

Department Overview

The Cities of Springfield and Eugene consolidated their fire departments via an intergovernmental agreement in 2010. Operating as Eugene Springfield Fire (ESF), the three-battalion systems provides services that prevent the loss of life and property, and protect the environment not only within the boundaries of the two cities, but also to the urban growth



boundaries, and East Lane Ambulance Services areas. The City of Springfield contracts to provide fire, rescue, and emergency services to the Glenwood and Rainbow Water Districts, and a portion of the Willakenzie Fire Protection District, providing fire suppression services to 20 square miles, and an ambulance service area of 1,452 square miles.

Departmental services include fire protection and prevention, firefighting, basic and advanced life support and ambulance transportation, illness and injury prevention, special rescue, hazardous materials control, fire safety education, code enforcement, and fire investigation. Administration in the department supports the direct departmental services for finance, technology, logistics and facilities, as well as ambulance billing services.

| Financial Summary by Object Level | FY23 Actuals | FY24 Actuals | FY25 Amended | FY26 Proposed |
|-----------------------------------|----------------------|----------------------|----------------------|----------------------|
| 5 PERSONNEL SERVICES | 15,629,145 | 16,832,687 | 18,218,327 | 18,848,602 |
| 6 MATERIALS & SERVICES | 6,887,816 | 6,437,125 | 5,304,769 | 6,267,173 |
| 7 CAPITAL OUTLAY | 806,985 | 2,350,770 | 1,685,905 | 121,667 |
| Grand Total | \$ 23,323,947 | \$ 25,620,582 | \$ 25,209,001 | \$ 25,237,442 |

Budget Summary – FY2026

Staffing

FY26 staffing levels for Springfield Fire and Life Safety will decrease by 1.00 full-time equivalent (FTE). In FY25, the department added 1.00 FTE for a public information officer (PIO) for a new Wildfire Resilience program that was never implemented due to budgetary constraints. This position will be eliminated in FY26 as part of a budget reduction strategy.

Department Funding

Fire Operations are funded through the General Fund, Fire Local Option Levy Fund, as well as by fees for services including fire suppression services for other fire districts, ambulance transport fees, FireMed membership fees, building permit fees, and inspection fees.

Service Level Changes

In FY26, Fire will eliminate the Wildfire Resiliency Program public information officer, and temporarily close a fire company for up to 44 days.

Accomplishments – FY2025

- ✓ **Ambulance Transport System Redesign**– The Department transitioned two of three ambulances from dual-role firefighter/paramedic staffing to single-role emergency medical technician (EMT)/paramedic staffing. This initiative opens recruitment to a more diverse workforce among those who do not wish to fight fires, and instead focus on emergency medical services. Savings realized in staffing costs are applied to system resource needs to meet service demand without further burdening the General Fund.
- ✓ **Recruitment** – In FY25, the Department onboarded 15 firefighters, 20 single-role emergency medical services (EMS) employees, and 24 basic life safety (BLS) employees. The Department received State of Oregon funding for an apprenticeship program that was implemented during Spring of 2025, with 15 apprentices participating in the March 2025 academy. This program is designed to lower the potential barriers to entry in the hiring process and accepts applicants who are at least 18 years of age, have a high-school diploma, and pass the fitness for duty requirements. This program also pays for EMT schooling so that apprentices can exit the program EMT certified and employable with a fire agency.
- ✓ **Data** – The Department deployed Darkhorse in 2025, a software that allows for real-time decision making on staffing and station locations based on historical response and service data. Adding these additional analytical resources has improved command staff and the data team’s ability to be more data informed in ESF’s response planning and execution.
- ✓ **Wildfire Season** – The Department provided resources in the summer and fall of 2024 to ten separate wildfires. Eugene Springfield Fire invoices the Oregon State Fire Marshal’s Office over \$206,000 for Springfield’s share of these efforts, the largest of which was the Falls Fire, accounting for \$46,900 of the reimbursement packet. ESF also deployed an engine and team of four to assist in battling the January 2025 California wildfires in Los Angeles.
- ✓ **Facilities & Fleet Updates** – In FY25, the Department replaced four front line ambulances and one water rescue boat. These pieces of equipment will ensure response reliability as ESF works to fulfill its mission. Several large station projects were completed in FY25, with new HVAC systems being installed at stations 4 and 14, new roofing and flooring at station 5, and a new bottle filling compressor installed at station 3.
- ✓ **Eugene Springfield Fire Consolidation Evaluation** – The Cities of Springfield and Eugene consolidated their fire departments via an intergovernmental agreement in 2010. This consolidation of departments created a three-battalion system to provide an integrated response to fire-services related to emergencies, regardless of the emergency’s location, while each City retains full budget authority over its expenditures. This consolidation has worked smoothly in many operations areas and presented challenges in many administrative areas. The

Cities continued work on the formal evaluation of the consolidation in FY24, receiving a final report to the respective City Councils in May of 2024. In FY25, the City Councils and City Managers continue to work with ESF staff on their final plan for the Department's future form of governance.

Initiatives – FY2026

- **Department Goals, Vision, Mission, Values & Guiding Document Updates** – The Department is working on updating organization structures as well as modernizing assignments and division titles. This work will continue with a review of Eugene Springfield Fire's core values and mission statement before transitioning to a regular update and revision of department policies. ESF has undergone many changes in leadership and workforce since these documents were last updated. The Department will also be refreshing its "Standards of Cover" and working toward a modern strategic plan. Much of the completion of this work is tied to the outcome of ESF's governance review.
- **Fire Station Resilience** – The City of Springfield initiated a seismic study to evaluate the condition and safety of their facilities, including fire stations. This report will provide key information on how Springfield facilities and fire stations would withstand an earthquake or other natural disaster and will help inform future project prioritization.
- **Ambulance Transport Redesign** – The Department will complete the EMS redesign project that was started in FY23 to help align revenue and costs for ambulance transport. As part of this redesign project, the Department created new single-role paramedic positions and single-role EMT positions to staff medic units only. These new positions are a lower cost than the traditional dual-role firefighter paramedics that have historically staffed medic units. The Department will continue evaluating the efficacy of transitioning all ambulance transport services to single-role staff.

Future Year Considerations – FY2027 → FY2029

- ⌘ **Population & Call Volume** – Emergency response has steadily increased over the last three years by 10.68% in FY22, 1.2% in FY23, and 1.7% in FY24. Call volume is expected to continue to increase by 2% with population growth and an aging population. The Department will continue to update its Standards of Cover, which will serve as the basis for strategic future growth planning, including future land acquisition needs and station placement.
- ⌘ **Glenwood Fire Service** – As Glenwood redevelopment occurs, increased service demand is anticipated in the area. This is one part of ESF's service area where a response cannot be provided within adopted time standards. Planning for a Glenwood fire station, or realignment of existing stations, will be necessary in the redevelopment planning.
- ⌘ **Threat from Natural Disaster** – The Department continues the development of plans to prepare for, and respond to, increasing severe weather events such as ice/snow, flooding, earthquake, and wildfire.
- ⌘ **Ambulance Transport Fund** – Even with a projected increase in call volume, revenues within the Ambulance Fund do not keep pace with rising expenditures. Nearly 80% of all patients transported are covered by Medicare or Medicaid, which establish capitated fee schedules. Fire staff will continue evaluating the EMS system design for potential expense savings in the coming years.

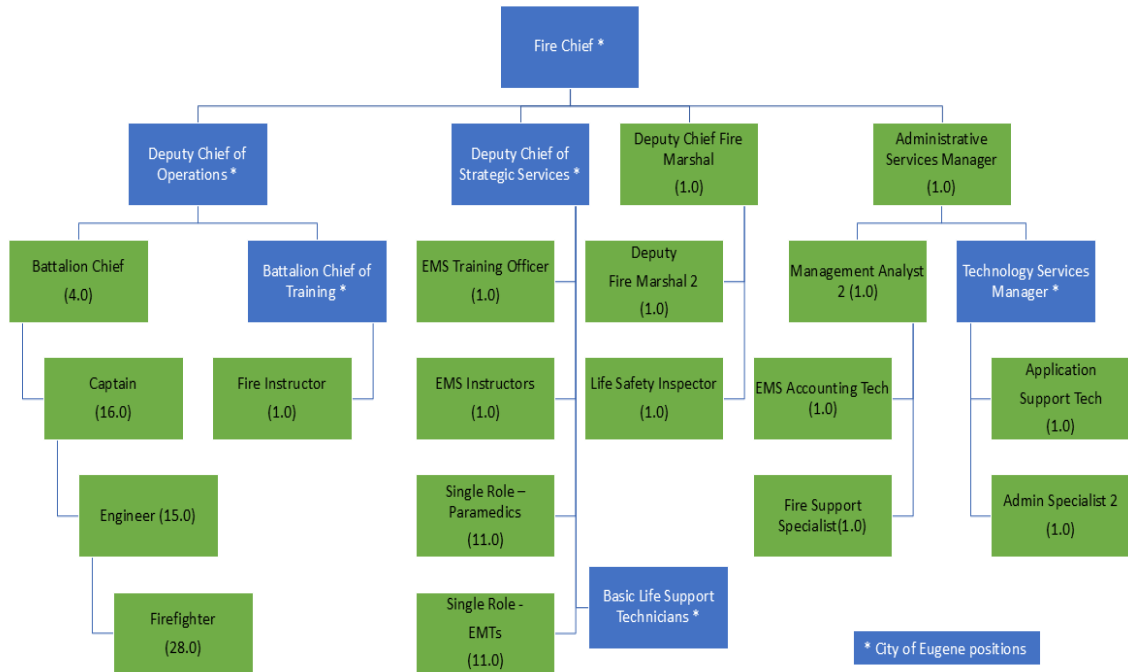


| Financial Summary by Fund | FY23 Actuals | FY24 Actuals | FY25 Amended | FY26 Proposed |
|----------------------------------|-------------------------|-------------------------|-------------------------|--------------------------|
| 100 General Fund | 12,537,426 | 13,324,520 | 13,624,442 | 14,723,435 |
| 204 Special Revenue Fund | 867,822 | 333,660 | 159,470 | - |
| 224 Building Code Fund | 83,858 | 87,132 | 96,795 | 98,810 |
| 235 Fire Local Option Levy Fund | 1,690,732 | 2,351,010 | 2,672,164 | 2,544,374 |
| 615 Ambulance Fund | 7,427,706 | 7,199,930 | 6,873,103 | 7,740,155 |
| 713 Vehicle & Equipment Fund | 716,403 | 2,324,332 | 1,783,027 | 130,667 |
| Grand Total | \$ 23,323,947 | \$ 25,620,582 | \$ 25,209,001 | \$ 25,237,442 |

| Financial Summary by Program | FY23 Actuals | FY24 Actuals | FY25 Amended | FY26 Proposed |
|--|-------------------------|-------------------------|-------------------------|--------------------------|
| 1000 Default Community Services | 1 | - | - | - |
| 1030 Building Plan Review | 133,527 | 125,628 | 151,968 | 153,787 |
| 1039 Development Review | 36,190 | 39,263 | 42,713 | 44,456 |
| 1090 Fire & Arson Investigation | 100,478 | 133,718 | 74,902 | 103,167 |
| 1091 Community Risk Reduction | 155,474 | 460,854 | 332,353 | 416,741 |
| 1093 Apparatus & Equipment Maintenance | 402,307 | 1,017,473 | 386,368 | 438,450 |
| 1096 Fire Suppression Operations | 13,107,873 | 12,734,461 | 14,245,102 | 14,425,644 |
| 1097 Dispatch and Communication | 758,699 | 807,932 | 880,641 | 856,000 |
| 1098 Training & Development | 658,603 | 779,592 | 856,013 | 1,020,663 |
| 1099 EMS Operations | 5,360,833 | 4,976,391 | 4,421,031 | 5,331,225 |
| 1100 Fire Logistics | 355,717 | 339,038 | 171,003 | 258,605 |
| 1102 EMS Billing - Enterprise | 399,026 | 508,334 | 516,993 | 495,881 |
| 1104 FireMed | 110,937 | 103,472 | 125,000 | 125,000 |
| 1105 Community Outreach | 8,000 | 8,000 | 8,000 | 8,000 |
| 1106 BLS Operations | 373,598 | 435,980 | 350,000 | 350,000 |
| 1144 Patrol - Sworn | - | 1 | - | - |
| 1146 Traffic Team | 230 | - | - | - |
| 7000 Department Administration | 646,050 | 826,113 | 863,887 | 1,079,156 |
| 9000 Non-Program | 716,403 | 2,324,332 | 1,783,027 | 130,667 |
| Grand Total | \$ 23,323,947 | \$ 25,620,582 | \$ 25,209,001 | \$ 25,237,442 |



Organizational Structure





| Summary of Full-Time Equivalents by Position | FY23 FTE | FY24 FTE | FY25 FTE | FY26 FTE |
|--|--------------|--------------|--------------|--------------|
| Administrative Specialist II | 1.00 | 1.00 | 1.00 | 1.00 |
| Application Tech Specialist | 1.00 | 1.00 | 1.00 | 1.00 |
| Deputy Fire Marshal 1 | - | - | - | 1.00 |
| Deputy Fire Marshal 2 | 1.00 | 1.00 | 1.00 | 1.00 |
| Ems Accounting Tech | 1.00 | 1.00 | - | - |
| EMS Instructor | 1.00 | 1.00 | 1.00 | 1.00 |
| EMS Shift Coordinator | - | - | - | 1.00 |
| Fire Admin Div Mgr | 1.00 | 1.00 | 1.00 | - |
| Fire Battalion Chief - Ops | 4.00 | 4.00 | 4.00 | 4.00 |
| Fire Captain - Shift | 16.00 | 16.00 | 16.00 | 20.00 |
| Fire Engineer - 40L | 1.00 | 1.00 | 1.00 | 1.00 |
| Fire Engineer - Shift | 14.00 | 14.00 | 14.00 | 18.00 |
| Fire Inspector | 1.00 | - | - | - |
| Fire Life Safety Inspector | - | 1.00 | 1.00 | 1.00 |
| Fire Management Analyst 2 | 1.00 | 1.00 | 1.00 | - |
| Fire Marshal / Division Mgr | 1.00 | 1.00 | 1.00 | - |
| Fire Support Technician | 2.00 | 2.00 | 2.00 | 2.00 |
| Fire Training Chief | - | - | - | 1.00 |
| Firefighter - 40L | 3.00 | 3.00 | 2.00 | 3.00 |
| Firefighter - Shift | 30.00 | 30.00 | 26.00 | 24.00 |
| Firefighter (40L) | 1.00 | 1.00 | - | - |
| Firefighter (Shift) | 11.00 | 11.00 | - | - |
| Public Information Officer | - | - | 1.00 | - |
| Single Role EMT | - | - | 8.00 | 8.00 |
| Single Role EMT 24HR | - | - | 3.00 | - |
| Single Role Paramedic | - | - | 7.00 | 7.00 |
| Single Role Paramedic 24HR | - | - | 4.00 | - |
| Training Officer | 2.00 | 2.00 | 2.00 | 2.00 |
| Grand Total | 93.00 | 93.00 | 98.00 | 97.00 |

| Summary of Full-Time Equivalents by Fund | FY23 FTE | FY24 FTE | FY25 FTE | FY26 FTE |
|--|--------------|--------------|--------------|--------------|
| 100 General Fund | 57.60 | 57.60 | 60.60 | 58.10 |
| 204 Special Revenue Fund | 2.00 | 2.00 | 1.00 | - |
| 224 Building Code Fund | 0.40 | 0.40 | 0.40 | 0.40 |
| 235 Fire Local Option Levy Fund | 7.00 | 7.00 | 7.00 | 10.00 |
| 615 Ambulance Fund | 26.00 | 26.00 | 29.00 | 28.50 |
| Grand Total | 93.00 | 93.00 | 98.00 | 97.00 |



| Summary of Full-Time Equivalents by Program | FY23 FTE | FY24 FTE | FY25 FTE | FY26 FTE |
|---|--------------|--------------|--------------|--------------|
| 1030 Building Plan Review | 0.65 | 0.65 | 0.65 | 0.65 |
| 1039 Development Review | 0.20 | 0.20 | 0.20 | 0.20 |
| 1090 Fire & Arson Investigation | 0.35 | 0.35 | 0.35 | 0.15 |
| 1091 Community Risk Reduction | 0.80 | 1.80 | 1.80 | 1.00 |
| 1096 Fire Suppression Operations | 61.00 | 61.00 | 62.00 | 63.00 |
| 1098 Training & Development | 3.00 | 3.00 | 3.00 | 4.00 |
| 1099 EMS Operations | 19.00 | 19.00 | 23.00 | 23.00 |
| 1102 EMS Billing - Enterprise | 2.00 | 2.00 | 1.00 | 1.00 |
| 7000 Department Administration | 6.00 | 5.00 | 6.00 | 4.00 |
| Grand Total | 93.00 | 93.00 | 98.00 | 97.00 |

Performance Measures

| Measure | FY22 Actuals | FY23 Actuals | FY24 Actuals |
|---|-----------------|-----------------|-----------------|
| 1.) Call volume in Springfield City limits. | 10,307 calls | 10,357 calls | 10,269 calls |
| Why this measure is important: Measures system activity to maintain a consistent level of service year after year. | | | |
| 2.) Average response time (first unit) – emergent incidents. *Minutes – dispatch to arrival. | 5:24* | 5:45* | 5:59* |
| Why this measure is important: Measures operational performance to maintain a consistent level of service year after year. | | | |
| 3.) Eugene Springfield Fire annual training hours. | 18,300 hours | 41,900 hours | 60,000 hours |
| Why this measure is important: Improves productivity in the workforce. | | | |
| 4.) Initial fire safety inspections. | 139 inspections | 708 inspections | 525 inspections |
| Why this measure is important: Provides assurance of regulatory and policy compliance to minimize and mitigate risk. | | | |