



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

Fire Chief: Tim McHargue

Evaluation Period: October 1, 2025 – September 30, 2026

Evaluation Date: _____

Purpose of This Review

This twelve-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:

...prior to the anniversary date of Employee's hiring...the Board of Directors shall review and evaluate Employee's performance. The evaluation shall be based on the goals and expectations developed...as well as Employee's overall performance over the course of the evaluation period.

1. Organizational Sustainability and Financial Resilience

Assessment: ☐ As Expected ☐ Adjustments Needed ☐ Significant Concerns

Comments:

2. Public Trust, Transparency, and Fiscal Stewardship

Assessment: ☐ As Expected ☐ Adjustments Needed ☐ Significant Concerns

Comments:

3. Internal and External Stakeholder Engagement

Assessment: ☐ As Expected ☐ Adjustments Needed ☐ Significant Concerns

Comments:

4. Operational Assessment, Compliance, and Performance Benchmarking

Assessment: ☐ As Expected ☐ Adjustments Needed ☐ Significant Concerns

Comments:

5. Alignment of Services with Community Risk and Legal Requirements

Assessment: ☐ As Expected ☐ Adjustments Needed ☐ Significant Concerns

Comments:

6. Strategic Planning Preparation and Organizational Direction

Assessment: ☐ As Expected ☐ Adjustments Needed ☐ Significant Concerns

Comments:

Overall Board Assessment

Overall Assessment of last 12-Months:

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

General Comments:

Board Direction for the Next Twelve Months

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

Acknowledgment

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

Board Chair Signature: _____ Date: _____

Fire Chief Signature: _____ Date: _____