



## Philomath Fire and Rescue Volunteer Association, Inc

Association Report 11 April 2022

### **Volunteer Recruitment and Retention**

We continue our efforts on volunteer recruitment and retention. An ad hoc committee led by Dan Eddy has been formed with several members indicating their desire to participate. The current focus is on RV recruitment due to the immediate need, but we recognize the importance for long term volunteers to fill officer roles in the Department.

### **Year End Balance**

Due to the pandemic and the lack of in-person business meetings we have approximately \$7400 remaining balance in the activities budget line as of the end of March. We are working with Lillee to find the best place in the current budget to utilize the funds.

### **Training at the KV house burn**

We would like to recognize Capt. Saalsaa (IC); DC. Ferguson (Ops), Lts. Bovbjerg, Tegan, and Moser, Senior FF Anderson, FF Eddy (crew leaders/instructors), FF Kearn (Med), FF Leonard (Water), and Dave Wiger (Ret) (Safety) for planning and conducting outstanding training at the burn in cooperation with our Hoskins Kings Valley neighbors.

### **Tactical Pause**

The Association remains intent on the successful staffing of ST 202 in collaboration with Department leadership and the Union.

We are still in the tactical pause for staffing ST 202 with RV's. The pause was requested by the Association and the Union due to safety, training, and experience concerns; lack of operational guidelines; and logistical support issues for those assigned to St 202. We submitted the request for the pause to Chief Miller on 5 Feb. Association President Louden and Union Secretary Licon then met with Chief Miller and DC Ferguson on 7 Feb. and discussed the issue. We ended the meeting with agreeing that staffing ST 202 with an officer in addition to RV's would address our immediate safety concerns. We also agreed to look at DC Ferguson's 18-hour command class as part of the long-term training issue for non-officer crew leaders.

Chief Miller sent an email on 8 Feb. regarding our meeting that did not reflect the Association's or Union's memory of the conversation. Together, we responded with an email with our recollection of the meeting. Despite several requests from the Association and Union to meet and move forward with resolving the issues contained in the tactical pause, no meetings have occurred.

Although DC Ferguson has delivered a class that varied in length from 1 to 4 hours to most personnel on fire ground leadership, we do not agree it is adequate to address our concerns. We believe the required training, experience, and certifications for non-officer crew leaders needs to be carefully considered to ensure safe effective operations that have a high probability of success.

We have attached copies of the associated documents and emails.

### **Listening Session**

We appreciate Chief Miller allowing the members to address the short-term facility issues at St 202 at the business meeting of 5 April. The more we work together in planning for St202's 24/7 staffing, the better the outcome will be.

### **360 Review and Interviews**

We appreciate you reaching out to the membership and asking for our input. We have high hopes that you have heard us. The association is committed to helping the Department move forward in a cooperative, respectful, and effective manner to provide the best service possible to our district.

Respectfully submitted.

Andrew Louden  
President

Jessica Olsen  
Vice President

Jean Goul  
Treasurer

Stephany Vallancey  
Secretary

## 202 Tactical Pause Discussion

ⓘ You forwarded this message on Tue 2/8/2022 9:35 AM



Tom Miller

Tue 2/8/2022 5:56 AM

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To: Andrew Licon; Andy Louden; Chancy Ferguson

Cc: Rich Saalsaa; Scott Moser; Lindsay Taylor; Lillee Rodriguez; Viktor Bovbjerg; Marty Theurer; Trent Tegen **+1 other**

Gentlemen,

Thanks for meeting with yesterday on this topic. The Tactical Pause is over after our discussion, with some modifications.

Here is summary of what we agreed to:

1. DC Ferguson agreed to teach a class to all RVs on initial tactics and the incident command system. He already has created this class, it just needs to be updated to reflect Philomath Fire Operations. It is a few hour class and will also be taught to incoming RVs as they intake. This will ensure initiation of ICS and instill confidence in the RV's abilities. This class will be required for all Senior RVs that will be leading the charge at Station 202 or 203.
2. Manpower permitting, Station 202 will be staffed from 8-5, M-F with a qualified leader and an RV. A qualified leader is defined as "a member having at least Apparatus Operator, EMS Certification and DC Ferguson's Initial Tactics Class." These individuals will attend the morning meeting and drive 221 out for the day. Although, Andrew did state that he would like to be "compensated" if he was to cover this station. He was going to confer with union and let Chief Miller know the outcome. Chief Miller reminded him that LT. Taylor and LT. Moser were responsible for their stations and this would mean that every time they go out to them, they would receive extra pay. This is not in the current CBA and it is not believed that the budget can support this suggestion.
3. Chief Miller will work with the Volunteer Association and Local to improve the living quarters for the sleepers. It was agreed that this would take some time and is a work in progress.
4. Chief Miller provided 17 reasons why we are staffing Station 202 and would like to keep working toward the district's goals of providing personnel to this station.

I would like to thank everyone for bringing this to my attention and working through these items. I would like reiterate that verbal conversations ALWAYS work best over placing things in writing. In the future, scheduling an appointment with me and discussing things face to face will alleviate unnecessary stress. Case in point, This Tactical Pause was only in effect for 2 days (including a weekend). Lets keep the lines of communication open and talk things through before "grieving" things.

From this point forward, I am expecting FULL support from my leadership team for the Station 202 project and any questions that come up from the membership to be addressed in a positive light and in full support of the fire chief and fire district board of directors.

Thanks again,  
Chief Miller

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## Reasons to Staff 202

1. Covid Requires us to stay 6 feet part
2. We have lack of volunteers in the Wren Area
3. It removes 7 minutes off calls for service in that area
4. In 2017 the Board of Directors ordered me increase our Resident Volunteer Numbers which requires sleeping in substations.
5. The 2019 Master Plan states that we will staff 202 including a temporary residence
6. Cascadia Subduction Zone Earthquake is predicted and take the bridges on Highway 20 and others, leaving Wren as an island.
7. We have mutual/auto aid agreements with KV and Blodgett VFDs
8. It was ordered by the Chief on January 26<sup>th</sup>. And personnel are to follow the orders of their superiors.
9. We are in negotiations with HKV Board of Directors to form a fire authority and contract for service which will require a 202 response. In the agreement we will be receiving \$23,000 annually.
10. Creates a presence in the Wren Area
11. Daily and weekly checks of apparatus ensure safety and reliability of equipment
12. CFD responds with 2 in an ambulance with no officer
13. CFD Station 6 respond at night without an officer
14. Less than ¼ of the calls for service in this area are being responded to locally
15. Any response over 15 minutes is not an effective response.
16. Residence in the Wren area pay the same taxes as the rest of the districts
17. It's the right thing to do.
18. Its what you signed to do.

## RE: 202 Tactical Pause Discussion



Rich Saalsaa

Tue 2/8/2022 3:28 PM

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To: Tom Miller; Andrew Licon; Andy Louden; Chancy Ferguson

Cc: Scott Moser; Lindsay Taylor; Lillee Rodriguez; Viktor Bovbjerg; Marty Theurer; Trent Tegen **+4 others**

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164 KB

Chief Miller:

Thank you for meeting with Association representative President Louden and IAFF representative Licon on Monday afternoon. We appreciate your commitment to collaborate on the issues stated in our tactical pause request. As stated yesterday, having a qualified officer or AIC being assigned to Station 202 during daytime operations when staffing allows addresses our immediate safety concerns. We look forward to resolving all issues presented in our request with D/C Ferguson and you, including the appropriate training and qualifications of crews.

The Union will address any issues that directly affect them through a separate email so as to keep this communication focused on the tactical pause issues. We are including the list of 18 reasons to the respective people in this conversation as many are not able to attend the morning meeting. We are considering that the tactical pause is partially resolved until we complete the conversations needed as stated in your email that address all points in our original request.

We can come together again once there is a better understanding of D/C Ferguson's class and the additional plan to ensure there are performance measures achieved in the training that meets the goal of your vision of a qualified leader for 202 staffing. While we would prefer face to face meetings as you stated, there are time when scheduling and timing make that difficult to achieve. Thank you in advance for allowing this mode of communication as well.

Respectfully,

IAFF and Philomath Volunteer Association Executive Boards

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**From:** Tom Miller <[tom.miller@philomathfire.com](mailto:tom.miller@philomathfire.com)>

**Sent:** Tuesday, 8 February, 2022 05:56

**To:** Andrew Licon <[andrew.licon@philomathfire.com](mailto:andrew.licon@philomathfire.com)>; Andy Louden <[andy.louden@philomathfire.com](mailto:andy.louden@philomathfire.com)>; Chancy Ferguson <[chancy.ferguson@philomathfire.com](mailto:chancy.ferguson@philomathfire.com)>

**Cc:** Rich Saalsaa <[rich.saalsaa@philomathfire.com](mailto:rich.saalsaa@philomathfire.com)>; Scott Moser <[scott.moser@philomathfire.com](mailto:scott.moser@philomathfire.com)>; Lindsay Taylor <[lindsay.taylor@philomathfire.com](mailto:lindsay.taylor@philomathfire.com)>; Lillee Rodriguez <[lillee.rodriguez@philomathfire.com](mailto:lillee.rodriguez@philomathfire.com)>; Viktor Bovbjerg <[viktor.bovbjerg@philomathfire.com](mailto:viktor.bovbjerg@philomathfire.com)>; Marty Theurer <[marty.theurer@philomathfire.com](mailto:marty.theurer@philomathfire.com)>; Trent Tegen <[trent.tegen@philomathfire.com](mailto:trent.tegen@philomathfire.com)>; Paula Anderson (pjanders@peak.org) <[pjanders@peak.org](mailto:pjanders@peak.org)>

**Subject:** 202 Tactical Pause Discussion