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| <input checked="" type="checkbox"/> Robert Taylor, Board President | <input checked="" type="checkbox"/> John Tacy, Fire Chief |
| <input checked="" type="checkbox"/> Dale White, Vice President | <input checked="" type="checkbox"/> Mark Fitzwater, DC of Operations |
| <input checked="" type="checkbox"/> Wyatt King, Secretary/Treasurer | <input checked="" type="checkbox"/> Russell Duerr, DC of Training |
| <input type="checkbox"/> Matt Herb, Member | <input checked="" type="checkbox"/> Candace Hedding, Fire Marshal |
| <input checked="" type="checkbox"/> Robbe Boren, Member | <input type="checkbox"/> Ken Foster, Fire Marshal |
| | <input checked="" type="checkbox"/> Desiree Barker, Chief Administrative Officer |

CALL MEETING TO ORDER AT 5:30 PM

FLAG SALUTE

MINUTES

Agenda item # 1 – Approval of November 4, 2025 Board Meeting Minutes

Vice President White made a motion to approve the minutes as written, Secretary Treasurer King 2nd the motion.

Vote:

- Board President Taylor - Yea
- Vice President White - Yea
- Secretary/Treasurer King - Yea
- Member Herb - Absent
- Member Boren – Yea

Motion Approved.

CITIZEN COMMENTS

(Limited to 5 minutes per speaker)
There were no citizen comments.

NEW BUSINESS

Agenda Item #2 – Badge Pinning

Division Chief Duerr briefed the Board on the most recent academy.

- There were twelve (12) attendees, and all with perfect attendance. Six (6) graduates were LFD volunteers and were sworn in by Fire Chief Tacy.
- The graduates were Danny Anselmo, Makhia Batalgia, Jonathan Perkins, Josiah Simon, Tyler Williams, and Gracey Wascher.
- DC Duerr explained the significance of the yellow helmet being provided. It signifies the team member is cleared to enter a burning building.
- During their first post academy meeting, they responded to a structure fire.
- The celebration continued in the engine bay with cake.

Agenda Item #3 – 2024/2025 Financial Audit

FC Tacy explained the process for the financial audit.

- Scheduling conflicts prevented Accuity, LLC from attending the meeting, but they will attend January meeting.
- The board member audit book was distributed to the Board.

Agenda Item #4 – Annexation Requests

Fire Marshal Hedding informed the Board of the 6 annexation requests.

- FM Hedding provided an overview of the recently update annexation paperwork and informed the Board that an updated version is on the website.
- We are progressively working these through the approval process with the State and County.

Secretary/Treasurer King Motion to approve the six (6) annexation requests, Vice President White 2nd the motion.

Vote:

Board President Taylor - Yea

Vice President White - Yea

Secretary/Treasurer King - Yea

Member Herb - Absent

Member Boren – Yea

Motion Approved.

Agenda Item #5 – Board Workshop

Chief Tacy requested the Board to consider a Board workshop in February.

- SDAO's Jeff Griffith will attend with a presentation. His presentation will meet one of the criteria for an insurance savings.
- Chief Administrative Officer Barker will send a survey to the Board with possible dates to hold the Board workshop.

Agenda Item #6 – Community Wildfire Defense Grant IGA

Chief Tacy explained to the Sweethome IGA included in their packet. It is a 5-year grant awarded to Sweethome. The IGA does not require Board approval. The IGA was written by Oregon Law Group and contains a withdrawal clause that is standard language in IGA contracts.

REPORTS

Agenda Item #7 – Financial Report

CAO Barker briefed the Board on our revenues.

- Seventy percent (70%) of the property taxes have been received.
- Our ambulance revenue is up five percent (5%) over last year at this time.
- There are minimal receivables still in-house.

CAO Barker will review the financial statements in greater detail in the next few weeks.

Agenda Item #8 – Legislative updates

Chief Tacy updated the Board on a few legislative updates.

- Balanced billing will have some temporary rules introduced. It is effective January 1, 2026.
- We are providing our support on the HR1, Rural Healthcare transformation money attached to the Great Big Beautiful Bill. This may provide workforce money for EMS in rural areas.

- The state's majority party has shown an interest to pull away from the federal tax code. This is likely to have an impact, but there is no solid information at this time.
- Chief Tacy thanked the Board for the Oregon State Fire Chief's Association support. He wasn't selected to fill Retired Chief Rodondi's position, however, will have a spot for him elsewhere.
- Chief Tacy was selected to serve on the Rural Fire Protection District Funding Advisory Committee to provide recommendations for SB 452 passed in 2025.

Agenda Item #9 – Union Address the Board

Deputy Fire Marshal Adamson spoke on the Union's behalf.

- Union elections are this month. There may be new members next month.
- The Union is donating five hundred dollars (\$500) in toys for the Toys for Tots in addition to a load of dog food to support the Lebanon Soup Kitchen dog food drive.

Agenda Item #10 – Volunteers Address the Board

Lt Greg Chaffin stood for the volunteers but had nothing to report.

Agenda Item #11 – Fire Chief Report

Chief Tacy is committed to transparency, accountability, and vision.

- A vision board was discussed with the leadership team.
- The first 90 days is to establish trust, so meetings with paid staff from the bottom up is in progress. Approx 1/3 have attended a meeting.
- We are conducting a SWOT analysis with staff and intend to do so with the Board. This will set a roadmap to success.

Chief Tacy's two-hundred- (200) day plan is in motion. Communications, culture, department identity are important.

- We recognize we have had communication issues, so are opening the door for questions.
- The newest staff came before and during COVID, and when we built the Station. This contributed to preventing an understanding of who we are.
- Recognition of good works is important and will be given a higher priority.
- DCs will meet with the junior officers to provide expectations and encourage them to make decisions in the best interests of the District and the people we serve.
- Budget building and its review will begin, including new ideas.
- Contract negotiations is soon to be underway.
- The Master Plan and Strategic Plan will be updated with Retired Chief Sletmoe's assistance. He is now with the SDAO. We receive 8 hours from our membership with the SDAO for his help at no charge.
- After the Board workshop, shift meetings and volunteer meetings will include a State of the District to communicate the plan moving forward.
- Marketing is a large part of connecting with the public and is important. We will host a luncheon for Chamber in May.
- Family oriented events will be added.
- Releasing the Operations notes to all employees provides better communication. They were appreciated.

Chief Tacy will reassess after two hundred (200) days.

Station 34 roof

- SDAO inspected.
- A peel and peak will occur.
- Legal is prepped for action if we need them if we need to go after the bonding company.
- The roof should last at least two (2) years but should have lasted much longer.

New water lines being installed offer us a solution to the problems we've experienced using the pond out back of Station 34.

- The \$30,000 cost is approximately half when compared to 2 years ago.
- We will still have the well as a backup.
- Ongoing costs with the City is very low. The maintenance for the well and softening system, faucets, etc. cost more in maintenance and repairs.
- Releasing the Operations notes to all employees provides better communication. They were appreciated.

ADJOURN TO EXECUTIVE SESSION PER ORS 192.660(2)(d): TO CONDUCT DELIBERATIONS ON LABOR NEGOTIATIONS AT 6:30 pm

RECONVENE REGULAR SESSION 6:40 pm

OTHER AGENDA ITEMS

There were no other agenda items.

ADJOURN REGULAR SESSION AT 6:42 pm.



Robert Taylor, Board President



John Tacy, Fire Chief