



## 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:** 3/30/26

*Louis Bernaire*  
*Louis Bernaire*

#### 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:

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#### 2. Public Trust, Transparency, and Fiscal Stewardship

Assessment:  As Expected  Adjustments Needed  Significant Concerns

Comments:

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**3. Internal and External Stakeholder Engagement**

Assessment:  As Expected  Adjustments Needed  Significant Concerns

Comments:

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**4. Operational Assessment, Compliance, and Performance Benchmarking**

Assessment:  As Expected  Adjustments Needed  Significant Concerns

Comments:

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**5. Alignment of Services with Community Risk and Legal Requirements**

Assessment:  As Expected  Adjustments Needed  Significant Concerns

Comments:

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**6. Strategic Planning Preparation and Organizational Direction**

Assessment:  As Expected  Adjustments Needed  Significant Concerns

Comments:

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Louie Lemaire



3/30/26

#### 1. Organizational Sustainability and Financial Resilience

##### Comments:

I am very impressed with Chief McHargue ideas and ability to get our departments capital funding, equipment replacement and updated policies going in a positive forward direction.

#### 2. Public Trust, Transparency and Fiscal Stewardship

##### Comments:

From day one Chief McHargue has projected his belief in transparency across the board and the public we serve. I have really appreciated Chief McHargue personally contacting each fire board member regarding any important issue related to our fire district. Our prior Fire Chief did not inform us on many issues affecting our personnel, staff and the public. This is very refreshing, and feel so much better making decisions based on accurate facts and information.

#### 3. Internal and External Stakeholder Engagement

##### Comments:

Very commendable for Chief McHargue to initiate and introduce himself to our stakeholders, public and cooperators in our region. Chief McHargue has excelled building trust and cooperation within our district, which was badly needed. Our department needed a coach for guidance and support, he has been an awesome addition to department.

#### 4. Operational Assessment, Compliance and Performance Benchmarking

##### Comments:

I have been looking forward to have Chief McHargue assess the operations of our fire district which needed to be addressed for some time. He has brought together our office staff, union leaders, fleet manager, fire prevention, and Chief Officers into an arena of assessment and support.

## 5. Alignment of Services with Community Risk and Legal Requirements

### Comments:

It's extremely important for our department to follow the framework of Nevada law and make sure we are compliant with statutory regulations. Chief McHargue wants us to pay strict adherence to the open meeting laws, which I totally agree with. He has also shown us his ability to get things done in delivery of service and strategic planning.

## 6. Strategic Planning Preparation and Organizational Direction

### Comments:

I'm very impressed with Chief McHargue bringing together the Chief Officers and Captains into an environment of leadership training, communications, responsibilities and mentoring. Chief McHargue's has a vision and direction for our district which is a breath of fresh air! I know he would like to have a total strategic plan done immediately but they take time. In the short time Chief McHargue has been here, he has made huge improvements in just about every section of our district and I couldn't be happier with his performance!