

Council Business Meeting

December 1, 2020

Agenda Item	Ashland Fire & Rescue Fire Chief Appointment Update	
From	Adam Hanks	Interim City Administrator
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SUMMARY

With the recent retirement of Fire Chief David Shepherd, the Mayor and Interim City Administrator presented the City Council with a concept to fill the position through a partnership with Jackson County Fire District 3. The concept was formally presented at the September 15, 2020 Council Business Meeting and was brought forward to Council again on November 2 and 17 that included the final candidate to fill the position.

POLICIES, PLANS & GOALS SUPPORTED

Council Goal 1 – Develop current and long-term budgetary resilience

Council Goal 2 – Analyze City departments/programs to gain efficiencies, reduce costs and improve services

Cost Review Ad-Hoc Committee Recommendation #5 (approved by Council May 19, 2020) – Direct staff to advise definitive ways where they could streamline operations with the goal of creating a meaningful cost/benefit review of services offered and that also creates efficiencies and reduces costs.

Cost Review Ad-Hoc Committee Recommendation #6 – Consider outsourcing services with the goal of reducing costs.

PREVIOUS COUNCIL ACTION

At the September 15, 2020 Business Meeting, the City Council moved to recommend pursuing a recruitment for a Limited Duration Appointment (one to three years) of a Fire Chief. At the November 2 Study Session, staff presented an update on the recruitment process that included an Intergovernmental Agreement (IGA) between the City and Jackson County Fire District #3 allowing Division Chief Devon Brown to serve as the appointed Ashland Fire Chief for a limited duration. At the November 17 Business Meeting, Council approved the IGA between the City and Jackson County Fire District #3.

BACKGROUND AND ADDITIONAL INFORMATION

The use of an intergovernmental agreement (IGA) with Fire District 3 is designed to accomplish the following:

- Provide the City with leadership staffing flexibility to fully engage and evaluate the potential for different operating structures for both the fire operations and the ambulance service;
- Provide joint review and selection with another leading Fire service in the region;
- Provide the City with a rising mid-career leader with extensive knowledge and experience in both EMS and Fire operations; and
- Engage and forward exploration of regional partnerships to strengthen local and regional fire and emergency services.

Key provisions of the IGA include the following:

- The contract term is three years, with stated opportunities for extension, alteration or termination.
- The total employment cost for the position is equivalent to the current Ashland Fire and Police Chiefs.
- The appointed Fire Chief would report to the Ashland City Administrator/Manager and carry out the policy directives of the Ashland City Council.

Council approved both the IGA concept and the Mayor’s appointment of Division Chief Devon Brown from Klamath Fire District 1. Jackson County Fire District 3 Board of Directors also approved the IGA. After further discussion and consideration, Division Chief Brown chose to remain with Klamath Fire District 1.

Through this process, Acting Fire Chief Ralph Sartain, has stepped in and is providing strong management leadership to the professional and dedicated staff of Ashland Fire & Rescue.

The Mayor and Interim City Administrator would like to thank Division Chief Brown for considering leading Ashland Fire & Rescue as its Fire Chief and will develop additional options for filling the Ashland Fire Chief position through continued collaboration with Fire District 3 and other regional fire service partners, as well as with Ashland Firefighter Union leadership.

FISCAL IMPACTS

N/A

STAFF RECOMMENDATION

N/A

ACTIONS, OPTIONS & POTENTIAL MOTIONS

No action needed at this time.

REFERENCES & ATTACHMENTS

N/A