

JACKSON COUNTY FIRE DISTRICT 1
BOARD OF DIRECTORS
WORKSHOP

August 16, 2023

The meeting was called to order at 7:45 a.m. by President Jim Stearns. The following directors were also present: John Foster, John Ellis, Randy Cort and Craig Berry. Mike Hammond, Jenna Kurzyniec, Jarret Estremado, Lane Augustson, Kaci Carder, Andrew DeKorte, Matt Miller, Gage Hines and Cameron Deupree also attended.

Roll Call: Jim Stearns, John Foster, John Ellis, Craig Berry, Randy Cort, all present.

The Board of Directors requested a Firefighter survey satisfaction and the results were reviewed. Items discussed were Sensitivity Training; Performance Training; Organizational Development and Review; hiring/promotion process and policies, review and update existing policies, exit interviews, team building, employee retention, recruitment, needs and desires. Escalation policy; anonymous complaints and complaint policy and process reviewed. President Stearns will contact Special Districts (SDOA) for available trainings and organizational reviews. John Ellis suggested contacting Lexipol for review of legal requirements and standards on current policies. Repeating a survey in 6 months was agreed on. Union inclusion; President Stearns invited and encouraged the union to attend the next workshop.

Craig Berry moved to adjourn the meeting, Randy Cort 2nd, motion passed unanimously. Meeting adjourned at 9:44 a.m.

Nikki Knox
Clerk to the Board

Craig Berry
Secretary/Treasurer - Board of Directors