

JACKSON COUNTY FIRE DISTRICT NO. 5



BOARD MEETING AGENDA

July 9, 2024

6:00 p.m. at Station 5

5811 S. Pacific Highway

Phoenix, Oregon 97535

If any member of the public wishes to speak on any item on the agenda, please sign in on the Public Comment sheet and submit it to the Secretary of the Board. Jackson County Fire District 5 (“District”), in complying with the Americans with Disabilities Act (“ADA”), requests individuals who require special accommodations to access, attend, and/or participate in District Board meetings due to a disability, to contact the Chief’s office, (541) 535-4222, at least one business day before the meeting to ensure that the district may assist you.

Join Zoom Meeting

<https://us02web.zoom.us/j/7827134557?pwd=Dkk4vPdvKOhqjrzakx7kpa8S1bADsa.1&omn=89808618668>

Meeting ID: 782 713 4557 Passcode: 8301

Dial by your location

• +1 719 359 4580 US

• +1 253 205 0468 US

Meeting ID: 782 713 4557 Passcode: 8301

1. CALL TO ORDER/ROLL CALL – 6:00 PM
2. PLEDGE OF ALLEGIANCE – 6:02 PM
3. CONFIRMATION OF AGENDA 6:05 PM
4. PROMOTIONAL BADGE PINNING AND LIFE SAVING AWARD PRESENTATION
5. CONSENT AGENDA 6:35 PM
 - 5.1 APPROVAL OF MINUTES

Not available for approval, will be provided at the next meeting
 - 5.2 REVIEW OF FINANCIAL STATEMENT AND CHECK REGISTER

Approval of Statement and Register for June 2024
6. PUBLIC COMMENT – 6:45 PM
7. STAFF REPORTS – 6:50 PM

Operations – *Update on Fire District operations during June 2024*

5811 South Pacific Highway Phoenix, OR. 97535

Phone (541) 535-4222 * Fax (541)535-4226

JACKSON COUNTY FIRE DISTRICT NO. 5



7. STAFF REPORTS (CONTINUED)

Grant Administration and Update – *The Board of Directors will receive the contract from Tactical Business Solutions for review.*

Intergovernmental Agreement Discussions – *The Board of Directors will receive an update on meetings that have taken place with Ashland Fire & Rescue, Medford Fire Department and Jackson County Fire District #3 to explore strategies to reduce cost and retain and/or improve service levels via Intergovernmental Agreements.*

District Legal will provide guidance on who has authority to enter into an IGA and additional relevant information.

Facility Master Plan/Facility Retrofit (Strategy 2018.5 & 2020.5) – *The Board of Directors will receive an update on Capital Projects.*

Staffing Report – *The Board of Directors will receive the requested staff report on FTE positions pre and post Almeda. They will also receive a report with an organizational chart with compensation as requested by Director Luz.*

Civil Service Commission – *Rules update and Firefighter Registry Testing update. Appoint or Re-appoint commissioners. All*

8. ACTION ITEMS – 7:25 PM

9. a. The Board of Directors will discuss and provide direction regarding an Intergovernmental Agreement to reduce cost and retain and/or improve service levels.

10. FUTURE AGENDAS OR GENERAL BUSINESS – 7:30 PM

11. ANNOUNCEMENTS – 7:35 PM

12. LOCAL 2596 CORRESPONDENCE – 7:36 PM

13. JACKSON COUNTY FIRE DISTRICT No.5 VOL. ASSOCIATION CORRESPONDENCE – 7:41 PM

14. EXECUTIVE SESSION – 7:45 PM

ORS192.660 (2) (F) - TO CONSIDER INFORMATION AND RECORDS THAT ARE EXEMPT BY LAW FROM PUBLIC INSPECTION.

15. ADJOURNMENT – 8:30 PM

5811 South Pacific Highway Phoenix, OR. 97535

Phone (541) 535-4222 * Fax (541)535-4226

JACKSON COUNTY FIRE DISTRICT NO. 5



Consent Agenda Documents

Financial Statement & Check Register

5811 South Pacific Highway Phoenix, OR. 97535

Phone (541) 535-4222 * Fax (541)535-4226

Jackson County Fire District 5 Check Detail Board June 2024

Date	Name	Account	Memo	Paid Amount
06/26/2024	A-Affordable Royal Flush	11020 Cash in Bank - Ge...		
		71012 Station Maintenance		-465.00
TOTAL				-465.00
06/28/2024	Affordable Services LLC	11020 Cash in Bank - Ge...		
06/03/2024		71003 Station Supplies	Station 4 Water 3000 gallon	-240.00
TOTAL				-240.00
06/28/2024	Asante Physician Partners	11020 Cash in Bank - Ge...		
05/31/2024		71054 Physical Exams		-4,766.00
TOTAL				-4,766.00
06/24/2024	Ashland City	11020 Cash in Bank - Ge...		
		71017 Utilities		-28.95
TOTAL				-28.95
06/02/2024	AT&T Mobility	11020 Cash in Bank - Ge...		
05/11/2024		71017 Utilities		-1,889.14
TOTAL				-1,889.14
06/11/2024	Avista	11020 Cash in Bank - Ge...		
		71017 Utilities		-397.40
TOTAL				-397.40
06/28/2024	Cascade Fire Equipment	11020 Cash in Bank - Ge...		
04/25/2024		71089 Fire Equipment	Quick Fist, Medium Clamp	-84.00
TOTAL				-84.00
06/28/2024	CenturyLink	11020 Cash in Bank - Ge...		

Jackson County Fire District 5
Check Detail Board
 June 2024

07/01/24

<u>Date</u>	<u>Name</u>	<u>Account</u>	<u>Memo</u>	<u>Paid Amount</u>
06/25/2024		76300 · St. 4 Seismic Reh...	Temp Station Internet Service - Seismic Project	-2,964.19
TOTAL				-2,964.19
06/28/2024	Charter	11020 Cash in Bank - Ge...		
05/21/2024		71017 Utilities		-1,091.19
TOTAL				-1,091.19
06/02/2024	Christopher R. Kincaid	11020 Cash in Bank - Ge...		
05/29/2024		71009 Apparatus Mainten...	Truck Five Welding	-800.00
TOTAL				-800.00
06/02/2024	Crystal Fresh Bottled Water	11020 Cash in Bank - Ge...		
06/02/2024		71017 Utilities		-88.00
TOTAL				-88.00
06/28/2024	Home Depot Credit Services	11020 Cash in Bank - Ge...		
04/15/2024		71009 Apparatus Mainten...	BRUSH 3 Compartment	-73.95
04/16/2024		71009 Apparatus Mainten...	BRUSH 3 Compartment	-57.36
04/19/2024		71043 Rescue/EMS	MED Room	-89.98
TOTAL				-221.29
06/10/2024	Hunter Communications	11020 Cash in Bank - Ge...		
		71017 Utilities		-855.87
TOTAL				-855.87
06/28/2024	Industrial Scientific Corporation	11020 Cash in Bank - Ge...		
05/31/2024		71003 Station Supplies		-449.75
TOTAL				-449.75
06/28/2024	Industrial Source	11020 Cash in Bank - Ge...		

Jackson County Fire District 5
Check Detail Board
 June 2024

07/01/24

<u>Date</u>	<u>Name</u>	<u>Account</u>	<u>Memo</u>	<u>Paid Amount</u>
05/31/2024		71043 Rescue/EMS		-204.72
TOTAL				-204.72
06/21/2024	InfoStructure	11020 Cash in Bank - Ge...		
		71017 Utilities		-790.92
TOTAL				-790.92
06/28/2024	Jack Burns Construction	11020 Cash in Bank - Ge...		
06/27/2024		76300 · St. 4 Seismic Reh...	Labor and Materials, Temp Truck Enclosed, Patch a...	-6,081.00
06/27/2024		76300 · St. 4 Seismic Reh...	Station 4 Run electrical, install vent	-1,733.76
TOTAL				-7,814.76
06/28/2024	Jackson County Roads Administrat...	11020 Cash in Bank - Ge...		
06/04/2024		71006 Fuels		-2,913.97
TOTAL				-2,913.97
06/28/2024	Lichtenstein, Matt	11020 Cash in Bank - Ge...		
06/18/2024		71012 Station Maintenance	EMP. REIMB.	-297.49
TOTAL				-297.49
06/28/2024	Life Assist, Inc.	11020 Cash in Bank - Ge...		
06/13/2024		71043 Rescue/EMS	MED FLATS	-121.53
06/14/2024		71043 Rescue/EMS	MED FLATS	-102.50
TOTAL				-224.03
06/28/2024	Local Government Law Group	11020 Cash in Bank - Ge...		
05/31/2024		71013 Legal	General Legal Services	-8,319.62
05/31/2024		71013 Legal	Labor Legal Services	-900.00
TOTAL				-9,219.62

Jackson County Fire District 5
Check Detail Board
 June 2024

07/01/24

<u>Date</u>	<u>Name</u>	<u>Account</u>	<u>Memo</u>	<u>Paid Amount</u>
06/18/2024	Medford Mobile Storage	11020 Cash in Bank - Ge...		
		Station Three Storage/Sup...		-960.00
TOTAL				-960.00
06/28/2024	Minuteman Press	11020 Cash in Bank - Ge...		
06/06/2024		71043 Rescue/EMS	Initial Contact Forms	-177.51
TOTAL				-177.51
06/28/2024	NAPA AUTO PARTS - PHOENIX	11020 Cash in Bank - Ge...		
06/07/2024		71009 Apparatus Mainten...	NAPAMarine Flooded	-248.83
06/17/2024		71009 Apparatus Mainten...	Headlight Ashland Engine	-12.23
TOTAL				-261.06
06/28/2024	Pacific Office Automation, Beaverto...	11020 Cash in Bank - Ge...		
05/13/2024		71001 Office Supplies/Equip	Cannon CLR CPY KIT	-344.77
05/13/2024		71001 Office Supplies/Equip	Cannon BLACK/WHITE	-37.95
06/04/2024		71001 Office Supplies/Equip	Cannon BLACK/WHITE	-36.40
06/11/2024		71001 Office Supplies/Equip	Cannon BLACK/WHITE	-37.95
06/11/2024		71001 Office Supplies/Equip	Cannon CLR CPY KIT - Large Cannon	-267.08
TOTAL				-724.15
06/27/2024	Pacific Office Automation, Inc.	11020 Cash in Bank - Ge...		
		71001 Office Supplies/Equip		-365.61
TOTAL				-365.61
06/13/2024	Pacific Office Automation, Inc.	11020 Cash in Bank - Ge...		
		71001 Office Supplies/Equip		-118.95
TOTAL				-118.95
06/03/2024	Pacific Power	11020 Cash in Bank - Ge...		
		71017 Utilities		-167.08

Jackson County Fire District 5
Check Detail Board
 June 2024

07/01/24

<u>Date</u>	<u>Name</u>	<u>Account</u>	<u>Memo</u>	<u>Paid Amount</u>
TOTAL				-167.08
06/03/2024	Pacific Power	11020 Cash in Bank - Ge...		
		71017 Utilities		-301.74
TOTAL				-301.74
06/13/2024	Peoples's Bank of Commerce	11020 Cash in Bank - Ge...		
06/13/2024		75401 - 2024 Brush Truck ...	Interest Payment	-12,968.55
TOTAL				-12,968.55
06/28/2024	Performance Truck Repair, Inc.	11020 Cash in Bank - Ge...		
02/28/2024		71009 Apparatus Mainten...		-501.75
02/29/2024		71009 Apparatus Mainten...	2014 Pierce - 12 Hour Labor	-8,360.00
03/29/2024		71009 Apparatus Mainten...	80 Hour Labor 2014 Pierce	-11,600.00
TOTAL				-20,461.75
06/28/2024	ProntoPrint	11020 Cash in Bank - Ge...		
05/31/2024		71001 Office Supplies/Equip		-81.55
TOTAL				-81.55
06/02/2024	Recology Ashland-Debris Medical ...	11020 Cash in Bank - Ge...	Account # 1701	
06/02/2024		71017 Utilities	Account # 1701	-33.14
TOTAL				-33.14
06/02/2024	Recology Ashland Sanitary	11020 Cash in Bank - Ge...		
05/01/2024		71017 Utilities		-255.38
TOTAL				-255.38
06/28/2024	Recology Ashland Sanitary	11020 Cash in Bank - Ge...		
05/31/2024		71017 Utilities		-333.39

Jackson County Fire District 5
Check Detail Board
 June 2024

07/01/24

<u>Date</u>	<u>Name</u>	<u>Account</u>	<u>Memo</u>	<u>Paid Amount</u>
TOTAL				-333.39
06/03/2024	Recology Ashland Sanitary	11020 Cash in Bank - Ge...		
		71017 Utilities		-320.51
TOTAL				-320.51
06/17/2024	Rogue Valley Sewer Services	11020 Cash in Bank - Ge...		
		71017 Utilities		-66.26
TOTAL				-66.26
06/02/2024	SDAO	11020 Cash in Bank - Ge...		
06/01/2024		71021 Insurance	EAP 2024-2025	-300.90
TOTAL				-300.90
06/05/2024	Tactical Business Group	11020 Cash in Bank - Ge...		
		Contract Services		-8,000.00
TOTAL				-8,000.00
06/11/2024	Tekmanagement, Inc.	11020 Cash in Bank - Ge...		
		71002 IT/Website Mainten...		-123.00
TOTAL				-123.00
06/21/2024	Tekmanagement, Inc.	11020 Cash in Bank - Ge...		
		71002 IT/Website Mainten...		-5,954.40
TOTAL				-5,954.40
06/25/2024	Tekmanagement, Inc.	11020 Cash in Bank - Ge...		
		71002 IT/Website Mainten...		-250.84
TOTAL				-250.84

Jackson County Fire District 5
Check Detail Board
 June 2024

07/01/24

<u>Date</u>	<u>Name</u>	<u>Account</u>	<u>Memo</u>	<u>Paid Amount</u>
06/03/2024	TYREE	11020 Cash in Bank - Ge...		
		71006 Fuels		-719.74
TOTAL				-719.74
06/18/2024	TYREE	11020 Cash in Bank - Ge...		
		71006 Fuels		-289.65
TOTAL				-289.65
06/28/2024	WCP Solutions	11020 Cash in Bank - Ge...		
05/31/2024		71003 Station Supplies		-332.70
06/25/2024		71003 Station Supplies	Station Water	-595.00
TOTAL				-927.70
06/28/2024	Wells Fargo Business Elite Card	11020 Cash in Bank - Ge...		
		71017 Utilities		-643.30
		71043 Rescue/EMS		-76.00
		71001 Office Supplies/Equip		-502.90
		71003 Station Supplies		-318.30
		71034 Training/Meetings		-53.00
		71089 Fire Equipment		-75.21
		71037 Postage		-89.98
TOTAL				-1,758.69

Jackson County Fire District 5 -- Revenues & Expenses

JUNE 2024

=====Revenue=====	Jun-24	2023-2025	23-24 YTD	24-25	Total PTD	Variance	%Budg
Revenues		Budget		YTD	23-25		
Property Tax-Current	153,459	14,526,402	6,503,463	-	6,503,463	(8,022,939)	0.45
Property Tax-Prior	-	361,375	47,214	-	47,214	(314,161)	0.13
Interest	-	-	45,353	-	-	-	-
Special Distributions	-	-	-	-	-	-	-
Interest-LGIP Capital Savings	-	35,000	257	-	257	(34,743)	0.01
Fire Suppression Cost Recovery Fees	-	70,000	35,000	-	35,000	(35,000)	0.50
Rescue Cost Recovery	-	12,000	-	-	-	(12,000)	-
Miscellaneous	-	30,000	-	-	-	(30,000)	-
Donations/Grants/SAFER Payroll Reimbursement	99,673	1,348,005	1,308,356	-	1,308,356	(39,649)	0.97
Sale of Apparatus/Equipment	-	50,000	-	-	-	(50,000)	-
Strike Team/Overhead Reimbursement	-	200,000	72,784	-	72,784	(127,216)	0.36
Insurance/Cobra Payments/Workers Comp Payments	3,864	-	556,566	-	556,566	556,566	-
Debt/Lease Purchase Proceeds	500,000	1,125,000	1,348,034	-	1,348,034	223,034	1.20
Beg. Fund Balance	-	4,504,071	-	-	-	(4,504,071)	-
Total Revenue	756,996	22,261,853	9,917,028	-	9,917,028	(12,344,825)	0.45

Capital Projects Fund	Jun-24	2023-2025	23-24 YTD	4-25 YTD	Total PTD	Variance	%Budg
		Budget			23-25		
SCBA	-	-	-	-	-	-	-
Fire Apparatus	-	990,000	-	-	-	990,000	-
Station 4 (ST 2) Seismic Rehabilitation Project Completed	11,064	1,148,005	(630,255)	-	-	1,148,005	-
Fire Equipment	-	200,000	-	-	-	200,000	-
Extrication	-	80,000	-	-	-	80,000	-
Defibrillators	-	150,000	-	-	-	150,000	-
Communications	-	50,000	-	-	-	50,000	-
Training Tower	-	500,000	-	-	-	500,000	-
Total Capital Projects Fund	11,064	3,118,005	(630,255)	-	-	3,118,005	-

=====Expenditures=====

Personnel Services	2 YEAR BUDGET				Total PTD	Variance	%Budg
	Jun-24	2023-2025	23-24 YTD	4-25 YTD			
3 Pay Periods In the Month of May		Budget			23-25		
Fire Chief	13,664	346,000	177,626	-	177,626	168,375	0.51
Administrative Analyst	6,497	165,000	81,165	-	81,165	83,835	0.49
Battalion Chief - 3/ Acting Chief 1	37,150	930,000	457,213	-	457,213	472,787	0.49
Captains	68,695	1,730,000	885,279	-	885,279	844,721	0.51
Engineers	55,850	1,754,000	842,094	-	842,094	911,906	0.48
Firefighters	-	320,000	-	-	-	320,000	-
FEMA Firefighters	69,276	1,505,250	863,320	-	863,320	641,930	0.57
BOLI Firefighters	37,521	802,600	395,928	-	395,928	406,672	0.49
Longevity	-	191,000	87,757	-	87,757	103,243	0.46
Overtime - AA	-	20,000	-	-	-	20,000	-
OT-Emergency Backfill	45,201	800,000	564,356	-	564,356	235,644	0.71
OT-Strike Team	-	20,000	-	-	-	20,000	-
EMT Incentive Pay	9,268	220,000	132,723	-	132,723	87,277	0.60
Out of Class/Standby Pay	7,383	160,000	49,758	-	49,758	110,242	0.31
Leave Sell Back	12,810	194,000	145,368	-	145,368	48,632	0.75
Payroll Expenses	1,461	140,000	68,323	-	68,323	71,677	0.49
Educational Incentive	1,806	50,000	25,470	-	25,470	24,530	0.51
Retirement/ PERS (FTE,FEMA,BOLI)	130,517	2,330,000	1,865,056	-	1,865,056	464,944	0.80
Health,Life,LTD,HRA Veba, Work Comp Insurance	85,150	1,800,000	1,214,931	-	1,214,931	585,069	0.67
OR. Revenue Workers Comp	-	6,400	1,015	-	1,015	5,385	0.16
Volunteer Disability Insurance	-	4,000	902	-	902	3,098	0.23
Seasonal,OSFM,Colestin	-	200,000	-	-	-	200,000	-
Vacation/Severance Payout	-	200,000	28,073	-	28,073	171,927	0.14
Holiday Pay	-	120,000	-	-	-	120,000	-
Unemployment	-	10,000	610	-	610	9,390	0.06
Medicare	4,805	100,000	62,594	-	62,594	37,406	0.63
Social Security	-	8,000	-	-	-	8,000	-
Deferred Compensation 501a	22,940	300,000	190,401	-	190,401	109,599	0.63

Total Personnel Services	609,992	14,426,250	8,139,963	-	8,139,963	6,286,287	0.56
---------------------------------	---------	------------	-----------	---	-----------	-----------	------

Materials/Services	Jun-24	2023-2025 Budget	23-24 YTD	4-25 YTD	Total PTD 23-25	Variance	%Budg
Administrative Support							
Office Supplies/Daily Requirements	1,329	36,000	15,233	-	15,233	20,767	0.42
Information Technology	6,328	170,000	94,474	-	94,474	75,526	0.56
Legal	-	25,000	44,926	-	44,926	(19,926)	1.80
Labor Negotiations	-	2,000	-	-	-	2,000	-
Accounting & Audit	-	40,000	3,482	-	3,482	36,518	0.09
Election Expense	-	7,000	2,957	-	2,957	4,043	0.42
Postage & Freight	90	4,000	690	-	690	3,310	0.17
Misc. Bus. Exp./Prof. Svc, Professional Services	8,000	270,000	149,439	-	149,439	120,561	0.55
Awards/Incentives	-	2,000	-	-	-	2,000	-
Apparatus							
Fuels	6,212	150,000	50,887	-	50,887	99,113	0.34
Maintenance, Service Contract & Repair	261	400,000	227,743	-	227,743	172,257	0.57
Communications							
Dispatch Contract (ECSO)	-	350,000	171,637	-	171,637	178,363	0.49
Equipment, Service & Repair	-	45,000	3,318	-	3,318	41681.66	0.07
Conferences & Trainings							
Training	53	90,000	76,367	-	76,367	13,633	0.85
Dues/Memberships	-	50,000	30,625	-	30,625	19,375	0.61
Books & Periodicals	-	2,000	-	-	-	2,000	-
Emergency Medical Services (EMS)							
Equipment	478	50,000	16,870	-	16,870	33,130	0.34
CPR Program	-	1,500	(1,296)	-	(1,296)	2,796	(0.86)
Physician/Advisor (CQI)	-	10,000	4,800	-	4,800	5,200	0.48
Facilities							
General Liability Insurance	301	160,000	104,398	-	104,398	55,602	0.65
Maintenance & Repair / Lease (Station 3)	762	250,000	70,998	-	70,998	179,002	0.28
Station Supplies	2,113	50,000	71,453	-	71,453	(21,453)	1.43

Utilities	3,693	190,000	97,095	-	97,095	92,905	0.51
Firefighting Equipment & Support (CAREER,FEMA, BOLI)							
Equipment	75	170,000	28,040	-	28,040	141,960	0.16
Personal Protective Ensemble (PPE)	-	85,000	-	-	-	85,000	-
Technical Rescue	-	10,000	-	-	-	10,000	-
SCBA Maintenance & Repair	-	10,000	2,496	-	2,496	7,504	0.25
Wildland Fire Equipment	-	3,000	-	-	-	3,000	-
Fireline Meals	-	6,000	1,568	-	1,568	4,432	0.26
Fire Prevention							
Community Outreach	-	8,000	-	-	-	8,000	-
Fire Investigation	-	1,000	-	-	-	1,000	-
Life Safety Inspections	-	3,000	-	-	-	3,000	-
Fire Support Services							
Student	-	1,000	-	-	-	1,000	-
Volunteer Expenses/CERT	-	3,000	-	-	-	3,000	-
Fitness	-	30,000	1,320	-	1,320	28,680	0.04
Physicals	-	75,000	13,334	-	13,334	61,666	0.18
Uniform Acquisition	-	54,000	1,083	-	1,083	52,917	0.02
Total Materials/Service	29,696	2,813,500	1,283,936	-	1,283,936	1,529,564	0.46
SCBA	-	-	-	-	-	-	-
Fire Apparatus	-	990,000	-	-	-	990,000	-
Seismic Retrofit	-	1,148,005	-	-	-	1,148,005	-
Fire Equipment	-	50,000	-	-	-	50,000	-
Extrication	-	80,000	-	-	-	80,000	-
Defibrillators	-	150,000	-	-	-	150,000	-
Communications	-	50,000	-	-	-	50,000	-
Training Tower	-	500,000	-	-	-	500,000	-
Total Capital Outlay - GF	-	2,338,005	-	-	-	2,338,005	-
Contingency							
General Operating Contingency	-	1,450,000	-	-	-	1,450,000	-
Total Contingency	-	1,450,000	-	-	-	1,450,000	-

Debt Service	Jun-24	2023-2025 Budget	23-24 YTD	4-25 YTD	Total PTD 23-25	Variance	
Station 1 Principal (US Bank)	-	235,000	115,000	-	115,000	120,000	0.49
Station 1- Interest & Fees (US Bank)	-	35,270	19,637	-	19,637	15,633	0.56
TAN Interest & Fees (Short-Term)	-	100,000	-	-	-	100,000	-
PIERCE Engines-Principal (Wash Fed)	30,976	125,000	91,348	-	91,348	33,652	0.73
PIERCE Engines - Interest & Fees (Wash Fed)	5,203	22,000	17,188	-	17,188	4,812	0.78
Lease (Great America) MDC	-	70,000	32,820	-	32,820	37,180	0.47
Capital Lease Principal	-	-	-	-	-	-	-
Capital Lease Interest	-	-	-	-	-	-	-
E-One Apparatus Loan Principal	-	175,000	85,497	-	85,497	89,503	0.49
E-One Apparatus Loan Interest	-	45,000	23,132	-	23,132	21,868	0.51
Fire Equip/PPE Lease - Principal (USBancorp)	-	68,000	33,798	-	33,798	34,202	0.50
Fire Equip/PPE Lease - Interest (USBancorp)	-	14,300	1,202	-	1,202	13,098	0.08
MDC Equipment Lease (Ontario)	-	12,000	5,506	-	5,506	6,494	0.46
HME Apparatus Loan - Principal (USBancorp) TYPE 3	-	60,000	230,737	-	230,737	(170,737)	3.85
HME Apparatus Loan - Interest (USBancorp) TYPE 3	-	13,000	-	-	-	13,000	-
Fire Equip/PPE Lease - Principal (USBancorp '20)	-	34,000	-	-	-	34,000	-
Fire Equip/PPE Lease - Interest (USBancorp '20)	-	2,600	-	-	-	2,600	-
Operating Loan	-	-	850,000	-	850,000	(850,000)	
Operation Loan Intrest	-	-	12,242	-	-	-	
Apparatus Loan - Principal (Bank)	-	90,000	5,415	-	5,415	84,585	0.06
Apparatus Loan - Interest (Bank)	12,969	25,000	15,224	-	15,224	9,776	0.61
Total Debt Service	49,147	1,126,170	1,538,746	-	1,538,746	(412,576)	1.37
Totals	699,899	22,153,925	10,332,389	-	10,332,389	22,153,925	0.47

JACKSON COUNTY FIRE DISTRICT NO. 5



Staff Report Documents

Operations Report June 2024

Tactical Business Group Consulting Contract

Civil Service Member Information

Captain Promotional Register

Civil Service Rules Update

Request for Proposal from Fire District 3

Agenda for Meeting with Medford Fire re: IGA

IGA Proposal from AFR

2018 District Org Chart

2023 District Org Chart

2024 District Org Chart

5811 South Pacific Highway Phoenix, OR. 97535

Phone (541) 535-4222 * Fax (541)535-4226

JACKSON COUNTY FIRE DISTRICT NO. 5



Operations Brief

Call Volume

2024 YTD – 1463 Alarms vs 1523 in 2023, 4% decrease from 2023.

2024 YTD – Coeplin Alarms (1), Ashland Alarms (24), Medford Alarms (15), I-5 Alarms (88)

Stations

- Station 3 Station will not open until the doors are installed.
- Station 4 Nothing to report.
- Station 5 Nothing to report.

Operations

- Unit minimum staffing for June was 96.3%, Minimum staffing met 100%.

Equipment

- E-3 out of service for refurbishment.
- New HME is being outfitted, projected in-service date of 7/24.
- New Type 3 is under construction.

Training

- Command Training provided to all shifts by Fire District 3 staff.
- Regional command training provided to all staff on new interagency programming.

Alarms of Interest

- Crews assisted with the Upper Applegate Fire on multiple days.
- Multiple Motor vehicle crashes with entrapment.
- Multiple small grassfires.
- Structure Fire Pioneer Road.
- Structure Fire Schoolhouse Road.

5811 South Pacific Highway Phoenix, OR. 97535

Phone (541) 535-4222 * Fax (541)535-4226

JACKSON COUNTY FIRE DISTRICT NO. 5



EMS

- Nothing to Report.

Prevention

- New construction review and planning, Co-ordination with the City of Talent, and Phoenix.

Public Relations

- Multiple address signs constructed and distributed around the District.
- Multiple meetings with homeowners and groups regarding wildfire preparation.

Interagency

- Rogue Valley Fire Chiefs Summer Planning session

5811 South Pacific Highway Phoenix, OR. 97535

Phone (541) 535-4222 * Fax (541)535-4226



Business Group

CONSULTING AGREEMENT

This Consulting Agreement (this “**Agreement**”), is dated as of **September 01, 2021** (the “**Effective Date**”), and is entered into by and between the following parties:

<p>Tactical Business Group LLC, an Oregon limited liability company 4497 Brownridge Terrace, Suite 102 Medford, OR 97504 (the “Consultant”)</p>	<p>Jackson County Fire District No. 5, an Oregon municipal corporation 5811 S Pacific Hwy Phoenix, OR 97535 (the “Client”)</p>
--	---

- RECITALS

WHEREAS, Client is seeking a vendor to complete necessary professional services related to public safety operations; and

WHEREAS, Consultant possesses the requisite skills to assist Client; and

WHEREAS, Client wishes to engage Consultant as an independent contractor to perform certain services for Client;

THEREFORE, for good and valuable consideration, the receipt and adequacy of which is acknowledged, Consultant and Client hereby agree as follows:

1. Services. Consultant shall provide to Client the services (the “**Services**”) set out in **Exhibit A**. Consultant shall provide the Services in accordance with the terms and subject to the conditions set forth in this Agreement.

2. Fees and Expenses.

2.1 Client shall pay the fees set out in **Exhibit B** (the “**Fee**”). Payment to Consultant of such fees and the reimbursement of expenses pursuant to this Section 2 shall

constitute payment in full for the performance of the Services. Unless otherwise set forth in Exhibit B, the Fee will be payable within thirty (30) days of receipt by the Client of an invoice from Consultant.

2.2 Client shall reimburse Consultant for all pre-approved travel and out-of-pocket expenses incurred by Consultant in connection with the performance of the Services, within thirty (30) days of receipt by the Client of an invoice from Consultant accompanied by receipts and reasonable supporting documentation.

2.3 All late payments shall bear interest at the lesser of the rate of 0.5% per month or the highest rate permissible under applicable law, calculated daily and compounded monthly.

3. Intellectual Property. All intellectual property rights, including copyrights, patents, patent disclosures and inventions (whether patentable or not), trademarks, service marks, trade secrets, know-how, and other confidential information, trade dress, trade names, logos, corporate names and domain names, together with all of the goodwill associated therewith, derivative works and all other rights (collectively, "**Intellectual Property Rights**") in and to all documents, work product and other materials that are delivered to Client under this Agreement or prepared by or on behalf of Consultant in the course of performing the Services (collectively, the "**Deliverables**") except for any Confidential Information of Client or Client-provided materials shall be owned exclusively by Consultant. Consultant hereby grants Client a license to use all Intellectual Property Rights in the Deliverables free of additional charge and on a non-exclusive, worldwide, non-transferable, non-sublicensable, fully paid-up, royalty-free and perpetual basis, solely to the extent necessary to enable Client to make reasonable use of the Deliverables and the Services.

4. Confidentiality. From time to time during the Term of this Agreement, either party (as the "**Disclosing Party**") may disclose or make available to the other party (as the "**Receiving Party**"), non-public, proprietary, and confidential information of Disclosing Party that, if disclosed in writing or other tangible form is clearly labeled as "confidential," or if disclosed orally, is identified as confidential when disclosed and within ten (10) days thereafter, is summarized in writing and confirmed as confidential ("**Confidential Information**"); provided, however, that Confidential Information does not include any information that: (a) is or becomes generally available to the public other than as a result of Receiving Party's breach of this Section 5; (b) is or becomes available to the Receiving Party on a non-confidential basis from a third-party source, provided that such third party is not and was not prohibited from disclosing such Confidential Information; (c) was in Receiving Party's possession prior to Disclosing Party's disclosure hereunder; or (d) was or is independently developed by Receiving Party without using any Confidential Information. The Receiving Party shall: (x) protect and safeguard the confidentiality of the Disclosing Party's Confidential Information with at least the same degree of care as the Receiving Party would protect its own Confidential Information, but in no event with less than a commercially reasonable degree of care; (y) not use the Disclosing Party's Confidential Information, or permit it to be accessed or used, for any purpose other than to exercise its rights or perform its obligations under this Agreement; and (z) not disclose any such Confidential Information to any person or entity, except to the Receiving Party's Group who need to know the Confidential Information to assist the Receiving Party, or act on its behalf, to exercise its rights or perform its obligations under this Agreement. If the Receiving Party is required by applicable law

or legal process to disclose any Confidential Information, it shall, prior to making such disclosure, use commercially reasonable efforts to notify Disclosing Party of such requirements to afford Disclosing Party the opportunity to seek, at Disclosing Party's sole cost and expense, a protective order or other remedy. For purposes of this Section 5 only, Receiving Party's Group shall mean the Receiving Party's and its employees, officers, attorneys, accountants, and financial advisors.

5. Consultant's Obligations, Warranties and Representations. Consultant covenants, warrants, and represents the following to Client.

5.1 Consultant is not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in transactions by any federal, state, or local governmental authority.

5.2 Consultant has all licenses and/or permits necessary to perform the Services and Consultant will comply with all applicable laws, statutes, rules and regulations in performing the Services.

5.3 During the Term of this Agreement, Consultant will maintain general liability insurance and, if applicable, worker's compensation insurance, at appropriate levels to protect Customer and Consultant from claims that may arise from the Services.

5.4 The execution, delivery, and performance of this Agreement have been duly authorized by Consultant. This Agreement, when executed and delivered by Consultant, will constitute the legal, valid, and binding obligation of Consultant, enforceable against Consultant in accordance with its terms.

6. Client Obligations, Warranties and Representations. Client covenants, warrants, and represents the following to Consultant.

6.1 Client will designate one of its employees to serve as its primary contact with respect to this Agreement and to act as its authorized representative with respect to matters pertaining to this Agreement (the "**Client Contract Manager**"), with such designation to remain in force unless and until a successor Client Contract Manager is appointed.

6.2 Client will respond promptly to any reasonable requests from Consultant for instructions, information, records, data, or approvals required by Consultant to provide the Services, and will meet Consultant's established deadlines for data submission and document reviews.

6.3 Any data and information Client provides to Consultant for use in the Services will be complete and accurate in all material respects, and Client will review and approve all Deliverables before submitting them to any governmental agency.

6.4 The execution, delivery, and performance of this Agreement have been duly authorized by Client. This Agreement, when executed and delivered by Client, will constitute the legal, valid, and binding obligation of Client, enforceable against Client in accordance with its terms.

6.5 Client's execution, delivery and performance of this Agreement, and the consummation by Client of the transactions contemplated hereby will not conflict with, violate or result in a breach of any of the terms, conditions or provisions of any law, regulation, order, writ, injunction, decree, determination or award of any court, any governmental department, board, agency or instrumentality, domestic or foreign, or any arbitrator, applicable to Client.

7. **Term.** This Agreement shall commence as of the Effective Date and shall continue uninterrupted for 36 months (the "**Maturity Date**") unless sooner terminated pursuant to Section 8 (the "**Term**"), renewing automatically unless otherwise agreed upon in writing by both parties.

8. **Termination.** Either party may terminate this Agreement with a minimum of 180 days' notice, effective upon written notice to the other party (the "**Defaulting Party**") if the Defaulting Party breaches this Agreement, and such breach is incapable of cure, or with respect to a breach capable of cure, the Defaulting Party does not cure such breach within fifteen (15) days after receipt of written notice of such breach.

9. **Independent Contractor.** Consultant is for all purposes hereunder an independent contractor and in no event will Consultant be considered an agent or employee of Client or any of its subsidiaries or affiliates for any purpose. Consultant shall be responsible for paying its employees, and for paying all applicable state and federal taxes including unemployment insurance, social security taxes, and state and federal withholding taxes. The details of the method and manner for performance of the Services by Consultant shall be under its own control, Client being interested only in the results thereof. The Consultant shall be solely responsible for supervising, controlling and directing the details and manner of the completion of the Services. Nothing in this Agreement shall give Client the right to instruct, supervise, control, or direct the details and manner of the completion of the Services. Client acknowledges that Consultant may perform similar services to the Services for other individuals and organizations consistent with the limitations in this Agreement.

10. **Limitation of Liability.** IN NO EVENT SHALL CONSULTANT BE LIABLE TO CLIENT OR TO ANY THIRD PARTY FOR ANY LOSS OF USE, REVENUE, OR PROFIT OR LOSS OF DATA OR DIMINUTION IN VALUE, OR FOR ANY CONSEQUENTIAL, INCIDENTAL, INDIRECT, EXEMPLARY, SPECIAL, OR PUNITIVE DAMAGES WHETHER ARISING OUT OF BREACH OF CONTRACT, TORT (INCLUDING NEGLIGENCE), OR OTHERWISE, REGARDLESS OF WHETHER SUCH DAMAGE WAS FORESEEABLE AND WHETHER OR NOT CONSULTANT HAS BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES, AND NOTWITHSTANDING THE FAILURE OF ANY AGREED OR OTHER REMEDY OF ITS ESSENTIAL PURPOSE. IN NO EVENT SHALL CONSULTANT BE LIABLE TO CLIENT OR ANY THIRD PARTY FOR ANY LOSSES RELATED TO OR ARISING OUT OF ANY INACCURATE INFORMATION OR DATA PROVIDED BY CLIENT OR ITS AGENTS TO CONSULTANT, WHETHER ARISING OUT OF OR RELATED TO BREACH OF CONTRACT, TORT (INCLUDING NEGLIGENCE), OR OTHERWISE. IN NO EVENT SHALL CONSULTANT'S AGGREGATE LIABILITY ARISING OUT OF OR RELATED TO THIS AGREEMENT, WHETHER ARISING OUT OF OR RELATED TO BREACH OF CONTRACT, TORT (INCLUDING NEGLIGENCE), OR OTHERWISE, EXCEED THE AGGREGATE AMOUNTS PAID OR PAYABLE TO CONSULTANT

PURSUANT TO THIS AGREEMENT IN THE YEAR
PRECEDING THE EVENT GIVING RISE TO THE CLAIM.

11. **Indemnification.** Each Party (the “**Indemnifying Party**”) agrees to agree to indemnify, defend, and hold harmless the other Party and its shareholders, members, managers, officers, directors, employees, and agents, from and against any and all claims, fines, damages, interest, fees, penalties and liability (including, without limitation, costs and attorney’s fees) arising from or related to any breach of Indemnifying Party’s covenants, representations or warranties in this Agreement, or any breach or default of this Agreement caused by the Indemnifying Party.

12. **Entire Agreement.** This Agreement, including and together with the exhibits, constitutes the sole and entire agreement of the Parties with respect to the subject matter contained herein, and supersedes all prior and contemporaneous understandings, agreements, representations and warranties, both written and oral, regarding such subject matter. Client acknowledges and agrees Consultant has made no oral representations or warranties that Client is relying upon and that work performed under this Agreement is at the sole discretion of Consultant.

13. **Notices.** All notices, requests, consents, claims, demands, waivers and other communications under this Agreement (each, a “Notice”, and with the correlative meaning “Notify”) must be in writing and will be deemed to have been duly given and effective (a) on the day delivered, when personally delivered with written confirmation of receipt; (b) upon written confirmation of receipt, when delivered by email; (c) on the first (1st) day following mailing if sent by reputable overnight delivery service (all charges prepaid); or (d) on the third (3rd) day following mailing when delivered by prepaid first class certified mail, return receipt requested. Notices must be sent to the Parties at the addresses and email addresses on the first page of this Agreement, and directed to Blake Jamison, if sent to the Consultant, or to the Client Contract Manager, if to the Client. Any Party from time to time may change its address or other information for the purpose of notices to that Party by giving notice specifying such change to each of the other Parties hereto.

14. **Severability.** If any term or provision of this Agreement is found by a court of competent jurisdiction to be invalid, illegal or unenforceable in any jurisdiction, such invalidity, illegality or unenforceability shall not affect any other term or provision of this Agreement or invalidate or render unenforceable such term or provision in any other jurisdiction. Upon a determination that any term or provision is invalid, illegal or unenforceable, the Parties shall negotiate in good faith to modify this Agreement to effect the original intent of the Parties as closely as possible in order that the transactions contemplated hereby be consummated as originally contemplated to the greatest extent possible.

15. **Amendments.** No amendment to or modification of or rescission, termination or discharge of this Agreement is effective unless it is in writing and signed by each Party.

16. **Waiver.** No waiver by any Party of any of the provisions of this Agreement shall be effective unless explicitly set forth in writing and signed by the Party so waiving. Except as otherwise set forth in this Agreement, no failure to exercise, or delay in exercising, any right, remedy, power or privilege arising from this Agreement shall operate or be construed as a waiver thereof, nor shall any single or partial exercise of any right, remedy, power or privilege hereunder preclude any other or further exercise thereof or the exercise of any other right, remedy, power or privilege.

17. Assignment. Consultant may not assign any of its rights or delegate any of its obligations to any person without Client's prior written consent, except that Consultant may assign its rights or delegate its duties to an affiliate or to any person acquiring all or substantially all of Consultant's assets in which case Consultant shall only be required to provide written notice to Client.

18. Successors and Assigns. This Agreement is binding on and inures to the benefit of the Parties to this Agreement and their respective permitted successors and permitted assigns.

19. No Third-Party Beneficiaries. Other than the parties entitled to indemnification in Section 11, this Agreement benefits solely the Parties to this Agreement and their respective permitted successors and assigns and nothing in this Agreement, express or implied, confers on any other Person any legal or equitable right, benefit or remedy of any nature whatsoever under or by reason of this Agreement.

20. Choice of Law. This Agreement and any question concerning its validity, construction or performance shall be governed by and construed in accordance with the Laws of the State of Oregon. The parties acknowledge that this Agreement is a personal services contract under Oregon's public contracting regulations and Customer's public contracting rules. As a result, applicable provisions of ORS Chapter 27A and ORS Chapter 279B are incorporated into this Agreement as if fully set forth herein.

21. Choice of Forum. Each Party irrevocably and unconditionally agrees that it will not commence any action, litigation or proceeding of any kind whatsoever against the other Party in any way arising from or relating to this Agreement, including all exhibits, schedules, attachments and appendices attached to this Agreement, and all contemplated transaction, including contract, equity, tort, fraud and statutory claims, in any forum other than U.S. District Court, District of Oregon, or the courts of the State of Oregon sitting in Clackamas, Jackson, Multnomah, Washington, or Yamhill Counties, and any appellate court from any thereof. Each Party irrevocably and unconditionally submits to the exclusive jurisdiction of such courts and agrees to bring any such action, litigation or proceeding only in such courts. Each Party agrees that a final judgment in any such action, litigation, or proceeding is conclusive and may be enforced in other jurisdictions by suit on the judgment or in any other manner provided by law.

21.1 Consultant shall comply with all federal, state, and local laws and ordinances applicable to the work under this Agreement, including, without limitation, applicable provisions of the Oregon Public Contracting Code including ORS 279B.020, 279B.220, 279B.230, and 279B.235, as more particularly set forth in Exhibit C.

22. **WAIVER OF JURY TRIAL. EACH PARTY ACKNOWLEDGES THAT ANY CONTROVERSY THAT MAY ARISE UNDER THIS AGREEMENT, INCLUDING EXHIBITS, SCHEDULES, ATTACHMENTS, AND APPENDICES ATTACHED TO THIS AGREEMENT, IS LIKELY TO INVOLVE COMPLICATED AND DIFFICULT ISSUES AND, THEREFORE, EACH SUCH PARTY IRREVOCABLY AND UNCONDITIONALLY WAIVES ANY RIGHT IT MAY HAVE TO A TRIAL BY JURY IN RESPECT OF ANY LEGAL ACTION ARISING OUT OF OR RELATING TO THIS AGREEMENT, INCLUDING ANY EXHIBITS, SCHEDULES, ATTACHMENTS OR APPENDICES ATTACHED TO THIS AGREEMENT, OR THE TRANSACTIONS CONTEMPLATED HEREBY.**

23. Attorney Fees. With respect to any dispute relating to this Agreement, or in the event that a suit, action, arbitration, or other proceeding of any nature whatsoever is instituted to interpret or enforce the provisions of this Agreement, including, without limitation, any proceeding under the U.S. Bankruptcy Code and involving issues peculiar to federal bankruptcy law or any action, suit, arbitration, or other proceeding seeking a declaration of rights or rescission, the prevailing party will be entitled to recover from the losing party its reasonable attorney fees, paralegal fees, expert fees, and all other fees, costs, and expenses actually incurred and reasonably necessary in connection therewith, as determined by the judge or arbitrator at trial, arbitration, or other proceeding, or on any appeal or review, in addition to all other amounts provided by law.

24. Counterparts. This Agreement may be executed in counterparts, each of which is deemed an original, but all of which together are deemed to be one and the same agreement. A signed copy of this Agreement delivered by facsimile, email, or other means of electronic transmission is deemed to have the same legal effect as delivery of an original signed copy of this Agreement.

25. Force Majeure. The Consultant shall not be liable or responsible to Client, nor be deemed to have defaulted or breached this Agreement, for any failure or delay in fulfilling or performing any term of this Agreement when and to the extent such failure or delay is caused by or results from acts or circumstances beyond the reasonable control of Consultant including, without limitation, acts of God, governmental actions or inactions, war, invasion or hostilities (whether war is declared or not), terrorist threats or acts, riot, or other civil unrest, national emergency, telecommunication breakdown or power outage, provided that, if the event in question continues for a continuous period in excess of ninety (90) days, Client shall be entitled to give notice in writing to Consultant to terminate this Agreement.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed as of the Effective Date by their respective officers thereunto duly authorized.

Tactical Business Group

By: 
Blake Jamison, its Member

Jackson County Fire District No. 5


By: 
Name: CHARLES HANLEY
Title: FIRE CHIEF

EXHIBIT A

DESCRIPTION OF SERVICES

Consultant will provide administrative technical support, emergency services consulting, human resources consulting, and public sector consulting services, including the preparation of grant applications that the Client submits to the respective agency overseeing the grant programs (the "Agency") in order for Client to participate in the grant program. Consultant will provide Client with the grant application and all supporting documentation via electronic mail the same to the Client Contract Manager. Upon Client's written approval, Consultant will file the grant application with the Agency.

Unless otherwise stipulated as agreed upon in writing by both Consultant and Client, any programs, projects or additional work beyond the agreed upon work set forth above will be billed on an hourly basis at the rate of \$140 per hour; these include but are not limited to:

- Background investigation services
- Billing services
- Creative services
- Surveying services
- Regulatory compliance services

EXHIBIT B

FEEES FOR SERVICES

The Fee for the Services will be \$8,000.00 per month. The Fee is payable within thirty (30) days of the date marked on each invoice submitted to Client by Consultant. If the contract is terminated prior to the Maturity Date, Client agrees to pay Consultant the remaining aggregate balance of the \$8,000.00 monthly Fees that would have otherwise been paid between the Termination Date and the Maturity Date of this Agreement.

Expenses for travel will be billed based on the current per diem rates as published by the federal government. Travel authorization will be approved by Client prior to date of travel. Related travel expenses such as airfare, hotel, and meals will be billed at actual cost and will be approved by Client prior to travel.

EXHIBIT C

ORS CHAPTER 279B PUBLIC CONTRACTING REQUIREMENTS PERSONAL SERVICES

- (1) Contractor shall pay promptly, as due, all persons supplying labor or materials for the prosecution of the work provided for in the contract, and shall be responsible for such payment of all persons supplying such labor or material to any Subcontractor. ORS 279B.220(1).
- (2) Contractor shall promptly pay all contributions or amounts due the Industrial Accident Fund from such Contractor or Subcontractor incurred in the performance of the contract. ORS 279B.220(2).
- (3) Contractor shall not permit any lien or claim to be filed or prosecuted against the Contracting District on account of any labor or material furnished and agrees to assume responsibility for satisfaction of any such lien so filed or prosecuted. ORS 279B.220(3).
- (4) Contractor and any Subcontractor shall pay to the Department of Revenue all sums withheld from employees pursuant to ORS 316.617. ORS 279B.220(4).
- (5) Contractor agrees that if Contractor fails, neglects or refuses to make prompt payment of any claim for labor or materials furnished to the Contractor or a Subcontractor by any person in connection with the contract as such claim becomes due, the District may pay such claim to the persons furnishing the labor or material and charge the amount of payment against funds due or to become due Contractor by reason of the contract. The payment of a claim in the manner authorized hereby shall not relieve the Contractor or his surety from his or its obligation with respect to any unpaid claim. If the District is unable to determine the validity of any claim for labor or material furnished, the District may withhold from any current payment due Contractor an amount equal to said claim until its validity is determined and the claim, if valid, is paid.
- (6) Contractor shall promptly, as due, make payment to any person, co-partnership, association, or corporation, furnishing medical, surgical and hospital care or other needed care and attention, incident to sickness or injury, to employees of such Contractor, of all sums which the Contractor agrees to pay for such services and all monies and sums which the Contractor collected or deducted from the wages of employees pursuant to any law, contract or agreement for the purpose of providing or paying for such service. ORS 279B.230(1).
- (7) All subject employers working under the contractor are either employers that will comply with ORS 656.017, or employers that are exempt under ORS 656.126. ORS 279B.230(2).

- (8) Contractor shall pay employees for overtime work performed under the contract in accordance with ORS 653.010 to 653.261 and the Fair Labor Standards Act of 1938 (29 USC 201, *et seq.*) ORS 279B.235(3).
- (9) The Contractor must give notice to employees who work on this contract in writing, either at the time of hire or before commencement of work on the contract, or by posting a notice in a location frequented by employees, of the number of hours per day and the days per week that the employees may be required to work. ORS 279B.235(2).
- (10) All sums due the State Unemployment Compensation Fund from the Contractor or any Subcontractor in connection with the performance of the contract shall be promptly so paid. ORS 701.430.
- (11) The contract may be canceled at the election of District for any willful failure on the part of Contractor to faithfully perform the contract according to its terms.
- (12) Contractor certifies its compliance with all applicable state and local tax laws, including but not limited to ORS 305.385, ORS 305.620, ORS chapters 316, 317 and 318 and Chapter 539 Oregon Laws 2015 (SB 675). Contractor certifies it will continue to comply with all such tax laws during the term of this contract. Contractor's failure to comply with such state and local tax laws prior to executing this contract or during the term of this contract constitutes a default for which District may terminate this contract and seek damages and other relief available under the terms of this contract or applicable law.
- (13) Contractor certifies that it has not discriminated and will not discriminate against minorities, women, emerging small business enterprises or a business enterprise that is controlled by or that employs a disabled veteran as defined in ORS 408.225 in obtaining any required subcontractors. ORS 279A.110.
- (14) As used in this section, "nonresident contractor" means a contractor that has not paid unemployment taxes or income taxes in the state of Oregon during the 12 calendar months immediately preceding submission of the bid for the contract, does not have a business address in this state, and stated in the bid for the contract that it was not a "resident bidder" under ORS 279A.120. When a public contract is awarded to a nonresident contractor and the contract price exceeds \$10,000, the contractor shall promptly report to the Department of Revenue on forms to be provided by the department the total contract price, terms of payment, length of contract and such other information as the department may require before the bidder may receive final payment on the public contract. ORS 279A.120.

JACKSON COUNTY FIRE DISTRICT NO. 5



CIVIL SERVICE MEMBERS

1. **Chris McKinney**
1cmckinney@charter.net
Term expires 6-30-24

2. **John Harrison**
johnahar@pacbell.net
Term expires 6-30-24

3. **Richard Randleman**
randleman@gmail.com
Term expires 6-30-24

5811 South Pacific Highway Phoenix, OR. 97535

Phone (541) 535-4222 * Fax (541)535-4226

JACKSON COUNTY FIRE DISTRICT NO. 5



6/25/2024

Civil Service Commission
Jackson County Fire District 5
5811 South Pacific Hwy
Phoenix, OR 97535

A promotional examination for the position of FIRE CAPTAIN was held on May 10 and May 11, 2023.

The examination consisted of the following three (3) sections:

- 1) Assessment Center 2) Written Exam 3) Oral Interview*

A three (3) part Assessment Center with an overall weight of 33%, a written examination with an overall weight of 33% (minimum passing score of 70%), and an oral interview with an overall weight of 34%.

Six individuals competed and successfully completed all phases of this examination and achieved eligibility on the promotion register for FIRE CAPTAIN:


PROMOTION REGISTER FOR FIRE CAPTAIN

ULRICH
GRAHAM
BUCKINGHAM
GAVIN
MCEVOY
LICHTENSTEIN

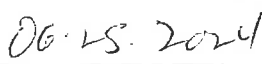
In accordance with Civil Service Rules (10.4), "Promotional eligibility registers shall be valid for 30 months following the date of formal certification by the Commission."

Respectfully,

Chief Examiner
Civil Service Commissioner


Civil Service Commissioner

Civil Service Commissioner


Date

JACKSON COUNTY FIRE DISTRICT NO. 5



6/25/2024

Civil Service Commission
Jackson County Fire District 5
5811 South Pacific Hwy
Phoenix, OR 97535

9.10 Notification of Examination Results

The rating of each test shall be completed and the resulting register established as soon as is practicable after the date on which the test was held. A register shall be submitted to the Civil Service Commission for certification no later than thirty (30) days after the initiation of the testing process. Any request for an extension of this time must be mutually agreed upon by at least two of the three listed bodies; the Appointing Power, IAFF Local 2596 or the Civil Service Commission. Each person competing in a test shall be given written notice of their final rating. Each person competing in a test may, during the immediate 30-day period following notification of exam results, review their test papers and have the rating reviewed and corrected if an error is found. No correction shall invalidate any appointment previously made from the register. The right to review the test is limited to the applicants, Commissioners and their staff, and members of the Governing Body. Tests may be reviewed only during regular business hours at a location to be determined by the Commission.

9.12 Preference for Volunteer Firefighters or Temporary Part-time Apprentice Firefighters

In all competitive entrance examinations, preference status shall be given to all active Jackson County Fire District 5 volunteer firefighters who have served a minimum of one (1) year with the District. A District volunteer meeting these requirements shall qualify for five additional points provided a passing grade has been attained.

Any Temporary Part-time Apprentice Firefighter that is employed by the Fire District and has been employed by the Fire District within the last year, who has completed their employment agreement with the Fire District and was separated due to non-performance related issues shall qualify for the same additional five points.

These points cannot be "stacked" and a maximum of five points shall be issued.


Civil Service Commissioner

Civil Service Commissioner


Civil Service Commissioner

06-25-2024
Date

JACKSON COUNTY FIRE DISTRICT NO. 5



DATE: July 1, 2024

TO: Jackson County Fire District 3 Board of Directors
Michael Hussey, Fire Chief, Jackson County Fire District 3

FROM: Greg Costanzo, Chair, Jackson County Fire District 5 Board of Directors
Aaron Bustard, Interim Fire Chief, Jackson County Fire District 5

RE: Request for proposal for administrative assistance

Board of Directors and Chief Hussey,

Jackson County Fire District 5 is requesting a proposal for administrative assistance from Jackson County Fire District 3. Our district is being presented with some challenges that we feel Fire District 3 could be of assistance.

Fire District 5 appreciates the comprehensive services that Fire District 3 provides as well as the leadership it has shown within the region and beyond. An effective partnership in the immediate future could help map the course for future long-term, region-wide collaborations.

The district is interested in assistance with the following areas:

- Executive Administrative Assistance – work with Interim Chief Bustard with the managing of the fire district including immediate, short-term and long-term operations and strategies.
- Administrative Financial Assistance – work with the district to provide clarity, analysis, and development of district financial practices as well as budget development.
- Training and Personnel Development Assistance – work with the district to develop a comprehensive training program and meet the district's needs while emphasizing best practices as well as meeting RVFCA, state, and local requirements. Future leadership development is one of the priorities.
- Public Outreach and Education Assistance – work with the district to develop programs that address the needs of the district in terms of level of emergency preparedness and education of the members of our district.

- Fire Prevention and Risk Reduction Assistance – assist the district with fire prevention inspections, site and building plan reviews, and fire investigation efforts.
- Information Technology Assistance – assist the district with its IT infrastructure as well as web site development and maintenance.

We ask that the proposal include direct assistance with the elements above as well as strategizing how to acquire external resources/services if appropriate. We appreciate the positive working relationship that our two districts have enjoyed and look forward to receiving a proposal for furthering our collaboration.

Respectfully,



Greg Costanzo

Chair, Board of Directors

Jackson County Fire District 5



Aaron Bustard

Acting Fire Chief

Jackson County Fire District 5

MEETING AGENDA FOR MEDFORD FIRE

1. **Vision for Fire District 5:** Discussing the short and long-term vision for Fire District 5 as identified by the Board of Directors. Understanding the goals and aspirations of the district will help shape the direction of any potential collaboration.
 - a.) Feasibility of remaining a stand-alone agency.
 - b.) The need to meet the service demands of the district both now and in the future.

2. **Identifying Needs:** A comprehensive discussion on the administrative support and oversight needs of Fire District 5, including any specific challenges or inefficiencies currently faced.
 - a.) Financial Officer, oversight ~ None permanently, currently hired part time staff to assist.
 - b.) Payroll, accounts payable ~ Split between a contractor and an administrative analyst.
 - c.) Human Relations ~ No generalist or specialist in house.
 - d.) Administrative Assistant ~ None currently
 - e.) Training/Employee Development ~ Lacking
 - f.) Facilities and Fleet ~ Multiple sources for needs

3. **Assessing Resources:** An evaluation of the resources and capabilities of both the City of Medford, with a focus on the administrative services they currently offer and potential areas for collaboration.
 - a.) Identify Medford resources
 - b.) Ability to commit time and resources? Additional staff needs
 - c.) Is Fire District 2 able or willing to collaborate as well
 - d.) Fire Marshal services

4. **Benefits and Opportunities:** Exploring the potential benefits and opportunities of entering into an IGA, such as cost savings, access to additional expertise, improved efficiency, and enhanced oversight.
 - a.) Command Staff assistance
 - b.) Combination of positions (BC)
 - c.) Dedicated Training Staff, Fire and EMS
 - d.) Shared Staffing agreements
 - e.) Reduction in Redundant programing for example, Crewsense, other like programs

5. **Communication and Collaboration:** Establishing clear communication channels and collaborative processes between all involved stakeholders, including Fire District 5, the City of Medford, and any other relevant parties.
 - a.) What does that look like to MFD?
 - b.) Communication with the Board
 - c.) Staff communication
 - d.) Lines of authority

6. **Long-term Sustainability:** Considering the long-term sustainability of any proposed collaboration, including provisions for periodic review and adjustment of any agreement to meet the evolving needs of Medford and Fire District 5
 - a.) Can a strategic plan and business plan be developed to identify shared goals and benchmarks?
 - b.) What is the goal and/or benefits to MFD
 - c.) What is the cost?
 - d.) Is this something that can be sustained politically for MFD and Fire District 5 long term.

7. What would an administrative IGA look like for MFD?

8. Is there interest in a full contract for service IGA and what would that look like for the city and/or MRFPD#2

**AGREEMENT FOR FIRE ADMINISTRATIVE SERVICES BETWEEN THE CITY OF
ASHLAND AND JACKSON COUNTY FIRE DISTRICT NO. 5**

This INTERGOVERNMENTAL AGREEMENT (the "Agreement") for fire Executive Administrative services is made, entered into and effective as of this 1 day of July 2024 by and between the CITY OF ASHLAND, a city and municipal corporation of the State of Oregon ("City") and JACKSON COUNTY FIRE DISTRICT No. 5, an Oregon rural fire protection district, organized and existing under ORS Chapter 478. ("District").

Recitals

1. The City provides ambulance transport, fire protection, prevention, and suppression services and related services such as emergency preparedness, wildfire prevention, CERT, public education, commercial inspections, land development, mitigation of hazardous materials incidents, and special operations, including, but not limited to, confined space rescue, trench rescue, and technical rescue.
2. District 5 provides fire protection, prevention, and suppression services and related services such as emergency medical services, emergency preparedness, mitigation of hazardous materials incidents, technical rescue, and water rescue within the unincorporated areas of Ashland and certain portions of Jackson County and within the incorporated limits of the Cities of Phoenix and Talent.
3. The City and District 5 have determined that stable leadership is in their best interests. As such, the City can provide a stable fire Executive Administrative team that can also evaluate District 5 for its constituents, ensuring service delivery into the future.
4. Consequently, the City will provide District 5 with an Executive Administrative team comprising highly skilled staff, including a Fire Chief, Operations Chief, Fire Marshal, Training Officer, and Senior Fire Department Analyst. This team, with their extensive experience, will be at District 5's disposal for an initial period of six months.
5. The City Executive Administrative team will diligently provide the Board of Directors for District 5 with a comprehensive report on the state of readiness of District 5. This report will include, but not be limited to, an understanding of the current staffing, safety, morale, financial obligations, budget, contracts, equipment readiness, training certifications, and a fire and life safety section.
6. The City Executive Administrative team will oversee and be accountable for the budgetary obligations and day-to-day operations of District 5.

NOW, THEREFORE, in consideration of the mutual promises outlined in this Agreement, City and District agree as follows:

Executive Administrative Services:

Effective Date of the Executive Administrative Services agreement. The City agrees to make available the City Fire Chief, Ralph Sartain, the City Deputy Chief Operations, Marshall Rasor, the City Fire Marshal, Mark Shay the City Training & EMS Officer, Tom McGowan, the Senior Fire Department Analyst, Emily Matlock, and District 5 agrees to contract for service Ralph Sartain (the "City's Fire Chief"), Marshall Rasor (the "City's Deputy Chief-Operations") Mark Shay (the "City's Fire Marshal"), Tom McGowan (the "City's Training & EMS Officer") and Emily Matlock (the "Senior Fire Department Analyst") as District 5's Executive Leadership effective July 1, 2024, subject to the terms and conditions set forth in this Agreement.

Duties:

The contracted City Executive Administrative team positions are responsible for the efficient administration of all fire service affairs of District 5. District 5 agrees to contract with the City Executive Administrative team to perform the following functions and duties:

1. Enforce all ordinances, rules and regulations of District 5 and see that all contracts, permits, and privileges granted by the Board of Directors of Jackson County Fire District 5 ("Board") are complied with and observed.
2. Appoint, remove, re-assign, promote and demote any and all officers and employees of District 5, subject to all applicable rules and regulations of Civil Service, BOLI and the Collective Bargaining Agreement (CBA).
3. Control, order, and give directions to all subordinate officers and employees of District 5.
4. Serve as Fire Marshal as needed and maintain and enforce fire prevention codes, ordinances and recommend to the Board for adoption such measures and ordinances as deemed necessary for efficient fire and life safety.
5. Manage and supervise equipment maintenance and training of personnel
6. Audit existing fleet, maintenance and District 5 training records.
7. Prepare and disseminate technical District 5 activity reports and records to keep the Board apprised of current readiness.

8. Prepare, and submit for Board Review, a technical report on the readiness of District 5.
9. Attend or appoint a designee to attend necessary administrative and operational meetings, as well as civic and/or governmental meetings requiring the presence of a District 5 representative.
10. When required, respond to, and direct District 5 personnel in responding to fires and other emergency incidents.
11. Perform such other legally permissible and proper duties and functions as to ensure proper daily operational function of District 5.
12. If an in-depth financial review is necessary, the Executive Team will solicit external financial auditors to complete a forensic accounting of District 5.
13. The Board may request that the Executive Team provide additional duties. Once the duties are agreed upon by the city and board through written agreement, they will be assigned.

Term:

The term of this Agreement is **from July 1, 2024, until December 31, 2024**, unless either party terminates the Agreement subject to the provisions of the following:

The Board provides the City with 30 days written notice, or the City provides the Board with 30 days written notice of termination of the Agreement.

The Agreement will transition to a month-to-month agreement following the initial six-month period, a decision that both parties have agreed upon, unless a new IGA is mutually agreed to by both parties.

Emergency and City's Priority: The City acknowledges its primary responsibility for protecting its own jurisdiction. In the event of an emergency or circumstances critical to the availability of funding or resources, the City reserves the right to prioritize its obligations accordingly and as follows:

Right to Withhold Performance or Terminate: If the City reasonably deems it in its best interest, it may withhold performance or terminate this agreement. Such action shall be taken upon providing written notice to District 5, outlining the reasons for the decision.

Compensation:

The Board agrees to compensate the City Executive Team members beginning July 1, 2024. The Board will pay the listed amounts in bi-weekly increments to the City, which will, in turn, pay the employees additional compensation, removing benefit costs from the listed bi-weekly salary amounts.

1. Ralph Sartain, Fire Chief, **(\$4,400)** four-thousand four hundred dollars (based on 20 hours per week, 40 hours bi-weekly).
2. Marshall Rasor, Deputy Chief-Operations, **(\$1,700)** one thousand seven hundred dollars. (based on 10 hours per week, 20 hours bi-weekly).
3. Mark Shay, Fire Marshal, **(\$1,700)** one thousand seven hundred dollars. (based on 10 hours per week, 20 hours bi-weekly).
4. Tom McGowan, Training & EMS Officer, **(\$1,500)** One thousand five hundred dollars. (based on 10 hours per week, 20 hours bi-weekly).
5. Emily Matlock, Senior Fire Department Analyst, **(\$1,300)** one thousand three hundred dollars. (based on 10 hours per week, 20 hours bi-weekly)

The listed compensation is for the services described in this Agreement at 60 hours of combined weekly (120-hours bi-weekly) additional duties beyond current City employee contracted requirements.

If it is determined additional hours are needed the Board and the City will agree to reassess the needs on a case-by-case basis.

Additional Administrative Services:

The Parties may agree by written amendment to this Agreement to provide additional Administrative Services. (Information Technology, Fleet Maintenance, Human Resources).

Continuing Review of Provision for Fire Services:

The Executive Team agrees to meet with the Board and the Collective Bargaining Unit and review organizational methods to achieve further efficiencies in providing fire services, including, but not limited to, the reorganization of fire services consistent with the provisions of ORS 190 and the establishment of an ongoing Intergovernmental Agreement (IGA) or an Intergovernmental Entity (IGE).

General Agreement Conditions:

1. **Indemnity and Hold Harmless.** Both the City and the Board, as limited by ORS 30.260 to 30.300 (Oregon Tort Claims Act) and the Oregon Constitution Section XI(9), agree to indemnify, defend, and hold harmless each other and their officers, agents, and employees against all liability, loss, and costs arising from actions, suits, claims, or demands attributable in whole or in part to negligent, misconduct, or unlawful acts or omissions of the wrongful party in performance of this Contract. If the loss or claim results from joint concurrent negligence or other fault of either party, the loss or claim shall be apportioned based on the degree of negligence or fault attributable to each. City and Board's obligations under this paragraph shall survive the termination of this contract.
2. **Headings.** The headings in this Agreement are for convenience only and should not be construed as modifying or explaining the language in the section referred to.
3. **No Continuing Waiver.** No waiver of any term or condition of this Agreement shall be considered a continuing waiver thereof.
4. **Assignment.** This Agreement shall be assigned with the prior written consent of the other party. Any attempt to assign this Agreement without the prior written consent of the other party shall be void and of no force and effect.
5. **Notice.** Notices and communications among the Parties assigned by this Agreement shall be in writing. They shall be deemed to have been given when personally delivered or sent by United States Mail, overnight delivery, or facsimile to the addresses:

City of Ashland
City Manager
20 E. Main Street
Ashland, Oregon, 97520
Facsimile: 541-552-2059

District 5
Board of Directors
5811 S. Pacific Highway
Phoenix, Oregon, 97535
Facsimile: 541-535-4226

6. **Severability.** This Agreement is designed to remain enforceable even in the face of legal challenges. Should any part, term, or provision of this Agreement be determined by a court to be illegal or unenforceable, the remaining portions or provisions of this Agreement shall nevertheless be carried into effect.
7. **Governing Law; Jurisdiction and Venue.** The interpretation, validity, and enforcement of this Agreement shall be governed and interpreted by the laws of the State of Oregon. Any suit, claim, and legal proceeding of any kind related to this Agreement shall be filed with Jackson County Circuit Court.
8. **Integration.** This Agreement represents the sole and entire Agreement between the parties. It supersedes all prior agreements, negotiations, and discussions between the parties hereto and their respective counsel concerning the subject matter of this Agreement. Any change, modification, or amendment must be mutually agreed upon in writing.

Signatures next page

IN WITNESS HEREOF, the Parties have executed this Agreement in the County of Jackson, State of Oregon, dated _____ June 2024.

CITY OF ASHLAND

JACKSON COUNTY FIRE DITRICT 5

By: _____
Sabrina Cotta, Pro-Tem City Manager

By: _____
Greg Costanzo, Chairman

By: _____
Ralph Sartain, Fire Chief

By: _____
Marshall Rasor, Deputy Chief Operations

By: _____
Mark Shay, Fire Marshal

By: _____
Tom McGowan, Training & EMS Officer

By: _____
Emily Matlock, Senior Fire Department Analyst

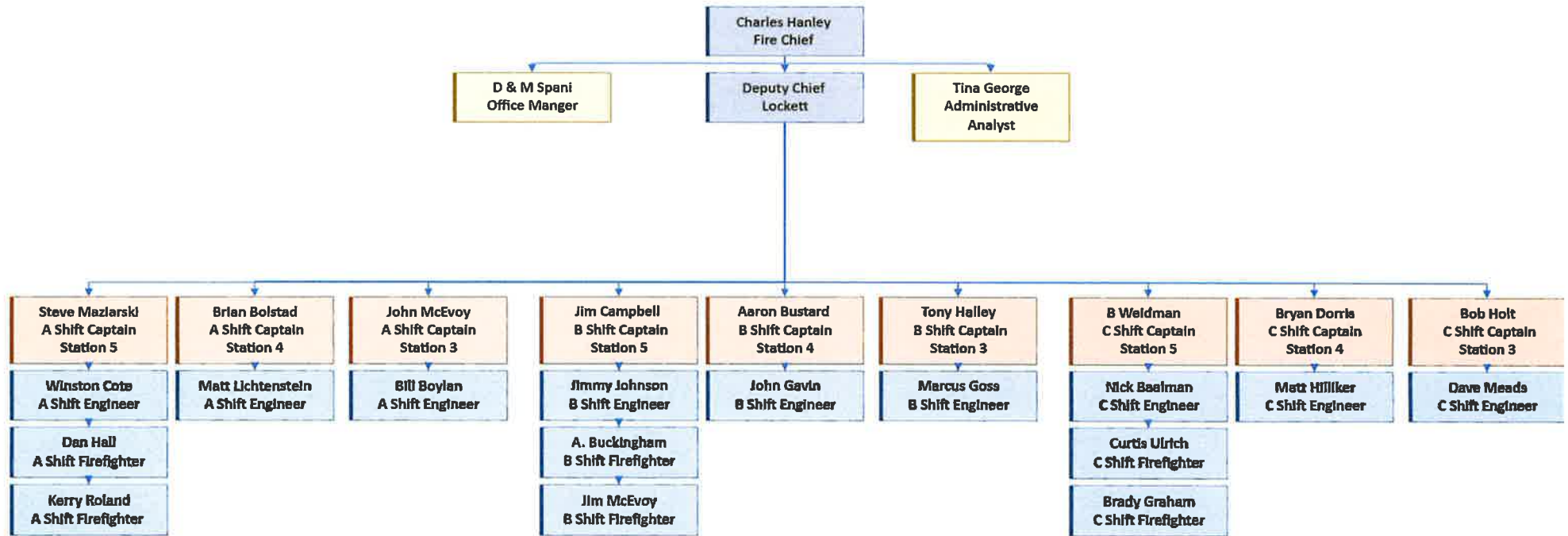
APPROVED AS TO FORM

APPROVED AS TO FORM

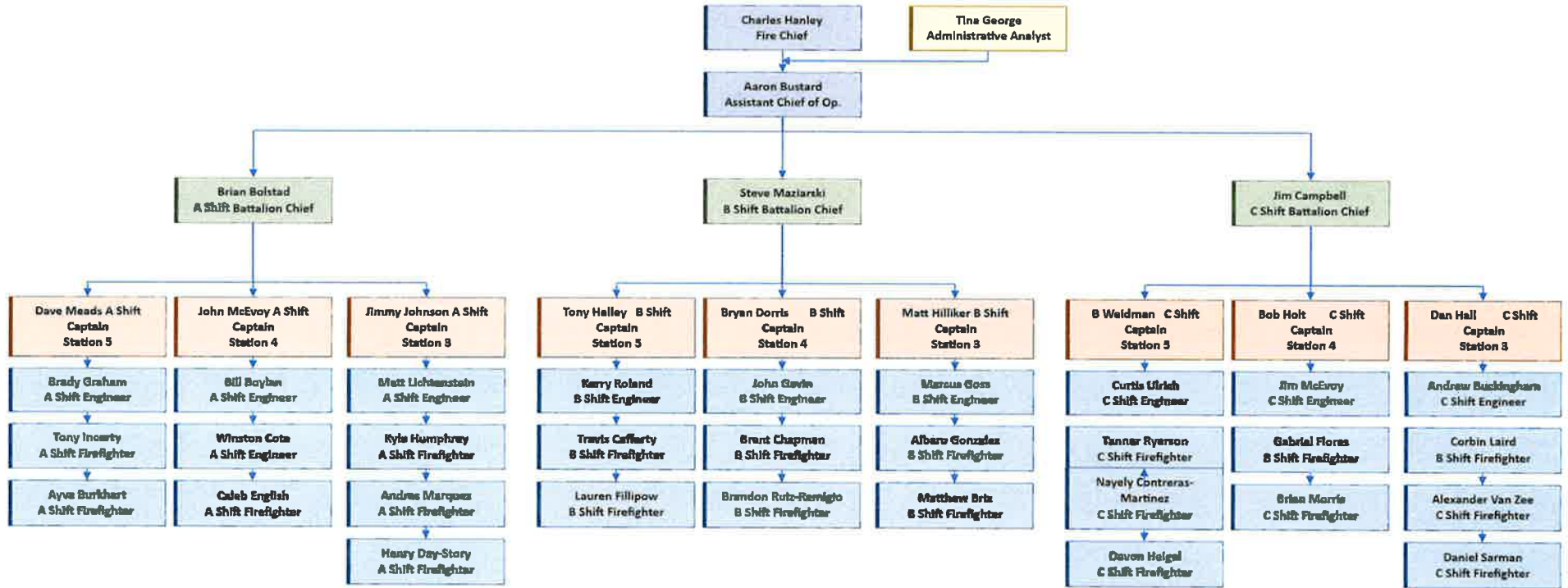
By: _____
City Attorney

By: _____
District General Counsel

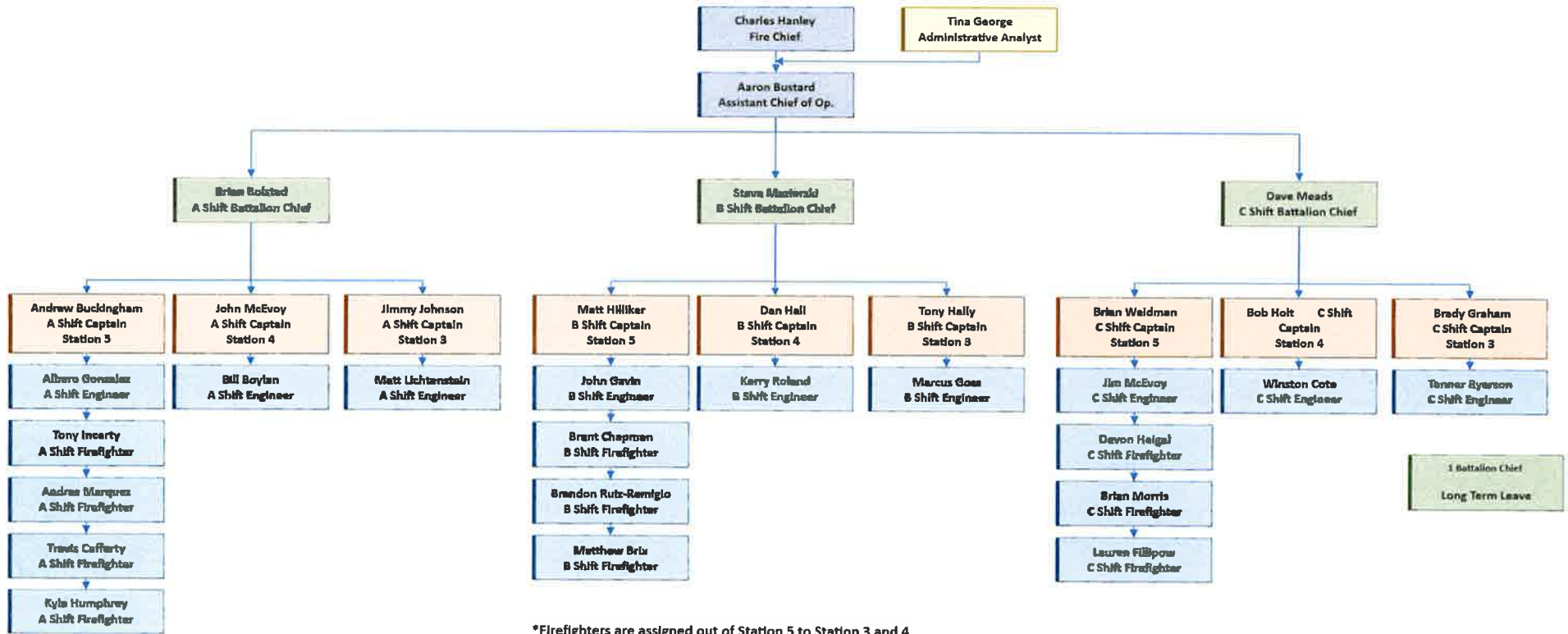
2018 Organizational Chart



2023 Organizational Chart



2024 (as of July 19th) Organizational Chart



2020 Career and Grant Funded Salaries

Employee	Salary/Position Pay Type	Base Salary	Batallion Chief Pay	Education	Leave Sell Back	OT - Emergency Backfill	Out of Class Captain	Out of Class Engineer	Strike Team OT	EMT-A	EMTB	EMTI	EMTP	Longevity	Medical Opt Out	Vacation Sellback-Fire Chief	TOTAL
Bolstad, Brian	Captain	99,819.81	2,323.76	0.00	0.00	19,336.10	0.00	0.00	0.00	0.00	0.00	3,676.93	0.00	3,364.31	0.00	0.00	128,520.91
Boylan, William B	Engineer	91,501.38	0.00	0.00	1,409.28	24,780.96	1,212.96	0.00	0.00	0.00	2,058.75	0.00	0.00	4,846.16	0.00	0.00	125,809.49
Buckingham, Andrew	Firefighter	82,518.71	0.00	0.00	0.00	23,469.71	0.00	5,885.10	0.00	0.00	0.00	0.00	5,744.15	1,602.04	0.00	0.00	119,219.71
Bustard, Aaron A	Capatin	99,819.81	2,228.16	0.00	1,537.44	25,581.30	0.00	0.00	0.00	0.00	0.00	0.00	5,744.15	3,364.31	0.00	0.00	138,275.17
Campbell, James N	Capatin	99,819.81	3,136.98	0.00	0.00	13,667.38	0.00	0.00	0.00	0.00	2,058.75	0.00	0.00	5,767.38	0.00	0.00	124,450.30
Cote, Winston T	Engineer	91,501.38	0.00	0.00	1,409.28	8,872.06	1,681.12	0.00	0.00	1,169.20	0.00	0.00	3,253.34	2,202.80	0.00	0.00	110,089.18
Dorris, Bryan S	Captain	99,819.81	0.00	0.00	1,537.44	9,656.04	0.00	0.00	0.00	0.00	0.00	3,676.93	0.00	4,325.54	0.00	0.00	119,015.76
Gavin, Jonathan	Engineer	91,501.38	0.00	0.00	0.00	26,570.68	876.47	0.00	0.00	0.00	0.00	3,676.93	0.00	2,202.80	0.00	0.00	124,828.26
Goss, Marcus E	Engineer	91,501.38	0.00	0.00	1,409.28	8,644.32	659.68	0.00	0.00	0.00	474.32	0.00	0.00	3,083.92	0.00	0.00	105,772.90
Graham, Brayden	Firefighter	83,183.22	0.00	0.00	1,281.12	6,321.26	0.00	4,827.24	0.00	0.00	474.32	0.00	0.00	2,002.55	0.00	0.00	98,089.71
Hall, Daniel J	Firefighter	82,699.94	0.00	0.00	0.00	22,850.50	2,849.44	2,111.97	9,607.20	0.00	0.00	0.00	5,744.15	1,602.04	0.00	0.00	127,465.24
Halley, Tony	Captain	99,819.81	76.80	0.00	1,537.44	20,272.88	0.00	0.00	0.00	0.00	0.00	3,676.93	0.00	3,364.31	0.00	0.00	128,748.17
Hanley Jr., Charles J	Fire Chief	147,289.40	0.00	2,292.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,490.00	0.00	10,744.51	161,816.07
Hilliker, Mathew	Engineer	91,501.38	0.00	0.00	1,409.28	8,915.73	2,920.68	0.00	0.00	0.00	474.32	0.00	0.00	2,202.80	0.00	0.00	107,424.19
Holt, Robert J	Capatin	99,819.81	1,575.36	0.00	0.00	26,205.82	0.00	0.00	0.00	0.00	0.00	3,676.93	0.00	4,325.54	0.00	0.00	135,603.46
Johnson, James	Engineer	91,501.38	0.00	0.00	0.00	14,349.51	3,551.10	0.00	11,557.88	0.00	0.00	3,676.93	0.00	1,762.24	0.00	0.00	126,399.04
Lichtenstein, Matthew	Engineer	91,501.38	0.00	0.00	0.00	6,879.69	525.35	0.00	0.00	0.00	0.00	3,676.93	0.00	2,643.36	0.00	0.00	105,226.71
Maziarski, Stephen R	Capatin	99,819.81	35,247.92	0.00	0.00	4,443.70	0.00	0.00	0.00	0.00	0.00	3,676.93	0.00	3,844.92	0.00	0.00	147,033.28
Maziarski, Tina MG	Administrative Assistant	32,441.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	335.00	0.00	0.00	32,776.31
McEvoy, James M	Firefighter	83,183.22	0.00	0.00	1,281.12	23,604.88	0.00	4,429.53	0.00	0.00	474.32	0.00	0.00	1,602.04	0.00	0.00	114,575.11
McEvoy, John B	Capatin	99,819.81	0.00	0.00	1,537.44	17,414.50	0.00	0.00	0.00	0.00	2,058.75	0.00	0.00	5,767.38	0.00	0.00	126,597.88
Meads, David P	Engineer	91,501.38	0.00	0.00	1,409.28	25,424.33	3,287.76	0.00	0.00	0.00	0.00	3,676.93	0.00	2,643.36	0.00	0.00	127,943.04
Roland, Kerry	Firefighter	83,183.22	0.00	0.00	1,281.12	23,927.19	0.00	5,261.25	0.00	0.00	474.32	0.00	0.00	2,403.06	0.00	0.00	116,530.16
Spani, Douglas	Business Manager	28,584.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	780.00	233.00	0.00	29,597.34
Spani, Melinda	Business Manager	49,645.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	780.00	1,165.00	0.00	51,590.44
Ulrich, Curtis R	Firefighter/Engineer	86,932.16	0.00	0.00	1,332.00	11,755.82	0.00	0.00	8,992.08	0.00	0.00	0.00	5,744.15	1,762.24	0.00	0.00	116,518.45
Weidman, Brian G	Captain	99,819.81	1,036.80	0.00	1,537.44	18,471.38	0.00	0.00	0.00	0.00	0.00	0.00	5,744.15	2,403.08	0.00	0.00	129,012.66
TOTAL		2,390,050.29	45,625.78	2,292.16	19,908.96	391,415.74	17,564.56	22,515.09	30,157.16	1,169.20	8,547.85	33,092.37	31,974.09	72,473.18	1,398.00	10,744.51	3,078,928.94

2023 Career and Grant Funded Salaries and Benefits

Employee Name	Position	Base Salary	Battalion Chief Pay	Eductional Incentive	Leave Sell Back	OT - Emergency Backfill	OT BOLI	OT Fema	Out of Class	Covid-19 Equity	Education	EMTB	EMTI	EMTP	Holiday Pay	Longevity	TOTAL
Bolstad, Brian	Battalion Chief	107,774.81	0.00	2,462.72	4,390.80	32,018.50	0.00	0.00	0.00	650.00	0.00	0.00	6,380.40	0.00	1,759.19	4,392.58	159,829.00
Boylan, William B	Engineer 3	89,434.15	0.00	0.00	3,628.80	32,447.76	0.00	0.00	3,048.90	650.00	0.00	2,239.25	0.00	0.00	1,451.40	5,445.35	138,345.61
Brix, Matthew R	FEMA FF	58,572.79	0.00	0.00	2,385.60	0.00	0.00	4,264.15	0.00	0.00	0.00	894.27	0.00	0.00	954.12	0.00	67,070.93
Buckingham, Andrew	Engineer	86,995.09	0.00	1,348.10	0.00	25,410.46	0.00	0.00	540.96	650.00	0.00	0.00	0.00	9,063.47	1,411.81	1,765.61	127,185.50
Burkhart, Ayva T	BOLI Apprentice FF	13,147.40	0.00	0.00	0.00	0.00	1,222.69	0.00	0.00	0.00	0.00	203.28	0.00	0.00	0.00	0.00	14,573.37
Bustard, Aaron A	Assistant Chief	118,552.20	0.00	894.40	6,969.60	32,067.72	0.00	0.00	0.00	650.00	0.00	0.00	0.00	9,063.47	0.00	4,831.84	173,029.23
Cafferty, Travis J	FEMA FF	58,572.79	0.00	0.00	2,385.60	0.00	0.00	7,645.50	0.00	0.00	0.00	894.27	0.00	0.00	954.12	0.00	70,452.28
Campbell, James N	Battalion Chief	107,774.81	0.00	0.00	4,390.80	20,110.64	0.00	0.00	0.00	650.00	0.00	2,239.25	0.00	0.00	1,756.19	6,588.87	143,510.56
Chapman, Brent M	FEMA FF	58,572.79	0.00	0.00	2,385.60	0.00	0.00	1,713.55	0.00	0.00	0.00	0.00	0.00	0.00	954.12	0.00	63,626.06
Contreras Martinez, Na	BOLI Apprentice FF	58,572.79	0.00	0.00	0.00	0.00	2,263.00	0.00	0.00	0.00	894.40	1,688.44	0.00	0.00	954.12	0.00	64,372.75
Cote, Winston T	Engineer	89,434.15	0.00	894.40	3,628.80	22,593.13	0.00	0.00	657.00	0.00	0.00	4,591.73	0.00	0.00	1,451.40	2,722.68	125,973.29
Day-Story, Henry J	FEMA FF	2,118.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	33.89	0.00	0.00	0.00	0.00	0.00	2,151.93
Dorris, Bryan S	Captain	97,977.10	0.00	929.30	3,991.20	10,848.04	0.00	0.00	0.00	650.00	0.00	0.00	6,380.40	0.00	1,596.54	4,991.57	127,364.15
English, Caleb J	FEMA FF	58,572.79	0.00	0.00	2,385.60	0.00	0.00	8,675.45	0.00	0.00	894.40	1,688.44	0.00	0.00	954.12	0.00	73,170.80
Fillipow, Lauren C	BOLI Apprentice FF	58,572.79	0.00	0.00	0.00	0.00	9,543.21	0.00	0.00	0.00	1,348.10	1,688.44	0.00	0.00	954.12	0.00	72,106.66
Flores, Gabriel A	BOLI Apprentice FF	29,668.61	0.00	0.00	0.00	0.00	2,487.21	0.00	0.00	0.00	440.57	203.28	0.00	0.00	0.00	0.00	32,799.67
Gavin, Jonathan	Engineer	89,434.15	0.00	1,348.10	3,628.80	24,166.28	0.00	0.00	2,251.42	0.00	0.00	0.00	6,380.40	0.00	1,451.40	2,722.68	131,383.23
Gonzalez, Albaro A	FEMA FF	74,962.99	0.00	0.00	3,050.40	0.00	0.00	17,463.14	5,034.08	0.00	894.40	0.00	0.00	0.00	1,220.06	0.00	102,625.07
Goss, Marcus E	Engineer	89,434.15	0.00	0.00	3,628.80	1,382.71	0.00	0.00	1,663.13	0.00	0.00	1,688.44	0.00	0.00	1,451.40	3,630.23	102,878.86
Graham, Brayden	Engineer	86,995.09	0.00	0.00	0.00	1,320.57	0.00	0.00	2,961.90	650.00	0.00	1,688.44	0.00	0.00	1,411.81	2,648.42	97,676.23
Hall, Daniel J	Captain	95,414.15	0.00	1,348.10	3,882.00	56,537.77	0.00	0.00	0.00	650.00	0.00	0.00	0.00	9,063.47	1,552.99	1,942.18	170,390.66
Halley, Tony	Captain	97,977.10	1,544.00	0.00	3,991.20	24,153.13	0.00	0.00	0.00	650.00	0.00	0.00	6,380.40	0.00	1,596.54	3,993.26	140,285.63
Hanley Jr., Charles J	Fire Chief	191,621.15	0.00	4,526.73	22,684.50	0.00	0.00	0.00	23,214.80	650.00	0.00	0.00	0.00	0.00	0.00	3,552.51	246,249.69
Heigel, Devon V	BOLI Apprentice FF	58,572.79	0.00	0.00	2,385.60	0.00	5,340.85	0.00	0.00	0.00	894.40	1,519.04	0.00	0.00	954.12	0.00	69,666.80
Hilliker, Mathew	Captain	95,414.15	0.00	0.00	3,882.00	14,803.11	0.00	0.00	0.00	650.00	0.00	1,688.44	0.00	0.00	1,552.99	2,427.72	120,418.41
Holt, Robert J	Captain	97,977.10	159.84	894.40	0.00	32,487.07	0.00	0.00	0.00	650.00	0.00	0.00	6,380.40	0.00	1,596.54	4,991.57	145,136.92
Humphrey, Kyle M	FEMA FF	74,962.99	0.00	0.00	0.00	0.00	0.00	10,875.66	3,246.02	0.00	894.40	0.00	0.00	0.00	1,220.06	0.00	91,199.13
Incerty, Anthony D	FEMA FF	74,962.99	0.00	0.00	0.00	977.28	0.00	11,666.87	4,074.23	0.00	0.00	1,688.44	0.00	0.00	1,220.06	0.00	94,589.87
Johnson, James	Captain	95,414.15	714.42	2,462.72	3,882.00	21,049.37	0.00	0.00	0.00	650.00	0.00	0.00	6,380.40	0.00	1,552.99	2,427.72	134,533.77
Laird, Corbin L	FEMA FF	58,572.79	0.00	0.00	2,385.60	0.00	0.00	4,092.95	0.00	0.00	894.40	1,485.16	0.00	0.00	954.12	0.00	68,385.02
Lichtenstein, Matthew	Engineer	89,434.15	0.00	894.40	3,628.80	9,570.40	0.00	0.00	2,319.95	650.00	0.00	0.00	6,380.40	0.00	1,451.40	3,176.46	117,505.96
Marquez, Andres G	FEMA FF	58,572.79	0.00	0.00	2,385.60	0.00	0.00	7,119.20	0.00	0.00	894.40	1,688.44	0.00	0.00	954.12	0.00	71,614.55
Maziarski, Stephen R	Battalion Chief	107,774.81	0.00	0.00	4,390.80	15,814.56	0.00	0.00	0.00	650.00	0.00	0.00	6,380.40	0.00	1,756.19	4,392.58	141,159.34
Maziarski, Tina MG	Administrative Analyst	78,551.20	0.00	0.00	4,666.80	2,225.88	0.00	0.00	0.00	650.00	0.00	0.00	0.00	0.00	0.00	1,617.82	87,711.70
McEvoy, James M	Engineer	86,995.09	0.00	894.40	3,529.20	22,608.29	0.00	0.00	0.00	650.00	0.00	1,688.44	0.00	0.00	1,411.81	2,207.02	119,984.25
McEvoy, John B	Captain	97,977.10	0.00	0.00	3,991.20	49,644.96	0.00	0.00	0.00	650.00	0.00	2,239.25	0.00	0.00	1,596.54	5,989.89	162,088.94
Meads, David P	Captain	95,414.15	1,477.44	1,348.10	0.00	35,753.82	0.00	0.00	0.00	650.00	0.00	0.00	6,380.40	0.00	1,552.99	3,398.81	145,975.71
Morris, Brian J	FEMA FF	71,298.44	0.00	0.00	0.00	0.00	0.00	3,177.98	0.00	0.00	0.00	1,688.44	0.00	0.00	1,173.72	0.00	77,338.58
Roland, Kerry	Engineer	86,995.09	0.00	0.00	3,529.20	25,319.09	0.00	0.00	0.00	650.00	0.00	1,688.44	0.00	0.00	1,411.81	3,089.82	122,683.45
Ruiz Remigio, Brandon	FF Apprentice - BOLI	58,572.79	0.00	0.00	2,385.60	0.00	15,003.85	0.00	0.00	0.00	894.40	1,688.44	0.00	0.00	954.12	0.00	79,499.20
Ryerson, Tanner S	FEMA FF	74,962.99	0.00	0.00	0.00	12,432.44	0.00	4,380.83	5,851.48	0.00	894.40	1,688.44	0.00	0.00	1,220.06	0.00	101,430.64
Sarman, Daniel	FF Apprentice - BOLI	58,572.79	0.00	0.00	2,385.60	0.00	8,272.42	0.00	0.00	0.00	894.40	0.00	0.00	0.00	954.12	0.00	71,079.33
Ulrich, Curtis R	Engineer	89,434.15	152.40	894.40	3,628.80	14,806.65	0.00	0.00	4,299.39	650.00	0.00	0.00	0.00	9,063.47	1,451.40	1,815.12	126,195.78
Van Zee, Alexander V	FF Apprentice - BOLI	4,236.08	0.00	0.00	0.00	0.00	13.76	0.00	0.00	0.00	67.76	67.78	0.00	0.00	0.00	0.00	4,385.38
Weidman, Brian G	Captain	97,977.10	2,448.24	894.40	3,991.20	14,845.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,063.47	1,596.54	2,994.94	133,811.63
Total		3,532,797.56	6,496.34	22,034.67	128,456.10	555,395.37	44,146.99	81,075.28	59,163.26	13,650.00	10,834.32	38,526.28	57,423.60	45,317.35	50,371.15	87,757.25	4,733,445.52