



MINUTES

Mid- Columbia Fire and Rescue
Board of Directors Meeting
In Person / Virtually Held
1400 W 8th Street, The Dalles, OR 97058
October 16, 2023

1. CALL MEETING TO ORDER

President Jacobs called the Mid-Columbia Fire and Rescue meeting to order at 5:33 p.m.

2. PLEDGE OF ALLEGIANCE

President Jacobs led the Pledge of Allegiance.

3. ROLL CALL

Directors Present: David Jacobs, Dick Schaffeld, Diana Bailey, Corey Case, and Walter Denstedt.

Staff Present: Fire Chief Bob Palmer, Assistant Chief David Jensen, Division Chief Jay Wood, Division Chief Josh Beckner, and Office Manager Stephanie Ziegler. Division Chief Fred Coleman was on vacation and excused.

Others Present: Legal Counsel Andrew Meyers.

4. AGENDA CHANGES

There were no agenda changes, however Chief Palmer did hand out updated copies of the Fire District Strategic Plan status update to the board members.

5. MINUTES

The minutes of the September 18, 2023, meeting stand approved as written.

6. PUBLIC COMMENT

None.

7. FINANCIAL REPORTS

- a. Balance Sheet/Combined Cash Accounts – There were no comments.
- b. Ambulance Service Financial Report – There were no comments.

8. COMMITTEE REPORTS

- a. Urban Renewal Report – Director Denstedt gave a report on the latest Urban Renewal meeting. Stated that the committee granted an extension on the tear down for the Tony's building. Director Denstedt also spoke about the Urban Renewal committee wanting to do a beautification project with the old Veteran's Service



Building downtown. Director Denstedt would like feedback from the board on what they think should be done with the building. Discussion followed.

9. FIRE CHIEF REPORT

- a. Fire Chief's Report – Chief Palmer read through his report that was included in the board packet, giving a more detailed update on each item.
- b. Monthly Report – AC Jensen. Included in board packet.
- c. Monthly Report – DC Beckner. Included in board packet.
- d. Monthly Report – DC Wood. Included in board packet.
- e. Monthly Report – DC Coleman. Included in board packet.
- f. Strategic Plan – Chief Palmer gave a brief update on the status of the Strategic Plan.

10. CORRESPONDENCE

Thank you card from Wonderworks regarding the "Touch a Truck" event.

11. OLD BUSINESS

None.

12. NEW BUSINESS

- a. Information Sheet – Lateral Hire MOU. Chief Palmer explained the purpose of the MOU which would amend the language of the CBA. Both the District and the Union would like to change the language addressing the level of compensation that a firefighter may be hired depending on their level of experience. Chief Palmer stated that to recruit and retain experienced people the District would like to bring them in at a higher step on the firefighter wage scale. Chief Palmer gave a more in-depth description of the MOU. Chief Jensen there was significant effort and coordination in drafting the MOU due to compliance with pay equity law. Chief Jensen explained more about the pay equity with the lateral hiring and how it would affect a current employee with the District. Discussion followed. Director Denstedt made a motion to ratify the lateral entry firefighter MOU. Director Bailey seconded. Once the motion was made and seconded, Chief Jensen noted the Union hasn't given their final feedback and approval on the MOU as yet and asked for clarification to determine if the board was ratifying the MOU as presented or if the Board is approving to authorize the Board President to sign on behalf of the Board if the Union's labor attorney came back with a change to the MOU of similar concept to the intent of the MOU language initially approved. Director Bailey stated her intention is to approve the MOU as presented. Director Denstedt stated he understood what Chief Jensen was stating, saying if the Union brought back something totally different then it would have to come back to the Board. Director Denstedt then asked if he needed to amend his motion. More discussion followed with Chief Palmer stating that if the Union is going to approve the MOU, they would need to approve it with the language



that the Board approved. If the Union makes changes, the revised MOU language would have to come back to the Board for consideration and ratification. After much discussion President Jacobs asked Director Denstedt to re-state his motion. Director Denstedt made a motion that the board vote to ratify the lateral firefighter MOU as it is written. Director Bailey seconded. All in favor: 5 Ayes, 0 Nays. Motion carried.

- b. Information Sheet – Surplus Property. Director Bailey made a motion to declare items noted on Exhibit “A” as surplus. Director Schaffeld seconded. All in favor: 5 Ayes, 0 Nays. Motion carried.

13. GOOD OF THE ORDER

Director Schaffeld asked about the status of the firefighters from the Tie Plant explosion. All Chief Palmer could say regarding the issue is that all of the firefighters have come back to work except for one.

14. ADJOURNMENT

President Jacobs adjourned the meeting at 18:19 p.m.

Board President

Board Secretary/Treasurer