Fire Chief Charles Moore(Absent) Truckee Meadows Fire Protection District (TMFPD)

Division Chief Joe Kammann TMFPD (Alternate)

Fire Chief David Cochran Reno Fire Department (RFD)

Operations Chief John McNamara(Absent) RFD (Alternate)

Fire Chief Walt White Sparks Fire Department (SFD)

Division Chief Derek Keller SFD (Alternate)

Mary Kandaras Washoe County Deputy Attorney (WCDA)

Sandy Francis TMFPD

Item #1 – The meeting was called to Order at 10:01 am

Item #2 – Roll Call and Introductions, determination of Quorum – Chief White, SFD – present, Chief Cochran, RFD – present, Chief Kammann, TMFPD – present, advised he will be voting as an alternate for Chief Moore, who is absent, Mary Kandaras, WCDA - present, Sandy Francis, TMFPD – present. It was also noted Captain Nick Klaich from Sparks was in attendance.

Item #3 – Public Comment: There was no public comment

Item #4 – Approval of the November 15, 2023 Regional Hazardous Materials Response Team TRIAD Chiefs Meeting minutes: Chief Cochran made a motion to approve minutes as presented, this motion was seconded by Chief Kammann. The motion passed unanimously. There was no public comment on this item.

Item #5 – Approval of the Regional Hazardous Materials Response Team Financials. The current Balance is $154,051, not accounting for an outstanding contribution of $16,000 from Truckee Meadows Fire Protection District. Sandy Francis advised the TMFPD was made, City of Reno will be making adjustments. Chief White asked if there were any questions or concerns; there was some discussion about approving versus accepting this item. Sandy Francis advised she will stylize this item in the future to accept the financeials. Chief Cochran made a motion to approve financials as presented; this motion was seconded by Chief Kammann. Motion passed unanimously. There was no public comment on this item.

Item #6 – Recommendation to approve a Regional Hazardous Material Response Agreement to include a provision for a shared HazMat Coordinator Position between Truckee Meadows Fire Protection District, City of Sparks Fire Department, and City of Reno Fire Department, and if approved, take the agreement back to their respective Board/Council for approval and execution.

Chief White asked if there were any questions on the agreement, Chief Cochran advised he had a few things; the first one , he believed the operations chiefs talked about, but it really wasn’t their job to resolve is the Posiion being at a Division Chief (DC) level. The proposal that the positon be a DC level at over $300k (with benefits) is substantially more than what he (Chief Cochran) had previously presented for approval, in addition, he feels the bigger issue from a labor standpoint is that, the position would basically be above every chief officer in the Reno Fire Department. With this change he couldn’t say for sure that a chief from his department would now be interested. He advised that it is not because he doesn't feel the position is valuable because it is; it is just not what he expected. Chief White acknowledged what Chief Cochran was saying and that when they originally looked at it, it was at a Battalion Chief (BC) level; however, from a labor perspective, a BC in Sparks assigned to a 40-hour position is classified as a DC with the additional pay. Chief Cochran understands that they do the same thing; however, he reiterated that what he talked about with his boss is that they would approve a BC position. Chief White asked if we had the cost breakdown. Sandy Francis presented two cost breakdowns, one with and one without the Division chief pay. Chief White acknowledged Chief Cochran's position on the pay level and advised seeking funding for something – only wanting to do it once. Sandy Francis advised the agreement does have it outlined, that the host agency would determine the rank of the position. Sandy Francis also asked if there was any possibility that the City of Sparks would be willing to pick up the difference between BC pay and DC pay if the contract was approved at a BC level. Chief White advised who would need to get approval. However, he believes it would be a possibility. He doesn’t believe that would be an unreasonable request as it was originally created as a battalion chief. Chief Cochran advised that that was also palatable for City of Reno, but he would also have to seek approval. Chief Cochran had a breakdown (dated a week ago) he was unsure where he got it from, but it shows a breakdown with individual shares for each agency at $66k-$83k. This was the range that the City of Reno was looking at, but Sparks is willing to make up the difference from a BC to a DC position he believed that would be ol. Chief Cochran reiterated his concern that the host agency would be able to decide the rank.. i.e., captain, etc as it is currently written in the contract. Sandy Francis advised that if all agree, the language can be changed to read an equivalent to a Battalion Chief Level, and anything outside that would be the responsibility of the host agency. Chief White agreed that would be fair, and if that could be an amendment. Chief Cochran also asked about the requirement for a 3-year commitment; in reality, it is unenforceable; Chief White agreed with this, it the language could be changed to “an expectation of 3 years” and not a requirement. Sandy Francis advised, the could be stricken all together on the 3 years, and just put that the position will have an annual review from the TRIAD Chiefs. They all agreed to just delete the language regarding years altogether. Chief Cochran advised he thought whatever person was hired, would continue into that position until they “retired or promoted, etcc”. Chief Kammann advised if the TRIAD Chiefs were happy with the performance of this person, he would expect the same thing. Legal council Mary Kandaras asked if the position would be an at-will position. Chief White advised it would be covered under a bargaining agreement. Mary advised that this agreement would not supersede a bargaining agreement. The last item Cochran had concern about was conflicting language on voting in regards to “unanimous versus majority”. He identified the areas that conflicted with one another and or needed clarificataion. Sandy Francis asked how they would like the language to be, and she could make the change. Chief Cochran advised he felt the annual contribution amount decision should be unanimous. Chief White agreed. He reiterated that when they are voting about monies that are coming from the agencies individually, the voting should be required to be unanimous, and if the voting is for operational, nonmonetary items or within the TRIAD budget, should be a majority vote. All Chief agreed with these changes. Chief Cochran advised he would send some language over.

Chief Cochran advised if the changes they discussed were made, if would be ok. Chief White asked about how a motion could be made. Sandy Francis advised the Staff Report was stylized so the Chiefs can approve the “agreement with the following changes”. Once the changes are made, She advised she would send them out to the Chiefs to all agree on them, and then they could take them to their respective Boards. It would not be required to come back to the TRIAD Chief Meeting for another approval.

Chief Cochran advised that he can agree with the changes, such as Sparks picking up the cost difference between BC and DC, but he still needs to get approval from his superiors. Sandy Francis acknowledged this and advised there was an understanding that there were approvals outside the room, and if there was a disagreement on the changes made at the meeting today, the agreement would have to come back to the TRIAD Chief meeting to be resolved.

Sandy Francis advised the next Board meeting for Truckee Meadows Fire Protection District would be in March. Chief White advised that based on the City of Sparks procedures, March could be possible. Sandy Francis asked the Chiefs to send her the date of which meeting they would take the agreement, and what would be the date they would need these changes by in order to meet the deadline.

Kammann made a motion to approve the TRIAD agreement with the recommended changes/revisions. this motion was seconded by Chief White. The motion passed unanimously. There was no public comment on this item.

Item #8 – Public Comment: There was no public comment

Item #7 – TRIAD Chief’s announcements, requests for information, topics for future agendas, and statements relating to items not on the Agenda. (No discussion among TRIAD Chiefs will take place on this item).

Sandy Francis advised this item was added for requests from the TRIAD Chiefs or Future topics.

Chief White advised he wanted to clarify how the agencies would be invoiced for the new HazMat position. Chief Cochran advised there is not a cost Share agreement. Chief White advised the cost share is already outlined in the agreement; they just need to have something that matches what they currently approved. Sandy Francis advised the wages on the presented financial document were “actual” (if the BC Base rate given to her was correct) with the exception of Health insurance, as that really can only be an estimate in addition to the caveat that the bargaining agreements are all under negotiation and the base pay actual can change based upon potential COLA’s etc under negotiations. If the City of Sparks has one that is different or updated, they can send it to her to incorporate with the changes requested on the previous item.

Sandy Francis advised that one addition that wasn’t discussed was the addition of an expiration date on the new agreement; it is set for an expiration/renewal at three years.

Chief Kammann asked what was the next step and or timeline if each of the prospective Boards agreed to the new agreement. Chief White advised it would depend on the agency's desire; they can put out an announcement or use a current list. Chief White asked if there were any strong feelings or comments on how it should be filled; however, he felt there should at least be an assessment panel with members from each agency. Sandy Francis did confirm that the requirement for a member from each agency to be on the panel is outlined in the agreement. Chief Cochran said he believes the position should always be “open recruitment”, so we are not necessarily excluding a qualified candidate. Chief White felt they could do an open recruitment. Chief Cochran believed that it could be done that way; it could be done quickly. Chief White they are in the position to act quickly once the previously motioned modifications are made; they can take it for approval. It will most likely be in March, but I will advise of a specific date. Chief White felt they could have someone hired within a few weeks. Sandy Francis advised that the agreement states a start date of March 1st. However, that can be changed to say “no earlier than March 1st”. She also advised everything can be finalized for financials once a start date is identified. Captain Klaich wanted to clarify, because of Chief Keller's absence, the intentions or that when the flyers are announced, the Board can see candidates from each agency for a position at the City of Sparks. Cochran agreed yes; Sparks would recruit and employ; it would just be an ”open recruitment.” Chief Kammann asked if the bargaining agreement in Sparks allow for an open recruitment. Chief White advised he does not know that answer definitely. Captain Klaich advised he does not believe it would be allowed, and he is currently the only candidate on the list for BC. Chief Cochran advised he would not be ok with choosing from a list of one. Chief White agreed that although Captain Klach may be the most qualified candidate, he does understand the appearance of impropriety. Chief White said he would have that discussion with his bargaining group as this position is a little unique and will advise and bring it back if changes are needed. Sandy Francis confirmed any changes outside what was agreed would need to come back. It was verified that no matter who applies, or is chosen, it would a City of Sparks position. All agreed.

Meeting was adjourned at 10:34