

Jackson County Fire District 1

Minutes – Board of Directors Regular Session
Meeting of February 11, 2026 at 7:30am



CALL TO ORDER:

The meeting was called to order at 7:30 a.m. by President, John Ellis.

PLEDGE OF ALLEGEANCE

ROLL CALL:

Craig Berry, Jim Stearns, John Ellis, Randy Cort and John Foster, all present.

Also in attendance: Mike Hammond, Jenna Kurzyniec, Jeni Darr, Cameron Deupree, Tom Reynolds, Lane Augustson and guests Tom Zimmer and Kenny Herinckx.

GOOD OF THE ORDER: None

MINUTES:

-Safety Committee Minutes of January 13, 2026 – Jim Stearns made a motion to accept the minutes, Randy Cort 2nd. All in favor, except Craig Berry, voting no, no comment. Motion passed.

-Regular BOD session of January 14, 2026 – Randy Cort made a motion to accept the minutes, John Foster 2nd. All in favor. Motion passed.

FINANCE:

Financial report was reviewed.

Jim Stearns made a motion to accept the finance report of February 2026, Craig Berry 2nd. Roll call vote: John Foster-yes, Jim Stearns-yes, John Ellis- yes, Randy Cort-yes, Craig Berry-yes. Motion passed.

CORRESPONDENCE: Board of Directors and Chief Hammond received a formal letter from the union requesting revisiting the 2023 SDAO Organizational Assessment, especially due to ongoing retention challenges following another period of high turnover. Union emphasized unanimous member support for revisiting the assessment and conducting a workshop. Board agreed to coordinate a workshop to review the SDAO study and consider potential further actions to support retention.

OLD BUSINESS:

- **Balance Billing** – Chief Hammond provided group with information on balance billing.
- **Internal Control Policy** - District added Credit Card reward points will only be used for district purchases. Jim Stearns made a motion to change the language in the internal policy to reflect credit card reward point update, Randy Cort 2nd. Roll Call vote: John Foster-yes, Jim Stearns-yes, John Ellis- yes, Randy Cort-yes, Craig Berry-yes. Motion passed.
- **Regionalization Study** - Chief Hammond updated Board members on progress of the current study. Districts are currently in the data collection phase with anticipated site visits and broad inter-agency cooperation to explore efficiencies and possible mergers.
- **Policy Titles** - Review of 175 existing policies with intent to consolidate and eliminate duplicates, especially those covered elsewhere (e.g., Rogue Valley standing orders). Board discussed need to legally adopt referenced external policies and consult legal on policies with potential legal ramifications before eliminations; the topic will return next meeting for further review.
- **Ice Machine Surplus** - List of items to surplus were presented to the board. Ice machine (to local church), hose cart (to Oregon Fire Museum), non-powered gurney (possibly to Rogue Community College), and fire hoses (Ashland Ski Patrol interested) Randy Cort made a motion to disperse the listed items as presented, John Foster 2nd. Roll call vote: John Foster-yes, Jim Stearns-yes, John Ellis- yes, Randy Cort-yes, Craig Berry-yes. Motion passed.

NEW BUSINESS:

- **Solar Grant** – Announced receipt of a \$603,000 fully funded solar/battery grant for energy independence; some contingency costs (notably for CPA/auditor) will be district responsibility. Extended technical discussion on three-phase power, solar

inverters, power quality, and maintenance requirements. Board requested a future meeting with specific grant details, responsibilities, and financial obligations prior to a formal decision.

- **Tablet Command** – Discussion on transitioning to 'tablet command' system for apparatus, replacing expensive MDT units; more cost data needed before approval, to be reviewed at next meeting.

CHIEF COMMENTS: Chief Hammond presented his monthly report to the board. Annual ASA Report submitted to Jackson County. Three new firefighter/paramedics hired, two with start dates and one awaiting completion of medicals; noted positive shift in attracting external candidates.

MONTHLY REPORTS: Monthly Captain's reports were reviewed. John Foster made a motion to approve the monthly reports as presented, Randy Cort 2nd. All in favor, motion passed.

PUBLIC COMMENT: None

ITEMS THAT CAME UP AFTER AGENDA POSTED: None:

PRESENTAION OF UNION GREVANCE: Union presented a grievance concerning a 40-hour employee's use of time trade with herself, citing both contractual language and established past practice. Union maintains no burden or overtime is created and minimum staffing is preserved through captain approval. Board discussed the process, acknowledged documentation.

Executive Session:

Regular session closed at 8:47 a.m. for Executive Session

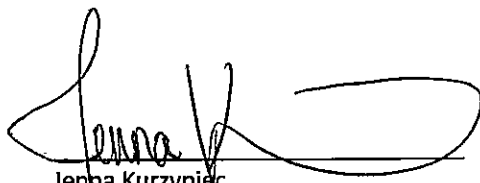
Regular session reopened at 9:41 a.m.

Jim Stearns made a motion to authorize the Board President and Chief Hammond to draft a response letter to the union grievance, Randy Cort 2nd. Roll call vote: John Foster-yes, Jim Stearns-yes, John Ellis- yes, Randy Cort-yes, Craig Berry-no. Motion passed.

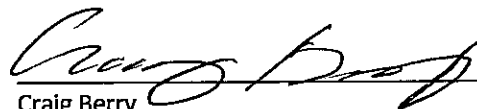
SUGGESTED FUTURE AGENDA ITEMS:

- Schedule SDAO Study Workshop
- Consult legal counsel on elimination of district policies and adoption of external standing orders.
- Prepare and present comprehensive solar grant package—detailing responsibilities and costs.
- Chief and board president to draft and send response letter to union grievance

ADJORNMENT: Motion to adjourn at 9:44 a.m. by Randy Cort, 2nd by Jim Stearns. Motion passed.



Jenna Kurzyniec
Clerk to the Board



Craig Berry
Secretary/Treasurer - Board of Directors