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