



BOARD OF DIRECTORS MEETING AGENDA

TVF&R Command and Business Operations Center
11945 SW 70th Avenue, Tigard, Oregon

Livestream: <http://www.youtube.com/c/TualatinValleyFireRescue>
Tuesday, November 18, 2025

Annual Board Workshop Immediately Following Regular Meeting

REGULAR SESSION

I. CALL TO ORDER

II. CONSENT AGENDA *

The items on the Consent Agenda are considered routine and will all be adopted in one motion unless a Board member or person in the audience requests, before the vote on the motion, to have the item considered separately. If any item is removed from the Consent Agenda, the Board President will indicate when it will be discussed in the regular agenda.

- A. Approval of Regular Board Meeting Minutes (October 21, 2025)

III. RECOGNITION

IV. PUBLIC PARTICIPATION

V. STAFF PRESENTATION

VI. FINANCE REPORT

- A. Finance Report (October 2025) – Valerie Colgrove
- B. Capital Projects Fund 52 – Valerie Colgrove

VII. CORRESPONDENCE

VIII. OLD BUSINESS

- A. Board Policy Section 5 (Training Division) *Second Reading* – Chief Whyte*

IX. NEW BUSINESS

- A. Board Policy Section 6 (Fire Chief Role and Executive Functions) *First Reading* – Chief Weiss*
- B. Bailout Device Purchase – Chief Petracca & Andy Smusz*

X. CHIEF'S REPORT

- A. New Hire Announcement
- B. Promotion Announcements

- C. Retirement Announcements
- D. Employee of the Quarter – 3rd Quarter 2025
- E. District Events
 - Community Academy
 - Halloween Potluck & Chili Cookoff
 - West Coast Giant Pumpkin Regatta
 - November Community Events Report

XI. DIRECTORS' REPORT

XII. ITEMS NOT LISTED IN THE AGENDA

* Requires Action

CALL TO ORDER

CONSENT AGENDA



Tualatin Valley Fire & Rescue Board of Directors Meeting Minutes

Tuesday, October 21, 2025

Meeting was Conducted Via Zoom

Livestream: <http://www.youtube.com/c/TualatinValleyFireRescue>

ATTENDANCE

Board Members: Justin Dillingham, Clark Balfour, Randy Lauer, Roy Rogers.

Others present: Valerie Colgrove, Patrick Fale, Alex Haven, Kristen Henderson, Heidi Hicks, Laura Hitt, Victoria Jimenez, Eric Kennedy, Stefan Myers, Ryan Robinson, Lucy Shipley, James Smario, Brian Smith, Andy Smusz, Deric Weiss, James Whyte – TVF&R; Bob Blackmore – Attorney; Julie Fahey – Talbot, Korvola & Warwick, LLP (TKW).

REGULAR SESSION

CALL TO ORDER President Dillingham called the Board meeting to order at 3:01 PM and announced that Director Wyffels is excused from the meeting.

CONSENT AGENDA

Director Lauer moved, seconded by Director Rogers, to approve the consent agenda. The motion passed unanimously.

RECOGNITION

None.

PUBLIC PARTICIPATION

None.

STAFF PRESENTATION

Government & Public Affairs Presentation Director of Strategic Services Brian Smith and Public Affairs Manager Stefan Myers provided an overview of the Strategic Services directorate which focuses on protecting and advancing the District's interests through community and government engagement. Staff introductions and team roles were presented, emphasizing their work to support the District's strategic priorities by maintaining relationships with over 100 elected officials and partner agencies in 29 stations, 11 cities, and 4 counties. Additionally, the team manages election processes, research, and public information campaigns. Associations such as Western Fire Chiefs, and the Oregon Fire Chiefs Association, were highlighted along with their contributions to federal and state policy support. Achievements like adoption of lithium-ion battery codes in Oregon were noted.

STAFF PRESENTATION (continued)

Questions arose from the Board regarding urban renewal as a legislative item. The team confirmed active monitoring and engagement plans. Director Rogers highlighted the need for more elected official engagement by Board members to complement staff's efforts in relationship building and legislative advocacy. Interest was expressed in rejoining OFDDA association discussed for future consideration.

Annual Comprehensive Financial Report (ACFR) Presentation Controller Andy Smusz and Julie Fahey, Audit Partner from Talbot, Korvola & Warwick, LLP (TKW) presented to the Board the results of the FY2025 audit highlighting timely completion with an unmodified opinion. Key points included a \$2.6 million restatement related to compensated absences (GASB Statement 101), arbitrage rebate liability disclosure, and increased OPEB liability associated with multi-employer plans. Assigned fund balance presentation was noted in the governmental funds section, reflecting budget appropriations for FY26. Compliance with Oregon state regulations was confirmed with no exceptions found. The auditor's communication letter noted no adjusting journal entries or misstatements found. The auditor highlighted the District's strong financial management and prompt audit turnaround.

Director Rogers emphasized the importance of thorough audit review and praised District staff's accounting practices. An opportunity was identified to explore revenue recapture for EMS/public health services, considering Medicare/Medicaid reliance of ambulance providers. Director Balfour expressed gratitude and acknowledged the audit as a "tidy" and well-performed process.

FINANCE REPORT

Finance Report (September 2025) Chief Financial Officer (CFO) Valerie Colgrove reviewed the finance report for the period ending September 30, 2025. Activity of note includes:

- **The General Fund** ending fund balance is approximately \$22 million, expenditures under budget benchmarks, and staffing slowly increasing toward budgeted line FTE of 548.
- The District has received property taxes from Washington and Clackamas County, still waiting on Multnomah and Yamhill County which will be discuss at the Board Workshop in more detail.
- **Personnel Services** is under the budgeted benchmark at 23.3% including \$466,000 in conflagration expenses.
- **Materials and Services**: 20% of our budgeted amount year-to-date. No concerning trends.
- **Apparatus & Vehicle Fund 21**: minimal spending, under \$29,000 year to date. Two of the largest items budgeted in this fund include two pumper trucks at about \$1.3 million each, later this year.
- **Capital Improvements Fund 22**: year to date the District has expended \$159,000, largest expenditures related to asphalt resealing projects and new turnout washer purchases.

FINANCE REPORT (continued)

- **Merrc Fund 23:** A credit in expenditures noted from radios the District previously purchased and returned as some were not the right version.
- **Grants Fund 25:** noted quarterly payments related to the ARM Medic program.
- **Debt Service Fund 30:** anticipating receiving funds in the next month or so.
- **Insurance Fund 45:** the District self-insures for items that do not meet the deductible. Minimal activity.
- **Property & Building Fund 51:** funds have been set aside for the purchase of Stations 31, 63, and 22. The largest activity in this fund has been the purchase of Station 22 in rural Newberg, OR.
- **Capital Projects Fund 52:** expended around \$1 million on Stations 35, 20 and 62 and the training center.
- **Pension Fund 61:** standard activity year to date. We only have one beneficiary left in this fund.
- **LOSAP Fund 63:** defined benefit plan for volunteers with normal activity paying out eligible participants.
- **Custodial Fund 65:** activity noted in this fund relates to the Newberg Toy & Joy golf tournament.

Quarterly Investment Report CFO Colgrove reviewed the District's investment status for the period ending on September 30, 2025.

- There is \$105 million in our investment fund that earned \$1.37 million in interest income with an average of 4.2% return, exceeding the 2-year treasury benchmark of 3.6%.
- Plans were shared to move LOSAP funds from Fidelity to US Bank for improved management.

CORRESPONDENCE

Noted.

OLD BUSINESS

None.

NEW BUSINESS

Board Policy Section 5 (Training Division) Division Chief of Training James Whyte said consistent with practice, that staff and legal counsel reviewed Board Policy Section 5 (Training Division) and recommended minor changes to the policy as reflected in the draft. The policy was presented for approval and first reading.

Director Lauer moved, seconded by Director Balfour, to approve the first reading of Board Policy Section 5 (Training Division), by title only. The motion passed unanimously.

NEW BUSINESS (continued)

Victoria Jimenez gave the first reading of Board Policy Section 5 (Training Division), by title only.

Board of Directors Meeting Calendar Chief Weiss presented the 2026 Board of Directors Meeting calendar to the Board for approval. Chief Weiss highlighted one shift made from the usual meeting cadence and proposed to modify the March 17, 2026 Board Meeting to a brief session for approving minutes followed immediately by Budget Committee Workshop to streamline scheduling. The Board approved the revised calendar.

Director Balfour moved, seconded by Director Rogers, to approve the 2026 Board of Directors' meeting calendar as recommended by staff. Motion carried unanimously.

Diversity, Equity, & Inclusion Program Development Services: Phases 3 & 4 Director of Strategic Services Brian Smith sought the Board's approval for continuation of Future Work Design program aimed at improving workplace culture and employee engagement, following completion of phases one and two. Phases 3 and 4 were approved unanimously to finalize program development and implementation.

Director Rogers moved, seconded by Director Lauer, to authorize the Fire Chief or his designee to execute the necessary contract documents with Future Work Design as recommended. The motion passed unanimously.

Fire Suppression and Extinguisher Services Contract Controller Andy Smusz reported on a competitive bidding process resulting in contract award recommendation to Western States Fire Protection for fire sprinklers, extinguisher inspection, and maintenance services.

Director Rogers moved, seconded by Director Balfour, to approve the Fire Chief or designee to enter into a contract with Western States Fire Protection as recommended. The motion passed unanimously.

CHIEF'S REPORT

Capital Projects Update and Expenditure Summary CFO Valerie Colgrove and Deputy Chief of Administration Laura Hitt provided a joint update on four of the District's bond projects. Areas of note included:

- **Station 20 in Newberg:** Land use and temporary station permit under review. Expected to hear more on the temporary station permits in the next 30 days.
 - Year to Date: \$237,000
- **Station 35 in King City:** in final stages of temporary station set up, in the final weeks of land use and permitting review. Anticipated demolition and build to begin at the end of November, targeting the completion of construction by April 2027.
 - Year to Date: \$450,000

CHIEF'S REPORT (continued)

- **Station 62 in Aloha:** Permits in final stages and expected to receive permits by December 2025. Grade work begins March 2026, targeting the completion of construction by May 2027.
 - Year to Date: \$155,000
- **Station 67:** Targeting for contract completion on November 7, 2025. Currently, researching permitting requirements with the City of Beaverton. Anticipating construction completion by summer of 2027.
 - Year to Date: \$8,000
- **Training Center Administration Building in Sherwood:** Submitted permits for the temporary recruit modular classrooms and restroom trailer. Gathering documents to submit for a permit to demo the administration building.
 - Year to Date: \$191,000

Board Workshop Reminder Chief Weiss informed the Board that the Board Workshop is scheduled for Tuesday, November 18, 2025 at 3:00pm at CBOC.

Between the Tones Podcast Chief Weiss informed the Board that the District launched a new podcast called "Between the Tones," featuring District leaders. This podcast is meant for internal communications only and aimed at engaging staff with storytelling and educational content. New episodes out monthly.

HAAS Alert Chief Weiss informed the Board of innovative technology the District introduced called HAAS Alert. This technology improves emergency vehicle visibility by sending alerts to drivers via in-car navigation systems and smartphones about approaching emergency vehicles, aiming to reduce collisions by 90%. Currently, 18 units are active with the goal of outfitting 83 frontline apparatus by 2026. Video was projected to demonstrate how this technology is being used.

Conflagration Update Conflagration deployment metrics for 2025 wildfire season were presented. There have been 7 conflagration deployments since June, involving 43 personnel, 19 apparatus, and no injuries. Total statewide fire combat costs estimated at \$16.2 million, considered an average fire year.

District Events Chief Weiss provided the following updates:

- Summer BBQ Recap: a successful summer barbecue dedicated to staff occurred on September 16, 2025 at Jenkins Estate in Beaverton. There were over 100 people in attendance. Images of the barbecue were projected.
- Volunteer Swearing-in: promotional ceremony was noted recognizing new volunteers and promotions including 4 volunteer lieutenants, 11 incident support volunteers and 8 auxiliary volunteers.
- OFSOA Conference Recap: this year's conference was attended by District administrative staff for networking and professional development.

CHIEF'S REPORT (continued)

- Newberg Toy & Joy Golf Tournament: 32 teams participated in this event and raised over \$7,000 for the Newberg Toy & Joy program.
- The October Community Events Report was presented.

DIRECTORS' REPORT

Director Rogers reported meeting with ODOT District 1 manager Ryan Windchimer to enhance collaboration on permitting and emergency response, with background connections to past wildfire support at Multnomah Falls. Director Lauer attended TVF&R's promotional ceremony encouraging board member participation in key events. Director Balfour requested advanced sharing of board workshop agendas; staff agreed to provide prior email communications with topics to help prepare members. Directors discussed the upcoming board workshop and potential inclusion of engagement strategy discussions for future workshop agendas.

ITEMS NOT LISTED ON THE AGENDA

None.

ADJOURNMENT

Director Lauer moved, seconded by Director Rogers, to adjourn the regular meeting. Motion carried unanimously.

There being no further business to come before the Board, President Dillingham adjourned the meeting at 4:36 p.m.

APPROVED on November 18, 2025

Clark I. Balfour, Secretary/Treasurer

Minutes recorded & prepared by Victoria Jimenez

RECOGNITION

PUBLIC PARTICIPATION

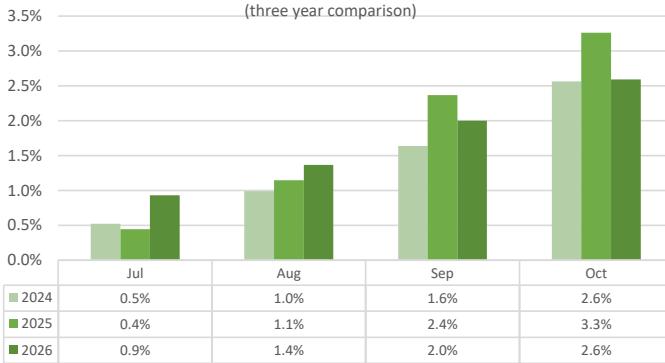
STAFF PRESENTATION

FINANCE REPORT

Percent Revenue to Budget by Month

General Fund

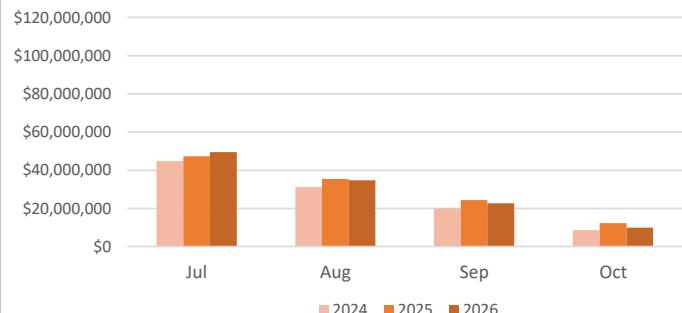
(three year comparison)



Ending Fund Balance by Month

General Fund

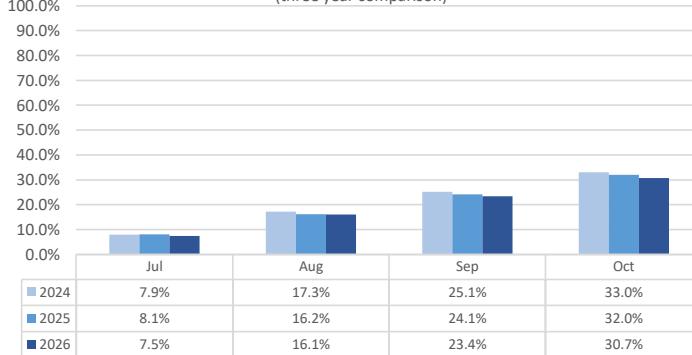
(three year comparison)



Percent Personnel Services to Budget by Month

General Fund

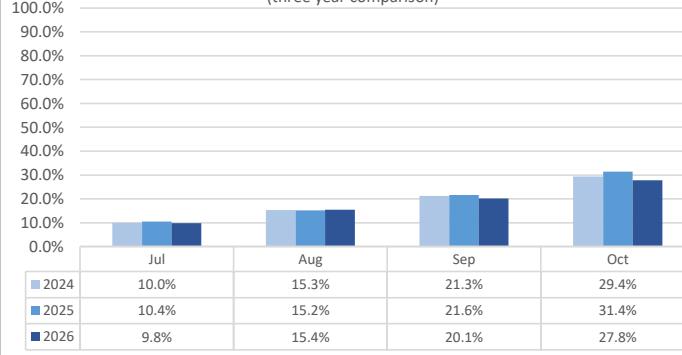
(three year comparison)



Percent Materials and Services to Budget by Month

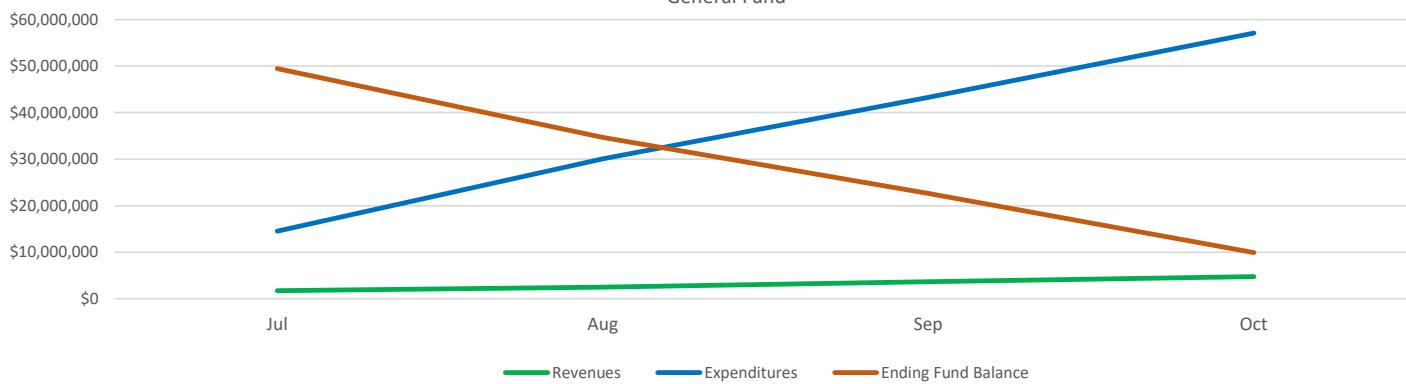
General Fund

(three year comparison)



2024-25 Revenues, Expenditures and Ending Fund Balance by Month

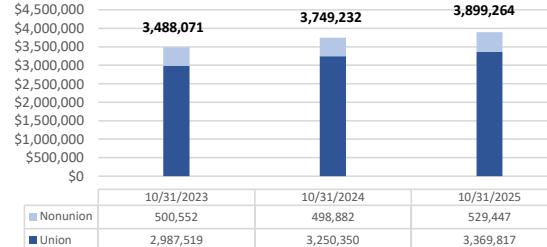
General Fund



End-of-Month Payroll FTE Count



End-of-Month Payroll





Condensed Statement of Budget vs
Sources and Uses of Funds
For the Period Ended October 31

GENERAL
FUND 10

Benchmark: 33.33%

GENERAL FUND	2025-26				2024-25	
	Original Budget	Y-T-D Actual	Variance with Budget Positive (Negative)	Actual as % of Budget	Y-T-D Actual	Actual as % of Budget
Sources of Funds						
Beginning Fund Balance	\$ 62,854,823	\$ 61,597,574	\$ (1,257,249)	98.00%	\$ 60,434,290	113.24%
Property Tax Current	171,619,422	-	(171,619,422)	0.00%	-	0.00%
Property Tax-Prior Years	1,068,000	455,420	(612,580)	42.64%	467,632	38.97%
Tax In Lieu Of Property Tax	120,000	37,646	(82,354)	31.37%	28,682	24.41%
Forest Revenue	200,000	-	(200,000)	0.00%	-	0.00%
Investment Earnings	2,533,000	721,153	(1,811,847)	28.47%	851,883	43.91%
Charges for Services	4,935,096	2,982,092	(1,953,004)	60.43%	3,076,209	61.19%
Rental Revenue	77,900	40,007	(37,893)	51.36%	32,535	41.77%
Insurance Refunds	500,000	288,174	(211,826)	57.63%	464,553	92.91%
Other Revenue	417,500	184,571	(232,929)	44.21%	230,525	70.54%
Total Revenues	181,470,918	4,709,063	(176,761,855)	2.59%	5,152,019	3.28%
Total Available Resources	\$ 244,325,741	\$ 66,306,637	\$ (178,019,104)	27.14%	\$ 65,586,309	31.15%
Uses of Funds						
Personnel Services	\$ 167,213,268	\$ 51,308,699	\$ 115,904,569	30.68%	\$ 47,820,325	31.99%
Materials & Services	20,893,773	5,799,557	15,094,215	27.76%	5,568,770	31.36%
Capital Outlay Leases	-	-	-	0.00%	-	0.00%
Debt Service	-	-	-	0.00%	-	0.00%
Transfer To Other Funds	4,011,000	3,449	4,007,551	0.09%	4,227	0.21%
Contingency	2,000,000	-	2,000,000	0.00%	-	0.00%
Total Expenditures	194,118,041	57,111,706	137,006,335	29.42%	53,393,321	30.82%
Ending Fund Balance	\$ 50,207,700	\$ 9,194,931	\$ (41,012,769)	18.31%	\$ 12,192,988	32.68%

⁽¹⁾ Includes:

	2025-26	2024-25
Newberg Transport:	\$1,091K	\$1,113K
Other Medical Transport:	\$220K	\$323K
Conflagration & Deployment Claims:	\$1,601K	\$1,303K

⁽²⁾ Includes \$3M in assigned fund balance for the PERS reserve



Condensed Statement of Budget vs
Sources and Uses of Funds
For the Period Ended October 31

GENERAL
FUND 10

Benchmark: 33.33%

GENERAL FUND	2025-26			2024-25	
	Original Budget	Y-T-D Actual	Actual as % of Budget	Y-T-D Actual	Actual as % of Budget
Command Directorate					
Personnel Services					
Board of Directors	\$ -	\$ -	0.00%	\$ -	0.00%
Civil Service	324,917	54,802	16.87%	59,043	16.95%
Fire Chief's Office	3,111,996	767,952	24.68%	837,666	28.31%
Total Personnel Services	3,436,913	822,754	23.94%	896,709	27.11%
Materials and Services					
Board of Directors	75,450	11,014	14.60%	11,197	7.38%
Civil Service	97,143	12,871	13.25%	19,359	28.42%
Fire Chief's Office	856,290	175,888	20.54%	189,072	22.73%
Total Materials and Services	1,028,883	199,773	19.42%	219,627	20.89%
Total Command Directorate	\$ 4,465,796	\$ 1,022,528	22.90%	\$ 1,116,337	25.61%
Business Directorate					
Personnel Services					
Logistics	\$ 1,642,778	\$ 316,130	19.24%	\$ 288,592	22.74%
Supply	1,511,118	459,626	30.42%	413,024	28.55%
Organizational Health	2,480,934	676,723	27.28%	594,064	13.01%
Occupational Health and Wellness	1,188,551	307,730	25.89%	275,342	24.96%
Business Strategy	1,587,019	409,615	25.81%	358,260	31.97%
Fleet Maintenance	2,345,633	678,692	28.93%	572,843	29.38%
Facilities Maintenance	1,508,582	494,919	32.81%	484,978	32.67%
Total Personnel Services	12,264,615	3,343,435	27.26%	2,987,102	23.08%
Materials and Services					
Logistics	1,820,076	416,152	22.86%	378,045	27.72%
Supply	2,944,962	692,210	23.50%	793,179	32.38%
Organizational Health	651,057	98,659	15.15%	85,406	8.76%
Occupational Health and Wellness	744,636	175,691	23.59%	171,925	23.79%
Business Strategy	111,025	7,230	6.51%	6,193	5.72%
Fleet Maintenance	1,175,572	423,550	36.03%	320,588	28.64%
Facilities Maintenance	1,253,945	342,108	27.28%	301,317	34.67%
Total Materials and Services	8,701,273	2,155,600	24.77%	2,056,653	27.03%
Total Business Directorate	\$ 20,965,888	\$ 5,499,035	26.23%	\$ 5,043,755	24.54%
Finance Directorate					
Personnel Services					
Finance	\$ 2,527,260	\$ 776,031	30.71%	\$ 721,757	31.10%
Information Technology	2,346,066	642,654	27.39%	589,932	31.23%
Communications	603,399	193,251	32.03%	182,956	31.76%
Total Personnel Services	5,476,725	1,611,936	29.43%	1,494,645	31.23%
Materials and Services					
Finance	1,210,260	80,550	6.66%	86,043	7.11%
Information Technology	3,259,014	1,076,629	33.04%	1,021,059	39.88%
Communications	3,249,362	1,499,705	46.15%	1,398,055	46.48%
Total Materials and Services	7,718,636	2,656,884	34.42%	2,505,156	36.96%
Total Finance Directorate	\$ 13,195,361	\$ 4,268,819	32.35%	\$ 3,999,802	34.59%

⁽¹⁾ Overage due to timing of repairs and maintenance purchases.

⁽²⁾ Overage due to quarterly WCCCA membership fee.



Condensed Statement of Budget vs
Sources and Uses of Funds
For the Period Ended October 31

GENERAL
FUND 10

Benchmark: 33.33%

GENERAL FUND	2025-26			2024-25	
	Original Budget	Y-T-D Actual	Actual as % of Budget	Y-T-D Actual	Actual as % of Budget
Operations Directorate					
Personnel Services					
Operations Admin	\$ 7,065,047	\$ 2,333,206	33.02%	\$ 2,656,026	51.03%
Relief Pool Personnel	22,334,260	5,706,924	25.55%	4,816,678	30.94%
Stations / Specialty Teams	98,739,917	32,077,886	32.49%	30,277,952	32.67%
Emergency Management	246,650	74,013	30.01%	65,594	28.74%
Incident Management Team	223,378	74,514 ⁽¹⁾	33.36%	56,801	26.74%
EMS	2,056,947	623,370	30.31%	608,223	30.23%
Training	3,629,561	1,043,115	28.74%	854,068	25.42%
Recruits	3,788,422	1,261,028	33.29%	1,059,806	23.00%
Volunteers / Chaplains	46,200	1,364	2.95%	623	1.21%
Total Personnel Services	<u>138,130,382</u>	<u>43,195,420</u>	<u>31.27%</u>	<u>40,395,770</u>	<u>32.60%</u>
Materials and Services					
Operations Admin	142,816	23,737	16.62%	45,095	48.95%
Relief Pool Personnel	575	325 ⁽²⁾	56.52%	380	68.10%
Stations / Specialty Teams	1,741,612	460,591	26.45%	458,537	36.29%
Emergency Management	38,204	23,204 ⁽³⁾	60.74%	19,862	54.67%
Incident Management Team	3,160	-	0.00%	464	10.10%
EMS	435,645	59,327	13.62%	55,232	14.27%
Training	402,165	94,592	23.52%	51,776	16.51%
Recruits	127,828	31,234	24.43%	40,529	33.41%
Volunteers / Chaplains	99,980	28,414	28.42%	41,116	26.29%
Total Materials and Services	<u>2,991,985</u>	<u>721,425</u>	<u>24.11%</u>	<u>712,991</u>	<u>30.01%</u>
Total Operations Directorate	\$ 141,122,367	\$ 43,916,845	31.12%	\$ 41,108,761	32.55%
Strategic Services Directorate					
Personnel Services					
Fire and Life Safety	\$ 4,865,819	\$ 1,523,631	31.31%	\$ 1,262,728	28.47%
Government Affairs	1,896,730	450,696	23.76%	668,399	33.46%
Community Risk Reduction	735,688	234,039	31.81%	-	0.00%
Media Services	406,396	126,787	31.20%	114,971	30.34%
Total Personnel Services	<u>7,904,633</u>	<u>2,335,154</u>	<u>29.54%</u>	<u>2,046,098</u>	<u>30.04%</u>
Materials and Services					
Fire and Life Safety	90,081	13,368	14.84%	21,498	23.97%
Government Affairs	242,641	18,740	7.72%	35,723	12.59%
Community Risk Reduction	46,954	11,763	25.05%	-	0.00%
Media Services	73,320	22,005	30.01%	17,122	39.09%
Total Materials and Services	<u>452,996</u>	<u>65,876</u>	<u>14.54%</u>	<u>74,342</u>	<u>17.82%</u>
Total Strategic Services Directorate	\$ 8,357,629	\$ 2,401,030	28.73%	\$ 2,120,440	29.33%
District Non-Organizational					
Transfers	\$ 4,011,000	\$ 3,449	0.09%	\$ 4,227	0.21%
Contingency	2,000,000	-	0.00%	-	0.00%
Total	<u>\$ 6,011,000</u>	<u>\$ 3,449</u>	<u>0.06%</u>	<u>\$ 4,227</u>	<u>0.07%</u>

⁽¹⁾ Slight overage due to timing of overtime.

⁽²⁾ Overage due to timing of membership renewal.

⁽³⁾ Overage due to timing of Washington County EMC Partnership annual billing.



Condensed Statement of Budget vs
Sources and Uses of Funds
For the Period Ended October 31

CAPITAL PROJECTS
FUND 52

Benchmark: 33.33%

	2025-26				2024-25	
	Original Budget	Y-T-D Actual	Variance with Budget Positive (Negative)	Actual as % of Budget	Y-T-D Actual	Actual as % of Budget
CAPITAL PROJECTS FUND						
Sources of Funds						
Beginning Fund Balance	\$ 55,490,350	\$ 56,070,761	\$ 580,411	101.05%	\$ 57,031,437	100.00%
Investment Earnings	1,000,000	783,291	(216,709)	78.33%	969,699	0.00%
Surplus Property	-	12,656	12,656	100.00%	-	0.00%
Miscellaneous Revenue	-	-	-	0.00%	2,500	0.00%
Total Revenues	1,000,000	795,947	(204,053)	79.59%	972,199	0.00%
Total Available Resources	\$ 56,490,350	\$ 56,866,708	\$ 376,358	100.67%	\$ 58,003,636	0.00%
Uses of Funds						
Personnel Services	\$ -	\$ 281 ⁽¹⁾	(281)	100.00%	\$ 93	0.00%
Materials & Services	505,000	22,823	482,177	4.52%	59,491	0.00%
Capital Outlay	50,807,000	1,604,207	49,202,793	3.16%	756,039	0.00%
Contingency	2,750,000	-	2,750,000	0.00%	-	0.00%
Total Expenditures	54,062,000	1,627,311	52,434,689	3.01%	815,622	1.51%
Ending Fund Balance	\$ 2,428,350	\$ 55,239,397	\$ 52,811,047	2274.77%	\$ 57,188,014	0.00%

⁽¹⁾ Budget is in compliance; appropriated at Fund level. Includes costs for Capital Projects Coordinator, Management, and Committees
2022 Bond Issuance Expenditures Include:

	Project-to-Date
2022 Bond Program General	\$ 338,668
Station 17 North Plains	\$ 359
Station 19 Midway	\$ 93,756
Station 20 Newberg	\$ 1,457,048
Station 21 Newberg	\$ 57,103
Station 33 Sherwood	\$ 359
Station 35 King City	\$ 2,505,248
Station 62 Aloha	\$ 1,474,018
Station 67 Beaverton	\$ 22,586
Training Center	\$ 592,845
Bond Apparatus	\$ 5,781,891

CORRESPONDENCE

October 31, 2025



1859

I've been thinking about what I saw and heard and learned last week a lot. I know it's only been a week, but it has given me a whole lot of perspective about how to best do my job. I'm better for it. And I know that experiences and events like that don't happen spontaneously. So before any more time passes I want to thank you for the opportunity and for your work. Please share my appreciation with the whole team, please keep up the good work and please keep in touch.



Oregon Secretary of State
Tobias Read

Best,

Yorians



ORSOS



Deric Weis
Chief
Tualatin Valley Fire & Rescue
11945 SW 70th Avenue
Tigard, Oregon 97223-8566

7223-836645

OLD BUSINESS

AGENDA ITEM

Tualatin Valley Fire & Rescue Tigard, Oregon

SUBJECT: Board Policy Section 5 – Training Division FOR AGENDA OF: November 18, 2025
APPROVED FOR AGENDA: Fire Chief Deric Weiss
DEPARTMENT OF ORIGIN: Fire Chief's Office

PROCEEDING: Second Reading and Discussion DATE SUBMITTED: November 5, 2025

EXHIBITS: Board Policy Section Section 5 – Training Division CLEARANCES: Fire Chief's Office

BUDGET IMPACT

EXPENDITURE REQUIRED: -0-	AMOUNT BUDGETED: -0-	APPROPRIATION REQUIRED: -0-
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BACKGROUND:

Staff presented Board Policy Section 5 – Training Division, for the first reading at the October 21, 2025 Board of Directors' meeting. At that time, no further revisions were suggested, and the policy is now presented for second reading and Board approval.

RECOMMENDED ACTION:

Approve second reading of Board Policy Section 5 – Training Division.

PROPOSED MOTION:

"I move to approve the second reading of Board Policy Section 5 – Training Division, by title only."

TUALATIN VALLEY FIRE AND RESCUE

TRAINING DIVISION

SECTION 5

<u>SECTION</u>		<u>PAGE</u>
5.1	Training Division Functions and Activities	2
5.2	Academy Programs	3
5.3	Testing and Evaluating Programs	4
5.4	Continuing Education Programs	5
5.5	Career Development / Promotional Program.....	6
5.6	DELETED 9/26/2017	
5.7	Approval	7

The Training Division shall develop and administer education and training programs to ensure personnel are properly trained. To accomplish this, the following programs and activities are authorized and approved by the Fire Chief or the Fire Chief's designee(s):

A. Training Division Functions (Programs)

1. Academy Programs (career and volunteer)
2. Probationary Programs
3. Testing and Evaluation Programs
4. Continuing Education Programs
5. Career Development/Promotional Programs
6. Enterprise Programs

DATE: September 24, 1996

REVISED: November 18, 2025 ~~October 213, 2025~~⁰⁶

REVIEWED: November 18, 2025 ~~October 21, 2025~~^{October 24, 2023}

The Training Division shall offer academy programs to ensure that a core minimum knowledge and qualification level is achieved prior to filling fire service related positions at Tualatin Valley Fire & Rescue.

DATE: September 24, 1996

REVISED: October 23, 2006

REVIEWED: November 18, 2025~~October 24, 2023~~October 21, 2025

The Training Division shall develop and administer, on a continuing basis, testing and evaluation programs designed to measure the readiness and preparedness of District functions and services. Functions and services with low proficiency are to be corrected.

DATE: September 24, 1996

REVISED: October 23, 2006

REVIEWED: November 18, 2025 ~~October 21, 2025~~October 24, 2023

The Training Division shall develop and implement continuing education programs.

A. Programs could include:

1. On-going in-service training and maintenance programs
2. Classes and/or practical programs to keep personnel aware of new technologies
3. Fire District mandates, local, state, and federal compliance training
4. Use of external resources/programs to support continuing education

DATE: September 24, 1996

REVISED: May 25, 2010

REVIEWED: November 18, 2025~~October 21, 2025~~October 24, 2023

The Training Division, in cooperation with the Organizational Health department, shall create and maintain a career development program to foster the growth and development of the District and its employees.

DATE: September 24, 1996

REVISED: September 28, 2021

REVIEWED: November 18, 2025~~October 21, 2025~~October 24, 2023

SECTION 5.7 POLICY APPROVAL

This is to certify that Training Division, Section 5, policies 5.1 – 5.6, were duly adopted and approved by Board action on:

Justin [J.](#) Dillingham, President of the Board

Clark [I.](#) Balfour, Secretary of the Board

APPROVED: [November 18, 2025](#)~~[October 21, 2025](#)~~[October 24, 2023](#)

TUALATIN VALLEY FIRE AND RESCUE

TRAINING DIVISION

SECTION 5

<u>SECTION</u>		<u>PAGE</u>
5.1	Training Division Functions and Activities	2
5.2	Academy Programs	3
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5. Career Development/Promotional Programs
6. Enterprise Programs

DATE: September 24, 1996

REVISED: November 18, 2025

REVIEWED: November 18, 2025

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DATE: September 24, 1996

REVISED: October 23, 2006

REVIEWED: November 18, 2025

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REVIEWED: November 18, 2025

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DATE: September 24, 1996

REVISED: May 25, 2010

REVIEWED: November 18, 2025

The Training Division, in cooperation with the Organizational Health department, shall create and maintain a career development program to foster the growth and development of the District and its employees.

DATE: September 24, 1996

REVISED: September 28, 2021

REVIEWED: November 18, 2025

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This is to certify that Training Division, Section 5, policies 5.1 – 5.6, were duly adopted and approved by Board action on:

Justin J. Dillingham, President of the Board

Clark I. Balfour, Secretary of the Board

APPROVED: November 18, 2025

NEW BUSINESS

AGENDA ITEM

Tualatin Valley Fire & Rescue Tigard, Oregon

SUBJECT:	Board Policy Section 6 – Fire Chief Role and Executive Functions	FOR AGENDA OF:	November 18, 2025
		APPROVED FOR AGENDA:	Fire Chief Deric Weiss
		DEPARTMENT OF ORIGIN:	Fire Chief's Office
PROCEEDING:	First Reading and Discussion	DATE SUBMITTED:	November 5, 2025
EXHIBITS:	Board Policy Section 6 – Fire Chief Role and Executive Functions	CLEARANCES:	Fire Chief's Office

BUDGET IMPACT

EXPENDITURE REQUIRED: -0-	AMOUNT BUDGETED: -0-	APPROPRIATION REQUIRED: -0-
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BACKGROUND:

Consistent with practice, staff has reviewed Board Policy Section 6 – Fire Chief Role and Executive Functions and does not recommend changes to the current policy.

RECOMMENDED ACTION:

Approve first reading of Board Policy Section 6 – Fire Chief Role and Executive Functions.

PROPOSED MOTION:

"I move to approve the first reading of Board Policy Section 6 – Fire Chief Role and Executive Functions by title only."

TUALATIN VALLEY FIRE AND RESCUE

FIRE CHIEF ROLE AND EXECUTIVE FUNCTIONS

SECTION 6

<u>SECTION</u>		<u>PAGE</u>
6.1	Fire Chief as Executive Officer of the Board.....	2
6.2	Selection of the Fire Chief.....	3
6.3	Evaluations of the Fire Chief.....	5
6.4	Selection of Personnel	6
6.5	Position Descriptions for Management Personnel	7
6.6	Administrative Leeway in Absence of Board Policy.....	8
6.7	District Strategic Plan and Goals.....	9
6.8	Interagency Agreements.....	10
6.9	Approval	11

SECTION 6.1

FIRE CHIEF AS EXECUTIVE OFFICER OF THE BOARD

The administration of the Fire District in all of its aspects shall be delegated to the Fire Chief, who shall carry out the administrative functions according to the policies adopted by the Board. At a minimum, the Fire Chief shall:

- A. Initiate, administer, and supervise the fire protection, fire prevention, emergency medical, emergency management, and safety programs of the District.
- B. Initiate, administer, and supervise all functions and programs of the District.
- C. Supervise the maintenance and upkeep of any facilities and equipment owned or maintained by the District, and recommend to the Board the acquisition of new, or sale of used, equipment and facilities.
- D. Keep and maintain proper fiscal records for the District.
- E. Hire and, when necessary, terminate, promote, and demote all personnel necessary to carry out the business of the District subject to the limitations of ORS 478.260.
- F. Provide assistance or services to other fire agencies when reasonable and practical.
- G. Function as the District Elections Authority as defined in ORS 255.005(4).

DATE: October 21, 1996

REVISED: December 14, 2021

REVIEWED: November 18, 2025January 23, 2024

- A. The Board of Directors shall initiate processes that will facilitate transfer of command. These processes shall be initiated a minimum of six months in advance of a planned vacancy.
- B. In the event the Board appoints an Interim Fire Chief, the term of that appointment shall be limited to six months. If the Board deems it necessary to extend the term of an Interim Fire Chief, the extension may occur without further action by the Board.
- C. The Board shall confer on the following:
 1. The timeline for the selection process
 2. The process to retain a search firm or recruiter
 3. The desired management skills and leadership characteristics, including but not limited to:
 - Industry and Special District experience and expertise
 - Operational and strategic planning, and implementation experience and abilities
 - Labor relations management, including union, non-union, and volunteer
 - Public policy development and proven ability to influence local, state, and national outcomes
 - Long-range fiscal planning and management
 - Involvement and good relations with the community
 - Moral character
 4. Consideration should also be given to:
 - Education and continued professional development
 - Professional accomplishments
 - Experience related to organizational complexity
 - Professional credentials and affiliations
 5. Analysis of internal and external compensation factors.
- D. Candidates for Fire Chief may be solicited both internally and externally.
- E. The Board may consider a process that solicits input from:
 1. Fire District citizens
 2. The District's management team
 3. Union membership
 4. Non-represented District employees

SECTION 6.2 SELECTION OF THE FIRE CHIEF (Continued)

5. The District's local government stakeholders
 - F. Ultimately, the selection of the Fire Chief and the process for doing so shall be the exclusive decision and at the sole discretion of the Board of Directors.
 - G. Successful candidates for the position of Fire Chief will be expected to pass a physical examination and drug screening in accordance with District policy or their employment agreement.

DATE: October 21, 1996

REVISED: December 14, 2021

REVIEWED: November 18, 2025January 23, 2024

- A. The Fire Chief shall undergo a physical examination annually.
- B. The cost of the physical examination shall be borne by the District.
- C. The Fire Chief will have performance reviews as set forth in their contract. The evaluation should consider the Chief's:
 - 1. Ability to cooperate with the Board, staff, community members, and peer organizations;
 - 2. Communication skills;
 - 3. Leadership attributes;
 - 4. Work habits;
 - 5. Use of District resources with an emphasis on operational and fiscal efficiencies; and
 - 6. Performance made against Strategic Goals, including any that were specifically established in the Chief's previous performance evaluation.

DATE: October 21, 1996

REVISED: January 23, 2024

REVIEWED: November 18, 2025January 23, 2024

- A. The Fire Chief is the sole hiring authority; however, the Fire Chief shall delegate appointing authority when the candidate pool includes a relative, as defined by ORS 244.020(16).
- B. The Fire Chief shall seek the most capable and qualified candidates to fill positions within the District.
- C. The Fire Chief shall consider the value of a workforce that reflects the community when considering the capabilities and qualifications of candidates.
- D. The Fire Chief shall consider the Board-adopted Strategic Goals when considering the capabilities and qualifications of candidates.

DATE: October 21, 1996

REVISED: December 14, 2021

REVIEWED: November 18, 2025~~January 23, 2024~~

- A. The Fire Chief shall be responsible for the development of position descriptions for each management position reporting to the Fire Chief. Each description shall be based on the role of the position rather than the individual(s) in the position.
- B. The Fire Chief shall be responsible for periodic reviews of the position descriptions to ensure their continual correctness and compatibility with the management structure and operation of the District.

DATE: October 21, 1996

REVISED: November 28, 2006

REVIEWED: November 18, 2025January 23, 2024

In situations where the Board policy is not expressed, the Fire Chief shall attempt to contact the Board President for direction. In the event, however, that the Board President cannot be reached, the Fire Chief will have the power and latitude to act. It shall be the duty of the Fire Chief to notify the Board President as soon as reasonably possible of any actions taken, and to inform the Board at the next Board meeting of any action that may suggest the need for Board-adopted policy.

DATE: October 21, 1996

REVISED: June 22, 2010

REVIEWED: November 18, 2025January 23, 2024

- A. The District shall maintain a Strategic Plan that shall serve as the District's primary planning instrument and inform development of the District's annual budget.
- B. In conjunction with the District's annual budget process, the Fire Chief shall submit, to the Board of Directors, suggested revisions and/or additions to the Board-adopted Mission Statement, Vision Statement, and Strategic Goals, as necessary to remain current and responsive to changes in the industry and the community.
- C. The Fire Chief shall take into consideration the availability of necessary resources when proposing revisions to the District's Strategic Goals and corresponding performance measures (e.g., strategies, tactics, objectives).
- D. Revised, as necessary, and upon adoption by the Board of Directors, the District's Mission Statement, Vision Statement, and Strategic Goals shall be incorporated into the District's Strategic Plan.

DATE: October 21, 1996

REVISED: December 14, 2021

REVIEWED: November 18, 2025January 23, 2024

The Fire Chief shall maintain such agreements as are necessary to allow the appropriate exchange or utilization of interagency resources, thereby maximizing efficiencies and minimizing unnecessary duplication. Parties to such agreements may include local governments, state and federal agencies, and private contractors/vendors. Examples of such agreements include, but are not limited to:

- A. Mutual aid
- B. Automatic (auto) aid/closest force response
- C. Joint purchasing programs
- D. Oregon Fire Service Mobilization Plan

DATE: October 21, 1996

REVISED: March 19, 2009

REVIEWED: November 18, 2025~~January 23, 2024~~

SECTION 6.9

POLICY APPROVAL

This is to certify that Fire Chief's Role and Executive Functions, Section 6, policies 6.1 – 6.8, were duly adopted and approved by Board action on:

Justin J. Dillingham, President of the Board

Clark I. Balfour, Secretary of the Board

| APPROVED: November 18, 2025January 23, 2024

TUALATIN VALLEY FIRE AND RESCUE
FIRE CHIEF ROLE AND EXECUTIVE FUNCTIONS

SECTION 6

<u>SECTION</u>	<u>PAGE</u>
6.1 Fire Chief as Executive Officer of the Board.....	2
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6.5 Position Descriptions for Management Personnel	7
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6.7 District Strategic Plan and Goals.....	9
6.8 Interagency Agreements.....	10
6.9 Approval	11

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- B. Initiate, administer, and supervise all functions and programs of the District.
- C. Supervise the maintenance and upkeep of any facilities and equipment owned or maintained by the District, and recommend to the Board the acquisition of new, or sale of used, equipment and facilities.
- D. Keep and maintain proper fiscal records for the District.
- E. Hire and, when necessary, terminate, promote, and demote all personnel necessary to carry out the business of the District subject to the limitations of ORS 478.260.
- F. Provide assistance or services to other fire agencies when reasonable and practical.
- G. Function as the District Elections Authority as defined in ORS 255.005(4).

DATE: October 21, 1996

REVISED: December 14, 2021

REVIEWED: November 18, 2025

- A. The Board of Directors shall initiate processes that will facilitate transfer of command. These processes shall be initiated a minimum of six months in advance of a planned vacancy.
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 - G. Successful candidates for the position of Fire Chief will be expected to pass a physical examination and drug screening in accordance with District policy or their employment agreement.

DATE: October 21, 1996

REVISED: December 14, 2021

REVIEWED: November 18, 2025

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DATE: October 21, 1996

REVISED: January 23, 2024

REVIEWED: November 18, 2025

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- B. The Fire Chief shall seek the most capable and qualified candidates to fill positions within the District.
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REVISED: December 14, 2021

REVIEWED: November 18, 2025

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- B. The Fire Chief shall be responsible for periodic reviews of the position descriptions to ensure their continual correctness and compatibility with the management structure and operation of the District.

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REVISED: November 28, 2006

REVIEWED: November 18, 2025

In situations where the Board policy is not expressed, the Fire Chief shall attempt to contact the Board President for direction. In the event, however, that the Board President cannot be reached, the Fire Chief will have the power and latitude to act. It shall be the duty of the Fire Chief to notify the Board President as soon as reasonably possible of any actions taken, and to inform the Board at the next Board meeting of any action that may suggest the need for Board-adopted policy.

DATE: October 21, 1996

REVISED: June 22, 2010

REVIEWED: November 18, 2025

- A. The District shall maintain a Strategic Plan that shall serve as the District's primary planning instrument and inform development of the District's annual budget.
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- C. The Fire Chief shall take into consideration the availability of necessary resources when proposing revisions to the District's Strategic Goals and corresponding performance measures (e.g., strategies, tactics, objectives).
- D. Revised, as necessary, and upon adoption by the Board of Directors, the District's Mission Statement, Vision Statement, and Strategic Goals shall be incorporated into the District's Strategic Plan.

DATE: October 21, 1996

REVISED: December 14, 2021

REVIEWED: November 18, 2025

SECTION 6.8 INTERAGENCY AGREEMENTS

The Fire Chief shall maintain such agreements as are necessary to allow the appropriate exchange or utilization of interagency resources, thereby maximizing efficiencies and minimizing unnecessary duplication. Parties to such agreements may include local governments, state and federal agencies, and private contractors/vendors. Examples of such agreements include, but are not limited to:

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DATE: October 21, 1996

REVISED: March 19, 2009

REVIEWED: November 18, 2025

SECTION 6.9

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Justin J. Dillingham, President of the Board

Clark I. Balfour, Secretary of the Board

APPROVED: November 18, 2025

AGENDA ITEM

Tualatin Valley Fire & Rescue Tigard, Oregon

SUBJECT: Firefighter Bailout Device Purchase FOR AGENDA OF: November 18, 2025
APPROVED FOR AGENDA: Fire Chief Deric Weiss
DEPARTMENT OF ORIGIN: Operations

PROCEEDING: Discussion and Approval DATE SUBMITTED: November 7, 2025

EXHIBITS: Purchase Quote, Device Photos CLEARANCES: Fire Chiefs Office

BUDGET IMPACT

EXPENDITURE REQUIRED: \$144,375	AMOUNT BUDGETED: \$177,100	APPROPRIATION REQUIRED: \$0
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BACKGROUND:

Several years ago, staff began evaluating alternatives to the currently issued Halo bailout devices. A bailout device is a critical component of a firefighter's personal protective equipment, designed to support rapid self-extrication from a structure in an emergency.

The need to transition away from the Halo device became apparent when it could no longer be reliably sourced or maintained. In response, staff researched and tested multiple replacement options. Through the Asset Management Program (AMP) evaluation process, the CMC Rescue LEVR was selected as the preferred device.

Beginning in 2022, the District started issuing the CMC Rescue LEVR to all new recruits during academy training. The remaining in-service Halo devices are now approaching the end of their usable life. This purchase will ensure that all TVF&R firefighters are equipped with the CMC Rescue LEVR, providing consistency in training and operations using a single, standardized device.

The District will be utilizing the Sourcewell cooperative purchasing contract #020124-LNC that was awarded to L.N. Curtis & Sons for firefighting equipment, rescue tools, and accessories which is valid through April 2028.

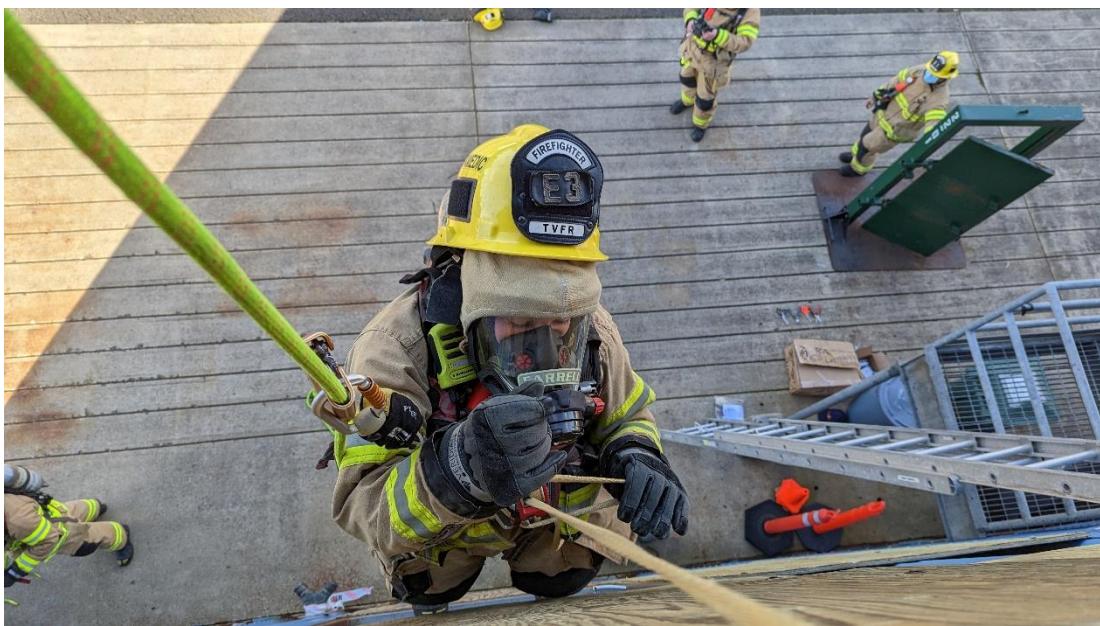
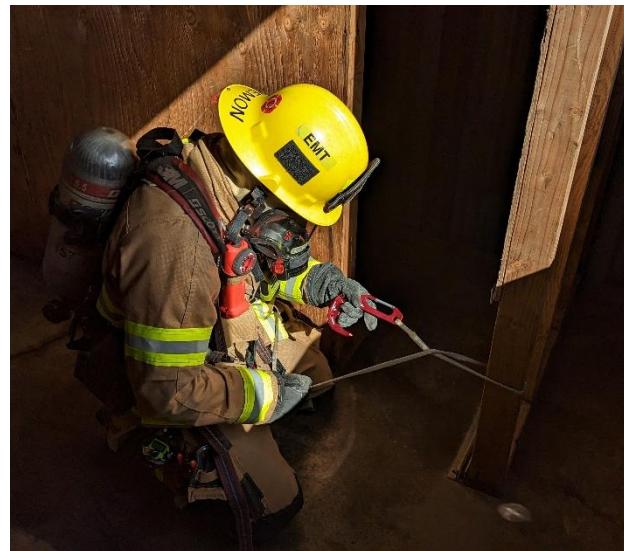
RECOMMENDED ACTION:

Staff recommends approval of a \$144,375 purchase order contract with L.N. Curtis & Sons for the acquisition of 300 CMC Rescue LEVR bailout devices.

PROPOSED MOTION:

"I move to authorize the Fire Chief or his designee to execute the necessary contract or purchase order documents with L.N Curtis & Sons as recommended".

CMC Rescue LEVR



Quotation

CUSTOMER:	SHIP TO:	QUOTATION NO.	ISSUED DATE	EXPIRATION DATE
Tualatin Valley Fire & Rescue OR 11945 Southwest 70th Avenue Tigard OR 97223-8566	Tualatin Valley Fire & Rescue OR 9991 Southwest Avery Street Tualatin OR 97062	320346	10/02/2025	11/03/2025
		SALESPERSON	CUSTOMER SERVICE REP	
		Chris Mackey cmackey@Incurtis.com 206-915-7397	Trish Cross tcross@Incurtis.com 206-596-7909	

REQUISITION NO.	REQUESTING PARTY	CUSTOMER NO.	TERMS	OFFER CLASS
	Donavan Rodriguez	C2009	Net 30	SW-FFE
F.O.B.	SHIP VIA	DELIVERY REQ. BY		
SP	Standard Shipping			

SPECIAL INSTRUCTIONS

Sourcewell 020124 - Firefighting Equipment and Rescue Tools with Related Supplies and Accessories
 Member #33139

NOTES & DISCLAIMERS

Thank you for this opportunity to quote. We are pleased to offer requested items below. If you have any questions, need additional information, or would like to place an order, please contact your Customer Service Rep as noted above.

Safety Warning Notice: Products offered, sold, or invoiced herewith may have an applicable Safety Data Sheet (SDS) as prepared by the manufacturer of the product. The SDS is provided with the product. In addition, manufacturer's safety and/or warning notices, instructions and information relating to the proper use and care of the product is provided with the product. All applicable SDS, safety and/or warning notices, instructions and other information provided with the product should be thoroughly read, reviewed, and understood prior to handling, distributing, using, reselling, or servicing any and all products provided by Curtis. Materials utilized to clean, repair, maintain and/or service your owned equipment, as well as Curtis owned equipment, may contain per-and polyfluoroalkyl substances (PFAS) to meet national standards or original equipment manufacturer specifications. For other important product notices and warnings, or to request an SDS, product specifications, manufacturer's safety notices, instructions and/or warning notices, please contact Curtis or visit <https://www.Incurtis.com/product-notices-warnings>

Thank you for this opportunity to provide grant budget pricing. Please contact our office for firm pricing at time of order.

LN	QTY	UNIT	PART NUMBER	DESCRIPTION	PL	UNIT PRICE	TOTAL PRICE
1	300	EA	CMC CUSTOM	As Below::	SFR	\$481.25	\$144,375.00

Item: 500365NB
 SYSTEM, LEVR, FLASH.G, NO BAG,
 WEB, CMC
 ** No Bag
 **Training provided at NO Charge from
 CMC once department takes delivery

Ph: 206-622-2875
TF: 800-426-6633
nwsales@LNCurtis.com
UEI#: DDLSADSWN7U7



Northwest Division
6507 South 208th Street
Kent, WA 98032
www.LNCurtis.com

LN	QTY	UNIT	PART NUMBER	DESCRIPTION	PL	UNIT PRICE	TOTAL PRICE
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Small Business
CAGE Code: 5E720
SIC Code: 5099
Federal Tax ID: 94-1214350
UEI #DDLSADSWN7U7

This pricing generally remains firm until 11/03/2025. Pricing is subject to change if product is affected by the implementation of a tariff. Contact us for updated pricing after this date.

Due to market volatility, global supply chain pressures, and supply shortages, we recommend contacting your local L.N. Curtis and sons office prior to placing your order to confirm pricing and availability. This excludes our GSA Contract and other Fixed Price Contracts which are governed by contract-specific prices, terms, and conditions.

Subtotal	\$144,375.00
Estimated Tax Total	\$0.00
Transportation*	\$0.00
*(to be added when order ships)	
Total	\$144,375.00

[View Terms of Sale and Return Policy](#)

CHIEF'S REPORT

- A. New Hire Announcements
- B. Promotion Announcements
- C. Retirement Announcements
- D. Employee of the Quarter – 3rd Quarter 2025
- E. District Events
 - Community Academy
 - Halloween Potluck & Chili Cookoff
 - West Coast Giant Pumpkin Regatta
 - November Community Events Report

New Hire Announcement

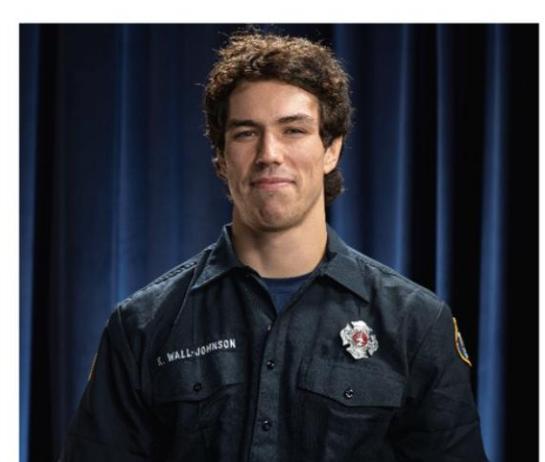


Tiffany Tone

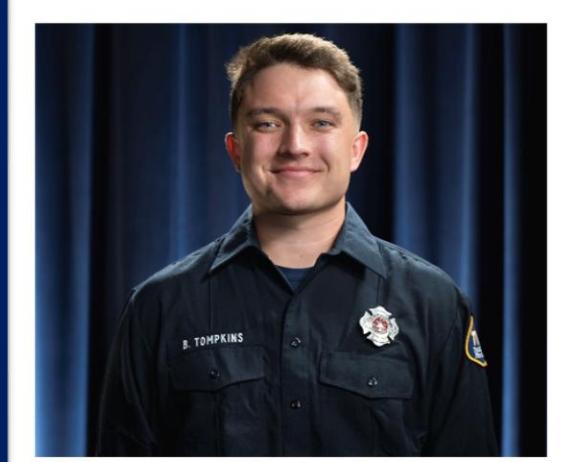
Hired for the
Senior Payroll Specialist position on
October 6, 2025.

New Hire Announcement: Firefighter Interns

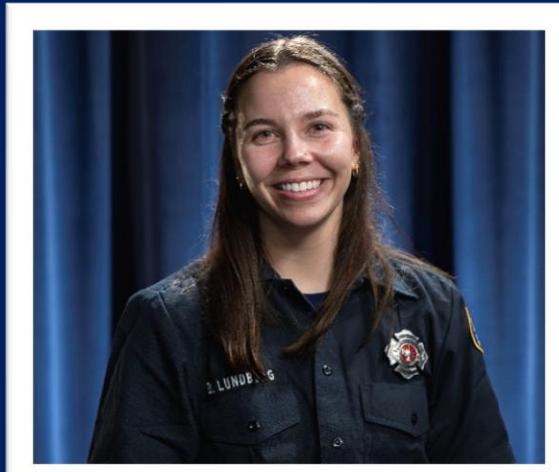
Effective October 1, 2025



Kahlil Wall- Johnson



Brennan Tompkins



Delanie Lundberg



Dominique Loggins

Battalion Chief Promotion Announcement



Sean Hoffmeister

Promoted to Battalion Chief
effective October 1, 2025.

Captain Promotion Announcement



Christopher Tompkins

Promoted to Captain
effective October 1, 2025.

Apparatus Operator Promotion Announcement

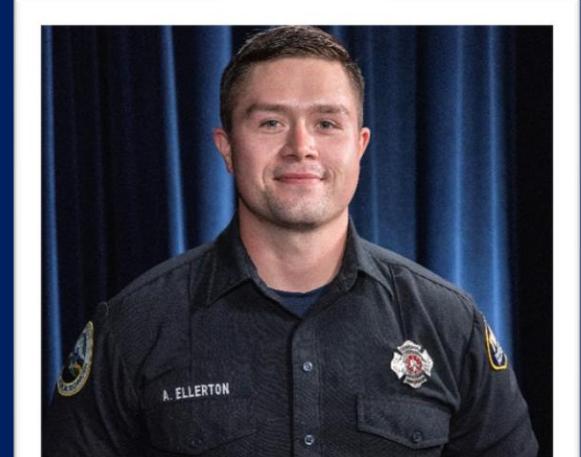
Effective October 15, 2025



Brent Bocchetti



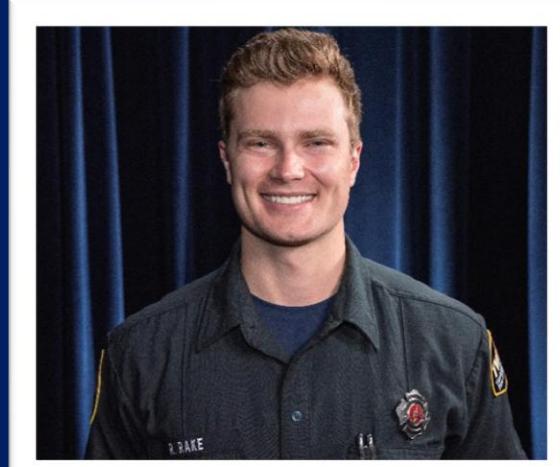
Paul Carpenter



Austin Ellerton



Dalton Lickteig



Robert Rake



Vincent Sardam

Apparatus Operator Promotion Announcement

Effective October 15, 2025



Priscilla Taparra

Cody Walker

Retirement Announcement



Steven Johnson

Retired from the
Lieutenant position
October 31, 2025.

Served TVF&R for 24 years

Jennifer Pelster

Retired from the
Firefighter position
October 31, 2025.

Served TVF&R for 27 years

Retirement Announcement



William Coker

Retired from the
Firefighter position
October 31, 2025.

Served TVF&R for 26 years

Darrin Shore

Retired from the
Firefighter position
October 31, 2025.

Served TVF&R for 19 years

Employee of the Quarter

Q3 2025



Dorene Boger

For her outstanding performance amid significant staffing challenges on her team, tackling an unusually heavy workload ensuring the Public Education team kept up with continual demands.

Congratulations!





Community Academy 2025





Halloween Potluck & Chili Cook-off 2025





West Coast Giant Pumpkin Regatta 2025



November Community Events

Start Time	Title	Estimated Attendance
11/1/2025	52/C Civic Event Wayne Lowry Memorial Service	600
11/1/2025	VOLS Site Visit Bass Pro Shops	100
11/3/2025	66/B Station Tour Darrell Family Visit	3
11/4/2025	62/C Station Tour Homeschool Group	10
11/4/2025	66/C School Visit Hiteon Elementary	24
11/4/2025	61/C School Visit Cedar Hills Kindergarten and Preschool	20
11/4/2025	68/64/CRR/EMS Code Simulation Drill Laurel Parc	40
11/5/2025	CAS HO CPR Rosemont Ridge MS	116
11/5/2025	66/A School Visit Hiteon Elementary	48
11/5/2025	68/A School Visit Bonny Slope Elementary	110
11/5/2025	PES HO CPR - Daughters of the Nile	20
11/6/2025	64/B Station Tour Rising Star Chinese School	10
11/7/2025	70/C School Visit Pipster Prep	70
11/8/2025	17/A Station Tour Family Group	3
11/11/2025	52/A Veteran's Day Ceremony	150
11/11/2025	55/A Veteran's Day Celebration	150
11/11/2025	51/A Veteran's Day Flag Raising	100
11/11/2025	33/A Veteran's Day Recognition Brunch	100
11/11/2025	66/A Veteran's Day Celebration	100
11/11/2025	17/A/AUX North Plains Veterans Day Event	100
11/12/2025	67/B School Visit Cascade Montessori	40
11/12/2025	17/B Station Tour Family Group	3
11/12/2025	E20/T21/B Reunion Survivor and Family with NDPD	20
11/12/2025	60 CPO 1 Meeting	25
11/13/2025	55/C School Visit Little Nestlings Early Learning Center	16
11/13/2025	33/C Station Tour Sherwood High School	27
11/14/2025	61/A Station Tour Cedar Hills Kindergarten & Preschool	25
11/15/2025	SET Booth Valley Community Presbyterian Church	80
11/18/2025	33/B School Visit Archer Glen Elementary	45
11/18/2025	66/B School Visit Southwest Preschool	22
11/18/2025	50/B Station Tour Fowler Middle School	20
11/18/2025	67/B Station Tour Bvtn HS College and Career Readiness Class	37
11/18/2025	59/B Station Tour Willamette Primary School	17
11/19/2025	67/C School Visit Hazeldale Elementary	75
11/20/2025	67/A School Visit Little Einstein's Preschool	37
11/20/2025	34/A CIO Midwest	25
11/20/2025	**DATE CHANGES** 67 Vose NAC Meeting	20
11/29/2025	55/A Birthday Drive-By Bo's 3rd Birthday	30

DIRECTORS' REPORT

ITEMS NOT LISTED ON THE AGENDA