



Eugene-Springfield Fire Governance Review Panel

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MEETING DETAILS

Date: Thursday, March 31, 2022
Time: 2:30-4:30pm
Location: Zoom Webinar & In-Person (Lane Council of Governments, Buford Room)

MEETING ATTENDANCE

Governance Review Panel Attendees:

Kori Rodley, *Springfield City Councilor*
Steve Moe, *Springfield City Councilor*
Michael Clark, *Eugene City Councilor*
Randy Groves, *Eugene City Councilor*

Nancy Newton, *Springfield City Manager*
Kristie Hammitt, *Eugene Assistant City Manager (in for City Manager Sarah Medary)*

Staff Attendees:

Niel Laudati, *Springfield Legislative & Public Affairs Manager*
Scott Cockrum, *Interim ESF Fire Chief*
Kelsey Hunter, *ESF Executive Assistant*

Brenda Wilson, *LCOG Executive Director*
Rachel Dorfman, *LCOG Assistant Planner*
Kelly Clarke, *LCOG Transportation Planner*

In-Person Attendees:

Chaim Hertz, *Springfield HR Director*
John Follett, *ESF Administrative Services Manager*
JoAnna Kamppi, *ESF EMS Chief*

Chris Heppel, *ESF Deputy Chief of Strategic Services*
Mike Caven, *Acting Operations Chief ESF*
Kris Siewert, *Union President IAFF 851*
Zak Harney, *Union Vice President IAFF 851*



MEETING SUMMARY

1. Welcome & Introductions

Brenda Wilson, LCOG Executive Director, provided welcoming remarks and took attendance.

2. Eugene-Springfield Fire Administration & Finance

Presenter: John Follett

Eugene Springfield Fire Administrative Services Manager, John Follett, presented a series of slides that provided an overview of Eugene-Springfield Fire administration and finance, including an overview of the adopted ESF FY22 budget, ESF staffing comparing pre-consolidation and FY22 staffing, and an administrative services organizational chart. Mr. Follett continued to explain what the administrative services do and how (pre- and post-merger). He highlighted some of the differences in benefits provided by the Cities of Eugene and Springfield. He provided an example of challenges related to the billing of ESF's response to two recent fires: Grandview Fire and Middle Fork Fire. The slides were provided to Panel members in their notebooks and are also available on the project website.

3. Eugene-Springfield Fire Human Resources

Presenter: Chaim Hertz

Springfield Human Resources Director Chaim Hertz presented a series of slides that provided an overview of Eugene-Springfield Fire Human and Employee Resource Center challenges. He explained that there are marked differences between the Cities of Eugene and Springfield including: administrative staff represented by different unions (different contract, different pay, same job), employee personnel files (legal and representation issues when disciplinary action is needed and the supervisory and staff work for different cities), city wide trainings, administration of statutory leaves, administration of workplace injuries, human resource policies and administrative rules, liability insurances, payroll, and benefits. The slides were provided to Panel members in their notebooks and are also available on the project website.

4. Existing Agreement

Presenter: Chief Cockrum

Eugene-Springfield Fire Chief Cockrum presented a series of slides that provided an overview of the Eugene-Springfield Fire Functional Consolidation Intergovernmental Agreement (IGA). He stated that the IGA was first executed May 2010 with a goal for the two departments to provide service as a single Fire and EMS department. Each City retains full budget authority and can re-establish its own Fire Department at its discretion. Chief Cockrum explained that the ESF is not a singular legal entity; it operates with two employers, budgets, IT solutions, human resources



policies, Ambulance Transport Systems, Mutual Aid Systems Reimbursements, and fire marshals. The slides and the IGA document were provided to Panel members in their notebooks and are also available on the project website.

5. IAFF 851

Presenter: Mike Cavan, Kris Siewert, Zak Harney

Mike Cavan, former Union President IAFF 851, introduced the new President, Kris Siewert, and Vice President, Zak Harney. Mr. Cavan discussed the time between the first Functional Consolidation IGA and now. He explained that the ESF was focused on providing the services needed and did not have extra time and capacity to plan for the future and advocate for next steps. The ESF experienced a lot of turn over which also impacted the ability to look forward. He stated that the important thing is that the discussion is happening now and everyone appreciates that this is happening, stating the employees need this in order to grow and evolve. Mr. Siewert stated that the fact this is happening has rejuvenated staff and reiterated that there are a lot of little things that make the division between the two cities always present.

6. Roundtable Discussion

Brenda Wilson, Executive Director of the Lane Council of Governments, presented additional materials included in Members' packets: summary report of the Eugene-Springfield Fire ESCI 2009 Feasibility Study and 2020 Community Risk Assessment; Eugene-Springfield Fire Functional Consolidation Timeline; updated project Work Plan; and proposed agenda topics for upcoming meetings.

Ms. Wilson asked each Governance Review Panel member and the City Managers about their thoughts or concerns about the information presented in the meeting. She asked what Panelists heard as strengths and weaknesses and what additional information would be helpful. Key thoughts from Panel Members included:

- *There is a lot of information to go through and digest.*
- *The nuances and complications are becoming more and more apparent. The ESF is so dependent on everything working the right way, but it is precarious with all of the complexities.*
- *It is important that we not keep patching the merger together but really evaluate what is a sustainable structure moving forward for the next 30 years.*
- *We should be asking these hard questions now.*
- *The merger was originally successful because there was alignment on how to make it happen between the two Chiefs at the time. We should be aware of the current alignments and differences of opinion between the jurisdictions and their councils.*
- *Questions will arise and be dependent upon the financial information, options, and risks/benefits presented.*
- *Discussions of authentic and long-term efficiencies gained and/or lost will be important to understand.*



7. Wrap-Up and Next Steps

Upcoming Meetings:

Meeting 4 – April 14

Meeting 5 – April 28

Meeting 6 – May 12 (as needed)