MEDFORD FIRE DEPARTMENT

ANNUAL REPORT • 2025

MEDFORDOREGON.GOV

MESSAGE FROM CHIEF THOMPSON

It is with pride and gratitude that I reflect on the past year, a year defined by continued progress, disciplined execution, and our ongoing commitment to modernization and operational refinement. Our department remains committed to staying the course toward modernization and continuous improvement.

Our alignment with the City Council-adopted Strategic Plan continues to guide these efforts. This framework allows us to translate vision into measurable progress while reinforcing collaboration between department members, City leadership, and community partners. The work accomplished this year reflects both our long-term planning and our commitment to responsible stewardship of public resources.

Several initiatives highlight this forward momentum. We expanded emergency medical services by adding a third EMS squad, allowing seven-day-a-week coverage and improved response capacity. Critical infrastructure investments also advanced, including the rebuilding of Fire Station 15, the expansion of Fire Station 13 to support current and future growth, and the construction of a logistics facility to strengthen operational readiness. Additionally, we entered a public-private partnership to develop a new Public Safety Communications Tower that will enhance communications reliability for years to come.

Operational readiness remains central to our mission. We continued our apparatus replacement program to ensure dependable, modern equipment, while increasing opportunities for advanced training and professional development. These investments ensure our personnel remain well prepared to meet the complex demands of modern emergency response.

Equally important is our focus on community preparedness and resilience. Through continued outreach, education, and coordinated planning, we are strengthening the partnership between our department and the community we serve.

None of these achievements would be possible without the professionalism, dedication, and leadership demonstrated every day by the members of this department. It is an honor to serve alongside individuals who remain deeply committed to excellence and to the safety and well-being of our community.

Together, we will continue to build on this progress, refining our systems, strengthening our capabilities, and ensuring that our work today prepares us for the challenges of tomorrow.

Thank you for your continued commitment, courage, and service.

With deep appreciation,

Eric Thompson
Fire Chief

ADMINISTRATION

Since its founding in 1886, the Medford Fire Department has proudly served and protected our community. Our team includes 96 dedicated professionals—89 sworn members and 7 civilian staff. We are committed to enhancing quality of life in Medford through collaborative partnership with our residents, local businesses, elected officials and City employees.

CORE VALUES

Service — Helpful action, addressing the individual and the collective needs of our community and providing consistent excellent service.

Honor — Respect and esteem for others; pride in being a part of Medford Fire Department.

Integrity — Adherence to moral principles and professional ethics; sound character.

Pride — Inspiration to achieve more, communicate better and build on each other's strengths.

MISSION

We serve our community through risk reduction and all-hazard response to emergencies.

VISION OF EXCELLENCE

The members of Medford Fire Department have a shared vision of creating an organization that is recognized for exceeding expectations and setting the standard for excellence.

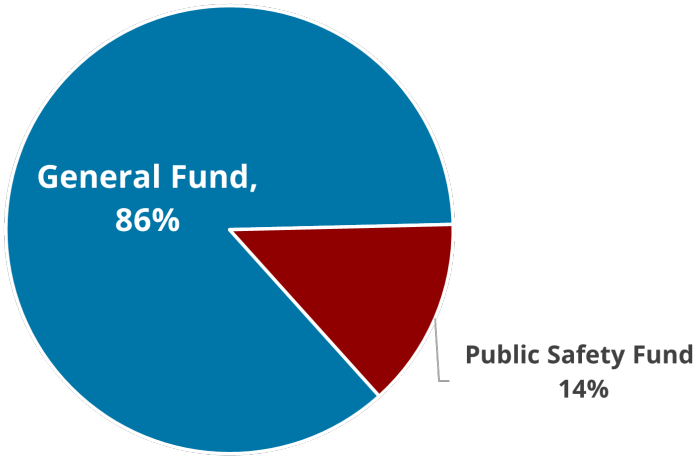
STATEMENT OF VALUES

- Our employees are our most valuable resources.
- Relationships with stakeholders are integral to our success.
- Reducing risk to the community and employees is paramount.
- We embrace character, integrity and ethical behavior.

TOTAL BUDGET RESOURCES $53,196,300

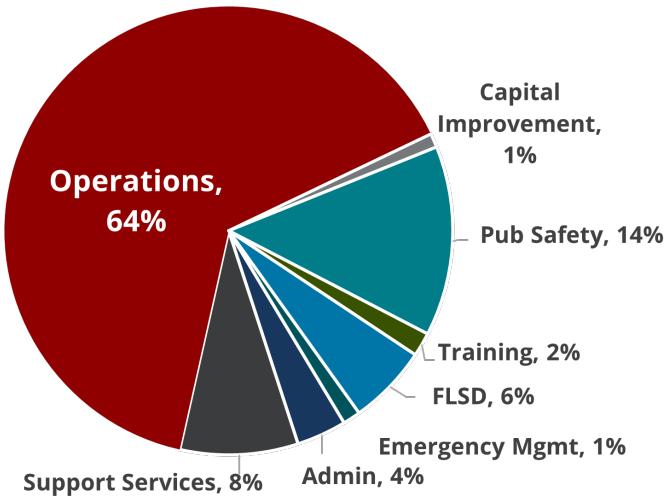
General Fund*	$45,903,500
Public Safety Fund	$7,292,800
TOTAL	$53,196,300

*General Fund includes MRFPD2 annual contractual obligation ($2,132,000 of total biennial resources)



TOTAL EXPENDITURES $53,196,300

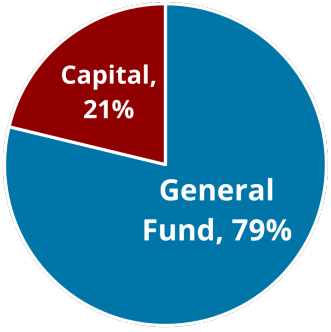
Administration	$1,916,100
Support Services	$4,529,100
Operations	$34,254,400
Public Safety Fund	$7,292,800
Training	$917,900
Fire & Life Safety (FLSD)	$3,076,000
Capital Improvement	$536,000
Emergency Management	$674,000
TOTAL	$53,196,300



Total City Operating Budget	$304,085,400
City 2025 Estimated Taxable Assessed Value	$10,266,683,753

<u>MRFPD2 Annual Operating Budget 2025-2026</u>

General Fund	$2,561,700
Capital	$690,000
TOTAL	$3,251,700



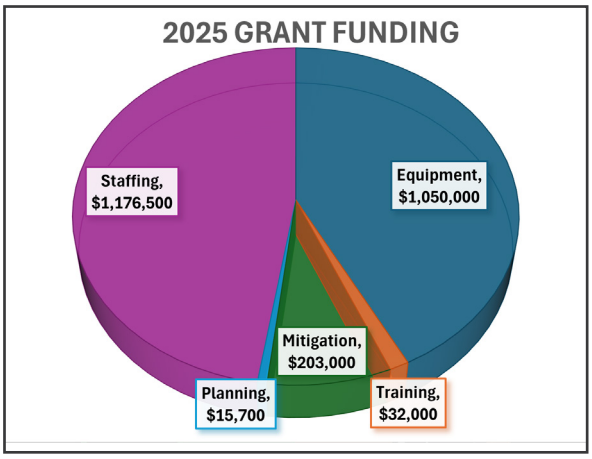
EMERGENCY MANAGEMENT

The **Emergency Management Division** is dedicated to fostering a state of readiness and resilience across the entire community through an integrated program, encompassing prevention, protection, mitigation, response and recovery. This past year, the division was presented with a unique mix of progress and uncertainty: While the City continued advancing critical preparedness, mitigation and response initiatives, the broader emergency management landscape was increasingly influenced by uncertainty surrounding federal funding programs, shifting national priorities and evolving grant timelines.

These changes required greater flexibility, strategic planning and coordination to ensure essential preparedness efforts could continue moving forward. Despite these challenges, the City remained focused on strengthening local capabilities, fostering strong regional partnerships and maintaining momentum on key initiatives that enhance community resilience and readiness.

NOTABLE ACCOMPLISHMENTS

Council Goals 11.5, 13.1-13.4
Fire Department Strategic Plan 7.1-7.4, 8.1-8.3, 9.1-9.3, 17.3



- Secured and implimented critical grant funding, strengthening local preparedness, mitigation and response capabilities.
- Completed Public Safety Radio Project, enhancing interoperability and communication reliability between the City's public safety departments for improved coordination during emergencies.
- Coordinated and supported training opportunities and exercises for city departments and regional partners, improving readiness and strengthening multi-agency coordination during complex incidents.
- Continued implementation of programs focused on reducing hazardous fuels and reinforcing wildfire preparedness, helping reduce long-term wildfire risk to the community.
- Ongoing collaboration with Jackson County, Oregon Department of Emergency Management (OEM), FEMA and regional partners to support coordinated planning, preparedness and response efforts.
- Leveraged grant resources to support community resilience, enhancing the community's ability to prevent, prepare for and respond to disasters.

EMERGENCY SHELTER ACTIVATION

Extreme Weather Event Shelter Activations between January 1, 2025 and December 31, 2025.

Cooling Shelter Days	Warming Shelter Days	Total Number Served
11	25	1,690

OPERATIONS

The **Operations Division** provides emergency response services throughout the City of Medford while coordinating closely with regional partners to ensure effective, reliable delivery service. The division focuses on operational readiness, firefighter development and strengthening systems, infrastructure and partnerships that support frontline emergency response. Through continued collaboration, training and modernization efforts, the division works to enhance the department's ability to respond safely and effectively to all hazards.

NOTABLE ACCOMPLISHMENTS

Fire Department Strategic Plan 1.4, 2.2-2.3, 3.1-3.5, 4.1, 4.3, 5.2, 5.4-5.6, 5.10, 6.1, 7.2, 8.1, 10.4

- Implemented a third EMS Squad to provide seven-day coverage during peak-demand hours, improving system capacity and response reliability.
- Prioritized wildfire preparedness, with regional coordination on evacuation protocols, seasonal upstaffing and mitigation efforts along the Bear Creek Greenway.
- Expanded firefighter wellness resources through partnerships with labor leadership and behavioral health professionals.
- Supported regional hazardous materials response and community events, including Fire Safety Day and the 9/11 Memorial Stair Climb.

MEDFORD CITY LIMITS AND AIRPORT

Fire (11%)	EMS (44%)	Good Intent (10%)	Ambulance-Only (35%)	Total
1,938	7,726	1,715	6,199	17,578

MEDFORD RURAL FIRE PROTECTION DISTICT 2

Fire (29%)	EMS (47%)	Good Intent (24%)	Total
193	309	155	657

MEDFORD FIRE

MFD responded to **12,619** calls for service* last year, (including **583** mutual aid calls), which resulted in **14,436** apparatus responses, totaling **5,011** hours and **12** minutes of unit hour utilization.

**Does not include amulance-only calls.*

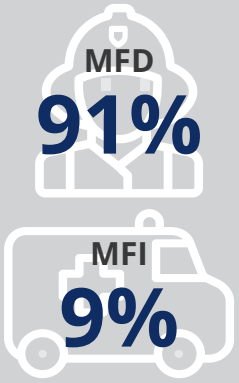
OPERATIONS

	Unit Responses by Station	Simultaneous Calls by District	Ambulance-Only Responses by District
12	2,683	546	1,029
13	2,202	439	779
14	3,004	685	1,033
15	2,938	955	2,196
16	1,567	419	1,162

TOP RESPONSE LOCATIONS

- **Navigation Center (154)**
  685 Market St
- **Ridgeview Asst Living (148)**
  872 Golf View Dr
- **Bonaventure (112)**
  2530 E McAndrews Rd
- **Orchards Asst Living (108)**
  1018 Royal Ct
- **Avamere (94)**
  760 Spring St
- **The Crossings (94)**
  722 Western Ave
- **Aspens on the Creek (85)**
  2252 Table Rock Rd
- **The Springs Living (78)**
  822 Golf View Dr

FIRST EMS PROVIDER ON SCENE



NARCAN ADMINISTERED BY MFD PERSONNEL

110

Does not include Narcan administered by MPD, MFI and bystanders.

RETURN OF SPONTANEOUS CIRCULATION

38

EMS SQUADS

Total Squad Responses

2,042

(25% of Annual EMS Call Volume)

Intercepted Calls

822

SQUAD RESPONSES BY DISTRICT				
	SQ12	**SQ13**	**SQ14**	**TOTAL**
12	134	119	104	**357**
13	39	329	25	**393**
14	27	79	365	**471**
15	9	163	359	**531**
16	15	262	13	**290**

Turnout Time	Response Time
1:04	6:32

90th Percentile; First In; Code 3

Total Hours Assigned to Calls

610:16

PEAK DEMAND

JUNE
Month with Highest Call Volume
1,115 Incidents

WEDNESDAY
Day of Week with Highest Call Volume
1,918 Incidents

10:00AM
Hour of Day with Highest Call Volume
751 Incidents

RESPONSE TIME PERFORMANCE

Turnout Time
≤1.5 Minutes (City)
≤1.5 Minutes (Rural)

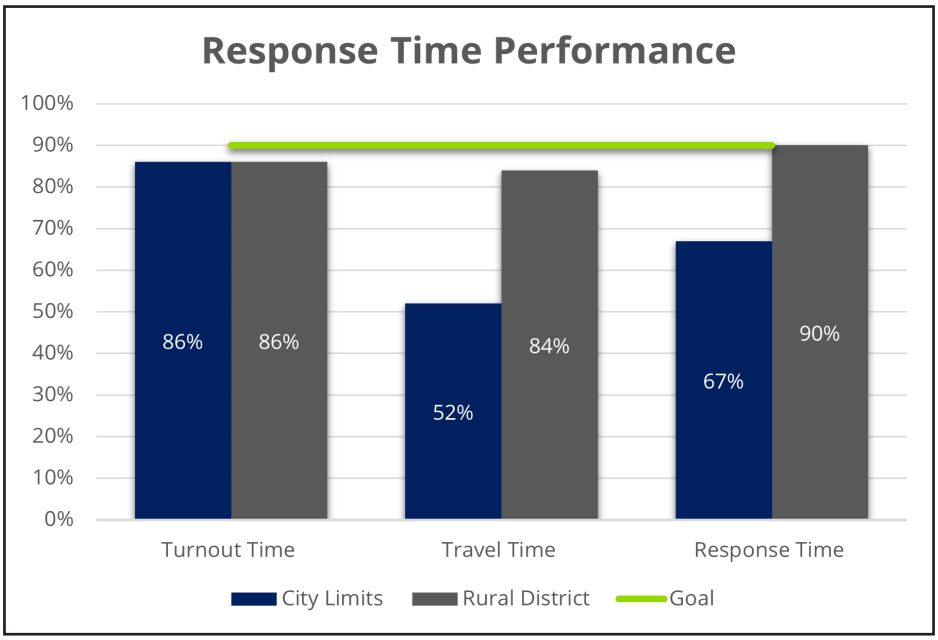
Period of time between dispatch notification and when the responding unit is en route to incident.

Travel Time
≤4 Minutes (City)
≤7.5 Minutes (Rural)

Period of time between when the responding unit is en route and when it arrives at incident.

Response Time
≤5.5 Minutes (City)
≤9 Minutes (Rural)

Total length of time between notification being received from dispatch and when the responding unit arrives at incident.



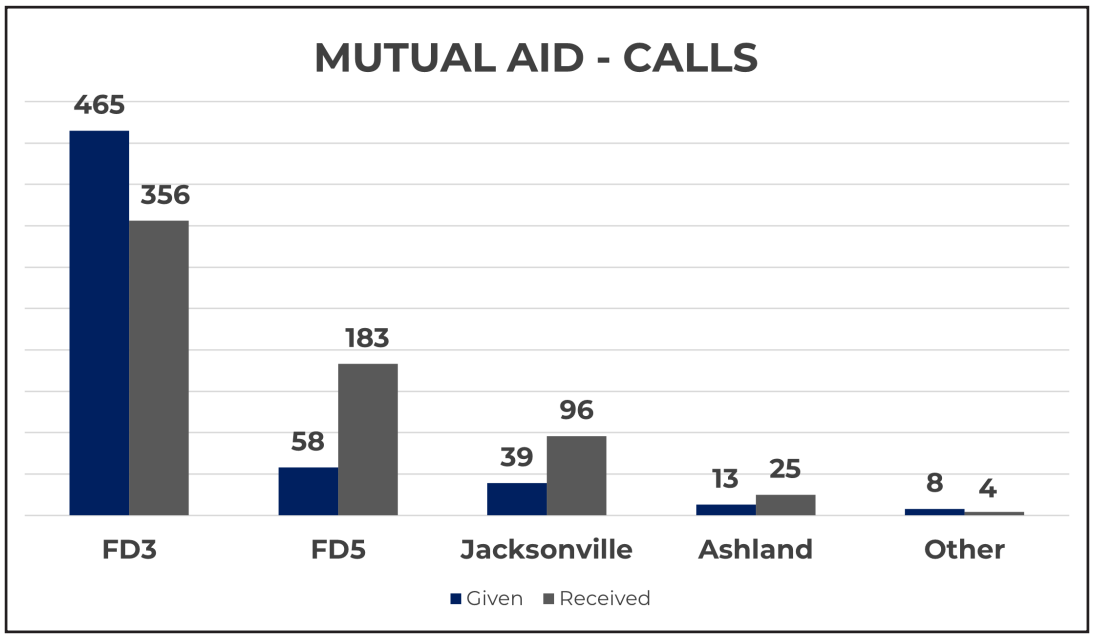
Simultaneous incidents in a station area may require units from other stations, potentially increasing travel times.

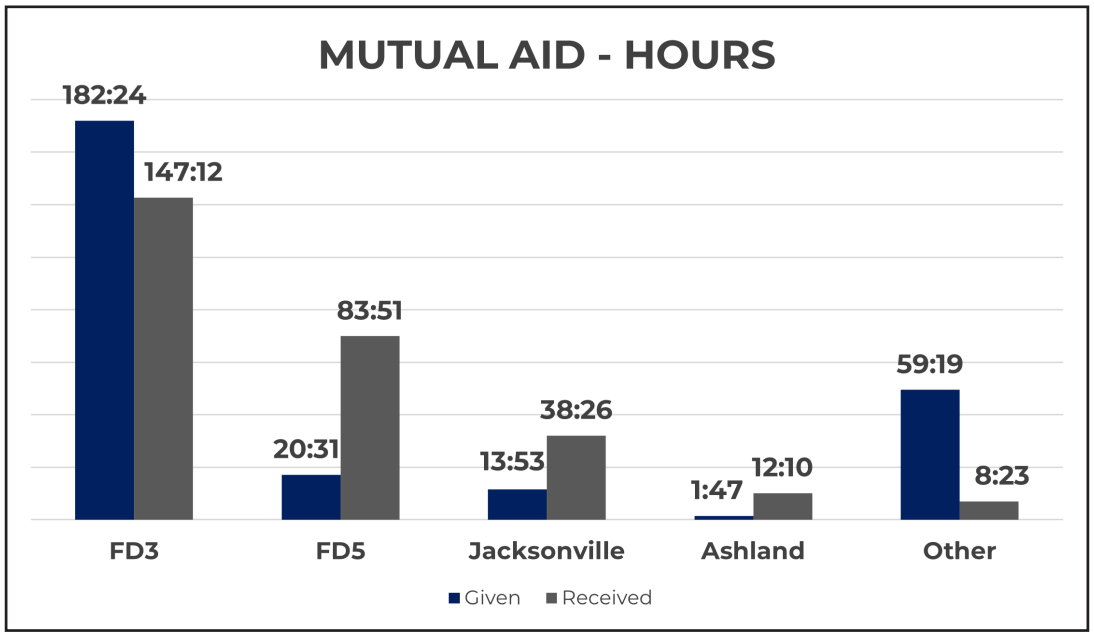
OPERATIONS: MUTUAL AID

- **Mutual Aid Received:** MFD received **664** Mutual Aid responses from neighboring agencies, for a total of **290 hours** and **2 minutes**.
- **Mutual Aid Given:** MFD responded to **583** Mutual Aid calls to neighboring agencies, for a total of **277 hours** and **54 minutes**.
- **Station Coverage:** MFD units spent **37 hours** and **55 minutes** covering stations outside our jurisdiction, providing coverage for our mutual aid partners while they were committed to emergencies.

Total Calls at Airport

57





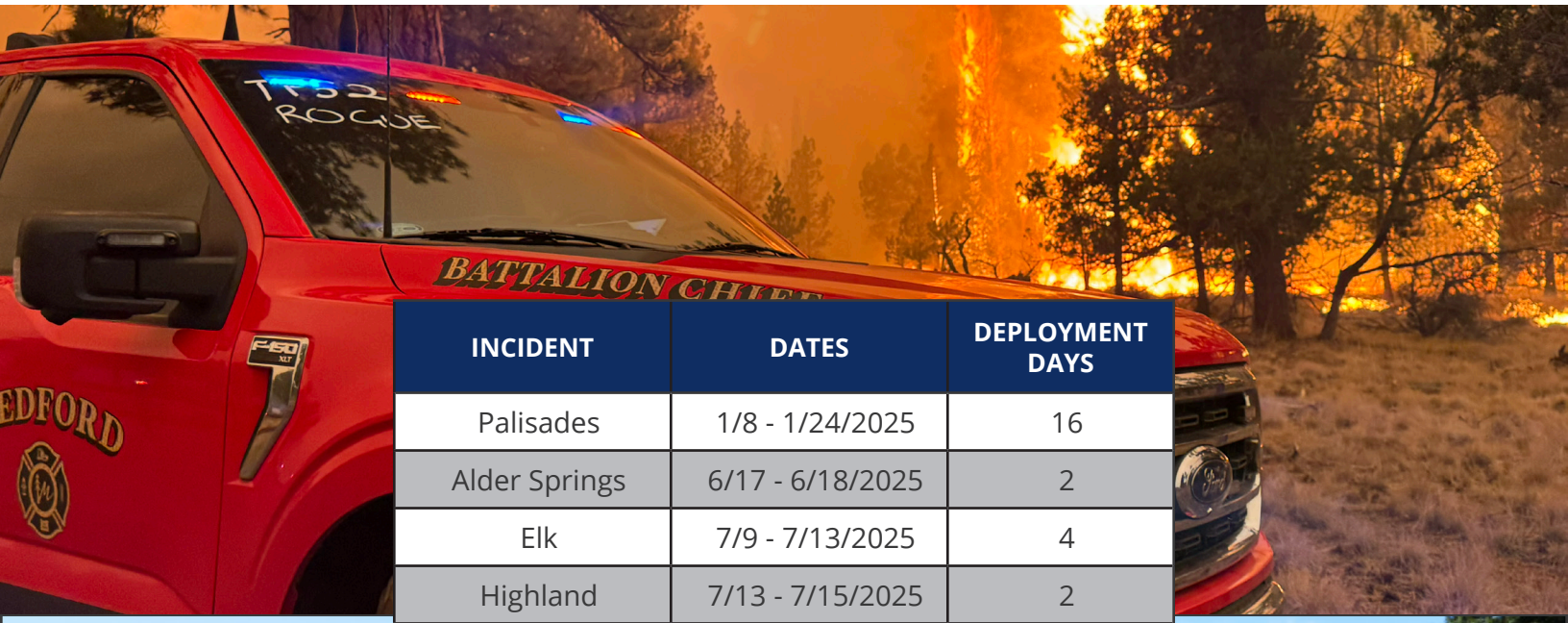
OSFM CONFLAGRATION DEPLOYMENTS

8 Deployments | 7 Incidents | 44 Deployment Days

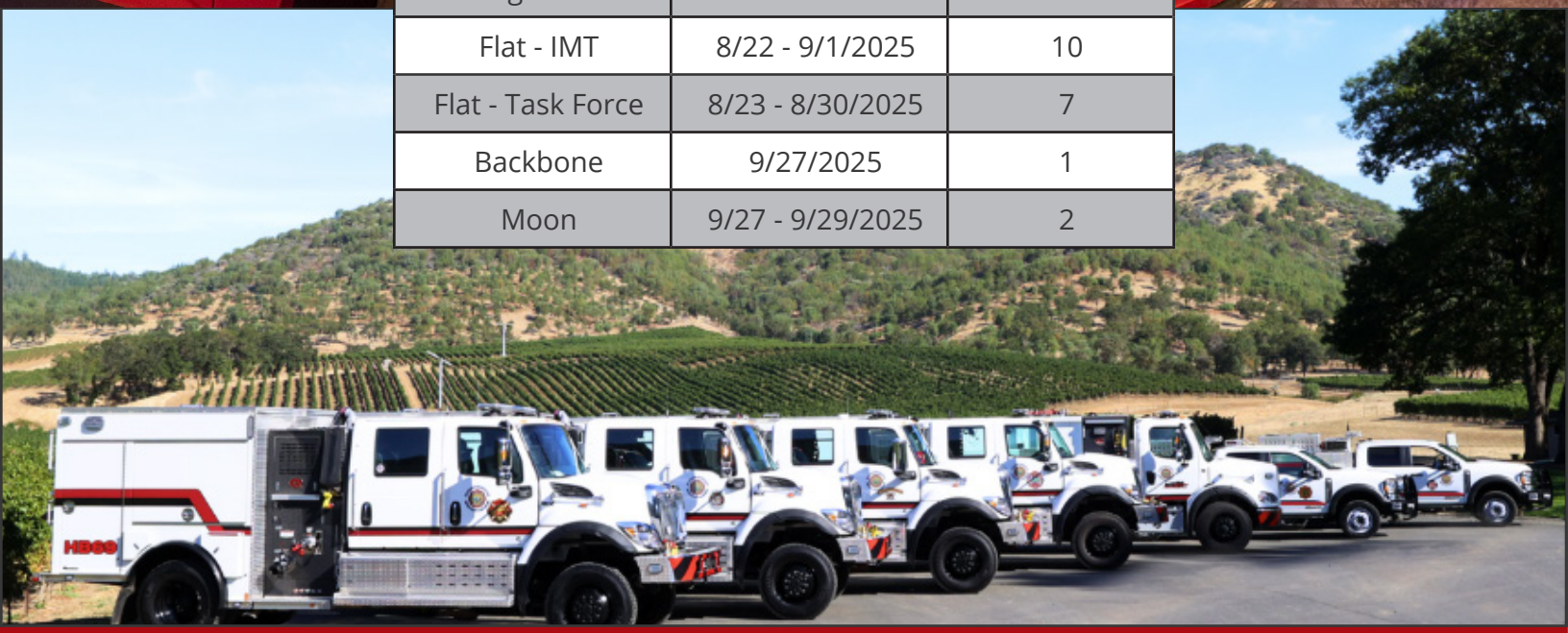
In 2025, Medford Fire Department personnel supported statewide mutual aid operations through eight OSFM conflagration deployments between January and September. Assignments supported incident management and field operations during periods of increased wildfire activity.

Personnel were deployed to the Palisades, Alder Springs, Elk, Highland, Flat, Backbone and Moon Fire incidents. The Flat Fire incidents included both Incident Management Team and Task Force assignments, reflecting operational flexibility and depth of capability.

These deployments totaled 44 deployment days, reinforcing Medford Fire's commitment to regional and statewide emergency response.



INCIDENT	DATES	DEPLOYMENT DAYS
Palisades	1/8 - 1/24/2025	16
Alder Springs	6/17 - 6/18/2025	2
Elk	7/9 - 7/13/2025	4
Highland	7/13 - 7/15/2025	2
Flat - IMT	8/22 - 9/1/2025	10
Flat - Task Force	8/23 - 8/30/2025	7
Backbone	9/27/2025	1
Moon	9/27 - 9/29/2025	2



The **Support Services Division** supports the Medford Fire Department's operational readiness by ensuring personnel have the equipment, supplies and fleet resources necessary to respond safely and effectively to all hazards. The division provides critical support services that sustain day-to-day operations and long-term system reliability. The division is staffed by one full-time and one part-time employee who manage supply distribution, inventory systems and fleet coordination.

NOTABLE ACCOMPLISHMENTS

Fire Department Strategic Plan 3.2, 3.4, 5.1, 5.5, 6.1, 10.4

- Managed and distributed EMS and station supplies to ensure consistent availability across all fire stations.
- Utilized the PSTrax inventory management system to track, order and maintain accountability of critical resources.
- Coordinated department supply logistics to support frontline personnel and operational needs.
- Managed apparatus and vehicle purchasing, replacement planning and lifecycle tracking.
- Coordinated preventative maintenance and repair schedules to maintain fleet readiness and reliability.
- Coordinated portable and mobile radio systems with Emergency Communications of Southern Oregon (ECSO) to support reliable communications and operational effectiveness.
- Expanded use of Tablet Command, the department's digital incident command platform.
- Developed specifications for Engine 13 and a new Tractor Drawn Aerial Ladder truck, enhanced wildland apparatus capabilities and deployed Engine 12 into service.

PROFESSIONAL STANDARDS

The **Professional Standards Division** plays an integral role in the Medford Fire Department, focusing on professional development, policy implementation and delivering essential services to internal customers. This division plans, organizes and manages training activities for all members, ensuring continuous skill enhancement and capability development.

NOTABLE ACCOMPLISHMENTS

Fire Department Strategic Plan 1.1-1.2, 5.1-5.2, 5.5

- Enhanced promotional assessment centers for the Battalion Chief and Engineer positions.
- Developed and implemented a succession planning program by expanding employee training and education opportunities, supporting professional credentialing, and promoting continuous professional development.
- Participated in local, state and federal technical committees to collaborate on community risk reduction initiatives and address issues identified in OSFM's 2025 Convening of the Fire Service.
- Partnered with Emergency Communications of Southern Oregon (ECSO/Dispatch) to strengthen the triage process.
- Collaborated with EMS and local medical providers to enhance existing response strategies, improve patient outcomes and reduce overall system costs.

TRAINING

The **Training Division** plays a central role in preparing personnel to meet the demands of an increasingly complex emergency response environment, with a continued focus on capability, adaptability and sound decision-making.

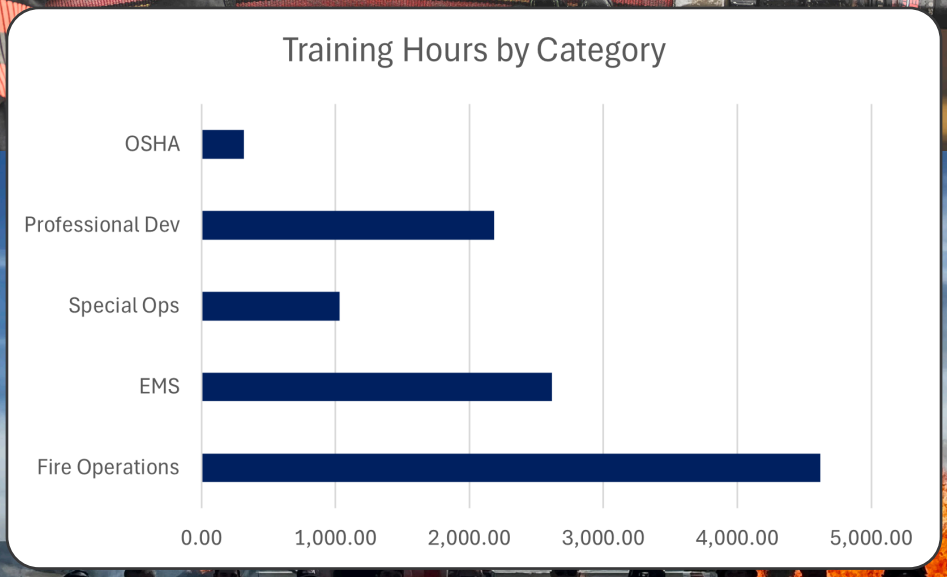
Throughout 2025, the division delivered required EMS, fire suppression and special operations training, while expanding leadership development opportunities across all ranks. Building on Chief Anthony Kastros' *Calm the Chaos!* framework, instruction placed a strong emphasis on slowing down the moment, improving situational awareness and making disciplined, high-quality decisions under pressure.

Training delivery shifted toward more scenario-based, hands-on evolutions, including both single- and multi-company drills, designed to challenge crews in realistic, time-compressed environments. These efforts prioritized strategic and tactical thinking, reinforcing not just what to do, but how and why decisions are made on the fireground.

In addition to operational training, the division supported organizational development through promotional processes, company-level instruction and targeted career development efforts. Ongoing initiatives in driver/operator proficiency, apparatus operations and personnel safety further contributed to a well-rounded and prepared workforce.

2025 TRAININGS AND CONFERENCES

- Kastros: *Calm the Chaos!*
- Extrication Training
- Ethos Training
- Engineer Promotion Testing
- Wildland Refresher
- ARFF Live Fire Training
- TECC Refresher
- EMS Squad Academy
- Fire Instructor I Course
- Vent Training
- HazMat Refresher
- ISFSI Live Fire Instructor Course
- K-9 Care Training
- Nozzle Forward Training
- WFCA Ignite & Force Conference
- EMS Conferences
- OFCA Spring Conference
- OSFM Task Force Symposium
- Chemeketa Fire Conference
- Hollotec Specialized Entry
- OSFM HazMat Tech Academy
- Science to Station Conference
- Fire as a Weapon Symposium
- Ridgetop to Rooftop Summit
- TSI Conference
- OFMA Technical Education

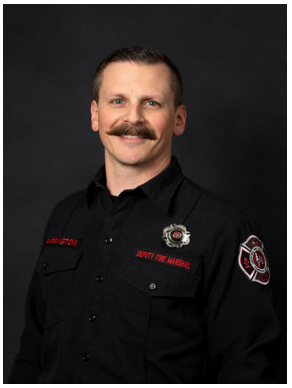


CREDENTIALS MAINTAINED

- EMS: EMT/AEMT/EMT-I/Paramedic, PALS, ALS, CPR/BLS
- DPSST: Operations, Prevention/ Public Education/Admin
- HazMat
- SWAT
- OSHA Compliance
- Incident Management
- Task Book and State Certifications

NOTABLE ACCOMPLISHMENTS

25-27 Council Goals - Community Engagement/Communication; Safe and Healthy Community; Fire Department Strategic Plan 5.2, 8.3, 10.1, 10.3-10.4, 11.2-11.3



- Concentrated focus on fire protection system verification and maintenance to ensure protection for people and property in our community.
- Engaged the community with education and outreach at events, including City Council Town Halls, Fire Station Open Houses, Citizens Academy and Chipper Days.
- Collaborated with other departments and City leadership to improve safety related to wildfire risk, food vendors, lithium-ion batteries and more.
- Focused efforts on updating and clarifying information on our forms, handouts and website, to support our community with clear and helpful resources.

COMMUNITY RISK REDUCTION DATA

INVESTIGATIONS, FIRE CODE ENFORCEMENT AND RELATED ACTIVITIES

25-27 Council Goals - Safe and Healthy Community
Fire Department Strategic Plan 10.1, 10.3-10.4

3,627
Fire Code Enforcement
1,522 Hazards Addressed

431
Development and New Construction
154 Hazards Addressed

88
Wildfire-Related

55
Fire Investigations

4,201
TOTAL

COLLABORATION, OUTREACH AND ENGAGEMENT ACTIVITIES

25-27 Council Goals - Community Engagement & Communication
Fire Department Strategic Plan 5.2, 8.3, 10.3, 11.2-11.3

41
School Engagement
1,139 Students Reached

304
Public Engagement
4,740 Individuals Reached

57
Collaboration and Committee Meetings

402
TOTAL

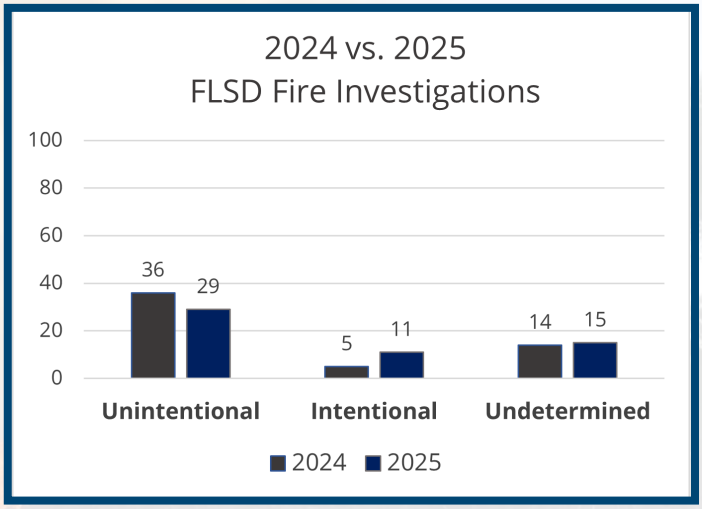
The FLSD team is dedicated, fun, and impeccably credentialed to help Medford stay safe!
Pictured (from left): Jon Gailis, Jenilee Rasmussen, Steve Parks, Jeff Matschke, Samantha Metheny, Tanner Fairrington

The **Fire & Life Safety Division (FLSD)** serves the community through a variety of risk reduction strategies, programs and initiatives throughout the year. Our service deliveries include enforcement of the fire code, outreach and engagement with the public, review of development projects and fire protection systems, and investigation of fires. We actively collaborate with our partners to support programs and initiatives that align with Council Goals and the Fire Department Strategic Plan to mitigate risk in the community. In March, Tanner Fairrington was selected to serve as Fire Marshal. In July, Firefighter Jeff Matschke was promoted from the line to fill our open Deputy Fire Marshal position after a competitive hiring process. For 2026, we will be focusing on development of our team!

2025 Fire Incidents & Investigations

Compared to 2024

↑ 9%	388	Total Fires
↑ 18%	144	Vegetation Fires
↑ 35%	48	Vehicle Fires
↓ 28%	89	Structure Fires
↑ 16%	107	Fires (Other)
↑ 4%	55	Fire Investigations (FLSD)
↓ 347%	$20.3	Potential Loss Saved (Millions)
↓ 119%	$2.1	Total Loss (Millions)
↓ 100%	0	Civilian Injuries
↓ 100%	1	Civilian Fatalities



PERSONNEL ROSTER

EXECUTIVE TEAM

Fire Chief

Eric Thompson

Deputy Chief Pro Standards

Devon Brown

Deputy Chief Operations

Chris Howard

Emergency Manager

Aaron Ott

Office Administrator

Jennifer Sparacino

COMMAND TEAM

Battalion Chiefs

A Shift

Rob Wright

B Shift

Sean Schmidt

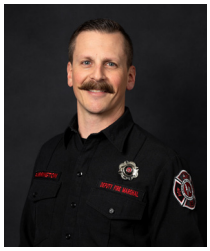
C Shift

Jason John

Support Services

Justin Keylock

Fire Marshal



Tanner Fairrington

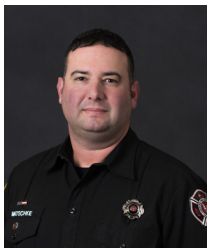
Training & EMS

Kip Gray

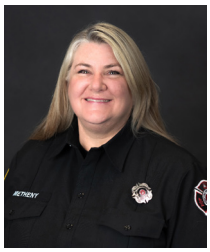
ADMINISTRATIVE TEAM

Deputy Fire Marshals

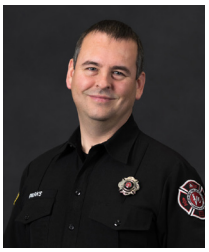
Jon Gailis



Jeff Matschke



Samantha Metheny



Steve Parks

Training Captain

Ryan Stidham

Administrative Support

Anna Champagne

Crystal Palmerton

Jenilee Rasmussen

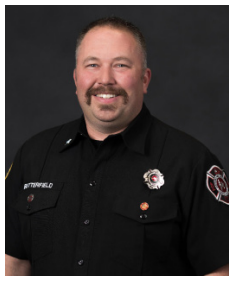
Logistics

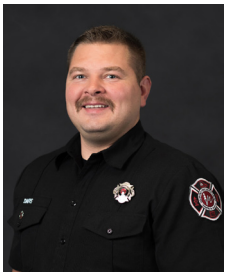
Randy Kalista

Matt Lichtenstein

Fire Captains

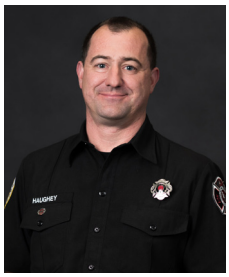
David Ackles

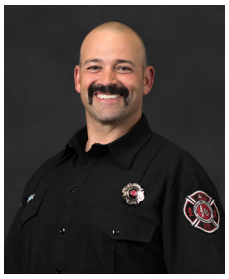

Derrek Butterfield


Noah Davis

Chuck Glose

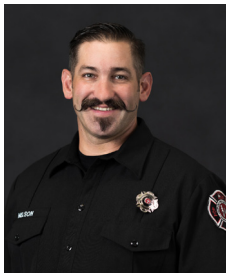
Josh Guinn

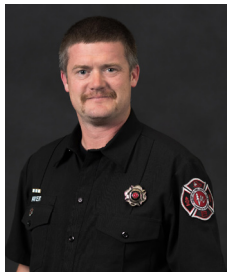

Mike Haughey


Mike Longo

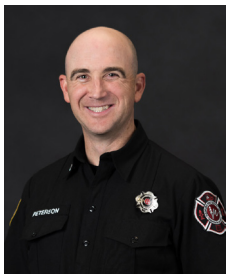
Rich Martin

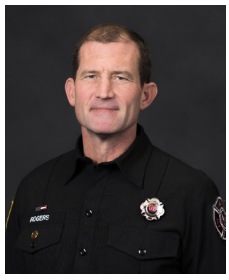
Seth McEwen


Jeremy Nelson

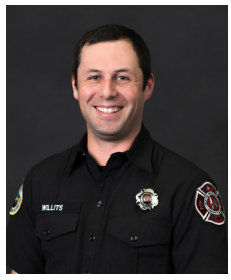

Graham Payer

Dave Penicook


Jon Peterson

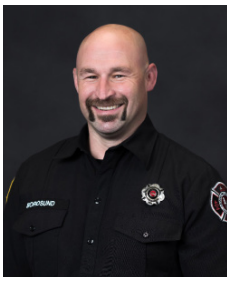

Al Rogers

Kevin Watt


Ryan Willits

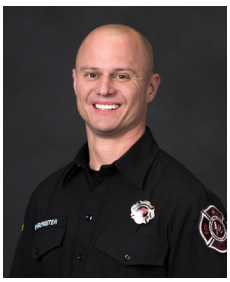
Fire Engineers

Josh Allphin


Lars Borosund

Dan Buchanan

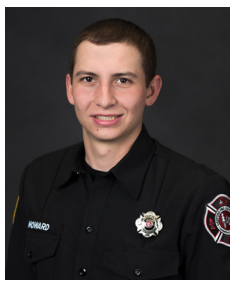
Andrew Burg


Travis Chronister

Tim Dundas

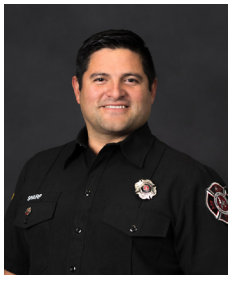
Kevin Geller

Dave Herick

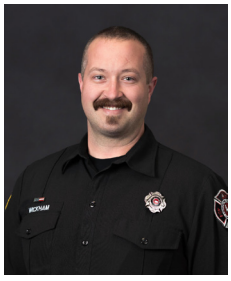

Mike Howard

Kyle Miller

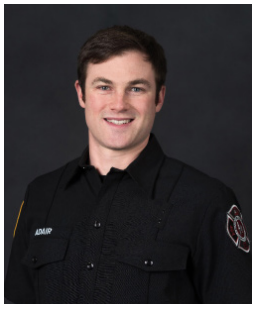
Cole Rohrbough

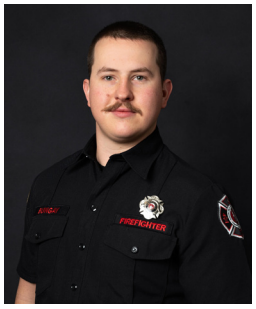

Manny Sharp

Marc Trautz

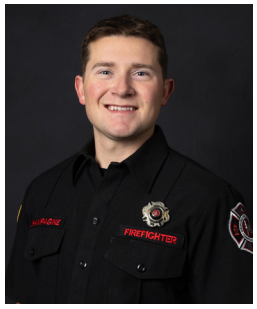

Nathan Wickham

Curtis Wilcox


Nathan Adair


Frank Bungay

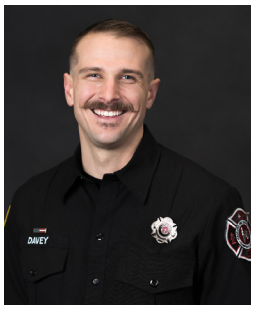
Andrew Burton

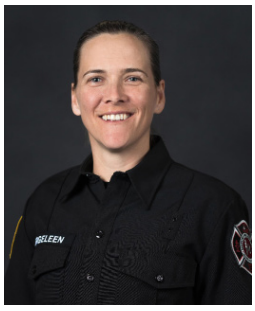

Dominic Champagne

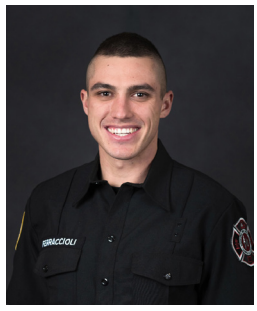
Eli Champagne

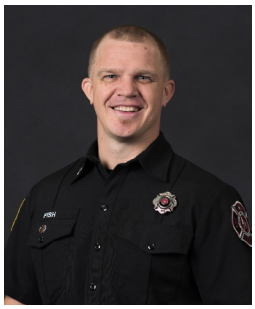
Calvin Claassen

Daniel Cook


Corbin Davey

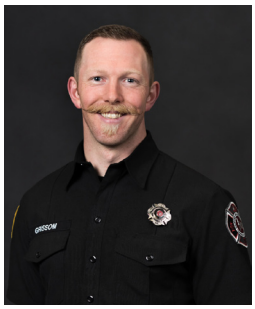

Sarah Defenbaugh


Chase Ferraccioli

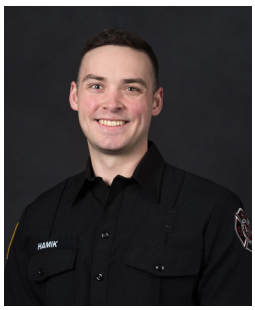

Justin Fish

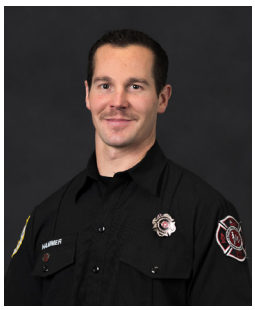
Cole George

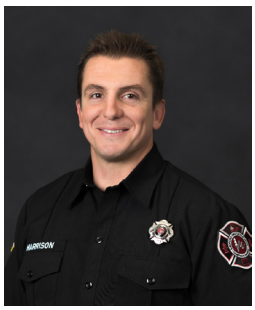
Luke Gregg


Brandon Grissom

Chad Grogan


Jett Hamik


Wes Hammer


John Harrison

Adam Hendy

Brandon Jones

Aaron Kersey

Travis Landen

Kris Miller

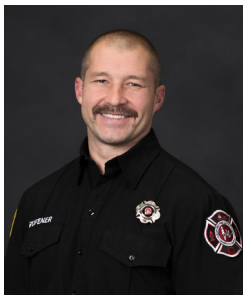
Kyle Nelson

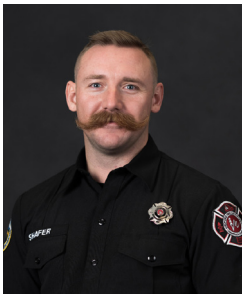
Tyler Nelson

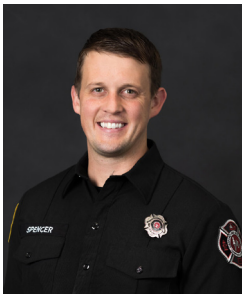
Firefighters

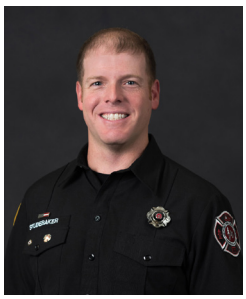
James Oppelt

Chris Peterson


Todd Rufener


Steve Shafer


Taylor Spencer

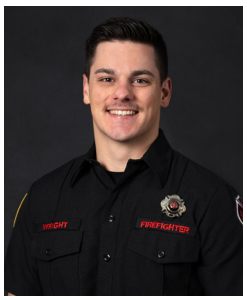

Bryan Studebaker

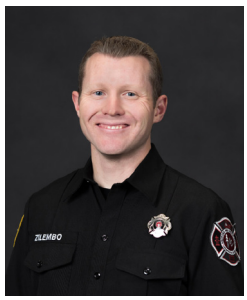
Jim Turcke

Curtis Ulrich

Quaid Walters

Dave Wood

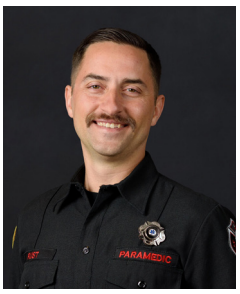

Jake Wright

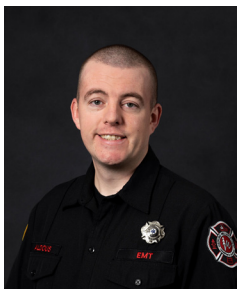

Nick Zilembo

Eric Zurita

EMS Squads

Tyler Barrett


Mike Rust


Rob Aldous

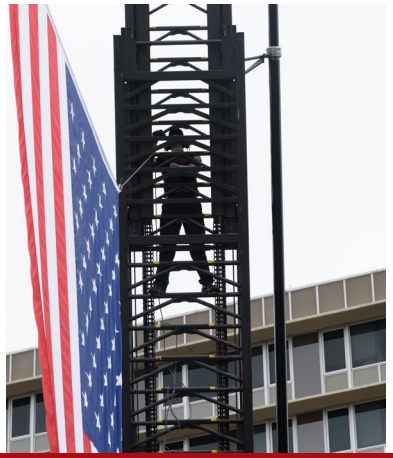
Tim Hegdahl

PHOTO coming soon!

Dain Blomgren

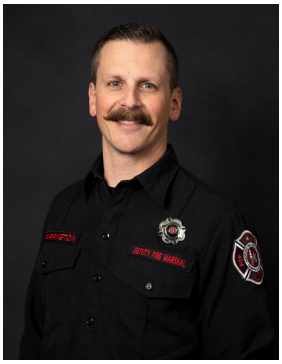
PHOTO coming soon!

Jodi Fenton

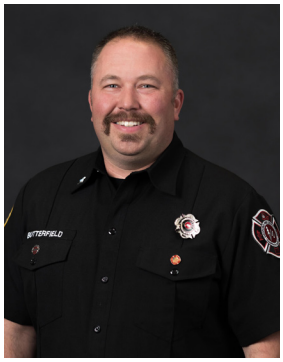


PROMOTIONS

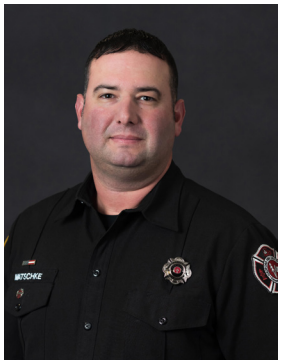
Rob Wright was promoted to Fire Battalion Chief A Shift on June 1, 2025.



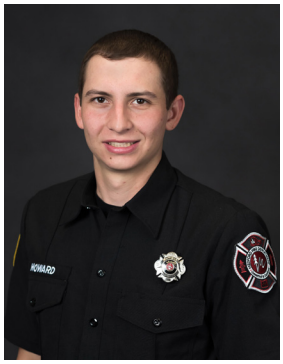
Tanner Fairrington was promoted to BC-Fire Marshal on March 1, 2025.



Derrek Butterfield was promoted to Fire Captain A Shift on June 1, 2025.



Jeff Matschke was promoted to Deputy Fire Marshal on July 1, 2025.



Michael Howard was promoted to Fire Engineer B Shift on June 1, 2025.

NEW HIRES

We welcomed Paramedic **Jodi Fenton** and EMT **Dain Blomgren** as the newest members of our EMS Squad team! Their skills and experience are great additions to our innovative EMS Squad program as it expands.

RETIREMENTS

Firefighter **Jim Turcke** retired January 2025 after over 16 years of service.

Fire Captain **Kevin Watt** retired May 2025 after over 25 years of service.

Fire BC **Sean Schmidt** retired December 2025 after over 25 years of service.

ORGANIZATIONAL CHART

Eric Thompson
Fire Chief

Devon Brown
Deputy Chief
Professional Standards

Aaron Ott
Emergency Manager

Chris Howard
Deputy Chief
Operations

Full-Time Positions: 89 Sworn | 5 Non-Sworn
Part-Time Positions: 2 Non-Sworn

2025 AWARDS BANQUET

The 2025 Medford Fire Department Awards Banquet honored the outstanding achievements of our members over the past year, recognizing acts of courage, leadership, teamwork and dedication to our community. It was a meaningful opportunity to express gratitude for their tireless efforts and to reaffirm the strong bonds of service, honor, integrity and pride that define our department.

AWARDS

CHIEF'S COIN
Kip Gray

LETTER OF COMMENDATION
Kyle Miller
Nathan Wickham

SO THAT OTHERS MAY SUCCEED
Jason John
Justin Keylock

OUTSTANDING SERVICE
Rob Aldous
Tyler Barrett
Tim Hegdahl
Justin Keylock
Steve Parks
Mike Rust

FIREFIGHTER OF THE YEAR
James Oppelt

ENGINEER OF THE YEAR
Manny Sharp

OFFICER OF THE YEAR
Sean Schmidt

PRIDE & OWNERSHIP
Andrew Burg

2025 AWARDS BANQUET

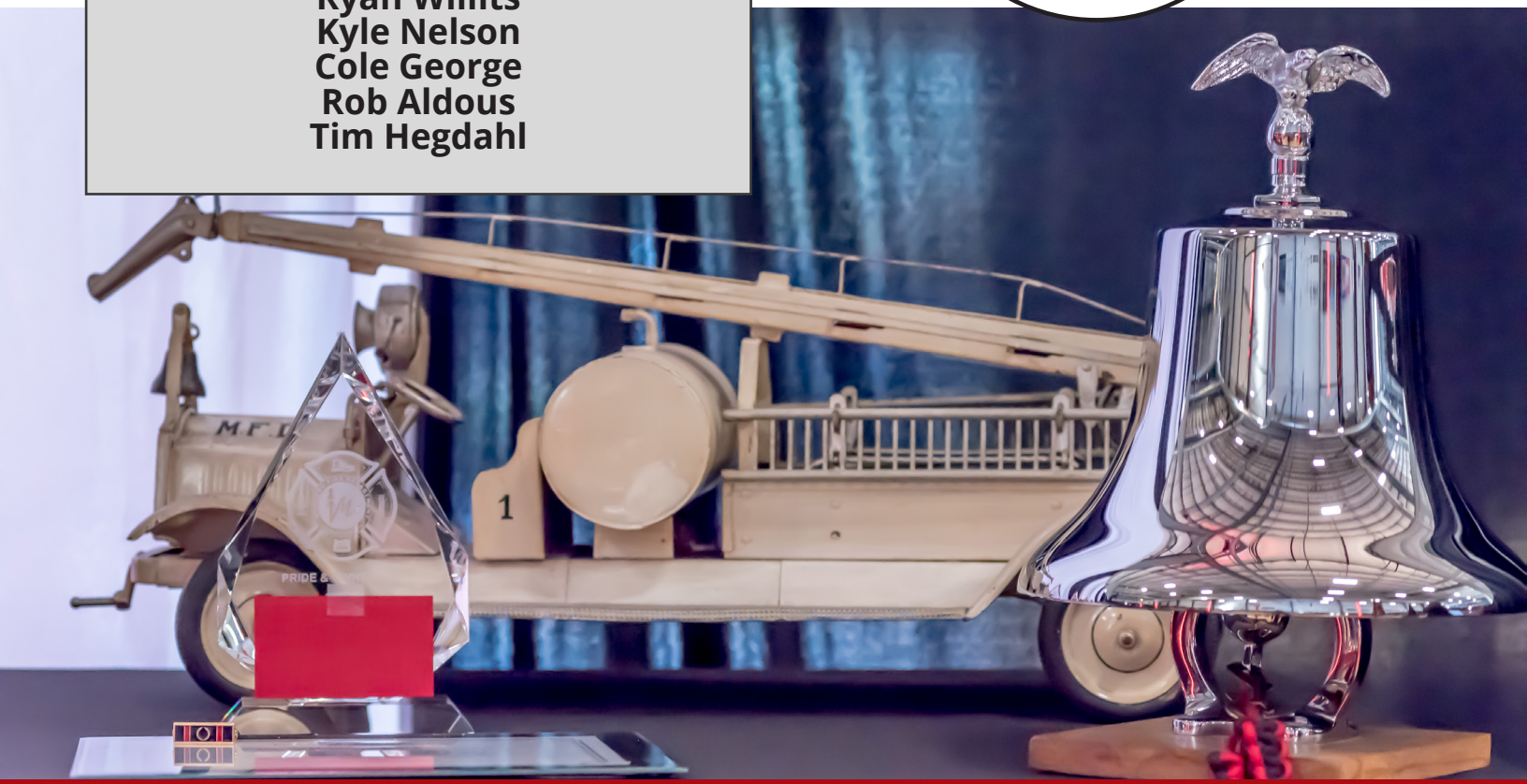
AWARDS

COMPANY CITATION

Jeremy Nelson
Tim Dundas
Aaron Kersey
Curtis Ulrich

Kip Gray
James Oppelt
Jeff Matschke
Nick Zilembo
Michael Howard

Ryan Willits
Kyle Nelson
Cole George
Rob Aldous
Tim Hegdahl



PHOTOS

MORE PHOTOS

City of Medford | Fire Department
200 South Ivy Street, Medford, OR 97501