



News & Risk Management Review

SUMMER 2024

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SPECIAL DISTRICTS
ASSOCIATION OF OREGON

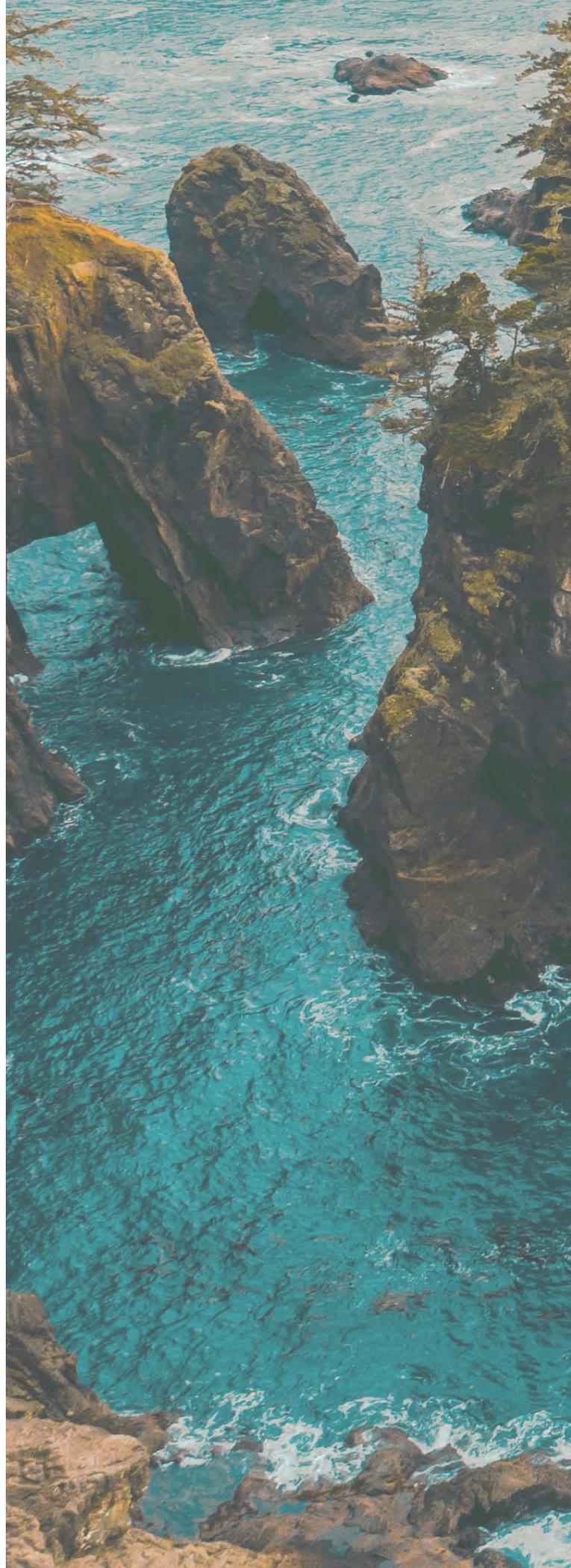
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SDAO Board of Directors

President

Ben Stange, Polk County Fire District #1

Vice President

Emily Robertson, Multnomah County Drainage District #1

Secretary

Kathy Kleczek, Union Health District

Treasurer

Adam Denlinger, Seal Rock Water District

Past-President

Todd Heidgerken, Clackamas River Water

Board Members

Nick Bakke, Rogue Valley Sewer Services

Michele Bradley, Port of Tillamook Bay

Jennifer Holland, Sisters Park & Recreation District

Paula Miranda, Port of Newport

Meg Spencer, Siuslaw Public Library District

Scott Stanton, Umatilla County Fire District #1

Brent Stevenson, Santiam Water Control District

Next Board of Directors Meeting

Sept 12th | 10am | SDAO Salem Office

Executive Director

Frank Stratton

Services

Awards, Education and Training, Internship Grant, Legislative, Research and Technical Assistance, Scholarship and Grant Fund, and SDAO Advisory Services, LLC

Contact

Main Office

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Phone: 503-670-7066

MEMBER SCHOLARSHIP GOLF TOURNAMENT



It's time to tee up for an exhilarating afternoon at the picturesque Chehalem Glenn Golf Course in Newberg! Whether you're a seasoned pro or a first-time golfer, this event promises excitement, camaraderie, and a chance to connect with fellow SDAO members, sponsors, and staff.

HIGHLIGHTS OF THE GOLF TOURNAMENT

- Fun & Relaxed Environment: Golfers of all skill levels can come together for one purpose – to enjoy the day and have a great time.
- Networking: Connect with special district colleagues, SDAO staff, and tournament sponsors.
- Supporting Education: Every dollar of profit goes directly to the SDAO Scholarship and Grant Fund. Over the years, we've proudly funded \$30,000+ in educational opportunities for our members.

Interested in a training scholarship? Scholarships are awarded year-round and the application process is simple. If you are interested in learning more, visit our website at www.sdao.com/sdao-scholarship-and-grant-fund. Here you can read more about the program, download an application, and see companies that have and are currently supporting the fund.

If there is a training you'd like to attend, be sure to apply! These scholarships can be used for any educational opportunity that is related to functions of a special district – and they are not limited to SDAO events. It is our goal to make sure that every special district representative stays current with their education about local government matters.

I'll see you on the green in September!

- Frank Stratton

Chehalem Glenn

S | D | A | O
**2024 ANNUAL
MEMBER SCHOLARSHIP
GOLF TOURNAMENT**

SEPT 13

FRIDAY | 2024

SIGN UP DEADLINE

AUG 20

CHEHALEM GLENN GOLF COURSE

4501 E FERNWOOD RD, NEWBERG, OR 97132

\$45

ONE PLAYER

\$180

FOURSOME

ONLINE REGISTRATION

<https://cvent.me/IBQ4lg>

SAVE THE DATE!

2025 SDAO ANNUAL CONFERENCE

February 6-9, 2025 in Bend, Oregon

Join us at the Riverhouse in Bend for the 46th SDAO Annual Conference. Hotel information will be shared with members October 1st and registration will open December 1st. We hope to see you there!

TODD HEIDGERKEN RECEIVES PNWS-AWWA GEORGE WARREN FULLER AWARD

SDAO Board President Todd Heidgerken was selected to receive the PNWS-AWWA George Warren Fuller Award. The George Warren Fuller Award is presented annually by each section of the American Water Works Association (AWWA) to an individual for their distinguished service to the water supply field in commemoration of the sound engineering skill, brilliant diplomatic talent, and constructive leadership which characterized the life of George Warren Fuller.

This award is typically a surprise to the recipient, as it is revealed during the awards ceremony. However, Todd was on vacation in Florida during the event. After jumping through several hoops to ensure his attendance, Todd was recognized on May 3rd with this award at the Pacific Northwest Section (PNWS) Annual Conference in Spokane. He will also be recognized at the national conference being held later this year.



ACADEMY CERTIFICATE RECIPIENTS

BOARD LEADERSHIP ACADEMY

Bob Rubitschun
Clackamas River Water



Doug Myers
Yachats RFPD



SDAO ACADEMY



David Kieffer
Willamalane Park and Recreation District

SDAO BOARD OF DIRECTORS AND MANAGEMENT STAFF TRAINING SERIES



BOARD MEMBER DUTIES, RESPONSIBILITIES, AND LIABILITIES

Join Attorney Eileen Eakins for a full-day training tailored to special district board members and management staff. Eileen will provide a comprehensive overview of laws and regulations governing Oregon's special districts and the public officials that represent them. It is essential training for newly elected board members and newly appointed management staff, but even experienced individuals will benefit from this training.

DATES:

- 8/6 – Burns | Harney County Community Center
- 8/8 – Boardman | Port of Morrow
- 8/13 – Klamath Falls | Shilo Inn
- 8/15 – Bandon | The Barn Community Center
- 8/20 – Astoria | Hampton Inn
- 8/21 – Salem | Chemeketa Eola

Each SDAO member district is eligible to receive their first registration at no cost. Please use code **BDMST24** at time of registration for this discount. Due to limited scholarships, we cannot guarantee this discount and are offering it on a first come, first served basis.

CREDIT INFORMATION

- Board Leadership/Fire District Directors Academy: Module 1: Powers and Protections, Roles and Responsibilities, Ordinances and Resolutions, Public Meetings. Module 2: Public Records, Public Contracting, Local Budgeting and Finance
- SDAO Academy: District Management: Board Relations (5 Credits), Public Meetings and Public Records (5 Credits)

COST:

\$75 (includes lunch, coffee and course materials)

REGISTRATION:

<https://tinyurl.com/yc5pdcb>

BOARD MEMBER RELATIONS, EXPECTATIONS, AND ETHICS

Join SDAO Senior Consultant George Dunkel for a training covering board member relations, expectations, and ethics. A cohesive board is key to the success of a special district as well as understanding your expectations as a board member. You will leave this training with the knowledge to have strong relationships on your board and know what is expected of you. George will also cover the rules regarding ethics for public officials and help you navigate situations you may face.

DATES:

- 9/17 – Baker City | Geiser Grand
- 9/18 – The Dalles | Fairfield Inn
- 9/24 – Bend | Oxford Hotel
- 9/25 – Roseburg | Holiday Inn
- 9/26 – Florence | Driftwood Shores
- 10/2 – Salem | Chemeketa Eola

Each SDAO member district is eligible to receive their first registration at no cost. Please use code **BMREE24** at time of registration for this discount. Due to limited scholarships, we cannot guarantee this discount and are offering it on a first come, first served basis.

CREDIT INFORMATION

- Board Leadership/Fire District Directors Academy: Module 1: Roles and Responsibilities, Representing the Board, Ethics
- SDAO Academy: District Management: Board Relations (5 Credits), Ethics (5 Credits)

COST:

\$75 (includes lunch, coffee and course materials)

REGISTRATION:

<https://tinyurl.com/yc5pdcb>

SDAO RISK MANAGEMENT REGIONAL TRAINING SERIES

Best Practices Credit Eligible

WHAT TO EXPECT FROM AN OR-OSHA INSPECTION

It's not if but when OR-OSHA will show up at your door to conduct an inspection. We will discuss best practices for how to deal with the inspector, what you can expect from OR-OSHA, and what happens after the inspection.

DEVELOPING A SAFETY CULTURE

Whenever you have people in one place working toward a common goal, a culture is developed which plays a strong role in determining the productivity levels and happiness of your employees. We believe that developing a safety culture assists in helping to make sure that your staff are happy and productive. We will discuss what a good safety culture this looks like and ideas for creating or maintaining it.

FROM IDEA TO ACTION – LAUNCHING YOUR FIRST TABLETOP EXERCISE

Join us as we demystify the process of getting started with your own emergency preparedness tabletop exercise. Learn how to assemble a dynamic planning team, identify key players, and access free, invaluable resources provided by FEMA and the Department of Homeland Security. We will equip you with the knowledge and tools to transform theoretical readiness into actionable strategies, ensuring you're ready to face the unexpected with confidence.

We look forward to seeing you and having great conversations as we explore these risk management topics.

DATES AND LOCATIONS

July 23 – Klamath Falls | Basin Transit Service Transportation District

July 24 – Bend | Oxford Hotel

Oct 22 – Grants Pass | Josephine Community Library

Oct 23 – Bandon | The Barn Bandon Community Center

Dec 10 – Tillamook | Port of Tillamook Bay

Dec 11 – Salem | SDAO



TIME

9am-12pm (Lunch provided)

REGISTRATION COST

\$25 for SDAO members and SDIS agents.

\$75 for Non-Members

REGISTRATION

\$25 for SDAO members and SDIS agents. Each member district can use code RMREG24 for one complimentary registration. Discount codes are limited and offered on a first come, first served basis.

Register online at <https://cvent.me/O5D9ax>

QUESTIONS

Please contact SDAO Member Services with any questions at memberservices@sdao.com or 800-285-5461.



2025 SDAO AWARDS PROGRAM

Help us celebrate the ingenuity, creativity, and diversity of our members by nominating an individual or special district for the SDAO Awards Program! This program recognizes the outstanding accomplishments of member districts as well as district board members, managers, employees, and volunteers.

OUTSTANDING SPECIAL DISTRICT PROGRAM (DISTRICT)

This award category recognizes innovative projects and programs, outstanding safety, public information, public involvement in a district decision making process, and outstanding achievement. Three subcategories have been established for this award:

- Districts with 5 or fewer employees
- Districts with 6 to 25 employees
- Districts with 26 or more employees

OUTSTANDING SPECIAL DISTRICT SERVICE (INDIVIDUAL)

This award category recognizes individuals who have contributed substantially to the improvement and successful operation of their special district. Four subcategories have been established for this award:

- Board Member
- Manager (Nomination must be submitted by the district's board of directors.)
- Employee (Nomination must be submitted by the district's manager.)
- Volunteer

SDAO Board of Directors and SDIS Board of Trustees members are ineligible to be nominated for this award.

Winners will be recognized at the 2025 SDAO Awards Banquet in Bend on February 8th.

The nomination form will be sent via email and mail in August. It will also be available on our website at: www.sdao.com/sdao-awards-program.

LEGISLATIVE UPDATE

2024 PRIMARY ELECTION RESULTS



VOTER TURNOUT

Oregon's vote by mail, adopted by voters in 2000 and expanded in 2021 to allow "postmarked" ballots to count, shows an average participation rate in the May 21st election - an estimated 40% of Oregonians are expected to cast ballots. On election day 27.8% of voters had returned ballots. After ballots were counted, turnout was dismally low at 33.8%. The May 2022 election's voter turnout was 37.8% with one-third of total ballots cast being returned on election day.

Statewide, Democrats hold a significant registration edge (32.8%) over Republicans (23.9%) with non-affiliated voters clocking in with 36.5% statewide registration.

SECRETARY OF STATE (SOS)

Former Secretary of State Shemia Fagan stepped down mid-term, and Governor Kotek appointed LaVonne Griffin-Valade to fill the seat until a new SOS could be elected. The Democratic primary featured a race between Tobias Read (D-Beaverton) and Senate Pro Tem James Manning (D-Eugene). Read spent a decade in the state House of Representatives before serving two consecutive terms as Oregon's state treasurer (a position that is term limited). Also of note, during Read's term as Treasurer, there were four secretaries of state. Manning was initially appointed to his state senate seat in 2016 and has been reelected twice.

Tobias Read raised over \$500,000 in his bid to beat Manning with 70% of the vote; Manning brought in just over \$150,000. Read will face State Senator Dennis Linthicum (R-Klamath County) who is barred from running for reelection to his Senate seat. Linthicum won his primary with 66% of the vote. The next SOS will have a significant role in implementing the state's new campaign finance limits which take effect in 2027.

STATE TREASURER

The State Treasurer's Democratic primary featured a race between twelve-year State Senator and Ways and Means Co-Chair Elizabeth Steiner, a family physician and professor at Oregon Health & Science University, and Jeff Gudman who lost this race twice when he ran as a Republican. Elizabeth Steiner raised over \$400,000 in her bid to beat Gudman with 79% of the vote; Gudman brought in just over \$100,000. Steiner will face State Senator Brian Boquist (R-Dallas) who is barred from running for reelection to his Senate seat. Boquist won his primary with no opposition.

ATTORNEY GENERAL

The last time the attorney general's seat was open was in 2012 – a very expensive race. Democratic candidates spent a combined \$1.7 million in a tough contest won by Ellen Rosenblum. On the Democratic side, former Speaker of the Oregon House, Dan Rayfield (D-Corvallis) easily beat Shaina Maxey Pomerantz, a former state employee who runs the Portland nonprofit Race Talks, with 75% of the vote. Rayfield raised just over \$250,000 to Shaina's less than \$20,000.

On the Republican side, Will Lathrop, a former prosecutor, has raised \$700,000 and won his primary with 64% of the vote.

OREGON CONGRESSIONAL REPRESENTATIVES

All of Oregon's federal delegation incumbents won their primary elections and will advance to the general election:

CD #1 Suzanne Bonamici (D) – 91%; CD #2 Cliff Bentz (R) – 81%; CD #4 Val Hoyle (D) – 98%; CD #5 Lori Chavez-DeRemer (R) – 98%; and CD #6 Andrea Salinas (D) – 88% (she beat her 2022 primary opponent Cody Reynolds who loaned himself \$3 million last cycle).

On election night, there were heavily contested Democratic primaries in CD #3, Earl Blumenauer's open seat, and CD #5 with Democrats hoping to regain control of the seat. The race in November is viewed as one of the most competitive in the nation as the two major political parties vie for control of the House. CD #5 is one of 16 won by President Joe Biden now represented by a Republican in the House; Congresswoman DeRemer won by two percentage points.

Millions of dollars have been spent in the CD #5 race between State Representative Janelle Bynum (D-Portland) and Jamie McLeod Skinner. Bynum won with 70% of the vote.

In the CD #3 race to replace Earl Blumenauer, State Representative Maxine Dexter (D-Portland) handily won the fundraising fight against her two main Democratic opponents. Dexter won with 47% of the vote over Jayapal's 33% and Gresham City Councilor Eddy Morales' 13%.

The Republican primary in CD #4 resulted in previous candidate Amy Ryan Courser losing to newcomer Monique DeSpain who received 58% of the vote. Ryan Courser secured the nomination to represent CD #5 in 2020 but lost to incumbent Kurt Schrader by nearly 7%. In 2022, she lost the Republican primary in the 6th CD to Republican businessman Mike Erickson.

The Republican primary in CD #6, once again produced Mike Erickson as the winner with 74% of the vote. Erickson lost the Republican nominee for the 5th district in 2006 and 2008 and won the Republican nomination for CD #6 in 2022 with 34% of the vote. The race for CD #6 drew national attention in 2022 with the Cook Political Report rating it as a tossup heading into the election (with 145,000 registered Democrats and 120,000 Republicans). Erickson loaned his campaign more than \$2.4 million, which enabled him to surpass Congresswoman Salinas in overall fundraising, but she won the seat by 2.5%. Erickson vs. Salinas will be a rematch this November.

OREGON STATE SENATE REPUBLICAN PRIMARIES

- SD-1 (South Coast) Incumbent David Brock Smith (R-Port Orford) won his four-way primary after spending just over \$175,000 with 57% of the vote.
- SD-4 (Southern Oregon Canyonville/Cave Junction) Noah Robinson (son of Sen. Art Robinson who is disqualified from running for re-election) vs. State Representative Christine Goodwin. Goodwin raised nearly \$250,000 - nearly double what Robinson raised- but the Robinson name held strong, and Noah Robinson won with 61% of the vote.

- SD-28 (Klamath Falls) Diane Linthicum (wife of Sen. Dennis Linthicum who is disqualified from running for re-election) vs. former county commissioner and police chief Dave Henslee. Henslee outraised Linthicum nearly 3:1 but the Linthicum name prevailed, and Diane Linthicum won with 59% of the vote.
- SD-29 (Pendleton) Bill Hansell's retirement created an open seat that resulted in a four-way primary. The top candidates in the field — Hermiston Mayor Dave Drotzmann, Wallowa County Commissioner Todd Nash and former Morrow County Commissioner Jim Doherty — have spent more than \$200,000 combined. None of the candidates received Hansell's endorsement. In the end, Wallowa County Commissioner Todd Nash won with 53% of the vote.
- SD-30 (Eastern Oregon) Mike McLane, former House Republican Leader and circuit court judge, will return to the Legislature. He defeated Crook County rancher Douglas Muck Jr. and Baker County resident Robert Neuman, who briefly considered a run for attorney general with 67% of the vote.

OREGON HOUSE OF REPRESENTATIVE REPUBLICAN PRIMARIES

- HD-12 (Lane County) Incumbent Charlie Conrad won his 2022 four-way primary election by 99 votes. His decision to vote with Democrats on a 2023 law to widen access to abortions and protect medical providers from prosecution for providing reproductive health care or gender-affirming care put a target on his back by conservative Republicans. His opponent Darin Harbick announced a run for governor in 2021, switched to running for US Senate and placed second in the primary to run against Ron Wyden. Harbick outspent Conrad by a 3:1 margin and defeated him with 83% of the vote.
- HD-31 (North Coast) Representative Brian Stout not running for reelection created an open seat for two political newcomers: Realtor Darcey Edwards and Aaron Hall. Edwards beat Hall with 81% of the vote.
- HD-51 (Canby) Incumbent James Heib, a veteran who was appointed to fill the vacancy created by Christine Drazan when she left the House to run unsuccessfully for Governor against Tina Kotek, was outspent by a 10:1 margin. Drazan will return to the House after defeating Heib with 68% of the vote.

OREGON HOUSE OF REPRESENTATIVE RACES

- HD-8 (Eugene) The retirement of Speaker Pro Tem Paul Holvey created an open seat that pits a moderate Democrat (Fragala) against a very liberal Democrat (Canning). Canning owns a consulting agency that works with labor unions and environmental organizations. Since her unsuccessful bid for CD #4 in 2022, she has worked as a legislative assistant for a Portland Democrat. Fragala works at Pacific University in the College of Education's teacher preparation program and has outspent her opponent 2:1. Independent expenditures for Fragala total over \$150,000. Fragala won with 72% of the vote.
- HD-16 (Corvallis) Dan Rayfield running for AG creates an open seat in a safe Democratic

stronghold. Two school board members are spending equal amounts in this race: Sami Al-Abdrabbuh, endorsed by former congressman Peter DeFazio and other local elected officials, and Sarah Finger McDonald, supported by Sara Gelser Blouin, Kate Brown, and Congresswoman Val Hoyle. Finger McDonald won the race with 51% of the vote tonight.

- HD-21 (Salem) City of Salem City Councilor Virginia Stapleton beat Keith Haxton with 78% of the vote. She will face State Representative Kevin Mannix (R) in November in what will be one of the most hotly contested general elections this cycle (the district has a four percent Democratic registration edge).
- HD-33 (Portland) Maxine Dexter running for CD-3 created a vacancy in this safe Democratic stronghold between three solid candidates: Brian Duty, a physician and surgeon at Oregon Health & Science University, Pete Grabiell, an environmental attorney, and Shannon Jones Isadore who works in the behavioral health field. Jones Isadore won with 51% of the vote; she will become the only African American House member as a result of Janelle Bynum's congressional run.

WHAT'S NEXT? NOVEMBER ELECTION BALLOT MEASURES

Voters will decide the fate of three referrals from the Legislative Assembly passed during the 2023 session, two constitutional, and one statutory:

- Senate Joint Resolution 34 would amend the Oregon Constitution to establish an Independent Public Service Compensation Commission that will be responsible for establishing the salaries of state-wide elected officials, judges at the state and circuit level, and the members of the Legislative Assembly.
- House Joint Resolution 16 would amend the Oregon Constitution to give the House of Representatives the power of impeachment for statewide elected officials of the Executive Branch for malfeasance or corrupt conduct in office, willful neglect of statutory or constitutional duty, or other felony or high crimes, and the Senate the power to try any impeachment received from House.
- HB 2004 would establish ranked choice voting as voting method to determine major political party nomination and elections for the office of President and Vice President of the United States, United States Senator, Representative in Congress, Governor, Secretary of State (SOS), State Treasurer, and Attorney General and allow local governments including cities, counties, school districts and special districts to use ranked choice voting as well.

To qualify, constitutional measures for the ballot, gatherers will need to collect approximately 156,231 signatures; statutory measures to qualify for the ballot will need 117,173 signatures. The deadline to turn in those signatures will be July 5, 2024. To date, 55 petitions have been filed, although several have already been withdrawn and it is hard to predict what petitions will have the financial backing to have a chance to appear before the voters.

Legislative Issues Submission

Deadline: Monday, August 12, 2024

The SDAO Legislative Committee is beginning the process of identifying legislative issues for the upcoming Legislative Session. The committee will evaluate each issue as it begins developing its priorities. It shall be the policy of the Legislative Committee that legislative proposals submitted by members will be considered based on the following criteria:

1. The effect of the legislation on the majority of special districts in Oregon.
2. Whether or not the proposed legislation impacts a large number of districts in a geographic region or large population area.
3. The fiscal impact of the proposed legislation on special districts.
4. How the proposed legislation impacts types of special districts.
5. Be of statewide importance.

Based on the above criteria, the Legislative Committee shall determine if the proposed legislation will be sponsored or co-sponsored. All bills recommended for sponsorship by the committee will be submitted to the SDAO Board of Directors for review.

If you would like to request a legislative change, please complete, and return this form no later than **Monday, August 12, 2024**.

Submissions should be sent to: Hasina E. Wittenberg, Government Affairs Director, SDAO, PO Box 12613, Salem OR 97309; or hasina@grsoregon.com. Thank you for your input!

Submit your concept! Please include the following information with your submission.

CONTACT INFORMATION

- District
- Contact Person Name, Phone Number and Email Address

INFORMATION ABOUT THE CONCEPT

- What is the legislative issue?
- What is the purpose of this concept? Please indicate the reason for the concept or the problem you are trying to solve; indicate why a statutory change is needed.
- Identify known opposition to this concept.
- Identify potential supporters of this concept.
- Indicate the effect on government expenditures.
- Indicate the effect on government revenues.

LET US KNOW IF THIS CONCEPT (SELECT ONE):

- Amends current law. Please provide the ORS citation.
- Introduces new statutory language. Please include draft language.
- Serves only as housekeeping.

You may also submit this information online at www.sdao.com/legislative-issues-submission



HOUSE APPROVES BIPARTISAN SPECIAL DISTRICT GRANT ACCESSIBILITY ACT

In May, the U.S. House of Representatives overwhelmingly passed the Special District Grant Accessibility Act (H.R. 7525), legislation that would codify a first-ever definition of “special district” in federal law and ensure districts are eligible for all appropriate forms of federal financial assistance. The vote follows a trip to Washington DC last week by SDAO Executive Director Frank Stratton and representatives from the National Special Districts Coalition to advocate for the bill.

The bipartisan legislation, which cleared the House on an overwhelming 352-27 vote, is authored by Representatives Pat Fallon (R-TX) and Brittany Pettersen (D-CO) and was cosponsored by a number of Members of Congress from both sides of the aisle.

“The consequence of current law is some communities served by special districts cannot access certain federal funding opportunities, which has a huge impact on the ability of special districts to provide vital services and meet community needs,” Congressman Fallon said. “H.R. 7525 re-sets the board and ensures special districts have the resources, autonomy, and flexibility to address the unique challenges and opportunities facing their communities.”

“There are 3,500 special districts in Colorado alone, which are responsible for critical services for our communities ranging from drinking water and wastewater management, to health care, transit, and natural resource conservation,” said Congresswoman Pettersen. “Unfortunately, special districts have not had a specific definition under federal law, meaning Coloradans in these areas are missing out on federal funding opportunities that help other communities with reliable ambulance service, wildfire protections and firefighters, pandemic response services, and more. I’m proud to work on this bipartisan bill with Congressman Fallon to help us better adapt to the complexity of local governments and ensure Coloradans and people across the country have access to the support they need.”

H.R. 7525 would require the White House Office of Management and Budget to issue guidance to federal agencies requiring special districts to be recognized as local governments for the purpose of federal financial assistance determinations. Specifically, H.R. 7525 would establish the following definition in Federal law (Title 13 of US Code):

“The term ‘special district’ means a political subdivision of a State, with specified boundaries and significant budgetary autonomy or control, created by or pursuant to the laws of the State, for the purpose of performing limited and specific governmental or proprietary functions that distinguish it as a significantly separate entity from the administrative governance structure of any other form of local government unit within a State.”

“We’re extremely grateful to Representatives Hoyle, Chavez-DeRemer and Salinas for their co-sponsorship and for their strong leadership on behalf of special districts and for marshaling this historic bill through the House,” said Frank Stratton, SDAO Executive Director and vice-chair of the National Special Districts Coalition (NSDC). “We hope today’s overwhelming vote in the House sets the stage for timely action in the Senate and will carry H.R. 7525 through to the President’s desk, where it will be signed into law.” SDAO will be reaching out to members in the near future to ask for their assistance in contacting Senator Wyden and Merkley to encourage their co-sponsorship.

Special districts are local public agencies created by community residents to deliver specialized services essential to their health, safety, economy, and well-being. Like cities and counties, special districts are public agencies; however, they provide necessary services that many cities and counties do not.

According to NSDC, there are more than 35,000 special districts in the U.S. providing a range of infrastructure and essential community programs across the country including parks, water, sanitation, fire protection, ports, cemeteries, healthcare, electricity, pest control, and libraries.

For more information, visit the National Special Districts Coalition website at www.nationalspecialdistricts.org.





SPECIAL DISTRICTS CONSULTING SERVICES UPDATE

"SUMMERTIME IS ALWAYS THE BEST OF WHAT MIGHT BE." – CHARLES BOWDEN

The SDAO Consulting Services Program is dedicated to offering expert advice and support to our members participating in the SDIS Property/Casualty Program. Our goal is to help reduce risk, enhance services, and strategize for the future. Leveraging a team of skilled consultants, the program provides assistance with organizational assessments, management recruitments, strategic planning, board and staff training, and implementing best practices tailored to your district's needs.

Members enrolled in the general liability program can receive up to eight hours of complimentary consulting services annually from our team of seasoned consultants. Once this allocation is utilized, members may choose to continue services at a discounted hourly rate. For members not enrolled in the general liability program, access to the service is available at the reduced hourly rate, but the initial eight hours of consulting services are not provided free of charge.

Recognizing when to seek assistance from a consultant is crucial for various reasons. First, consultants bring specialized expertise and experience to address specific challenges or opportunities that your organization may face. They offer fresh perspectives, innovative solutions, and best practices honed from working with diverse members across different entities.

Second, consultants provide an objective viewpoint, free from internal biases or preconceptions, which can be invaluable in identifying blind spots or inefficiencies within your organization. Their impartiality can facilitate open discussions and constructive feedback, leading to more effective decision-making processes.

Moreover, consultants can help expedite problem-solving and decision-making processes, saving valuable time and resources for your organization. Consultants often have access to extensive research, tools, and methodologies that can streamline analysis and implementation efforts.

So now that you have decided to reach out for some consulting, let us help you schedule a board practices assessment, an organizational assessment or one of our many other valuable services.

The board practices assessment involves a 90-minute on-site facilitated meeting with the full board and relevant management/staff members. It's a self-assessment process where participants evaluate the board's effectiveness across key performance areas to pinpoint governance strengths and weaknesses. Within a week of the meeting, the board will receive a written summary of their self-assessment and a document outlining the consultant's impressions and recommendations.

The organizational assessment provides a comprehensive evaluation of the organization's current conditions and services. SDAO conducts an in-depth analysis covering specific elements such as stakeholder input, organization overview, management, financial controls, and more. The aim is to assess operational effectiveness and propose future improvements.

We also offer assistance with consultant procurement support, providing a variety of customizable services to suit each district and project's specific requirements. These services can be adapted to the district's unique needs, ranging from offering basic guidance and suggestions to providing comprehensive, end-to-end consultant procurement support.

Please visit <https://www.sdao.com/consulting-services-program> to learn more about the services we provide.

NEW TO THE CONSULTANTS TEAM

Please meet Greg James, Senior Consultant.



Greg was employed by Springfield Public Schools from July 1, 1982 through July 5, 2018, serving in his role as Purchasing Manager for over 26 years. During his career at the school district, he guided all procurement functions while providing strategic vision, leadership, and direction.

Greg led the district's public works procurement processes throughout his career including administering both design/bid/build and CM/GC solicitations totaling well over 150 million dollars. Most recently, he worked as a purchasing consultant for Redpoint Construction Management guiding Deschutes Public Library District with over 200 million dollars in design, construction, and renovation of library facilities across the district. He brings a broad background of experience in complex procurement oversight for both services and construction.

Greg was a long-standing member of the Oregon Public Purchasing Association serving in various board and leadership rolls throughout his career. He also held a membership in the NIGP: Institute for Public Procurement, the premier international public procurement organization worldwide. He was honored in 2005 by being awarded the Purchasing Manager of the Year for the State of Oregon and receiving the First Runner Up award for the National Purchasing Manager of the Year.

Greg holds his professional certification as a "Certified Public Procurement Officer" (CPPO - Retired) and "Certified Professional Public Buyer" (CPPB - Retired) from the Universal Public Procurement Certification Council.

Greg has served on the Willamalane Park & Recreation District Board of Directors since January of 2003 and led the district as Board President through an election and successful passage of a general obligation bond in May of 2012. This along with other exemplary oversight and engagement led to Willamalane Park and Recreation District receiving the 2016 National Gold Medal award, designating it as the top park district in the country for communities of similar size. He also helped lead Willamalane to receive CAPRA certification, the only national accreditation for park and recreation agencies. Across the United States, out of more than 10,000 eligible organizations, a total of 196 agencies are CAPRA accredited. This accounts for less than 1% of eligible park and recreation organizations.

Greg also serves as the vice-chair of the Lane Council of Governments Board of Directors and recently fulfilled two consecutive four-year terms on the Springfield Planning Commission serving in the role of chair on three separate occasions.

We look forward to hearing from you soon!

Have a great summer!

Shanta Carter



OREGON *Minimum Wage Increase*

Effective July 1, 2024, minimum wage in Oregon will be adjusted according to the table below.

| STANDARD | PORTLAND METRO | NON-URBAN COUNTIES |
|----------|----------------|--------------------|
| \$14.70 | \$15.95 | \$13.70 |

STANDARD: Benton, Clatsop, Columbia, Deschutes, Hood River, Jackson, Josephine, Lane, Lincoln, Linn, Marion, Polk, Tillamook, Wasco, Yamhill, and parts of Clackamas, Multnomah, & Washington outside the urban growth boundary.

PORTLAND METRO: Within the urban growth boundary, including parts of Clackamas, Multnomah, and Washington Counties.

NON-URBAN COUNTIES: Baker, Coos, Crook, Curry, Douglas, Gilliam, Grant, Harney, Jefferson, Klamath, Lake, Malheur, Morrow, Sherman, Umatilla, Union, Wallowa, and Wheeler Counties.

ANNUAL MEMBERSHIP UPDATE FORMS

Our annual membership update has been mailed to all district's key contacts. Each year, we request up-to-date contact information for your district and your annual budget for SDIS insurance purposes.

We encourage you to provide an email address for all contacts that would like communications from us. Important and timely information is often solely sent by email due to its time sensitive nature.

You may return your completed forms by email, mail, or fax. If you have any questions, please contact us at memberservices@sdao.com or 800-285-5461

*Providing reasonable, stable rates, and
broad coverage to Oregon's public entities*

SDIS Board of Trustees

- Chair:** Andrea Klaas, Port of The Dalles
- Vice Chair:** Darren Bucich, McKenzie Fire & Rescue
- Secretary:** Dave Lindelien, Lane Transit District
- Treasurer:** Stacy Maxwell, Jackson County Fire District 3
- Trustees:** Pete Boone, Tualatin Valley Water District
Nicole Dalke, Springfield Utility Board
Mark Hokkanen, Tualatin Hills Park and Recreation District
- Emeritus:** Ted Kunze, Molalla RFPD #73

Services

- Background Checks
- Claims Administration
- Drug-Free Workplace
- Management Consulting Services
- On-site Loss Control Consultations
- Pre-Loss Legal Services
- Public Safety EAP
- Safety and Security Grant Program
- SDIS Insurance Programs

Next SDIS Board of Trustees Meeting

Sept 4th | 10am | Tigard Office



HEAT ILLNESS *Prevention*

As the temperatures rise, so does the risk of heat-related illnesses. Whether you're engaging in outdoor activities, working in the sun, or simply enjoying the summer weather, it's crucial to prioritize heat illness prevention. Heat-related illnesses, such as heat exhaustion and heat stroke, can be serious and even life-threatening if not properly managed. Here are some essential tips to help you stay cool and safe in hot weather:

- 1. STAY HYDRATED:** One of the most important steps in preventing heat illness is staying hydrated. Drink plenty of water throughout the day, even if you don't feel thirsty. Avoid excessive consumption of caffeinated beverages, as they can contribute to dehydration. If you're engaging in physical activity or spending time outdoors, increase your fluid intake accordingly.
- 2. DRESS APPROPRIATELY:** Wear lightweight, loose-fitting clothing in light colors that reflect sunlight. Avoid dark colors, as they absorb heat. Additionally, opt for breathable fabrics such as cotton, which allow for better air circulation and helps keep your body cool.
- 3. TAKE BREAKS:** If you're working outdoors, take frequent breaks in shaded or air-conditioned areas. This allows your body to cool down and prevents overheating. Listen to your body and don't push yourself too hard in hot weather.
- 4. USE SUN PROTECTION:** Protect your skin from the sun's harmful rays by wearing sunscreen with a high SPF rating. Apply sunscreen generously and reapply it every few hours, especially if you're sweating. Wear a wide-brimmed hat and sunglasses to shield your face and eyes from direct sunlight.
- 5. KNOW THE SIGNS:** Familiarize yourself with the signs and symptoms of heat-related illnesses, such as heat exhaustion and heat stroke. Symptoms of heat exhaustion may include heavy sweating, weakness, dizziness, nausea, and headache. Heat stroke is more severe and can cause confusion, rapid pulse, hot and dry skin, and even loss of consciousness. Seek medical attention immediately if you or someone around you experiences these symptoms.
- 6. CHECK ON OTHERS:** Keep an eye on coworkers, especially those who may be more vulnerable to heat-related illnesses, such as the elderly and individuals with certain medical conditions. Encourage them to stay hydrated and cool and offer assistance if needed.
- 7. OR-OSHA:** Each member should be familiar with Oregon OSHA's Heat Illness Prevention Rule and the required prevention plan. If you need additional information, [click here](#).

By following these simple yet essential tips, you can significantly reduce your risk of heat-related illnesses and enjoy the summer months safely. Remember that prevention is key, so stay informed, stay hydrated, and stay cool.

If you have any additional questions regarding heat-related illness, please contact the Risk Management Department at **800-285-5461** or **riskmanagement@sdao.com**.



Vector Solutions: Enhancing Safety and Preparedness

Vector Solutions—a name that you may already be familiar with—is a powerhouse in the realm of industry-focused software solutions. Whether your district is well-acquainted with Vector Solutions (formerly SafePersonnel) or just hearing about it, let's explore how it can benefit you!

SDIS'S PARTNERSHIP WITH VECTOR SOLUTIONS

As part of SDIS's ongoing commitment to safety, regulatory compliance, and cost containment, we've teamed up with Vector Solutions. Here's what you need to know:

- **FREE RISK MANAGEMENT TRAININGS:** SDIS Property/Casualty program participants can complete safety and liability trainings through Vector Solutions' online training system at no charge.
- **PERSONALIZED TRAINING WEBSITES:** Each district has its own personalized training website hosted by Vector Solutions. This extensive library of trainings is accessible through your district's dedicated portal.

A FEW KEY FEATURES FOR MEMBERS

COMPLIANCE AND TRAINING EXCELLENCE

Training Management: Vector Solutions ensures that employees receive comprehensive training on safety protocols, compliance requirements, and risk mitigation strategies. Members can set up personalized training plans, set up email notifications and reminders for assignments, track course completions and receive compliance reports in real time. By utilizing these tools, organizations can proactively address potential risks.

EFFECTIVE RISK AND EMERGENCY COMMUNICATION

Critical Information Dissemination: In times of crisis—be it natural disasters, workplace incidents, or health emergencies—swift and effective communication is paramount. Vector Solutions empowers organizations to disseminate vital information rapidly, ensuring everyone is informed and can take appropriate actions.

ACCESS TO ONLINE COURSE LIBRARIES

Skill Development: Members gain access to a diverse range of online courses. These courses foster skill development and enhance knowledge across various domains.

Vector Solutions has put together a complimentary course bundle that members receive; to view the full list of courses please see their brochure on our website at: www.sdao.com/online-training

GETTING STARTED

To set up your district's personalized training website, Vector Solutions has created an online implementation form to streamline the process. This is also available on our website at [**www.sdao.com/online-training**](http://www.sdao.com/online-training).

If your district has already set up its training website with Vector Solutions (formerly SafePersonnel) and you're ready to complete trainings, reach out to your district's management team for login information.

Remember: These trainings are not accessible through the SDAO website.

If you have any questions or need assistance, feel free to reach out to SDAO at [**memberservices@sdao.com**](mailto:memberservices@sdao.com).



OFLACHANGES



As a reminder, the list of OFLA covered instances will be reduced on July 1, 2024 in accordance with SB1515.

PREVIOUS OFLA LIST (THROUGH JUNE 30, 2024):

- Parental leave for the birth, adoption, or foster placement of a child.
- Leave for an employee's own serious health condition or to care for a family member with a serious health condition.
- Pregnancy disability leave before or after the birth of a child or for prenatal care.
- Home care leave for a child with an illness or injury that is not a serious health condition.
- Leave for a child whose school or childcare provider has closed due to a public health emergency.
- Bereavement leave after the death of a family member.
- Military family leave for a spouse or domestic partner called to active duty.

NEW OFLA LIST (EFFECTIVE JULY 1, 2024):

- Home care for the employee's child (both serious and non-serious health conditions) and school/childcare closures for public health emergencies.
- Bereavement leave, limited to two weeks per family member, with a maximum of four weeks in a given leave year.
- Pregnancy disability leave.
- Military family leave (up to 14 days per deployment) will continue to count against available OFLA.



From July 1, 2024, through January 1, 2025, OFLA will also provide up to two additional weeks of leave to facilitate the legal processes required for placement of a foster child or adoption.

These changes facilitate the change that OFLA will no longer run concurrently with Paid Leave Oregon, meaning employees will not be able to draw from both OFLA or PLO for the same qualifying events. The list of qualifying events for OFLA has been shortened, and some provisions, such as additional sick child leave for employees who take 12 weeks of parental leave, will no longer be provided.

If you have any questions, please email us at hr@sdao.com.

This information was provided by HR Answers.

PROTECTING OREGON'S SPECIAL DISTRICTS: CYBERSECURITY TIPS & BEST PRACTICES



In recent years, cybercriminals have increasingly targeted public entities, including special districts in Oregon. These attacks can disrupt operations, compromise sensitive data, and result in financial losses. As a special district, it's crucial to be proactive in safeguarding your systems and information.

CYBERATTACKS COME IN VARIOUS FORMS, INCLUDING:

- **Phishing Attacks:** Cybercriminals send deceptive emails to trick employees into revealing sensitive information or downloading malicious attachments.
- **Ransomware:** Malicious software that encrypts files, demanding a ransom for their release.
- **Data Breaches:** Unauthorized access to sensitive data, leading to potential identity theft or financial fraud.

To protect your special district, consider implementing the following measures:

- **Employee Training:** Regularly educate staff about cybersecurity risks, emphasizing the importance of identifying phishing emails and suspicious links.
- **Multi-Factor Authentication (MFA):** Enable MFA for all accounts to add an extra layer of security.
- **Regular Backups:** Back up critical data regularly and store backups securely off-site.
- **Patch Management:** Keep software and systems up to date to address known vulnerabilities.
- **Network Segmentation:** Isolate critical systems from less secure networks to limit the impact of an attack.
- **Incident Response Plan:** Develop and test an incident response plan to minimize damage in case of a breach.
- **Collaborate with Experts:** Leverage resources like the cybersecurity guidebook, trainings, and other valuable information available on our website and on our Resource Library (www.sdaoresourcelibrary.com).

Oregon's special districts play a vital role in their communities. By prioritizing cybersecurity, you can protect your district's operations, data, and reputation. Stay informed, train your staff, and be prepared to respond effectively to any cyber threats that may arise.

Remember: Cybersecurity is everyone's responsibility. Let's work together to keep Oregon's special districts safe and resilient in the digital age.

UPDATED OREGON GOVERNMENT EMPLOYEE HANDBOOK TEMPLATE

Now Available

Introducing the latest edition of the Oregon Government Employee Handbook template! Freshly updated, this fourth version is now available for your district to utilize to update your own employee handbook.

The HR Answers team has diligently incorporated significant legal changes related to Paid Leave Oregon and the Oregon Family Leave Act (OFLA) in this new template. It's crucial that you familiarize yourself with these updates and ensure your employees are informed.

HOW TO ACCESS

This valuable resource is complimentary to all SDAO members enrolled in the SDIS general liability program.

- **Online:** Log in to your HR Answers account and download the updated template.
- **Email Request:** Alternatively, email hr@sdao.com to receive a copy directly. Keep your employee handbook current with these essential updates!

Keep your employee handbook current with these essential updates!

CULTIVATING UNDERSTANDING THROUGH MEANINGFUL CONVERSATIONS

Remember the last time you needed to give information, feedback, or news to someone that you thought might be difficult or hard for the listener to hear? Did you hesitate to say it or sugar coat it? Did you opt for the more direct "honest truth" approach? Either way, your well-intentioned message may not always be received as you expect, and that opens the door to misunderstandings, hurt feelings, and perceptions of unfair treatment.

Personality communication styles, backgrounds, and life experiences play a critical and significant role in team dynamics and the leader-team member relationship. Join us for this engaging, interactive, and entertaining program as we: (1) explore our communication styles through DiSC; (2) teach participants 5 key guiding principles for creating a respectful and diverse workplace; (3) discover how much you might have in common with other participants; and (4) learn valuable and immediately actionable tips and strategies to enhance your working relationship with others. If your success depends on your ability to communicate and work well together, this program is for you!

DATE: JULY 25TH

TIME: 9AM-4PM

LOCATION: HALLMARK RESORT NEWPORT

COST: \$75

REGISTER: <https://cvent.me/Z07Lrw>

**TRAINING
OPPORTUNITY!**



2024-2025 SAFETY & SECURITY GRANT

Applications are now being accepted for the 2024-2025 SDIS Safety & Security Grant Program! SDIS members are eligible to apply for a matching grant to help fund expenses related to projects that mitigate exposures to safety and security threats.

The SDIS Safety & Security Grant Program assists members with funding of projects that lead to reduced exposure in high-level claims categories. It is our goal to eliminate or lower risk to the SDIS insurance program by supporting members' proactive approaches to preventing loss.

WHAT IS THE FOCUS OF THIS YEAR'S PROGRAM?

The 2024-2025 matching grant program will focus on projects that mitigate property loss and enhance security at your district.

WHAT DOES "MATCHING GRANT" MEAN?

This is a 50/50 matching grant program, which means the cost of the project will be split equally between your district and SDIS, up to a maximum of \$2,500.

WHAT DO YOU MEAN BY "A MAXIMUM OF \$2,500"?

If your district is planning a \$5,000 project, you can apply to receive a maximum of \$2,500 from SDIS.

APPLICATION DEADLINE:
NOON ON WEDNESDAY, NOVEMBER 20, 2024

HOW ARE PROJECTS SELECTED FOR A GRANT?

The SDIS Safety & Security Grant Committee will review each application and award matching grants to applicants that meet the eligibility requirements by order of priority and on a first come, first served basis.

THE COMMITTEE WILL CONSIDER THE FOLLOWING IN DETERMINING GRANT RECIPIENTS:

PRIORITY FOR FUNDING

Applicants who have never received an SDIS Safety & Security Grant will be given priority over those who have received one in the past. All other applicants will then be considered in the order received.

ELIGIBLE PROJECTS

Your district may apply for any new project that supports the focus of this year's program. A great example is preventing water loss during winter storms – SDIS pays out a significant number of claims each year related to these losses.

Other examples of eligible projects include, but are not limited to:

- Leak Detection Equipment
- Heat Tape
- Equipment for Winter Storm Damage Prevention
- Alarms
- Window Film
- Securing Valuables
- Cybersecurity Equipment
- Security Systems
- Fencing
- Lighting
- Cameras

Expenses must be incurred after July 1, 2024. Routine maintenance to existing facilities, subscription based or recurring payment services, and normal business expenses will not be considered.

OTHER IMPORTANT INFORMATION

The purpose of this program is to reduce risk exposures by assisting our members to complete safety and security related projects. Your district must have insurance coverage for the risk exposure you are trying to mitigate. For example, if you do not have property coverage through SDIS, a project that prevents burglary would not be considered. Since SDIS no longer provides workers' compensation insurance, unfortunately, we cannot accept grant applications for employee safety exposures.

HOW CAN WE APPLY?

Fill out and return the application for your district by mail to ***SDAO, PO Box 12613, Salem, Oregon 97309*** or email to ***memberservices@sdao.com*** by ***noon on Wednesday, November 20, 2024.*** You can download a copy of the application on our website:

www.sdao.com/safety-security-grant-program

BEST PRACTICES PROGRAM UPDATE

We have an exciting update to announce for the 2024 SDIS Best Practices Program!

Our online public meeting training will be released soon on your Vector Solutions online training site. We had intended to have this training approved by the State of Oregon to meet the new training requirements contained in HB 2805; however, they delayed the review and approval of public meetings law trainings offered by outside vendors, including SDAO, until early next year.

We will be releasing this training because it does contain accurate and valuable information about the new public meetings laws. Individual board members of some districts may be held personally liable for violations of this law, so we felt it necessary to make the training available while it awaits its 'official' approval from the state.

When the training is available, we will send an email to all members. Once it has been released, you can access it by logging in to your district's Vector Solutions website. If you have forgotten your district's training website address or your login information, please contact Vector Solutions (formerly SafePersonnel) at 800-434-0154. To set up your district's personalized training website please visit www.sdao.com/online-training to fill out the Vector Solutions online implementation form to get started.

As a reminder, the SDIS Best Practices Program is designed to assist special districts with implementing best practices to mitigate risk in areas of high exposure. Your district can receive up to a 10% credit on 2025 general liability, auto liability, and property insurance contributions.

THERE ARE FIVE OPPORTUNITIES TO EARN 2% IN EACH CATEGORY TOWARDS YOUR TOTAL DISCOUNT. CURRENTLY, THEY ARE:

- Affiliate Organization Membership
- Public Meeting Policy
- Public Meeting Checklist
- SDAO/SDIS Training
- Online Public Meeting Training

Each year, we select a topic to meet or address current events that are prevalent to our members. Our current topic is centered on the understanding, implementation, and following of proper public meeting procedures as the result of HB 2805 that went into effect on January 1, 2024.

The Best Practices Survey is live and can be completed on the Insurance Site at www.sdis.org. All category questions, sample policies, the checklist, and training links are located within it.

For more information, please visit www.sdao.com/best-practices-program. For questions, please contact your insurance agent or Jaime Keeling at jkeeling@sdao.com.



SD | I | S Special Districts
Insurance Services



Conquer back and joint pain without drugs or surgery

We provide all the tools you need to get moving again from the comfort of your home. You'll get exercise therapy tailored to your needs, technology for instant feedback in the app, personal coach and physical therapist. Best of all, **it's free** — 100% covered by Special Districts Insurance Services through Regence for you and eligible family members.

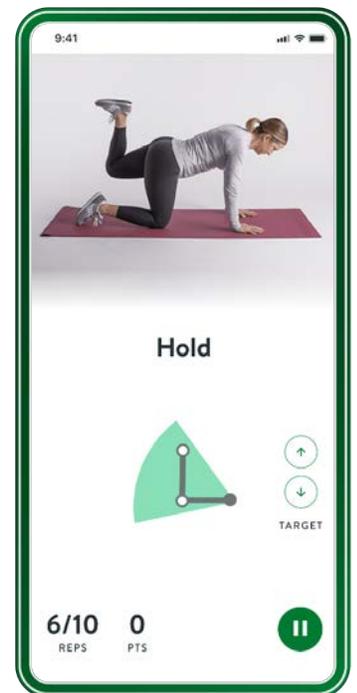
Sign up today for help with any of the following:

- Conquer pain or limited movement
- Recover from a past injury
- Reduce stiffness in achy joints

Join for your **back, knee, hip, neck, or shoulder**. On average, participants cut their pain as much as 68%*!



Scan the QR code to learn more or apply at hinge.health/specialdistrictsinsurance or call (855) 902-2777



Participants must be 18+ and enrolled in a Special Districts Insurance Services medical plan administered by Regence BlueCross BlueShield of Oregon. Regence BlueCross BlueShield of Oregon is an Independent Licensee of the Blue Cross and Blue Shield Association. Hinge Health® is a separate and independent company that provides digital MSK services for Regence members.

*Participants with chronic knee and back pain after 12 weeks. Bailey, et al. Digital Care for Chronic Musculoskeletal Pain: 10,000 Participant Longitudinal Cohort Study. JMIR. (2020).

CONTACT SDAO
Administrators for SDIS
Toll-Free: 800-285-5461

GOVERNMENT AFFAIRS
Hasina Wittenberg: 503-906-7228
Mark Landauer: 503-906-7238

MEMBER SERVICES
Toll-Free: 800-285-5461
Email: memberservices@sdao.com
Fax: 503-371-4781

UNDERWRITING
Toll-Free: 800-285-5461
Email: underwriting@sdao.com
Fax: 503-371-4781

RISK MANAGEMENT
Toll-Free: 800-285-5461
Email: riskmanagement@sdao.com
Fax: 503-371-4781

REPORT AN SDIS P/C CLAIM
Toll-Free: 800-305-1736
Email: claims@sdao.com
Fax: 503-620-9817

MEMBER CALENDAR



| | |
|---------------------|--|
| <i>July 11</i> | First (Second) Thursday Webinar |
| <i>July 23</i> | Risk Management Regional Training: Klamath Falls |
| <i>July 24</i> | Risk Management Regional Training: Bend |
| <i>July 25</i> | Cultivating Understanding Through Meaningful Conversations Training: Newport |
| <i>August 1</i> | First Thursday Webinar |
| <i>August 6</i> | Board of Directors and Management Staff Training: Burns |
| <i>August 8</i> | Board of Directors and Management Staff Training: Boardman |
| <i>August 13</i> | Board of Directors and Management Staff Training: Klamath Falls |
| <i>August 15</i> | Board of Directors and Management Staff Training: Bandon |
| <i>August 20</i> | Board of Directors and Management Staff Training: Astoria |
| <i>August 21</i> | Board of Directors and Management Staff Training: Salem |
| <i>August 31</i> | Membership Database Update Forms Due |
| <i>September 4</i> | SDIS Board of Trustees Meeting: Tigard |
| <i>September 5</i> | First Thursday Webinar |
| <i>September 12</i> | SDAO Board of Directors Meeting: Salem |
| <i>September 13</i> | SDAO Member Scholarship Golf Tournament |
| <i>September 17</i> | Board Member Relations, Expectations, and Ethics: Baker City |
| <i>September 18</i> | Board Member Relations, Expectations, and Ethics: The Dalles |
| <i>September 24</i> | Board Member Relations, Expectations, and Ethics: Bend |