

TAHOE DOUGLAS FIRE PROTECTION DISTRICT
BOARD OF TRUSTEES MEETING
November 19, 2025

Those Present:

Chief Scott Lindgren

Chairman Ben Johnson

Vice Chair Stacy Noyes (Virtual)

Trustee John Breaux

Trustee Dan Kruger

Trustee Ben Ward

Legal Counsel Paul Cotsonis (Virtual)

1. Call to Order

Chairman Johnson called the meeting to order at 2:36 PM.

2. Pledge of Allegiance.

Battalion Chief Prather led the Pledge of Allegiance.

3. Roll Call

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

4. Approval of Agenda

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

Second: Trustee Ward

Motion approved: 5-0

5. Public Comment

None.

6. Trustee Comments

Chairman Johnson reported that the East Fork Fire Board Chairman wants to meet and have Chief Ernst present to the Board to explore resource-sharing. He mentioned that consolidation is not an option.

Chief Lindgren added that the District already has a boundary drop agreement with East Fork Fire and is creating a similar one with South Lake Tahoe Fire. It legally enables shared response and resources.

7. Approval of the Consent Agenda

- a. Board Meeting Minutes 10/15/2025
- b. Fire Chief Annual Performance Evaluation Form

Vice Chair Noyes made a motion to approve item a. and move forward Item b. forward for discussion

TAHOE DOUGLAS FIRE PROTECTION DISTRICT
BOARD OF TRUSTEES MEETING
November 19, 2025

Second: Trustee Breaux
Motion approved: 5-0

8. Consent items moved forward:

Vice Chair Noyes requested that last year's chief evaluations, last year's self-evaluations, and the Fire Chief's job description be included in the evaluation packet for context and comparison. Noyes suggested that Trustee names should not be included in the final evaluation that is given to the Fire Chief.

Chairman Johnson addressed quorum at the suggested December 17th Board meeting to figure out a timeline for the Chief's evaluation.

- December 1st – Chief self-evaluation to be completed
- December 2nd – Kathy to send out the evaluations to all Trustees
- December 8th – All evaluations to be completed and returned to Kathy
- December 10th – Evaluations scored and summary sent to Chairman Johnson and Trustee Kruger
- December 15th – Lunch with Chief Lindgren, Chairman Johnson and Trustee Kruger

Trustee Breaux made a motion to approve item b. from the consent agenda.

Second: Trustee Kruger
Motion approved: 5-0

9. Discussion and possible approval of the five-year Collective Bargaining Agreement from July 1, 2025 – June 30, 2030 with Local 2441 International Association of Firefighters – Tahoe Douglas

Fire Chief Lindgren

Chief Lindgren acknowledged that the Collective Bargaining Agreement (CBA) negotiations took much longer than expected but emphasized that significant effort went into the process from both sides. He said he is pleased with the final agreement and hopes the Local 2441 feels the same. He stressed that the contract comes with the understanding that substantial revenue work lies ahead and that upcoming revenue workshops will require full participation.

Captain Isenberg said the Local 2441 is happy with the contract, thanked the Board for working with them, and expressed hope it would be approved.

Chairman Johnson said approving the CBA is a cornerstone step toward restoring Tahoe Douglas as the region's top fire department. While he acknowledged the financial risk, he felt the greater risk would be failing to show employees that they are valued. Johnson clarified with Finance Manager Nolting-Bammer that the spreadsheets she made show \$1.25 million a year in additional revenue that is needed.

TAHOE DOUGLAS FIRE PROTECTION DISTRICT

BOARD OF TRUSTEES MEETING

November 19, 2025

Chief Lindgren explained that Wildland salaries aren't in the CBA because the program is funded by contracts and fuels work. Raises must match what can be billed, so pay is reviewed annually in May to stay competitive and sustainable.

Chief Lindgren explained that the five-year contract is manageable for the first two years, but without increased revenue, year three and beyond could require service reductions or position adjustments. Layoffs would be avoided through attrition if possible. Revenue growth strategies and workshops are in place to mitigate risk.

Chairman Johnson emphasized retaining experienced personnel to maintain service quality and community safety. The five-year contract provides stability, allows focus on revenue generation, and minimizes internal conflict, which supports long-term cultural and operational goals.

The whole Board agreed that this is a financial risk but it is a necessary step.

Trustee Ward made a motion to approve the five-year Collective Bargaining Agreement from July 1, 2025 – June 30, 2025 with Local 2441 International Association of Firefighters – Tahoe Douglas.

Second: Trustee Breaux

Motion approved: 5-0

10. Letter of Support for Chief Lindgren regarding negotiations and staffing

Chairman Ben Johnson

The board discussed creating a letter of support for Chief Lindgren to document the rationale behind staffing and negotiation decisions. This record would justify the Chief and Board's actions and decisions, particularly regarding risks taken with compensation and revenue management, in case future boards question them.

The Board reached a consensus that documenting the rationale provides clarity and a historical record, even though discussions are already reflected in meeting minutes.

It will be added to the next Board meeting agenda for discussion and possible approval.

11. Special Recognition

Fire Chief Scott Lindgren

Service Recognition:

Vanessa Vindel

2 Years of Service

Engineer Paul Apple

13 Years of Service

Captain Kyle Fine

13 Years of Service

TAHOE DOUGLAS FIRE PROTECTION DISTRICT
BOARD OF TRUSTEES MEETING
November 19, 2025

Employee Military Service Recognition:

United States Army

Engineer Paul Apple

Crew Member Matthew Weir

Crew Member Robert Rausch

CCRFA Recruit Gerardo Arroyo-Lobato

United States Navy

Engineer Greg Koeck

United States Army National Guard

Firefighter/Paramedic Joseph Fording

United States Marine Corps

Firefighter/Paramedic Ryder Thomas

12. District Divisions

Fire Prevention Bureau/Administration – Assistant Chief/Fire Marshal Bryce Cranch

- Chief Cranch thanked each of his team members and emphasized staff excellence, dedication, and their pivotal roles in operations, fire prevention, and community outreach.
- Fuels Management Officer Schafer wanted to acknowledge that Trustee Kruger and his wife are now Fire Adapted Community leaders.
- Schafer finalized the annual operating plan with the Forest Service, coordinated future community fuel breaks and managed fuel reduction work.
- Chief Cranch praised Paul Apple for completing phase one preplans for all District 21 light hazard commercial occupancies.
- Photos and social media post were shared from Trunk or Treat at Zephyr Cove Elementary School, haunted cabin at Zephyr Point, and the Fire Science program.

Operations

Battalion Chief Matt Fogarty:

- Completed an 8-acre burn in Uppaway Estates
- Currently a burn near the Khashoggi Estate, just north of Cave Rock, covering approximately 40 acres with an 800-foot elevation gain.
- Moisture levels are favorable, though the burn is expected to produce more smoke than usual.

Battalion Chief Steve Prather:

- New developments underway in the training and EMS divisions.
- Exploring long term opportunities with the Senior Center building.
- Initiatives will require considerable effort, but staff are motivated to contribute.

TAHOE DOUGLAS FIRE PROTECTION DISTRICT

BOARD OF TRUSTEES MEETING

November 19, 2025

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

Fire Chief Scott Lindgren

- The District will be leasing the Senior Center for \$1/year to reduce cost while maintaining a strong partnership with the County and continuing fuel reduction work.
- Coordinating parking and facility use with the County, KGID, and the high school to support District operations.
- Chief Lindgren is actively involved in regional fire leadership; reelected Chairman of Tahoe Fire & Fuels Team MAC, Lake Tahoe Regional Fire Chiefs Association and Northern Nevada Fire Chiefs Association.
- Chief Lindgren is serving on the Pool/Pact executive board and participating in strategic workshops.

14. Public Comment

None.

15. Confirm next meeting, Tuesday, December 30th, 2025, at 2:30pm; possible agenda items.

December Board meeting will be moved to December 17th at 2:30 PM.

16. Adjourn

Meeting adjourned at 4:04 PM.

Submitted by:

Kathy Donovan

Administrative Assistant/Board Clerk