



**SOUTH LANE COUNTY FIRE & RESCUE**  
*“Making a positive difference in the community  
Through service to others”*

**June 18, 2020**

**6:00 p.m.**

After due and legal notice, the Regular Board Meeting was called to order by Board President Joel Higdon at 6:00pm

**PRESENT:** Joel Higdon, Jennifer Radcliffe, Cheryl Shannon, Tom Munroe and Dan Duffy

**ABSENT:**

**OTHERS PRESENT:** Leesa Martindale, Chief Raade, Linda Adler and miscellaneous employees.

**Minutes from previous meeting:**

Dan Duffy moved to approve the April 16, 2020 Regular Board Meeting Minutes and the June 3, 2020 Special Board meeting minutes. Cheryl Shannon seconded the motion.

VOTE	Joel Higdon	Jennifer Radcliffe	Cheryl Shannon	Dan Duffy	Tom Munroe
AYES	x	x	x	x	x
NAYS					
ABSTAIN					
ABSENT					

**Motion Carried**

**Citizen Input- Public Comments on Items on or off the agenda:** None

**Correspondence:** Joel Higdon said it is always nice to see the Thank you cards.

**Old Business:** None

**New Business:**

- **Resolution 20-13 Adoption of Budget 2020-21:** Adopt the Fiscal Year 2020-21 Budget, make appropriations and Impose and Categorize taxes. The Board of Directors of South Lane County Fire and Rescue meeting in a regular scheduled session on this 18<sup>th</sup> day of June 2020, hereby adopts the budget, as presented, in the amount of \$9,729,990.00. It is further resolved that the Board of Directors of South Lane County Fire and Rescue hereby impose the taxes provided for the adopted budget at the rate of \$1.0335 per \$1,000 of assessed value for operations: and \$.47 per \$1,000 of assessed value for local option tax, \$.30 per \$1,000 of assessed value from bond resources and that these taxes are imposed and categorized for the tax year 2020-21 upon the assessed value of all taxable property within the Fire District as of 1:00am July 1, 2020. Cheryl Shannon made a motion to adopt Board Resolution 20-13 and Tom Munroe seconded the motion.

VOTE	Joel Higdon	Jennifer Radcliffe	Cheryl Shannon	Dan Duffy	Tom Munroe
AYES	x	x	x	x	x
NAYS					
ABSTAIN					
ABSENT					

**Motion Carried**

**Treasurer's Report:**

1. Financial statements presented for acceptance.
2. Bills presented for payment/approval.
3. Bank Statements review Umpqua and Banner Bank.

Dan Duffy reviewed the Financials for April and May 2020. Dan Duffy made a motion to approve and accept the Financial Statements for April and May 2020 and approve to pay the bills. Tom Munroe seconded the motion.

VOTE	Joel Higdon	Jennifer Radcliffe	Cheryl Shannon	Dan Duffy	Tom Munroe
AYES	x	x	x	x	x
NAYS					
ABSTAIN					
ABSENT					

**Motion Carried**

**Adjournment to Executive Session pursuant to ORS 192.660(2)(b) to discuss the possible discipline of a public officer.**

**6:17pm**

**Return to Open Session for possible Board Discussion or vote regarding the discipline of a public officer.**

**7:38pm**

**Open Session:**

Joel Higdon said we are now in open session so if anybody wants to make a motion they can do so now.

Cheryl Shannon said she would like to make a motion that we return the Chief to full duty. Tom Munroe seconded the motion.

Joel Higdon opened this up for discussion. Tom Munroe said he thinks that if at this point, we let this man go we are losing a great asset we have all made a mistake at one time or another in our life. He said that our public seems to be more favor for him then against him. They don't like the mistake that he made but they don't think he should be taken away from his position. Cheryl Shannon said she agrees. Dan Duffy said the local community realizes his value to this district and they don't want to lose him even if he made a mistake. Cheryl Shannon said she thinks the Chief is valuable and she said that if he needs to make a statement to the public, she is sure that he will make that speech as needed. He is a man of integrity and you don't let men of integrity go. Joel

Higdon said he appreciates what everybody has to say. He asked Jennifer Radcliffe is she has anything to say. Jennifer Radcliffe said that she agrees that the Chief has done great work and that she has been here longer than anyone but during that time things have been great. She said this whole event has caught her off guard because his actions following were just not who she has known him to be and it is unfortunate this was so public and that it has had a negative impact on the district. She would be more in favor of showing a little disciplinary action because as the Chief he has always been a strict disciplinarian which has always served us well in the District. She said she doesn't know how we as a board return him without any discipline even though she has understood him to be remorseful. Dan Duffy said he has been off duty for 21 days now and he thinks that is pretty good discipline. Tom Munroe said to get some comfort out of this that the Chief could make a statement to the local paper that he realizes that it caused a lot of conflict but that he did not mean any harm intended and that he returned to his full duties at the end of this meeting.

District Attorney Christy Munson wanted to clarify one thing that the Chief is on Non-Disciplinary paid administrative leave it's just a typical leave that we place employees on while when we are undergoing this due process so she wants to make sure that everybody understands that he has not been disciplined and the reason he is on leave is purely administrative.

Joe Higdon said that for him personally he said Tom I appreciate what you said but as the motion reads right now, he is being reinstated without any other actions and he believes that there needs to be a disciplinary action. He appreciates the Chief's words in executive session but he has some serious concern the section under communications SOG C-6 use of social media signed by Chief Wooten on March 28<sup>th</sup> 2017 that stipulates to our staff the ideas of what they can and cannot do with Social Media including their own personnel social media the Chief is our employee we don't employ any of the other members of the department we don't get involved with operations and that we need to hold him to the same standards that he holds his staff to, we need to hold him to those exact same standards because how can we not. He has concern that the motion is reinstating him with no discipline he appreciates what Tom said but he said the motion does not say that. Joel did a role call for motion Dan Duffy yes, Tom Munroe yes, Cheryl Shannon yes, Jennifer Radcliffe nay, Joel Higdon nay motion carries.

VOTE	Joel Higdon	Jennifer Radcliffe	Cheryl Shannon	Dan Duffy	Tom Munroe
AYES			x	x	x
NAYS	x	x			
ABSTAIN					
ABSENT					

### **Motion Carried**

### **Board Member Comments:**

- **Tom Munroe:** Tom Munroe said to Joel that you expect the same out of him as he does out of his crew Tom said he doesn't believe the Chief would interfere with their personal life.
- **Dan Duffy:** Dan Duffy said it was a shame that we had to go through this.
- **Cheryl Shannon:** Cheryl Shannon said she thinks this has been trying and emotional and she thinks that our crews have went through enough and have

had to deal with enough. She thinks the Chief has been through a lot she said the lumps have been taken and the crews need to be back to full duties and to have their leadership back and return to normalcy.

- **Jennifer Radcliffe:** Jennifer Radcliffe said that at this point she would like to resign her position on the South Lane County Fire Board she said it has been an honor to serve the community for over 5 years as a senior most member of this board, I am very proud of the many positive strides that have been made by the district during her time here. As a whole, the personnel who work inside the district are hard working men and women who have the publics best interest at heart. I want to thank Joel Higdon for his very professional conduct, fluid communication and leadership throughout the last few weeks. However, in light of recent events, I have lost all confidence in the remainder of the board to do what is right by the people of South Lane County whom they represent by acting more as the Chiefs friend in this process then his employer. She said that she finds the chiefs actions do not adhere to the mission, vision, and values of the district and since the majority of the board is unwilling to pursue appropriate discipline on this matter, that is not something she wants to be associated with, so she has reached a conclusion that tonight will be her last night with SLCFR.
- **Joel Higdon:** Joel Higdon said we will take action at the next board meeting to accept Jennifer's resignation and then direct the Chief in the process of what steps we are going to take to fill the position. Joel said he appreciates her service of years as a director and that he takes that to heart.

**Meeting Adjourned at 7:56 pm**  
**Next Meeting: (TBD)**