

Hauser Lake Fire Protection District Commissioners Monthly Meeting Minutes

January 19, 2026 | Hauser Lake Fire Department, 10728 N Hauser Lake Rd, Hauser, ID | 5:04 PM

Agenda

Call to order and roll call

Agenda approval and posting confirmation

Amendments to the agenda if needed – action item

Review of Minutes – action item

November 19, 2026 Regular meeting minutes

Treasurer's Report:

November and December Financials – action item

Chief's Report

Old business:

New business:

a. Strategic Planning Committee

b-d. Establishment of Pay-for-Performance

Resolution 2026-01-19-A – action item

Policy #70 – action item

Resolution 2026-01-19-B- action item

*e-m Evaluation Performance and Form
Policy # 71 – action item*

*n. New Lake Auto Aid Agreement- Resolution
2026-01-19-C - action item*

Executive Session, if needed – action item

*i. Pursuant to Idaho Code § 74-206(1)(a)
and (b) to consider personnel (closed
session, HLFPD Board)*

*c. Reconvene from Executive Session (open
meeting commences)*

*d. Discussion of items brought out of Executive
Session – action item*

Public Comment

Correspondence

Adjournment

Call to Order and Roll Call: The regular meeting was called to order by Commissioner Kamps (CSK) at 5:04 PM. In attendance was Commissioner Bruce Van Hoorn (CBV), Commissioners Marc Kalbaugh (CMK), Fire Chief James Neils (FCN) Fire Marshall Andy Boyle (FMAB), (LJB) Lieutenant John Belanger and Ildee Darby (TSD).

Agenda Approval and Confirmation of Posting: The agenda and notice of the meeting were confirmed to have been posted on time.

Amendments to the Agenda: N/A

Review of Minutes – action item: CSK motioned to approve the meeting minutes from the previous meeting, as is, without changes and CMK seconded.

Treasurer's Report – action item. Review of November and December financial reports. Motion to approve the Treasurer's Report was made by CSK, seconded by CMK, and passed with all in favor.

Chief's Report: FCN spoke to the Chief's Report. The call volume increased in 2025, the year ended with a total of 227 runs. This increase is a result from the growth in the district. There is three new members to HLFPD since the last meeting. FCN spoke also to the training programs. The EMT class officially begins on Wednesday, January 21st. The class will be on Mon/Wed/Friday evenings. There are currently 11 attendees. The class is being facilitated by Fire Chief Neils and Division Chief Geilenfeldt. There will be several guest speakers from the department. Ice rescue class has been cancelled due to lack of ice. There will be live-fire training, this will be done with one of the nearby departments. FCN and FMAB gave an update to RFC grant; there was clarification given to the amount that was available for this grant, it went from \$5000 to \$14000. The final paperwork will be turned in shortly. There was an audit done on the

2021 SCBA grant, there was a few corrections that needed to be done. It was resubmitted and it was approved. FCN also spoke to the status of the equipment. New to the department is a Rescue Boat. Discussion of what to cover the boat with during the winter and also to do a test drive of the boat in the upcoming days. CMK asked for an update on the Poly tank leak. FCN spoke to this; he hopes to have it mid-February or March. CMK also asked for the status on the Drug and Alcohol Policy. Per FCN there has been no progress in this since the last meeting. The need for additional income for the department brings the next subject to deployment. EMAC vs ICMA deployments. The pros and cons of pay structure by each entity was discussed. Emphasis on certifying personnel (engine boss, FF1 and other qualifications) The certifications will allow for more opportunities for future deployments and revenue.

Old business: N/A

New business:

The Strategic Planning committee has been chosen by FCN. CMK will be sending a kickoff memo and example outreach results will be sent out to the committee.

The results from the Executive Session were shared in regard to the 360 questioner and email transmittal. A few changes were made to the original documents. CMK will send out the revised documents; he has asked for them to be reviewed and provide any comments and/or suggested edits. The updated documents will be added to next month's agenda. The policy and resolution will be added as an action item.

There were several items on the agenda regarding the implementation of a Pay-for-Performance Incentive At this time, it was decided upon by Commissioners to look at this more closely before implementing this. No actions were taken.

Resolution # 2026-01-19-C The Automatic Mutual Aid Agreement between Spokane County Fire District 13 (Newman Lake) and HLFPD was reviewed and approved by the commissioners.

Executive Session – ACTION ITEM. Pursuant to Idaho Code § 74-206(1)(a) and (b).

Discussion of ideas raised in Executive Session: See paragraph 2 under New business.

Correspondence: None

Adjournment. Motion to adjourn made by CSK and seconded by CBV, ending the meeting at 7:22 PM

Next meeting is scheduled for February 23, 2026 @ 4PM

Approved as submitted OR Approved with corrections

Signature *Oliver Farby*, Secretary/Treasurer, Date *2.23.2026*