

1 **December 9, 2025**

2 **REGULAR MEETING MINUTES OF THE**  
3 **BOARD OF DIRECTORS OF THE**  
4 **NORTH COUNTY FIRE PROTECTION DISTRICT**

5  
6 **LOCATION: 990 E. MISSION ROAD, FALLBROOK CA 92028**

7 President Shaw called the meeting to order at 5:00 p.m.

8 **ROLL CALL:**

9  
10 **Present:** Egkan, Munson, Pike, Reardon, and Shaw

11 **Absent:** None

12 **ALL RECITED THE PLEDGE OF ALLEGIANCE.**

13 **MOMENT OF SILENCE:** President Shaw requested a moment of silence for those no longer with us  
14 and for those who they left behind, acknowledging how the holiday season can be challenging for  
15 many.

16 **STAFF PRESENT:** Chief McReynolds, Counsel Steinke, Finance Manager Rocha, HR Manager Goss,  
17 DFC MacMillan, FM Fieri, DC August, BC Harrington, BC Garing, IT Specialist Swanger, Board Clerk  
18 Canpinar, and members of the public.

19 **CHANGES TO THE AGENDA:** There were no change

20 **PUBLIC ACTIVITIES AGENDA**

21 1. **PUBLIC COMMENT:** President Shaw inquired if there were any public comments regarding items  
22 not on the agenda. There being no public comment, the public activities portion of the agenda was  
23 closed.

24 **DISCUSSION/PRESENTATION AGENDA**

25 2. **DISCUSSION/PRESENTATION:** DFC MacMillan provided the Board with an overview of the  
26 Operations Division, which manages the District's response capabilities and programs including  
27 EMS, health and safety, emergency management, staffing equipment, and policy development.

28 **RATIFICATION OF INFORMATION AGENDA**

- 29 3. Warrant Register: Information only; no action required.  
30 4. Operations Report: Information only; no action required.  
31 5. Written Communication: Information only; no action required.

32 **ACTION AGENDA**

33 **CONSENT ITEMS:**

- 34 6. **REVIEW AND ACCEPT REGULAR BOARD MEETING MINUTES FOR OCTOBER 28, 2025**  
35 7. **POLICIES AND PROCEDURES**

- 36 • Video/Audio Streaming and Virtual Meetings
- 37 • Mandatory Training Policy

38 President Shaw inquired whether there were any questions or comments on consent items 6-7. There  
39 being no comments or questions, President Shaw then asked for a motion to approve the consent  
40 agenda. On a motion by Director Pike seconded by Director Reardon, the motion to approve the  
41 consent agenda passed unanimously.

42 **ACTION ITEMS:**

43 **8. PUBLIC HEARING DATE/TIME CERTAIN DECEMBER 9, 2025, AT 5:00 PM - RESOLUTION 2025-26 AND THE**

44 **PROPOSED COST RECOVERY FEE SCHEDULE INCREASE:** President Shaw opened the hearing at 5:27 p.m.  
45 Chief McReynolds informed the Board that Health and Safety Code §13916 allows for agencies to  
46 charge a fee to cover the cost of any service for which the District provides, and the California Vehicle  
47 Code §17300-17303 allows fire agencies to recover costs related to response for incidents that occur  
48 on public roadways. In September of 2016 the Board approved automatic cost recovery rate increases  
49 equal to that of the CPI-Urban Index for San Diego, which would be applied annually based on the  
50 most recent publication. The approximate increase in charges from last year was 4%. President Shaw  
51 asked if there was any additional public comments or questions regarding the matter; there being no  
52 public comment, the public hearing was closed at 5:30 p.m. On a motion by Vice President Egkan  
53 seconded by Director Reardon, the motion to adopt Resolution 2025-26 with the proposed cost  
54 recovery fee schedule and rate adjustments passed with the following vote: Egkan, aye; Munson, aye;  
55 Pike, aye; Reardon, aye; Shaw, aye.

56 **9. BOARD ELECTION OF OFFICERS FOR 2026:** Chief McReynolds informed the Board that annually in  
57 December the Board selects officers to serve as President and Vice President for the upcoming year.  
58 The new officers are to assume office at the end of the meeting. Chief McReynolds turned the meeting  
59 over to Counsel Steinke for the election of officers. Counsel Steinke requested a separate motion and  
60 vote for President and Vice President. Counsel Steinke called for nominations for President. Director  
61 Reardon made a motion to nominate President Shaw to serve as President again in 2026, which was  
62 seconded by Vice President Egkan. President Shaw accepted the nomination and the motion carried  
63 by the following vote: Egkan, aye; Munson, aye; Pike, aye; Reardon, aye; Shaw, aye. Counsel Steinke  
64 then asked for nominations for the election of Vice President. Director Pike made a motion to nominate  
65 Director Reardon as Vice President, which was seconded by Vice President Egkan. Director Reardon  
66 accepted the nomination and the motion carried by the following vote: Egkan, aye; Munson, aye; Pike,  
67 aye; Reardon, aye; Shaw, aye. At the conclusion of the election, the meeting was turned back over to  
68 President Shaw.

69 **10. PRIMARY AND ALTERNATE DIRECTOR POSITIONS TO SERVE ON THE NORTH COUNTY DISPATCH JOINT**  
70 **POWERS AUTHORITY (NCDJPA) BOARD:** Chief McReynolds provided an overview of the NCDJPA to the

71 Board and discussed how NCFPD is a member agency. As a member agency, the District has one  
72 voting seat on the eight-seat Board and annually selects one primary and one alternate to serve in  
73 these capacities. Director Pike is currently serving as the primary with President Shaw serving as the  
74 alternate. Director Pike expressed interest in continuing to serve as the primary representative.  
75 Director Reardon made a motion to nominate Director Pike as the primary for 2026, which was  
76 seconded by President Shaw. Director Pike accepted the nomination and the motion carried by the  
77 following vote: Egkan, aye; Munson, aye; Pike, aye; Reardon, aye; Shaw, aye. President Shaw indicated  
78 he would like to step down as the alternate. Director Reardon then expressed interest in serving.  
79 Director Pike made a motion to nominate Director Reardon as the alternate, which was seconded by  
80 President Shaw. Director Reardon accepted the nomination, and the motion carried by the following  
81 vote: Egkan, aye; Munson, aye; Pike, aye; Reardon, aye; Shaw, aye.

82 11. **EMPLOYEE RECOGNITION- SELECTION OF INDIVIDUAL(S)**: Chief McReynolds and the Board  
83 acknowledged DC August who was listed as the only candidate for the third and fourth quarter 2025  
84 Board Recognition Program. On a motion by Director Pike seconded by President Shaw, the motion  
85 to award Chief August for his outstanding performance passed unanimously.

86 12. **CALL FOR BALLOTS: ELECTION TO THE LOCAL AGENCY FORMATION COMMISSION (LAFCO) SPECIAL**  
87 **DISTRICTS ADVISORY COMMITTEE**: On September 29, 2025, San Diego LAFCO solicited nominations to  
88 all 58 independent special districts within the County to fill seven open seats on the 15-member Special  
89 Districts Advisory Committee. All terms on the Committee are for four years. A total of ten nominations  
90 were received. Write-in candidates were also permitted. The Board is allowed one vote for each  
91 nominee. Chief McReynolds advised the Board to deliberate and discuss the nominees and come to  
92 an agreement on who the Board wishes to vote for. Board discussion ensued. On a motion by Vice  
93 President Egkan seconded by Director Pike, the Board unanimously agreed to authorize the Board  
94 Clerk to submit the LAFCO ballot with only six candidates: Mike Sims, James Gordon, Erica Wolski,  
95 Jack Bebee, Albert C. Lau, and Dave McQuead.

96 13. **RESOLUTION 2025-27: COMMENDING THE OUTSTANDING SERVICE, DEDICATION, ACHIEVEMENTS, AND**  
97 **PROGRESS OF THE DISTRICT AND ITS TEAM DURING 2025**: President Shaw presented Resolution 2025-  
98 27, which is a resolution of appreciation, highlighting the District's major accomplishments and  
99 organizational progress throughout 2025. The resolution serves as a formal recognition of these  
100 accomplishments and is an expression of the Board's gratitude to the entire organization. On a motion  
101 by Director Pike seconded by President Shaw, the Board unanimously adopted Resolution 2025-27.

102 **LEGAL COUNSEL REPORT**: Counsel Steinke reviewed the report regarding conflicts of interest and  
103 Government Code §1090.

104 **COMMENTS AND REPORTS SECTION - STAFF**:

105 **CHIEF McREYNOLDS:** Chief McReynolds mentioned several items: Defense Community Infrastructure  
106 Program (DCIP) grant meetings are underway; the GMP for Station 4 will be brought back to the Board  
107 in early 2026; suspension on agricultural burning has been lifted; the California Special Districts  
108 Advisory (CSDA) online newsletter featured NCF's Station 3 ribbon cutting. **BC GARING:** BC Garing  
109 provided probationary testing updates along with grant writing efforts. **BC HARRINGTON:** BC Harrington  
110 provided training updates, including an upcoming live fire training in Vista. **FM FIERI:** FM Fieri provided  
111 community risk reduction updates and upcoming building developments including Peppertree, Willow  
112 Tree and Ocean Breeze. **DC AUGUST:** DC August provided facility updates, including the renovation of  
113 the Roy Noon Meeting Hall and the newly installed zone-zero landscaped at Station 5. **HR MANAGER**  
114 **GOSS:** HR Manager Goss provided staffing and policy updates and the upcoming North Zone  
115 promotional testing. **FINANCE MANAGER ROCHA:** Finance Manager Rocha advised a mid-year report will  
116 be provided in January, and reported rates of return on the California CLASS investment fund were as  
117 follows: April 2023 was 5.04%; April 2024 was 5.32 %; April 2025 4.40 %.

118 **COMMENTS AND REPORTS SECTION – DIRECTORS AND OTHERS:**

119 All Directors congratulated Chief August and Staff on their work getting the Station 3 renovation project  
120 finalized. **DIRECTOR REARDON:** No additional comment. **DIRECTOR PIKE:** Director Pike had no report of  
121 significance from the NCDJPA and wished all a Merry Christmas. **PRESIDENT SHAW:** No additional  
122 comment. **VICE PRESIDENT EGKAN:** No additional comment. **DIRECTOR MUNSON:** No additional  
123 comment.

124 **CLOSED SESSION**

125 At 6:20 p.m. President Shaw inquired whether there was a motion to adjourn to closed session. On a  
126 motion by Director Pike seconded by Director Reardon there was no objection to adjournment.  
127 President Shaw read the items to be discussed in closed session and open session was closed. A  
128 short break ensued after the reading of the closed session items. At 6:25 p.m. the Board entered  
129 closed session to hear:

130 **CS-1. ANNOUNCEMENT – PRESIDENT SHAW:**

131 **CS-2. CONFERENCE WITH LABOR NEGOTIATOR (GC §54957.6):**

132 **AGENCY REPRESENTATIVE - CHIEF McREYNOLDS; FOR - SAFETY GROUP EMPLOYEES**

133 **CS-3. REPORT FROM CLOSED SESSION – PRESIDENT SHAW:**

134 **● REOPENING TO OPEN SESSION:**

135 On a motion by Vice President Shaw seconded by Director Reardon which passed unanimously, the  
136 Board returned to open session at 6:27 p.m. and the following items were reported out to the public:

137  
138  
139  
140  
141  
142  
143  
144  
145  
146  
147  
148  
149  
150  
151  
152

**CS-2. CONFERENCE WITH LABOR NEGOTIATOR (GC §54957.6):**

**AGENCY REPRESENTATIVE - CHIEF McREYNOLDS; FOR- SAFETY GROUP EMPLOYEES:** On a motion by President Shaw seconded by Director Reardon which passed unanimously, the Board agreed to the proposed side letter as amended, indicating promotion lists with less than three (3) names shall not be valid.

**ADJOURNMENT**

A motion was made at 6:30 p.m. by Director Pike seconded by Vice President Shaw to adjourn the meeting and reconvene on January 20, 2026, at 5:30 p.m., which motion carried unanimously.

Respectfully submitted,



Mavis Canpinar

Board Clerk

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

1/20/26