



## MINUTES

Mid- Columbia Fire and Rescue  
Board of Directors Meeting

Virtually Held

1400 W 8<sup>th</sup> Street, The Dalles, OR 97058

February 22, 2021

### 1. CALL MEETING TO ORDER

Board President David Jacobs call the February 22, 2021 meeting of Mid-Columbia Fire and Rescue to order at 5:30pm.

### 2. PLEDGE OF ALLEGIANCE

President Jacobs led the Pledge of Allegiance.

### 3. ROLL CALL

Directors present via video conference: David Jacobs, Dave Peters, Mike Cronin, and Diana Bailey. Dick Shaffeld attended in person at Mid-Columbia Fire and Rescue.

Staff present were: Fire Chief Bob Palmer, Division Chief David Jensen, Division Chief Jay Wood, Division Chief Fred Coleman, and Office Manager Stephanie Ziegler.

Others attending via video conference were: Tom Peachey Legal Counsel and Patrick Ryan.

Captain Nick Ryan, Nicole Ryan, Captain Steve Brown, Firefighter Noah Smith, Firefighter Ben Rudolph, and Firefighter Erik Wright also attended in person.

Chief Palmer read through Public Meeting Laws and ground rules per President Jacobs request.

### 4. AGENDA CHANGES

President Jacobs will be leaving the meeting virtually to attend the City Council Meeting at 6:00pm, he has asked Vice President Diana Bailey to continue to run the Board meeting



until he returns via video conference. President Jacobs also requested that Committee Reports and Financial Reports get moved up the Agenda.

## **5. MINUTES**

The Minutes for the January 25, 2021 Regular Board Meeting were approved with corrections.

## **6. PUBLIC COMMENT**

President Jacobs stated that he would accept Dan Hammel's email for Public Comment and will address Mr. Hammel's email during the Staff Salary Survey study under Old Business.

## **7. SWEARING-IN CEREMONY – CAPTAIN NICK RYAN**

Nick Ryan was officially sworn in as Fire Captain of Mid-Columbia Fire and Rescue by Fire Chief Bob Palmer. Chief Palmer read *A FIREFIGHTER'S AMBITION* before he officially swore in Nick Ryan. Nick's wife Nicole attended the swearing in and was there to pin his new badge on his uniform. Congratulations was extended to Nick on his appointment to Fire Captain.

## **8. COMMITTEE REPORTS**

- a. Urban Renewal Report – Director Cronin reported that during the Urban Renewal meeting the Council decided to demolish the old Tony's building instead of renovating. The cost would get to prohibited so the decision was made to have the building torn down. The committee is in the process of doing a cost analysis and an RFP for the demos. The 1<sup>st</sup> Street Project has not moved forward. The committee is still searching for a Project Manager. Urban Renewal received a clean audit for year 19/20 and had elections for their Board. Chair Grossman returns, Vice Chair is Darcie Long-Curtis and Secretary is Steve Kramer. There was no news on the Grant yet.
- b. Enterprise Zone Report – President Jacobs spoke about the Enterprise Zone and how there has been a lot of movement going on, however not with the Enterprise Zone but with a completely different project call the Strategic Investment Program. The company that builds must pay actual taxes based on the investment cost of the building like Google. President Jacobs included a spreadsheet showing the SIP Estimates and a Proposal detailing how the



program will work. He also talked about the Community Service Fee and the Guaranteed Annual Payment (GAP) program. President Jacob's asked the Board for a Consensus on his speaking points for the City Council Meeting that evening. The Board was all in agreement.

President Jacob's left Mid-Columbia Fire and Rescue's meeting at 6:00pm to attend the City Council Meeting. Vice President Bailey took over meeting.

## **9. FINANCIAL REPORTS**

- a. Cash Accounts Summary – No Comments were made.
- b. Ambulance Service Financial Report – Director Bailey asked why on the Ambulance chart the charges were not matching up with the Disallowed and the payments. The Pending Column shows a total of \$560,000. Director Bailey asked why those totals were not being moved into other columns. Chief Palmer stated that it usually takes at least 4 months for uncollected revenue to move to Collections. Director Bailey would like to see those funds moved out of the Pending fund and into other columns.

## **10. FIRE CHIEF'S REPORT**

- a. Incident Reports/911 Statistics – The Run Statistics show that we are ahead of where we were last year with 280 total runs for January of 2021 versus 230 runs from January 2020.
- b. Fire Chiefs Monthly Update – Attached to Board Packet
- c. Division Chief Jensen's Report – Attached to Board Packet, no comment was made.
- d. Division Chief Wood's Report – Attached to Board Packet, no comment was made.
- e. Division Chief Coleman's Report – Attached to Board Packet, no comment was made.
- f. Other items – Chief Palmer along with DC Jensen, DC Coleman, DC Wood and Board President Jacobs met with Google representatives to discuss their Fire Protection Plan for their next project to be constructed on the old Northwest Aluminum Plant property.

President Jacobs rejoined the meeting at 6:20pm.





## 11. CORRESPONDENCE

None

## 12. OLD BUSINESS

- a. President Jacobs read through Dan Hammel's email and addressed each of Mr. Hammel's concerns, which were:

1. Financial Stability of Community
2. Comparables
3. Captain Wage Determination
4. GAP – Captain, Division Chief, Lieutenant
5. Bargaining 2% retro wage
6. PER's – financial impact
7. Bond for Apparatus – to fully fund the Equipment Reserve
8. Wages – Salary increases

Mr. Hammel's email is attached as Public Comment and is attached to the board minutes.

- b. Information Sheet – Administrative Staff Salary Study. At the work session on January 5, 2021 the Board directed the Staff to do a feasibility study by incorporating a conceptual wage scale into our current and next fiscal year's budget. The breakdown on the Cost Savings was included in the Information sheet attached to the Board packet. President Jacob's went back over the Salary Survey spreadsheet that he brought up on-line for everyone to see. There was much discussion on how the wage should be determined for the Fire Chief, Assistant Chief and Division Chief. At the end of the discussion Legal Counsel Peachey asked why these numbers were not already a line item in the Budget Process. Peachey states that it is not up to the Board to determine the wage for the Fire Chief's employees. The Board was only to set the Fire Chief's wage through his contract during his annual review process. Peachey suggested that the Board make a motion to propose the salary from the wage scale for the Chief during his review and direct the Chief to follow the scale for the Assistant Chief and Division Chiefs wages. Peachey also stated the wage scale spreadsheet be attached to the minutes.

Director Peters moved and Director Bailey seconded that the Board be permitted, after and upon review of the Chief's annual performance, to set an annual salary for the Chief that did not exceed \$123,939.00. It was further moved and seconded that the Chief be empowered to modify the Assistant Chief



and Division Chief's annual salaries in accordance with the wage scale attached to these minutes. The Motion passed with 5 Ayes and 0 nays.

**13. NEW BUSINESS**

None

**14. EXECUTIVE SESSION**

- a. Adjourned to Executive Session at 7:27pm in accordance with ORS 192.660 (2)(b) to consider the dismissal or disciplining of, or to hear complaints or charges brought against a public officer, employee, staff member or individual agent who does not request an open hearing.

**15. RECONVENE TO REGULAR SESSION AT 7:35PM**

**16. SWEARING-IN CEREMONY – ASSISTANT FIRE CHIEF DAVID JENSEN**

David Jensen was officially appointed and sworn in as Assistant Fire Chief to Mid-Columbia Fire and Rescue by Fire Chief Bob Palmer. AC Jensen also received his pin, which Fire Chief Palmer performed. Congratulations were extended to Assistant Fire Chief Jensen.

**17. GOOD OF THE ORDER**

There was no further business to discuss.

**18. ADJOURNMENT**

The meeting was adjourned by President Jacobs at 7:40pm.

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Board President

Secretary/Treasurer