

NORTH LINCOLN FIRE & RESCUE DISTRICT #1

Civil Service Commission Meeting Minutes

July 8, 2025

****APPROVED****

Attendance:

Commission Members

Kathy Joy
Bryan Fitzsimmons
Bob Gibson, Chairman

Staff Members

Rob Dahlman, Fire Chief
Krista Bond, Office Admin / HR
Cody Heidt, Fire Marshal
David Bickerdyke, Deputy Chief

The meeting was called to order at 4:35 p.m. at Bob Everest Station 14.

Approval of Minutes

The minutes of the 7/8/2024 meeting were presented. Bryan Fitzsimmons made a motion to approve the minutes. Kathy Joy seconded the motion. The motion passed.
(See Motion #1 for the voting record.)

Chief Examiner Comments

Chief Dahlman updated the Commission regarding changes in Civil Service employees since the last Civil Service Commission meeting on 7/6/2023.

Probationary – Earl Horning, Connor Mercer, Seth Siedling

Probation Complete – Johnathan Leaton, Dalton Pariani, John Sims, Jerry Sneed

Changes – Promotions Deputy Chief Operations / Fire Marshal Cody Heidt

Temporary Employees Summer Grant 2024 – Amanda Hankins, Erick Eickemeyer

Terminations – None

Resignations – Firefighter William Heredia, Whitney Krussow

Still have an established hiring list that we can use for selecting new Civil Service Employees.

List of Civil Service Employees / Pay Schedule 2025-2026

The employee list was reviewed as was the 2025-2026 pay schedule.
COLA was 4% for Union Firefighters, Administrators 4%, Deputy Chiefs 5%, Fire Chief 5%. Last year (2024) was 5% for everyone as agreed in the Collective Bargaining Unit Contract. This

next year (2026) will not exceed 2% This was a 3-year contract with this being in the 2nd year. There is a mistake on the 2025/2026 pay scale EMT-A should reflect a 3% incentive not 2%. Surf Rescue Incentive was new this year with an incentive of 1%. Incentive pay is on top of regular hourly and overtime rate.

Other Discussions

Conversations about the retention rate of the Firefighters. Happy to see that only two resignations were handed in and for reasons including working closer to home and having the opportunity to work alongside family members.

KrieAnn Kudar will be retiring in December of this year. We will be reviewing the Administrative Assistant job description and making appropriate updates before opening the position for applicants. We plan to start advertising the job opening in September and have it run for 4-6 weeks.

Kathy Joy had questions about the 53-hour work week. It was explained that they work 48 hours on and have 96 hours off it computes 56 hours a week. Base pay is off the 53 hours work week according to BOLI. Employees on shift get 12.3 hours of FLSA overtime a month. They can choose to take it as overtime pay or convert it into compensation time as the same 1.5 rate. There is a cap on the amount of compensation time at 144 hours.

Appointed Commission Member Terms

None currently. Kathy Joy's term will expire July 2026, and Brian Fitzsimmons term will expire July 2027. Bob Gibson renewed his 3-year term in 2025, and his new term will expire in July 2028.

Next Annual Meeting

Kathy Joy made a motion to schedule the next annual meeting on July 7, 2026, at 4:30 p.m. Bryan Fitzsimmons seconded the motion. The motion passed.
(See Motion #2 for the voting record.)

There were no public comments.

Adjournment

Bob Gibson made a motion to adjourn the meeting at 5:35 p.m. Bryan Fitzsimmons seconded the motion. The motion passed. *(See Motion #3 for the voting record.)*

Minutes were taken, transcribed, and submitted by *Krista Bond, Office Administrator / Human Resources*

NORTH LINCOLN FIRE & RESCUE DISTRICT #1
 Motion #1 and Voting Record
 Date: 7/9/2024

Motion Made By:		Motion Seconded By:	
	Bob Gibson		Bob Gibson
X	Bryan Fitzsimmons		Bryan Fitzsimmons
	Kathy Joy	X	Kathy Joy

MOTION: To approve minutes of 7/6/2023

	FOR	AGAINST	ABSTAINED	COMMENTS
Gibson	X			

Fitzsimmons	X			
Joy	X			

RESULTS

PASSED	FAILED
X	

NORTH LINCOLN FIRE & RESCUE DISTRICT #1
 Motion #2 and Voting Record
 Date: 7/9/2024

Motion Made By:		Motion Seconded By:	
	Bob Gibson		Bob Gibson
	Bryan Fitzsimmons	X	Bryan Fitzsimmons
X	Kathy Joy		Kathy Joy

MOTION: To approve Schedule meeting for 7/8/2025 @ 4:30pm

	FOR	AGAINST	ABSTAINED	COMMENTS
Gibson	X			

Fitzsimmons	X			
Joy	X			

RESULTS

PASSED	FAILED
X	

NORTH LINCOLN FIRE & RESCUE DISTRICT #1
 Motion #3 and Voting Record
 Date: 7/9/2024

Motion Made By:		Motion Seconded By:	
X	Bob Gibson		Bob Gibson
	Bryan Fitzsimmons	X	Bryan Fitzsimmons
	Kathy Joy		Kathy Joy

MOTION: To adjourn meeting at 5:35pm

	FOR	AGAINST	ABSTAINED	COMMENTS
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Gibson	X			
Fitzsimmons	X			
Joy	X			

RESULTS

PASSED	FAILED
X	