

TAHOE DOUGLAS FIRE PROTECTION DISTRICT
BOARD OF TRUSTEES MEETING
June 25, 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.

Kingsbury General Improvement District (KGID) Board Trustee Ed Johns 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

Chairman Johnson and Vice Chair Noyes thanked the District for hosting the Recognition25 event on Sunday, June 22nd.

7. Approval of the Consent Agenda

- a. Board Meeting Minutes 05/28/2025
- b. Financials – 09/30/2024, 10/31/2024

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

Second: Trustee Breaux

Motion approved: 5-0

TAHOE DOUGLAS FIRE PROTECTION DISTRICT
BOARD OF TRUSTEES MEETING
June 25, 2025

8. Consent items moved forward:

None.

9. Discussion and possible approval of a renewal proposal for commercial and workers compensation insurance from Nevada Public Agency Insurance Pool (POOL) and approval for payment in the amount of \$103,687.86 from FY 2025-2026 funds.

Stephen Romero, Member Relations Manager, POOL/PACT

Romero thanked the District and staff for their ongoing support and membership in POOL/PACT. He acknowledged Chief Lindgren's contributions as a member of the Executive Committee and emphasized that being part of the POOL means being an owner - members govern and help shape its direction.

Romero reminded the Board that POOL/PACT exists to serve its members' needs, and that the Carson City Office functions as an administrative extension of its member agencies. He reiterated that if members need specific programs POOL/PACT is here to help build and deliver them.

Rates increased by just under 5% this year, largely due to changes in exposure. Romero explained that liability costs are currently the primary driver of contribution increases and will likely continue to be in the coming years. This trend is due to the rising volume and cost of litigation across all public sectors - including fire districts, police departments, cities, counties and school districts.

Romero noted that while there was a sizable increase in property coverage this year, which helped offset some of the liability increases, Tahoe Douglas Fire does not carry enough property coverage to fully benefit from that balance. However, the large spikes in property insurance premiums seen over the past four years have stabilized.

Romero shared that despite ongoing rate increases across the industry, he was able to negotiate a nearly 14% decrease in the property insurance rate during recent talks in London - a positive outcome for members. He also announced that physical property appraisals for the District will take place this year. He's been coordinating with the appraisal company, especially in response to long-standing concerns that property values in the Tahoe Basin have been undervalued. The appraisal team will now apply a different load value specific to the Tahoe Basin, which may result in higher total insured values (TIV). As a result, there is potential for an increase in contribution next year based on those updated values - unless additional rate negotiations can help offset that.

TAHOE DOUGLAS FIRE PROTECTION DISTRICT
BOARD OF TRUSTEES MEETING
June 25, 2025

Chairman Johnson asked Romero to provide a helpful overview explaining his role to the new Trustees. Romero explained that POOL/PACT, particularly the PACT side, functions as an extension of the District's HR department. This structure is especially valuable for a smaller agency like Tahoe Douglas, allowing the department to scale its HR resources efficiently.

Romero noted that support is also integrated on the POOL side, particularly in areas like employment practices liability and worker's compensation. The District has a designated HR contact within the Carson City Office who works directly with the department, providing ongoing support, guidance and access to training resources. This HR partnership helps staff get up to speed on best practices and compliance while reducing the need to seek external help for every issue - offering both cost-effectiveness and continuity.

Trustee Breaux asked for a general estimate of the worker's compensation cost per \$100 of payroll. While Romero did not have the exact figure readily available, FM Nolting-Bammer responded that the current rate is 30.32%.

Chairman Johnson asked how much the District generally saves by being part of POOL/PACT instead of purchasing comparable coverage through the private insurance market. Romero responded by drawing on his 21 years of experience as a commercial insurance agent and his three years with POOL/PACT. Having seen both sides, he explained that the value of the POOL goes far beyond basic coverage.

Romero emphasized that POOL/PACT provides a comprehensive program, which includes:

- Property insurance
- General liability
- Board wrongful acts coverage
- Board bonding
- Cybersecurity insurance

While it is difficult to give an exact percentage of savings due to differences in risk exposure and coverage structure, Romero noted that comparable private-market coverage would likely come at a significantly higher cost, and without the added benefit of being member-owned and governed.

ADO Warner noted that the District continues to heavily utilize the resources provided by POOL/PACT, reinforcing our commitment to training, development and risk management. Recently, POOL/PACT completed training for the Wildland Division as they prepared for the new season. The District held a leadership development session - the third consecutive year of doing so - which is especially important as we often promote young, less-experienced personnel into supervisory roles.

TAHOE DOUGLAS FIRE PROTECTION DISTRICT
BOARD OF TRUSTEES MEETING
June 25, 2025

ADO Warner continued, adding that with the expansion of our administrative division, we've also been tapping into POOL/PACT's risk management programs, including their \$10,000 annual training allotment per agency. We've used this funding historically - starting with the purchase of Stryker ambulance equipment - and continue to benefit from it today. For example:

- HRS Vindel is currently pursuing her HR certification using POOL/PACT scholarship funds and conference expenses
- The District is exploring support for sending staff to a rescue swimmer class in Washington, which would be cost-prohibitive without external assistance.

Trustee Kruger made a motion to approve a renewal proposal for commercial and workers compensation insurance from Nevada Public Agency Insurance Pool (POOL) and approval for payment in the amount of \$103,687.86 from FY 2025-2026 funds.

Second: Vice Chair Noyes

Motion approved: 5-0

10. Discussion and possible approval of Resolution #006-2025 Budget Augmentation – General Fund in the amount of \$1,400,000, increasing the budget from \$13,979,093 to \$15,379,093 for additional unanticipated resources.

Fire Chief Scott Lindgren

At the end of each fiscal year, the District typically completes budget augmentations to adjust for actual financial outcomes, primarily based on the previous year's audit results. These augmentations are primarily prepared by the District's accountant and their team, with assistance from FM Nolting-Bammer.

Trustee Breaux inquired about the billing turnaround time for strike team deployments. In response, FM Nolting-Bammer explained:

- Historically, the turnaround was 3 to 6 months.
- This year, due to an audit of the Nevada Division of Forestry (NDF), the process has been significantly delayed.
- Currently, the District is experiencing delays of up to 12 months, with NDF owing nearly \$3 million in reimbursements.
- These delays affect how much revenue is reflected in the budget augmentation, as only received funds are included.

Vice Chair Noyes made a motion to approve Resolution #006-2025 Budget Augmentation - General Fund as presented on the agenda.

TAHOE DOUGLAS FIRE PROTECTION DISTRICT
BOARD OF TRUSTEES MEETING
June 25, 2025

Second: Trustee Ward

Motion approved: 5-0

11. Discussion and possible approval of Resolution #007-2025 Budget Augmentation – Sick Leave Fund in the amount of \$74,689 increasing the budget from \$363,173 to \$437,862 for additional unanticipated resources.

Fire Chief Scott Lindgren

FM Nolting-Bammer explained:

- The beginning fund balance for the Sick Leave Fund was \$74,689 higher than originally estimated.
- As a result, the budget was augmented in the Salaries and Wages category to account for potential usage of these funds based on the status of ongoing labor negotiations.
- The augmentation ensures sufficient budget funding in the event these funds are utilized by June 30.

There were no questions from the Board.

Vice Chair Noyes made a motion to approve Resolution #006-2025 Budget Augmentation - Sick Leave Fund as presented on the agenda.

Second: Trustee Breaux

Motion approved: 5-0

12. Discussion and possible approval of Resolution #008-2025 Budget Augmentation – Health Insurance Fund in the amount of \$313,257 increasing the budget from \$4,765,159 to \$5,078,416 for unanticipated resources.

Fire Chief Scott Lindgren

FM Nolting-Bammer explained:

- The budget was augmented in two primary areas:
 - Employee Benefits – to account for medical, dental and vision benefit payments.
 - Services and Supplies – primarily to cover broker fees associated with administering the health benefits.
- The adjustments ensure the budget aligns with actual expenditures and available resources for the year.

There were no questions from the Board.

TAHOE DOUGLAS FIRE PROTECTION DISTRICT
BOARD OF TRUSTEES MEETING
June 25, 2025

Trustee Kruger made a motion to approve Resolution #008-2025 Budget Augmentation - Health Insurance Fund as presented on the agenda.

Second: Vice Chair Noyes

Motion approved: 5-0

13. Discussion and possible approval of Resolution #009-2025 Budget Augmentation – Fire Safe Community Fund in the amount of \$2,700,000 increasing the budget from \$6,099,634 to \$8,799,634 for unanticipated resources.

Fire Chief Scott Lindgren

FM Nolting-Bammer explained:

- The ending fund balance came in \$1,330,609 higher than originally budgeted.
- The budget was augmented accordingly, including both revenues and expenditures:
 - Revenue Increases:
 - Strike Team revenue was augmented based on actual payments received to date.
 - Expenditure Increases:
 - Salaries and Wages – to cover additional personnel costs tied to the increased strike team activity.
 - Employee Benefits – augmented proportionally to match wage increases.
 - Services and Supplies – increased slightly, partly due to the implementation of a new per diem policy, which led to higher strike team-related expenses. However, these costs are more easily reimbursable now.

Chairman Johnson made a motion to approve Resolution #009-2025 Budget Augmentation- Fire Safe Community Fund as presented on the agenda.

Second: Trustee Ward

Motion approved: 5-0

14. Discussion and possible approval of a Memorandum of Understanding (MOU) between Kingsbury General Improvement District (KGID) and Tahoe Douglas Fire Protection District (TDFPD) to establish a cooperative framework between KGID and TDFPD for access to fire hydrants.

Fire Chief Scott Lindgren

As background, both agencies have a long history of informal collaboration in fire protection and water infrastructure access. To strengthen and clarify that relationship moving forward, an MOU

TAHOE DOUGLAS FIRE PROTECTION DISTRICT
BOARD OF TRUSTEES MEETING
June 25, 2025

has been drafted to address shared responsibilities, access protocols and communication standards related to hydrant use and maintenance.

Chairman Johnson and Trustee Kruger were appointed by our Board to work alongside two Trustees from KGID. Together, they've been collaborating on the language and terms of the MOU to ensure it accurately reflects the long-standing cooperative spirit between the two agencies.

Chairman Johnson acknowledged that KGID's Trustee Greg Felton played a key role in helping TDFPD Trustees navigate and move forward with the negotiations. Felton's ability to see the bigger picture and bring people together was invaluable.

KGID's Board has already reviewed and approved the MOU. Now it's the District's turn to consider and adopt it. If approved, the MOU, KGID will withdraw their appeal with the Nevada Supreme Court - as outlined directly in the agreement.

Chief Lindgren emphasized that Tahoe Douglas Fire has always voluntarily helped maintain fire hydrants within the District, particularly when it comes to shoveling snow to ensure hydrant access. Though it's not legally the District's responsibility, we've always felt a moral obligation to the community to support this effort. There are over 900 hydrants in the District and limited personnel - we cannot do it alone. Relying on the collaboration with the General Improvement District's (GID's) is a partnership the Fire District looks forward to continuing. As a reminder, the District supports the Adopt-a-Hydrant Program, which encourages residents to clear hydrants in their neighborhoods.

Trustee Breaux made a motion to approve the MOU as presented.

Second: Trustee Ward

5-0

15. District Divisions

Assistant Chief/Fire Marshal Bryce Cranch - Fire Prevention Bureau

Chief Cranch presented photos of the following with brief comments:

- Genoa Structure Fire
- Edgewood Clubhouse Inspection and Ansel Testing
- Tracker's Birthday
- Fire Science Program
- Golden Nugget Sunset Tower Room Finals

TAHOE DOUGLAS FIRE PROTECTION DISTRICT
BOARD OF TRUSTEES MEETING
June 25, 2025

- FI-210 Wildland Fire Investigator Course

Special thanks to everyone on the Fire Prevention Bureau team.

Special Operations Training/Safety Officer Chris Peterson

Captain Peterson presented photos and videos with brief comments:

- Capital City Regional Fire Academy (CCRFA)
- Rescue Swimmer Testing conducted by Captain Fine and Engineer Koeck
- Cooperator Training - Care Flight
- Shoreline Crew Training
- Multi Region Battalion Level Drill
- South Lake Tahoe Fire Motel 6 Multi Agency Training

Capital City Regional Fire Academy (CCRFA) Graduation is on Friday, June 27, 2025

Battalion Chief Mike Monaghan - Wildland Fire & Fuels

- Zephyr Crew is still assigned to the Conner Fire.
- Brush25 returned yesterday, but its crew has already been reassigned to Northern California.
 - This is a crew swap for Brush24, which is now on its third rotation supporting Eldorado National Forest.
- Brush23 remains deployed in San Bernadino.
- Personnel are gaining valuable initial attack (IA) experience.
 - Brush23 has successfully engaged in three IA responses.
 - Brush24 has participated in three of four IA incidents as well.
- Chief Fogarty is currently on a division training assignment in Utah.
 - He is conducting aerial missions and working on a rare task book sign-off.
 - The experience is notable and will contribute significantly to the District's capabilities upon his return.

Chairman Johnson and Vice Chair Noyes commended the Green Waste Trailer Program.

ADO Kate Warner - Administration Division

ADO Warner commended HRS Vindel for her timely, clear and concise communication throughout the FF/PM and AA recruit efforts.

HRS Nalder discussed the highlights from the Recognition25 Event and presented a collage of photos.

TAHOE DOUGLAS FIRE PROTECTION DISTRICT
BOARD OF TRUSTEES MEETING
June 25, 2025

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

Fire Chief Scott Lindgren

Chief Lindgren discussed the benefits of training collaboration with South Lake Tahoe Fire.

Though a UNR international program, Captain Nate Johnson and FF Josh Wesson assisted Chief Lindgren to host law students and first responders from Kazakhstan, Madagascar, India, Sri Lanka, South Korea and Malaysia.

17. Public Comment

None.

18. Confirm next meeting, Wednesday, July 16, 2025 at 2:30pm; possible agenda items.

Meeting adjourned at 4:00 PM.

19. Adjourn.

Submitted by:

Amanda Van De Hey
District Specialist