

TAHOE DOUGLAS FIRE PROTECTION DISTRICT
BOARD OF TRUSTEES MEETING
January 21, 2026

Those Present:

Chief Scott Lindgren
Chairman Ben Johnson
Vice Chair Stacy Noyes
Trustee John Breaux

Trustee Dan Kruger
Trustee Ben Ward
Legal Counsel Devon Reece
Legal Counsel Kara Hayes

1. Call to Order

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

2. Pledge of Allegiance.

HR Specialist Nalder 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 acknowledged the passing of Captain Thomas Hall, who served Tahoe Douglas Fire for 27 years and led a moment of silence.

Chairman Johnson, Vice Chair Noyes, Trustee Kruger, and Trustee Ward all expressed gratitude to staff for organizing and including them in the live burn exercise in Carson City, explaining that it was a meaningful, well run and memorable experience.

Trustee Kruger reported that the radio working group met with the Douglas County COO, things are on track, and there have been some positive outcomes.

7. Approval of the Consent Agenda

- a. Board Meeting Minutes 12/17/2025
- b. Financials – 06/30/2025

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Trustee Ward requested clarification on what was being approved regarding the financials from 6/30/2025.

Chairman Johnson asked Finance Manager Nolting-Bammer to speak to why the Board is asked now to approve financials from that time period.

Nolting explained that the outside accounting firm just got them to us based on the start of the audit and the Board has not seen them yet. She explained that it is normal practice for the Board to review the financials and approve them.

Trustee Kruger made a motion to approve item A of the consent agenda and move item B forward for further discussion.

Second: Trustee Breaux

Motion approved: 5-0

8. Consent items moved forward:

Trustee Kruger noted that under item B Financials – 06/30/2025, within the Enterprise Fund, also known as the Ambulance Fund, there is an asset line item labeled “Deferred Outflow of Resources” and requested clarification.

Finance Manager Nolting-Bammer explained that the item is most likely the PERS liability but she would need to confirm with Bill Johnson how the item is recognized.

Chairman Johnson requested that Finance Manager Nolting-Bammer inform the Board if the item is determined to be something other than PERS liability.

Trustee Kruger moved to approve item B of the consent agenda as presented

Second: Vice Chair Noyes

Motion approved: 5-0

9. Discussion and possible action regarding the provision of legal services to Tahoe Douglas Fire Protection District, including consideration of whether to continue the current legal services arrangement or select and retain alternative legal counsel, and possible authorization to negotiate and execute a professional services agreement.

Chairman Ben Johnson

Chairman Johnson proposed that the Board consider hiring local attorney Kara Hayes as legal counsel and requested the Board’s input.

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Vice Chair Noyes expressed that she is in favor of the contract.

Trustee Breaux asked if the benefit of having local counsel would be worth the loss of institutional knowledge.

Chairman Johnson explained that Kara has a lot of local knowledge and believes it would be valuable to the District.

Trustee Johnson made a motion to approve the contract with Alling and Jilson to have Kara Hayes represent Tahoe Douglas Fire Protection District as legal counsel.

Second: Vice Chair Noyes

Motion approved: 5-0

Chairman Johnson thanked Devon Reece for 15 years of service to the District. Devon Reese stated that he is willing to assist in any way he can to help ensure a smooth transition.

10. Discussion and possible action to nominate and appoint Board Officers to the 2026 Board of Trustees. (From the following candidates – John Breaux, Ben Johnson, Dan Kruger, Stacy Noyes and Ben Ward)

Chairman Ben Johnson

Vice Chair Noyes and Trustee Breaux voiced support for Chairman Johnson remaining in his position.

Chairman Johnson stated that he is willing to serve as Chair for one more year with the intention of transitioning leadership by the end of that term. He noted the Board has several talented members who should have the opportunity to serve in the role. He also expressed appreciation for Vice Chair Noyes and stated that he would like her to continue serving as Vice Chair.

Trustee Breaux made a motion to appoint Ben Johnson as Chairman and Stacy Noyes as Vice Chair

Second: Trustee Kruger

Motion approved: 5-0

11. Edward Jones Investment Market Analysis Report

Stuart Shipley, Financial Advisor

Financial Advisor Stuart Shipley provided an annual update on the Fire District's Edward Jones investment accounts. He reviewed statutory investment limitations under NRS, noting the portfolio is limited to certificates of deposit, municipal bonds, and U.S. Treasuries, with specific maturity and rating requirements. He reported the District maintains a laddered CD strategy with two-year terms and semiannual maturities, which are typically reinvested if funds are not needed.

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The portfolio also includes a U.S. Treasury bond ETF and several individual municipal and U.S. Treasury bonds. Shipley explained that bonds purchased in 2021 are currently underperforming due to subsequent interest rate increases, while more recent purchases are performing better. He noted there may be future opportunities to improve some of the older bond positions.

Shipley reported recent performance of approximately 4.86% in 2025, 3.5% in 2024, and 5.3% in 2023, for a three-year average return of about 4.55%. He stated a written report would be provided to the Chief for distribution to the Board. He also explained that the current balance is approximately \$1.79 million and he has managed the account since 2020, with records dating back to 2009, though the account predates that.

Shipley clarified that when CDs mature, he notifies Chief Lindgren, reports the principal and interest received, and checks whether the funds are needed. If not, the money is typically rolled into a new CD. He follows a similar process for matured bonds.

Chairman Johnson asked that overall financial situation and liquidity needs are shared with Stuart Shipley so he can plan investments accordingly.

Chief Lindgren said the District now keeps most funds in the Local Government Investment Pool (LGIP) earning interest and transfers money out as needed.

Trustee Kruger requested net of fee return data over 1, 3, and 5 years to assess performance.

Chairman Johnson appreciates Shipley's past service and providing services to the organization at a discounted rate.

12. Review and Direction Regarding Fire Chief Compensation History and Contract Amendments

Chairman Ben Johnson

Chairman Johnson noted that Chief Lindgren has an open-ended contract and his compensation in later years doesn't match the contract. He brought it to the board's attention to determine how to address it.

Finance Manager Carrie Nolting-Bammer addressed the Board, drawing on her 15-year tenure to provide context regarding the District's pay practices. She commended Chief Lindgren for his efforts to establish equity, specifically noting his reinstatement of longevity pay for herself and several other employees. She stated that historically, every chief prior to Chief Lindgren extended comparable raises to non-represented employees, often including themselves. Nolting

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stated that, in her opinion, Chief Lindgren did not give himself a raise inappropriately and acted consistent with past practice and with his understanding of the District's compensation structure.

Chairman Johnson stated that the Fire Chief is the Board's only employee, which the Board is responsible for supervising that role, and that decisions should be based on what is legally correct.

Vice Chair Noyes stated the Board should seek legal guidance to ensure public funds are handled correctly.

Trustees discussed the absence of a policy addressing corresponding salary adjustments for non-represented employees. Chief Lindgren explained that while some districts have written policies, this District has historically relied on past practice of providing uniform increases when approved and budgeted. Trustees noted that the lack of a formal policy has resulted in differing interpretations.

Trustee Breaux questioned whether the absence of a policy implies the practice is not permitted. His primary concern was that the Fire Chief should not receive a compensation increase before employee negotiations were completed.

Trustees agreed that additional alignment was necessary and that a special meeting would be scheduled. The Board directed counsel to provide a legal opinion at a future meeting regarding the Chief's compensation exceeding the maximum amount authorized under his Board-approved contract.

13. Discussion and possible approval of the Fire Chief's Annual Performance Evaluation and Expectations

Chairman Ben Johnson and Trustee Kruger.

Trustee Kruger reported that the Fire Chief evaluation and goal-setting process is ongoing and has been revised multiple times to better reflect the full scope of the Chief's responsibilities. No report or action was presented at this time.

Chief Lindgren noted that he provided suggested edits and additions.

Chairman Johnson stated that they were updating the Board on this item and no action would be taken at this meeting.

14. Approval of the Nick Robidart Dedication Plaque for Marine 24

Captain Kyle Fine

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Captain Kyle Fine requested Board approval to affix a commemorative plaque naming the District’s boat “The Big Nick,” in honor of the late Nick Robidart.

Chairman Johnson was in full support and asked that the plaque be kept in good condition.

Vice Chair Noyes made a motion to approval the Nick Robidart dedication plaque to be added to Marine 24.

Second: Trustee Breaux

Motion approved: 5-0

15. Special Recognition

Fire Chief Scott Lindgren

Battalion Chief Brandon Brady	20 years
Battalion Chief Steve Prather	20 years
Captain Ben Pratt	19 years
Engineer Greg Koeck	10 years
Captain/Crew Foreman Mark Waite	4 years FT (seasonal since 2019)
Captain/Crew Foreman Nathaniel Braun	4 years FT (seasonal since 2018)

16. District Divisions

Wildland Fire & Fuels – Chief Mike Monaghan

- The Zephyr Crew completed prescribed burning operations on the Khashoggi estate
- The Shoreline Crew has been assigned outside the District performing NV Energy contract work in Carson Valley.
- Approximately 95% of the Senior Center remodel, which serves as Shoreline Crew quarters, has been completed.
- Captain and Crew Foreman interviews were conducted over the past month.

Operations – Chief Chris Lucas

Chief Lucas shared photos of the Trustees participating in the live burn training.

Facilities:

- LED lighting has been installed in the apparatus bay at Station 21.
- Work continues on the Battalion Chief’s garage door.
- Exterior structural repairs at Station 25 have been completed.

Training:

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- Captain Isenberg conducted the Captains Academy, bringing in outside instructors to develop future leaders and share institutional knowledge.
- Chad Baker organized the 16-week fire academy, with recruits consistently graduating at the top of their class.
- Captain Darr led high-rise Battalion Chief drills, which included participation from neighboring agencies.

EMS:

- Currently working on Ground Emergency Medical Transportation (GEMT) program
- The DEA is reviewing how the District stores narcotics and is requiring in-house storage.
- Nearly \$30,000 in grant money from National Opioid settlement to pay for storage equipment and software.
- Local Emergency Planning Committee (LEPC) grant facilitated the purchase of additional equipment.
- Firefighter Wesson completed his Paramedic internship and will begin the accreditation process
- Captain Petersen successfully completed his probationary year as Captain.
- Firefighter Arrate completed the Engine Boss taskbook
- Captain Baker joined the ops group and taught auto extrication at the academy.

Fire Prevention/Admin – Chief Bryce Cranch

- HR Specialist Vindel led recruitment for Firefighter/Paramedic and Captain/Crew Foreman positions.
- HR Specialist Nalder managed benefit enrollment, workers' compensation claims, and oversight of PRT and HIPAA training.
- Prevention staff conducted major construction inspections, public education, and managed First Due.
- Chairman Johnson requested a demonstration of First Due.
- Photos were shared from multiple events, including Breakfast with Santa.
- Fire Inspector Rowlett reported on the fireworks test conducted atop the casinos.
- Fire Inspector/PIO Turner announced that Trustee Kruger is now a leader of the Kingsbury Neighborhood Fire Adapted Community.

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

Fire Chief Scott Lindgren

Chief Lindgren noted that information on the current radio infrastructure sites, including associated costs and progress, has been included in the Board book materials.

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18. Public Comment

Vice Chair Noyes acknowledged the updated format of the finance division report and expressed appreciation for the clear and understandable information.

19. Confirm next meeting, Wednesday, February 25th 2026 at 2:30pm, possible agenda items

Next regular Board meeting confirmed to be on Wednesday, February 25th, 2026, at 2:30pm

Special meeting scheduled for Monday, February 2nd at 2:30pm with the agenda item to be: Discussion and possible action of the Fire Chief's employment contract.

A standard agenda item will be added to future meetings to include updates from the Revenue Workshop.

20. Adjourn

Meeting Adjourned at 4:28 PM

Submitted by:

Kathy Donovan

Administrative Assistant/Board Clerk