

**AMENDMENT NO. 1 TO THE EMPLOYMENT AGREEMENT BETWEEN
TRUCKEE MEADOWS FIRE PROTECTION DISTRICT BOARD OF FIRE
COMMISSIONERS AND CHRIS KETRING**

This Amendment No. 1 to the EMPLOYMENT AGREEMENT entered into on July 18, 2022, by and between the Truckee Meadows Fire Protection District Board of Fire Commissioners, hereinafter referred to as “TMFPD” or “Employer,” and Chris Ketring, hereinafter referred to as “Employee” is made and entered effective January 7, 2025, both of whom do hereby agree as follows:

WHEREAS, Employee is the Deputy Chief of Operations for the Truckee Meadows Fire Protection District, and a written employment agreement, terminating on August 15, 2025, between the parties was approved by the Board of Fire Commissioners on July 5, 2022; and,

WHEREAS, the Employer and the Employee desire to Extend the term of the Employment Agreement and amend other conditions and benefits as set forth herein.

NOW THEREFORE, with full incorporation of all recitals set forth above, it is agreed between the parties to amend the EMPLOYMENT AGREEMENT as follows:

1. Section 2.A of the Employment Agreement is amended to read as follows:

2. TERM AND TERMINATION

A. TERM

This agreement shall remain in effect until 11:59 pm on March 31, 2028, unless sooner terminated at the will of the Employer or Employee as provided herein

2. Section 3A, 3B and 3C of the Employment Agreement is amended to read as follows:

3. SALARY

A. SALARY

Employee shall be paid a base annual salary of \$203,673.60 effective July 18, 2022. On each anniversary of the effective date of the original Agreement, the Fire Chief shall consider Employee’s performance. Following the evaluation conducted pursuant to paragraph 7, the annual salary of Employee may be adjusted by the District consistent with the cost-of-living adjustment provided to all other unclassified and non-represented employees of the District. In addition, following the evaluation conducted pursuant to paragraph 7 below, Employee’s salary may be increased for performance by up to 5% of Employee’s then current salary for a maximum of 3 total merit increases for the term of the employees contract (to include amendments) within the classification of Deputy Chief.

B COMP TIME OVERTIME AND/OR CALL-BACK PAY

In recognition of the requirement that the Employee may be required to respond to emergency situations outside of a 40-hour work week, the Employee may earn Compensatory Time, Overtime at Straight Time, or Call-Back Pay (in accordance with respective PERS policies) on an hour-for-hour basis, in quarter-hour increments, for time responding to emergency calls after working 40 hours in the work week. Any Comp Time accrual, Call-Back Pay, or Overtime at Straight Time paid for emergency situations must be authorized or requested by the Fire Chief.

C. LONGEVITY

Employee shall be entitled to annual longevity pay at the rate of one-half percent (.50%) (.0050) of the base pay for each year of continuous service with the District up to a maximum amount of twenty-six thousand dollars (\$26,000). Eligibility for longevity pay shall be reviewed as of June 1 and December 1 of each year, with payment to be affected in equal semiannual installments payable on the first payday of June and December immediately following a determination of eligibility. If the employee retires before the due date of the semi-annual payment, the amount of payment shall be prorated.

3. Section 4.B of the Employment Agreement is amended to read as follows:

4. BENEFITS

B. Employer shall pay one hundred percent (100%) of Employee group medical plan, including health, dental, and vision, and, should Employee elect dependent coverage, Employer shall pay fifty percent (50%) of the premium for such coverage, unless waived by the employee. To be eligible for any retiree health benefits, an employee's retirement date with PERS and the District must be within one (1) day of each other, while still meeting eligible year requirements as listed within this agreement.

1. Employee retiring under PERS with a total of ten (10) years of continuous District will receive coverage where the District pays sixty percent (60%) of the premium for employee-only health insurance described in Paragraph A above.
2. Employee retiring with a total of twenty (20) years of consecutive District service, will receive one hundred percent (100%) of the premium for employee-only health insurance described in Paragraph B, above.
3. Under these plans, Medicare will be the primary insurer once the covered employee becomes Medicare-eligible.

4. Section 6 of the Employment Agreement is amended to read as follows:

6. RETIREMENT

Employee shall remain enrolled in the Nevada State Public Employees Retirement Employees Retirement System (PERS) - Police/Fire option. Employer shall pay the Employee's contribution to PERS in the same fashion as non-represented employees of the

District. Pursuant to NRS 286.421, when an employer-paid contribution plan has a contribution rate adjustment, the District shall absorb 100% of the contribution rate of up to a 3% increase, the District will split equally the remaining increase above the 3% in the same manner as the other non-represented employees of the District.

5. Section 12.A and 12.C of the Employment Agreement is amended to read as follows:

12. LEAVE

A. Employee shall be entitled to twelve (12) paid (8) hour holidays per year pursuant to NRS 236.015

C. Employee shall accrue 8.21 hours of vacation time per pay period. Vacation may accumulate from year to year not to exceed two hundred forty (240) hours as of the last full pay period encompassing December 31st. If Employee has accumulated two hundred forty (240) hours of vacation leave at the conclusion of the pay period encompassing December 31st, the District shall pay out one hundred percent (100%) of the Eligible Employee's vacation leave in excess of two hundred forty (240) hours at their base hourly rate.

6. All other terms and conditions of the Employment agreement shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have executed this Agreement on this 7th day of January 2025.

EMPLOYEE

Chris Ketring

Date

**BOARD OF FIRE COMMISSIONERS
TRUCKEE MEADOWS FIRE PROTECTION DISTRICT**

Alexis Hill, Chair

Date

ATTEST:

Washoe County Clerk