

PHILOMATH FIRE & RESCUE

April 13, 2026

Location: Philomath Fire & Rescue

Regular Session Board Meeting

3:00 pm

Join Zoom Meeting

[https://us06web.zoom.us/j/85789498234?pwd=S2hPYmFZQ1ZpbHYyUmRBdC9XS
HRvQT09](https://us06web.zoom.us/j/85789498234?pwd=S2hPYmFZQ1ZpbHYyUmRBdC9XSHRvQT09)

Meeting ID: **857 8949 8234**

Passcode: **860360**

- I. CALL TO ORDER/ROLL CALL

- II. CONSENT AGENDA
 - a. Minutes- March 9, 2026, Regular & Executive Sessions
 - b. Bills – March
 - c. Chief Vacation Hours

Staff recommended action: Move to approve Consent Agenda as presented.

- III. PUBLIC COMMENT

- IV. STAFF REPORTS
 1. Board Report
 - Review Board Calendar
 - Budget Committee Meeting- April 15th, 2026 6:30 pm at Consumer's Power on West Hills Road.
 - Volunteer Association Meeting- April (Kennedy) June (Brier)
 - Chief Check In- March (Corbin), April (Phillips), May (Kennedy)
 2. Fire Chief Report – Chief Ferguson
 3. Operations Chief Report- Ops Chief Eddy
 4. Office Administrator Financial Report- Scott

V. REPRESENTATIVE REPORTS

1. Volunteer Association – Association Representative
2. IAFF Local 4925 – Training Captain Viktor Bovbjerg
3. City Council Liaison- Diane Crocker

VI. OLD BUSINESS

1. Levy Update - Chief Ferguson
2. Union Contract- Chief Ferguson
3. Wage, Benefits and COLA Recommendations- Chief Ferguson
4. District Liaison Report- Brand

VII. NEW BUSINESS

- 1.

VIII. ACTION ITEMS

IX. NEXT MEETING – May 11, 2026

X. ADJOURNMENT

PHILOMATH FIRE & RESCUE

March 9, 2026

Location: Philomath Fire & Rescue

Regular Session Board Meeting

3:00 pm

- I. CALL TO ORDER/ROLL CALL- The Philomath Fire & Rescue Board of Directors Regular Session Board Meeting was called to order by President Rick Brand at 15:01. Board members present included President Rick Brand, Vice President Daphne Phillips via Zoom, Treasurer Ken Corbin, Joe Brier and Matt Kennedy. Philomath Fire & Rescue staff in attendance included: Chief Chancy Ferguson, Operations Chief Dan Eddy, Captain Bovbjerg, and Office Administrator Ashley Scott. Guests included City Council Fire Liaison Diane Crocker.

- II. CONSENT AGENDA
 - a. Minutes- February 9, 2026, Regular & Executive Sessions
 - b. Bills – February
 - c. Chief Vacation Hours

Brier moved to approve Consent Agenda as presented. Seconded by Kennedy.
Discussion: None.
Voting results: 5-0. Passes with a quorum present:
Brand: In Favor
Phillips: In Favor
Corbin: In Favor
Brier: In Favor
Kennedy: In Favor

- III. PUBLIC COMMENT – None.

- IV. STAFF REPORTS
 1. Board Report
 - Review Board Calendar
 - Appreciation Dinner Recap- Brand viewpoint was very focused on volunteers and new members getting acknowledged and thanked

everyone for getting this set up. Chief Ferguson is looking for options for a speaker for next year.

- Volunteer Association Meeting- April (Brier), June (Kennedy) a clarification was given to the presence of the Board Members at the Volunteer Meetings.
 - Chief Check In- February (Brier). Brier discussed the levy and things are plugging along and seems to be happy with the direction of the District. March (Corbin), April (Phillips)
2. Fire Chief Report – Included in the Board Packet and highlights discussed by Chief Ferguson. Highlights included: Upcoming speaking engagements. 202 officially turned back over to the Brown Family. Resident volunteers’ recruitment discussed. Union contract just came back from legal earlier today, still needing work on a couple items. Live fire academy training. Chief Ferguson attended the NW Leadership Seminar and appreciated the opportunity to attend. Only a couple of apparatus needing to get preventative maintenance completed for the year.
 3. Operations Chief Report- Included in the Board Packet and highlights discussed by Ops Chief Eddy. Highlights included: statistics, and significant calls. Discussion was had about the coverage at the station for the McCreedy fire. Corvallis Fire Department covered 201 until adequate volunteer coverage arrived. Safety Committee now has representatives from all the fire district groups.
 4. Office Administrator Financial Report- Included in the Board Packet and highlights discussed by Scott. Highlights included: April meeting will have an updated Riverstrong will provide an Executive Summary for no additional cost. Printer lease options being considered.

V. REPRESENTATIVE REPORTS

1. Volunteer Association – Report printed for the Board and discussed / invited the Board to participate in the Pancake fundraiser.
2. IAFF Local 4925 – Report included in the Board Packet and highlights discussed by Union Treasurer Bovbjerg. Highlights included: Pleased to be a part of the Appreciation Dinner, Union and Administration working towards a resolution for the next contract.
3. City Council Liaison- Diane Crocker discussed: Took suggestions to the City Council from the last meeting (regarding Police Chief and emergency fuel). Negotiations and Change fee to Law Enforcement instead of Public Safety.

VI. OLD BUSINESS

1. Levy Update - Chief Ferguson discussed earlier in the report. Brochure, FAQs and

Talking Points for the Board, Volunteer Association and Union. Oregon Voter's Guide is an additional option to consider. Education events including levy presentations.

VII. NEW BUSINESS

1. Review Chief Contract (Exhibit A)- Brand

Corbin moved to approve Chief Contract- Exhibit A as presented. Seconded by Brier.

Discussion: None.

Voting results: 5-0. Passes with a quorum present:

Brand: In Favor

Phillips: In Favor

Corbin: In Favor

Brier: In Favor

Kennedy: In Favor

2. Union Contract- Chief Ferguson discussed the union contract negotiations with his Chief Report.

3. Wage, Benefits and COLA Recommendations- Chief Ferguson

Brand moved to approve a 7.5% COLA for Non-Union members as presented. Seconded by Brier.

Discussion: Was decided by Board consensus to wait until the Union contract ratification prior to voting on this motion.

4. District Liaison- Brand discussed the potential need to have a liaison to mutual aid partners. Encouraging open communication with other boards. Brand wanted to reach out the other boards. The option was raised to have a President's meeting with or without the Chief's. Consensus was given to Rick to move forward with contacting the Presidents to get together for a meeting.

VIII. ACTION ITEMS

1. President Brand will reach out to neighboring Fire District Boards for a meeting.

IX. NEXT MEETING – April 13, 2026

X. ADJOURNMENT – 15:51

Philomath Fire and Rescue
Transaction by Account
March 2026

Type	Date	Name	Memo	Amount	Balance
Ordinary Income/Expense					
Expense					
6000 · Materials and Services					
6091 · Tuition Reimbursement					
Credi...	03/23/2026	Crux Rescue	Lindberg Rope Rescue Class	1,537.50	1,537.50
Total 6091 · Tuition Reimbursement				1,537.50	1,537.50
6001 · Contracted Professional Service					
Bill	03/06/2026	Local Government Law Gr...	Levy Document Creation and R...	1,140.00	1,140.00
Check	03/10/2026	Riverstrong	Monthly Managed IT	2,360.81	3,500.81
Check	03/15/2026	De Lage Landen Financial ...		157.97	3,658.78
Total 6001 · Contracted Professional Service				3,658.78	3,658.78
6011 · Postage/Shipping					
Credi...	03/05/2026	US Postal Service	Coil of Stamps	78.00	78.00
Total 6011 · Postage/Shipping				78.00	78.00
6020 · Insurance and Bond					
Depo...	03/10/2026	Special Districts Insurance...	SDIS 2026 Credit Balance- Llab...	-523.00	-523.00
Total 6020 · Insurance and Bond				-523.00	-523.00
6030 · Dues and Fees					
Check	03/05/2026	Intuit	February 2026 Payroll Fees	55.00	55.00
Check	03/05/2026	AsiFlex		7.50	62.50
Bill	03/06/2026	OFDDA	OFDDA Membership Dues - 2026	1,650.00	1,712.50
Credi...	03/27/2026	Department of Aviation	Drone Certificate	25.00	1,737.50
Check	03/31/2026		Service Charge	0.10	1,737.60
Total 6030 · Dues and Fees				1,737.60	1,737.60
6040 · Publications and Elections					
Credi...	03/06/2026	Column Software PBC	Budget Committee Meeting Noti...	193.91	193.91
Credi...	03/23/2026	Philomath News	2026-2027 Budget Committee ...	75.00	268.91
Total 6040 · Publications and Elections				268.91	268.91
6050 · Utilities					
Check	03/01/2026	Consumers Power Inc.	202	184.80	184.80
Check	03/01/2026	Consumers Power Inc.	Priest Pump Site	82.36	267.16
Check	03/01/2026	Consumers Power Inc.	Daisy Pump Site	60.04	327.20
Check	03/10/2026	NW Natural		492.32	819.52
Check	03/10/2026	Pacific Power		843.21	1,662.73
Credi...	03/15/2026	Culligan	Water	143.50	1,806.23
Credi...	03/15/2026	Culligan	Water	143.50	1,949.73
Check	03/16/2026	City of Philomath		331.30	2,281.03
Check	03/16/2026	City of Philomath		15.20	2,296.23
Check	03/20/2026	Annas Consultants Inc.	203	397.41	2,693.64
Check	03/20/2026	Annas Consultants Inc.	Muddy Creek Pump Site	88.37	2,782.01
Check	03/20/2026	Republic Services		37.11	2,819.12
Check	03/20/2026	Republic Services		277.12	3,096.24
Check	03/24/2026	Consumers Power Inc.		88.37	3,184.61
Check	03/24/2026	Consumers Power Inc.		397.41	3,582.02
Total 6050 · Utilities				3,582.02	3,582.02
6060 · Telephone, Pagers, Internet					
Credi...	03/02/2026	Alyrica		564.54	564.54
Check	03/04/2026	AT&T Mobility		203.14	767.68
Bill	03/05/2026	Synergy Security Solutions	Quarterly Fire System Monitoring	756.00	1,523.68
Check	03/06/2026	Comcast		19.93	1,543.61
Check	03/07/2026	Verizon		230.17	1,773.78
Check	03/20/2026	Pioneer Telephone Cooper...		212.75	1,986.53
Bill	03/20/2026	Synergy Security Solutions	203- Comm Repair	591.25	2,577.78
Total 6060 · Telephone, Pagers, Internet				2,577.78	2,577.78

Philomath Fire and Rescue
Transaction by Account
March 2026

Type	Date	Name	Memo	Amount	Balance
6090 · Education/Training					
Bill	03/05/2026	Clarion Events, Inc.	Fire Engineering Training Subsc...	4,865.00	4,865.00
Credi...	03/05/2026	Black Angus	Dinner during NW Leadership S...	25.00	4,890.00
Credi...	03/06/2026	Holiday Inn Express	NW Leadership Seminar	709.92	5,599.92
Bill	03/13/2026	Jean Goul	Reimbursement for CPR Class	37.00	5,636.92
Total 6090 · Education/Training				5,636.92	5,636.92
6130 · Gas & Oil					
Check	03/03/2026	Carson		540.76	540.76
Check	03/15/2026	Carson		789.18	1,329.94
Check	03/31/2026	Carson		749.46	2,079.40
Total 6130 · Gas & Oil				2,079.40	2,079.40
6150 · Radio Maintenance					
Bill	03/19/2026	MPTV, Inc.	Pager repair	14.99	14.99
Total 6150 · Radio Maintenance				14.99	14.99
6161 · Vehicle Maintenance					
Bill	03/12/2026	Hughes Fire Equipment, Inc.	221- PMs and Inspections	590.46	590.46
Bill	03/18/2026	Hughes Fire Equipment, Inc.	221- Compartment seals, comp...	712.95	1,303.41
Bill	03/23/2026	Hughes Fire Equipment, Inc.	263- DOT and NFPA Inspections	270.90	1,574.31
Bill	03/23/2026	Hughes Fire Equipment, Inc.	263- PM	619.58	2,193.89
Total 6161 · Vehicle Maintenance				2,193.89	2,193.89
6190 · Small Tools & Equipment					
Credi...	03/05/2026	Amazon	Blower for Turn Out Washer	320.07	320.07
Credi...	03/11/2026	Amazon	Turn Out Dryer Blower #2	342.30	662.37
Total 6190 · Small Tools & Equipment				662.37	662.37
6200 · Supplies - Department					
Credi...	03/09/2026	Fire Department Coffee	Residence Coffee	79.79	79.79
Bill	03/10/2026	Medline Industries, Inc.	Toilet tissue	81.83	161.62
Credi...	03/10/2026	MPTV, Inc.	Snaps for Flag Pole	17.96	179.58
Bill	03/11/2026	Medline Industries, Inc.	Paper towels and toilet bowl cle...	68.24	247.82
Bill	03/13/2026	MPTV, Inc.	Super Glue	10.99	258.81
Total 6200 · Supplies - Department				258.81	258.81
6210 · Supplies - Medical					
Bill	03/05/2026	Industrial Welding Supply, ...	Oxygen	21.50	21.50
Bill	03/05/2026	Zoll Medical Corporation	Pediatric Sensors	300.94	322.44
Credit	03/06/2026	Life Assist, Inc.	Pediatric Sensors Returned	-152.60	169.84
Bill	03/06/2026	Life Assist, Inc.	Sterile Sponges, Atropine Sulfat...	228.06	397.90
Bill	03/10/2026	Life Assist, Inc.	Epinephrine	55.30	453.20
Credi...	03/11/2026	Amazon	Transportable Sharps Containers	47.99	501.19
Bill	03/17/2026	Industrial Welding Supply, ...	Medical Oxygen	21.50	522.69
Bill	03/17/2026	Life Assist, Inc.	IV Start Kits	101.70	624.39
Credi...	03/26/2026	Amazon	Small Sharps Containers	48.99	673.38
Total 6210 · Supplies - Medical				673.38	673.38
6270 · Volunteer - Activities					
Credi...	03/03/2026	Dollar General	March Biz Mtg Attendance Award	50.00	50.00
Bill	03/05/2026	Kendra Islam	Reimbursement for Volunteer of...	295.71	345.71
Bill	03/05/2026	Amy Wilkerson	Reimbursement for Feb & Marc...	278.72	624.43
Bill	03/09/2026	Kendra Islam	Most Inspirational Award- J. Lin...	139.00	763.43
Bill	03/11/2026	Kendra Islam	M. Theurer's 30 Years of Servic...	450.00	1,213.43
Bill	03/11/2026	Kendra Islam	P. Anderson FF of the Year Award	150.00	1,363.43
Total 6270 · Volunteer - Activities				1,363.43	1,363.43
6280 · Volunteer Incentive Program					
Credi...	03/01/2026	Walmart	Appreciation Dinner Beverages ...	171.77	171.77
Total 6280 · Volunteer Incentive Program				171.77	171.77

Philomath Fire and Rescue
Transaction by Account
March 2026

Type	Date	Name	Memo	Amount	Balance
6320 · Community Involvement					
Credi...	03/03/2026	OSU Printing and Mailing ...	Stickers	399.98	399.98
Total 6320 · Community Involvement				399.98	399.98
Total 6000 · Materials and Services				26,372.53	26,372.53
Total Expense				26,372.53	26,372.53
Net Ordinary Income				-26,372.53	-26,372.53
Net Income				-26,372.53	-26,372.53

**Chancy Ferguson Vacation Usage
July 1, 2025 through June 30, 2026**

Beginning Balance as of July 1, 2025	491.5	199.69
---	--------------	---------------

	Sick Leave	Vacation
July		
accrual	8	10
taken	16	2
balance	483.5	207.69

August		
accrual	8	10
taken	0	24
balance	491.5	193.69

September		
accrual	8	10
taken	0	0
balance	499.5	203.69

October		
accrual	8	10
taken	0	28
balance	507.5	185.69

	Sick Leave	Vacation
November		
accrual	8	10
taken	0	0
balance	515.5	195.69

December		
accrual	8	10
taken	0	24
balance	523.5	181.69

January		
accrual	8	10
taken	0	0
balance	531.5	191.69

February		
accrual	8	10
taken	0	0
balance	539.5	201.69

	Sick Leave	Vacation
March		
accrual	8	10
taken	0	0
balance	547.5	211.69

April		

May		

June		

Philomath Fire & Rescue
Annual Board Calendar

January 2026	February 2026	March 2026	April 2026	May 2026	June 2026
Audit Presentation	Appoint Budget Officer & Budget Committee	Wage, Benefits, COLA Recommendations- Motion to Accept	Budget Committee Meeting	Budget Hearing- Review Draft Budget	Chief Check In- Brand
Set Budget Calendar	SDAO Conference- Seaside	Chief Check In- Corbin	Volunteer Business Mtg Rep - Brier	Budget Adoption	Volunteer Business Mtg Rep -Kennedy
Chief Performance Review and Review of Contract	Chief Contract and Exhibit A Final Review	Approval of Final Chief Contract	Chief Check In- Phillips	Chief Check In- Kennedy	
Chief Check In- Brand	Chief Check In- Brier				
Appoint Board Member to Begin Chief Review and Contract Negotiations	Appreciation Dinner (2/28)				
	Volunteer Business Mtg Rep - Corbin				

July 2026	August 2026	September 2026	October 2026	November 2026	December 2026
Election of Board Officers	National Night Out Volunteer Business Mtg Rep- No Meeting	Chief Check In- TBD	Open House	OFDDA Conference	Volunteer Business Meeting Rep - TBD
Civil Service Appointments	Chief Check In- TBD		Volunteer Business Meeting Rep - TBD	Chief Check In- TBD	Insurance Presentation
Swear In New Board Members			Chief Check In- TBD		Chief Check In- TBD
State and Approve Meeting Day & Time					
Chief Check In- TBD					

Mandated	Self Imposed	Guest Speakers/Spec. Mtg	Chief Review Process
----------	--------------	--------------------------	----------------------



Philomath Fire & Rescue

1035 Main Street
P.O. Box 247
Philomath, OR 97370
541.360.0030

PHILOMATH FIRE & RESCUE

CHIEF'S REPORT

March 30, 2026

Department Business:

Budget Finalization

We are pleased to report that the 2026-2027 budget has been nearly finalized. It is currently in preparation for review by the Budget Committee, ensuring all necessary details are meticulously documented and ready for evaluation.

Grant Applications

Our Administrative Team has made significant progress in seeking funding through various grant opportunities:

- **Community Project Funding Program:** We have completed the application process for this program, which falls under the Federal appropriations initiative sponsored by Congresswoman Val Hoyle. This grant represents a promising opportunity for the construction of the Mary's Peak Regional Training Facility in the amount of \$2,400,000 if fully funded.
- **OSFM Wildfire Staffing Grant:** The application process for the OSFM Wildfire Staffing Grant has also been completed, with a request for \$35,000 in funding 2 part time personnel during fire season.
- **Anheuser-Busch Drinking Water Grant:** We have finalized our application for the Anheuser-Busch Drinking Water Grant. This grant would provide canned drinking water to help assist with emergency response.

Personnel

Resident Volunteer Testing Process: Candidate pool has been narrowed to 4 applicants; we will be interviewing candidates later this month.



Philomath Fire & Rescue

1035 Main Street
P.O. Box 247
Philomath, OR 97370
541.360.0030

Union Communications

On 03/17/26, I provided an update to Local 4925 executive team updating them on the projected budget, and voicing my concerns that the proposed wage increase in the contract being bargained could lead to a reduction in staff due to the increased personnel cost. I presented some ideas for delaying the start of the raises to November 2026 or increasing the contract to span over 3 years. After much discussion it was decided to move forward with the contract as bargained with the understanding that a reduction in staff was a very real possibility. Local 4925 has voted to approve the contract.

Training Activities:



During March, the department completed annual hazardous materials training, as well as training on fire attack and cardiac arrest management. Two of our Resident Volunteers devoted their spring break to a week-long intensive rope rescue training course. Their certification as rope rescue technicians improves the department's ability to conduct rescue operations and expands our subject matter cadre for in-house rescue training.

Apparatus/Equipment:

Staff vehicle 292 was sent to Day Wireless to complete the installation of the emergency lighting package.

SCBA's We are currently evaluating a plan for the additional 8 SCBA's that we have in stock, with a recommendation for the Board to follow in the coming months.



Philomath Fire & Rescue

1035 Main Street
P.O. Box 247
Philomath, OR 97370
541.360.0030

Building Update:

No Report

Community Involvement/Meetings

3 levy presentations have been completed so far, all with positive feedback from the community. This month will be packed with creating materials, speaking opportunities and community engagements. I appreciate the Board's willingness to participate in the process.

Respectfully submitted,

Chief Chancy Ferguson

**Operation's Board Report
13 April 2026
OC Dan Eddy**

Statistics for March 2026

Total calls: 85
Fire calls: 13 (15%)
EMS Calls: 72 (85%)
Yearly calls as of 1 April 2026: 229
Last year at this time: 285
(- 19% YOY)

Significant calls:

3/2/2026 MVC on N19th:

Philomath Fire & Rescue was dispatched at 1:32 pm to a vehicle crash on North 19th Street and responded with 5 personnel in an engine and a command vehicle. Upon arrival, crew provided first aid to a bicycle crash patient.

3/4/2026 Structure Fire on N 7th St:

Philomath Fire & Rescue was dispatched at 11:21 am for a Structure Fire on North 7th Street and responded with 6 personnel in an engine and a command vehicle. Upon arrival, the residents stated that they smelled smoke in the laundry room. Crews completed an investigation to locate the cause. The dryer was disconnected from power, advised to not use and to contact landlord.

3/7/2026 MVC with Injuries on Decker Rd:

Philomath Fire & Rescue was dispatched at 5:14 pm to a vehicle crash on Decker Rd and responded with five personnel in an engine, command vehicle and a brush truck. Upon arrival, crew found a patient involved in a motorcycle crash.

3/7/2026 Mutual Aid to Scene on Foster:

Philomath Fire & Rescue was dispatched at 10:08 pm for Mutual Aid to assist Monroe Rural Fire Protection District with a Structure Fire. Crews responded with five personnel and one engine, and one command vehicle and were cancelled in route.

3/10/2026 MVC with Injuries on S 30th St:

Philomath Fire & Rescue was dispatched at 12:24 pm to vehicle crash into a house on S 30th Street and responded with six personnel in an engine, command vehicle, and a brush truck. Crews treated the patient for minor injuries.

3/11/2026 Structure Fire on County Club Dr:

Philomath Fire & Rescue was dispatched at 1:42 pm for odor of smoke in home and responded with nine personnel and two engines, one command vehicle. Upon arrival, no active fire signs on the exterior of the home. Crews began their investigation of the interior of the home. They located a water heater as the source of the odor

3/21/2026 Motor Vehicle Crash:

Philomath Fire & Rescue was dispatched at 10:50 am to two vehicle crash on South 19th Street and Applegate responded with 6 personnel in an engine and a command vehicle. Upon arrival, crew assessed patients and one patient was transported to the hospital by Corvallis Fire Department Ambulance.

3/23/2026 Car/Vehicle Fire:

Philomath Fire & Rescue was dispatched at 4:56 pm to a Vehicle Fire on S 18th St and responded with 8 personnel in an engine, rescue vehicle and two command vehicles. Upon arrival crew found small SUV on fire within four feet of a house. Crew initiated fire attack and had fire under control in about 2 minutes. There were no injuries reported and no structure damage was sustained.

28. 3/26/2026 Mutual Aid to Scene on Titleist Cir/SW Agate Ave:

Philomath Fire & Rescue was dispatched at 9:30 am for Mutual Aid on Titleist Cir/SW Agate Ave and responded with 4 personnel in an engine and a command vehicle. Crew was cancelled in route.

3/26/2026 Mutual Aid to Scene on Bunker Hill Rd:

Philomath Fire & Rescue was dispatched at 8:01 pm to provide Mutual Aid for Monroe Rural Fire Protection District on a Structure Fire on Bunker Hill Rd and responded with 7 personnel in an engine, a water tender and one command vehicle. Crew provided manpower on scene and conducted a primary search in coordination with interior fire attack.

Breakdown of calls for the year by area (as of 1 April 2026):

Station 201	
RURAL	37
Station 201 W.	
City	85
Station 201 E. City	49
Station 202	22
Station 203	17
Adair	0
Alsea	3
Blodgett	3
CFD	6
Conflagration	0
Kings Valley	2
Lincoln Co	0
Marys Peak	1
Misc Mutual Aid	0
Monroe	4
Unprotected	0
Total	229

Total calls we received aid from another agency: 1 (year to date 3).

Mutal aid given: Alsea 0, HKVFD 0, CFD 2, MFD 3, BSFD 0 and Lincoln County 0

Average Number of PFR responders per call on scene: 4.6

Average Number of PFR Responders per call Standby: 1.7

Projects / Community Outreach

- Fire Defense Board
- Public Ed: 2 Community First Aid and CPR class.
- Safety Committee

Cybersecurity Update

See attached reports.

Respectfully submitted,

O/C Dan Eddy

Threat Report

2026-03-01 - 2026-03-31



PHILOMATH FIRE AND RESCUE

Powered By:

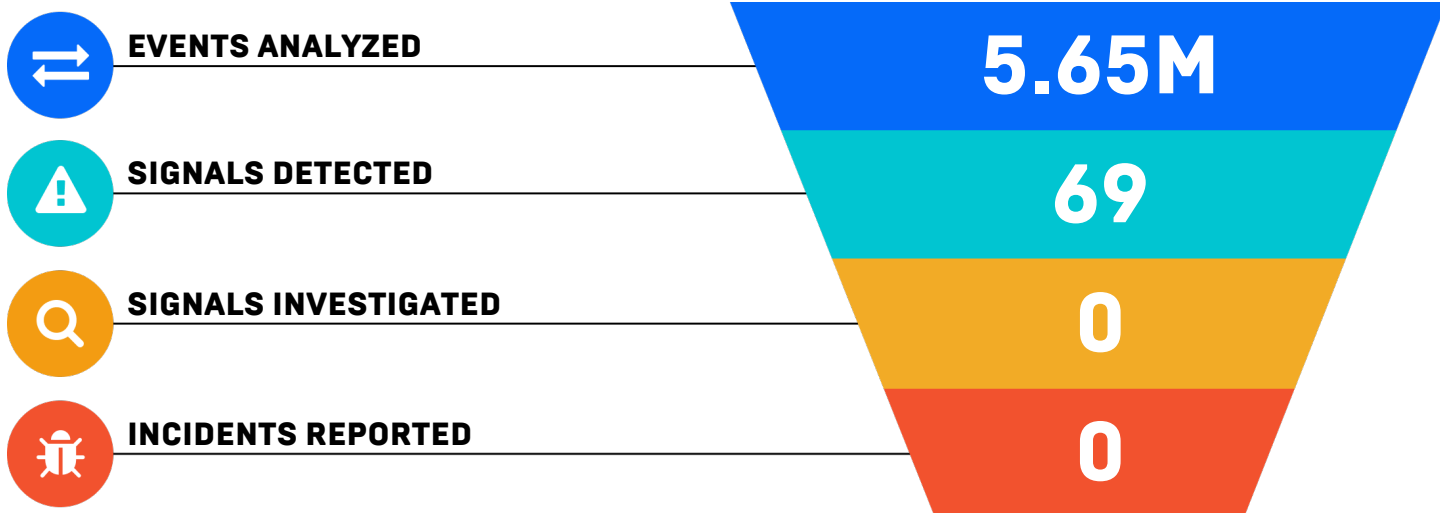


SUMMARY

During the time frame of this report, your cybersecurity platform **analyzed 5,646,491 events** from **55 entities** on your network.

Of those events, there were **69 signals detected** through automated and human analysis. None of the detected signals were suspicious in nature, thus no further investigation was warranted by your security team. This defense strategy continues to reduce your risk, which maximizes your security and minimizes cyberattack damage to your business.

ENTITIES PROTECTED



ANALYST NOTES



HERBIE ZIMMERMAN
MALWARE ANALYST

GLOBAL THREATS

- CLOUD ATO
- RMM ABUSE

This month, we continued to see cloud identity attacks and unauthorized remote access via ScreenConnect as the primary threats. Specifically, attackers used more high-risk data centers to compromise cloud identities and manipulate email flows. To stay protected, we recommend strict identity monitoring and application baselining. By vetting login origins and only using approved tools, Threat Actors can be stopped or slowed down before they cause damage.

PERSISTENT FOOTHOLDS

During this time frame, your cybersecurity platform **analyzed 6,362 autorun events** to discover persistent footholds that, if not remediated quickly, could become malicious threats to your business.

Of those events, there were **47 autorun signals detected** through automated and human analysis. None of the detected signals were suspicious in nature, thus no further investigation was warranted by your security team.

AUTORUN EVENT TRIAGE



6,362

Autorun Events Analyzed



47

Autorun Signals Detected



0

Autorun Signals Investigated



0

Foothold Incidents Reported

WHAT IS A PERSISTENT FOOTHOLD?



Persistent Footholds are mechanisms attackers use to gain long-term access to a network by exploiting common auto-starting applications (autoruns), such as Skype or Google Updater.

By abusing and masquerading as legitimate system components, attackers can slip by other security tools, remaining undetected while planning their next move.

RANSOMWARE CANARIES

During this time frame, your cybersecurity team monitored **276 canary files deployed** on Windows endpoints, which acted as early warning signals for ransomware on your network.

Like the old canary in the coal mine, Ransomware Canaries enable faster and earlier detection of potential ransomware incidents. When deployed, small lightweight files are placed on all protected endpoints—and if those files are modified or changed in any way, an investigation is conducted.

CANARIES IN YOUR MINE

46

Protected User Profiles

with **276** total canary files, deploying multiple canary files per user

0

Ransomware Incidents Reported

across **14** endpoints

RANSOMWARE IN THE NEWS



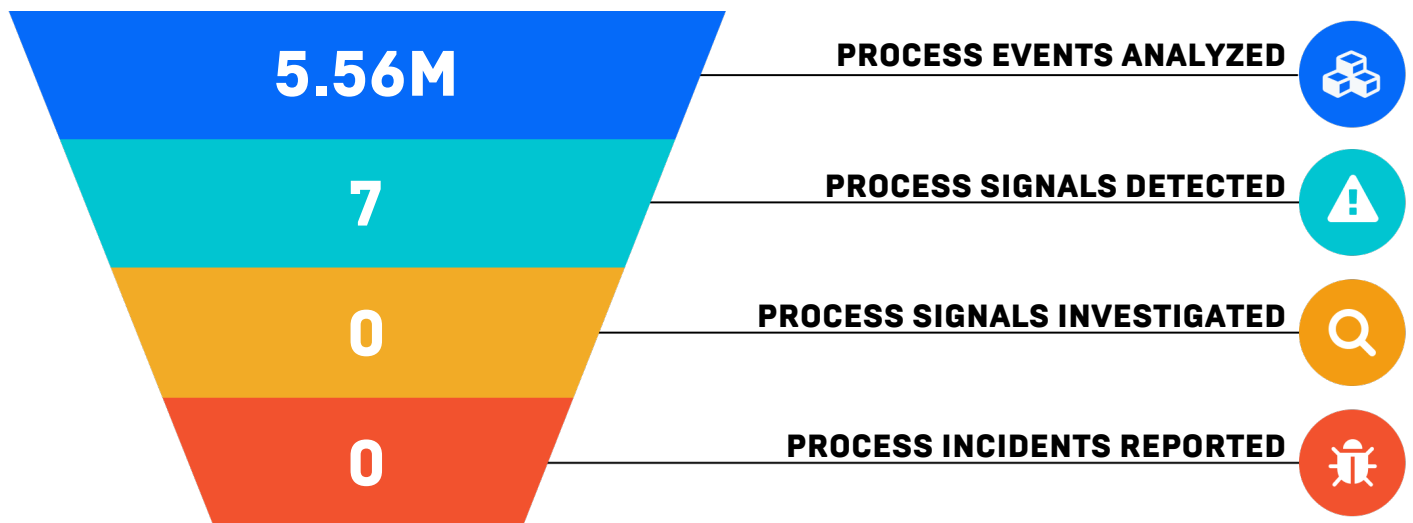
In the past 45 days, ransomware attacks have remained high, despite law enforcement crackdowns. The LockBit group is apparently reorganizing and has released an updated version called LockBit 5.0, which focuses on selective targets. Other mid-tier groups are stepping in where major RaaS shutdowns occurred, creating a more divided cybercrime environment. Healthcare and manufacturing sectors are still key targets, with many incidents involving supply-chain footholds and unmanaged external services. While improved defenses have made it harder for attackers to encrypt data, the demands for money and operational disruptions are still increasing. Researchers and competing ransomware groups are sharing information publicly, which may have led to a member of a ransomware group, Rey from SLSH, being exposed by an infostealer self-infection. As we approach the holidays, ransomware groups like CIOp, LockBit variants, Anubis, and INC continue to victimize people and organizations.

PROCESS INSIGHTS

During this time frame, your cybersecurity platform **analyzed 5,555,960 process events** to identify suspicious processes that could lead to malware execution.

Of those events, there were **7 process signals detected** through automated and human analysis. None of the detected signals were suspicious in nature, thus no further investigation was warranted by your security team.

PROCESS INSIGHTS EVENT TRIAGE



WHAT IS PROCESS INSIGHTS?



Before causing disruption, malicious actors use covert processes to stalk the systems they plan to exploit. Process Insights enables your security team to detect these precursor actions.

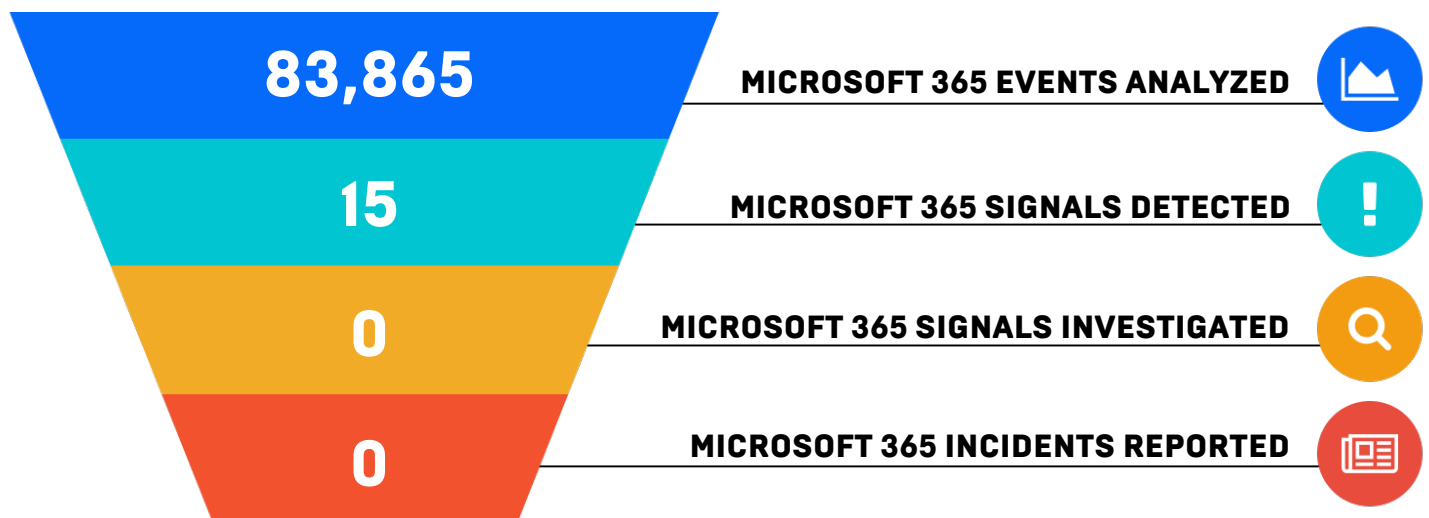
Once identified your cybersecurity platform is able to stop the maliciously running processes in their tracks, preventing further cyber attack spread.

MANAGED ITDR

During this time frame, your cybersecurity platform **analyzed 83,865 Microsoft 365 events** to identify any that could be potential threats to your Microsoft 365 users or environment.

Of those events, there were **15 Microsoft 365 signals detected** through automated and human analysis. None of the detected signals were suspicious in nature, thus no further investigation was warranted by your security team.

MICROSOFT 365 EVENT TRIAGE



WHAT IS MANAGED ITDR?



As an integral and widespread productivity suite, Microsoft 365 is a high-profile target for threat actors. Managed ITDR can detect anomalous logins, suspicious email rules, and other hacker tradecraft within Microsoft 365.

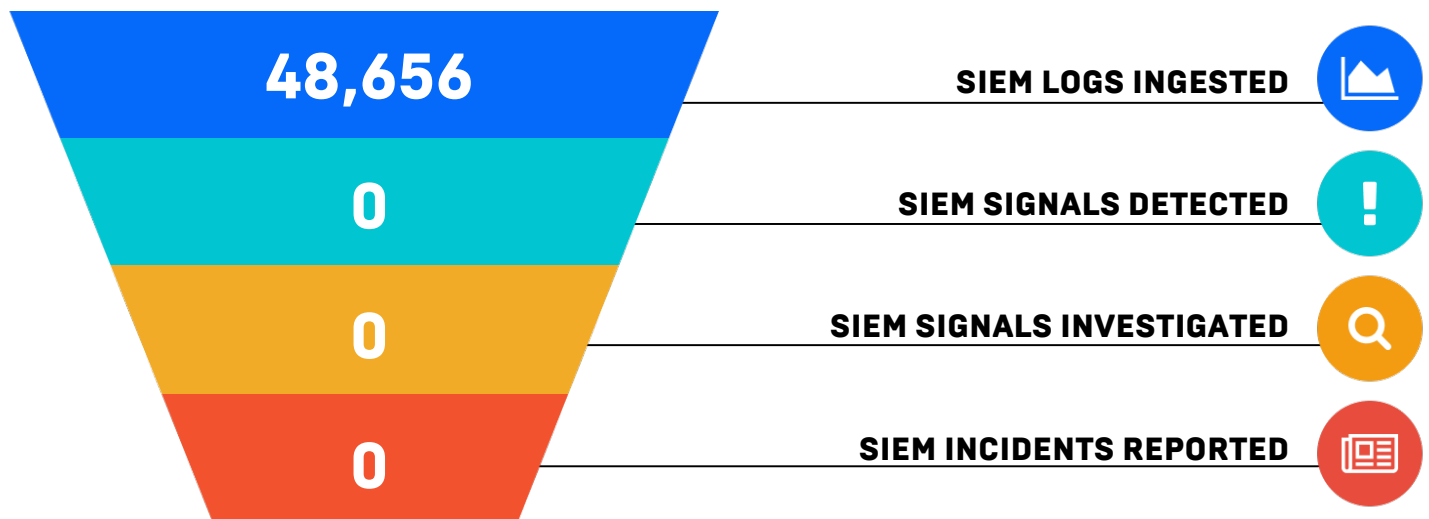
When a potential attack is detected, a security analyst reviews the activity, and an incident report with remediation steps is actioned by your security team.

MANAGED SIEM

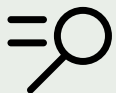
During this time frame, your cybersecurity platform **ingested 48,656 logs** using Smart Filtering to reduce noise **from originally 48,704 logs** in order to identify any that could be potential threats to your organization.

From the ingested logs, there were **0 SIEM signals detected**.

SIEM EVENT TRIAGE



WHAT IS SIEM?



Security Information and Event Management (SIEM) aggregates and analyzes security data from various sources across an organization's IT infrastructure. It enables real-time monitoring, threat detection and response by identifying patterns, anomalies and alerts within the data.

Analysts use the consolidated information from SIEM to assess risks, correlate events and respond quickly to incidents.

INCIDENT SUMMARY

Great news! During this time frame you had no targeted attacks and had **0 incidents reported**. In the meantime, stay updated on the cyber threat landscape with this Global Threat Spotlight.

GLOBAL THREAT SPOTLIGHT



Exploitation of unpatched React Server Components is increasing, making React2Shell a top trending vulnerability. After confirmation that foreign state-linked groups and cybercriminals ran remote code through it, CISA added it to the list of Known Exploited Vulnerabilities. Many domains are still at risk. Fortinet and Ivanti released advisories about the exploitation of input handling and authentication bypass flaws as access pathways for ransomware groups. The Shai- Hulud worm has resurfaced, spreading through NPM and BUN packages, infecting pipelines. Overall, there's a rise in attackers abusing vulnerabilities in browsers, repositories, and CI/CD platforms to gain initial access across many industries. Microsoft released a PowerShell update in December to reduce attacks that use malicious download stagers and Fake CAPTCHAs. CISA strongly urges rapid patching, as the time between vulnerability disclosures and when attackers abuse those exploits is quickly shrinking.



Monthly Managed Services Report - Cloud Infrastructure

Prepared for:
Philomath Fire & Rescue
Apr 1, 2026



Dear Client,

We are pleased to present the Riverstrong Monthly Managed Services Report, which provides a comprehensive overview of our ongoing efforts to support and enhance your IT infrastructure. This report includes detailed information on your current service agreements and the associated infrastructure, as well as metrics related to our ticket workflow and performance in regards service level agreements.

Maintaining a healthy IT environment is crucial for the smooth operation of your business.

- Effective IT management ensures that your systems are running efficiently, minimizing downtime and maximizing productivity.
- Cybersecurity is a critical aspect of IT health, as it protects your sensitive data from threats and breaches.
- Regular patching and updates are essential to safeguard your systems against vulnerabilities and ensure compliance with industry standards.
- General IT hygiene, including routine maintenance and monitoring, helps prevent issues before they arise and keeps your infrastructure in optimal condition.

Our main goal with this report is to ensure transparency and alignment with your business needs. If you have any questions, suggestions on how to make this report better, or need further assistance regarding this automated monthly report, please contact your Technical Account Manager or support@riverstrong.tech. We are here to help you maintain a robust and secure IT environment.

Best regards,
Riverstrong

Service Agreements

This portion of your monthly report provides a detailed breakdown of the current services you are enrolled in. Our goal here is to provide a transparent, comprehensive outline of the cost accruing services that you have partnered with Riverstrong to provide.

Active Contracts

AGREEMENT_NAME	AGREEMENT_STATUS
Microsoft 365	Active
RS Managed Services Advanced	Active

The “Active Contracts” section provides an overview of the current agreements in place. It includes the names of high-level services or products Riverstrong has committed to providing. This section is designed to help you quickly understand the scope and status of our engagements.

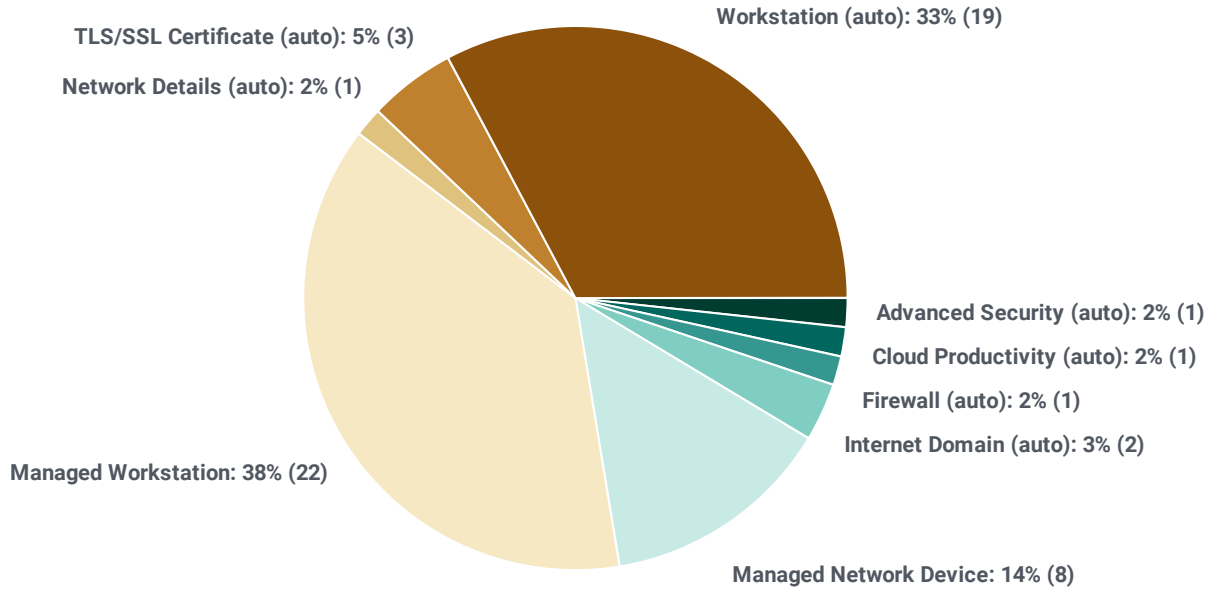
Agreements

AGREEMENT	ADDITION	TOTAL_QUANTITY
CY 23-103 Immutable Back Up Grant	Cloud Continuity for PC's	5
CY 23-103 Immutable Back Up Grant	SaaS Protection Cloud-Based M365 Mail Backup	19
CY 23-104 Endpoint Protection Grant	Zero-Trust Endpoint Protection	1
CY 23-104 Endpoint Protection Grant	Managed Endpoint Security EDR & 24/7 SOC	1
Microsoft 365	Microsoft 365 Business Premium [NCE] (Monthly)	13
Microsoft 365	Microsoft 365 Business Premium [NCE] (Monthly)	1

AGREEMENT	ADDITION	TOTAL_QUANTITY
Microsoft 365	Enterprise Mobility + Security E3 (Monthly)	17
Microsoft 365	Microsoft 365 Business Basic [NCE] (Monthly)	17
Microsoft 365	Microsoft 365 Business Premium [NCE] (Monthly)	1
Microsoft 365	Microsoft 365 Business Standard (Monthly)	1
Microsoft 365	Microsoft Defender for Office 365 (Plan 1) {NCE} Monthly	17
Microsoft 365	Visio Plan 2 [New Commerce Experience] - Monthly	2
RS Managed Services Advanced	Security Awareness Training & Simulated Phishing	15
RS Managed Services Advanced	Managed Endpoint Security EDR & 24/7 SOC	14
RS Managed Services Advanced	Managed Endpoint Security DNS Filtering	19
RS Managed Services Advanced	Riverstrong Managed Services Advanced Workstation	19
RS Managed Services Advanced	Riverstrong Managed Services Advanced Network	3

This section provides a comprehensive overview of the specific licenses and their respective quantities that are encompassed within our high-level agreements. This breakdown allows for a clear understanding of how individual licenses contribute to the overall agreement, facilitating better management and strategic planning. By presenting this information, we aim to offer a clear and concise view of our licensing structure, ensuring that all stakeholders are well-informed and aligned with the terms of our agreements.

Total Device Count by Type



This pie chart illustrates the distribution of various devices within your environment. Each segment of the chart represents a specific category of devices, highlighting their respective contributions to the overall expenditure. By visualizing this data, stakeholders can easily identify the most significant cost drivers and assess the financial impact of each device category. This clear and concise representation aids in strategic decision-making, enabling better budget management and resource allocation.

Network Infrastructure Assets

This section provides a detailed inventory of the network assets within your environment. It includes comprehensive information on various network components such as routers, switches, firewalls, and access points. This overview helps stakeholders understand the composition and distribution of network resources, facilitating effective management and maintenance.

Network Devices

MANUFACTURER	MODEL	SERIAL NUMBER
Fortinet	Fortigate 60F	null
Meraki	MR57	Q3AP-V97Q-AWXD
Meraki	MR57	Q3AP-QAKN-SKZM
Meraki	MR57	Q3AP-ZAJH-85E6
Meraki	MR57	Q3AP-BFHP-BBZL
Meraki	MR57	Q3AP-7MYE-E2BQ
Meraki	MS120-48FP	Q4DJ-7J49-5VNR
Meraki	MS120-48FP	Q4DJ-NUZR-5J97

Service Level Agreement Overview

This section outlines the key components of our Service Level Agreement (SLA), detailing the performance standards and service commitments we guarantee to our clients. It includes specific metrics relating to response times and resolution times, ensuring that our service delivery meets or exceeds the agreed-upon expectations. By clearly defining these parameters, we provide a transparent framework for evaluating our performance and accountability. This SLA serves as a cornerstone of our commitment to delivering high-quality service, fostering trust and reliability in our client relationships.

SLA Statistics by Priority Previous Month

PRIORITY	TOTAL TICKETS	FAILED FIRST RESPONSE SLA	% MET RESPONSE SLA	FAILED RESOL
High	2	0	100%	0
Medium	1	0	100%	0
Very High	4	0	100%	0

This gauge provides a visual representation of our Service Level Agreement (SLA) performance metrics, categorized by priority levels: Critical, Emergency, Very High, High, Informational, Low, and Medium. It highlights key performance indicators such as the total number of tickets in each category, the percentage of tickets that met the first response SLA, and the percentage that met the resolution SLA. The gauge uses color coding to indicate performance levels, with green representing higher compliance and red indicating areas needing improvement.

SLA Statistics by Priority - 12 Months

PRIORITY	TOTAL TICKETS	FAILED FIRST RESPONSE SLA	% MET RESPONSE SLA	FAILED RESOL
Emergency	1	0	100%	0
High	18	0	100%	0
Medium	5	0	100%	1
Very High	7	0	100%	0

This gauge provides a historic overview of our Service Level Agreement (SLA) performance metrics over the past 12 months. This long-term view allows stakeholders to track trends, identify patterns, and assess the consistency of our SLA adherence across different priority levels, supporting strategic planning and continuous service enhancement.

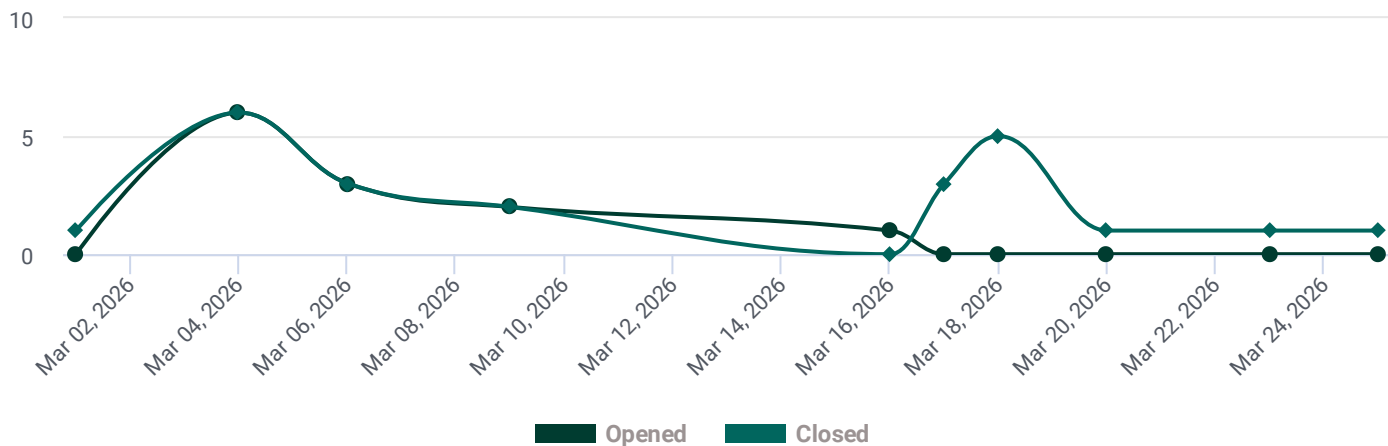
1.44 Avg Response Time
Hours

0.41 Avg Resolution Time
Hours

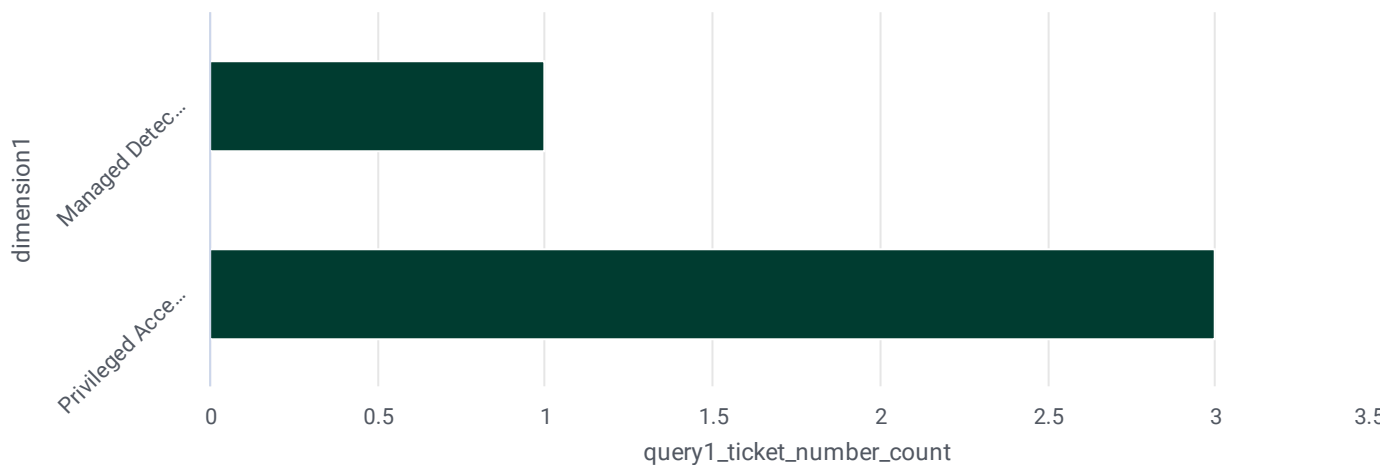
Ticket Metrics

This section provides a detailed analysis of ticket metrics, focusing on the number of tickets opened versus closed and the types of tickets handled. This comprehensive view helps stakeholders understand their top request types, overall workload, identify trends, and assess the effectiveness of our ticket resolution processes, ensuring continuous improvement in our service delivery.

Opened vs. Closed Tickets - Previous Month



Tickets by Issue Type Last Month



Operating System Patching

This section provides an overview of the operating system (OS) patching status across your environment. It details the current patch levels for various systems, highlighting any critical updates that have been applied or are pending. The summary includes information on the percentage of systems fully patched, the types of patches that have been applied, and the number of missing patches. By presenting this data, we ensure that stakeholders are aware of the security posture of their OS security, enabling proactive management and timely remediation of potential risks, which is crucial for maintaining the integrity and security of the client's IT environment.

Default Workstations Patch Policy:

Reviewed & Approved "Security Updates"

All "Critical Updates"

All "Updates"

All "Feature Updates"

All "Update Rollups"

Any updates not explicitly mentioned in policy must be manually approved by Riverstrong prior to deployment.

OS Patching Summary

The following gauges provide a high-level view of the OS patching in your environment, including the following criteria:

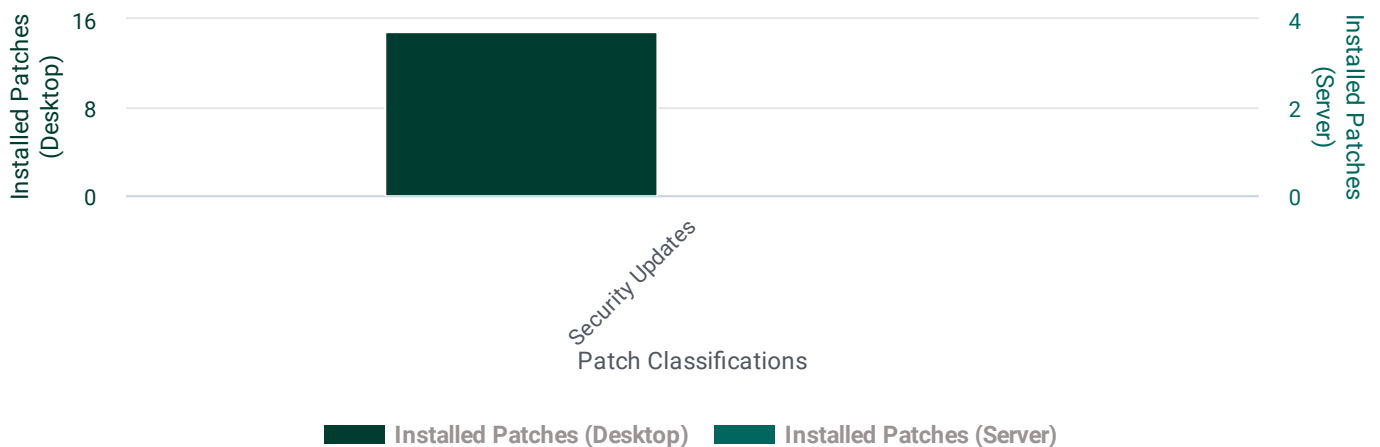
Avg Workstation Patch Compliance: This metric indicates the average level of workstation/server compliance with the Riverstrong patch policies. Deviations from 100% compliance can include, but are not limited to, the following factors - System Pending Reboot, System Offline, Patch Installation Failure.

Successful OS Patches Past 30 Days: This metric indicates the total number of OS patches that were deployed over the past month. An OS patch, in this particular measurement, is an update to the baseline operating system of workstations and servers.

98.62 Avg. Workstation Patch ...
Avg. Workstation Patch Complian...

0 Avg. Server Patch Compliance Rating
Avg. Workstation Patch Compliance Rating

Installed OS Patches



This section provides a visual representation of the distribution and quantity of different types of operating system patches installed on desktops and servers. The chart categorizes patches into Updates, Update Rollups, Security Updates, Drivers, and Critical Updates, showing the number of each type installed. These are Microsoft-defined categories that cover the following areas:

Updates: These are widely released fixes for specific problems that address non-critical, non-security-related bugs. They help improve the functionality and performance of the operating system or software.

Update Rollups: These are cumulative sets of hotfixes, security updates, critical updates, and other updates packaged together for easy deployment. They generally target a specific area, such as security or a component of a product.

Security Updates: These are widely released fixes for product-specific, security-related vulnerabilities. They address issues that could potentially be exploited to compromise the security of the system.

Drivers: Drivers are software components that allow the operating system and a device to communicate. They are essential for the proper functioning of hardware components like printers, graphics cards, and network adapters.

Critical Updates: These are widely released fixes for specific problems that address critical, non-security-related bugs. They are essential for ensuring the stability and reliability of the operating system.

Did you know?

You may have noticed that the ability to "check for updates" at the endpoint level is disabled (gray'd out). As a part of our service offering, Riverstrong has partnered with a Network Operations Center to review certain system updates prior to roll-out for unintended consequences. By disabling this option, we ensure that users do not accidentally install any blocked patches that may have known issues or are not a part of our patch policy.

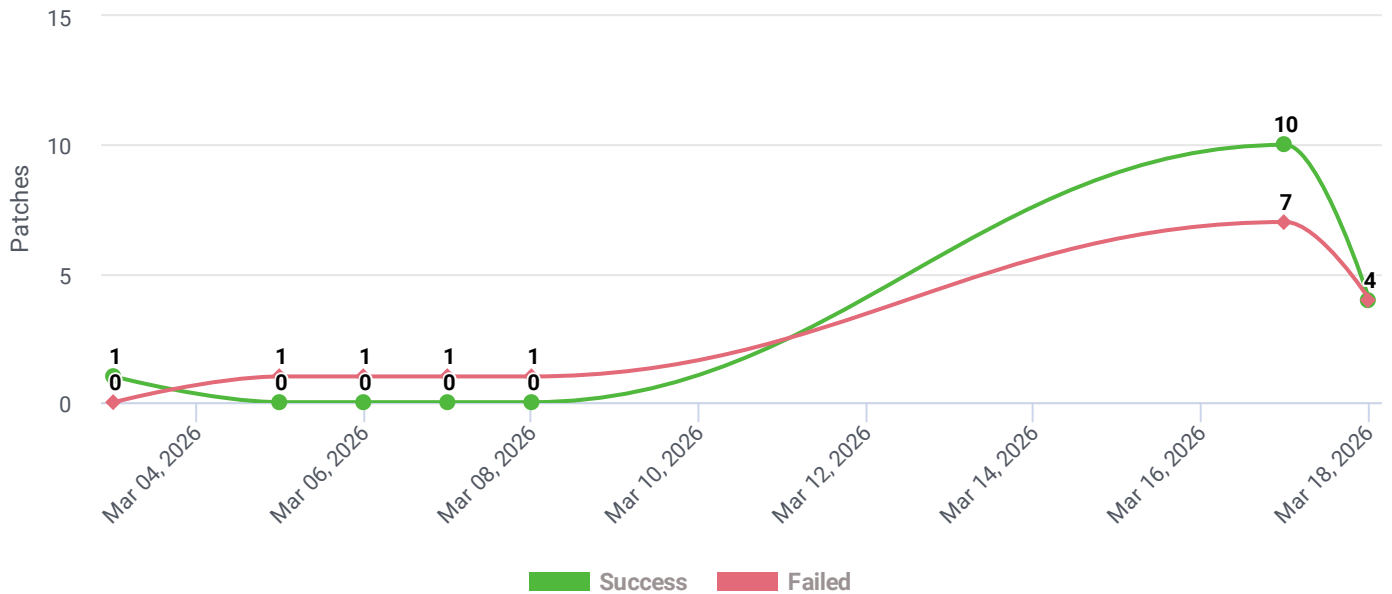
Workstation Patching Details

Desktop Patch Assessment

TOTAL DESKTOPS	ASSESSED IN LAST WEEK	ASSESSED OVER 7 DAYS AGO	100% COMPLIANCE
15	13	2	15

This chart provides a high-level overview of the patching status for desktops within your organization. It categorizes desktops into several key groups. It helps us to understand if desktop patch status failing to reach 100% compliance is due to the device not being online (Assessed over 7 days ago) or other reasons.

Desktop Patching Installed & Failed - Last 30 Days v2.0



This chart provides an analysis of the desktop patching process over the last 30 days. It tracks the number of patches that were successfully installed versus those that failed. By monitoring these trends, we can gain insights into the effectiveness of the patching process and identify any recurring issues that may need attention. This overview helps ensure that desktop systems are kept up-to-date with the latest security and functionality updates, maintaining the overall health and security of your environment.

Desktop Patching Severity Assessment

	CRITICAL	IMPORTANT	UNSPECIFIED
Installed	29	25	84
Missing	0	0	225

This section provides a detailed breakdown of desktop patching status categorized by the severity levels defined by our Remote Monitoring and Management Tooling. It provides additional details into patches that have been successfully installed, those that are missing, and those pending a reboot. By categorizing patches based on their severity, this assessment helps us prioritize patching efforts, ensuring that the most critical vulnerabilities are addressed promptly. This comprehensive view supports effective patch management, enhancing the security and stability of the desktop environment.



Philomath Fire & Rescue

M365 Security Report

📅 Reporting Period: March 1, 2026 - April 1, 2026
📄 Prepared by: Riverstrong (a TELUS Digital Company)
✉ Contact: security@riverstrong.tech

How to read this report

☰ Why M365 Protection matters

03

☰ How to categorize your Risk

04

🔍 Key Findings

05

🚫 Failed Attacks Overview

06



About this report

Account Compromises are today's #1 most costly cybercrime.

This report focuses on account-based threats in your organization.

It summarizes any attacks we stopped for you and pulls in our threat intel about which hackers are targeting your environment.

Why M365 protection matters



90%

of breaches worldwide are caused by phishing. [\(2023\)](#)

\$50 billion

lost over the last decade due to business email compromise (BEC), making it the costliest cybercrime. [\(2013-2023\)](#)

29%

identity-based attacks result in wire fraud. [\(2024\)](#)

\$137,000












is the average cost per incident involving wire fraud. [\(2023\)](#)

Automation means everyone is targeted. Even organizations with [less than 1,000 employees have a 70% chance](#) of getting 1 BEC attack attempt per week.

These attacks get past spam filters. Often, an attacker hacks a trusted colleague and weaponizes their account. (e.g. Brad Smith shared document with you.)

These attacks get past MFA. There was a [146% increase in MFA-bypass phishing attacks](#) in 2024. [Now, 75% of BEC attacks bypass MFA. \(Here's how\)](#)

How to categorize your risk

	Financial risk		Data risk		Reputational risk
	<ul style="list-style-type: none"> The average wire fraud is \$137,000 per incident. Attackers also often steal employee payroll. Attackers will gain access to invoices with your clients and tamper with the banking information.		<ul style="list-style-type: none"> Attackers access and exfiltrate sensitive emails and files including invoices, financials, passwords, and legal documents. Data is often sold on the dark web or reused in other attacks.		<ul style="list-style-type: none"> Attackers use your compromised account to send phishing emails to your clients. These emails bypass spam filters because they come from your actual domain. If your client loses money, your company may be held legally or contractually liable.

Key Findings



Why this matters

29% of phishes result in invoice fraud. The average loss is \$137,000.



29

Identities Protected



2

Signals Investigated



46

Total Failed Attacks
Observed & Analyzed



3

Sophisticated Failed Attacks
Observed & Analyzed



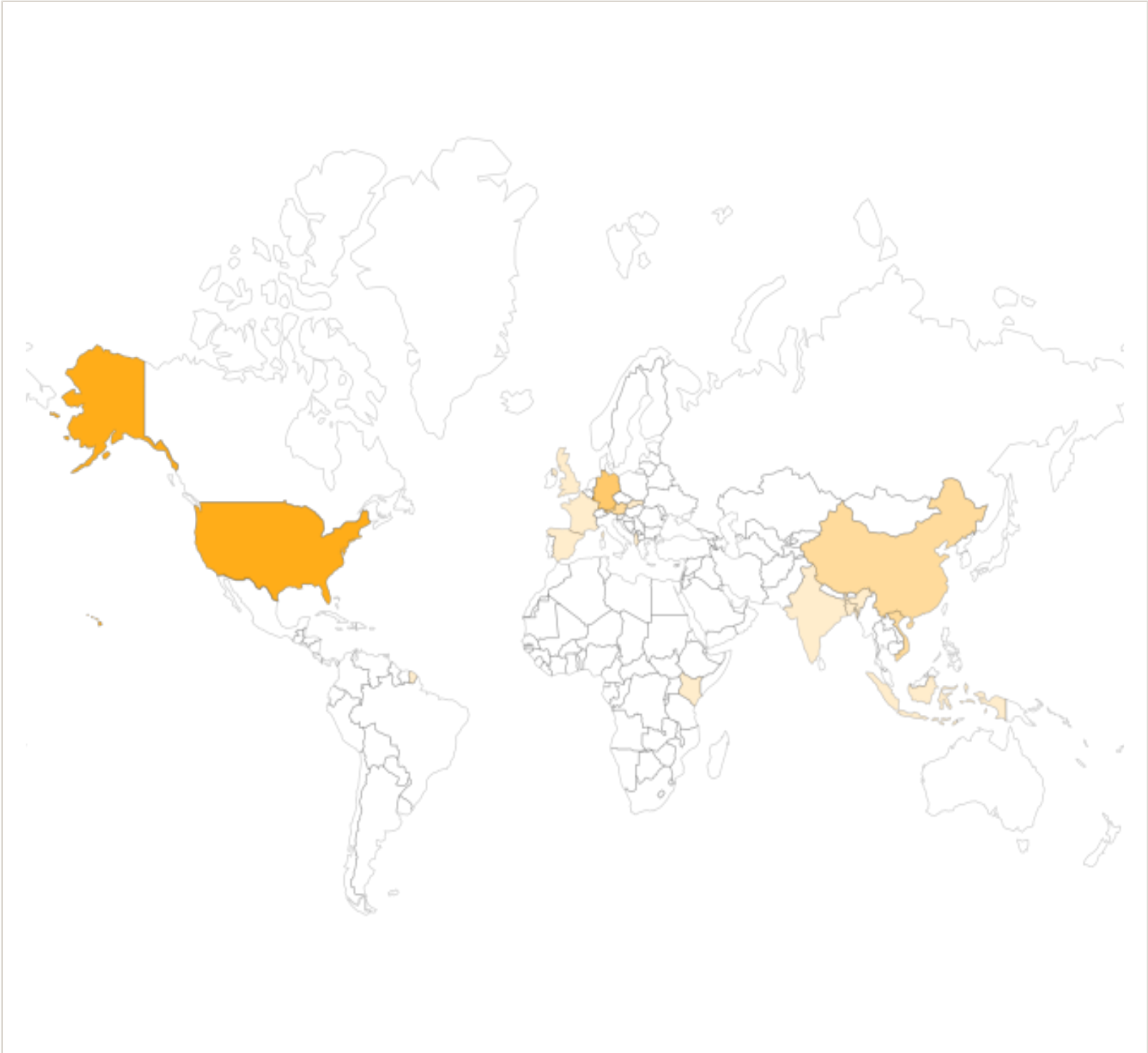
06

Failed Attacks Overview

An overview of all failed attacks we
protected you from

📅 Reporting Period: March 1, 2026 - April 1, 2026

Failed Attacks Observed & Analyzed



ⓘ	Total Failed Attacks
	46 Attacks

🌐	Top Origin Countries:
	Luxembourg 13
	United States 13
	Germany 4

🚩	Top Attacker Tactics:
	Highly Suspicious IP 22
	Frantic Hornet 13
	Password Spray 11

💡
These are the countries from which we're seeing attacks attempting to hit your environment.

💡
Note: Pay special attention to the named attack toolkits. These often represent a more sophisticated threat actor.

Top Targeted Accounts



Rich Saalsaa

rich.saalsaa@philomathfire.com · Volunteer Captain

Attempts: 24

Toolkits: Frantic Hornet Highly Suspicious IP Password Spray

Attributes: US-based attacker

Admin

admin@philomathfire.com

Attempts: 22

Toolkits: Highly Suspicious IP Password Spray

Attributes: US-based attacker



Attackers often target decision-makers, finance, and HR personnel, as well as info@ addresses.

These roles are seen as high-value due to their access to sensitive data and ability to authorize payments.



Frantic Hornet

An Attacker-in-the-middle (AitM) toolkit popular with attackers. Typical attackers using it are notorious for spray-and-pray tactics, though Frantic Hornet is often implicated in successful attacks. Attacks from this toolkit often come from trusted third-parties and bypass MFA.

Philomath Fire and Rescue
Balance Sheet by Class

As of March 31, 2026

	GO Bond 2016 - Capital Improv...	GO Bond 2016 - Debt Services	General Fund	Building Reserve Fund	Equipment Reserve Fund	Vehicle Reserve Fund	TOTAL
ASSETS							
Current Assets							
Checking/Savings							
1015 - Citizens Bank Checking	0.00	-499,379.33	1,011,305.28	-291,601.41	-62,677.30	-8,107.10	149,540.14
1000 - Petty Cash	0.00	0.00	-2.78	0.00	0.00	0.00	-2.78
1050 - Local Government Investment Poo	0.00	1,009,482.52	-661,243.65	781,329.09	185,958.21	486,271.88	1,801,798.05
Total Checking/Savings	0.00	510,103.19	350,058.85	489,727.68	123,280.91	478,164.78	1,951,335.41
Accounts Receivable							
11000 - Accounts Receivable	0.00	0.00	855.00	0.00	0.00	0.00	855.00
Total Accounts Receivable	0.00	0.00	855.00	0.00	0.00	0.00	855.00
Other Current Assets							
1250 - Prepaid Assets	0.00	0.00	29,883.83	0.00	0.00	0.00	29,883.83
12100 - Inventory Asset	0.00	0.00	3,661.29	0.00	0.00	0.00	3,661.29
Total Other Current Assets	0.00	0.00	33,545.12	0.00	0.00	0.00	33,545.12
Total Current Assets	0.00	510,103.19	384,458.97	489,727.68	123,280.91	478,164.78	1,985,735.53
Other Assets							
1400 - Property Taxes Receivable	0.00	0.00	34,255.54	0.00	0.00	0.00	34,255.54
Total Other Assets	0.00	0.00	34,255.54	0.00	0.00	0.00	34,255.54
TOTAL ASSETS	0.00	510,103.19	418,714.51	489,727.68	123,280.91	478,164.78	2,019,991.07
LIABILITIES & EQUITY							
Liabilities							
Current Liabilities							
Accounts Payable							
2010 - Accounts Payable	0.00	0.00	3,420.88	0.00	0.00	0.00	3,420.88
Total Accounts Payable	0.00	0.00	3,420.88	0.00	0.00	0.00	3,420.88
Credit Cards							
US Bank One Card- Dan	0.00	0.00	-379.00	0.00	0.00	379.00	0.00
US Bank OneCard- Viktor	0.00	0.00	1,802.50	0.00	0.00	0.00	1,802.50
US Bank One Card- Chancy	0.00	0.00	-369.18	59.00	0.00	1,035.10	724.92
US Bank One Card- Rich	0.00	0.00	386.60	0.00	0.00	0.00	386.60
US Bank One Card- Ashley	0.00	0.00	-2,986.60	642.75	-264.80	3,701.59	1,092.94
Total Credit Cards	0.00	0.00	-1,545.68	701.75	-264.80	5,115.69	4,006.96
Other Current Liabilities							
2070 - Deferred Taxes	0.00	5,394.82	23,499.73	0.00	0.00	0.00	28,894.55
2400 - Payroll Liabilities							
2133 - Paid Leave Oregon Withholding	0.00	0.00	16,073.34	0.00	0.00	0.00	16,073.34
2132 - Oregon Transit Tax Withholding	0.00	0.00	2,969.63	0.00	0.00	0.00	2,969.63
2100 - Wages Payable	0.00	0.00	78,591.51	0.00	0.00	0.00	78,591.51
2110 - Federal Income Tax Payable	0.00	0.00	-698.01	0.00	0.00	0.00	-698.01
2120 - FICA Payable	0.00	0.00	1,506.81	0.00	0.00	0.00	1,506.81
2125 - Medicare Payable	0.00	0.00	364.61	0.00	0.00	0.00	364.61
2130 - State Income Tax Payable	0.00	0.00	-18,938.62	0.00	0.00	0.00	-18,938.62
2131 - Works Benefit Fund Payable(W...	0.00	0.00	849.63	0.00	0.00	0.00	849.63
2140 - PERS Payable	0.00	0.00	11,406.52	0.00	0.00	0.00	11,406.52
2145 - OR Saving Growth 457 Payable	0.00	0.00	150.00	0.00	0.00	0.00	150.00
2150 - Health Insurance Prem. Payable	0.00	0.00	-158.60	0.00	0.00	0.00	-158.60
2210 - Health Ins Prem Ded Pre Tax	0.00	0.00	25,309.30	0.00	0.00	0.00	25,309.30
2230 - Flexible Spending Account	0.00	0.00	925.00	0.00	0.00	0.00	925.00
2232 - Union Dues	0.00	0.00	1,327.33	0.00	0.00	0.00	1,327.33
Total 2400 - Payroll Liabilities	0.00	0.00	119,678.45	0.00	0.00	0.00	119,678.45
Total Other Current Liabilities	0.00	5,394.82	143,178.18	0.00	0.00	0.00	148,573.00
Total Current Liabilities	0.00	5,394.82	145,053.38	701.75	-264.80	5,115.69	156,000.84
Total Liabilities	0.00	5,394.82	145,053.38	701.75	-264.80	5,115.69	156,000.84
Equity							
3010 - Fund Balance	0.00	-278,592.66	-2,938,314.04	-1,611,936.62	-835,464.10	-686,019.41	-6,350,326.83
3200 - Unallocated Fund Balance	11,935.09	353,384.40	3,276,178.46	2,021,744.46	926,235.30	995,354.62	7,584,832.33
Net Income	0.00	424,916.63	111,308.80	0.00	-6,740.70	100,000.00	629,484.73
Total Equity	11,935.09	499,708.37	449,173.22	409,807.84	84,030.50	409,335.21	1,863,990.23
TOTAL LIABILITIES & EQUITY	11,935.09	505,103.19	594,226.60	410,509.59	83,765.70	414,450.90	2,019,991.07
UNBALANCED CLASSES	-11,935.09	5,000.00	-175,512.09	79,218.09	39,515.21	63,713.88	-0.00

Philomath Fire and Rescue Profit & Loss Budget vs. Actual July 2025 through March 2026

	Jul '25 - Mar 26	Budget	\$ Over Budget	% of Bud...
Ordinary Income/Expense				
Income				
4070 · Contracted Training Income	0.00	10,000.00	-10,000.00	0.0%
4042 · Bond Income - Prop Tax Interest	544.37	700.00	-155.63	77.8%
4041 · Bond Income - Delinquent Taxes	3,005.33	5,000.00	-1,994.67	60.1%
4060 · Conflagration Income	83,360.65	200,000.00	-116,639.35	41.7%
4050 · Public Education Income	9,536.95	17,000.00	-7,463.05	56.1%
4040 · Bond Income	434,174.43	430,187.00	3,987.43	100.9%
4000 · Carryover Fund Balance	0.00	643,820.00	-643,820.00	0.0%
4010 · Delinquent Property Taxes	10,525.72	16,000.00	-5,474.28	65.8%
4020 · Current Property Taxes	1,540,938.78	1,539,850.00	1,088.78	100.1%
4025 · Interest - Property Tax	1,931.91	3,000.00	-1,068.09	64.4%
4026 · Interest Income				
4027 · Interest - Citizens Bank & OSU	36.35	0.00	36.35	100.0%
4030 · Investments - LGIP	41,208.52	0.00	41,208.52	100.0%
Total 4026 · Interest Income	41,244.87	0.00	41,244.87	100.0%
4035 · Grants Income	17,500.00	30,000.00	-12,500.00	58.3%
4045 · Sale of Surplus Property/Equip	100,000.00	0.00	100,000.00	100.0%
4900 · Miscellaneous Income	56,239.56	5,000.00	51,239.56	1,124.8%
Total Income	2,299,002.57	2,900,557.00	-601,554.43	79.3%
Gross Profit	2,299,002.57	2,900,557.00	-601,554.43	79.3%
Expense				
8005 · Operating Contingency	0.00	25,000.00	-25,000.00	0.0%
5000 · Personnel Expenses				
5423 · Oregon Paid Leave	1,293.52			
5137 · Grant Funded Wages	29,180.00	25,000.00	4,180.00	116.7%
5131 · Non-Union Overtime Wages	0.00	1,000.00	-1,000.00	0.0%
5422 · Oregon Transit Tax	215.62	500.00	-284.38	43.1%
5136 · Conflagration Wages	35,174.07	35,174.07	0.00	100.0%
5100 · Fire Chief Wages	80,042.00	105,696.00	-25,654.00	75.7%
5105 · Deputy Chief Wages	74,172.00	97,776.00	-23,604.00	75.9%
5110 · Admin Asst Wages	55,024.00	72,960.00	-17,936.00	75.4%
5120 · Staff Captain Wage	64,307.00	83,232.00	-18,925.00	77.3%
5125 · Firefighter Wages	342,864.96	454,308.00	-111,443.04	75.5%
5130 · Overtime Wages	53,944.68	72,568.00	-18,623.32	74.3%
5135 · Extra Hire	12,625.00	30,000.00	-17,375.00	42.1%
5405 · Employers FICA	45,793.02	55,574.00	-9,780.98	82.4%
5410 · Employers Medicare	10,709.67	15,000.00	-4,290.33	71.4%
5420 · Workers Benefit Assessment	140.34	500.00	-359.66	28.1%
5421 · Workers Compensation	42,437.85	60,000.00	-17,562.15	70.7%
5430 · PERS - Employe	212,461.45	220,685.00	-8,223.55	96.3%
5431 · PERS - Pickup 6%	45,500.53	21,649.00	23,851.53	210.2%
5440 · Health Insurance	155,846.23	222,581.00	-66,734.77	70.0%
5441 · Unemployment	0.00	10,000.00	-10,000.00	0.0%
Total 5000 · Personnel Expenses	1,261,731.94	1,584,203.07	-322,471.13	79.6%
6000 · Materials and Services				
6216 · FA/CPR Education				
6216-1 · FA/CPR Education- Supplies	5,252.11			
6216-2 · FA/CPR Education- Instructors	2,587.50			
6216 · FA/CPR Education - Other	0.00	8,500.00	-8,500.00	0.0%
Total 6216 · FA/CPR Education	7,839.61	8,500.00	-660.39	92.2%
6091 · Tuition Reimbursement	23,959.47	60,000.00	-36,040.53	39.9%
6101 · Equip. Maint. Agreements - EMS	680.00	750.00	-70.00	90.7%
6001 · Contracted Professional Service	54,484.86	82,422.00	-27,937.14	66.1%
6010 · Office Supplies	2,508.74	6,520.00	-4,011.26	38.5%
6011 · Postage/Shipping	164.69	4,200.00	-4,035.31	3.9%
6020 · Insurance and Bond	53,208.00	65,000.00	-11,792.00	81.9%
6030 · Dues and Fees	9,897.88	16,860.00	-6,962.12	58.7%
6040 · Publications and Elections	350.31	1,500.00	-1,149.69	23.4%
6050 · Utilities	25,513.45	37,000.00	-11,486.55	69.0%
6060 · Telephone, Pagers, Internet	13,613.43	22,000.00	-8,386.57	61.9%
6090 · Education/Training	21,848.99	33,300.00	-11,451.01	65.6%
6110 · Equipment Rentals	0.00	150.00	-150.00	0.0%
6130 · Gas & Oil	14,119.09	30,000.00	-15,880.91	47.1%
6150 · Radio Maintenance	16,191.09	28,000.00	-11,808.91	57.8%
6160 · Equipment Maintenance	6,541.15	15,850.00	-9,308.85	41.3%
6161 · Vehicle Maintenance	58,307.64	62,680.00	-4,372.36	93.0%
6170 · Building Maint and Improvements	1,462.84	4,000.00	-2,537.16	36.6%
6180 · Grounds Maintenance	500.00	1,000.00	-500.00	50.0%
6190 · Small Tools & Equipment	2,924.07	3,000.00	-75.93	97.5%
6200 · Supplies - Department	5,717.88	6,500.00	-782.12	88.0%
6210 · Supplies - Medical	13,373.49	25,000.00	-11,626.51	53.5%
6215 · Supplies - Prevention	406.00	2,750.00	-2,344.00	14.8%
6220 · Supplies - Suppression	1,162.40	1,000.00	162.40	116.2%
6230 · Hazardous Materials	132.92	150.00	-17.08	88.6%
6250 · Uniforms	20,476.10	35,300.00	-14,823.90	58.0%
6270 · Volunteer - Activities	5,635.65	12,000.00	-6,364.35	47.0%
6280 · Volunteer Incentive Program	4,159.38	5,000.00	-840.62	83.2%
6300 · Volunteer - Length of Service	0.00	11,000.00	-11,000.00	0.0%
6310 · Physical & Immunizations	828.00	18,000.00	-17,172.00	4.6%

Philomath Fire and Rescue
Profit & Loss Budget vs. Actual
July 2025 through March 2026

	Jul '25 - Mar 26	Budget	\$ Over Budget	% of Bud...
6320 · Community Involvement	1,375.78	2,700.00	-1,324.22	51.0%
6900 · Miscellaneous Expense	20,854.79	5,000.00	15,854.79	417.1%
Total 6000 · Materials and Services	388,237.70	607,132.00	-218,894.30	63.9%
7000 · Capital Outlay				
7130 · Capital Outlay - Bond				
7130 · Capital Outlay - Bond - Other	12,807.50			
Total 7130 · Capital Outlay - Bond	12,807.50			
7200 · Capital Outlay - Equipment	6,740.70	35,000.00	-28,259.30	19.3%
Total 7000 · Capital Outlay	19,548.20	35,000.00	-15,451.80	55.9%
Total Expense	1,669,517.84	2,251,335.07	-581,817.23	74.2%
Net Ordinary Income	629,484.73	649,221.93	-19,737.20	97.0%
Net Income	629,484.73	649,221.93	-19,737.20	97.0%

3:01 PM
04/08/26

Philomath Fire and Rescue
Check Detail
March 2026

Type	Num	Date	Name	Item	Account	Paid Amount	Original Amount
Check		03/31/2026			1050 · Local Gove...		-0.10
					6030 · Dues and F...	-0.10	0.10
TOTAL						-0.10	0.10
Check	EFT	03/01/2026	Consumers Power...		1015 · Citizens Ba...		-327.20
					6050 · Utilities	-184.80	184.80
					6050 · Utilities	-82.36	82.36
					6050 · Utilities	-60.04	60.04
TOTAL						-327.20	327.20
Check	EFT	03/03/2026	Carson		1015 · Citizens Ba...		-540.76
					6130 · Gas & Oil	-540.76	540.76
TOTAL						-540.76	540.76
Check	EFT	03/04/2026	AT&T Mobility		1015 · Citizens Ba...		-203.14
					6060 · Telephone, ...	-203.14	203.14
TOTAL						-203.14	203.14
Check	EFT	03/05/2026	EFTPS		1015 · Citizens Ba...		-20,553.58
					2110 · Federal Inco...	-8,711.00	8,711.00
					2120 · FICA Payable	-4,798.95	4,798.95
					2125 · Medicare Pa...	-1,122.34	1,122.34
					5405 · Employers F...	-4,798.95	4,798.95
					5410 · Employers ...	-1,122.34	1,122.34
TOTAL						-20,553.58	20,553.58
Check	EFT	03/05/2026	Intuit		1015 · Citizens Ba...		-55.00
					6030 · Dues and F...	-55.00	55.00
TOTAL						-55.00	55.00
Check	EFT	03/05/2026	AsiFlex		1015 · Citizens Ba...		-357.50
					2230 · Flexible Spe...	-350.00	350.00
					6030 · Dues and F...	-7.50	7.50
TOTAL						-357.50	357.50
Check	EFT	03/05/2026	PERS		1015 · Citizens Ba...		-27,966.39
					5431 · PERS - Pick...	-4,944.60	4,944.60
					5430 · PERS - Emp...	-23,021.79	23,021.79
TOTAL						-27,966.39	27,966.39
Check	EFT	03/05/2026	Oregon Departme...		1015 · Citizens Ba...		-5,513.00
					2130 · State Incom...	-5,513.00	5,513.00
TOTAL						-5,513.00	5,513.00

3:01 PM

04/08/26

Philomath Fire and Rescue
Check Detail
March 2026

Type	Num	Date	Name	Item	Account	Paid Amount	Original Amount
Check	EFT	03/06/2026	Comcast		1015 · Citizens Ba...		-19.93
					6060 · Telephone, ...	-19.93	19.93
TOTAL						-19.93	19.93
Check	EFT	03/07/2026	Verizon		1015 · Citizens Ba...		-230.17
					6060 · Telephone, ...	-230.17	230.17
TOTAL						-230.17	230.17
Bill Pmt -Check	EFT	03/09/2026	U.S. Bank		1015 · Citizens Ba...		-4,188.29
Bill	3.202...	03/09/2026			US Bank OneCard...	-845.81	845.81
Bill	3.202...	03/09/2026			US Bank One Card...	-50.00	50.00
Bill	3.202...	03/09/2026			US Bank One Card...	-166.25	166.25
Bill	3.202...	03/09/2026			US Bank One Card...	-3,116.73	3,116.73
Bill	3.202...	03/10/2026			US Bank One Card...	-9.50	9.50
TOTAL						-4,188.29	4,188.29
Check	EFT	03/10/2026	CIS Trust		1015 · Citizens Ba...		-18,277.47
					5440 · Health Insur...	-18,277.47	18,277.47
TOTAL						-18,277.47	18,277.47
Check	EFT	03/10/2026	NW Natural		1015 · Citizens Ba...		-492.32
					6050 · Utilities	-492.32	492.32
TOTAL						-492.32	492.32
Check	EFT	03/10/2026	Pacific Power		1015 · Citizens Ba...		-843.21
					6050 · Utilities	-843.21	843.21
TOTAL						-843.21	843.21
Check	EFT	03/10/2026	Riverstrong		1015 · Citizens Ba...		-2,360.81
					6001 · Contracted ...	-2,360.81	2,360.81
TOTAL						-2,360.81	2,360.81
Check	EFT	03/15/2026	De Lage Landen F...		1015 · Citizens Ba...		-157.97
					6001 · Contracted ...	-157.97	157.97
TOTAL						-157.97	157.97
Check	EFT	03/15/2026	Carson		1015 · Citizens Ba...		-789.18
					6130 · Gas & Oil	-789.18	789.18
TOTAL						-789.18	789.18

3:01 PM

04/08/26

Philomath Fire and Rescue
Check Detail
 March 2026

Type	Num	Date	Name	Item	Account	Paid Amount	Original Amount
Check	EFT	03/16/2026	City of Philomath		1015 · Citizens Ba...		-346.50
				6050 · Utilities		-331.30	331.30
				6050 · Utilities		-15.20	15.20
TOTAL						-346.50	346.50
Check	EFT	03/20/2026	Pioneer Telephon...		1015 · Citizens Ba...		-212.75
				6060 · Telephone, ...		-212.75	212.75
TOTAL						-212.75	212.75
Check	EFT	03/20/2026	Annas Consultant...		1015 · Citizens Ba...		-485.78
				6050 · Utilities		-397.41	397.41
				6050 · Utilities		-88.37	88.37
TOTAL						-485.78	485.78
Check	EFT	03/20/2026	Republic Services		1015 · Citizens Ba...		-314.23
				6050 · Utilities		-37.11	37.11
				6050 · Utilities		-277.12	277.12
TOTAL						-314.23	314.23
Check	EFT	03/24/2026	Consumers Power...		1015 · Citizens Ba...		-485.78
				6050 · Utilities		-88.37	88.37
				6050 · Utilities		-397.41	397.41
TOTAL						-485.78	485.78
Check	EFT	03/27/2026	PERS		1015 · Citizens Ba...		-2,320.05
				5431 · PERS - Pick...		-390.25	390.25
				5430 · PERS - Emp...		-1,929.80	1,929.80
TOTAL						-2,320.05	2,320.05
Check	EFT	03/31/2026	Carson		1015 · Citizens Ba...		-749.46
				6130 · Gas & Oil		-749.46	749.46
TOTAL						-749.46	749.46
Bill Pmt -Check	32926	03/03/2026	Alexander Bradford		1015 · Citizens Ba...		-112.50
Bill	2.22.2...	02/23/2026			6090 · Education/Tr...	-112.50	112.50
TOTAL						-112.50	112.50
Bill Pmt -Check	32927	03/03/2026	CIS Trust		1015 · Citizens Ba...		-628.50
Bill	GASB...	02/18/2026			6001 · Contracted ...	-628.50	628.50
TOTAL						-628.50	628.50

3:01 PM

04/08/26

Philomath Fire and Rescue
Check Detail
March 2026

Type	Num	Date	Name	Item	Account	Paid Amount	Original Amount
Bill Pmt -Check	32928	03/03/2026	Hughes Fire Equi...		1015 · Citizens Ba...		-3,756.57
Bill	637025	02/06/2026			6161 · Vehicle Mai...	-427.99	427.99
Bill	637534	02/19/2026			6161 · Vehicle Mai...	-741.00	741.00
Bill	637535	02/19/2026			6161 · Vehicle Mai...	-2,017.79	2,017.79
Bill	637024	02/26/2026			6161 · Vehicle Mai...	-569.79	569.79
TOTAL						-3,756.57	3,756.57
Bill Pmt -Check	32929	03/03/2026	IIA Lifting Service...		1015 · Citizens Ba...		-2,522.10
Bill	INDI1...	02/17/2026			6160 · Equipment ...	-2,522.10	2,522.10
TOTAL						-2,522.10	2,522.10
Bill Pmt -Check	32930	03/03/2026	Industrial Welding...		1015 · Citizens Ba...		-56.50
Bill	495440	02/24/2026			6210 · Supplies - M...	-56.50	56.50
TOTAL						-56.50	56.50
Bill Pmt -Check	32931	03/03/2026	Joshua Eskenazi		1015 · Citizens Ba...		-156.25
Bill	2.22.2...	02/23/2026			6090 · Education/Tr...	-156.25	156.25
TOTAL						-156.25	156.25
Bill Pmt -Check	32932	03/03/2026	Kendra Islam		1015 · Citizens Ba...		-74.99
Bill	624203	02/17/2026			6270 · Volunteer - ...	-74.99	74.99
TOTAL						-74.99	74.99
Bill Pmt -Check	32933	03/03/2026	Life Assist, Inc.		1015 · Citizens Ba...		-1,084.49
Bill	20677...	02/17/2026			6210 · Supplies - M...	-131.55	131.55
Bill	20676...	02/17/2026			6210 · Supplies - M...	-455.50	455.50
Bill	20710...	02/20/2026			6210 · Supplies - M...	-188.64	188.64
Bill	20710...	02/20/2026			6210 · Supplies - M...	-308.80	308.80
TOTAL						-1,084.49	1,084.49
Bill Pmt -Check	32934	03/03/2026	Spaeth Lumber C...		1015 · Citizens Ba...		-12.36
Bill	2602-...	02/06/2026			6090 · Education/Tr...	-11.29	11.29
Bill	2602-...	02/23/2026			6900 · Miscellaneo...	-1.07	1.07
TOTAL						-12.36	12.36
Bill Pmt -Check	32935	03/03/2026	TWGW, Inc. dba P...		1015 · Citizens Ba...		-94.00
Bill	869593	02/05/2026			6130 · Gas & Oil	-66.58	66.58
Bill	870969	02/19/2026			6161 · Vehicle Mai...	-27.42	27.42
TOTAL						-94.00	94.00
Bill Pmt -Check	32936	03/03/2026	William Beede		1015 · Citizens Ba...		-162.50
Bill	2.22.2...	02/26/2026			6090 · Education/Tr...	-162.50	162.50
TOTAL						-162.50	162.50

3:01 PM

04/08/26

Philomath Fire and Rescue
Check Detail
 March 2026

Type	Num	Date	Name	Item	Account	Paid Amount	Original Amount
Bill Pmt -Check	32937	03/03/2026	Zoll Medical Corp...		1015 · Citizens Ba...		-26.24
Bill	44372...	02/26/2026			6210 · Supplies - M...	-26.24	26.24
TOTAL						-26.24	26.24
Bill Pmt -Check	32938	03/05/2026	Amy Wilkerson		1015 · Citizens Ba...		-278.72
Bill	456705	03/05/2026			6270 · Volunteer - ...	-278.72	278.72
TOTAL						-278.72	278.72
Bill Pmt -Check	32939	03/05/2026	Clarion Events, Inc.		1015 · Citizens Ba...		-4,865.00
Bill	CIV00...	03/05/2026	<i>New Training Software.</i>		6090 · Education/Tr...	-4,865.00	4,865.00
TOTAL						-4,865.00	4,865.00
Bill Pmt -Check	32940	03/05/2026	Industrial Welding...		1015 · Citizens Ba...		-21.50
Bill	498606	03/05/2026			6210 · Supplies - M...	-21.50	21.50
TOTAL						-21.50	21.50
Bill Pmt -Check	32941	03/05/2026	Kendra Islam		1015 · Citizens Ba...		-295.71
Bill	161064	03/05/2026			6270 · Volunteer - ...	-295.71	295.71
TOTAL						-295.71	295.71
Bill Pmt -Check	32942	03/05/2026	Philomath Fire Dis...		1015 · Citizens Ba...		-651.42
Bill	2.202...	03/05/2026			2232 · Union Dues	-651.42	651.42
TOTAL						-651.42	651.42
Bill Pmt -Check	32943	03/05/2026	Synergy Security ...		1015 · Citizens Ba...		-756.00
Bill	17975	03/05/2026			6060 · Telephone, ...	-756.00	756.00
TOTAL						-756.00	756.00
Bill Pmt -Check	32944	03/05/2026	Zoll Medical Corp...		1015 · Citizens Ba...		-300.94
Bill	44417...	03/05/2026			6210 · Supplies - M...	-300.94	300.94
TOTAL						-300.94	300.94
Bill Pmt -Check	32945	03/09/2026	Kendra Islam		1015 · Citizens Ba...		-139.00
Bill	114-8...	03/09/2026			6270 · Volunteer - ...	-139.00	139.00
TOTAL						-139.00	139.00
Bill Pmt -Check	32946	03/09/2026	Life Assist, Inc.		1015 · Citizens Ba...		-228.06
Bill	20787...	03/06/2026			6210 · Supplies - M...	-228.06	228.06
TOTAL						-228.06	228.06

3:01 PM

04/08/26

Philomath Fire and Rescue

Check Detail

March 2026

Type	Num	Date	Name	Item	Account	Paid Amount	Original Amount
Bill Pmt -Check	32947	03/09/2026	Local Government...		1015 - Citizens Ba...		-1,140.00
Bill	73780	03/06/2026			6001 - Contracted ...	-1,140.00	1,140.00
TOTAL						-1,140.00	1,140.00
Bill Pmt -Check	32948	03/09/2026	MPTV, Inc.		1015 - Citizens Ba...		-132.95
Bill	AA30...	02/06/2026			6130 - Gas & Oil	-53.98	53.98
Bill	AA30...	02/10/2026			6170 - Building Mai...	-78.97	78.97
TOTAL						-132.95	132.95
Bill Pmt -Check	32949	03/09/2026	OFDDA		1015 - Citizens Ba...		-1,650.00
Bill	26-2417	03/06/2026			6030 - Dues and F...	-1,650.00	1,650.00
TOTAL						-1,650.00	1,650.00

Philomath Fire and Rescue A/P Aging Detail As of March 31, 2026

Type	Date	Num	Name	Due Date	Aging	Open Balance
Current						
Bill	03/23/2026	639289	Hughes Fire Equipm...	04/02/2026		270.90
Bill	03/23/2026	639288	Hughes Fire Equipm...	04/02/2026		619.58
Total Current						890.48
1 - 30						
Credit	03/06/2026	20789...	Life Assist, Inc.			-42.64
Bill	03/10/2026	24157...	Medline Industries, I...	03/20/2026	11	81.83
Bill	03/11/2026	24159...	Medline Industries, I...	03/21/2026	10	68.24
Bill	03/11/2026	11001...	Kendra Islam	03/21/2026	10	450.00
Bill	03/11/2026	521226	Kendra Islam	03/21/2026	10	150.00
Bill	03/12/2026	638756	Hughes Fire Equipm...	03/22/2026	9	559.66
Bill	03/13/2026	40743...	Jean Goul	03/23/2026	8	37.00
Bill	03/13/2026	B5116...	MPTV, Inc.	03/23/2026	8	10.99
Bill	03/17/2026	499726	Industrial Welding S...	03/27/2026	4	21.50
Bill	03/18/2026	638757	Hughes Fire Equipm...	03/28/2026	3	712.95
Bill	03/19/2026	AA30...	MPTV, Inc.	03/29/2026	2	14.99
Bill	03/20/2026	18052	Synergy Security So...	03/30/2026	1	591.25
Total 1 - 30						2,655.77
31 - 60						
Total 31 - 60						
61 - 90						
Credit	01/29/2026	873-8...	TWGW, Inc. dba Ph...			-66.89
Total 61 - 90						-66.89
> 90						
Credit	02/05/2025	Refund	Industrial Welding S...			-58.48
Total > 90						-58.48
TOTAL						3,420.88

Philomath Fire and Rescue
A/R Aging Detail
As of March 31, 2026

Type	Date	Num	P. O. #	Name	Terms	Due Date	Class	Aging	Open Balance
Current									
Total Current									
1 - 30									
Invoice	03/20/2026	2015-3...		Oregon State University		03/20/2026	General F...	11	270.00
Total 1 - 30									270.00
31 - 60									
Total 31 - 60									
61 - 90									
Total 61 - 90									
> 90									
Invoice	11/04/2025	2015-2...		Philomath School Dist...		11/04/2025	General F...	147	585.00
Total > 90									585.00
TOTAL									855.00

↑
Invoice resent 4/2/26
Invoice ack. by PSD 4/6/26
Awaiting Payment.

Contract Bargain Agreement

Between

Philomath Fire & Rescue

And

Philomath Professional Firefighters

IAFF Local 4925

This Agreement covers July 1, 2026

Through June 30, 2028



Table of Contents

ARTICLE 1 – PREAMBLE	1
ARTICLE 2 – RECOGNITION	1
ARTICLE 3 – UNION SECURITY	1
ARTICLE 4 – MANAGEMENT RIGHTS	2
ARTICLE 5 – GENERAL PROVISIONS	3
ARTICLE 6 – LEAVES OF ABSENCE	5
ARTICLE 7- VACTION LEAVE	6
ARTICLE 8 – HOLIDAYS	8
ARTICLE 9 – SICK LEAVE	8
ARTICLE 10 – GRIEVANCE PROCEDURE	11
ARTICLE 11 – DISCIPLINARY ACTION	12
ARTICLE 12 – PROBATIONARY PERIODS	14
ARTICLE 13 – WORK CONDITIONS	14
ARTICLE 14 – STAFFING	16
ARTICLE 15 – ACTING IN CAPACITY	19
ARTICLE 16 – COMPENSATION	19
ARTICLE 17 – BENEFITS	22
ARTICLE 18 – PERSONNEL FILES	24
ARTICLE 19 – WORK RULES	25
ARTICLE 20 – UNIFORMS	25
ARTICLE 21 – SUSTENANCE	25
ARTICLE 22 – SAVINGS CLAUSE	26
ARTICLE 23 – DURATION	26
ATTACHMENT A- WAGE SCALES	
ATTACHMENT B- CONTRACT MOUs	

ARTICLE I – PREAMBLE

This Agreement is entered by and between Philomath Fire & Rescue, Philomath, Oregon (hereinafter referred to as the District), and the Philomath Professional Firefighters, IAFF Local 4925 (hereinafter referred to as the Union) for the purposes provided in ORS 243.650 through 243.782. It is the purpose of this document to set forth a full Agreement between the parties. In the event of a conflict between this Agreement and a rule or regulation of the District, the terms of the Agreement shall prevail.

ARTICLE 2 – RECOGNITION

The District recognizes the Union as the sole and exclusive bargaining agent for all regular non-confidential and non-supervisory employees of District, excluding contract employees. For the purposes of this agreement, positions shall be designated as administrative (Training Captain) and shift (Shift Firefighter, Shift Engineer, Shift Officer).

ARTICLE 3 – UNION SECURITY

3.1 **UNION ACTIVITY** – The District agrees that certified Union representatives shall be afforded reasonable access to non-working spaces during non-working time for the purpose of conducting Union business, provided such access does not interfere with the performance by District employees of their duties and further provided that such officers shall obtain prior approval from the Chief or a designee. The parties agree that, as a general proposition, Union activities are to be undertaken outside of working hours. However, the parties recognize that there may be bases for reasonable limited deviations from this policy, such as meetings with Union counsel, the posting of Union notices and the distribution of Union literature. Where such activities cannot reasonably be performed outside scheduled working hours, such activities may be carried out without loss of pay to the employees involved, provided such activities are authorized by the Chief or a designee.

3.2 **DUES DEDUCTIONS** – The District agrees to deduct the monthly membership dues and other authorized fees and assessments from the pay of all bargaining unit employees. The amounts to be deducted shall be certified to the District by the Treasurer of the Union, and the aggregate deductions shall be remitted to the Union by the fifth (5th) day of each month together with an itemized statement of the sums remitted.

The District shall not be held liable for errors in deductions provided in this article unless the District, upon written notification from the Union, fails to correct the error within one month. The Union agrees to indemnify, defend, and hold the District harmless against any claims made or suits brought against the District as a result of this article. The

Union shall provide the District prior written notice of at least one month of any change in dues amounts.

3.3 USE OF BULLETIN BOARD – The District shall furnish space for a bulletin board for use by the Union. The Union may post notices and bulletins thereon, provided all materials posted are clearly identified as originating from the Union, any outdated materials are removed therefrom, and the board is maintained in a neat manner.

3.4 UNION REPRESENTATIVES

3.4.1 NEGOTIATIONS – up to two (2) union representatives may attend meetings with the District, without loss of pay, to negotiate labor contracts between the District and the Union.

3.4.2 TIME OFF FOR OTHER UNION ACTIVITIES – Union Representatives may attend Union functions on paid time so long as their absence does not, in the District’s judgment, hamper operations of the District. No paid or unpaid time off will be granted if doing so will result in an overtime liability for the District.

3.5 NOTICE – The District will be given a minimum of 72 hours advance notice, or as much notice as possible, of a time-off request for union business when a Union Representative will be absent from work.

3.6 UNION STEWARDS – The Union shall select and certify to the District an employee and alternate who shall act as Union representatives. Whenever the District is required by this Agreement to provide notification to the Union of a matter, it shall provide such notification to the representative. At the Union’s request, and subject to the operating requirements of the District, representatives shall be granted leave using compensatory time or vacation time off as may be required to attend Union Steward training programs.

3.7 NEW HIRES – Whenever a new employee is hired into a position covered by the bargaining unit, the District shall inform the Union of the name and address of the new employee and shall advise the employee that the employee’s information has been provided to the Union. The Union shall furnish all new employees with membership-related forms and documents.

ARTICLE 4 – MANAGEMENT RIGHTS

4.1 Except as expressly limited by other provisions of this Agreement and statutory provisions, all of the authority, rights, and responsibilities possessed by the District and retained by it, including, but not limited to, the right to determine the mission, purposes, objectives, and policies of the District; to determine the facilities, methods, means, and number of personnel required for conduct of District programs and departments; to develop and administer examinations, to recruit, hire, evaluate, train, promote, assign, and transfer employees; to direct, deploy, and utilize the work force, to establish

specifications for each class or position and to classify or reclassify and to allocate or reallocate new and existing positions; and to discipline or discharge employees for just cause in accordance with the provisions of this Agreement.

4.2 It is agreed that the enumeration of management prerogatives above shall not be deemed to exclude other management prerogatives not specifically enumerated above and that all rights and responsibilities of the Board of Directors of the District not specifically modified by this Agreement shall remain the function of the Board.

ARTICLE 5 – GENERAL PROVISIONS

5.1 **NON-DISCRIMINATION** – The District and the Union agree to abide by the provisions of ORS 243.672. Any issue that may arise regarding this section of this Article shall not be subject to the arbitration procedure contained herein.

5.2 **SENIORITY** – Seniority shall be defined as an employee’s length of continuous service within the District from the employee’s last date of hire. Those with greater seniority shall be given preference in the selection of vacation periods.

Employees who transfer or promote to positions outside the bargaining unit and who later return to the bargaining unit shall have a seniority date computed on the basis of periods of time served in the bargaining unit.

An employee loses seniority if he/she:

- a. Voluntarily quits work or retires;
- b. Is discharged;
- c. Fails to return from layoff to the last classification held within thirty (30) days following the request to do so;
- d. Is laid off for more than twenty-four (24) months.

5.3 **LAYOFF** – The District shall notify the Union in writing in advance of any need to lay off employees, and the basis for doing so. Employees shall be laid off in order of seniority; with the most recent hired the first laid off, and so on in order of hiring. Employees in a different classification faced with a layoff may bump into another classification, as follows:

In the event of a work force reduction, employees laid off from a job classification may elect to bump into a different classification provided:

- a. The employee is currently qualified to perform the job duties of the classification; and,

- b. The person displaced has less seniority than the person displacing him/her.

5.4 **RECALL** – Employees laid off shall retain recall rights for 24 months and shall be recalled in inverse order of layoff. In the event an employee is recalled within 24 months, the employee shall be entitled to recover the seniority earned before the layoff. The employee shall not accrue seniority while in layoff status.

5.5 **USE OF PRIVATE AUTOMOBILES** – There shall be no reimbursed use of private automobiles in the discharge of services of the District without prior written approval of the Chief. Every employee who is required to use a private automobile in the service of the District may receive compensation at the current IRS rate of reimbursement. Employees may choose to use their own vehicle while attending remote educational events. If an employee chooses to do so, they will not be reimbursed for the use of the vehicle.

5.6 **TRAVEL AND EXPENSES** – Covered by the current District Policy and Procedure for Travel.

5.7 **TRAINING** – The District encourages everyone to pursue further education and would like everyone to take responsibility for their futures.

a) Offsite Classes that are required by the Fire District will be paid for, including travel, and staffing will be provided by the District during the employee's absence. Also, any overtime that is required will be paid to the individual taking the class and/or coverage as needed.

b) Offsite Classes (recommended by the district or requested by the employee) that are beneficial to the District and individual will be paid for, including travel, and staffing will be provided by the District during their absence. The individual will only be compensated for the days of their normal scheduled work day/shift.

c) Offsite Classes that are above and beyond the scope of practice of the District (e.g. Hazmat Technician, Swift water Rescue) may be paid for by the District, including travel (if funds are available), but no compensation will be provided to the individual and staffing will not be provided by the District during their absence. It is up to the individual to arrange for coverage (trade) while they are absent, or apply for leave (vacation, compensatory time).

5.8 **EDUCATION ADVANCEMENT**

Program Overview: The District is committed to enhancing the professional development of its personnel and improving the quality services provided to the community. To support this commitment, the District shall establish an Educational Advancement program that enables eligible employees to pursue higher levels of education.

5.8.1 Members of the bargaining unit who are taking online classes shall be able to attend/participate in those classes while on duty at no loss of pay; so long as that participation does not hinder or inhibit the employees ability to respond to calls as needed.

ARTICLE 6 – LEAVES OF ABSENCE

6.1 **LEAVE WITHOUT PAY** – The District will consider a written application for leave of absence without pay. The written application shall be given to the Chief no later than 30 days prior to the beginning of the requested time off. The written application must describe the reason for the request and confirm a specified date upon which the employee is expected to return to work. Granting of the request is contingent upon District staffing needs. The District may terminate or cancel such leave by 30 days written notice, mailed to the address given by the employee on his/her written application for such leave.

Any employee who is granted a leave of absence without pay under this section and who, for any reason, fails to return to work immediately upon the expiration or termination of the leave of absence shall have such actions considered a resignation from the employee's position with the District.

Employees on leave without pay, for any reason, shall accrue no benefits. An employee's hire and seniority dates will be adjusted to reflect the deduction of time of leave without pay against accumulated vacation leave or compensatory time.

6.2 **EMERGENCY LEAVE** – All emergency leaves shall be subject to verification by the employee upon the request of the Chief.

6.3 **RELIGIOUS SERVICE** – A leave of absence without pay may be granted to an employee by the Chief for the purpose of observing or attending religious service for holidays of major theological importance, not to exceed one-half (1/2) day, may not exceed eight hours. The granting of such leave shall not impair the District's ability to respond to calls for emergency services. The employee may elect to charge such religious leaves against the employee's accumulated vacation leave or compensatory time.

6.4 **JURY DUTY** – Employees will be paid full salary when required to serve on a jury or are subpoenaed as a witness, all moneys received as witness fees or pay for jury duty will be signed over to the District, unless such fees are earned on days off or during other authorized leave with pay. Employees will be expected to report to work when less than a normal workday is required for jury or witness duties, if at least 2 hours of working time remains. This provision does not include court attendance for personal legal business or actions against the District by the employee. If, as a result of his/her official duties, an employee is required to appear in court as a witness for the District, during off-duty hours, the employee will receive compensation at the overtime rate with a minimum of two (2) hours paid.

ARTICLE 7 – VACATION LEAVE

7.1 ACCRUAL – Each regular full-time employee shall accrue vacation leave with pay each month on the following basis:

Years of service	Shift Monthly accrual (hours)	Day Admin (40 Hours) Monthly accrual (hours)
0-2	12.5	11
3-4	14.5	12.5
5-7	16	14
8-9	17.5	15
10-11	19	16.5
12-13	20.5	18
14-15	22	19.5
16-17	23.5	21
18-19	24	22.5
20+	26	24

7.2 GENERAL - Years of service shall be determined based on the employee’s last date of hire with the District, except as provided in 7.4, Break in Service.

After six (6) months of employment, the employee shall be eligible to schedule vacation as described in 7.3.

Employees who are routinely scheduled to work more than 20 hours but less than 40 hours per week shall accrue vacation leave with pay on a prorated basis each pay period, according to the hours worked by such employees. Using a 40-hour work week as 100% of the above schedule, their vacation accrual shall be computed as a fraction of the benefits listed above, based upon average hourly work week and tenure.

For the purposes of this Article, a year of service means the completion of 12 months of employment with the District in this bargaining unit. An employee advances to a higher accrual rate based on years of service. Time spent in layoff status or on leave without pay shall result in suspension of accrual of vacation leave for the duration of such layoff or leave.

Accrual shall be prorated for employees who are not in a paid status for the entire pay period on the basis of the number of days in paid status during the pay period.

An employee may accumulate no more than twice the annual vacation leave amount. Employees may accumulate a greater balance if the exigencies of the District workload prevent use of vacation leave as the employee approaches the maximum accumulation. The District may waive the maximum in such circumstances. Any other unused vacation leave above the accrual maximum is forfeited. The District shall notify employees 60 days prior to the end of the year if they are likely to exceed their maximum accrual.

Leave requests requiring coverage shall be made at least 14 days in advance.

7.3 SCHEDULING – Vacation scheduling will be based upon seniority. Thereafter, vacations will be approved on a first-to-apply basis. Leave requests may be declined by the Fire Chief or their designee should the leave request cause a staffing issue for the District because of lack of call-back resources.

7.4 BREAK IN SERVICE – Prior service, based on a full month of employment, shall be included for purposes of computation of vacation leave, but only for those periods of time spent as a regular employee of the District.

7.5 EFFECT OF HOLIDAYS – For the purpose of computing vacation, the term “working days” shall exclude all legal holidays which may fall during the vacation leave time for administrative employees.

7.6 TERMINATION OF EMPLOYMENT – Upon termination of employment, a regular employee shall receive payment for earned and unused vacation and compensatory time to which the employee would otherwise be entitled as of the date of termination. This section applies to both voluntary and involuntary terminations.

7.7 VACATION BUY-BACK - An employee may request to be paid for their earned vacation time depending on the availability of funding for that year’s budget as determined by the Fire Chief – on a seniority order of request. For employees with automatic deposit, the buyback will be included as part of the regular payday automatic deposit. Cash-outs are paid at the employee’s hourly rate of pay at time of request.

ARTICLE 8 – HOLIDAYS

8.1 Full-time, administrative employees of the District shall be entitled to the following full day off holidays:

New Year's Day
Martin Luther King Day
Presidents Day
Juneteenth
Memorial Day
Independence Day
Labor Day
Veterans Day
Thanksgiving Day
Day after Thanksgiving
Christmas Eve
Christmas Day

Employees working a shift schedule (56-hour week) shall accrue eleven (11) hours of holiday leave monthly in lieu of days off.

8.2 Whenever administrative employees are scheduled to work on a holiday, they shall receive overtime pay or compensatory time for all hours worked. If an employee is scheduled to work the holiday, they may be granted time off without loss of pay or leave. If an employee is not scheduled to work the holiday, he/she shall receive straight compensatory time. If the employee is not scheduled to work the holiday and does so to cover another employee's day off, at the request of the District, he/she shall receive two and a half times his/her pay for the hours worked. Part-time employees covered by this Agreement shall be granted holiday pay or time off on a pro-rated basis.

8.3 Whenever a new State holiday is added or removed during a multi-year contract, this article shall be updated accordingly in the year it becomes effective.

ARTICLE 9 – SICK LEAVE

9.1 **ACCRUAL** – All full-time employees shall be entitled to sick **leave** benefits. **For** shift personnel, these benefits shall accrue at the rate of 18 hours of sick leave pay for each month. Employees working a 40 hour work week shall receive 13 hours of sick leave for each month.

Employees who are routinely scheduled to work more than 20 hours but less than 40 hours per week shall accrue sick leave benefits on a prorated basis each pay period, according to the hours worked by such employees. Using a 40 hour work week as 100% of the above schedule, their sick leave accrual shall be computed as **a** fraction **of** the benefits listed above, based upon average hourly work week.

Accrual shall be prorated for employees who are not in paid status for the entire pay period based on the number of days in paid status during the pay period.

Sick leave accrued in any year shall carry forward in succeeding years up to a maximum of 990 working hours.

An employee who is granted a leave of absence with pay for any purpose shall continue to accrue sick leave at the regularly prescribed rate.

9.2 UTILIZATION – When sick leave is to be used, the employee shall notify the Chief or designee of the employee's need for sick leave, the general nature of the condition, and expected length thereof. If possible, the employee will notify the District two (2) hours prior to the beginning of a shift. Sick leave with pay shall be allowed in accordance with OAR 839-007-0020 for an employee or a member of the employee's family member. Family members are defined by State of Oregon Statutes, ORS 659A.150(4).

Sick leave shall not be granted to any employee for any injury resulting from employment with any other employer. Further exclusions regarding the availability of the use of sick leave include disability arising from any sickness or injury purposely inflicted, sickness or disability sustained while on leave of absence without pay, inability to perform required duties because of illness or injury, caused by intoxication, the use of illegal substances, or an illegal activity.

9.3 EXTENDED / MEDICAL LEAVE – An employee's written request to utilize accumulated compensatory time or vacation accruals, after sick leave has been exhausted, shall be granted by the Chief for extended illnesses or disabilities of the employee or their above-defined family member requiring an employee's immediate care. Leave without pay may be granted beyond the employee's entitlement to sick leave and other benefits.

If it appears that an employee will not be returning to work within ninety (90) days of the first day of absence, the District may meet with the employee to determine the projected status of the employee's ability to return to work and perform essential job functions. After a review of recommendations of the treating physician and any additional District requested evaluation, if it is determined that the employee will likely be able to return to work meeting the requirements of the employee's job, leave will continue for another period of ninety (90) days. At that time, the District may terminate the employee, subject to any applicable provisions of reinstatement/rehire laws. The cost of any District requested evaluations shall be paid by the District to include any employee co-pays excluding return to work documentation by the treating physician.

9.4 SICK LEAVE SHARING – The donated leave policy is intended to give employees an opportunity to contribute paid leave to other Union members who are absent from work for a prolonged period due to their own serious medical conditions or to care for a family member with a serious medical condition. Employees with accrued sick leave may donate time to employees who are eligible to take sick leave pursuant to District

policy and the terms of this Agreement, and who have exhausted all their own paid leave banks.

Donations of accrued sick leave are subject to the following conditions:

- a. No employee may donate more than seventy-two (72) hours in any fiscal year and only by employees who maintain a minimum of one hundred (100) hours in their respective sick leave bank. Paid leave donation requests must be submitted to management in writing and must specify the amount of sick leave being donated.
- b. Sick leave donation offers shall be submitted to the District, in writing, specifying the hours of leave to be donated, and are made voluntarily and anonymously.
- c. Donations will be removed from the donor's sick leave account and deposited in a District-sponsored leave bank for use by other Union employees who are eligible to receive paid leave donations.
- d. Employees who donate such benefits surrender those benefits to the donated leave bank to be used for the benefit of other employees who are qualified to receive donations.

9.5 DEATH IN THE FAMILY – A leave of absence with pay of up to four (4) days (Administrative) or 2 shifts (Shift) shall be granted by the Chief to an employee because of a death within his/her family, as defined by State of Oregon Statutes, ORS 659A.150(4). With the Chief's approval, the employee may use sick leave or other leave to extend the amount of time needed.

9.6 WORKERS' COMPENSATION – An employee who is absent due to disability or injury incurred while on duty, may utilize sick leave on an hour-for-hour basis to compensate for the net difference between the benefit which workers' compensation allows and the employee's District wage, less state and federal deductions (net pay).

9.7 TERMINATION / SEPARATION – Upon termination or separation from the District, employees shall receive, as a credit to their PERS account, those amounts allowed by statute. Except as so provided, an employee receives no other compensation for sick leave.

ARTICLE 10 – GRIEVANCE PROCEDURE

10.1 GRIEVANCE – A grievance is defined as any dispute arising between the parties as to the application, interpretation or meaning of any provision of this Agreement.

Grievances will be processed in the following manner and within the following time limits:

STEP 1. A grievance shall be submitted to the Chief within fifteen (15) calendar days of the date the aggrieved party knew or reasonably should have known of the action giving rise to the grievance. The grievance shall be reduced to writing, signed by the employee or Union and shall include:

- a) A statement of the grievance and the facts upon which it is based;
- b) The remedial action requested;
- c) The provision(s) of the agreement in dispute.

The Chief shall meet with the aggrieved party within ten (10) calendar days of receipt of the grievance and render a decision in writing within ten (10) calendar days thereafter.

STEP 2. If the grievance remains unresolved at Step 1, the grievance may be submitted in writing to the District Board with all pertinent information within fifteen (15) calendar days of the date of the Chief's response at Step 1. The Board or its representative shall meet with the Union and shall render a decision in writing within twenty (20) calendar days of the Step 2 grievance hearing. The Board of Directors may, in its discretion, elect not to review the grievance. In which case, the grievance shall move to Step 3. The total time for Step 2 shall not exceed forty-five (40) days from submission to the Board and decision.

STEP 3. If the grievance remains unresolved at Step 2, the grievance will, by mutual agreement, be submitted for grievance mediation through the state Conciliation Service of the Employment Relations Board. The District and Union shall each be responsible for payment of the fee for grievance mediation. Each party shall be responsible for any other costs of processing the grievance through mediation. If the parties cannot agree to mediation, or if mediation proves unsuccessful, the grievance shall advance to Step 4.

STEP 4. If the grievance is not resolved to the satisfaction of either the employee or the Union at Step 3, the Union shall within fifteen (15) calendar days of the Board's decision notify the Board of its intention to proceed to arbitration on the employee's behalf. Upon presentation of such notice to the Board by the Union, the parties shall request a list of seven (7) arbitrators from the Oregon Employment Relations Board.

Within fifteen (15) calendar days of the receipt of the list of the arbitrators, the parties shall select a neutral from the list by alternately striking the names. The Union shall strike the first name. This process shall not preclude the parties from mutually agreeing to a particular arbitrator.

10.2 TIME LIMITS – If the Chief or District fail to respond in a timely manner at any step in the grievance process, their inaction shall be deemed a denial, and the grievant and Union may proceed to the next step in the grievance process within the time provided for appeal from a denial.

All time limits specified in the grievance procedure may be waived by mutual written consent of the Union and District. Failure to submit the grievance in accordance with these time limits without such waiver shall constitute abandonment of the grievance. Failure of the District to adhere to timelines contained in this article shall result in the grievance moving to the next step.

The parties agree that the use of the grievance procedure by a Union member for any grievance, the subject of which would otherwise be under the review of the District's Civil Service Commission, shall be considered a waiver of the member's right to use the appeals process of the Civil Service system.

ARTICLE 11 – DISCIPLINARY ACTION

11.1 JUST CAUSE – Employees shall only be disciplined for just cause and discipline will be progressive in nature. Disciplinary action may include, but is not limited to:

- Verbal reprimands
- Written reprimands
- Work improvement plans
- Suspension
- Demotion
- Discharge

11.2 VERBAL OR WRITTEN REPRIMANDS – Verbal and written reprimands shall not be protested through the grievance procedure. Employees shall have the opportunity to rebut these charges, either verbally or in writing, within seven (7) calendar days from the receipt of notice of issuance of the reprimand. If submitted, written responses will be filed with the action in the employee's personnel file, subject to removal in accordance with this Agreement. In the case of any reprimand under this clause, the Union employee may request assistance from the Union representative. Non-employees that are not involved in the disciplinary action are not to participate in the reprimand, except as agreed to by the Union representative.

11.3 PROBATIONARY EMPLOYEES – This article shall not apply to any employee on initial hire probation, as defined within the contract. Further, this provision shall not apply to the demotion of any promoted employee during that employee's promotional probationary period.

11.4 IMPOSITION – If the District has reason to discipline an employee, it shall make reasonable effort to impose such discipline in a manner that will not unduly embarrass the employee before other employees or the public.

11.5 INVESTIGATORY INTERVIEW – In any investigation, employee may be required to answer any questions reasonably related to the subject matter under investigation. The employee may be disciplined for refusing to answer such questions. If the employee is being ordered to appear at an interview and respond to questions that might result in disciplinary action being taken against employee, the employee shall be notified of this possibility and shall be given reasonable opportunity to obtain the advice and assistance of a representative of the Union and/or Union counsel and make arrangements to be accompanied by the Union representative and/or counsel at the interview. Non-employees that are not involved in the disciplinary action are not to participate in the interview process, except as agreed to by the Union representative. This is to be interpreted in accordance with the “Weingarten Rules.” Either party may tape record the interview and if either party exercises this right, that party shall provide a copy of the audiotape or transcript to the other party upon request. The requesting party shall be responsible for the cost of transcription and copies.

11.6 DUE PROCESS – In the event that the District believes an employee may be subject to discipline greater than a written reprimand after investigation, the following procedural due process shall be followed:

1. The employee and the Union shall be provided with the following documentation:
 - a. A copy of the final investigative report upon which the discipline is to be based.
 - b. A copy of all witness statements and investigative findings associated with the charges.
 - c. Notice of the policy, work rule or other basis for discipline.
 - d. Notice of the disciplinary action being considered or proposed.
2. The District, the employee and the Union shall all recognize the sensitive nature of the investigative report and findings and shall retain the information in confidence at all stages of the disciplinary process. All parties acknowledge that witnesses to the proceeding may not be harassed or intimidated in any manner. The Union shall not otherwise be restricted in its’ obligation to perform an independent assessment of the facts underlying the charges sufficient to support the member’s defense.
3. No less than seven (7) calendar days after the employee and the Union have been provided with the foregoing documentation, and prior to the imposition of discipline, the employee and the Union shall have the right to respond to the charges in a personal appearance before the Chief or

the Chief's designee, at which the employee may be assisted by an Union representative and/or Union counsel. In lieu of a personal appearance, the employee may elect to present a written rebuttal to the charges on or before the scheduled hearing date.

4. Discipline shall not be imposed until after the employee has been afforded a right of response. The basis for discipline shall not be expanded unless new evidence is discovered. At that time, employee will be advised of any new charges being considered and given additional time to respond.
5. Protest of all discipline involving a financial penalty to the employee shall be made through the grievance procedure as set forth in this Agreement. Exercise of the rights under the grievance procedure is in lieu of and a waiver of rights under the District's civil service rules.

ARTICLE 12 – PROBATIONARY PERIODS

12.1 NEW EMPLOYEES – New bargaining unit employees shall serve an initial probationary period of twelve (12) months of continuous service. The District may, in its discretion, extend probation for an additional six (6) months after giving cause for the extension and a remediation plan with Union input.

12.2 PROMOTED EMPLOYEES – Employees who are promoted to another classification or position shall serve a probationary period of six (6) months. An employee who fails to satisfactorily meet the requirements of the new position or classification at any time during the probationary period shall be returned to the employee's previously held position or classification.

ARTICLE 13 – WORK CONDITIONS

13.1 WORK PERIOD – For administrative employees: 7 days. For shift employees under the provisions of FLSA section 207(k): 24 days.

13.2 PART TIME EMPLOYEES – Any employee working less than thirty (30) hours per week. If such positions are proposed by the District, the parties shall bargain pursuant to ORS 243.698.

13.3 REST PERIOD – Administrative employee work schedules shall provide for a paid fifteen (15) minute rest period during each one-half (1/2) shift. Should the employee be required to extend his/her work period, the rest periods shall be provided at the end of the work period and every two (2) hours after the end of their scheduled shift.

13.4 MEAL PERIOD – Administrative Employees shall receive a meal period during each work shift. Meal periods shall be scheduled near the middle of the shift whenever this is possible.

These are paid periods and shall be one (1) hour in length. Employees are expected to respond to emergencies and business-related contacts during this period. Should the meal period be interrupted or occupied with a work function, then a period of time shall be allowed thereafter to compensate for the meal period.

13.5 CLEANUP TIME – When necessary, employees shall be granted a reasonable personal cleanup period prior to the end of the work shift. Should the number of calls prior to the end of shift require extra time to complete Fire or EMS reports, the employee may stay up to one (1) hour after the end of the shift to complete those reports, at the overtime rate. This time may be extended by the Chief as required.

13.6 WORK SCHEDULES

SHIFT – The normal work schedule for “Shift” personnel shall consist of forty-eight (48) hours on duty followed by ninety-six (96) hours off duty. Shifts shall begin at 0800 hours. The parties agree that, pursuant to Section 7(k) of the Fair Labor Standards Act (FLSA), the applicable work period for shift employees is one hundred eighty two (182) hours in a twenty-four (24) day period. Forty-eight (48)-hour shift employees are subject to the Fire Service provisions of the FLSA, as set forth in 29 CFR § 553.230, *Maximum Hours Standards for Work Periods of 7 to 28 Days*, Section 7(k).

ADMIN—Normal work schedule of administrative personnel consists of five (5) eight-hour days (Monday-Friday) with the hours of 0800-1600. This schedule may be modified by mutual agreement of the employee and the Fire Chief, to enable the conduct of regular/scheduled, essential district activities (e.g. Tuesday drill). In that instance, the employee and Fire Chief will mutually agree to a change in working hours which satisfies the District’s needs (e.g. 3 additional hours for Tuesday drill, in exchange for working 0800-1200 Friday).

Weekly Hours for Non-Shift Captains (Training Captain)

1. By mutual agreement between the District and Union, beginning 1 July 2026, the weekly tour of duty (hours) for captains holding non-shift positions (e.g. Training Captain) will be reduced from 49 hours to 40 hours.

13.6.1 Except in an emergency, unusual or unforeseen circumstance, no work schedule will be changed without seven (7) days’ notice. An employee may occasionally be asked to flex their schedule to meet unforeseen District matters. Employees may flex their schedule within a work period (56 hours for shift personnel and 40 hours for administrative personnel) by permission of their supervisor or the Fire Chief so long as it does not trigger overtime coverage or disrupt District operations.

13.6.2 Employees will not be scheduled for more than 72 consecutive hours except in case of emergency.

13.7 EXERCISE PERIOD – The District will allow employees a one-hour exercise period per day. These periods can be taken at the beginning of their work hours, end of their work hours, or concurrent with their meal break. These periods will not be combined with another exercise period for physical fitness. The employee is expected to respond to emergencies during this period.

ARTICLE 14 – STAFFING

14.1 MINIMUM STAFFING – The minimum staffing for any 48-hour shift period (0800-0800) is at least one (1) bargaining unit member.

14.2 SHIFT COVERAGE - If a vacancy of any represented shift position is created due to any type of leave event (sick, vacation, class, etc.) or by a vacancy caused by a conflagration deployment by a represented employee, the shift will be offered to other bargaining unit members (or combination of members) in accordance with 16.10 - Overtime Distribution and Filling. Represented employees shall have the right of first refusal to fill any represented positions before alternate staffing arrangements are made. This ensures that qualified represented members are given the first opportunity to work any available shift. If, for any reason, that bargaining unit members cannot fill the position, the District may hire a temporary employee.

The District may also hire a temporary employee to fill in place of management staff for that staff person's normal work period (subject to the provisions of section 14.4.1) on a case-by-case basis to augment staffing or for special projects, not to exceed two 6 consecutive months. Should the district choose to utilize the provisions of this section, a predetermined start and end date for the temporary employee will be determined ahead of time and the union shall be notified in writing of said dates.

14.3 STAFFING NEEDS – When the District schedules an employee to work due to the staffing needs of the District, employees will be paid at the overtime rate of one and a half times their hourly rate.

14.4 TEMPORARY FILLING OF BARGAINING UNIT POSITIONS – When an employee that is covered by this contract is absent from work and management should need to provide coverage for the shift, first consideration shall be given to represented employees for the open shift. The employee providing the coverage shall be paid overtime for all hours worked.

When a regular, full time shift position is going to be open for more than six (6) consecutive shifts, but not more than five (5) months, due to an approved leave, a position vacancy, or scheduled vacation/compensatory time/department training, a temporary employee may be hired by the Department to fill the opening for the

applicable period. The District will not use more than two (2) temporary employees at any given time.

The District shall be responsible for giving written notification to the Union of its intent to utilize a temporary employee and any changes in that person's employment status.

These employees shall not accrue benefits under this Agreement during their employment. The District may request an extension of this temporary period beyond five (5) months to the District's Civil Service Commission. The Union shall be notified of such request. Extensions shall not be used where the need for the temporary employee was as a result of a vacancy. Extensions granted under this section shall not cause the temporary employee to become eligible for benefits under this Agreement.

14.4.1 The temporary employee shall meet the standards established by the Philomath Fire District for the position being filled. The District will establish a temporary hiring procedure, list of candidates, and seek Union input on its development. Preference is to be given to any volunteers on a current hiring list.

14.5 TRADES - A Shift Trade is defined as a voluntary exchange of hours by equally qualified employees working a regularly scheduled shift, also referred to under the Fair Labor Standards Act (FLSA) as a Substitution. Employees will be permitted to substitute shift for shift, or regular hours worked for regular hours worked subject to the following:

1. In the event of a shift trade, both employees will be credited and compensated as if they had worked their normal work schedule for the shift or shifts traded, subject to the provisions of this policy. The employer is not required to keep a record of the hours of substitute work. However, the official schedule may reflect the shift trade and show which employee is expected to physically work the traded hours.
2. In accordance with FLSA regulations, shift trades shall not affect the timecard or payroll of the employees participating in the trade. The District shall suffer no liability for overtime as a result of shift trades. Time worked as part of a shift trade is not counted as hours worked in a work week or hours worked in a pay period. Notwithstanding the provisions of ORS 653.268, it is agreed that at no time shall any hours worked under a shift trade be paid at the overtime rate.
3. The employee must submit a written request for a shift trade to the requesting employee's supervisor at least 48 hours prior to the shift to be traded.
4. The employer has complete discretion to decide whether to authorize a shift trade. Shift trade requests will be considered on a case-by-case basis, in consideration of staffing and other needs of the District.
5. The supervisor shall notify the requesting employees of the approval or denial of the request in a timely manner. However, if the employees

requesting the trade have not received notice 24 hours before the shift is scheduled to begin, it is the responsibility of the employees to contact the employer to determine the status of the request.

6. Once the employer has authorized a shift trade, the responsibility of working the shift transfers to the employee who has agreed to work the shift specified in the written request.
7. The employee physically working during a shift trade will be responsible for covering any overtime that would normally be the responsibility of the person who traded the shift.
8. If an employee who has agreed to work an authorized shift trade is unable to work the traded hours as scheduled, the employee's sick leave will be reduced by the number of hours agreed to in the shift trade. The deduction of sick leave hours will be reflected in the payroll pay period encompassing the date on which the hours were physically missed.

It is the responsibility of the employee to ensure that the employee has sufficient sick leave to cover the traded shift prior to submitting a request for a shift trade. If the employee fails to work an authorized shift trade and does not have sufficient sick leave to cover the hours agreed to in the shift trade, the employer will deduct an equal amount of banked leave at the employer's discretion. If the employee does not have sufficient sick leave or other banked leave to cover the hours agreed to in the shift trade, the employee will be subject to discipline. In either case, the employee will not be eligible for shift trades for a period of six (6) months.

The employee originally assigned to the shift will be credited as if the employee had worked his or her normal work schedule for the shift.

9. A shift trade is an agreement between employees. The employer is not responsible, nor can it be held liable, for disputes between employees as a result of shift trade agreements. The employer shall not be responsible for any deficit of hours that occur as a result of a shift trade, including if an employee leaves the Agency without completing a shift trade.
10. If an employee fails to work hours that the employee has agreed to work in an authorized shift trade request without providing prior notice (i.e. the employee "no shows"), the employee will be subject to discipline up to and including termination and in a manner equivalent to discipline imposed for failure to report for regularly scheduled hours.
11. Abuse of the shift trade system may result in disapproval of future trades.

ARTICLE 15 – ACTING IN CAPACITY

15.1 Employees may elect to Act In Capacity (AIC) of positions outside of their classification. If an employee chooses to maintain an AIC status, they must have successfully completed their probationary year, and meet all of the requirements outlined in the job description of the position (e.g. to AIC as a Lieutenant, an employee must meet all the requirements outlined in the Lieutenant Job Description; to AIC as an Engineer, an employee must meet all the requirements outlined in the Engineer Job Description). When Acting in Capacity, the employee assumes all roles and responsibilities of the classification. Employees are not required to AIC outside of their classification.

The employee will receive incentives for maintaining AIC status as outlined in Article 16.2.

15.2 If an employee is assigned to an AIC position for 10 consecutive shifts or longer, after the conclusion of the 10th shift the employee will be considered a Long-Term AIC and receive a larger incentive for the entirety of the Long-Term Assignment; additional 2% incentive will be added. Upon completion of the Long-Term assignment, the employee will return to their previous position and pay scale. Long-Term AIC is meant to be a temporary assignment, and should last only until the position vacancy is permanently filled by the District.

ARTICLE 16 – COMPENSATION

16.1 SALARIES - Salaries shall be paid in accordance with the provisions of this Article and the schedule attached hereto as Attachment A. This schedule reflects a

1 July 2026:

Shift Personnel: Cost of Living increase of 7.5%

Previous incentives for Pumper Operator of 2% will be rolled into the base wages of the Engineer classification.

Previous incentives for Fire Officer 1 for Lieutenants of 2% will be rolled into the base wages of the Lieutenant Classification and Fire Officer 1 shall now be required. As well as additional steps at years 8, 12.

Administrative Personnel: Training Captain position shall not receive a Cost of Living Adjustment (COLA) on July 1, 2026. However, the position remains eligible for step increases on the employee's anniversary date of employment.

1 July 2027: Cost of Living increase of 7.5%.

16.2 INCENTIVES -

Fire Fighters will be eligible for the following incentives:

AIC Engineer	2%
AIC Lieutenant	2%
Advanced EMT	4%
OR Intermediate	6%
OR Paramedic	8%

Engineers will be eligible for the following incentives:

AIC Lieutenant	2%
Advanced EMT	4%
OR Intermediate	6%
OR Paramedic	8%

Lieutenants will be eligible for the following incentives:

Fire Officer 2	2%
Advanced EMT	4%
OR Intermediate	6%
OR Paramedic	8%

Training/Operations/Staff Captain will be eligible for the following incentives:

Advanced EMT	4%
OR Intermediate	6%
OR Paramedic	8%
NFPA FOII	2%
NFPA Instructor II	2%
NFPA Instructor III	3%
NFPA Instructor IV	4%

Incentives shall be capped at 10%

All incentives are based on an employee's monthly salary.

16.3 STEP INCREASES - After completion of each year of service and start the first of the anniversary month, employees shall receive increases in salary as specified in the classification and salary schedule upon their respective anniversary dates. Steps shall be valued at 3% of base. Steps will be for the following years of service; Years 1-5, 8, 10, 12, 15 and 20.

16.4 MONTHLY RATE - Employees in step grade positions shall be paid on a monthly rate basis established for the full-time workweek.

16.5 OVERTIME - Employees may elect to receive overtime compensation in the form of either wages (if budgeted funds are available) or compensatory time off. Accrual of compensatory time may not exceed 110 hours. Overtime shall be rounded up to the nearest one-quarter (1/4) of an hour. For administrative personnel, hours more than 40 hours per week will be paid at one and one-half (1/2) times that employees' hourly pay rate.

Hourly Rate for shift personnel will be calculated as follows: Base wage + incentive pay / 1.27 (work periods per month) / 192 (182 allowable FLSA hours, plus 10 additional hours scheduled to work per 24-day period x 1.5) = Hourly rate.

16.6 PAY DAY - All employees shall be paid monthly on a regularly-established payday. At the request of employees, the District shall automatically deposit their paychecks on regularly established paydays at no cost to the employee.

16.7 RETIREMENT - Employees shall be eligible for participation in the Oregon Public Employees Retirement system (PERS) and the Oregon Public Service Retirement Plan (OPSRP) pursuant to ORS Chapters 237, 238, and 238A. The Employer shall "pick-up" the employee contribution to PERS or OPSRP, six percent (6%), as permitted by ORS 238.205(5) (a) and ORS 238A.330. The parties acknowledge that the pick-up payment is inapplicable to employees who are not PERS or OPSRP members due to insufficient service. In the event of the passage of any law, or court order that bars the District from making the employee's contribution to PERS as established in this section, the District agrees to immediately increase the employee's base pay by the amount barred (up to 6 percent).

16.8 OVERTIME LIMITATIONS – The District limits the annual overtime allowance in the annual budget to 13.5% of the projected wages of the bargaining unit members for the year. Should the actual overtime expenditure go over budget during the year, the District may elect to fill staffing needs for bargaining members with a temporary hire – within the following provisions:

1. The Bargaining Unit members may first be offered the overtime shift for compensation time off (CTO-up to the cap). Such CTO is earned at 1½ the hours worked.
2. If CTO is not an option, a temporary hire may be done by the District as provided in section 14.4.
3. The Union is to be notified when the overtime budget is within 10% of the limit of expenditure.

16.9 OVERTIME USE FOR EMERGENCY CALLBACK AND EXTRA STAFFING - The purpose of this directive is to provide clear guidance on the use of overtime for emergency callback of paid staff and the extra staffing of paid staff. This aims to ensure that our department remains efficient and responsive while maintaining fiscal responsibility.

1. Emergency Call Back of Staff:
 - Reported structure fire or large natural cover fire, within district boundaries
 - Any request for coverage sent by page, Active Alert, text, or call by the Duty Officer
2. Preplanned Extra Staffing/Upstaffing:
 - Predetermined request for extra staffing.
3. Compensation:
 - Staff called back on an emergency basis will be compensated for a minimum of one (1) hour of time at their standard overtime rate. Past the

first hour, time is compensated at overtime rounded up to the nearest quarter hour.

- Staff called back on a preplanned basis will be compensated for their overtime rate rounded up to the nearest quarter hour.

16.10 OVERTIME DISTRIBUTION AND FILLING

1. General Procedure

When overtime is needed to fill staffing needs, the District shall utilize a list by rank for the right of first refusal. When the list for the specific rank being sought is exhausted, the shift shall be offered to any qualified member using the overtime list for that classification.

2. Long-Term Shift Coverage

When staffing needs can be forecasted (e.g., vacation time, long-term leave), and the vacancy remains unfilled six (6) weeks prior to the date of absence, the shift shall become available for members in another classification to pick up.

3. Short-Term Shift Coverage

In the event of a short-term staffing need (e.g., sick call, conflagration deployment, family emergency), the opportunity to cover the shift shall go out by rank in the overtime list and be available for fifteen (15) minutes to be accepted. If the shift is not picked up, the offer shall move to the next employee and follow the procedure outlined in Section 1.

ARTICLE 17 – BENEFITS

17.1 MEDICAL/DENTAL INSURANCE – The District shall continue its insurance program for all employees in the bargaining unit (medical, vision, dental, life) through City County Insurance Services, January 1, 2026. Effective January 1, 2016, the District will pay 93% of the full health benefit premium. Employees shall contribute seven (7) percent to the cost of the same or substantially equivalent medical, dental and vision insurance coverage. This premium shall constitute a pre-tax deduction from wages each month.

The District will implement a longevity incentive for the health care premium benefit based on the following table:

Years of Service	District Contribution	Employee Contribution
3	95%	5%
5	97%	3%
10	100%	0%

17.2 LIFE INSURANCE – The District agrees to provide 24-hour Life and Accidental Death and Dismemberment insurance for each employee in the amount of \$50,000.

17.3 LONG TERM DISABILITY - The District will provide a long-term disability benefit policy for bargaining unit members disabled due to off- or on-the-job injury or illness. After ninety (90) days from the first day of total disability, the eligible employee will be on leave from the District without pay unless receiving the sick leave benefit as provided in this contract. This benefit shall be available for represented employees regularly scheduled to work twenty (20) hours or more per week.

17.4 INSURANCE COMMITTEE - An insurance committee consisting of three staff members and three union members shall be established as needed for changes. The insurance committee goals shall be to review cost-saving options, and alternative health care options to minimize the cost of District provided insurance benefits, while maintaining quality healthcare coverage for employees. The insurance committee shall make final recommendations to the Board of Directors and Union prior to any change in insurance plans, policies, coverage or carriers being implemented. The Board of Directors and Union shall each have final authority to accept or reject insurance committee recommendations.

17.5 PAID LEAVE OREGON (PLO)

1. Employer Contribution

The District shall assume full responsibility for paying the state-imposed employee contribution for Paid Leave Oregon (PLO) on behalf of all covered employees. This ensures that employees are not required to contribute a portion of their wages toward the PLO program.

2. Use of PLO

Employees may utilize PLO benefits in lieu of sick leave for qualifying absences. PLO is a state-administered program that provides eligible employees with up to two-thirds (2/3) of their regular wages during approved leave periods. The program is managed and administered by the State of Oregon and not the Philomath Fire District.

3. Employee Choice of Leave

Use of PLO benefits is voluntary. Employees retain the right to decline PLO coverage and instead utilize accrued sick leave or other available paid leave as outlined in District policy and this Agreement.

4. Income Supplementation

When an employee elects to use PLO benefits, they may use accrued sick leave, Paid Time Off (PTO), or a combination thereof to supplement the partial wage replacement provided by the PLO benefit, in order to maintain full income during the leave period.

17.6 Health Insurance Opt-Out Stipend

1. Eligibility- An employee covered under this Agreement may elect to decline participation in the District-provided health insurance plan and, in lieu thereof, receive a stipend of the amount allowable per CIS policy.

2. Compliance with Federal Requirements- To be eligible for the stipend, the employee must provide documentation demonstrating compliance with all applicable federal laws and regulations regarding minimum essential health coverage, as defined under the Affordable Care Act (ACA) or its successor legislation.

3. Re-Enrollment in District Coverage- An employee who has opted out of District-provided health insurance coverage may re-enroll during the District's next open enrollment period, or earlier if permitted by applicable law due to a qualifying life event, consistent with the terms of the District's health insurance plan.

4. Nature of Stipend- The stipend described in this section shall be treated as a separate, stand-alone benefit. It shall not be included in the calculation of the employee's hourly rate, base wage, overtime.

ARTICLE 18 – PERSONNEL FILES

18.1 REVIEW/ACCESS – Each employee's personnel file shall be maintained by the District under circumstances ensuring the confidentiality afforded by Oregon Public Records Law. Until an investigation is complete, or if an investigation results in no further action relating to the employee, disciplinary investigation information shall be maintained separate and apart from the employee's official file.

Each employee shall have the right, upon request, and with reasonable notice, to review and obtain copies of the contents of his/her official personnel file.

Authorized supervisory, management, and administrative employees of the District, authorized government agencies; any party, including courts, involved in the legal process of determining the releasability of public records; and employees representing the District, shall have access to the employee's personnel file. Confidential personnel file information will not be disclosed to others without written consent of the employee, unless the District is required to do so by law.

Upon receipt of a request for information from an employee's personnel file, confidential or otherwise, the employee shall receive notice of the request within twenty-four (24) hours of receipt, or as soon as reasonably practicable.

Any records associated with the employee's medical care shall be accorded confidentiality, pursuant to the terms and provisions of the Health Insurance Portability and Accountability Act.

18.2 ADDITIONAL MATERIAL – No material that can reasonably be construed, interpreted, or acknowledged to be derogatory, shall be placed in an employee's personnel file unless the employee has been notified of the inclusion and given the opportunity for review.

18.3 WRITTEN RESPONSE – an employee may respond in writing to any item placed in the personnel file. Any written response becomes a part of the file.

18.4 DISCIPLINE RECORDS – Written reprimands or more serious disciplinary actions contained in an employee’s personnel file for more than three (3) years, may be removed upon the written request submitted to the Fire Chief by the employee, provided there have been no additional written reprimands or more serious disciplinary actions of a similar nature within that three (3) year period. Exceptions shall be disciplinary and investigative material related to substance abuse, hostile work environment, sexual harassment or abuse, workplace violence, or provision of substandard care. To the extent required by the state archivist rules, removed material may be required to be kept in a separate file that is not considered part of the official employee file.

ARTICLE 19 – WORK RULES

The District may not modify the terms of this Agreement, job description, or any term or condition of employment constituting a mandatory subject of bargaining, without notice of the Union and prompt opportunity for negotiation. The District shall not attempt to modify any provision of its’ Policy Manuals without providing 15 days advance notice to the Union of its’ intention to do so and affording Union representatives a meaningful opportunity to provide feedback regarding proposed modifications.

ARTICLE 20 – UNIFORMS

The District shall furnish uniform items including uniform shirts, uniform pants, department t-shirts, department sweatshirts, and one (1) set of department winter coat, and duty boots. The District shall assume the cost of replacing worn or damaged uniforms and/or equipment when incurred in the line of duty. The employee may substitute personal equipment for District-furnished equipment with the approval of the Chief.

ARTICLE 21 – SUSTENANCE

The District shall provide sustenance to members of the bargaining unit who, as a result of high call volume or emergent events, are unable to leave their duty stations for extensive periods of time encompassing normal meal breaks.

ARTICLE 22 – SAVINGS CLAUSE

22.1 VALIDITY - The provisions of this Agreement are declared to be severable. If any section, subsection, sentence, clause, or phrase of this Agreement shall for any reason be held to be invalid, unlawful or unconstitutional, the validity of all other provisions of this Agreement shall remain in effect, it being the intent of the parties that this Agreement shall stand notwithstanding the invalidity of any part.

22.2 REPLACEMENT LANGUAGE - In the event any section, subsection, sentence, clause, or phrase of this Agreement is held to be invalid, unlawful or unconstitutional, the parties shall bargain replacement language that to the extent legally allowable, serves the same purpose as the severed language.

ARTICLE 23 – DURATION

This Agreement shall be effective July 1, 2026 and shall remain in effect through June 30, 2028. Ratified by Union members on March, 19th 2026.

IN WITNESS WHEREOF, Philomath Fire & Rescue and IAFF Local 4925 have negotiated the terms of the Agreement in good faith and hereby agree to observe said terms of this Agreement.

FOR THE UNION:

FOR THE DISTRICT:

President, Local 4925

Fire Chief

Union Vice President, Local 4925

Board President

Union Secretary/Treasurer, Local 4925

Board Representative

ATTACHMENT A

Wages for 2026

Experience

Firefighter	Year 1	Year 2	Year 3	Year 4	Year 5	Year 8	10	12	15	20
Base	5389	5551	5717	5889	6065	6247	6435	6628	6827	7031
Pumper Operator 2%	5497	5662	5832	6006	6187	6372	6563	6760	6963	7172
Advance EMT 4%	5605	5773	5946	6124	6308	6497	6692	6893	7100	7313
AIC ENG + AEMT 6%	5712	5884	6060	6242	6429	6622	6821	7025	7236	7453
AIC ENG + EMT-I 8%	5820	5995	6175	6360	6551	6747	6950	7158	7373	7594
Paramedic 8%	5820	5995	6175	6360	6551	6747	6950	7158	7373	7594
AIC ENG + EMT-P 10%	5928	6106	6289	6478	6672	6872	7078	7291	7509	7735

Engineer	Year 1	Year 2	Year 3	Year 4	Year 5	Year 8	10	12	15	20
Base	5497	5662	5832	6006	6187	6372	6563	6760	6963	7172
AIC 2%	5607	5775	5948	6127	6310	6500	6695	6896	7102	7315
Advance EMT 4%	5717	5888	6065	6247	6434	6627	6826	7031	7242	7459
AIC LT+ AEMT 6%	5827	6001	6181	6367	6558	6755	6957	7166	7381	7602
Intermediate 6%	5827	6001	6181	6367	6558	6755	6957	7166	7381	7602
AIC LT+ EMT-I 8%	5937	6115	6298	6487	6682	6882	7089	7301	7520	7746
Paramedic 8%	5937	6115	6298	6487	6682	6882	7089	7301	7520	7746
AIC LT + EMT-P 10%	6046	6228	6415	6607	6805	7010	7220	7436	7659	7889

Lieutenant	Year 1	Year 2	Year 3	Year 4	Year 5	Year 8	10	12	15	20
Base	5985	6165	6349	6540	6736	6938	7146	7361	7582	7809
Fire Officer II 2%	6105	6288	6476	6671	6871	7077	7289	7508	7733	7965
Advance EMT 4%	6224	6411	6603	6802	7006	7216	7432	7655	7885	8121
FO II + AEMT 6%	6344	6534	6730	6932	7140	7355	7575	7802	8037	8278
Intermediate 6%	6344	6534	6730	6932	7140	7355	7575	7802	8037	8278
FO II + EMT-I 8%	6464	6658	6857	7063	7275	7493	7718	7950	8188	8434
Paramedic 8%	6464	6658	6857	7063	7275	7493	7718	7950	8188	8434
FO II + EMT-P 10%	6584	6781	6984	7194	7410	7632	7861	8097	8340	8590

Training Captain	Year 1	Year 2	Year 3	Year 4	Year 5	Year 8	10	12	15	20
Base	6409	6601	6799	7003	7213	7430	7653	7882	8119	8362
NFPA FO II 2%	6537	6733	6935	7143	7358	7578	7806	8040	8281	8530
NFPA Inst II 2%	6537	6733	6935	7143	7358	7578	7806	8040	8281	8530
NFPA Inst III 3%	6601	6799	7003	7213	7430	7653	7882	8119	8362	8613
NFPA Inst IV 4%	6665	6865	7071	7283	7502	7727	7959	8198	8443	8697
FO II + Inst II 4%	6665	6865	7071	7283	7502	7727	7959	8198	8443	8697
FO II + Inst III 5%	6729	6931	7139	7353	7574	7801	8035	8276	8525	8780
FO II + Inst IV 6%	6794	6997	7207	7423	7646	7876	8112	8355	8606	8864

Wages for 2027

Experience

Firefighter	Year 1	Year 2	Year 3	Year 4	Year 5	Year 8	10	12	15	20
Base	5793	5967	6146	6330	6520	6716	6917	7125	7338	7559
Pumper Operator 2%	5909	6086	6269	6457	6650	6850	7055	7267	7485	7710
Advance EMT 4%	6025	6205	6392	6583	6781	6984	7194	7410	7632	7861
AIC ENG + AEMT 6%	6141	6325	6515	6710	6911	7119	7332	7552	7779	8012
AIC ENG + EMT-I 8%	6256	6444	6637	6837	7042	7253	7471	7695	7925	8163
Paramedic 8%	6256	6444	6637	6837	7042	7253	7471	7695	7925	8163
AIC ENG+EMT-P 10%	6372	6563	6760	6963	7172	7387	7609	7837	8072	8314

Engineer	Year 1	Year 2	Year 3	Year 4	Year 5	Year 8	10	12	15	20
Base	5909	6086	6269	6457	6650	6850	7055	7267	7485	7710
AIC 2%	6027	6208	6394	6586	6783	6987	7197	7412	7635	7864
Advance EMT 4%	6145	6330	6519	6715	6916	7124	7338	7558	7785	8018
AIC LT + AEMT 6%	6263	6451	6645	6844	7050	7261	7479	7703	7934	8172
Intermediate 6%	6263	6451	6645	6844	7050	7261	7479	7703	7934	8172
AIC LT + EMT-I 8%	6382	6573	6770	6973	7183	7398	7620	7849	8084	8326
Paramedic 8%	6382	6573	6770	6973	7183	7398	7620	7849	8084	8326
AIC LT + EMT-P 10%	6500	6695	6896	7102	7316	7535	7761	7994	8234	8481

Lieutenant	Year 1	Year 2	Year 3	Year 4	Year 5	Year 8	10	12	15	20
Base	6434	6627	6826	7031	7242	7459	7683	7913	8150	8395
Fire Officer II 2%	6563	6760	6962	7171	7386	7608	7836	8071	8313	8563
Advance EMT 4%	6691	6892	7099	7312	7531	7757	7990	8230	8476	8731
FO II + AEMT 6%	6820	7025	7235	7452	7676	7906	8143	8388	8639	8899
Intermediate 6%	6820	7025	7235	7452	7676	7906	8143	8388	8639	8899
FO II + EMT-I 8%	6949	7157	7372	7593	7821	8055	8297	8546	8802	9067
Paramedic 8%	6949	7157	7372	7593	7821	8055	8297	8546	8802	9067
FO II + EMT-P 10%	7077	7290	7508	7734	7966	8205	8451	8704	8965	9234

Training Captain	Year 1	Year 2	Year 3	Year 4	Year 5	Year 8	10	12	15	20
Base	6890	7097	7310	7529	7755	7987	8227	8474	8728	8990
NFPA FO II 2%	7028	7239	7456	7679	7910	8147	8392	8643	8903	9170
NFPA Inst II 2%	7028	7239	7456	7679	7910	8147	8392	8643	8903	9170
NFPA Inst III 3%	7097	7310	7529	7755	7987	8227	8474	8728	8990	9260
NFPA Inst IV 4%	7166	7381	7602	7830	8065	8307	8556	8813	9077	9349
FO II + Inst II 4%	7166	7381	7602	7830	8065	8307	8556	8813	9077	9349
FO II + Inst III 5%	7235	7452	7675	7905	8142	8387	8638	8898	9164	9439
FO II + Inst IV 6%	7303	7523	7748	7981	8220	8467	8721	8982	9252	9529