

due March 31st



Central Lyon County Fire Protection District Six-Month Fire Chief Performance Evaluation – Board Review

Fire Chief: Tim McHargue

Evaluation Period: October 1, 2025 – March 31, 2026

Evaluation Date: 3-31-26

Purpose of This Review

This six-month performance evaluation provides the Board of Directors with a structured opportunity to assess progress toward adopted priorities, confirm alignment, and provide governance-level feedback. Per the Fire Chief's Employment Agreement, at the monthly meeting of the Board of Directors that follows the completion of Employee's first six months of employment, the Board of Directors shall conduct an evaluation of Employee's performance.

1. Organizational Sustainability and Financial Resilience

Assessment: As Expected Adjustments Needed Significant Concerns

Comments:

Within the first six months Chief McHargue has taken the time to assess the people, the organization, and its financials to develop a plan to help the organization move forward.

2. Public Trust, Transparency, and Fiscal Stewardship

Assessment: As Expected Adjustments Needed Significant Concerns

Comments:

Chief McHargue has made a huge effort to reach out the community. He has empowered individuals to run their divisions. He makes an effort to listen and include all groups within the organization. He reviews and evaluated the organizations financial to make sound financial decisions for the fire district and the community

3. Internal and External Stakeholder Engagement

Assessment: As Expected Adjustments Needed Significant Concerns

Comments:

Chief McHargue has made an effort to provide and encourage interanal ~~meetings~~ meetings to remove the silos. He has also made promising connections with outside agencies and county commissioners

4. Operational Assessment, Compliance, and Performance Benchmarking

Assessment: As Expected Adjustments Needed Significant Concerns

Comments:

Chief McHargue is making a tremendous effort to learn and understand our community and organization. He is implementing procedures to provide better communication and trust across the organization

5. Alignment of Services with Community Risk and Legal Requirements

Assessment: As Expected Adjustments Needed Significant Concerns

Comments:

Although its been six months, Chief McHargue has a plan to implement a standard of care which will eventually align with the Strategic plan. Chief McHargue is aware of poor past practices and is working

6. Strategic Planning Preparation and Organizational Direction to Improve.

Assessment: As Expected Adjustments Needed Significant Concerns

Comments:

It is clear that Chief McHargue still has a goal of ~~re~~creating and completing a strategic plan. However, he was able to assess and realize there were other matters that needed to be addressed. I appreciate his ability to adapt and work on fixing the individual pieces that will eventually build & hold the Strategic plan together.

Overall Board Assessment

Overall Assessment of First Six Months:

- Progressing as expected
- Progressing with adjustments needed
- Progressing with significant concerns

General Comments:

In six months Chief McHargue has achieved many milestones. He has had to start at the very bottom of this organization and ~~to~~ understand what has shaped this organization, both good and bad. Chief McHargue has been taking small steps to move the district forward, but they have been very meaningful steps.

Board Direction for the Next Six Months

Please identify any priorities the Board wishes to emphasize, modify, or add for the next evaluation period.

At this time I cannot think of any future changes or modifications to the next evaluation

Acknowledgment

This evaluation reflects Board-level feedback and direction provided to the Fire Chief for governance and performance alignment purposes.

Board Chair Signature: Jenny Williams Date: 3-31-26

Fire Chief Signature: _____ Date: _____

This evaluation shall be conducted in accordance with Nevada Revised Statutes (NRS) 241.030 and NRS 241.033 governing personnel evaluations conducted in closed session under Nevada Open Meeting Law.

This six-month evaluation is an interim performance review and does not trigger compensation adjustments under Section 6(C) of the Employment Agreement. Compensation determinations, if applicable, occur at the annual evaluation following twelve (12) months of employment.

This evaluation is based upon the Board Priorities and Expectations adopted October 1, 2025, pursuant to Section 6(A) of the Employment Agreement.