

**NORTH LAKE TAHOE FIRE PROTECTION DISTRICT
BOARD OF DIRECTORS MEETING MINUTES**

December 15, 2021

LOCATION: 863 Tanager, Incline Village, Nevada.

MEETING CALLED TO ORDER: Vice-Chair Cross called the meeting to order at 12:00 p.m.

***Roll Call of the North Lake Tahoe Fire Protection District Board of Directors:** Upon roll call, the following Board Members were present: Art Cross, Vice-Chairman; via teleconference Denise Bremer, Secretary-Treasurer; Greg McKay, Director; James Costalupes, Director. Absent Susan Herron, Chairman.

***Guests present:** Fire Chief Ryan Sommers, NLTFPD; Assistant Fire Chief Russell Barnum, NLTFPD; Business Manager Sharon Cary, NLTFPD; Fire Marshal Jennifer Donohue, NLTFPD; via videoconference, Legal Counsel, Alex Velto; Division Chief Isaac Powning, NLTFPD; Jim Nelligan, Local 2139 Union Vice-President; Administrative Assistant/Board Secretary Andreina Quiroz, NLTFPD; Compliance Office Erick Rodriguez, NLTFPD; Crew Fire Captain Carson Tomicic, NLTFPD; Logistics Manager Alan Green, NLTFPD; via videoconference Kurt Schlicker, Eide Bailly; via teleconference Kenneth Leijon, Citizen; William Kahrs, Citizen; Linda Kahrs, Citizen.

Approval of Agenda: Approved as submitted.

***NRS 241.020 RE: Public Comment. This is a Time for the Public to Comment on any Matter, Whether or Not it is Included on the Agenda of this Meeting.**

CONSENT AGENDA: Approved as submitted.

Approval of Minutes of the November 17, 2021 Board of Directors Meeting.

Review of Accounts Payable for November 2021.

Approval of the November 2021 Monthly Management Report.

NEW BUSINESS

- 1.** Discussion and Possible Action to accept the Fiscal Year 2020-2021 Audit Report from Eide Bailly, presented by Business Manager Cary.

1
2 Business Manager Cary informed Kurt Schlicker, Audit Manager with
3 Eide Bailly would be presenting via videoconference.
4

5 Mr. Schlicker thanked Business Manager Cary and the Board of
6 Directors (BOD) for having him. Mr. Schlicker continued by
7 introducing himself as Kurt Schlicker, Partner with Eide Bailly
8 adding he has been performing NLTFPD's audit for many years now.
9

10 Before presenting the audit, Mr. Schlicker again thanked Business
11 Manager Cary and the Administration staff for their cooperation and
12 assistance on the audit, explaining the completion of an audit takes
13 cooperation from both sides, along with many hours to compile and
14 it is a big effort for all those involved, and he would like to extend
15 his gratitude to Business Manager Cary and team for their
16 assistance.
17

18 Mr. Schlicker began by informing the Board of the Unmodified
19 Opinion of the audit, which means the audit can be materially relied
20 upon from whoever needs to rely on it, whether that be the public,
21 members of the district, grantors, the audit is free from material
22 mistakes on a reasonable assurance base which is the highest or
23 best opinion that is given in the profession. Mr. Schlicker stated if
24 anyone is curious, they are welcome to read through the three-
25 page opinion that states the audit is unmodified.
26

27 Mr. Schlicker moved on to explain pages 4A-4G are written by
28 Business Manager Cary every year, it is Management's Discussion
29 and Analysis (MDA), it is a financial highlight to describe what
30 happened in the district, financially, during the year. Mr. Schlicker
31 said he would not read over the statement but if anyone was
32 curious, the MDA provides five to six pages of summary without
33 having to go into details, if anyone is ever curious of what
34 happened during the year.
35

36 Mr. Schlicker moved on to go over the Statement of Net Position
37 explaining that is for the Government on behalf of the district and
38 that this is not broken down into fund components, but the districts
39 consolidated on accrual basis. Mr. Schlicker stated that usually
40 members of management do not necessarily like this statement a
41 whole lot because it does not present on the budgetary basis
42 accounting that everyone in the Government is used to as this is
43 usually more for bond holders and bankers. Mr. Schlicker wanted to
44 highlight, that the district has an aggregate deficit net position of

1 \$10.7 million, which sounds bad, but it is not bad, because as Mr.
2 Schlicker has explained in previous years, the districts portion of
3 the Public Employees' Retirement System (PERS) liability which we
4 cannot pre-fund or do anything with but make statutory
5 contributions is \$16.8 million. Mr. Schlicker explained that if we
6 excluded that amount and exclude the Other Post-Employment
7 Benefits (OPEB) liability, we would be in the positive, at around the
8 \$11 million range. Mr. Schlicker said those two liabilities are the
9 reason for the deficit. To give the Board an idea Mr. Schlicker gave
10 a comparison to the prior year stating the net position improved by
11 \$1.7 million over the prior year. Mr. Schlicker reassured that
12 although it looks serious as a deficit net position, it is not it is due
13 to the pension and OPEB liabilities that started to accrue several
14 years ago.

15
16 Mr. Schlicker moved on to say that the statements that may matter
17 more to the Board are the Fund Financial Statements that begin on
18 page seven. Mr. Schlicker stated page seven has the balance sheet
19 for the General Fund, Capital Projects Fund, and Debt Service Fund.
20 Mr. Schlicker highlighted that different than year's past there is
21 \$8.7 million in the General Fund, which is restricted to pay off the
22 property tax refund, and since that case has been settled and
23 agencies have agreed to their portion of the refund and payback,
24 theoretically, \$8.7 million of the district's money is set aside to pay
25 off the legal liability. Having that money be a legal liability, is what
26 causes it to be restricted. Mr. Schlicker added that is different from
27 years past and the restricted fund balance will be seen on the
28 General Fund.

29
30 Mr. Schlicker moved on to page eight, the Income Statement for
31 the district, stating the General Fund increased its fund balance by
32 \$2.5 million, largely due to all the Fuel's and NV Energy projects
33 which is fantastic from a financial perspective.

34
35 Mr. Schlicker reported on the Ambulance Fund, stating it continues
36 to have a deficit position again because of the pension liability that
37 is accrued \$2.6 million versus a \$1 million deficit, explaining that if
38 that was taken out, we would in a positive position at roughly \$1.6
39 million. Mr. Schlicker added that the Ambulance Fund continues to
40 hold relatively flat and the net income for the year for the
41 Ambulance Fund was \$63,000, a loss but that does include the \$1.6
42 million transfer from the General Fund.

43

1 Mr. Schlicker referred to the implementation of Governmental
2 Accounting Standards Board (GASB)-84 last year and added that as
3 a component unit, the trust financial statements are in the district
4 financial statements but as a separate entity. Mr. Schlicker
5 informed the Board that the Trust continues to grow and has over
6 \$2 million in assets, and this is the amount due back to the district
7 for benefits the district paid on behalf of the Trust. Mr. Schlicker
8 stated that because of how the checking account is operated, the
9 district pays all the bills, and the trust reimburses the district for
10 those amounts. Mr. Schlicker reported an increase in Net Position of
11 the trust at \$661,000 due to the funding contributions, made every
12 year and as that balance continues to grow that, there is nothing of
13 concern, and that is the reason for increasing, as well as it being a
14 great year from an investment standpoint and Retirement Benefit
15 Investment Fund (RBIF), which is what the Trust invested in did
16 very well this year, they had \$400,000 investment earnings.

17
18 Mr. Schlicker explained he would not go through the notes as they
19 are very detailed and lengthy, however he informed the Board that
20 the notes provide a significant amount of detail on Debt, PERS,
21 OPEB, and anything and everything about the district is noted there
22 and he added that the notes begin on page 16 and go through page
23 42. Mr. Schlicker stated he would be happy to answer any questions
24 on the notes.

25
26 Mr. Schlicker stated the Budget Information begins on page 43.
27 This goes over budget performance, it if was a good year or bad
28 year. As seen, total revenues were budgeted at approximately \$17
29 million, \$20 million came in for the General Fund, being \$3 million
30 above budget, which when we have \$17 million basis, it is very
31 strong.

32
33 Mr. Schlicker stated that expenses were at a high level, budgeted at
34 \$19 million, and they came in at \$16 million, under budget \$2.7
35 million, and that was largely because of the property tax refunds
36 that were budgeted, and said those would not take place until Fiscal
37 Year (FY) 2022, so 2021 reads \$0 but they will be coming next year
38 and withheld, we will start to see the gap close.

39
40 Mr. Schlicker added that the following pages had more information
41 on OPEB and PERS, Debt Service Fund which is paying off debt,
42 Capital Projects, and issuance of bonds. Mr. Schlicker stated unless
43 anyone was concerned, he would not speak on Capital Projects or

1 Debt Service, and added that the budget information for the
2 Ambulance Fund was there as well.

3
4 Mr. Schlicker moved on to the Final Report, which is the report on
5 internal controls, explaining that when they audit Governments,
6 they are required report any error or corrections that they have.
7 The report has one finding this year and it had to do with amounts
8 received, as they were donated, and they were recognized as
9 revenue because they were received, but from an accounting
10 standpoint there was an obligation for a capital project, and that
11 capital project did not take place before year end so that revenue
12 essentially is deferred until that capital project takes place so that
13 we can match that expense to the revenue and recognize it. Mr.
14 Schlicker explained that because we received the proceeds, but the
15 capital project has not taken place, an adjustment had to be posted
16 to reclassify that revenue and it came to \$257,000 and that was the
17 audit adjustment.

18
19 Mr. Schlicker concluded by stating that was a summary of over
20 thousands of hours' worth of work and would be happy to answer
21 any questions.

22
23 Director McKay expressed his personal preference, saying it would
24 be nice to have the audit book sooner to have time to go through it
25 versus a short presentation.

26
27 Business Manager Cary replied she and Mr. Schlicker had that
28 conversation and they will do their best to have it ready sooner and
29 brought to light the fact that there are times where issues out of
30 our control arise, but they will continue to do their best.

31
32 Mr. Schlicker concurred with Business Manager Cary added that it
33 takes hundreds if not thousand hours of time and effort, sometimes
34 it comes down to the wire, and with the weather conditions, the
35 COVID pandemic, and a lot of stuff still only being done remotely,
36 they do the best they can to get the audit done. He is in hopes that
37 at least a draft can be ready for the Board next year.

38
39 Director McKay asked if we are required to pass the audit in
40 December.

41
42 Business Manager Cary replied we are required to present the audit
43 by November 30, but because of the delay, the State of Nevada
44 extended our time to present to the Board.

1
2 Vice-Chair Cross asked when we needed to vote on the audit.

3
4 Business Manager Cary replied the voting needed to happen today
5 unless more time was needed. Business Manager Cary confirmed
6 with Mr. Schlicker they could have more time and accept the audit
7 in January, as the law is that it must be presented at a certain time,
8 and we have the extension through January 31st, 2022.

9
10 Mr. Schlicker explained the rule is that if Taxation issues an
11 extension through December 31st, but had the extension not been
12 granted, the audit must be signed by November 30th, which means
13 all the work must be done by November 30th, and from there, the
14 audit must be presented and accepted by the Board within 30 days
15 of completion. Mr. Schlicker stated the November 30th deadline was
16 not going to be met, therefore an extension was requested from
17 Taxation, which was granted through December 31st to finish the
18 procedures and present in January, however in discussion with
19 Business Manager Cary, they worked to have the Audit ready for
20 the December Board Meeting and they worked up until yesterday at
21 the end of business day to finish the procedures, to have the
22 issuance date of their report be December 14th. Mr. Schlicker added
23 this would prevent from presenting in the January Board Meeting.

24
25 Director McKay stated he would be okay to accept it and have Mr.
26 Schlicker attend the January 2022 Board meeting for any questions
27 that the Board may have as the Board now has the audit book to
28 review, and if needed it can be an agenda item.

29
30 Director McKay asked Mr. Schlicker if he would explain the pension
31 liability discount rate sensitivity, as based on the discount rates
32 there is a wide swing of pension liability as noted on page 30.

33
34 Mr. Schlicker replied that we have no control of the rates, and the
35 rates are set by actuaries at the PERS level and Legislature, and
36 they come up with our contribution rates. As PERS compensatory
37 wages we pay contributions as they come due based on the month.
38 Mr. Schlicker added we cannot pre-fund this, and explained that
39 what PERS does is, is have an actuary value, meaning they think of
40 future earnings or what the PERS trust itself will be, and gave an
41 example stating that if PERS says they will earn 7.5%, and if PERS
42 does earn 7.5%, they will have enough cash flows to offset outflows
43 they expect. Mr. Schlicker added the net pension liability is what is
44 left after the inflows and outflows, or how much is unfunded, then,

1 the district is allocated their portion or share of that unfunded
2 liability, which this year was \$16.8 million. Mr. Schlicker stated that
3 because PERS is so large, there is a required disclosure to let
4 readers know that if the actuary changes that kind of in flow and
5 out flow model by 1% point on earnings, this is what happens to
6 the liability. As an example, Mr. Schlicker said in the instance if the
7 actuary changes the discount rate and PERS earns 6.5% instead of
8 7.5% on investments, the liability would be \$26 million, Mr.
9 Schlicker added the same would go if it went the other way and
10 PERS does well and earns 8.5%, the liability would only be \$8.9
11 million, Mr. Schlicker stated this is disclosure to the reader on the
12 PERS liability is, but the district cannot do anything to change, not
13 even pre-fund, just pay the contribution rate.

14
15 Mr. Schlicker stated the contribution rate is set based on
16 experienced studies where they are trying to maintain a lesser level
17 funding, 65%-80% level funding so the plan is healthy, and not in
18 the risk of going bankrupt or losing, so the contribution rates are
19 actuary determined to figure out how much participating
20 governments need to pay on an ongoing basis to keep the plan at
21 healthy level.

22
23 Director McKay asked what rate the district was at.

24
25 Business Manager Cary replied shift personnel is at 44% and
26 regular personnel 29.75%.

27
28 Mr. Schlicker stated page 47 has a disclosure that tells us the
29 funding of the plan, confirming the actuarial estimate for PERS is
30 77% funding as of June 30, 2020, reminding that it is a year in
31 arrears.

32
33 Chief Sommers informed Board members that Secretary-Treasurer
34 Bremer is on the line.

35
36 Secretary-Treasurer Bremer thanked Mr. Schlicker for the
37 presentation, stated it was well done and had no questions or
38 comments.

39
40 Vice-Chair Crossed asked if there were any further comments or
41 questions for Mr. Schlicker or Business Manager Cary.

42
43 No further comments or questions.

44

1 Vice-Chair Cross made a motion to accept the Fiscal Year 2020-
2 2021 Audit Report from Eide Bailly.

3
4 Director Costalupes seconded the motion.

5
6 Vice-Chair Cross called the questions, all in favor, motion passes
7 unanimately.

8
9 **2. Presentation and Discussion of Fuels Report, presented by Division**
10 **Chief Powning.**

11
12 Division Chief Powning (DC Powning) provided a presentation upon
13 the request of the Board regarding the Fuels Division as attached.

14
15 DC Powning began by stating he is proud of the Fuels Program and
16 how it has grown and evolved over time. The program started with
17 six people and has grown to 65 people, and that through the ups
18 and downs over time, one thing he is happy to say is the fact that
19 none of the fulltime (FT) employees have lost their job or been laid
20 off. DC Powning stated the program is one if not the longest in the
21 region if not the nation, and that in putting this program together,
22 longevity was something he kept in mind.

23
24 DC Powning explained in putting the presentation together, they
25 began by comparing our districts Fuel's Division with other agencies
26 like us.

27
28 DC Powning referred to the first slide of the presentation and began
29 the comparison against the Federal Partners ie: Unites States
30 Forest Service (USFS), Bureau of Land Management (BLM), Bureau
31 of Indian Affairs (BIA), National Park Service (NPS), and what their
32 current rates are in relation to our current rates plus benefits. As
33 noted on the slide, one can see benefits are matched at the FT
34 employee level. DC Powning added that other agencies programs
35 do not have benefits for their seasonal employees; our seasonal
36 employees have accidental medical insurance as well as sick leave
37 and compensation (comp.) time that is accrued with their overtime
38 (OT). DC Powning touched on Firefighter/Sawyers rates, he
39 explained we have typically had two categories in our program,
40 Firefighter (FF) category and Sawyer category, our district has done
41 that since day one, however we are looking to change to just the FF
42 level for the seasonal employees. DC Powning explained the
43 numbers in the presentation will relate to that single category. As
44 seen on the presentation, the numbers are lower than those of the

1 Federal Agencies, as the Feds have Grade Scale (GS) levels they
2 use, so DC Powning went to the highest GS levels, took the total
3 liability, meaning GS 5-6 Step 10, each step is 12 months on the
4 job. DC Powning have an example and said if there is a seasonal at
5 a GS-6 Step 10, it more than likely means, they have been around
6 for 20 years as a seasonal employee, DC Powning understands that
7 example may not be accurate, but he is attempting to be
8 transparent and show the liabilities that will be shown throughout
9 the presentation.

10
11 DC Powning spoke on Infrastructure Bill HR 4274 that was just
12 signed into place, it is not clear how that will impact the Federal
13 Government as a whole, whether it will be more of a locality or how
14 it will look. In speaking with his contacts at USFS and/or BLM, if this
15 bill comes through this is something the district will be monitoring it
16 as it will be a substantial change.

17
18 DC Powning moved on to Cal-Fire, explaining the challenge it was to
19 obtain their numbers and benefits while having a clear understanding
20 of where they stand. Cal-Fire has different scales such as E-Funding
21 and General Funds, and the rates and benefits for seasonal
22 employees ultimately depend on which scale the seasonal employee
23 was hired on. DC Powning stated the rates on the presentation slide
24 are out of their pay scale, and added they seemed low. He referred
25 to the bottom of slide and referred to Extended Duty Week,
26 explaining that it is guaranteed OT that seasonal employees will work
27 and make from \$1,000 to \$2,000 every 28 days. He will refer to this
28 when he goes over annual cost, again, DC Powning reiterated that
29 the benefits for Cal-Fire are confusing as there are many conditions
30 and exceptions to the rule but is hoping to obtain further information
31 to report back.

32
33 DC Powning reported Tahoe-Douglas Fire Protection District's
34 program mirrors our program, and there are a lot of similarities
35 between the two program as noted on slide four.

36
37 DC Powning spoke on other local governments in the area on slide
38 five, stating the biggest difference is they are hiring their staff as FT
39 employees not seasonal employees. They do bring seasonal or
40 intermittent employees to help with staffing, but their program is
41 built on a FT model. The agencies doing this include East Fork, Carson
42 City, Truckee Meadows, and Central Lyon. DC Powning added that
43 when attempting to compare the benefits with these agencies, they
44 are all over the board. DC Powning would also like to touch on the

1 size of the programs, confirming that our program is quite a bit larger
2 than others, therefore for us to take 65 employees and make them
3 FT would be a big hit for the district. DC Powning reported East Fork
4 staffs ten, Carson City staffs eight, Truckee Meadows staff 17 and
5 Central Lyon staffs between seven and ten.
6

7 DC Powning moved on to slide six, Current Annual Seasonal Salary;
8 he explained that this explains what seasonal employees on a 1039
9 schedule would bring home at the end of the season. DC Powning
10 asked to keep in mind that this is just straight time and does not
11 include OT except for Cal-Fire as that is one of their guarantees. DC
12 Powning explained that at the Federal Government level, the
13 \$24,000 listed would be for a Step-10 employee, and added that on
14 a personal level, having worked for USFS for a while, he can attest
15 to not ever seeing a seasonal employee past a Step-5 but is using
16 the rates for transparency.
17

18 DC Powning stated one concern is placing ourselves out of business,
19 explaining that increased personnel cost to project implementation,
20 meaning 85% of our cost is for personnel, the remaining
21 percentage is for supplies and equipment. DC Powning stated we
22 need to consider meeting our performance deliverables with
23 anticipated cost. He explained that when we apply for grants,
24 deliverables that we can meet at a certain cost are identified and
25 recognized and that up until recently that was not being analyzed
26 very well, however we are now doing a much better job in
27 forecasting future costs and increase the current partners in
28 contracts, and match contribution requirements. This is something
29 that we would need to talk with our partners and contractors and
30 explain that we need to raise costs and what that would look like,
31 whether they can increase reimbursement costs is another topic.
32 DC Powning moved onto speak about increased reimbursement
33 costs on fires or incidents and explained that in the past what has
34 been done is known as Crew Raises, one cost for the crew per hour
35 is given and that that is also what is used to bill.
36

37 DC Powning stated that Crew Raises was one of the things
38 recognized while working with Compliance Officer Rodriguez, to
39 figure out what is best for our business. He added that as it
40 currently sits, Crew Rates with our current costs are barely meeting
41 what we need and added that when it comes to 4:1 it is not
42 meeting what we need. DC Powning stated we have the ability and
43 we as a district recognize this was going to be an issue a couple of
44 years ago when the Federal Government was going to start looking

1 at actual cost versus negotiated or agreed upon rates or other
2 rates. DC Powning informed the Board that our district is already
3 set up for this transition, explaining it will not be an issue and the
4 crew members full burden rate, we would be able to be reimbursed
5 by the Federal Government, State, or corresponding agency for
6 whatever it cost to employ a crew member. DC Powning confirmed
7 that is currently how we are currently doing grants.
8

9 DC Powning moved on explain the Evaluation of 4:1 versus Hazard
10 Pay and stated one is reimbursable and the other is not.
11

12 DC Powning explained that there are items on the Infrastructure Bill
13 HR4274, that could impact us. One of those items being, Portal to
14 Portal, meaning that if we went Portal to Portal right now, we would
15 price ourselves out of business. DC Powning provided an example
16 and stated that when reporting to a fire, one of the first things
17 asked by the Finance Section Chief asks is if we are asked Portal to
18 Portal, in which the answer is no we are not. DC Powning explained
19 that they have an obligation or requirement that when resources
20 are surplus, they need to get rid of the highest cost surplus
21 resource at that level. DC Powning confirmed this has nothing to do
22 with performance, although at times performance can be negotiated
23 within a reasonable cost, but when Portal to Portal versus Non-
24 Portal to Portal is shown, that is a long way from being at
25 reasonable cost. DC Powning added that is something that could be
26 entertained but if it comes through with HR4274, that is something
27 comparable the district could investigate.
28

29 DC Powning moved on to explain Increased Contributions or harder
30 funds, may be needed for unforeseen costs and non-reimbursable
31 events and or assignments. DC Powning recognized that over the
32 last couple of years, a better job has been done at not using our
33 resources for some of those events, however when the line needs
34 resources for example back country rescues that is something that
35 is not reimbursable, as those are small costs. It is the bigger events
36 such as 4th of July weekend, shoveling hydrants etc. DC Powning
37 explained that currently Incline General Improvement District
38 (IVGID) provides \$200,000, at cost of implementation meaning we
39 need to earn that money. DC Powning explained that one of the
40 nuances with that is for example this year, where it was an
41 extremely busy fire season, and not a lot of fuels management
42 work was done compared to what has previously been done. DC
43 Powning added that the work being performed right now has low
44 percentage match contribution from IVGID, and this is based off a

1 grant that was provided, therefore our cost to IVGID has been
2 cheap for this year, but that is something consider further down the
3 road is discussion with IVGID to either increase cost or look at other
4 avenues, other funding support such as equipment or supplies.
5

6 DC Powning explained that North Lake Tahoe (NLT) provide
7 \$450,000, as more of a contingency but it is there to help. DC
8 Powning alluded to Mr. Schlicker's comment at confirmed that NV
9 Energy is a great deal as they are an at cost for everything we do
10 for them, from personnel, supplies, equipment, with them we break
11 even, and in reality we actually make a little bit of money off the
12 indirect cost on top of that which helps us out with our building in
13 Mound House, where equipment is stored and our winter employees
14 work out of when there is no work here.
15

16 DC Powning moved on to go over slide eight, Proposed Annual
17 Seasonal Matrix and stated that in discussions with Compliance
18 Officer Rodriguez, Fuels Management Officer (FMO) Bray and Fire
19 Chief Sommers, they got into an area of the cost of business that
20 they feel would be comfortable where we currently are, with what is
21 coming in, grants, projects, and if this exercise would have been
22 presented three years ago, DC Powning stated he would not be as
23 comfortable. DC Powning explained that current rates are listed on
24 the top right, and below it is what could potentially be entertained
25 down the road. DC Powning stressed that these are just numbers at
26 this point and would like more time before Budget season to solidify
27 the numbers and dig further into stuff they are looking at. He added
28 this gives at least give the Board an idea of what they are looking
29 at doing, such as removing the FF/Sawyer levels and just
30 classifying those as a seasonal FF level. DC Powning referenced the
31 top of the slide stating that it does not look like there is not much of
32 an increase but asked to keep in mind OT is not included and this is
33 being compared to some sort of GS Step-10.
34

35 DC Powning explained that what those costs mean to us is, first,
36 these are inflated numbers, and these numbers are the total liability
37 increase to the Fire District would be \$611,656, DC Powning
38 reiterated these numbers are inflated and are showing every
39 employee being at the highest level of prior salaries as shown, we
40 know that will not be the case, but he is being transparent.
41

42 Vice-Chair Cross confirmed with DC Powning that was the high-end
43 number.
44

1 Director McKay asked if that model was also if there was no
2 reimbursement from fire agencies.

3
4 DC Powning confirmed and added that this would be our total
5 liabilities, or what we would have to come up.

6
7 Director McKay stated he knew the crews made the district
8 \$500,000 and asked if that was true for this year.

9
10 Business Manager Cary replied this year was better than previous
11 years.

12
13 DC Powning referred to slide nine, a screenshot or "If" scenario of
14 the costs, as they have ability to play around with numbers. DC
15 Powning offered the ability for Board members to play around with
16 numbers with Compliance Officer Rodriguez if they wished.

17
18 DC Powning referred to the 4:1 versus Hazard Pay and stated this
19 was one of the concerns brought to their attention in comparing. DC
20 Powning stated that 4:1 is not a federally recognized differential
21 and explained that 4:1 is any time employees are off shift for four
22 hours they receive an hour of OT.

23
24 Vice-Chair Cross asked if by OT DC Powning meant at the rate or is
25 OT paid at a higher rate.

26
27 DC Powning replied OT is paid at time and a half.

28
29 Vice-Chair Cross thanked DC Powning for the information.

30
31 DC Powning gave the example that if there is FF out on a fire and
32 they worked a 16-hour day, and they are on a normal work shift,
33 meaning ten hours of straight time, in this case they will be earning
34 eight hours of OT versus six hours of OT, as it would be two extra
35 hours from the eight hours that they are off for.

36
37 DC Powning explained that Hazard Pay is Federally recognized
38 differential in the Incident Business Management Handbook. DC
39 Powning added that our employees are very familiar with Hazard
40 Pay, we have just never done it before. DC Powning stated that
41 Hazard Pay is 25% on top of their base rate. He explained it would
42 be their straight time for the hours that they worked that day, and
43 it is reimbursable to the fire district, as long as they meet the

1 criteria that is in the Incident Business Management Handbook
2 which could be anytime they are on the fire line etc.

3
4 DC Powning moved on to explain why we had not made these
5 changes before stating that nine to ten years ago when he was a
6 Crew Supervisor, they asked the same question, but they wanted
7 both options and the Fire Chief at the time told them they had to
8 pick one or the other. DC Powning stated they decided on 4:1,
9 reason being was at that time, when resources paid for ABC Misc.
10 or Pre-Position in the Southwest, they were traveling between
11 states and they only saw a fire one day, therefore they would have
12 only received hazard pay for the one day they saw the fire. The
13 other 13 days they would have benefitted from the 4:1 which made
14 sense then. DC Powning added that now, as a manager and looking
15 at the business, it is not making sense, and that trend has
16 somewhat changed over the years. DC Powning stated crews still go
17 on those however they are deployed quicker now a days which is a
18 benefit to the employee.

19
20 DC Powning stated that Slide Mountain at the Caldor Fire was used
21 for a comparison. Slide Mountain was on a 4:1 when they went to
22 the Caldor Fire and the cost to district was \$152,012, and the
23 district was reimbursed \$134,168, making it a loss of \$17,844, and
24 added that that was just one out of 15 assignments, which ends up
25 being a lot of money lost. DC Powning stated that if the crew had
26 attended the fire on hazard pay, the district cost would have been
27 \$155,814 and we would have been fully reimbursed the same
28 amount, and on this fire, each employee would have gain between
29 \$100-\$200, and said if we look at the other 15 fires, the same
30 would apply.

31
32 Chief Sommers asked DC Powning if he could please explain the
33 4:1.

34
35 DC Powning explained a 4:1 is anytime an employee is off shift for
36 four hours they get one hour of OT and gave an example that if the
37 employee is off shift for eight hours, they obtain two hours of OT.

38
39 Chief Sommers confirmed with DC Powning that this was true for
40 employees committed to an incident.

41
42 DC Powning confirmed and asked if there were any questions or
43 concerns.
44

1 DC Powning moved onto slide 11 and began by stating that
2 considerations and ideas that they are entertaining and looking at
3 came from the seasonal employees exit interviews. The items are
4 an increase in hourly wages. As well as the ability to continue
5 career opportunities to the line, DC Powning added three Fuels
6 employees moved to line this year and although timing was terrible,
7 that means a lot to DC Powning and his staff as it shows them that
8 the district wants to keep its employees. Another item was internal
9 promotions within the Division, DC Powning believes hiring within
10 as long as they have certifications and added they have done a real
11 good job at doing so and recognized that they may go outside of
12 the district for some positions but still do everything to promote
13 internally. In house training at no cost during the off season was
14 also suggested, DC Powning stated in years past the district has
15 offered that but recently we have not been able to provide trainings
16 due to the ongoing pandemic, DC Powning stated five to eight
17 courses are typically put on in the spring for the seasonal
18 employees as well as for the employees on the line side, again, at
19 no cost. DC Powning stated they will be attempting to continue
20 providing these courses again this year.

21
22 Providing safe and effective equipment/fleet/supplies was listed,
23 and DC Powning stated this means a lot to him and his staff as it
24 says to them that employees feel comfortable and safe in the fleet
25 and equipment they are using. DC Powning recognized the drastic
26 change over the past four to five years, especially in fleet, as they
27 would take the hand me downs and spend a lot to keep them
28 working and employees did not feel as comfortable in those. DC
29 Powning moved on to elaborate on the next item, entertaining
30 incentives, and allowances ie: boot or uniform allowance as
31 seasonal employees are buying \$300-\$800 boots and they
32 suggested maybe an allowance at the end of the season. Tuition
33 reimbursement for wildland courses upon returning is another item
34 and DC Powning stated this would not be for college courses
35 necessarily but more for example S-Courses or RX-Courses, the
36 wildland fire courses at Community Colleges. DC Powning added
37 this has been done over the years, where a seasonal employee
38 pays to take the S-230 class and when they come back to work for
39 us, they give us their certification and invoice and they are
40 reimbursed. DC Powning moved on to the next item, maintain
41 ability to detail crew members amongst the different modules, both
42 on project and fire, and stated that where that comes from is for
43 example the NV Energy assets, their work consists of small trees or
44 brush underneath powerlines, DC Powning stated crews would like

1 that experience too. He said moving employees from module to
2 module would give them diverse experience, which is supported, as
3 well as on fires and going out on fires, DC Powning added they need
4 to maintain currency and have training opportunities. DC Powning
5 alluded that we are fortunate with what we have now as it was just
6 a hand crews and now there are engines so now there will be cross
7 training to get employees up to date on the different types of
8 resources. The next item was looking into health insurance options
9 (employee/employer paid), DC Powning stated this is something
10 that could be entertained and would be looked into further down
11 the road if it is even feasible. DC Powning moved onto the last item
12 more fire response opportunities, DC Powning stated that comes
13 from the NV Energy resources as Slide Mountain and Rifle Peak
14 crews have plenty of fire response this year. DC Powning explained
15 that NV Energy crews were held back due to the contract in place
16 and not having qualified employees in place to send them out. DC
17 Powning stated this is something he, Chief Sommers and FMO Bray
18 will work with NV Energy on.
19

20 DC Powning stated there is cost to all of this, and that it is not
21 always about the money as there are other things that are born in
22 our program. With that, DC Powning presented Carson Tomicic,
23 Crew Captain with Rifle Peak for a testimony.
24

25 Carson Tomicic introduced himself as Crew Fire Captain (CFC) for
26 Rifle Peak. Mr. Tomicic stated he was here today as a voice, and to
27 tell his story.
28

29 CFC Tomicic began by stating this was this fifth season with Rifle
30 Peak after three years with Slide Mountain. CFC Tomicic stated his
31 father was a Paramedic (PM) in Reno before moving their family to
32 the East coast where he lived for 16 years before moving back. CFC
33 Tomicic relocated back to the area while in high school and saw the
34 Angora Fire and wanted to learn what firefighting was about. CFC
35 Tomicic stated his father went to PM school with NLTFPD's previous
36 Chief, Chief Brown adding Chief Brown is a family friend that
37 brought him into this industry. CFC Tomicic stated he had a hard
38 time growing up after his father passed, he felt lost and with no
39 place to go which in turn lead him NLTFPD in February of 2008. He
40 was brand new to the industry, at 17 years old and over 250
41 pounds, he was not meant for this job, his mind and passion were
42 there but physically, he was not. CFC Tomicic left NLTFPD, obtained
43 his Culinary Degree, and became a Chef. During his five-year Chef
44 career, the entire time he kept telling his wife that all he wanted to

1 do was to go back and prove to himself by going back as he knew
2 what the district had to offer in return. And he did, CFC Tomicic
3 worked hard to get here, he lost a lot of weight, came on making
4 \$12.00 per hour, which was not much but it was better than being
5 a Chef making \$8.75 per hour, but to him it was not about the
6 money, it never was. CFC Tomicic came to work every day; he
7 came over the mountain pass every day looking at the lake and
8 that brought something into him. CFC Tomicic stated he has leaders
9 in this room today that made him into who he is today. CFC Tomicic
10 proudly stated that he is a voice, not for himself but for the
11 brothers that he works with. The brothers he spends 14 days,
12 sleeping on dirt next to each other, eating and living next to each
13 other, CFC Tomicic elaborated that this is how this goes, and they
14 have a great time. Then they go home for a couple of days to spend
15 time with their family's but right off the bat, they come back to
16 each other. CFC Tomicic said they have the commodity that a lot of
17 people do not have in this industry. CFC Tomicic shared that when
18 they talk to other crews specially on the fire line and they see how
19 Slide Mountain, Rifle Peak and NV Energy crews work together, they
20 see the passion, the integrity, and the hard work that they put in.
21 CFC Tomicic continued to say they are here for a reason, not for a
22 reaction, they do not do things for Instagram or Facebook;
23 pridefully CFC Tomicic stated they do things for NLTFPD, they bring
24 boys and make them into men. CFC Tomicic recognized that it is a
25 hard job, and they do hard work, the pay may not be there, but he
26 confirmed that the guys who stay are not the ones who look for the
27 pay but the ones that want to build this district and that is why he
28 is here. CFC Tomicic added that when he speaks to other people
29 about the district, he constantly recognizes how humble he feels
30 and is of where he is, as the opportunities given to employees here
31 are not seen anywhere else. CFC Tomicic stated there are first year
32 sawyers, that walk always onto a hot shot crew and immediately
33 obtain a sawyer position, and that is unheard of, CFC Tomicic stated
34 we breed people here, we open windows, not close them, period.
35 He added that if someone wants to be a structure FF and be on a
36 crew, they will work them to that, but they will also show them
37 what NLTFPD instills. CFC Tomicic reiterated that he is here as a
38 voice and to tell his story, CFC Tomicic thanked the Board for their
39 time.

40
41 CFC Tomicic was applauded.

42
43 DC Powning stated that with CFC Tomicic story, his presentation is
44 concluded and is open to answer any questions.

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DC Powning thanked CFC Tomicic.

Director Costalupes asked DC Powning if we would kindly supply the Board with a copy of the PowerPoint presentation.

DC Powning stated the presentation would be sent to Board Secretary Andreina for distribution.

Vice-Chair Cross thanked DC Powning and CFC Tomicic. He complimented DC Powning stating it was an outstanding presentation and understands there is a lot more to it and they have done a lot for the Board to look at and is in hopes the Board going forward can look at what has been done and develop a group to meet the needs of the crews, to keep them hungry and growing in their careers while making sure they are compensated.

Director McKay commented that he would take it that during Budget time, DC Powning would come back with a presentation, and would recommend he put together a list of what can or cannot be done with implications for the Board.

Chief Sommers replied that was correct. Chief Sommers took a moment and recognized DC Powning for his outstanding presentation, as the Board saw a potential problem, he presented the problem and gave solutions that will take discussion with Administration to see what can be done. Chief Sommers recognized the external factors such as 4274 and anything else that may come up. Chief Sommers stated that on the Cal-Fire issue, as Chief Sommers used to work for Cal-Fire, he explained that for the \$1,000 they say is guarantee, they work a 24-hour shift but are only paid for 20 hours unless you get up in the middle of the night. Chief Sommers said it compounds and we can make up anything to make pay look how we want it to look. He believes that this is the nuts and bolts of it all and it goes for fuels and the line staff as well as other departments, as other departments may pay more, but it is the commitment of working here in this fire district and making this fire district what it is.

Chief Sommers also thanked CFC Tomicic for his testimony

Vice-Chair Cross commented that what was good 10 years ago, may or may not be applicable. And he thinks it is great there are guys like CFC Tomicic and the seasonal guys as part of the team and with the Boards help, figure out what or how to make it better.

1
2 Vice-Chair Cross again complimented DC Powning on the awesome
3 report.
4

5 **OLD BUSINESS:** No old business.
6

7 *Legal Counsel Reports.
8

9 Legal Counsel attending via videoconference Alex Velto had no report.
10

11 *Board of Directors Comments or Reports.
12

13 Director Costalupes commented there was a lot of information given today
14 and takes complete trust in Eide Bailly's reporting from the way it is
15 prepared with the highest level of consideration. Director Costalupes is
16 appreciative of the integrity and all the hard work put into the audit DC
17 Powning's report and Director Costalupes thanked everyone.
18

19 *Fire Chief Reports presented by Fire Chief Sommers.
20

21 Chief Sommers reported this morning he along with Mr. Michael Menath and
22 Mr. Ron Wright with Menath Insurance along with other agents from around
23 the were supposed to meet with Insurance Commissioner, but she was
24 unavailability, therefore they met with the Insurance Commission. Chief
25 Sommers added the meeting was based off the non-renewal of homeowners'
26 insurance due to living in the Wildland Interface or the Wildfire Threat; Chief
27 Sommers reported a lot of very good discussion was had as well as good
28 ideas for here in town as Mr. Menath had great ideas and the Insurance
29 Commission will look at that and the different options. Chief Sommers
30 confirmed they are working to see what they can do to help homeowners of
31 Incline Village and Crystal Bay.
32

33 Chief Sommers also reported he will be meeting with Tahoe Regional
34 Planning Agency (TRPA) regarding the Public Safety Pier. Chief Sommers
35 reminded the Board of TRPA's approval of five Public Safety Pier's, one for
36 each County around the lake.
37

38 *Chief Officers Reports presented by Assistant Fire Chief Barnum.
39

40 AFC Barnum reported on behalf of Battalion Chief (BC) Sambrano, who
41 oversees Emergency Medical Services (EMS) stating the Paramedic Refresher
42 (PMR) was successful with 180 people attending. AFC Barnum reported
43 Captain Quinlan for the first time organized the PMR, and added it was well
44 attended and an excellent opportunity for learning. Captain Quinlan asked

1 AFC Barnum to recognize DC Powning and his crew at the PMR, as they sat
2 at the front without even being Paramedics, never were in the back talking
3 and were a great representation of NLTFPD and this was noticed by several
4 different attendees therefore Captain Quinlan wanted this to be recognized.
5 AFC Barnum skills is this month, and they will be working towards re-
6 certification of PM license.

7
8 BC Green had no report for dispatch.

9
10 BC McClellan who oversees training will be retiring January 24, 2022 and is
11 focusing on EMS with Avalanche training and backcountry rescue.

12
13 AFC Barnum reported we acquired two buildings for training, the buildings
14 are located at 869 and 873 Tahoe Blvd. The training they will conduct is
15 offensive fire attack in the snow.

16
17 AFC Barnum had no report for fleet.

18
19 AFC Barnum reported on staffing, stating there has been no changes to our
20 staffing level, the BC Assessment Center is complete and added that he and
21 Chief Sommers completed Chiefs' interviews this week and is in hopes of
22 making an announcement soon.

23
24 AFC Barnum stated that was the end of his report and asked if anyone had
25 any questions.

26
27 Director Costalupes asked if 869 Tahoe Blvd. was the old Chef's Inn.

28
29 AFC Barnum replied he did not know the exact name of the building.

30
31 Director Costalupes asked what he meant when he said they have the
32 building for training.

33
34 AFC Barnum replied they will not break anything, since it is hard for them to
35 find buildings to train on other than the ones on the County Yard that are
36 always the same, this is a different dynamic that will allow them the
37 opportunity to do hose pulls in different buildings they are not familiar with.

38
39 Director Costalupes stated he donated a building to practice on before
40 tearing it down and confirmed the building AFC Barnum was speaking about
41 would not be torched.

42
43 AFC Barnum confirmed it would not be burned.

44

1 *Prevention Reports presented by Fire Marshal Donohue.

2
3 Fire Marshal Donohue introduced herself and thanked the Board.

4
5 Fire Marshal Donohue stated her Prevention report was included in the BOD
6 packet. However, she wanted to add to her report that Prevention is actively
7 recruiting for Fire Inspector position. Currently the job is posted and is set to
8 close December 31st, 2021. Currently there are three applicants and is
9 hoping to conduct interviews the 1st or 2nd week of January, after the
10 holidays.

11
12 December 2021

13 I. Prevention Report for November 2021 (19 regular working days)

14
15
16 A. Inspections completed = **163**

- 17 1 Business License, Washoe County Child Care,
18 Reoccurring/Annual, Re-inspections, and Complaints = 73
19 2 Short Term Rental = 30
20 3 Construction = 42
21 4 D-Space (const. related only) = 17
22 5 Fire drills = 1
23 6 Knox Box = 7
24 7 Special Event = 1
25 8 Burn permit: recreational fuel-fired/ hot work inspections = 2

26
27 B. Plan review projects received (initial/corrections/revisions) = **84**

- 28 1. WC = 26
29 2. NLTFPD = 24
30 3. Pre-TRPA = 6
31 4. Short Term Rental Applications = 28

32
33 C. Permit/Inspection fees (billed for July 2021) = **\$ 9,466.04**

- 34 1. NLT & Pre-TRPA review/inspection fees = \$ 6,468.00
35 2. WC review/inspection fees = \$ 1,198.04
36 3. Short Term Rental = \$ 1,800.00

37
38 D. Burn permit/recreational fuel-fired/ hot work permits issued = **2**

39
40 E. Fires investigated = **1**

1

2

F. Training hours = **16** hours

3

4

End of report, no questions.

5

6

*Fuels Management Report as presented by Division Chief Powning.

7

8

DC Powning reported on figures for the season stating the crews thinned about 98 acres within the NLTFPD jurisdiction, which was surprising since it was a busy fire season and DC Powning added they are happy with those numbers.

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DC Powning reported on chipping in the NLTFPD jurisdiction stating this year they chipped at 270 residences versus 370 from the year prior. DC Powning reported in North Tahoe (NT) they chipped 734 versus 859 the prior year.

33

34

35

36

37

38

DC Powning reported 812 Defensible Space Inspections were completed with 314 of those inspections being compliant. Last year, 1520 inspections were done compliance of 506 last year, DC Powning stated the big difference was the Short-Term Rental's (STR's) they utilized the DSI inspectors to assist Prevention.

39

40

41

42

43

DC Powning reported on the Crews Fire response, reporting crews spent 194 days away from the district on fire suppression versus 161 days last year. The Engines spent 82 days away. Single resources such as himself, Compliance Officer Rodriguez, FMO Bray, Forester Shackelford, and DSI Clark spent a total of 202 days away from the district.

1

2 DC Powning reported 25 task books were certified

3

4 DC Powning informed the Board Christmas Tree chipping will commence
5 December 23 and run through the end of January.

6

7 DC Powning reported on grants, stating SNPLMA 18 Grant was awarded and
8 waiting for the final sign off at the end of January unless there is a Federal
9 shutdown and that is a \$1.2 million grant. DC Powning added that the
10 partnership grant for defensible space and chipping was awarded so we will
11 be able to continue chipping and DSI tasks for the next five to six years at
12 no cost to us.

13

14 DC Powning reported pile burning is currently happening.

15

16 End of report.

17

18 *Business Manager Reports presented by Business Manager Cary.

19

20 Business Manager Cary thanked her staff for all their hard work for the audit
21 as with the ongoing pandemic, everything is being done remotely. Business
22 Manager Cary explained it becomes time consuming as documents are
23 gathered, scanned, emailed, and uploaded, but overall is glad for a
24 successful outcome.

25

26 Director McKay asked for the status of the Property Tax Refund.

27

28 Business Manager Cary replied currently we have paid back a little bit over
29 \$1.5 million to taxpayers adding that the next distributions will be done in
30 February and she will know more.

31

32 Director McKay asked if a similar amount was being refunded every month.

33

34 Business Manager Cary replied it seems to be that way and explained that
35 the refund is quarterly not monthly.

36

37 End of report.

38

39 *Public Education Information Officer Reports presented by PIO Rancourt.

40

41 Business Manger Cary reported PIO Rancourt is out of the office however her
42 report was included in the BOD packet for review and is as follows:

43

44 **11/17/2021 – 12.15.2021 Program Summary**

1 **Community Safety & Education**
2 **Board Meeting, Wednesday, 12/15/2021**

3 **PROGRAM UPDATES:**
4

- 5 1. Press Releases distributed:
6 a. TFFT: LT Prescribed Fire Operations Resume After
7 Thanksgiving 11/16/2021
8 b. Thanksgiving Safety Tips 11/19/2021
9 c. Pile Burning Beginning December 9th 12/7/2021
10
11 2. Fire Safety Visits – Nov 3rd and Nov 9th
12 a. Incline Village Nursery School
13 b. Approx. 30 students
14
15 3. Paramedic Refresher Dec 1st – 3rd 2021
16 a. Lecture year
17 b. 179 registered attendees
18 c. 9 vendors
19
20 4. SNU Community Event 'Cocoa Cookies & Carols' Dec 14th
21 a. Patterson Patio 3-6pm
22 b. Thank you, A-Shift engine crew, for attending
23
24 5. CPR/American Heart Association Training Center Classes:
25 a. Nov 17, 2021 – Dec: 22 classes, 257 students
26 i. BLS – 1 class, 10 students
27 ii. Heartsaver – 5 classes, 12 students
28 iii. PALS – 1 class, 6 students
29 iv. Other – 3 classes, 189 students
30
31 b. 111 AEDs placed throughout Incline Village/Crystal Bay
32
33 6. Social Media Coverage:
34 a. Google Analytics: November
35 i. Facebook page – 6,296 followers
36 ii. Instagram – 3,131 followers
37 iii. Twitter – 2,301 followers
38 iv. Website - Nov 3,952 page views, 1,200 active
39 users

40 *Local 2139 Union Reports presented by Union Vice-President Nelligan.
41

42 Vice President (VP) Jim Nelligan reported on behalf of Local 2139 Union
43 reporting the Union operated on a traditional calendar, so they are nearing
44 the end of year. The Union wanted to thank the district, AFC Barnum,

1 Captain Quinlan as the PMR is such a tremendous benefit to them as
 2 employees for them to be able to meet and have an organized way to
 3 receive continuing education and be reimbursed for their time is a
 4 tremendous benefit and the Union is grateful. VP Nelligan stated that
 5 another benefit of the PMR is the opportunity it gives the Union to give back
 6 to the community noting Union member, Steve Park who went forward with
 7 organizing the Charity Blackjack Tournament at the PMR, to raise money for
 8 the Northern Nevada Children’s Cancer Foundation (NNCCF). VP Nelligan
 9 reported this year the tournament raised \$3100, which is an impressive
 10 amount and when that is tied to over \$1500 raised from charity fundraising
 11 during the pancake breakfast this summer, not only will all of that be
 12 donated to the NNCCF, but it will be matched completely, dollar for dollar
 13 by the William Pennington Foundation. VP Nelligan stated at this point they
 14 are close to \$10,000. VP Nelligan stated for those who may not know, they
 15 have utilized the NNCCF to support families with children who have cancer
 16 right here within our district, to include children who live on Oriole. VP
 17 Nelligan expressed gratitude for the ability to have carried our fundraising.

18
19

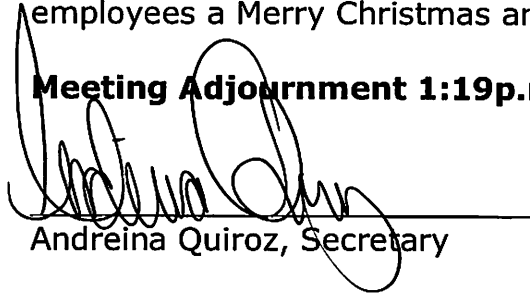
20 ***NRS 241.020 re: Public Comment.**

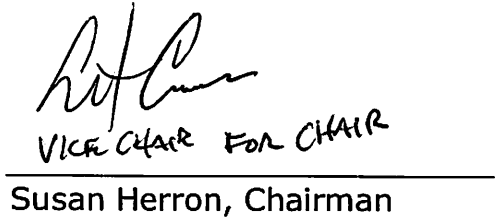
21 This is a Time for the Public to Comment on any Matter, Whether or Not it is
22 Included on the Agenda of this Meeting.

23

24 On behalf of the NLTFPD Board Members, they would like to wish all
25 employees a Merry Christmas and a safe and happy holiday season.

26
27 **Meeting Adjournment 1:19p.m**

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29
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31 
 Andreina Quiroz, Secretary

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34

 VICE CHAIR FOR CHAIR
 Susan Herron, Chairman