



BAKER CITY, OREGON CITY COUNCIL MEETING AGENDA

WORK SESSION
JULY 14, 2026 - 5:00 PM
CITY HALL COUNCIL CHAMBERS

MAYOR:
Randy Daugherty
COUNCILORS
Roger Coles
Loran Joseph
Helen Loennig
Doni Bruland
Gratton Miller
Randy Schiewe
CITY MANAGER
Barry Murphy

Call to Order/Introduction

1. Call to Order	Mayor Daugherty	Procedural
2. Roll Call	Megan Langan	Procedural

New Business

3. Guidance for Policy Amendment	Andrew Lawrence	Discussion
a. Call Response	Andrew Lawrence	Discussion
b. Vehicle Rotation	Andrew Lawrence	Discussion
4. Store Access	Andrew Lawrence	Discussion

Adjourn

5. Adjourn	Mayor Daugherty	Procedural
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Baker City operates under an EEO policy and complies with section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act. Assistance is available for individuals with disabilities by calling 541-523-6541.



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CITY MANAGER

Barry Murphy

Date: July 14, 2026

Subject: Call to Order



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Date: July 14, 2026

Subject: Guidance for Policy Amendment



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P.O. Box 650, Baker City, OR 97814-0650

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Baker City Fire Department Work Session

Guidance and Consideration Staff Report

To: Baker City - City Council

From: Baker City Fire Department

Date: 07/14/2026

Subject: Request for expanded guidance and consideration of matter concerning the Baker City Fire Department

Executive Summary

The Baker City Fire Department staff have requested a work session to aid in the furtherance of mutual understand of City Council expectations and to review matters of concern and interest with the Council regarding the operations of the Baker City Fire Department. The goal of the Fire Department is to remove barriers of communication and work towards implementing the procedural goals of the City Council, City Administration and the Fire Department while best managing concerns of the department.

The topics for consideration are:

1. Requested guidance and potential for amendment to the medical call response policy.
 2. Requested guidance and potential for amendment to the vehicle rotation policy.
 3. Requested for consideration regarding public engagement through managing incidental tasks.
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1. Requested guidance and potential for amendment to the medical call response policy.

The Fire Department staff is seeking guidance and the opportunity to review our medical call response policy to have the opportunity to understand the position of the Council and review the concerns that staff are faced with regarding the current policy structure. As this policy was developed internally, we would like to review the policy with the council.

Current Challenge:

- The current policy is resulting in delayed response time.
 - We have concerns with restricted opportunities to be emergent ready during ALS calls and instances where BCFD are primary on medical.
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Reason for Concern:

In past practice prior to the current policy firefighters began their response protocol the second station 24 tones were identified. This allowed the firefighters and fire truck to be operationally waiting on dispatch for the response location. Time from initial tones to mobility readiness where the firefighter were geared up and the truck was waiting on the apron takes roughly 30 seconds based on a few tests run this past week. This response protocol statistically leads to response times within town to less than 4 minutes.

Currently we wait for tones to complete dispatch to relay all the information and then a decision to respond or not is made. Based on time tracking a review of dispatch logs this delays our operation readiness by 6 minutes on average and increases our response time to roughly 10+ minutes.

With ALS medical calls, response times to render aid, second's matter. This understanding of rendering aid in a timelier manner is the driving factor for our request to review this policy and seek more information from the Council to help the Fire Department best serve the community.

The Fire Department acknowledges we do not have the medical and ambulance contract in the City anymore and Pioneer Ambulance is paid to manage the medical response duties. The Fire Department also recognizes in the past when the City had the ambulance contract the City Fire Department only sent 2 staff members on medical calls.

When the City responds the City is sending staff members who are required to maintain a level of physical fitness allowing them to manage Fire duties, this allows fire fighters to be more capable to assist physically in various situations.

One identified benefit to having Pioneer manage the ambulance and the Fire Department being a separate entity it allows for more staffing to respond to calls and provides a safer work environment for both Firefighters and Paramedics. In regard to Lift Assists when two people are expected to lift an individual weighing over 300 lbs., we have seen staff suffer back and abdominal injuries. These injuries result in staff not being able to work, placing more burden on scheduled able-bodied staff. This increase in personnel responding we believe has lowered the injury rate of EMS personnel for both the City and the Fire Department.

Decision Making Scenarios:

- **Obvious BLS**
 - *Patient is having issues with catheter and is requesting transport.*



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- **Obvious ALS**

- *Patient is having difficulty breathing and chest pain and has a history of heart attacks.*

- **Questionable Calls**

- *Significant headache all day and getting incoherent.*
- *Two students collided with, neither subject was bleeding and one student had goose egg on their head.*

Guidance and Requests:

Based on the concerns of slowed response time's, potentially lower interaction with medical calls and cases and the process of determining whether to respond or not based on initial dispatch information, is there any guidance you can give that will allow us to develop a more appropriate policy as a department that will help us to remove some of these operational barriers and fulfill the desire of the Council and our community?

2. Requested guidance and potential for amendment to the vehicle rotation policy.

The Fire Department staff are seeking guidance and the opportunity to review our vehicle operation and rotation plan. The Fire Department has suffered some mechanic expenses that have burdened the budget, and the Fire Department would like to work with the Council and to have the opportunity to understand the position of the Council to develop a successful and stronger vehicle rotation plan. As this policy was developed internally, we would like to review the policy with the council so we can develop a policy that will reduce concerns and still implement Council goals through the management of City assets and financial health.

Current Challenge:

- Managing rotational periods
- Managing equipment transfers
- Managing access to the right tools and equipment for each emergency and situation
- Managing vehicle health while being operationally efficient.
 - Warranty management

These concerns face all fire departments and are not unique, as our department faced a large mechanical repair expense in the last 12 months due to a lack of vehicle use we would like to work with



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the Council to talk through our operational needs and work to develop a strong rotational policy leveraging the ideas of the Council and taking into the considerations of various opinions.

Reasons Context of Concern:

- Currently we do not have enough equipment to outfit both 2431 and 2432 which limits us to a designated rotation plan under current policy as we move equipment from one apparatus to the other.
- Each apparatus has its unique strengths where the 2432 engine was purchased as a transitional engine and back up engine some items like tank capacity were not the focus of the purchase.
 - Why tank capacity matters: As seen on our most recent structure fire, 2432 was in rotation and a hydrant was roughly 125 yards away from the engulfed structure. A challenge we initially faced was a shift with only two staffing. This meets our minimum requirement but under this situation the minimum staff reduced our ability hook up to the hydrants as quickly. With a tank with a 1000-gallon capacity, we have roughly 6 minutes of operational time before the engine needs to be hooked to a hydrant, with the 2432 truck with a 500-gallon tank that time is roughly 3 minutes. This time constraint reduces our ability to quickly suppress the fire or attack the fire from inside the structure immediately.
 - The 2432 apparatus is a great engine with benefits such as large storage containers and works very well within City limits when operated by a fully staffed team. The benefit to 2431 is it shares strengths but additionally allows for added operational ability with a minimally staffed crew. The 2431 engine also provides many strength when there is a requirement to travel onto the interstate to extinguish a fire.
- Due to our equipment limitations under our current plan, we find ourselves managing some challenging situations during emergencies.
- The time to grab the minimally necessary equipment from one truck and move it to another adds roughly 10 to 15 minutes to our response time which results in a more dangerous situation when we as a department arrive on scene so we have been working through the challenges.

Guidance and Requests:

The Fire Department agrees it needs to have an operational plan as an operational plan is not a normal policy in departments due to each department unique circumstances, we are limited on shared knowledge to best develop a rotational plan. Our hope is to work with the Council to develop solutions to



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our concerns and develop a policy that meets the Councils intent to manage the financial and physical health of the City and the Cities assets.

Proposed Resolution:

The Fire Department believes if we were to use the Salem engine (2432) on BLS medical calls and for training purposes with the Part Time staff we could keep the truck moving, avoid mechanical failure from the engine sitting idle and we would be able to respond to more medical calls with the intent of operating the apparatus.

This would also make it so when assisting Pioneer, we are relying on use of their supplies and limiting the use of BCFD supplies resulting in no additional operational costs.

This is a proposal; we want to make sure any decision we make is in the best interest of the department and the City through mutually developed policies.

3. Requested for consideration regarding public engagement through managing incidental tasks.

Currently it is policy that the City Fire Department is to not travel to the City grocery store or restaurants during shift. The Fire Department would like to visit with the Council about the policy to explain why the policy creates barriers for our firefighters and limits our general public exposure. We would like to discuss the potential for a modification of the policy to allow minimal travel to the store and maybe restaurants while on shift.

Barriers:

- Firefighters live onsite at the fire station for 48-hour periods and are tasked with providing our own groceries. It is practice we as a team share the household tasks of cooking and shopping for each other while on shift. As Firefighter are unable to take designated breaks or lunches this results in firefighters having to shop for their shift needs during their off time.
- Staffing changes have resulted in issues with this practice. Last-minute call-ins or schedule changes have resulted in the purchase of too much, too little or no food for the shift if the person responsible calls out sick.
- Lastly, we as a department have felt prior to the current policy, we had the ability to positively engage with City business and the public aside from solely responding to emergent situations. Under current circumstances we feel that engagement and relationship has been strained.



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Proposed Amendment:

The Baker City Fire Department is asking for the ability to consider an amendment to the current policy to allow the firefighters the ability to travel to the store up to once during a shift which would allow each shift to purchase adequate supplies based on staffing and reduce burdens on firefighters when supplies are strained and we then rely on our spouses, friends and family to seek out groceries and supplies for the Fire Station the we provide.

The Fire Department understands that the policy was based on several facts, some of those resulting in some negative input from the public, we would like to ask that the Council allow this amendment for a trail period. We also know, based on recent events negative option out shadows' positive interactions and we as a team would like to work through the conflict concerns any negative feedback from the public so we as a Department and a City make sure our actions are best serving the whole of Baker City.

Secondly, we understand that the Council is tasked to maintain the financial health of the City so we would work to make any stop following a call or a refueling run rather than leaving the station solely for the purpose of shopping or eating.

The Fire Department staff would welcome the chance to discuss this and collaborate with the Council on this concern.



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Conclusion:

The Fire Department believes the best way to serve the community is to break down barriers and move forward with stronger lines of communication with our communities' representatives. This will allow the department to balance our operational needs, the concerns of the department staff and the needs and desires of the public, its representatives and the City.

This work session is a great opportunity for the team at the fire department and the Council to come together and develop mutual policy through shared understanding and developed on the basis of achieving our mutual goal, serving the citizens of Baker City.

The Fire Department also want to thank the City council for their time and consideration of these 3 matters as we understand our City Councilors are mainly volunteers and have taken added time to speak with the Fire Department through this work session.

Respectfully submitted,

Baker City Fire Department Staff

Represented by Austin Kelley & Andrew Lawrence



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Randy Schiewe

CITY MANAGER

Barry Murphy

Date: July 14, 2026

Subject: Call Response

MEMORANDUM To all Members of the Baker City Fire

FROM: Chief Carlson

DATE: April 6, 2026

SUBJECT: Response Guidelines

Effective April 6, 2026, based upon dispatched information, the following are the types of **medical** responses that Baker City Fire will **not** be responding to:

Lift assists, sick person, Lacerations/Injuries (amputations excluded), Ground level falls, General weakness, Nausea/Vomiting, Back pain, Rashes/ Hives, Diarrhea, abdominal pain, or any chronic medical condition that has started more than 24 hours prior to call.

We **WILL** respond to the following calls:

Chest pain, Difficulty Breathing, Stroke (CVA), Unconscious/Unresponsive, Seizure, Shooting/Stabbing, Overdose, Cardiac and Respiratory Arrest, Amputations, Trauma, Multiple patients and MCI, Assault, Anaphylaxis, Pregnancy, Auto-Ped, MCI, MVC, 9-1-1 Medevac Standby at the airport.

This does not preclude assistance if requested from Pioneer Ambulance at any time.

Officers and AIC's have the authorization and authority to use their decision-making skills and authority to respond to a medical call if the dispatched information makes it sound like a serious, life-threatening incident.

Additionally, deployment of the apparatus will be as follows:

(2 personnel on shift)

IF Pioneer is on an IFT, AND it meets the established response criteria:

The on-duty personnel shall respond with the Baker City Fire ambulance (to be available for a potential third call).

A callback for **two** firefighters should be initiated to ensure staffing of the engine.

(3 Personnel on shift)

IF Pioneer is on an IFT, AND it meets the response criteria:

The highest medically certified person shall respond in the ambulance.

The officer will determine who will accompany the other person in the ambulance.

The remaining firefighter will be responsible for staffing the engine and initiating a callback for **one** firefighter.

(2 or 3 personnel on shift)

IF Pioneer is NOT on an IFT, AND it is a response that meets the response criteria:

On-duty personnel may respond from the engine.

Please contact me if you have any questions.



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Date: July 14, 2026

Subject: Vehicle Rotation



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Date: July 14, 2026

Subject: Store Access

BAKER CITY FIRE DISTRICT		
	SOG Title: Grocery Shopping while on duty	
	SOG Number: 330	
	Original Date: 6/2/2025	Revision Date:
Standard Operating Guideline		

Grocery Shopping while on duty

330.1 PURPOSE AND SCOPE

The purpose of this guideline is to establish guidelines for grocery shopping on-duty.

330.2 GUIDELINE

It is the guideline of the Baker City Fire Department to encourage suppression personnel to bring an adequate supply of food to work to meet their nutrition needs for the hours to be worked. When circumstances allow, companies may be permitted to shop for groceries as well.

330.3 PROCEDURE

Company grocery shopping may be permitted under the following circumstances:

- (a) All companies shopping for groceries shall remain in service.
- (b) Companies choosing to grocery shop while on-duty should make shopping a part of the daily routine to avoid making a separate trip.
- (c) Multiple company stations shall have one unit shop for the entire station.
- (d) Daily grocery shopping for the entire station is to be accomplished in one visit to the store.
- (e) Members entering the store shall take a portable radio and if dispatched to a call should leave the store immediately.
- (f) Except for groceries, under the conditions noted in this guideline, personal shopping while on-duty is not permitted.
- (g) Use of a personal vehicle for grocery shopping while on-duty is not authorized.
- (h) It is recommended that one crew member should remain with the unit at all times for purposes of apparatus security, response readiness and public/community outreach.
- (i) Apparatus shall not be parked in red zones, along red curbs, in zones limited

exclusively to the vehicles of disabled persons or any location that will restrict pedestrian or vehicular traffic.



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Date: July 14, 2026

Subject: Adjourn
