

CHARLESTON FIRE DISTRICT

92342 Cape Arago Hwy., Coos Bay, OR. 97420-8745

“WE’RE HERE FOR LIFE”

Notice of a Regular Meeting

A **Regular** meeting of the Board of Directors of the Charleston Rural Fire Protection will be held on **December 11, 2019** at the Barview Fire Station, 92342 Cape Arago Highway, at **7:00 PM**. THIS IS A PUBLIC MEETING AND THE PUBLIC IS INVITED. Regular Business meeting is called to order in accordance with ORS192.610 to 192.690. This meeting may be recorded.

REGULAR MEETING

Call meeting to order, Flag salute, and Rollcall

Consent Agenda: (items will be approved by a single motion unless the Board wants to address a single item separately during the meeting).

Approval of minutes of: Regular meeting dated November 20, 2019

Financial: Approval of the statements of revenue and expense & check register

Reports & Correspondence

Administrative report: Alarm and drill statistics & operations report

Unfinished Business

Additional Unfinished Business:

Any business that is required to come before the Board that has arisen since the posting of the agenda

New Business

Policy change Harassment policy/ Resolution 19-011

Return from retirement agreement

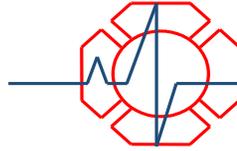
Chief Sneddon requested to review the return from retirement agreement due to changes in the PERS requirements

Additional New Business

Any business that is required to come before the Board that has arisen since the posting of the agenda

Good of the Order

Adjournment



CHARLESTON FIRE DISTRICT

92342 Cape Arago Hwy., Coos Bay, OR. 97420-8745

“WE’RE HERE FOR LIFE”

These minutes are a draft until adopted by the Board of Directors and signed by the Board Secretary.

November 20, 2019

Charleston Rural Fire Protection District **Regular Meeting** of the Board of Directors

Called to Order: 7:00 PM

Flag Salute

Roll call:

Present: Roy Holland, Ed Powers, Heide Cummings, Dave Richards, Kim Davidson

Absent: Kim Davidson

Staff Present: Chief Mick Sneddon, Legal Counsel Jane Stebbins, Firefighter Zach Breikreutz

Consent Agenda:

1. Minutes of the prior meeting: Regular meeting October 16, 2019
2. Financial: Approval of the statements of revenue and expense & check register

Petty Cash	\$ 100.00
Operating	\$ 6,916.37
Prime	\$ 46,099.87
LGIP Acct 1	\$ 7,454.54
Total Operating	\$ 60,570.78
BERF	\$ 111,935.06
Debt Service	\$ 13,931.75
Total All Funds	\$ 186,437.59

Motion: Ed Powers, 2nd by Heide Cummings to approve the consent agenda as amended by this motion.

Discussion: Dave Richards noted a minute’s correction as he was not at the October meeting.

Motion Carried by Unanimous Decision

Administrative:

Chief gave the report

Chief Sneddon requested to move the meeting in December to the 11th for due to medical procedure scheduling for himself.

The Board approved the move by a consensus decision

UNFINISHED BUSINESS:

Cost Recovery

Chief Sneddon elected to pull the decision on EF Recovery citing contract agreement issues. He is reviewing other vendors at this time. There was a discussion on the updating of the policies and resolutions for the cost recovery. Legal counsel noted a public hearing would be required for those updates and will occur in a future meeting.

Additional Unfinished Business:

None

NEW BUSINESS

Policy Change for Volunteer reimbursement schedule and Resolution 19-010 policy change

Chief reviewed the proposal which is a housekeeping item in that it gives the volunteers options on receiving their incentive checks. They have the option of monthly, quarterly, semi-annually and annually. They can also only decide in December each year.

RESOLUTION 19-009: POLICY CHANGES

A RESOLUTION ADOPTING REVISIONS TO THE CHARLESTON FIRE DISTRICT POLICY

RECITALS

1. **WHEREAS**, in order to carry out its authorized function of fire protection and precaution pursuant to the authority granted by ORS §§ 478.010 *et seq*, it is necessary for the protection of the health, safety and general welfare of the District and the District members, that the Charleston Fire District adopt the following resolution; and
2. **WHEREAS**, updating and amending the District Policy is necessary; and
3. **WHEREAS**, the Policy attached herein as Exhibit A is intended to provide a comprehensive policy for the Fire District in all sections of the Policy Manual; and
4. **WHEREAS**, the Board has reviewed and approved the attached Policies (attached as Exhibit A and incorporated herein)

NOW, THEREFORE, IT IS HEREBY RESOLVED AS FOLLOWS:

1. The above recitals are true and accurate and are incorporated herein by this reference.
2. The Charleston Fire District hereby adopts the updated policy set forth in Exhibit A attached to this resolution and directs Staff to incorporate the changes into the District's Policy documents.

Passed by the Board of Directors this 20th day of November, 2019

Exhibit A

ARTICLE XIV Compensation, Reimbursement & Incentives

SECTION 2. CALL AND DRILL REIMBURSEMENT

A. Reimbursement will be on a monthly basis and paid as follows:

The District will pay each Volunteer \$10.00 per call meeting the criteria for the call out and \$10.00 per drill attended at a maximum of 1 drill per week. Drills include any formal training supported by the District.

B. The District will pay the reimbursement on the following schedules as selected by each member. These options can only be changed in December each year and at the time of becoming a Volunteer.

Option 1: paid monthly on the 10th of the following month

Option 2: paid quarterly on the 10th of March, June, September and December

Option 3: Paid semi-annually on the 10th of June and December

Option 4: Paid annually on the 10th of December

Motion: Ed Powers, 2nd by Heide Cummings to adopt Resolution 19-010 Policy change for volunteer incentive pay schedule.

Discussion: Allan Taylor asked if this effects the budget, Chief noted it will not.

Motion Carried by a unanimous vote

Grant Purchase approval

Chief Sneddon and Deputy Chief Kemmerle discussed the purchase of wildland gear on a 50% match grant. The gear as displayed showing the difference between the lowest bid and the gear we are requesting. The gear provided through Mallory Company meets our needs and is dual purpose gear with more add-ons that the other less expensive gear.

COST ABSTRACT		Vendors & bid amounts			
11/18/2019		The Fire Store	Mallory Safety Equipment	Public Safety Center	Seawestern
Quantity	item/project				
12 sets	Dual use protective clothing	\$7,932.00	\$8,184.00	\$5,952.00	\$9,204.00
		Dual use for wildland and rescue tech	Dual use for wildland and rescue tech	Wildland Fire use only	Dual use for wildland and rescue tech

Motion: Kim Davidson, 2nd by Ed Powers to approve the grant purchase from Mallory Safety Equipment for the wildland/ rescue clothing in the amount of \$8,184.00

Discussion: none

Motion Carried by a Unanimous Vote

Surplus 1997 Ford F250

Chief requested to surplus the 1997 Ford F250 and sell Chemult RFPD for \$1,500.

Motion: Kim Davidson, 2nd by Ed Powers to declare the 1997 Ford F250 Pickup surplus and approve the sale to Chemult RFPD for \$1,500.

Discussion: none

Motion Carried by a Unanimous Vote

Additional New Business:

None

GOOD OF THE ORDER:

- A. Ed Powers, Dave Richards from the Board FF Tina Powers attended the 2019 Oregon Fire Service Conference. Chief Sneddon is attending day 1 only. Attendee's briefed on the topics of the conference.
- B. The District Christmas dinner is scheduled for December 4th at 6pm
- C. President Holland commented he was impressed with the Trunk or Treat, he attended with a handicap member of his family and was allowed to park so that person could see the event.

President Holland adjourned the meeting at 7:50 PM

Secretary of the Board

EXPLANATION OF BOARD PACKET

Reports & Correspondence

Financial: statements of revenue and expense & approval of check register

Current Meeting Financial Summary
(Ending Last Day of November, 2019)

Petty Cash	\$ 100.00
Operating	\$ 51,345.10
Prime	\$ 10,705.44
LGIP Acct 1	\$ 492,906.48
Total Operating	\$ 555,057.02
BERF	\$ 162,068.03
Debt Service	\$ 15,413.17
Total All Funds	\$ 732,538.22

**Budget Summary incomes
verses expenditures:**
Ending Last Day of November
for Fiscal Year 2019/2020

Revenues	
Other Revenues	\$ 16,584.85
Prior Taxes	\$ 5,765.84
Taxes	\$ 4,325.04
Total Income General Fund	\$ 26,675.73
Income BERF/ Debt Service	\$ 1,280.83
Total income all Funds	\$ 27,956.56
Expenses	
Personal Services	\$ 172,845.33
Materials and Services	\$ 76,232.92
Capital outlay	\$ -
Total Expenditures	\$ 249,078.25
Transfers to BERF	\$ -
BERF M&S Equip Repair	\$ -
BERF M&S Building Repair	\$ -
BERF M&S Other	\$ -
BERF Equipment	\$ 3,000.00
BERF Building	\$ -
BERF Total Expenditures	\$ 3,000.00
Transfers to Debt Service Fund	\$ 13,900.00
Debt Service Fund	\$ 124,660.27
Total Expenditures all funds	\$ 376,738.52

Administrative report: Alarm and drill statistics & operations report

ACTIVITY REPORT

Call volume for the fire district this month is as follows:

2019	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Fires	0	1	3	4	1	2	3	2	4	5	1		26
EMS	50	48	47	52	41	44	44	55	57	62	32		532
MVC/Rescue	5	3	2	5	3	3	6	8	2	1	2		40
Burn Complaints	4	3	3	2	4	2	2	8	5	6	9		48
Good Intent	1	2	0	2	2	2	9	3	5	5	4		35
Monthly Total	60	57	55	65	51	53	64	76	73	79	48		681
Year to Date	60	117	172	237	288	341	405	481	554	633	681		

2018	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Fires	6	7	3	3	4	1	4	8	6	9	6	5	62
EMS	54	48	54	41	35	57	57	54	36	24	53	38	551
MVC/Rescue	4	6	6	3	1	4	2	4	3	2	1	3	39
Burn Complaints	2	1	0	2	4	4	1	0	2	2	6	6	30
Good Intent	2	0	1	6	1	5	2	2	1	2	3	6	31
Monthly Total	68	62	64	55	45	71	66	68	48	39	69	58	713
Year to Date	68	130	194	249	294	365	431	499	547	586	655	713	

Last Month: Average calls per day: 30 days, 48 calls equals 1.60 calls per day

Total Calls by Month

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Sub-total	Total
2019	60	57	55	65	51	53	64	76	73	79	48		681	681
2018	68	62	64	55	45	71	66	68	48	39	69	58	655	713
2017	64	54	70	63	65	59	62	65	75	70	61	67	708	775
2016	59	49	53	69	64	82	50	57	55	54	58	58	650	708
2015	69	61	52	60	71	55	60	81	66	71	53	72	699	771
2014	56	55	36	54	81	36	55	62	55	76	39	52	605	657
2013	39	35	52	44	44	40	51	57	42	64	48	60	516	576
2012	65	48	54	48	51	61	49	46	34	46	34	38	536	574
2011	48	41	35	55	45	36	44	71	70	56	50	51	551	602
2010	45	39	41	30	38	44	51	58	40	56	35	46	477	523
2009	40	34	40	49	53	51	60	54	53	45	39	46	518	564
2008	53	34	33	58	48	45	48	60	45	50	31	43	505	548
2007	50	42	64	60	57	51	62	63	47	48	41	68	585	653
2006	53	51	39	40	55	57	60	41	36	45	42	48	519	567
avg	55	47	49	54	55	53	56	61	53	57	50	54	586	

Training Report, November 2019

This report is an account of weekly, joint and special training completed by members of the Charleston Rural Fire Protection District during November, 2019.

Weekly Training:

1. Engine Company Evolutions (Pump / Hose, Tender evolutions)
2. Mobile Water Supply (Tender Operations).
3. Multi Company Drills (Crews will be assisting SWOCC Fire Science Program)
4. Crews are drilling with Coos Bay Fire Department Station 2 (Empire Station)
5. In-house EMS drills. (Medical Assessment and Trauma Care)

Joint Training:

1. Multi Company Haz-Mat Drill (Consortium training @ Coos Bay with North Bend and North Bay Fire Departments)
2. Rope Rescue Training with North Bend, Coos Bay and North Bay at SWOCC

Special Training:

1. Coos County Peer Support (Kemmerle).
2. SWOFCOA (Kemmerle)
3. Safety Committee
4. Flammable Liquids and Gas Training (Classroom and Hands-On)

Public Relations:

1. Shore Acres hanging of the Butterfly Lights
2. Public Education (Fire Safety talks and education) @ Tribal Head Start
3. Public Education (Fire Safety talks and education) @ Sunrise Head Start

There were **29** classes and **47.75** training hours completed in the month of September.

Respectfully submitted,

Deputy Fire Chief Kemmerle
12/03/2019

ADMINISTRATIVE REPORT

- A. Engine Refurb, I did a final on December 2nd. It should be on a truck headed home by the meeting and ready for delivery.
- B. The student program has been set up through the work of the student coordinator Nick Terrell where the students are rotating covering the station over the break. We have been receiving great comments from the college on the quality of our students. Nick under the direction of Captain Jeff Henderson has done an excellent job supervising the program.
- C. I am currently reviewing the guidelines on the debris burning program that have been written by Zach Breitzkreutz. We should roll out the permit program in February and expect a few months to get the community educated on the requirements.

Respectfully Submitted

Michael J. Sneddon, Fire Chief

Unfinished Business

No business proposed

Additional Unfinished Business:

Any business that is required to come before the Board that has risen since the posting of the agenda

New Business

Policy Change Harassment Policy/ Resolution 19-011

In accordance with House Bill 479, we have been required to update our harassment policy. With this change, the harassment policies have been in the personnel sections, I elected to move it to the Board Policy as it addresses all members of the organization including Board and committees. You will also find a signature page where ever member will now be required to sign that they have been given a proper access to the Policy manual and acknowledge understanding of said policies.

A RESOLUTION ADOPTING REVISIONS TO THE CHARLESTON FIRE DISTRICT POLICY

RECITALS

1. **WHEREAS**, in order to carry out its authorized function of fire protection and precaution pursuant to the authority granted by ORS §§ 478.010 *et seq*, it is necessary for the protection of the health, safety and general welfare of the District and the District members, that the Charleston Fire District adopt the following resolution; and
2. **WHEREAS**, updating and amending the District Policy is necessary; and
3. **WHEREAS**, the Board has reviewed and approved the attached Policies (attached as Exhibit A and incorporated herein)

NOW, THEREFORE, IT IS HEREBY RESOLVED AS FOLLOWS:

1. The above recitals are true and accurate and are incorporated herein by this reference.
2. The Charleston Fire District hereby adopts the updated policy set forth in Exhibit A attached to this resolution and directs Staff to incorporate the changes into the District's Policy documents.

Passed by the Board of Directors this 11th day of December, 2019

EXHIBIT A

The Section that was amended is as follows:

ARTICLE XIV Harassment Policy (in accordance with HB479)

SECTION 1 PURPOSE - STATEMENT PROHIBITING WORKPLACE HARASSMENT

- A. Charleston Fire District is committed to providing a work environment in which all individuals are treated respectfully. All employees of Charleston Fire District should have the expectation that they work in a professional environment and that Charleston Fire District promotes equal employment opportunities and prohibits unlawful discriminatory practices, including harassment.
- B. Charleston Fire District expects that all relationships among persons will be respectful and professional, free of bias, prejudice and harassment in the workplace, at work related event, or any activity coordinated by or through the organization.

SECTION 2: EQUAL EMPLOYMENT OPPORTUNITY

- A. Charleston Fire District is committed to fair employment practices and non-discrimination, including pay equity for all employees. We do not discriminate based on a protected class such as race, color, religion, sex, sexual orientation, gender identity or expression, age, disability, marital status, citizenship, national origin, genetic information, or any other characteristic protected by law including in the payment of wages or screen applicants based on their current or past compensation.

Section 3: POLICY

- A. This policy applies to all employees, elected officials, board or commission members, volunteers, interns and any other person we interact with in the course of accomplishing the work of the organization.
 - 1. This workplace harassment policy has been developed to ensure that all employees can work in an environment free from unlawful harassment, discrimination and retaliation. Charleston Fire District will make every reasonable effort to ensure that all concerned are familiar with these policies and are aware that any complaint in violation of these policies will be investigated and resolved appropriately.
- B. Discrimination, harassment and retaliation are not acceptable.
 - 1. Any employee who has questions or concerns about these policies should talk with our primary contact which is the Fire Chief as an alternative you may reach any of the Chief Officers.

SECTION 3: RETALIATION

- A. Charleston Fire District encourages reporting of all perceived incidents of discrimination or harassment. Reports of incidents of discrimination and harassment will be promptly and thoroughly investigated. We prohibit retaliation against any individual who reports discrimination or harassment or participates in an investigation of such reports.

SECTION 4: SEXUAL HARASSMENT

- A. Sexual harassment constitutes discrimination and is illegal under federal and state laws.
- B. For the purposes of this policy, “sexual harassment” is defined as unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature when, for example: a) submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s employment, b) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or c) such conduct has the purpose or effect of unreasonably interfering with an individual’s work performance or creating an intimidating, hostile or offensive working environment.
- C. Under Oregon Law sexual assault defined as unwanted conduct of a sexual nature that is inflicted upon a person or compelled through the use of physical force, manipulation, threat, or intimidation.

SECTION 5: HARASSMENT

- A. Harassment based on any other protected class is also strictly prohibited. For this policy, harassment is verbal, written or physical conduct that denigrates or shows hostility or aversion toward an individual because of his or her race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability, marital status, citizenship, genetic information, or any other characteristic protected by law, or that of his or her relatives, friends or associates, and that: a) has the purpose or effect of creating an intimidating, hostile or offensive work environment, b) has the purpose or effect of unreasonably interfering with an individual’s work performance, or c) otherwise adversely affects an individual’s employment opportunities.

SECTION 6: REPORTING AN INCIDENT OF HARASSMENT, DISCRIMINATION OR RETALIATION

- A. Charleston Fire District encourages individuals who believe they are being subjected to such conduct to promptly advise the offender that their behavior is unwelcome and to request that it stop. Often this action alone will resolve the problem. We recognize, however, that an individual may prefer to pursue the matter through complaint procedures.
- B. Charleston Fire District encourages reporting of all perceived incidents of discrimination, harassment or retaliation, regardless of the offender’s identity or position. Individuals who believe that they have been the victim of such conduct should discuss their concerns with a Chief Officer, or any line officer. See the complaint procedure described in section E.
- C. Following receipt of a complaint or concern management will follow-up every three months for one year to ensure no further concerns or retaliation are experienced. However, employees should not wait for the management follow-up to share related experiences. If an employee would like the follow-up to discontinue the follow-up process a request must be submitted in writing to the Fire Chief.

SECTION 7: COMPLAINT PROCEDURE

- A. Individuals who believe they have been the victims of conduct prohibited by this policy or believe they have witnessed such conduct should discuss their concerns with an officer if you are unable to reach the primary contact please reach out to the Fire Chief. We encourage employees to document the event(s), associated date(s), and potential witnesses.
- B. Charleston Fire District encourages the prompt reporting of complaints or concerns so that action can be taken quickly. Early reporting and intervention are very often the most effective method of resolving actual or perceived incidents of harassment. However, complaints and concerns may be brought forward within four years of the alleged violation. We encourage employees to document the events, associated dates, and potential witnesses.
- C. Any reported allegations of harassment, discrimination or retaliation will be investigated quickly. The investigation may include individual interviews with the parties involved and, where necessary, with individuals who may have observed the event(s) or may have other relevant knowledge.
- D. Charleston Fire District will maintain confidentiality throughout the investigatory process to the extent possible with acceptable investigation and appropriate corrective action.
- E. Misconduct constituting harassment, discrimination or retaliation will be dealt with appropriately. Responsive action may include training, referral to counseling or corrective action. Examples of possible corrective action may include a warning, written reprimand, reassignment, temporary suspension without pay, or termination as Charleston Fire District believes appropriate under the circumstances.
- F. False and malicious complaints of harassment, discrimination or retaliation, as opposed to complaints that, even if erroneous, are made in good faith, may be the subject of appropriate disciplinary action.
- G. We encourage employees to bring their concerns and complaints to the organization, and understand that, at times however, this may not be the choice of the employee. Below is a list of the external complaint options. Please reach out to the preferred choice to determine the appropriate timelines for their processes.
 - Oregon Bureau of Labor and Industries at the following web address:
https://www.oregon.gov/boli/CRD/Pages/C_Crcompl.aspx
 - Civil or Criminal Action. In these circumstances, a Notice of Claim must be provided to us in accordance with ORS 30.275.

SECTION 8: EMPLOYMENT AGREEMENTS

- B. No employee will be required or invited to sign an agreement requiring the non-disclosure of information related to discrimination or sexual assault as a condition of employment, continued employment, promotion, compensation or the receipt of benefits. An employee may request this type of agreement and, upon request, will be provided at least seven (7) days to change their mind.



District Policy Receipt Acknowledgment Form

As an employee of **The Charleston Fire District**, I acknowledge the following:

I have been provided a copy of, given access to the **Fire District policy manual including the Harassment and Whistleblower Policies**. I understand that the Policy contains important information. I have both read and understood the information in the Policy and have asked a Chief Officer for the clarification of any information I did not understand.

I acknowledge the Policy is neither a contract of employment nor a guarantee of specific treatment in any situation; that the organization has the right to change, modify, add to, substitute, eliminate, interpret, and apply, in its sole judgment and in accordance with the law this policy. I understand this Policy supersedes all prior policies, and understandings related to the subjects it contains.

The **Fire Chief with approval of the Board of Directors** are the only persons authorized to make changes to the Policy and all such changes must be in writing to be valid. Any changes to the content will be communicated to employees via official notices.

I understand that, unless stated otherwise in an employment contract, my employment relationship with the organization is “at-will” and either the organization or I can end the relationship at any time, with or without reason or notice. The Fire Chief under the direction of the Board of Directors is the only person who has the authority to enter into an employment contract, which must be in writing and signed by both parties to be valid.

I also acknowledge that before signing this form, I asked for and received clarification on any of the items discussed above that I did not understand.

Employee Signature

Date

Print Employee's Name

NOTE: This signed form should be inserted into each employee’s personnel file.

Return from Retirement agreement update

With the change in the laws regarding the return from retirement rules for full retirees such as myself, I plan to return to $\frac{3}{4}$ time in January and full time in July. Budgeting is the reason only $\frac{3}{4}$ time in January to June. In reviewing the work back program, I would like to make the following changes to better serve the District and myself.

2020 Mick Return from Retirement

A) Employee Agreement and wage and benefit agreement changes requested for initial agreement.

Key items:

1. Overtime: Salary Exempt from Overtime
2. Vacation accrual:
 - a. No accrual
3. Sick Leave Accrual:
 - a. No accrual
4. PERS: Retired, no PERS to be paid,
 - a. 19.21% is new rate effective July 1 (\$8.41/ hour)
5. Salary: Salary rate determined using current hourly rate.
6. Health Insurance
 - a. Health insurance to include medical, prescription, vision and dental shall be fully paid up to 85% per month as of January 1, 2020. Currently paid at 70%. The Employee shall be responsible for any amount above the cap through payroll deduction
 - b. Employee and spouse insurance
7. Cell phone reimbursement remains
8. \$40 per month

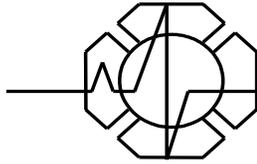
B) Work Schedule:

1. Salary based on 30 hours per week between January 1 and June 30, 2020 (3/4 time) \$1,307.10 per week (Note: PERS would have added \$252.30/ week)
2. Salary based on full time as of July 1, 2020 (full time) \$1,742.80 per week plus the cola scheduled for July 1. (Note: PERS would have added \$252.30/ week)
3. It is understood that there is no schedule, just a job to be done.

C) Estimated start date:

1. January 1, 2020

Proposed by Chief Mick Sneddon, December 2019.



CHARLESTON FIRE DISTRICT

92342 Cape Arago Hwy., Coos Bay, OR. 97420-8745

“WE’RE HERE FOR LIFE”

December 11, 2019

Michael Sneddon

Re: Return from Retirement (RFR) Program

Michael,

The Fire District would like to hire you back from retirement f1/4 time beginning January 1, 2020 and full time beginning July 1, 2020.

The following are the conditions of this agreement:

- Assigned to full time post retirement per year, working as the Fire Chief.
- Payroll will be based on $\frac{3}{4}$ time salary from January 1, 2020 to June 30, 2020 and Full time after July 1, 2020.
- There will be no paid vacation, sick leave, bereavement accruals, or any other paid leave during the RFR period. Unpaid sick leave will accrue and remain protected per Oregon Law. Needed leave from duty will be unpaid leave.
- During the RFR between January 1, 2020 and June 30, 2020 you will be compensated at **\$1,307.10** per week. Excluded are the PERS employer share, IAP, and longevity incentives.
- During the RFR after July 1, 2020 you will be compensated at **\$1,742.80** per week (plus scheduled cola's). Excluded are the PERS employer share, IAP, and longevity incentives.
- During the RFR period the District will continue to pay 85% for your current medical and dental coverage for Employee and Spouse (stipend).
- A \$40.00 per month cell phone use reimbursement will be paid the first of each month
- Social Security and Workers compensation insurance is the only other benefits that apply to this RFR Program.

Additional New Business:

Any business that is required to come before the Board that has risen since the posting of the agenda

Good of the Order

A) The OFDDA Fire Service Conference was a great educational conference

B)

C)