

## MINUTES

**Eugene City Council  
Work Session  
Eugene, Oregon 97401**

**December 10, 2025  
12:00 p.m.**

**Councilors Present:** Eliza Kashinsky, Matt Keating, Alan Zelenka, Jennifer Yeh, Mike Clark, Lyndsie Leech, and Randy Groves

**Councilor Absent:** Greg Evans

Mayor Knudson opened the December 10, 2025, Eugene City Council Work Session in a virtual format.

### **1. WORK SESSION AND ACTION: Fire Governance Recommendation**

City Manager, Sarah Medary, introduced the topic and provided background on the proposed transition to a new fire governance model.

**Councilor Discussion:**

- Councilor Groves – stated appreciation for the City Manager, Chief Caven, union leadership, and staff for their work on the governance issue; noted the importance of clarity and certainty in future planning for fire services; expressed concern about the two-year separation agreement and suggested not waiting six months to serve notice if Springfield is not aligned; emphasized the need for a clear path forward for the community and department staff; expressed an interest in hiring Sarah Medary on a contract to continue guiding the process.
- Councilor Kashinsky – noted appreciation for the proposed timeline and direction provided; asked whether unique programs like alternative response services would be included in the Intergovernmental Entity (IGE); asked about Springfield's position and whether mutual aid agreements would be pursued if the merger dissolved.
- Councilor Zelenka – stated support for the IGE recommendation; emphasized the importance of securing more resources for fire services; noted the success of the Metropolitan Wastewater Management Commission (MWWC) as a model; stated that if Springfield does not support the IGE, Eugene should move forward on its own without delay.
- Councilor Leech – indicated support for the City Manager's recommendation; noted community pressure for a fire district and appreciated the decision to pursue the most appropriate model for Eugene and Springfield.

- Councilor Yeh – stated support for the IGE recommendation; noted the value in the thorough evaluation process that has taken place; asked whether the current team is prepared to continue the work after the City Manager's departure; expressed appreciation for the City Manager's commitment to support the team if needed.
- Councilor Clark – stated full support for the City Manager's recommendation; expressed interest in hearing from the incoming City Manager before finalizing next steps; supported the idea of retaining Sarah Medary on contract to assist with the transition.
- Councilor Groves – stated the limitations of mutual aid compared to the operational advantages of a merged fire service; indicated the importance of maintaining surge capacity and standardized equipment and training; stated that separation is not ideal but may be necessary if negotiations fail; emphasized that maintaining the current governance model is not sustainable.

**MOTION:** Councilor Leech, seconded by Councilor Zelenka, moved to direct the City Manager to negotiate the core terms of an agreement with Springfield, consistent with the recommendations in Attachment D, as a preliminary step toward forming an Intergovernmental Entity for Eugene Springfield Fire, and to return to Council in three months with a progress update.

**VOTE: 7:0 PASSED**

**IN FAVOR:** Kashinsky, Keating, Zelenka, Yeh, Clark, Leech, and Groves.

**OPPOSED:** None.

The meeting was adjourned at 12:47 p.m.

Respectfully submitted,



Katie LaSala  
City Recorder

*(Recorded by Rosa Roach)*

Link to the webcast of this City Council meeting [here](#).