



Lookingglass Rural Fire District

7173 Lookingglass Road
Roseburg, OR 97471

Special Board Meeting Minutes

January 21, 2015

Meeting opened at 7:03 p.m.
Pledge of Allegiance
No Invocation
No Public Comment

Roll Call: George Kuntz, Robert Nobriga, Rise Briggs, Bill Starns, Hank Mast, Fire Chief, Steve Rhodes. All present.

Roy Palmer explained how the evaluation process was going to proceed. He said if everyone had their forms, and went step by step, it would work out.

All Board Members filled out their forms as Roy continued. The list of Leadership and Managerial Skills were read aloud, so the audience could hear what was being considered. There were 15 questions in this section. There were 8 questions in the section on Relationships with the Board. The final section had 7 questions relating to Public and Professional Relations.

As the evaluation progressed, Roy further explained how this would help the Board and the Fire Chief achieve a better working relationship and understanding of what everyone's responsibilities were. And where the areas of improvements need to be.

At the end, the Board of Directors had a chance to make comments. Rise read a chronology of what had transpired from the previous year, and asked that Steve give the Board his reassurance that they could count on him to help prevent problems like that from happening again. Roy Palmer agreed that "everyone can take some blame," including the Insurance Agents.

Steve also had an opportunity to give himself a rating - while the Board could interject and discuss certain areas. One of the main things was that Steve could delegate more responsibility so as to lighten his load. And he needs to hone his communication skills to be a better "Team Player." He agreed that those were the most important issues.

Rise asked Steve to then address each Board Member and tell them what he thought they might do to improve.

The Board recognizes Steve's accomplishments, and appreciates his efforts and hard work.

George asked if there could be a meeting with the Board and the Firefighters soon. Steve said that perhaps after the medical training. Rise suggested that perhaps a Town Hall at the Grange. Hank said a barbecue in the spring/summer would be good.

Other suggestions were thrown around - such as the problem with spiders and rats in the building. George said the District could use an exterminating service; Rise asked Steve to consider putting this expense on the next budget.

Steve was commended by George for doing an excellent job on the budget and was confident that this year would be better.

Roy said that Steve was a great technician, and a good leader dealing with the challenges of communication. He also cautioned the Board on their role as the Supervisor - the Whole Board is the Supervisor - not just individuals.

Steve asked about policies reflecting the duties of the Board. Rise will give him that information.

Bill made a motion to adjourn; Robert - 2nd. All ayes. Meeting adjourned at 8:32 p.m.

Approved this _____ day of _____, 2015.

Rise Briggs, Secretary