

Mid Rogue Fire District Board Meeting: September 28, 2026

5:30 p.m. scheduled – Merlin Park Community Center

100 Acorn Street, Merlin, Oregon 97532

Live Streamed at www.youtube.com/@MidRogueFD

Rural Fire Protection District Attendance:

Directors Present: Randy Benetti Sr., Ralph Weidling, Vincent Ownbey, and Mark Jones. Tom McGowan was excused at the opening and later joined remotely via zoom during the recorded proceedings.

Staff Present: Executive Director Phil Turnbull; Administrative Assistant Kassie Austin

Recorder: Kassie Austin

1. Call to Order

The meeting was called to order at 5:30 p.m. A quorum was established. The board recited the Pledge of Allegiance.

2. Approval of Agenda

Director Benetti made a motion to approve the September 28, 2026 agenda as amended to remove Item 9(e), Employee Health Insurance Reimbursement, because it was already listed under Old Business. The motion was seconded by Director Weidling. Upon roll call: Director McGowan – Excused; Director Benetti – Yes; Director Weidling – Yes; Director Ownbey – Yes; Director Jones – Yes. Motion carried 4-0.

3. Approval of Minutes

Director Ownbey made a motion approve the September 14, 2026 meeting minutes as written. The motion was seconded by Director Benetti. Upon roll call: Director McGowan – Excused; Director Benetti – Yes; Director Weidling – Yes; Director Ownbey – Yes; Director Jones – Yes. Motion carried 4-0.

4. United Strategies Report

Isis Thornton-Saunders presented revisions to the messaging strategy and guide. The board requested stronger emphasis on the district's all-risk, all-hazard role, including structure fires, rescue, vehicle extrication and other emergency services. Members stressed the need to distinguish district services from ODF wildfire protection and to explain local governance and the district's role separately from its contracted service provider. Ms. Thornton-Saunders will work with staff to refine the language. A town hall was proposed for Phase Two, when funding questions could be addressed.

Isis Thornton-Saunders reviewed the Phase One public education plan for October through December, with Phase Two anticipated for January through April. Proposed recurring content includes Fireside Chats, fact-check graphics linked to website FAQs, Know Your District posts, director features, board agendas, and Ready Rogue preparedness tips. Approximately three social media posts per week are planned, beginning October 1. Full interview recordings will be available on the website, with shorter clips shared on social media. The board requested information about district boundaries and board membership.

The proposed Phase One budget totaled \$32,500: \$16,000 for two Every Door Direct Mail drops, \$7,000 for radio advertising, \$5,000 for print materials, promotional items and contingency, \$2,500 for social media advertising, and \$2,000 for newspaper placements. Each mail drop was estimated to reach approximately 15,500 residential addresses, with limited overlap outside district boundaries. Radio placements were proposed for KAJO, KMED, and KLDR.

The board discussed separating factual district education from future political action committee advocacy. Cheryl Azevedo Johnson described the Illinois Valley Fire District's experience and recommended requesting

Secretary of State Safe Harbor review of informational materials. Ms. Thornton-Saunders offered to confirm guidance regarding directors sharing content on personal accounts.

Director Ownbey made a motion to approve the Phase One budget presented by United Strategies and Consulting in the amount of \$32,500. The motion was seconded by Director Benetti. Upon roll call: Director McGowan – Yes; Director Benetti – Yes; Director Weidling – Yes; Director Ownbey – Yes; Director Jones – Yes. Motion carried 5-0.

United Strategies will proceed with vendor arrangements, radio scripts and social media production in coordination with district staff, and provide budget updates.

5. Charlie Phenix with Friends of Mid Rogue Fire District

Charlie Phenix presented a draft volunteer support proposal covering district operations support, public education and field support. The board discussed volunteer recruitment, applications and agreements, activity tracking, workers' compensation, and potential assistance with logistics, incident coordination and community events.

The board directed staff and Mr. Phenix to return at the next meeting with separate proposals for district volunteers and Friends of Mid Rogue Fire District, together with a proposed resolution and Friends startup costs. Requested cost estimates include pop-up tents, banners, shirts, hats and a tablecloth. The board emphasized separate branding and a distinct Friends logo to clarify the difference between district activities and advocacy. Friends startup work was identified as the immediate priority, with field support development to follow. No proposal or funding resolution was adopted at this meeting.

6. Executive Director Report

Executive Director Phil Turnbull reviewed the district progress report and corrected its date to September 28, 2026. Staff's principal priorities are implementation of the public education plan and preparation for long-term Rural Metro contract negotiations.

The Standards of Coverage Committee was scheduled to meet September 30 to assemble its packet, with one or two additional meetings anticipated before completion. The packet will be provided to the board and used by the negotiating team. Two work items were substantially complete, subject to additional comparable-district sourcing, and three remained in progress.

Staff is assembling negotiation materials and has requested contract templates or review assistance from SDAO. Recruitment continues for the five-member Pro Forma Budget Committee, contemplated as two directors and three Budget Committee members. Rural Metro requested October 22 and 23 for negotiations. Staff will identify a venue with space for separate breakout discussions.

Staff continues scheduling public presentations, visiting firefighter groups and planning Fireside Chats. The board suggested recording interviews at businesses within the district to broaden community involvement.

The district is now a dues-paying member of the Rogue Valley Fire Chiefs Association. Completion of the mutual aid agreement process is anticipated November 17. The homeowner insurance project will remain pending until after the OFDDA conference insurance presentation. Staff will then coordinate follow-up with the Prevention Committee and regional partners. Staff will also arrange follow-up with the State Fire Marshal's office regarding issuance of the district's FDID.

7. Public Comment

The chair invited public comment; none was recorded.

8. Old Business

a. Administrative Assistant Hours

The board reviewed research on employee hours, sick time, PERS, health insurance, vacation, holidays and leave. Discussion focused on establishing written employment classifications and benefit policies, revising the employment agreement, and obtaining staffing and budget recommendations.

Director Ownbey made a motion to increase Kassie Austin's authorized weekly hours from 29 to 32. The motion was seconded by Director Weidling. Following discussion of the need for a full-time position, the roll call was restarted. Upon roll call: Director McGowan – No; Director Benetti – No; Director Weidling – No; Director Ownbey – no; Director Jones – no. The chair announced that the motion did not carry. The vote count was 0-5.

Ms. Austin expressed willingness to work 40 hours per week and requested continued flexibility for remote work. Mr. Turnbull supported the additional hours based on workload. The board discussed hourly versus salaried classification and referred further review to the Staffing Committee. Cheryl Azevedo Johnson offered HR guidance and provided the Illinois Valley Fire District personnel policy manual for reference.

Director Benetti made a motion to make Kassie Austin a full-time, 40-hour-per-week employee. The motion was seconded by Director Weidling. Upon roll call: Director McGowan – Yes; Director Benetti – Yes; Director Weidling – Yes; Director Ownbey – Yes; Director Jones – Yes. Motion carried 5-0.

The Staffing Committee will return with benefit costs, health insurance options, recommended employment policies, and a recommendation on hourly versus salaried classification. Overtime is to be approved by the supervisor. The board also requested coordination with the Budget Officer to prepare appropriate budget adjustments, including discussion of a supplemental budget.

b. Contract Negotiation Sub-Committee

The board discussed establishing the negotiating team so staff could recruit the Budget Committee representatives and distribute preparation materials.

Director Ownbey made a motion to approve the Contract Negotiation Committee consisting of Director Benetti, Director Jones, Executive Director Phil Turnbull, and Budget Committee members Ken Consiglio and Sherry Ely. The motion was seconded by Director Weidling. Upon roll call: Director McGowan – Yes; Director Benetti – Yes; Director Weidling – Yes; Director Ownbey – Yes; Director Jones – Yes. Motion carried 5-0.

c. Health Insurance Reimbursement

Director Jones reported that the district's accountant was researching an alternative to the Executive Director's contemplated HSA benefit. A possible contribution to the PERS IAP after eligibility was discussed, subject to the accountant's verification. No alternative arrangement was approved.

9. New Business

a. Committee Reports

The board reviewed committee activity. Staffing and policy work will address the employment changes discussed under Old Business. Prevention's homeowner insurance work and Standards of Coverage progress were covered in the Executive Director Report. No additional substantive reports were recorded for training, communications or vehicle acquisition.

b. OFDDA 2026 Fall Conference

Cheryl Azevedo Johnson reviewed the OFDDA Fall Conference, November 5–7 in Hood River, ending at noon November 7. The board discussed the Bruce Williams Scholarship, which may cover registration, lodging and mileage, subject to available funding. The scholarship application deadline was identified as October 12 and the registration deadline as October 22. Three district representatives were anticipated to attend.

Director Ownbey made a motion to authorize up to \$2,600 for three attendees at the OFDDA conference in Hood River if scholarship funding is not obtained. The motion was seconded by Director Benetti. Discussion included use of the staff vehicle for travel. Upon roll call: Director McGowan – Yes; Director Benetti – Yes; Director Weidling – Yes; Director Ownbey – Yes; Director Jones – Yes. Motion carried 5-0.

c. Holiday Public Safety

The board discussed Halloween safety outreach, including glow sticks and giveaway bags, possible coordination with Rural Metro, district identification on materials, and production timelines. Members expressed concern about the time available to organize Halloween activities. The board discussed planning earlier for holiday events, including the Christmas parade, and maintaining an events calendar through the website or shared district calendar. No separate expenditure was approved.

d. Josephine Regional Interoperability Communication System (JRICS)

Director Jones and Executive Director Turnbull reported on a regional meeting regarding a coordinated effort to improve public safety communications and pursue grant funding. Discussion addressed coverage gaps, aging infrastructure, dispatch interoperability, and a potential Public Safety Towers partnership.

Director McGowan described challenges associated with Jackson County's planned October 6 transition to a digital trunked radio system while Josephine County continues using legacy systems. The chair concluded that a resolution of support for JRICS would be brought to the next meeting. The board requested a resolution of support move to the next scheduled business meeting.

10. Correspondence

An IRS letter was identified as the only correspondence.

11. Additional Matters of the Board

The next meeting was announced for October 12, 2026, at the same time and location. Charlie Phenix requested a one-page talking-points handout to assist new Friends members and district volunteers. Staff advised that talking points are included in United Strategies' planned deliverables.

12. Adjournment

The board adjourned the meeting at 7:38 p.m. without objection.

Kassie Austin, Recorder

Item 5



Mid Rogue Fire District Volunteer Support Unit Proposal

**By Phil Turnbull
Executive Director
Charlie Phenix
Volunteer Coordinator**

10.05.26

Proposal: The creation of a Volunteer unit to provide Support & Liaison services, overseen by Mid Rogue Fire District.

1. Purpose

Establish a District-sponsored, volunteer-staffed program to enhance incident response needs to all-hazard incidents, may provide responder welfare, and inter-agency coordination during emergency and non-emergency operations within the District boundary. Provide public education and participate in community events subject to approval by District management.

2. Program Overview

The concept includes complementary components:

A. District Operations Center (DOC)

A small, mobile unit functioning as an early-stage EOC with a narrow focus for Initial and Extended Attack. The DOC will support Responders and Cooperators until an Incident Command organization is set up. This will be accomplished by coordinating inter-agency communication and resource coordination until the Incident Commander directs otherwise. The DOC is not intended to be a point of public contact. It will be staffed primarily by volunteers with previous emergency response experience to meet incident needs. Staffing will be determined by the DOC manager in communication with the District Chief and/or Executive Director.

DOC Functions include:

- Central clearing/assistance point for incoming agencies and resource offers, with an emphasis on agencies not routinely incorporated into unified command. This could include utilities, public works, tow companies, NGOs, Sheriff, S&R, and other support agencies.
- As needed, the DOC will be staffed with a coordinator, Operations, Planning, PIO, Liaison Officer, Logistics, and support personnel. The DOC will not dictate or direct on-scene functions. May support/manage Staging Areas.
- Serve as a consistent centralized intelligence point for items such as communications plans, official evacuation status, Delegation of Authority, State Fire Marshal documents, local IAP development and current make-up of the on-scene command structure.
- Provides responding agencies with key contact links and offers message relay services in the interest of reducing redundancy and communication overload for incident management.

B. Field Support

Provides on-scene logistical and responding resources welfare and support during escalating initial and extended attack incidents. This is a standard fire department support activity.

Functions could include:

- Obtaining tables, chairs, shade awnings, and comfort shelter for field command/staging areas, offering coffee, water, electrolyte beverages, and energy snacks.
- Provide initial/extended attack logistical support, as appropriate, including cold zone shuttle services, general errands, maps, and coordination of meals prepared by local vendors, distribution points for community needed items.
- Can also be available as support for training events and planned community activities.
- Works with Prevention Tech to support various functions, such as: Children Care Fair, Merlin Parade, Jo Co Airport Day, GP Christmas Parade, Toys for Tots, home safety assessments, and other such approved events.

C. Equipment & Support Function

To ensure safety, consistency, and liability protection. This unit enhances responder safety under the direction of the Incident Commander or designate.

- District may provide a dedicated support vehicle, owned, maintained, and insured by the District, or operate vehicles for another organization under an MOU as an additional named insured.
- Supplemental funds for comfort items, enhancements, and volunteer supplies for this unit may be provided through the district and/or through donations.
- District support is limited to mission specific expenses and assets directly tied to District operations.
- Training, qualifications, and PPE standards will be developed under the direction of the Fire Chief and/or Executive Director, Administrator or designate. A volunteer agreement will be used. A background check will be required.

D. Governance & Coordination

- Programs sponsored by Mid Rogue Fire District.
- Operational guidelines approved by the Fire Chief and/or Executive Director.
- Day to day volunteer coordination handled by Support personnel leadership.
- DOC will operate through County, State and Regional MOU's and guidelines.

Additional Item 5



Mid Rogue Fire District

By Phil Turnbull

Executive Director

Charlie Phenix

Volunteer Coordinator

10.06.26

VOLUNTEER APPLICATION

Make a difference in your community - become a Volunteer Firefighter! By joining Mid Rogue fire district, you'll gain valuable skills, form lifelong connections, and play a vital role in keeping your family and neighbors safe. No prior experience is needed - just a willingness to learn and a passion for helping others. Step up, serve with pride, and be the hero your community needs.

We encourage applications from all interested citizens, regardless of race, gender, occupation, religion, ethnicity, or any other factor. Once you fill out an application, it will be sent to the Executive Director. After your application has been reviewed, the department(s) will contact you within 4-6 weeks.

Apply today by completing the below form and start making an impact!

Date: _____

Full Name:

LAST FIRST MIDDLE

Street Address:

NUMBER STREET CITY STATE ZIP

How long have you lived at this address?:

Mailing Address (If different from street address):

NUMBER STREET CITY STATE ZIP

Cell #: _____
Email: _____
SSN: _____
Position Sought:
☐ District Support
When are you available to start?

EDUCATION

Have you ever applied to the district before? ☐ No; ☐ Yes, when:

High School: _____ Graduate? ☐ No; ☐ Yes; ☐ G.E.D.

NAME/LOCATION

College: _____ Graduate? ☐ No; ☐ Yes, Degree

EMPLOYMENT

Current Employer: _____ Phone: _____
Supervisor's Name: _____ May We Contact? ☐ No;
☐ Yes

PERSONAL REFERENCES

Name: _____ Relationship: _____ Phone: _____

Address: _____

Name: _____ Relationship: _____ Phone: _____

Address: _____

DRIVING RECORD

Do you have a valid Oregon driver's license? ☐ No; ☐ Yes, number _____ exp.
date _____

Have you had any driving accidents in the past 3 years? ☐ No; ☐ Yes, number

Have you had any moving violations in the past 3 years? ☐ No; ☐ Yes, number

How did you hear about our volunteer opportunities?

☐ MRFD website , ☐ Facebook page, ☐ Friend/Relative, ☐ MRFD Volunteer/Staff, ☐ Flyer,
☐ Poster, ☐ Newspaper Article, ☐ Newspaper Ad, ☐ Sign on Fire Station or Vehicle, ☐ Other

Volunteer Application

PLEASE READ CAREFULLY

In exchange for the consideration of my application by the Mid Rogue Fire District, I agree to the following:

Any appointment I may be offered from the Mid Rogue Fire District, further known as "the District," will be classified as "an at will position." When appointed, I understand that the District may unilaterally change or revise its benefits, policies and procedures; and such changes may include reduction in benefits, as they apply to my appointed position.

By my signature below, I do hereby authorize, and request, the release of my employment records, educational record, adult criminal record, state motor vehicle record to the District for review as part of a background investigation being conducted prior to my possible appointment. I do further authorize you to permit any and all materials listed above to be copied and retained by the District. Further, I hereby release you, your organization and any of its agents, employees or representatives from any and all liability or damage which may result from furnishing the above information in compliance with my request. The information being requested is to assist in determining my fitness and qualifications for appointment to the District.

I further understand that I may be required to take and pass a drug and alcohol test prior to appointment of a position.

The original of this authorization form is maintained in the Administrative Offices of the District and will be available upon demand. A

copy of this documentation shall serve as an original when photocopied with my signature.

Signature: _____ Date: _____

Print Name: _____

The District is an equal employment opportunity employer (EEO). We adhere to a policy of making employment decisions without regard to race, color, religion, sex, sexual orientation, national origin, citizenship, age, disability, or any other status protected by law.

Item 8.b

MID ROGUE FIRE DISTRICT

Operational Service Delivery Framework & Contract Guidance White Paper

Prepared for Board Review and Negotiation Team Use

In the Development of a Long-Term Agreement with Rural Metro Fire



Prepared By:

Mid Rogue Fire District Standards of Cover Committee

With Contributions From:

Randy Benetti Sr., Board Member

Tom McGowan, Board Member

Phil Turnbull, Executive Director

Kassie Austin, Administrative Assistant

Date: October 12, 2026

Executive Summary

Mid Rogue Fire District (MRFD) is preparing to enter a long-term public-private service agreement with Rural Metro Fire (RMF). To support the Negotiation Team (NT), the Standards of Cover (SOC) Committee has consolidated all operational, service delivery, compliance, and workforce stability expectations into this hybrid white paper. The goal is to give the NT a complete operational foundation so they can focus on legal, financial, and administrative components of the final agreement.

This document is not a contract draft. Instead, it provides:

1. Narrative guidance explaining MRFD's operational expectations, and
2. Draft contract clauses with an operational focus the NT may adopt, modify, or disregard.

A foundational principle underpinning the SOC Committee's work is the adoption of **RMF's current service delivery** as the **Baseline Service Level**. The Baseline Service Level is best understood as being the sum of the following three documents:

- The RMF Baseline Survey (Exhibit A)
- The RMF 2012 Standards of Cover (Exhibit B), and
- RMF 2026 Response Time Updates (Exhibit C)

The main body of this document includes draft contract clauses, while also addressing possible solutions for several challenges currently facing RMF. Following a review of those items it is further recommended that the NT obtain the following from RMF during negotiations:

- A **stand-alone quote** for maintaining the **Baseline Service Level**, and
- **Individual, independent quotes** for each **optional service improvement** recommended by the SOC Committee (or as requested by the Board).

Once quotes are provided and a final cost agreement reached, the MRFD Board may select improvements à la carte and match service levels with a tax rate appropriate for a future ballot measure.

The white paper also includes:

- Baseline maintenance requirements, including response time stability
- Standards relating to performance and quality of care.

- Workforce Stability & Operational Readiness requirements addressing RMF’s structural staffing challenges
- Apparatus lifecycle and technician qualifications aligned with NFPA 1910 (2024)
- Fire service specific administrative and compliance requirements for defensibility and public trust
- A facility/station adjustment clause allowing limited renegotiation of station additions or relocations without reopening the entire contract
- References to Exhibit D (Firefighter Certifications & Qualifications), Exhibit E (Regional Tax Base & Staffing Comparisons) and Exhibit F (Optional Service Improvements)

The SOC Committee’s work concludes with the submission of this paper.

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0 — BASELINE SERVICE LEVEL

0.1 Adoption of Baseline Service Level

RMF's current service delivery levels, as documented in Exhibits A, B & C shall serve as the Baseline Service Level for this Agreement. The Baseline includes response times, staffing, apparatus availability, station locations, and operational practices. Where conflicts are noted between the exhibits, Exhibits A & C shall prevail as they are the far more recent documents.

0.2 Baseline Cost Proposal

The NT shall obtain from RMF a stand-alone cost proposal for maintaining the Baseline Service Level.

0.3 Service Improvement Menu

MRFD shall develop a menu of optional service improvements as identified in Exhibit F. RMF shall provide individual, stand-alone cost proposals for each improvement item. Improvement proposals should be independent of one another and independent of the Baseline cost.

0.4 Board Selection of Service Package

The NT shall present the Baseline cost and all improvement costs to the MRFD Board. The Board may select any combination of improvements to match service levels with a tax rate deemed appropriate for ballot measure development.

0.5 Baseline Maintenance Requirement

RMF shall **maintain** the Baseline Service Level in **substantial conformance** with the elements documented in Exhibits A, B & C. RMF may adjust operational methods as needed, provided such adjustments do not materially reduce response capability, on-duty staffing, or service delivery performance. Any material change shall require mutual written agreement, and **any** reduction in full-time employees requires MRFD approval.

SECTION 1 — ALL HAZARDS SERVICE DELIVERY

1.1 All - Hazards Service Model

RMF shall provide all-hazards fire rescue services appropriate to the MRFD service area, including but not limited to structural and wildland fire suppression, BLS emergency medical response, vehicle and machinery extrication, shore-based swiftwater rescue, low-angle rope rescue, hazardous materials response at the awareness/operations level,

wilderness extraction within and when deemed appropriate, immediately adjacent to MRFD boundaries, and other emergency services consistent with nationally recognized fire service practices.

1.2 Standards - Guided Operations

RMF shall utilize nationally recognized standards—including NFPA, NIMS/ICS, OSHA, and other applicable authorities—as guiding references for operational practices, training, deployment, and incident management. These standards should inform RMF’s professional practice; however, full compliance with every individual NFPA provision is not required or expected, unless specifically named. RMF’s application of these standards shall be reasonable, risk-appropriate, and consistent with MRFD approved Standards of Cover.

1.3 Risk - Appropriate Capability Levels

RMF shall maintain capability levels that are risk-appropriate, resource-appropriate, and consistent with the MRFD approved Standards of Cover. Specialized or low-frequency/high-risk capabilities may be delivered through regional coordination when appropriate.

1.4 Tiered Response Structure

RMF shall utilize a tiered response model in which core services are delivered at full operational capability and specialized services are delivered at levels defined in the Standards of Cover and/or through regional partners.

1.5 Regional Resource Integration

RMF shall maintain procedures for requesting and integrating regional, state, and mutual/automatic aid resources under NIMS/ICS when incident complexity exceeds internal capability. RMF shall likewise provide reciprocal mutual and automatic aid to regional partners, consistent with established regional protocols, Standards of Cover, and RMF’s operational capacity.

1.6 Modernization Expectation

RMF shall evaluate emerging risks, technologies, and best practices and incorporate reasonable updates into operations. Updates shall be coordinated with MRFD during the Annual Service Review (see 3.11).

1.7 Standards of Cover

RMF shall submit an updated Standards of Cover document within 90 days of contract initiation, and thereafter as part of the Annual Service Review (see 3.11 below). The update shall include any substantial alterations to service levels, current capabilities, response times, stations or apparatus. The update shall further include mitigation strategies for any identified gaps or deficiencies.

SECTION 2 — STANDARDS OF CARE

2.1 General Duty of Care

RMF shall perform all Services with the level of care, skill, prudence, and diligence that a reasonably competent fire-service agency would exercise under similar circumstances. All actions taken under this Agreement shall reflect sound professional judgment and adherence to accepted fire-service practices.

2.2 Professional Conduct & Ethics

RMF shall ensure that all personnel assigned to perform Services under this Agreement conduct themselves in a manner that upholds the ethical standards of the fire service, including honesty, integrity, impartiality, respect for the public, and adherence to all applicable laws and regulations. RMF shall maintain policies addressing ethical behavior, conflicts of interest, harassment, discrimination, and professional accountability.

2.3 Quality of Service Delivery

RMF shall deliver Services in a consistent, reliable, and competent manner. Service delivery shall reflect current best practices in fire suppression, emergency medical response, rescue operations, incident management, and public interaction. RMF shall maintain internal quality-assurance processes sufficient to identify performance issues, training needs, and opportunities for improvement.

2.4 Personnel Competence & Conduct

RMF shall ensure that all personnel performing Services under this Agreement:

- Hold all required certifications, licenses, and qualifications for their assigned duties.
- Maintain physical, mental, and professional readiness to perform assigned tasks.
- Follow RMF's policies, procedures, and operational guidelines while operating within MRFD's jurisdiction.

- Interact with MRFD personnel, partner agencies, and the public in a professional, respectful, and cooperative manner.

2.5 Operational Integrity

RMF shall maintain operational discipline, including adherence to incident command principles, safety protocols, and risk-management practices. RMF shall ensure that personnel follow established procedures for scene control, communications, documentation, and equipment use. RMF shall maintain accurate and complete records of all incidents, training, and operational activities performed under this Agreement.

2.6 Equipment, Vehicles, and Facilities

RMF shall ensure that all equipment, apparatus, and facilities used to perform Services under this Agreement are maintained in safe, serviceable condition consistent with industry standards. RMF shall implement routine inspection, maintenance, and replacement programs sufficient to ensure operational reliability.

2.7 Interagency Cooperation & Professionalism

RMF shall foster a cooperative working relationship with MRFD, including open communication, timely sharing of relevant information, and participation in joint training, planning, and operational coordination as reasonably requested. RMF shall ensure that personnel demonstrate professionalism, courtesy, and respect in all interagency interactions.

SECTION 3 — ADMINISTRATIVE & COMPLIANCE REQUIREMENTS

3.1 Legal Entity Documentation

RMF shall provide documentation verifying legal standing within the State of Oregon, including assumed business names and identification of individuals or entities holding financial interest. MRFD may request updated information at any time.

3.2 ISO Rating Requirement

RMF shall maintain an ISO Public Protection Classification of Class 4 or better within its best-rated area, in addition to the Hauled Water Credit, and shall provide documentation verifying the rating and the graded geographic area.

3.3 EMS Regulatory Requirements

RMF shall maintain an approved Supervising Physician and registration with the Oregon Health Authority as an entity authorized to respond to emergency medical incidents.

3.4 Personnel Certifications & Qualifications

RMF shall ensure all personnel meet or exceed the qualifications defined in Exhibit D – Firefighter Certification & Qualification, which is hereby adopted by reference. RMF may update internal training programs, certification pathways, or qualification standards as nationally recognized practices evolve, provided such updates maintain or improve overall competency and are documented in the annual service review.

3.5 Background Checks

RMF shall conduct background checks consistent with Rogue Valley Fire Chiefs Association recommendations and DPSST best practices.

3.6 Emergency Vehicle Compliance

RMF shall ensure all emergency vehicles are titled and registered with the Oregon Department of Transportation and meet the statutory definition of “emergency vehicle” under ORS 801.260.

3.7 PSAP Notification Capability

RMF shall maintain the capability to receive call notifications from the local Public Safety Answering Point (PSAP) throughout the term of this Agreement. RMF is required to maintain existing multi-agency dispatch arrangement.

3.8 FCC Public Safety Frequency

RMF shall maintain at least one FCC-licensed public safety frequency and shall operate within the Rogue Valley Fire Chiefs Mobilization Plan Communications Plan.

3.9 NIMS/ICS Compliance

RMF shall maintain written policies affirming adherence to the National Incident Management System (NIMS) and the National Response Framework (NRF) and shall ensure personnel are trained accordingly.

3.10 Facility and Station Location Adjustment Provision

MRFD and RMF acknowledge that station locations and facility distribution significantly influence response times and long-term service delivery. Either party may request a limited renegotiation of contract provisions directly related to:

- Addition of new stations
- Relocation of existing stations

- Major facility upgrades that materially affect response capability

Such renegotiation shall be strictly limited to facility-related provisions and shall not reopen unrelated sections of the Agreement. All other contract terms remain in full force and effect unless mutually amended.

3.11 Annual Service Review

In addition to the quarterly reports identified elsewhere in this document, RMF and MRFD shall conduct an Annual Service Review on the date of contract initiation (unless otherwise agreed to), incorporating all reporting elements, including the Standards of Cover update, administrative compliance, and training/qualification updates. RMF shall provide a written statement of compliance and identify any proposed updates, emerging needs, or operational adjustments for joint review.

SECTION 4 — APPARATUS, MAINTENANCE & TECHNICIAN STANDARDS

4.1 NFPA 1910 Reference Standard

NFPA 1910 (2024 edition) shall serve as the guiding reference for inspection, maintenance, testing, refurbishment, retirement, and technician qualifications. RMF shall maintain records consistent with NFPA 1910 - 26 Sections 4.8.1 – 4.8.3.

4.2 Apparatus Lifecycle Benchmarks

RMF shall use the following lifecycle benchmarks for planning purposes:

- Frontline service: approximately 15 years
- Reserve service: approximately 10 years
- Maximum service life: approximately 25 years

Lifecycle decisions shall consider condition, maintenance history, parts availability, annual testing, safety features, and operational reliability.

4.3 Technician Qualification Requirements

RMF shall support EVT and ASE certification pathways consistent with NFPA 1910 and NFPA 1071, achieving:

- One EVT Level 1 technician within 12 months
- One EVT Level 2 technician within 30 months
- One EVT Level 3/Master technician within 48 months

SECTION 5 — WORKFORCE STABILITY & OPERATIONAL PERFORMANCE

5.1 Step-Up (AIC) Limits

RMF shall maintain rank - appropriate staffing such that quarterly AIC usage does not exceed:

- Single Step AIC: 20%
- Double Step AIC: 5%

5.2 Brownout Limits

RMF shall maintain staffing sufficient to ensure:

- No more than 5% engine brownout rate per quarter.

Callback, training & severity staffing activities are exempt from the provisions of this section (Section 5).

5.3 Workforce Stabilization Plan (WSP)

Within 90 days of contract execution, RMF shall submit a Workforce Stabilization Plan identifying root causes of AIC overuse and brownouts, strategies to meet required metrics, timelines, milestones, and internal accountability measures.

5.4 Quarterly Workforce Stability Reports

RMF shall submit quarterly reports including:

- AIC usage
- Brownout occurrences
- Vacancy rates
- Training pipeline status
- Exit interview summaries
- Recruitment and retention actions

Reports shall be submitted within 30 days of quarter end. Once compliance has been achieved for eight consecutive quarters, reporting may thereafter be incorporated into the annual Service Review.

5.5 Performance Holdback

MRFD shall retain 3% of quarterly payments as a Performance Holdback. Holdback shall be released upon RMF meeting all Workforce Stability Metrics for a subsequent quarter. Failure to meet metrics for a second quarter shall result in retention of the holdback until compliance has been achieved and require RMF to submit a Corrective Action Plan within 30 days.

5.6 Ramp-Up Period

RMF shall be provided a structured ramp-up period:

- **Year 1:** Demonstrated quarterly progress
- **Year 2:** At least 50% metric compliance
- **Year 3:** At least 75% metric compliance
- **Year 4:** Full compliance with all Workforce Stability Metrics

5.7 Joint Workforce Committee

MRFD and RMF shall establish a Joint Workforce Committee meeting annually as part of the Annual Service Review (see 3.11) to analyze workforce data, monitor progress and address challenges.

5.8 Response Time Baseline Maintenance

RMF shall maintain response times at or above the Baseline response time performance documented in Exhibit A. RMF shall report quarterly response time performance to MRFD. If response time performance falls below 90% of Baseline levels for any two consecutive quarters, RMF shall submit a Corrective Action Plan within 30 days. If not compliant for a third consecutive quarter, response time baseline failures shall be subject to the same 3% Performance Holdback mechanism applied to the AIC and brownout metrics.

SECTION 6 — EXHIBITS

Exhibit A — RMF Baseline Staffing & Service Level Exhibit

Exhibit B — RMF 2012 Standards of Cover

Exhibit C — RMF 2026 Response Time Updates

Exhibit D — Firefighter Qualifications & Certification

Exhibit E — Regional Tax Base & Staffing Comparisons

Exhibit F — Service Level Improvements

Exhibit A

RMF Baseline Staffing & Service Level Exhibit

Version 10.12.26

EXHIBIT A

RMF Baseline Staffing & Service Level Exhibit

November 2026

Purpose: This Exhibit documents the staffing, apparatus, facility and operational service levels currently being delivered by Rural Metro Fire (RMF) as of October 2026.

1. Apparatus & Station Locations

1.1 Station 1 – 2428 Williams Hwy (South Grants Pass)

- **Staffing Model:** 48/96 ABC
- **Minimum Apparatus Availability:**
 - Type 1 Engine – 1
 - Type 2 Engine – 1
 - Type 6 Engine – 1
 - Type 2 Tender – 1

1.2 Station 2 – 5566 Monument Dr (North Valley)

- **Staffing Model:** 48/96 ABC
- **Minimum Apparatus Availability:**
 - Type 1 Engine – 1
 - Type 2 Engine – 1
 - Type 6 Engine – 1
 - Type 2 Tender – 1

1.3 Station 3 – 375 Old Stage Rd (Sunny Valley)

- **Staffing Model:** Reserve
- **Minimum Apparatus Availability:**
 - Type 1 Engine – 1
 - Type 2 Tender – 1

1.4 Station 4 – 8199 Redwood Hwy (Wilderville/Wonder/Riverbanks)

- **Staffing Model:** 48/96 ABC
- **Minimum Apparatus Availability:**
 - Type 1 Engine – 1
 - Type 2 Engine – 1
 - Type 6 Engine – 1
 - Type 3 Tender – 1

1.5 Station 5 – 5206 Azalea Dr (Merlin/Galice)

- **Staffing Model:** 12-hour day staffing, 2-on/4-off ABC
- **Minimum Apparatus Availability:**
 - Type 1 Engine – 1

1.6 Station 6 – 5421 Upper River Rd (Fort Vannoy)

- **Staffing Model:** Reserve
- **Minimum Apparatus Availability:**
 - Type 1 Engine – 1

1.7 Station 7 – 481 Southside Rd (Murphy)

- **Staffing Model:** Reserve
- **Minimum Apparatus Availability:**
 - Type 1 Engine – 1
 - Type 3 Tender – 1

Note: Apparatus typing is per OSFM Mobilization standards

2. Personnel Baseline

2.1 Total Personnel

- Total Personnel:.....65
- Career Firefighters:.....19
- Paid On Call Firefighters:.....29
- Career Command Staff: 5
- POC Command Staff: 1
- Fire Prevention/Inspection Personnel:.....0
- Support Personnel (Logistics/Admin):.....10
- Fleet Mechanics:..... 2

2.2 Personnel by Rank

- Chief Officers:..... 6
- Captains:..... 2
- Lieutenants:.....3
- Engineers:.....4
- Apparatus Operators:.....22
- Firefighters:.....16

3. Minimum On-Duty Staffing Requirements

3.1 Shift Staffing

- **Shift Schedule:** ABC 48/96
- **Minimum On-Duty Staffing (Excluding BC):**
 - 6 personnel (24-hour staffing)
 - 2 personnel (12-hour staffing)
- **Command Coverage:**
 - One dedicated Battalion Chief per shift

3.2 Company Staffing

- **Minimum Engine Companies Per Shift:**
 - 3 companies (24-hour) + 1 company (12-hour)
- **Minimum Company Staffing:**
 - 1 Company Officer (CO)
 - 1 Firefighter (FF)
- **Brownout Ratios:**
 - Stations 1, 2, 4: 0%
 - Station 5: 23% (seasonally higher)
 -

4. Step-Up Staffing Ratios

RMF maintains qualified personnel capable of Acting In Capacity (AIC), filling higher roles under step-up conditions. Ratios below represent the historical Baseline. Callback, training & severity staffing are exempt activities.

- **Command Officer Step-Up (Captain acting as BC):** 2%
- **Command Officer Double Step (Lt acting as BC):** 0%
- **Company Officer Step-Up (Engineer acting as CO):** 33%
- **Company Officer Double Step (FF acting as CO):** 33%

5. Operational Activation Criteria

5.1 First Alarm Assignment

Per Josephine County 9-1-1 CAD pre-programmed assignments as of November 1, 2026, inclusive of all call types.

5.2 Greater Alarm Levels

RMF shall initiate greater alarm levels when incident conditions exceed the capability of current assigned resources, including but not limited to:

- Weather impacts
- Resource depletion
- Threats to life or property requiring escalation

5.3 Callback Activation

Callback shall be initiated by the Duty Officer based on:

- Available engines and staffing across RMF and GPFR
- System-wide coverage thresholds

5.4 Severity (aka Surge) Staffing

RMF shall provide severity staffing when available during:

- Red Flag conditions (High/Extreme fire danger)
- Winter storms
- Flooding potential
- Other MRFD-identified severity conditions

Exhibit B
RMF 2012 Standards of Cover
Version 2012

Rural/Metro Fire Department

Josephine County, Oregon



Standards of Cover

2012

~ OUR VISION ~

"To maintain the highest level of community trust as Josephine County's premiere Fire & Rescue service provider, through proficiency, reliability and inspirational leadership, which is recognized and undisputed by our customers and partners"

~ OUR MISSION ~

"Local professionals committed to providing the highest level of life safety and property conservation through education, prevention and response to all those who live in, work in and visit Josephine County"

~ OUR VALUES & GUIDING PRINCIPLES ~

Pride – We pride ourselves in doing the best job every day with a positive attitude, and to properly represent our department on and off duty. We take great pride in living and serving within this community.

Honor – We honor those who came before us, and those serving now, who sacrifice of themselves for the betterment of the department and the community we are dedicated to protect. We bestow great honor upon our citizens and their commitment of support to our department.

Integrity – Principles and standards above reproach, drive us to do the right thing in everything we do.

Community Trust – As guardians of our community's health, safety and property we believe in always leading by example. To treat everyone we encounter with care and respect during their times of need.

Resilience & Innovation – In a constant climate of change, we embrace the challenge with flexibility; and focus to find creative, high quality and cost-effective service delivery options.

Leadership & Teamwork – Through recognition locally and regionally as a premiere leader in the fire service, we pursue our vision with passion, working towards the accomplishment of our purpose as a team. We pledge to promote mutual respect and courtesy towards our fellow employees, recognizing that each contributes to the success of our department.

Responsive Professionalism – We will respond to the needs of the people we serve with the highest degree of urgency, sensitivity and care, by performing as a skilled and disciplined fire department.

Progressive Mentorship - Our success lies in the development of each of us, as employees and citizens. We are committed to providing the necessary educational tools to ensure a safe and prosperous life for all.

Overview:

Rural/Metro is a private corporation which provides structural fire suppression to its customers located within Josephine County, Oregon. While there are few standards and requirements placed upon private entities providing or selling subscriptions for structural fire suppression in Oregon, Rural/Metro strives to meet or exceed the requirements and general practices which govern public fire districts and municipal fire departments of like size within Southern Oregon. In the area of Josephine County served by Rural/Metro, there is no public fire district or governmental agency that provides structural fire protection or comprehensive oversight. For the purposes of this Standards of Cover, Rural/Metro Fire Department (RMFD) is the authority having jurisdiction.

Rural/Metro Fire Department provides services using the NIMS system for incident management, trains and certifies personnel to the standards of the Oregon Department of Public Safety Standards and Training, has a training program accredited by the State of Oregon and employs its own Emergency Vehicle Technicians for fire apparatus repair and maintenance. As evidence of Rural/Metro's commitment to providing high quality service, RMFD meets or exceeds the standards required to be an active member and participant in the Rogue Valley Fire Chiefs Association (RVFCA) Automatic and Mutual Aid Agreement. The RVFCA standards include 11 separate criteria covering a wide range of subject matter, including operating guidelines and standards, insurance, radio communications, ISO grading and training.

Rural/Metro Fire Department operates as a combination department, as defined below, utilizing a mix of full-time and part-time personnel. Structural fire suppression is accomplished using a variety of industry-recognized strategies and tactics, including offensive and defensive suppression strategies.

Definitions

AHJ: Authority Having Jurisdiction. An organization, office or individual responsible for enforcing the requirements of a code or standard, or for approving equipment, materials, an installation or procedure.

Area:

Rural - Frontier. A sub-class of "Rural Area" as defined by the U.S. Census Bureau. Fewer than 50 people per square mile.

Rural – Remote. A sub-class of "Rural Area" as defined by the U.S. Census Bureau. An area with between 50 and 250 people per square mile.

Rural. A sub-class of "Rural Area" as defined by the U.S. Census Bureau. An area with between 250 and 500 people per square mile.

Suburban. As defined by the U.S. Census Bureau, an area with between 500 and 1000 people per square mile.

Combination Fire Department: A fire department having emergency service personnel comprising less than 85% of either full-time career or paid on-call part-time membership.

Demand Zone: An area used to define or limit the management of a risk situation.

Fire Apparatus: A vehicle designed to be used under emergency conditions to transport personnel and/or equipment, and to support the suppression of fires and mitigation of other hazardous situations.

NFIRS: National Fire Incident Reporting System. The statistical fire incident reporting system used by the Oregon State Fire Marshall's Office. All fire departments submit reports through this system and the US Fire Administration collates the information at the national level.

NIMS: National Incident Management System.

NFPA: National Fire Protection Association. A private consensus based standard setting body.

NFPA 1142: Standard on Water Supply for Suburban and Rural Firefighting. 2012 Edition.

NFPA 1720: Standard for the Organization and Deployment of Fire Suppression Operations, Emergency Medical Operations, and Special Operations to the Public by Volunteer Fire Departments. 2010 Edition.

Response Time: A measurement of the time between when the department is dispatched (by Josephine County 9-1-1), to the time the first fire unit arrives on scene, as reported to the State of Oregon NIFRS reporting system.

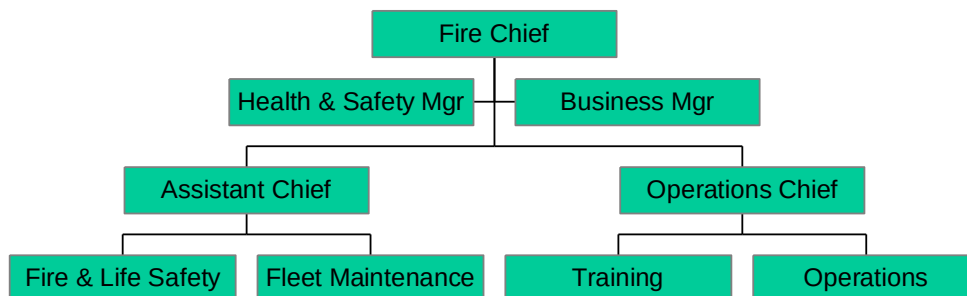
Organizational Statement

Valley Fire Service, Inc, dba Rural/Metro Fire Department, is a private corporation, legally registered to conduct business within the State of Oregon. Rural/Metro Fire Department, and its predecessor Valley Fire Service, has been in the business of providing structural fire suppression services since 1979.

Services Provided by Rural/Metro Fire Department

Rural/Metro Fire Department contractually provides structural fire suppression services. While RMFD may provide other fire suppression, rescue, EMS or specialty services, these are done as part of agreements with other public safety agencies or to meet the needs of the community in which Rural/Metro operates. Services other than structural fire suppression are not included in this Standards of Cover document.

Organizational Structure



Fire suppression operations are comprised of 13 uniformed full-time career fire suppression personnel and 40-45 part-time uniformed fire and support personnel.

The response programming system used by RMFD is a redundant, hub-and-spoke model. The hub stations (staffed) are programmed for a mix of staffed and reserve staffed units, which provide a complete response in terms of overall resources needed, while the spoke stations (reserve staffed) provide a redundant overlay response. This system recognizes the value of local community-based fire stations, while also dealing with the reality that callback stations are seldom 100% reliable.

Mutual and Automatic Aid

Rural/Metro Fire Department is an active participant in the Rogue Valley Fire Chiefs Association (RVFCA) Automatic and Mutual Aid Agreement, having met all requirements and responsibilities for inclusion in this agreement. The RVFCA agreement represents and provides RMFD and its subscriber's access to the resources and personnel of 20 fire agencies during an emergency event or multiple emergency events. When called upon, RMFD reciprocates and provides resources and personnel to the same 20 fire agencies. Rural/Metro Fire Department has automatic aid arrangements with the City of Grants Pass

Department of Public Safety, Applegate Fire District, Rogue River Rural Fire District, Illinois Valley Fire District and Wolf Creek Rural Fire District.

Community Analysis

Rural/Metro Fire Department’s service area is comprised of 247.51 square miles in Josephine County Oregon. The service area surrounds but does not include the City of Grants Pass. The service area runs north along Interstate 5 to the boundaries of the Wolf Creek Rural Fire Protection District, east to the Jackson County line, south along Oregon State Hwy 238 to the boundary of Applegate Valley Rural Fire Protection District #9 and west along US Hwy 199 to the Illinois Valley Rural Fire Protection District border.

The estimated population residing within the service area is 32,595 according to data from the 2010 US Census.

Based on Josephine County Assessor’s Office Data from November 2011, there are 18,473 real property accounts and 2,085 mobile property accounts within the service area. Of these, 4,003 or 21.7% of the real property accounts are listed without having buildings or improvements. Of the remaining 16,555 accounts, approximately 10,000 (60%) hold fire protection contracts with Rural/Metro Fire Department.

Single Family Dwellings make up the largest portion of building classifications, comprising 66.4%. Mobile Homes, also typically single-family dwellings, make up an additional 26.2%. Looking at the combined classifications to properly account for all single-family dwellings, Rural/Metro’s service area is 92.6% single-family residence. Single Family Dwellings have an average of 1939 square feet of improvements and a median of 1791 square feet. Mobile Homes have an average of 1267 square feet and a median of 1248 square feet. The average square footage of the combined categories of single-family residences is 1756 with a median of 1632 square feet.

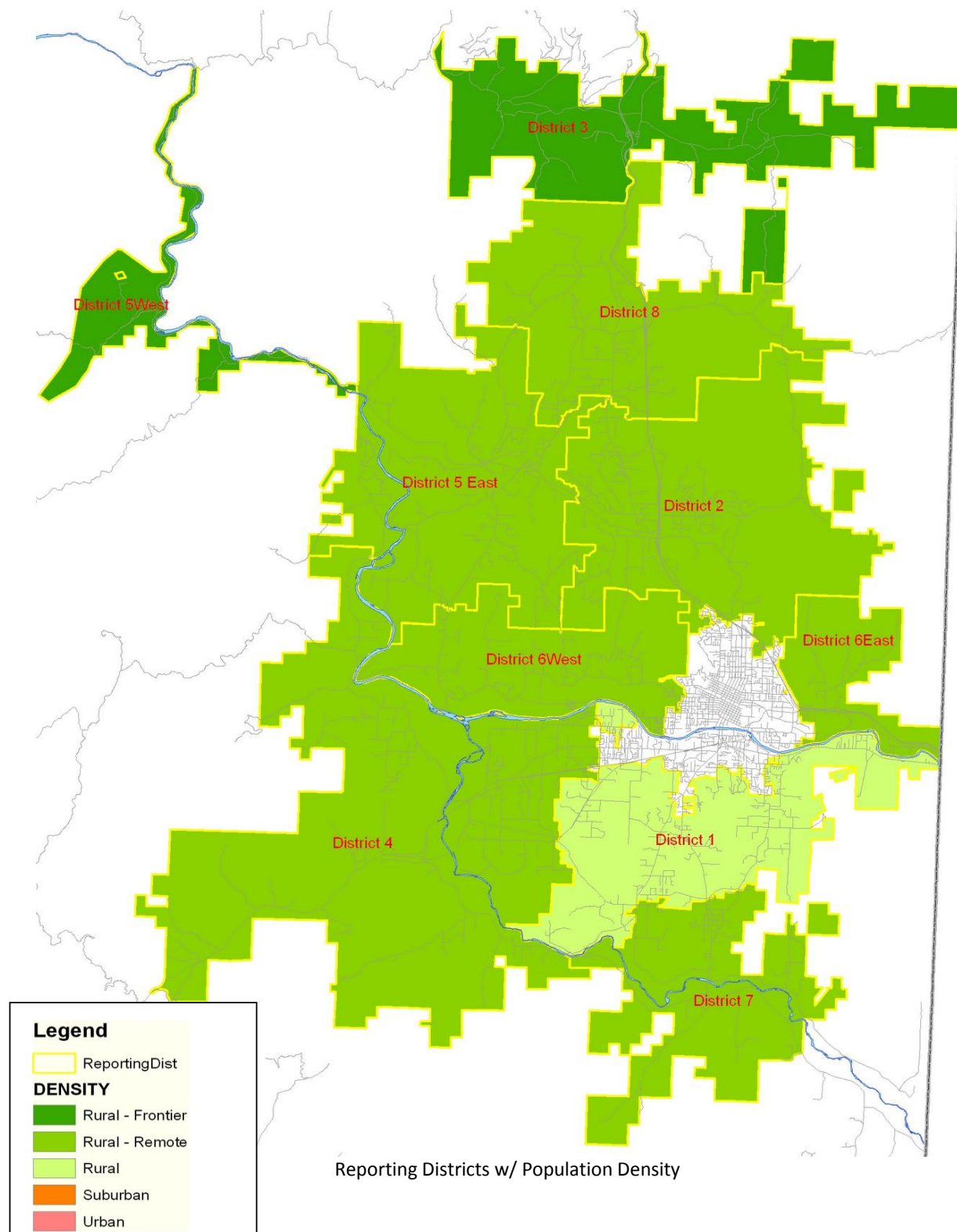
The rest of the buildings and improvements are classified as follows:

Church 0.2%,	Commercial 1.8%,	Government 0.1%,	Industrial 0.2%
Multi-Family 0.6%	Misc. 4.4%	Schools 0.1%	

Demand Zones

Rural/Metro Fire Department uses 10 demand zones or reporting districts, as shown on the map below. These zones are used for management, statistical reporting and service evaluation. Utilizing the definitions within NFPA 1720, all demand zones are “Rural”, or “Remote” areas. Rural/Metro further breaks down the Rural zones, these are Rural, Rural – Remote, and Rural – Frontier.

Reporting District	Population Density	Area (Sq.Miles)	Area Type
1	499.62	23.36	Rural
2	127.34	33.47	Rural – Remote
3	40.2	25.07	Rural – Frontier
4	103.26	57.99	Rural – Remote
5 West	16.16	7.37	Rural – Frontier
5 East	138.87	31.91	Rural – Remote
6 West	163.45	16.71	Rural – Remote
6 East	86.66	7.97	Rural – Remote
7	212.93	19.92	Rural – Remote
8	146.47	24.91	Rural – Remote
Total	131.69	247.51	



Performance Objectives

Rural/Metro Fire Department has set minimum targets for number of personnel and mobile water to arrive on scene for the incident types identified below. The specific apparatus makeup and personnel assignments may fluctuate depending on factors such as location, resource availability and commitment to other incidents and calls for service.

Personnel and Water Supply:

Structure Fires: NFIRS incident Type 111 (Building Fire) and 121 (Mobile Home used as Residence).

- 2 Engines (with NFPA fire-rated pump).
- 1 Water Tender
- 9 Personnel;
 - 1 Incident Commander (Safety Officer)
 - 2 - 2 person firefighting teams (4 total)
 - 1 - 2 person Support/RIT (Rapid intervention backup team)
 - 1 Water Supply Officer
 - 1 Apparatus Operator
- 4196 gallons as a minimum first alarm mobile water supply. This is 150% of the water required under NFPA 1142 as applied to the median Josephine County single-family dwelling without exposures.

Other Fires: NFIRS incident Type 112 (Non-Building Structure), 114 (Chimney & Flue Fire), 120 (Mobile Prop used as Fixed Structure) and 123 (Fire in Portable Building).

- 1 Engine (with NFPA fire-rated pump).
- 2 Personnel (will request additional resources as needed).
- 500 gallons as a minimum first alarm water supply to be available on scene.

Response Times:

Response time performance targets for all Rural/Metro Fire Department demand zones have been set following the hub-and-spoke response model. The RMFD Response Time goals will vary by district, based on station location, staffing model, population density and geography (see chart below).

Response Time Performance Targets:

The response time performance target for all demand zones is 80% of reportable emergency (lights & siren) responses, and compliance shall be measured annually (previous 12 months) and averaged over the previous 36 months per demand zone. However, for reference, annual breakdowns are provided for the 1-year average, 2-year average and 3-year average. Response time performance targets, as indicated in the response time definition above, are calculated on the arrival time of the first fire department apparatus.

Compliance measurements are based on incidents reported to the Oregon State Fire Marshal's office using NFIRS fire incident type codes, 111 Building Fire, 112 Fires in Structure other than in

a Building, 114 Chimney and Flue Fire, 120 Fire in Mobile Property used as a Fixed Structure, 121 Mobile Home used as Residence and 123 Fire in Portable building.

Response Time Compliance:

District	Target (minutes)	Average Response Time			
		2010	2011	2012	3 year
1	10	7:00	9:03	6:22	7:28
2	12	7:41	9:14	8:45	8:28
3	20	19:24	**	20:44	20:04
4	12	9:14	9:07	9:25	9:15
5W	20	13:04	**	**	13:04
5E	14	*	14:41	10:51	12:46
6W	14	9:51	9:28	5:21	8:13
6E	14	*	7:59	10:55	9:27
7	14	*	6:53	10:09	8:31
8	14	*	14:06	8:09	11:07

Number of Incidents		
2010	2011	2012
10	6	8
5	8	5
1	0	1
5	12	6
6	0	0
*	5	2
1	3	1
*	1	2
*	2	5
*	3	1

- * Note: In 2010 only 6 reporting districts were in use. Mid-year 2010 the system was changed to the current 10 district system
- ** NRI: No Reportable Incidents of the types listed

Exhibit C

RMF 2026 Response Time Updates

Version 10.12.26

RURAL METRO FIRE
JOSEPHINE COUNTY
AVERAGE BUILDING FIRE RESPONSE TIMES
2023 – 2025

NFPA 1720		RMF		Average Response Time NIFRS 111,114,121,123			
Zone	Time	District	Target	2023	2024	2025	3 year
Suburban	10 m	1	10	8.40	8.49	7.23	8.04
Rural	14 m	2	12	9.54	11.26	9.30	10.03
Remote	N/A	3	20	17.60	23.67	24.86	22.04
Rural	14 m	4	12	15.52	13.61	8.35	12.49
Remote	N/A	5W	20	20.38			20.38
Rural	14 m	5E	14	9.86	11.56	11.08	10.84
Rural	14 m	6W	14			8.25	8.25
Rural	14 m	6E	14		14.76	11.30	13.03
Rural	14 m	7	14	9.83	7.68	8.25	8.59
Rural	14 m	8	14	16.67	10.03		13.35

Data is consistent with the Rural Metro Fire 2012 Standards of Cover and reflects the following NFIRS fire incident types:

- NIFRS Code 111: Building Fire
- NIFRS Code 114: Chimney and Flue Fire
- NIFRS Code 121: Mobile Home used as residence and
- NIFRS Code 123: Fire in Portable building

Rural Metro Response District Map 2026

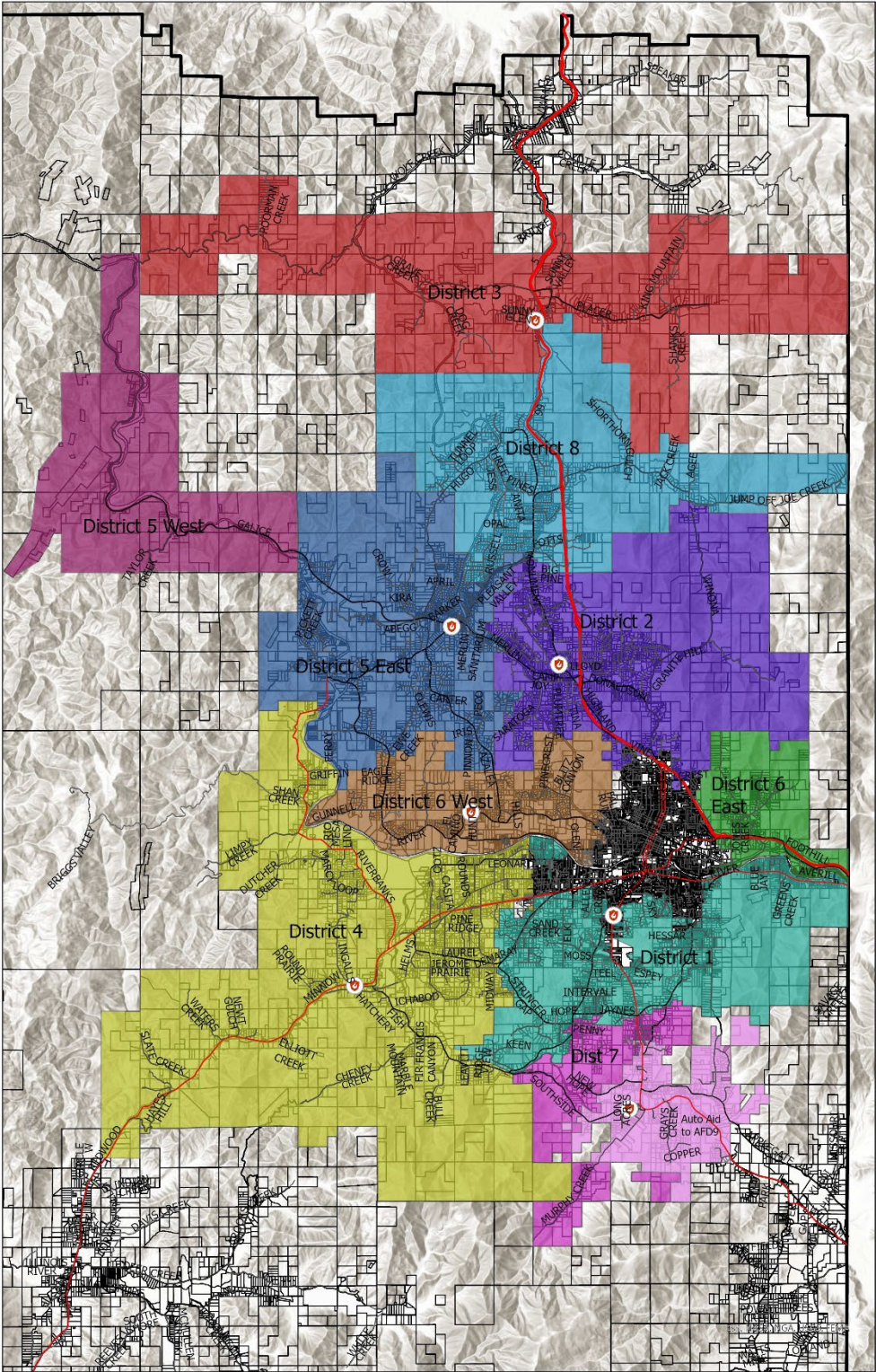


Exhibit D

Firefighter Qualifications & Certification

Version 08.26.25

Rural Metro Fire – Josephine County, Oregon
CAREER PATH & DEVELOPMENT PLAN
Rank & Position Pre-Requisites, Qualifications & Requirements
~ As of August 26, 2025 ~

Color Codes – Structural, Wildland, EMS, Technical Rescue

This document provides a consistent approach to eligibility of the positions outlined below. Further information can be found in SOG's and Policies. This document is information and support of those SOG's and Policies. Contact the Training Division with questions.

FIRE RECRUIT

Must be 18 years or older and possess a High School Diploma or GED
Must meet physical fitness standards as set by Rural Metro Fire
Must meet insurability requirements of Rural Metro Fire
Must have an acceptable drug screen and criminal background check
Must possess, or will obtain by time of hire, a valid driver's license
Must be able to speak, read, and write the English language

RESERVE FIREFIGHTER

This is the minimum level all structural IDLH-qualified fire personnel must attain for continued employment

New Employee Orientation (NEO) & Coaching Emergency Vehicle Operator (CEVO 4) – **4 days**

NFPA Firefighter 1 (DPSST Certification)

- NFPA Firefighter 1 Academy, including HazMat Aware/Ops, Basic Vehicle Extrication, Shore-Based Water Rescue, and Low-Angle Rope Rescue Systems – **188 hrs**
- NIMS IS-100 (Introduction to Incident Command System) – **2 hrs**
- NIMS IS-700 (An Introduction to NIMS) – **2 hrs**
- NIMS IS-800 (National Response Framework) – **3 hrs**

Basic Wildland Interface Firefighter – NWCG Type 2 Firefighter (DPSST Certification)

- NWCG S-130/S-190/L-180 Basic Wildland Course – **47 hrs**
- NWCG FFT2 Task Sheet/Field Day – **8 hrs**

CPR / First Aid Certification – **8 hrs**

RMFD Fire Recruit Taskbook – **53 hrs**

Must successfully pass NFPA Firefighter 1 Task Performance Evaluation and Management Staff Review – **3 hrs**

*Total average indicative contact hours = **314+ hrs***

FIREFIGHTER (with Apparatus Operator Qualification)

Description – An entry-level operator position that allows the Reserve Firefighter to operate all vehicles. AO provides depth during major alarm activity or callback staffing, and is critical to satellite station success. AO also provides opportunity to build basic incident management skills. AO is code 1 only (unless accompanied and authorized by Engineer or above, or has obtained AO3 status) or is authorized by the Duty Officer on a case-by-case basis for duration of assignment (ie: severity / contingency staffing). AO's must maintain all requirements of Reserve Firefighter, including:

Must have and maintain an acceptable Motor Vehicle Record (MVR)

NFPA Driver, Mobile Water Supply Apparatus and Wildland Fire Apparatus (DPSST Certifications)

- RMFD Apparatus Operator Academy (CEVO 4 & DDP) – **48 hrs**
- RMFD Apparatus Operator Taskbook (contains NFPA Job Performance Requirements) – **30 hrs**

NIMS ICS-200 (ICS for Single Resources & Initial Actions) – **2 hrs**

Oregon Licensed Emergency Medical Responder (EMR) – Preferred for Part Time **EMT Required for Full-Time positions** – **40 hrs**

Must successfully pass Driver's Final Road Test and Management Staff Review – **2 hrs**

*Total average indicative contact hours = **122 hrs***

The "AO3" designation is available to any AO that has received approval from middle management allowing unsupervised Code 3. This process is initiated by the AO's primary supervisor.

AO3's with EMT are eligible to initiate a "Station Supervisor – Position #1" Taskbook for consideration of covering a shift Position #1 at a staffed station, either part-time or full-time.

8/26/2025

LEAD FIREFIGHTER (Engineer)

Description – A technician-level operator position. Engineers have a solid firefighting skill-set. They are experienced and knowledgeable with all fire department tools. Engineers possess technical and certified training in operation of apparatus equipped with a fire pump. Engineers possess basic to intermediate incident and personnel management skills. Engineers must maintain all requirements of Reserve Firefighter/Apparatus Operator (AO), including:

NFPA Firefighter 2 (DPSST Certification)

- NFPA Firefighter 2 Academy – **48 hrs**
- NFPA Firefighter 2 Taskbook or TPE – **33 hrs**

NFPA Apparatus Equipped with Fire Pump (DPSST Certification)

- NFPA AEFPP Course – **48 hrs**
- RMFD Engineer Taskbook (contains NFPA Job Performance Requirements) – **36 hrs**

NWCG S-215 (Fire Operations in the Wildland Interface) – 40 hrs

Advanced Wildland Interface Firefighter – NWCG FFT1 Firefighter (DPSST Certification)

- NWCG S-131/S-133 Advanced Wildland Class – **8 hrs**
- NWCG FFT1 Taskbook with accompanying Shift Tickets (see NWCG Publications) – **32 hrs**

Oregon Licensed Emergency Medical Technician (EMT) – 280 hrs

Hazardous Materials Operations (if not already obtained in FF1 academy) – 8 hrs

RMFD Engineer Taskbook - 36 hrs

Must successfully pass Engineer Assessment and Management Staff Review – **3 hrs**

Total average indicative contact hours = 572 hrs

The "Company Officer" designation/title is available to any rank below Lieutenant for those who are hired full-time into Position #1. It is a step-up functional title used during assigned shifts in that capacity, recognized with a red helmet. Current rank will be used in all other work or training activities.

LIEUTENANT

Description – An officer position that possesses solid tactical and decision-making skills that are necessary for all incident types, as well as solid personnel management, supervisory and administrative skills. Lieutenants must maintain all requirements of Lead Firefighter/Engineer, including:

Rural Metro Fire Position #1 Taskbook

Wildland Interface Engine Boss (DPSST Certification)

- NWCG S-230 & S-231 (Single Resource Boss for Crew & Engine) – **40 hrs**
- NWCG S-290 (Intermediate Wildland Fire Behavior) – **40 hrs**
- NWCG Engine Boss Taskbook with accompanying Shift Tickets (see NWCG Publications) – **40 hrs**

NFPA Surface & Swiftwater Rescue (DPSST Certifications)

- Rescue 3 Swiftwater Rescue Technician (SRT-1) Course – **40 hrs**
- NFPA Surface Water Rescue Taskbook – **40 hrs**
- NFPA Swiftwater Rescue Taskbook – (no additional hours, both books can be signed together)

NFPA Vehicle Rescue – Common Passenger Vehicle Operations (DPSST Certification)

- NFPA Vehicle Rescue/Extrication Course (state or local equivalent) – **30 hrs**
- NFPA Common Passenger Vehicle Operations Taskbook – **20 hrs**

NFPA Fire Instructor 1 - (DPSST Certification required for Full Time Only)

- NFPA Fire Instructor 1 Course – **32 hrs**
- NFPA Instructor 1 Taskbook – **10 hrs**

Basic Fire Investigation for Company Officers – 16 hrs

Completion of any recognized Personnel Management / Leadership Training & Education: - Various hrs

- Fire Service Leadership, Fire Personnel Management, Human Relations, RMFD Officer Development Course (ODC), or equivalent (see Training Officer)

RMFD Lieutenant Taskbook

May not have any Corrective Action Notices in personal file for (1) year prior to assessment

Must successfully pass Lieutenant Promotion Assessment

Total average indicative contact hours = 378 hrs

8/26/2025

CAPTAIN

Description – A senior officer position that possesses advanced knowledge and skill sets in all areas: incident management, personnel supervision and management, operations-level administration, and district-level system status management. Captains must maintain all requirements of Lieutenant, including:

NFPA Fire Officer 1 (DPSST Certification)

- NFPA Fire Officer 1 Academy (see DPSST “NFPA Fire Officer Guide” for course requirements) – **80 hrs**
- NFPA Fire Officer 1 Taskbook – **40 hrs**

I-300 (Intermediate Incident Command) – 32 hrs

NFPA Vehicle Rescue – Common Passenger Vehicle Technician (DPSST Certification)

- NFPA Advanced Vehicle Rescue/Extrication Course (state or local equivalent) – **30 hrs**
- NFPA Common Passenger Vehicle Technician Taskbook – **40 hrs**

Completion (or continuation with exceptional maintenance) of an assigned administrative project RMFD Captain Taskbook

May not have any Corrective Action Notices in personal file for (1) year prior to assessment

Must successfully pass Captain Promotion Assessment

Optional Coursework & Certifications: Rope Technician, SRT-A and Heavy Vehicle Rescue

Total average indicative contact hours = 92 hrs

CHIEF OFFICER recommendations (BC and above), optional for Step-Up Duty Officers

NFPA Fire Officer 2 (DPSST Certification)

- NFPA Fire Officer 2 Academy (or see DPSST’s “NFPA Fire Officer Guide” for course requirements)
- NFPA Fire Officer 2 Taskbook

Wildland Interface Strike Team Leader – Engine (DPSST Certification)

- NWCG S-330 (Task Force/Strike Team Leader)
- NWCG STL-E Taskbook with accompanying Shift Tickets

Wildland Interface Structural Group Supervisor (DPSST Certification)

- NWCG S-390 (Wildland Fire Behavior Calculations)
- NWCG S-339 (Division/Group Supervisor)
- NWCG DIVS Taskbook with accompanying Shift Tickets

I-400 (Advanced Incident Command)

Minimum 8 years as Full Time Officer/Supervisor

Regular experience as a “step-up” Duty Officer

DESIRED ~

Basic Fire Administrators Institute Series (7 course)

Bachelor’s Degree in related field

****NOTES****

***Full Time positions may be subject to additional requirements specific to position expectation, such as EMT.**

**All requirements listed are subject to change as departmental needs arise or governing agencies change requirements.*

**Promotional Taskbooks are issued by the Training Officer, with employee’s first-line supervisor approval, and generally have a 1-year expiration after initiation date, except where otherwise indicated.*

**Authority given to each level regarding staffing and scheduling is located in SOG C3.1.*

**Duty Officers and/or Chief Officers reserve the right to adjust position authority to meet operational needs, when they arise.*

8/26/2025

TRAINING RESOURCES

Training requirements listed within this ***Career Path & Development Plan*** can be accomplished using a variety of hands-on, classroom, online or hybrid educational formats. Personnel are strongly encouraged to council with their primary supervisor and/or the Training Officer to chart a training plan best-suited to personal need and desires. However, it is ultimately the employee's responsibility to be in-tune with local postings, announcements, and offers, and/or proactively seek training opportunities to accomplish personal advancement goals.

RMF sponsors most requirements "in-house" or through regionally-approved training institutions, and in accordance with annual training schedules. NOTE: Not all training institutions are approved vendors, and many require personal reimbursement of tuition and registration fees. Approval must be granted by the Training Officer prior to self-registering.

Below is a short list of options where employees may seek training opportunities. List may not be all-inclusive. Simply search their online schedules.

- Rural Metro Fire's Accredited Training Program
- Rogue Community College Emergency Services Department
- Rogue Interagency Training Association (RITA)
- Department of Public Safety Standards & Training (DPSST)
- Oregon Volunteer Firefighters Association (OVFA)
- National Fire Academy (NFA)
- Federal Emergency Management Agency (FEMA)
- Southwest Oregon Community College (SWOCC)
- Chemeketa Community College (CCC)
- Eastern Oregon University (EOU)
- Western Oregon University (WOU)
- Multitude of other online/in-person options

8/26/2025

Exhibit E

Regional Tax Base & Staffing Comparisons

Version 10.12.26

TAX RATE COMPARISONS

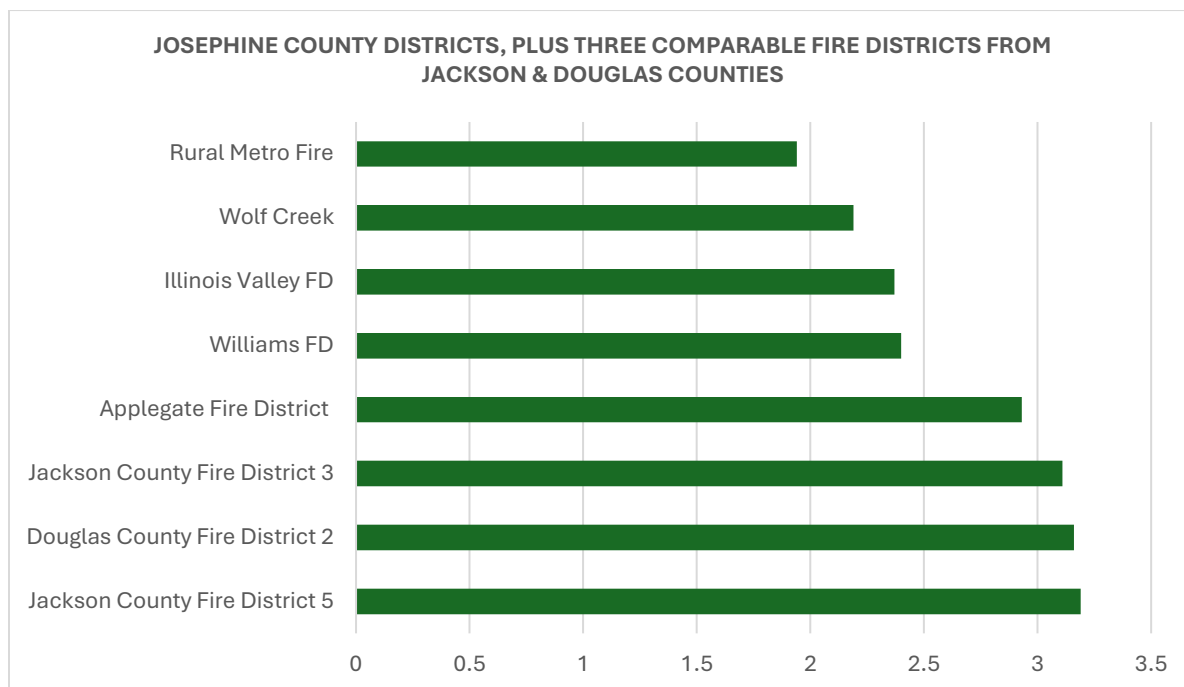
There are four other fire districts in Josephine County. Below is the current look at their rates when held up against those of Rural Metro. **Note: the taxing district rates include tax base, plus any operating levies.** There are no bond measures at present.



This is the same graph assuming that Williams will be successful in passing their levy in November. At that point Rural Metro would be the cheapest in the County, even after the first tier of their proposed rate hike is approved (which would place them at \$2.08).



This chart has the same info, with the addition of three Southern Oregon Fire Districts of comparable size. All three are at the bottom of the chart and all three are over \$3.00 per thousand.



Note: The rate shown for Williams assumes passage of their tax levy in November.

Jackson County Fire District 5	\$3.19
Douglas County Fire District 2	\$3.16
Jackson County Fire District 3	\$3.11
Applegate Fire District	\$2.93
Williams FD	\$2.40
Illinois Valley FD	\$2.37
Wolf Creek	\$2.19
Rural Metro Fire	\$1.94

The next page looks at total population for the comparable districts only. Then a look at firefighters per 1,000 of population. This is a traditional way to measure the health of local fire protection. Far from the only measurement, but it is widely used.

Note: POC = Paid-on-Call (Part-time)

CURRENT STAFFING COMPS

District	Population	Career FF	Vol / POC	Total FF	Total FFs per 1,000
Rural Metro	<u>37,000</u>	24	30	54	1.45
Douglas County FD 2	<u>37,000</u>	44	35	79	2.14
Jackson County FD 3	<u>58,000</u>	79	17	96	1.67
Jackson County FD 5	<u>23,000</u>	24	45	69	3

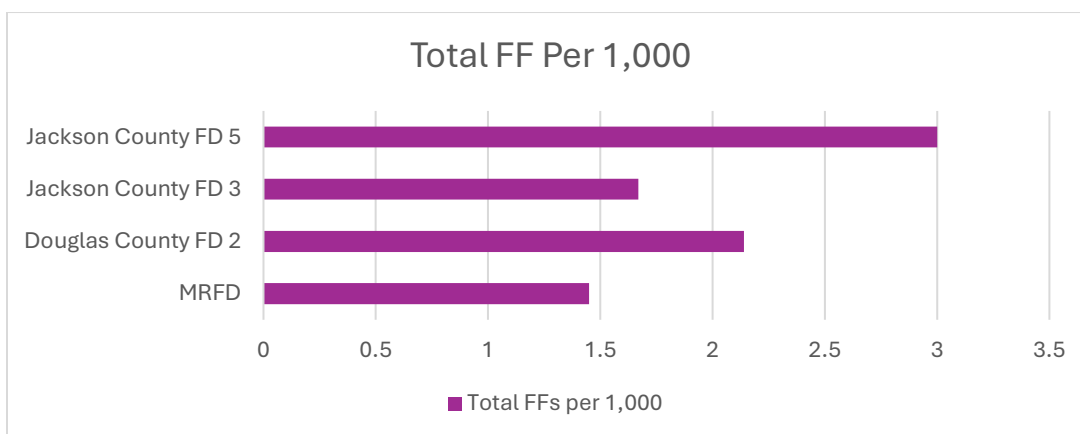
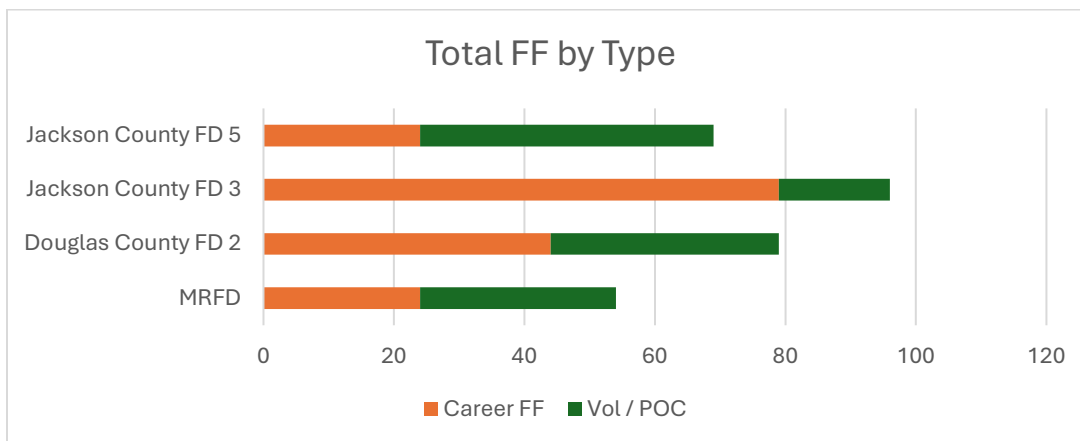
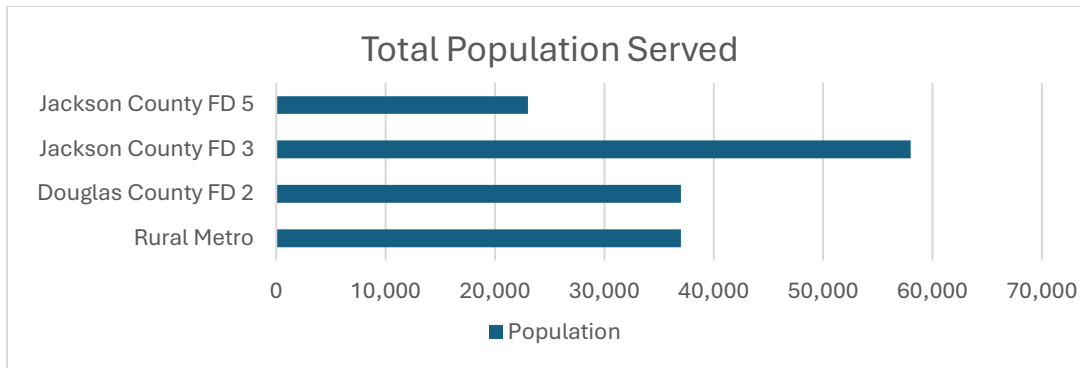


Exhibit F
Service Level Improvements
Version 10.12.26

Exhibit F – Optional Service Improvements

(A la Carte Staffing Enhancements to Baseline RMF Agreement)

The following optional service improvements may be elected by MRFD, individually or in combination, to enhance operational readiness, response capability, and district-wide service levels. Each option is standalone and is to be priced separately.

1. Station 5 (Merlin) – 24-Hour Staffing Upgrade

Description: Increase current staffing model from **12-hour coverage** to **24-hour, 365-day coverage**.

Operational Requirements:

- Addition of **crew quarters** suitable for 24-hour staffing.
- Adjustment of shift scheduling to support continuous coverage.

Service Impact:

- Eliminates overnight coverage gaps in the Merlin response area.
- Improves reliability of initial attack and EMS response times.

2. Hub Stations – Third-Person Company Staffing (Stations 1 & 2)

Description: Add a **third firefighter** to each hub station company at:

- **Station 1 – South Valley**
- **Station 2 – North Valley**

Staffing Level:

- **24-hour, 365-day coverage** at both stations.

Service Impact:

- Enhances safe minimum staffing for interior attack.
- Improves EMS capability and multi-patient handling.
- Strengthens district-wide ERF (Effective Response Force) reliability.

3. Training Officer – 40-Hour Position

Description: Establish a **full-time Training Officer** responsible for district-wide training coordination, compliance, and skill development.

Duties Include:

- Annual training plan development.
- Live-fire, EMS, and technical rescue training coordination.
- Certification tracking and compliance oversight.

Service Impact:

- Improves consistency and quality of training across RMF personnel.
- Supports workforce stability and professional development.

4. Fire Prevention Specialist – 40-Hour Position (Single or Dual Option)

Description: Add **one** or **two** Fire Prevention Specialists with **firefighting qualifications**.

Duties Include:

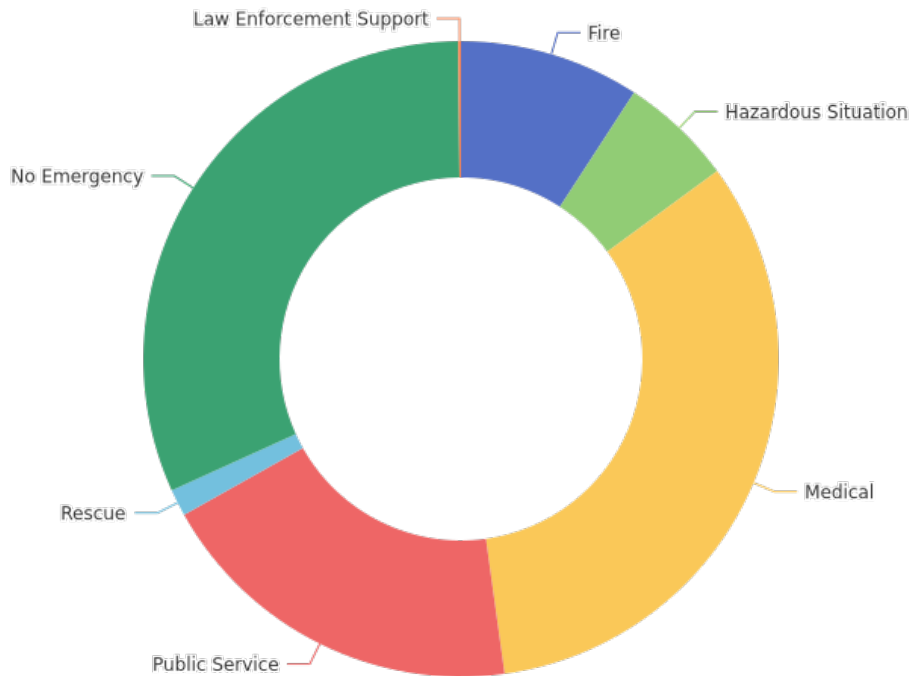
- Inspections, code enforcement, and public education.
- Plan review support.
- Wildfire mitigation and community risk reduction.
- Operational support during major incidents (qualified firefighter).

Service Impact:

- Strengthens prevention and risk-reduction capacity.
- Provides dual-role capability during emergencies.
- Supports compliance with state and local fire prevention mandates.



FDR-IR: Incident Count by Primary Incident Type



PRIMARY INCIDENT GROUP / PRIMARY INCIDENT TYPE	COUNT	PERCENT OF TOTAL
Fire	67	9.18%
Fire - Outside Fire - Other Outside Fire	6	0.82%
Fire - Outside Fire - Trash / Rubbish Fire	7	0.96%
Fire - Outside Fire - Vegetation / Grass Fire	26	3.56%
Fire - Outside Fire - Wildfire - Wildland	7	0.96%
Fire - Outside Fire - Wildfire - Urban Interface	2	0.27%

FDR-IR: Incident Count by Primary Incident Type

Rural Metro Fire - Oregon
Address: 807 NE 6th St, Grants Pass, OR 97526



PRIMARY INCIDENT GROUP / PRIMARY INCIDENT TYPE	COUNT	PERCENT OF TOTAL
Fire - Outside Fire - Utility Infrastructure Fire	1	0.14%
Fire - Outside Fire - Dumpster / Other Outdoor Container Fire	2	0.27%
Fire - Structure Fire - Structural Involvement	7	0.96%
Fire - Structure Fire - Confined Cooking / Appliance Fire	1	0.14%
Fire - Transportation Fire - Vehicle Fire - Passenger	6	0.82%
Fire - Transportation Fire - Vehicle Fire - Commercial	1	0.14%
Fire - Transportation Fire - Vehicle Fire - RV	1	0.14%
Hazardous Situation	42	5.75%
Hazardous Situation - Hazard Non-Chemical - Electrical Power Line Down / Arching / Malfunction	8	1.10%
Hazardous Situation - Hazard Non-Chemical - Electrical Hazard / Short Circuit	4	0.55%
Hazardous Situation - Hazard Non-Chemical - Motor Vehicle Collision	14	1.92%
Hazardous Situation - Hazardous Materials - Fuel Spill / Fuel Odor	2	0.27%
Hazardous Situation - Hazardous Materials - Gas Leak / Gas Odor	8	1.10%
Hazardous Situation - Investigation - Smoke Investigation	6	0.82%
Medical	240	32.88%
Medical - Illness	13	1.78%

FDR-IR: Incident Count by Primary Incident Type

Rural Metro Fire - Oregon
Address: 807 NE 6th St, Grants Pass, OR, 97526



PRIMARY INCIDENT GROUP / PRIMARY INCIDENT TYPE	COUNT	PERCENT OF TOTAL
Medical - Illness - Abdominal Pain / Problems	6	0.82%
Medical - Illness - Allergic Reaction / Stings	4	0.55%
Medical - Illness - Breathing Problems	29	3.97%
Medical - Illness - Cardiac Arrest	6	0.82%
Medical - Illness - Chest Pain (Non-Trauma)	34	4.66%
Medical - Illness - Convulsions / Seizures	8	1.10%
Medical - Illness - Diabetic Problems	2	0.27%
Medical - Illness - Heart Problems	2	0.27%
Medical - Illness - Overdose / Poisoning	6	0.82%
Medical - Illness - Psychological Behavior Issues	1	0.14%
Medical - Illness - Sick Case	1	0.14%
Medical - Illness - Stroke / CVA	9	1.23%
Medical - Illness - Unconscious Victim	14	1.92%
Medical - Illness - Well Person Check	1	0.14%
Medical - Illness - Altered Mental Status	6	0.82%
Medical - Illness - Unknown Problem	19	2.60%
Medical - Illness - No Appropriate Choice	3	0.41%
Medical - Injury	2	0.27%
Medical - Injury / Trauma - Fall	16	2.19%

FDR-IR: Incident Count by Primary Incident Type

Rural Metro Fire - Oregon
Address: 807 NE 6th St, Grants Pass, OR, 97526



PRIMARY INCIDENT GROUP / PRIMARY INCIDENT TYPE	COUNT	PERCENT OF TOTAL
Medical - Injury / Trauma - Heat / Cold Exposure	2	0.27%
Medical - Injury / Trauma - Motor Vehicle Collision	51	6.99%
Medical - Injury / Trauma - Gunshot Wound	2	0.27%
Medical - Injury / Trauma - Hemorrhage / Laceration	1	0.14%
Medical - Other - Intercept Other Unit	2	0.27%
Public Service	139	19.04%
Public Service - Citizen Assist - Person In Distress	1	0.14%
Public Service - Citizen Assist - Citizen Assist / Service Call	11	1.51%
Public Service - Citizen Assist - Lift Assist	115	15.75%
Public Service - Alarms (Non Medical) - Fire / Smoke Alarm	4	0.55%
Public Service - Alarms (Non Medical) - CO Alarm	2	0.27%
Public Service - Disaster / Weather - Damage Assessment	1	0.14%
Public Service - Disaster / Weather - Weather Response	1	0.14%
Public Service - Other - Move-up	4	0.55%
Rescue	10	1.37%
Rescue - Outside - Extrication / Entrapped	1	0.14%
Rescue - Outside - Low Angle Rescue	1	0.14%

FDR-IR: Incident Count by Primary Incident Type

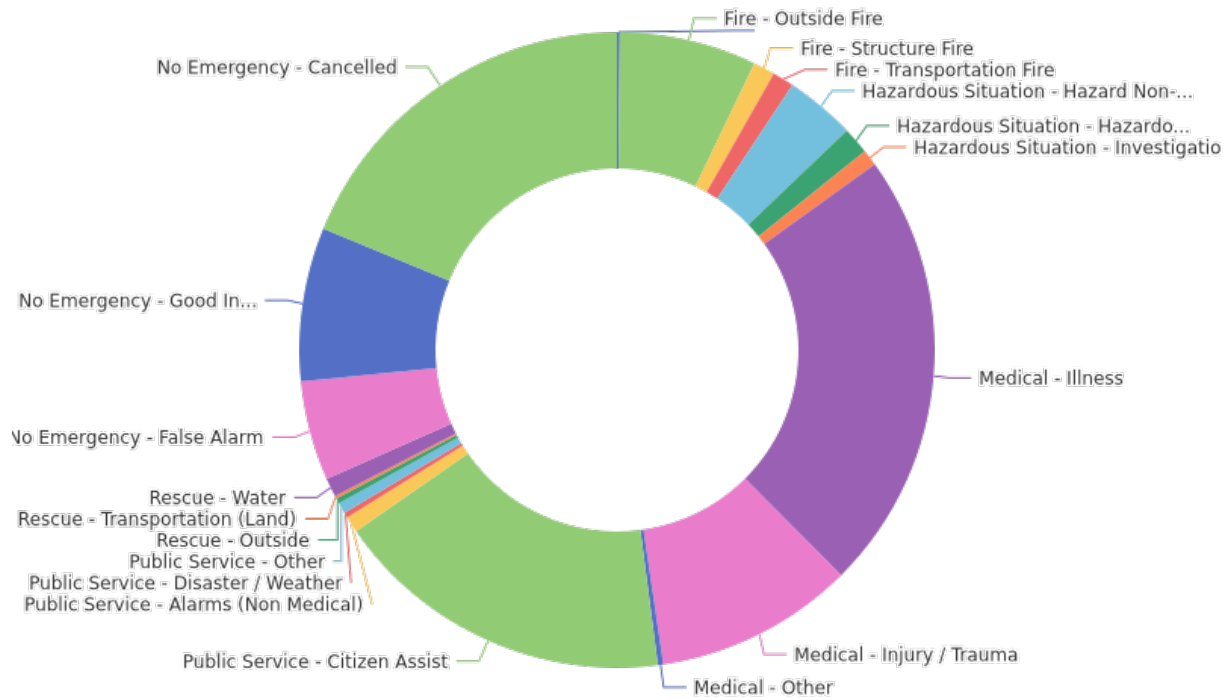
Rural Metro Fire - Oregon
Address: 807 NE 6th St, Grants Pass, OR, 97526



PRIMARY INCIDENT GROUP / PRIMARY INCIDENT TYPE	COUNT	PERCENT OF TOTAL
Rescue - Transportation (Land) - Motor Vehicle Collision Extrication / Entrapment	1	0.14%
Rescue - Water - Person in Water (Swiftwater/River)	6	0.82%
Rescue - Water - Watercraft in Distress	1	0.14%
No Emergency	231	31.64%
No Emergency - False Alarm - Intentional False Alarm	1	0.14%
No Emergency - False Alarm - Malfunctioning Alarm	8	1.10%
No Emergency - False Alarm - Accidental Alarm	17	2.33%
No Emergency - False Alarm - Other False Call	11	1.51%
No Emergency - Good Intent - No Incident Found Upon Arrival / Location Error	42	5.75%
No Emergency - Good Intent - Controlled Burning (Authorized)	1	0.14%
No Emergency - Good Intent - Smoke From Nonhostile Source (Smoke Scare)	12	1.64%
No Emergency - Good Intent - Investigate Hazardous Release (Nothing Found)	2	0.27%
No Emergency - Cancelled	137	18.77%
Law Enforcement Support	1	0.14%
Law Enforcement Support	1	0.14%
Total	730	100.00%



FDR-IR: Incident Count by Primary Incident Sub Group



PRIMARY INCIDENT GROUP / PRIMARY INCIDENT SUB GROUP	COUNT	PERCENT OF TOTAL
Fire	67	9.18%
Fire - Outside Fire	51	6.99%
Fire - Structure Fire	8	1.10%
Fire - Transportation Fire	8	1.10%
Hazardous Situation	42	5.75%
Hazardous Situation - Hazard Non-Chemical	26	3.56%
Hazardous Situation - Hazardous Materials	10	1.37%

FDR-IR: Incident Count by Primary Incident Sub Group

Rural Metro Fire - Oregon
Address: 807 NE 6th St, Grants Pass, OR 97526



PRIMARY INCIDENT GROUP / PRIMARY INCIDENT SUB GROUP	COUNT	PERCENT OF TOTAL
Hazardous Situation - Investigation	6	0.82%
Medical	240	32.88%
Medical - Illness	164	22.47%
Medical - Injury / Trauma	74	10.14%
Medical - Other	2	0.27%
Public Service	139	19.04%
Public Service - Citizen Assist	127	17.40%
Public Service - Alarms (Non Medical)	6	0.82%
Public Service - Disaster / Weather	2	0.27%
Public Service - Other	4	0.55%
Rescue	10	1.37%
Rescue - Outside	2	0.27%
Rescue - Transportation (Land)	1	0.14%
Rescue - Water	7	0.96%
No Emergency	231	31.64%
No Emergency - False Alarm	37	5.07%
No Emergency - Good Intent	57	7.81%
No Emergency - Cancelled	137	18.77%
Law Enforcement Support	1	0.14%
	1	0.14%
Total	730	100.00%

Item 9.c

MID ROGUE FIRE DISTRICT

Board of Directors Resolution: 2026-013; In the Matter of Support of the Josephine Regional Interoperability Communication System

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE MID ROGUE FIRE DISTRICT

WHEREAS, the Mid Rogue Fire District (“District”) is a political subdivision of the State of Oregon, governed by a duly elected Board of Directors; and

WHEREAS, the Board of Directors is authorized under Oregon law and District policy to establish direction, approve actions, and adopt official policies, contracts, and financial decisions; and

WHEREAS, it is in the best interest of the District and the residents it serves to formally document the Board’s actions;

WHEREAS, effective emergency response in Josephine County depends upon clear, reliable, and interoperable communications among fire, law enforcement, emergency medical services, public works, and other allied agencies; and

WHEREAS, Josephine County Emergency Management has initiated the development of the *Josephine Regional Interoperability Communications System (JRICS)* to modernize and strengthen countywide communications capabilities; and

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors of the Mid Rogue Fire District hereby:

Expresses its formal support for the efforts of Josephine County Emergency Management to develop and implement the *Josephine Regional Interoperability Communications System (JRICS)*.

The Board recognizes that modern, reliable, and interoperable communications capabilities are essential to the protection of life and property, and that the increasing complexity of all-hazards incidents requires seamless coordination among fire, law enforcement, emergency medical services, public works, and allied agencies.

The Board further finds that JRICS represents a significant and forward-looking investment in countywide resilience, providing a unified communications framework that will enhance situational awareness, reduce operational delays, and strengthen the ability of all disciplines to respond collaboratively during emergencies. The District affirms that improved interoperability is in the direct interest of the communities we serve and will materially benefit responders throughout Josephine County.

Accordingly, the Mid Rogue Fire District formally endorses the continued planning, development, and implementation of JRICS, and encourages all regional partners to participate in and support this initiative to ensure a robust, reliable, and future-ready communications system for the benefit of all agencies and all residents of Josephine County.

BE IT FURTHER RESOLVED that this resolution shall take effect on October 12, 2026, and shall remain in effect unless amended or rescinded by the Board of Directors.

PASSED AND ADOPTED this _____ day of _____, 20____.

President: _____
Mark Jones

Vice President: _____
Vincent Ownbey

Secretary/Treasurer: _____
Ralph Weidling

Director: _____
Tom McGowan

Director: _____
Randy Benetti Sr.

MID ROGUE FIRE DISTRICT

Board of Directors Resolution: 2026-014; In the Matter of Support of the Friends of Mid Rogue Fire District Non-Profit Organization

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE MID ROGUE FIRE DISTRICT

WHEREAS, the Mid Rogue Fire District ("District") is a political subdivision of the State of Oregon, governed by a duly elected Board of Directors; and

WHEREAS, the Board of Directors is authorized under Oregon law and District policy to establish direction, approve actions, and adopt official policies, contracts, and financial decisions; and

WHEREAS, it is in the best interest of the District and the residents it serves to formally document the Board's actions; and

WHEREAS, the Mid Rogue Fire District ("District") is charged with providing fire suppression, emergency response, fire prevention, and public-education services for the benefit of the community; and

WHEREAS, Friends of Mid Rogue Fire District, a qualified nonprofit organization may offer programs, materials, and outreach activities that directly advance the District's mission by promoting fire safety, wildfire preparedness, and community risk reduction; and

WHEREAS, initial legal review indicates that the District may fund nonprofit-delivered public-purpose activities when expenditures are specifically tied to District objectives, subject to formal review by District Counsel and SDAO; and

WHEREAS, the Board desires to authorize a structured mechanism for such support, ensuring accountability, transparency, and compliance with all laws governing public funds.

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors of the Mid Rogue Fire District hereby:

1. **Authorizes** the District to provide financial support to Friends of Mid Rogue Fire District solely for public-education, fire-prevention, and community risk-reduction activities that directly serve the District's mission.
2. **Requires** that all support be program-specific, documented, and subject to reporting requirements sufficient to demonstrate public benefit and prevent private gain.
3. **Directs** the Executive Director to develop and present any necessary MOUs, service agreements, or funding frameworks for formal legal review by District Counsel and SDAO prior to execution.
4. **Declares** that this resolution does not authorize unrestricted donations and shall be interpreted strictly as a public-purpose expenditure authority.

BE IT FURTHER RESOLVED that this resolution shall take effect on October 12, 2026, and shall remain in effect unless amended or rescinded by the Board of Directors.

PASSED AND ADOPTED this _____ day of _____, 20____.

President: _____
Mark Jones

Vice President: _____
Vincent Ownbey

Secretary/Treasurer: _____
Ralph Weidling

Director: _____
Tom McGowan

Director: _____
Randy Benetti Sr.