NORTH COUNTY FIRE PROTECTION DISTRICT

AGENDA FOR SPECIAL BOARD MEETING
December 1, 2026, at 5:30 p.m.
Fallbrook Public Utility District
990 E. Mission Road, Fallbrook CA 92028

The December 1, 2026, Special Board Meeting will be held in person and via Zoom. The public may attend remotely using the Zoom app, [Zoom website (https://zoom.us/)] [Meeting ID: 870 1705 4560; Passcode: 966999] at https://us06web.zoom.us/j/87017054560?pwd=byX6NVIY09boOYwbhaeJdhmKbSBwLd.1 or
Dial by your location: +1 669 900 6833 US (San Jose); Meeting ID: 870 1705 4560; Passcode: 966999

The public may provide comments in advance or real-time by emailing mavis@ncfire.org. E-mailed comments received will be read into the record by staff. Please note that in the event of technical issues that disrupt the ability of members of the public to view the meeting or provide public comments through the web conference option, the meeting will continue.

Call To Order
Roll Call
Optional Moment of Reflection/Silence
Pledge Of Allegiance
Changes to the Agenda

PUBLIC ACTIVITIES AGENDA

For those joining us for the public activities agenda, please feel free to depart at the close of the agenda.

1. Public Comment – President Shaw (pgs. 3-4)

   Standing Item: Members of the public may directly address the Board of Directors on items of interest to the public provided no action will be taken on non-agenda items. The Presiding Officer may limit comments to three minutes per speaker (Board of Directors Meetings – SOG – § 7.2.).

ACTION AGENDA

All items listed under the action items agenda will be presented and discussed prior to the Board taking action on any matter. Members of the public may comment on items at the time they are presented. Time certain items will commence precisely at or after the time announced in the agenda.

2. Resolution 2026-19: Approval of the Core Terms of Agreement for Memorandums of Understanding Between the District and Safety, Miscellaneous, Single-Role Paramedics, and Management Group Labor Unions; and Approve Budget Adjustments to Accommodate Increased Salary Schedules- Special Counsel Gena Burns, Finance Manager Rocha, HR Manager Goss, and Chief McReynolds (pgs. 5-10)

   Recommendation: That the Board approve Resolution 2026-19 and the core terms of the Agreements reached with employee organizations: Safety, Miscellaneous, Single-Role Paramedics, and Management Group Employees; and authorize a budget adjustment to account for the agreed-upon compensation increases; and authorize final revisions to the MOUs subject to final approval by the District's General Counsel.

3. Resolution 2026-18: Adopting the Pay Schedule – Chief McReynolds and HR Manager Goss (pgs. 11-16)

   Recommendation: That the Board approve Resolution 2026-18, adopting the updated pay schedule document as required by California Code of Regulations §570.5, which is being amended due to pay rate adjustments.

Note: The Americans with Disabilities Act provides that no qualified individual with a disability shall be excluded from participation in, or denied the benefits of, District business. If you need assistance to participate in this meeting, please contact the District office 72 hours prior to the meeting at (760) 723-2012 or email mavis@ncfire.org. Closed captioning and translation services are available to the public when the meeting is accessed using the Zoom platform.

NORTH COUNTY FIRE PROTECTION DISTRICT

AGENDA FOR SPECIAL BOARD MEETING
December 1, 2026, at 5:30 p.m.
Fallbrook Public Utility District
990 E. Mission Road, Fallbrook CA 92028

CLOSED SESSION

The Board will enter closed session to discuss items as outlined herein. As provided in the Government Code, the public will not be present during these discussions. At the end of the closed session, the Board shall publicly report any action taken in closed session and the vote or abstention on that action of every member present in accordance with Government Code § 54950.

CS-1. Announcement — President Shaw: (pgs. 17-18)

CS-2. Conference with Labor Negotiator (Govt. Code §54957.6):
Agency Representative: Counsel Steinke and Counsel Burns of BW&S
Employee Organization(s): Safety, Miscellaneous, Single-Role Paramedics, & Management Group Employees

CS-3. Announcement — President Shaw:

ADJOURNMENT

Scheduled Meetings: The next Regular Board Meeting is scheduled Tues. December 8, 2026, at 5:30 p.m.

CERTIFICATION OF AGENDA POSTING

"I certify that this agenda was posted in accordance with the provisions of the Government Code § 54950 et. seq. The posting locations were: [1] the entrance of North County Fire Protection District Administrative Offices, [2] the Fallbrook Public Utility District Administrative Offices, [3] the Fallbrook Chamber of Commerce, and [4] the District's website at www.ncfireca.gov. The agenda was also available for review at the office of the Board Clerk, located at 330 S. Main Avenue, Fallbrook, CA. Materials related to an item on this agenda submitted to the District after distribution of the agenda packet are available for public inspection in the office of the Board Clerk during normal business hours or may be November 25, 2026.

Board Clerk Mavis Canpinar: /s/ Mavis Canpinar Date: November 25, 2026

NORTH COUNTY FIRE PROTECTION DISTRICT

STAFF REPORT

TO: BOARD OF DIRECTORS

FROM: CHIEF MCREYNOLDS

DATE: DECEMBER 1, 2026

SUBJECT: PUBLIC COMMENT

PUBLIC COMMENT:

1. Members of the Public may directly address the Board of Directors on items of interest to the Public provided no action will be taken on non-agenda items. The Board President may limit comments to three minutes per speaker (Board of Directors Meetings – SOG § 7.2.).

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NORTH COUNTY FIRE PROTECTION DISTRICT

STAFF REPORT

TO: BOARD OF DIRECTORS

FROM: DISTRICT NEGOTIATIONS TEAM (SPECIAL COUNSEL, GENA BURNS; FINANCE MANAGER, LORENA ROCHA; HUMAN RESOURCES MANAGER, NANCY GOSS; FIRE CHIEF, KEITH MCREYNOLDS)

DATE: DECEMBER 1, 2026

SUBJECT: RESOLUTION 2026-19: APPROVAL OF THE CORE TERMS OF AGREEMENT FOR MEMORANDUMS OF UNDERSTANDING BETWEEN THE DISTRICT AND SAFETY, MISCELLANEOUS, SINGLE-ROLE PARAMEDICS, AND MANAGEMENT GROUP LABOR UNIONS; AND APPROVE BUDGET ADJUSTMENTS TO ACCOMMODATE INCREASED SALARY SCHEDULES

ACTION AGENDA

RECOMMENDATION:

That the Board approve Resolution 2026-19 and the core terms of the Agreements reached with employee organizations: Safety, Miscellaneous, Single-Role Paramedics, and Management Group Employees; and authorize a budget adjustment to account for the agreed-upon compensation increases; and authorize final revisions to the MOUs subject to final approval by the District's General Counsel.

BACKGROUND:

Over the last several months District representatives and Bargaining Unit representatives have been negotiating the terms of memorandums of understanding which will govern the compensation, employee benefits, operating procedures and other terms for the Safety, Miscellaneous, Single-Role Paramedics, and Management Group labor unions.

After many discussions, the groups have reached an agreement that will govern employee relations, salary and benefits over the next three years. The terms of the Agreement are outlined below.

DISCUSSION:

On November 11, 2026, the Board of Directors of the District presented a Last Best and Final Offer (LBFO) to the bargaining units for the Safety, Miscellaneous, Single-Role Paramedics, and Management Employee Groups. A copy of the LBFO is attached hereto as Attachment 1. On or about November 12, 2026 representatives of the Bargaining Units accepted the terms of the LBFO.

The core terms of the Agreement are outlined below:

- Term: 3 year term, with an MOU end date of June 30, 2029

- Wage Increases (effective upon approval of the MOU):
    - Effective upon approval of MOU: 7% increase to all represented employees
    - October 1, 2027: 7% increase to all represented employees
    - October 1, 2028: 5% increase to all represented employees
- Deputy Fire Chief and Human Resources Manager shall be designated as Confidential Employees

To accommodate the wage and salary increases, a budget adjustment is necessary. A supplemental appropriation in the amount of $804,600 is required to cover salaries and benefits related to the increases for the remaining seven (7) months of Fiscal Year 2026-2027.

In addition to seeking final authorization from the Board of Directors to approve the core terms of the Agreement, the negotiating team is seeking authorization to continue its efforts to draft the MOUs that will govern this Agreement, which will include the modernization of MOU formatting, cleaning up legacy language and inconsistencies and streamlining the language of the MOUs to make them easier to understand, user-friendly and efficient.

The attached Resolution (Attachment 2) adopts the core terms of the Agreement, approves the recommended budget adjustment(s) and authorizes the District's negotiating team to work with the Bargaining Units on updating MOU language, subject to final review and approval of the District's General Counsel.

FISCAL ANALYSIS:

The estimated total cost of the proposed 3 year agreements with the Safety, Miscellaneous, Single-Role Paramedics, and Management Group bargaining units is $3,059,900. This includes related impacts of salaries on FLSA and overtime pay. The budget adjustment requested above only covers the portion required for the current fiscal year 2026-2027. Any increases in salary and benefits costs related to years 2 and 3 of the agreements will be included in the annual budget process and presented to the Board for approval prior to the start of each fiscal year.

SUMMARY/RECOMMENDATION:

The negotiating team recommends that the Board approve Resolution 2026-19 and the core terms of the Agreements reached with employee organizations: Safety, Miscellaneous, Single-Role Paramedics, and Management Group Employees; and authorize a budget adjustment to account for the agreed-upon compensation increases; and authorize final revisions to the MOUs subject to final approval by the District's General Counsel.

NORTH COUNTY FIRE PROTECTION DISTRICT

RESOLUTION 2026-19

A RESOLUTION OF THE BOARD OF DIRECTIONS OF NORTH COUNTY FIRE PROTECTION DISTRICT, SAN DIEGO COUNTY, STATE OF CALIFORNIA, APPROVING THE CORE TERMS OF THE AGREEMENTS FOR MEMORANDUMS OF UNDERSTANDING BETWEEN THE DISTRICT AND SAFETY, MISCELLANEOUS, SINGLE-ROLE PARAMEDICS, AND MANAGEMENT GROUP LABOR UNIONS; AND APPROVING BUDGET ADJUSTMENTS TO ACCOMMODATE INCREASES IN SALARY SCHEDULES

WHEREAS, over the last several months District representatives and Bargaining Unit representatives have been negotiating the terms of memorandums of understanding ("MOU") which will govern the compensation, employee benefits, operating procedures and other terms for the Safety, Miscellaneous, Single-Role Paramedics, and Management Group labor unions over the next three years; and

WHEREAS, after many discussions, the groups have reached an agreement that will govern employee relations, salary and benefits over the next three years ("Agreement"); and

WHEREAS, on November 11, 2026, the Board of Directors of the District presented a Last Best and Final Offer ("LBFO") to the bargaining units for the Safety, Miscellaneous, Single-Role Paramedics, and Management Employee Groups; and

WHEREAS, on or about November 12, 2026 representatives of the Bargaining Units accepted the terms of the LBFO; and

WHEREAS, the core terms of the Agreement include the following:

- Term: 3 year term, with an MOU end date of June 30, 2029
- Wage Increases (effective upon approval of this Resolution):
  - Effective upon approval of this Resolution: 7% increase to all represented employees
  - October 1, 2027: 7% increase to all represented employees
  - October 1, 2028: 5% increase to all represented employees
- Deputy Fire Chief and Human Resources Manager shall be designated as Confidential Employees; and

WHEREAS, to accommodate the wage and salary increases, a budget adjustment is necessary; a supplemental appropriation in the amount of $804,600 is required to cover salaries and benefits related to the increases for the remaining seven (7) months of Fiscal Year 2026-2027; and

WHEREAS, the estimated total cost of the proposed 3 year agreements with the Safety, Miscellaneous, Single-Role Paramedics, and Management Group bargaining units is $3,059,900; this includes related impacts of salaries on FLSA and overtime pay; any increases in salary and benefits costs related to years 2 and 3 of the agreements will be included in the

annual budget process and presented to the Board for approval prior to the start of each fiscal year; and

WHEREAS, the Board of Directors desires to authorize the District's negotiating team to continue its efforts to draft the MOUs that will govern this Agreement, which will include the modernization of MOU formatting, clean-up of legacy language that is no longer needed, resolving inconsistencies and streamlining the language of the MOUs to make them easier to understand, user-friendly and efficient subject to final approval by the District's General Counsel; and

WHEREAS, the Board of Directors also desires that the core terms of the Agreement take effect immediately in accordance with the logistic capabilities of the District's systems.

NOW, THEREFORE, BE IT RESOLVED, by the Board of Directors of the North County Fire Protection District, a public agency in the County of San Diego, California, as follows:

1. That the above recitals are fully incorporated herein as if restated in their entirety; and

2. That the core terms of the Agreement are approved and adopted; and

3. That a budget adjustment is approved by way of a supplemental appropriation in the amount of $804,600 to cover salaries and benefits related to the increases for the remaining seven (7) months of Fiscal Year 2026-2027; and

4. That the District's negotiating team is hereby authorized to continue its efforts to draft the MOUs that will govern this Agreement, which will include the modernization of MOU formatting, clean-up of legacy language that is no longer needed, resolving inconsistencies and streamlining the language of the MOUs to make them easier to understand, user-friendly and efficient subject to final approval by the District's General Counsel.

APPROVED, SIGNED AND ADOPTED by the Board of Directors, North County Fire Protection District, County of San Diego, State of California, on this the **1st day of December, 2026**, by the following vote:

AYES:

NOES:

ABSENT:

NORTH COUNTY FIRE PROTECTION DISTRICT

RESOLUTION 2026-19

A RESOLUTION OF THE BOARD OF DIRECTIONS OF NORTH COUNTY FIRE PROTECTION DISTRICT, SAN DIEGO COUNTY, STATE OF CALIFORNIA, APPROVING THE CORE TERMS OF THE AGREEMENTS FOR MEMORANDUMS OF UNDERSTANDING BETWEEN THE DISTRICT AND SAFETY, MISCELLANEOUS, SINGLE-ROLE PARAMEDICS, AND MANAGEMENT GROUP LABOR UNIONS; AND APPROVING BUDGET ADJUSTMENTS TO ACCOMMODATE INCREASES IN SALARY SCHEDULES

ABSTAIN:

RECUSED:

_____
Chris Shaw, Board President

ATTEST:

I HEREBY CERTIFY that the foregoing is a true and correct copy of the Resolution duly and regularly adopted by the Board of Directors of the North County Fire Protection District thereof held on the **1st day of December, 2026**, and that the same now appears on record in the office of the Board Secretary.

IN WITNESS THEREOF, I hereunto set my hand and affixed by official seal this the **1st day of December, 2026**.

_____
Mavis Canpinar, Board Clerk

Official Seal

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NORTH COUNTY FIRE PROTECTION DISTRICT

STAFF REPORT

TO: BOARD OF DIRECTORS

FROM: CHIEF MCREYNOLDS & HR MANAGER GOSS

DATE: DECEMBER 1, 2026

SUBJECT: RESOLUTION 2026-18: ADOPTING THE PAY SCHEDULE

ACTION AGENDA

RECOMMENDATION:

It is recommended that the Board of Directors adopt the attached Resolution 2026-18, which updates the Pay Schedule.

BACKGROUND:

The California Code of Regulations, Title 2, Section 570.5 requires a governing body's Board of Directors to adopt a pay schedule which delineates the range of pay for all positions and make them available to the public, without reference to another document.

DISCUSSION:

The current pay schedule does not reflect the current pay rate adjustments. Accordingly, it is necessary to adopt Resolution 2026-18 and post the referenced pay schedule (Exhibit 'A') on the Department's website and register the current pay scale with CalPERS and CalOES. As future adjustments to rates of pay will require similar action by the Board of Directors, future resolutions will occur in concert with approval of bargaining unit or individual employee contracts.

FISCAL ANALYSIS:

See Budget Adjustment Resolution.

SUMMARY:

Staff recommends that the Board adopt Resolution 2026-18 and Exhibit 'A' as presented.

NORTH COUNTY FIRE PROTECTION DISTRICT

RESOLUTION 2026-18

A RESOLUTION OF THE BOARD OF DIRECTIONS OF NORTH COUNTY FIRE PROTECTION DISTRICT, SAN DIEGO COUNTY, STATE OF CALIFORNIA, ADOPTING A PAY SCHEDULE IN ACCORDANCE WITH CALIFORNIA CODE OF REGULATIONS, TITLE 2, SECTION 570.5.

WHEREAS, the California Public Employees' Retirement System ("CalPERS") has adopted statutory and regulatory requirements for publicly available pay schedules, including the Public Employees' Retirement Law, Public Employees' Pension Reform Act of 2013, and Title 2 of the California Code of Regulations ("CCR"); and

WHEREAS, CCR, Title 2, Section 570.5 requires the District's Board of Directors to approve and adopt all pay schedules and make said pay schedules available to the public; and

WHEREAS, Section 570.5 of the CCR requires that the pay schedule be made public without reference to another document in disclosure of the pay rates.

NOW, THEREFORE, BE IT RESOLVED, by the Board of Directors of the North County Fire Protection District, a public agency in the County of San Diego, California, as follows:

1. That the attached Pay Schedule titled "North County Fire Protection District Pay Schedule," set forth in Exhibit "A" attached hereto and incorporated herein by this reference, is approved and adopted on December 1, 2026.

2. The Pay Schedule approved and adopted by this Resolution shall be periodically updated by the Board of Directors, in accordance with California Code of Regulations requirements.

APPROVED, SIGNED AND ADOPTED by the Board of Directors, North County Fire Protection District, County of San Diego, State of California, on this the **1st day of December, 2026**, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

RECUSED:

_____
Chris Shaw, Board President

NORTH COUNTY FIRE PROTECTION DISTRICT

RESOLUTION 2026-18

A RESOLUTION OF THE BOARD OF DIRECTIONS OF NORTH COUNTY FIRE PROTECTION DISTRICT, SAN DIEGO COUNTY, STATE OF CALIFORNIA, ADOPTING A PAY SCHEDULE IN ACCORDANCE WITH CALIFORNIA CODE OF REGULATIONS, TITLE 2, SECTION 570.5.

ATTEST:

I HEREBY CERTIFY that the foregoing is a true and correct copy of the Resolution duly and regularly adopted by the Board of Directors of the North County Fire Protection District thereof held on the **1st day of December, 2026**, and that the same now appears on record in the office of the Board Secretary.

IN WITNESS THEREOF, I hereunto set my hand and affixed by official seal this the **1st day of December, 2026**.

_____

Mavis Canpinar, Board Clerk

Official Seal

NORTH COUNTY FIRE PROTECTION DISTRICT

RESOLUTION 2025-14

Exhibit A

A RESOLUTION OF THE BOARD OF DIRECTIONS OF NORTH COUNTY FIRE PROTECTION DISTRICT, SAN DIEGO COUNTY, STATE OF CALIFORNIA, ADOPTING A PAY SCHEDULE IN ACCORDANCE WITH CALIFORNIA CODE OF REGULATIONS, TITLE 2, SECTION 570.5.

Appendix A
North County Fire Protection District
Salary Schedule for FY 2026-2027
Effective as of November 29, 2026

Cal Code of Regulations, Title 2, §570.5

CLASSIFICATION TITLE	TIME BASE	MINIMUM	MAXIMUM	FLSA TYPE
SAFETY EMPLOYEES				
Administrative Battalion Chief	Hourly	$95.71	$100.50	40 HOURS
	Bi-Weekly	$7,656.96	$8,039.80	NON EXEMPT
	Annual	$199,080.83	$209,034.87	
Administrative Captain	Hourly	$52.56	$55.32	40 HOURS
	Bi-Weekly	$5,886.21	$6,196.01	NON EXEMPT
	Annual	$153,041.49	$161,096.31	
Battalion Chief	Hourly	$61.75	$65.00	56 HOURS
	Bi-Weekly	$6,915.93	$7,279.93	NON EXEMPT
	Annual	$179,814.21	$189,278.12	
Captain/Paramedic	Hourly	$47.59	$52.63	56 HOURS
	Bi-Weekly	$5,329.88	$5,894.43	NON EXEMPT
	Annual	$138,576.97	$153,255.18	
Deputy Chief	Hourly	$108.60	$114.03	40 HOURS
	Bi-Weekly	$8,688.37	$9,122.79	EXEMPT
	Annual	$225,897.70	$237,192.59	
Deputy Fire Marshal	Hourly	$56.19	$59.15	40 HOURS
	Bi-Weekly	$4,495.60	$4,732.21	EXEMPT
	Annual	$116,885.49	$123,037.36	
Division Chief	Hourly	$101.03	$106.08	40 HOURS
	Bi-Weekly	$8,082.21	$8,486.32	EXEMPT
	Annual	$210,137.39	$220,644.26	
Engineer/Paramedic	Hourly	$43.44	$45.64	56 HOURS
	Bi-Weekly	$4,865.16	$5,111.45	NON EXEMPT
	Annual	$126,494.03	$132,897.79	
Fire Chief/CEO	Hourly		$127.40	40 HOURS
	Bi-Weekly		$10,192.31	EXEMPT
	Annual		$265,000.00	
Fire Marshal	Hourly	$88.81	$93.49	40 HOURS
	Bi-Weekly	$7,104.94	$7,478.89	EXEMPT
	Annual	$184,728.49	$194,451.04	
Firefighter/Paramedic	Hourly	$34.84	$44.52	56 HOURS
	Bi-Weekly	$3,902.63	$4,986.78	NON EXEMPT
	Annual	$101,468.32	$129,656.37	
Medical Services Officer	Hourly	$70.32	$79.51	40 HOURS
	Bi-Weekly	$5,625.59	$6,361.05	NON EXEMPT
	Annual	$146,265.21	$165,387.21	

NORTH COUNTY FIRE PROTECTION DISTRICT

RESOLUTION 2025-14

Exhibit A

A RESOLUTION OF THE BOARD OF DIRECTIONS OF NORTH COUNTY FIRE PROTECTION DISTRICT, SAN DIEGO COUNTY, STATE OF CALIFORNIA, ADOPTING A PAY SCHEDULE IN ACCORDANCE WITH CALIFORNIA CODE OF REGULATIONS, TITLE 2, SECTION 570.5.

CLASSIFICATION TITLE				
MISCELLANEOUS EMPLOYEES				
Accounting/Payroll Technician	Hourly	$37.62	$42.54	40 HOURS
	Bi-Weekly	$3,009.72	$3,403.19	NON EXEMPT
	Annual	$78,252.65	$88,483.02	
Executive Assistant/Board Clerk	Hourly	$56.81	$59.65	40 HOURS
	Bi-Weekly	$4,544.99	$4,772.24	EXEMPT
	Annual	$118,169.82	$124,078.31	
Finance Manager	Hourly		$86.95	40 HOURS
	Bi-Weekly		$6,955.85	EXEMPT
	Annual		$180,852.00	
Fire Mechanic	Hourly	$51.57	$58.31	40 HOURS
	Bi-Weekly	$4,125.29	$4,664.61	NON EXEMPT
	Annual	$107,257.50	$121,279.82	
Fire Protection Specialist	Hourly	$48.42	$54.76	40 HOURS
	Bi-Weekly	$3,873.97	$4,380.44	NON EXEMPT
	Annual	$100,723.33		
Fleet Maintenance Supervisor	Hourly	$64.73	$67.96	40 HOURS
	Bi-Weekly	$5,178.08	$5,436.98	EXEMPT
	Annual	$134,629.98	$141,361.48	
Human Resources Manager	Hourly	$81.72	$85.80	40 HOURS
	Bi-Weekly	$6,537.45	$6,864.32	EXEMPT
	Annual	$169,973.62	$178,472.30	
Information Technology Specialist	Hourly	$58.90	$66.60	40 HOURS
	Bi-Weekly	$4,712.08	$5,328.11	NON EXEMPT
	Annual	$122,513.95	$138,530.83	
Public Outreach/Communications Specialist	Hourly	$28.69	$32.44	40 HOURS
	Bi-Weekly	$2,294.91	$2,594.94	NON EXEMPT
	Annual	$59,667.76	$67,468.44	
SINGLE ROLE EMT & PARAMEDIC				
Emergency Medical Technician	Hourly	$19.80	$22.80	40 HOURS
				NON EXEMPT
Paramedic	Hourly	$24.08	$27.08	40 HOURS
				NON EXEMPT

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NORTH COUNTY FIRE PROTECTION DISTRICT

STAFF REPORT

TO: BOARD OF DIRECTORS

FROM: CHIEF MCREYNOLDS

DATE: DECEMBER 1, 2026

SUBJECT: CLOSED SESSION

CS.1. Announcement — President Shaw

An announcement regarding the items to be discussed in closed session will be made prior to the commencement of closed session.

CS.2. Conference with Labor Negotiator (Government Code §54957.6):

Agency Representative:	*Counsel Steinke & Counsel Burns of BW&S*
Employee Organization(s):	*Safety, Miscellaneous, Single-Role Paramedics, and Management Group Employees*

CS.3. Report from Closed Session – President Shaw

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