

**WESTERN LANE FIRE AND EMS AUTHORITY
SIUSLAW VALLEY FIRE AND RESCUE
WESTERN LANE AMBULANCE DISTRICT
BOARD OF DIRECTORS**

“One Team, One Mission”

JOINT BOARD MEETING AGENDA

April 28, 2022, 6:00pm

2625 Highway 101 North, Florence

Zoom Meeting URL: <https://us02web.zoom.us/j/87175988581>

Or call 1-669-900-6833 and enter Meeting ID: 871 7598 8581

- I. **6:00pm Call to Order & Pledge of Allegiance**
- II. **Roll Call / Establishment of Quorum**
- III. **Public Comment**: *This is the opportunity for the public to speak to the Board of Directors. The maximum time for public comment will be 30 minutes and three minutes will be allotted for each speaker.*
- IV. **Consent Agenda**
Meeting Minutes: 3/24/22
Staff Reports
Correspondence
- V. **Call Volumes**
- VI. **Monthly Financials for SVFR, WLAD, WLFEA**
- VII. **Old Business**
- VIII. **New Business**
 - a. WLFEA Action Item: Discuss Amending the Authority IGA to have 10 Directors on WLFEA Board
 - b. WLFEA Action Item: Approval of Collective Bargaining Agreement with IAFF 851
 - c. WLFEA Action Item: Approval of Memorandum of Understanding with IAFF 851 to Establish a Transition Review Committee
 - d. WLAD Action Item: Discussion to Establish a WLAD Side Account with PERS
 - e. SVFR Action Item: Approve Purchase of Rope Rescue Equipment
- IX. **Director Comments**
This is an opportunity for Directors to comment on topics not on the Agenda

X. **Future Business:**

- a. Joint Board Meeting and Budget Hearing, Thursday, May 26 at 6:00pm

XI. **Adjournment**

**Western Lane Ambulance District
Siuslaw Valley Fire and Rescue
Western Lane Fire and EMS Authority
2625 Highway 101 North, Florence, OR 97439**

Joint Meeting Minutes, March 24, 2022, 6:00 p.m.
The Zoom recording will be posted on SVFR & WLAD Websites

SVFR BOARD MEMBERS PRESENT: Directors Sam Spayd, Tim Mendolia, Laurie Heppel, Jim Palisi
Not Present: Director Alan Burns

WLAD BOARD MEMBERS PRESENT: Directors Mike Webb, Vanessa Buss, Adam Holbrook, Cindy Russell, John Murphey joined the meeting after roll call

WLFEA BOARD MEMBERS PRESENT: Directors John Murphey, Sam Spayd, Mike Webb, Jim Palisi

STAFF PRESENT: Chief Schick, Operations Chief House, Dina McClure, Holly Lais, Tony Miller

Chief Schick called the meeting to order at 6:00 p.m. Roll Call established quorums.

PUBLIC COMMENT: None

CONSENT AGENDA:

- February 24, 2022, Joint Board Meeting Minutes
- Staff Reports
- Correspondence: none

CALL VOLUMES:

- Chief House reported on the Search and Rescue call at the South Jetty for a missing three-year-old. They found the child well after an hour of searching with multiple agencies.
- The EMS and Fire call volumes for January continue to increase.
- The Directors discussed moving the call volumes back into the Consent Agenda but decided to continue reporting as is.

REVIEW OF FINANCIALS – WLAD, SVFR, WLFEA:

- McClure reported that the financials are tracking as expected and staff is working on the budgets. A list of upcoming dates for the Budget Workshops and Committees was provided.
- The auditors are still working on their audit reports for WLAD and WLFEA. SVFR's audit has been completed.
- The directors requested the Capital expenses line item be expanded to view more details.

SVFR WLAD WLFEA Action Item: Appoint Auditor of Record

- **SVFR – Motion made by Director Palisi for Accuity CPA, seconded by Director Spayd, and carried.**
- **WLAD – Motion made by Director Webb for Accuity CPA, seconded by Director Buss, and carried.**
- **WLFEA – Motion made by Director Murphey for Accuity CPA, seconded by Director Palisi, and carried.**

FIRE MARSHAL/PEER SUPPORT PRESENTATION: TONY MILLER:

- Miller spoke about recent stressors staff have recently faced. A peer support specialist had been asked to come in and help. The directors discussed the long-term benefits staff would have with this type of resource and would like to continue to see annual or bi-annual events available. They also discussed possibly bringing back a fire station chaplain.

OLD BUSINESS:**SVFR Action Item: Appoint Budget Committee Member**

- **SVFR- Motion made by Director Palisi to appoint Timothy Kelly as Budget Committee Member, seconded by Director Spayd, and carried.**

NEW BUSINESS: NONE**DIRECTOR COMMENTS**

- Director Buss gave kudos to MCR Interim Coordinator Camille Reyes.
- Director Palisi discussed the equipment replacement schedule and the Type 6 Apparatus that is currently being built. Director Palisi and Director Heppel were appointed to the Apparatus Committee.
- Director Webb asked for a representative of the districts for the Urban Renewal Committee. Director Palisi expressed interest and will get an application.
- Director Spayd said he would not be at the April Joint Board meeting.

The meeting adjourned at 7:03 p.m. followed by an Executive Session per ORS 192.660 (2) (d) Labor Negotiations. The Directors did not return to public session.

Respectfully submitted,
Holly Lais
Recording Secretary



Memorandum

To: WLAD Board of Directors, SVFR Board of Directors, WLFEA Board of Directors

From: Chief Michael Schick

CC: Dina McClure, Ops Chief House

RE: Chief's Board Report April 28th

1. Lane County Alert test – We will be working with Lane County to host a test of the local alert system. It has tentatively been scheduled for Saturday, April 30th at noon. The test will cover residents who live within the SVFR district boundaries. Residents may receive a test alert on their mobile phones, landlines, or via emails. We may have a brief open house at St 1 during the alert process for our residents to learn more about preparing for emergencies and emergency alerts. We will be working with the City and County to advise our residents of the upcoming test.
2. Labor negotiations – A tentative agreement on a new Collective Bargaining Agreement (CBA) has been reached. The Union was to vote on approval on Monday, April 25, 2022.
3. Budgets – Budgets for WLAD, SVFR, and WLFEA have been approved and will be sent to their respective Boards for adoption.
4. Chiefs out of town – Chief Schick and Chief House will be attending the Oregon Fire Chiefs Association Annual Conference in Bend, Oregon May 3rd through May 6th. FM Miller will have signatory authority during our absence.

5. Health Care Premiums – We recently confirmed with our Insurance agent, WHA, that our FY23 healthcare premiums will remain at FY 20 levels.
6. Surge staffing – In anticipation of larger crowds than normal the last few years for Rhody Days festivities we are anticipating offering standby incentives pay to paid and volunteer staff so that we will be prepared for a significant surge event. We will likely institute something along these lines during the World Track and Field Championships in July to be held in Eugene.
7. Integration timeline – We continue to make great progress in the integration of operations personnel from both agencies into WLFEA. Those items crossed out are considered to have been completed.

Phase 1 – Enhanced sharing of personnel/resources (October 2019 -July 1, 2022)

- ~~a. WLAD and SVFR districts continue to exist as they are~~
 - ~~i. 3 budgets/3 audits/ 3 boards~~
- ~~b. Develop combined budget for FY23~~
- ~~c. Develop combined policy manual (July 1, 2022)~~
- ~~d. Collect staff input via SWOC analysis (October 2020)~~
- ~~e. Move FM from SVFR to WLFEA (January 1, 2021)~~
- ~~f. Establish joint organizational chart / chain of command (April 1, 2021)~~
- ~~g. Establish joint policy manual (completed by April 1, 2021)~~
- ~~h. Establish one scheduling system (April 1, 2021)~~
- ~~i. Prepare for WLAD levy renewal (November 2021)~~
- j. Develop and approve joint strategic plan using this timeline (January 1, 2022)
 - i. WLFEA goals
 - ii. SVFR and WLAD specific goals
- k. Cross training of line personnel (January 1, 2022)
 - i. Fire training for EMS Personnel
 1. Approximately 10 paramedics trained as FFs
 - ii. EMS training for Fire Personnel
 - ~~1. A EMT and Paramedic training~~
 - ~~2. Establish ALS engine response~~
- l. Facility analysis to allow staffing of stations 1, 4 or 5, and 10 with Fire/EMS personnel
- m. Begin discussions on similar/identical Collective Bargaining Agreements
 - ~~i. Approval of combined wage ranges~~

-
- n. Transitional/change training
 - o. Legal plan for phase 2 (July 1, 2022)
 - p. Administrative plan for Phase 2 (July 1, 2022)
 - i. PERS, FLSA, payroll, health insurance, EMS billing, business accounts
 - ~~q. Board review and approval to move forward with Phase 2 – Functional Consolidation (July 1, 2022)~~
 - r. Set up FAQ page on website for employee/volunteer questions
 - s. Determine need for new PPE and station wear
 - t. Public awareness campaign



**Siuslaw Valley
Fire & Rescue**



**Saturday, April 30
12:00 p.m.**



Western Lane Fire and EMS

"Stronger as one"

April 28th, 2022

Division Chief Operations

Joint District Board Meeting

Prepared by: Chief Matt House

Key information:

1. Fire division had one incident that caused minimal fire damage to a detached garage. Most of the call volume is in the general service and life safety categories.
2. Oregon Department of Transportation, Florence PD, Zetron, and our agencies continue to meet bi-weekly to ensure the radio replacement project is on track. Everything is going well with the project with no concerns.
3. EMS division has completed its yearly agency and ambulance renewals with Oregon Health Authority. Assigned Service Area report is attached, we are exceeding the Lane County requirements for response time at 93% or higher in the reported categories.

1. Mobile Integrated Healthcare

Mobile Integrated visits have been consistent. We have been discussing funding renewal for the program with PeaceHealth. Currently, we have funds to fund the position through calendar year 2022 and it appears that PeaceHealth will continue to assist supporting the program next year. No new updates with Mobile Integrated Healthcare program.

2. Training report

Fire: Training has transitioned more into in-person training with Tuesday training and one Saturday training. We continue to evaluate the effectiveness of the training.

- i. March training focused on skills for upcoming live fire exercise in May.
- ii. Crews worked extensively on ATV training over the last month to be better prepared for upcoming tourist season with ATV accidents.
- iii. Fire Officer class in Eugene has been completed with a mixture of Western Lane Fire and EMS staff completing the class successfully.

EMS: Things are starting to get back to normal with training in person or outside training opportunities.

- iv. We have been able to have some good outside instructors come into the area since COVID restrictions have lessened. Dustin Degman, a certified nurse anesthetist from PeaceHarbor, gave presentations on pain management, analgesic medications, medications used to regulate blood pressure and medications to paralyze patients. We also had two



Western Lane Fire and EMS

"Stronger as one"

instructors teach Neonatal Resuscitation class with overwhelming positive feedback from participating staff.

- v. Rob and Zach have completed Fire Officer 1 classes, congratulations!!
- vi. Part time training is an ongoing process, we continue to develop and grow the part time employees.

Training continues to work with the community on various training areas which involves, assisting PHH with Advanced Life Support, Basic Life Support and Pediatric Life Support classes, community CPR education, Narcan administration with local Law Enforcement.

3. Logistics report

EMS: We have gotten a better handle on the ambulance mechanical issues. We have returned the loaner ambulance back to Lane Fire Authority; we thanked them profusely for the assistance during our time in need.

EMS:

- i. Medic 601 is operational.
- ii. Medic 613 is operational.
- iii. Medic 612 repair complete 04/18/2022
- iv. Medic 615 is currently at dealership with engine problem.
- v. Medic 619 is operational.

FIRE: See Operation Logistic.

- vi. E-601 had intermittent problems with its light tower that has been repaired.
- vii. Minor repairs to small fleet.
- viii. Can-Am out of service due to electrical failure that is being evaluated for repairs.
- ix. Continued work on end of fiscal year 2022 projects.

4. Community Support Team report

Attached is the Community Support Team – Mobile Crisis response Coordinator's monthly report. Camille has been doing a great job since transitioning into the new leadership position. See report for full details of March call summary.



Western Lane Fire and EMS

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Call summary:

1. Call summary for both agencies during March and through fiscal year.
 - a. **EMS:** March, EMS had a slightly slower call volume compared to previous year.
 - i. Fiscal year call volume is as follows: 365 more calls or 12.30% increase, 268 or 19.44% increase for transports this fiscal year, and 48 more interfacility transfers which is 12.31% increase.
 - b. **FIRE:** Overall a 14.33% increase in overall call volume. Rescue / EMS calls being the largest increase of 29.51% compared to last year.

March EMS	2021	2022	Difference	
911 Response, transports	163	155	-8	
Interfacility Transfers	50	37	-13	
Specialty Care Transfer	15	18	3	
911 Response, no patient transport	122	147	25	
Total call volume	350	357	7	
Mobile Integrated Healthcare Visits	35	46	11	
March FIRE				
Fire	5	5	0	
Rescue / EMS	91	91	0	
Other (Service calls, good intent, false alarms)	29	28	-1	
March total call volume	125	124	-1	
EMS through FY 2021-2022	FY 20-21	FY 21-22		
911 Response, transports	1348	1610	262	19.44%
Interfacility Transfers	390	438	48	12.31%
Specialty Care Transfer	157	160	3	1.91%
911 Response, no patient transport	1074	1126	52	4.84%
Total call volume	2969	3334	365	12.30%
Mobile Integrated Healthcare	159	183	24	
Fire through FY 2021-2022	FY20-21	FY 21-22		
Fire	81	73	-8	-9.88%
Rescue / EMS	610	790	180	29.51%
Other (Service calls, good intent, false alarms)	356	334	-22	-6.18%
Fiscal year total call volume comparison	1047	1197	150	14.33%
Mobile Crisis Response		197		

ASA: ASA #1 Western Lane Ambulance District

Quarter Ending: March 2022_ June 20__ September 20__ December 20__

ASA 1	Total Calls (1)	Total Calls that meet Lane Code Emergency definition* (2)	Number of Calls Meeting Exception Requirements (3)	Remaining calls (4) [2-3=4]	Number of Calls Within System Response Time (5)	Percentage of Calls within Required System Response Time (6) [5/4=%]
Zone 1: Less than 10 Minutes	670	158	0	158	152	96%
Zone 2: Less than 20 Minutes	105	42	0	42	39	93%
Zone 3: 45 Minutes or Less	44	19	0	19	18	95%
Zone 4: >45 minutes, up to 4.5 hours	0	0	0	0	0	N/A

*Lane Code Chapter 18.015 Definitions: Emergency Calls: 911 call placed in good faith where the caller believes a time sensitive medical emergency has occurred. The medical emergency is triaged through a State recognized Emergency Medical Dispatch (EMD) protocol to assign a response to the incident according to the criteria the ASA has in place regarding emergency driving protocol. Response time: The length of time between the notification of each provider and the arrival of each provider’s emergency medical service unit(s) at the incident scene.

Report due on the 10th of the month following the end of the quarter

Training Report April 2022

Target Solutions for April are CAPCE Acute Respiratory Distress Syndrome Advanced and CAPCE - Complete Care: Integrating Post-Care Advanced for Paramedics and EMT-Intermediates. Topics for EMTs and EMRs are CAPCE Airway Management Basic and CAPCE Cardiac Emergencies Basic.

We will have a new employee training on every shift by the end of the month at WLAD. Geri Brooks is working on her EMT task book on C shift, Lacey Perkins will be completing her EMT/EMT-I task books on B shift, and Aryeh Hertzback will be working on his EMT task book on A shift.

Dustin Degman, certified nurse anesthetist from Peace Harbor, came and gave presentations to all shifts on April 15th and 17th. He discussed anesthetics, analgesia, vasopressors, and paralytics/muscle relaxers.

Maren Lee, RN, and Dr. Doug Douglas came to WLAD on April 12th and ran the crews through Neonatal Resuscitation Program simulations. They did four different time blocks to accommodate as many WLAD and SVFR personnel as possible. Feedback from the staff was that it was one of the best courses that they have sat through. They will return for more simulations on April 21st.

Rob and Zach Werner attended Health and Safety at the regional training center in Eugene on April 4th. This was the last educational course for the Fire Officer I program.

Hailey Coons, Student Resource Officer for Florence Police, has requested CPR and first aid training for a youth police academy, possibly towards the end of June. Rob will coordinate and/or perform the training as requested.

Rob has scheduled a training division meeting for April 20th. There are new medications and new contraindications that need to be discussed, a possible training academy for new hires, and physician advisor discussion.

March Training Division Report

March fire training began to focus on firefighter skills that will be necessary to facilitate the upcoming burn to learn in May. Crews began with working on search and rescue skills to extract both victim and firefighters in low visibility conditions. Crews also worked on a significant amount of ATV training to prepare new responders for the upcoming summer months. April crews will continue to work on rescue situations and developing a water supply plan. Also, in April more driver training will be provided to new members as well as more ATV/Dune rescue training. Rope rescue team is moving forward with equipment proposals being sent to the board for approval in April and the training has been scheduled with Crux Rescue LLC for the end of September. We are also looking to September for the next recruit academy. The training division has reviewed volunteer participation to determine the best and most effective uses of time. So far, the participation has been split 50/50 with the same groups consistently attending Tuesday nights or Saturdays. We will continue with the current schedule through June and then reevaluate.

Report Prepared by Kyle Orozco
04/19/2022

Vehicle Report 3/2022

	Beginning Odometer	Ending Odometer	Miles	Fuel	MPG
Medic 601	108287	109320	1033	116.7	9
Medic 612 Involved in crash.			0		
Medic 613	145948	151332	5384	390.47	14
Medic 615	207860.2	208803	942.8	137	7
Medic 619	261915	265429	3514	199.2	18
Rescue 610	10764	10918	157	27.5	6
Rescue 612	170305	172689	2384	170.9	14
Utility 610	81186	81390	204	11	19
Total:			11643	1052.77	

Operations – Logistics

- Annual heavy fleet maintenance is ongoing as we have experienced multiple equipment breakdowns over the past several months.
- Annual flow testing of district SCBA complete.
- Wildland program upgrade project ongoing.
- Continuing work on fiscal year capital project list.
- Annual fire extinguisher service.

Repairs

Apparatus

- E-601: Light tower repair.
- E-604 foam pump out of service, waiting on rebuild from vendor.
- Can-Am out of service due to electrical failure. Waiting on estimate from repair facility.
- Boat-1: Service
- T-601: Oil leak, parts on order.
- FM-601: Front brakes replaced.

Facilities

- Annual – 5-year suppression system inspection Station 1.
- Backflow device annual inspections at Station 1.
- Continuing to work with contractors for Station 1 siding and roof repair estimates.
- Station 8 septic tank lid riser installed.
- Station 3 water system upgrade project complete.

Report submitted by:

Andy Gray
SVFR Senior Captain

Mobile Integrated Healthcare

March 2022: 50 total patients, 2.8 visits/working day. 52% Core Areas (Discharge Planning + ED + EMS).

Compared to last March: Fewer blood draws for PAL (one fewer Monday, and one Monday with no draws this year), fewer hospital pts (census was low for a while this year),

More ED referrals (falls), and more collaboration with PCPs and RNCCs.

There was 1 visit with MCR assist this month, a collaboration I hope to increase.

Starting the last week of this march, I began attending the CP/MIH class being put on by Peace Health, which reduces the number of visit slots available. Class will last through Mid-May.

Years 2022
 Visit date Mar

Referral <input type="button" value="v"/>	Visits	Percent
DC	12	24.0%
ED	11	22.0%
PAL	11	22.0%
CC	6	12.0%
Self	4	8.0%
EMS	3	6.0%
PCP	2	4.0%
HH	1	2.0%
Grand Total	50	100.0%

Last year (2021):

March 2021 Numbers:

48 Visits, 16 working days, 3.0 visits/day. 80% were Discharge planning and Palliative Care. 46% Core Areas (Discharge Planning + ED + EMS)

Month: March 2021

Referral <input type="button" value="v"/>	Number of Visits	Percent of Visits
PAL	20	42%
DC	18	38%
Self	5	10%
ED	2	4%
EMS	2	4%
PCP	1	2%
Grand Total	48	100%

March 2022

Mobile Crisis Response (MCR) Coordinator's Board Report

Prepared by Camille Reyes, QMHA-R

- Camille met with Dina, Chief House, and Chief Schick and drafted a new proposal for MCR. We are going to submit it to the County in the next quarterly email which will be April. To ask for future and continued funding of MCR.
- Camille is working on making new MCR job descriptions and updating policy and procedures along with MCR Manual and it will hopefully be available on Lexipol by the end of March.
- We have 2 people that are ready to join MCR. Lori has agreed to do the in house 3-day new MCR training. We are looking to have it in April, so that they can start doing ride alongs with the MCR team.
- MCR Program Coordinator met with Mapleton School representative, Jodi O'Mara. We discussed what MCR is and that we are available to help them if they need. They are going to host a health fair for the kids and families and the community and would like MCR to be a part of it.
- Camille met with PeaceHealth Chaplains and discussed that they would like to have MCR involved in getting a Critical Incident Stress Management going.

MCR hours:

MCR tap outs: 55

Total hours:46hours 30min

Breakdown of MCR tap outs:

27calls: Mental health issue (anxiety, psychosis, disoriented)

6 calls: Suicidal ideation

3 calls: Homelessness

4 calls: Family Dispute

6 calls: Acute Trauma/Sudden Death

1 call: Drug/Alcohol Issues

5 calls: Cancelled in Route

1 call: Structure Fires

Community Risk Reduction/Fire Prevention!

This month I conducted fire life safety inspections & licensing inspections for several businesses and food trucks in the district, including Peace Harbor. The hospital has 12 buildings in total, it consists of four or five days of on-site inspections, documentation that takes several days to complete, and the amount of time to document is dependent on the number of violations that occur. The facilities manager has done a great job of ensuring that fire life safety is priority and is training staff to be just as conscientious.

I also completed a fire life safety inspection at the auto dismantlers facility on Munsel Lake road. The DMV is requiring annual inspections and an emergency preparedness plan for these types of facilities. I am working closely with the company to ensure a plan is in place and that we are working towards compliance since this is a relatively new requirement.

Food trucks have been popping up all over town and these require a fire life safety inspection to ensure they are following all the life safety requirements, too. I am working with the city of Florence licensing department to complete these inspections and relay my findings to the licensing department for approval to conduct business within our district. The relationship with the city has been exceptional and I will continue to foster this collaboration moving forward.

- 3-Smoke Alarms Installed or Tested/Inspected.
- 46-Emergency Address Signs Installed/Created.
- 4-Plan & Reviews for Building Projects.
- 17-Fire Life Safety/Licensing Inspections.
- 4-Private Driveway FD Access Inspections & Documentation.
- 3-LP Tank Placement Inspections.
- 1-Community Fire Drill (Rhodo View Dunes Gated Community).
- 1-Station Tour.
- 1-Duty Chief Week.
- 6-Fireworks booths and display Inspections.
- 6-Prevention/Investigation/EMT Training (Mostly Virtual).

Report Written by

Tony Miller, Fire Marshal



Siuslaw Valley Fire and Rescue

Balance Sheet As of March 31, 2022

	TOTAL	
	AS OF MAR 31, 2022	AS OF MAR 31, 2021 (PY)
ASSETS		
Current Assets		
Bank Accounts		
1001 Checking 1151	21,181.33	13,047.22
1002 Money Market 0832	1,963,614.95	2,871,060.27
1003 SVFR LGIP 6355	1,003,883.38	
1013 Debit/Visa 2876	696.68	993.11
1050 PERS UAL 6512	150,178.86	150,061.86
1052 Capital Replace Savings 7216	396,130.89	21,022.49
1054 Capital Improve Savings 7224	45,750.87	145,668.13
Total Bank Accounts	\$3,581,436.96	\$3,201,853.08
Accounts Receivable		
1200 Accounts Receivable	61.93	61,634.21
Total Accounts Receivable	\$61.93	\$61,634.21
Other Current Assets		
1205 Undeposited Funds	0.00	92.46
1208 Employee Advances	0.00	0.00
1230 Other Receivables	0.00	0.00
1236 Prepaid Expense	18,034.00	18,034.00
1240 Property Tax Receivable	92,213.00	92,213.00
1245 Cash with County	0.00	0.00
1305 Prepaid Health Insurance	1,916.14	
1320 Grant Receivables	0.00	0.00
1351 Conflag Receivable	0.00	0.00
Total Other Current Assets	\$112,163.14	\$110,339.46
Total Current Assets	\$3,693,662.03	\$3,373,826.75
Fixed Assets		
1700 Capital Assets		
1701 Land	271,975.00	271,975.00
1702 Buildings and Improvement	2,870,098.00	2,870,098.00
1703 Equipment	1,087,505.00	1,087,505.00
1708 Vehicles	2,783,222.00	2,783,222.00
1750 Construction in Progress	0.00	0.00
1799 Accumulated Depreciation	-3,758,341.00	-3,758,341.00
Total 1700 Capital Assets	3,254,459.00	3,254,459.00
Total Fixed Assets	\$3,254,459.00	\$3,254,459.00
TOTAL ASSETS	\$6,948,121.03	\$6,628,285.75
LIABILITIES AND EQUITY		
Liabilities		

	TOTAL	
	AS OF MAR 31, 2022	AS OF MAR 31, 2021 (PY)
Current Liabilities		
Accounts Payable		
2000 Accounts Payable	44,964.17	20,308.85
Total Accounts Payable	\$44,964.17	\$20,308.85
Credit Cards		
2007 OPB Mastercard	7,086.97	1,154.36
Total Credit Cards	\$7,086.97	\$1,154.36
Other Current Liabilities		
2010 Other Payables	0.00	0.00
2100 Payroll Liabilities	0.00	0.00
2108 Wages & Payroll Liabilities	0.00	0.00
2110 PERS Liability	0.00	0.00
2116 Deferred Comp Valic	775.00	645.00
2130 Union Dues	855.20	610.98
2135 PAC Contributions	24.00	
2182 Association Dues Withheld	76.00	100.00
2195 Medical Insurance	0.00	-324.09
2199 Misc PR Deductions	0.00	0.00
2995 Clearing Account	89,699.72	76,973.30
Total 2100 Payroll Liabilities	91,429.92	78,005.19
Total Other Current Liabilities	\$91,429.92	\$78,005.19
Total Current Liabilities	\$143,481.06	\$99,468.40
Long-Term Liabilities		
2301 Accrued Interest	0.00	0.00
2304 Debt Due within One Year	0.00	0.00
Total Long-Term Liabilities	\$0.00	\$0.00
Total Liabilities	\$143,481.06	\$99,468.40
Equity		
3100 Capital Reserve	441,800.25	166,690.62
3200 Investment in Capital and Land	3,254,459.00	3,254,459.00
3500 Fund Balance Unrestricted	1,995,893.22	1,809,450.00
Net Income	1,112,487.50	1,298,217.73
Total Equity	\$6,804,639.97	\$6,528,817.35
TOTAL LIABILITIES AND EQUITY	\$6,948,121.03	\$6,628,285.75

Siuslaw Valley Fire and Rescue

Budget vs. Actuals FY 21-22

July 2021 - March 2022

	TOTAL		
	ACTUAL	BUDGET	% OF BUDGET
Income			
4000 Operating Revenue			
4050 Cost Recovery Income	1,330.00		
Total 4000 Operating Revenue	1,330.00		
4100 Property Tax			
4111 Lane County	2,842,347.67	2,839,552.00	100.10 %
4114 Douglas County	4,490.35	4,524.00	99.26 %
4117 Prior Year Tax Revenue	26,447.12	25,000.00	105.79 %
Total 4100 Property Tax	2,873,285.14	2,869,076.00	100.15 %
4125 Other County Tax Revenue	5,442.39		
4303 Three Rivers Casino	61,688.76	61,669.00	100.03 %
4305 Oregon Dept of Forestry		500.00	
4309 Herman Peak Emergency Radio		3,000.00	
4700 Grant Income		527,500.00	
4800 Conflag Reimbursements	67,044.28	50,000.00	134.09 %
4810 Other Fire Reimbursements	654.60		
4850 Other Income	28,739.76	20,200.00	142.28 %
Total Income	\$3,038,184.93	\$3,531,945.00	86.02 %
GROSS PROFIT	\$3,038,184.93	\$3,531,945.00	86.02 %
Expenses			
5000 Personal Services			
5100 Operations Personal Services			
5101 FF Salary & Wages Operations	416,899.15	692,095.00	60.24 %
5102 Overtime Operations	67,043.85	169,145.00	39.64 %
5103 Volunteer, Duty Chief, Officer Stipends	118,905.86	139,000.00	85.54 %
5104 Salary and Wages Conflag	30,020.04	50,000.00	60.04 %
5120 Payroll Taxes Operations	53,429.63	73,517.00	72.68 %
5121 Health Benefits Operations	129,741.06	186,823.00	69.45 %
5122 LOSAP Program Operations	4,000.00	7,000.00	57.14 %
5123 PERS Operations	152,934.75	224,385.00	68.16 %
5124 Deferred Comp HRA VEBA Operations	12,875.00	12,875.00	100.00 %
5125 Health & Wellness Operations	4,607.00	7,860.00	58.61 %
5180 Operation Staff Expense	11,895.59	12,000.00	99.13 %
Total 5100 Operations Personal Services	1,002,351.93	1,574,700.00	63.65 %
Total 5000 Personal Services	1,002,351.93	1,574,700.00	63.65 %
6000 Operations Expense			
6100 Training	17,235.31	34,400.00	50.10 %
6200 Recruitment	4,754.40	6,400.00	74.29 %
6300 Volunteers	3,443.37	10,300.00	33.43 %
6400 Emergency Services	35,649.50	44,279.00	80.51 %
6450 Fire Prevention & Investigation	16,636.31	24,325.00	68.39 %
6500 COVID-19	829.58		

	TOTAL		
	ACTUAL	BUDGET	% OF BUDGET
6700 Facilities	79,013.47	125,230.00	63.09 %
6800 Vehicles	108,151.79	100,000.00	108.15 %
6900 Operating Supplies & Expense	58,334.28	104,500.00	55.82 %
Total 6000 Operations Expense	324,048.01	449,434.00	72.10 %
7000 Administration			
7100 Administrative Expense	15,083.91	16,000.00	94.27 %
7200 Technology	787.50	5,000.00	15.75 %
7300 Board of Directors	2,822.98	7,000.00	40.33 %
7400 Professional Services	14,209.30	35,250.00	40.31 %
7500 Insurance	65,651.10	57,000.00	115.18 %
7600 WLFEA Administrative Services	456,556.36	578,941.00	78.86 %
Total 7000 Administration	555,111.15	699,191.00	79.39 %
8000 Capital Outlay			
8011 Herman Peak Upgrade		212,000.00	
8013 Station Maintenance Upgrades	12,051.84	100,000.00	12.05 %
8014 Tender		410,000.00	
8017 Hearing Protection Devices	6,635.90		
8018 Battery Operated Extrication Tools	8,217.00		
8020 Forward Looking InfraRed Device	17,133.25		
Total 8000 Capital Outlay	44,037.99	722,000.00	6.10 %
8600 Conflag Reimbursable Expense	148.35		
8700 Grant Expense		550,000.00	
Total Expenses	\$1,925,697.43	\$3,995,325.00	48.20 %
NET OPERATING INCOME	\$1,112,487.50	\$ -463,380.00	-240.08 %
Other Income			
9000 Beginning Balance - General Fund		2,245,181.00	
9300 Beginning Balance - Capital Fund		166,560.00	
9420 Transfer IN from Gen Fund	375,000.00	375,000.00	100.00 %
9450 Transfer IN from Capital	100,000.00	100,000.00	100.00 %
Total Other Income	\$475,000.00	\$2,886,741.00	16.45 %
Other Expenses			
9501 Contingency		106,558.00	
9505 Transfer OUT to Capital	375,000.00	375,000.00	100.00 %
9520 Transfer OUT to General Fund	100,000.00	100,000.00	100.00 %
9555 Reserved for PERS UAL		150,043.00	
9750 Ending Balance - Capital Fund		441,760.00	
9900 Ending Balance - General Fund		1,250,000.00	
Total Other Expenses	\$475,000.00	\$2,423,361.00	19.60 %
NET OTHER INCOME	\$0.00	\$463,380.00	0.00 %
NET INCOME	\$1,112,487.50	\$0.00	0.00 %



Siuslaw Valley Fire and Rescue

Transaction List by Date

March 2022

DATE	TRANSACTION TYPE	NUM	NAME	MEMO/DESCRIPTION	ACCOUNT	AMOUNT
03/01/2022	Bill Payment (Check)	28487	Phil's Saw Shop		1001 Checking 1151	-222.50
03/01/2022	Bill Payment (Check)	28488	Davison Auto Parts, Inc	26588	1001 Checking 1151	-271.10
03/01/2022	Bill Payment (Check)	28489	Copeland Lumber Yards	0440317	1001 Checking 1151	-155.89
03/01/2022	Bill Payment (Check)	28490	Shervin's Tire & Automotive		1001 Checking 1151	-889.00
03/01/2022	Bill Payment (Check)	28491	Aka Ron's Paint		1001 Checking 1151	-72.00
03/01/2022	Bill Payment (Check)	28492	Coastal Paper & Supply Inc	3418	1001 Checking 1151	-73.16
03/01/2022	Bill Payment (Check)	28493	AmeriGas	200881624	1001 Checking 1151	-2,196.27
03/01/2022	Bill Payment (Check)	28494	Canopy		1001 Checking 1151	-195.00
03/01/2022	Bill Payment (Check)	28495	Vend West Services, Inc.	SVFIR	1001 Checking 1151	-17.20
03/01/2022	Bill Payment (Check)	28496	National Fire Fighter Wildland	Acct R0035	1001 Checking 1151	-710.80
03/01/2022	Bill Payment (Check)	28497	Cascade Fire Equipment Company	0004769	1001 Checking 1151	-353.92
03/01/2022	Bill Payment (Check)	28498	Albertson's / Safeway	68000	1001 Checking 1151	-61.11
03/01/2022	Bill Payment (Check)	28499	Hughes Fire Equipment	17115	1001 Checking 1151	-1,244.38
03/01/2022	Bill Payment (Check)	28500	Siuslaw Valley Firefighters' Association		1001 Checking 1151	-88.00
03/01/2022	Bill Payment (Check)	28501	VALIC		1001 Checking 1151	-775.00
03/01/2022	Transfer			Payroll and First of the Month Expenses 3EUG93HL	1002 Money Market 0832	-150,000.00
03/02/2022	Bill Payment (Check)	28502	OFDDA-LOSAP TRUST	7307	1001 Checking 1151	-475.00
03/03/2022	Bill Payment (Check)	EFT	Western Lane Fire & EMS Authority		1001 Checking 1151	-11,370.06
03/07/2022	Bill Payment (Check)	EFT	IAFF Local 851		1001 Checking 1151	-24.00
03/07/2022	Bill Payment (Check)	EFT	County Transfer & Recycling	2941-66-001	1001 Checking 1151	-204.10
03/09/2022	Bill Payment (Check)	EFT	WECO	2323588	1001 Checking 1151	-781.86
03/10/2022	Bill Payment (Check)	EFT	Central Lincoln PUD		1001 Checking 1151	-2,479.68
03/10/2022	Bill Payment (Check)	EFT	IAFF Local 851		1001 Checking 1151	-855.20
03/10/2022	Bill Payment (Check)	EFT	IAFF Local 851		1001 Checking 1151	-24.00
03/11/2022	Check	EFT	ADP, LLC	PR processing charges for period ending 1/31 and 2/28/2022 (30 @ \$8.55 ea), courier fees	1001 Checking 1151	-522.80
03/14/2022	Bill Payment (Check)	EFT	CECO, Inc.	7689674	1001 Checking 1151	-45.88
03/14/2022	Check	EFT	ADP, LLC	4Q20221 OR SUIER recalculation from 0.0110% to 1.100%	1001 Checking 1151	-2,083.24
03/14/2022	Bill Payment (Check)	28503	Florence True Value	919	1001 Checking 1151	-5.99
03/14/2022	Bill Payment (Check)	28504	Coastal Fitness	Client No. 6789	1001 Checking 1151	-310.00
03/14/2022	Bill Payment (Check)	28505	Oregon Apparatus Repair, Inc.		1001 Checking 1151	-3,348.87
03/14/2022	Bill Payment (Check)	28506	WestCoast Media Group, Inc.		1001 Checking 1151	-87.50
03/14/2022	Bill Payment (Check)	28507	Copeland Lumber Yards	0440317	1001 Checking 1151	-173.66
03/14/2022	Bill Payment (Check)	28508	L.N. Curtis & Sons	4551	1001 Checking 1151	-16,992.01
03/14/2022	Bill Payment (Check)	28509	Verizon Wireless	442163823-00001	1001 Checking 1151	-364.07
03/14/2022	Bill Payment (Check)	28510	Umpqua Valley Fire Services		1001 Checking 1151	-2,033.58
03/14/2022	Bill Payment (Check)	28511	Florence Motorsports		1001 Checking 1151	-3,636.99
03/14/2022	Bill Payment (Check)	28512	Coastal Paper & Supply Inc	3418	1001 Checking 1151	-255.62
03/14/2022	Bill Payment (Check)	28513	Special Districts Insurance Services		1001 Checking 1151	-14,431.62
03/14/2022	Bill Payment (Check)	28514	Shervin's Tire & Automotive		1001 Checking 1151	-243.00
03/14/2022	Bill Payment (Check)	28515	Vend West Services, Inc.	SVFIR	1001 Checking 1151	-373.45
03/14/2022	Bill Payment (Check)	28516	National Fire Fighter Wildland	Acct R0035	1001 Checking 1151	-4,248.75
03/14/2022	Bill Payment (Check)	28517	Hughes Fire Equipment	17115	1001 Checking 1151	-90.25
03/15/2022	Bill Payment (Check)	EFT	City of Florence	1022600	1001 Checking 1151	-257.21
03/15/2022	Bill Payment (Check)	EFT	City of Florence	1022600	1001 Checking 1151	-19.41
03/15/2022	Bill Payment (Check)	EFT	City of Florence	1022600	1001 Checking 1151	-32.63
03/15/2022	Bill Payment (Check)	EFT	City of Florence	1022600	1001 Checking 1151	-46.71
03/17/2022	Bill Payment (Check)	EFT	CenturyLink	503-Z25-0032 890B	1001 Checking 1151	-718.18
03/17/2022	Bill Payment (Check)	EFT	Time Warner Cable		1001 Checking 1151	-289.97
03/17/2022	Bill Payment (Check)	EFT	Time Warner Cable		1001 Checking 1151	-515.00
03/18/2022	Bill Payment (Check)	EFT	South Coast Water Co.	Acct # SC072	1001 Checking 1151	-37.51
03/21/2022	Bill Payment (Check)	EFT	WECO	2323588	1001 Checking 1151	-1,370.17
03/25/2022	Bill Payment (Check)	EFT	Heceta Water PUD	18.18010.01	1001 Checking 1151	-30.11
03/28/2022	Check	EFT	Card Service Center	monthly expenses 2/4-3/3/2022	1001 Checking 1151	-10,473.92
03/28/2022	Bill Payment (Check)	EFT	StepUp IT		1001 Checking 1151	-1,297.72
03/30/2022	Bill Payment (Check)	EFT	TK Elevator	mtc qtrly	1001 Checking 1151	-454.41
03/31/2022	Bill Payment (Check)	EFT	Western Lane Fire & EMS Authority		1002 Money Market 0832	-38,928.58



SUISLAW VAL FIRE RESC
 Account Number: XXXX XXXX XXXX 0393

Billing Questions: 800-367-7576
Website: www.cardaccount.net

Send Billing Inquiries To: Card Service Center, PO Box 569120, Dallas, TX 75356

OREGON PACIFIC BANK Credit Card Account Statement
 March 4, 2022 to April 3, 2022

SUMMARY OF ACCOUNT ACTIVITY

Previous Balance	\$10,473.92
- Payments	\$10,473.92
- Other Credits	\$0.00
+ Purchases	\$7,385.97
+ Cash Advances	\$0.00
+ Fees Charged	\$0.00
+ Interest Charged	\$0.00
= New Balance	\$7,385.97

PAYMENT INFORMATION

New Balance:	\$7,385.97
Minimum Payment Due:	\$221.58
Payment Due Date:	April 28, 2022

Account Number XXXX XXXX XXXX 0393
 Credit Limit \$45,000.00
 Available Credit \$37,576.00
 Statement Closing Date April 3, 2022
 Days in Billing Cycle 31

MESSAGES

GREAT NEWS!

We have upgraded the Card Service Center website and online access to your account information. It is better than ever!

Our enhanced site features easier-to-navigate pages, additional payment functionality, and new self-serve account update options. A **NEW MOBILE APP** is also available to manage your card on the go!

The New Site and Mobile App are available NOW! To take advantage of these exciting features go to www.cardaccount.net to download the mobile app or click "ACCOUNTS" and choose "CREDIT CARD ACCOUNTS" to log in now.

TRANSACTIONS

An amount followed by a minus sign (-) is a credit unless otherwise indicated.

Tran Date	Post Date	Reference Number	Transaction Description	Amount
03/28	03/28	F112700F700CHGDDA	AUTOMATIC PAYMENT - THANK YOU	\$10,473.92-

Transactions continued on next page

OREGON PACIFIC BANK
 1550 N BROWN RD 150
 LAWRENCEVILLE GA 30043



Account Number: XXXX XXXX XXXX 0393
 New Balance: \$7,385.97
 Minimum Payment Due: \$221.58
Payment Due Date: April 28, 2022

All payments on the account must be made at the address shown on your monthly billing statement and are considered to have been made on the date received at that address.

Amount Enclosed: \$



Make Check Payable to:

CARD SERVICE CENTER
 PO BOX 569100
 DALLAS TX 75356-9100

SUISLAW VAL FIRE RESC
 2625 HIGHWAY 101
 FLORENCE OR 97439-9702



TRANSACTIONS (continued)

An amount followed by a minus sign (-) is a credit unless otherwise indicated.

Tran Date	Post Date	Reference Number	Transaction Description	Amount
			TOTAL XXXXXXXXXXXXX0393	\$10,473.92-
03/16	03/17	5541734EV8ET513MW	LCWM FLORENCE FLORENCE OR	\$11.50
04/02	04/03	7533700FDDMP35T5V	THE SPORTSMAN FLORENCE OR ANDY GRAY	\$299.00
			TOTAL XXXXXXXXXXXXX0468	\$310.50
03/26	03/27	5543286F55SVVBYYY	ELECTRICBARGAINSTORES. 310-822-6500 CA TONY MILLER	\$1,276.61
			TOTAL XXXXXXXXXXXXX0476	\$1,276.61
03/08	03/09	0543684EK8PKZ59PQ	FRED-MEYER #0464 FLORENCE OR	\$27.99
03/15	03/17	5270715EV09FJ6Y87	HOMEDEPOT.COM 800-430-3376 GA	\$3,499.98
04/01	04/01	5543286FB5SPF4ML4	NATIONAL REGISTRY EMT 614-888-4484 OH KYLE OROZCO	\$25.00
			TOTAL XXXXXXXXXXXXX0500	\$3,552.97
03/12	03/13	5543286EP5SS47PYV	SPECTRUM 855-707-7328 MO	\$34.03
03/23	03/24	5543286F25V37VXHG	ASTOUND PWRD BY WAVE 866-928-3123 WA	\$194.98
03/28	03/29	5543286F75SMPLBV0	AMZN MKTP US*1637C59F1 AMZN.COM/BILL WA	\$134.99
03/28	03/29	5531020F72DM1EMS6	AMAZON.COM*163T239Z1 A AMZN.COM/BILL WA	\$59.99
03/29	03/30	5531020F92DJSMW8F	AMAZON.COM*1H8FB2C11 A AMZN.COM/BILL WA MARY DIMON	\$97.86
			TOTAL XXXXXXXXXXXXX0526	\$521.85
03/07	03/08	0543684EJ8PKJ520R	FRED-MEYER #0464 FLORENCE OR	\$33.45
03/08	03/09	0531461ELEHSEP6Z3	ABBYS LEGENDARY PIZZA FLORENCE OR	\$319.44
03/08	03/10	8541580ELWGN93H6B	AMERICAN MARKET 4 FLORENCE OR	\$5.98
03/09	03/10	8550039ELS66K6FRZ	OREGON FIRE CHIEFS ASS 888-8465741 OR	\$85.00
03/09	03/10	8550039ELS66K6FT7	OREGON FIRE CHIEFS ASS 888-8465741 OR	\$290.00
03/10	03/13	5270715EP03PH85GA	HENRY SCHEIN* 800-472-4346 NY	\$488.08
03/21	03/22	5543286F05SLWGFA0	AMZN MKTP US*1N93K5R01 AMZN.COM/BILL WA MATT HOUSE	\$279.38
			TOTAL XXXXXXXXXXXXX1441	\$1,501.33
04/01	04/03	5548077FBLQP7YMHK	DANNER-LACROSSE 8774326637 OR BLAIR CAMPBELL	\$150.00
			TOTAL XXXXXXXXXXXXX2019	\$150.00
03/04	03/06	5541734EF8EMM14J9	LCWM FLORENCE FLORENCE OR	\$11.22
03/21	03/22	0543684F08PKPETNY	FRED-MEYER #0464 FLORENCE OR PABLO CRESCIONI	\$61.49
			TOTAL XXXXXXXXXXXXX0097	\$72.71

\$0 - \$7,385.97 WILL BE DEDUCTED FROM YOUR ACCOUNT AND CREDITED AS YOUR AUTOMATIC PAYMENT ON 04/28/22. THE AUTOMATIC PAYMENT AMOUNT WILL BE REDUCED BY ALL PAYMENTS POSTED ON OR BEFORE THIS DATE.

INTEREST CHARGE CALCULATION

Your Annual Percentage Rate (APR) is the annual interest rate on your account

Type of Balance	Annual Percentage Rate (APR)	Balance Subject to Interest Rate	Days in Billing Cycle	Interest Charge
Purchases	14.49% (v)	\$0.00	31	\$0.00

(v) - variable



Western Lane Ambulance District

Balance Sheet Comparison

As of March 31, 2022

	TOTAL	
	AS OF MAR 31, 2022	AS OF MAR 31, 2021 (PY)
ASSETS		
Current Assets		
Bank Accounts		
1010 Checking 0046	14,085.27	94,669.64
1020 Money Market 9835	1,783,560.86	2,722,677.71
1030 LifeMed Cash 9411	36,406.81	22,483.69
1040 WLAD LGIP 6353	1,505,825.08	
1050 PERS UAL 6407	459,087.34	450,320.25
1090 Equipment Reserve 1060	501,218.47	764,009.51
1099 Petty Cash	400.00	400.00
Total Bank Accounts	\$4,300,583.83	\$4,054,560.80
Accounts Receivable		
1200 Accounts Receivable	-13,826.68	16,475.32
Total Accounts Receivable	\$ -13,826.68	\$16,475.32
Other Current Assets		
1201 Patient Accounts Receivable	1,329,578.91	878,044.42
1202 Allowance for Bad Debt	-345,690.52	-228,291.55
1203 Allowance for Contractual Adjust	-518,535.78	-342,437.32
1205 Accounts Receivable (Audit)	6,311.00	6,311.00
1240 Property Tax Receivable	61,167.00	61,167.00
1245 Cash with County	7,396.00	7,396.00
1250 Seismic Grant Receivable	0.00	0.00
1260 MIH Grant Receivable	0.00	0.00
1299 Undeposited Funds	0.00	0.00
1302 Prepaid LifeMed Expense	0.00	0.00
1304 Prepaid Prop & Liab Insurance	13,185.50	13,185.50
1305 Prepaid Health Insurance	0.00	0.00
1306 Prepaid Other Expense	0.00	0.00
1313 Employee Draws	0.00	0.00
1335 Flexible Medical Spending	316.67	0.00
Total Other Current Assets	\$553,728.78	\$395,375.05
Total Current Assets	\$4,840,485.93	\$4,466,411.17
Fixed Assets		
1701 Land	350,000.00	350,000.00
1702 Buildings & Improvements	581,521.30	581,521.30
1703 Equipment	1,538,530.00	1,538,530.00
1704 Construction in Progress	0.00	0.00
1799 Accumulated Depreciation	-1,201,134.41	-1,201,134.41
Total Fixed Assets	\$1,268,916.89	\$1,268,916.89



Western Lane Ambulance District

Balance Sheet Comparison

As of March 31, 2022

	TOTAL	
	AS OF MAR 31, 2022	AS OF MAR 31, 2021 (PY)
TOTAL ASSETS	\$6,109,402.82	\$5,735,328.06
LIABILITIES AND EQUITY		
Liabilities		
Current Liabilities		
Accounts Payable		
2000 Accounts Payable	33,101.63	10,831.52
Total Accounts Payable	\$33,101.63	\$10,831.52
Credit Cards		
2007 OPB Mastercard	5,710.58	4,381.46
Total Credit Cards	\$5,710.58	\$4,381.46
Other Current Liabilities		
2001 Accrued Account Payable	0.00	0.00
2050 MIH Deferred Revenue	20,833.26	145,833.30
2100 Wages & Payroll Liabilities	0.00	0.00
2105 Oregon WBF Payable	0.00	0.00
2110 PERS Payable	0.00	0.00
2116 Deferred Comp Payable	6,920.00	7,525.00
2117 AFLAC Payable	654.71	654.71
2130 Union Dues Payable	1,945.80	1,976.90
2135 PAC Contributions	59.00	
2140 Garnishments	0.00	0.00
2190 Compensated absences	147,572.78	147,572.78
2199 Payroll Liabilities - Audit	0.00	0.00
2995 Clearing Account	160,513.25	177,592.79
Total 2100 Wages & Payroll Liabilities	317,665.54	335,322.18
2200 Deferred LifeMed Income	0.00	0.00
Total Other Current Liabilities	\$338,498.80	\$481,155.48
Total Current Liabilities	\$377,311.01	\$496,368.46
Total Liabilities	\$377,311.01	\$496,368.46
Equity		
3010 Investment in Capital and Land	1,268,916.89	1,268,916.89
3020 LifeMed Fund Balance	34,184.57	22,483.69
3030 Capital Reserve	501,094.91	764,009.51
3100 Designated for Capital	0.00	0.00
3500 Fund Balance Unrestricted	3,206,891.11	2,495,350.72
Net Income	721,004.33	688,198.79
Total Equity	\$5,732,091.81	\$5,238,959.60
TOTAL LIABILITIES AND EQUITY	\$6,109,402.82	\$5,735,328.06

Western Lane Ambulance District

Budget vs. Actuals FY 21-22

July 2021 - March 2022

	TOTAL		
	ACTUAL	BUDGET	% OF BUDGET
Income			
4000 Operating Income			
4001 Private Insurance	483,855.41	513,000.00	94.32 %
4002 Private Pay	99,340.56	114,000.00	87.14 %
4020 Medicaid	199,454.26	247,000.00	80.75 %
4023 Medicare	1,013,496.52	1,026,000.00	98.78 %
4025 GEMT Medicaid Program		70,000.00	
4085 Other Revenue	334.25		
4090 less Refunds	-1,636.35		
Total 4000 Operating Income	1,794,844.65	1,970,000.00	91.11 %
4200 NonOperating Income			
4210 Property Tax Revenue			
4211 Current Year - Permanent Levy	693,671.50	675,438.00	102.70 %
4212 Current Year - Local Option Levy	957,602.02	972,507.00	98.47 %
4214 Prior Year Taxes	15,522.90	23,000.00	67.49 %
Total 4210 Property Tax Revenue	1,666,796.42	1,670,945.00	99.75 %
4220 Three Rivers Casino	30,792.00	30,792.00	100.00 %
4230 Other County Tax Revenue	3,533.97		
4250 Reimbursements	28,243.57		
4280 Miscellaneous Revenue	475.60	70,000.00	0.68 %
4290 Interest Income WLAD	8,423.51	15,000.00	56.16 %
Total 4200 NonOperating Income	1,738,265.07	1,786,737.00	97.29 %
4700 Grant Income			
4702 MIH Foundation	93,750.03	125,000.00	75.00 %
4703 Coronavirus Relief Fund Grant	-42,054.46		
4704 OPRD ATV Grant	30,040.41		
4705 OHV Grant	16,947.95	48,131.00	35.21 %
4706 Cardiac Monitors Grant		228,000.00	
Total 4700 Grant Income	98,683.93	401,131.00	24.60 %
Total Income	\$3,631,793.65	\$4,157,868.00	87.35 %
GROSS PROFIT	\$3,631,793.65	\$4,157,868.00	87.35 %
Expenses			
5000 PERSONNEL SERVICES			
5100 Operations Personal Services			
5101 Salary & Wages Operations	979,124.43	1,391,712.00	70.35 %
5106 Overtime Operations	219,217.83	322,030.00	68.07 %
5111 Salary & Wages Grant	47,994.91	63,085.00	76.08 %
5121 Payroll Taxes Operations	114,309.40	140,000.00	81.65 %
5122 Benefits Operations	221,369.25	302,732.00	73.12 %
5123 PERS Operations	315,435.01	416,369.00	75.76 %
5124 Deferred Comp HRA VEBA Operations	44,625.00	43,500.00	102.59 %
5125 Health & Wellness Operations	5,285.00	12,000.00	44.04 %

Western Lane Ambulance District

Budget vs. Actuals FY 21-22

July 2021 - March 2022

	TOTAL		
	ACTUAL	BUDGET	% OF BUDGET
5184 Staff Expense Operations	3,272.60	3,000.00	109.09 %
5199 Unemployment Benefits		820.00	
Total 5100 Operations Personal Services	1,950,633.43	2,695,248.00	72.37 %
Total 5000 PERSONNEL SERVICES	1,950,633.43	2,695,248.00	72.37 %
6000 MATERIALS & SERVICES OPERATIONS			
6100 Training	14,504.90	39,845.00	36.40 %
6200 Medical	87,880.69	109,000.00	80.62 %
6400 Emergency Services	96,595.00	96,681.00	99.91 %
6500 COVID-19	1,271.97		
6600 Recruitment	4,460.91		
6700 Facilities & Equipment	51,066.22	82,200.00	62.12 %
6800 Vehicles	80,146.49	75,000.00	106.86 %
Total 6000 MATERIALS & SERVICES OPERATIONS	335,926.18	402,726.00	83.41 %
7000 MATERIALS & SERVICES ADMINISTRATION			
7100 Administrative Expense	98,647.27	54,000.00	182.68 %
7200 Technology	4,410.74	5,000.00	88.21 %
7300 Board of Directors	4,463.51	8,050.00	55.45 %
7400 Professional Services	54,028.63	100,000.00	54.03 %
7500 Insurance	31,560.00	76,500.00	41.25 %
7600 WLFEA Administrative Services	360,832.72	441,909.00	81.65 %
Total 7000 MATERIALS & SERVICES ADMINISTRATION	553,942.87	685,459.00	80.81 %
8000 Capital Outlay			
8016 Larynoscope Equipment	16,068.71		
8018 Cardiac Monitors/Defibrillators		91,256.00	
8020 Hands Free CPR Devices	14,336.88	14,337.00	100.00 %
8021 Mobile Radio		12,000.00	
8022 Repeater Upgrade		212,000.00	
8023 Personal Safety Vests		10,000.00	
8024 AccuVein Finders	22,875.00	22,875.00	100.00 %
Total 8000 Capital Outlay	53,280.59	362,468.00	14.70 %
8700 Grant Expense			
8703 OHV Rescue Vehicle	25,584.93	60,164.00	42.53 %
8704 Cardiac Monitors		240,000.00	
Total 8700 Grant Expense	25,584.93	300,164.00	8.52 %
Total Expenses	\$2,919,368.00	\$4,446,065.00	65.66 %
NET OPERATING INCOME	\$712,425.65	\$ -288,197.00	-247.20 %
Other Income			
9100 Beginning Balance - General Fund		2,666,883.00	
9410 To Gen Fund from LifeMed	120,000.00	120,000.00	100.00 %
9440 To Gen Fund for Future Capital Expense	319,500.00	319,500.00	100.00 %
9450 To Gen Fund for Current Capital Expense	234,000.00	234,000.00	100.00 %

Western Lane Ambulance District

Budget vs. Actuals FY 21-22

July 2021 - March 2022

		TOTAL	
	ACTUAL	BUDGET	% OF BUDGET
Total Other Income	\$673,500.00	\$3,340,383.00	20.16 %
Other Expenses			
9501 Contingency		71,532.00	
9510 From Gen Fund to Equip Reserve	120,000.00	120,000.00	100.00 %
9550 Reserved for PERS Side Account		400,000.00	
9555 Reserved for PERS UAL Account		58,887.00	
9570 Reserved for Mobile Int Health		50,000.00	
9700 Reserved for Capital Expenditures		386,775.00	
9900 Ending Balance - General Fund		1,964,992.00	
Total Other Expenses	\$120,000.00	\$3,052,186.00	3.93 %
NET OTHER INCOME	\$553,500.00	\$288,197.00	192.06 %
NET INCOME	\$1,265,925.65	\$0.00	0.00%



WLAD Capital Reserve Fund

Budget vs. Actuals FY 21-22

July 2021 - March 2022

		TOTAL	
	ACTUAL	BUDGET	% OF BUDGET
Income			
4200 NonOperating Income			
4295 Interest Income Capital	1,005.90	3,000.00	33.53 %
Total 4200 NonOperating Income	1,005.90	3,000.00	33.53 %
Total Income	\$1,005.90	\$3,000.00	33.53 %
GROSS PROFIT	\$1,005.90	\$3,000.00	33.53 %
Expenses			
Total Expenses			0.00%
NET OPERATING INCOME	\$1,005.90	\$3,000.00	33.53 %
Other Income			
9300 Beginning Balance - Capital Fund		930,500.00	
9420 To Equip Resv from Gen Fund	120,000.00	120,000.00	100.00 %
Total Other Income	\$120,000.00	\$1,050,500.00	11.42 %
Other Expenses			
9515 From Equip Resv to Gen Fund Capital	234,000.00	234,000.00	100.00 %
9525 From Equip Resv to Future Capital Exp	319,500.00	319,500.00	100.00 %
9750 Ending Balance - Capital		500,000.00	
Total Other Expenses	\$553,500.00	\$1,053,500.00	52.54 %
NET OTHER INCOME	\$ -433,500.00	\$ -3,000.00	14,450.00 %
NET INCOME	\$ -432,494.10	\$0.00	0.00%



Western Lane Ambulance District

Profit and Loss Comparison

July 2021 - March 2022

	TOTAL	
	JUL 2021 - MAR 2022	JUL 2020 - MAR 2021 (PY)
Income		
4000 Operating Income		
4001 Private Insurance	483,855.41	422,695.90
4002 Private Pay	99,340.56	85,264.21
4020 Medicaid	199,454.26	192,152.64
4023 Medicare	1,013,496.52	794,060.16
4025 GEMT Medicaid Program		64,227.67
4085 Other Revenue	334.25	250.00
4090 less Refunds	-1,636.35	-10,491.79
Total 4000 Operating Income	1,794,844.65	1,548,158.79
4200 NonOperating Income		
4210 Property Tax Revenue		
4211 Current Year - Permanent Levy	693,671.50	663,653.45
4212 Current Year - Local Option Levy	957,602.02	916,473.80
4214 Prior Year Taxes	15,522.90	21,654.82
Total 4210 Property Tax Revenue	1,666,796.42	1,601,782.07
4220 Three Rivers Casino	30,792.00	30,842.00
4230 Other County Tax Revenue	3,533.97	2,736.70
4250 Reimbursements	28,243.57	17,687.60
4280 Miscellaneous Revenue	475.60	504.76
4290 Interest Income WLAD	8,423.51	6,383.49
Total 4200 NonOperating Income	1,738,265.07	1,659,936.62
4700 Grant Income		
4702 MIH Foundation	93,750.03	93,750.03
Total 4700 Grant Income	93,750.03	93,750.03
Total Income	\$3,626,859.75	\$3,301,845.44
GROSS PROFIT	\$3,626,859.75	\$3,301,845.44
Expenses		
5000 PERSONNEL SERVICES		
5100 Operations Personal Services		
5101 Salary & Wages Operations	979,124.43	943,824.36
5106 Overtime Operations	219,217.83	236,772.51
5111 Salary & Wages Grant	47,994.91	47,383.51
5121 Payroll Taxes Operations	114,309.40	84,901.30
5122 Benefits Operations	221,369.25	232,207.20
5123 PERS Operations	315,435.01	321,459.59
5124 Deferred Comp HRA VEBA Operations	44,625.00	45,750.00
5125 Health & Wellness Operations	5,285.00	5,865.00
5184 Staff Expense Operations	3,272.60	2,732.97
5199 Unemployment Benefits		2,395.50



Western Lane Ambulance District

Profit and Loss Comparison

July 2021 - March 2022

	TOTAL	
	JUL 2021 - MAR 2022	JUL 2020 - MAR 2021 (PY)
Total 5100 Operations Personal Services	1,950,633.43	1,923,291.94
Total 5000 PERSONNEL SERVICES	1,950,633.43	1,923,291.94
6000 MATERIALS & SERVICES OPERATIONS		
6100 Training	14,504.90	8,934.87
6200 Medical	87,820.69	68,430.84
6400 Emergency Services	96,595.00	579.00
6500 COVID-19	1,271.97	4,263.78
6700 Facilities & Equipment	51,066.22	52,506.72
6800 Vehicles	80,146.49	44,383.43
Total 6000 MATERIALS & SERVICES OPERATIONS	331,405.27	179,098.64
7000 MATERIALS & SERVICES ADMINISTRATION		
7100 Administrative Expense	98,647.27	40,797.87
7200 Technology	4,410.74	6,057.37
7300 Board of Directors	4,437.59	
7400 Professional Services	54,028.63	87,887.80
7500 Insurance	31,560.00	27,028.95
7600 WLFEA Administrative Services	360,832.72	323,231.71
Total 7000 MATERIALS & SERVICES ADMINISTRATION	553,916.95	485,003.70
8000 Capital Outlay		
8004 District/MIH Vehicle		15,558.90
8016 Larynoscope Equipment	16,068.71	20,910.15
8017 Computer Upgrade / iPads		7,365.00
Total 8000 Capital Outlay	16,068.71	43,834.05
Total Expenses	\$2,852,024.36	\$2,631,228.33
NET OPERATING INCOME	\$774,835.39	\$670,617.11
Other Income		
9410 To Gen Fund from LifeMed	120,000.00	163,000.00
9420 To Equip Resv from Gen Fund	120,000.00	120,000.00
9430 To PERS UAL Account		450,000.00
Total Other Income	\$240,000.00	\$733,000.00
Other Expenses		
9510 From Gen Fund to Equip Reserve	120,000.00	120,000.00
9520 From Gen Fund to PERS UAL Fund		450,000.00
Total Other Expenses	\$120,000.00	\$570,000.00
NET OTHER INCOME	\$120,000.00	\$163,000.00
NET INCOME	\$894,835.39	\$833,617.11

LifeMed Analysis Report

June 2021 - March 2022

	Actual	Total Budget	% of Budget
Income			
4600 LifeMed Income			
4601 LifeMed Subscriptions	125,235.99	140,000.00	89.45%
4602 LifeMed CPR Classes	13,585.00	10,000.00	135.85%
4609 LifeMed Interest	6.23		
4610 LifeMed Other Income	1,500.00		
4690 less LifeMed Refund	-330.00		
Total 4600 LifeMed Income	\$ 139,997.22	\$ 150,000.00	93.33%
Total Income	\$ 139,997.22	\$ 150,000.00	93.33%
Gross Profit	\$ 139,997.22	\$ 150,000.00	93.33%
Expenses			
6800 LifeMed Write Offs	118,135.60		
6900 LifeMed Expense			
6951 Public & Regional Training LM	3,362.22	10,000.00	33.62%
6952 QRT Support & Training LM	5,747.29	10,000.00	57.47%
6953 Promotion & Advertising LM	6,679.15	7,000.00	95.42%
6957 Bank Fees LM	1,278.00	2,000.00	63.90%
6958 Postage & Printing LM	929.15	5,000.00	18.58%
6959 Supplies LM	909.37	4,000.00	22.73%
6960 Other LifeMed Expenses	16,763.14		
Total 6900 LifeMed Expense	\$ 153,803.92	\$ 38,000.00	404.75%
Total Expenses	\$ 153,803.92	\$ 38,000.00	404.75%
Net Operating Income	-\$ 13,806.70	\$ 112,000.00	-12.33%



Western Lane Ambulance District

Transaction List by Date of Issue

March 2022

DATE	TRANSACTION TYPE	NUM	NAME	MEMO/DESCRIPTION	ACCOUNT	AMOUNT
03/01/2022	Check	EFT	Card Service Center	Mastercard monthly expenses 1/8 to 2/7/2022	1010 Checking 0046	-2,883.75
03/01/2022	Bill Payment (Check)	20604	Enerspect Medical Solutions LLC		1010 Checking 0046	-3,431.25
03/01/2022	Bill Payment (Check)	20605	Pacific Source Administrators	P00194	1010 Checking 0046	-356.67
03/01/2022	Bill Payment (Check)	20606	Pest Tech		1010 Checking 0046	-85.00
03/01/2022	Bill Payment (Check)	20607	Bi-Mart Corporation	Acct # 923247	1010 Checking 0046	-84.00
03/01/2022	Bill Payment (Check)	20608	Bio-Med		1010 Checking 0046	-29.00
03/01/2022	Bill Payment (Check)	20609	Davison Auto Parts Inc.	30290	1010 Checking 0046	-102.52
03/01/2022	Bill Payment (Check)	20610	Henry Schein Inc	1129300	1010 Checking 0046	-1,646.96
03/01/2022	Bill Payment (Check)	20611	Karl Storz, Endoscopy- America, Inc	134783	1010 Checking 0046	-580.25
03/01/2022	Bill Payment (Check)	20612	Airgas USA, LLC	2363767	1010 Checking 0046	-464.23
03/01/2022	Bill Payment (Check)	20613	Systems Design		1010 Checking 0046	-5,175.50
03/01/2022	Bill Payment (Check)	20614	PeaceHealth Hospital		1010 Checking 0046	-146.05
03/01/2022	Bill Payment (Check)	20615	Vend West Services Inc.	WESLA	1010 Checking 0046	-17.20
03/01/2022	Bill Payment (Check)	20616	Canopy		1010 Checking 0046	-60.00
03/01/2022	Transfer			Payroll and Monthly Expenses	1020 Money Market 9835	- 250,000.00
03/02/2022	Check	SVCCHRG		Service Charge	1030 LifeMed Cash 9411	-53.63
03/04/2022	Bill Payment (Check)	EFT	County Transfer & Recycling	2941-1517	1010 Checking 0046	-162.50
03/04/2022	Check	NSF	iStream	NSF check reverse from iStream deposit 3/3/2022 for Buss, Mason	1020 Money Market 9835	-1,493.92
03/07/2022	Bill Payment (Check)	20617	Brandon Sutherland		1010 Checking 0046	-213.27
03/07/2022	Bill Payment (Check)	20618	David Quinn		1010 Checking 0046	-263.33
03/07/2022	Bill Payment (Check)	20619	Nickolas Helvey		1010 Checking 0046	-162.31
03/07/2022	Bill Payment (Check)	20620	Randall Thomas		1010 Checking 0046	-152.06
03/08/2022	Bill Payment (Check)	EFT	IAFF Local 851		1010 Checking 0046	-59.00
03/09/2022	Bill Payment (Check)	EFT	WECO	2323670	1010 Checking 0046	-1,909.25
03/09/2022	Check	EFT	VOYA Deferred Comp	monthly contributions	1010 Checking 0046	-7,620.00
03/10/2022	Bill Payment (Check)	EFT	IAFF Local 851		1010 Checking 0046	-1,945.80
03/10/2022	Bill Payment	EFT	IAFF Local 851		1010 Checking	-59.00



Western Lane Ambulance District

Transaction List by Date of Issue

March 2022

DATE	TRANSACTION TYPE	NUM	NAME	MEMO/DESCRIPTION	ACCOUNT	AMOUNT
	(Check)				0046	
03/11/2022	Check	EFT	ADP, LLC	PR processing charges for period ending 1/31 and 2/28/2022 (33 @ \$8.55 ea)	1010 Checking 0046	-618.30
03/14/2022	Bill Payment (Check)	EFT	Clear Rate Communications	4950169	1010 Checking 0046	-318.33
03/15/2022	Check	EFT	AFLAC	monthly AFLAC payment	1010 Checking 0046	-816.31
03/15/2022	Bill Payment (Check)	20621	RICOH USA, Inc.	15095401	1010 Checking 0046	-19.86
03/15/2022	Bill Payment (Check)	20622	The Shippin' Shack	3661	1010 Checking 0046	-98.97
03/15/2022	Bill Payment (Check)	20623	Benton County Public Works	514-45-10-250-454310	1010 Checking 0046	-3,549.01
03/15/2022	Bill Payment (Check)	20624	Brian's Automotive		1010 Checking 0046	-1,977.00
03/15/2022	Bill Payment (Check)	20625	West Coast Media Group		1010 Checking 0046	-87.50
03/15/2022	Bill Payment (Check)	20626	Henry Schein Inc	1129300	1010 Checking 0046	-2,622.04
03/15/2022	Bill Payment (Check)	20627	Umpqua Valley Fire Services		1010 Checking 0046	-186.95
03/15/2022	Bill Payment (Check)	20628	Airgas USA, LLC	2363767	1010 Checking 0046	-1,537.75
03/15/2022	Bill Payment (Check)	20629	Siuslaw News	722	1010 Checking 0046	-20.00
03/15/2022	Bill Payment (Check)	20630	Stryker Medical	1153425	1010 Checking 0046	-2,851.75
03/15/2022	Bill Payment (Check)	20631	Access	EU2812	1010 Checking 0046	-143.18
03/15/2022	Bill Payment (Check)	20632	Day Wireless Systems	1088	1010 Checking 0046	-443.52
03/15/2022	Bill Payment (Check)	20633	Stericycle	6117445	1010 Checking 0046	-329.09
03/15/2022	Bill Payment (Check)	20634	Teleflex LLC	Acct # 1102683	1010 Checking 0046	-1,345.50
03/15/2022	Bill Payment (Check)	20635	Cascade Health Solutions		1010 Checking 0046	-349.00
03/15/2022	Bill Payment (Check)	20636	Coastal Fitness	Client No. 5731	1010 Checking 0046	-558.00
03/15/2022	Bill Payment (Check)	20637	Lane Fire Authority		1010 Checking 0046	-120.00
03/15/2022	Bill Payment (Check)	20638	PeaceHealth Hospital		1010 Checking 0046	-1,435.12
03/15/2022	Bill Payment (Check)	20639	Special Districts Insurance Services	52434	1010 Checking 0046	-27,063.79
03/15/2022	Bill Payment (Check)	20640	Vend West Services Inc.	WESLA	1010 Checking 0046	-93.25
03/15/2022	Bill Payment (Check)	20641	Bound Tree Medical	114735	1010 Checking 0046	-577.98
03/15/2022	Bill Payment (Check)	20642	On Spot Security	17030305	1010 Checking 0046	-235.00
03/17/2022	Bill Payment (Check)	EFT	Citi Card-Costco	ending 9251	1010 Checking 0046	-39.98



Western Lane Ambulance District

Transaction List by Date of Issue

March 2022

DATE	TRANSACTION TYPE	NUM	NAME	MEMO/DESCRIPTION	ACCOUNT	AMOUNT
03/17/2022	Bill Payment (Check)	EFT	City of Florence City Hall	323280.01	1010 Checking 0046	-223.85
03/17/2022	Bill Payment (Check)	EFT	Charter Communications	8751160250176399	1010 Checking 0046	-164.97
03/17/2022	Bill Payment (Check)	20643	Oregon Health Authority	Medicare ID 209536	1010 Checking 0046	-7,904.77
03/21/2022	Bill Payment (Check)	EFT	WECO	2323670	1010 Checking 0046	-2,393.56
03/22/2022	Check	EFT	PSC Relief Fund	return of relief funds from Nov 2022 due to non-compliance	1020 Money Market 9835	-42,054.46
03/23/2022	Bill Payment (Check)	20644	Rick's Custom Caps		1010 Checking 0046	-696.72
03/24/2022	Bill Payment (Check)	EFT	Central Lincoln PUD	281957000	1010 Checking 0046	-555.61
03/24/2022	Bill Payment (Check)	20645	Oregon Health Authority	Medicare ID 209536	1010 Checking 0046	-39,523.87
03/24/2022	Bill Payment (Check)	20646	Dustin Pearson		1010 Checking 0046	-1,890.00
03/24/2022	Bill Payment (Check)	20647	Ali Gahrib	Voided - not reimbursable under bargaining agreement	1010 Checking 0046	0.00
03/31/2022	Bill Payment (Check)	EFT	Western Lane Fire & EMS Authority		1020 Money Market 9835	-38,928.58
03/31/2022	Check	SVCCHRG		Service Charge	1010 Checking 0046	-25.00



WESTERN LANE AMB DIST
Account Number: XXXX XXXX XXXX 0591

Billing Questions:
800-367-7576

Website:
www.cardaccount.net

Send Billing Inquiries To:
Card Service Center, PO Box 569120, Dallas, TX 75356

OREGON PACIFIC BANK Credit Card Account Statement
March 8, 2022 to April 6, 2022

SUMMARY OF ACCOUNT ACTIVITY

Previous Balance	\$2,821.02
- Payments	\$2,821.02
- Other Credits	\$9.67
+ Purchases	\$4,524.23
+ Cash Advances	\$0.00
+ Fees Charged	\$0.00
+ Interest Charged	\$0.00
= New Balance	\$4,514.56

PAYMENT INFORMATION

New Balance:	\$4,514.56
Minimum Payment Due:	\$135.44
Payment Due Date:	May 1, 2022

Account Number	XXXX XXXX XXXX 0591
Credit Limit	\$45,000.00
Available Credit	\$40,451.00
Statement Closing Date	April 6, 2022
Days in Billing Cycle	30

MESSAGES

GREAT NEWS!

We have upgraded the Card Service Center website and online access to your account information. It is better than ever!

Our enhanced site features easier-to-navigate pages, additional payment functionality, and new self-serve account update options. A **NEW MOBILE APP** is also available to manage your card on the go!

The New Site and Mobile App are available NOW! To take advantage of these exciting features go to www.cardaccount.net to download the mobile app or click "ACCOUNTS" and choose "CREDIT CARD ACCOUNTS" to log in now.

TRANSACTIONS

An amount followed by a minus sign (-) is a credit unless otherwise indicated.

Tran Date	Post Date	Reference Number	Transaction Description	Amount
04/01	04/01	F112700FB00CHGDGA	AUTOMATIC PAYMENT - THANK YOU	\$2,821.02-

Transactions continued on next page

OREGON PACIFIC BANK
1550 N BROWN RD 150
LAWRENCEVILLE GA 30043



Account Number: XXXX XXXX XXXX 0591
New Balance: \$4,514.56
Minimum Payment Due: \$135.44
Payment Due Date: May 1, 2022

All payments on the account must be made at the address shown on your monthly billing statement and are considered to have been made on the date received at that address.

Amount Enclosed: \$



Make Check Payable to:

CARD SERVICE CENTER
PO BOX 569100
DALLAS TX 75356-9100

WESTERN LANE AMB DIST
2625 HIGHWAY 101
FLORENCE OR 97439-9702



TRANSACTIONS (continued)

An amount followed by a minus sign (-) is a credit unless otherwise indicated.

Tran Date	Post Date	Reference Number	Transaction Description	Amount
			TOTAL XXXXXXXXXXXX0591	\$2,821.02-
03/25	03/28	8550499F6S66M4989	UMBC CASHIER BALTIMORE MD ROBERT II CHANCE	\$65.00
			TOTAL XXXXXXXXXXXX0625	\$65.00
03/23	03/24	0230537F300HGVPYR	AUTOZONE 4380 FLORENCE OR	\$39.58
03/25	03/27	5543286F45SS1J1GB	AMZN MKTP US*1N8UC4S82 AMZN.COM/BILL WA	\$30.85
03/25	03/27	8230509F4000BPMBS	1-800-639-3274 LAS VEGAS NV	\$239.49
03/30	03/31	5554807F95SJB3895	FLORENCE TRUE VALUE FLORENCE OR RONNIE PEARSON	\$25.98
			TOTAL XXXXXXXXXXXX0633	\$335.90
03/09	03/10	8230509EL000DZHXX	EMS LOGIK SALT LAKE CIT UT	\$364.62
03/22	03/23	5531020F2BMDRWA4T	CHIPOTLE 2868 SPRINGFIELD OR DARREK MULLINS	\$35.05
			TOTAL XXXXXXXXXXXX0641	\$399.67
03/30	03/31	0514048F9LM8S5ZS6	DENNY'S #6530 WOODBURN OR DAVID ROSSI	\$41.25
			TOTAL XXXXXXXXXXXX0658	\$41.25
03/08	03/09	5543286EK5SMILLV5S	AMZN MKTP US*1W8BS5PG2 AMZN.COM/BILL WA	\$225.98
03/10	03/10	5543286EM5V5P0N68	NATIONAL REGISTRY EMT 614-888-4484 OH	\$25.00
03/15	03/16	5543286ES5SP9XF61	DTV*DIRECTV SERVICE 800-347-3288 CA	\$199.98
03/23	03/24	5543286F25V37VXED	ASTOUND PWRD BY WAVE 866-928-3123 WA	\$194.98
03/24	03/24	5543286F35SQF6AA5	VZWRLSS*APOCC VISB 800-922-0204 FL	\$280.07
03/29	03/30	5543286F85SYEKK9J	AMZN MKTP US*165J78Z62 AMZN.COM/BILL WA HOLLY LAIS	\$139.80
			TOTAL XXXXXXXXXXXX0674	\$1,065.81
03/21	03/22	8230509F0000DF05S	EVENT* BRAUN NORTHWEST TYSONS CORNER VA GLENN PRUETT	\$310.00
			TOTAL XXXXXXXXXXXX0690	\$310.00
03/18	03/20	5548077EXLQABFEEN	DANNER-LACROSSE 87743266 CREDIT	\$9.67-
03/11	03/13	5548077ENLQTWZ2WM	DANNER-LACROSSE 8774326637 OR	\$9.67
03/17	03/18	5548077EWLQA6E2XW	DANNER-LACROSSE 8774326637 OR	\$321.63
03/24	03/24	5543286F35SDGV978	AMZN MKTP US*1N18W85Z2 AMZN.COM/BILL WA	\$25.28
03/24	03/24	5543286F35SDLA5P2	AMZN MKTP US*1N1YW67B0 AMZN.COM/BILL WA	\$104.15
03/24	03/25	5543286F35SDF2YE	AMAZON.COM*1N11A57P0 AMZN.COM/BILL WA	\$220.87
04/04	04/05	5541734FE7K0VFQYM	OR HEALTH AUTHORITY SALEM OR	\$1,000.00
04/04	04/05	5541734FE7K0VFQYX	OR HEALTH AUTHORITY SALEM OR MATT HOUSE	\$625.00
			TOTAL XXXXXXXXXXXX1516	\$2,296.93

\$0 - \$4,514.56 WILL BE DEDUCTED FROM YOUR ACCOUNT AND CREDITED AS YOUR AUTOMATIC PAYMENT ON 05/01/22. THE AUTOMATIC PAYMENT AMOUNT WILL BE REDUCED BY ALL PAYMENTS POSTED ON OR BEFORE THIS DATE.

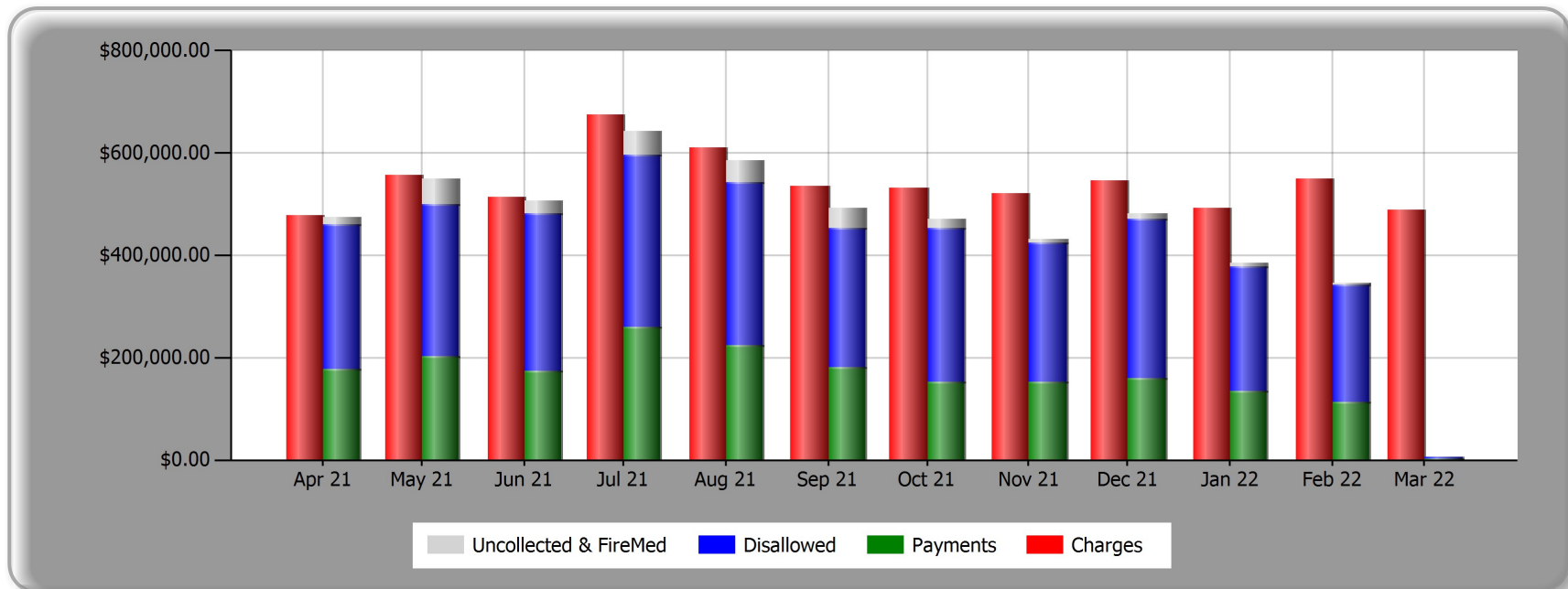
**Western Lane
ANNUAL COLLECTION STATISTICS**

Company	Western Lane
Date Of Service	4/1/2021
Date Of Service	3/31/2022
Invoices	0

Month	Tickets	Charges	Payments	%	FireMed	%	Disallowed	%	Uncollected	%	Pending	%
Apr 21	201	478,788.84	-178,964.32	37 %	-4,249.21	1 %	-282,676.03	59 %	-9,876.76	2 %	3,022.52	1 %
May 21	243	555,459.88	-201,096.69	36 %	-16,557.31	3 %	-299,392.16	54 %	-31,755.06	6 %	6,658.66	1 %
Jun 21	222	514,317.44	-175,380.45	34 %	-7,103.49	1 %	-306,322.38	60 %	-17,802.27	3 %	7,708.85	1 %
Jul 21	298	674,202.64	-258,378.69	38 %	-12,515.98	2 %	-338,932.30	50 %	-31,263.25	5 %	33,112.42	5 %
Aug 21	281	610,871.48	-222,791.60	36 %	-16,852.36	3 %	-317,911.07	52 %	-27,674.64	5 %	25,641.81	4 %
Sep 21	230	536,987.64	-179,988.67	34 %	-15,816.54	3 %	-274,550.01	51 %	-20,504.69	4 %	46,127.73	9 %
Oct 21	248	530,288.80	-151,359.13	29 %	-6,332.46	1 %	-300,014.63	57 %	-13,618.33	3 %	58,964.25	11 %
Nov 21	240	521,027.84	-153,462.21	29 %	-5,743.48	1 %	-272,398.74	52 %	-1,544.31	0 %	87,879.10	17 %
Dec 21	246	545,928.20	-160,665.70	29 %	-8,275.62	2 %	-309,681.87	57 %	-2,469.05	0 %	64,835.96	12 %
Jan 22	228	491,396.58	-135,540.64	28 %	-4,997.49	1 %	-240,554.24	49 %	-5,240.28	1 %	105,063.93	21 %
Feb 22	242	547,870.80	-112,853.12	21 %	-275.00	0 %	-231,293.63	42 %	-1,735.00	0 %	201,714.05	37 %
Mar 22	210	487,487.00	-1,285.51	0 %	0.00	0 %	-3,755.95	1 %	0.00	0 %	482,445.54	99 %

2,889 6,494,627.14 -1,931,766.73 -98,718.94 -3,177,483.01 -163,483.64 1,123,174.82

All amounts shown relate directly to each month's charges. They will not reconcile to monthly deposit reports



**Western Lane
MONTH END SUMMARY**

Transaction Date	3/1/2022
Transaction Date	3/31/2022
Company Code	Western Lane

Balance Forward	1,476,696.29
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Charges by Level of Service	486,173.92
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Batch #	ALS 1 E	ALS 1 NE	ALS 2	BLS E	BLS NE	SCT	Total
JAN22				-1,313.08			-1,313.08
MAR22	222,960.72	79,576.68	11,822.32	64,910.12	20,101.40	88,115.76	487,487.00
OCT21	0.00						0.00
Total	222,960.72	79,576.68	11,822.32	63,597.04	20,101.40	88,115.76	486,173.92

Payments - ALL	-220,722.77
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Payments - EFT

<u>Trans Date</u>	<u>Payer</u>	<u>Ref #</u>	<u>Amount</u>
3/1/2022	BCBS OR Blue Card MedAdv	0153944223	-972.05
3/1/2022	Peace Health Hospice	22563	-471.74
3/1/2022	Peace Health Hospice	22564	-727.15
3/1/2022	Medicare B Oregon	892359084	-6,490.59
3/1/2022	UHC West/Secure Horizons	9734793602	-726.07
3/2/2022	XO VHA Office of Community Care	00430266	-261.48
3/2/2022	Medicare B Oregon	892362880	-475.80
3/3/2022	Trillium Community Health Plan	0900103500	-642.86
3/3/2022	Aetna	822059000043474	-128.19
3/3/2022	XO AARP Medicare Supplemental	9735752041	-1,012.40
3/4/2022	XO AARP Medicare Supplemental	9736065332	-244.47
3/4/2022	UHC West/Secure Horizons	9736352087	-1,263.00
3/6/2022	Pacific Source Community Solutions	2022030611100096	-2,308.24
3/6/2022	Pacific Source MedAdvantage	2022030611600581	-1,177.10
3/7/2022	BCBS OR Blue Card MedAdv	0153946402	-6,683.89
3/7/2022	XO Regence Federal Oregon	0260943463	-117.74
3/7/2022	UHC West/Secure Horizons	9736890618	-999.64
3/7/2022	UHC West/Secure Horizons	9736936107	-949.26

**Western Lane
MONTH END SUMMARY**

3/8/2022	BCBS OR Blue Card MedAdv	0153955107	-974.48
3/8/2022	MODA MedAdvantage	2022030810400190	-696.87
3/8/2022	Oregon Medicaid	401207781	-420.62
3/8/2022	Medicare B Oregon	892377352	-1,113.58
3/8/2022	UMR	CI44628076796522I	-289.74
3/9/2022	United Healthcare	1TZ18315225	-653.80
3/9/2022	UHC West/Secure Horizons	9737954145	-1,763.70
3/10/2022	Trillium Community Health Plan	0900104174	-364.86
3/10/2022	OPTUM Care	11000500	-518.41
3/10/2022	Medicare B Oregon	892384899	-4,051.66
3/10/2022	UHC West/Secure Horizons	9738197891	-1,892.23
3/11/2022	MODA	2022031110300456	-7,178.04
3/11/2022	XO AARP Medicare Supplemental	9738994516	-391.58
3/13/2022	Pacific Source Health Plan	2022031310600444	-2,179.33
3/13/2022	Pacific Source Community Solutions	2022031311000032	-3,018.62
3/14/2022	BCBS OR Blue Card MedAdv	0153957361	-6,055.09
3/14/2022	UHC West/Secure Horizons	9739431610	-874.94
3/15/2022	BCBS OR Blue Card MedAdv	0153964862	-980.63
3/15/2022	Oregon Medicaid	401210098	-311.42
3/15/2022	AARP Medicare Complete Plus	9739901745	-303.17
3/16/2022	Aetna Medadvantage PPO	882207001050301	-551.67
3/17/2022	WA State DSHS	084892	-460.78
3/17/2022	Trillium Community Health Plan	0900104861	-267.78
3/17/2022	Medicare B Oregon	892399562	-1,140.06
3/17/2022	XO AARP Medicare Supplemental	9740756108	-233.05
3/18/2022	VA Regional Payment Center	2377388	-7,201.36
3/20/2022	Pacific Source Community Solutions	2022032011300074	-9,193.05
3/20/2022	Pacific Source Health Plan	2022032011500296	-3,646.80
3/21/2022	BCBS OR Blue Card MedAdv	0153966196	-5,527.21
3/21/2022	VA Regional Payment Center	2558079	-2,771.80
3/21/2022	Medicare B Oregon	892408118	-7,373.76
3/21/2022	UHC West/Secure Horizons	9742018454	-305.18
3/22/2022	Oregon Medicaid	401212304	-2,598.00
3/22/2022	Champus Tricare West Region	5339424076TR2	-433.31

**Western Lane
MONTH END SUMMARY**

3/22/2022	Aetna Medadvantage HMO	882207501049304	-523.85
3/22/2022	UHC West/Secure Horizons	9742495564	-228.78
3/23/2022	XO Blue Cross Blue Shield Oregon	0195089685	-184.87
3/23/2022	Medicare B Oregon	892415278	-6,589.74
3/23/2022	AARP Medicare Complete Plus	9743146827	-345.27
3/24/2022	Trillium Community Health Plan	0900105519	-1,871.15
3/24/2022	WA State DSHS	103952	-728.02
3/24/2022	VA Regional Payment Center	3016122	-1,817.08
3/24/2022	Railroad Medicare	812654463	-491.36
3/25/2022	XO VHA Office of Community Care	03215953	-130.62
3/25/2022	OPTUM Care	11399371	-303.96
3/25/2022	MODA	2022032510500527	-6,643.68
3/25/2022	Peace Health Hospice	23253	-239.46
3/27/2022	Pacific Source Community Solutions	2022032711100082	-185.21
3/27/2022	Pacific Source MedAdvantage	2022032712100199	-256.64
3/28/2022	Blue Cross Blue Shield Oregon	0153977093	-735.34
3/28/2022	Medicare B Oregon	892426311	-27,070.92
3/28/2022	XO AARP Medicare Supplemental	9744400852	-491.88
3/28/2022	UHC West/Secure Horizons	9744594420	-400.63
3/28/2022	AARP Medicare Complete Plus	9744670680	-2,042.41
3/29/2022	Oregon Medicaid	401214522	-3,491.79
3/29/2022	Medicare B Oregon	892429527	-6,918.93
3/30/2022	AARP Medicare Complete Plus	9745616685	-333.20
3/31/2022	Trillium Community Health Plan	0900106211	-193.08
3/31/2022	WA State DSHS	115789	-717.86
3/31/2022	AARP Medicare Complete Plus	9746215204	-340.13
3/31/2022	UHC West/Secure Horizons	9746215205	-972.05

EFT TOTAL	-165,636.16
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Payments - Credit Card (VISA, MC, AMX, Disc)

<u>Trans Date</u>	<u>Amount</u>
3/3/2022	-50.00
3/4/2022	-70.00
3/10/2022	-1,780.36

**Western Lane
MONTH END SUMMARY**

3/14/2022	-25.00
3/15/2022	-4,062.48
3/16/2022	-998.22
3/17/2022	-50.00
3/21/2022	-3,318.00
3/25/2022	-200.00
3/28/2022	-250.00
3/30/2022	-250.00
3/31/2022	-1,574.79

CREDIT CARD TOTAL	-12,628.85
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Payments - Bank Deposit	<i>(Cash, Chk Ins, Chk Pvt, Coll Pmt, MO)</i>
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Trans Date	Amount
3/1/2022	-12,701.40
3/8/2022	-4,629.80
3/15/2022	-8,736.98
3/22/2022	-12,628.77
3/29/2022	-5,254.73

BANK DEPOSIT TOTAL	-43,951.68
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Payments - Other

Date	NS	Total
03/03/22	1,493.92	1,493.92
Total	1,493.92	1,493.92

Payments by Level of Service

Date	ALS 1 E	ALS 1 NE	ALS 2	BLS E	BLS NE	SCT	Total
3/1/2022	-7,843.28	-4,067.87	-1,490.33	-5,490.29	-1,574.24	-1,622.99	-22,089.00
3/2/2022	-737.28						-737.28
3/3/2022	799.73			-97.24	-547.88	-494.14	-339.53
3/4/2022	-314.47				0.00	-1,263.00	-1,577.47
3/6/2022	-1,450.46	-712.50		-117.61	-1,204.77		-3,485.34
3/7/2022	-805.57	-4,004.60		-261.71	-2,097.67	-1,580.98	-8,750.53
3/8/2022	-3,548.50	-2,600.87	-696.87	-586.84	-375.00	-317.01	-8,125.09

**Western Lane
MONTH END SUMMARY**

Date	ALS 1 E	ALS 1 NE	ALS 2	BLS E	BLS NE	SCT	Total
3/9/2022	-986.06	-1,431.44					-2,417.50
3/10/2022	-3,908.79	-1,444.48	-746.80		296.68	-2,804.13	-8,607.52
3/11/2022	-7,178.04	-391.58					-7,569.62
3/13/2022	-2,599.95	0.00		0.00		-2,598.00	-5,197.95
3/14/2022	-1,262.92	-25.00		-99.18	0.00	-5,567.93	-6,955.03
3/15/2022	-6,166.19	-928.21	0.00	-1,486.91	-1,629.14	-4,184.23	-14,394.68
3/16/2022	-1,549.89						-1,549.89
3/17/2022	-738.52	-271.33		-413.26	-728.56	0.00	-2,151.67
3/18/2022	-7,201.36						-7,201.36
3/20/2022	-2,230.60	-4,508.54	0.00	-707.30	-197.41	-5,196.00	-12,839.85
3/21/2022	-9,377.23	-991.00	-692.37	-396.74		-7,838.61	-19,295.95
3/22/2022	-4,645.32	-532.87		-1,440.17	-326.72	-9,467.63	-16,412.71
3/23/2022	-3,370.33	-184.87	-689.46	-407.43		-2,467.79	-7,119.88
3/24/2022	-3,149.68	-1,227.28	-219.23	-311.42	0.00		-4,907.61
3/25/2022	-634.58	-3,804.48		-239.46	0.00	-2,839.20	-7,517.72
3/27/2022	-256.64			-488.95		303.74	-441.85
3/28/2022	-16,528.86	-4,538.49	-186.70	-4,057.24	-3,560.11	-2,119.78	-30,991.18
3/29/2022	-4,158.24	-1,326.71	-100.00	-311.42	-2,846.96	-6,922.12	-15,665.45
3/30/2022	-333.20					-250.00	-583.20
3/31/2022	-340.13	-972.05	-203.99	0.00	0.00	-2,281.74	-3,797.91
Total	-90,516.36	-33,964.17	-5,025.75	-16,913.17	-14,791.78	-59,511.54	-220,722.77

Transaction Adjustments by Level of Service	-412,568.53
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	ALS 1 E	ALS 1 NE	ALS 2	BLS E	BLS NE	SCT	Total
Bad Debt Payment Reversal	77.55			67.38			144.93
Fire Med Adjustment	-3,216.33	-50.00		-550.00			-3,816.33
NSF Check Fee	30.00						30.00
W/O Fee Schedule	-131,926.10	-82,706.10	-11,873.76	-48,768.34	-40,784.33	-49,117.62	-365,176.25
W/O to collections	-18,549.16	-5,858.83	-4,425.13	-5,554.18		-4,931.70	-39,319.00
Waiver per FD			-275.00		-4,156.88		-4,431.88
Total	-153,584.04	-88,614.93	-16,573.89	-54,805.14	-44,941.21	-54,049.32	-412,568.53

**Western Lane
MONTH END SUMMARY**

Ending Balance	1,329,578.91
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Western Lane Fire and EMS Authority

Balance Sheet Comparison

As of March 31, 2022

	TOTAL	
	AS OF MAR 31, 2022	AS OF MAR 31, 2021 (PY)
ASSETS		
Current Assets		
Bank Accounts		
1001 Checking 5400	169,678.52	100,180.60
Total Bank Accounts	\$169,678.52	\$100,180.60
Accounts Receivable		
1200 Accounts Receivable	0.00	0.00
Total Accounts Receivable	\$0.00	\$0.00
Other Current Assets		
1299 Undeposited Funds	0.00	0.00
1305 Prepaid Insurance	209.63	-108.03
Total Other Current Assets	\$209.63	\$ -108.03
Total Current Assets	\$169,888.15	\$100,072.57
Fixed Assets		
1700 Capital Assets		
1708 Vehicles	13,500.00	13,500.00
1799 Accumulated Depreciation	-1,350.00	-1,350.00
Total 1700 Capital Assets	12,150.00	12,150.00
Total Fixed Assets	\$12,150.00	\$12,150.00
TOTAL ASSETS	\$182,038.15	\$112,222.57
LIABILITIES AND EQUITY		
Liabilities		
Current Liabilities		
Accounts Payable		
2000 Accounts Payable	1,435.11	1,625.88
Total Accounts Payable	\$1,435.11	\$1,625.88
Credit Cards		
2007 OPB Mastercard	3,103.56	1,057.19
Total Credit Cards	\$3,103.56	\$1,057.19
Other Current Liabilities		
2100 Payroll Liabilities		
2116 Deferred Comp Payable	1,350.00	1,120.00
2117 AFLAC Payable	161.60	161.60
2995 Clearing Account	75,555.71	71,759.91
Total 2100 Payroll Liabilities	77,067.31	73,041.51
Total Other Current Liabilities	\$77,067.31	\$73,041.51
Total Current Liabilities	\$81,605.98	\$75,724.58
Total Liabilities	\$81,605.98	\$75,724.58
Equity		
3200 Investment in Capital	12,150.00	12,150.00
Retained Earnings	-5,612.50	82,311.01
Net Income	93,894.67	-57,963.02
Total Equity	\$100,432.17	\$36,497.99
TOTAL LIABILITIES AND EQUITY	\$182,038.15	\$112,222.57



Western Lane Fire and EMS Authority

Budget vs. Actuals FY 21-22

July 2021 - March 2022

	TOTAL		
	ACTUAL	BUDGET	% OF BUDGET
Income			
4100 Transfers			
4101 Transfers from SVFR	358,820.64	441,909.00	81.20 %
4102 Transfers from WLAD	360,832.72	441,909.00	81.65 %
Total 4100 Transfers	719,653.36	883,818.00	81.43 %
4400 Miscellaneous Income			
4410 Donations	2,000.00		
Total 4400 Miscellaneous Income	2,000.00		
4860 Reimbursements and Refunds			
4862 Fire Marshal Wages & Benefits	113,186.80	137,032.00	82.60 %
Total 4860 Reimbursements and Refunds	114,733.70	137,032.00	83.73 %
Total Income	\$836,387.06	\$1,020,850.00	81.93 %
GROSS PROFIT	\$836,387.06	\$1,020,850.00	81.93 %
Expenses			
5000 Personnel Services			
5300 Wages & Salaries			
5301 Mgmt & Admin	353,312.26	468,483.00	75.42 %
5302 Fire Marshal	79,197.83	83,770.00	94.54 %
Total 5300 Wages & Salaries	432,510.09	552,253.00	78.32 %
5400 PR Taxes and Benefits			
5401 Payroll Taxes	33,323.31	49,702.00	67.05 %
5402 Health/Dental/Life Ins	107,956.28	141,137.00	76.49 %
5403 PERS	135,804.33	145,992.00	93.02 %
5404 HRA VEBA	10,500.00	10,500.00	100.00 %
5406 Life & Accident		1,300.00	
5450 Other Personnel Services	5,259.69	8,500.00	61.88 %
Total 5400 PR Taxes and Benefits	292,843.61	357,131.00	82.00 %
Total 5000 Personnel Services	725,353.70	909,384.00	79.76 %
7000 Materials & Services			
7100 Administrative Expenses			
7108 Dues & Fees	8,832.00	10,000.00	88.32 %
7112 Office Supplies	1,678.00	2,000.00	83.90 %
7120 Training & Conferences	2,347.94	6,000.00	39.13 %
7130 Office Equipment Agreements	2,769.00	1,000.00	276.90 %
7140 Education Reimbursement	291.50	1,000.00	29.15 %
7180 Employee Recognition	1,836.29	1,000.00	183.63 %
7190 Other Admin Expenses	1,021.25	1,000.00	102.13 %
Total 7100 Administrative Expenses	18,775.98	22,000.00	85.35 %
7200 Technology			
7208 Computers & Phones	2,376.42	5,000.00	47.53 %

	TOTAL		
	ACTUAL	BUDGET	% OF BUDGET
7230 IT Services	36,238.40	50,000.00	72.48 %
Total 7200 Technology	38,614.82	55,000.00	70.21 %
7300 Board of Directors			
7315 Board Meetings	4,264.63	4,200.00	101.54 %
Total 7300 Board of Directors	4,264.63	4,200.00	101.54 %
7400 Professional Services			
7410 Audit		7,200.00	
7420 Union Negotiations	1,029.00		
7430 Legal	686.00	12,000.00	5.72 %
7450 Payroll Service	1,002.25	3,000.00	33.41 %
7460 Business Consulting	10,843.85	1,000.00	1,084.39 %
7470 Peer Support	5,400.00		
Total 7400 Professional Services	18,961.10	23,200.00	81.73 %
7500 Insurance			
7510 Property & Liability	5,519.00	6,000.00	91.98 %
7520 Workers Compensation	144.51	1,800.00	8.03 %
Total 7500 Insurance	5,663.51	7,800.00	72.61 %
7900 Emergency Services			
7910 Active 911	2,804.50		
Total 7900 Emergency Services	2,804.50		
Total 7000 Materials & Services	89,084.54	112,200.00	79.40 %
8000 Capital Outlay			
8002 IT Servers	8,786.50	25,000.00	35.15 %
Total 8000 Capital Outlay	8,786.50	25,000.00	35.15 %
Total Expenses	\$823,224.74	\$1,046,584.00	78.66 %
NET OPERATING INCOME	\$13,162.32	\$ -25,734.00	-51.15 %
Other Income			
9000 Beginning Fund Balance		25,734.00	
Total Other Income	\$0.00	\$25,734.00	0.00%
NET OTHER INCOME	\$0.00	\$25,734.00	0.00 %
NET INCOME	\$13,162.32	\$0.00	0.00%

Mental Health Mobile Crisis Response Program
Budget vs. Actuals FY 21-22
 July 2021 - March 2022

	Actual	Total Budget	% of Budget
Income			
4700 Grants & Programs			
4701 MH MCR Program	294,638.44	337,574.00	87.28%
Total 4700 Grants & Programs	\$ 294,638.44	\$ 337,574.00	87.28%
Total Income	\$ 294,638.44	\$ 337,574.00	87.28%
Gross Profit	\$ 294,638.44	\$ 337,574.00	87.28%
Expenses			
5000 Personnel Services			
5320 MCR Program			
5321 MCR Coordinator	48,353.60	60,000.00	80.59%
5322 MCR Workers - Shifts	22,806.00	32,850.00	69.42%
5323 MCR Workers - Hourly	19,371.69	31,824.00	60.87%
5324 F/U Care Coord Wages	25,199.95	35,100.00	71.79%
5326 MCR Admin/Outreach	17,229.63	35,100.00	49.09%
5329 MCR Benefits PERS	20,573.58	29,946.00	68.70%
5330 MCR Payroll Taxes	10,965.13	10,416.00	105.27%
5331 MCR Health Insurance	13,588.12		
Total 5320 MCR Program	\$ 178,087.70	\$ 235,236.00	75.71%
Total 5000 Personnel Services	\$ 178,087.70	\$ 235,236.00	75.71%
7000 Materials & Services			
8700 MCR Program			
8710 MCR Program			
8711 Resource Assistance SOS	2,509.48	8,800.00	28.52%
8712 TA/MCR Worker Training	5,448.66	10,000.00	54.49%
8713 Facilitation Contracted Services	17,735.00	25,200.00	70.38%
8714 Technology	2,431.50	10,000.00	24.32%
8715 Insurance & Maintenance	681.42	1,500.00	45.43%
8716 Fuel	715.00	1,000.00	71.50%
8717 Travel, Mileage Reimbursement	1,708.34	2,000.00	85.42%
8718 Food/Lodging for MCR Training	36.50	3,000.00	1.22%
8719 Education & Outreach	321.90	3,900.00	8.25%
8721 Supplies (program support)	1,813.59	3,000.00	60.45%
8722 Liability Insurance	115.00	500.00	23.00%
8723 Cell Phone Stipends	1,800.00	2,750.00	65.45%
8730 MCR 10% Admin Fee, Fiscal Agent	23,016.00	30,688.00	75.00%
Total 8710 MCR Program	\$ 58,332.39	\$ 102,338.00	57.00%
Total 8700 MCR Program	\$ 58,332.39	\$ 102,338.00	57.00%
Total 7000 Materials & Services	\$ 58,332.39	\$ 102,338.00	57.00%
Total Expenses	\$ 236,420.09	\$ 337,574.00	70.04%
Net Operating Income	\$ 58,218.35	\$ 0.00	



Western Lane Fire and EMS Authority

Transaction List by Date

March 2022

DATE	TRANSACTION TYPE	NUM	NAME	MEMO/DESCRIPTION	ACCOUNT	AMOUNT
03/01/2022	Bill Payment (Check)	10386	bio-MED		1001 Checking 5400	-116.00
03/01/2022	Bill Payment (Check)	10387	Camille Reyes		1001 Checking 5400	-88.22
03/01/2022	Bill Payment (Check)	10388	Rick Ellingson		1001 Checking 5400	-400.00
03/01/2022	Bill Payment (Check)	10389	SMEED		1001 Checking 5400	-1,050.00
03/01/2022	Bill Payment (Check)	10390	David Haberman		1001 Checking 5400	-35.10
03/01/2022	Bill Payment (Check)	10391	Lori J Severance LCSW		1001 Checking 5400	-845.00
03/01/2022	Bill Payment (Check)	10392	Day Wireless Systems	Cust ID 1088	1001 Checking 5400	-315.64
03/02/2022	Bill Payment (Check)	10393	Western Lane Ambulance		1001 Checking 5400	-161.60
03/04/2022	Bill Payment (Check)	10394	Paul Quijada		1001 Checking 5400	-110.50
03/07/2022	Check	EFT	Oregon Savings Growth Plan		1001 Checking 5400	-1,350.00
03/11/2022	Check	EFT	ADP Payroll Services	PR Processing 1/31 and 2/28/2022 for WLFEA and MCR employees	1001 Checking 5400	-275.55
03/14/2022	Bill Payment (Check)	EFT	U.S. Bank Equipment Finance	Cust Credit Acct 1782465	1001 Checking 5400	-191.00
03/14/2022	Bill Payment (Check)	EFT	CECO	10003635	1001 Checking 5400	-117.53
03/15/2022	Bill Payment (Check)	10395	Local Government Law Group PC		1001 Checking 5400	-980.00
03/15/2022	Bill Payment (Check)	10396	Siuslaw Outreach Services, Inc.		1001 Checking 5400	-546.68
03/15/2022	Bill Payment (Check)	10397	Siuslaw Valley Fire and Rescue		1001 Checking 5400	-53.70
03/15/2022	Bill Payment (Check)	10398	Coastal Fitness Inc	Client No. 8013	1001 Checking 5400	-217.00
03/15/2022	Bill Payment (Check)	10399	Special Districts Insurance Services		1001 Checking 5400	-13,962.90
03/15/2022	Bill Payment (Check)	10400	Active911		1001 Checking 5400	-1,500.00
03/16/2022	Bill Payment (Check)	10401	Matthew D. House		1001 Checking 5400	-519.94
03/17/2022	Check	EFT	Card Services Center	12/24/21-1/23/2022 monthly credit card expenses (less refunds for January registrations)	1001 Checking 5400	-29.98
03/28/2022	Bill Payment (Check)	EFT	Stepup IT Services LLC		1001 Checking 5400	-4,254.25
03/28/2022	Bill Payment (Check)	EFT	Stepup IT Services LLC		1001 Checking 5400	-7,736.50



WESTERN LANE FIRE EMS
Account Number: XXXX XXXX XXXX 1300

Billing Questions:
800-367-7576

Website:
www.cardaccount.net

Send Billing Inquiries To:
Card Service Center, PO Box 569120, Dallas, TX 75356

OREGON PACIFIC BANK Credit Card Account Statement
February 21, 2022 to March 23, 2022

SUMMARY OF ACCOUNT ACTIVITY

Previous Balance	\$29.98
- Payments	\$29.98
- Other Credits	\$0.00
+ Purchases	\$3,001.60
+ Cash Advances	\$0.00
+ Fees Charged	\$0.00
+ Interest Charged	\$0.00
= New Balance	\$3,001.60

Account Number XXXX XXXX XXXX 1300
Credit Limit \$20,000.00
Available Credit \$16,998.00
Statement Closing Date March 23, 2022
Days in Billing Cycle 31

PAYMENT INFORMATION

New Balance: \$3,001.60
Minimum Payment Due: \$90.05
Payment Due Date: April 17, 2022

MESSAGES

GREAT NEWS!

We have upgraded the Card Service Center website and online access to your account information. It is better than ever!

Our enhanced site features easier-to-navigate pages, additional payment functionality, and new self-serve account update options. A **NEW MOBILE APP** is also available to manage your card on the go!

The New Site and Mobile App are available NOW! To take advantage of these exciting features go to www.cardaccount.net to download the mobile app or click "ACCOUNTS" and choose "CREDIT CARD ACCOUNTS" to log in now.

TRANSACTIONS

An amount followed by a minus sign (-) is a credit unless otherwise indicated.

Tran Date	Post Date	Reference Number	Transaction Description	Amount
03/17	03/17	F112700EW00CHGDDA	AUTOMATIC PAYMENT - THANK YOU	\$29.98-

Transactions continued on next page

OREGON PACIFIC BANK
1550 N BROWN RD 150
LAWRENCEVILLE GA 30043



Account Number: XXXX XXXX XXXX 1300
New Balance: \$3,001.60
Minimum Payment Due: \$90.05
Payment Due Date: April 17, 2022

All payments on the account must be made at the address shown on your monthly billing statement and are considered to have been made on the date received at that address.

Amount Enclosed: \$



Make Check Payable to:

CARD SERVICE CENTER
PO BOX 569100
DALLAS TX 75356-9100

WESTERN LANE FIRE EMS
2625 HIGHWAY 101
FLORENCE OR 97439-9702



TRANSACTIONS (continued)

An amount followed by a minus sign (-) is a credit unless otherwise indicated.

Tran Date	Post Date	Reference Number	Transaction Description	Amount
			TOTAL XXXXXXXXXXXX1300	\$29.98-
03/08	03/09	8550039EKS66K3E30	OREGON FIRE CHIEFS ASS 888-8465741 OR	\$290.00
03/18	03/20	8230509EX000DLSRX	ZOOM.US 888-799-9666 SAN JOSE CA	\$29.98
03/22	03/23	8550039F1S66L1Z71	OREGON FIRE CHIEFS ASS 888-8465741 OR	\$250.00
			MICHAEL SCHICK	
			TOTAL XXXXXXXXXXXX1318	\$569.98
03/03	03/04	0522702EFEHWDK1D8	PINNACLE EMS 816-431-2600 MO	\$790.00
			MATT HOUSE	
			TOTAL XXXXXXXXXXXX1326	\$790.00
03/08	03/09	0230273EK8PLMLQD0	HR ANSWERS INC 503-885-9815 OR	\$299.00
			DINA MCCLURE	
			TOTAL XXXXXXXXXXXX1342	\$299.00
02/24	02/24	5543286E75SPM4M1B	AMAZON.COM*1I22B6AT0 AMZN.COM/BILL WA	\$71.48
			LARA LINDEMANN	
			TOTAL XXXXXXXXXXXX2092	\$71.48
02/25	02/27	5542950E8RS1HVX9N	PAYPAL *PROJECT ABL 5033633260 OR	\$525.00
03/02	03/03	5543286ED5SWV3WX6	AMZN MKTP US*1W76W8MB1 AMZN.COM/BILL WA	\$49.94
03/02	03/04	5541734EETASKEQ18	AMERICAN 00177458130356 NORWALK CT	\$327.60
			REYES/CAMILLE	
		08/20/22 1	WASHINGTON FORT WORTH	
		08/20/22 2	FORT WORTH EUGENE	
03/02	03/04	5543286EE5V4J6HBV	UNITED 01677458130364 800-932-2732 TX	\$368.60
			REYES/CAMILLE	
		08/13/22 1	EUGENE CHICAGO	
		08/13/22 2	CHICAGO WASHINGTON	
			CAMILLE REYES	
			TOTAL XXXXXXXXXXXX4654	\$1,271.14

\$0 - \$3,001.60 WILL BE DEDUCTED FROM YOUR ACCOUNT AND CREDITED AS YOUR AUTOMATIC PAYMENT ON 04/17/22. THE AUTOMATIC PAYMENT AMOUNT WILL BE REDUCED BY ALL PAYMENTS POSTED ON OR BEFORE THIS DATE.

INTEREST CHARGE CALCULATION

Your Annual Percentage Rate (APR) is the annual interest rate on your account

Type of Balance	Annual Percentage Rate (APR)	Balance Subject to Interest Rate	Days in Billing Cycle	Interest Charge
Purchases	14.24% (v)	\$0.00	31	\$0.00
Cash Advances	14.24% (v)	\$0.00	31	\$0.00

(v) - variable

To avoid additional interest charges, pay your New Balance in full on or before the Payment Due Date.

Exciting news! Go online today and check out the all-new enhancements to the Card Service Center website. E-statements, additional payment options, links to Preferred Points website, and other helpful sites. Visit us today at www.cardaccount.net to enroll your credit card account(s) on the newly enhanced website.

Thank you for the opportunity to serve your credit card needs. Should your future plans include travel, please contact us at 1-800-367-7576.



**AGENDA ITEM
WESTERN LANE FIRE AND EMS AUTHORITY**

SUBJECT/ITEM: Amend Authority IGA to allow 10 Directors on WLFEA Board

FOR AGENDA OF: April 28, 2022

AGENDA ITEM: VII.a

DISTRICT: All

DIVISION OF ORIGIN: Administration

ACTION REQUESTED: Discuss amendment to IGA allowing 10 Directors on WLFEA Board

BUDGET IMPACT

EXPENDITURE REQUIRED:	AMOUNT BUDGETED:	APPROPRIATION REQUIRED:
NA	NA	NA

Summary: Directors have expressed interest in having all 10 Board Members, five (5) from each District participate as WLFEA Board Members. This will require approval of a resolution amending the IGA.

Background and Statement of the Issue:

The Authority IGA currently specifies four (4) Directors on the Authority Board. WLAD and SVFR each to choose two (2) Directors.

Current IGA wording:

4. Governance

- a. **Governing Body.** The governing body of the Authority shall be a Board of Directors (Authority Board) comprised of a total of four (4) directors: two representatives from each of the two Boards of Directors of the Contracting Parties. Each Contracting Party shall designate two Board members for appointment to the Authority Board, each of whom shall serve at the pleasure of their

respective Contracting Party Board of Directors. Only duly-elected or appointed Board of Directors members may serve on the Authority Board. Each Authority Board member shall serve at the pleasure of the appointing District for a term of one year, which shall run from July 1 to June 30 of each year.

Options: Boards to agree on number of Directors to be appointed to WLFEA Board. If both boards agree to modify number of representatives on the WLFEA Board a resolution will be provided at the May 26th Joint Board Meeting for discussion and approval.

Staff Recommendation: NA



**AGENDA ITEM
WESTERN LANE FIRE AND EMS AUTHORITY**

SUBJECT/ITEM: Approval of 2022-2025 Collective Bargaining Agreement with IAFF Local 851

FOR AGENDA OF: April 28th, 2022

AGENDA ITEM: VIII.b

DISTRICT: WLFEA

DIVISION OF ORIGIN: Administration

ACTION REQUESTED: Approve agreed upon CBA

BUDGET IMPACT

EXPENDITURE REQUIRED:	AMOUNT BUDGETED:	APPROPRIATION REQUIRED:
NA	NA	NA

Summary: The WLFEA Board of Directors are asked to approve the Collective Bargaining Agreement as tentatively prepared by WLAD and SVFR Bargaining team members.

Background and Statement of the Issue: The WLFEA Bargaining team (Directors Webb, Heppel, Palisi along with Chief Schick) has tentatively reached an agreement with the bargaining unit on a new contract spanning July 1, 2022 thru June 30th, 2025.

Options:

- a) Approve the CBA as written.
- b) Request further negotiations with bargaining unit.

Staff Recommendation:

Following consensus approval by each board the WLFEA Board to approve the CBA as agreed upon by bargaining teams.

Collective Bargaining Agreement
Between
Western Lane Fire and EMS Authority
And
International Association of Firefighters
Local 851

JULY 1, 2022 – JUNE 30, 2025



IAFF Logo to be placed here.

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DRAFT

Preamble

This Agreement is entered into by the Western Lane Fire and EMS Authority (Authority) and the International Association of Firefighters Local No. 851 (Union). This Agreement is entered into for the purpose of setting forth the full and complete agreement on wages, hours, and other conditions of employment as defined in ORS 243.650(7) and the establishment of an equitable and peaceful procedure for the resolution of disputes.

The parties have elected to administer labor relations and the collective bargaining agreement as a single wall-to-wall unit. The parties believe it is in the public interest and in the economic interest of both the Authority and the Union to gain the efficiencies of one contract, in view of the size of the Authority and number of employees involved.

Article 1 – Recognition

- 1.1 The Authority recognizes the International Association of Firefighters Local 851 as the exclusive representative of all regular full-time Emergency Medical Technicians, Firefighter/Engineers, Lieutenants, and Captains employed by the Authority.
- 1.2 Part time, volunteers, and temporary full-time employees who are employed less than four (4) months, or the hourly equivalent, in a calendar year are not covered by this Agreement. The time limitation will not apply if the temporary employee is needed to cover for a full-time employee on extended leave, as per Article 24. Temporary employees will not be employed on a continual basis from one calendar year to the next without a break in service of at least thirty (30) days if they have worked the maximum number of hours in a year. The use of temporary employees will not result in the loss of any regular IAFF positions. The Authority will give the Union fourteen (14) days' notice before hiring any temporary employee, including what work the temporary employee will be performing, unless the Authority has a business need to hire prior to fourteen (14) days.

Article 2 – Union Security

- 2.1 Upon written authorization by the employee, the Authority shall make monthly deductions from the employee's wages of the amount designated by the Union as regular and uniform Union dues, assessments, and initiation fees. Such deduction shall be made from the first paycheck of each month and transmitted monthly to the Union within ten (10) business days.
- 2.2 The Union shall hold the Authority harmless against any claim or suits brought against the Authority as a result of this Article. The Authority shall correct any errors within thirty (30) days of their verification. The Union shall provide the Authority prior written notice of at least one month of any change in dues amounts.

2.3 In the event the Authority creates a new classification that is properly placed within the bargaining unit, it will provide the Union with written notice of same and a job description no less than thirty (30) calendar days prior to filling the position. The Union reserves the right to negotiate salaries and any working conditions that are mandatory subjects of bargaining and unique to the new bargaining unit classification if it has been properly classified into the bargaining unit.

Article 3 – Union Representation

3.1 Up to two (2) Union representatives shall be allowed to attend meetings with the Authority, without loss of pay, to negotiate labor contracts between the Authority and IAFF Local 851, provided that such time off falls within their regular work schedule.

3.2 A representative shall be allowed time off with pay as may be required to attend meetings with management, meetings scheduled under the grievance procedure, or disciplinary interviews or hearings provided that such time off falls within their regular work schedule.

3.3 With Authority approval, Union representatives may be allowed time off for other Union functions or training programs, provided that if the representative taking time off is on duty, relief shall be provided by the Union at the Union's expense.

3.4 The Authority will be given at least seventy-two (72) hours advance notice of time off for Union business when a Union representative will be absent from work under the provisions of section 3.1.

3.5 The Union may conduct Union meetings at Authority facilities with advanced written notice and upon the approval of the Fire and EMS Chief. Such meetings will not conflict with the scheduled duties of on-duty personnel.

Article 4 – Authority Security, Strikes, and Lockouts

4.1 The Union will not initiate nor engage in, and no employee(s) will participate nor engage in, any strike, slowdown, picketing, boycott, or other interruption of work during the term of this Agreement. Bargaining unit employees participating in the above-described will be subject to the disciplinary process. The Authority will not lock out employees during the term of this Agreement, provided, however, that the Authority will have no obligation to provide work during a labor dispute if the number of employees reporting for work is insufficient, in the Authority's judgment, to warrant continuation of part or all of its operations. Employees, while acting in the course of their employment, shall not honor any picket lines established by any labor organization.

4.2 Should a strike, slowdown, picketing, boycott, or other interruption of work occur, the Authority shall notify the Union of the existence of such activity and request advice from the Union as to

whether the activity has been authorized. The Union, immediately thereafter, will respond to the Authority's request in writing.

- 4.3 Upon receiving notice of a strike, slowdown, picketing, boycott, or other interruption of work, which it has not authorized, the Union will take all reasonable steps to terminate such activities and induce the employees concerned to return to work. If the Union takes such action, it shall not be held liable by the Authority for the unauthorized activity of the employees involved.
- 4.4 Violation of this Article will subject an employee to immediate discipline and discharge without recourse to the grievance procedure.

Article 5 – Management's Rights

- 5.1 The Authority shall retain all rights and privileges except as specifically restricted by other provisions of this Agreement. Authority rights include but are not limited to the right to:
- a. Determine its mission, establish policy, and set forth all standards of service.
 - b. Plan and direct all aspects of work including the determination of the operations or services to be conducted.
 - c. Determine the methods, means, and number of personnel needed.
 - d. To schedule and assign work.
 - e. Hire, assign, promote, lay-off, and take disciplinary action for just cause.
 - f. Make, publish, and enforce rules and regulations.
 - g. Introduce new or improved methods, equipment, or facilities.
 - h. Contract for goods and services.
- 5.2 Management's rights, except where abridged by specific provisions of this Agreement, are not subject to the grievance procedure.
- 5.3 The Authority is not limited or restricted by past practice, rule, regulation or custom in making changes in policy, procedure, rules or regulations to carry out the mission of the Authority. However, changes in mandatory subjects of bargaining which are not consistent with past practice shall be subject to negotiations pursuant to ORS 243.650 *et seq.* If the proposed change is dictated by business necessity, the Authority may implement the change. Past practices are those practices in effect as of the date of execution of this Agreement. In case of disagreement between the parties on the bargaining obligation of the Authority, the dispute shall be submitted to the Employment Relations Board.

Article 6 – Probationary Period

- 6.1 All newly hired employees shall be deemed on probation from the last date of hire for at least twelve (12) consecutive months of full-time employment thereafter in order to demonstrate their qualifications to do the work to the Authority's satisfaction. In determining such twelve (12) months of service, time spent in training and schools, away from the Authority and not related to the Authority shall not be included. The Authority shall evaluate the probationary employee's performance before the end of the period and determine whether the employee has successfully completed probation. An employee shall pass from probationary to regular employment status only upon receipt of a probationary performance evaluation, in writing, so stating which shall not be withheld unreasonably, or a memo from the Fire and EMS Chief stating that the probationary performance has been satisfactory.
- 6.2 In the case of new hires the Authority, in its sole discretion, may discipline, discharge, or lay off an employee during the probationary period without recourse by the employee or the Union to the grievance procedure. There shall be no seniority afforded to probationary employees for any reason, including but not limited to layoff, bumping and recall. However, an employee shall be granted classification, as well as bargaining unit seniority, retroactive to the last date of hire as a full-time employee upon successful completion of probation.
- 6.3 Employees who are promoted into a higher paying classification within the bargaining unit will be required to serve a promotional probationary period of twelve (12) months in that classification. If the Authority determines at any time in its sole judgment during the probationary period (or extension thereof) that a promoted employee is not sufficiently qualified to perform the work, the employee shall be returned to his/her former position and rate of pay without loss of seniority in the former position and without recourse to the grievance procedure. Provided, however, that before the Fire and EMS Chief finalizes a decision that the promoted probationary employee should be returned to a lower classification, the Fire and EMS Chief shall notify the employee of that conclusion and the concerns upon which it is based and afford the employee and the union an opportunity to discuss with the Fire and EMS Chief to afford the employee additional opportunity. The Fire and EMS Chief's decision in this circumstance is administrative and not disciplinary.
- 6.4 The probationary period for all employees may be extended for any period of time for which the employee is on an approved leave of absence, disability leave, or family medical leave.
- 6.5 The Authority in its sole discretion may extend the probationary period for any employee for an additional period not to exceed three (3) months, if the Authority determines that such extension is appropriate to determine whether the employee is qualified to do the work. In such event, the Authority shall notify the employee of such extension in writing.

Article 7 – Seniority

7.1 Authority employees moved from Western Lane Ambulance District or Siuslaw Valley Fire & Rescue into the Authority will maintain their unit and classification seniority.

7.2 Unit seniority means the length of an employee’s continuous service since his/her last date of hire within the bargaining unit. If two or more employees start on the same date, the order of seniority shall be determined by position on the hiring list, if applicable. For all other bargaining unit members hired on the same date, respective seniority shall be determined by lot.

7.3 Classification seniority means the length of continuous service since the employee’s promotion or appointment to a classification. Classification seniority for each classification held is retained even though the employee is promoted to a higher classification.

7.4 Employees who transfer or promote to positions outside the bargaining unit and who later return to the bargaining unit shall have their unit and classification seniority dates computed on the basis of the periods of time served in the bargaining unit and in classifications within the bargaining unit. In the event of such a transfer or promotion, the employee’s vacation and sick leave banks will be carried over and his/her vacation accrual shall be based on years of service with the Authority, rather than years of service in the bargaining unit. Employee seniority dates shall also be adjusted for periods of unpaid leaves of absence, in accordance with Article 24.

7.5 Seniority shall apply to the following employment decisions:

a. Layoffs

In the event of a reduction in the work force, the Authority will determine the number of positions to be eliminated by classification. Employees shall be selected for layoff in reverse order of seniority within the classification.

Employees to be laid off shall receive at least thirty (30) days’ written notice of layoff. The Union will be copied on all employee layoff notices. An employee laid off from his/her job classification will be entitled to bumping rights as set forth below.

b. Bumping

Employees who have received notice of layoff, who have been promoted out of the bargaining unit and receive notice of layoff, shall have the right to bump less senior employees in lower classifications, provided:

The employee is qualified to perform the job duties of the lower classification; and

The employee notifies the Fire and EMS Chief of his/her intention to bump in writing within ten (10) days of the date he/she physically receives written notification of layoff. Employees bumping to a position not held by them for the past twenty- four (24) months shall serve a six (6) month probationary period.

c. Recall

Employees who have been laid off or have bumped to a lower classification shall have the right to be recalled to their previously held classification for a period of twenty-four (24) consecutive months from date of layoff. To assist in this process, the names of employees who have been laid off or bumped to lower classifications shall be entered on recall lists for each classification covered by this Agreement in order of classification seniority. Employees shall be recalled in order of classification seniority, with the employee who has the most seniority in the classification affected being recalled first and continuing in that order.

If employees are recalled to another classification, it will not affect their recall rights to their previously held classification.

It is the responsibility of employees on layoff status to maintain a current address on file with the Authority. The Authority will notify employees of recall by certified letter mailed to the employee's last address on file.

d. Vacation Scheduling

In the event of a conflict in vacation scheduling, preference in vacation scheduling is by bargaining unit seniority.

e. Breaks in Seniority

Seniority will be broken and the employment relationship will be terminated if any of the following events occur:

- i. Voluntary resignation or retirement.
- ii. Discharge of a regular employee for just cause or a probationary employee "at will".
- iii. Layoff or continuous absence from work due to off-the-job injury or illness for more than six (6) consecutive months, unless otherwise required by law.
- iv. Failure to notify the Fire and EMS Chief of intent to return to work pursuant to a written recall notice sent by certified mail, return receipt requested, to the last address provided to the Authority through personnel records within ten (10) calendar days of receipt of notification or fourteen (14) days of mailing, whichever occurs later.
- v. Failure to report for work immediately upon expiration of an authorized leave of absence or, in the case of an absence due to off or on-the-job injury/illness, failure to report for available work within seven (7) days of receipt of notice of a limited or full medical release to return to work.
- vi. Absence from work due to an on-the-job injury/illness in accordance with ORS Chapter 656.
- vii. Job abandonment, which is defined as being absent for three (3) consecutive shifts without Authority approval.

Article 8 – Hours of Work and Overtime

- 8.1 Standard Work Shift – The standard work day shall be twenty-four (24) hours, from 0800 to 0800 the second day. Work Shifts will be scheduled forty-eight (48) consecutive hours on, ninety-six (96) consecutive hours off, for a standard fifty-six (56)-hour workweek. Except in the case of holdover or emergency callback, no employee shall work in excess of 72 continuous hours of Fire/EMS operations duty without an off-duty period of at least 12 hours. This requirement may be waived by the Fire and EMS Chief or his/her designee in an emergency situation. No employee shall be required to report on callback when the employee is too fatigued to function safely. This hours limitation shall not apply to personnel who are assigned to a conflagration or other non-mutual aid or emergency assignment outside the Authority.
- 8.2 If the Authority has concerns about or a business need to change the schedule, the Union agrees to meet with the Authority to discuss alternative schedules or other options for addressing the concern or need.
- 8.3 Standard Workweek – The standard workweek begins at 0800 hours Sunday and ends at 0800 hours the following Sunday.
- 8.4 Overtime - The Authority shall pay time and one half for hours worked more than forty (40) per seven (7)-day work cycle for employees on a forty (40) hour/week schedule (40-hour employees). The Authority shall pay time and one half for hours worked more than 212 hours per 28-day work period for employees designated as FLSA 207(k) exempt (56-hour employees). All hours are considered hours worked for the purpose of calculating overtime.
- 8.5 The Union agrees to meet and confer with the Authority to review vacation and sick leave abuse policies, and to work with the Authority to address any abuse issues, including those that lead to overtime abuse.
- 8.6 Extra duty shifts shall be compensated at the overtime rate of time and one-half times the regular hourly rate.
- 8.7 Compensatory time shall be accrued in lieu of overtime at the employee's request. 40-hour employees may carry a maximum of 60 hours of compensatory time at any time. 56-hour employees may carry a maximum of 72 hours of compensatory time at any time. Comp time use may be scheduled in the same manner as vacation leave. Employees may only take 48 hours of compensatory leave at one time without approval from the Fire and EMS Chief Fire Chief or designee.
- 8.8 Full time bargaining unit members will have first choice for all overtime when there are six (6) or fewer positions filled by career personnel.
- 8.9 Minimum staffing at Station 1 will include one (1) Company Officer or AIC and one (1) Firefighter/Engineer. Minimum staffing at Station 10 will include one (1) Company Officer or AIC. There shall be a minimum of three (3) paramedics on duty at any time.

- 8.10 When the Authority has determined there is a need for additional personnel, the following process will be utilized:
- a. In order to make additional duty standby available to all employees full or part-time, the Authority shall schedule shifts using Aladtec or other scheduling software. Open shifts for the following month will be filled by the 16th of the month prior. An Overtime List will be created to distribute overtime opportunities equitably. Initial sign up shall be by seniority. New hires shall be placed at the bottom of the list. Full time bargaining unit members will have first choice for all overtime.
- 8.11 When a shift is open due to illness or last-minute vacation approval, supervisors will do a “send coverage alert” to all qualified employees (full and part-time) for the open shift. Employees must notify the acting supervisor via text or phone if they are interested and/or signed up for the shift. If notification of the open shift is fourteen (14) hours or greater prior to the start of the shift, supervisors will give at least two (2) hours for all employees to respond to a Find Coverage Alert. If there is less than ten (10) hours prior to the start of shift (22:00 hours or later), supervisors may fill the shift on a first come first serve basis. Every effort should be made if possible to follow the Overtime List.
- 8.12 Working from the top down, each employee on the list will have the choice of working the shift. If an employee works the shift their name moves to the bottom of the Overtime List. Employees may request to work the hours as extra duty or standby. Management reserves the right to require the hours to be worked as extra duty.
- 8.13 If no bargaining unit members elect to work the available overtime, an overtime shift may, at the discretion of the Authority, be filled with a mandatory overtime action or with qualified part-time employees or volunteers.
- 8.14 An employee can only refuse mandatory overtime if he/she is physically incapacitated or the mandatory overtime creates an undue hardship. The employee must provide the reason for refusing the mandatory overtime. The Authority retains the right to determine if the reason constitutes an undue hardship.
- 8.15 Once an employee has been drafted to work, he/she will be exempted from drafts until all other available employees have been drafted.
- 8.16 A draft of eight (8) or more hours constitute a rotation to the bottom of the list.
- 8.17 During periods of frequent leaves, the Authority may hire temporary full-time relief personnel and use them to cover shifts prior to hiring other employees on overtime. If an employee is on injury leave for three (3) shifts, the Authority may hire qualified part-time employees for the remainder of the leave.
- 8.18 Employees on standby are required to be able to return to duty at the Authority’s offices within twenty (20) minutes if required pursuant to paragraph 8.19 below.
- 8.19 Employees on call for standby will only be required to return to duty for purposes of providing emergency services. Emergency services include, but are not limited to situations where the duty

crew is responding to medical aid calls outside the five (5) mile perimeter, dunes calls, and any other emergency situations where the duty crew requests assistance or emergency backup.

8.20 In situations where adequate notice of an absence is not given or when an employee is tardy, the Authority shall have the right to holdover employees on shift until they are relieved of duty by a regular scheduled employee or an employee called back for an extra shift. Employees will be held over in inverse order of seniority within the required job classification. If the least senior employee(s) has already been held over during the calendar month, the next least senior employee will be held over.

8.21 Staff Meetings – If employees are required to attend staff meetings while off duty, they shall be compensated at the time and one-half rate.

Article 9 – Callback

9.1 Standby Shifts shall be paid at sixty percent (60%) of regular hourly rates. Except when an employee goes to duty status, in which case they will receive their regular hourly rate.

9.2 Call back time for other than scheduled shifts or for periods of less than twenty-four (24) hours shall be compensated at the one and one-half times the regular hourly rate.

9.3 A minimum of two (2) hours shall be paid for incidents requiring call back or mandatory meetings.

9.4 Bargaining unit employees will be given preference, in seniority order, for call back of dispatched emergencies.

9.5 Bargaining members may automatically respond to call back for structure fire or rescue incidents. Members responding to callback not initiated by a supervisor shall receive a minimum of one (1) hour of overtime.

9.5 Compensatory time may be earned for call back at the time and one half (1-1/2) rate.

Article 10 – Schedule Change

10.1 An employee shall be provided seven (7) days advance written notice of change in assigned schedule except as follows:

- a. Emergency Schedule Change: If the change is the result of a condition that could not have reasonably been anticipated seven (7) days in advance, such as the illness or termination of another employee, the Authority need not provide the seven (7) days' notice.
- b. If a schedule change is made without seven (7) days advance notice the Authority shall pay the first shift worked at the overtime rate.

Article 11 – Trade Time

11.1 The Authority will allow employees to trade work time for each other so long as:

- a. The person working the trade time is qualified to fill the position.
- b. The person who will be absent will give reasonable prior notice to the shift supervisor or a Chief Officer.
- c. The practice of trading time does not affect an employee’s training requirements or the ability to do the work assigned to his/her position.
- d. The trade time is not utilized for the purpose of acquiring a call back shift; and,
- e. Trade time is not utilized so as to result in an employee being paid for more than a regular 72-hour shift.
- f. Time worked in trade for another person will not constitute “time worked” for purpose of the FLSA or Oregon law as long as the request for trade time originates with an employee, and not the employer.
- g. The trade will not result in overtime.

11.2 An employee who accepts a trade and the responsibility to work a particular shift must either work the shift or find another employee to work the trade shift. If the employee who accepted the trade calls in sick, his/her sick leave will be charged, unless he/she finds a replacement.

11.3 No person who has used sick or disability leave time in lieu of working his/her regularly scheduled shift shall be entitled to work a trade shift during the 48-hours following that use of leave time.

11.4 The Authority shall not be obligated to enforce any trade time obligation by any means, which shall be the sole responsibility of the employees involved.

Article 12 – Outside Employment

12.1 Employees shall notify the Fire and EMS Chief, or designee, in writing of secondary employment and changes in the status of the secondary employment. Employees shall follow these general guidelines on securing secondary employment:

- a. The employee shall not secure secondary employment that conflicts with assigned duties in the Authority.
- b. The employee shall not secure secondary employment that would have a negative impact on the employee’s work performance.

12.2 The Authority is considered to be the primary employer and if the Fire and EMS Chief believes a conflict exists with the secondary employment, she/he shall discuss the situation with the

employee. The Fire and EMS Chief will then either approve or deny the secondary employment based upon his/her non-arbitrary discretion.

Article 13 – Temporary Assignment

13.1 In the absence of a supervisor, qualified bargaining unit members will be assigned, with supervisor approval, to Act in the Capacity (AIC) of the absent position. Bargaining unit employees assigned to work in a higher classification, and who are qualified to perform in the higher classification, for more than four (4) hours, or on drills or call-back in the absence of an officer, shall be paid at the rate for the higher classification. Employees shall be compensated at the higher rate for all hours spent in the AIC assignment, rounded to the nearest quarter hour.

13.2 In the absence of a qualified bargaining unit member, qualified part time employees or volunteers will be assigned, with Chief officer approval, to Act in the Capacity of the absent position.

13.3 If the Authority has knowledge an employee will be absent from his/her position for over six (6) months, the next person on the current promotional list may be promoted into the position until the employee who was absent returns to his/her permanent position.

13.4 Qualifications to AIC are as follows:

- a. The employee shall meet all minimum qualifications of the higher job description.
- b. The employee has shown ability to lead the day-to-day operations in and around the Station.
- c. The employee has completed the relevant Task Book.

13.5 Members who are not on top step will be compensated at their step of the higher classification.

Article 14 – Medical, Dental, and Vision Insurance

14.1 Regular full-time employees are eligible for medical and dental and vision insurance coverage on the first day of the month following 30 days of employment.

14.2 If the insurance carrier no longer provides coverage for the local area, the parties involved will negotiate the replacement carrier and plan that is comparable to the current plan.

14.3 Employees will pay five percent (5%) and the Authority ninety percent (95%) of the premium amount for health, vision, and dental insurance.

14.4 Effective July 1, 2022, employees medical and dental insurance will be provided through the Oregon Fire Chiefs Association. The medical plan, which is currently titled Medical Option 1, has a \$500 annual deductible for individuals and a \$1,500 annual deductible for families. The annual maximum out-of-pocket in-network is \$2,500 for an individual and \$5,000 for a family. The dental

plan has a \$25 annual deductible for individuals and a \$75 annual deductible for families, with an annual out-of-pocket maximum of \$1,500 per member. The Authority retains the right to discontinue this insurance plan and substitute an alternative plan with comparable benefits and costs to participating employees.

14.5 Insurance Waiver – The Union and the Authority both waive their right to bargain or grieve if the insurance carrier, in its sole discretion, makes changes in the insurance plan benefit level during the term of the agreement, notwithstanding the above changes made by the carrier that increase the “maximum out of pocket” expense for the basic medical plan benefits by more than 51%, either party may request negotiations.

14.6 For all employees eligible for health insurance, the Authority will make the following lump sum contributions to an HRA/VEBA account:

- a. On July 1, 2022, \$1,500 for employees with employee only coverage under the health insurance plan and \$3,000 for all other employees in the health insurance plan.

14.7 If the premium costs for health, dental, and vision insurance increase by more the ten percent (10%) in a single year in which this contract is in effect, the Authority and employee will equally (50/50) split the amount of the increase over ten percent (10%).

14.8 The Authority will provide members with a basic LifeMed membership or an equivalent program.

Article 15 – Wages and Incentives

15.1 Base Salary

- a. Employees shall be paid the base wages set forth as Appendix A – Wages.
- b. Effective on July 1, 2022 all bargaining unit members except Paramedic only employees shall receive a wage increase of two percent (2%). Paramedic only employees will receive a wage increase of 2.5%.
- c. Effective on July 1, 2023 all bargaining unit members except Paramedic only employees shall receive a wage increase of two percent (2%). Paramedic only employees will receive a wage increase of 2.5%.
- d. Effective on July 1, 2024 all bargaining unit members except Paramedic only employees shall receive a wage increase of two percent (2%). Paramedic only employees will receive a wage increase of 2.5%.

15.2 Step Assignment

- a. All regular full-time employees may be hired at any Step deemed appropriate by the Authority within their appropriate classification and in accordance with State or Federal law.
- b. Appropriate step increases will be awarded on July 1st of each year to employees who have successfully completed at least six months of their probation.

c. Bargaining unit members within the Captain, Lieutenant, and Firefighter/Engineer classifications will move to the first step higher than their current base wage which results in a minimum of a 2% wage increase.

15.3 Degree/Certificate Incentives: Employees shall be paid the following incentives based on their base wage. (Any degree must be awarded from a nationally or regionally accredited university or college. Educational incentives are not cumulative.

- a. Associates Degree: 3% of base salary (excludes EMS degree if Paramedic)
- b. Bachelor's Degree: 5% of base salary
- c. Master's Degree: 7% of base salary
- d. Critical Care Paramedic: 3% of base salary

15.4 Training Coordinators

- a. Training Coordinators will receive an additional ten percent (10%) of base wages. The Training Coordinator may receive temporary assignment pay when authorized and assigned to work in a higher classification in accordance with Article 13.
- b. The appointment of Training Coordinators shall be entirely at the discretion of the Authority; any such appointment may be reassigned or discontinued by the Authority for any reason, at any point of time. Should a vacancy occur, at the Authority's discretion, the Fire and EMS Chief may choose to fill the position using a competitive process.

Article 16 – Education and Career Development

16.1 The Tuition Reimbursement Program is available to all active full-time employees that have successfully completed probation and are in good standing.

16.2 Tuition reimbursement is awarded when an eligible full-time employee completes a college course with a minimum final grade of a B or higher. The Tuition Reimbursement Program is available to all eligible full-time employees actively pursuing an Associates, Bachelor's or Master's Degree from a Nationally or Regionally accredited college or university in a relevant field of study.

16.3 Approval of reimbursement is at the discretion of the Fire and EMS Chief and dependent upon available funds. Reimbursement will be provided after the full-time employee has completed the class and provides documentation they received a final grade of a B or higher to the Finance / HR Manager. Proper documentation includes a copy of a grade report, tuition receipt, and a memo from the employee requesting reimbursement.

16.4 Re-certification Training -The Authority realizes, in order for an employee to maintain their State of Oregon, National Registry, or Critical Care Technician certifications they are required to attend training, seminars, meetings, or other activities.

The Authority will pay the full and reasonable cost of up to forty-eight (48) hours every two years for EMT-Paramedic, thirty-four (34) hours every two (2) years for EMT-Intermediate or Advanced EMT,

or twelve (12) hours for EMT-Basic for attending required EMS training, including registration, tuition, per diem, travel, and other related training expenses. If the training occurs during regular scheduled duty shifts, the Authority shall continue the employee's regular salary. If the training occurs on nonscheduled workdays the employee shall be compensated at the time and one-half rate for actual classroom or meeting hours.

- 16.5 Authority Required Training - If the Authority requires an employee to attend training and educational classes related to their job responsibilities, the Authority shall pay the full and reasonable cost of attending such activities. This includes registration, tuition, per diem, travel, and other related costs. The Authority shall also continue the employee's regular salary if such activities occur during regularly scheduled duty shifts. If attendance of such activities takes place on any non-scheduled workdays, the employee will be compensated at the time and one half rate for actual hours of class or meeting time.
- 16.6 Optional Employee Requested Training - If an employee requests to attend training, meetings, or other training related activities during a duty shift, the Fire and EMS Chief may, at his/her discretion, continue to pay the employee's salary during these hours, temporarily adjust the employee's work schedule to cover time loss, or grant the time off as leave without pay. The Fire and EMS Chief may at his/her discretion pay none, all, or a portion of the cost of registration, tuition, travel, per diem, or other related costs.
- 16.7 Outside Training - The Authority will not pay for any cost of voluntary training outside the employee's regular working hours.
- 16.8 Paid Training - It is the responsibility of the Fire and EMS Chief to determine what employee training the Authority will pay for.
- 16.9 Return to Duty - Employees who attend training on a day they are scheduled for duty may be required to return to work at the end of the training.
- 16.10 Educational Assistance and Reimbursement - The Authority may pay the full cost (100 percent tuition and 100 percent book cost) to any employee in a course of study required for an Associate Degree in EMS. The employee must maintain a B average and complete the course. If the employee does not maintain a B average and/or fails to complete the course, the employee shall make full reimbursement for all costs to the Authority. The employee and the Authority shall sign an agreement specifying the terms of reimbursement in the event the employee is unable to maintain a B average or complete the course.

Article 17 – Long-Term and Short-Term Disability

The Authority will provide long-term and short-term disability benefits for eligible employees as listed in Appendix B.

Article 18 – Worker’s Compensation

- 18.1 The Authority provides benefits as required by State law for injuries and illnesses arising in the course of employment with the Authority. Employees who must take time off from work as a result of such injury or illness shall receive compensation as scheduled by law.
- 18.2 An employee may elect to be paid accrued sick leave benefits equal to the difference between the employee’s regular salary and the amount of Worker’s Compensation received by the employee while unable to work due to an injury or illness covered by Worker’s Compensation until the employee’s sick leave benefits are exhausted.
- 18.3 Employees covered by Worker’s Compensation who are drawing sick leave benefits to supplement their Worker’s Compensation benefits will be credited with sick leave hours in a proportionate amount equal to the ratio of monthly Worker’s Compensation salaried benefit to the employee’s current monthly salary.
- 18.4 Employees on disability leave may be eligible for limited-duty assignments. The Authority shall determine the assignment or assignments available at any particular time and the duration, consistent with applicable law. Limited-duty assignments may be made by the Authority.

Article 19 – Accidental Death and Dismemberment

- 19.1 The Authority shall provide a \$50,000 life and \$50,000 accidental death and dismemberment plan for all regular employees.
- 19.2 In addition, the plan will provide a \$5000 life insurance for a spouse and \$5000 life insurance for each child.
- 19.3 If any employee chooses to purchase additional Life coverage for a higher benefit amount, the employee will be responsible for any extra expense incurred above and beyond the regular premium amount.

Article 20 – Family Leave

Employees will be granted family leave and parental leave in accordance with state and federal law.

Article 21 – Bereavement Leave

- 21.1 Bereavement leave will be granted to any regular full-time employee without loss of pay following notification of the death in the immediate or extended family (spouse, domestic partner, parent, child, sibling, grandchild, or grandparent, mother- or father-in law, sister- or brother-in-law, and/or any family member living in the employee's personal household).
- 21.2 Employees will be paid for any regularly scheduled duty shifts that occur during their bereavement leave to a maximum of two (2) twenty-four (24) hour shifts.
- 21.3 For instances requiring more leave, the employee may access their accrued sick leave to extend bereavement leave, upon approval of the Fire and EMS Chief.
- 21.4 Upon receiving notification of the death, the employee should contact the Fire and EMS Chief, if possible, to request bereavement leave.
- 21.5 The Fire and EMS Chief will be responsible for scheduling the days of leave to be granted.

Article 22 – Military Leave

Military leave will be provided pursuant to the USERRA (Uniformed Services Employment and Reemployment Rights ACT).

Article 23 – Jury Duty and Court Witness

- 23.1 Employees required to serve as a juror will be excused with pay from any regularly scheduled duty or standby hours conflicting with the hours he/she must actually spend in connection with jury duty. The employee shall deposit any fee paid for this service with the Authority's Finance Manager.
- 23.2 The employee must report to work if the jury duty ends in time to permit at least 4 hours in the balance of his/her shift.
- 23.3 Upon receiving notice to serve on jury duty, the employee must immediately notify the Fire and EMS Chief or designee.
- 23.4 Any employee required to serve as a witness in connection with his employment related to Authority business will be excused with pay from any regularly scheduled duty. If employee is off duty that employee will be paid wages at a rate of time and one half per hour while serving as a witness. The employee shall deposit any fee with the Authority's Finance Manager. This provision does not include court attendance for personal legal business or actions against the Authority. Such

court attendance will not be paid, and the employee may keep all moneys received as witness fees or jury duty pay.

23.5 Upon receiving a notice of subpoena to appear as a witness for the Authority, the employee will immediately notify the Fire and EMS Chief or designee. A copy of the subpoena or notice must be given to the Fire and EMS Chief.

Article 24 – Leave without pay

24.1 Employees who have been continuously employed with the Authority for at least one (1) year may request a leave of absence without pay for a reasonable period of time up to one (1) year. Requests for leaves of absence will be considered on the basis of the employee's length of service, performance, responsibility level, the reason for the request, staffing levels and the expected impact of the leave on the Authority.

24.2 Requests shall be in writing and specify the starting and ending date of the leave. Requests must be approved by the Fire and EMS Chief prior to the commencement of the leave. An employee who fails to report for work on the fourth (4th) working day after the leave expires will be considered to have voluntarily resigned.

24.3 The Authority will pay for group health and dental insurance premiums to maintain insurance for a full month not including the payment made for the month in which leave commences of an unpaid leave of absence. The employee may keep the insurance in force by pre-paying the premium per month for the entire period of leave. Earned leave and sick leave shall not accrue during an unpaid leave of absence.

24.4 Leave of Absence effects on service and reinstatement:

- a. A leave of absence begins on the first day of unpaid absence from work. A leave of absence of thirty (30) calendar days or less will not affect an employee's seniority date. A leave of absence of thirty (30) calendar days or more will result in an adjustment of the employee's seniority date by the number of days that leave of absence exceeds thirty (30) calendar days.
- b. Upon the conclusion of a leave of absence, the employee will be returned to his/her former position (same job classification and scheduled hours) if the leave period has been eight (8) weeks or less. If the leave period has been more than eight (8) weeks, all reasonable efforts will be exerted to secure a suitable position for the individual.
- c. In the event that an employee returns from a leave of absence and his/her position has been eliminated or the employee in that position is on laid-off status, the provisions of the layoff clause will apply.
- d. Exceptions shall be made to these provisions as required by federal and state laws for leaves covered by statutes or regulations.

Article 25 – Discipline

25.1 The Authority shall normally use the progressive discipline process. No regular employee shall be reprimanded in writing, have pay reduced, suspended without pay, demoted, or discharged without just cause. Counseling, warnings, verbal reprimands, and work plans are not subject to the grievance procedure. Every effort will be made to ensure that no employee is reprimanded in the presence of other employees or members of the public, which would cause embarrassment or humiliation to the employee.

If there is an objectively reasonable likelihood that discipline will occur, the employee will be entitled to union representation upon request during any investigative interview.

Any notice of disciplinary action shall specify the factual basis and charges for such action. Prior to imposition of discipline involving a reduction or loss of pay, demotion or termination, the employee shall be given the opportunity to meet with the Fire and EMS Chief or his designee to rebut the facts and argue factors in mitigation and defense. The basis for discipline shall not be changed unless new evidence is discovered. Protest of the discharge of the employee shall be made through the grievance procedure as set forth in Article 26.

25.2 Discipline of Probationary Employees. Probationary employees shall serve at the pleasure of the Authority and shall not have the right to appeal any discharge or other disciplinary action under the grievance article, and the concepts of progressive discipline and “just cause” shall not apply to a decision to terminate a probationary employee.

25.3 Removal of Certain Discipline. Documentation of discipline shall be placed in the employee’s personnel file. After the timeframes indicated below, the discipline cannot be relied upon as the basis for progressive disciplinary action should another incident occur warranting discipline. However, exceptions may be made when justified by a clear pattern of disciplinary action. The Authority reserves the right to the use of such documentation to refute a claim regarding the employee’s overall employment record or to refute a claim that the employee did not have knowledge of a policy, rule, or procedure.

Step 1 – written record of oral reprimand = 1 year

Step 2 – written reprimand = 2 years

Step 3 – suspension = 3 years

If subsequent conduct occurs that leads to discipline of a written reprimand or greater during this period of time, all current disciplinary action may continue to be relied on.

Any expired discipline will not be considered by promotion boards or referred to in written performance evaluations.

Article 26 – Grievance Procedure

- 26.1 A grievance is a dispute about the interpretation of a provision or provisions of this Agreement. The Authority and the Union agree it is desirable to resolve problems and issues informally. In the event a problem relating to provisions of this Agreement cannot be resolved informally, grievances shall be processed in the following manner:
- 26.2 Step I - If the attempt to resolve the problem informally is unsuccessful, the Union shall within thirty (30) calendar days of when they knew or should have known of the occurrence of the dispute or alleged violation of the Agreement reduce the grievance to writing. The written grievance shall state the specific articles(s) alleged to have been violated, an explanation of the alleged violation and the remedy requested. Once filed the elements identified in the written grievance shall not be expanded. The Union shall file the grievance with the employees' immediate supervisor. The immediate supervisor has ten (10) calendar days to respond in writing.
- 26.3 Step II - If the grievance remains unresolved or no written decision has been rendered within the required time, within fifteen (15) calendar days from the date of receipt of the Step II response, the Union may submit the grievance in writing to the Fire and EMS Chief. A meeting with the employee, union representative, and other management person(s) will be scheduled within ten (10) calendar days of the receipt of written notice to review the facts of the grievance. The Fire and EMS Chief has ten (10) calendar days to respond.
- 26.4 Step III - If the grievance is not resolved, within ten (10) calendar days following the response at Step 2, the grievance, along with all pertinent written information, may be submitted by the Union to the Board. The Board shall meet with the Union representatives and the Chief and legal representative and shall render a decision within ten (10) calendar days after the close of the meeting.
- 26.5 Step IV - Within ten (10) days of the decision at Step III or if no written decision has been rendered within the required time, the Union may submit the contractual grievance to arbitration. The Authority shall receive written notice of such submission.

When a timely request has been made for arbitration, the parties or their designated representatives shall attempt to select an impartial arbitrator. If they fail to do so, they shall within ten (10) days of the submission for arbitration, jointly request the Employment Relations Board to submit a list of seven (7) full-time arbitrators. Within seven (7) days after the list has been received, the parties or their designated representatives shall alternately strike a name from the list and the seventh (7th) and remaining person shall act as the arbitrator. The party requesting arbitration shall strike the first name.

The Arbitrator shall interpret the Agreement and determine if it has been violated. He shall have no power to add to, subtract from or to modify the terms of this Agreement. The arbitrator's decision shall be in writing and shall set forth his finding of fact, reasoning, and conclusions on the issues submitted. His decision shall be submitted to the Board and to the Union and shall within the scope of his authority be final and binding on both parties.

Costs of arbitration other than the costs incurred by each party in presenting its case shall be borne equally by the parties.

26.6 As an alternative to arbitration, the parties may mutually agree to grievance mediation. Such attempt at mediation shall not constitute a waiver of the right to seek arbitration but shall constitute a waiver of time limits specified herein pending the outcome of the mediation process.

26.7 Any or all time limits specified in the grievance procedure may be waived in writing by mutual consent of the parties. The Union or the Authority may request the extension of time. Such request will not be arbitrarily denied. Failure by the Union to submit the grievance in accordance with these time limits without waiver shall constitute abandonment of the grievance. Failure by the Authority to submit a reply within the specified time will result in advancing the grievance to the next step. A grievance may be terminated at any time upon receipt of a signed statement from the Union or employee that the matter has been resolved.

Article 27 – Payroll Deductions

The Authority shall make appropriate payroll deductions for retirement, health insurance, approved savings plans, union dues, deferred compensation or other customary services, in accordance with this Agreement.

Article 28 – Sustenance

28.1 The Authority will continue to provide for food sustenance to personnel who, as a result of working for an extended period of time at an emergency incident or due to high call volume, were unable to obtain sustenance at prescribed times.

28.2 The Authority will provide meal expense during the transfer of patients to a higher level of care facility for transfers of seventy-five (75) miles one way or more, or back-to-back out of ASA transfers. The meal is to be taken after the transfer of the patient is completed and in route back to Authority Headquarters.

Reimbursement is limited to \$20.00 per person per meal.

Article 29 – Retirement

29.1 Employees shall be covered under the State of Oregon Public Employee Retirement System (PERS) and the Oregon Public Service Retirement Plan (OPSRP). The employee six percent (6%) contribution

is deemed “picked up” by the Authority for the purposes of ORS Chapter 238A. Employees shall not have the option of receiving the money directly and making said contribution.

29.2 If during the life of this contract, the Authority’s payment of the employee contribution must be modified due to a change in state law or a final non-appealable judgment of a court of competent jurisdiction, the Authority agrees to negotiate with the Union for a comparable level benefit.

29.3 Upon retirement, fifty percent (50%) of an employee’s unused accumulated sick leave shall be applied as provided for under ORS 238.250 and regulations established by PERS in the form of increased retirement benefits (this is only available to Tier 1 and Tier 2 employees). Accruals of sick leave greater than the maximum set forth in Article 31 Sick Leave shall be forfeited.

29.4 All employees considered by the Authority to be Firefighter qualified will be placed into the PERS Fire & Police classification. These employees must have and maintain certification as a Firefighter 1 or higher and HazMat Operations or higher.

Article 30 – Paid Time Off Program

30.1 An employee using earned vacation leave, sick leave, jury duty and bereavement leave will be compensated based on the regular earnings applicable to the affected employee. The employee’s regular earnings for the affected days shall be the maximum allowed for any paid time off during an employee’s regularly scheduled shift.

30.2 When a regular full-time employee is granted medical leave of absence, he/she may be paid all unused earned leave accrued on request if the employee has completed twelve (12) consecutive months of employment in a regular position. Accrued earned leave will be paid to an employee who has been granted an educational leave of absence. An employee who has been granted a military leave of absence may be paid for accrued earned leave if he/she has completed six (6) months of service in a regular position.

30.3 Effective July 1, 2022 or upon execution, whichever is later, all regular full-time employees will receive annual earned leave, inclusive of holidays, with pay as follows:

<u>Years of Service</u>	<u>Annual Hours Earned</u>	<u>Monthly Accrual</u>
0 thru 5 years	288 Hours	24 Hours/Month
6 through 10 years	336 Hours	28 Hours/Month
11 through 15 years	384 Hours	32 Hours/Month
16 years and above	420 Hours	35 Hours/Month

30.4 Vacation cash out. An employee shall be eligible to cash out earned vacation leave when they have a minimum of 240 hours accrued vacation time. An employee may only cash out vacation hours accrued in excess of this 240-hour threshold, up to the 600-hour maximum defined at 30.9. In some

emergent or hardship situations, this rule may be waived by Authority administration. Requests to cash out vacation shall be made a minimum of seven business days in advance of the end of a pay period. The payment of vacation cash outs will be included in the employee's monthly check.

- 30.5 An employee may not take more than four (4) consecutive weeks of vacation at any one time.
- 30.6 All vacations affecting more than four (4) scheduled shifts must be planned at least two months in advance. Vacation leave requests of 30 days or more will be approved in order of seniority if submitted in January of the calendar year for which the leave is anticipated.
- 30.7 Employees may use earned leave upon completion of the one-year probation period.
- 30.8 Earned leave will be computed at the regular rate of pay received on the employee's normally scheduled shift and classification at the time the earned leave is used.
- 30.9 A maximum of six hundred (600) hours of earned vacation leave may be accumulated.

Article 31 – Sick Leave

- 31.1 Sick leave is earned by all regular full-time employees at a rate of fifteen (15) hours for each month of full-time service.
- 31.2 Upon hire, employees will be credited with their first six (6) months of sick leave accrual.
- 31.3 Paid sick leave will commence with the first day of personal injury or illness. A maximum of 720 hours may be utilized for any one period of illness. If long-term disability does not start, then 900 hours is the maximum. Paid sick leave will not be granted in excess of the balance accumulated.
- 31.4 Twenty-four (24) hours will be deducted from accumulated sick leave for each duty shift.
- 31.5 A statement from the employee's physician evidencing the employee's inability to perform their regular duties because of illness or injury may be required at management's discretion.
- 31.6 A signed release from the employee's physician permitting him/her to return to work may be required prior to the employee's return to duty.
- 31.7 In those cases, where an employee has requested and been granted earned vacation leave time and experiences a disabling injury during that time, the employee is eligible to use accrued sick leave benefits instead of earned leave time. A doctor's statement indicating that the employee's injury is sufficient to prevent him/her from performing regular job duties shall be required.
- 31.8 Accrued sick leave benefits shall be used for a medical leave of absence during the waiting period before the disability insurance coverage begins.
- 31.9 Sick leave benefits will be used in full hour increments.
- 31.10 Sick leave may be used for qualifying events consistent with Oregon law.

- 31.11 Sick leave may be used to supplement bereavement leave when in the opinion of the Fire and EMS Chief the employee's ability to perform his/her regular duties would be impaired.
- 31.12 Employees are subject to disciplinary action for excessive absenteeism, abuse of sick leave, or for failing to notify the Fire and EMS Chief or Supervisor in advance if they cannot come to work due to illness or injury.
- 31.13 A maximum of two thousand five hundred (2500) hours may be accumulated.

Article 32 – Uniforms

- 32.1 Dress and uniform requirements are set by Authority policy and the required articles of clothing including safety shoes and boots, will be provided at Authority expense.
- 32.2 Authority employees are required to maintain their uniforms and be neat, clean, and in appropriate attire at all times while on duty. Head and facial hair shall be neat and well-trimmed. Appropriate personal hygiene shall be practiced.
- 32.3 All uniforms (including footwear), protective clothing, or protective devices required of employees, by the Authority, in the performance of their duties shall be furnished without cost to all bargaining unit members by the Authority and shall remain the property of the Authority.
- 32.4 The Authority will be responsible for the replacement and repair of all uniform items, protective clothing, and protective devices, unless the item is lost or damaged due to the employee's neglect. If an employee loses or damages an item through neglect, she/he will be required to purchase a replacement item from the Authority. The Authority has the authority to determine if and when replacement of any uniform item is required.
- 32.5 In addition to the basic attire, all employees are required to wear an approved form of Authority identification while on duty. The Authority will furnish the required identification to all employees.
- 32.6 All uniforms and articles of clothing and identification provided by the Authority will only be worn while on duty or on official business of the Authority.

Article 33 – Work Equipment Reimbursement

- 33.1 The Authority will reimburse employees for personal property, as listed below, that is stolen, damaged, lost or destroyed as a result of the employee's performance of his/her required duties. However, reimbursement will not be granted if an employee's negligence or wrongful conduct was a substantial contributing factor for the theft, damage, loss, or destruction. The final decision whether to reimburse for repairs or whether to replace the item shall remain with the Authority.

33.2 Employees will receive reimbursement for the specified items at the lower of the replacement cost (taking into consideration any insurance covered amount), or the amount specified below.

Item Scheduled Value, to the extent such items are not covered by insurance:

- Wristwatch \$100
- Knife/Multi-Purpose Tool \$100
- Safety Glasses, frames, Prescription Glasses or Contacts, \$350
- Cell Phone \$500

33.3 For the items above, if the Authority is able to purchase the same item the employee currently has at a cheaper rate than the employee, the Authority has the right to provide a comparable item in kind rather than cash reimbursement.

Article 34 – Safety

34.1 The Authority acknowledges an obligation to provide a safe and healthy environment for its employees. The Authority, the Union, and bargaining unit employees agree to follow any and all applicable local, State, and Federal laws pertaining to health and safety.

34.2 Only trained and qualified Fire Officers, or acting-in-capacity Officers, will be used to command or supervise fire ground operations at emergency incidents or live fire training drill(s). The Union agrees to work with the Authority to establish qualifications and training requirements for Company Officers.

34.3 Any time a death or life-threatening injury of an employee occurs on the job, the protective equipment and safety devices connected with the accident shall be preserved until an initial investigation is completed and the device or equipment can be appropriately tested and cleared for continued use. OrOSHA shall be notified as soon as possible and in accordance with Oregon law.

34.4 Anytime personal protective equipment or a safety device malfunctions and the malfunction could have resulted in the death or a life-threatening injury to an employee, the equipment or device will be taken out of service and preserved until an initial investigation is completed and the device or equipment can be appropriately tested and cleared for continued use.

Article 35 – Drug and Alcohol Testing

35.1 Policy: The Authority considers its employees to be its most valuable asset and is concerned about their safety, health and well-being. The misuse of alcohol and other drugs can impair employee performance and general physical and mental health and may jeopardize the safety of co-workers

and the general public. The Authority is committed to maintaining a safe and healthy workplace for all employees by identifying the misuse of alcohol and drugs and assisting employees to overcome these problems through appropriate treatment and, if necessary, disciplinary action. The presence or treatment of a substance use problem will not excuse an employee from meeting performance, safety or attendance standards or following other Authority instructions.

35.2 Employee Assistance Program: The Authority has established an Employee Assistance Program (EAP) at no cost to the Employee. The general purpose of the EAP is to reduce problems in the workforce and retain valued employees. The EAP will offer limited professional assistance to employees in dealing with problems of a personal nature, including alcohol and drug abuse that may have an adverse effect on job performance.

35.3 Definitions

- a. Drugs and Alcohol - For the purposes of this Agreement, drugs and alcohol will be defined as alcohol and controlled substances as defined by the federal Controlled Substance Act (21 U.S.C §812), excluding any substance lawfully prescribed for the employee's use. Marijuana is defined as a drug for the purpose of this Agreement, regardless of whether or not the marijuana was distributed for medical purposes.
- b. Drug and Alcohol Test - The compulsory production and submission of urine or blood by an employee in accordance with procedures contained herein for chemical analysis to detect prohibited drug and/or alcohol use. The Authority may test for any or all drugs and/or alcohol, including but not limited to the 12-panel urine drug test that includes MDMA and extended opiates.
- c. Reasonable Suspicion - For the purposes of this agreement, reasonable suspicion exists when the employer holds a belief that is reasonable under the totality of the circumstances existing at the time and place that the employee is more likely than not under the influence of drugs and/or alcohol as those terms are defined in this agreement. Circumstances which constitute a basis for determining "reasonable suspicion" may include, but are not limited to:
 - i. A pattern of abnormal or erratic behavior;
 - ii. Direct observation of drug or alcohol use; or information provided by a reliable and credible source that an employee has engaged in prohibited conduct as defined in Section 35.4 of this Article.
 - iii. Presence of the mental or physical symptoms of drug or alcohol use (e.g. glassy or bloodshot eyes, alcohol odor on breath, slurred speech, poor coordination and/or reflexes);
 - iv. A work-related or motor vehicle accident in conjunction with other facts which determine "reasonable suspicion";
 - v. Citing solely an anonymous tip" does not qualify as reasonable suspicion.
- d. Under the influence: For the purposes of this agreement, an individual is under the influence if a drug test reveals any detectible amount of drugs, or a breathalyzer test reveals a detectible level of alcohol.

35.4 Prohibited Conduct

The following conduct is prohibited:

- a. The buying, selling, or providing; or possession for the purpose of buying, selling, or providing controlled substances including marijuana while on Authority property or in Authority vehicles or equipment, or during work hours, including paid rest and meal periods.
- b. Being at work under the influence of alcohol, or consuming alcohol while in Authority vehicles or equipment at any time, or on Authority property during work hours, including paid rest and meal periods.
- c. Possession of any controlled substance including marijuana (but excluding any substance lawfully prescribed for the Employee's use which has not been obtained for the purpose of abuse) while on Authority property or in Authority vehicles or equipment at any time, or during work hours, including paid rest and meal periods.
- d. Being at work under the influence of drugs as defined by Article 35.3.a while on Authority property or in Authority vehicles or equipment at any time, or during work hours, including paid rest and meal periods.

35.5 Discipline and Other Action

Prohibited conduct described in Section 35.4 above shall result in termination.

35.6 Grounds for Testing

- a. Pre-Hire Drug Testing. Employees in public safety positions may be required to submit to and successfully pass a post-offer, pre-hire drug test.
- b. Reasonable Suspicion Testing. Employees may be required to submit to drug or alcohol testing if reasonable suspicion exists that there is a violation of this Article. The Authority may test for those drugs for which it has reasonable suspicion that an employee may have consumed.
- c. On-the-Job Accidents Resulting in Serious Injury or Death. At the Authority's sole discretion, employees may be required to pass a drug and/or alcohol test after any on-the-job accident involving death, or serious physical injury. The Authority will determine whether a drug and/or alcohol test is required.

35.7 Incidents Involving Authority Vehicles. In addition to Section 35.6.c above, the Authority shall:

- a. Test each driver for alcohol if he/she receives a citation within eight (8) hours of the occurrence under State or local law for a moving traffic violation arising from the accident, if the accident involved one or more motor vehicles incurring disabling damage as a result of the accident, requiring the motor vehicle to be transported away from the scene by a tow truck or other motor vehicle; and/or
- b. Test each driver for drugs if he/she receives a citation within thirty-two hours of the occurrence under State or local law for a moving traffic violation arising from the accident, if the accident involved one or more motor vehicles incurring disabling damage as a result of the accident, requiring the motor vehicle to be transported away from the scene by a tow truck or other motor vehicle.

35.8 Testing Mechanisms

Testing mechanisms used for any test for alcohol or drugs performed on members of the Association may include breathalyzer and/or standard laboratory blood and/or urine analysis tests. Procedures

used to obtain, and test samples will be prescribed by the testing laboratory in accordance with relevant federal and states statutes as outlined in this Article.

- a. Where the Authority has reasonable suspicion to believe that an employee is under the influence of any alcoholic intoxicants or controlled substances, including marijuana, or has a controlled substance, including marijuana, present in the body, the Authority may require that the employee immediately consent and submit to field impairment tests, blood, urine or breathalyzer test. The Authority shall pay for the costs of the tests. A refusal to consent and submit to any of these tests shall subject an employee to immediate termination.
- b. When the employee is notified that he or she is required to consent and submit to such tests, or searches as described in this Article, he or she may request the presence of a Union representative to witness the tests or searches. The tests or searches may not be unduly delayed for more than one hour in order to wait for a representative. The absence of a representative shall not be grounds for the employee to refuse to consent and submit to such tests or searches. The presence of a representative shall not disrupt or interfere with the tests or searches.
- c. Before a supervisor, acting on behalf of the Authority under this policy, may require an employee to consent and submit to any test(s) specified in this section, or to search(s) specified in this article which require reasonable suspicion, the supervisor must first obtain concurrence from the supervisor's department head or his designee or Human Resources that the information available to the Authority about the subject employee is sufficient to determine reasonable suspicion that prohibited conduct will be established as a result of such test(s) or search(s).
- d. The employee shall give consent to a blood, urine or breathalyzer test by signing a consent form supplied by the testing facility.
- e. In the event that the blood or urine test results are positive for controlled substance(s), including marijuana, the Authority shall require that a second confirmatory test from the same sample be conducted which also must be positive before concluding the employee has such substance(s) present in their body.
- f. If a blood or confirmed urine test is positive, the Authority will instruct the laboratory to retain the blood or urine sample for a period of not less than 30 calendar days from the date the tests are complete for the purpose of allowing the employee to conduct an independent test at his or her own expense at a laboratory approved by the Authority.
- g. The procedures followed under this Article to obtain, hold and store blood and urine samples and to conduct laboratory tests shall be documented to establish procedural integrity and chain of evidence. Such procedures shall be administered with due regard for the employee's privacy and the need to maintain the confidentiality of test results to an extent which is not inconsistent with the needs of this Policy. The employee shall be notified of the results of all tests conducted pursuant to this Policy.
- h. Nothing in this Article is intended to establish the Authority's right to conduct random blood or urine testing to detect the presence of alcohol or controlled substances, or to conduct such tests on any basis other than reasonable suspicion or on the job accidents as described in Sections 35.6.a, 35.6.b and 35.6.c of this Article.

35.9 Prescribed Medications: An employee utilizing any prescribed medications or controlled substances that may affect his or her ability to safely perform assigned duties must immediately report this treatment to his or her supervisor.

In the event there is a question regarding an employee's ability to safely perform assigned duties, the employee shall be responsible for receiving clearance from the employee's physician. For the purpose of this Agreement, under no circumstances, shall the use of marijuana constitute the use of medication under this section. The lawful use of prescription medications is not grounds for disciplinary action by itself; however, failure to follow the reporting procedure may subject an employee to disciplinary action. Employees may also be disciplined for using medication that is unlawfully obtained, or for use that is inconsistent with the prescription or label. Failure to report the use of a prescribed medication or a controlled substance which the employee has been informed may affect his or her abilities to safely perform assigned duties may subject an employee to disciplinary action.

35.10 Use of Over-the-Counter Medications: The use of over-the-counter medications are in no way prohibited. An employee ingesting an over-the-counter medication in doses that affect his or her ability to safely perform assigned duties must report the use of the over-the-counter medication to his or her supervisor. There will be no discipline to an employee who reports to his or her supervisor the use of an over-the-counter medication which the employee feels affect his or her assigned duties. Protected use of over-the-counter medication shall not include the use of "designer drugs" not approved by the U.S. Food and Drug Administration, or the abuse of over-the-counter drugs. Failure to report the use of an over-the-counter medication which affects an employee's ability to safely perform his or her duties may subject the employee to disciplinary action.

35.11 Consequences of Test Results

- a. Test results which do not positively establish that the Employee has engaged in prohibited conduct as described in Section 35.4 of this Article shall result in no further action against the Employee related to an alleged violation of that section. The Employee shall be informed of such test results.
- b. Should an Employee be found to have committed prohibited conduct within three years following completion of voluntary rehabilitation per Section 35.12, he or she shall be terminated.

35.12 Voluntary Rehabilitation

- a. The primary objectives of the Authority's drug and alcohol policy are to maintain employee performance and good health and a safe work environment. If, prior to a requirement by the Authority that the Employee submit to any of the tests specified in Section 35.8 of this Article, the Employee notifies a supervisor that he or she has drug or alcohol problems that require treatment, then in that event the Employee shall immediately submit to a medical evaluation by a doctor selected and paid by the Authority. The Employee shall enroll in and successfully complete a treatment program recommended by the doctor and any Authority payment contribution shall be governed by the Mental Health and Chemical Dependency benefit provisions of the applicable Authority health insurance plan. If the Employee fails to complete the treatment program successfully, their employment will be terminated.

- b. If an Employee has previously enrolled in voluntary rehabilitative treatment described in subsection A and subsequently again volunteers for such treatment in advance of being required to submit to any of the tests specified in Section 35.8 of this Article, then the Employee shall immediately submit to a medical evaluation by a doctor selected and paid by the Authority and shall successfully complete the treatment program recommended by the doctor. If the Employee fails to complete the treatment program successfully, he or she shall be terminated.

35.13 Searches

- a. The Authority reserves the right to conduct searches for any reason of Authority equipment or facilities generally; and may search anything or area in which the Employee has an expectation of privacy (i.e. desk or locker) when the Authority has reasonable suspicion to believe alcohol, marijuana or other drugs may be found.
- b. The Authority may require an Employee to submit to a search of the Employee's clothing or personal property when the Authority has reasonable suspicion to believe alcoholic intoxicants, marijuana or other drugs may be found. Refusal by the Employee to submit to such a search of his or her clothing or personal property shall result in termination.

35.14 Consequences of Search Results

- a. Searches which do not reveal the presence of alcohol or controlled substances, including marijuana (but excluding any substance lawfully prescribed for the Employee's use which has not been obtained for the purpose of abuse), shall result in no further action against the Employee related to an alleged violation of Section 35.4. The Employee shall be informed of such search results.
- b. Searches which reveal the presence of alcohol or controlled substances, including marijuana, (but excluding any substance lawfully prescribed for the employee's use which has not been obtained for the purpose of abuse) shall result in those consequences specified in Sections 35.5 as though a positive blood or confirmed urine test had been administered.

35.15 Interference with Policy: Any activity which purposely interferes with this Drug and Alcohol Policy will be grounds for disciplinary action which may include discharge. Examples include, but are not limited to the following:

- a. Tainting, tampering, or substitution of blood or urine samples;
- b. Falsifying information regarding the use of prescribed medications or controlled substances;
- c. Failure to cooperate with any tests outlined in this policy to determine the presence of intoxicants or controlled substances; or
- d. Failure to cooperate with any searches.

35.16 Supervisor Training: The Authority recognizes that, in order to administer the standards and procedures set forth in this Article fairly and to minimize the possibility of unwarranted testing and searches, supervisory personnel should receive training in how to recognize and deal effectively with substance abuse in the work place. Accordingly, the Authority will provide such training to supervisors before the requirements of the Article are implemented and enforced.

35.17 Union Held Harmless: The Authority agrees to indemnify, defend and save the Union harmless from any and all claims arising solely out of Authority's acts, errors or omissions in the

administration of drug testing and searches conducted pursuant to this Article provided, however, that Authority shall have no such obligation with respect to claims for which Authority would be immune if brought directly against Authority; claims, notice of which is not given by the Union within the time prescribed by ORS 31.275; and claims to the extent they exceed the limits established by ORS 30.270.

Article 36 – Modification

36.1 This Agreement shall be automatically renewed from year to year unless either party notifies the other in writing not later than February 15, 2025 that they wish to modify this Agreement for any reason. In the event that such notice is given, negotiations shall begin not later than March 15, 2025.

36.2 The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter appropriate for collective bargaining. The understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

36.3 This Article shall remain in full force and effect during the entire period the Authority is required to recognize and bargain with the Union, whether or not this collective bargaining agreement has expired.

Article 37 – Savings Clause

37.1 The provisions of this contract 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 or unconstitutional, the validity of the provisions of this contract shall remain in effect, it being the intent of the parties that this Agreement shall stand notwithstanding the invalidity of any part.

37.2 In the event any section, subsection, sentence, clause, or phrase of this Agreement is held to be invalid or unconstitutional, the parties will bargain a replacement that to the extent legally allowable, serves the same purpose as the severed language. If an agreement on suitable replacement language is not reached the parties will proceed to the dispute resolution processes as provided under Oregon law.

EXECUTION OF AGREEMENT

This agreement is hereby executed on this _____ day of _____, 2022
by:

WESTERN LANE FIRE AND EMS AUTHORITY:

Jim Palisi, President, Western Lane Fire and EMS Authority, Board of Directors

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS – LOCAL 851

Mike Caven, Chief Negotiator, IAFF Local 851

Appendix A – Wages

Annual base wage							
July 1, 2022		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Captain		\$ 72,970	\$ 77,056	\$ 81,371	\$ 85,928	\$ 90,740	\$ 95,822
Lt		\$ 68,211	\$ 72,031	\$ 76,065	\$ 80,324	\$ 84,822	\$ 89,572
Paramedic		\$ 63,763	\$ 67,334	\$ 71,105	\$ 75,086	\$ 79,291	\$ 83,732
FF/Engineer		\$ 56,574	\$ 59,742	\$ 63,088	\$ 66,621	\$ 70,352	\$ 74,291
Intermediate		\$ 46,811	\$ 50,028	\$ 53,055	\$ 56,158	\$ 59,338	\$ 62,747
July 1, 2023		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Captain		\$ 74,429	\$ 78,597	\$ 82,998	\$ 87,647	\$ 92,555	\$ 97,738
Lt		\$ 69,575	\$ 73,472	\$ 77,586	\$ 81,930	\$ 86,518	\$ 91,363
Paramedic		\$ 65,357	\$ 69,017	\$ 72,882	\$ 76,964	\$ 81,274	\$ 85,825
FF/Engineer		\$ 57,705	\$ 60,937	\$ 64,350	\$ 67,953	\$ 71,759	\$ 75,777
Intermediate		\$ 47,747	\$ 51,029	\$ 54,116	\$ 57,281	\$ 60,525	\$ 64,002
July 1, 2024		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Captain		\$ 75,918	\$ 80,169	\$ 84,658	\$ 89,399	\$ 94,406	\$ 99,693
Lt		\$ 70,967	\$ 74,941	\$ 79,138	\$ 83,569	\$ 88,249	\$ 93,191
Paramedic		\$ 66,991	\$ 70,743	\$ 74,704	\$ 78,888	\$ 83,305	\$ 87,970
FF/Engineer		\$ 58,860	\$ 62,156	\$ 65,637	\$ 69,312	\$ 73,194	\$ 77,292
Intermediate		\$ 48,702	\$ 52,049	\$ 55,198	\$ 58,427	\$ 61,735	\$ 65,282

40 hr employees hourly rate							
July 1, 2022	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
Captain	\$ 21.72	\$ 22.93	\$ 24.22	\$ 25.57	\$ 27.01	\$ 28.52	
Lt	\$ 20.30	\$ 21.44	\$ 22.64	\$ 23.91	\$ 25.24	\$ 26.66	
Paramedic	\$ 18.98	\$ 20.04	\$ 21.16	\$ 22.35	\$ 23.60	\$ 24.92	
FF/Engineer	\$ 16.84	\$ 17.78	\$ 18.78	\$ 19.83	\$ 20.94	\$ 22.11	
Intermediate	\$ 13.93	\$ 14.89	\$ 15.79	\$ 16.71	\$ 17.66	\$ 18.67	
July 1, 2023	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
Captain	\$ 22.15	\$ 23.39	\$ 24.70	\$ 26.09	\$ 27.55	\$ 29.09	
Lt	\$ 20.71	\$ 21.87	\$ 23.09	\$ 24.38	\$ 25.75	\$ 27.19	
Paramedic	\$ 19.45	\$ 20.54	\$ 21.69	\$ 22.91	\$ 24.19	\$ 25.54	
FF/Engineer	\$ 17.17	\$ 18.14	\$ 19.15	\$ 20.22	\$ 21.36	\$ 22.55	
Intermediate	\$ 14.21	\$ 15.19	\$ 16.11	\$ 17.05	\$ 18.01	\$ 19.05	
July 1, 2024	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
Captain	\$ 22.59	\$ 23.86	\$ 25.20	\$ 26.61	\$ 28.10	\$ 29.67	
Lt	\$ 21.12	\$ 22.30	\$ 23.55	\$ 24.87	\$ 26.26	\$ 27.74	
Paramedic	\$ 19.94	\$ 21.05	\$ 22.23	\$ 23.48	\$ 24.79	\$ 26.18	
FF/Engineer	\$ 17.52	\$ 18.50	\$ 19.53	\$ 20.63	\$ 21.78	\$ 23.00	
Intermediate	\$ 14.49	\$ 15.49	\$ 16.43	\$ 17.39	\$ 18.37	\$ 19.43	

56 hr employees hourly rate							
July 1, 2022	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
Captain	\$ 25.06	\$ 26.46	\$ 27.94	\$ 29.51	\$ 31.16	\$ 32.91	
Lt	\$ 23.42	\$ 24.74	\$ 26.12	\$ 27.58	\$ 29.13	\$ 30.76	
Paramedic	\$ 21.90	\$ 23.12	\$ 24.42	\$ 25.79	\$ 27.23	\$ 28.75	
FF/Engineer	\$ 19.43	\$ 20.52	\$ 21.66	\$ 22.88	\$ 24.16	\$ 25.51	
Intermediate	\$ 16.08	\$ 17.18	\$ 18.22	\$ 19.29	\$ 20.38	\$ 21.55	
July 1, 2023	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
Captain	\$ 25.56	\$ 26.99	\$ 28.50	\$ 30.10	\$ 31.78	\$ 33.56	
Lt	\$ 23.89	\$ 25.23	\$ 26.64	\$ 28.14	\$ 29.71	\$ 31.37	
Paramedic	\$ 22.44	\$ 23.70	\$ 25.03	\$ 26.43	\$ 27.91	\$ 29.47	
FF/Engineer	\$ 19.82	\$ 20.93	\$ 22.10	\$ 23.34	\$ 24.64	\$ 26.02	
Intermediate	\$ 16.40	\$ 17.52	\$ 18.58	\$ 19.67	\$ 20.78	\$ 21.98	
July 1, 2024	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
Captain	\$ 26.07	\$ 27.53	\$ 29.07	\$ 30.70	\$ 32.42	\$ 34.24	
Lt	\$ 24.37	\$ 25.74	\$ 27.18	\$ 28.70	\$ 30.31	\$ 32.00	
Paramedic	\$ 23.01	\$ 24.29	\$ 25.65	\$ 27.09	\$ 28.61	\$ 30.21	
FF/Engineer	\$ 20.21	\$ 21.34	\$ 22.54	\$ 23.80	\$ 25.14	\$ 26.54	
Intermediate	\$ 16.72	\$ 17.87	\$ 18.96	\$ 20.06	\$ 21.20	\$ 22.42	

Appendix B – Long-Term and Short-Term Disability

Life Insurance	SDIS – The Standard	\$50,000 Life/ \$50,000 AD&D	Employee can purchase additional life up to \$300,000	Dependent Life: Spouse \$5,000 children \$5,000
Short Term Disability	SDIS – The Standard	60% of weekly wages up to \$900 Max	Benefit begins 1 st day for accident, 8 th day for illness	Benefit lasts for 90 days
Long Term Disability	SDIS – The Standard	60% of earnings to a max of \$5,000 p/month	Benefit begins after 90 days	Benefit is offset by Social Security & PERS
24 Hour Accident/Health	Provident	\$25,000	Covers accidental death on the job	



**AGENDA ITEM
WESTERN LANE FIRE AND EMS AUTHORITY**

SUBJECT/ITEM: Establish Joint Labor Management Relations Committee (JLMRC)

FOR AGENDA OF: April 28, 2022

AGENDA ITEM: VIII.c

DISTRICT: WLFEA

DIVISION OF ORIGIN: Administration

ACTION REQUESTED: Approve Memorandum of Understanding establishing JLMRC

BUDGET IMPACT

EXPENDITURE REQUIRED:	AMOUNT BUDGETED:	APPROPRIATION REQUIRED:
NA	NA	NA

Summary: The Union has requested a formal agreement to establish a Labor / Management committee to discuss issues which may arise from the integration of Operations personnel under the WLFEA banner.

Background and Statement of the Issue: During negotiations the bargaining team from IAFF Local 851 requested the establishment of a joint labor / management committee to meet monthly to discuss issues which may arise during the transition of all Operations personnel to WLFEA. It is senior staff's view that the establishment of a committee is worthwhile but that this duplicates a committee already in place, Transition Committee, which has been addressing issues as brought up by bargaining unit members. However, in the interest of open communication we have no objection to the MOU.

Options:

- a) Do not approve MOU as written by bargaining unit.
- b) Approve MOU as written by bargaining unit.

Staff Recommendation:

Approve MOU as written.

*Memorandum of Understanding
Between
Western Lane Fire and EMS Authority
And
International Association of Firefighters
Local 851
Merging of Siuslaw Valley Fire & Rescue and Western Lane Ambulance*

1. A joint labor management relations committee (JLMRC) will be established and meet at least monthly to address matters of concern related to the merging of workforces.
 - a. Staffing Procedures.
 - b. Creation of a common overtime hiring procedure.
 - c. Creation of a mandatory vs voluntary training procedures.
 - d. Job description updates.
 - e. Response model revision.

2. Should any agreement affect mandatory subjects of bargaining, the agreement will be memorialized in an MOU as an addendum to the contract.



**AGENDA ITEM
WESTERN LANE FIRE AND EMS AUTHORITY**

SUBJECT/ITEM: PERS Side Account

FOR AGENDA OF: April 28th,2022

AGENDA ITEM: VIII.d

DISTRICT: WLAD

DIVISION OF ORIGIN: Administration

ACTION REQUESTED: Discuss and approve the transfer of funds to establish a PERS side account

BUDGET IMPACT

EXPENDITURE REQUIRED:	AMOUNT BUDGETED:	APPROPRIATION REQUIRED:
\$400,000	\$400,000	NA

Summary:

The WLAD Board is requested to discuss the amount they would like to deposit with the State of Oregon for establishing a PERS side account.

Background and Statement of the Issue: The WLAD Board of Directors originally allocated \$150,000 to be placed into a PERS side account along with a 25% match from the State. The State was informed of the intent of WLAD to establish a side account in the amount of \$150,000. Unfortunately, the State program was depleted of funds prior to the award of the match to WLAD and the side account was not funded. In preparation of the FY22 budget the WLAD Board adopted a budget in which \$400,000 was allocated to be placed into a PERS side account if the State match program was to be reinstated. The State Legislature has recently allocated funds to complete the match of the earlier requests but only in the amounts requested. Even though the WLAD FY22 budget contains \$400,000 to be placed in a side account the State will only match 25% of the original \$150,000 requested.

Options:

- a) Deposit the original amount, \$150,000, into a side account with the State to deposit

\$37,500 for a total of \$187,500.

- b) Deposit the amount budgeted for FY22, \$400,000, into a side account with the State to deposit a match of \$37,500 for a total of \$437,500.

Staff Recommendation:

Staff is recommending Option (b).



**AGENDA ITEM
SIUSLAW VALLEY FIRE & RESCUE**

SUBJECT/ITEM: Rope Rescue equipment

FOR AGENDA OF: 04/28/2022

DIVISION OF ORIGIN: Operations

ACTION REQUESTED: Approve rope rescue equipment

BUDGET IMPACT

EXPENDITURE REQUIRED:	AMOUNT BUDGETED:	APPROPRIATION REQUIRED:
\$20,067.75	\$0	\$20,067.75

Summary: Rope rescue was a former service provided by Siuslaw Valley Fire and Rescue that we would like to bring back. Given the geographic location of our response area, it has been proven over and over a rope rescue team is necessary for the safety of our staff and citizens. The equipment outlined in the quotes below will allow for an effective rope rescue operation for situations ranging from level ground to vertical cliff sides, providing safer patient transport and extrication from rough terrain and other environments deemed difficult or risky to do with conventional methods.

Background and Statement of the Issue: Rope rescue calls are considered a low frequency call with a high risk. Previous equipment is past its expiration of life and training hasn't been complete in about 10 years. The upgrade to the rope rescue equipment and training will give us the necessary foundation to reinstitute the rope rescue program safely.

A competitive bidding process was conducted between LN Curtis, Crux Rescue LLC, and CMC.com.

Bids for necessary rope rescue equipment were:

L.N. Curtis: \$20,067.75
Crux Rescue LLC: \$20,842.10
CMC.com: \$20,891.60

Award bid to L.N. Curtis. L.N. Curtis is one of Siuslaw Valley Fire and Rescue main distributors for supplies and happens to be the lowest bid to the rope rescue equipment list.

Recommend using Capital Outlay funds.

Balance - Capital Outlay \$315,179.67

FY22 Planned Capital purchases

Station Maintenance	\$100,000- working on competitive bids
Repeater Upgrade	\$212,000 (Will not be needed)
Hearing protection devices	\$6,635 – (Purchased)
Tender	\$410,000 (Purchased in FY 21)
Zoll cardiac defibrillator	\$49,674.88 approved 12/16/20121
C-mac Pocket video intubation	\$15,972.70 approved 01/27/2022
FLIR thermal imaging	\$17,033.25 approved 01/27/2022
Extrication tools	\$43,899.50 approved on 2/24/2022
Rope Rescue equipment	\$20,067.75
Capital balance after 04/28/2022	\$295,111.92

Recommend appropriations of \$20,067.75 from Capital Outlay.

Recommended Action: Approve.