



NORTH COUNTY FIRE PROTECTION DISTRICT

AGENDA FOR REGULAR BOARD MEETING

FEBRUARY 24, 2009

5:00 p.m.

**FALLBROOK PUBLIC UTILITY DISTRICT
990 EAST MISSION ROAD
FALLBROOK CALIFORNIA**

CALL TO ORDER

ROLL CALL

INVOCATION BY CHAPLAIN DAVE HELMAN

PLEDGE OF ALLEGIANCE

PUBLIC ACTIVITIES AGENDA

For those joining us for the Public Activities Agenda, please feel free to depart at the close of the agenda. We invite you to stay for the remainder of the business meeting.

1. Public Comment — (pgs. 1-2)
 - *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 Operations Policy § 7, ¶ B, Subpara. 3).*
2. Recognition of Retiring Personnel - Chief Metcalf (pgs. 3-4)
 - *Acknowledge Contributions of Captain Michael Hill.*

ACTION AGENDA

CONSENT ITEMS:

All items listed under the Consent Items are considered routine and will be enacted in one motion. There will be no separate discussion of these items prior to the Board action on a motion, unless members of the Board, Staff or public request a specific item be removed from the Consent Agenda.

3. Approve Regular Board Meeting Minutes, January 2009 (pgs. 5-10)
 - *Standing Item: Review and approve minutes from January 2009 meeting as presented.*
4. Review and Accept Financial Report for January 2009 (pgs. 11-18)
 - *Standing Item: Review and Accept Financial Report for January 2009 as presented.*

Note: This agenda was posted at the entrance of North County Fire Protection District Administrative Building, Fallbrook Public Utility District and Roy Noon Meeting Hall February 19, 2009. 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 24 hours prior to the meeting at (760) 723-2012. 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 Secretary, located at 330 S. Main Avenue, Fallbrook (760) 723-2012, during normal business hours or may be found on the District website at <http://www.ncfireprotectiondistrict.org>, subject to the Staff's ability to post the documents before the meeting."



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5. Policies and Procedures (pgs. 19-64)
 - EMPLOYEE DEVELOPMENT REVIEW (pgs. 19-26):
 - *Policy Updated to reflect Firefighter Bill of Rights (FBOR).*
 - EMPLOYEE PERFORMANCE EVALUATION (pgs. 27-29):
 - *Policy Updated to reflect Firefighter Bill of Rights (FBOR) – removing Unacceptable category.*
 - EDR SELF-APPRAISAL FORM (pgs. 30-32):
 - *Added section to permit agreement of goals for upcoming year.*
 - PROBATIONARY PERIODS (pgs. 33-35):
 - *ADDED LANGUAGE REGARDING TASKBOOKS AND REQUIRED TESTING.*
 - EMPLOYEE DISCIPLINE (pgs. 36-45):
 - *Policy Updated to reflect Firefighter Bill of Rights (FBOR)*
 - EMPLOYEE ORIENTATION (pgs. 46-51):
 - *Added language regarding HIPPA training.*
 - INVESTIGATION GUIDELINES (pgs. 52-57):
 - *Policy to reflect Firefighter Bill of Rights (FBOR)*
 - INTERROGATION ADMONITION (pgs. 58-64):
 - *Policy to reflect Firefighter Bill of Rights (FBOR)*

ACTION ITEMS:

All items listed under the Action Items Agenda will be presented and discussed prior to the Board taking action on any matter. Time Certain Items will commence precisely at the time announced in the Agenda.

6. **Review and Approve the Annual Audit for Fiscal Year 2007- 2008 - Deputy Chief Torchia, F/S Timmers and Chief Metcalf** (pgs. 65-126)
 - *Annual Report: Staff from Hosaka, Nagel and Company will be present to give an overview of the audit.*
7. **REVIEW AND RECOMMEND NOMINATIONS TO THE LOCAL AGENCY FORMATION COMMISSION (LAFCO) SPECIAL DISTRICTS ADVISORY COMMITTEE - CHIEF METCALF** (pgs. 127-130)
 - *ANNUAL EVENT: CONSIDER POTENTIAL NOMINATIONS FOR THE SPECIAL DISTRICTS ADVISORY COMMITTEE.*

DISCUSSION AGENDA

No action shall be undertaken on any Discussion item. The Board may: acknowledge receipt of the information or report and make comments; refer the matter to Staff for further study or report; or refer the matter to a future agenda.

8. There are no Discussion Items for the February 24, 2009 meeting (pgs. 131-132).

STANDING DISCUSSION ITEMS:

All items listed under the Standing Discussion Items are presented every meeting.



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LEGAL COUNSEL REPORT:

- “Employer Permitted to Declare Impasse and Implement New Healthcare Provisions After Six Meetings in Four Months.” (pgs.133-134)

WRITTEN COMMUNICATIONS: (pgs. 135.-136)

- Written Communications:
 - None
- BOARD RECOGNITION PROGRAM:
 - NONE

NEWS ARTICLES: As attached (pgs. 137-154)

COMMENTS:

1. **STAFF REPORTS/UPDATES** (pgs. 155-156)
 - Bill Metcalf, Fire Chief/CEO
 - Chief Officers
2. **BOARD**
3. **BARGAINING GROUPS**
4. **PUBLIC COMMENT**

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 et. seq.

- There are no Closed Session items for the February 24, 2009 meeting (pgs. 157-158).

ADJOURNMENT