

Columbia River Fire & Rescue
Civil Service Commission Hearing & Regular Meeting
270 Columbia Blvd, St. Helens OR
October 4, 2021, 12:00 pm

After due and legal notice, the regular meeting of the Columbia River Fire & Rescue Civil Service Commission was called to order by Commission Chair Jack Graff at 12:01pm.

Present: Commissioner Jack Carter, Commissioner Chuck Whittick, Commission Chair Jack Graff

Absent: None

Others present: FD Nelson, Chief Medina, Chief Pricher, Chief Marks, Chief Sharek (call-in)

Revisions to the Agenda: Under Miscellaneous, CRFR has a draft proposal for the Commission to review.

Minutes of the May 3rd, 2021, meeting were sent to the Commission members and reviewed. Commissioner Carter moved to approve as presented. Commissioner Whittick 2nd the motion. No additional discussion. Unanimous vote, motion approved.

Business:

- A. Clatskanie Firefighter Hiring Certification**
 - a. Discussed Clatskanie firefighter hiring certification.
 - b. Believed the latest information was submitted in May. Chief Sharek will work with FD Nelson to verify.
- B. CRFR Lieutenant Promotion Certification**
 - a. Discussed CRFR lieutenant promotion certification.
 - b. FD Nelson provided promotionary Lieutenant list. She stated that three vacancies were filled off new list while three remain on list which is still active.
 - c. Commissioner Carter moved to certify lieutenant promotion certification. Commissioner Whittick 2nd the motion.
 - d. No further discussion, unanimous vote. Motion approved.
- C. CRFR Firefighter/Paramedic Hiring Certification**
 - a. Discussed CRFR firefighter/paramedic hiring certification.
 - b. FD Nelson stated there were a few openings, various interviews, some declines, and some new hires. Candidates who declined the position did so because of other opportunities or could not attend the interview.
 - c. Commissioner Carter moved to approved CRFR firefighter/paramedic hiring certification. Commissioner Whittick 2nd.
 - d. No further discussion, unanimous vote. Motion approved.
- D. CRFR Firefighter/EMT Hiring Certification**
 - a. Discussed CRFR firefighter/EMT hiring certification.
 - b. FD Nelson stated position of Battalion Chief created vacancies which had a cascading effect from Lieutenant to firefighter. There were also three FF/EMT interviewed to hire.
 - c. Commissioner Carter moved to approve CRFR firefighter/EMT hiring certification. Commissioner Whittick 2nd.
 - d. No further discussion, unanimous vote, motion approved.
- E. Firefighter/Paramedic Recruitment proposal**
 - a. Discussed firefighter/paramedic recruitment proposal.
 - b. FD Nelson emailed new firefighter/paramedic recruitment to former CE Ripa who reviewed and made suggestions. FD Nelson supports and incorporated suggestions as they would provide access to additional candidates more rapidly.
 - c. Commissioner Carter asked if the list would be ongoing all the time and how to accept continuous applications. FD Nelson stated that current candidates would be included on the list and re-certified with new recruitment due dates as needed. A permanent rule change for on-going recruitment will be necessary in the future.

- d. Commissioner Carter asked if we would lose candidate off the list doing ongoing recruitment or if it would maintain current requirements. FD Nelson stated that they would still have to provide all requirements.
- e. Commissioner Whittick moved to declare current firefighter/paramedic list exhausted. Commissioner Carter 2nd.
- f. No further discussion, unanimous vote, motion approved.
- g. Commissioner Carter Moved to approve firefighter/paramedic recruitment proposal, Commissioner Whittick 2nd.
- h. No further discussion, unanimous vote, motion approved.

F. Chief Examiner Recruitment update

- a. Discussed chief examiner recruitment update.
- b. FD Nelson stated that there are two candidates interested in the position, one is currently active within local government. Chief Medina discussed his wishes for the position and has had the opportunity to talk with Chief Sharek but not Chief Pricher, as he just returned from conflagration.
- c. He supports a Chief Examiner who is active in human resources and municipal government. Feels they would have their finger on the pulse of what is happening in the industry.
- d. Commissioner Graff agreed that a candidate that is local and serving within local government and the fire district is a good thing.
- e. Chief Medina added that it would be good to find someone with HR sources.
- f. Commissioner Carter asked about the timeline for finding a new chief examiner. Chief Medina stated that even through its an appointed position, he still wanted to talk to all other chiefs before moving forward. Could be ready to present at next board meeting.

G. Miscellaneous

- a. FD Nelson presented proposal for specific lateral firefighter recruitment. Lateral firefighting would help look for experience and certifications. The packet is structured in the same format as the previously approved lieutenant's promotionary recruitment. The process would eliminate the need for entry level testing that is required for new firefighters and encourage more seasoned candidates to apply.
- b. Chief Medina added that it would help them find candidates that weren't so "green" but people with a good idea of how the fire service works. Lateral experience would help take away uncertainty. He also stated that it would help the pool of selection process by being vetted by other agencies.
- c. Chief Medina stated this process would be in addition to the existing process. Details would need to be worked out at the collective bargaining level with union. The objective is to find as many qualified candidates as possible.
- d. Commissioner Carter moved to approve lateral Firefighter/ Paramedic recruitment. Commissioner Carter 2nd.
- e. No further discussion. Unanimous vote, motion approved.

Next meeting is set for October 25, 2021, at 12:00 pm at the CRFR Administrative Building.

Being no further business, the meeting was adjourned at 1:02 pm.