

**SMITH VALLEY FIRE PROTECTION DISTRICT**  
**BOARD OF DIRECTORS**  
**NOTICE OF REGULAR MEETING**  
**October 14, 2019**  
**6:00 PM**

**SVFPD Station 40, 1 Hardie Lane, Smith, Nevada**  
**Some or all of the Board of Directors may call in to this meeting.**  
**You may listen to the meeting at the address listed above.**  
(Action will be taken on all items unless otherwise noted.)

6:00 PM

1. Call to Order
2. Roll Call and Determination Of A Quorum
3. For Possible Action: Review and adoption of agenda
4. For Possible Action: Approval of Minutes – September 9, 2019 Meeting.
5. Public Comments and Discussion:  
The public is invited at this time to comment on and discuss any topic that is relevant to, or within the authority of, the Smith Valley Fire Protection District Board of Directors. In order for members of the public to participate in the Board's consideration of an agenda item, the Board strongly encourages members of the public to comment on an agenda item during the item itself. No action may be taken on a matter raised under public comment unless the item has been specifically included on the agenda as an item upon which action may be taken. Speakers are asked to state their name for the record. The Board of Directors reserves the right to limit the time for individual comments, as well as limit the total time for public comment. The Board of Directors will not restrict comments based on viewpoint. The same applies to public testimony on each agenda item. Public comment may be returned to at any time during the agenda.
6. For Possible Action: Accounts Payable – Action to review and accept claims.
7. For Possible Action: Accounts Receivable – Action to review and accept accounts receivable which may include ambulance fees, donations, grants and other receivables.
8. Correspondence Received - Correspondence of a general nature for the Board and public information regarding District related matters. Not intended for detailed discussion or for items already on the agenda. (No action will be taken).
9. For Possible Action: Approval of the District Fire Chief's 2018/2019 Performance Appraisal and possible merit increase effective on his anniversary date.
10. For Possible Action: Discussion and possible action regarding the Fuels Reduction Management Program, including the grinding and disposal of vegetative material.
11. For Discussion: Discussion and possible action regarding the purchase of an ambulance.
12. For Possible Action: Review, discussion, and possible action regarding updating the Smith Valley Fire Protection District Strategic Plan.
13. Fire Chief's Report (No action will be taken)
14. For Possible Action: Discussion and possible action on the status and repair of District equipment.
15. For Possible Action: Discussion and possible action regarding any capital improvement projects for District buildings, grounds and facilities.
16. Smith Valley Fire District Volunteer Member Comments (No action will be taken).
17. Board Member Comments (No action will be taken).
18. Public Comment:  
The public is invited at this time to comment on and discuss any topic that is relevant to, or within the authority of, the Smith Valley Fire Protection District Board of Directors and that is not specifically included on the agenda as an action item. No action may be taken on a matter raised under this item of the agenda.
19. Requests for items to be placed on future meeting agendas (No action will be taken).
20. For Possible Action: Action to adjourn.

Agenda Management Notice - Items on the agenda may be taken out of order; the public body may combine two or more agenda items for consideration; and the public body may remove an item from the agenda or delay discussion relating to an item on the agenda at any time. Items scheduled at a specific time cannot be heard earlier than the scheduled time.

Titles of agenda items are intended to identify specific matters. If you desire detailed information concerning any subject matter itemized within this agenda, you are encouraged to call the Smith Valley Fire Protection District Office at 775.465.2577. You are encouraged to attend this meeting and participate by commenting on any item on the agenda.

To request that an item be placed on future meeting agendas, please call the Smith Valley Fire Protection District Office, at 775.465.2577, at least ten (10) working days prior to the date of the scheduled meeting. The regular meeting date of the Board of Directors is the second Monday of each month.

**We are pleased to make reasonable accommodations for those members of the public who need assistance and wish to attend the meeting. If special arrangements are necessary, please notify the Smith Valley Fire Protection District in writing at 1 Hardie Lane, Smith, Nevada 89430, or call 775-465-2577 (TTY 711). 48 hours notice is required.**

**Tenemos el placer de hacer adaptaciones razonables para los miembros del público que necesitan ayuda y que desean asistir a la reunión. Si los arreglos especiales son necesarios, por favor notifique el Valle Fire Protection District Smith por escrito en 1 Hardie Lane, Smith, Nevada 89430, o llame al 775-465-2577 (TTY 711). Se requiere 48 horas de aviso.**

This agenda has been posted at the following locations before 9:00 AM on October 9, 2019:

Smith Valley Fire Protection District Office, Station 40, 1 Hardie Lane, Smith

Station 42, 612 Day Ln., Wellington

Renner Equipment Co., 2289 Highway 208, Smith

Smith Post Office, 2306 Highway 208, Smith

Wellington Post Office, 2818 Highway 208, Wellington

This agenda is also available on the Smith Valley Fire Protection District Website at [www.svfpd.org](http://www.svfpd.org)

The agenda and backup material are available for public inspection at the Smith Valley Fire Protection District Office, Station 40, 1 Hardie Lane, Smith 89430. Members of the public requesting the Board of Director's meeting agenda or support materials may contact Summer Walker, Administrative Assistant, by telephone at 775.465.2577 (TTY 711) or by email at [summer@svfpd.org](mailto:summer@svfpd.org). Normal business hours are Tuesday – Wednesday, 9am – 1pm.

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**SMITH VALLEY FIRE PROTECTION DISTRICT  
BOARD OF DIRECTOR MINUTES  
September 9, 2019**

The following items were discussed and / or approved from the agenda:

1. The meeting was called to order at 1802 hours by Director Myers.
2. Board Members present were Director Myers and Director Abrott. President Boudreau attended by phone. Chief Loveberg was also present, along with other members of SVVFR.
3. **Review and adoption of agenda:** Director Myers moved to adopt the agenda as presented. Director Abrott seconded, and all were in favor. The motion passed.
4. **Approval of Minutes**
  - The minutes from the last Board of Directors regular meeting on August 12, 2019 were submitted by Director Myers for approval. Director Abrott moved to approve the minutes with no corrections or additions. President Boudreau seconded, and all were in favor. The motion passed.
5. **Public Comments and Discussion**
  - None.
6. **Accounts Payable:**
  - a. Alling & Jillson \$200.00
  - b. Armstrong Medical \$2688.00
  - c. Carson Dodge Chrysler Jeep \$74,822.50
  - d. Frontier \$286.95
  - e. Care Flight \$30.00
  - f. Care-Flight \$30.00
  - g. Life-Assist \$456.16
  - h. Life-Assist \$111.72
  - i. Life-Assist \$54.26
  - j. Life-Assist \$48.47
  - k. Life-Assist \$54.40
  - l. LN Curtis \$2398.50
  - m. LN Curtis \$3291.60
  - n. LN Curtis \$520.00
  - o. Home Depot \$109.72
  - p. DLT Consulting & Investigations \$250.75
  - q. Mason Valley Janitorial \$350.00
  - r. Mason Valley Janitorial \$350.00
  - s. Menesini Petroleum LLC \$835.09
  - t. Menesini Petroleum LLC \$406.77
  - u. Nevada Division of Forestry \$1578.75
  - v. New Pig \$2495.17
  - w. NU-Systems, Inc. \$126.00
  - x. NV Energy \$46.45
  - y. NV Energy \$237.85
  - z. NV Energy \$35.41
  - aa. NV Energy \$79.59
  - bb. Orkin \$360.00
  - cc. Quill.com \$148.39
  - dd. Quill.com \$113.19
  - ee. Quill.com \$3.29

ff. Quill.com \$226.38  
gg. REMSA \$72.00  
hh. REMSA \$12.00  
ii. REMSA \$102.00  
jj. REMSA \$12.00  
kk. REMSA \$68.00  
ll. REMSA \$34.00  
mm. Renner \$11.98  
nn. Renner \$1.49  
oo. Renner \$8.99  
pp. Renner \$3.29  
qq. Renner \$39.98  
rr. Renner \$.72  
ss. Rocky Mountain Ambulance \$80.72  
tt. Rocky Mountain Ambulance \$45.11  
uu. Silver State Industries \$47.00  
vv. Standard Diesel and Repair \$65.03  
ww. Spencer, Tom \$31.78  
xx. True Value Hardware \$47.66  
yy. Tyres International \$789.21  
zz. Verdugo Lawn Care \$200.00  
aaa. Verizon Wireless \$274.80  
bbb. Wells Fargo Card Services \$97.29  
ccc. Wells Fargo Card Services \$719.75  
ddd. Wells Fargo Card Services \$1095.59  
eee. Wells Fargo Card Services \$382.84  
fff. Yerington Auto Parts \$333.18  
ggg. Yerington Auto Parts \$14.99  
hhh. Yerington Auto Parts (\$14.14)  
iii. Yerington Auto Parts \$36.30  
jjj. Yerington Auto Parts \$7.99  
kkk. Zoll Medical Corporation \$479.96

- Director Myers moved to accept the accounts payable as reviewed and presented. President Boudreau seconded, and all were in favor. The motion passed. The claims were approved as presented.

#### **7. Accounts Receivable:**

- Ambulance fees collected were \$606.07. In addition, we received \$1,591.35 in Sales & Rental, \$501.50 in Plan Review Fees, and \$320.00 in CPR Income. Director Myers moved to accept the accounts receivables. Director Abrott seconded, and all were in favor. The motion passed.

#### **8. Correspondence Received:**

- None.

#### **9. Approval of the District Fire Chief's 2018/2019 Performance Appraisal and possible merit increase effective on his anniversary date.**

- Director Myers moved to continue the item until the next meeting to give all Board members an opportunity to review. Any merit increase will be made retroactive. President Boudreau seconded, and all were in favor. The motion passed.

**10. Discussion and possible action regarding the Fuels Reduction Management Program, including the grinding and disposal of vegetative material.**

- The trailer loan program is active. An average of 2 trailers per week are being delivered, sometimes multiple trips for the same resident. Comments have been positive.
- There is no waiting list for trailers at this time.
- We are still waiting on Mr. Fulstone to respond regarding the agreement.
- Director Abrott inquired if pine needles could be included. Chief Loveberg will have to ask Mr. Fulstone.
- We have received applications for the Fuels Management Technician position. They have been reviewed, and we are making preparations to do interviews. We should be ready to make a job offer soon.

**11. Discussion of the status of the Fire Chief and Duty Chief vehicles project, approval confirmation for the purchase of two A.R.E. V Series truck caps at \$6537.19; two DeeZee bumper guards at \$777.91; two Westin HDX Nerf Steps at \$1471.99; two Extendobed bed slide storage and command center units for approximately \$14,000; painting of the upper cabs and hoods at approximately \$1600; striping, lettering and graphics at approximately \$1,000; the upfitting of the vehicles with emergency lighting, sirens, consoles, mounts, battery charger, inverter, etc. at approximately \$23,000; and miscellaneous tools and equipment for a total, not to exceed cost for these items of \$50,000 from the Smith Valley Fire Protection District Acquisition Fund.**

- Discussed purchase orders and quotes for stated upfitting items. Still waiting for quotes for some items.
- Per Chief Loveberg, cost may exceed \$50,000 due to actual cost of extendobeds. Chief Loveberg recommends raising the total to \$55,000.
- Director Myers moved to approve the purchase of two A.R.E. V Series truck caps at \$6537.19; two DeeZee bumper guards at \$777.91; two Westin HDX Nerf Steps at \$1471.99; two Extendobed bed slide storage and command center units for approximately \$16,000; painting of the upper cabs and hoods at approximately \$1600; striping, lettering and graphics at approximately \$1,000; the upfitting of the vehicles with emergency lighting, sirens, consoles, mounts, battery charger, inverter, etc. at approximately \$23,000; and miscellaneous tools and equipment for a total, not to exceed cost for these items of \$55,000 from the Smith Valley Fire Protection District Acquisition Fund. Director Abrott seconded, and all were in favor. The motion passed.

**12. Discussion and possible action regarding the purchase of an ambulance.**

- No action due to Duty Chief vehicles project.

**13. Review, discussion, and possible action regarding updating the Smith Valley Fire Protection District Strategic Plan.**

- No action.

**14. Fire Chief's Report:**

- 124 incidents to date. Discussed recent mutual aid call and fire calls.
- Stand by service for Smith Valley football games has begun and is going well.
- Received an application for a new volunteer.
- We have a volunteer in an Advanced EMT Class.

**15. Discussion and possible action on the status and repair of District equipment:**

- As a result of sending a water tender to the Canyon Fire, we had a tire damaged and replaced.
- Small trailer repairs.
- Other minor repairs completed and needed.

**16. Discussion and possible action regarding any capital improvement projects for District buildings, grounds and facilities:**

- No progress, other than 2 flammable materials safety cabinets were received. We have to move some things around to make room for them.

**17. Smith Valley Fire District Volunteer Comments:**

- Volunteer John Urrutia inquired about how long it will take to complete the Duty Chief vehicles. Chief Loveberg estimated 3 months.

**18. Board Member Comments:**

- President Boudreau will not be present at next month's meeting.
- Director Myers commented that it is nice to see some new faces at our meeting.

**19. Public Comment:**

- None.

**20. Requests for items to be placed on future meeting agendas:**

- Chief Loveberg's performance evaluation.

**21. Action to adjourn:**

- Director Myers moved to adjourn. Director Abrott seconded, and all were in favor. The meeting was adjourned at 1844.

Respectfully submitted,  
SW, Administrative Asst.



# SMITH VALLEY FIRE PROTECTION DISTRICT

1 HARDIE LANE • SMITH, NEVADA 89430 • (775) 465-2577(TTY 711) • (775) 465-2255 FAX

ROB LOVEBERG  
FIRE CHIEF

BOARD OF DIRECTORS  
MICHAEL BOUDREAU  
PRESIDENT

JOHN ABROTT  
KRISTIN MYERS

October 8, 2019

District Fire Chief Rob Loveberg  
PO Box 55  
Smith, NV 89430

RE: Notice of meeting of the Smith Valley Fire Protection District to consider your character, alleged misconduct, competence or health.

Dear Chief Loveberg:

In connection with your District Fire Chief annual performance evaluation, the Smith Valley Fire Protection District may be considering your character, alleged misconduct, professional competence or health at its meeting on October 14, 2019. The meeting will begin at 1800 hours, at Fire Station 40 located at 1 Hardie Ln. Smith, NV 89430. The meeting is a public meeting, and you are requested to attend. This notice is provided to you under NRS 241.033.

Sincerely,

Summer Walker  
Administrative Assistant  
Smith Valley Fire Protection District

I, Robert Loveberg, District Fire Chief for Smith Valley Fire Protection District, do hereby voluntarily relinquish my right to a minimum of five working days' notice of the above-referenced meeting of the Smith Valley Fire Protection District to review my annual performance evaluation, and possibly consider my character, alleged misconduct, professional competence or health at its meeting on October 14, 2019.

I was personally served with this notice on the date below:

Signature

8 October 2019

Date

FIRE • RESCUE • EMS

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# SMITH VALLEY FIRE PROTECTION DISTRICT

1 HARDIE LANE • SMITH, NEVADA 89430 • (775) 465-2577(TTY 711) • (775) 465-2255 FAX

## FIRE CHIEF PERFORMANCE APPRAISAL

### SECTION I: ASSISTING BOARD WITH ITS POLICY-MAKING ROLE

	Needs Improvement	Meets Expectations	Exceeds Expectations
<b>A. Providing Information</b>			
<b>The Fire Chief provides information which is:</b>			
Detailed and reliable		JA,KM	MB
Explained thoroughly and includes alternatives or recommendations		JA,KM	MB
Timely	KM	JA,MB	
Helpful in preventing trivial administrative matters from being reviewed by the District Board		JA,KM	MB
Helpful and adequate to assist the District Board in making sound decisions		JA,KM	MB
<b>The Fire Chief:</b>			
Provides members of the District Board with the opportunity to set long-term organizational goals and to establish the future direction of District policy		JA,KM	MB
Keeps the District Board informed of the things the Board wants to know	KM	JA	MB
Keeps the District Board well informed with concise written and oral communications		JA*,KM,MB	
Provides the District Board members with information on an equal basis		JA,KM	MB
Informs the District Board of administrative developments		JA,KM,MB	
Timely follows-up on District Board requests for information or action	KM	JA,MB	
<b>B. Providing Advice</b>			
<b>The Fire Chief:</b>			
Has adequate knowledge of government affairs, including the Fire District's codes and regulations		JA,KM	MB
Considers alternatives before making recommendations		JA,KM	MB
Plans ahead, anticipates needs, and recognizes potential problems		JA,KM	MB
Has a good sense of timing in bringing issues to the District Board for action	KM	JA,MB	
<b>Comments:</b>			
<p><b>*JA: Has shown an improvement keeping the board informed with a list of projects/tasks and priorities. The past few meetings this report has been absent – resume Monthly report</b></p> <p><b>MB: Chief Loveberg has always given excellent advice and alternatives.</b></p>			



## SECTION II: INTERNAL ADMINISTRATION

	Needs Improvement	Meets Expectations	Exceeds Expectations
<b>A. Implementation of District Board Policies</b>			
<b>The Fire Chief is effective in:</b>			
Carrying out District Board directives	KM	JA	MB
Assigning work to achieve efficient and effective performance	KM	JA,MB	
Paying sufficient attention to detail to avoid error or things "slipping through the cracks"	KM	JA**,MB	
Analyzing problems or issues, and identifying the causes, reasons, and implications		JA,KM,MB	
Accurately interpreting the direction given by the District Board		JA,KM	MB
Carrying out the directives of the entire District Board rather than those of any single Director, but recognizes the concerns of the minority		JA,KM,MB	
Supporting the actions of the District Board after a Board decision		JA,KM	MB
Assuming responsibility for staff performance		JA	MB
Providing members of District Board with periodic status reports on projects or tasks which may overlap months or years in implementation		JA**,KM	MB
Ensuring that the management staff maintains normal service delivery operations as well as the flexibility to manage emergency situations		JA,KM	MB
<b>B. Financial Management</b>			
<b>Are you satisfied with the Fire Chief's:</b>			
Approach to budget preparation and review		JA,KM	MB
Use of standard financial management procedures to meet the District Board's policy guidelines		JA,KM	MB
Implementation of the District Board's policy regarding the expenditure of budgeted funds		JA,KM	MB
Cost control through the economical use of labor, materials, and equipment		JA,KM	MB
Information on the financial status of the Fire District		JA,KM	MB
Use of available funds and his ability to operate the Fire District efficiently and effectively		JA,KM	MB
Knowledge of financial matters		JA,KM	MB
Information about long or short-term financing for capital projects or equipment purchases		JA,KM	MB
Information on opportunities for federal and state grant funding		JA,KM	MB

	Needs Improvement	Meets Expectations	Exceeds Expectations
<b>C. Personnel Management</b>			
<b>The Fire Chief is:</b>			
Successful in guiding people as a team toward common objectives		JA,KM,MB	
Effective in selecting qualified and highly competent staff members		JA,KM,MB	
Effective in maintaining professional relationships with Chief Officers and staff		JA,KM,MB	
Effective in assuring that staff members make a positive impression on citizens	KM	JA,MB	
<b>The Fire Chief:</b>			
Ensures administration of the Fire District's personnel policies and practices in an equitable manner		JA,KM	MB
Develops and motivates employees so that they are increasingly effective		JA,KM,MB	
Addresses disciplinary problems and acts when warranted		JA,KM,MB	
Monitors performance of employees and initiates corrective action as needed	KM	JA,MB	
<b>Comments:</b>			
<b>**JA: Resume monthly project/task report and follow-up in a timely manner</b>			

## SECTION III: EXTERNAL RELATIONS

	Needs Improvement	Meets Expectations	Exceeds Expectations
<b>A. Citizen Relations</b>			
<b>The Fire Chief:</b>			
Makes a positive impression on citizens	KM	JA*,MB	
Has appropriate visibility or identity in the community		JA*,KM	MB
Assists the District Board in resolving problems at the administrative level to avoid unnecessary Board action		JA,KM,MB	
Is willing to meet with members of the community and discuss issues of concern		JA,KM	MB
Is skillful with the news media, avoiding political positions and partisanship		JA	MB
Provides information to the public in a timely fashion on matters which will cause a public reaction	KM	JA	MB
Represents the District Board's positions and policies accurately and effectively		JA,KM	MB
Thinks and acts in a manner reflecting an attitude that Board, staff, and public perceptions and satisfaction are important		JA,KM,MB	
Responds completely and timely to citizen complaints	KM	JA,MB	
<b>B. Intergovernmental Relations</b>			
<b>The Fire Chief is:</b>			
Effective representing the Fire District's interests in dealing with other agencies		JA,KM	MB
Participative in enough intergovernmental activity to have an impact on behalf of the Fire District		JA,KM	MB
Cooperative with other fire agencies, and county, state, and federal governments		JA,KM	MB
<b>Comments:</b>			
*JA: many comments/concerns about Chief living out of District from community members			
MB: Chief Loveberg presents a professional image and interacts with the other agencies and keeps the Board informed.			

## SECTION IV: PERSONAL ACCOMPLISHMENTS

	Needs Improvement	Meets Expectations	Exceeds Expectations
<b>A. Communications</b>			
<b>Regarding communications, the Fire Chief is:</b>			
Easy to talk to and a good listener		JA,KM	MB
Thoughtful, clear and to the point		JA,KM	MB
Sensitive to the concerns of others		JA,KM	MB
Candid and forthright in discussing Fire District business matters with members of the District Board		JA,KM	MB
<b>B. Management Style</b>			
<b>The Fire Chief:</b>			
Demonstrates interest and enthusiasm in performing his/her duties		JA,KM	MB
Commands respect and good performance from staff		JA,KM	MB
Shows initiative and creativity in dealing with issues, problems, and unusual situations	KM (initiative)	JA	MB
Is open to new ideas and suggestions for change		JA,KM	MB
Works well under pressure		JA,KM	MB
Consistently puts aside personal views and implements Commission policy and direction		JA,KM	MB
Displays the ability to resolve the numerous conflicts inherent in government		JA,KM	MB
Responds well to a changing world and local conditions; is adaptive		JA,KM	MB
Is accessible to District Board members		JA,KM	MB
Conforms to the high standards of the profession; follows the "IAFC Code of Ethics"		JA,KM	MB
Exhibits a commitment to continuing education to further his professional development		JA,KM	MB
Is receptive to constructive criticism and advice		JA,KM	MB
<b>Comments:</b> <b>MB: Chief Loveberg is always willing to listen and considers all possibilities. He has an excellent knowledge re: ethics and governmental procedures.</b>			

	Needs Improvement	Meets Expectations	Exceeds Expectations
<b>C. Job Effectiveness</b>			
<b>The Fire Chief:</b>			
Demonstrates interest and enthusiasm about the District Board's vision for the Fire District		JA*,KM	MB
Gives his staff the tools necessary to provide efficient, responsive fire, rescue, EMS and fire prevention services		JA,KM	MB
Coordinates the implementation of Fire District goals and objectives		JA,KM	MB
Emphasizes the need for employee training and technological improvements		JA,KM	MB
<b>Comments:</b> <b>*JA: The District Strategic Plan keeps being moved to the next meeting, and not being reviewed, discussed or updated.</b> <b>MB: Chief Loveberg is always looking out for the goals and objectives of this department.</b>			

**SECTION V: TECHNICAL EXPERTISE**

	Needs Improvement	Meets Expectations	Exceeds Expectations
<b>A. Command</b>			
<b>The Fire Chief:</b>			
Can effectively perform as the incident commander on simple to complex, small to large, and single to multi-jurisdiction incidents		JA,KM	MB
Can size up, exercise control, cope with changing conditions, solve problem situations, etc. during emergency incidents		JA,KM	MB
Can effectively command, give orders and direct actions of others during emergency incidents		JA,KM	MB
<b>B. Operations</b>			
<b>The Fire Chief displays adequate knowledge of:</b>			
The principles and practices of safe incident operations		JA,KM	MB
Structure firefighting tactics and strategy		JA,KM	MB
Wildland firefighting tactics and strategy		JA,KM	MB
Technical rescue tactics and strategy		JA,KM	MB
Emergency medical services and ambulance operations		JA,KM	MB
Fire prevention activities for structure and wildland fires		JA,KM	MB
The fire code, and inspection and enforcement practices		JA,KM	MB
<b>Comments:</b>			
<b>MB: Chief Loveberg is a very good incident commander.</b>			

**SECTION VI: NARRATIVE RESPONSES**

<b>ACHIEVEMENTS FROM THIS PAST YEAR:</b>	
<ul style="list-style-type: none"> <li>What were the Fire Chief’s most notable accomplishments during the past year?</li> </ul>	<p><b>JA: Initiated a report for tasks/projects for review each month at board meeting. (However this has not been the case for the past few board meetings). Without this, stuff falls thru the cracks</b></p> <p><b>MB: He has followed and taken steps to insure the department is getting the best training &amp; equipment.</b></p>
<ul style="list-style-type: none"> <li>Which of the Fire Chief’s qualities were most instrumental in fulfilling the role of Fire Chief this past year?</li> </ul>	<p><b>KM: Good attention to detail</b></p> <p><b>MB: Keeping track of everything</b></p>
<b>PERFORMANCE OBJECTIVES FOR COMING YEAR:</b>	
<ul style="list-style-type: none"> <li>What does the Fire Chief do that you would like him/her to continue?</li> </ul>	<p><b>JA: Continue to improve his relations within the community</b></p> <p><b>MB: The excellent job he is doing</b></p>
<ul style="list-style-type: none"> <li>Is there anything that the Fire Chief does that you would like him/her to do differently?</li> </ul>	<p><b>MB: Get reports in on time and I know he is trying harder.</b></p>
<ul style="list-style-type: none"> <li>In what areas should the Fire Chief focus his/her attention in this coming year?</li> </ul>	<p><b>JA: Accomplish the following items that have been pending for several years:</b></p> <ul style="list-style-type: none"> <li><b>Grading at Station 40</b></li> <li><b>Backup generator at Station 40 – county had surplus generator; follow-up dropped</b></li> <li><b>Site plan and engineering for water storage tank at Station 42</b></li> </ul> <p><b>KM: Projects started need to make continuous progress and not “stall out.” Ex: the amount of time it took to get fuels program running again, as well as the unfinished drainage at Station 40 &amp; Station 42 water tank projects.</b></p> <p><b>MB: Getting new volunteers; procuring new ambulance</b></p>
<ul style="list-style-type: none"> <li>Do you have any other general comments to share with the Fire Chief?</li> </ul>	<p><b>MB: I thank Chief Loveberg for doing a great job.</b></p>

J, Abrott  
 K. Myers  
 M. Boudreau

Sep 4, 2019  
 Sep 9, 2019  
 Sep 9, 2019

Rater’s Signature

Date