

CITY OF LAS VEGAS
AGENDA DOCUMENTATION

Date: May 28, 2025

TO: CIVIL SERVICE BOARD OF TRUSTEES FROM: VINCE ZAMORA, SECRETARY

SUBJECT: 7. DISCUSSION AND POSSIBLE ACTION ON ABOLISHING ELIGIBLE LISTS

BOARD ACTION: APPROVE, NOT APPROVE, OR HOLD IN ABEYANCE

The City is requesting that the following eligible lists be abolished in accordance with Civil Service Rules, Chapter IV, Section 9, c. (1):

1. Fire Apparatus Mechanic I (X)
2. Fire Apparatus Mechanic III (X)

The reasoning is as follows:

The current eligible lists no longer suits the needs of the department.

RECOMMENDATION

The City recommends approval of the abolishment of this list.

Susie Badger

From: Vince Zamora
Sent: Thursday, May 8, 2025 10:06 AM
To: Susie Badger
Cc: Scott Carls; Sue Brown
Subject: RE: Request to Abolish Fire Apparatus Mechanic I/II/III (X) Eligible List

Approved.

Vincent Zamora

Director

Human Resources

Direct (702) 229-5043 | Cell (702) 236-2799

495 S. Main St. | Las Vegas, NV 89101



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From: Susie Badger <sbadger@LasVegasNevada.GOV>
Sent: Thursday, May 8, 2025 10:01 AM
To: Vince Zamora <vzamora@LasVegasNevada.GOV>
Cc: Scott Carls <scarls@LasVegasNevada.GOV>
Subject: FW: Request to Abolish Fire Apparatus Mechanic I/II/III (X) Eligible List

Hi Vince,

Chief Gray has approved to abolish the Fire Apparatus Mechanic II (X) list. Please let me know if you approve.

Thank you,

Susie Badger

Administrative Secretary

Department of Human Resources

702.229.6344

495 S. Main St. | Las Vegas, NV 89101



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From: Scott Carls <scarls@LasVegasNevada.GOV>
Sent: Thursday, May 8, 2025 9:57 AM
To: Susie Badger <sbadger@LasVegasNevada.GOV>
Cc: Jacob Tilford <jtilford@LasVegasNevada.GOV>
Subject: FW: Request to Abolish Fire Apparatus Mechanic I/II/III (X) Eligible List

Hello Susie,

I am requesting to abolish this list at the discretion of the Human Resources Director, as stated in the Civil Service rules. Specifically, the Fire Apparatus Mechanic II (X) has fewer than five reachable names (4) and does not need to go to CSB.

Would you please forward to Vince, asking for approval?

Regarding Fire Apparatus Mechanic I (X) and Fire Apparatus Mechanic III (X), those both have over five reachable names and does need to go to CSB for approval to abolish.

Would you please request CSB to abolish those two lists?

Thank you,

Scott

From: Tipruthai Dizon <tdizon@LasVegasNevada.GOV>
Sent: Thursday, May 8, 2025 8:34 AM
To: Jacob Tilford <jtilford@LasVegasNevada.GOV>; Scott Carls <scarls@LasVegasNevada.GOV>
Subject: Request to Abolish Fire Apparatus Mechanic I/II/III (X) Eligible List

Jake/Scott, please see below for the justification and approval from Chief Gray to abolished the Fire Apparatus Mechanic I/II/III (X) Eligible List.

Thank you,

Tip Dizon
Sr. Management Analyst
Fire & Rescue | Admin
702.229.0314

From: Fernando Gray <fgray@LasVegasNevada.GOV>
Sent: Wednesday, May 7, 2025 2:36 PM
To: Larry Stoney <lstone@LasVegasNevada.GOV>
Cc: Tipruthai Dizon <tdizon@LasVegasNevada.GOV>
Subject: RE: DRAFT - Request to Abolish Fire Apparatus Mechanic I/II/III (X) Eligible List

Approved.

FM. Gray, SR., Fire Chief
Las Vegas Fire & Rescue

From: Larry Stoney <lstoney@LasVegasNevada.GOV>
Sent: Tuesday, May 6, 2025 10:41 AM
To: Fernando Gray <fgray@LasVegasNevada.GOV>
Cc: Tipruthai Dizon <tdizon@LasVegasNevada.GOV>
Subject: FW: DRAFT - Request to Abolish Fire Apparatus Mechanic I/II/III (X) Eligible List

Chief Gray,

Please see the following draft justification for your approval to abolish the current fire apparatus mechanic I/II/III eligibility list. I have read the document and support the language as written.

Thank you

L. Stoney Jr.

Deputy Chief, Support Services | Training Division
Las Vegas Fire & Rescue
Office Phone 702-229-0309 | Cell Phone 702-772-1513
500 N. Casino Center Blvd | Las Vegas, NV 89101



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From: Tipruthai Dizon <tdizon@LasVegasNevada.GOV>
Sent: Tuesday, May 6, 2025 10:00 AM
To: Larry Stoney <lstoney@LasVegasNevada.GOV>
Subject: DRAFT - Request to Abolish Fire Apparatus Mechanic I/II/III (X) Eligible List

Request:

To abolish the Fire Apparatus Mechanic I/II/III (X) Eligible List

Fire Apparatus Mechanic I (X)

Group 1 – 1
Group 2 – 8
Scheduled Interviewed – 7
Unscheduled Interviewed (Did Not Respond) – 2
Hired - 2

Fire Apparatus Mechanic II (X)

Group 1 – 0
Group 2 – 2
Group 3 – 2
Scheduled Interviewed – 3
Unscheduled Interviewed (Did Not Respond) – 1
Hired - 0

Fire Apparatus Mechanic III (X)

Group 1 – 0
Group 2 – 3
Group 3 – 4
Scheduled Interviewed – 3
Unscheduled Interviewed (Did Not Respond) – 4
Hired - 0

***Please note, some candidates are on multiple eligible list*

Justification:

Considering current operational demands and industry standards for fire apparatus and diesel mechanic qualifications, it is critical that we reopen the job announcement for the Mechanic position within Las Vegas Fire & Rescue (LVFR). While we were fortunate to hire two qualified individuals from the last recruitment cycle, two additional positions remain vacant and are essential to the continued performance and reliability of our fleet. These vacancies place a considerable strain on our capacity to meet maintenance and repair needs for emergency response vehicles, ultimately impacting our service delivery.

The scope of work performed by LVFR mechanics requires a highly specialized skill set that blends traditional diesel mechanic training with fire apparatus-specific knowledge, including electrical systems, hydraulic components, and NFPA compliance. These are not entry-level competencies, and the available labor pool for such a niche combination of expertise is extremely limited. As we continue to experience turnover and increasing service demands, it is imperative that we maintain proactive recruitment efforts to avoid compromising fleet readiness and safety standards.

Our recent recruitment efforts, though thoroughly and well-supported by Human Resources, unfortunately did not yield candidates who meet the practical and technical thresholds necessary for success in our system. As such, additional interviews were conducted beyond the initial panel to exhaust all viable options. Despite these extended efforts, we were unable to identify any remaining candidates who possess the necessary certifications, experience, or capacity to be trained in the position within an acceptable timeframe.

We remain grateful to Human Resources for their continued collaboration and responsiveness in reviewing and adjusting the salary scale to make our positions more competitive. However, the City of Las Vegas still faces significant challenges in competing with the private sector, where pay and benefit structures often far exceed those currently offered for similar roles in the municipal space. This disparity continues to hinder our ability to attract and retain qualified professionals.

Reopening the job announcement is a necessary and strategic step to ensure we actively pursue the most qualified talent available. It will allow us to create a wider network, attract candidates with specialized training in fire apparatus and heavy vehicle maintenance, and ultimately fulfill the department's operational needs. Doing so aligns with our commitment to maintaining a fleet that meets industry standards for safety, reliability, and performance and ensures that our personnel have the equipment they need to serve the community effectively.

Thank you,

Tip Dizon

Sr. Management Analyst
Fire & Rescue | Admin

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