

Columbia River Fire & Rescue
Regular Meeting of the Boards of Directors
58611 McNulty Way, St. Helens, OR
September 16, 2025, 6:00 pm

Regular Meeting: After due and legal notice, the Regular Board meeting of the Columbia River Fire & Rescue Board of Directors was called to order by President Welby at 6:00 pm.

Present: Paul Rice, Mark Gundersen

Absent: Austin Zimbrick

Others: Chief Smythe, K. Lehner, BC Schrotzberger

Via Teams Meeting/Phone In: Ryan Welby, Richard Fletcher, S.Raichel, J. Lehner, K. Hoyt, T. Dragoo

Flag Salute: President Welby led the salute

6:04 pm Closed Executive Session: Legal Counsel ORS 192.660 (2)(h), Performance Evaluation of a Public Officer ORS 192.660(2)(i). Out of executive session at 6:56 pm.

Changes to Agenda: Fire Chief Evaluation summary

Public Comment: None

Local 3215 Report: None

Volunteer Report: None

Correspondence: None

CRFR Consent Agenda: Included in the consent agenda are the minutes from the Regular Board meeting held on July 12, 2025, the check register for July and August checks, the budget versus actual report, and the July and August bank statements. Secretary Fletcher made a motion to approve the consent agenda, and Director Gundersen seconded the motion. All were in favor, and the motion was approved 4-0, with no further discussion.

Chief Officers' Report: Chief Smythe reported on the new hires being trained and the academy starting on September 22nd, with FF Preston and FF Roholt attending, running through October 16th. He discussed increasing staffing numbers as several employees are currently out due to injury and/or illness. We are still actively recruiting with two available positions. BC Schrotzberger updated on the new ambulance that has been in service for approximately three weeks and the equipment servicing currently taking place.

Old Business: None

New Business: Director Rice made a motion based on the Fire Chief evaluation to approve a 3% Cola increase effective July 1, 2025, for FC Eric Smythe. Director Gundersen seconded the motion; all in favor, 4-0. Director Rice discussed the hours that Chief Smythe had worked over the last year and the challenges he faced, both personally and professionally. He always had a positive attitude and was professional. Director Gundersen agreed with the assessment. President Welby recommended that they create a new format for the evaluation, rather than using the forms typically used for line staff. Secretary Fletcher agreed that a new template needs to be created and that goals should be outlined.

Board Member Comments:

President Welby: Enjoys the banter, transparency, and the direction everything is going.

Director Rice: Appreciates seeing that morale is up.

Secretary Fletcher: Thanks to the District for the Facebook post honoring his late father.

Adjourn: 7:09 pm