



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: 3/31/2026 *Ray Johnson

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:

management style
Financial assessment - learning to
live with Taxes + Grants

2. Public Trust, Transparency, and Fiscal Stewardship

Assessment: As Expected Adjustments Needed Significant Concerns

Comments:

Ambulance transportation and own
dispatch service is a "Big Step"

3. Internal and External Stakeholder Engagement

Assessment: As Expected Adjustments Needed Significant Concerns

Comments:

Good Job

4. Operational Assessment, Compliance, and Performance Benchmarking

Assessment: As Expected Adjustments Needed Significant Concerns

Comments:

*A very good start at overhauling
20 yr. old Operational functions*

5. Alignment of Services with Community Risk and Legal Requirements

Assessment: As Expected Adjustments Needed Significant Concerns

Comments:

*I have a bookcase of "evaluations"
and "Reports"
Hold off for 1yr.*

6. Strategic Planning Preparation and Organizational Direction

Assessment: As Expected Adjustments Needed Significant Concerns

Comments:

*It takes a year of learning where we
are now, before the strategic plan*

Overall Board Assessment

Overall Assessment of First Six Months:

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

General Comments:

I do not agree with your ID Picture badge. The badge and uniform works well in Nevada.

Board Direction for the Next Six Months

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

Document your results of changes and updating.

Acknowledgment

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

Board Chair Signature: *Ray Johnson* Date: 3-30-26
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.