



**TRUCKEE MEADOWS FIRE PROTECTION DISTRICT  
STAFF REPORT**

**Board Meeting Date: May 5, 2026**

**DATE:** April 17, 2026  
**TO:** Truckee Meadows Fire Protection District Board of Fire Commissioners  
**FROM:** August Isernhagen, Division Chief  
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**THROUGH:** Richard J. Edwards, Fire Chief  
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**SUBJECT:** Recommendation to approve and adopt Resolution TM01-2026 authorizing overtime and portal-to-portal pay for all Truckee Meadows Fire Protection District employees effective July 1, 2026 (All Commission Districts). FOR POSSIBLE ACTION

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**SUMMARY**

This item is for the approval and adoption of Resolution TM01-2026 authorizing overtime and portal-to-portal pay for all Truckee Meadows Fire Protection District (TMFPD) employees effective July 1, 2026.

**PREVIOUS ACTION**

May 19, 2015, the Board of Fire Commissioners (Board) adopted a resolution authorizing overtime and portal-to-portal pay for specific positions to include Deputy Fire Chief, Battalion Chief, Training Captain, Fire Captain, Equipment Operator, Firefighter/Paramedic, and Firefighter within the Truckee Meadows Fire Protection District.

September 6, 2022, the Board approved a policy in concept and adopted the District's current procedure regarding emergency incidents, including out of District assignments as outlined in Truckee Meadows Firefighters Association Local 2487 Supervisory Unit CBA Article 15 – Overtime Section D: "Overtime and callback as a result of all emergency incidents including out of District assignments and mutual aid, shall be paid from the moment of notification until return to the station from which dispatched including rest periods, standby periods, meal breaks, etc."

June 6, 2023, the Board adopted Resolution TM04-2023 authorizing overtime and portal-to-portal pay for all Truckee Meadows Fire Protection District employees.

## **BACKGROUND**

Each year, the Fire District completes a salary survey with the California Governor's Office of Emergency Services (OES). This salary survey ensures the District is properly reimbursed for any mutual aid provided through the OES system. Beginning in 2015, OES required documentation that shows how District personnel are paid. This resolution reaffirms how our personnel are currently compensated through Collective Bargaining Agreements and previous Board action and will provide OES with the documentation that they have requested.

TMFPD has a long history of providing and receiving mutual aid through multiple agreements. Tahoe Fire Chiefs Association agreement permits TMFPD resources to respond to California and TMFPD to receive mutual aid from California departments.

The current California Fire Assistance Agreement (CFAA) defines the terms of response and reimbursement for state or federal incidents by local government fire agencies through the California Fire and Rescue Mutual Aid System. The California OES Fire and Rescue Division administers the agreement, including generating invoices on behalf of the local government for fire and emergency assistance provided under the terms and conditions of the agreement. Section A-8.2 of the 2015 CFAA requires any agency seeking reimbursement of personnel for more than actual hours worked on the incident to file a memorandum (MOU/MOA) or Governing Body Resolution or equivalent document to indicate how personnel will be paid.

The proposed resolution continues to affirm how our personnel are currently compensated while on a mutual aid assignment and meets the requirements for reimbursement through OES. The reimbursement covers personnel while they are assigned to the incident as well as covers the overtime cost for covering personnel while they are on duty but away from the District.

## **FISCAL IMPACT**

There is sufficient budget authority within the approved 2026-2027 budget under Emergency funds for any costs related to mutual aid/cost-share agreements. In addition, most costs are expected to be reimbursed through the wildland fire protection program or cooperative agreements.

## **RECOMMENDATION**

It is recommended that the Board of Fire Commissioners adopt Resolution TM01-2026, authorizing overtime and portal-to-portal pay for all Truckee Meadows Fire Protection District employees effective July 1, 2026.

## **POSSIBLE MOTION**

Should the Board agree with the staff's recommendation, a possible motion would be:

*"I move to adopt Resolution TM01-2026, authorizing overtime and portal-to-portal pay for all Truckee Meadows Fire Protection District employees effective July 1, 2026."*