

**Fire Chief Agreement
Proposed Agreement Changes
October 1, 2026**

Out of District Language Correction

Fiscal Impact to District: **None**

This proposal would allow the Fire Chief to engage in camping and other activities outside the District when he remains capable of returning to the District within a reasonable period if conditions warrant. Currently, according to the existing language, the Chief would technically have to appoint an Acting Fire Chief when he is at his home outside the District for more than 36 hours.

Current Language

5. Compensation, Benefits, and Awards

F.

- ii. Whenever Employee is out-of-District for more than 36 hours, they will designate an Acting Fire Chief; their designation will be communicated to the Board, Chief Officers, and Administrative Staff.

Proposed Language

- ii. Whenever Employee is outside of the District and has an anticipated return time to the District exceeding four (4) hours, Employee will designate a Chief Officer to serve as Acting Fire Chief. The designation will be communicated to the Board, Chief Officers, and Executive Staff, and the Acting Fire Chief will serve as the single point of contact and act on the Fire Chief's behalf as necessary until Employee returns to the District.

Holiday Changes and Bereavement

Fiscal Impact to District: **None**

This proposal would provide the Fire Chief with the same additional holiday and bereavement benefits granted to other District employee groups and 40-hour employees.

Current Language

5. Compensation, Benefits, and Awards

- J. Employee shall be entitled to the thirteen (13) paid holidays per year set forth in NRS 236.015(1), and any additional holiday that may be appointed by the President of the United State, for public fast, Thanksgiving or as a legal holiday, except for any Presidential Appointment of the fourth Monday in October as Veteran's Day honoring Nevada's recognition of Veteran's Day on November 11.

Proposed Language

5. Compensation, Benefits, and Awards

- J. Employee shall be entitled to the thirteen (13) paid holidays per year set forth in NRS 236.015(1), and any additional holiday that may be appointed by the President of the United State, for public fast, Thanksgiving or as a legal holiday, except for any Presidential Appointment of the fourth Monday in October as Veteran's Day honoring Nevada's recognition of Veteran's Day on November 11. *In addition, should the District provide any additional paid holiday, recognized holiday, equivalent holiday benefit or increased bereavement benefits to any represented or unrepresented employee group during the term of this Agreement, Employee shall be entitled to the same additional holiday or equivalent benefit.*

Automatic Salary Adjustment-Pay Compaction

Fiscal Impact to District: *Variable and dependent upon future salary actions approved by the Board. There is no automatic annual CPI adjustment under the proposed language. The Fire Chief would receive a salary adjustment only when the District grants an across-the-board or general base salary increase to represented or unrepresented employee groups. The percentage adjustment would correspond to the general salary increase granted under the proposed contract language.*

The purpose of this proposal is to maintain appropriate salary differentiation between the Fire Chief and subordinate classifications and to prevent or minimize salary compaction resulting from general salary increases granted to District employees. This proposal also aligns future general salary adjustments for the Fire Chief with those provided to District employees rather than providing the Fire Chief with a separate automatic CPI-based adjustment.

Current Language

6. Performance Evaluation and Goal Setting

- C. Each year, prior to the anniversary date of Employee's hiring, or as soon thereafter as possible, the Board of Directors shall review and evaluate Employee's performance. Employee shall be duly served with notice at least thirty (30) days prior to their anniversary date of the schedule for their annual evaluation. The evaluation shall be based on the goals and expectations developed as provided in paragraph A above, as well as Employee's overall performance over the course of the evaluation period. Employee shall be given notice of each evaluation in accordance with NRS 241.033, and the evaluation shall be conducted in accordance with NRS 241.030. Upon completion of a satisfactory evaluation following the initial twelve (12) months of employment, Employee shall receive a five percent (5%) increase to base salary. Thereafter, upon completion of each satisfactory annual evaluation, Employee shall receive, at minimum, a cost-of-living adjustment equal to the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), 12-month percent change, as published by the U.S. Bureau of Labor Statistics.

Proposed Language

6. Performance Evaluation and Goal Setting

- C. Each year, prior to the anniversary date of Employee's hiring, or as soon thereafter as possible, the Board of Directors shall review and evaluate Employee's performance. Employee shall be duly served with notice at least thirty (30) days prior to their anniversary date of the schedule for their annual evaluation. The evaluation shall be based on the goals and expectations developed as provided in paragraph A above, as well as Employee's overall performance over the course of the evaluation period. Employee shall be given notice of each evaluation in accordance with NRS 241.033, and the evaluation shall be conducted in accordance with NRS 241.030. Upon completion of a satisfactory evaluation following the initial twelve (12) months of employment, Employee shall receive a five percent (5%) increase to base salary. ~~Thereafter, upon completion of each satisfactory annual evaluation, Employee shall receive, at minimum, a cost-of-living adjustment equal to the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), 12-month percent change, as published by the U.S. Bureau of Labor Statistics.~~ If, after October 1, 2026, the District grants an across-the-board or general base salary increase to represented or unrepresented District employees, Employee shall receive an equivalent percentage increase to Employee's base salary. If different general base salary increases are granted to different employee groups, Employee shall receive an increase equivalent to the

highest general base salary percentage increase granted to a District employee group.

Administrative Leave

Fiscal Impact to District: **None**

The purpose of this proposal is to increase the Fire Chief's total annual leave benefit to a level comparable to his previous position. Currently, the Fire Chief receives 240 hours of Annual Leave plus, if approved, 20 hours of additional holiday leave on Christmas Eve and New Year's Eve, for a total of 260 hours. In his previous position, the Fire Chief received 200 hours of vacation leave, 20 hours of floating holiday leave, and 80 hours of Administrative Leave, for a total of 300 hours. The Fire Chief is requesting 40 hours of Administrative Leave annually to provide an equivalent total leave benefit.

The Fire Chief anticipates primarily using this leave in four or five-hour increments when traveling to California on Thursday afternoons.

Current Language

None

Proposed Language

5. Compensation, Benefits, and Awards

G. Fire Chief shall receive forty (40) hours of annual administrative leave per fiscal year credited on the first pay period of each calendar year. Employee may not carry over unused leave from year to year.