Approved by
Mid Rogue Fire District Board of Directors
on 2026

Mid Rogue Fire District Board Meeting: October 12, 2026

5:30 p.m. scheduled – Merlin Park Community Center
Live Streamed at www.youtube.com/@MidRogueFD

Mid Rogue Fire District Attendance:

Directors Present: Tom McGowan, Randy Benetti Sr., Ralph Weidling, Vincent Ownbey, Mark Jones
Members Absent: None
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.

2. Approval of Agenda

Director Benetti made a motion to approve today's agenda as presented. The motion was seconded by Director McGowan. Upon roll call; Director McGowan – Yes; Director Benetti – Yes; Director Weidling – Yes; Director Ownbey – Yes; Director Jones – Yes. Motion carried 5-0.

3. Approval of Minutes

Director Weidling made a motion to approve the September 28, 2026 minutes as presented. The motion was seconded by Director McGowan. Upon roll call: Director McGowan – Yes; Director Benetti – Yes; Director Weidling – Yes; Director Ownbey – Yes; Director Jones – Yes. Motion carried 5-0.

4. Financial Report

Director Weidling gave a report on the accounts. In the District's checking account, there is a total of $137,267.28. The District's PERS account there is a balance of $25,628.60. The balance of the district's RAMP account is $29,990.00. The balance for the district's savings account is $2,755.04. The district LGIP account has a balance of $1,280,773.55 for total funds of $1,476,414.47. Director Weidling briefed the board that the district has spent a total of $72,914.78 since the beginning of the 26-27 fiscal year.

5. Friends of Mid Rogue Fire District

The Board discussed the distinction between Friends of Mid Rogue Fire District and a proposed District Volunteer Support Unit. The Friends group will return after organizing its leadership and developing its plan. District volunteers would initially focus on public education and administrative and incident support; the two groups would remain separate despite possible overlapping membership.

The volunteer proposal and draft application were reviewed. Discussion addressed background checks appropriate to assigned duties, driving records, documented training, basic Incident Command System training, possible DPSST support personnel certification, and coordination with County emergency management. Proposed work included incident planning, liaison duties, and preparation of District documents, rather than direct firefighting or hot-zone operations.

Staff were asked to return with a Board order establishing the unit and operational guidelines. The Board also discussed volunteer acknowledgments, insurance, workers' compensation, mileage reimbursement, and use of personal vehicles. These matters require further development. The proposed startup budget included outreach equipment, branded apparel, and background-check access. Funding approval occurred under item 11.

6. Executive Director Report

Executive Director Phil Turnbull reported progress on public education with United Strategies, service-contract preparation, and the proposed budget and negotiating subcommittees. A consultation with SDAO advisory services was scheduled to discuss a service-contract template. United Strategies is expected to provide an in-person update at the second Board meeting each month.

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Kassie Austin reported social media growth of 414.3%, 28 new followers, and a 710% increase in Facebook interactions. An all-hazards training post received more than 6,000 views. Staff and United Strategies hold biweekly coordination meetings. Radio advertising scripts were approved and payment submitted; additional recording was to be scheduled. Two fireside chats had been completed, and staff will follow up on an unavailable website link.

Public education work includes printed materials, consistent talking points, frequently asked questions, presentations to community organizations, and an outreach booth planned for October 24. Staff requested timely access to outreach supplies; the budget request was referred to item 11.

The home-insurance initiative will resume after the upcoming conference with follow-up involving Chief Holmes, Cheryl Johnson, and the Prevention Committee. An updated strategic plan is intended by year end. The District is awaiting a response on its fire department identification number request after completing requirements and coordinating duties with the Deputy State Fire Marshal. A vote on District participation in the regional mutual-aid agreement is anticipated November 17.

7. Public Comment

No public comment was offered in person or online.

8. Old Business

a. Pro forma Budget Subcommittee

The Board discussed restructuring the subcommittee because the originally contemplated Budget Committee participants were unavailable. The subcommittee will use negotiated service costs to develop financial scenarios and proposed tax-base figures for Board consideration.

Director Benetti made amotion to change the Pro forma Budget Subcommittee structure to two Board members, the Executive Director, and the Budget Officer. 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 Executive Director will serve as a voting member of the Pro forma Budget Subcommittee. The Budget Officer will serve as a nonvoting member.

Without objection, Directors Weidling and Ownbey were selected as the two Board representatives. The Executive Director will establish an email group for coordination.

b. Contract Negotiation Subcommittee

The Board discussed the availability of Budget Committee representatives and the need for citizen participation with a vested interest in the District. *Director Benetti made a motion to change the Contract Negotiation Subcommittee structure to two citizens who live or own property within the District, two Board members, and the Executive Director. The motion was seconded by Director Ownbey. Upon roll call: Director McGowan – Yes; Director Benetti – Yes; Director Weidling – Yes; Director Ownbey – Yes; Director Jones – Yes. Motion carried 5-0.*

Director Weidling made a motion to authorize the Executive Director to select the two citizen members who meet the approved residency or property-ownership criteria. The motion was seconded by Director McGowan. Upon roll call: Director McGowan – Yes; Director Benetti – Yes; Director Weidling – Yes; Director Ownbey – Yes; Director Jones – Yes. Motion carried 5-0.

Review of the documents to be provided to the negotiating subcommittee was moved to the Standards of Coverage report under item 9a.

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9. New Business

a. Committee Reports

Staffing and Training: Benefit research continues in conjunction with the proposed salaried position. Additional information is needed for SDIS medical, dental, vision, and related benefit quotes. Comparable coverage options were discussed, with figures hoped for at the next meeting. No new compensation or benefit package was approved.

Communications: Without objection, the Communications Committee was sunset and its work transferred to staff.

Policy: Employment and financial policy revisions are underway. Presentation to the Board will follow receipt of benefit and financial information needed to complete the amendments.

Prevention: Follow-up on the home-insurance initiative will occur after the conference in coordination with staff and the Prevention Committee.

Vehicle Acquisition: Without objection, the Vehicle Acquisition Committee was sunset. The Board may engage assistance again when a specific acquisition need arises.

Standards of Coverage: The committee presented its approximately 60-page report for use by the negotiating subcommittee. Discussion clarified that staffing step-up percentages reflect frequency of assignments rather than pay increases. The Board also discussed replacing general BLS terminology with EMT-level language and addressing existing personnel qualifications through contract provisions.

Director Ownbey made a motion to approve the documents as presented to the negotiations subcommittee as a living document. The motion as 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.

Directors will send suggested additions, deletions, or corrections through the Executive Director for distribution to the negotiating subcommittee. The negotiating team may revise the document as negotiations proceed. Without objection, the Standards of Coverage Committee was sunset following delivery of its work.

b. Rural Metro Quarterly Response Report

Rural Metro presented its quarterly response report, noting a seasonal increase in incidents with generally consistent call distribution. The Board discussed the report's graphical format and planned monthly summary reports for public education in coordination with Kassie Austin and United Strategies.

The Board requested that reporting reflect mutual aid given and received and provide a complete picture of incidents within the District, including incidents handled by automatic-aid partners. Rural Metro is working with the 911 dispatch center to obtain that information. Discussion also addressed whether dispatch data can identify fire responses generated solely because an ambulance was unavailable, distinguishing those responses from calls that would ordinarily require both fire and ambulance resources.

c. Resolution No. 2026-013

The Board discussed support for the Josephine Regional Interoperability Communication System. The resolution expresses support for advancing the regional-system discussion and developing cost information; it does not commit the District to an identified cost.

Director McGowan made a motion to approve Resolution No. 2026-013 as written. 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.

d. Resolution No. 2026-014

Director Benetti made a motion to approve Resolution No. 2026-014 in support of Friends of Mid Rogue Fire District, a nonprofit organization. The motion was seconded by Director McGowan. Upon roll call: Director

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McGowan – Yes; Director Benetti – Yes; Director Weidling – Yes; Director Ownbey – Yes; Director Jones – Yes. Motion carried 5-0.

e. Scheduling of the FY 26-27 Supplemental Budget

The Board deferred scheduling the supplemental budget to a later date pending additional financial information.

10. Correspondence

No correspondence was presented. The Board briefly discussed the status of the post office box payment.

11. Additional Matters of the Board

Director Benetti made a motion to approve and release funds for the Volunteer Support Unit budget requested on October 12, 2026, rounded up to $2,000. The motion was seconded by Director McGowan. Upon roll call: Director McGowan – Yes; Director Benetti – Yes; Director Weidling – Yes; Director Ownbey – Yes; Director Jones – Yes. Motion carried 5-0.

The Board clarified that Kassie Austin reports to the Executive Director for scheduling and time-off approval, consistent with the existing position description. Directors appreciated notice of staff absences but agreed routine approval rests with the Executive Director. The requested time off was approved during the discussion.

The Board discussed advance planning for the holiday parade, including a District-led entry and participation by Rural Metro. No final branding or parade-entry decision was made.

Discussion addressed formalizing volunteer supervision under the Executive Director, completing volunteer applications and background checks, and adding an organizational structure to the policy book. Development of a mission statement was also identified for future work.

12. Adjournment

Without objection, the board adjourned the meeting at 7:23 p.m.

_____

Kassie Austin, Recorder

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MID ROGUE FIRE DISTRICT **BOARD PROGRESS REPORT - 10/26/2026**

Planed Duration | Actual Start / In Play | Complete

	DESCRIPTION	NOTES	Oct wk 2	Oct wk 3	Oct wk 4	Nov wk 1	Nov wk 2	Nov wk 3	Nov wk 4	Dec wk 1	Dec wk 2	Dec wk 3	Dec wk 4
1	**Service Contract Negotiations**												
	RMF Negotiations	In Progress											
	Pro-Forma Budget Committee	On Standby											
	SDAO Advisory Services	In Communication											
1	**Public Education (Phase 1)**												
	Media *(all forms)*	Ongoing											
	Public Presentations	Scheduling											
	Stakeholder Visits	*Ongoing*											
	Fireside Chats	In Progress											
2	**MRFD Vol Support Unit**												
	General Update												
	MISC												
	RMF Membership Database	Pending Negotiations											
	Mutual Aid Agreement	17-Nov											
	Homeowner Insurance Project	Holding											
	Updated Strategic Plan	Covers Through June 30, 2027											
1	**OSFM FDID**												
	Email exchanges	????????											
	TASKS ON HOLD	**MILES**											
	7251 RADIO ID / VIN: 19-23820	**100525 (as of 10.21.26)**	**100660 (as of 11-03.26)**										

District Support Position Description
10.23.2026

This Volunteer position is to provide Support & Liaison services, overseen by Mid Rogue Fire District.

1. Purpose

This position is a District-sponsored, volunteer-staffed position to enhance incident response needs to all-hazard incidents, provide responded welfare, and inter-agency coordination during emergency and non-emergency operations within District boundary. Provide participation in community events. Participation would be subject to approval by District Fire Chief and/or Executive Director.

2. Program Overview

The concept includes complementary components. You will be designated to one or more of these components:

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A. District Operations Center (DOC)

You could be assigned to a small, mobile unit functioning as an early-stage EOC with a narrow focus for Initial and Extended Attack. You could 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. Your staffing responsibility will be determined by the DOC manager in communication with the District Chief and/or the 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. You will be assigned a position by the DOC manager. The DOC will not dictate or direct on-scene functions. You may support/manage Staging Areas.
- You mat be asked to 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 the current makeup of the on-scene command structure.

- You may provide 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

You may provide on-scene logistical and responding resources welfare and support during escalating initial and extended attack incidents.

Functions you could be asked to do:

- 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.
- May work 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. You may be asked to enhance responder safety using these methods under the direction of the Incident Commander or designate.

- You may be asked to respond in a District dedicated support vehicle, owned, maintained, and insured by the District, or operate vehicles for another organization under an MOU as an additional named insured.
- Training, qualifications, and PPE standards will be developed for you
- This position is under the direction of the Fire Chief, Administrator or designate. A volunteer agreement will be used. A background check may be required. You are designated to represent the District in these areas:

DOC:_____ Field Support:_____ Equipment & Support: _____

Executive Dir or Chief Signature:_____Date:_____

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Mid Rogure Fire District 2027

Schedule of Events		**Date (Approx)**		Phone #		
January						
February						
So Or Flea Mkt	southernoregonfleamarket.com					
March						
GP Growers Market	growersmarket.org			541-816-1144		
April						
Home Show		April 19-22				
Healthy Kids Day - YMCA		24-Apr		541-474-0001		
May						
Saturday Market				541-324-1327		
Merlin Parade		1-May		541-955-5241		
Boatnick		May 21-25				
Boatnick Parade						
Galice Garden Faire		May 8-9		541-479-8712		
Wildfire Prep day		1-May				
June						
Porchfest 5		13-Jun		541-862-1461		
Frog OFaire		6-Jun		541-295-5982		
Canine Carnival		12-Jun		775-386-3841		
Antique Tractor Show 54	Merlin	June 12-13		541-659-4535		
Car Show & BBQ		26-Jun		541-507-0560		
Rumble in the Valley	Sunny Valley	20-Jun		541-479-0209		
GP Airport Day June 25	Merlin	June 26-27				
July						
Car Show	Merlin	11-Jul		541-660-2364		
Jo Co Home Show		July 10-11		541-773-2872		
Fabulous 50's Car show						
4Th show - Reinhart Park		4-Jul		541-450-6014		
Jo Co Fair		July28- Aug 1		541-476-3215		
August						
September						
Rat Rod Ruckus	Merlin	Sept 11-12		541-787-9683		
Pottsville Powwow	Merlin	Sept 4-5		541-218-2384		
October						
Ft Vannoy Fair		All Weekends		541-479-3765		
Home Depot Safety Fair		Third Saturday				
Art along the Rogue		Oct 2-4		541-450-6014		
Fall Family Festival	River Valley Chu	31-Oct		541-476-7761		
Coats for Kids		Call KDRV early October		773-1212 Ext 6306		
Fire Prevention week		2nd week				
November						
Toys for Tots	Pick up twice @ Bi-Mart		11/28 & 12/5			
December						
Christmas Parade						

Toys for Tots			Distribution 3rd week - 2 days				

The role of a Public Information Officer (PIO) in the fire department is both dynamic and essential, serving as a bridge between the fire department and the public. PIOs are tasked with communicating vital information in times of emergency and keeping the community informed and engaged on a regular basis. They are the voices we hear and the faces we see during press conferences, interviews, and social media updates, guiding us through crises and providing reassurance when it's most needed.

What Does a Fire Department Public Information Officer Do?

At its core, the job of a fire department PIO is to provide clear, accurate, and timely information to the public and media. Their responsibilities often include:

1. **Emergency Communication**: In the event of a fire, natural disaster, or other emergency, PIOs are responsible for delivering real-time information. They give updates on the situation, provide instructions on how the public should respond, and share resources that are available. During an emergency, a PIO's ability to stay calm and communicate effectively can literally save lives.
2. **Media Relations**: PIOs work directly with the media to ensure accurate coverage of fire department activities. They conduct press briefings, prepare statements, and coordinate interviews. By fostering positive relationships with journalists and news outlets, PIOs help the media better understand the work of firefighters and the significance of certain safety practices or emergencies.
3. **Community Engagement**: Beyond emergencies, PIOs are dedicated to keeping the public informed about the department's ongoing work. Through social media posts, public service announcements, and community events, they educate citizens on fire prevention, safety protocols, and even career opportunities in firefighting.
4. **Crisis Management and Misinformation Control**: In today's fast-paced news cycle, misinformation can spread quickly. PIOs act as fact-checkers,

countering any false information with verified facts to maintain public trust. They are crucial in controlling rumors and ensuring the community receives accurate updates.

5. **Internal Communication**: A PIO often plays a role in internal communication within the department. They keep firefighters and department officials up to date on the latest policies, procedures, and information that may impact their roles or community relations.

Key Qualities of an Effective Fire Department PIO

A successful PIO embodies a unique set of skills and qualities. These include:

• **Strong Communication Skills**: PIOs must excel at both written and verbal communication. They need to be clear, concise, and professional, regardless of the circumstances.

• **Media Savvy**: Knowing how the media operates is essential. PIOs often have experience in journalism or public relations, equipping them to navigate media demands and maintain positive relations.

• **Adaptability**: Emergencies are unpredictable. A PIO must be able to pivot quickly, handle unexpected situations, and remain composed under pressure.

• **Empathy and Compassion**: In many cases, PIOs interact with people who are experiencing trauma or loss. The ability to communicate with empathy and sensitivity is vital.

The Evolving Role of the Fire Department PIO

As digital platforms evolve, so too does the role of a PIO. Today, a PIO may run social media accounts, sharing live updates and responding to questions directly from the public. They often utilize platforms like Twitter, Facebook, and Instagram to provide quick, accessible information and engage with community members in real time.

Moreover, the PIO role has expanded beyond just “information dissemination.” They are now educators, advocates, and champions for safety, fostering a well-informed community. PIOs often collaborate with other agencies and departments during larger crises, demonstrating that their work requires a comprehensive understanding of public safety.

WHA INSURANCE

Mid-Rogue Fire District

2026 OFCA Plan Rate Display

South Region - Effective December 1, 2026

		OFCA (Regence)		OFCA (Regence)		OFCA (Regence)		OFCA (Regence)		OFCA (Regence)		OFCA (Regence)		OFCA (Regence)	
		Option 1 - $500 Deductible		Option 2 - $1000 Deductible		Option 3 - $2000 Deductible		Option 4 - $1500 Deductible		Option 5 - $2500 Deductible		Option 6 - $5000 Deductible		Option HSA - $3400 Deductible	
Medical Benefits		In-Network		In-Network		In-Network		In-Network		In-Network		In-Network		In-Network	
Individual Deductible (per person)		$500		$1,000		$2,000		$1,500		$2,500		$5,000		$3,300	
Family Deductible		$1,500		$3,000		$6,000		$4,500		$5,000		$10,000		$6,800	
Coinsurance		20%		20%		20%		20%		20%		20%		20%	
Individual OOP Max		$2,500		$4,000		$6,000		$4,500		$5,000		$6,850		$6,000	
Family OOP Max		$5,000		$8,000		$12,000		$9,000		$10,000		$13,700		$12,000	
Preventative Office Visit		Covered in full		Covered in full		Covered in full		Covered in full		Covered in full		Covered in full		Covered in full	
Virtual Office Visit (vendor)		1st 3 Visits $5 Copay then	Covered in full	1st 3 Visits $5 Copay then	Covered in full	1st 3 Visits $5 Copay then	Covered in full	1st 3 Visits $5 Copay then	Covered in full	1st 3 Visits $5 Copay then	Covered in full	1st 3 Visits $5 Copay then	Covered in full	10%	
Primary Care Office Visit			$20 Copay		$20 Copay		$25 Copay		$25 Copay		$30 Copay		$30 Copay	20%	
Specialist Office Visit		$20 Copay		$20 Copay		$25 Copay		$25 Copay		$30 Copay		$30 Copay		20%	
Urgent Care Office Visit		$20 Copay		$20 Copay		$25 Copay		$25 Copay		$30 Copay		$30 Copay		20%	
Diagnostic Lab and X-Ray		20%		20%		20%		20%		20%		20%		20%	
Advanced Imaging		20%		20%		20%		20%		20%		20%		20%	
Emergency Room (Facility Only)		$100 Copay		$100 Copay		$100 Copay		$100 Copay		$100 Copay		$100 Copay		20%	
Constant 1500 Dental Plan															
Constant $1500 Dental Plan 2		$25 Deductible, 100/80/50 $1500 Annual Maximum		$25 Deductible, 100/80/50 $1500 Annual Maximum		$25 Deductible, 100/80/50 $1500 Annual Maximum		$25 Deductible, 100/80/50 $1500 Annual Maximum		$25 Deductible, 100/80/50 $1500 Annual Maximum		$25 Deductible, 100/80/50 $1500 Annual Maximum		$25 Deductible, 100/80/50 $1500 Annual Maximum	
Prescription Drug Benefits															
Prescription Supply		30 Day	90 Day	30 Day	90 Day	30 Day	90 Day	30 Day	90 Day	30 Day	90 Day	30 Day	90 Day	30 Day	90 Day
Pharmacy Deductible		None		None		None		None		None		None		Deductible applies	
Tier 1	Rx Plan 3	$2	$3	$2	$3	$2	$3	$2	$3	$2	$3	$2	$3	20%	20%
Tier 2		$10	$15	$10	$15	$10	$15	$10	$15	$10	$15	$10	$15	20%	20%
Tier 3		$40	$60	$40	$60	$40	$60	$40	$60	$40	$60	$40	$60	20%	20%
Tier 4		$60	$90	$60	$90	$60	$90	$60	$90	$60	$90	$60	$90	20%	N/A
Tier 5		$50	N/A	$50	N/A	$50	N/A	$50	N/A	$50	N/A	$50	N/A	50%	N/A
Tier 6															
Alternative Care															
Office Visit		$20 Copay		$20 Copay		$20 Copay		$20 Copay		$20 Copay		$20 Copay		20%	
Benefit Maximum		30 Visit Acupuncture Chiropractic unlimited 12 Massage Therapy Per Calendar Year		30 Visit Acupuncture Chiropractic unlimited 12 Massage Therapy Per Calendar Year		30 Visit Acupuncture Chiropractic unlimited 12 Massage Therapy Per Calendar Year		30 Visit Acupuncture Chiropractic unlimited 12 Massage Therapy Per Calendar Year		30 Visit Acupuncture Chiropractic unlimited 12 Massage Therapy Per Calendar Year		30 Visit Acupuncture Chiropractic unlimited 12 Massage Therapy Per Calendar Year		30 Visit Acupuncture Chiropractic unlimited 12 Massage Therapy Per Calendar Year	
Vision															
Exam		$20 Copay		$20 Copay		$20 Copay		$20 Copay		$20 Copay		$20 Copay		$25 Copay	
Hardware Allowance		$300 Allowance		$300 Allowance		$300 Allowance		$300 Allowance		$300 Allowance		$300 Allowance		$250 Allowance	
Frequency		Per calendar year		Per calendar year		Per calendar year		Per calendar year		Per calendar year		Per calendar year		Per calendar year	

Census							
Employee Only	0	$1,195.00	$1,086.00	$955.00	$1,012.00	$948.00	$929.00	$867.00
Employee + Spouse	0	$2,503.00	$2,276.00	$2,002.00	$2,120.00	$1,985.00	$1,944.00	$1,815.00
Employee + Family	1	$3,536.00	$3,218.00	$2,831.00	$2,998.00	$2,808.00	$2,751.00	$2,571.00
Employee + Child(ren)	0	$2,084.00	$1,898.00	$1,671.00	$1,769.00	$1,657.00	$1,624.00	$1,520.00

Total Monthly Premium	$3,536.00	$3,218.00	$2,831.00	$2,998.00	$2,808.00	$2,751.00	$2,571.00
Total Annual Premium	$42,432.00	$38,616.00	$33,972.00	$35,976.00	$33,696.00	$33,012.00	$30,852.00

This comparison is for illustrative purposes only. If a conflict arises, carrier information takes precedence.

All OFCA Plans include $600 NFPA exam (based on age) and MASA Coverage

Mid-Rogue Fire District
December 1, 2026 SDIS Rate Display

	SDIS (Regence) Blue Plans						
	Blue PPO II	Blue PPO II-A	Blue PPO III	Blue PPO IV	Blue PPO V	Blue PPO VI	Blue PPO VII
Medical Benefits	In-Network	In-Network	In-Network	In-Network	In-Network	In-Network	In-Network
Individual Deductible	$200	$300	$500	$1,000	$1,500	$2,000	$2,500
Family Deductible	$600	$900	$1,500	$3,000	$3,000	$4,000	$5,000
Coinsurance	20%						
Individual OOP Max	$2,000	$2,500	$3,000	$4,500	$5,000	$5,500	$5,500
Family OOP Max	$5,500	$7,000	$8,500	$12,000	$13,500	$13,500	$13,500
Preventative Office Visit	Covered in full						
Virtual Office Visit (vendor)	Covered in full						
Primary Care Office Visit	1st 3 Visits (office & virtual) $5 Copay then $25 Copay						
Specialist Office Visit	$25 Copay						
Urgent Care Office Visit	$25 Copay						
Diagnostic Lab and X-Ray	20%						
Advanced Imaging	20%						
Emergency Room (Facility Only)	$250 Copay						
Constant 1500 Dental Plan							
Constant 1500 Dental Plan 1	100/80/50, $1500 Annual Maximum						
Prescription Drug Benefits							
Prescription Supply	30 Day | 90 Day						
Pharmacy Deductible	None						
Tier 1	$10 | $10						
Tier 2	$30 | $60						
Tier 3	$50 | $100						
Tier 4	30 % to $200 max per script						
Tier 5	50%						
Tier 6	N/A						
Alternative Care							
Office Visit	$25 Copay						
Benefit Maximum	Chiro 30 Visits, Acupuncture 30 Visits, Massage Therapy 12 Visits per calendar year						
Vision							
Exam	$25 Copay						
Hardware Allowance	$300 Allowance						
Frequency	Per calendar year						

	Census	Blue PPO II	Blue PPO II-A	Blue PPO III	Blue PPO IV	Blue PPO V	Blue PPO VI	Blue PPO VII
Employee Only	0	$1,097.00	$1,050.00	$1,010.00	$943.00	$910.00	$871.00	$846.00
Employee + Spouse	0	$2,184.00	$2,089.00	$2,009.00	$1,875.00	$1,810.00	$1,730.00	$1,680.00
Employee + Family	1	$3,115.00	$2,980.00	$2,866.00	$2,674.00	$2,582.00	$2,468.00	$2,397.00
Employee + Child(ren)	0	$2,033.00	$1,946.00	$1,872.00	$1,747.00	$1,687.00	$1,613.00	$1,567.00

Total Monthly Premium	$3,115.00	$2,980.00	$2,866.00	$2,674.00	$2,582.00	$2,468.00	$2,397.00
Total Annual Premium	$37,380.00	$35,760.00	$34,392.00	$32,088.00	$30,984.00	$29,616.00	$28,764.00

This comparison is for illustrative purposes only. If a conflict arises, carrier information takes precedence.

Deductible Applies
Deductible Waived

Mid-Rogue Fire District
December 1, 2026 SDIS Rate Display

	SDIS (Regence) Red Plans							
	Red PPO C	Red PPO D	Red PPO E	Red PPO F	Red PPO H	Red PPO J	Red PPO K	Red PPO L
Medical Benefits	In-Network	In-Network	In-Network	In-Network	In-Network	In-Network	In-Network	In-Network
Individual Deductible	$300	$500	$1,000	$1,500	$2,000	$2,500	$3,000	$5,000
Family Deductible	$900	$1,500	$3,000	$3,000	$4,000	$5,000	$6,000	$10,000
Coinsurance	30%							
Individual OOP Max	$2,500	$3,000	$5,000	$5,500	$5,500	$6,000	$6,350	$6,350
Family OOP Max	$7,500	$9,000	$14,000	$14,700	$14,700	$12,700	$12,700	$12,700
Preventative Office Visit	Covered in full							
Virtual Office Visit (vendor)	Covered in full							
Primary Care Office Visit	1st 3 Visits (office & virtual) $5 Copay then $35 Copay							
Specialist Office Visit	$35 Copay							
Urgent Care Office Visit	$35 Copay							
Diagnostic Lab and X-Ray	30%							
Advanced Imaging	30%							
Emergency Room (Facility Only)	$250 Copay + 30%							
Constant 1500 Dental Plan								
Constant 1500 Dental Plan 1	100/80/50, $1500 Annual Maximum							
Prescription Drug Benefits								
Prescription Supply	30 Day | 90 Day							
Pharmacy Deductible	None							
Tier 1	$10 | $10							
Tier 2	$30 | $60							
Tier 3	$50 | $100							
Tier 4	30% to $200 max per script							
Tier 5	50%							
Tier 6	N/A							
Alternative Care								
Office Visit	$35 Copay							
Benefit Maximum	Chiro 30 Visits, Acupuncture 30 Visits, Massage Therapy 12 Visits per calendar year							
Vision								
Exam	$35 Copay							
Hardware Allowance	$250 Allowance							
Frequency	Per calendar year							

	Census	Red PPO C	Red PPO D	Red PPO E	Red PPO F	Red PPO H	Red PPO J	Red PPO K	Red PPO L
Employee Only	0	$998.00	$963.00	$898.00	$861.00	$816.00	$793.00	$773.00	$748.00
Employee + Spouse	0	$1,984.00	$1,915.00	$1,785.00	$1,710.00	$1,620.00	$1,575.00	$1,536.00	$1,486.00
Employee + Family	1	$2,830.00	$2,731.00	$2,546.00	$2,440.00	$2,312.00	$2,248.00	$2,191.00	$2,120.00
Employee + Child(ren)	0	$1,849.00	$1,784.00	$1,664.00	$1,595.00	$1,512.00	$1,470.00	$1,434.00	$1,387.00

Total Monthly Premium	$2,830.00	$2,731.00	$2,546.00	$2,440.00	$2,312.00	$2,248.00	$2,191.00	$2,120.00
Total Annual Premium	$33,960.00	$32,772.00	$30,552.00	$29,280.00	$27,744.00	$26,976.00	$26,292.00	$25,440.00

Deductible Applies
Deductible Waived

Mid-Rogue Fire District
December 1, 2026 SDIS Rate Display

	SDIS (Regence) HSA Plan
	HSA Plan
Medical Benefits	In-Network
Individual Deductible	$3,400
Family Deductible	$6,800
Coinsurance	20%
Individual OOP Max	$6,000
Family OOP Max	$12,000
Preventative Office Visit	Covered in full
Virtual Office Visit (vendor)	10%
Primary Care Office Visit	1st 3 Visits 0%, then 20%
Specialist Office Visit	20%
Urgent Care Office Visit	20%
Diagnostic Lab and X-Ray	20%
Advanced Imaging	20%
Emergency Room (Facility Only)	20%
Constant 1500 Dental Plan	
Constant 1500 Dental Plan 1	100/80/50, $1500 Annual Maximum
Prescription Drug Benefits	
Prescription Supply	30 Day | 90 Day
Pharmacy Deductible	Medical Deductible
Tier 1	20%
Tier 2	20%
Tier 3	20%
Tier 4	20%
Tier 5	50%
Tier 6	N/A
Alternative Care	
Office Visit	20%
Benefit Maximum	Chiro 30 Visits, Acupuncture 30 Visits, Massage Therapy 12 Visits per calendar year
Vision	
Exam	$25 Copay
Hardware Allowance	$250 Allowance
Frequency	Per calendar year

	Census	HSA Plan
Employee Only	0	$686.00
Employee + Spouse	0	$1,361.00
Employee + Family	1	$1,942.00
Employee + Child(ren)	0	$1,272.00

Total Monthly Premium	$1,942.00
Total Annual Premium	$23,304.00

Deductible Applies
Deductible Waived

Mid-Rogue Fire District

December 1, 2026 SDIS Rate Display

Life, Disability, and Other Lines

Life/AD&D Plans			
SDIS Option	**Employee / Dependent**	**Amount**	**Current Rate**
Option 1	Employee Life	$10,000	$3.00
	Dependent Life	$5,000	$2.00
Option 2	Employee Life	$20,000	$6.00
	Dependent Life	$5,000	$2.00
Option 3	Employee Life	$50,000	$13.00
	Dependent Life	$5,000	$2.00
Option 4	Employee Life	1x Annual Salary	$14.00
	Dependent Life	$5,000	$2.00
Option 5	Employee Life	$100,000	$30.00
	Dependent Life	$5,000	$2.00

Short-Term Disability Plans				Monthly Cost	Annual Cost
SDIS Option	**Weekly Benefit**	**Duration**	**Current Rate**	**Employee Count: 1**	
Option 5	60% to $900 Per Week	Up to 90 days	$8.00	$8.00	$96.00
Option 6	60% to $900 Per Week	Up to 180 days	$11.00	$11.00	$132.00

Long-Term Disability Plans					Estimated Monthly Cost	Estimated Annual Cost
SDIS Option	**Monthly Benefit**	**Elimination Period**	**Duration**	**Current Rates**	**Assumed Salary: $67,600**	
Option 1	60% to $5,000	90 Days	SSNRA	$.551% of Covered payroll	**$31.04**	**$372.48**
Option 2	60% to $5,000	180 Days	SSNRA	$.436% of Covered payroll	**$24.56**	**$294.74**

Note: Subject to change based on assumed covered payroll

MASA Medical Transport Solutions		
MASA Plan	**Description**	**Current Rates**
OFCA Emergent Plus	Emergency Air & Ground Ambulance, Hospital to Hospital, Repatriation to Hospital Near Home	Included

Employee Assistance Program	
Carrier	**Description**
Canopy	Included for all SDIS Client - First Responders

BEFORE THE MID ROGUE FIRE DISTRICT
BOARD OF DIRECTORS

In the Matter of Establishing the Mid Rogue Fire District Volunteer Support Unit	)))	**Order No. 2026 - 002**

WHEREAS, the Mid Rogue Fire District ("District") recognizes the need to enhance incident response capabilities, responder welfare, and inter-agency coordination during emergency and non-emergency operations; and

WHEREAS, the District recognizes the value of volunteer participation in supporting District operations, assisting partner agencies, and strengthening relationships with the community; and

WHEREAS, the establishment of a District-sponsored, volunteer-staffed Volunteer Support Unit will provide additional support for all-hazard incidents, responder welfare, inter-agency coordination, and community engagement within the District's boundaries; now, therefore,

IT IS HEREBY ORDERED as follows:

1) The Mid Rogue Fire District Volunteer Support Unit ("VSU") is hereby established as a District-sponsored, volunteer-staffed program to support and enhance the District's operational and community service capabilities.
2) The VSU shall provide support to enhance incident response capabilities for all-hazard incidents within the District's boundaries, provide responder welfare support, and assist with inter-agency coordination during emergency and non-emergency operations.
3) The VSU may participate in community events and outreach activities that further the District's mission.
4) Participation in the VSU, including assignments, activities, and deployment, shall be subject to approval by the District Fire Chief and/or Executive Director. All activities shall be conducted in accordance with applicable District policies, procedures, and directives.

DATED this _____ day of _____, 2026

Mid Rogue Fire District
Board of Directors

_____
Mark Jones, President

_____
Vinny Ownbey, Vice-President

_____
Ralph Weidling, Treasurer/Secretary

_____
Randy Benetti Sr., Director

_____
Tom McGowan, Director

Mid Rogue Fire District

Phil Turnbull
Executive Director
Charlie Phenix
Volunteer Coordinator

10.24.26

VOLUNTEER APPLICATION

Make a difference in your community - become a Support Volunteer! 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 District will contact you within 2-4 weeks.
Apply today by completing the below form and start making an impact!

Date:
Full Name:
Street Address:
How long have you lived at this address?:
Mailing Address (If different from street address:

Cell Phone #:
Email:

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

EDUCAT ION
High School Name/Location:

Graduate? ☐No; ☐Yes; ☐G.E.D.
College Name:
Graduate? ☐No; ☐Yes, Degree:

EMPLOYMENT

Current Employer: Phone #:
Supervisor's Name: May We Contact? ☐No; ☐Yes
List all employers over the last ten years ;

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:

CREDIT HISTORY

What is your credit score: Have you every filed for bankruptcy or had any repossessions?:

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 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.

Send to: Mid Rogue Fire District PO Box 635 Merlin, Oregon 97533 Att: Volunteer Coordinator