

PHILOMATH FIRE & RESCUE

September 23, 2022

Location: Philomath Fire & Rescue

3:00 pm

Executive Session

ORS 192.660(2)(a) and 192.660(7) To consider the employment of an officer, employee, staff member, or agent

- I. ROLL CALL – The Philomath Fire & Rescue Board of Directors Executive Session was called to order by President Phillips at 15:00. Board members present were President Daphne Phillips, Vice President Rick Brand, Doug Edmonds, Treasurer Ken Corbin, and Joe Brier. Staff present was Office Administrator (OA) Lilee Rodriguez. The Board moved to Executive Session under ORS 192.660(2)(a) and 192.660(7) To consider the employment of an officer, employee, staff member, or agent.
- II. DISCUSSION
- III. ADJOURNMENT – Executive Session adjourned at 16:05

Special Session Board Meeting

- I. CALL TO ORDER/ROLL CALL – President Phillips called the Board of Directors Special Session to order at 16:15. All prior members were still present. Additional staff present included Fire & Life Safety Officer (FLSO) Rich Saalsaa.
- II. DISCUSSION –
Interim Chief Salary - Edmonds presented collected information relating to the demographics of comparable departments and their wages for their Fire Chief position. Edmonds discussed how he calculated his recommended range for the Fire Chief position of \$86,000 to \$99,000. Edmonds recommended \$92,500 to offer to Ferguson for his wage as the Fire Chief for the interim contract. Edmonds motioned to set Fire Chief interim contract rate at \$92,500. President Phillips seconded. Motion passed 5-0. President Phillips noted that this rate will be retroactive for Chief Ferguson, back to September 12, 2022.
- III. Proposed All Personnel Meeting – Chief Ferguson recommended that the Board move forward with this proposed meeting, providing some transparency of the Board's activities and actions. The Board members discussed some of the challenges of open communication, board agreement, and accountability. Chief Ferguson recommended the Board present a report. Phillips recommended discussing this further at the October meeting. The Board agreed that it would be helpful to have pre-written questions that they would be able to respond to at a public meeting, potentially saving individual members from over-promising or mis-stating the position of the Board and also establishing the responses in a very formal, official manner. The Board discussed the timing of their meeting as well as the Volunteer Association meeting and decided to present their written responses at the November Board meeting. Treasurer Corbin noted that he would like to ensure that a statement of appreciation of all the personnel from the Board be included in the Board's official statements.
- IV. ADJOURNMENT – Meeting adjourned at 16:49.