



# NESTUCCA RURAL FIRE PROTECTION DISTRICT

## Agenda

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: \_\_\_\_\_  
**Roll Call:** Shelley Cully \_\_\_\_\_ Steve Shiels \_\_\_\_\_ Anne Price \_\_\_\_\_  
Dorothy Gann \_\_\_\_\_ Mark Menefee \_\_\_\_\_

**Adjustments to Agenda:**

**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:**

**Approval of Minutes:**

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

Motion to approve: \_\_\_\_\_ 2<sup>nd</sup> \_\_\_\_\_  
Motion passed by: Shelley Cully \_\_\_\_\_ Steve Shiels \_\_\_\_\_ Anne Price \_\_\_\_\_  
Dorothy Gann \_\_\_\_\_ 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: \_\_\_\_\_ 2<sup>nd</sup> \_\_\_\_\_  
Motion passed by: Shelley Cully \_\_\_\_\_ Steve Shiels \_\_\_\_\_ Anne Price \_\_\_\_\_  
Dorothy Gann \_\_\_\_\_ Mark Menefee \_\_\_\_\_

**Treasurers Report for:**

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

Motion to approve: \_\_\_\_\_ 2<sup>nd</sup> \_\_\_\_\_  
Motion passed by: Shelley Cully \_\_\_\_\_ Steve Shiels \_\_\_\_\_ Anne Price \_\_\_\_\_  
Dorothy Gann \_\_\_\_\_ Mark Menefee \_\_\_\_\_

**Correspondence**

See packet

**Old Business**

**New Business:**

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: \_\_\_\_\_<sup>2<sup>nd</sup></sup>\_\_\_\_\_

Motion passed by: Shelley Cully \_\_\_\_\_ Steve Shiels \_\_\_\_\_ Anne Price \_\_\_\_\_  
Dorothy Gann \_\_\_\_\_ Mark Menefee \_\_\_\_\_

Review and discuss NRFPD Policy Manual- Chapter 8.2 Appointments, Qualifications, Separation

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: \_\_\_\_\_<sup>2<sup>nd</sup></sup>\_\_\_\_\_

Motion passed by: Shelley Cully \_\_\_\_\_ Steve Shiels \_\_\_\_\_ Anne Price \_\_\_\_\_  
Dorothy Gann \_\_\_\_\_ Mark Menefee \_\_\_\_\_

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

Motion to approve NRFPD Policy Manual- Chapter 8.3 Payroll, Scheduling, and Overtime Practices text as reviewed and revised by the Board of Directors November 12th, 2025

Motion made by: \_\_\_\_\_<sup>2<sup>nd</sup></sup>\_\_\_\_\_

Motion passed by: Shelley Cully \_\_\_\_\_ Steve Shiels \_\_\_\_\_ Anne Price \_\_\_\_\_  
Dorothy Gann \_\_\_\_\_ Mark Menefee \_\_\_\_\_

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: \_\_\_\_\_<sup>2<sup>nd</sup></sup>\_\_\_\_\_

Motion passed by: Shelley Cully \_\_\_\_\_ Steve Shiels \_\_\_\_\_ Anne Price \_\_\_\_\_  
Dorothy Gann \_\_\_\_\_ 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: \_\_\_\_\_<sup>2<sup>nd</sup></sup>\_\_\_\_\_

Motion passed by: Shelley Cully \_\_\_\_\_ Steve Shiels \_\_\_\_\_ Anne Price \_\_\_\_\_  
Dorothy Gann \_\_\_\_\_ 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: \_\_\_\_\_<sup>2<sup>nd</sup></sup>\_\_\_\_\_

Motion passed by: Shelley Cully \_\_\_\_\_ Steve Shiels \_\_\_\_\_ Anne Price \_\_\_\_\_  
Dorothy Gann \_\_\_\_\_ Mark Menefee \_\_\_\_\_

**Executive Session Per ORS. 192.610 to 192.690**

**Reports:**

See Packet

**Good of the Order:**

**Next Meeting: December 10th, 2025**

**Agenda Items for Next Meeting:**

Review remaining Policy Manual Chapters

**Adjourn:**

Motion to adjourn: \_\_\_\_\_ 2<sup>nd</sup> \_\_\_\_\_

Motion passed by: Shelley Cully \_\_\_\_\_ Steve Shiels \_\_\_\_\_ Anne Price \_\_\_\_\_

Dorothy Gann \_\_\_\_\_ Mark Menefee \_\_\_\_\_

**Time:**