



## AGENDA

**Notice of Special Meeting/Work Session of the  
Board of Directors of the Sisters-Camp Sherman Rural Fire Protection District  
February 24, 2026 – 1:00 p.m.**

**Zoom Link:** <https://us06web.zoom.us/j/87001137763?pwd=tfz8TykDjGcLabAa2aV6yujClfcubr.1>

1. Open Work Session
2. Receive Public Comment
3. Receive Line Staff Comments
4. Topic 1: Resiliency Plan focused on “Implementing a high-efficiency fuels reduction and community engagement program emphasizing the Immediate Zone (0-5 ft) and modern debris disposal

**Goal:** To significantly reduce the probability of home ignition from ember cast and direct flame contact, increase the District’s daily readiness capacity, and foster a more fire-adapted community.

- Operational Component: Air Curtain Burner Initiative
- Operational Component: Personnel and Fuels Reduction Crew
- Insurance Risk Reduction and Certification
- Program Measurements and Review
- Costs
- Securing Sustainable Funding

5. Topic 2: Implementation of full-time Mechanic and Maintenance Program

**Goal:**

- Reduce outsourced labor expenses
- Reduce premium emergency repair costs
- Improve preventative maintenance scheduling
- Potentially extend apparatus replacement cycles
- Identify Long-term facility and equipment need (based on final Master Plan)

**Cost:**

- The position includes salary, benefits, retirement, and equipment costs
- Lifts for heavy apparatus, specialized tools for maintenance work.
- Some specialized work will still require outside vendors

*Savings are realized over time, not immediately*

6. Topic 3: Operations of the District moving forward

- Administration
- Operations

- Fire and Life Safety Division
  - Board Goals
- 1) Implement fleet maintenance program
  - 2) Develop a plan for onboarding new employees after successful local option levy campaign.
  - 3) Develop a succession plan for volunteer officers and develop a training plan for those working on that role.
  - 4) Update Customer Centered Strategic Plan, (based on Master Plan)
  - 5) Complete Master Plan
  - 6) Implementation of Resiliency Plan
  - 7) Apply for grant funding for equipment
  - 8) Implementation of Facilities Master Plan
    - a. Prioritize recommendations from Facilities MP and secure funding for them
  - 9) Keep policy review goal (see current board goals)
  - 10) Keep GFOA goal (see current board goals).
  - 11) Develop a plan to increase operational volunteer engagement.
  - 12) Develop efficiencies with NW Fire Agencies through IGA's.
  - 13) Implement efficiencies within each section of program management (cost savings and/or personnel time reduction)