



NESTUCCA RURAL FIRE PROTECTION DISTRICT

Minutes

Regular Board Meeting
November 12th, 2025
Station 87 Hebo, Oregon

Turn off all cell phones. This meeting is recorded

All Please Stand for the Pledge of Allegiance

Call to Order: Time: 4:01 p.m.

Roll Call: Shelley Cully x Steve Shiels x Anne Price x
Dorothy Gann x Mark Menefee absent

Adjustments to Agenda: Short Good of the **Order** discussion of appropriate board action regarding ongoing absences of Mark Menefee. Board consens was for Chief Oeder to draft a letter, share it with the Board members and move forward from there.

Assure all guests have signed the sign-in sheet.

Note those who will be speaking, the subject and that there is a three (3) minute time limit.

Audience Participation: Wyatt Angelo in attendance, did not wish to speak.

Approval of Minutes:

Regular Board of Directors Meeting **October 8th, 2025.**

Motion to approve: Steve Shiels 2nd Anne Price

Motion passed by: Shelley Cully x Steve Shiels x Anne Price x
Dorothy Gann x Mark Menefee ___

Payment of Bills:

Oregon Coast Bank online bill pay, electronic fund transfer, bank charges, petty cash expenditures and LGIP charges, direct deposit payroll and payroll taxes in the total amount of \$216,676.56

Motion to approve: Anne Price 2nd Steve Shiels

Motion passed by: Shelley Cully x Steve Shiels x Anne Price x
Dorothy Gann x Mark Menefee ___

Treasurers Report for:

October 31st, 2025, funds and account balances of \$338,509.08

Motion to approve: Dorothy Gann 2nd Steve Shiels

Motion passed by: Shelley Cully x Steve Shiels x Anne Price x
Dorothy Gann x Mark Menefee ___

Correspondence

See packet

Old Business

New Business:

Preliminary Board discussion noted that the policies are either unchanged and for Board review, have changes in red to update them to match District Practices, or red policy headings which are for new sections addressing Oregon statutes effective January 1st (such as Military service leave and Paid Leave Oregon updates).

Review and discuss NRFPD Policy Manual- Chapter 8.1 Overview of Personnel Policies

Motion to approve NRFPD Policy Manual- Chapter 8.1 Overview of Personnel Policies text as reviewed and revised by the Board of Directors November 12th, 2025

Motion made by: Steve Shiels 2nd Anne Price

Motion passed by: Shelley Cully x Steve Shiels x Anne Price x
Dorothy Gann x Mark Menefee __

Review and discuss NRFPD Policy Manual- Chapter 8.2 Appointments, Qualifications, Separation- Chief Oeder noted that this policy update brings policies current to District practice and that there may be an update soon as District expands fitness checks for volunteers. There isn't a standard model in place for this yet.

Motion to approve NRFPD Policy Manual- Chapter 8.2 Appointments, Qualifications, Separation text as reviewed and revised by the Board of Directors November 12th, 2025

Motion made by: Anne Price 2nd Steve Shiels

Motion passed by: Shelley Cully x Steve Shiels x Anne Price x
Dorothy Gann x Mark Menefee __

Review and discuss NRFPD Policy Manual- Chapter 8.3 Payroll, Scheduling, and Overtime Practices

This topic was tabled until next meeting, to check the required qualifications for a serving Duty Officer.

Review and discuss NRFPD Policy Manual- Chapter 8.4 Travel

Motion to approve NRFPD Policy Manual- Chapter 8.4 Travel text as reviewed and revised by the Board of Directors November 12th, 2025

Motion made by: Steve Shiels 2nd Anne Price

Motion passed by: Shelley Cully x Steve Shiels x Anne Price x
Dorothy Gann x Mark Menefee __

Review and discuss NRFPD Policy Manual- Chapter 8.5 Benefits

Motion to approve NRFPD Policy Manual- Chapter 8.5 Benefits text as reviewed and revised by the Board of Directors November 12th, 2025

Motion made by: Anne Price 2nd Steve Shiels

Motion passed by: Shelley Cully x Steve Shiels x Anne Price x
Dorothy Gann x Mark Menefee __

Review and discuss NRFPD Policy Manual- Chapter 8.6 Safety and Accidents

Motion to approve NRFPD Policy Manual- Chapter 8.6 Safety and Accidents text as reviewed and revised by the Board of Directors November 12th, 2025

Motion made by: Steve Shiels 2nd Anne Price

Motion passed by: Shelley Cully x Steve Shiels x Anne Price x
Dorothy Gann x Mark Menefee __

Executive Session Per ORS. 192.610 to 192.690

No session

Reports:

See Packet- Ginger's safety report for lithium ion battery charging was appreciated.

Good of the Order:

Shelley Cully asked if we provide insurance to volunteer responders injured on the job? Yes, they are covered by the SAIF workers compensation policy, although Chief Oeder noted that it might not provide wage replacement fully equal to what the volunteer might make at their job. Chief Oeder also noted that this is the District's second year with SAIF, since private insurers have left the workers' compensation market. Rates will be reviewed for next year, and we hope for an overall cost reduction there.

Chief staff have started working on budgeting for next year, focusing on personnel costs, and individual areas of budget responsibility. Anne Price asked if budget committee members are needed and the answer is yes, two would be helpful. Give admin staff contact info for anyone who might be interested.

Christmas party is tentatively scheduled for December 8 at Hebo Station 87.

Greg Wilkinson has completed his probationary period and a pinning ceremony will be held for him this Friday 11/14/2025 at 1 pm at Station 87.

Next Meeting: December 10th, 2025

Agenda Items for Next Meeting:

Review remaining Policy Manual Chapters
Review 2026 Government Employee Handbook

Adjourn:

Motion to adjourn: Dorothy Gann 2nd Steve Shiels

Motion passed by: Shelley Cully x Steve Shiels x Anne Price x

Dorothy Gann x Mark Menefee __

Time: 4:29 p.m.