

JACKSON COUNTY FIRE DISTRICT 3



2024

Annual
REPORT



CENTRAL POINT - WHITE CITY - EAGLE POINT - GOLD HILL - AGATE LAKE - DODGE BRIDGE - SAMS VALLEY



Greetings Fire District 3 Community,

As we look back on the past year, we see a fire district that continues to evolve, adapt, and rise to the challenges of protecting our community. The 2024 Annual Report highlights the progress we've made, the obstacles we've overcome, and the dedication of the team that makes it all possible.



This year brought new opportunities to improve our response, strengthen partnerships, and enhance the services we provide.

Whether through innovation, training, or strategic planning, our focus remains on delivering the highest level of emergency services to those who rely on us. In the pages ahead, you'll find a reflection of our efforts, the impact of our work, and the vision guiding us forward. We are proud to share this report with you and grateful for the continued support that makes our mission possible. Thank you for being a part of Fire District 3's commitment to the community.

Mike Hussey
Fire Chief



ABOUT US

STRATEGIC INITIATIVES

- 1 Minimize the direct and indirect impacts associated with fire, EMS, and rescue emergencies.
- 2 Ensure sustainability of service delivery by efficient use of our people, facilities, fleet, and financial services.
- 3 Demonstrate our tradition of professionalism, innovation, and excellence throughout the organization.
- 4 Maintain a high level of trust by promoting District engagement within the organization, and the communities served.
- 5 Cultivate and strengthen collaboration and strategic partnerships.

VALUES AND GUIDING PRINCIPLES

ACCOUNTABILITY

TO ONE ANOTHER AND THOSE WE SERVE

PROFESSIONALISM

EMBODYING COMPASSION, COMPETENCE, COURAGE, AND HUMILITY

SAFETY & WELLNESS

STRATEGICALLY SAFE IN ACTION; COMMITTED TO PHYSICAL AND MENTAL WELL-BEING, WORKING HARD, RETIRING HEALTHY

TEAMWORK

ALIGNING OUR INDIVIDUALITY TO ACHIEVE THE MISSION

TRUST & INTEGRITY

CONFIDENT IN ONE ANOTHER, HONEST, CONSISTENT, AND RESPECTFUL

59,549

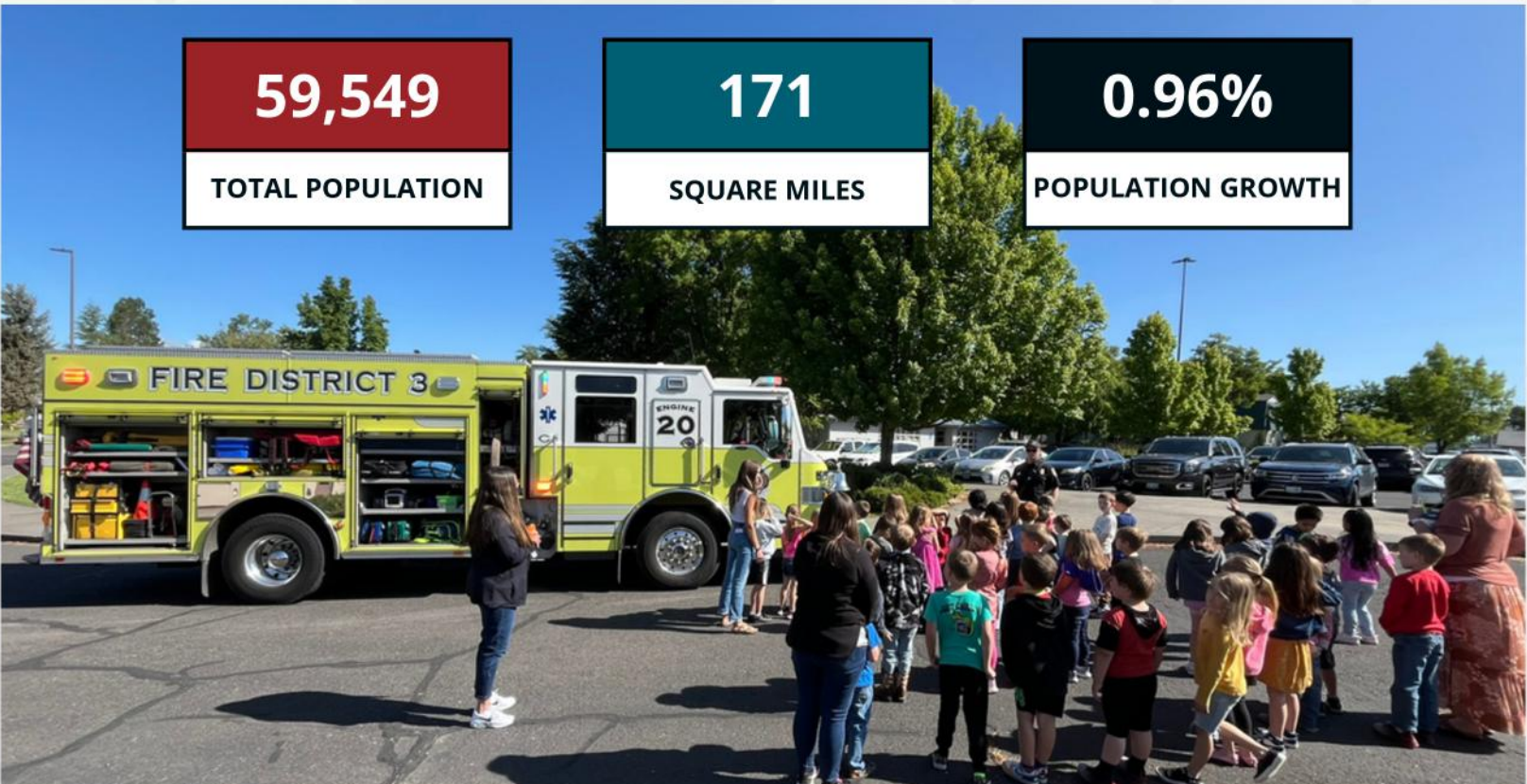
TOTAL POPULATION

171

SQUARE MILES

0.96%

POPULATION GROWTH



BUDGET & PERSONNEL

55

CAREER
RESPONSE
PERSONNEL

7

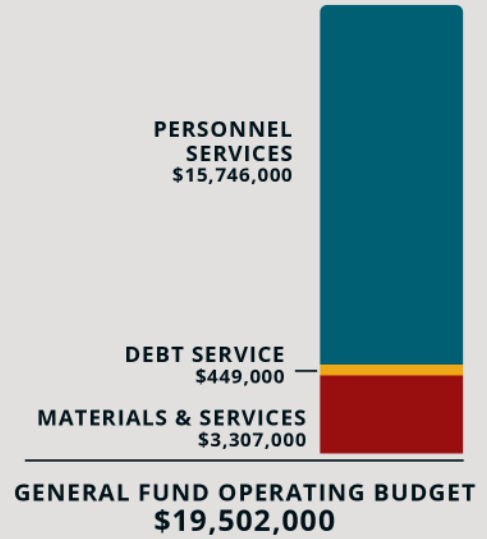
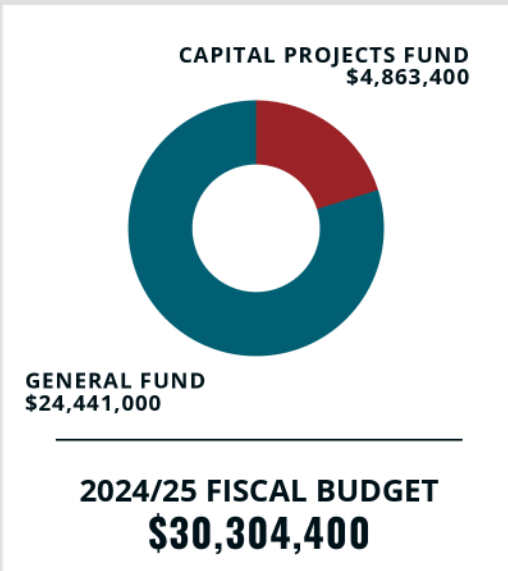
VOLUNTEERS
(SUPPRESSION/SUPPORT)

6

RISK REDUCTION
PERSONNEL

13

ADMINISTRATIVE
PERSONNEL

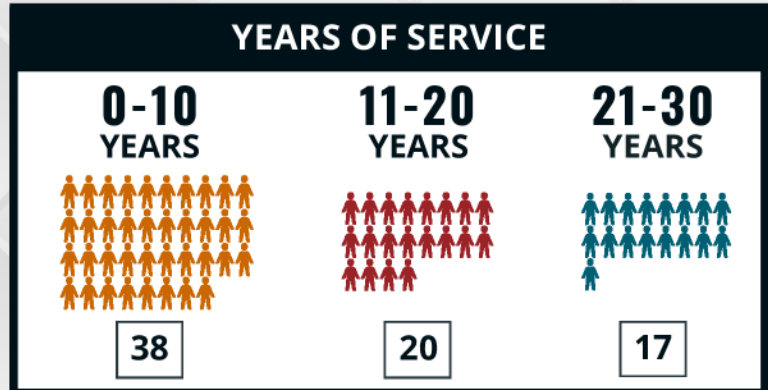
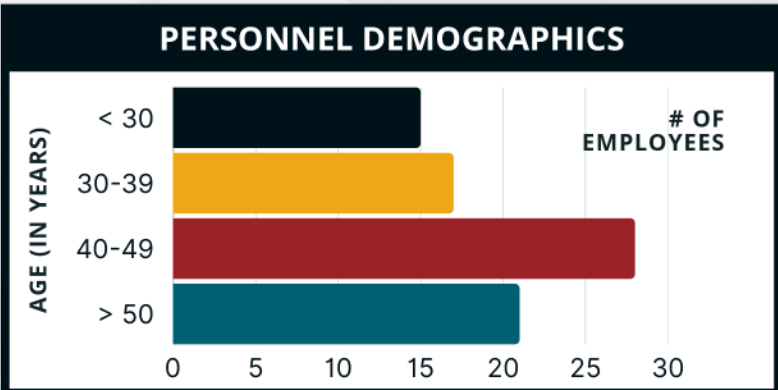


PEOPLE SERVICES: NOTABLE EVENTS

People Services enjoyed continued growth and progress towards the District's Strategic goals and mission in 2024. Valuable collaboration with People Services, Chief Officers and our Training Division allowed the District to engage in focused recruiting efforts to attract high quality talent and significantly increase application activity. These efforts aligned perfectly with the launch of our new online application platform, designed to enhance the candidate application experience.

In 2024, the District facilitated 10 hiring processes across all divisions to promote and retain the highly skilled talent we have developed with our active members and to bring new talent to the organization. Our promotional processes successfully filled the critical seat of Deputy Chief and advanced a Battalion Chief and Captain to lead our line staff. As new vacancies became available through promotions and turnover, we welcomed 12 new members to the District 3 team in positions across the organization. New positions were developed and introduced to support and grow our Risk Reduction Division. Retention and engagement continue to be a top priority with a focus on growth mind set and supporting our experienced and knowledgeable staff who dedicate themselves to serving our community every day. Wellness has maintained a consistent presence in events, activities and resources that are more accessible and approachable to all members of the District. The culture of learning about and participating in mental and physical wellness activities is gaining significant momentum for our members and will continue to grow with new ideas and opportunities.

In 2025, we will stay focused on our people, attract top talent to enhance our team, and provide the resources and communication necessary to build strong, high-performing teams.



NEW HIRES



Charles Smith
Firefighter



Caleb English
Firefighter



Kendra Pinnell
Firefighter



Corbin Laird
Firefighter



Rose Harrison
Community Care
Provider



Petra Nye
Community Care
Provider



Mike McBride
Division Chief
Response



Suzy Taylor
Logistics
Technician



Eric Henneman
Risk Reduction
Crew Supervisor



Pedro Marks
Risk Reduction
Crew



Ayva Burkhart
Risk Reduction
Crew



Noah Cline
Risk Reduction
Crew



Brian Simonsen
Training Lieutenant



Will Clelland
Deputy Chief



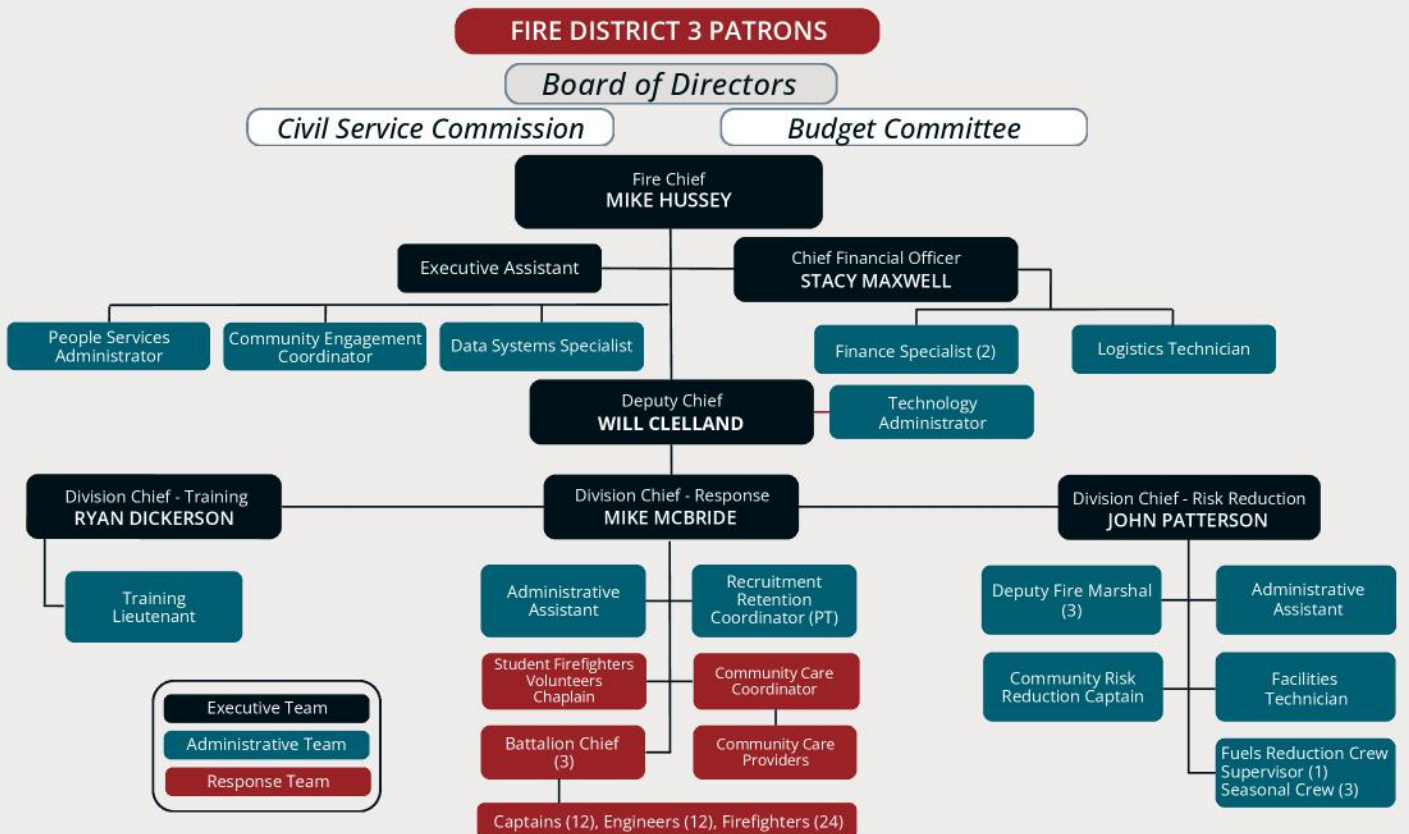
TJ Lockwood
Battalion Chief



Court Gordon
Captain

PROMOTIONS

ORGANIZATION CHART



BOARD OF DIRECTORS



Harvey Tonn
President
Position 1



Tim Snaith
Secretary/Treasurer
Position 2



Bill Leavens
Vice President
Position 3



Steve Shafer
Board Director
Position 4



John Dimick
Board Director
Position 5

ADMINISTRATION



Mike Hussey
Fire Chief



Will Clelland
Deputy Chief



Stacy Maxwell
Chief Financial
Officer



Mike McBride
Division Chief -
Response



John Patterson
Division Chief -
Risk Reduction



Ryan Dickerson
Division Chief -
Training



Margie Calvert
Executive Assistant



Marisa Lehnerz
People Services
Administrator



Shannon Deutschman
Data Systems
Specialist



Paul Rydings
IT Administrator



Ian Kassab
Community Risk
Reduction Captain



Brian Simonsen
Training Lieutenant



Mark Northop
Deputy Fire Marshal III



Steve Darnell
Deputy Fire Marshal II



Sara Miller
Deputy Fire Marshal II



Eric Henneman
Fuels Reduction
Crew Supervisor



Josh Platt
Facilities Technician



Suzy Taylor
Logistics Technician



Kirsten Arrequin
Recruitment &
Retention Coordinator



Janey Giles
Finance Assistant



Alexandria Hinton
Administrative
Assistant



Michelle Matthews
Administrative
Assistant



FF Derik Persons, Capt Nate Smith, FF Chad LaFlamme, Eng Javier Lopez



Eng Dan Mahar, FF Cole Hornbrook, FF Jesse Kalman, Capt Adam Chenoweth

A SHIFT



FF Caleb English, FF Jared Hooper, Capt Don Manning, Eng Brian Anders



FF Ethan Miller, Capt Aaron Backus, Eng Kenny Herinckx, FF Corbin Laird



Eng Clayton Mattson, FF Trevor Peterson, FF Evan Caldwell, Capt Mark Tomasello

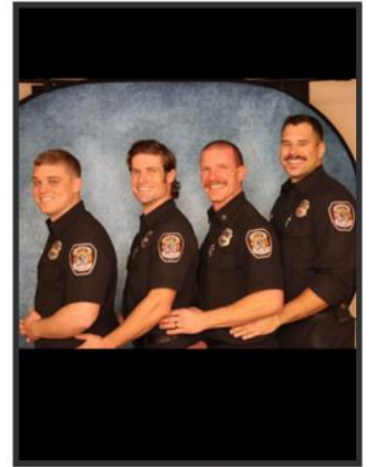


FF Travis Linville, FF Greg Silver, Eng Tony VanWey, Capt Alex Cummings

B SHIFT



Eng Andy Cardinal, FF Levi Swillinger, Capt Ben Kennedy, FF Collin Lee, Student FF Kyle Beck



FF Joey Forrest, Eng Patrick Bailey, Capt Eric Merrill, FF Garrett Byrd



Capt Court Gordon, FF Jared Nichols, FF Neil Clooney, Eng Connor Tacchini, Student FF Chris Downey



Eng Stephen Ede, FF Andrew Bates, Capt Rob English

C SHIFT



Capt Scott Downing, Eng Damonn Hoffman, FF Allyson Jeffs, FF Junior Osorio, FF Charles Smith



Eng Cody Clark, FF John Hull, FF Kendra Pinnell, Capt Manny Gobel

BATTALION CHIEFS



Bryan Cohee
A Shift



Jason Allen
B Shift



TJ Lockwood
C Shift



Michelle Frazier
Paramedic

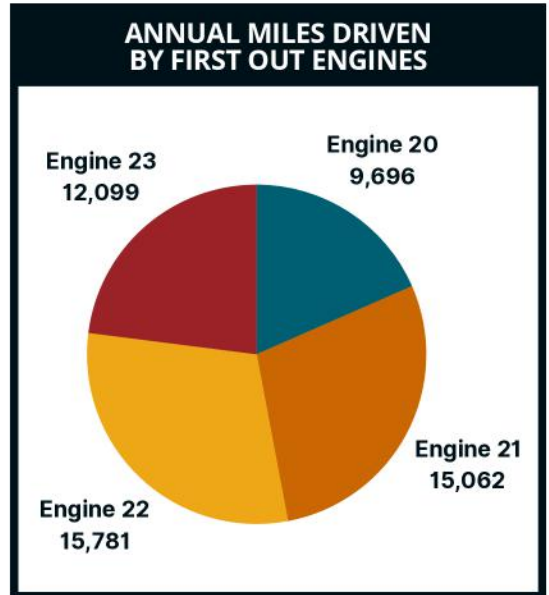


Jacob Petty
Paramedic

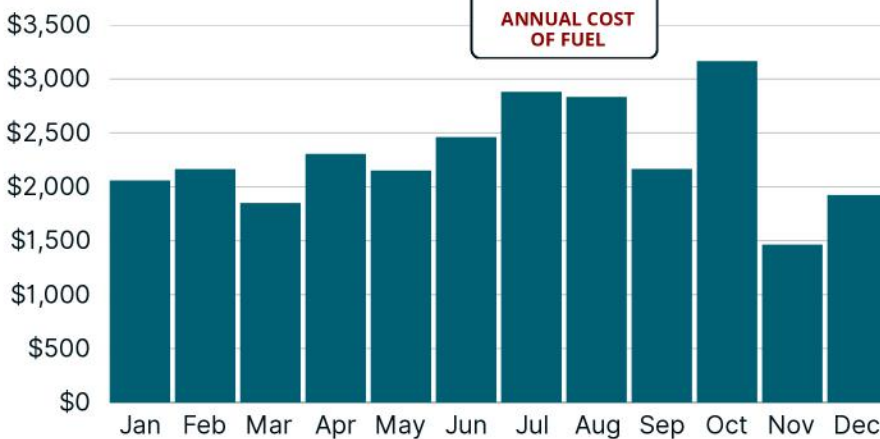
COMMUNITY CARE

APPARATUS & MAINTENANCE

8 Fire Stations	1 Aerial Ladder Truck	11 Wildland Brush Trucks	Headquarters/ Admin Office Located at 8383 & 8425 Agate Rd. White City
9 Engines	2 Swiftwater Rescue Boats	5 Water Tenders	1 Rescue Unit
2 Training Center Located at 8333 Agate Rd. White City		2 Medic Units	



MONTHLY COST OF FUEL



\$2,285

AVG FUEL COST PER MONTH FOR ALL APPARATUS / VEHICLES

1,097

AVG MILES DRIVEN PER MONTH BY FIRST OUT ENGINES

1,011

AVG ENGINE HOURS PER MONTH BY FIRST OUT ENGINES

Annual Hose and Ladder Testing

29,200
FEET HOSE



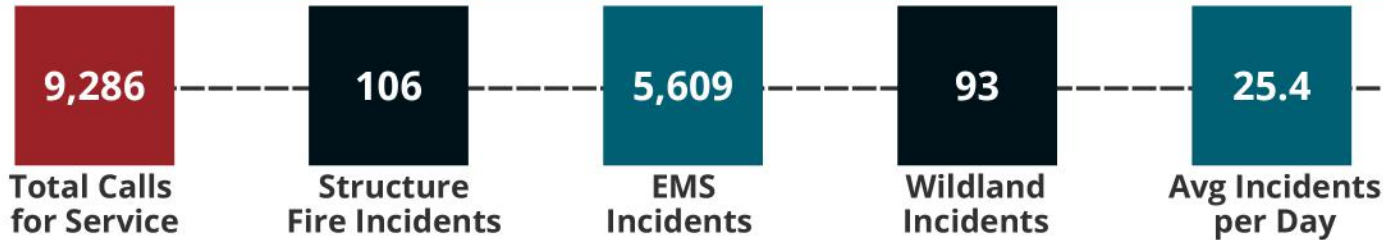
NOVEMBER 2024

789
FEET LADDERS

TESTED & MAINTAINED

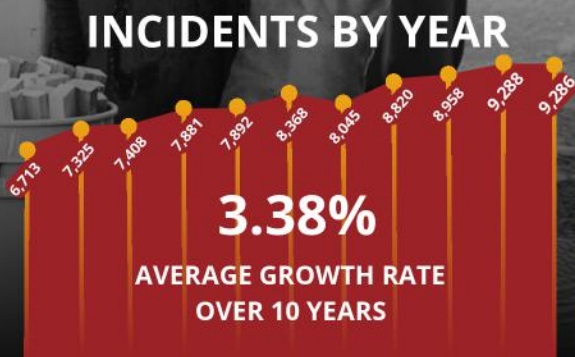
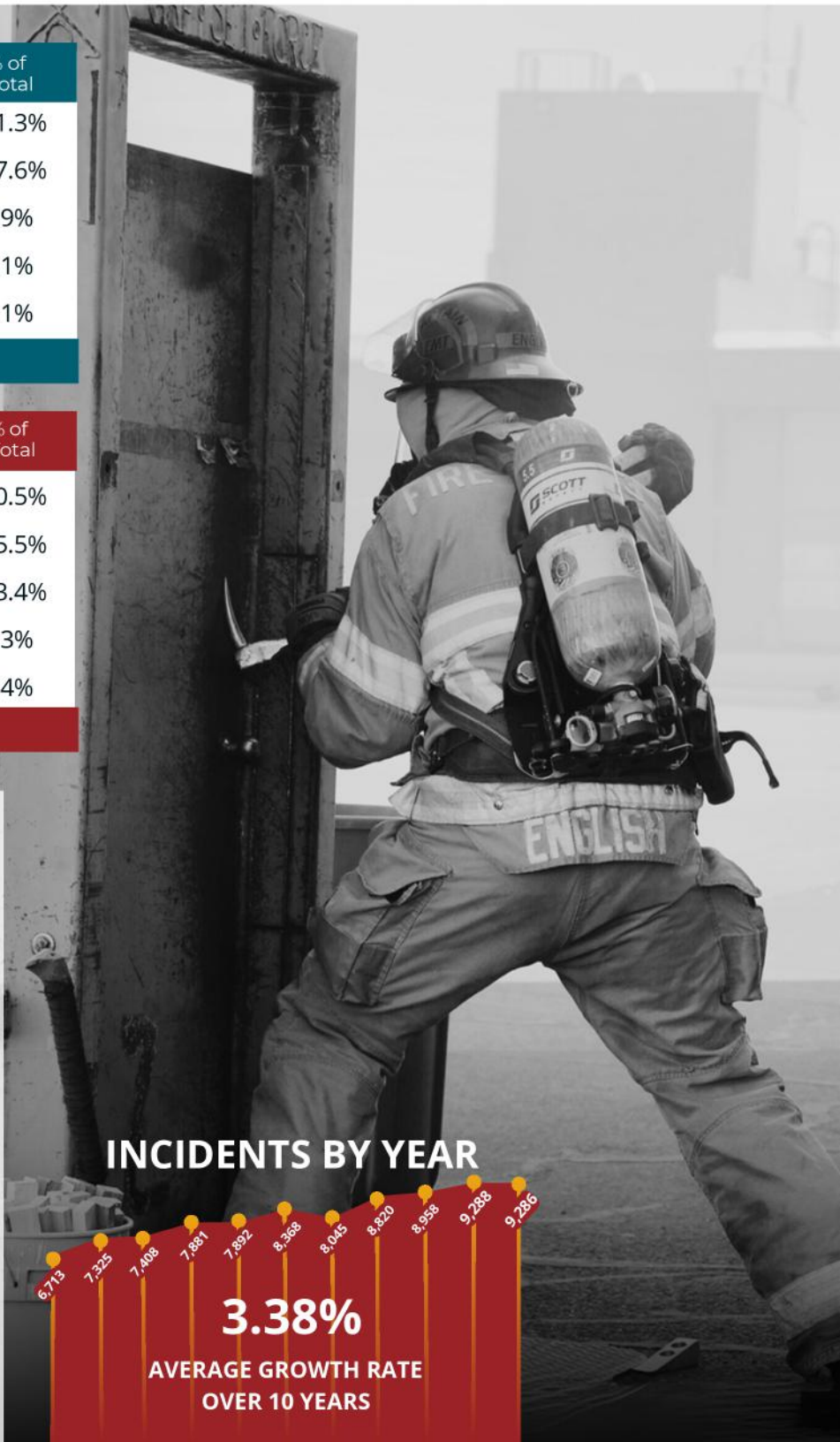
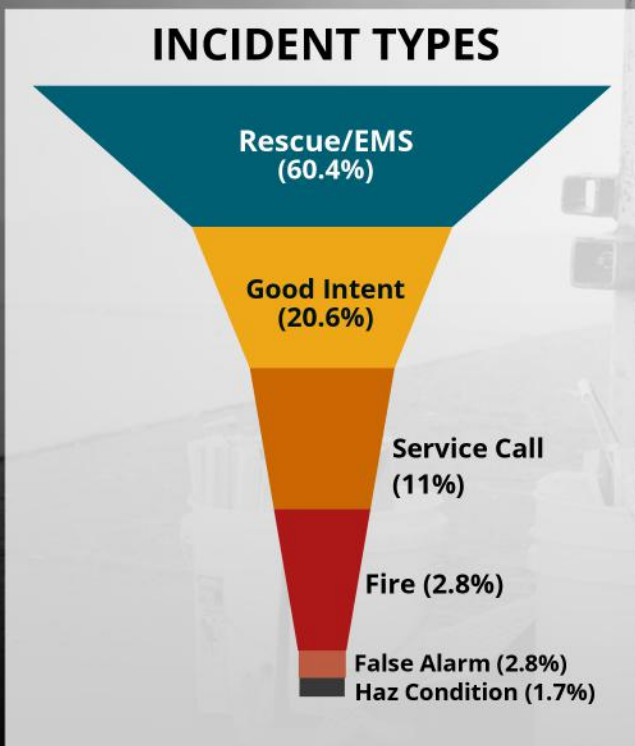


RESPONSE



Medical Response by Type	# of Responses	% of Total
Rescue/EMS	2,878	51.3%
Medical Assist (assist EMS crew)	2,668	47.6%
Standby/Other Rescue & EMS	55	0.9%
Extrication/Rescue	5	0.1%
Water Related Rescue	3	0.1%
Total	5,609	

Fire Response by Type	# of Responses	% of Total
Structure Fire	106	40.5%
Vegetation/Wildland	93	35.5%
Vehicle	35	13.4%
Rubbish/Dumpster	19	7.3%
Other	9	3.4%
Total	262	



23

Acres Burned
(Grassfires)
In District

278

False Alarm
Incidents

1,033

Service Call
Incidents

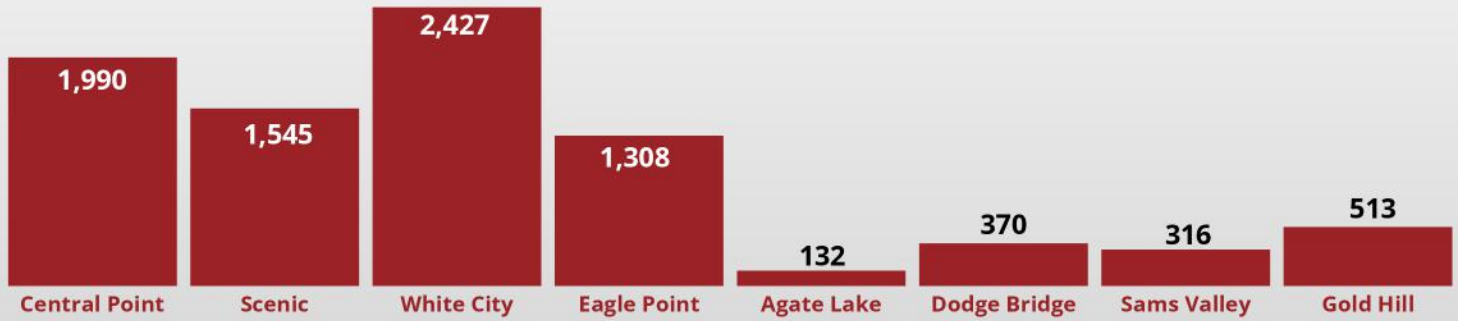
1,910

Good Intent
Incidents

123

Comm Care
Patient Referrals

INCIDENTS BY FIRE MANAGEMENT ZONE (FMZ)



RESPONSES BY APPARATUS



HIGH CALL VOLUME METRICS

MONTH
with Highest
Call Volume

JULY

HOUR OF DAY
with Highest
Call Volume

2 PM

DAY OF WEEK
with Highest
Call Volume

THURSDAY

MUTUAL AID

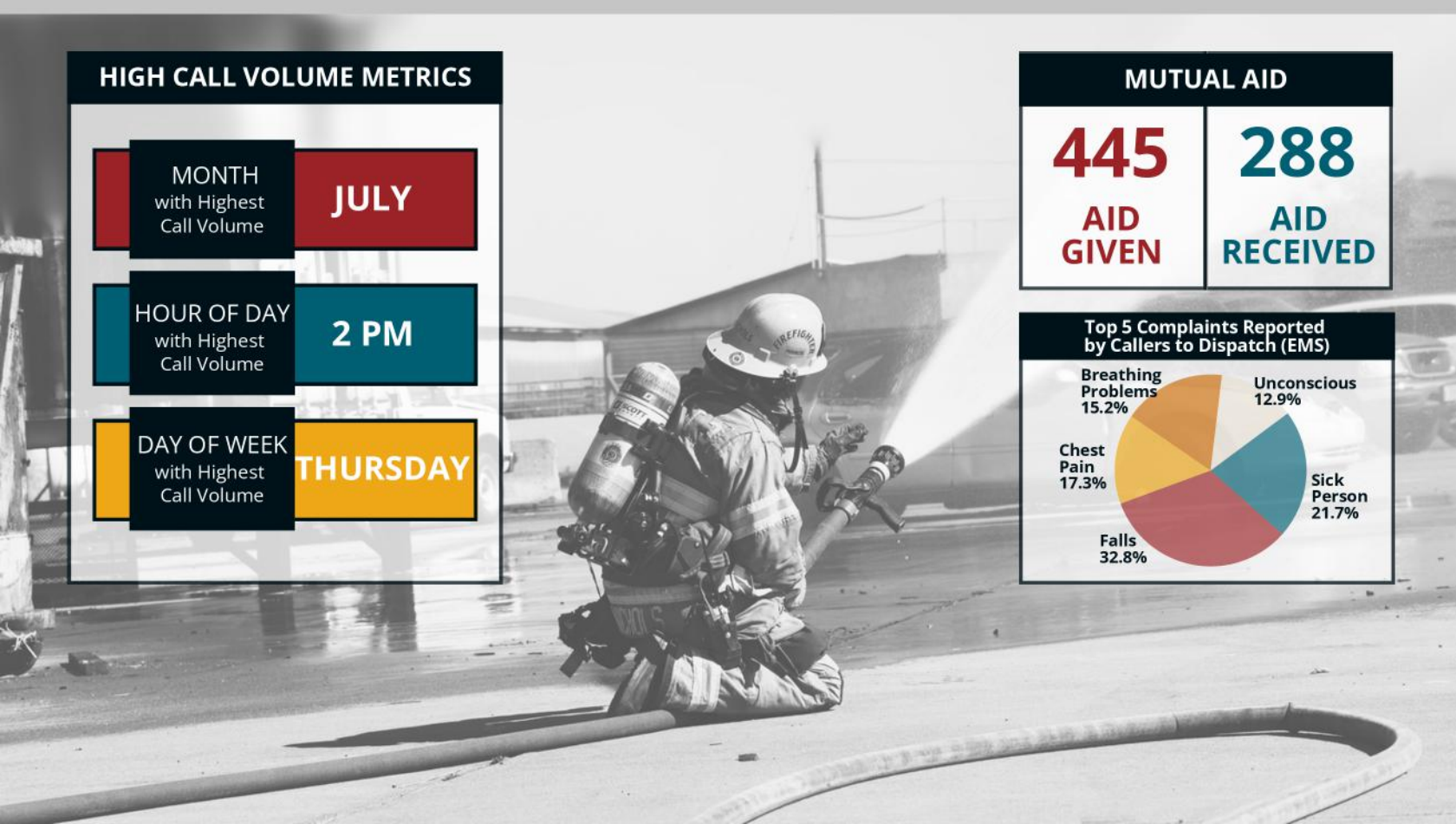
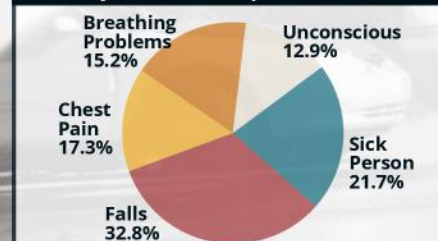
445

AID
GIVEN

288

AID
RECEIVED

Top 5 Complaints Reported by Callers to Dispatch (EMS)



2024: A YEAR IN REVIEW



January

Five new student Firefighters join FD3 career staff in stations after graduating from the Rogue Community College Fire Academy.

FD3 and Medford Fire host a 2-week class for Fire Officer 3 & 4. 26 students from 16 agencies throughout Oregon participate in the class.

February

Recruit Academy 24-01 begins after a competitive hiring process. Five recruits are in the academy, led by Training Lieutenant Brian Simonsen and Firefighter Ethan Miller.

FD3 Annual Awards Banquet is held on February 17th at the Rogue Valley Country Club.

AWARDS PRESENTED:

Peer Choice EMS	-----	Dr. Alicia Bond
Peer Choice Suppression	-----	Ben Kennedy
Peer Choice Risk Reduction	-----	Sara Miller
Peer Choice Administration	-----	Marisa Lehnerz
Instructor of the Year	-----	Ethan Miller and Jesse Kalman
Leading Light	-----	Central Point Police Department
Distinguished Service Volunteer	--	Craig Anders
Distinguished Service Career	-----	Travis Linville
Valor	-----	Scott Downing and Allyson Jeffs
Wes Claflin Award	-----	Damonn Hoffman



April

Recruit Academy 24-01 graduates with four Probationary Firefighters: Caleb English, Kendra Pinnell, Corbin Laird, and Charles Smith.



May

Fire District 3 is awarded an improved ISO score of 2.

The improved rating score is the result of a comprehensive review that considers the major elements of a community's fire protection system elements: the department, emergency communications, water supply, and community risk reduction.

Grand opening of Scenic Park at Scenic Station and Scenic Middle School and the Harvey Tonn Outdoor Learning Center, recognizing Board Director Harvey Tonn's 27 years of service to Fire District 3 and 60 years of public service to Central Point School District.

A tethered drone from the company Fotokite is installed on the Battalion Chief truck (BC3). The drone can be used during incidents to help find hot spots and provide an aerial view to incident commanders.

June

June 10 - B Shift: Structure fire with spread to a 1/4 acre grassfire on E Antelope Rd.

June 26 - A Shift: Structure fire on Table Rock Road in Central Point with spread to grassfire with 1/2 acre burned.

Fire Marshal John Patterson is recognized at the June Board of Directors meeting by OSFM with the "Life Member Award" for his years of dedicated service to the Oregon fire service.

FD3 provides Mutual Aid to Applegate Valley Fire, ODF, and BLM on the Upper Applegate Fire, which burned an estimated 500 acres.



July

“Superheroes for Safety Camp” is held at Scenic Station by FD3, Central Point Parks & Rec and CPPD. Children ages 9-11 who attend learn safety skills such as Hands-Only CPR, staying safe when walking near roads, spotting danger and calling 911.

FD3 sends a FirstNet CRD (Compact Rapid Deployable) to the Cow Valley Fire near Vale, Oregon. Our personnel delivered the device to establish cellular service for incident commanders where none existed due to the remote location.

FD3 provides Mutual Aid to ODF on the Salt Creek Fire near Lakecreek, Oregon. The fire burned over 4,000 acres before being lined and contained.

A fire on Grant Road in Central Point on July 16 began during high winds. One house is a total loss with no injuries reported. The wind-driven fire spread to 17 acres and a 3rd alarm was declared. Mutual Aid from throughout the valley assisted with containing the spread to the west of the Twin Creeks neighborhood.

At the July Board of Director’s meeting, Engine 23 C-Shift is recognized for life-saving during a cardiac event in Eagle Point. Captain Gobel, Engineer Clark, Firefighters Hull and Pinnell’s intervention resulted in ROSC (Return of Spontaneous Circulation) for the patient.

August

Recruitment is launched for the next firefighter hiring process for an anticipated 2025 academy. The recruitment is a dual process with Jackson County Fire District 5 to establish a certified register of firefighters for each agency. 120 applicants submitted their interest, and over 70 participated in the testing process.

The District takes possession of 8425 Agate Road, formerly S&B James Construction and the original Eugene Burrill Lumber headquarters. Administrative staff move into the offices, while Response, Risk Reduction, and Community Care staff remain in the Administrative building at 8383 Agate Road.

Three Type 6 Wildland Brush engines were delivered in August and placed into service in October.

October

The Board of Directors for Fire District 3 and Fire District 5 sign an IGA authorizing Fire District 3 to provide administrative services and the Fire Chief to Jackson County Fire District 5 for a period of five years, with the option to extend. The IGA takes effect January 1, 2025.

OSFM delivers a Type 3 engine to FD3 as part of the Engine Program and Senate Bill 762. Other agencies across the state also receive apparatus with the goal of improving regional mobilization and suppression efforts.

On October 26, the District hosted an open house at the White City Station and Administration Buildings. As part of Fire Prevention month, tours of the training grounds, apparatus, SIM house and activities were offered to the public with a good turnout of numbers.

November

The Risk-Reduction Crew is hired and begins work. Comprised of three seasonal, full-time staff to complete project work in WUI areas, they are supervised by a full-time Risk Reduction Crew Supervisor. Work is plentiful beginning in the Agate Lake area. Fuels reduction work is done around structures and driveways to improve ingress and egress of crews and engines for wildfire danger.

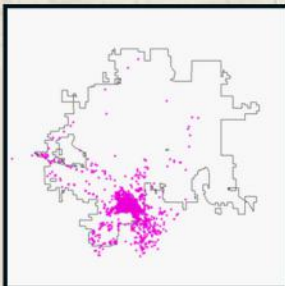
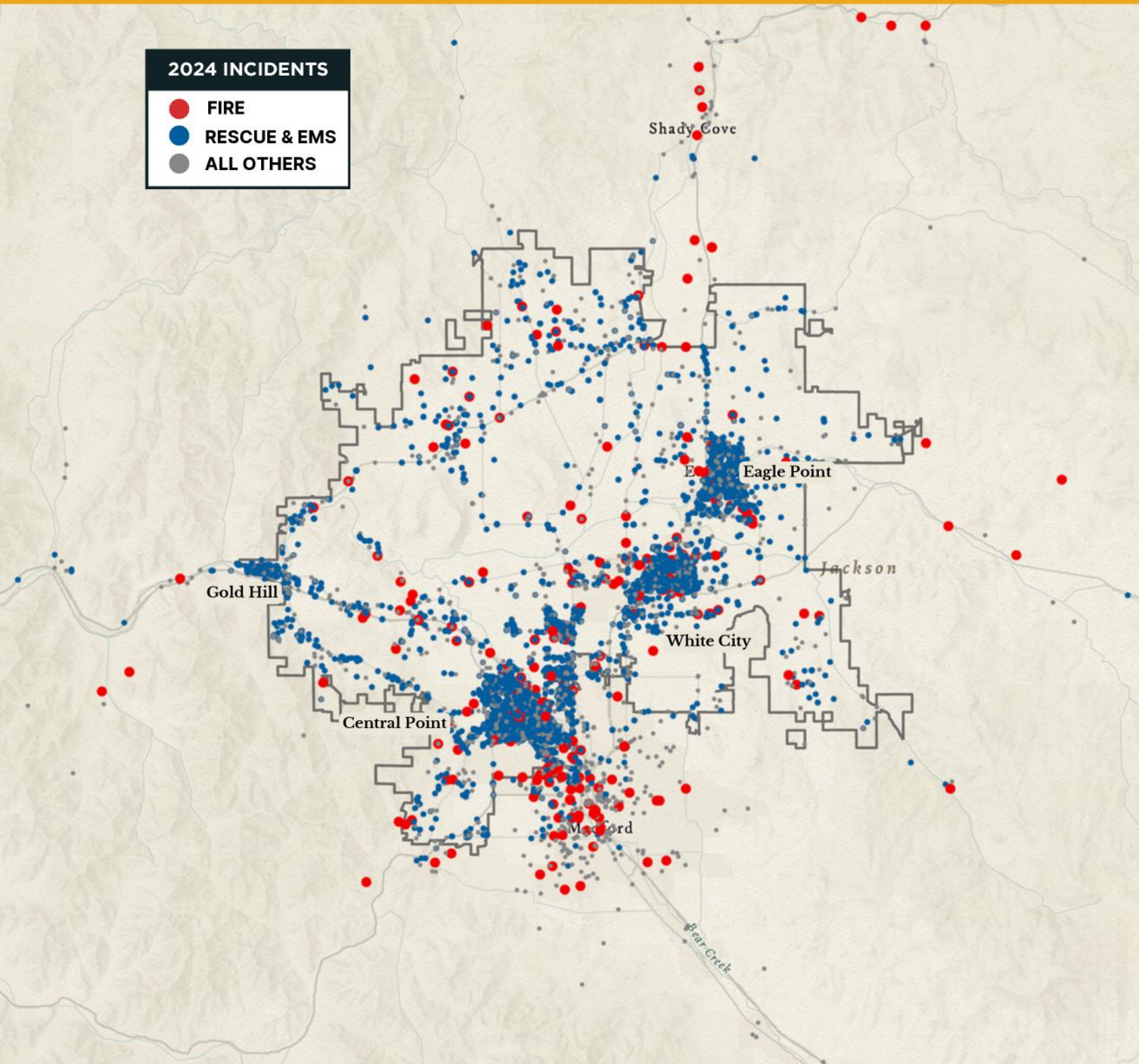
FD3 and Medford Fire host the Rogue Valley Fire Officer Academy, a leadership and development course with 28 firefighters from 9 agencies participating.



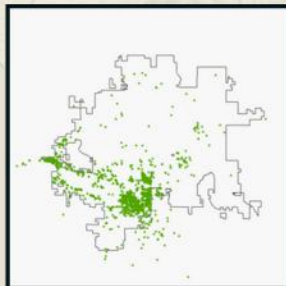
RESPONSE MAP

2024 INCIDENTS

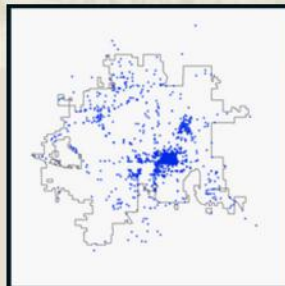
- FIRE
- RESCUE & EMS
- ALL OTHERS



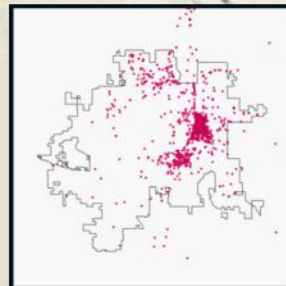
Engine 20



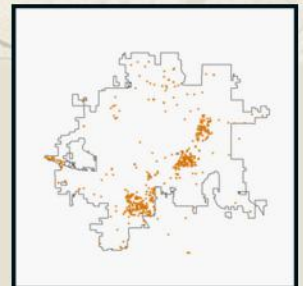
Engine 21



Engine 22



Engine 23



Squad 22

VOLUNTEERS

1,024

VOLUNTEER TRAINING HOURS

7,071

VOLUNTEER STANDBY HOURS

3,567

STUDENT IN STATION HOURS

49

DRILL NIGHTS

25

HOURS OF PUBLIC EDUCATION AND EVENT STANDBY

8

NEW STUDENT FIREFIGHTERS

7

OBTAINED NFPA FIRE APPARATUS DRIVER OPERATOR

1

2024 RITA VOLUNTEER FIREFIGHTER GRADUATE

15

SUPPRESSION VOLUNTEERS

5

SUPPORT VOLUNTEERS

VOLUNTEERS: NOTABLE EVENTS

- Volunteer Noah Addie completed Firefighter Academy with Portland Fire and was later hired at Tualatin Valley Fire & Rescue.
- Eric Henneman, 2023 RITA Academy graduate, was hired by FD3 as the Risk Reduction Crew Supervisor.
- Christopher Partida was hired by Applegate Fire as a Firefighter.
- Noah Cline was hired by Lakecreek Fire as a seasonal Firefighter. He later joined FD3 on the Fuels Reduction Crew.
- Joel Keck, 2023 RITA Academy graduate, was hired by ODF for seasonal firefighter and attended RCC Firefighter Academy as a Student FF for FD4.
- Dan Golden completed two task books: NFPA Driver/Operator and NFPA Wildland Fire Apparatus.
- Wyatt Smith worked for ODF in the summer and joined the Fall RCC Fire Academy.
- Coral Harper, 2023 RITA Academy graduate, was hired fulltime by ODF.
- Thank you Craig Anders, who was instrumental in helping seven volunteers obtain their Driver Operator certificates and coordinated many drill nights.



COMMUNITY CARE



COMMUNITY CARE: NOTABLE EVENTS

Our Community Care Program plays a pivotal role in helping District residents navigate the often complex healthcare system. By offering guidance, our team helps individuals access affordable, effective treatment options tailored to their specific needs. Drawing on our expertise in emergency medicine, social work, problem-solving, and a deep understanding of local healthcare resources, we work closely with patients to ensure they receive the most appropriate care. Furthermore, our efforts extend beyond individual patients. Engine crews routinely refer patients to Community Care for follow-up services, which helps reduce overuse and redundancy in the 911 system. This collaboration strengthens the community by ensuring that patients receive continued care, reducing unnecessary emergency calls, and improving overall healthcare outcomes. Through these efforts, Community Care Providers contribute to a healthier, more connected community, offering valuable services that enhance both individual and collective well-being.

Over the past year, we have loaned power wheelchairs, scooters, and lift chairs to individuals in need. Additionally, we have distributed other essential medical equipment such as hospital beds, shower chairs, toilet risers, commodes, and walkers to improve daily living.

In 2024, Community Care taught a total of 29 Hands-Only CPR classes to middle school students in the District, with 586 students receiving quality, life-saving skills.

COMMUNITY SAFETY & INFORMATION PROGRAMS



COMMUNITY CONNECT



A free, secure, and easy to use platform that allows District residents to share critical information about their household that will aid first responders. Users can enter mobility and access information, or details about family members and pets that live in the household.

In November, we transitioned to a Survey123 Burn Permit platform, however, Community Connect is still used for residents to enter their own information.

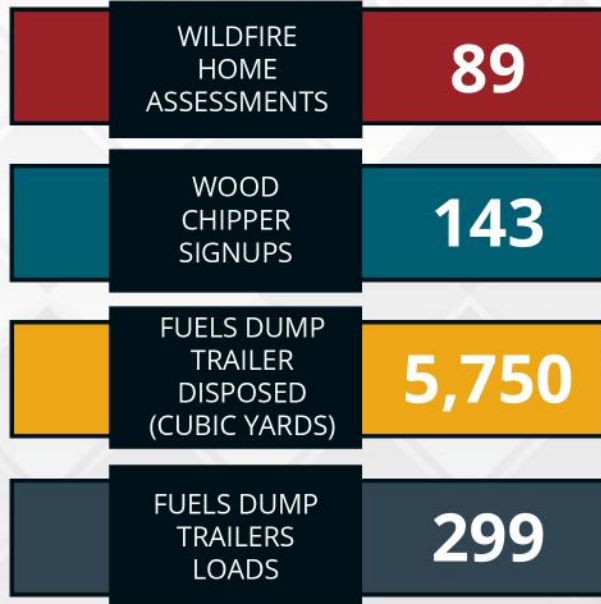
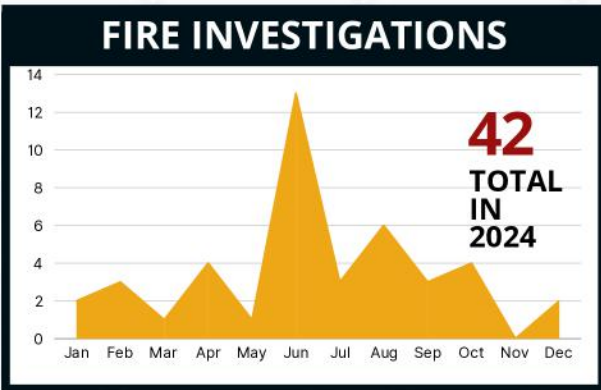
PULSE POINT



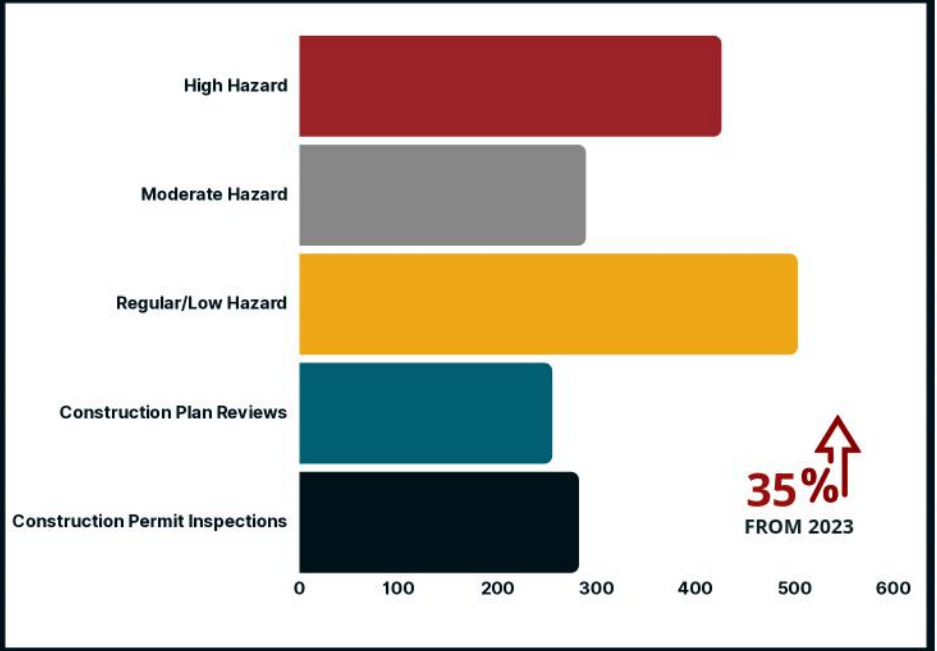
A 911-connected mobile app which allows users to view and receive alerts on calls being dispatched and responded to by fire departments and emergency medical services.

Community First Responders who are trained in CPR and willing to assist in a medical emergency can be notified if someone nearby is in cardiac arrest. Pulse Point will alert users in the vicinity and will direct them to the exact location of nearby AEDs.

RISK REDUCTION



INSPECTIONS BY TYPE



RISK REDUCTION: NOTABLE EVENTS

The Risk Reduction Division is comprised of three Deputy Fire Marshals (DFM's), a Risk Reduction Captain, Risk Reduction Crew Supervisor, and three Risk Reduction Crew Members. These positions are supported by a Division Chief and an Administrative Assistant.

The Risk Reduction Crew was assembled in 2024 to help homeowners achieve an enhanced level of fire safety in the wildfire hazard areas of our district. By completing wildfire home assessments and providing defensible space fuels reduction programs, we've helped hundreds of patrons become more adapted to the potential for wildfires. We upfitted our 2009 Dodge 3500 with a dump bed chipper box. This allows us to operate the chipper in neighborhoods and on properties where we can't disburse the chips on the ground. We held several successful chipper days throughout the District, including more than 20 homes in the Ross Lane Redwood Drive subdivision.

2024 saw several large building projects in the White City industrial area. Coast Aluminum built a new facility on 6th Avenue, Columbia Distribution Warehouse broke ground on Avenue G, and NIC continues to expand.

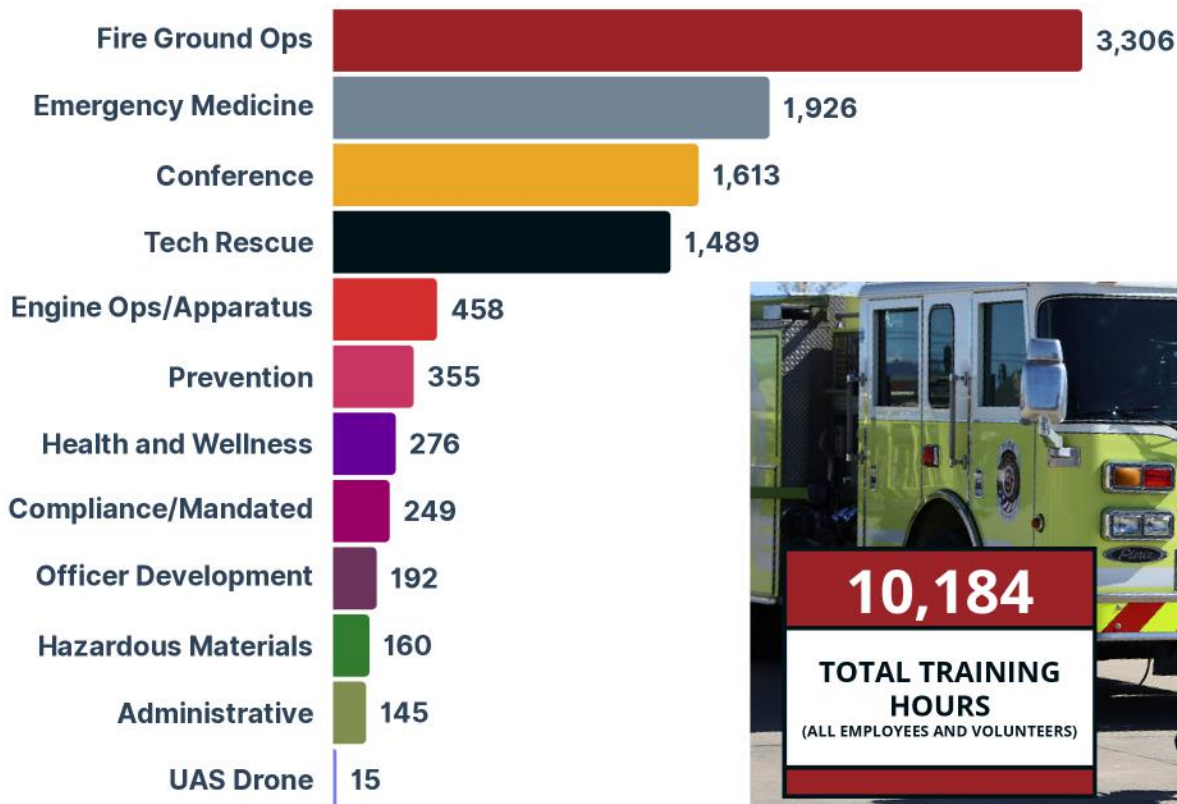
We held a fantastic open house at our White City campus in October, 2024. The public was invited to visit our training grounds and explore the SIM house, apparatus, and learn about fire safety. In April, we partnered with Red Cross for their "Sound the Alarm" campaign and helped install 178 smoke detectors in White City.

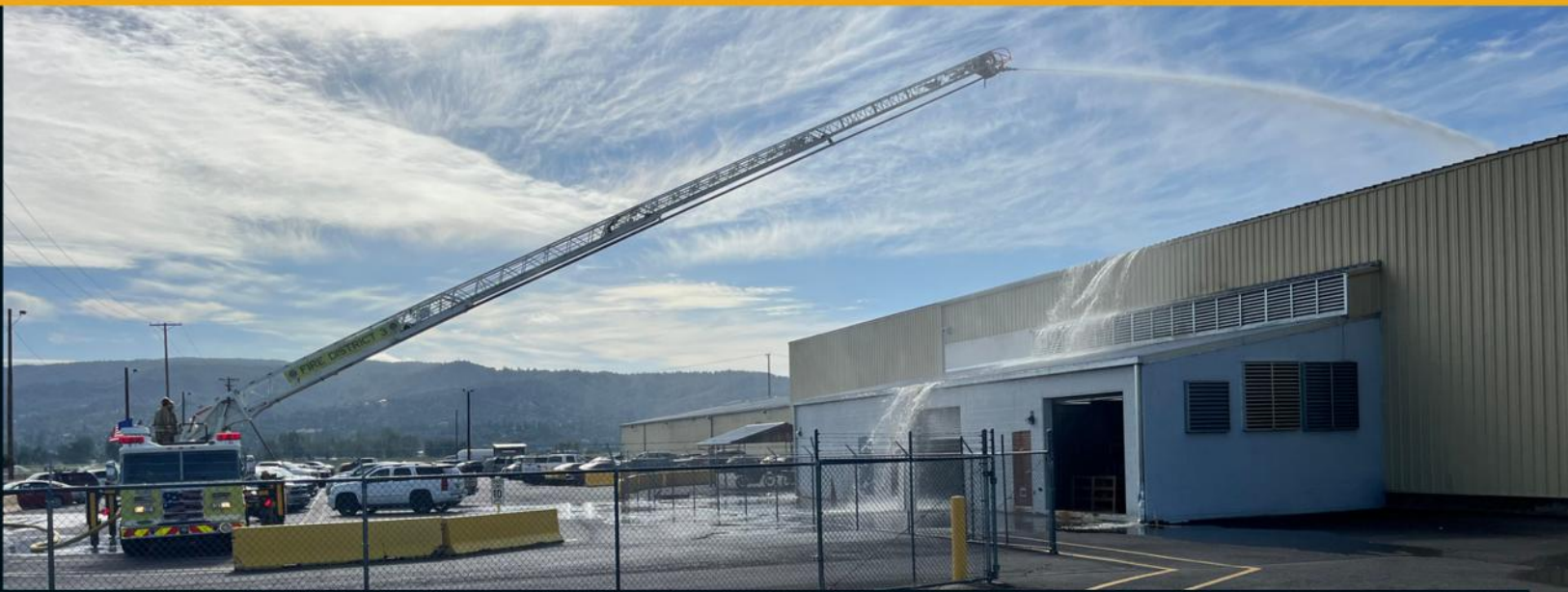
Community support is positive for future risk reduction efforts heading into 2025 - we look forward to new opportunities.

TRAINING

The Training Division is dedicated to providing programs that sustain and advance the skillsets of our personnel, with a focus on improving leadership development. This division oversees emergency medical services (EMS) training, as well as state and federally mandated fire suppression and rescue training. Additionally, they offer employee training and testing, support career development, conduct promotional testing, facilitate company-level training, implement safety programs, deliver driver training, and provide any necessary training to fulfill our mission of ensuring the safety of our personnel and community.

TRAINING HOURS BY CATEGORY





**CREDENTIALS
MAINTAINED
BY THE
TRAINING
DIVISION**

DPSST

- OPERATIONS
- PREVENTION/PUBLIC EDUCATION / ADMIN

**OSHA
COMPLIANCE**

**INCIDENT MANAGEMENT
RECERTIFICATION**

EMS

- EMT/AEMT/EMT-I/PARAMEDIC
- PALS/ACLS
- CPR/BLS

**UAS
REMOTE DRONE PILOT**

**TASK BOOKS
& STATE CERTIFICATIONS**

TRAINING: NOTABLE EVENTS

- ✓ Developed and launched a 10-week Firefighter Recruit Academy, which successfully graduated four new firefighters for Fire District 3. Additionally, we created a comprehensive probationary year of training, including monthly study materials, tests, exams, and quarterly skills assessments.
- ✓ Hosted the 2024 Rogue Valley Fire Officer Academy, a two-week Fire Officer 1 program held in collaboration with RITA. The academy successfully graduated 28 participants from departments across Jackson and Josephine Counties.
- ✓ Hosted NFPA Fire Officer 3 and 4 Academy that successfully graduated 30 participants from across the state of Oregon. This was performed in collaboration with RITA, Medford Fire and Ashland Fire.
- ✓ Built and assisted in the facilitation of several new hiring processes that included Firefighter, Community Care Provider, and Community Care Coordinator. Also facilitated the Captain's promotional process.
- ✓ Oversaw the regional training center, where we constructed new live fire burn rooms and fully transformed the facility into an environmentally sustainable training site. This transition involved collaborating with local recyclers and clean wood waste disposal centers.
- ✓ Supported and sent District personnel to trainings:
 - Northwest Leadership Seminar
 - NFPA Fire Officer II Class
 - State of Jefferson EMS Conference
 - Central Oregon Occupational Safety and Health Conference
 - NFPA Instructor II Class
 - IAAI 45th Annual Conference
 - OSFM Task Force Leader Symposium
 - Blue Card Critical Thinking Class
 - Professional Development Academy
 - SDAO Annual Conference
 - Various OFCA Seminars and Conferences
- ✓ Hosted nationally renowned speaker, Dr. David Griffin, who spoke to the subject of the "Charleston 9".
- ✓ Hosted the annual hazardous materials training for Linde Corp which brought in participants from around the world in addition to local OSFM Hazmat Team 8.
- ✓ The Division Chief of Training became the DLO (District Liaison Officer) for the Southern Oregon area in conjunction with DPSST.
- ✓ Participated as an active member with RITA, RVFCA, and OFCA.
- ✓ Developed and managed training blocks that covered monthly fire, EMS, target hazard tours, and incident command trainings.

MISSION

The mission of Jackson County Fire District 3 is to preserve quality of life and protect property through education, risk reduction, and emergency response services.

VISION

To reduce and eliminate risk from fire, rescue, and medical events in the communities we serve.



JACKSON COUNTY FIRE DISTRICT 3

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