



Central Lyon County Fire Protection District

Six-Month Fire Chief Performance Evaluation – Board Review

Fire Chief: Tim McIntosh

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

Evaluation Date: 3/24/26

Tod McIntosh

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:

I do support the way the Chief looks at
the long term sustainability of the Fire District.
Not relying on one time money Grants.

2. Public Trust, Transparency, and Fiscal Stewardship

Assessment: As Expected Adjustments Needed Significant Concerns

Comments:

I agree with the Chief in sending a representative
from the Fire District to all the Town board
meetings, to gain Public trust.

3. Internal and External Stakeholder Engagement

Assessment: As Expected Adjustments Needed Significant Concerns

Comments:

Chief does an excellent job engaging with the staff, surrounding fire departments, Sheriff and the County.

4. Operational Assessment, Compliance, and Performance Benchmarking

Assessment: As Expected Adjustments Needed Significant Concerns

Comments:

Overall the Chief is doing a great job in all these areas in his first six months.

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:

I believe the Chief is showing great effort in Strategic Planning and Organizational Direction in the short time he has been here.

Overall Board Assessment

Overall Assessment of First Six Months:

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

General Comments:

I appreciate the transparency the Chief has with the Board of Directors. It makes it very easy to put our trust in him as the Leader of Central Lyon Fire.

Board Direction for the Next Six 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: [Signature] Date: 5/24/20

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.