

TAHOE DOUGLAS FIRE PROTECTION DISTRICT
BOARD OF TRUSTEES Workshop
February 19, 2026

Those Present:

Interim Fire Chief Bryce Cranch
Chairman Ben Johnson
Trustee John Breaux

Trustee Dan Kruger (Virtual)
Trustee Ben Ward

1. Call to Order

Chairman Johnson called the meeting to order at 2:50 PM.

2. Pledge of Allegiance.

Fire Inspector Van De Hey lead the pledge of allegiance.

3. Roll Call

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

4. Approval of Agenda

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

Second: Trustee Breaux

Motion approved: 4-0

5. Public Comment

None.

6. Approval of Meeting Minutes 01/14/2026

Trustee Breaux made a motion to approve the meeting minutes.

Second: Trustee Ward

Motion approved: 4-0

7. Presentation

Overview of the Districts Health Insurance

Chief Cranch

- HR Specialist Nalder and Chief Cranch are working to address ongoing issues with the District's reference-based health insurance plan before the July 1 renewal.
- An Insurance Advisory Committee will review options from the current broker and a new broker to improve coverage and access.
- Changes may involve a small cost increase, though exact amounts are not yet known.

TAHOE DOUGLAS FIRE PROTECTION DISTRICT
BOARD OF TRUSTEES Workshop
February 19, 2026

- Committee meetings will be open to employees for transparency and input.
- The potential cost of losing employees due to insurance issues was noted as an important consideration.
- The UKG package, which includes COBRA, benefits management, and AI features, is estimated to cost \$5,000–\$6,000.
- The goal is to have a decision and estimated cost identified by the March Board meeting.

8. Committee Reports

Chairman Ben Johnson

Wage Comparison Committee:

- A small wage comparison study was completed internally.
- The \$1.5 million dollar number that has been used needs refining to include the whole department at top tier pay and be projected out 30 years.
- Finance Manager Nolting recommended creating a long-term pay plan with projected incremental increases.
- It was agreed to proceed without a full wage comparable report.
- As the next step the Committee will develop a method to estimate projected cost increases over the next 30.
- Workers Compensation is currently a significant expense and warrants further review.

Equipment/Facilities/Fleet/Capital Expenditure Committee:

- Trustee Kruger is continuing efforts to obtain accurate data for the spreadsheets, as the committee must ensure it is working with correct information to move forward.
- Trustee Kruger will forward the available data to Chief Cranch and the command staff for verification.
- Once the data is verified, it will be reviewed and analyzed.

Resort Tourist Contribution Committee

Chairman Johnson reported initiating discussions with County CEO Kathy Lewis regarding the potential development of a tourist tax, including a tax on live entertainment. The CEO is currently exploring the concept and has expressed interest, it would potentially include the Sheriff's Office and other agencies.

The committee plans to re-engage Mike Brown for future workshops, recognizing him as a valuable resource.

Ad Valorem Tax Committee:

Chairman Johnson stressed the importance of ensuring the County Assessor captures recent casino property investments in the upcoming July reassessment. He followed up with the

TAHOE DOUGLAS FIRE PROTECTION DISTRICT

BOARD OF TRUSTEES Workshop

February 19, 2026

Department of Taxation to request clarification and training, noting this is a key opportunity to add new value to the tax roll given existing tax cap constraints.

Committee will follow up on the LEED rebate.

Redevelopment (MOU) Committee and Special Assessment (PR Focus) Committee: No current update.

Systems Efficiency Committee:

A new committee will be formed to evaluate the value of time and explore software or system improvements to enhance overall efficiency.

Other:

Captain Darr raised the idea of pursuing additional grants as a potential revenue source and will provide further information.

Trustee Ward requested that Chief Cranch review the 2025–2026 budget and confirm the current structural budget deficit as a validation during the transition period.

Chairman Johnson encouraged all trustees to review and better understand the budget to improve their ability to contribute to discussions and support Chief Cranch and staff more effectively.

9. Discussion Regarding Possible Date of the Next Workshop

Next workshop is tentatively scheduled for March 24th at 2:30 PM

10. Public Comment

None

11. Adjourn

Meeting Adjourned at 4:24 PM

Submitted by:

Kathy Donovan

Administrative Assistant/Board Clerk