



**Oregon Fire Recruitment Network  
Meeting Minutes  
April 27, 2015  
Location: Chemeketa Community College  
Time: 1:00pm**

Call To Order – Called meeting to order at 1300 Hours:

Danielle Bethell – Marion County #1

Jennifer Motherway – Columbia River Fire & Rescue/Scappoose Fire

Matt Aalto – Stayton Fire District

Rick Heuchert – Silverton Fire

April Welsh – Dallas Fire

Brad McKenzie - Aumsville Fire District

Jon Carnahan – Siuslaw Fire

Dave Lapoff – Mid Columbia Fire

Paul Lenz – Knappa Fire

Tad Buckingham – Forest Grove Fire District

Discussion Topics:

Recruitment/Retention Efforts Roundtable –

- Talked to Matt at length about his retention plan, it is awesome for those that haven't seen it, check out Stayton's recruitment plan
- Silverton has started a retention task force, have people from those who just got out of the academy on up, a group of about 15 people and it focuses on an exit interview, in person or paper questions – Silverton Fire doing this and going well, seeing improvements. Currently this is an informal in person interview if possible or a phone interview as a “check in”, interview and more.
- Rick will share his exit interview questions as will Jennifer Motherway, these will likely be posted to the google docs drive on the ORFN website.
- Life Insurance policy was updated with Mid Columbia Fire through the SAFER Grant
- Scholarships have also been added through the SAFER grant with Mid Columbia to help with education efforts within volunteer ranks

- Marion County has a large residency program, sat down with Chemeketa and discussed exploring expanding the program to “human services” by exploring the expansion of eligibility to the nursing program, criminal justice, juvenile corrections and medical assistance degree programs. The majority of the Board at the agency was on board with this program, and pondering whether or not they will allow this program to expand, but is to be determined at a future board meeting. This is considered a “sleeper” or “resident” program, not necessarily folks that live in the community, they can travel from other communities to participate in this program.
- LOSAP programs are a great way to add benefits to volunteers as well, it might be worth adding funds to this program if available.
- Cell phone reimbursement options seem to be a good benefit for some
- Gas reimbursement per call vs. a mileage log, using a “cap”
- Use survey tools to ask volunteers what they want/like to see if you can help them through this avenue
- Fitness reimbursement
- Some agencies use points per call, and some do a “lump sum” per call
- Meals and providing food at the station is an option
- Purchase a Traeger or BBQ for each station which could be a great incentive as well, along the lines with feeding everyone to keep them showing up

#### Background Process

- DPSST Background process
- Fingerprinting

#### Website Updates and Recommendations

- ORFN now has a “how to” page, be sure to check it out and if you have any ideas or additions we would love to share it
- The shared documents are no longer in dropbox, it is now set up as a google drive and it is much easier to share and organize the files.
- There is a link to taskbooks now on the site as well, you are able to find specific taskbooks you are seeking
- Calendar and Facebook pages are both staying as up to date as possible

#### RECRUIT(OR)

There is a website called “Recruit(NY)”, that is funded by SAFER and it is a central site/location that brings all the departments together in New York and they put on a huge open house on the same day throughout all fire departments in New York. They have banners and materials that are a basic uniform look. Every station can do their own thing, but they can utilize this site so they don’t have to come up with the ideas and spend time creating new material.

Discussion was to create a similar site and start seeking interest throughout Oregon and see where we can go with it. Tabling until next meeting to determine if we can make this work.

Roundtable:

April – thanks for inviting me

John Carnahan – if you recruit a friend and they stay, you get a really nice jacket

Rick Heuchert – got nothing

Dave Lapoff – nothing

Tad Buckingham – Grant applied for, hoping for 9 interns per house, but collaborating with several agencies nearby. Recruit academy started strong with 50 applications or so and have 9 finishing on May 19<sup>th</sup>. Recruitment and retention seminar back in March, could have gone two days instead of one night.

Paul Lenz – nothing

Brad McKenize – nothing

Jennifer Motherway – nothing

Danielle Bethell - nothing