

30 5. **BOARD ELECTIONS OF OFFICERS FOR 2025:** Chief McReynolds informed those present that this is
31 the time of year the Board is to select officers for the coming year. The new officers are to assume
32 office at the end of the meeting. President Pike turned the meeting over to Counsel Steinke for the
33 election of officers. Counsel Steinke called for nominations for President. Director Pike made a
34 motion to nominate Director Shaw, which was seconded by Director Egkan. Director Shaw accepted
35 the nomination, and the motion carried by the following vote: **Ayes:** Bartholomew, Egkan, Munson,
36 Pike, and Shaw. Counsel Steinke asked for nominations for the election of Vice President. Director
37 Shaw made a motion to nominate Director Egkan, seconded by Director Bartholomew. Director
38 Egkan accepted the nomination, and the motion carried by the following vote: **Ayes:** Bartholomew,
39 Egkan, Munson, Pike, and Shaw. At the conclusion of the election, the meeting was returned to
40 President Pike.

41 **DISCUSSION/PRESENTATION AGENDA**

42 6. **UTILITY TASK VEHICLE (UTV) PRESENTATION:** The District was recently awarded a grant in the
43 amount of \$50,000 from the San Diego County Community Enhancement Program. Funds were used
44 to purchase a Prowler C4XM UTV, which allows for expanded rescue capabilities in remote locations.
45 Engineer Cain provided an overview of the UTV, and then President Pike requested a 10-minute
46 recess for the Board and Staff to view the vehicle.

47 **ACTION AGENDA**

48 **CONSENT ITEMS:**

49 7. **REVIEW AND ACCEPT REGULAR BOARD MEETING MINUTES FOR OCTOBER 22, 2024.**

50 8. **REVIEW AND ACCEPT FINANCIAL REPORTS FOR SEPTEMBER AND OCTOBER 2024.**

51 9. **REVIEW AND ACCEPT POLICIES & PROCEDURES:**

52 There were no policies or procedures for the December 10, 2024, Regular Board Meeting.

53 10. **REVIEW AND ACCEPT THE MONTHLY OPERATIONS ACTIVITY REPORT FOR OCTOBER AND NOVEMBER**
54 **2024.**

55 11. **WAIVE THE FULL TEXT READING OF ALL ORDINANCES.**

56 12. **LEASE-TO-OWN PURCHASE AGREEMENT: STRYKER.**

57 President Pike inquired whether there were any questions on consent items 7-12. There being
58 no discussion and no public comment, President Pike asked for a motion to approve the consent

59 agenda. On a motion by Vice President Shaw seconded by Director Egkan, the motion to approve the
60 consent agenda passed unanimously.

61 **ACTION ITEMS:**

62 13. **HUMAN RESOURCES: REVISED FINANCE MANAGER POSITION:** Chief McReynolds presented the
63 revised Finance Manager job description to the Board, as the position is currently vacant. Chief
64 McReynolds along with HR Specialist Goss determined a more comprehensive job description with
65 enhanced responsibilities, knowledge, and skills to meet the needs of managing the District's \$27M
66 annual budget was warranted, as the position will serve as both a strategic financial leader and
67 accounting manager, overseeing multiple facets of the finance division. After researching similar
68 finance positions in the region, Staff recommend the base salary range for the position be between
69 \$146,000 and \$182,000 annually depending on formal qualifications and experience. Director Egkan
70 noted comparable positions in the area may be from cities and not special districts, to which Chief
71 McReynolds agreed, indicating the positions listed in the staff report were chosen specifically as they
72 are from similarly structured agencies. Staff determined keeping the position of finance manager and
73 not a chief financial officer was appropriate based on the size and current budget of the District.
74 Director Egkan asked if educational requirements for the position were modified. Chief McReynolds
75 advised the Board a bachelor's degree is required, with a master's degree and additional certifications
76 in payroll or as a CPA highly desirable. On a motion by Director Munson seconded by Vice President
77 Shaw, the motion to approve the revised finance manager position and post the job announcement
78 with a salary range of \$146,000 to \$182,000 annually passed unanimously.

79 14. **PUBLIC HEARING DATE/TIME CERTAIN DECEMBER 10, 2024, AT 5:05 P.M. TO HOLD A SECOND READING**
80 **OF ORDINANCE 2024-01, SETTING COMPENSATION FOR THE BOARD OF DIRECTORS OF THE NCFPD:**

81 President Pike declared the public hearing open at 5:45 p.m. Chief McReynolds presented the
82 proposed ordinance to the Board noting director compensation, currently set at \$100 per meeting, has
83 not seen an increase in at least 18 years. The NCFPD has never set director compensation by
84 ordinance and instead has set rates through its adoption of the Expenses Policy and by resolution. The
85 increase is limited to 5% of the current rate under Health and Safety Code section 13857. If adopted,
86 Ordinance 2024-01 would set compensation at \$105 per meeting for up to 4 meetings per month,
87 taking effect at the January 28, 2025, Regular Board Meeting. President Pike asked if there was any

88 public comment on agenda item #14; there being no public comment, the public hearing was closed
89 at 5:49 p.m. Director Bartholomew asked if the newly adjusted compensation could be retroactive, to
90 which Counsel Steinke stated it could not. On a motion by Director Bartholomew seconded by Director
91 Egkan, the motion to adopt Ordinance 2024-01, increasing director compensation to \$105 per meeting
92 for up to 4 meetings a month, passed by the following roll call vote: **Ayes:** Bartholomew, Egkan,
93 Munson, Pike, and Shaw.

94 **LEGAL COUNSEL REPORT:** General Counsel Steinke reviewed the report: Update on the Status of the
95 November 2024 State-wide Ballot Propositions.

96 ● **WRITTEN COMMUNICATION:** Information only; no action required.

97 ● **BOARD RECOGNITION PROGRAM:** Information only; no action required.

98 ● **STAFF REPORTS/UPDATES:**

99 ● **KEITH McREYNOLDS, FIRE CHIEF:** Chief McReynolds informed the Board of the following
100 items:

- 101 ○ The annual officer's meeting was well-attended, with all captains and chief officers
102 participating.
- 103 ○ Fleet Vehicles: Q1 of 2025 the new type 1 engine will arrive, along with a new BC
104 truck and an additional staff vehicle.
- 105 ○ The Fallbrook Christmas Parade was well-attended, and the District Christmas party
106 will be held this Friday at Station 1 from 5:30 – 7:30 p.m.

107 ● **CHIEF OFFICERS AND OTHER STAFF: BC HARRINGTON:** BC Harrington provided a training
108 report update on behalf of BC DeCamp, noting a multi-company training is taking place between
109 NCF, Oceanside, and Vista Fire Departments. **BC KRUMWIEDE:** BC Krumwiede provided no update
110 on his areas of responsibility. **DC AUGUST:** DC August provided an update on facility projects. **FM**
111 **FIERI:** FM Fieri provided updates on the proposed battery storage facilities. President Pike asked
112 where the location for the new facility would be. FM Fieri said the new project, named Avocado Falls,
113 will be located adjacent to the current active site at 1309 E. Mission Road. FM Fieri also provide
114 community risk reduction updates, reminding the Board January 4 will be chipping day at Station 4.

115 **HR SPECIALIST GOSS:** HR Specialist Goss provided staffing updates, noting the preemployment
116 process for new firefighters and single roles is underway. The District anticipates hiring more EMTs

117 in the new year. **DFC MACMILLAN:** DFC MacMillan provided an overview of the November 8 Garden
118 Fire, in which the Rainbow Municipal Water District heli-hydrant was utilized approximately 35 times
119 by air crews; there were no casualties and no homes were lost.

120 ● **BOARD:** Director Egkan reminded the Board he is a member of the LAFCO Special District
121 Advisory Committee and will report updates regarding Committee business throughout the new year.
122 President Pike attended the recent NCDJPA meeting and will be providing NCDJPA updates to the
123 Board throughout the new year. All Directors welcomed newly elected Director Mark Bartholomew
124 to the Board.

125 ● **BARGAINING GROUPS:** Captain Lewis welcomed Director Bartholomew to the Board.

126 ● **PUBLIC COMMENT:** There was no public comment.

127 **CLOSED SESSION**

128 At 6:15 p.m. President Pike inquired whether there was a motion to adjourn to closed session. On a
129 motion by director Egkan seconded by Vice President Shaw, there was no objection to
130 adjournment. President Pike read the items to be discussed in closed session and open session
131 was closed. A short break ensued after the reading of the closed session items. At 6:25 p.m. the
132 Board entered closed session to hear:

133 **CS-1. ANNOUNCEMENT – PRESIDENT PIKE:**

134 **CS-2. CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION (GOVT. CODE §54956.9(d)(1)); JUUL**
135 **V. NORTH COUNTY FIRE PROTECTION DISTRICT, ET AL. (SDSC CASE NO.: 24CU016872C)**

136 **CS-3. CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION (GOVT. CODE §54956.9(D)(2)-**
137 **(4)); ONE CASE**

138 **CS-4. CONFERENCE WITH LABOR NEGOTIATOR (GOVERNMENT CODE §54957.6): AGENCY REP. – CHIEF**
139 **MCREYNOLDS; EMPLOYEE ORGANIZATION – MANAGEMENT GROUP EMPLOYEES**

140 **CS-5. REPORT FROM CLOSED SESSION – PRESIDENT PIKE:**

141 ● **REOPENING TO OPEN SESSION:**

142 On a motion by Director Egkan seconded by Director Bartholomew which passed unanimously, the
143 Board returned to open session at 7:13 p.m. and the following items were reported out to the public:

144 **CS-2. CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION (GOVT. CODE §54956.9(d)(1)) JUUL**
145 **V. NORTH COUNTY FIRE PROTECTION DISTRICT, ET AL. (SDSC CASE NO.: 24CU016872C):** There was
146 no reportable action.

147 **CS-3. CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION (GOVT. CODE §54956.9(d)(2)-**
148 **(4): ONE CASE:** There was no reportable action.

149 **CS-4. CONFERENCE WITH LABOR NEGOTIATOR (GOVERNMENT CODE §54957.6): AGENCY REP. – CHIEF**
150 **McREYNOLDS; EMPLOYEE ORGANIZATION – MANAGEMENT GROUP EMPLOYEES:** On a motion by
151 Director Egkan seconded by Vice President Shaw, the motion to authorize the removal of the
152 Finance Manager position from the Management Group Employee Bargaining Unit passed
153 unanimously.

154 **ADJOURNMENT**

155 A motion was made at 7:16 p.m. by Vice President Shaw seconded by Director Bartholomew to
156 adjourn the meeting and reconvene on January 28, 2025, at 5:00 p.m., which motion carried
157 unanimously.

158
159 Respectfully submitted,

160 
161

162 Mavis Canpinar

163 Board Clerk

164

165 Minutes approved at the Board of Director's Meeting on:

166

1/28/25