



REDMOND FIRE & RESCUE
341 NW DOGWOOD AVENUE
BOARD MEETING AGENDA
March 18, 2026 @ 9:30 a.m.

- 1. CALL TO ORDER**
- 2. ROLL CALL**
- 3. PLEDGE OF ALLEGIANCE**
- 4. AGENDA CHANGES**
- 5. PACKET DOCUMENTS FOR INFORMATION ONLY**
 - a. February 2026 Operations Report
 - b. February 2026 Financial Report
 - c. February 2026 Ambulance Billing Report
 - d. February 2026 Fire & Life Safety Report
 - e. Citizen Correspondence
- 6. CONSENT AGENDA**
 - a. Meeting Minutes – February 18, 2026
- 7. PUBLIC COMMENTS**
- 8. PUBLIC PRESENTATION**
 - a. Audit Report – Glen Kearns, Accuity
- 9. REPORTS**
 - a. Vehicle Branding – Deputy Chief Miller
- 10. ACTION ITEMS**
 - a. Finding of Fact – Chief Herrera
- 11. FIRE CHIEF REPORT**
- 12. NEW BUSINESS**
- 13. OLD BUSINESS**
 - a. Budget Committee Vacancies
 - b. Compensation Study for the Fire Chief
- 14. BOARD MEMBER COMMENTS**
- 15. BOARD PRESIDENT COMMENTS**
- 16. ADJOURN**

Members of the public who wish to attend the meeting virtually may do so by joining from your computer, tablet or smartphone at <https://global.gotomeeting.com/join/797053381>. Or you can dial in using your phone to 1(408) 650-3123 at the designated time and enter the access code 797-053-381.

Anyone needing accommodation to participate in the meeting must notify Diane Cox at least 48 hours in advance of the meeting at 541-504-5020 or diane.cox@rdmfire.org. Redmond Fire & Rescue does not discriminate on the basis of disability status in the admission or access to treatment, employment or in its programs or activities.

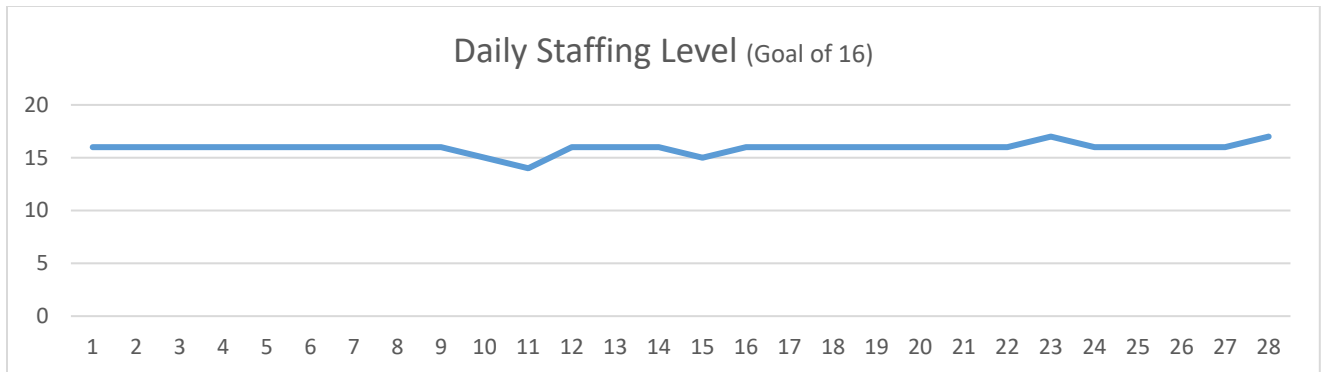


Redmond Fire & Rescue

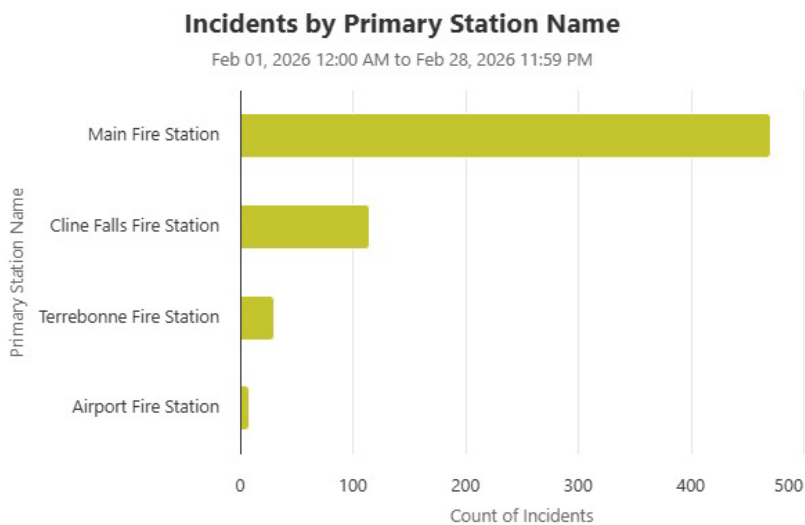
MARCH 2026 OPERATIONS REPORT

Total Calls for Service-624 (Average 22.2/Day)

Station Closures: None



****Staffing levels do not include those in training or covering special events.**





Redmond Fire & Rescue

MARCH 2026 OPERATIONS REPORT

Incidents by Day and Hour

Feb 01, 2026 12:00 AM to Feb 28, 2026 11:59 PM

Day of Week	Hour of Day																							
	0000	0200	0400	0600	0800	1000	1200	1400	1600	1800	2000	2200	0000	0200	0400	0600	0800	1000	1200	1400	1600	1800	2000	2200
Sunday	1	5	3	3	3	0	3	6	3	6	0	5	1	8	9	3	1	4	2	4	4	1	2	3
Monday	3	1	2	0	1	2	0	0	1	4	9	8	4	6	3	8	3	4	8	6	5	5	3	0
Tuesday	1	1	4	1	1	2	0	5	10	5	3	4	5	6	8	6	7	6	2	5	1	2	3	2
Wednesday	4	0	2	2	0	2	3	1	5	5	4	7	6	6	2	4	9	6	5	5	7	5	3	1
Thursday	3	3	0	2	3	1	2	2	2	3	4	6	4	7	6	9	2	6	6	3	5	5	1	2
Friday	1	1	3	3	3	0	5	2	7	3	5	6	6	11	5	8	6	7	7	6	7	4	4	4
Saturday	2	2	2	3	2	2	2	3	2	1	5	7	7	2	5	1	4	9	1	2	3	4	1	1

Mutual/Auto Aid:

- Given: 5
- Received: 0

Transfers: 84 (3.0/day)

Building Fires: 1



Redmond Fire & Rescue

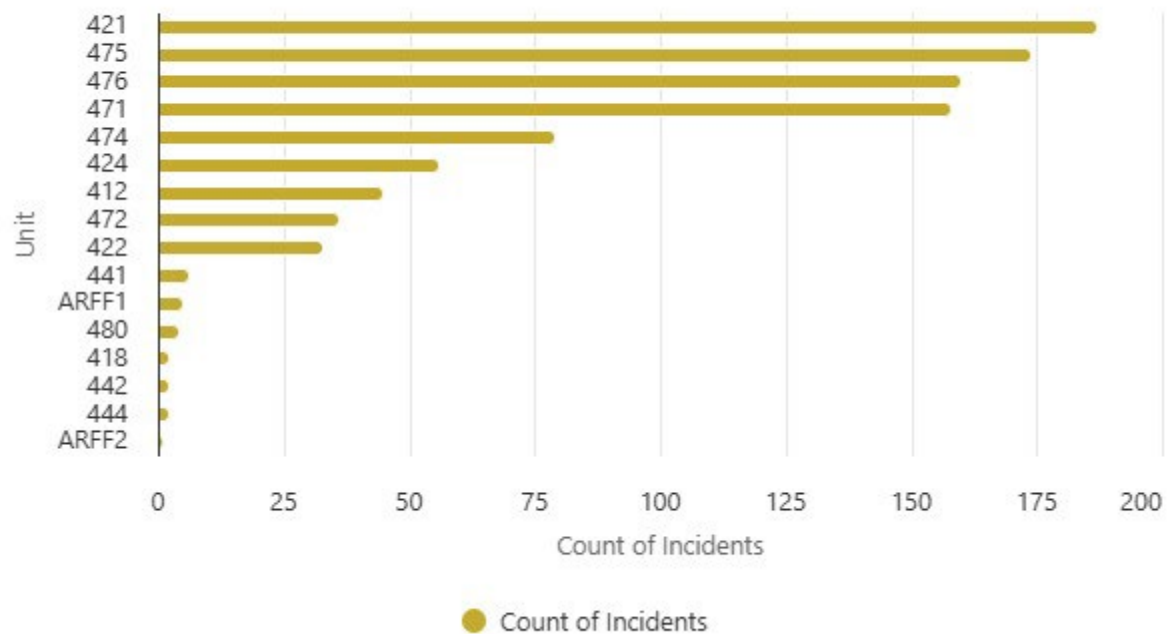
MARCH 2026 OPERATIONS REPORT

Responses to Undeveloped Areas: 11

- EMS Responses: 4
- RV/Passenger Vehicle Fire: 3
- Brush Fires: 0
- Unauthorized Burning: 2
- Other: 2

Incidents by Apparatus Resource ID (Top 40)

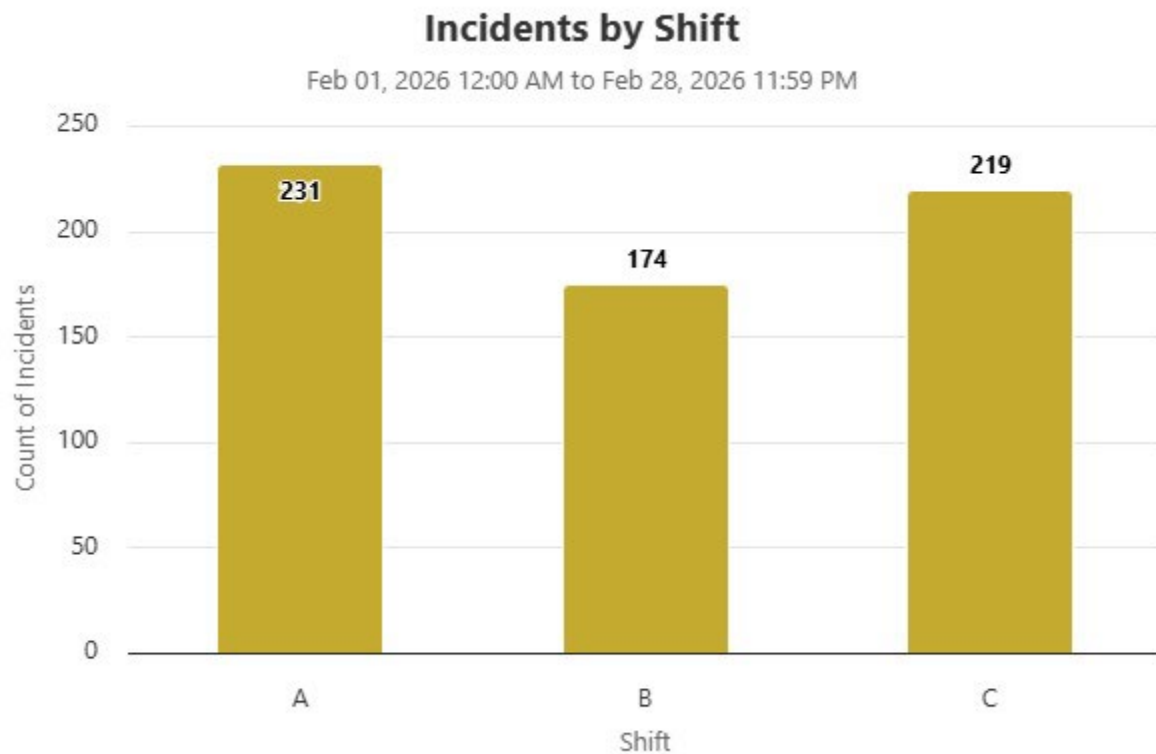
Feb 01, 2026 12:00 AM to Feb 28, 2026 11:59 PM





Redmond Fire & Rescue

MARCH 2026 OPERATIONS REPORT



Fire Apparatus—The engine approved for purchase in March 2025 has been ordered and will have a projected delivery of March 2028.

Ambulance—We have requested to start the build process for another ambulance with Braun Northwest. This process secures our place in the manufacturing process. Current build time is around 500 days. This ambulance would likely be delivered in June of 2027.

Command Vehicles—Completed Pre-Construction build meeting with the manufacturer. Chassis have been ordered and preliminary equipment shipped. Expected delivery of June 2026.

YEAR END STATISTICS



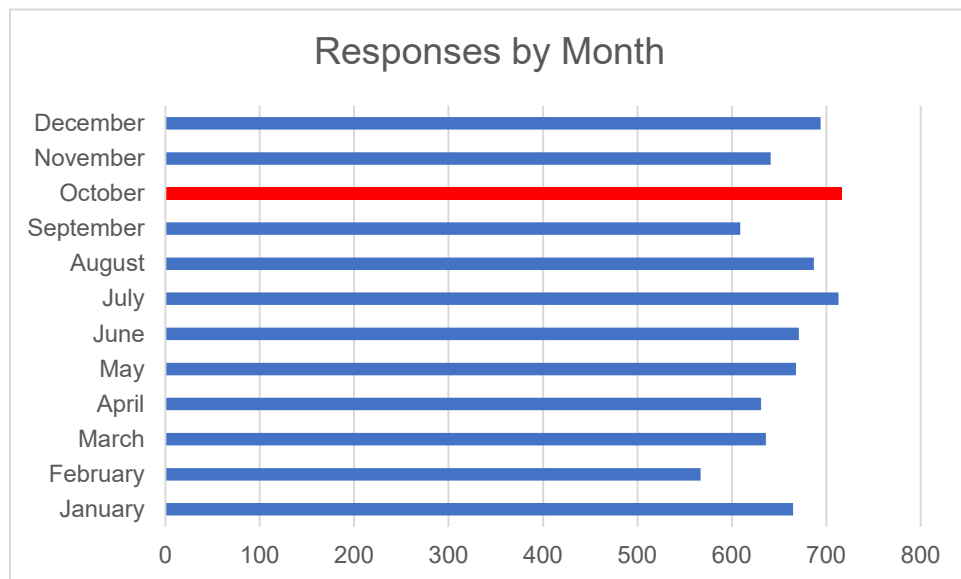
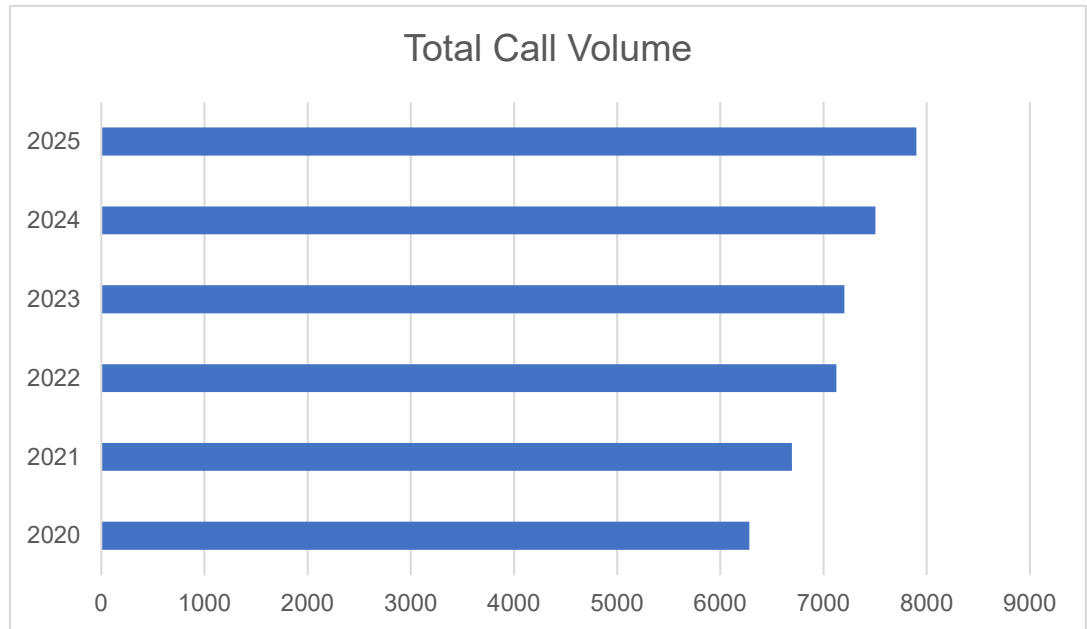
By: Dustin Miller, Deputy Chief

[2020 □ 2021 □ 2022 □ 2023 □ 2024 □ **2025**]



Total Call Volume

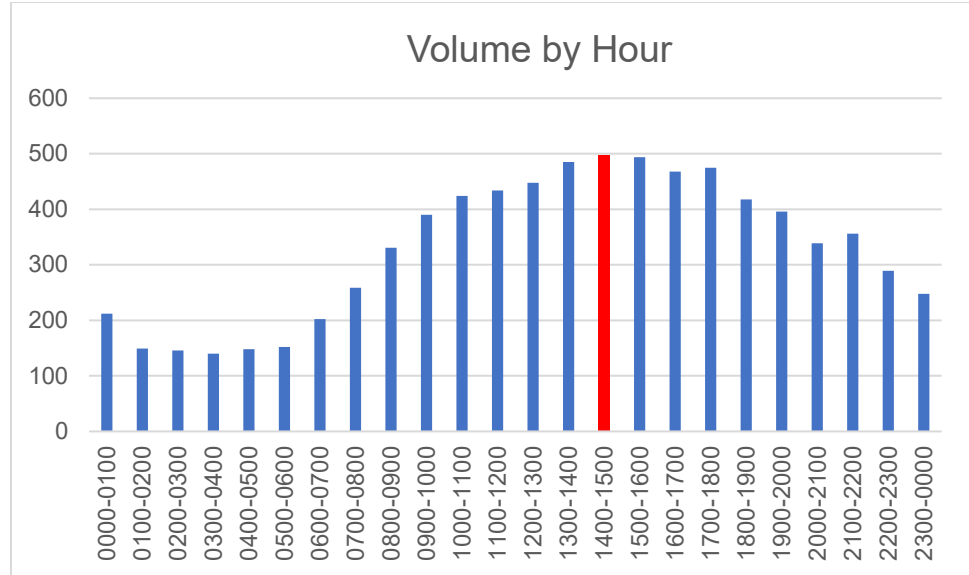
In 2025, the Fire District responded to a total of **7,900 calls for service**, representing a moderate increase compared to 2024.



October was the busiest month of the year, with **717 total responses**.



The majority of incidents occurred during the **12-hour period between 8:00 a.m. and 8:00 p.m.** The single busiest hour of the day was **2:00 p.m. to 3:00 p.m.**



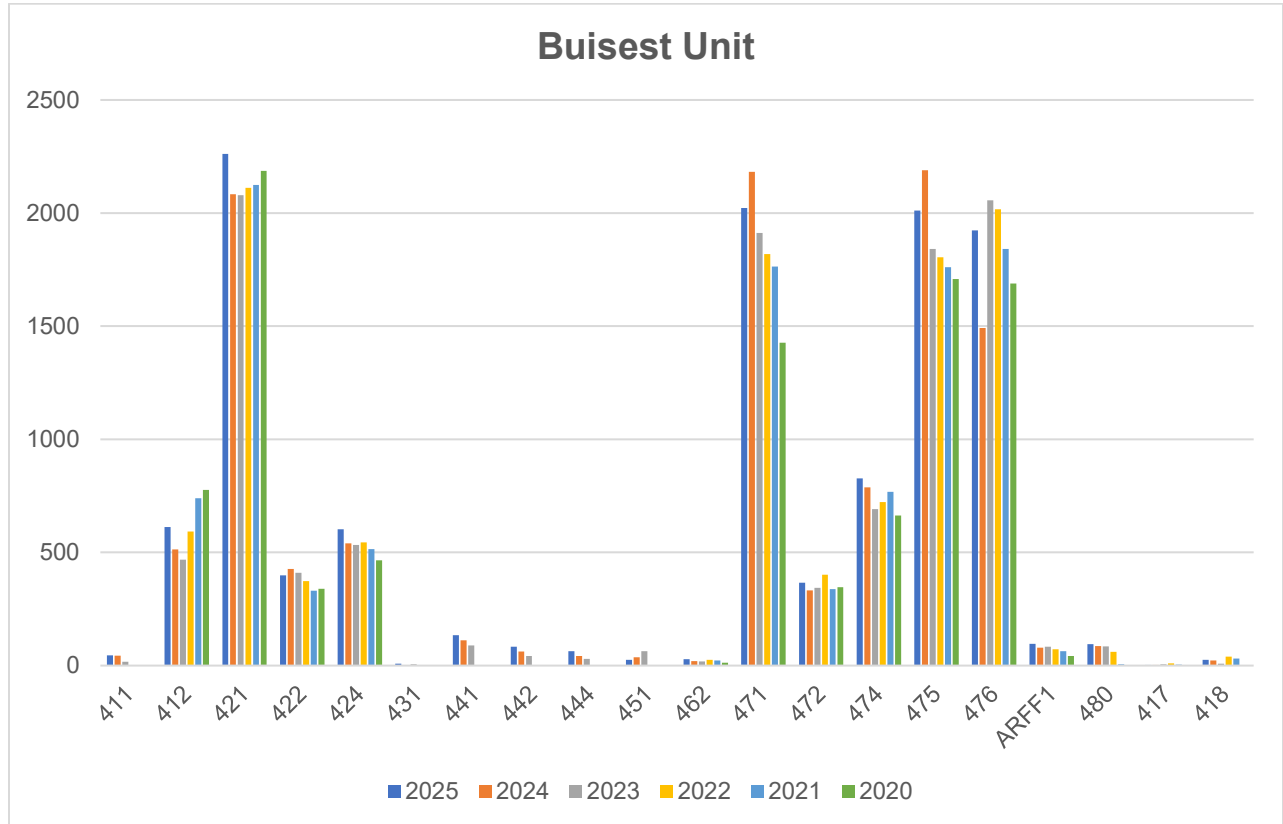
Incidents by Day and Hour

Jan 01, 2025 to Dec 31, 2025

Day of Week	Sunday	35	16	26	23	21	26	22	39	38	43	49	56	48	79	70	55	65	58	49	55	40	46	37	31
	Monday	30	22	20	14	20	28	26	44	50	58	67	56	81	68	72	94	75	49	51	46	55	50	45	25
	Tuesday	31	21	20	23	18	16	32	31	56	60	63	55	65	60	66	67	60	86	62	40	42	46	43	26
	Wednesday	28	22	19	21	23	17	33	35	44	56	65	74	68	79	89	80	75	69	66	60	55	49	40	38
	Thursday	31	21	16	17	25	20	27	38	53	73	67	71	74	68	62	77	58	68	67	63	44	55	35	42
	Friday	24	23	23	23	20	20	30	35	44	58	55	63	59	64	69	62	68	76	72	65	52	69	38	44
	Saturday	33	24	22	22	21	25	32	37	46	43	57	60	54	67	69	61	67	69	51	67	51	42	51	41
			0000	0200	0400	0600	0800	1000	1200	1400	1600	1800	2000	2200											
			Hour of Day																						



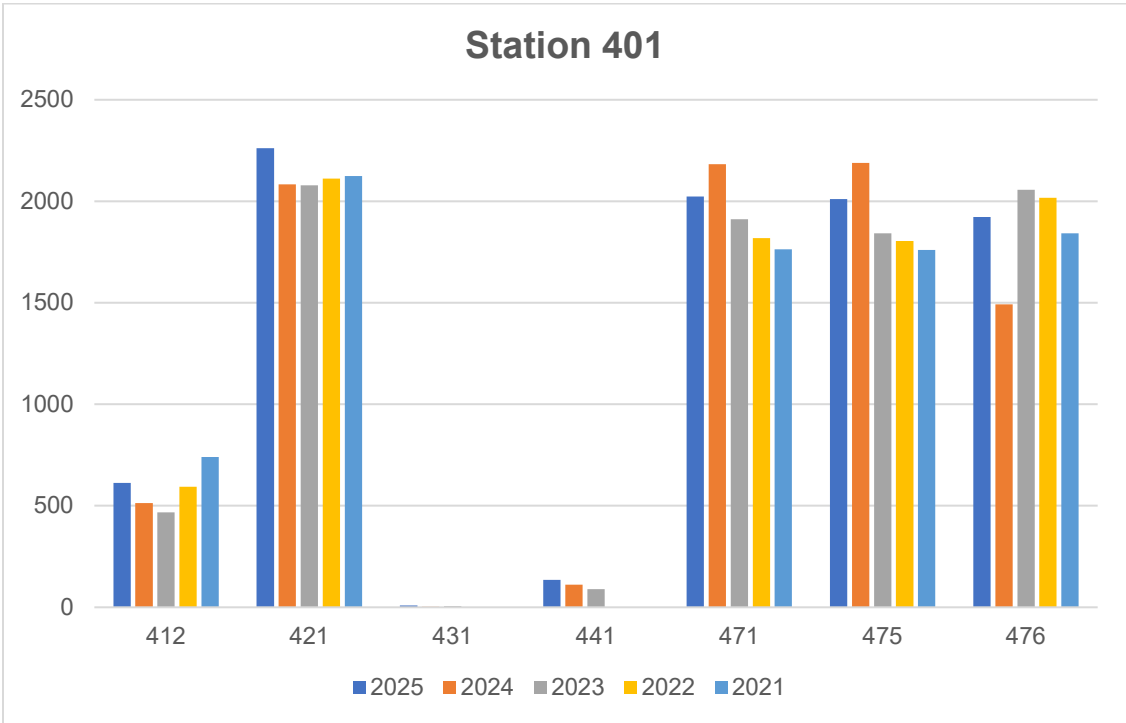
Unit Volume



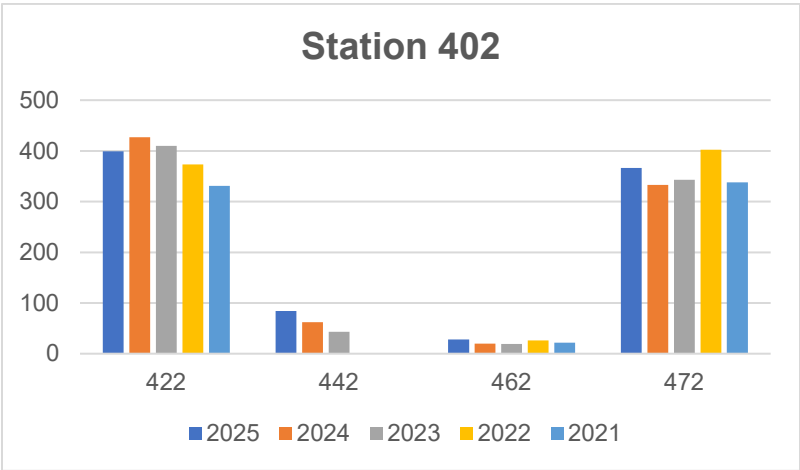
Consistent with prior years, downtown apparatus each responded to approximately 2,000 incidents, continuing to account for a significant portion of the district's overall call volume.



Station Volume



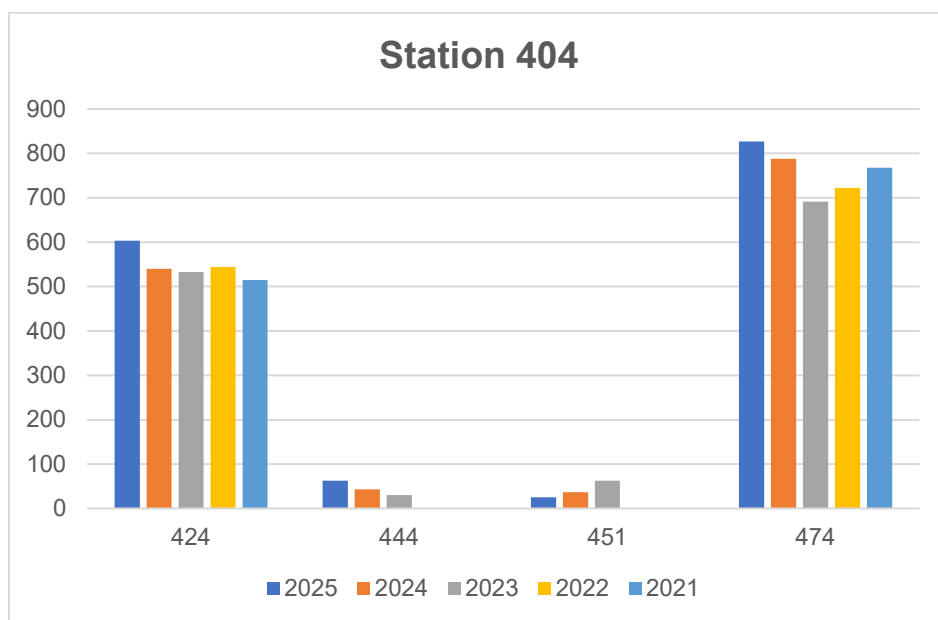
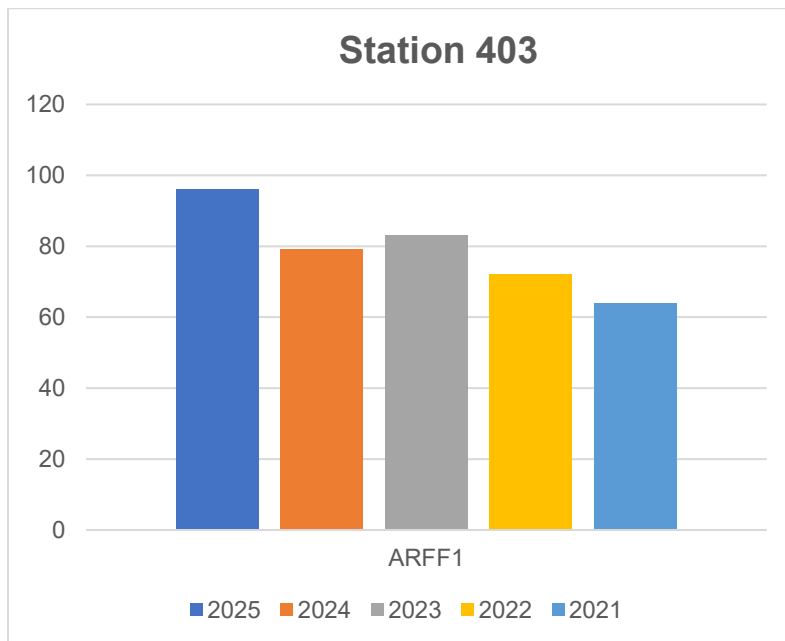
Station 401 continued to respond to the highest number of incidents in the district, largely due to its proximity to the most densely populated areas.



Apparatus assigned to the Terrebonne Fire Station responded to a total of 877 incidents in 2025. Engine 422 responded to more incidents than Medic 472 during the year.



ARFF 1 responded to a total of 96 incidents in 2025.

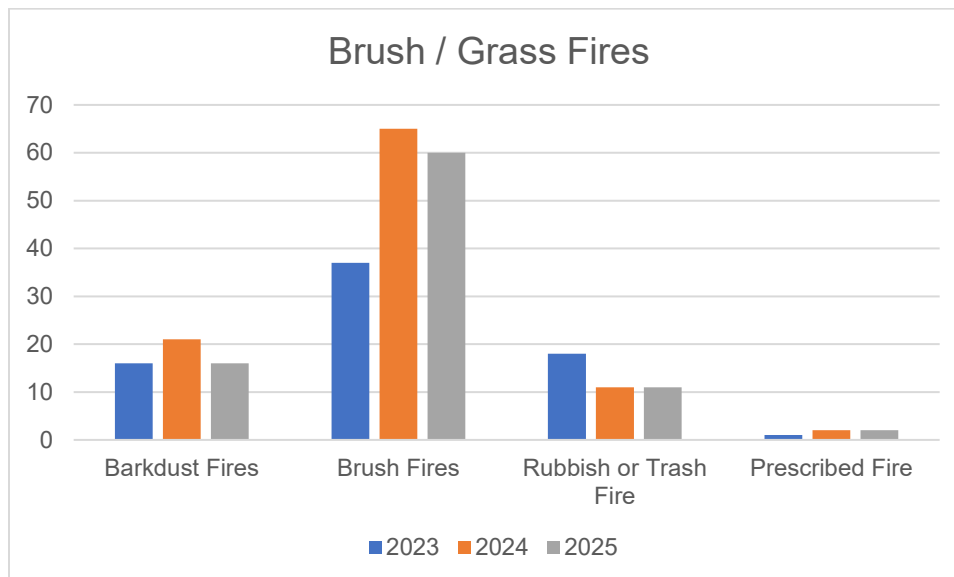
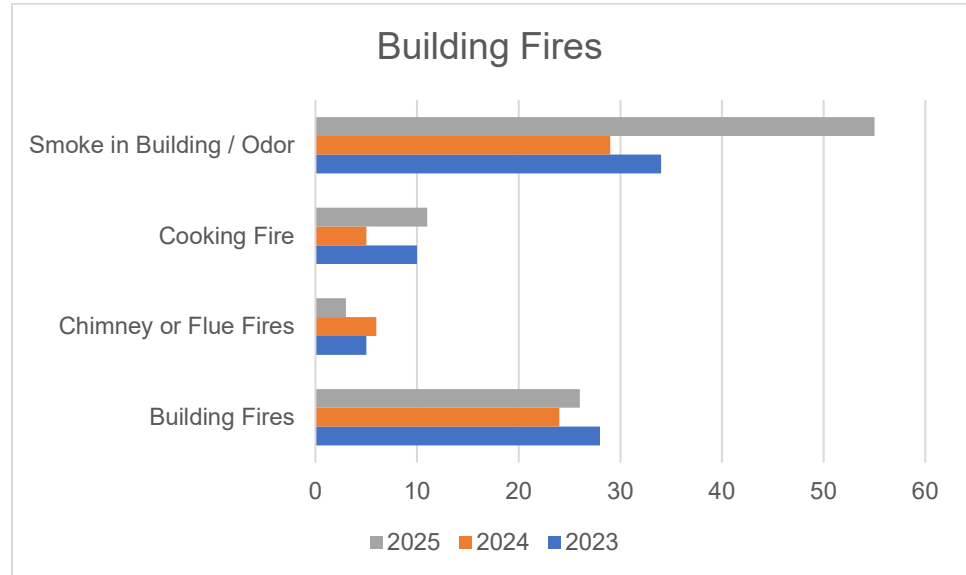


The Cline Falls Fire Station responded to 1,518 incidents throughout the year.



Fire Responses

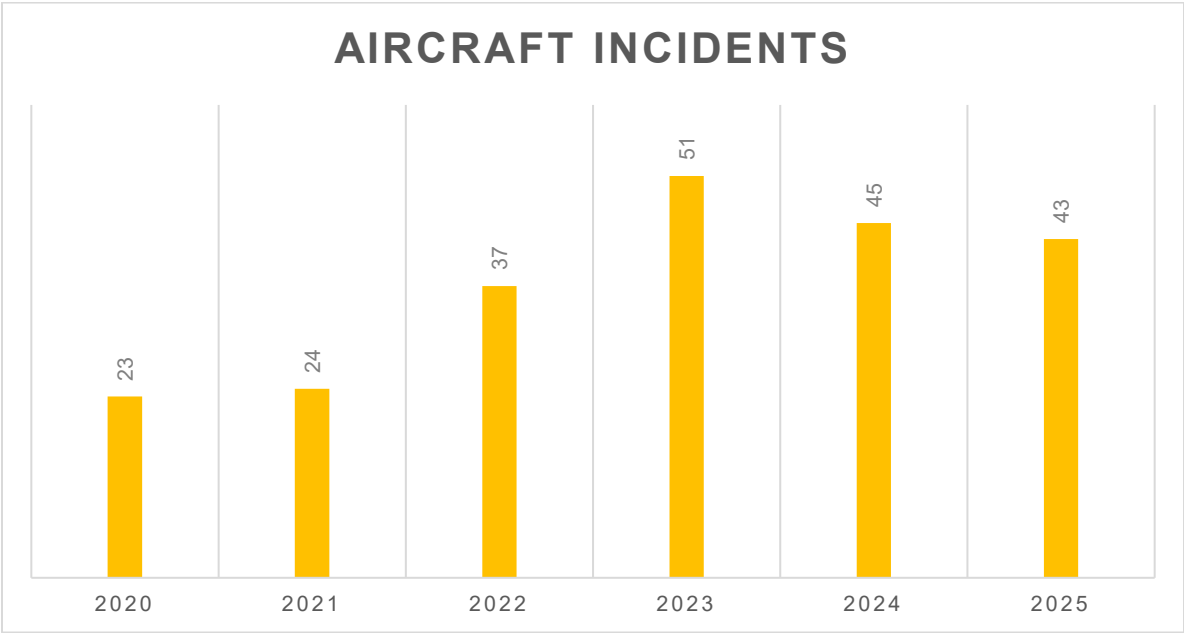
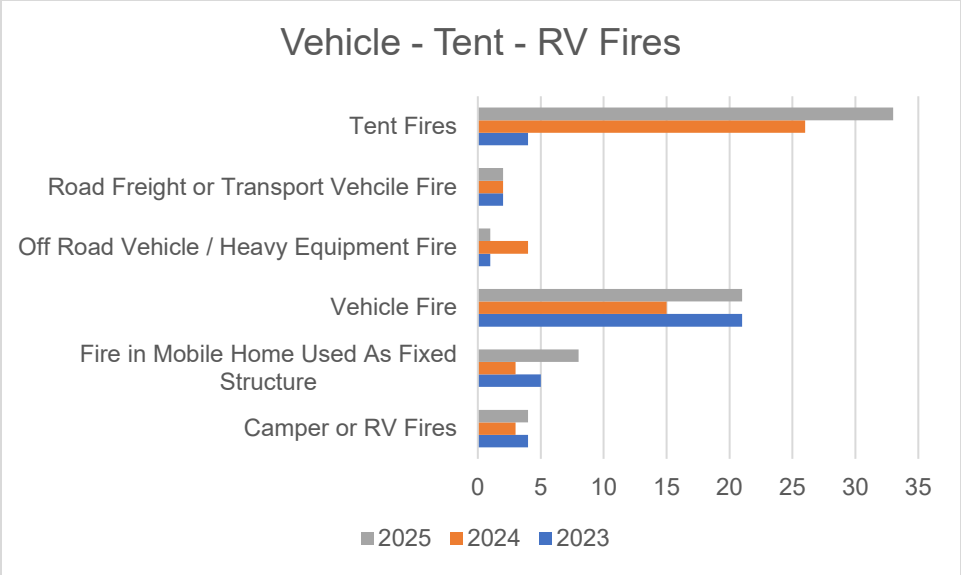
Structure Fires:
Redmond Fire
responded to 26
working structure
fires, with 18 occurring
within the district.



Description: This graph captures all brush fires that our crews had responded to. Many were kept small and only required a single Redmond Fire wildland apparatus.



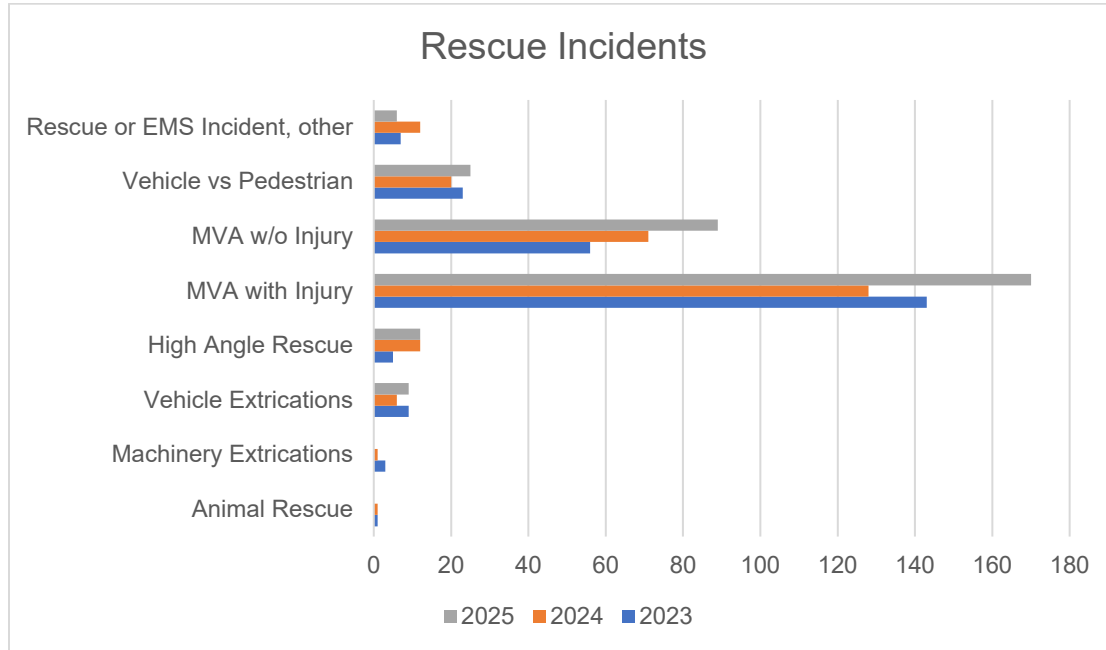
Description: This chart depicts the amount of vehicle fires we responded to in 2025. Included were Tent Fires that occurred in undeveloped parts of the district.



Description: We saw a slight decrease in calls for aircraft-related incidents in 2025. This includes disabled aircraft and Alert 1-3 events.



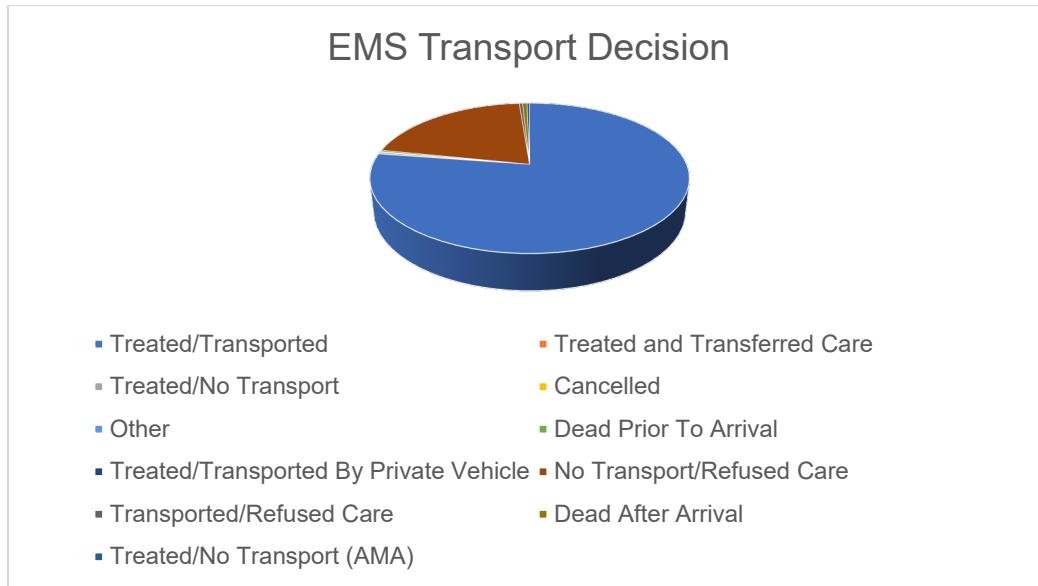
Rescue Incidents



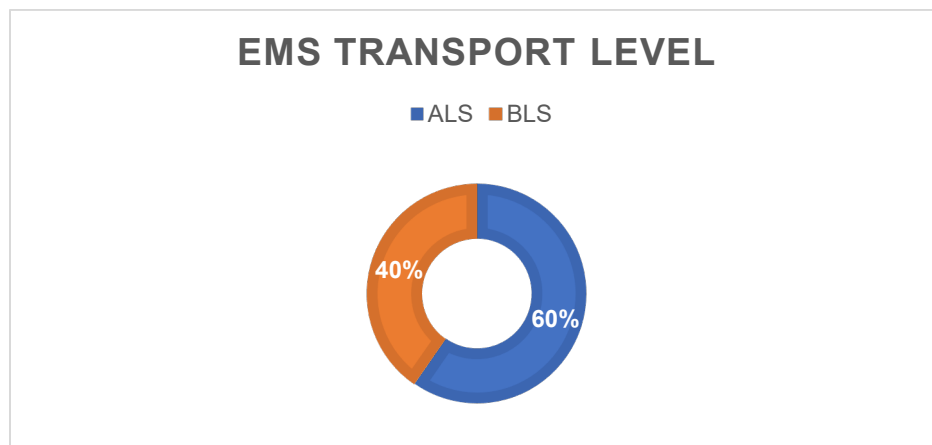
Description: Our staff provide a wide variety of rescue services to the community. The majority result from Motor Vehicle Accidents.



Medical Incidents



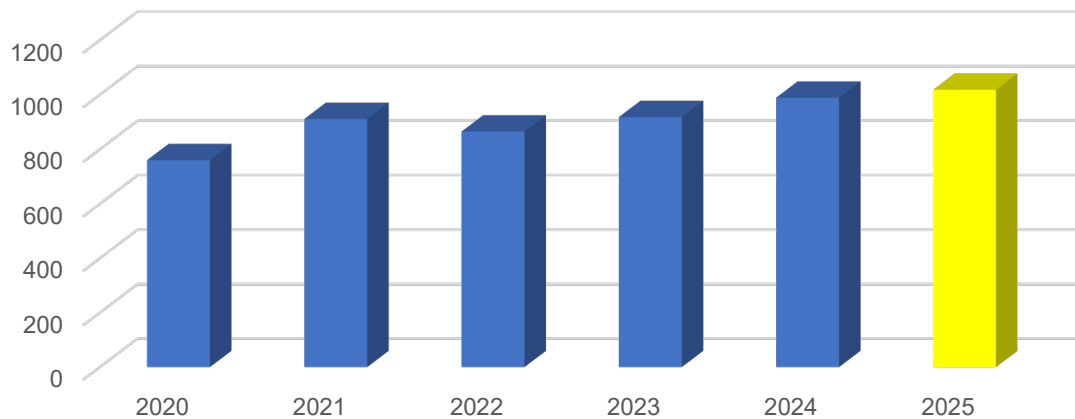
Description: This graph depicts the split between transport and non-transport of medical incidents. Redmond is well within the national average at 76% transports and 24% Non-Transport.



Description: Advanced Life Support (ALS) is a level of service that is provided by our Paramedics, Basic Life Support (BLS) is the service provided by our EMT's. Our ALS / BLS split is consistent with the national average.

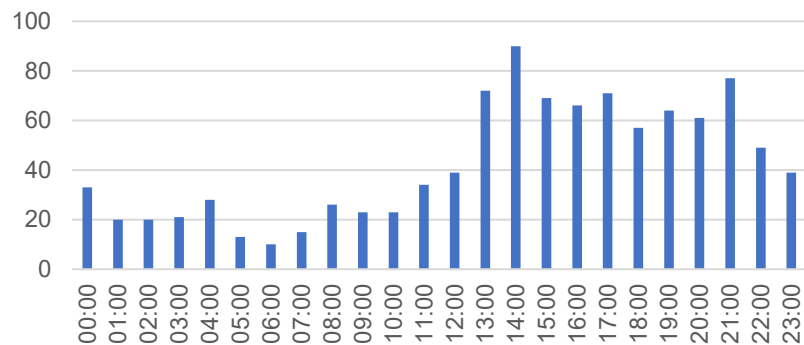


Hospital to Hospital Transfers

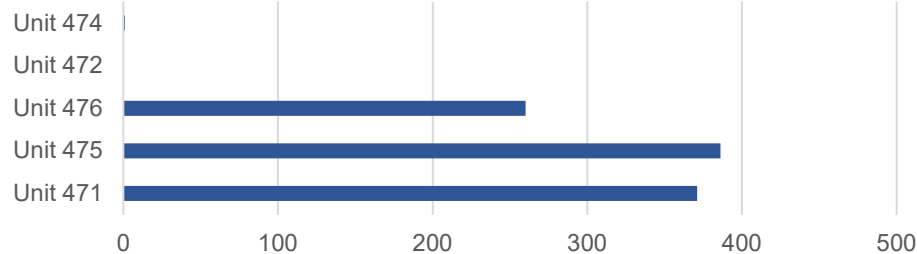


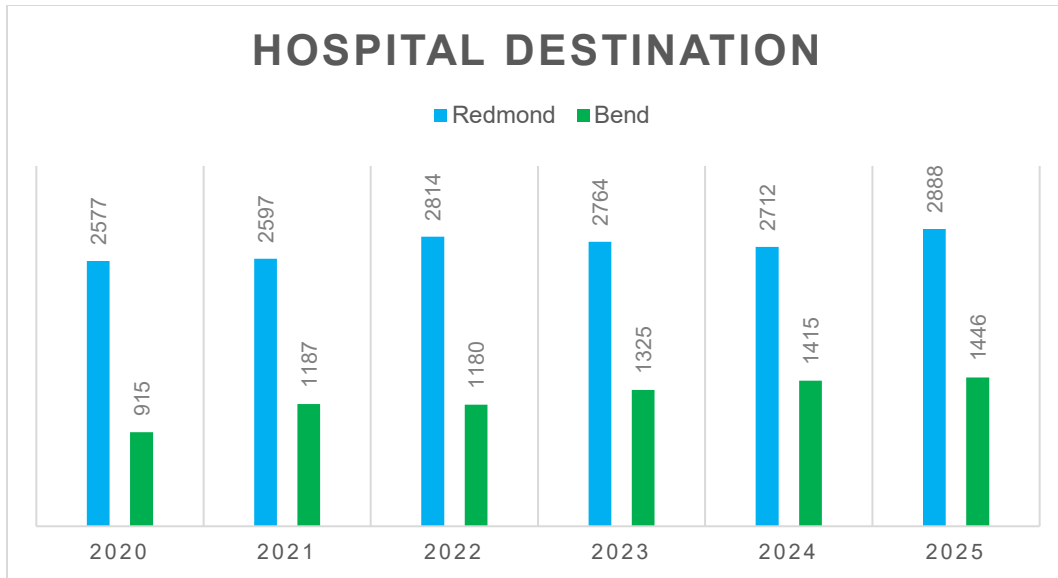
Description: 2025 was the busiest year to date for hospital transfers. A total of 1018 transfers occurred, 776 were Advanced Life Support and 213 were transported as Basic Life Support. This increased our daily average to 2.7 per 24hr period.

Transfers by Hour



Hospital Transfers by Unit

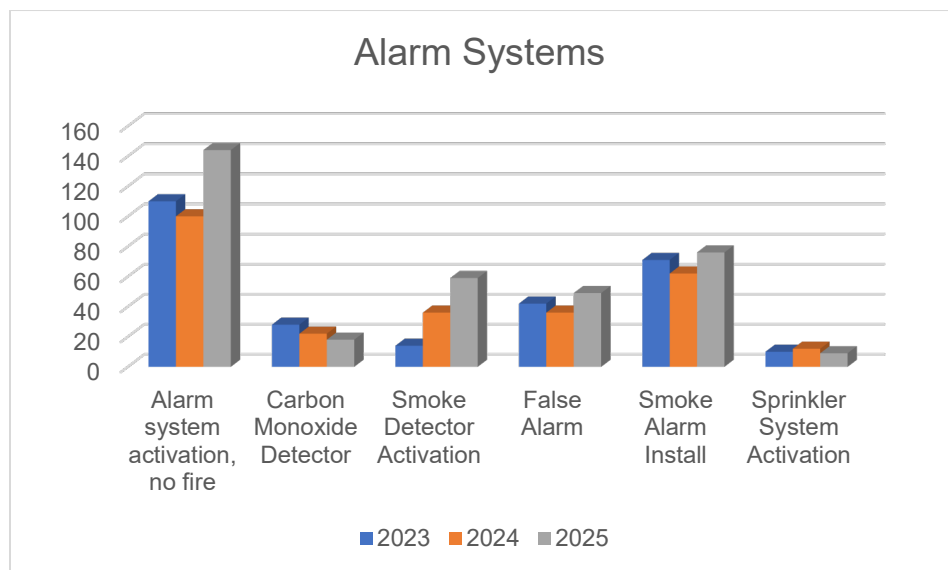




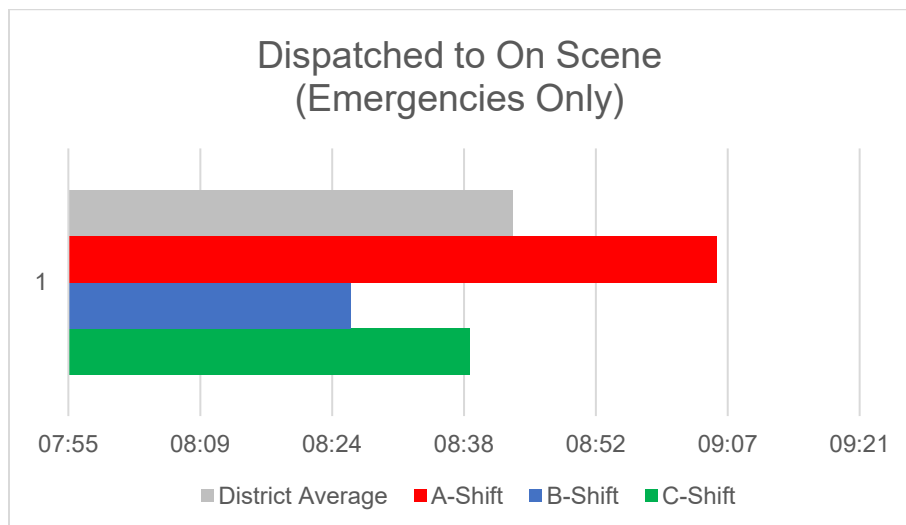
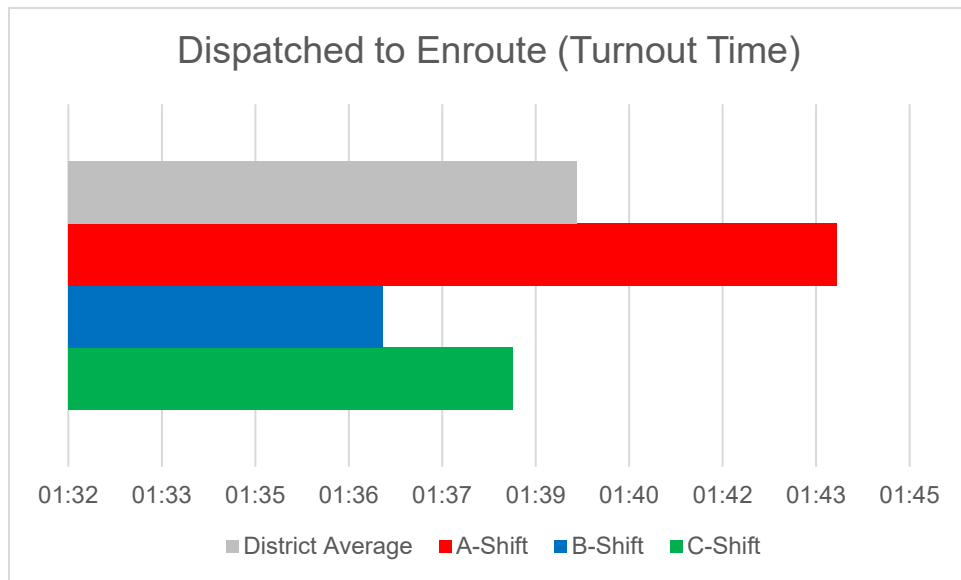
Description: This chart represents the split destination hospitals to which patients are transported by our ALS & BLS ambulances. Of the 1446 patients transported directly to Bend, this includes the 1018 transfers our EMT's and Paramedics completed.

Description:

In 2025 Redmond Fire responded to a total of 355 fire alarms or similar related events. These include residential, commercial, and industrial address points.



Time Standards





REDMOND FIRE & RESCUE
FINANCIAL DASHBOARD
FEBRUARY 28, 2026
67% OF TOTAL BUDGET

67%	2025/26 Budget	2025/26 YTD	% of Budget	Prior Year Actual
General Fund				
Revenues				
Property Tax - Permanent Rate	9,718,000	9,127,589	93.9%	8,755,009
Property Tax - Levy	4,045,000	3,806,616	94.1%	3,661,972
Ambulance Revenue	3,447,400	2,281,602	66.2%	2,155,335
Fire Med Membership	20,000	23,553	117.8%	22,922
Contractual Services (Airport)	884,887	590,087	66.7%	554,200
Conflagration	25,000	166,194	664.8%	-
GEMT	525,000	-	0.0%	-
Grants	-	13,208	0.0%	75,000
Assessed Fees	20,500	19,450	94.9%	24,733
Interest	300,000	305,675	101.9%	308,703
Other	72,300	234,497	324.3%	302,546
Total YTD Revenue	19,058,087	16,568,469	86.9%	15,860,420
Expenditures				
Administration				
Personnel (includes OT)	1,137,396	647,574	56.9%	614,526
Materials & Services	447,396	233,740	52.2%	237,071
Total Administration	1,584,792	881,314	55.6%	851,597
Fire & Rescue Operations				
Personnel (includes OT)	12,499,141	7,839,408	62.7%	7,319,801
Overtime - Suppression	790,000	568,601	72.0%	651,505
Overtime - Conflagration	25,000	2,360	9.4%	45,354
Materials & Services	451,255	221,041	49.0%	163,953
Total Fire & Rescue Ops	12,950,396	8,060,449	62.2%	7,483,754
Fire & Rescue Training				
Personnel (includes OT)	241,085	167,989	69.7%	161,643
Materials & Services	149,115	74,653	50.1%	111,429
Total Fire & Rescue Training	390,200	242,642	62.2%	273,072
EMS Operations				
Personnel (includes OT)	1,154,562	681,665	59.0%	697,745
Overtime - EMS	246,523	114,832	46.6%	143,380
Materials & Services	542,550	238,571	44.0%	268,877
Total EMS	1,697,112	920,236	54.2%	966,622
Fire & Life Safety				
Personnel (includes OT)	408,541	248,577	60.8%	229,100
Materials & Services	31,900	18,091	56.7%	17,129
Total Fire & Life Safety	440,441	266,668	60.5%	246,229
Facilities, Vehicles & Equipment	1,114,888	715,868	64.2%	677,326
Debt Service	774,500	490,175	63.3%	366,982
Transfers Out - To Capital Projects	1,646,086	-	0.0%	251,593
Total YTD Expenditures	20,598,415	11,577,353	56.2%	11,117,175
Net Revenue Over Expenditures	(1,540,328)	4,991,116	-	4,743,245
Beginning Fund Balance	8,093,587	8,228,793	101.7%	7,170,052



REDMOND FIRE & RESCUE
FINANCIAL DASHBOARD
FEBRUARY 28, 2026
67% OF TOTAL BUDGET

	2025/26 Budget	2025/26 YTD Actual	% of Budget	Prior Year Actual
67%				
Capital Projects Fund				
Revenues				
Bond/Note Sale	-	-	0.0%	-
Grants	1,500,000	-	0.0%	-
Sale of Property	-	102,375	0.0%	-
Other	-	-	0.0%	-
Transfers In - From General Fund	1,646,086	-	0.0%	251,593
Total YTD Revenue	3,146,086	102,375	0.0%	251,593
Expenditures				
Capital Outlay	2,875,000	591,170	20.6%	281,723
Total YTD Expenditures	2,875,000	591,170	20.6%	281,723
Net Revenue Over Expenditures	271,086	(488,795)	-	(30,130)
Beginning Fund Balance	1,728,914	1,716,805	99.3%	1,176,827
MERRC Fund				
Revenues				
MERRC Fee	30,000	-	0.0%	70,309
Total YTD Revenue	30,000	-	0.0%	70,309
Expenditures				
Capital Outlay	110,000	90,650	82.4%	-
Total YTD Expenditures	110,000	90,650	82.4%	-
Net Revenue Over Expenditures	(80,000)	(90,650)	-	70,309
Beginning Fund Balance	187,084	187,084	100.0%	75,512



REDMOND FIRE & RESCUE
FINANCIAL DASHBOARD
FEBRUARY 28, 2026
67% OF TOTAL BUDGET

Personnel Costs - February

	Salary	OT	Medical	PERS
2026	\$ 587,007	\$ 100,517	\$ 122,622	\$ 236,552
2025	\$ 568,867	\$ 111,572	\$ 106,301	\$ 214,631

Cash Balances - February

	Total Cash		Fund	By Fund	
	2026	2025		2026	2025
LGIP (4.04%/4.70%)	13,734,036	12,632,307	General	12,078,710	11,544,210
FIB - General	214,475	165,255	Capital Projects	1,728,914	1,222,231
FIB - Donation	46,197	32,817	MERRC	187,084	63,938
Total	\$ 13,994,708	\$ 12,830,379		\$13,994,708	\$12,830,379

Board Required Signature Checks - February

Payee	Amount	Description
City of Redmond	35,825.41	Vehicle maintenance(\$32,948.92) & Training Center lease (\$2,876.49)
Coach Masters of Bend INC	37,875.62	Ambulance repair
HRA VEBA Trust	21,666.46	VEBA Contributions
L3Harris Technologies Inc	21,346.15	Radios
LN Curtis & Sons	14,926.15	ARFF Foam
Mastercard	19,627.27	Various operating materials and services
Premiere Integrated Technologies LLC	23,014.86	AV equipment upgrade
SDIS	129,685.49	Medical insurance premiums



Redmond Fire & Rescue Ambulance Billing Report February 2025

HealthEMS RevNet

February Charges	(Net)	\$	372,158.21
February Payments		\$	218,864.19
February Write-Offs		\$	9,113.09
Collections	\$	8,538.09	(11 claims)
FireMed	\$	575.00	(4 claims)

YTD Accounts Receivable (02/28/2026) \$ 476,060.36
Billed through 2/23/2026 as of 2/28/2026

FireMed Statistics

	January	YTD
FireMed Member Payments	\$ 3,700.00	\$ 26,900.00
Donations	\$ 75.00	\$ 152.50
Patient Account Write-Offs	\$ (575.00)	\$ (14,630.86)
Life Flight Management Fee	\$ (925.00)	\$ (6,962.50)
FireMed Revenue	\$ 2,275.00	\$ 5,459.14

YTD is fiscal year July 1, 2025 - June 30, 2026

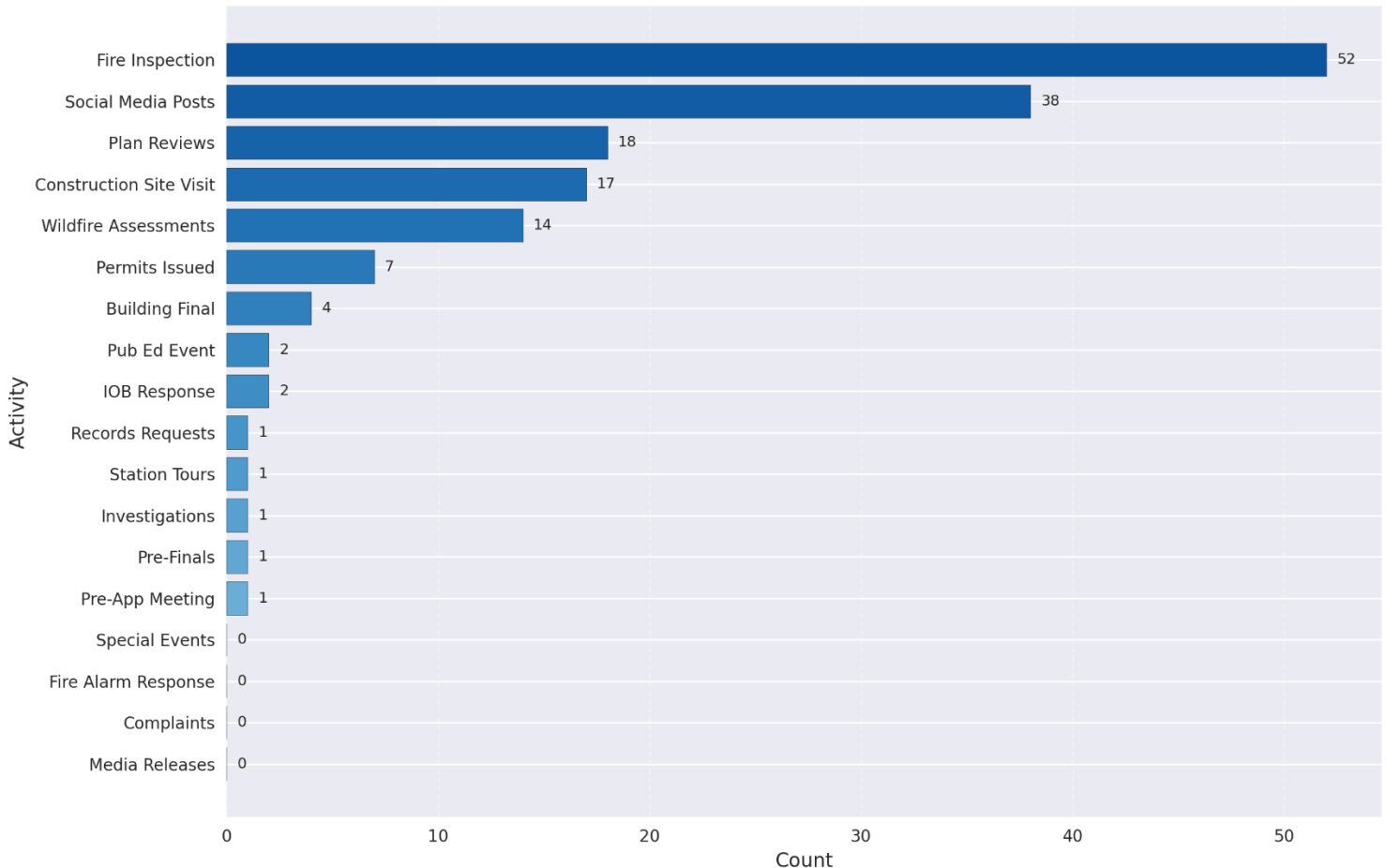


Redmond Fire & Rescue

Fire & Life Safety Division Report

February 2026

February Activities - Counts by Category



Plan Reviews-18

Fire Inspections-52

Social Media Posts-38

Defensible Space Assessments-14

Notable Projects

- Mt. View Community Village-Transitional Housing
SE 21st St.
 - Hearthstone at Redmond Ranch-Daycare-SW
Quince and NW Way.
 - Viewpoint Subdivision-55 lot Single Family homes
 - 121 West Phase 5-Consists of 5 light industrial
buildings
-
- **Total Fees Invoiced in February:**
\$6,135.00 Plan review, and permits

Thank you! Happy Valentines Day!

Thank you for the chicken and rice.

Thank you for taking care of us
that night after the car wreck.

What have you been up to today?

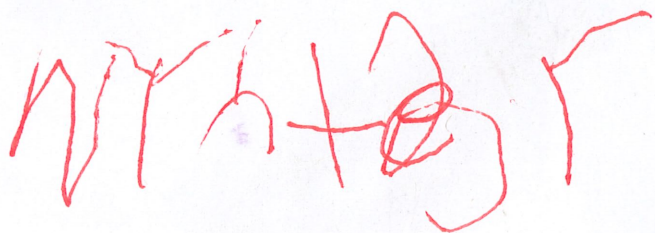
What did you get for valentines day?

I got a little tiger and my mom got
me some flowers from walmart and
a tangled play dough baking toy. oh! and
a balloon. My brother got a superman toy.

Thank you again!



Thielsen, Sina
+



market

Rainbow ☺



Gate to keep
animals in ☺



clover ☺

February 2026

Dear Tom

welcome to Miami! On behalf of the fire investigator health and safety research team at the University of Miami, Thank You for your service on the FEMA-funded FICO advisory board. Your input and guidance on this science means a lot!

Best always,
Alberto

REDMOND FIRE & RESCUE
BOARD MEETING MINUTES
February 18, 2026

BOARD PRESENT: President Jessica Meyer, Vice President John Blanton, Member Gary Ollerenshaw, and Member Dick Knorr.

STAFF PRESENT: Fire Chief Ryan Herrera, Deputy Chief Dustin Miller, Human Resources Manager Diane Cox, CFO Jodi Burch, Fire Marshal Tom Mooney, EMS Captain Luke Jerome, Captain Kevin Broadsword, and Confidential Admin Specialist Jessica Jackson.

STAFF ABSENT: None

PUBLIC PRESENT: None

CALL TO ORDER: President Meyer called the meeting to order at 9:30 am.

ROLL CALL: All present.

AGENDA CHANGES: Budget committee vacancies agenda item moved from Old Business to Reports.

PACKET DOCUMENTS FOR INFORMATION:

Member Meyer commented on calls. Chief Miller added to his operations report that Firefighter Francesca McLean and Firefighter Cameron Sykes received letters of recognition from their captains. He explained the situation and their actions, stating he wished to formally acknowledge them before the board for their commendable actions.

CONSENT AGENDA:

1. Meeting Minutes – January 21, 2026

Board Member Fisher made a motion to approve the Consent Agenda as presented. The motion was seconded by Board Member Ollerenshaw and approved by unanimous vote.

PUBLIC COMMENTS: None

PUBLIC PRESENTATION: None

REPORTS:

1. Budget Committee

CFO Burch reported that budget season is beginning. The board currently has one (1) vacancy. One current member has expressed willingness to serve another three (3) year term, and another member is eligible to serve but is unable to attend the meeting; this will require further discussion. Staff typically advertise openings through social media and an application process; however, positions are most often filled through word-of-mouth. HR

Manager Cox reported that the application has been posted twice with no responses and requested that board members assist with recruitment efforts.

ACTION ITEMS:

1. Ordinance No. 6

A Public Hearing opened at 9:38 am for the 2nd reading by title of Ordinance No. 6.

President Meyer opened the floor for public comment. There were none.

The public hearing was closed at 9:50 am.

Confidential Admin Specialist Jackson read the Ordinance by title.

Board Member Fisher made a motion to adopt Ordinance No. 6 as presented. The motion was seconded by Board Member Ollerenshaw and approved by a unanimous vote by roll call.

2. Command Vehicles

Chief Herrera gave a high-level overview of the new command vehicles being purchased and the repurposing of capital funds being used to cover the cost.

Member Ollerenshaw asked about the Ford and GM chassis order issues. Chief Herrera stated no issues have been brought to their attention at this time. A build meeting with the vendor is scheduled for Thursday to discuss all details, including branding.

Member Blanton asked if the order had already been made. Chief Herrera confirmed that it had. Correspondence was sent to the board via email, and the agreement was reviewed by legal counsel, who had no concerns. However, since the purchase requires repurposing funds, it is being brought to the board in accordance with policy. The language in the policy is being reviewed to clarify whether board approval is required when an item is already approved in the budget.

Member Blanton stated that he does not have an issue with obtaining the necessary equipment but suggested that in the future it would be better to bring these orders before the board prior to purchasing so members are aware. He also asked if Fast Lane is one of the only companies available and commented that the cost of shipping seems excessive. Chief Herrera explained that Fast Lane has a contract team that confirmed the cooperative purchasing agreement and evaluated whether the vehicles would meet the district's needs. He also acknowledged the cost of shipping and stated that additional options are being explored.

Member Ollerenshaw asked whether SDOA had been consulted to ensure proper procedures were being followed. Chief Herrera confirmed that the district has contacted them several times and is following procurement law requirements. The district posted its intent to purchase in the Daily Journal of Commerce (DJC) for seven (7) days and received no feedback. Aside from board approval, this satisfies all requirements.

Member Fisher expressed concern about ensuring the board remembers this decision when the budget is developed in two months.

Member Meyer asked if this would affect construction at Station 404. CFO Burch responded that it would not and that the funds would simply be swapped.

Member Blanton noted that the grant associated with the project has a sunset date and emphasized the importance of keeping on schedule. Chief Herrera noted that a meeting with the contractor took place the previous week, and a notice was posted in the DJC to move toward a general contract route. This will come before the board at the next meeting for approval.

The board had a general discussion about the delays and timeline of the design process for Station 404. The project is now moving into the construction phase. Staff is recommending the general contractor route because it is less expensive, may expedite the process, and offers additional benefits that will be discussed at the meeting next month. The district has until September 2027 to complete the project.

Board Member Fisher made a motion to approve Resolution 2026-27 authorizing the repurpose of capital funds and the purchase of fire command vehicles. The motion was seconded by Board Member Ollerenshaw and approved by a unanimous vote.

3. Purchase of Defibrillators

Chief Herrera recognized Captain Jerome for his leadership and work on this project. The district initially applied for the Assistance to Firefighters Grant (AFG); however, anticipating that the request might not be funded, \$450k was budgeted in capital as a contingency. The grant was ultimately not awarded.

The district will make an initial payment of \$400k this year. With the total cost for all units being approximately \$574k, the remaining balance will be financed through annual payments of roughly \$45k over five years. The goal is to pay off the remaining amount ahead of schedule, with no penalty for early repayment.

While reapplying for the AFG was considered, the district has been experiencing equipment failures in the field, making it necessary to proceed with the purchase immediately.

Board Member Fisher made a motion to approve the purchase of defibrillators. The motion was seconded by Board Member Ollerenshaw and approved by a unanimous vote.

FIRE CHIEF COMMENTS:

Chief Herrera gave the Board a report on the following topics:

1. Hiring Processes

Chief Herrera expressed his appreciation to staff, with special recognition to HR Manager, Diane Cox, and the entire administrative team for their work in managing the hiring processes. He noted that the assessments and coordination involved require significant effort

and attention to detail. He also acknowledged Captain Jerome, who is currently leading an EMT academy, and thanked everyone involved for their contributions.

2. New Hires

Two (2) new EMTs are completing their academy training. Five (5) Firefighter/Paramedic candidates have accepted conditional job offers. The district has received eleven (11) applications for the Training Division Chief position, with interviews scheduled for March 5th.

3. Update on Community Initiative Project (CIP)

There are currently two separate CIP request processes going on simultaneously. The first request is for approximately \$2.5M to fund the purchase of a ladder truck equipped with updated features not included on the district's current apparatus. The second request seeks approximately \$473k to install vehicle exhaust systems at all our stations. There was a general discussion on the equipment and what it would mean for the district.

In response to Member Meyer's question regarding housing and deployment of the new ladder truck, Chief Herrera noted that stationing the apparatus here at Station 1 would immediately improve the community's Insurance Services Office (ISO) rating from Class 3 to Class 2.

Chief Herrera formally thanked the Redmond City Council and Deschutes County Commissioners for their prompt letters of support that were required for the CIP process.

EXECUTIVE SESSION:

President Meyer recessed the regular session at 10:07 am and opened an executive session at 10:07 am per ORS 192.660(2)(i) authorizing executive sessions "to review and evaluate the employment-related performance of the chief executive officer of any public body, a public officer, employee or staff member who does not request an open hearing".

Oregon Law permits public bodies to meet in executive session to discuss specific matters which are not open to the public. Final actions or decisions on these matters will be made during regular session.

President Meyer closed the executive session at 11:32 am and resumed the regular session at 11:32 am.

The evaluation for Fire Chief Herrera was completed in executive session.

NEW BUSINESS:

A compensation study for the Fire Chief will need to be conducted next month. The Board discussed whether to establish a subcommittee for this work or to hold the full discussion during a regular meeting. Member Meyer noted that a subcommittee could be formed if two members were willing to volunteer.

Board Members Fisher and Ollerenshaw volunteered to serve, and with no additional volunteers, the Board appointed them as the subcommittee to work with HR Manager Cox on the compensation study.

Regarding the Public Meeting Law Training, it was noted that next month's session may be completed online or attended in person following the open meeting. The Board agreed to proceed with the in-person training.

OLD BUSINESS: None.

BOARD MEMBER COMMENTS:

Member Fisher thanked the entire staff and expressed his appreciation for all they do, emphasizing the importance of not losing sight of that appreciation.

Member Blanton expressed his appreciation to the men and women who serve the community each day, noting their dedication to saving lives. He also thanked Chief Herrera for recognizing the administrative staff and extended his gratitude to HR Manager Cox for her ongoing contributions.

Member Knorr stated that the hiring process was conducted exceptionally well. He commended Chief Miller for emphasizing the importance of doing the right thing, noting that this reflects the type of organization the community can trust to care for their families. He added that the work is more than a job, it's a calling centered on helping others.

Member Ollerenshaw concurred with the comments made by his fellow board members.

BOARD PRESIDENT COMMENTS:

President Meyer expressed her appreciation for the extensive work Chief Herrera is undertaking on the CIP process. She noted that his engagement in the effort is significant and commended him for taking on such an important and impactful role.

ADJOURN: Being no further business, Board Member Ollerenshaw moved to adjourn. The motion was seconded by Board Member Meyer and was approved by unanimous vote. The meeting was adjourned at 11:39 am.

Approved:

	March 18, 2026
Jessica Meyer, President	Date

	March 18, 2026
Earl Fisher, Secretary/Treasurer	Date

Attest:

	March 18, 2026
Katie Annen, Administrative Assistant II	Date



REDMOND FIRE & RESCUE

APPARATUS BRANDING STANDARD

DUSTIN MILLER
DEPUTY CHIEF - OPERATIONS

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INTRODUCTION

A standardized apparatus marking system is essential to the safety, effectiveness, and professional appearance of a fire district fleet. Consistent markings enhance rapid recognition by the public, mutual-aid partners, and responders, particularly in high-risk and low-visibility environments. Standardization also supports roadway and scene safety by ensuring uniform application of reflective materials, color contrast, and warning markings across all apparatus. In addition, a common marking standard simplifies fleet management, helping control costs and maintain consistency as vehicles are repaired, replaced, or added over time.

Apparatus markings also serve as a highly visible expression of department identity and community trust. Consistent branding—through the use of department colors, logos, and unit identifiers—reinforces professionalism and strengthens public recognition while supporting internal pride. This standard balances the importance of branding with strict adherence to applicable NFPA requirements, ensuring that all markings meet or exceed established safety and visibility guidelines. By integrating department identity within nationally recognized standards, the fleet presents a unified, compliant, and highly visible presence that prioritizes both public safety and organizational integrity.

STANDARDS

The district, in concert with the apparatus manufacturing companies, will utilize the applicable National Fire Protection Association recommendations for all emergency response apparatus.

ENGINES



Feature	Location	Size	Description
Asset Number	Drivers Headlight	To Fit	Asset Number Displayed under the driver's side headlight. White
REDMOND	Front of Cab	5"	All Caps, gold leaf lettering. Rockwell Bold Font.
Unit Identifier	Front Bumper	6"	Front Corners
Paint Color	Entire Cab & Box	N/A	Pierce #90 Red & #10 White
Red & Orange Stripe	Rear Facing Panels	6"	Reflective angled chevrons
Black Stripe	Length of Cab	6"	Black reflective. Breaks near radiator inlet





Feature	Location	Size	Description
Unit Identifier	Drivers side, rear door	3-Letter	Removable Unit Identifier, White Letters, Red Background
Red & Orange Stripe	Rear Facing Panels	6"	Reflective angled chevrons





Feature	Location	Size	Description
RFR Emblem	Officers Door	13"	Centered on door. Above black stripe.
Black Stripe	Length of Vehicle	6"	Black reflective. Breaks near front of box
REDMOND	Box	8"	All caps, reflective black. Rockwell Bold Font
FIRE & RESCUE	Box	5"	All caps, reflective black. Rockwell Bold Font
PARAMEDIC ENGINE CO	Drivers side, rear door	5"	Rockwell Bold Text. All CAPS.
Unit Identifier	Drivers side, rear door	3-Letter	Removable Unit Identifier, White Letters, Red Background



INTERFACE



Feature	Location	Size	Description
Asset Number	Drivers Bumper	To Fit	Asset Number Displayed under drivers side headlight. Black
Unit Identifier	Front Bumper	6"	Drivers Front Corner
Paint Color	Entire Cab & Box	N/A	Pierce #90 Red & #10 White
Red & Orange Stripe	Rear Facing Panels	6"	Reflective angled chevrons





Feature	Location	Size	Description
Unit Identifier	Rear doors	3-Letter	Red Letters,
Red & Orange Stripe	Rear Facing Panels	6"	Reflective angled chevrons





Feature	Location	Size	Description
RFR Emblem	Drivers Door	13"	Centered on door. Above black stripe.
Black Stripe	Length of Vehicle	6"	Black reflective. Breaks near front of box
REDMOND	Box	8"	All caps, reflective black. Rockwell Bold Font
FIRE & RESCUE	Box	5"	All caps, reflective black. Rockwell Bold Font
INTERFACE	Drivers side, rear door	5"	Rockwell Bold Text. All CAPS.
Unit Identifier	Drivers side, rear door	3-Letter	Red Letters



LIGHT BRUSH



Feature	Location	Size	Description
Asset Number	Ford Emblem	To Fit	Asset Number Displayed over Ford Emblem on Grill
REDMOND FIRE	Front of Box	5"	All Caps, reflective black lettering. Rockwell Bold Font.
Ambulance	Hood	4"	Printed in Reverse on Hood, blue font.
Paint Color	Entire Cab & Box	N/A	Ford Race Red





Feature	Location	Size	Description
RFR Emblem	Drivers Door	13"	Centered on door. Biseects black stripe.
Black Stripe	Length of Cab	6"	Black reflective. Breaks near passenger door
BRUSH	Drivers side door	5"	Rockwell Bold Text. All CAPS.
Unit Identifier	Drivers side door	3-Letter	Red Letters, Red Background





Feature	Location	Size	Description
Unit Identifier	Rear	3-Letter	Removable Unit Identifier, Red Letters, White Background
Red & Orange Stripe	Rear Facing Panels	6"	Reflective angled chevrons





Feature	Location	Size	Description
RFR Emblem	Drivers Door	13"	Centered on door. Bisects black stripe.
Black Stripe	Length of Cab	6"	Black reflective. Breaks near passenger door
BRUSH	Drivers side door	5"	Rockwell Bold Text. All CAPS.
Unit Identifier	Drivers side door	3-Letter	Red Letters, Red Background



WATER TENDER



Feature	Location	Size	Description
Asset Number	Drivers Bumper	To Fit	Asset Number Displayed under drivers side headlight. Black
Unit Identifier	Front Bumper	6"	Centered
Paint Color	Entire Cab & Box	N/A	Pierce #90 Red & #10 White
Red & Orange Stripe	Rear Facing Panels	6"	Reflective angled chevrons





Feature	Location	Size	Description
RFR Emblem	Drivers Door	13"	Centered on door. Above black stripe.
Black Stripe	Length of Vehicle	6"	Black reflective.
REDMOND	Box	8"	All caps, reflective black. Rockwell Bold Font
FIRE & RESCUE	Box	5"	All caps, reflective black. Rockwell Bold Font
TENDER	Drivers side, rear box	5"	Rockwell Bold Text. All CAPS.
Unit Identifier	Drivers side, rear box	3-Letter	Red Letters





Feature	Location	Size	Description
Unit Identifier	Rear doors	3-Letter	Red Letters,
Red & Orange Stripe	Rear Facing Panels	6"	Reflective angled chevrons





Feature	Location	Size	Description
RFR Emblem	Drivers Door	13"	Centered on door. Above black stripe.
Black Stripe	Length of Vehicle	6"	Black reflective.
REDMOND	Box	8"	All caps, reflective black. Rockwell Bold Font
FIRE & RESCUE	Box	5"	All caps, reflective black. Rockwell Bold Font
TENDER	Drivers side, rear box	5"	Rockwell Bold Text. All CAPS.
Unit Identifier	Drivers side, rear box	3-Letter	Red Letters



COMMAND & STAFF



Feature	Location	Size	Description
Asset Number	Ford Emblem	To Fit	Asset Number Displayed over Ford Emblem on Grill
Unit Identifier	Front Bumper	6"	Drivers Front Corner
Paint Color	Entire Cab & Box	N/A	Ford Race Red





Feature	Location	Size	Description
RFR Emblem	Drivers Door	13"	Centered on door. Bisects black stripe.
Black Stripe	Length of Vehicle	6"	Black reflective. Breaks near front of box
REDMOND	Box	8"	All caps, reflective black. Rockwell Bold Font
FIRE & RESCUE	Box	5"	All caps, reflective black. Rockwell Bold Font
BATTALION CHIEF	Drivers door	5"	Rockwell Bold Text. All CAPS. Red Lettering
Unit Identifier	Drivers side, rear	3-Letter	Red Letters





Feature	Location	Size	Description
REDMOND FIRE & RESCUE	Rear door	3-Letter	Red Letters
Red & Orange Stripe	Rear Facing Panels	6"	Reflective angled chevrons





Feature	Location	Size	Description
RFR Emblem	Drivers Door	13"	Centered on door. Above black stripe.
Black Stripe	Length of Vehicle	6"	Black reflective. Breaks near front of box
REDMOND	Box	8"	All caps, reflective black. Rockwell Bold Font
FIRE & RESCUE	Box	5"	All caps, reflective black. Rockwell Bold Font
Battalion Chief	Side, front door	5"	Rockwell Bold Text. All CAPS.
Unit Identifier	Side, rear	3-Letter	Rockwell Bold Text



AMBULANCES



Feature	Location	Size	Description
Asset Number	Ford Emblem	To Fit	Asset Number Displayed over Ford Emblem on Grill
REDMOND FIRE	Front of Box	5"	All Caps, reflective black lettering. Rockwell Bold Font.
Ambulance	Hood	4"	Printed in Reverse on Hood, blue font.
Paint Color	Entire Cab & Box	N/A	Ford Race Red





Feature	Location	Size	Description
RFR Emblem	Drivers Door	13"	Centered on door. Bisepts black stripe.
Black Stripe	Length of Vehicle	6"	Black reflective. Breaks near front of box
Star of Life	Forward Compartment	12"	Blue & White. Reflective
American Flag	Rear of Front Fender	4"	Non-Reflective
REDMOND	Box	8"	All caps, reflective black. Rockwell Bold Font
FIRE & RESCUE	Box	5"	All caps, reflective black. Rockwell Bold Font
Wheels	Front & Rear	N/A	Powder Coated Black. Ford Black Wheel Covers
Unit Identifier	Front Compartment	3-Letter	Adjustable Unit Identifier, White Letters, Black Background





Feature	Location	Size	Description
Red & Orange Stripe	Rear Facing Panels	6"	Reflective angled chevrons
Star of Life	Rear Doors	12"	Blue & White. Non-Reflective
REDMOND	Centered Rear	5.5"	All caps, reflective black. Rockwell Bold Font
FIRE & RESCUE	Centered Rear	3 3/4 "	All caps, reflective black. Rockwell Bold Font
MEDIC UNIT	Centered Rear	N/A	Powder Coated Black. Ford Black Wheel Covers
Unit Identifier	Front Compartment	3-Letter	Adjustable Unit Identifier, White Letters, Black Background
IAFF Sticker	Drivers Side, 4 th Stripe	3"	Non-Reflective





Feature	Location	Size	Description
RFR Emblem	Passenger Door	13"	Centered on door. Bisects black stripe.
Black Stripe	Length of Vehicle	6"	Black reflective. Breaks near front of box
Star of Life	Forward Compartment	12"	Blue & White. Reflective
American Flag	Rear of Front Fender	4"	Non-Reflective
REDMOND	Box	8"	All caps, reflective black. Rockwell Bold Font
FIRE & RESCUE	Box	5"	All caps, reflective black. Rockwell Bold Font
Wheels	Front & Rear	N/A	Powder Coated Black. Ford Black Wheel Covers
Unit Identifier	Front Compartment	3-Letter	Adjustable Unit Identifier, White Letters, Black Background



AGENDA ITEM

SUBJECT: Finding of Fact for CM/GC construction delivery method for the Station 404 Seismic Rehabilitation project

FOR AGENDA OF: March 18, 2026

APPROVED FOR AGENDA: Fire Chief

DEPT OF ORIGIN: Fire Chief's Office

PROCEEDING: Discussion and Approval

DATE SUBMITTED: March 12, 2026

EXHIBITS: Finding of Fact

BUDGET IMPACT

EXPENDITURE REQUIRED: \$0	AMOUNT BUDGETED: \$0	APPROPRIATION REQUIRED: \$0
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BACKGROUND:

Pursuant to Oregon Public Contracting Code requirements, the District has prepared and publicly posted the Findings of Fact for Exemption from Competitive Bidding for the Redmond Fire Station 404 Seismic Rehabilitation project. These Findings establish that the project qualifies for an alternative contracting method under ORS 279C.335. The District has reviewed the Findings, prepared in accordance with ORS 279C.337, and posted them for public comment as required.

RECOMMENDED ACTION:

Approve the use of the Construction Manager/General Contractor (CM/GC) construction delivery method for the Redmond Fire Station 404 Seismic Rehabilitation project

PROPOSED MOTION:

"I move that the Board of Directors hereby approve the use of the Construction Manager/General Contractor (CM/GC) construction delivery method for the Redmond Fire Station 404 Seismic Rehabilitation project, as authorized under ORS 279C.337 and ORS 279C.335(2), based on the published Findings of Fact demonstrating that competitive bidding is not practical or in the public's best interest for this project."

FINDINGS OF FACT FOR THE USE OF THE CONSTRUCTION MANAGER/GENERAL CONTRACTOR (CM/GC) CONTRACTING METHOD

Before the Board of Directors of Redmond Fire & Rescue

March 18, 2026

Regarding the Fire Station 404 Seismic Rehabilitation

In 2025, Redmond Fire & Rescue (hereafter referred to as “District”) received a Seismic Rehabilitation Grant from the Oregon Infrastructure Finance Authority of the Business Development Department for the Fire Station 404 Seismic Rehabilitation. The total grant award was \$1,498,362. Planning and design are currently underway for the project.

Fire Station 404 is a single-story, 5,384-square-foot structure. The original reinforced masonry structure was built in 1992 with a wood-frame fitness room addition built in 2008. The building includes an apparatus bay, living spaces, offices, and a fitness room. The seismic rehabilitation per the grant requirements is to upgrade the facility to meet a performance level for Life Safety and Immediate Occupancy as defined in ASCE 41-17.

Construction activities will take place adjacent to and within the District’s existing Fire Station 404 building. The seismic rehabilitation will be performed on an existing building dating from 2008, with a high degree of unknowns in the structure. Construction will occur during volatile and uncertain economic conditions within the construction industry.

In consideration of these facts, an alternative method of construction should be considered; therefore, under the Oregon Statutes and based upon the following findings, the District’s Board of Directors is authorizing the use of Construction Management/General Contractor (CM/GC) method of construction contracting.

The guiding applicable statute is ORS 279C.335 which requires, with certain exemptions, that all public contracts be based on competitive bidding and be awarded to the lowest responsive and responsible bidder. ORS 279A.060, ORS 279C.335(2) and ORS 279.330 permit the District’s Board of Directors to act as the public contract review authority and to grant, under certain conditions and upon certain findings, specific exemptions from the requirement for competitive bidding.

Finding of Fact

Use of the CM/GC method to construct the District’s project will: (a) result in substantial costs savings and reduce risk to the District; (b) allow the District to select a contractor with the specialized expertise required; (c) benefit the public by improving safety and coordination during construction; and (d) not encourage favoritism or diminish competition.

Specific findings which substantiate these conclusions are as follows:

1. **Finding:** The Board finds that the CM/GC method will result in substantial savings and reduced financial risk to the District. Reduced risk provides a significant value and potential savings.

- a. **Reduced Financial Risk:** The project will occur during challenging economic conditions within the construction industry. It would be very costly and disruptive if these economic conditions created undue risk and potentially negative financial impacts to the District's project. Using the CM/GC process will allow the District to look deeply into the contractor's financial strength and eliminate participation by those companies' who do not have the financial strength to successfully complete the project.
- b. **Guaranteed Maximum Price (GMP) establishes a maximum price prior to starting construction:** The CM/GC will be able to obtain a complete understanding of the District's needs, the architect and engineer's design intent, the scope of the project, the condition of the existing facilities, and the operational needs of the District by participating in the development of the design documents. With the CM/GC's participation in this phase of the project, they will offer suggestions for cost savings and improvements to the design. With the benefit of this knowledge, the CM/GC will be able to guarantee the maximum price paid by the District for the project.
- c. **Fewer Change Orders:** When the CM/GC participates in the design process, fewer change orders will occur during the construction process. This is due to the CM/GC's better understanding of the owner's needs and the designer's intent. As a result, the project is more likely to be completed on time and within the grant funding allocation. In addition, fewer change orders reduce project management costs for both the District and the contractor.
- d. **GMP Change Orders Cost Less:** The traditional Design-Bid-Build method typically results in contractors charging up to 15% mark-up on change orders. The CM/GC method applies predetermined mark-ups. The experience of the industry has been to establish the mark-up in the range of 5% to 10%.
- e. **GMP Savings:** Under the CM/GC method the District will enjoy the full savings, if actual costs are below the GMP. When the CM/GC completes the project, any savings between the actual costs and the GMP are returned to the District.
- f. **Contractor Fee is Less:** Contracts with the CM/GC are designed to create a better working relationship between all parties resulting in reduced risk to the contractor. As a consequence, the overhead and profit fee is generally in the 3% to 5% range which is lower than the mark-up usually applied to traditional design-bid-build projects.

2. Finding: The Board finds that the CM/GC method is necessary to take advantage of specialized expertise of the contractor.

- a. **Specialized Project:** Utilizing the CM/GC process will allow the District to select a contractor who has a proven track record and capacity to successfully complete seismic rehabilitations of historic buildings.
- b. **Exploratory Demolition and Constructability Review during the design phase:** During the design phase, the CM/GC will be expected to perform exploratory demolition, to verify and understand existing conditions, and to review the constructability and cost implications for proposed design options. This input during the design phase will reduce the possibility of discovering unknown conditions during construction and create smoother coordination with subcontractors, which will reduce the risk of additional cost and schedule delays.

3. **Finding:** The Board finds that the CM/GC process will result in improving public safety during construction activities.

- a. Construction activities will take place adjacent to and within the District's existing fire station building. A well-thought-out safety and coordination plan must be implemented to ensure members of the public and staff members are kept safe and instructional activities are not disrupted. Utilizing the CM/GC process will allow the District to select a contractor who has the sensitivity and experience to safely and successfully work in close proximity and in direct coordination with ongoing activities.

4. **Finding:** The Board finds that there will be no impact to the funding source as a result of this exemption.

- a. The District's funding source for this project will remain the same whether accomplished through a traditional design-bid-build process or through the CM/GC process. No adverse impact on the funding source will occur as a result of this exemption.

5. **Finding:** The Board finds that competition will not be inhibited, nor will favoritism be encouraged as a result of this exemption. The CM/GC will be selected through a competitive negotiation process in accordance with the cost and qualification-based process authorized by the District's Board of Directors.

- a. **Solicitation Process:** Pursuant to ORS 279C.400 the CM/GC Request for Proposal (RFP) solicitation will be advertised in local and regional publications of general and industry specific circulation.
- b. **Full Disclosure:** To ensure full disclosure of information, the RFP will include the following information:
 - i. Detailed Description of the Project
 - ii. Contractual Terms and Conditions
 - iii. Selection Process
 - iv. Evaluation Criteria
 - v. Role of the Evaluation Committee
 - vi. Provision for Comments
 - vii. Complaint Process and Remedies
- c. **Selection Process:** Highlights of the selection process will include:
 - i. During the pre-proposal period, interested parties will, at any time prior to 10 business days before the close of the solicitation, be able to ask questions and request clarifications if they believe that any of the terms and conditions of the solicitation are unclear, inconsistent with industry standards or unfair and unnecessarily restrictive of competition.
 - ii. Sealed proposals will be submitted to the District's Representative at a time specified in the advertisements.
 - iii. The following evaluation process will be used:
 - 1. Proposals will be evaluated for completeness and compliance with the requirements of the RFP.
 - 2. Proposals considered complete and responsive will be evaluated to determine if they meet the qualifying criteria of the RFP. If a proposal is unclear, the

- proposer may be asked to provide written clarification. Those proposals that do not meet the requirements will be rejected.
3. Proposals will be independently scored against predetermined criteria by the voting members of the Evaluation Committee. Scores will be combined and assigned to each proposal.
 4. The Evaluation Committee may convene to select from the highest ranked proposals a finalist(s) for interviews.
 5. The Evaluation Committee may conduct interviews.
 6. The Evaluation Committee may use the interview to revise the scoring of the proposal and to clarify questions. Based on the revised scoring, the Evaluation Committee will rank the proposals and provide an award recommendation.
 7. The District and legal counsel will negotiate a contract with the top ranked firm. If an agreement cannot be reached, the District will have the option to enter into an agreement with the second ranked firm, and so on.
- iv. Competing CM/GC firms will be notified in writing of the selection of the apparent successful proposal and will be given seven (7) calendar days after receipt of the notice to review the RFP file and evaluation report at the District Office. Any questions or concerns about the selection process must be delivered to the District's Representative within seven (7) calendar days after receipt of the selection notice. No protest of the award selection shall be considered after this time period.
 - v. The contract achieved through this process will require the CM/GC to use an open and competitive selection process for all components of the project.

6. Finding: The Board finds that there will be no adverse impact on the operation, financial or budget if this exemption is provided. Whether this project is secured through a traditional design-bid-build method or through the CM/GC process, the operational, financial and budgetary impact will be the same – other than the potential savings mentioned in the Finding #1. More importantly, there will be no adverse impact on operations, financial or budgetary data through the use of the CM/GC process.

Conclusion of Findings of Fact

It is in the best interest of Redmond Fire & Rescue to utilize the CM/GC project delivery method. The CM/GC method will (a) result in substantial costs savings and reduce risk to the District; (b) will allow the District to select a contractor with the specialized expertise required; (c) benefit the public by improving safety and coordination during construction; and (d) not encourage favoritism or diminish competition.



Redmond Fire & Rescue

BUDGET COMMITTEE APPLICATION

341 NW Dogwood Ave
Redmond, OR 97756
Phone: (541) 504-5000
www.rdmfire.org

Please type or print answers to the following questions and submit your completed form to the District Recorder at the Administration Office, 341 NW Dogwood Ave, or via email at diane.cox@rdmfire.org. If you have any questions, please feel free to contact the District Recorder at (541) 504-5020. Thank you for your time and interest in Redmond Fire & Rescue. Please attach additional sheets if necessary and/or letters of recommendation. Candidates moving forward in the selection process may be invited to an interview and will be contacted for scheduling.

Redmond Fire & Rescue's Budget Committee is comprised of the five Board of Directors and an equal number of citizen volunteers appointed by the Board. The Budget Committee generally meets once annually to review the proposed budget, receive the budget message, provide an opportunity for public input, and approve the Redmond Fire & Rescue budget. Appointed committee members will serve for an uncompensated term of three (3) years.

I, Randy Graves, respectfully request to be considered as an applicant for a position on the Redmond Fire & Rescue Budget Committee.

(Address)

Redmond

OREGON

97756

(City)

(State)

(Zip)

(Phone)

(Email)

Randy@RedmondSeniors.org

Occupation (present employment) If not employed, enter "Not Employed".

Ex. Director @ Redmond Senior Center

Occupational Background (previous employment) If no relevant experience, None or NA must be entered.

Boys & Girls Clubs (PDY)

Educational Background Attach a separate sheet if necessary.

BS in Business

Civic or Professional Organization/Activity Background Attach a separate sheet if necessary.

Rotary in Redmond, Chamber Bd Member

A qualified applicant must reside within the Redmond Fire & Rescue Fire District boundaries, be 18 years of age or older, and be a registered voter.

Are you 18 years of age or older? yes

Do you reside within the District boundaries? yes

How long have you been a resident? Years: 5 Months: —

Are you a registered voter in Deschutes County? yes

Why are you interested in serving on the Budget Committee?

I Love the Fire Dept. they have
been very helpful to the So. Ctr.

Please provide your experience working with communities and describe how this experience, either personal or professional, has prepared you for this position.

Non-Profit Budgets

Provide a brief outline of your background/skills and how these skills relate or would bring insight to this committee.

For 35 yrs I have run non-profits & been
very involved in creating & overseeing the
budgets.

List any experience you have serving in local government; on advisory boards, committees, or commissions; and/or previous service to Redmond Fire & Rescue.

None

What specific contributions do you hope to make as a member of this committee?

What ever is ASKed of Me.

Do you have experience in group processes and decision-making? Please describe:

yes, As ED. of the Redmond Sr. Ctr.

My signature affirms that the information in this application is true to the best of my knowledge. I understand that misrepresentations of facts are cause for removal from any advisory committee, board, or commission I may be appointed to. I also understand that District policy requires disclosure of actual or potential conflicts of interest by persons appointed by the Board of Directors. All information and documentation related to service on this commission are subject to public records disclosure.

(Signature)

(Date)



REDMOND FIRE & RESCUE

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MEMORANDUM

Date: March 13, 2026

To: Fire Board Members

From: Fire Board Subcommittee on Fire Chief Compensation

- Gary Ollerenshaw – Board Member
- Earl Fisher – Board Member
- Diane Cox – Human Resources Manager

Subject: Fire Chief Compensation Study

1. Purpose of the Study

The Fire Chief's current contract stipulates that an annual compensation study be conducted to ensure the position remains competitive within the comparable market.

At the February 18, 2026 Fire Board meeting, a subcommittee was appointed to work with HR Manager Diane Cox to complete the review. The subcommittee met this week, reviewed the relevant compensation information, and developed the recommendation outlined below.

2. Position Overview

Title: Fire Chief
Reports to: Fire Board

Direct Reports:

- Deputy Fire Chief of Operations
- Human Resources Manager
- Fire Marshal
- Training Division Chief
- Chief Financial Officer (contracted)

Key Responsibilities of the Fire Chief include:

- Strategic leadership and long-term organizational planning
 - Oversight of fire suppression, EMS, and all-hazard response services
 - Budget development and personnel management
 - Policy development and implementation
 - Emergency preparedness and public education
 - Interagency and community collaboration
-

3. Current Compensation Package

Base Salary: \$194,688

Benefits include:

- Deferred Compensation
 - PERS IAP Contribution
 - HRA/VEBA
 - PEHP
 - Health, Dental, and Vision Insurance
 - Take-Home Vehicle
 - Cell Phone
 - Paid Time Off (PTO)
-

4. Comparable Districts

The following fire districts were used for the compensation comparison:

- Jackson County Fire District
- Keizer Fire District
- Marion County Fire District
- Klamath County Fire District No. 1
- Lane Fire Authority
- McMinnville Fire District

These are the same comparable districts used during IAFF Local 3650 contract negotiations. City fire departments used during labor negotiations were not included in this review, as the responsibilities of a Fire District Fire Chief typically exceed those of a City Fire Chief operating within a municipal administrative structure that includes a city administrator and centralized finance department.

5. Findings

- The Fire Chief's current salary is 3.5% above the average and 1.17% above the median of the comparable districts.
 - Chief Herrera's salary ranks 3rd among the 7 comparable districts, approximately 1.17% above the 4th ranked position.
 - The study also reviewed anticipated salary and COLA adjustments among the comparable districts. Based on currently known or expected increases, applying the District's 4% COLA effective July 1, 2026 would maintain the Fire Chief's compensation ranking at third among the comparable districts, keeping the position competitive within the identified market.
 - During the most recent CBA negotiations, represented positions were also intentionally maintained slightly above the average, generally ranking between 3rd and 4th among comparable agencies.
 - Chief Herrera has not requested any additional changes to his salary, benefits, or contract.
-

6. Recommendation

The subcommittee believes the current compensation structure remains competitive within the identified comparable districts and recommends the following to keep the compensation competitive during the next fiscal year:

- Effective July 1, 2026, apply the district-wide cost-of-living adjustment (COLA) of 4%, as provided for in the Fire Chief's employment contract.
 - No additional motion or action is needed since this action follows the Fire Chief contract.
-