



**JOINT MEETING OF THE CONFIRE BOARD OF DIRECTORS
AND
ADMINISTRATIVE COMMITTEE**

TUESDAY, SEPTEMBER 23, 2025 – 1:00 P.M.

LOMA LINDA-EOC, 25541 BARTON RD., LOMA LINDA

MINUTES

ROLL CALL

BOARD OF DIRECTORS:

Madam Chair – Lynne Kennedy – City of Rancho Cucamonga
Vice Chair – Phill Dupper – City of Loma Linda
Dan Leary, Director – Apple Valley Fire Protection District
Mike Kreeger, Director – Chino Valley Fire District
David Toro, Director – City of Colton
Marc Shaw, Director – City of Redlands - *Absent*
Andy Carrizales, Director – City of Rialto
Joe Baca, Jr., Director – San Bernardino County
Elizabeth Becerra, Director – City of Victorville

ADMINISTRATIVE COMMITTEE MEMBERS:

Fire Marshall Tom Ingalls for Chief Dan Harker, Loma Linda Fire Department
Vice Chair – Chief Rich Sessler, Redlands Fire Department
Chief Buddy Peratt, Apple Valley Fire Protection District
Chief Dave Williams, Chino Valley Fire District – *Exited the meeting @ 2:21 p.m.*
Chief Ray Bruno, Colton Fire Department
Chief Mike McCliman, Rancho Cucamonga Fire Department
Acting Chief Chris Jensen, Rialto Fire Department
Chief Bertral Washington, San Bernardino County Fire
Chief Bobby Clemmer, Victorville Fire Department

CALL TO ORDER

- a. Flag Salute
- b. Roll call/Introductions

PUBLIC COMMENT

An opportunity provided for persons in the audience to make brief statements to the Board of Directors and Administrative Committee. (Limited to 30 minutes; 3 minutes allotted for each speaker)

INFORMATION RELATIVE TO POSSIBLE CONFLICT OF INTEREST

Agenda items may require Board Member abstentions due to conflict of interests and financial interests. Board Member/Administrative Committee abstentions shall be stated under this item for recordation on the appropriate item.

Director Joe Baca Jr. recused himself from Closed Session.

BOARD OF DIRECTORS CONSENT ITEMS

The following items are considered routine and non-controversial and will be voted upon at one time by the Board of Directors. An item may be removed by a Board Member or member of the public for discussion and appropriate action.

1. Approve the Joint Meeting of the CONFIRE Board of Directors and Administrative Committee Minutes of May 27, 2025
2. CONFIRE Operations Statement as of August 31, 2025
3. Fund Balance Report as of August 31, 2025
4. YTD Call Summary
5. YTD Answer Time
6. YTD Billable Incidents
7. Call Processing Time Analysis – August 2025
8. ECNS Report – August 2025

ACTION REQUEST: The Administrative Committee requests the Board accept and approve consent items 1 thru 8.

ACTION: *The CONFIRE Board of Directors accepts and approves consent items 1 thru 8.*

Motion by: *Joe Baca Jr.*

Second: *Phill Dupper*

Lynne Kennedy – Yes

Phill Dupper – Yes

Dan Leary – Yes

Mike Kreeger - Yes

David Toro– Yes

Marc Shaw – Absent

Andy Carrizales – Yes

Joe Baca, Jr. - Yes

Elizabeth Becerra - Yes

Ayes: *8*

Noes: *0*

Abstain: *0*

Absent: *1 – Marc Shaw*

Motion Approved

EMPLOYEE RECOGNITION – Nathan Cooke

CONFIRE's GIS Analyst, Sam Perez, was recognized for developing a suite of high-impact GIS applications on the ESRI platform, including the Incident Dashboard, Illegal Fireworks Report, Weed Abatement Inspections, and the Burn Permit app.

Sam's Burn Permit app was reviewed and accepted into the gallery at the recent ESRI conference, which is the premier global event in the GIS community. This is an exceptional honor that reflects Sam's innovation to improve public safety using GIS.

The Burn Permit app:

- Reduces non-emergency calls to the dispatch center.
- Streamlines resident reporting permitted burn with a simple, self-service tool.
- Generates measurable cost savings by cutting billable non-emergency call volume by thousands of dollars for Apple Valley and other agencies that utilize the app.

Executive Director Nathan Cooke introduced Renan Mamaril as CONFIRE's new MIS Director. Renan is an accomplished technology leader with over 37 years of Information Technology experience with the last 27 years with San Bernardino County. In his previous role as IT Division Chief of Business Solutions he managed a team of 118 full time employees and 52 consultants and a budget of \$40 million.

Renan has cultivated high-performing teams through his collaborative approach to management. He believes in teamwork and developing future leaders. We welcome him to the CONFIRE Family.

DIRECTOR UPDATE CONFIRE Director to give an update on the various activities within CONFIRE.

9. Board of Directors Update – Nathan Cooke - PowerPoint

- *The New Valley Communications Center is on schedule for completion in December of 2025. Estimated move in timeframes are Admin/Finance Division – January 2026, MIS Division – January 2026, Communications Division – Mid Year 2026.*
- *Emergency Communications Nurse Program update:*
 - CONFIRE to be the flagship of regionalization of ECNS.
 - ICEMA one-time allocation of \$850,000 from EMS Trust Fund.
 - Tentative Agreement with County Department of Behavior Health.
 - Negotiations continue with top-5 payors.
- *CAD to CAD update*
 - SBCOG/CONFIRE are assessing the governance of the program and possible next steps to take CAD to CAD to the next level.
- *CONFIRE website has been updated with Pulse Point and ICEMA AED project.*

- *Barstow Fire Department is very interested in becoming a member of CONFIRE, we are currently working with their staff on a potential partnership.*
- *Briefly updated the group on CONFIRE'S recent Vulnerability Assessment.*

NEW BUSINESS

10. Contracting Agency Agreement – Barstow Fire Protection District – Nathan Cooke – ACTION ITEM

The Barstow Fire Protection District (Barstow FD) has requested to receive dispatching services from CONFIRE. Staff has provided a quote for dispatch services as well as the necessary requirements to become a contract agency. Barstow FD will be seeking approval from their Board of Directors in October. Pursuant to Board Policy 5.003, the Apple Valley Fire District and the Victorville Fire Department have provided sponsorship for Barstow FD in their request for dispatch services.

Staff will return to the Administrative Committee with a request to add the necessary Call Taker positions at a later date. The costs associated with hiring the additional staff, will be offset by the annual revenue generated from Barstow FD, as a contract agency.

The annual impact will be an increase in revenue of \$476,594 for a full budget year, with an additional 5% contract fee of \$23,830, for a total of \$500,424.

ACTION REQUEST: Authorize the Interim Executive Director to execute an agreement with the Barstow Fire Protection District (Barstow FD) for dispatching services, as a contract agency.

ACTION: *The CONFIRE Board of Directors authorizes Interim Executive Director to execute an agreement with the Barstow Fire Protection District for dispatching services, as a contract agency.*

Motion by: *Phil Dupper*

Second: *Andy Carrizales*

Lynne Kennedy – Yes

Phill Dupper – Yes

Dan Leary – Yes

Mike Kreeger - Yes

David Toro– Yes

Marc Shaw – Absent

Andy Carrizales – Yes

Joe Baca, Jr. - Yes

Elizabeth Becerra - Yes

Ayes: 8

Noes: 0

Abstain: 0

Absent: 1 – Marc Shaw
Motion Approved

CLOSED SESSION

** Director Joe Baca Jr. recused himself from Closed Session.*

***The Board of Directors and Administrative Committee entered Closed Session at 1:21 p.m.*

11. Review and update Existing Litigation – Government Code section 54956.9: AMR Lawsuit

**The Board of Directors and Administrative Committee came out of Closed Session at 2:00 p.m.*

No reportable action from Closed Session.

ADMINISTRATIVE COMMITTEE CONSENT ITEMS

The following items are considered routine and non-controversial and will be voted upon at one time by the Administrative Committee. An item may be removed by a Committee Member or member of the public for discussion and appropriate action.

12. Approve Administrative Committee Minutes of August 26, 2025
13. CONFIRE Operations Statement as of August 31, 2025
14. Fund Balance Report as of August 31, 2025
15. YTD Call Summary
16. YTD Answer Time
17. YTD Billable Incidents
18. Call Processing Time Analysis – August 2025
19. ECNS Report – august 20252025

Motion to accept all items on Consent.

Motion by: Chief Washington

Second: Chief Clemmer

Ayes: 8

No: 0

Abstain: 0

Absent: 1 – Chief Williams

DIRECTOR REPORT

- a. Communications Division Update – Henry Perez
 - *Recognition of all Call Takers & Dispatchers and the work they do every day. The Call Center is now averaging over 600 calls daily.*
 - *VCC construction on schedule, dispatch floor looks amazing.*
 - *Teamsters negotiations have concluded.*
 - *3 call takers & 3 dispatchers doing well in training.*
 - *2 Dispatchers recently recognized for life saving calls by ICEMA.*
- b. Finance/Admin. Division Update – Damian Parsons
 - *Working with Behavior Health for ECNS funding.*
 - *Oracle implementation is going well.*
 - *HR updates: Senior Network Engineer & Data Manager job announcement are under development.*
- c. MIS Division Update – Blessing Ugbo
 - *Continue to work with Central Square and AT&T regarding outage.*
 - *HD relocation project is ongoing.*
 - *Continue to evaluate ECNS needs and meet with vendors.*
 - *CAD maintenance scheduled for the 1st Wednesday of each month.*
- d. EMS Division Update – Chief Joe Barna
 - *To maintain licensing the EMS Division will be running calls again, possibly October (BLS).*

NEW BUSINESS

20. MOU between CONFIRE and Teamsters Local 1932- **Damian Parsons – ACTION ITEM**
Teamsters Local 1932, San Bernardino County Human Resources Labor Relations Division and CONFIRE management commenced negotiations for a successor MOU for the Consolidated Fire Agencies Joint Power Authority (CONFIRE) Emergency Services Unit. The previous MOU expired on February 28, 2025. As part of negotiations, the parties reached an agreement covering wages, hours, and other terms and conditions of employment through February 28, 2028.

The proposed MOU includes the following items:

- *A 3.00% across-the-board increase effective February 21, 2026, and a 3.00% across-the-board increase effective February 20, 2027.*
- *A 4.50% equity increase for all classifications in the Unit effective October 4, 2025.*
- *Allow for a diversion of employee wages to the Teamsters Local 1932 Retiree Component of Teamsters Healthcare Trust of 0.50% effective October 4, 2025, 1% effective February 22, 2025, and 0.50% February 21, 2026.*
- *A new 2.5% top step for all non-trainee classifications effective July 25, 2026.*

- Increase the Medical Premium Subsidy effective October 4, 2025, July 25, 2026, and July 24, 2027.
- Establish a CONFIRE matching contribution to the deferred compensation plan of 0.5%. • Increases in Longevity Pay effective October 4, 2025, of 1% of base salary at 10 years of service and a 1% increase (from 2% to 3%) base salary at 15 years of service.
- Increase Basic Life Insurance coverage to \$35,000 effective October 4, 2025. • Increase the Center Accreditation Bonus from \$700 per year to \$800 per year effective October 4, 2025.
- Increase the Night Shift Differential from \$1.70 per hour to \$1.95 per hour effective October 4, 2025.
- Increase to the Retirement Medical Trust Sick Leave conversion formula effective October 4, 2025.
- Increase Uniform Voucher per employee by \$150 per year from \$250 to \$400 effective October 4, 2025.
- Inclusion of Healthcare Trust Article that allows employees to participate in Teamsters Healthcare Trust.
- Make administrative changes to the Expense Reimbursement, Healthcare Trust, and Leave Provisions articles.
- Incorporate previously approved Side Letter Agreements into the MOU by mutual agreement.
- Clean up language throughout the entirety of the MOU.

Staff recommends approval of the new MOU as it aligns structurally and financially with the previously approved MOU with Teamsters Local 1932 for other CONFIRE classification units. It also allows CONFIRE to remain competitive in the job market for the classifications represented under this MOU.

Approval of this MOU will result in increased ongoing costs estimated to be \$209,842 in 2025-26, \$689,672 in 2026-27, \$867,291 in 2027-28, and \$870,176 ongoing. The anticipated increases in MOU costs were included in the 2025-26 budget. There will be no additional costs associated with the new MOU for the agencies this year.

Motion to approve the Memorandum of Understanding (MOU) between CONFIRE and Teamsters Local 1932.

Motion by: *Chief McCliman*

Second: *Chief Clemmer*

Ayes: *8*

No: *0*

Abstain: *0*

Absent: *1 – Chief Williams*

ROUND TABLE

- *Chief Clemmer discussed the importance of bringing Barstow Fire Protection District on as a Contract Agency.*
- *Chief McCliman notified the Administrative Committee that Chief Barreda & Deputy Chief Snawder will be assuming his role with the Administrative Committee due to his expanding obligations.*

CLOSED SESSION

**The Administrative Committee entered Closed Session at 2:30 p.m.*

21. Public Employee Discipline/Dismissal/Release – Government Code section 54957(b)

22. Review and update Existing Litigation – Government Code section 54956.9: AMR Lawsuit

**The Administrative Committee came out of Closed Session at 2:36 p.m.*

No reportable outcome from Closed Session.

ADJOURNMENT

Motion to adjourn the Joint Meeting of the CONFIRE Board of Directors and Administrative Committee.

The meeting adjourned at 2:37 p.m.

Upcoming Meetings: CONFIRE Administrative Committee – October 28, 2025

/s/ Liz Berry
Liz Berry
Clerk of the Board