

ALFALFA FIRE DISTRICT



Special Meeting

Alfalfa Fire Station

25889 Alfalfa Market Rd., Alfalfa, OR
July 15th, 2026 - 6:00 p.m.

PLEASE MUTE OR TURN OFF CELL PHONE

<https://us06web.zoom.us/j/81747213195?pwd=z8slCW7RYboqHyPRI0bCg9REcqYElx.1>

The meeting is accessible to people with disabilities and will be recorded.

“The meeting location is accessible to persons with disabilities. A request for an interpreter for the hearing impaired or for other accommodations should be made at least 48 hours before the meeting to:

Alfalfa Fire District Phone: 541-382-2333 Email: info@afdistr.org

AGENDA

1. Call to order / Pledge of Allegiance / Roll Call

A. Swear-in new Directors.

2. Visitor Input / Public Comment

3. Reports:

A. Review of Bills

4. Agenda items:

Old Business:

A. Discussion of Fire Chief Job Description – Vote on Approval

B. Discussion of Administrative Duties during Fire Chief Vacancy

New Business.

A. July 9, 2026 Public Meeting Grievance from Prineville Review

Board member reports/comments:

-- Dustin Piggot – Carolyn Chase – Mark Laucks – Melodie Holliday – Sean Criss

Adjournment – The next board meeting will be Wednesday, August 12, 2026 @ 6 p.m.

Alfalfa Fire District Oath of Office

I, _____, do solemnly swear (or affirm) that I will support the constitution of the United States, the constitution of the state of Oregon and the laws thereof, and the policies of the Alfalfa Fire District. During my term, I will faithfully and impartially discharge the responsibilities of the Office of Alfalfa Fire District Board Member to the best of my ability.

Alfalfa Fire District
July 15, 2026 Special Meeting

Bills to Approve

1.	Local Government Law Group	\$33.00
2.	SAIF	\$1,261.05
3.	Crook County Clerk	\$6.64
4.	NORCO	\$66.65
5.	Reid Kauffman	\$2,766.00 (Costs only)

Deposits:

Deschutes County (3 checks)	\$6,418.70
Central Oregon Community College	\$2,000.00

FIRE CHIEF RECRUITMENT ANNOUNCEMENT

ALFALFA FIRE DISTRICT – BEND, OREGON

The Alfalfa Fire District is seeking a motivated, community-driven Fire Chief who is ready to lead a dedicated combination fire and EMS agency in the heart of Central Oregon's high desert. This is a rare opportunity to guide a rural district where your leadership has a direct and lasting impact on the safety, resilience, and future of the community.

If you're a hands-on leader who values teamwork, service, and building strong relationships, we want to meet you

Why Lead Alfalfa Fire District?

Serve a Community That Truly Values Its Fire District

Alfalfa is a tight-knit rural community where residents know their responders by name and deeply appreciate the work they do. As Fire Chief, you become not just an administrator – but a trusted presence and cornerstone of community safety.

Shape the Future of a Growing Rural Agency.

The role offers the chance to:

- Strengthen operational readiness
- Mentor and develop volunteer and paid personnel
- Modernize training, equipment, and response systems
- Build partnerships across Deschutes County

Your leadership will directly influence the district's direction for years to come.

Lead a Team that Takes Pride in the Work

You'll guide a group of committed responders who show up because they care about the mission, about each other, and about the people they serve.

Position Overview

The Fire Chief provides overall leadership, direction, and administration of the district's fire suppression, emergency medical services, training, and community risk reduction programs. This is a full-time equivalent, on-call position requiring a leader who is ready, to mentor, and ready to serve.

Key Responsibilities

Operational Leadership

- Direct all fire and EMS operations
- Respond to incidents and serve as Incident Commander

- Ensure readiness of personnel, apparatus, equipment, and facilities

Personnel Development

- Lead, mentor, and support volunteer and paid staff
- Oversee training programs and professional development
- Foster a positive, team-oriented culture

Administrative & Financial Management

- Manage budgeting, grants, reporting, and compliance
- Maintain accurate records and operational documentation
- Support long-term planning and district improvement initiatives

Community & Interagency Engagement

- Serve as liaison to the Board of Directors
- Build strong relationships with partner agencies
- Represent the district at community events and meetings

Minimum Qualifications

- High school diploma or GED (higher education preferred)
- Minimum 5 years of progressively responsible fire service experience
- Supervisory or command-level experience
- Firefighter II
- Fire Officer II
- Engine Boss
- ICS 100, 200, 300, 400
- Current EMT certification (or ability to obtain)
- Valid Oregon driver's license
- Ability to pass background and medical evaluations
- Residency within 15 miles of the Alfalfa Fire District
- Each qualification must be achieved within one-year of hire.

Preferred Qualifications

- Experience in a rural or combination fire department
- Volunteer recruitment and management experience
- Budget, levy, and grant management experience.
- Strong communication and leadership skills.

Compensation & Benefits

- Salary: \$50,000 annually
- Benefits: Full health coverage and PERS contribution
- Schedule: Full-time equivalent with on-call responsibilities; evenings, weekends, and holidays as needed.

How To Apply

Submit the following:

- Resume
- Cover letter
- Copies of relevant certifications

Send applications to info@afdist.org or mail to **Alfalfa Fire District, 25889 Alfalfa Market Road, Bend, Oregon 97701**

Equal Opportunity Employer.

The Alfalfa Fire District is an equal opportunity employer and does not discriminate on the basis of any protected status.

PRINEVILLE REVIEW

July 9th, 2026

Via email to mlaucks@afdist.org

Alfalfa Fire District Board
25889 Alfalfa Market Rd
Bend, OR 97701

Subject: Public Meetings Grievance - PMG-260709A

Dear AFD Board,

Please consider this a formal grievance pursuant to ORS 192.705 under the Oregon Public Meetings Law ("OPML"), I hereby request a response for the following alleged violations of ORS 192.610 to 192.705 within 21 days of this notice:

1) Decision on the volunteer position appointment of Chad LaVallee

The AFD Board appears to have made a decision to appoint Chad LaVallee as a volunteer of the Alfalfa Fire District as of July 1st, 2026. Since the Chief's resignation and the district board's recent admission that no such administrative authority exists with Mr. LaVallee's resignation, the board would be the only authority to approve such action following the termination of Chief LaVallee's employment. Becoming a volunteer would require the board's intervention, and based on statements during the July 8th meeting, it appears the district Board made such decisions outside of a properly noticed meeting and/or alternative via serial communications. This constitutes prima facie evidence that the board discussed and decided to accept Mr. LaVallee as a volunteer following his termination, and to authorize and assign his former district vehicle for use. There is no record of any meeting notice or minutes for any such meeting in which the decision was made, unless it was taken during recent executive sessions.

This failure constitutes violations of ORS 192.630, ORS 192.640(1), ORS 192.650(1), ORS 192.660, ORS 192.670, OAR 199-050-0020, OAR 199-050-0040, OAR 199-050-0050, OAR 199-050-0055, and OAR 199-050-0060.

2) Decision to retain Lafky & Lafky

On June 24th, 2026, an attorney for Lafky & Lafky, Dori Brattain, filed a motion in US District Court indicating she had been retained to represent numerous Alfalfa District officials, including all members of the current board. However, at no time during a public meeting had the AFD Board even had any discussion about seeking, or delegating authority to another to seek legal counsel on the districts behalf (after being informed its current attorney, Jered Reid, could not represent it), and especially any final decision to retain the legal services on the district's behalf.

The district later held a public meeting after the fact on June 30th, 2026, having also amended its agenda to adopt a resolution and to expend district funds for and retain Lafky & Lafky. Further, at no time did any director announce during a public meeting a potential or actual conflict of interest under ORS 244.020 considering the representation extended to district officials individually and not just the public body itself, though it is clear ORS 244.120(2)(b)(B) would provide an exception for such a vote even if all officials would be presented with a potential or actual conflict of interest, and separate of facts that a district may be required to indemnify its officials. Motives to avoid public disclosure of potential or actual conflicts are mentioned herein as to potential reasons or motives and the impact of this meeting's failure, but this grievance is not intended to be a formal complaint for potential violations of Oregon ethics laws.

It appears to present prima facie evidence that the board either held unnoticed meetings and/or alternatively engaged in serial communications to make the decision, unless it was taken during recent executive sessions.

This constitutes an ongoing violation of ORS 192.630, ORS 192.640(1), ORS 192.650(1), ORS 192.660, ORS 192.670, OAR 199-050-0015(4), OAR 199-050-0020, OAR 199-050-0040, OAR 199-050-0050, OAR 199-050-0055, and OAR 199-050-0060.

3) Operations Statement at the July 8th Regular Meeting

On July 8th, 2026, Mr. Laucks read a statement issued by the AFD Board to the public regarding its current operational status. However, at no time has the board held any discussions on the drafting, delegation of drafting on its behalf, or any decision to formally make the joint statement at any public meeting prior. Additionally, it appeared the date of the board's joint letter was read by Mr. Mark Laucks as "July 6th".

It appears to present prima facie evidence that the board either held unnoticed meetings and/or alternatively engaged in serial communications to make the decision to issue this joint board statement, unless it was taken during recent executive sessions.

This constitutes an ongoing violation of ORS 192.630, ORS 192.640(1), ORS 192.650(1), ORS 192.660, ORS 192.670, OAR 199-050-0015(4), OAR 199-050-0015(4), OAR 199-050-0020, OAR 199-050-0040, OAR 199-050-0050, OAR 199-050-0055, and OAR 199-050-0060.

3) Failure to timely notice July 8th regular meeting

On July 8th, 2026, the AFD Board held a regular meeting, which it failed to notice in accordance with the requirements of the public meetings law. Specifically, notice was made approximately 46.5 to 47 hours prior to the meeting with only a posting on its website. The district reportedly failed to post on its community bulletin boards, and also didn't post its meeting on Facebook until July 7th at 2:06pm.

ORS 192.640(1) requires notice that is reasonably calculated to provide actual notice. Under Oregon DOJ Guidance and legal precedent, this should be no less than 1 week. However, OAR 199-050-0040(4)(a) clearly states, *"The public notice shall be issued in advance of the meeting in accordance with the following timelines... Regular Meeting: as much advance notice as reasonably possible, but no less than 48 hours advance notice. Providing notice of less than 48 hours is allowed if the meeting is held as a special meeting."* This requirement has been cited numerous times in previous grievances to the current and even former board makeup.

Despite the entire board being informed and aware of the ineffective notice, it continued its meeting on July 8th, including substantive discussions and multiple final decisions during the July 8th meeting.

This constitutes a violation of ORS 192.640(1) and OAR 199-050-0040(4)(a)

4) Failure to provide any notice to representatives of the news media who have requested notice

On July 8th, 2026, the AFD Board held a regular meeting, which it failed to effect ANY notice as required under ORS 192.640 to the Prineville Review and the undersigned, despite a written request and beyond clear knowledge of its obligations, including a June 4th letter from its attorney responding to a May 2026 grievance over its failure to provide any notice on May 13th, 2026.

The publication becoming aware of the posting within 48 hours outside of the requirement to provide notice would also not constitute other notice calculated to provide "actual notice".

This constitutes a violation of ORS 192.640 and OAR 199-050-0040(2)(c).

5) Discussion & decision on public meetings public comment policy

On July 8th, 2026, prior to the start of the AFD Board's 6 pm meeting, at least a quorum of the AFD Board held discussions and then made a decision concerning public input & comment policy. Specifically, the board deliberated and then decided on an unwritten policy for a 3-minute time limit for all speakers during the meeting. Even though the district could now add such discussion at least to supplemental written minutes (which would not comply with its own internal policy of recorded audio & video minutes), the discussion and decision were prior to its properly noticed meeting, and thus still constituted a violation of other elements of the OPML.

This constitutes a violation of ORS 192.630, ORS 192.640, ORS 192.670, OAR 199-050-0015(4), OAR 199-050-0040, and OAR 199-050-0055.

We again aim to gain compliance from the AFD Board and the AFD's other governing bodies on some of the most core and central requirements of the OPML, despite its repeated and clearly dismissive behavior. The failure to comply with these provisions not only hinders public access and governmental transparency but also prevents our publication from fulfilling its fundamental task of reporting on and informing the public about local government. Local journalists have long been held to the task of being the watchdogs of government.

Respectfully,

/s/ Justin Alderman

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