Northern Sonoma County Fire Protection District
Special Board of Directors' Meeting Agenda

Wednesday, July 15, 2026 at 6 p.m.
Geyserville Fire Station – 20975 Geyserville Ave, Geyserville, CA

CALL TO ORDER

The meeting was called to order at 6:00 p.m. by President Larry Heiges.

PLEDGE OF ALLEGIANCE

ROLL CALL

Directors Present: Larry Heiges, Fred Peterson, Rob Stewart, Pat Abercrombie, Scott Newman
Staff Present: Fire Chief Marshall Turbeville, Administrative Manager Anneke Turbeville, Treasurer Michael Pigoni

APPROVAL OR AMENDMENT OF THE AGENDA

A motion was made and seconded (Stewart/Peterson) to approve the agenda. All ayes.

PUBLIC DISCUSSION

Community member Nancy Graalman presented a letter to the Board from the Friends of Franz Valley regarding the inadequacy of Coastal Valley EMS Agency / Bell's Ambulance /EOA-2 service to Franz Valley.

2024-2029 STRATEGIC PLAN REVIEW

1. Review and discuss key components of the Strategic Plan.
   The Board reviewed the mission, values, vision and goals set forth in the Strategic Plan. The Board does not wish to make any changes to the mission, values, vision and goals at this time.

2. Review and discuss Strategic Plan Management Implementation Guide goals, objectives, and tasks.
   Chief Turbeville reviewed the goals, objectives, and tasks of the Management Implementation Guide (MIG), including a summary of what he considers on target and areas we need to work on.
   a. Goal #1: Foster a workplace that will attract and retain the most qualified individuals.
      i. Objective 1.1 Revise and improve recruitment process. Chief Turbeville considers this objective on target, except for surveying current and prospective employees to determine the reasons for wanting to work here. Anneke Turbeville will add this to interviews going forward.
      ii. Objective 1.2 Maintain a workplace that creates a positive work environment, promotes retention, and enhances services. Chief Turbeville considers this objective on target, except for retention of the fire inspector position and the survey of current employees to identify trends and workplace cultures.

      During the review of Goal #1, Erik Padilla read a letter from Northern Sonoma County Professional Firefighters Local 1401 stating its view that the District should not move forward with remodeling the existing station without the planning, funding, and staffing of a new, second staffed station and its continued support of full consolidation.

b. Goal #2: Create and implement a sustainable funding model to ensure financial viability, maintaining the highest level of service.
   i. Objective 2.1: Refine the funding model to sustain current and future service needs. Chief Turbeville considers that the level of service has been maintained and/or improved, while plans for increased service are ongoing.
   ii. Objective 2.2: Evaluate and implement programs and emergency response plans to ensure the highest level of service. Chief Turbeville considers this objective on target, except for the community risk assessment (CRA). He recommended taking that task out of the MIG. The Board agreed that the CRA is not needed.
   iii. Objective 2.3: Maintain the highest level of service. The Board hired consultant Kieser Advisory services to list and analyze funding sources. Additional funding sources have not yet been secured.
c. Goal #3: Enhance existing and develop new physical assets to improve service delivery to our community.
   i. Objective 3.1: Add a second staffed fire station, decreasing response times and enhancing emergency service delivery that addresses community expectations. This objective has not been completed. A draft Long Term Facility Plan was completed which prioritized Geyserville Fire Station modernization over a second staffed station.
   ii. Objective 3.2: Establish a vegetation management facility to accommodate staff and equipment, and improve efficiency. A temporary vegetation management facility has been selected, but the permanent facility has not been completed.
   iii. Objective 3.3: Develop and implement an equipment and apparatus replacement plan to ensure effectiveness and safety. Chief Turbeville considers this objective on target.
   iv. Objective 3.4: Embrace emerging technology to improve community outreach and emergency response. Chief Turbeville considers these tasks to be ongoing.
d. Goal #4: Expand our community outreach program to ensure a well-informed and involved community
   i. Objective 4.1: Enhance collaboration efforts with community partners and support of COPE. Chief Turbeville considers this objective on target.
   ii. Objective 4.2: Improve community preparedness, risk reduction, and prevention efforts. Chief Turbeville considers this objective on target.

3. Discuss and consider next steps in the strategic plan review.
   a. Determine if further review is required. Set next meeting/workshop date and time.
   Chief Turbeville suggested creating an addendum to the MIG, instead of an amendment, summarizing the comments from this meeting. The addendum will be brought to the Board for approval on a later date.
   b. Consider agenda items for next meeting, including action items.
   The Board determined that another meeting is not necessary at this time.

ADJOURNMENT

A motion was made a seconded (Peterson/Abercrombie) to adjourn the meeting at 7:56 p.m. All ayes.

Respectfully submitted,

Anneke Turbeville
Anneke Turbeville, Clerk of the Board

Date Approved by the Board: August 20, 2026