selected Model and Options

### MODEL

CODE	MODEL	MSRP
CK20743	2022 Chevrolet Silverado 2500HD 4WD Crew Cab 159" Work Truck	\$42,300.00

### COLORS

CODE	DESCRIPTION
G7C	Red Hot

### EMISSIONS

CODE	DESCRIPTION	MSRP
FE9	Emissions, Federal requirements	\$0.00

### ENGINE

CODE	DESCRIPTION	MSRP
L5P	Engine, Duramax 6.6L Turbo-Diesel V8 B20-Diesel compatible, (445 hp [332 kW] @ 2800 rpm, 910 lb-ft of torque [1220 Nm] @ 1600 rpm) (Requires (JL1) trailer brake controller. Regular Cab model requires (ZLQ) WT Fleet Convenience Package or (PCV) WT Convenience Package.)	\$9,890.00

### TRANSMISSION

CODE	DESCRIPTION	MSRP
MGM	Transmission, Allison 10-Speed automatic (Included and only available with (L5P) Duramax 6.6L Turbo-Diesel V8 engine. Not available with (PTO) Power Take-off.)	Inc.

### GVWR

CODE	DESCRIPTION	MSRP
JGK	GVWR, 11,150 lbs. (5058 kg) (Included and only available with CK20743 model and (L5P) Duramax 6.6L Turbo-Diesel V8 engine with 17" wheels.)	Inc.

### AXLE

CODE	DESCRIPTION	MSRP
GU6	Rear axle, 3.42 ratio (Included and only available with (L5P) Duramax 6.6L Turbo-Diesel V8 engine.)	Inc.

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 Data Version: 14524. Data Updated: Aug 23, 2021 11:17:00 PM PDT.



# Champion Chevrolet

Kyle Outland | 775-334-6525 | koutland@championchev.com

Vehicle: [Fleet] 2022 Chevrolet Silverado 2500HD (CK20743) 4WD Crew Cab 159" Work Truck ( Complete )

## PREFERRED EQUIPMENT GROUP

CODE	DESCRIPTION	MSRP
1WT	Work Truck Preferred Equipment Group includes standard equipment	\$0.00

## WHEELS

CODE	DESCRIPTION	MSRP
PYN	Wheels, 17" (43.2 cm) painted steel, Silver (STD)	\$0.00

## TIRES

CODE	DESCRIPTION	MSRP
QXT	Tires, LT265/70R17E all-terrain, blackwall (Included with (Z71) Z71 Off-Road Package.)	\$200.00

## SPARE TIRE

CODE	DESCRIPTION	MSRP
ZXT	Tire, spare LT265/70R17E all-terrain, blackwall (Included and only available with (QXT) LT265/70R17E all-terrain, blackwall tires with (E63) Durabed, pickup bed. Available to order when (ZW9) pickup bed delete and (QXT) LT265/70R17E all-terrain, blackwall tires are ordered.)	Inc.

## PAINT

CODE	DESCRIPTION	MSRP
G7C	Red Hot	\$0.00

## SEAT TYPE

CODE	DESCRIPTION	MSRP
AE7	Seats, front 40/20/40 split-bench with upper covered armrest storage with fixed lumbar (STD)	\$0.00

## SEAT TRIM

CODE	DESCRIPTION	MSRP
H0U	Jet Black, Cloth seat trim (On 1WT models requires (A2X) 10-way power driver seat adjuster and (ZLQ) WT Fleet Convenience Package or (PCV) WT Convenience Package. 1CX models require (PCX) Custom Convenience Package, (A2X) 10-way power driver seat adjuster and (KI4) Power outlet.)	\$0.00

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# Champion Chevrolet

Kyle Outland | 775-334-6525 | koutland@championchev.com

Vehicle: [Fleet] 2022 Chevrolet Silverado 2500HD (CK20743) 4WD Crew Cab 159" Work Truck ( Complete )

## RADIO

CODE	DESCRIPTION	MSRP
IOR	Audio system, Chevrolet Infotainment 3 system 7" diagonal color touchscreen, AM/FM stereo. Additional features for compatible phones include: Bluetooth audio streaming for 2 active devices, voice command pass-through to phone, wired Apple CarPlay and Android Auto capable. (STD)	\$0.00

## ADDITIONAL EQUIPMENT - PACKAGE

CODE	DESCRIPTION	MSRP
ZLQ	WT Fleet Convenience Package includes (AQQ) Remote Keyless Entry, (K34) Cruise Control, (QT5) EZ Lift power lock and release tailgate and (DBG) outside power-adjustable vertical trailing with heated upper glass (Not available with (PCV) WT Convenience Package.	\$760.00

## ADDITIONAL EQUIPMENT - MECHANICAL

CODE	DESCRIPTION	MSRP
K05	Engine block heater (Included with (L5P) Duramax 6.6L Turbo-Diesel V8 engine.)	Inc.
—	Battery, heavy-duty dual 730 cold-cranking amps/70 Amp-hr maintenance-free with rundown protection and retained accessory power (Included and only available with (L5P) Duramax 6.6L Turbo-Diesel V8 engine.)	Inc.
KHF	Alternators, dual, 220-amps primary, 170-amps auxiliary (Requires (K4B) auxiliary battery with (L8T) 6.6L V8 gas engine.)	\$380.00
JL1	Trailer brake controller, integrated (Requires (ZLQ) WT Fleet Convenience Package, (PCV) WT Convenience Package or (L5P) Duramax 6.6L Turbo-Diesel V8 engine. Included with (CMT) Gooseneck/5th Wheel Package.)	\$275.00
NZZ	Skid Plates protect the oil pan, front axle and transfer case (Included with (Z71) Z71 Off-Road Package or (VYU) Snow Plow Prep/Camper Package.)	\$150.00
—	Capped Fuel Fill (Included and only available with (L5P) Duramax 6.6L Turbo-Diesel V8 engine or (ZW9) pickup bed delete.)	Inc.
K40	Exhaust brake (Included and only available with (L5P) Duramax 6.6L Turbo-Diesel V8 engine.)	Inc.

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# Champion Chevrolet

Kyle Outland | 775-334-6525 | koutland@championchev.com

Vehicle: [Fleet] 2022 Chevrolet Silverado 2500HD (CK20743) 4WD Crew Cab 159" Work Truck ( Complete )

## ADDITIONAL EQUIPMENT - EXTERIOR

CODE	DESCRIPTION	MSRP
BHP	Winter Grille Cover (Included and only available with (L5P) Duramax 6.6L Turbo-Diesel V8 engine.)	Inc.
DBG	Mirrors, outside power-adjustable vertical trailing with heated upper glass, lower convex mirrors, integrated turn signals, manual folding/extending (extends 3.31" [84.25mm]) (Included and only available with (ZLQ) WT Fleet Convenience Package or (PCV) WT Convenience Package.)	Inc.
CGN	Chevytec spray-on bedliner Black with Chevrolet logo (does not include spray-on liner on tailgate due to Black composite inner panel) (Included with (CMT) Gooseneck/5th Wheel Package or (ANQ) Alaskan Snow Plow Special Edition. Not available with (ZW9) pickup bed delete. Not available with any Ship Thrus EXCEPT (TCE), (TCH), (VSH) or (VTV).)	\$545.00
VK3	License plate kit, front (will be shipped to orders with ship-to states that require front license plate)	\$0.00
QT5	Tailgate, gate function manual with EZ Lift includes power lock and release (Included and only available with (ZLQ) WT Fleet Convenience Package or (PCV) WT Convenience Package.)	Inc.

## ADDITIONAL EQUIPMENT - INTERIOR

CODE	DESCRIPTION	MSRP
A2X	Seat adjuster, driver 10-way power including lumbar (Requires (ZLQ) WT Fleet Convenience Package or (PCV) WT Convenience Package, (KI4) 120-volt power outlet and (H0U) Jet Black interior.)	\$290.00
AQQ	Remote Keyless Entry with 2 transmitters (Included and only available with (ZLQ) WT Fleet Convenience Package or (PCV) WT Convenience Package.)	Inc.
K34	Cruise control, electronic with set and resume speed, steering wheel-mounted (Included with (ZLQ) WT Fleet Convenience Package, (PCV) WT Convenience Package or (RGE) Safety Confidence Package.)	Inc.
KI4	Power outlet, instrument panel, 120-volt (400 watts shared with (KC9) bed mounted power outlet) (Requires (ZLQ) WT Fleet Convenience Package or (PCV) WT Convenience Package.)	\$225.00
KC9	Power outlet, bed mounted, 120-volt (400 watts shared with (KI4) instrument panel mounted power outlet) (Included and only available with (KI4) Power outlet. Not available with (ZW9) pickup bed delete.)	Inc.
C49	Defogger, rear-window electric (Included with (PCV) WT Convenience Package.)	\$225.00
<b>Options Total</b>		<b>\$12,940.00</b>

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# Champion Chevrolet

Kyle Outland | 775-334-6525 | koutland@championchev.com

Vehicle: [Fleet] 2022 Chevrolet Silverado 2500HD (CK20743) 4WD Crew Cab 159" Work Truck ( Complete )

## Price Summary

### PRICE SUMMARY

	MSRP
Base Price	\$42,300.00
Total Options	\$12,940.00
Vehicle Subtotal	\$55,240.00
Destination Charge	\$1,695.00
<b>Grand Total</b>	<b>\$56,935.00</b>

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**AMENDMENT A**  
**TO THE INTER-LOCAL CONTRACT**  
**BETWEEN THE CITY OF FERNLEY AND NORTH LYON FIRE DEPARTMENT**

This Amendment A to the Inter-Local Contract between the City of Fernley and North Lyon Fire Department is entered into this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_, by and between The City of Fernley ("City"), and North Lyon Fire District ("District"); also referred to as "The Parties."

On the 7<sup>th</sup> day of July 2020, the City and District entered into a Contract for services including legal services. The parties hereby wish to amend Section 6 of the contract to read and be replaced as follows:

"City agrees to provide legal services, but for litigation and conflict issues, for an annual flat fee of \$20,000 annually, payable July 1<sup>st</sup> in advance of the upcoming year. The Parties agree that said funds are only to be used to hire and/or contract for *additional* staffing for the City Attorney's Office *or* a bonus to the City Attorney. Either party may terminate this portion of the contract with a written 30-day notice to the address below. The rest of the contract shall remain in force otherwise. All parties agree that the City Attorney can terminate this portion of the contract unilaterally and without the need of approval from the City Council or anyone else. Upon termination, the flat fee will be refunded at a pro-rated daily charge. Parties agree and understand City will not be required to provide legal services for Fire Board Agenda items or have a lawyer at the Fire Board Meeting

generally. However, the Fire Chief may request said review and/or appearance. District shall give as much notice as possible on said items and appearances and shall try to notify with a minimum of 30 days' notice for Board meeting appearances. City shall bill District annually on July 1<sup>st</sup> and said payment shall be in advance for the following budget year. District agrees to pay said invoices within 30 days. Failure to pay said invoice timely shall result in \$100 late fee per month. Nothing in this paragraph shall prevent District from contracting out any legal services to another lawyer/firm. The parties acknowledge that from time-to-time conflicts may arise which prevent the City from providing legal services to the District. District agrees that it will obtain independent legal representation to handle any legal issues which give rise to such a conflict. District will be responsible for paying all costs and fees associated with obtaining the independent counsel to handle conflict issues."

The Parties hereby approve and consent to the Amendment changes above. All other terms and conditions in the Contract that are not modified by this Amendment A, shall remain in full force and effect.

Each signatory for the Parties below has read the Amendment A, agrees to be bound by said document, and has the authority to bind their respective entity as listed.

**THE REMAINDER OF THIS PAGE INTENTIONALLY LEFT BLANK**



DATED \_\_\_\_\_

\_\_\_\_\_  
North Lyon Fire District

DATED: \_\_\_\_\_

\_\_\_\_\_  
Roy Edgington  
Mayor, City of Fernley

Attest:  
DATED: \_\_\_\_\_

\_\_\_\_\_  
Kim Swanson  
City Clerk, City of Fernley

APPROVED AS TO FORM:

DATED: \_\_\_\_\_

\_\_\_\_\_  
Brandi Jensen, City Attorney  
595 Silver Lace Blvd.  
Fernley, NV 89408  
775) 784-9861  
Attorney for the City of Fernley

## Kasey Miller

---

**From:** Paul Murphy  
**Sent:** Tuesday, August 24, 2021 2:22 PM  
**To:** Kasey Miller  
**Subject:** Fire Chief Proposed Contract Changes  
**Attachments:** Draft District Employment Agreement NLCFPD\_rev8\_21.docx

Hi Kasey,

This may change before the next meeting but if it does not, this is for board packets. Thanks!

**NORTH LYON COUNTY FIRE PROTECTION DISTRICT  
FIRE CHIEF EMPLOYMENT AGREEMENT – ~~July 1, 2019~~ July 1, 2022**

**PARTIES:** NORTH LYON COUNTY FIRE PROTECTION DISTRICT (a public body)  
(hereinafter "District")

and

Jason Nicholl, Fire Chief (hereinafter "Nicholl" or "Fire Chief")

**RECITALS:**

1. The District desires to ~~obtain-retain~~ employment of Jason Nicholl as Fire Chief and to establish by this Agreement the terms and conditions of employment of the Fire Chief.

2. Jason Nicholl desires to ~~obtain-retain~~ employment as Fire Chief.

**IT IS AGREED:**

Duties: The District shall employ Jason Nicholl as Fire Chief, to perform the functions and duties of Fire Chief as specified in the policies and procedures, rules and regulations of the District, and as hereinafter set forth, and as prescribed or assigned by the Board of Directors of the District periodically. The Board of Directors vests in the Fire Chief the day-to-day operational control of Fire District operations, and reserves to the Board of Directors sole policy making authority and exclusive control over all matters of fiscal policy, budget and financial matters.

The authority of the Fire Chief, consistent with state law, shall include but not be limited to the following essential functions:

- A. Oversee the operation of all matters pertaining to the District; Ensure that the vision of reducing and eliminating risk for the patrons is achieved at the highest level possible with the funding available;
- B. Provide effective leadership for all personnel necessary to carry out the business and mission of the District;
- C. Oversee the District's personnel management system including hiring, promotions, appraisals, and discipline.
- D. Oversee the development and administration of the Strategic Plan, Standards of Cover, and Code Enforcement for the District;
- E. Oversee the development and administration of the District Budget; including serving as the Budget Officer;
- F. Communicate effectively with District Personnel, Board of Directors, Budget Committee, Civil Service, Labor Officials, and the Community;
- G. Ensure effective maintenance of all facilities and equipment owned or managed by the District, including managing a capital replacement program;

- H. Cultivate relationships with local, state, and regional partners and stakeholders;
- I. Respond to critical emergencies with the capability of supporting or assuming Command;
- J. Perform other duties as assigned by the Board of Directors.

The Board of Directors agrees to a ~~principle~~ principal of noninterference in District administration necessary to the orderly and efficient implementation of District policy as established by the Board of Directors. The Board of Directors shall ensure that individual members will direct their business related concerns and communications to District members through the Fire Chief. The Fire Chief shall respond promptly to all inquiries from members of the Board of Directors, whether made individually or collectively.

The Fire Chief agrees to establish permanent residency within the geographical boundaries of the District within six (6) months from the date of employment. Failure to maintain a residency within the geographical boundaries of the District will be considered a voluntary resignation and not subject to severance provisions.

Term of Agreement: The term of this Agreement shall be ~~three-two (32) years, and one (1) week, commencing on July 1, 2019~~ 2022. And ending on July 8, 2024. Thereafter, ~~unless the District notifies the Fire Chief to the contrary in writing at least thirty (30) days before the start of the next agreement year, it shall be deemed that the District has renewed this Agreement for one (1) additional year. Unless the Fire Chief notifies the District to the contrary in writing at least thirty (30) days before the start of the next agreement year, the Fire Chief agrees to accept annual renewal of this Agreement.~~

~~a. The foregoing paragraph shall take full effect on July 1, 2019, and, absent notice as provided above to the contrary, shall automatically renew annually for the succeeding agreement year, which shall extend from July 1, 2022 (3 years later from above) to July 1, 2023 (1 year later) and during like period each year thereafter.~~

ab. Nothing in this Agreement shall grant the Fire Chief a property right in the position, nor prevent, limit, or otherwise interfere with the right of the District to terminate the services of the Fire Chief at any time, with or without cause, subject only to the provisions of this Agreement pertaining to termination and severance pay.

eb. The Fire Chief may resign at any time, subject only to the provisions of this Agreement relating to Notice (Reference 4.ec. below).

Termination and Severance:

a. Termination without Cause: This Agreement may be terminated either by the District or the Fire Chief for any reason whatsoever. The Fire Chief agrees to provide the District thirty (30) days written notice to the Board President. The Board agrees that a decision to terminate this Agreement shall be based on action at two (2) separate public meetings of the Board, held at least fourteen (14) days apart. The motion to terminate the agreement without cause must be approved by a majority of the Board members holding office at both public meetings.



b. Termination for Cause: This Agreement may be terminated immediately in the sole discretion of the District upon the occurrence of any one of the following events:

1. Employee willfully and continuously fails or refuses to comply with the policies, standards and regulations of the District as are established periodically;
2. Fire Chief has committed acts of fraud, dishonesty, misappropriation of funds, intentional deception of the Board or other authority, embezzlement, or other crimes, or misconduct reflecting poorly on the Fire Chief or the fire service in the rendering of the services on behalf of the District;
3. Fire Chief is convicted of any felony or other crime involving moral turpitude;
4. Fire Chief shall fail or refuse to perform faithfully or diligently any of the duties provided for in this Agreement.

ea. Severance Upon Termination: In the event the Fire Chief is terminated without cause by the District and during such time as the Fire Chief is willing and able to perform assigned duties, then in that event the District agrees to pay the Fire Chief a lump sum equal to the balance of the effective contract (computed based upon current annual base salary plus the costs of benefits provided for in this Agreement). If terminated for cause under paragraph 4(b) of this Agreement, then the District shall have no obligation to provide for or pay any severance payment.

eb. Severance Under Other Circumstances: If the District reduces the salary or financial benefits of the Fire Chief, or if the District refuses a written request that the District comply with any terms of that Agreement benefiting the Fire Chief, or if the Fire Chief resigns following public suggestion that he do so whether formal or informal by a majority of the Board of Directors, then the Fire Chief may, at the Chief's option, declare the Agreement to be terminated without cause and the severance pay provision under subparagraph (a)(e) of this section shall apply from the date of such declaration.

ec. Voluntary Resignation: If the Fire Chief voluntarily resigns employment and thereby terminates this Agreement before the expiration of the term of employment, then in order to resign in good standing the Fire Chief shall give the District at least 30 days' notice in advance, ~~then the District shall have no obligation to provide for or pay any severance payment. Then the District agrees to a 100% lump payout for all accumulated sick and vacation leave, then the District agrees to an accumulated stipend of \$15,000.00 per year of service with the District, retroactive to the initial date of hire (July 1, 2019).~~

~~fd. Sick and Vacation Payoff: Upon termination of this agreement or termination of the Fire Chief's employment for any reason, the Fire Chief shall be entitled to a lump sum payment equivalent to his then accrued sick and vacation balance.~~

ge-d. Severance upon Non-Renewal: Expiration of the Agreement term due to non-renewal by the District entitles the Fire Chief to severance equal to 3 months' salary and benefits.

Salary: Commencing on the effective date, the District shall pay the Fire Chief for services rendered an annual salary of One Hundred ~~Forty-Sixty-eight~~ Thousand, Dollars (\$~~140168,000.00~~), to be paid on a bi-weekly basis. In addition, the District will review the base salary and other benefits of the Fire Chief at the Fire Chief's annual performance review, which will be conducted in July of each year based on the prior year performance.

Hours of Work: The parties recognize that the Fire Chief must devote a great deal of time outside of normal office hours to District administration and fire suppression activities when required. The Fire Chief shall determine the hours of work so as to be available to the public on a predictable and regular basis and so as to accomplish the goals and tasks directed by the Board of Directors. The Fire Chief is entitled to take management time off to such an extent as the Fire Chief deems necessary and proper during business hours, and otherwise, provided that time off taken does not interfere with the performance of the Fire Chief's duties. The Fire Chief is salaried and shall not be entitled to overtime compensation unless authorized in writing by the Board of Directors.

Assigned Take-Home Vehicle: The Fire Chief will be issued a code 3 capable staff vehicle. The vehicle will be used by the Chief for region District business and for regularly commuting to and from home and work station. Because the Fire Chief is expected to be available for emergency response and on-call at all times, the Chief is allowed to use the district vehicle for personal use as long as such use is within a reasonable response distance for the District.

Professional Development: In accordance with District policy, the District shall budget and pay registration, travel and subsistence expenses of the Fire Chief for professional and official travel, meetings, and occasions deemed necessary or desirable to continue the professional development. The District will pay relevant membership expenses to professional associations which are necessary to maintain professional currency. This explicitly includes IAFC, WFCFA, and NFCA. All others are subject to approval during the normal budget process.

Fringe Benefits: Unless negotiated and otherwise explicitly specified, the Fire Chief will earn all benefits afforded to the District's non-represented employees. The benefit level will be determined by recognizing the Chief's career history (date of original employment in the fire service) as his/her employment date at the District for the purpose of benefit calculation.

The Fire Chief shall receive the following fringe benefits:

- A. Retirement: The District is a participating Nevada Public Employees Retirement System (NVPERS) employer. The District will pay the employer contribution at 100% to NVPERS.
- B. Health and Welfare: The Fire Chief shall be entitled to receive the same vacation and sick leave benefits, holiday, medical, dental and vision insurance and other fringe benefits and working conditions as they now exist or may be amended in the future.

- C. Uniforms and Safety Equipment: The Fire Chief shall receive at District expense all required uniforms and safety equipment necessary to perform the duties of the job. The District does not provide civilian clothing or civilian clothing allowance.
- D. Cell Technology: The District will provide the Fire Chief a data cellular phone and rate plan for district business purposes. If the Fire Chief prefers to use a personal cellular phone for personal and District business purposes, then the District will provide an \$80 monthly allowance to compensate for business use, including the use of a personal hotspot to connect the Districts laptop.
- ~~E. Moving Expenses: The District will pay and /or reimburse expenses associated with moving the Fire Chief's household to Fernley, Nevada based off reasonable and expected costs, up to \$13,000.00 (thirteen thousand dollars). Moving expenses include packing, moving, storage costs, unpacking and insurance charges for moving and storing Fire Chief's household goods.~~

Performance Evaluation: The Fire Chief will be evaluated annually based on the essential functions, values and guiding principles, and identified leadership competencies as defined in the Board adopted Job Description for Fire Chief dated July 1, 2019 and contained in Addendum A. Any unsatisfactory or needs improvement areas will be described in writing with reasonable detail along with the desired behavior change to give the Fire Chief an opportunity to correct the issue.

Amendments: Amendment to this Agreement shall be in writing and signed by both parties.

General Provisions: The provisions of this Agreement are for the benefits of the parties solely and shall not be binding upon or inure to the benefit of any other person or entity.

- A. If any provision of this Agreement is held to be invalid or unenforceable, the remainder of this Agreement shall be deemed severable and shall not be affected but shall remain in full force and effect.
- B. If any provision is found to be overbroad in scope or duration, then the breadth of the provision shall be reduced to the maximum allowed by law.
- C. If any suit or action (including any appeal) is brought to enforce this Agreement, the prevailing party shall be entitled to receive from the other party reasonable attorney fees and costs incurred in such litigation.

Effective Date: This Agreement shall be effective on July 1, ~~2019~~2022.



IN WITNESS WHEREOF, THE PARTIES HAVE EXECUTED THIS AGREEMENT AS APPROVED BY THE BOARD OF DIRECTORS OF NORTH LYON COUNTY FIRE PROTECTION DISTRICT DATED this 13th, X day of June X, 2019 X.

**FIRE CHIEF**

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Jason Nicholl, Fire Chief

**NORTH LYON COUNTY FIRE  
PROTECTION DISTRICT  
BOARD OF DIRECTORS**

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Dan McCassie, Chairman



~~Patricia Hen~~Greg McCaffrey, Vice-Chairman

~~William Riesen~~Mike Callagy, Jr., Secretary/Treasurer

~~Ferrin Hicks~~Harry Wheeler, Director

~~Matthew Johnson~~Paul Murphy, Director

**NORTH LYON COUNTY FIRE PROTECTION DISTRICT  
FIRE CHIEF EMPLOYMENT AGREEMENT – ~~July 1, 2019~~ July 1, 2022**

**PARTIES:** NORTH LYON COUNTY FIRE PROTECTION DISTRICT (a public body)  
(hereinafter "District")

and

Jason Nicholl, Fire Chief (hereinafter "Nicholl" or "Fire Chief")

**RECITALS:**

1. The District desires to ~~obtain~~-retain employment of Jason Nicholl as Fire Chief and to establish by this Agreement the terms and conditions of employment of the Fire Chief.
2. Jason Nicholl desires to ~~obtain~~-retain employment as Fire Chief.

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**IT IS AGREED:**

1. Duties: The District shall employ Jason Nicholl as Fire Chief, to perform the functions and duties of Fire Chief as specified in the policies and procedures, rules and regulations of the District, and as hereinafter set forth, and as prescribed or assigned by the Board of Directors of the District periodically. The Board of Directors vests in the Fire Chief the day-to-day operational control of Fire District operations, and reserves to the Board of Directors sole policy making authority and exclusive control over all matters of fiscal policy, budget and financial matters.

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The authority of the Fire Chief, consistent with state law, shall include but not be limited to the following essential functions:

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- A. Oversee the operation of all matters pertaining to the District; Ensure that the vision of reducing and eliminating risk for the patrons is achieved at the highest level possible with the funding available;
- B. Provide effective leadership for all personnel necessary to carry out the business and mission of the District;
- C. Oversee the District's personnel management system including hiring, promotions, appraisals, and discipline.
- D. Oversee the development and administration of the Strategic Plan, Standards of Cover, and Code Enforcement for the District;
- E. Oversee the development and administration of the District Budget; including serving as the Budget Officer;
- F. Communicate effectively with District Personnel, Board of Directors, Budget Committee, Civil Service, Labor Officials, and the Community;

- G. Ensure effective maintenance of all facilities and equipment owned or managed by the District, including managing a capital replacement program;
- H. Cultivate relationships with local, state, and regional partners and stakeholders;
- I. Respond to critical emergencies with the capability of supporting or assuming Command;
- J. Perform other duties as assigned by the Board of Directors.

The Board of Directors agrees to a ~~principle~~ principle of noninterference in District administration necessary to the orderly and efficient implementation of District policy as established by the Board of Directors. The Board of Directors shall ensure that individual members will direct their business related concerns and communications to District members through the Fire Chief. The Fire Chief shall respond promptly to all inquiries from members of the Board of Directors, whether made individually or collectively.

The Fire Chief agrees to establish permanent residency within the geographical boundaries of the District within six (6) months from the date of employment. Failure to maintain a residency within the geographical boundaries of the District will be considered a voluntary resignation and not subject to severance provisions.

2. Term of Agreement: The term of this Agreement shall be ~~three-two (32) years, and one (1) week, commencing on July 1, 2019/2022. And ending on July 3, 2024.~~ Thereafter, unless the District notifies the Fire Chief to the contrary in writing at least thirty (30) days before the start of the next agreement year, it shall be deemed that the District has renewed this Agreement for one (1) additional year. Unless the Fire Chief notifies the District to the contrary in writing at least thirty (30) days before the start of the next agreement year, the Fire Chief agrees to accept annual renewal of this Agreement.

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~~a. The foregoing paragraph shall take full effect on July 1, 2019, and, absent notice as provided above to the contrary, shall automatically renew annually for the succeeding agreement year, which shall extend from July 1, 2022 (3 years later from above) to July 1, 2023 (1 year later) and during like period each year thereafter.~~

ab. Nothing in this Agreement shall grant the Fire Chief a property right in the position, nor prevent, limit, or otherwise interfere with the right of the District to terminate the services of the Fire Chief at any time, with or without cause, subject only to the provisions of this Agreement pertaining to termination and severance pay.

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eb. The Fire Chief may resign at any time, subject only to the provisions of this Agreement relating to Notice (Reference 4. ec. below).

3. Termination and Severance:

a. Termination without Cause: This Agreement may be terminated either by the District or the Fire Chief for any reason whatsoever. The Fire Chief agrees to provide the District thirty (30) days written notice to the Board President. The Board agrees that a decision to terminate this Agreement

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shall be based on action at two (2) separate public meetings of the Board, held at least fourteen (14) days apart. The motion to terminate the agreement without cause must be approved by a majority of the Board members holding office at both public meetings.

b. Termination for Cause: This Agreement may be terminated immediately in the sole discretion of the District upon the occurrence of any one of the following events:

1. Employee willfully and continuously fails or refuses to comply with the policies, standards and regulations of the District as are established periodically;
2. Fire Chief has committed acts of fraud, dishonesty, misappropriation of funds, intentional deception of the Board or other authority, embezzlement, or other crimes, or misconduct reflecting poorly on the Fire Chief or the fire service in the rendering of the services on behalf of the District;
3. Fire Chief is convicted of any felony or other crime involving moral turpitude;
4. Fire Chief shall fail or refuse to perform faithfully or diligently any of the duties provided for in this Agreement.

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eb. Severance Upon Termination: In the event the Fire Chief is terminated without cause by the District and during such time as the Fire Chief is willing and able to perform assigned duties, then in that event the District agrees to pay the Fire Chief a lump sum equal to the balance of the effective contract (computed based upon current annual base salary plus the costs of benefits provided for in this Agreement). If terminated for cause under paragraph 43(b) of this Agreement, then the District shall have no obligation to provide for or pay any severance payment.

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ec. Severance Under Other Circumstances: If the District reduces the salary or financial benefits of the Fire Chief, or if the District refuses a written request that the District comply with any terms of that Agreement benefiting the Fire Chief, or if the Fire Chief resigns following public suggestion that he do so whether formal or informal by a majority of the Board of Directors, then the Fire Chief may, at the Chief's option, declare the Agreement to be terminated without cause and the severance pay provision under subparagraph (a)(e) of this section shall apply from the date of such declaration.

ed. Voluntary Resignation: If the Fire Chief voluntarily resigns employment and thereby terminates this Agreement before the expiration of the term of employment, then in order to resign in good standing the Fire Chief shall give the District at least 30 days' notice in advance, ~~then the District shall have no obligation to provide for or pay any severance payment. Then the District agrees to a 100% lump payout for all accumulated sick and~~



~~vacation leave, then the District agrees to an accumulated stipend of \$15,000.00 per year of service with the District, retroactive to the initial date of hire (July 1, 2019).~~

~~f1. Sick and Vacation Payout: Upon termination of this agreement or termination of the Fire Chief's employment for any reason, the Fire Chief shall be entitled to a lump sum payment equivalent to his then accrued sick and vacation balance.~~

~~g2.ed. Severance upon Non-Renewal: Expiration of the Agreement term due to non-renewal by the District entitles the Fire Chief to severance equal to 3 months' salary and benefits.~~

~~f. Earned benefit severance: Separation of employment for any reason the District agrees to an accumulated stipend of \$15,000.00 per year of service with the District, retroactive to the initial date of hire (July 1, 2019) in lieu of any accumulated vacation or sick leave payout.~~

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4. Salary: Commencing on the effective date, the District shall pay the Fire Chief for services rendered an annual salary of One Hundred ~~Forty-Sixty-eight~~ Thousand, Dollars (\$~~140~~163,000.00), to be paid on a bi-weekly basis. In addition, the District will review the base salary and other benefits of the Fire Chief at the Fire Chief's annual performance review, which will be conducted in July of each year based on the prior year performance.

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5. Hours of Work: The parties recognize that the Fire Chief must devote a great deal of time outside of normal office hours to District administration and fire suppression activities when required. The Fire Chief shall determine the hours of work so as to be available to the public on a predictable and regular basis and so as to accomplish the goals and tasks directed by the Board of Directors. The Fire Chief is entitled to take management time off to such an extent as the Fire Chief deems necessary and proper during business hours, and otherwise, provided that time off taken does not interfere with the performance of the Fire Chief's duties. The Fire Chief is salaried and shall not be entitled to overtime compensation unless authorized in writing by the Board of Directors.

6. Assigned Take-Home Vehicle: The Fire Chief will be issued a code 3 capable staff vehicle. The vehicle will be used by the Chief for region District business and for regularly commuting to and from home and work station. Because the Fire Chief is expected to be available for emergency response and on-call at all times, the Chief is allowed to use the district vehicle for personal use as long as such use is within a reasonable response distance for the District.

7. Professional Development: In accordance with District policy, the District shall budget and pay registration, travel and subsistence expenses of the Fire Chief for professional and official travel, meetings, and occasions deemed necessary or desirable to continue the professional development. The District will pay relevant membership expenses to professional associations which are necessary to

maintain professional currency. This explicitly includes IAFC, WFLA, and NFCA. All others are subject to approval during the normal budget process.

8. Fringe Benefits: Unless negotiated and otherwise explicitly specified, the Fire Chief will earn all benefits afforded to the District's non-represented employees. The benefit level will be determined by recognizing the Chief's career history (date of original employment in the fire service) as his/her employment date at the District for the purpose of benefit calculation.

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The Fire Chief shall receive the following fringe benefits:

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- A. Retirement: The District is a participating Nevada Public Employees Retirement System (NVPERS) employer. The District will pay the employer contribution at 100% to NVPERS.
- B. Health and Welfare: The Fire Chief shall be entitled to receive the same vacation and sick leave benefits, holiday, medical, dental and vision insurance and other fringe benefits and working conditions as they now exist or may be amended in the future.
- C. Uniforms and Safety Equipment: The Fire Chief shall receive at District expense all required uniforms and safety equipment necessary to perform the duties of the job. The District does not provide civilian clothing or civilian clothing allowance.
- D. Cell Technology: The District will provide the Fire Chief a data cellular phone and rate plan for district business purposes. If the Fire Chief prefers to use a personal cellular phone for personal and District business purposes, then the District will provide an \$80 monthly allowance to compensate for business use, including the use of a personal hotspot to connect the District's laptop.
- ~~E. Moving Expenses: The District will pay and/or reimburse expenses associated with moving the Fire Chief's household to Fernley, Nevada based off reasonable and expected costs, up to \$13,000.00 (thirteen thousand dollars). Moving expenses include packing, moving, storage costs, unpacking and insurance charges for moving and storing Fire Chief's household goods.~~
9. Performance Evaluation: The Fire Chief will be evaluated annually based on the essential functions, values and guiding principles, and identified leadership competencies as defined in the Board adopted Job Description for Fire Chief dated July 1, 2019 and contained in Addendum A. Any unsatisfactory or needs improvement areas will be described in writing with reasonable detail along with the desired behavior change to give the Fire Chief an opportunity to correct the issue.
10. Amendments: Amendment to this Agreement shall be in writing and signed by both parties.

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11. General Provisions: The provisions of this Agreement are for the benefits of the parties solely and shall not be binding upon or inure to the benefit of any other person or entity.
- A. If any provision of this Agreement is held to be invalid or unenforceable, the remainder of this Agreement shall be deemed severable and shall not be affected but shall remain in full force and effect.
  - B. If any provision is found to be overbroad in scope or duration, then the breadth of the provision shall be reduced to the maximum allowed by law.
  - C. If any suit or action (including any appeal) is brought to enforce this Agreement, the prevailing party shall be entitled to receive from the other party reasonable attorney fees and costs incurred in such litigation.
12. Effective Date: This Agreement shall be effective on July 1, ~~2019~~2022.

IN WITNESS WHEREOF, THE PARTIES HAVE EXECUTED THIS AGREEMENT AS APPROVED BY THE BOARD OF DIRECTORS OF NORTH LYON COUNTY FIRE PROTECTION DISTRICT DATED this ~~14th~~ day of ~~June~~, ~~2019~~.

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**FIRE CHIEF**

\_\_\_\_\_  
Jason Nicholl, Fire Chief

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~~Patricia Hon~~Greg McCaffrey, Vice-Chairman

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~~William Riesen~~Mike Callagy, Jr., Secretary/Treasurer

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~~Ferrin Hicks~~Harry Wheeler, Director

\_\_\_\_\_  
~~Matthew Johnson~~Paul Murphy, Director

**NORTH LYON COUNTY FIRE  
PROTECTION DISTRICT  
BOARD OF DIRECTORS**

\_\_\_\_\_  
Dan McCassie, Chairman



**NORTH LYON COUNTY FIRE PROTECTION DISTRICT  
FIRE CHIEF EMPLOYMENT AGREEMENT – July 1, 2022**

**PARTIES:** NORTH LYON COUNTY FIRE PROTECTION DISTRICT (a public body)  
(hereinafter "District")

and

Jason Nicholl, Fire Chief (hereinafter "Nicholl" or "Fire Chief")

**RECITALS:**

1. The District desires to retain employment of Jason Nicholl as Fire Chief and to establish by this Agreement the terms and conditions of employment of the Fire Chief.
2. Jason Nicholl desires to retain employment as Fire Chief.

**IT IS AGREED:**

1. Duties: The District shall employ Jason Nicholl as Fire Chief, to perform the functions and duties of Fire Chief as specified in the policies and procedures, rules and regulations of the District, and as hereinafter set forth, and as prescribed or assigned by the Board of Directors of the District periodically. The Board of Directors vests in the Fire Chief the day-to-day operational control of Fire District operations, and reserves to the Board of Directors sole policy making authority and exclusive control over all matters of fiscal policy, budget and financial matters.

The authority of the Fire Chief, consistent with state law, shall include but not be limited to the following essential functions:

- A. Oversee the operation of all matters pertaining to the District; Ensure that the vision of reducing and eliminating risk for the patrons is achieved at the highest level possible with the funding available;
- B. Provide effective leadership for all personnel necessary to carry out the business and mission of the District;
- C. Oversee the District's personnel management system including hiring, promotions, appraisals, and discipline.
- D. Oversee the development and administration of the Strategic Plan, Standards of Cover, and Code Enforcement for the District;
- E. Oversee the development and administration of the District Budget; including serving as the Budget Officer;
- F. Communicate effectively with District Personnel, Board of Directors, Budget Committee, Civil Service, Labor Officials, and the Community;

- G. Ensure effective maintenance of all facilities and equipment owned or managed by the District, including managing a capital replacement program;
- H. Cultivate relationships with local, state, and regional partners and stakeholders;
- I. Respond to critical emergencies with the capability of supporting or assuming Command;
- J. Perform other duties as assigned by the Board of Directors.

The Board of Directors agrees to a principle of noninterference in District administration necessary to the orderly and efficient implementation of District policy as established by the Board of Directors. The Board of Directors shall ensure that individual members will direct their business related concerns and communications to District members through the Fire Chief. The Fire Chief shall respond promptly to all inquiries from members of the Board of Directors, whether made individually or collectively.

The Fire Chief agrees to establish permanent residency within the geographical boundaries of the District within six (6) months from the date of employment. Failure to maintain a residency within the geographical boundaries of the District will be considered a voluntary resignation and not subject to severance provisions.

- 2. Term of Agreement: The term of this Agreement shall be two (2) years, and one (1) week, commencing on July 1, 2022 And ending on July 8, 2024.
  - a. Nothing in this Agreement shall grant the Fire Chief a property right in the position, nor prevent, limit, or otherwise interfere with the right of the District to terminate the services of the Fire Chief at any time, with or without cause, subject only to the provisions of this Agreement pertaining to termination and severance pay.
  - b. The Fire Chief may resign at any time, subject only to the provisions of this Agreement relating to Notice (Reference 4.c. below).
- 3. Termination and Severance:
  - a. Termination without Cause: This Agreement may be terminated either by the District or the Fire Chief for any reason whatsoever. The Fire Chief agrees to provide the District thirty (30) days written notice to the Board President. The Board agrees that a decision to terminate this Agreement shall be based on action at two (2) separate public meetings of the Board, held at least fourteen (14) days apart. The motion to terminate the agreement without cause must be approved by a majority of the Board members holding office at both public meetings.
  - b. Termination for Cause: This Agreement may be terminated immediately in the sole discretion of the District upon the occurrence of any one of the following events:

1. Employee willfully and continuously fails or refuses to comply with the policies, standards and regulations of the District as are established periodically;
  2. Fire Chief has committed acts of fraud, dishonesty, misappropriation of funds, intentional deception of the Board or other authority, embezzlement, or other crimes, or misconduct reflecting poorly on the Fire Chief or the fire service in the rendering of the services on behalf of the District;
  3. Fire Chief is convicted of any felony or other crime involving moral turpitude;
  4. Fire Chief shall fail or refuse to perform faithfully or diligently any of the duties provided for in this Agreement.
- b. Severance Upon Termination: In the event the Fire Chief is terminated without cause by the District and during such time as the Fire Chief is willing and able to perform assigned duties, then in that event the District agrees to pay the Fire Chief a lump sum equal to the balance of the effective contract (computed based upon current annual base salary plus the costs of benefits provided for in this Agreement). If terminated for cause under paragraph 3(b) of this Agreement, then the District shall have no obligation to provide for or pay any severance payment.
- c. Severance Under Other Circumstances: If the District reduces the salary or financial benefits of the Fire Chief, or if the District refuses a written request that the District comply with any terms of that Agreement benefiting the Fire Chief, or if the Fire Chief resigns following public suggestion that he do so whether formal or informal by a majority of the Board of Directors, then the Fire Chief may, at the Chief's option, declare the Agreement to be terminated without cause and the severance pay provision under subparagraph (a) of this section shall apply from the date of such declaration.
- d. Voluntary Resignation: If the Fire Chief voluntarily resigns employment and thereby terminates this Agreement before the expiration of the term of employment, then in order to resign in good standing the Fire Chief shall give the District at least 30 days' notice in advance,
- e. Severance upon Non-Renewal: Expiration of the Agreement term due to non-renewal by the District entitles the Fire Chief to severance equal to 3 months' salary and benefits.
- f. Earned benefit severance: Separation of employment for any reason the District agrees to an accumulated stipend of \$15,000.00 per year of service with the District, retroactive to the initial date of hire (July 1, 2019) in lieu of any accumulated vacation or sick leave payout.

4. Salary: Commencing on the effective date, the District shall pay the Fire Chief for services rendered an annual salary of One Hundred Sixty-eight Thousand, Dollars (\$168,000.00), to be paid on a bi-weekly basis. In addition, the District will review the base salary and other benefits of the Fire Chief at the Fire Chief's annual performance review, which will be conducted in July of each year based on the prior year performance.
5. Hours of Work: The parties recognize that the Fire Chief must devote a great deal of time outside of normal office hours to District administration and fire suppression activities when required. The Fire Chief shall determine the hours of work so as to be available to the public on a predictable and regular basis and so as to accomplish the goals and tasks directed by the Board of Directors. The Fire Chief is entitled to take management time off to such an extent as the Fire Chief deems necessary and proper during business hours, and otherwise, provided that time off taken does not interfere with the performance of the Fire Chief's duties. The Fire Chief is salaried and shall not be entitled to overtime compensation unless authorized in writing by the Board of Directors.
6. Assigned Take-Home Vehicle: The Fire Chief will be issued a code 3 capable staff vehicle. The vehicle will be used by the Chief for region District business and for regularly commuting to and from home and work station. Because the Fire Chief is expected to be available for emergency response and on-call at all times, the Chief is allowed to use the district vehicle for personal use as long as such use is within a reasonable response distance for the District.
7. Professional Development: In accordance with District policy, the District shall budget and pay registration, travel and subsistence expenses of the Fire Chief for professional and official travel, meetings, and occasions deemed necessary or desirable to continue the professional development. The District will pay relevant membership expenses to professional associations which are necessary to maintain professional currency. This explicitly includes IAFC, WFCMA, and NFCA. All others are subject to approval during the normal budget process.
8. Fringe Benefits: Unless negotiated and otherwise explicitly specified, the Fire Chief will earn all benefits afforded to the District's non-represented employees. The benefit level will be determined by recognizing the Chief's career history (date of original employment in the fire service) as his/her employment date at the District for the purpose of benefit calculation.

The Fire Chief shall receive the following fringe benefits:

- A. Retirement: The District is a participating Nevada Public Employees Retirement System (NVPERS) employer. The District will pay the employer contribution at 100% to NVPERS.
- B. Health and Welfare: The Fire Chief shall be entitled to receive the same vacation and sick leave benefits, holiday, medical, dental and vision insurance and other fringe benefits and working conditions as they now exist or may be amended in the future.



- C. Uniforms and Safety Equipment: The Fire Chief shall receive at District expense all required uniforms and safety equipment necessary to perform the duties of the job. The District does not provide civilian clothing or civilian clothing allowance.
- D. Cell Technology: The District will provide the Fire Chief a data cellular phone and rate plan for district business purposes. If the Fire Chief prefers to use a personal cellular phone for personal and District business purposes, then the District will provide an \$80 monthly allowance to compensate for business use, including the use of a personal hotspot to connect the Districts laptop.
- 9. Performance Evaluation: The Fire Chief will be evaluated annually based on the essential functions, values and guiding principles, and identified leadership competencies as defined in the Board adopted Job Description for Fire Chief dated July 1, 2019 and contained in Addendum A. Any unsatisfactory or needs improvement areas will be described in writing with reasonable detail along with the desired behavior change to give the Fire Chief an opportunity to correct the issue.
- 10. Amendments: Amendment to this Agreement shall be in writing and signed by both parties.
- 11. General Provisions: The provisions of this Agreement are for the benefits of the parties solely and shall not be binding upon or inure to the benefit of any other person or entity.
  - A. If any provision of this Agreement is held to be invalid or unenforceable, the remainder of this Agreement shall be deemed severable and shall not be affected but shall remain in full force and effect.
  - B. If any provision is found to be overbroad in scope or duration, then the breadth of the provision shall be reduced to the maximum allowed by law.
  - C. If any suit or action (including any appeal) is brought to enforce this Agreement, the prevailing party shall be entitled to receive from the other party reasonable attorney fees and costs incurred in such litigation.
- 12. Effective Date: This Agreement shall be effective on July 1, 2022.

IN WITNESS WHEREOF, THE PARTIES HAVE EXECUTED THIS AGREEMENT AS APPROVED BY THE BOARD OF DIRECTORS OF NORTH LYON COUNTY FIRE PROTECTION DISTRICT DATED this X day of X, X.

**FIRE CHIEF**

**NORTH LYON COUNTY FIRE  
PROTECTION DISTRICT  
BOARD OF DIRECTORS**

\_\_\_\_\_  
Jason Nicholl, Fire Chief

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Dan McCassie, Chairman

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Greg McCaffrey, Vice-Chairman

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Mike Callagy, Jr., Secretary/Treasurer

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Harry Wheeler, Director

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Paul Murphy, Director