

2026

FIRE CHIEF ANNUAL PERFORMANCE EVALUATION

Proposed Evaluation Criteria

Group 1 - Fire Commissioners

Commissioners are requested to provide comments on each question, including details regarding successes and areas where improvement is needed.

1. Sets an effective example of high personal standards and integrity, inspiring staff to do the same.
2. Functions as an effective leader of the organization; gaining trust, respect, and cooperation.
3. Practices timely and effective communication with all stakeholders and staff across the organization on emergency issues within the District.
4. Effectively implements the Board's policy directions and philosophy.
5. Works to be an effective liaison between Board members and staff; allowing staff the space needed to successfully execute the Board policies.
6. Communicates complete and accurate information to all Board members in a timely manner.
7. Responds well to requests, advice, and constructive criticism.
8. Provides support to the Board's meeting process that allows for open, transparent decision making.
9. Facilitates the Board's decision making without usurping authority.
10. Effectively communicated and began implementation of Strategic Plan initiatives.

Group 2 – External Stakeholders

1. Functions as an effective leader of the organization, gaining trust, respect, and cooperation.
2. Practices timely and effective communication with all stakeholders and on emergency issues within the District.
3. Effectively represents the District in public; projects a positive public image based upon courtesy, professionalism and integrity.
4. Maintains a successful working relationship with community stakeholders and community organizations.
5. Encourages and considers community input on issues the District can impact.
6. Accessible to leadership of other agencies, jurisdictions, and organizations; displaying appropriate diplomacy and tact.
7. Effectively communicates and coordinates with a variety of stakeholders throughout the region and state.
8. Ensures that Truckee Meadows Fire Protection District is represented and appropriately involved in projects and programs sponsored by outside stakeholders that have impact on the District and that the District can impact.

Group 3 - Direct Reports

1. Sets an effective example of high personal standards and integrity, inspiring staff to do the same.
2. Functions as an effective leader of the organization; gaining trust, respect, and cooperation.
3. Practices timely and effective communication with all stakeholders and staff across the organization on emergency issues within the District.
4. Values staff and recognizes them for their contributions.
5. Develops a talented team and challenges them to perform to their highest level.
6. Listens attentively and effectively which includes encouraging feedback and using that feedback in decision making.
7. Works to be an effective liaison between Board members and staff; allowing staff the space needed to successfully execute the Board policies.
8. Provides support to the Board's meeting process that allows for open, transparent decision making.
9. Provided clear direction to address Strategic Plan initiatives.

Group 4 – Division Head

1. Sets an effective example of high personal standards and integrity, inspiring staff to do the same.
2. Functions as an effective leader of the organization; gaining trust, respect, and cooperation.
3. Practices timely and effective communication with all stakeholders and staff across the organization on emergency issues within the District.
4. Values staff and recognizes them for their contributions.
5. Develops a talented team and challenges them to perform to their highest level.
6. Listens attentively and effectively which includes encouraging feedback and using that feedback in decision making.
7. Works to be an effective liaison between Board members and staff; allowing staff the space needed to successfully execute the Board policies.
8. Provides support to the Board's meeting process that allows for open, transparent decision making.
9. Provided clear direction to address Strategic Plan initiatives.