

TAHOE DOUGLAS FIRE PROTECTION DISTRICT
BOARD OF TRUSTEES MEETING
May 28, 2025

Those Present:

Chief Scott Lindgren

Chairman Ben Johnson

Vice Chair Stacy Noyes

Legal Counsel Devon Reese (virtual)

Trustee John Breaux

Trustee Dan Kruger

Trustee Ben Ward

1. Call to Order

Chairman Johnson called the meeting to order at 2:30 PM.

2. Pledge of Allegiance.

ADO Kate Warner led the Pledge of Allegiance.

3. Roll Call

Chairman Johnson, Vice Chair Noyes, Trustee Breaux, Trustee Kruger and Trustee Ward were all present. A quorum was met.

4. Approval of Agenda

Vice Chair Noyes made a motion to approve the agenda as presented.

Second: Trustee Breaux

Motion approved: 5-0

5. Public Comment

None.

6. Trustee Comments

Vice Chair Noyes expressed her sincere appreciation for the District paramedics, commending their professionalism, compassion and quick response during a recent emergency call that she placed. She highlighted the high level of care that FF/PM's Ito, Sancho, Fairley and Battalion Chief Lucas provided and thanked the team for their outstanding service.

7. Approval of the Consent Agenda

- a. Board Meeting Minutes 04/16/2025
- b. Financials – 08/31/2025

Vice Chair Noyes made a motion to approve the Consent Agenda as presented.

Second: Trustee Breaux

Motion approved: 5-0

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8. Consent items moved forward:

None.

9. Public hearing and possible adoption of the FY 2025-2026 Tentative Budget.

Fire Chief Scott Lindgren

Chairman Johnson opened public comment on the 2025-2026 Tentative Budget at 2:34pm.
Closed public comment as nobody commented at 2:35pm.

Chief Lindgren updated the Board on the 2025-2026 Tentative Budget, noting it was prepared despite delays in receiving the audit. The State returned the budget with a few small formatting corrections due to calculation errors in the State forms. Three amended pages were provided to the Board, and all necessary corrections have been made. Chief Lindgren emphasized that the Tentative Budget serves as the starting point for the annual budgeting process. With the corrections the District made, the State accepted the Tentative Budget.

Trustee Breaux commented on a concerning trend in the budget, noting that expenditure over the past several years appear to be increasing at a rate that outpaces revenue growth. Chief Lindgren acknowledged the concern, agreeing that it's something the District needs to monitor closely, including exploring new revenue sources or addressing expense if necessary.

Trustee Breaux made a motion to adopt the FY 2025-2026 Tentative Budget.

Second: Vice Chair Noyes

Motion approved: 5-0

10. Discussion and possible action to approve Resolution #005-2025 establishing a new Self-Insurance Internal Service Fund.

Fire Chief Scott Lindgren

Finance Manager Carrie Nolting-Bammer

A new fund, *Self-Insurance Internal Services Fund*, is being proposed to align with audit recommendations related to the District's transition to a partially self-insured health care model. This fund will function similarly to the ambulance fund and will replace the existing health care fund, maintaining a total of nine funds in the budget. FM Notling-Bammer worked with the auditor and the State Department of Taxation to ensure the proper setup. A resolution is required to formally adopt the new fund.

Trustee Noyes made a motion to approve Resolution #005-2025, establishing a new Self-Insurance Internal Service Fund.

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Second: Trustee Kruger
Motion approved: 5-0

11. Public hearing and possible adoption of the FY 2025-2026 Final Budget.

Fire Chief Scott Lindgren

Chairman Johnson confirmed that the FY 2025-2026 Final Budget was made publicly available prior to the meeting. A public hearing was opened to invite comments at 2:42pm. With no comments received from attendees in person or online, the public hearing was closed at 2:43pm.

Chief Lindgren presented highlights of the FY 2025-2026 Final Budget, which includes five tax-supported funds requiring property tax revenues of \$8,264,582. Property tax rates remain unchanged. The budget also outlines expenditures of \$25,524,182 across eight governmental funds and \$6,445,212 for the Enterprise (Ambulance) Fund. A correction was made to staffing numbers on Schedule S-2: current public safety personnel was adjusted from 104 to 102, and projected staffing for the new fiscal year was revised from 106 to 104 to help address budget deficits. Chief Lindgren thanked Trustee Ward for identifying the oversight.

Chief Lindgren addressed a key change from the tentative budget: the General Fund's ending balance was initially below the statutory requirement but was revised from approximately \$14,000 to \$481,953. This was achieved through correcting an overtime revenue estimate and reducing line personnel daily staffing from 16 to 15 positions. Chief Lindgren clarified that no positions are being eliminated; the positions were unfilled and part of a long-term staffing goal. Additionally, to help balance the budget, the District will fund the Post Retirement Trust (PRT) at 72% - approximately \$800,000 – instead of the full \$1.1 million recommended by the actuarial report. This decision was supported by a second professional opinion and will be re-evaluated annually as new actuarial data becomes available.

Chief Lindgren explained that a significant portion of the \$800,000 PRT contribution – approximately \$600,000 – was funded from the Wildland Fire & Fuels Division. While the division has always contributed to the PRT for permanent staff, additional employees were added in recent years. Although contributions paused during a period when the actuarial report indicated full funding, the department had planned for future funding by transferring equivalent amounts into the health insurance fund. A new cost-per-employee formula developed by Finance Manager Nolting-Bammer now ensures proportional contributions from the General, Ambulance and Wildland funds going forward.

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Chairman Johnson thanked staff for their hard work on this year's budget, acknowledging the challenges faced throughout the process. He expressed confidence in the final product and praised FM Nolting-Bammer's presentation at the recent budget workshop. Chairman Johnson also voiced concern about future financial sustainability, emphasizing the importance of strategic planning to avoid service reductions. He stressed the need to identify new revenue sources to support continued growth.

Trustee Breaux sought clarification regarding the reduction from a target of 16 to 15 personnel per shift. Chief Lindgren explained that this number represents the planned daily staffing – not the minimum – and provides flexibility to accommodate time off for vacation, training and other leave. Lindgren confirmed that the department's actual minimum daily staffing level remains at 13. After review, ADO Warner will send the recording of the budget workshop to the Trustees.

Trustee Kruger thanked FM Nolting-Bammer for her hard work and for her presentation at the budget workshop.

Vice Chair Noyes made a motion to adopt the FY 2025-2026 Final Budget.

Second: Trustee Kruger

Motion approved: 5-0

12. District Divisions

Assistant Chief/Fire Marshal Bryce Cranch - Fire Prevention Bureau

Chairman Johnson inquired about a notable residential project in Glenbrook alongside larger-scale developments. Chief Cranch clarified that the Glenbrook project is significant due to the requirements to install a new hydrant to meet fire flow standards, which is a costly and resource-intensive process. It was noted that many older, smaller homes in the area being replaced by much larger residences that necessitate sprinklers and upgraded fire protection infrastructure. This increase in complexity justifies the attention and effort required from staff for review and compliance.

Chief Cranch presented the Board with a piece of fire prevention hardware – a chlorinated PVC internal wet-pipe system.

Chief Cranch shared that the Fire Science Program at George Whittell High School is now in the fire prevention module, building on the momentum from the Wildland Fire & Fuels module.

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Assistant Chief/Special Ops Kevin Lawson - Operations

Chief Lawson emphasized the importance of operational readiness – stating it remains a top priority and ongoing focus.

S-22 Initial Attack Class

- Hosted by Chief Lawson and Battalion Chief Fogarty at TDF Station 22
- Course focused on transitioning from initial attack to extended attack during wildland fire incidents
- Reinforced that wildland fire remains the greatest threat to the community
- Well-attended training by personnel from both WF&F and the Line, reflecting a strong investment in preparedness across operational teams

Battalion Chief Academy

- Designed as a succession planning initiative for company officers
- Focused on equipping future leaders with the tools, knowledge, skills and abilities needed to step into higher leadership roles
- Covered a wide range of topics from interagency agreements to command and control during wildland, structural and high rise incidents
- Included hands-on training using the command platform currently installed in Chief Lawson's vehicle, which will become standard equipment for all Battalion Chief's
- The BC Academy was well received, will follow-up training planned for late fall
- High Rise Training
 - o Two retired Battalion Chief's from Sacramento Fire assisted in facilitating the training and brought significant real-world experience in high rise operations

Chairman Johnson inquired if the District is considering a used Type 1 engine in addition to a new one. Chief Lawson clarified that both new and used apparatus are being considered, as the department aims to keep all option open. Recently, Captain Reddig traveled to Fresno County to inspect a new Type 1 engine, including a hands-on evaluation, and the feedback was positive.

Battalion Chief Matt Fogarty - Wildland Fire & Fuels

Chief Fogarty reported that seasonal personnel began work on May 14th and are actively engaged in operations. Crews are currently conducting fuels reduction work in Van Sickle State Park in partnership with NDF and continuing fuel break projects in upper and lower Kingsbury with the USFS. Additionally, Brush 24 was deployed this morning for a staging assignment on the El Dorado National Forest (ENF). The crew is awaiting further tasking from ENF resources.

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Fogarty noted increasing fire activity across the region, particularly in Truckee Meadows, Reno and the valley, where daily fires are being reported and successfully contained. He also cautioned that an incoming cold front early next week may bring high winds, which could elevate fire risk following a period of hot and dry conditions.

At Chief Lindgren's request, Chief Fogarty provided an overview of the WF&F seasonal onboarding and training process. Fogarty explained that the first two weeks focus on team-building and division wide cohesion, beginning with administrative tasks such as HR paperwork and compliance. Training quickly transitions into daily physical conditioning and fire line refreshers, with two physical training sessions per day from Wednesday through Saturday during the first full week. These typically include long-distance runs, hikes and calisthenics to simulate the physical demands of wildland fire response. Chief Fogarty emphasized that this rigorous training serves to build physical endurance, comradery and to identify individuals who may not be suited for the demands of the job early on prior to field deployment.

ADO Kate Warner - Administration Division

ADO Warner provided updates on budget timing and trust activities. She noted that due to the audit being delayed, the budget process was compressed into a shorter timeframe. Warner and FM Nolting-Bammer have already received the actuarial document and plan to begin work by mid-June, with a goal to complete it within three weeks. Aligning these efforts with the trust's calendar year would support a smoother transition and help avoid ongoing challenges related to reviewing outdated information.

Warner acknowledged Accounting Specialist Kate Beer for stepping into the trust paperwork responsibilities.

Residents have been very appreciative of the Hauling Out Hazards Green Waste Trailer Program.

Upcoming events:

- Three staff members attending Silver State Women in Fire
- Panel interviews for Administrative Assistant are scheduled for June 2nd
- Firefighter/Paramedic Assessment Center scheduled for June 16th and 17th
 - o Eligibility list will be created
- Recognition25 at Nevada Beach is on Sunday, June 22nd

NV100 Nonprofit Organization:

- ADO Warner serves on the board of NV100, a nonprofit created by a local District resident and retired firefighter

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- The organization provides \$20,000 in immediate financial support to families of fallen first responders (line-of-duty deaths)
- Has already supported five families, with ongoing involvement (back to school support, Christmas gifts, etc)
- NV100 is expanding their outreach – even to California first responders who assist in Nevada

13. Review of Monthly Fire District Reports and Activities and Annual Goals and Objectives. No action will be taken.

Fire Chief Scott Lindgren

Chief Lindgren mentioned the second annual *Silver State Women in Fire* event on Saturday, May 31, 2025, inviting all of the Trustees to attend.

- Time: 10:30AM arrival time for visitors
- Location: Capital City Regional Fire Academy Grounds
- 62 confirmed participants
- Mentors from various Northern Nevada Fire Departments

14. Public Comment

None.

15. Confirm next meeting, Wednesday, June 25, 2025 at 2:30pm; possible agenda items.

Meeting adjourned at:3:53PM

16. Special Recognition

Service Recognition:

Engineer Brad Petersen

18 Years of Service

Accounting Specialist Lora French

4 Years of Service

Promotions:

Nathan Braun

2018 Crew Member| 2021 Full Time | 2022 ENG/Squad Leader

Promoted to Captain/Crew Foreman

Mason Cain

2021 Seasonal Crew Member

Promoted to Full-Time 2024 (Was on medical leave during the last pinning reception)

Joseph Fording

2020 Firefighter/Paramedic

Promoted to Fire Engineer/Paramedic

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Aaron Johnson

2022 Seasonal Crew Member | 2024 Full Time Crew Member
2025 Completed Capital City Regional Fire Academy
Promoted Engineer/Squad Leader

Corey McCarthy

2020 Firefighter/Paramedic
Promoted to Fire Engineer/Paramedic

Steve Rausch

2022 Seasonal Crew Member | 2024 Full Time Crew Member
Promoted to Engineer/Squad Leader

Foster Saunders

2022 Seasonal Crew Member | 2023 Full Time Crew Member
Promoted to Engineer/Squad Leader

Zach Schipper

2022 Seasonal Crew Member | 2025 Full Time Crew Member
Promoted to Engineer/Squad Leader

Joe Stamps

2022 Seasonal Engineer/Squad Leader/Equipment Operator
Promoted to Captain/Crew Foreman/Equipment Operator

Michael Toan

2022 Seasonal Crew Member | 2023 Full Time Crew Member
Promoted to Engineer/Squad Leader

Dylan Torgerson

2020 Seasonal Crew Member | 2022 Full Time Crew Member
Promoted Engineer/Squad Leader

Amanda Van De Hey

2022 Administrative Assistant/Fire Board Clerk | 2024 District Specialist
Promoted to Fire Inspector Trainee

Chris Wade

2014 Firefighter/Paramedic | 2023 Fire Engineer
Promoted to Fire Captain

Submitted by:

Amanda Van De Hey
District Specialist