



**TRUCKEE MEADOWS FIRE PROTECTION DISTRICT
STAFF REPORT**

Board Meeting Date: January 7, 2025

DATE: December 17, 2024
TO: Truckee Meadows Fire Protection District Board of Fire Commissioners
FROM: Charles A. Moore, Fire Chief
Phone: (775) 328-6123 Email: cmoore@tmfpd.us
SUBJECT: Recommendation to appoint Deputy Fire Chief Dale Way as the Interim Fire Chief of the Truckee Meadows Fire Protection District effective January 25, 2025, and approve a 10% increase in annual base salary for a total annual salary of \$297,829 for the term of his interim appointment, and preserving the terms of his current employment agreement. (All Commission Districts) FOR POSSIBLE ACTION

SUMMARY

This item is a recommendation to appoint Deputy Fire Chief Dale Way as the Interim Fire Chief of the Truckee Meadows Fire Protection District effective January 25, 2025, and approve a 10% increase in annual base salary for a total annual salary of \$297,829 for the term of his interim appointment, and preserving the terms of his current employment agreement.

PREVIOUS ACTION

November 12, 2024, the Board of Fire Commissioners approved the selection of Bob Murray & Associates to perform a nationwide search for the selection of a new TMFPD Fire Chief at a cost of \$22,000 plus reimbursable expenses at an approximate additional cost of \$8,000-\$12,000 and authorized the current Fire Chief to execute all necessary agreements and documentation for the recruitment.

BACKGROUND

The Board approved retaining an executive recruiter for the selection of the next Fire Chief for TMFPD. The recruitment process for the Fire Chief position is scheduled to conclude in May 2025. The incumbent Fire Chief retires on January 24, 2025. The appointment for Interim Fire Chief would become effective January 25, 2025, and terminate on the start date of the permanent Fire Chief that is selected by the Board.

Deputy Chief Dale Way has expressed his desire to serve as the Interim Fire Chief until a permanent Fire Chief is selected and appointed. A 10% increase in annual base salary is similar to what Washoe County approved for the person serving as the Interim County Manager prior to the selection of Manager Brown.

Deputy Chief Dale Way has also expressed a desire to apply for the permanent Fire Chief position. If Chief Way is selected, then he will negotiate a new employment agreement for the position. If he is not selected, then he would return to his position as Deputy Chief less the 10% salary increase for serving as Interim Fire Chief, but would be eligible for a merit increase as is currently stipulated in his current employment agreement, for February 2025 – which action on the merit increase would be postponed until the recruitment process is completed and determined.

FISCAL IMPACT

The estimated increase in salary for the fiscal year 2024-2025 (FY24/25) budget is approximately \$13,000 and is included in the District's FY24/25 General Fund Budget.

RECOMMENDATION

Staff recommends the Board appoint Deputy Fire Chief Dale Way as the Interim Fire Chief of the TMFPD effective January 25, 2025, at 12:01 a.m. and approve a 10% increase in salary for the term of his interim appointment, preserving the terms of his current employment agreement.

POSSIBLE MOTION

If the Board agrees with the staff recommendation, a possible motion can be:

"I move to approve the appointment of Deputy Fire Chief Dale Way as the Interim Fire Chief of the Truckee Meadows Fire Protection District effective January 25, 2025, at 12:01 a.m. and approve a 10% increase in salary for the term of his interim appointment, preserving the terms of his current employment agreement.