

ASHLAND FIRE & RESCUE



2012
ANNUAL REPORT

Ashland Fire & Rescue Mission Statement

Ashland Fire & Rescue is dedicated to protecting lives, property, and the environment. By delivering fire suppression, emergency medical, disaster management, fire prevention and public education services by professionally trained, dedicated personnel, we strive to achieve the highest quality of public service to our customers.

Ashland Fire & Rescue Values and Expectations

PROFESSIONALISM

Dependability- Reliability to duty and responsibility to others
Excellence- Continually improving job skills and knowledge base
Presentation- Displaying a high level of fitness and positive attitude

COMPASSION

Empathy- Understands and values how others feel
Service to Others- Giving of one's time and energy to meet the needs of others

INTEGRITY

Honesty- Being truthful and straightforward
Accountable- Responsible for one's own actions
Ethical- Doing the right thing even when no one else is watching

TEAMWORK

Respect- Shows high regard for others
Cooperation- Contributes to the team
Loyalty- Shows devotion to the improvement of the department

COMMUNITY

Involvement- Participates in Department and Community events
Family- Supports coworkers, their families, and the community

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INTRODUCTION

Ashland Fire & Rescue is pleased to present our annual report for 2012. This report is an overview of the highlights and accomplishments of Ashland Fire & Rescue for 2012. The department responded to just under 3500 calls in 2012. The call demand was very erratic in the latter part of 2012 with October and November experiencing near record lows and December having a record high. Response times for EMS calls remained at 5.3 minutes, slightly longer than our desired performance standard.

The construction of Fire Station 2 began in 2012 and completed in February of 2013, approximately two weeks behind the originally scheduled completion date. The construction of the station represents the culmination of a great deal of work by a large number of citizens and City employees. Funding for this project is through a \$3 million general obligation bond. The concept had a number of iterations with the final proposal occupying the same lot as the previous structure. The new facility boasts an apparatus bay sufficient to keep department vehicles inside, a training room, gender specific restrooms, solar electric and hot water systems, oxygen generator, vehicle exhaust extraction system, and soon the ability to transmit training sessions between station 1 and 2. During construction the fire companies responded from a temporary station at the cemetery office across Ashland St.

The department was evaluated by the Insurance Services Office in September of 2012. The Insurances Services Office is an insurance industry funded organization that provides a number of services. One of their primary services is rating fire departments, water systems, and emergency dispatch centers to determine the Public Protection Classification for communities. This rating largely drives the fire insurance rates for nearly all commercial and many residential occupancies within a community. The previous evaluation earned the fire department a five, the water system a two, and the dispatch center a two yielding a cumulative city rating of four (one to ten with one being best). The department is still waiting for its classification rating from the September evaluation.

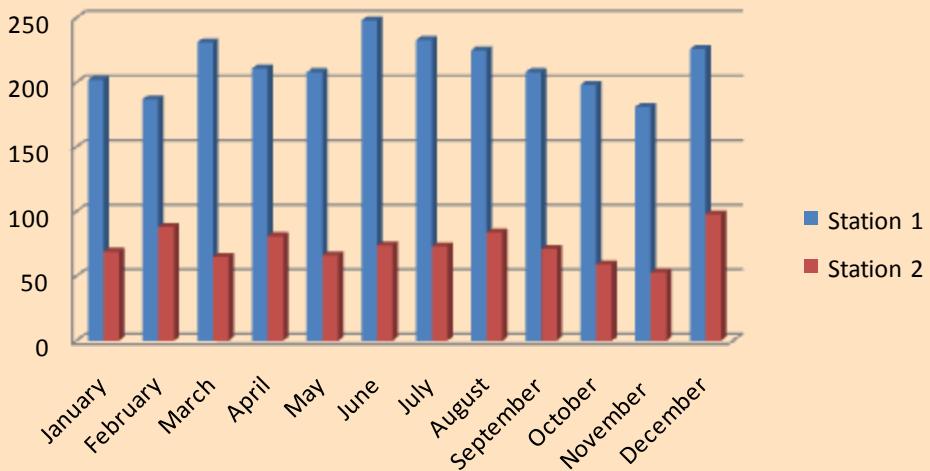
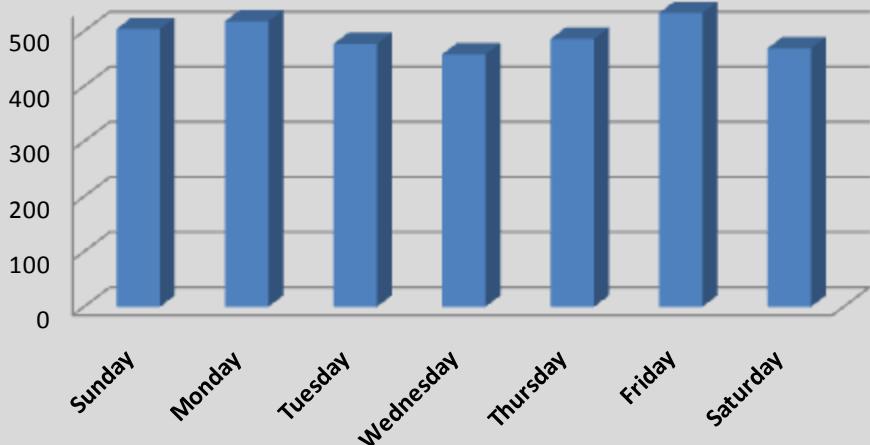
Progress continues to be made with the Ashland Forest Resiliency Stewardship Project. The first phase of the helicopter thinning was completed in 2012. The Firewise program has added a number of new communities and was able to secure additional grant funding to assist homeowners in reducing their fire danger.

Ashland Fire & Rescue continues to strive for excellence in every aspect of our operation. We appreciate being an integral component of Ashland's public safety effort. I would like to thank the Mayor, City Council, and City Administrator for their continued support.

Chief John Karns

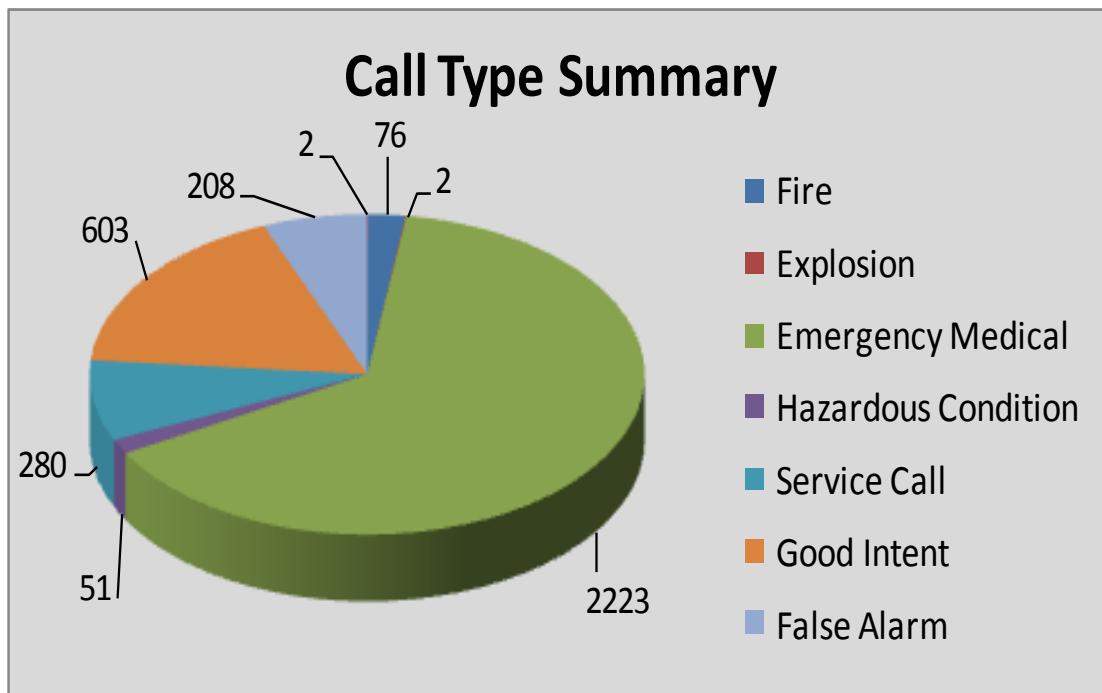


STATISTICS

2012 Runs by Station/Month**Calls by Day of Week**



STATISTICS



AMBULANCE TRANSPORTS BILLED BY PAY SOURCE						
Pay Source	CY07	CY08	CY09	CY10	CY11	CY12
Medicare	60.8%	52.2%	54.1%	58.0%	58.4%	54.6%
Medicaid	8.7%	11.8%	10.8%	9.6%	11.3%	11.4%
Government	0.9%	0.9%	1.3%	1.3%	1.3%	2.3%
Insurance	18.4%	19.3%	18.1%	14.1%	13.8%	17.2%
Facility	0.7%	0.5%	1.0%	1.0%	0.9%	0.7%
Bill Patient	<u>10.5%</u>	<u>15.3%</u>	<u>14.8%</u>	<u>16.0%</u>	<u>14.3%</u>	<u>13.8%</u>
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%



FIRE AND EMERGENCY OPERATIONS

Ashland Fire & Rescue responds to a wide variety of call types within the City of Ashland and our Ambulance Service Area (ASA #3). The department also responds to and receives aid from neighboring jurisdictions under mutual and automatic aid agreements. Ashland Fire & Rescue participates in some level of fire mutual aid response over 100 times annually. Several officers in the department participate in the Rogue Valley Fire Chief's Incident Management Team. Call types that the department responds to include fires, fire alarms, vehicle accidents, hazardous conditions including



material spills, weather related incidents, emergency medical events, and service calls.

Ashland is divided into two fire response districts with one station serving each district. The administration staff are assigned to Fire Station 1.

The current organizational structure for Ashland Fire & Rescue calls for a Fire Chief and four Division Chiefs. There is a

Division Chief for EMS, one for Fire and Life Safety, and one for Forestry. There is an unfunded Operations Chief position. Each of the three shifts have nine members.



The minimum staffing level is graduating from seven to eight during FY 2013. All line personnel are trained as paramedics.

There is a strong effort by Ashland Fire & Rescue and the area fire departments to further partner in service delivery and coordinate training and operational procedures. There are also discussions to better coordinate the four departments' command and control resources. This is a trend in the fire service and is of particular importance in southern Oregon due to reduced resource levels of the area fire departments. The advantage to Ashland will be multiple Chief Officers on scene of large events. Mutual and automatic aid requests will be able to have closest units respond.

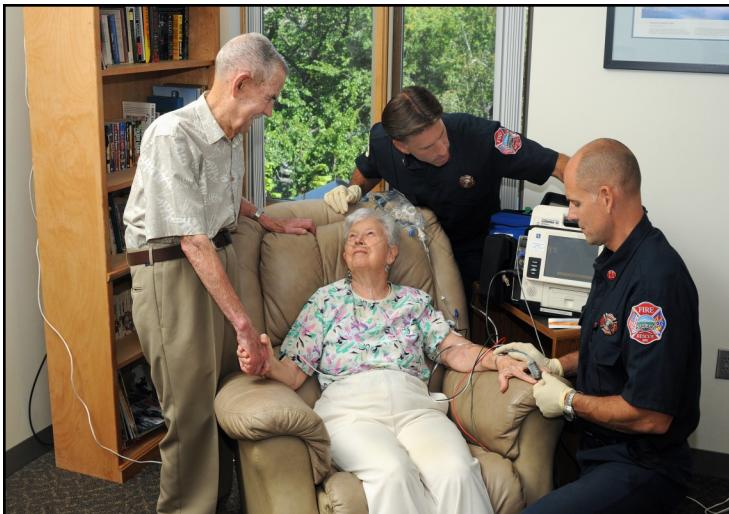
Jackson County Fire District #5 and Ashland Fire & Rescue collaborate in a Duty Officer program that brings an additional command staff to the scene of major events in both jurisdictions.



EMERGENCY MEDICAL SERVICES

Ashland Fire & Rescue has been providing high quality ambulance services to the residents of south Jackson County as the primary ambulance service provider since 1996. The department consistently meets and exceed the standards and requirements of the Ambulance Service Area (ASA) agreement with Jackson County. Ashland Fire and Rescue went before the Jackson County Commissioners and was awarded a ambulance rate increase which will bring our service base rate in line with the other providers in the county. This year Ashland Fire & Rescue responded to 3445 calls for service, a 2% decrease over last year. Most months saw an increase over last year however an unusual decrease in call volume occurred in October and November. Paramedics responded to 2975 medical calls and transported over 1500 patients to the area's three hospitals. Ashland Fire & Rescue's average response time within the city of Ashland was approximately 5.3 minutes.

Ashland Fire & Rescue's FireMed subscription program offers low cost ground ambulance subscription service with annual sign-ups in October of each year. In addition to AF&R's regular ground ambulance Fire-Med membership, Ashland Fire & Rescue emphasized the partnership with Mercy Flights' air ambulance program to provide emergency air transportation with the Fire-Med Plus membership. This past year the Fire-Med program



had 1484 subscriptions covering 2786 members. Ashland Fire & Rescue transported over 300 Fire-Med members.

This past year the department continued to face technical changes and challenges for pre-hospital emergency medical services. There continued to be a number of system-wide shortages of necessary medications, increasing costs and often necessitating changes in care practices. Revenues were negatively impacted again by changes in Medicare compensation and the reduction in overall reimbursement levels. Ashland Fire & Rescue was required this year to complete

an extensive revalidation application for our ambulance service billing to Medicare. With the help of our billing service it was completed on time. On a positive note, congress again passed a one year renewal of the ambulance

relief act that continues the two percent adjustment to ambulance services reimbursement.

Ashland Fire & Rescue personnel logged a total of 803 hours of in-house EMS training this year with each person receiving an average of over 27 hours of individual training. This was in addition to fire training, responding to emergency calls, business inspections and completing their other assigned departmental duties.



FIRE AND LIFE SAFETY

The primary duties of this division are plans review, fire code enforcement, weed abatement, fire investigations, public information, public education which includes CERT and CPR training. The Fire & Life Safety Division was staffed with two full time personnel, the Division Chief/Fire Marshal and the CERT Coordinator, and one seasonal Weed Abatement Coordinator during 2012.

The Fire Marshal was responsible for the 287 plan reviews and the five fire investigations that were completed. Fire inspections of business, mercantile and some residential occupancies are completed by firefighters trained as Company Inspectors. These Company Inspectors completed 331 inspections in 2012. These inspections produced \$15,899 in revenue.

The division completed 287 plan reviews and multiple new construction inspections of fire protection systems. Significant buildings constructed during 2012 included Fire Station 2, Caldera Brewery, two SOU residence halls, one SOU dining hall and the major remodel of SOU Churchill Hall. Each of these projects installed fire sprinkler and fire alarm systems.

The Weed Abatement Program was successfully implemented by the Weed Abatement Coordinator.

Because this is a temporary position with a new employee each year, a significant amount of training is required in the process, laws and equipment



Fire Safety Essay Winner

used in this program. In 2012, there were 656 initial inspections, 182 re-inspections, four citations, and two forced abatements.

Abatements of the two properties cost \$725, none of which has been recovered.

Two significant fires resulted in economic impacts to the community. The Plaza Fire in March closed several businesses for five months, proved destructive to buildings, and created a negative impact on the Plaza. The Alchemical fire in July on Benson Way destroyed one business and damaged several others.



Poor Fire Apparatus Access

Inspections are not being completed in all target hazards and other commercial occupancies..



FOREST DIVISION

The Forest Division guides prevention, stewardship, and mitigation to protect homes, property, and the City's municipal water supply. Through projects like Ashland Forest Resiliency Stewardship Project and the Firewise Communities program, staff work with partners and the public for healthier forests and safer homes. Other programs include watershed law enforcement patrol, wildfire prevention and education, wildland fire training, and the City's Forest Lands and Firewise Commissions. Significant progress was made in all programs during 2012 highlighted by a successful helicopter fuels thinning project and our 12th recognized Firewise Community.

Firewise Communities Program

Ashland's Firewise Communities program continued to expand and receive national attention for its innovative community wide programs. As part of a comprehensive wildfire education and prevention program, Firewise Communities recognizes neighborhoods that work together to craft wildfire preparedness solutions. Our Firewise Communities Coordinator delivered individual wildfire safety home assessments, grant-funded reimbursements for removing hazardous vegetation, and created and distributed educational materials regarding wildfire prevention and preparedness to City residents. Three significant grants assisted in the program's success. Wildfire prevention and preparedness messages have been coordinated with regional and state partners including the Jackson County Integrated Fire Plan, the Rogue Valley Fire Prevention Co-op, and the Oregon Department of Forestry.

The newly created Firewise Commission, a group of dedicated citizens working to inform and prepare Ashland for wildfire preparedness, provided a host of innovative programs and opportunities to city residents. The *Firewise in the 4th Grade* educational program and poster contest debuted in three local elementary schools, and resulted in the presentation of the "Firewise Five" to over 120 students. A Firewise Clean-Up Day event was held in Ashland during Firewise Week that allowed City residents to dispose of yard debris for free. This event was coordinated with Recology Ashland Sanitary Service, and was a huge success with twenty-one, 25-yard debris boxes filled, and over 65 tons of debris collected. The Ashland effort resulted in continued national attention for the success of the Firewise Program. A Firewise Landscaping class for Landscape Professionals was offered to the community in March, 2012, and coordination with the City of Ashland Waterwise program occurred, resulting in the dissemination of fire-resistant landscaping information to a variety of audiences.

The Firewise effort resulted in:

- Renewal and continued National recognition of seven Firewise Communities, with an additional five more neighborhoods receiving national recognition in 2012, for a total of 12 nationally recognized Firewise Communities, the highest for any municipality in the Northwest
- Over 120 wildfire safety assessments of individual properties in Ashland



FOREST DIVISION (cont'd)

- 475 homes protected through Firewise work
- Over 100 grants given for supporting removal of hazardous vegetation around homes. \$65,000 in estimated expenditures for individual and community Firewise work
- Securing \$50,000 in 2012 grants, as well as an additional grant of \$75,000 for 2013
- Coordination and implementation of projects created by the Ashland Firewise Commission, including Firewise Clean-Up Day, educational outreach to local schools, and displays and information.

Future challenges to the program include: coordination and implementation of consistent land use codes with the Community Development Department, limit of cohesive and effective wildfire protection from voluntary Firewise effort, and funding, as future sources of funding for the program and the coordinator position are undetermined at this time. Working towards a city-wide Fire Adapted Community approach, as well as obtaining secure non-grant-sourced funding the position will help in those efforts. Revising land use codes to allow for consistent application of wildfire guidelines throughout the city will also assist in the long term success of the program.

Ashland Forest Resiliency Stewardship Project

In year three of work to protect homes, property, and the City's municipal watershed, the City and partners U.S. Forest Service, The Nature Conservancy and Lomakatsi Restoration Project made significant progress on the Ashland Forest Resiliency Stewardship Project (AFR). Funded by federal Economic Recovery Act funds through September 2013, activity in 2012 included fuels reduction thinning and controlled burning along with



Firefighters discuss home protection strategy during wildland training.

ecologically informed tree removal by ground and helicopter.

To date, the partners have completed:

- 1,747 acres of wildfire fuels treatments
- 694 acres of ground and helicopter tree thinning



FOREST DIVISION (cont'd)

- 855 acres of controlled burning
- 750 permanent vegetation monitoring plots installed
- 25,000 acres of annual inventory work for land birds, small mammals, spotted owls and Pacific fisher
- Monitoring of water quality and ground cover

In 2012 seven public tours were offered of project areas, several AFR City Source articles reached all Ashland residents, and pro-



Columbia Helicopters, Inc. was contracted to thin trees on 355 acres in the AFR project. Thinning promotes forest resiliency to insects, disease, and wildfire.

ject partners appeared on local radio, T.V., and newspaper. Ashland Fire & Rescue used the Citizen Alert program to notify all currently registered citizens of controlled burning and the beginning of helicopter thinning operations. City staff coordinated production

of the second AFR Project video for public outreach purposes. The video is available at the AFR project website www.ashlandwatershed.org. AFR is also on Facebook at www.facebook.com/AFR.Project.com

The AFR project continues to be reviewed by an outside technical review team including a local environmental group. The Nature Conservancy researched fire history in the watershed and initial results not only show that our local forests experienced frequent fires for hundreds of years, but forest conditions during the frequent fire era are similar to the resulting conditions in many AFR treatment areas.

City Forestlands

The Forest Division coordinates the business of the City Forest Lands Commission and oversight of City forestlands management. A grant through The Nature Conservancy paid for more than half the cost of 27 acres



A worker from Grayback Forestry carries a drip torch during a City prescribed fire in May 2012. Over 1000 feet of hose was vandalized on this burn.



FOREST DIVISION (cont'd)

burned in two locations during spring 2012. Prescribed burning reduces the potential impacts of a summer wildfire and reintroduces fire's long absent role as an essential ecological process. Unfortunately, the City's contractor had over 1000 feet of hose vandalized during the burning along a popular hiking and biking trail. AF&R plans to continue prescribed burning on annual basis as a means of controlling fuel build up and maintaining forest health. Trails and recreation have become an important topic on City Forestlands. Through a partnership with local trails group Ashland Wilderness Trails Association, the Bandersnatch Trail was approved and installed completely by volunteers in 2012. The trail is a pedestrian and equestrian only trail that bypasses the popular BTI bike trail, creating a safe alternative for trail users of all kinds.

Watershed Patrol

Watershed Forest Patrol continued under a cooperative agreement between the City, U.S. Forest Service and the Jackson County Sheriff's department. A deputy patrols City and federal land in and around the Ashland Watershed two days a week to discourage activities that increase the risk of wildfire.

The deputy worked from June through Sep-



An illegal camp at the base of the watershed. Trash and other contamination are common place in illegal campsites.

tember on one weekday and one weekend day per week. Illegal camping continues to be an issue, not only due to the risk of fire, but also the environmental pollution from garbage and poor sanitation. Considerable resources are required to annual clean up illegal camping sites.



CERT AND CPR

For Ashland CERT, 2012 was a pivotal year for additional mobilization, communication, leadership and advanced training simulations.

Ashland CERT leadership team members and incident command team were instrumental in providing support in training new volunteers to join CERTs around the valley strengthening the capabilities CERT members have and progressing communities towards overall public preparedness through increased awareness. Leadership members have spent a total of more than 390 hours collectively in 2012 both planning and implementing the functions of basic training.

Ashland CERT instructed two basic trainings graduating 27 newly skilled community members, seventeen of which joined Ashland's Community Emergency Response Team to aid local emergency response personnel when called upon.

The CERT program developed an extended learning and training relationship with the Sea Cadets, a group of youth interested in pursuing careers in the military. The cadets will serve as volunteer victims during training simulations to increase the learning capabilities of CERT trainees, learn skills towards their own knowledge, and provide valuable feedback fostering and enforcing

the training experience. Ashland CERT has embraced Jackson County's Citizen Alert Notification System on the Aware side to its full utilization for use by trained CERT members to provide immediate notification in emergent events.

Ashland CERT further promoted public awareness by holding several events and encouraging the public to opt-in to the Citizen Alert by providing freebees in cooperation



with local businesses.

Ashland CERT also trained in managing emergent and spontaneous volunteers immediately following large scale disasters where the general untrained public wants to provide assistance. CERT has the basic framework to assist in promoting full utilization of untrained volunteers in the field.

CERT members further trained with Oregon Department of Transportation to perform flagger duties in the field both during scheduled events and in emergency situations.

For Disaster Preparedness Month, Ashland CERT collaborated with local businesses to offer discounts and freebees during our public EXPO highlighting public readiness through awareness promotion providing in-





TRAINING

Along with maintaining our EMS training requirements, Ashland Fire and Rescue has been concentrating on increasing the amount and quality of training firefighters receive in an effort to meet the minimum training requirements set forth by NFPA (National Fire Protection Association), ISO (Insurance Services Office) and DPSST (Department of Public Safety Standards and Training). The new ISO rating schedule puts a higher value on department training. Some of the challenges have been the loss of our Operations Chief, who was the department training officer, as well as the cost for maintaining our live fire training trailer.

Multi-company and shift level drills require a hire back to provide consistency of operations by the three shifts. A limited training budget has reduced the opportunity for this type of training. Our department participated in a number of multi-jurisdiction training events over the past year. With Rogue Valley fire



agencies having a heavy reliance on mutual-aid agreements, multi-jurisdiction training is highly beneficial. Agencies participating in this training are typically Ashland Fire & Rescue, Medford Fire Department, and Jackson County Fire District 5. Ashland Fire & Rescue also host an annual confined space rescue training event that brings in a number of jurisdictions from Southern Oregon and Northern California.

The department publishes a monthly comprehensive training schedule that is administered by the Station 2 Captain. This includes EMS training, structure and wildland fire suppression training, command and control training, fire prevention training, technical rescue training, driver and pump operator training, and various administrative training opportunities.

The department hopes to be able to soon deliver the required 22 hours per member per month of the required fire training and education.





PERSONNEL

The past year brought several new changes for the personnel of Ashland Fire & Rescue.

Having successfully completed their one year probationary period, firefighters Tim Hegdahl and Brian Anders officially joined the ranks of AF&R in March.

Tim is an Ashland local. He was born at Ashland Community Hospital and lived in Ashland through high school. After graduating in 2002 he attended the University of Oregon. During summer breaks Tim began working as a summer firefighter for the Oregon Department of Forestry in Medford. He worked at ODF every summer through college until he graduated in 2007 with a Bachelor's degree in Sociology. After graduation, Tim moved back home to Ashland and enrolled in RCC's Paramedic program. He became a volunteer firefighter with Jackson County Fire District #5 and began working at RVMC as a Paramedic in the Emergency Department. Having spent time with AF&R as a paramedic intern, Tim knew that he wanted to work for and serve the community he grew up in and was honored to be hired by AF&R in 2011. Tim married his long time friend Nicole this last summer. When he's not protecting the community he enjoys fly fishing and spending time with his family.

Brian is also an Ashland local. He grew up just outside the city limits and attended Ashland schools. After high school Brian attended Southern Oregon University and received a Bachelor's degree in Business Management. He then went to work full time as an Assistant Manager with Rogue Federal Credit Union, where he had worked part time since high school. In 2008 Brian began working towards his Paramedic degree and volunteering with Jackson County Fire District 5. Following in

his father's (Walt Anders, former AF&R Battalion Chief) footsteps, Brian became a second generation firefighter. Brian is married to Rachele. They have three daughters, Italia, Jaiden, and baby Makenzie, born in October 2012. Although spare time is in short supply these days, when they find time they enjoy camping at the dunes and riding their quads.

CERT Coordinator Richard Randleman resigned from the department in April. Prior to his departure the department was able to bring back Terri Eubanks, our previous AmeriCorps volunteer, to take over as interim CERT Coordinator until a permanent replacement can be found. Terri has been officially leading CERT since May.



Tim Hegdahl and his wife Nicole

In May we received notification that we would be allowed to fill our vacant firefighter's position. As we still had an active new-hire list we brought in the top five candidates for an interview process. A job offer was extended to Nick Palmesano. Nick began



his one year probationary period at the beginning of June.

In June the department held a Captain's Promotional Exam. Six candidates passed the exam process consisting of a written test, an oral interview and practical scenarios. These six candidates are now eligible for future promotions and are allowed to "work up" in the Captains position from time to time.

One of the biggest changes to personnel came in the form of increased daily staffing. The budget process allowed us to increase our personnel budget by a small amount so that we could increase our daily staffing from a minimum of seven firefighters to eight. On any given day each shift begins with a total of nine personnel. Due to vacation, sick calls,

training leave, etc., we had allowed the staffing level to drop down to seven before a firefighter is hired back. The budget adjustment allows us to increase our daily minimum staffing to eight personnel. While one extra person might seem inconsequential, our Battalion Chiefs have noted improvements in response to emergencies, shift morale, work productivity, and a reduction in fatigue when staffed at eight.

In November, Captain Dana Sallee was promoted to Battalion Chief, taking the helm of "A" Shift.

In December, Chris Chambers - Forest Resource Specialist was reclassified as Division Chief - Forestry.



Brian Anders and his father Walt (retired Ashland firefighter)



EMERGENCY MANAGEMENT

The Fire Chief for Ashland is also the City's Emergency Manager. The Emergency Manager is responsible for the training of employees for response to an emergency as well as the City's hazard assessment and preparedness of the citizens for those hazards.

The Council adopted the City's new Emergency Operations Plan in 2012. This plan, developed with grant funds through Jackson County Emergency Management, meets the requirements for Homeland Security/FEMA and brings Ashland specific information into a format recognized by other jurisdictions in Oregon. This plan creates the basis for the emergency management of the City.

The department received approval from FEMA for the City's Natural Hazard Mitigation Plan (NHMP) in 2012. This is the first plan that was developed specifically for Ashland and stands as an addendum in the Jackson County NHMP. Local hazard assessment is part of this plan which was developed by a steering committee of various



City departments as well as area stakeholders. With this plan approval, the City is better positioned to apply for federal hazard mitigation grants that will help fund the various action plans identified in the

NHMP.

The City's Ashland Response Team (ART) continues to develop and assist with the emergency management effort. This team is made up of community and area volunteers



who have emergency management, first responder experience, or significant knowledge of City operations. The department provides ART with training through monthly meetings and discipline specific classes.

The Citizen Alert system continues to be the front-line tool that Ashland has for emergency communications with citizens. The department is conducting periodic recency training with employees who are authorized to use the system. 2013 will be the first year that the City will need to fund this program as it has previously been funded by Jackson County Emergency Management grant funds.

The department conducted a "table-top" EOC exercise in 2012. This exercise involved all City departments as well as City stakeholders and mutual-aid partners. This exercise was intended to further prepare the City for the EOC functional exercise that will be held in March of 2013. Annual emergency exercises are part of both the City's Emergency Operations Plan and the NHMP.



THE ASHLAND FIRE & RESCUE TEAM

ADMINISTRATIVE STAFF

John Karns, Fire Chief
Unfunded Division Chief/Operations
Greg Case, Division Chief-EMS
Margueritte Hickman, Division Chief-FLS
Chris Chambers, Division Chief-Forestry
Kimberley Summers, Administrative Assistant
Ali True, Firewise Communities Coordinator
Alicia Fitzgerald, AFR Project Assistant
Terri Eubanks, CERT Coordinator

LINE PERSONNEL

A SHIFT	B SHIFT	C SHIFT
Battalion Chief Dana Sallee	Batt. Chief Scott Hollingsworth	Batt. Chief David Shepherd
Captain Steve Boyersmith	Captain Curt Formolo	Captain Kelly Burns
Captain Todd Stubbs	Captain Matt Freiheit	Captain Dave Hanstein
Engineer Rod LaCoste	Engineer Robert Stephens	Engineer Justin Foss
Engineer Lance Menold	Engineer Todd Beck	Engineer Dave Roselip
Firefighter Derek Rosenlund	Firefighter Jennifer Hadden	Firefighter Trent Stoy
Firefighter Marshall Rasor	Firefighter Ron Garfas-Knowles	Firefighter Shannon Turner
Firefighter Brent Knutson	Firefighter Ashley Manning	Firefighter Robert Trask
Firefighter Nick Palmesano	Firefighter Brian Anders	Firefighter Tim Hegdahl

Battalion Chief
David Shepherd

2012 Fire Chief's Award



Battalion Chief
David Shepherd received the
Fire Chief's Award for
“outstanding customer ser-
vice and a long term com-
mitment to improving Ash-
land Fire & Rescue”

ASHLAND FIRE & RESCUE

DEDICATED TO....



**SERVING ASHLAND AND THE
ROGUE VALLEY
SINCE 1887**