



**GREATER NAPLES FIRE RESCUE DISTRICT
BOARD OF FIRE COMMISSIONERS
Action Item Worksheet**

NEW BUSINESS

Agenda Item: III. B.
Subject: 2026 Fire Chief Annual Performance Evaluation
Meeting Date: September 10, 2026
Prepared By: Michelle Ughi, HR Director

Background

As stipulated in the Fire Chief's employment agreement, Commissioners will make a good faith attempt on an annual basis to review and evaluate the Chief's performance in advance of the adoption of the District's annual operating budget for the following fiscal year. Any increases to the Chief's base salary shall be made in concurrence with the annual evaluation and shall become effective on October 1.

Additionally, Section 2(a) of the Fire Chief's employment agreement provides the Board with the opportunity to extend the agreement for five (5) successive one-year terms. The Board may consider exercising a one-year extension of the agreement as part of this annual review.

An evaluation form was previously provided to all Board members to complete. The results of the evaluations received have been compiled and reflect highly favorable feedback, with the overall evaluation concluding that Fire Chief Wolfe has performed at a level of *Exceeds Expectations*.

Funding Source/Financial Impact

General Fund – Executive Salaries / TBD

Recommendation

Staff recommends that the Board:

1. Accept the compiled 2026 performance evaluations and acknowledge that Chief Wolfe has performed at a level of *Exceeds Expectations*.
2. Consider and approve a merit adjustment to Chief Wolfe's base salary, effective October 1, 2026.
3. Consider a one-year extension of the Fire Chief's employment agreement.

Potential Motion

I move that the Board of Fire Commissioners accept the 2026 Annual Performance Evaluation of Fire Chief Chris Wolfe and acknowledge that his performance is rated at a level of *Exceeds Expectations*; approve a ____% increase to Chief Wolfe's base salary effective October 1, 2026; and approve a one-year extension of the Fire Chief's employment agreement.

Legal Review

This AIW and its contents have been reviewed by legal counsel for sufficiency.

☐ Approved



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- ☐ Not Approved
☒ Not Applicable