



TRUCKEE MEADOWS FIRE PROTECTION DISTRICT STAFF REPORT

Board Meeting Date: July 7, 2026

DATE: June 22, 2026

TO: Truckee Meadows Fire Protection District Board of Fire Commissioners

FROM: Carla Arribillaga, Human Resources Manager
Phone: (775) 326-6007 Email: carribillaga@tmfpd.us

THROUGH: Richard J. Edwards, Fire Chief
Phone: (775) 326-6000 Email: redwards@tmfpd.us

SUBJECT: Recommendation to retroactively approve a 3-year agreement between Ready Rebound, Inc. and the Truckee Meadows Fire Protection District, effective July 1, 2026, for the purpose of managing employees' work-related orthopedic injuries with the goal of reducing injury-related costs in the amount of \$49,758.30 a year (All Commission Districts). FOR POSSIBLE ACTION

SUMMARY

Recommendation to retroactively approve a 3-year agreement between Ready Rebound, Inc. and the Truckee Meadows Fire Protection District, effective July 1, 2026, for the purpose of managing employees' work-related orthopedic injuries with the goal of reducing injury-related costs, in the amount of \$49,759 a year.

PREVIOUS ACTION

September 12, 2023, the Board of Fire Commissioners approved a 3-year agreement with the option of subsequent one year term renewals, effective July 1, 2023, between Ready Rebound, Inc. and the Truckee Meadows Fire Protection District for an amount of \$49,758 each year, for the purpose of managing employees' work-related orthopedic injuries with the goal of reducing injury-related costs.

September 1, 2020, the Board of Fire Commissioners approved a 3-year agreement between Ready Rebound, Inc. and the Truckee Meadows Fire Protection District, effective September 1, 2020 for the purpose of managing employees' work-related orthopedic injuries with the goal of reducing injury-related costs in the amount of \$45,133 for the first year, \$47,390 for the second year and \$49,757 for the third year.

BACKGROUND

The District had contracted with Tactical Athlete Health and Performance Institute (now doing business as Ready Rebound, Inc.) in Fiscal Year 2019-2020 and renewed for an additional three years in 2020 and 2023, for certain services to assist employees with orthopedic injuries and expedite their return to work. This recommendation is for a new agreement for a three-year term. The services provided by Ready Rebound, Inc. include strength and conditioning consultation, injury management, and specific case assistance designed to assist employees with physician and physical therapy appointments, and other services designed to reduce costs to the District, to reduce recovery time for the employee, and to help employees with strength and conditioning as a preventative tool.

The District's experience with Ready Rebound, Inc. has been excellent, and employees benefit from getting back to work faster from work-related injuries. By approving this contract with subsequent renewals, the District expects to benefit from a reduction in the cost of workers' compensation costs over time. Workers' compensation rates can be adversely affected by frequency, more so than severity.

FISCAL IMPACT

The District anticipated the renewal of the services and therefore included adequate funds in the General Fund for the Fiscal Year 2026-2027 budget.

RECOMMENDATION

Staff recommend approving a 3-year agreement between Ready Rebound, Inc. and the Truckee Meadows Fire Protection District, effective July 1, 2026, for the purpose of managing employees' work-related orthopedic injuries with the goal of reducing injury-related costs, in the amount of \$49,758.30 a year.

POSSIBLE MOTION

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

"I move to retroactively approve a 3-year agreement between Ready Rebound, Inc. and the Truckee Meadows Fire Protection District, effective July 1, 2026, for the purpose of managing employees' work-related orthopedic injuries with the goal of reducing injury-related costs, in the amount of \$49,758.30 a year."