

TAHOE DOUGLAS FIRE PROTECTION DISTRICT  
BOARD OF TRUSTEES Workshop  
November 20, 2025

**Those Present:**

Chairman Ben Johnson  
Trustee John Breaux

Trustee Dan Kruger  
Trustee Ben Ward

**1. Call to Order**

Chairman Johnson called the meeting to order at 2:35 PM.

**2. Pledge of Allegiance.**

Captain Darr led the Pledge of Allegiance.

**3. Roll Call**

Chairman Johnson, 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 Kruger  
Motion approved: 4-0

**5. Public Comment**

Chairman Johnson commented that the wage comparison portion of this workshop was largely resolved yesterday with the signing of the Collective Bargaining Agreement (CBA) and the wage increase. Progress still needs to be made with revenue strategies.

**6. Approval of Meeting Minutes 10/16/2025**

Trustee Breaux made a motion to approve the meeting minutes  
Second: Trustee Ward  
Motion approved: 4-0

**7. Review**

**Review of Previous Budget Workshop**  
*Chairman Johnson*

Chairman Johnson noted that Chief Sommers provided valuable insight to North Lake Tahoe Fire operations and similar financial issues. He hopes to involve Chief Sommers again on legislative issues where his perspective adds value.

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## 8. Committee Reports

*Chairman Ben Johnson*

### **Wage Comparison Committee:**

Trustee Ward explained that the raises outlined in the CBA will place The District in the top percentile for base wages across all positions after the five-year period of agreed-upon increases, excluding benefits.

Trustee Ward stated that the workshop's two primary objectives are to quantify the District's needs, including wages, facilities, and equipment, and then to identify strategies for securing the revenue required to support them.

### **Ad Valorem Tax Committee:**

Chairman Johnson explained that any increase in our percentage of ad Valorem will go directly to the District and not to the redevelopment district which could lead to a substantial sum over the next five years. He explained that a meeting still needs to be had with Kathy Lewis, Douglas County's COO, to get to the bottom of it.

### **Equipment/Capital Expenditure Committee:**

Fire Inspector Rowlett explained that he is willing to arrange a meeting with Captain Sanders and Chief Goss at East Fork Fire to discuss the foundation and apparatus efforts.

Chief Prather reported significant facility needs as the District has outgrown its current spaces. Station 21 needs a new roof, Station 25 requires major remodeling, and overall office and storage space is limited. If the District acquires the Senior Center, substantial work would be needed to make the upstairs usable. He can provide a five-year facilities forecast to help build a longer-term annualized cost estimate.

Finance Manager Nolting-Bammer explained that the committee could begin with the existing five-year Capital Improvement Plan submitted to the State, which outlines planned projects and their costs. The District also maintains a depreciation schedule for all assets.

Trustee Ben Ward, Captain Sanders, Chief Prather, and Accounting Specialist Beer are joining the committee.

### **Resort Tourist Contribution Committee, Redevelopment (MOU) Committee, and Special Assessment (PR Focus) Committee:** No updates at this time

It was discussed to create a miscellaneous category, if necessary, where the District needs to cover rising cost of benefits, post-retirement trust, and workers compensation.

Chairman Johnson talked about the priority for looking at other options for worker compensation coverage and health insurance.

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HR Specialist Nalder discussed the challenges of being self-insured, noting that the District's insurance can be difficult to navigate. Hospitals often prioritize patients with simpler, easier-to-bill insurance. While some issues have been addressed recently, she recommended keeping budget flexibility for alternative options and she can get an estimate for that.

Trustee Ward explained that adding 5% to the total revenue needs would account for cost increases across the board and help quantify the overall revenue goal.

Several employees discussed challenges with workload and inefficiencies. The group considered creating a new "Current Spending and Efficiency Review" committee, potentially outside the scope of this workshop, to examine existing spending, contracts, and departmental operations.

Accounting Specialist French noted that UKG's AI assistant could save time but would only work with the documents that are uploaded into it.

Trustee Ward believes the committees should have a figure ready by the next workshop that reflects the additional revenue the District requires. One missing piece is the comparison of administrative wages. HR Specialist Nalder stated that she and Vindel could gather these numbers from several sources over the next couple of weeks.

Trustee Breaux and Trustee Ward at this time cannot support an arbitrary percentage increase to admin wages without first reviewing current administrative compensation levels and determining where they should appropriately be.

**9. Public Comment**

None

**10. Adjourn**

Meeting Adjourned at 4:12 PM

**Submitted by:**

Kathy Donovan

Administrative Assistant/Board Clerk