



## North Lincoln Fire & Rescue District #1

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### Board of Directors Meeting Minutes April 8, 2026

**\*\*\*APPROVED\*\*\***

#### The following people attended the meeting:

**Board Members:** President Tim Beatty, Vice-President Dan Drayton, Secretary/Treasurer Nancy Oksenholt, Member Eric Creighton, Member Jerry Warner

**Staff:** Fire Chief Rob Dahlman, Deputy Chief David Bickerdyke, Deputy Chief/Fire Marshal Cody Heidt (virtually), Office Administrator/HR Krista Bond, Administrative Assistant Sarah Lewis

**Guests:** NLFR Firefighter's, Earl Horning, Seth Siedling, Rymer Hoey, and Joe Morgan

**GoToMeeting:** Deputy Chief Heidt, Firefighter Eric Maestas Station 16, Emma Morgan

#### Regular Board Meeting

Board President Tim Beatty called the Board of Directors meeting to order at 4:00 p.m. All present stood to recite the Pledge of Allegiance, followed by roll call for Board attendance: Tim Beatty, Dan Drayton, Nancy Oksenholt, Eric Creighton, and Jerry Warner were all present. Afterwards, President Beatty asked Chief Dahlman if he had received any public comments by phone, mail, or email; none had been received. Chief Dahlman shared a card sent by the Honor Guard, thanking the district for its donation.

#### Approval of Minutes

##### 3/11/2026 Board Minutes

The Board Minutes from 3/11/2026 were presented for review.

Jerry Warner made a motion to approve the Board Minutes as presented; Eric Creighton seconded the motion. A roll call vote was taken: Oksenholt – yes, Beatty – Yes, Creighton – yes, Warner – yes and Drayton – yes. The motion passed.

#### Review of Financial Statements

## **Banking**

Board Secretary/Treasurer Nancy Oksenholt confirmed that she had reviewed this month's Banking Reconciliations. Mrs. Oksenholt also shared the quarterly audit with the Board. She spent a couple hours with the bookkeeper and investigated any vendors that were unfamiliar to her. Mrs. Oksenholt gave an example of a payment to Endurant Sports, which ended up being for two surf boards for Water Rescue. Mrs. Oksenholt also explained that there are two checking accounts to go over; one is general checking and the other is for payroll. The Board thanked her for all the time spent going over the financials.

## **Monthly Financial Reports**

Chief Dahlman gave an overview of the monthly financial report. 97.9% of property taxes have been collected for the year. Chief Dahlman said the district is doing well on ambulance and highway billings. He explained that for every \$1.00 the district charges, they get \$0.40: so, a poor return.

Chief Dahlman said that medical costs are high due to the increase in new volunteers being onboarded. PERS are also high after Ms. Kudar's payout upon retirement. Building maintenance is high due to numerous stations repairs. The roof on the training tower is going to cost \$11,946.

Chief Dahlman said large purchases are coming up for a ladder truck and brush rig. The second payment of \$600,000 for the ladder truck will be made this week. Around the middle of May, the district will pick up the new brush rig and make the final payment of \$80,000.00.

It was noted by Chief Dahlman that the purchase of the two surfboards for Water Rescue will be reimbursed to the district, by the Volunteer Association.

Jerry Warner made a motion to approve the monthly financial statements as presented; Dan Drayton seconded the motion. A roll call vote was taken: Oksenholt – yes, Beatty – Yes, Creighton – yes, Warner – yes and Drayton – yes. The motion passed.

## **2026 1<sup>st</sup> Quarter QuickBooks Audit**

There were no questions regarding the quarterly audit.

## **Budget**

President Beatty reminded everyone of the Budget Meeting will on April 15<sup>th</sup> at 4:00 pm. All Board members have received a copy of the budget.

Chief Dahlman went over his budget message with the Board. The 2026-2027 budget includes three separate funds. Those funds include the General Fund, the Debt Service Fund, and the Capital Improvement Fund.

Chief Dahlman said Lincoln City has the highest percentage of urban renewal than any other city, and the city does little to mitigate that. Next year it will continue to rise. Chief Dahlman said it is important to start looking at other possible sources of revenue. The district charges \$100 for short-term rental inspections, and \$200 - \$400 for commercial property inspections. Chief Dahlman said Fire Marshal Cody Heidt, was at a meeting earlier today and all the other fire districts are struggling to complete their short-term rental inspections. Looking at possible

revenue streams, we could do short-term rental inspections for other fire districts. Chief Dahlman said he already has one that might be interested. Our operational budget has increased and we are spending about \$250,000.00 more than we are estimated to collect. Chief Dahlman said that 82% of the budget pays for personnel services. The other 18% is for bills, maintenance, etc. Secretary/Treasurer Nancy Oksenholt said she was looking at the cost of employees for six months. Mrs. Oksenholt said it would be nice to have that amount in the pot in case the levy does not pass. This would allow them to cover payroll for a bit. Chief Dahlman said you will see money place holders in the budget for possible grants that will come in. He explained we have to show it in the budget so that if the grant money comes in, we can spend it.

Mrs. Oksenholt asked if we could call all the budget committee members and remind them of the upcoming meeting? Office Administrator Krista Bond said she sent out a reminder today along with the budget, and she will send another reminder on Monday.

Chief Dahlman said medical insurance is increasing by 10%, the cost of living is going up, liability insurance is going up 10%, and PERS alone next year will cost the district 1million.

There were no further questions about the budget.

## Old Business

None

## New Business

None

## Local Union 5169 Report

### Local Union 5169

Joe Morgan presented a slideshow on behalf of Local Union 5169. Mr. Morgan said this was an informational presentation only, and there were no discussions regarding negotiations.

Mr. Morgan's presentation:

### **Cost of Living and Workforce Sustainability**

#### **Intent**

##### **Our Commitment**

- We are proud to serve this community
- We care deeply about this organization and its success

##### **Purpose of This Presentation**

- Provide context on current economic conditions
- Share how these conditions impact line personnel
- Highlight factors that influence long-term workforce stability

### **Economic Reality**

#### **Cost of Living Trends**

- ~4% increase in cost of living in Lincoln City
- CPI-West shows ~2.9% regional inflation
- CPI-West states there has been an additional ~0.5% increase in February alone

- Even the Federal Social Security adjustment for this fiscal year is 2.5%

### **Key Point**

Baseline living costs continue to rise year over year

## **Daily Cost Pressures**

### **Fuel Costs**

- Gas prices are up approximately **\$1.00 per gallon** from the same time last year (AAA Gas data)

### **Impact**

- Affects both in-district and commuting personnel
- Increased cost of simply getting to work
- Food, utilities, and housing continue to go up, especially here on the coast

## **Purchasing Power**

### **What Rising Costs Mean**

- Increases in expense directly affect our take-home value
- Household budgets are increasingly strained

### **Key Point**

When cost of living increases outpace wage growth, purchasing power declines.

## **Organizational Alignment**

### **Internal Considerations**

- Wage adjustments occur across different levels of the organization

### **Importance of Alignment**

- Consistency of COLA increases across levels supports trust and cohesion
- Alignment strengthens organizational culture

### **Key Point**

Perceived fairness plays a critical role in maintaining a unified workforce

## **The Human Element**

### **Impact on Personnel**

- Financial stress affects focus, wellness and job satisfaction
- Employees want to feel valued and supported

### **Organizational Impact**

- Morale directly influences performance, engagement, and retention

### **Key Point**

Compensation decisions influence more than finances, they shape culture

## **Research and Data**

### **Findings**

- Pay and morale are statistically significant factors in firefighter retention (Bootle, 2022)
- National data shows turnover costs exceed turnover costs exceed \$1 trillion annually across the Fire industry (FirefighterNation)

### **Key Point**

Investing in and retaining experienced personnel is more cost-effective than potential replacement and supports long-term organizational stability

## **Summary**

- Cost of living continues to rise locally, regionally, and nationally
- Daily expenses (fuel, housing, food) are increasing
- Purchasing power is being impacted
- Organizational alignment and morale are critical
- Retention is both operationally and financially important

## **Final Thought**

This isn't just a number on a spreadsheet. It's an investment in the people who put the community first and deliver the mission every single day.

### Sources

- Lincoln City Cost of Living
- CPI-West February Increase
- CPI-West Yearly Increase
- FirefighterNation
- (Retention) Bootle, 2022

The Board thanked Mr. Morgan for his presentation.

## Committee / Staff Reports

### Fire Marshal

Some highlights from DC Heidt's report are below:

- 49 inspections completed in March
- 10 plans approved
- No fire investigations in March
- 3/2 – Samaritan Early Learning Center Book Reading – 50 kids
- 3/19 – D' Sands Fire Extinguisher Training – 10 attendees.
- There are six cadets in the Youth in the Fire Service program, with one additional cadet working on paperwork. First week of training for the cadets was March 29<sup>th</sup>. The cadets are working hard, and Riley Schroeder and Jonn Wilkinson are doing a great job leading them.

### Training

Some highlights from DC Bickerdyke's report are below:

- 1071 training hours in March
- March Crew Performance Standard – Structural Search and Rescue
- Certifications Received – Jerry Sneed – NFPA Apparatus Equipped with an Aerial Device.

DC Bickerdyke said the 2026 Firefighter 1/ Support Person Academy plays a big part in the 1071 training hours for March. The recruits are doing great, working hard and performing academically. DC Bickerdyke said Alex Salicrup has offered tons of support as a mentor for the class.

## Chief's Report

Chief Dahlman went over some of the highlights of his report which were included in the Board packet:

- Ambulance Transports:
  - 4 ambulance transports in March (3 of them interfacility transfers)
  - Ambulance transport dollars received FY 2025/2026 are \$87,920
  - Tactical Billing has 40 transports with billing in process
  - Audit all FY 24-25 accounts. Working on balances of \$5,533 still owed.
- Notable Monies Received:

- \$ 3,657 Ambulance Collections
- \$ 4,900 STR Inspections
- \$ 1,222 MVA Charges
- \$ 130 Sale of Surplus items
- \$ 1,200 Plan Review Fees
- Important Building and Equipment Maintenance:
  - Drill Tower roof replacement cost - \$11,946. Roof delay due to weather. The roof hatch has been sent out to be galvanized.
  - 2007 Pierce sent in for warranty repairs. We spent 32k on this one last year.
  - All 8 new tires on the rear of T-12.
  - Working with the school district and Morris Excavation to slow or stop vehicle traffic near the training tower: it is a safety issue.
- Vehicle Sales and Purchases
  - B-16 is anticipated to sell between \$30K – \$40K.
  - New Brush Truck completion still estimated for early May.
  - The second payment of the Ladder Truck chassis requested (\$583,307)
  - Sold the trailer mounted generator for \$900. Funds have not yet been received.
- Alarm Responses:
  - 281 alarm responses in March 2026, a 6% increase from last March. For 2026 year to date, we have responded to 808 alarms. In 2025 we responded to 840 alarms, for a decrease of 4.2% from year to year.
  - See attached sheet for calls by incident type for the month of March 2026.
- Fire Incidents – last month high acuity incidents:
  - Cliff Rescue at Roads End
  - House fire at 3341 Johns Loop (with occupant rescue)
  - Bathroom exhaust fan fire in motel at 815 SW 51<sup>st</sup> (we will be working with motels not to silence a fire alarm)
  - RV fire at the KOA Campground
- Personnel and Hiring:
  - One Full-time employee on probation. All hiring lists expired.
  - Applications are being accepted for temporary full-time until the end of April. We have received 17 applications so far.
  - John Wilkinson is helping with short-term rental inspections and other light duties.
  - There are fifteen volunteers in the first year of training. Two of them are water rescue only. Roster has 28 active firefighter volunteers, 4 support volunteers, and 6 cadets.
  - 11 people are attending the Academy: 8 Firefighters and 3 FF Support. One support dropped.
  - One new volunteer application, she is a returning FF/EMT.
  - Cadet program is doing very well, with great participation. We are looking at moving one from cadet status to volunteer and one replacement is waiting. The ratio of students to teacher is 3:1, so if there are 4 students, we need 2 teachers.
- District Motto:
  - “Community Focused / Mission Driven”

- **FYI Information:**
  - Meeting OPRD about excessive driftwood on the beach and fire potential.
  - State Homeland Security Grant has been approved and are now waiting for funding.
  - Chief Dahlman has been asked to represent OSFM on the Lincoln County Forestland Classification Committee and he has accepted.
  - Still no word on the AFG Grant for turnouts (\$103,000).
  - ODF/VFC Grant equipment has been purchased. Submitting a 50/50 reimbursement split of \$15,000.
  - Fiscal Year 26-27 Budget completed.
  - Negotiation with union over wage increase is still ongoing.
  - FD Mailer going out the week of April 16<sup>th</sup> (see preview from Cody). If the Board wants to change anything, let Cody know.
  - April 25<sup>th</sup>, Open House at Station 14, with recruit class graduation.
  - May 19<sup>th</sup> is the Levy election, see voters' pamphlet. Union FF's submitted a letter in support.
  - Chief Dahlman will not be at the May 13<sup>th</sup> Board meeting. He will be attending the OFCA conference.

### **Upcoming District / Board Member Activities**

- Saturday, April 25, 2026 – Open House at Station 14, with graduation ceremony for recruits.

### **For the Good of the Order**

- None

### **Call for General Public Comments for Non-Agenda Items**

- None

Jerry Warner made a motion to adjourn the meeting; Dan Drayton seconded the motion. A roll call vote was taken: Oksenholt – yes, Beatty – yes, Creighton – yes, Warner– yes and Drayton - yes. The motion passed and the meeting was adjourned at 5:08 p.m.

*The Minutes were taken, transcribed, and submitted by Sarah Lewis, Administrative Assistant. The next meeting is scheduled for Wednesday, May 13, 2026 at 4:00 p.m. at the Bob Everest Fire Station located at 2525 NW Hwy. 101 in Lincoln City, Oregon.*