

KEIZER FIRE DISTRICT

2025

Annual Report

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www.keizerfire.gov

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A MESSAGE FROM CHIEF RUSSELL:



To the residents of the Keizer Fire District,

As I enter my 24th year at Keizer Fire District, I continue to learn about our community each day. Keizer looks out for each other. Our job at the Fire District is to be there when looking out for each other isn't enough.

In 2025, Keizer Fire answered 7,097 calls for service. Fires, medical emergencies, crashes, and everything in between. That is an average of nineteen calls a day, handled by a combination of our 52 career personnel and volunteers. The work is approached humbly and done well. You should be proud of the people who do it. I sure am.

Behind the emergency operations is the quiet work: a balanced budget, updated policies, and equipment that is ready when it is needed. Nobody calls 911 for that part of the job, but it is how your Fire District stays strong.

We began to update our strategic plan that will guide the District from 2027 through 2032. Our personnel and a panel of community members work to build it together. Once complete, this document will provide a map that will guide the next five years of the Fire District.

We continue to work closely with Salem Fire Department and Marion County Fire District No. 1. In 2025, we took steps that will continue to strengthen the safety of our communities. Through automatic aid, the closest available unit responds to your emergency, regardless of jurisdictional boundaries. Simply put, it is our priority that the closest appropriate unit is dispatched to your emergency, when seconds count, boundary lines don't.

This is your Fire District. Stop by the station, ask questions, get to know the people who serve you. The door is open.

We are honored to be part of this community. Thank you for trusting us.

Ryan Russell
Fire Chief
Keizer Fire District

Board of Directors

Keizer Fire District is a non-partisan special district. Five board members are each elected directly by the people for staggered four-year terms. All represent the community at large. The Board of Directors establishes Fire District policy by passing ordinances and resolutions. The Board also adopts the district budget, approves appropriations, contracts in the District's name, and levies taxes. Regular meetings of the Keizer Fire District Board of Directors are held on the third Tuesday of each month at 5:30 pm. Visit our website at www.keizerfire.gov for meeting minutes, agendas, and scheduled meetings.

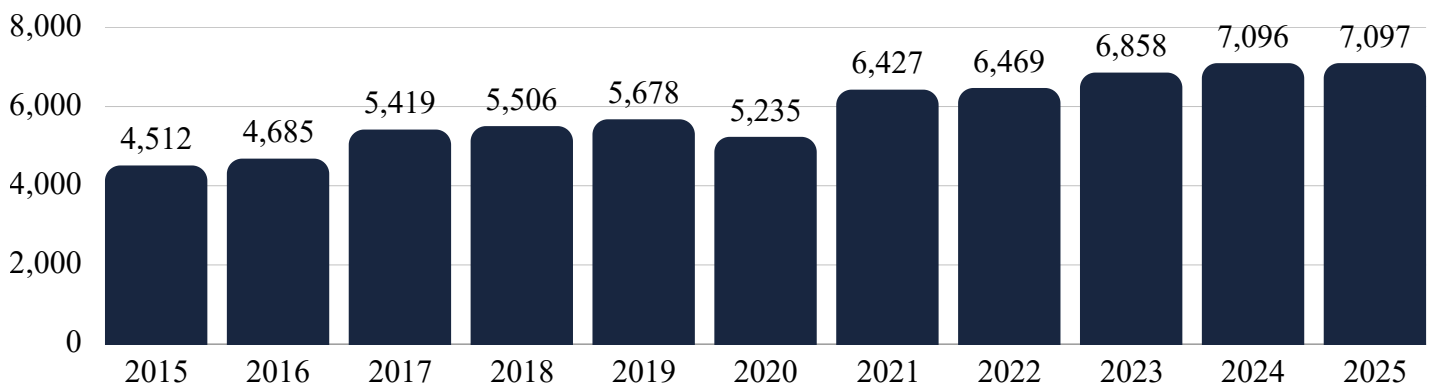


Pictured L to R: Kevin Clark, Corri Johnson, Betty Hart, Colleen Busch, Louis Risewick

2025 Calls for Service

In 2025, Keizer Fire District responded to 7,097 calls for service, continuing the steady demand for emergency response throughout our community. Medical emergencies accounted for the majority of incidents, with **5,560 calls** (78% of total call volume). Crews also responded to **123** fire-related incidents, **577** service calls, and **837** fire alarms, carbon monoxide alarms, and false alarms. While emergency medical calls remain the primary driver of response activity, the diversity of incidents highlights the wide range of services provided by the District and the readiness of our personnel to respond to emergencies of all types.

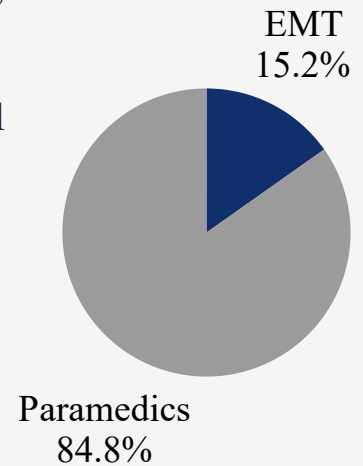
Total Number of Calls 2015-2025



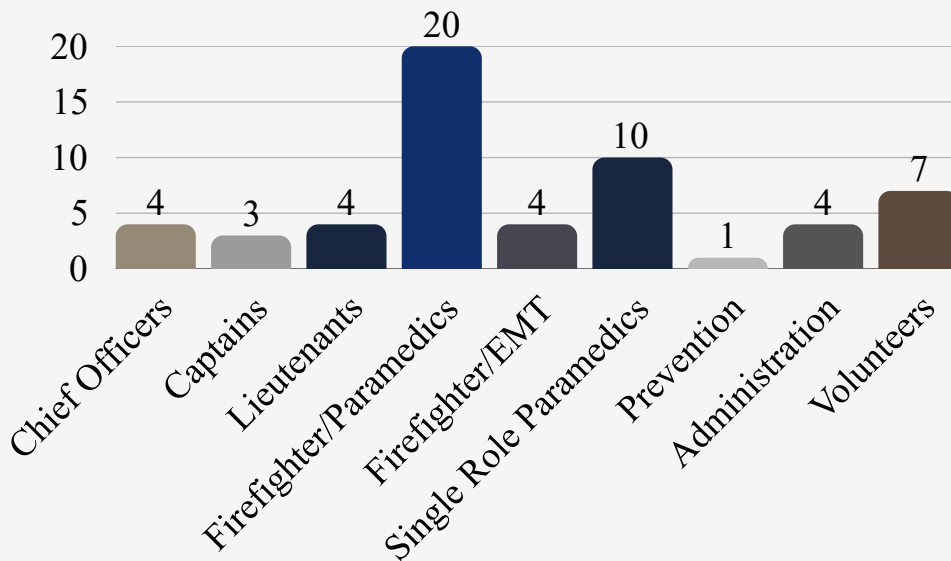
District Overview

The Keizer Fire District serves 10.5 square miles of Keizer providing fire suppression, emergency medical services, fire investigations, fire inspections, and community risk reduction. At the end of 2025, the District employed 50 career personnel, 3 volunteers, 3 students, and 1 resident volunteer. Everyday, Keizer Fire staffs 1 Battalion Chief, 2 engines, and 4 ambulances for emergency response with a total of 15 personnel. Additional staff includes the Fire Chief, Director of Finance and HR, Deputy Fire Marshal, EMS Billing Manager, IT Specialist, and our Community Engagement Coordinator.

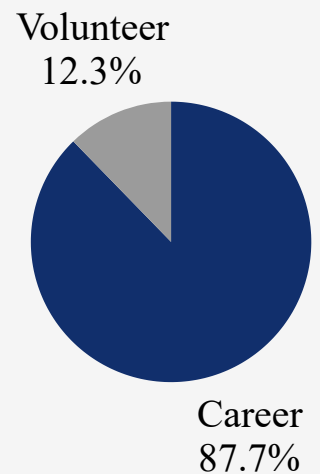
Career EMS Certifications



District Personnel



2025 KFD Makeup



Operating Budget

Funding (2024-2025 actual)

The Keizer Fire District receives its funding from two major sources; taxes and ambulance revenue.

Taxes	\$6,713,892
Ambulance Revenue	\$3,461,416
Other	\$1,235,559
Net Working Capital	\$3,859,610
Total	\$15,270,477

Net Working Capital

25.3%

Other
8.1%

Ambulance Revenue
22.7%

Taxes
44%

Personnel Expenses (2024-2025 actual)

Personnel makes up 67% of the District's total expenses and is comprised of three major categories: salaries, overtime, and benefits

Salaries and wages	\$4,935,533
Overtime	\$1,199,824
Benefits	\$4,129,776
Total	\$10,265,133

Overtime
11.7%

Benefits
40.2%

Salaries and Wages
48.1%

Maintenance and Operations Expenses (2024-2025 actual)

Keizer Fire allocates its maintenance and operations budget to three general categories:

- **Administration**, which includes dispatch cost and building maintenance.
- **Operations**, which includes Fire and EMS supplies such as PPE, equipment maintenance and medical supplies.
- **Training**, for both career and volunteers.

Administration:	\$831,762
Operations:	\$996,400
Training:	\$63,366
Total:	\$1,891,528

Training
3.3%

Administration
44%

Operations
52.7%

Achievements

The Keizer Fire District is honored to announce the recipients of our annual awards. The recipients were chosen by their peers for their dedication and commitment to the fire district. Congratulations to all of our award recipients!



Volunteer of the Year
William Meadows



EMT of the Year
Ashley Mas



Rookie of the Year
Garren Smith



Firefighter of the Year
Joe Hiller



Employee of the Year
Matt Dryden

Tenure Awards

The Keizer Fire District is honored to recognize the following individuals for their continued dedication to the Keizer Fire District and it's citizens.



5 Years of Service
Darrell Fuller



5 Years of Service
Brittany McCormick



5 Years of Service
Layne Gillette



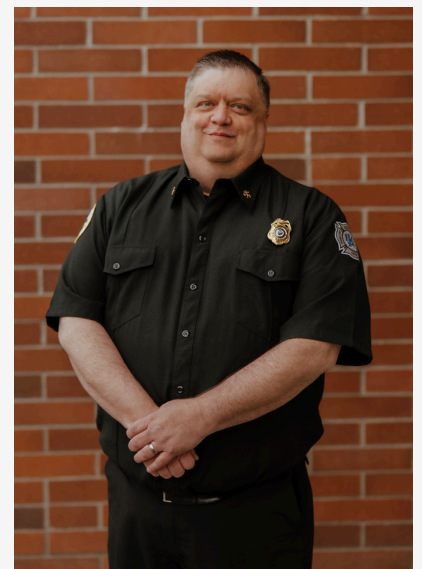
5 Years of Service
Brian Loan



10 Years of Service
CJ Thorne



20 Years of Service
Aaron Pittis



30 Years of Service
Brian Butler

Retirements

Joe Van Meter

After 24 years of dedicated service as a Keizer Fire District Board member, Joe Van Meter retired in 2025. Through every decision, challenge, and success, Joe led with humility, wisdom, and an unwavering commitment to doing what's right, helping guide the District through nearly a quarter century of growth and change. More than a Board member, he was a mentor and a true example of servant leadership, and his passion for public service and deep love for Keizer were felt in every meeting and every action taken on behalf of the community he served. His dedication has left a lasting impact on the District and the people we protect, one that will be felt for years to come. We extend our sincere gratitude for his 24 years of leadership and service, and wish him the very best in retirement.



Hector Blanco

After 15 years of dedicated service to the Keizer Fire District, Division Chief Hector Blanco retired in 2025. Throughout his career, he served as Division Chief of Training, oversaw the District's Health and Safety Program, led B Shift, and was instrumental in establishing the District's Safety Committee, work that reflects a genuine, lasting commitment to the wellbeing of his fellow personnel. He also expanded the District's community outreach efforts, strengthening the bond between the District and the people it serves. We extend our sincere gratitude for his leadership, his dedication, and the mark he's left on this organization, and wish him the very best in retirement.



Retirements

Tim Coburn

Engineer Tim Coburn concluded his incredible 37-year career with Keizer Fire District in 2025. Although he officially retired as an Engineer in 2022, Tim chose to return and continue serving the District for several additional years, a clear reflection of his deep and unwavering commitment to this organization and this community. Over the course of his career, he earned the genuine respect and appreciation of his fellow firefighters through his professionalism, his steady dedication, and his quiet but consistent commitment to making himself and those around him better on and off the job. Tim's example set a standard for what it means to show up, year after year, for the people and the community we are committed to serving. His legacy of commitment and teamwork will continue to be felt throughout the District for years to come, and his career stands as one few will ever match.



Kelby Frazier

Throughout 27 years of faithfully serving our community, Engineer Kelby Frazier became known for his institutional knowledge, his commitment to excellence, and his willingness to go above and beyond in every aspect of his job. He played a vital role in the District's maintenance program, helping keep the fleet safe, reliable, and ready to respond when it mattered most. A respected mentor and steady presence among his peers, Kelby was recognized as Keizer Fire District's 2015 Employee of the Year, a fitting tribute to a career built on quiet, dependable excellence. Kelby retired in 2025, and we thank him for his years of devoted service and wish him a long, healthy, and well-deserved retirement.



Operations



In 2025, Keizer Fire District (KFD) responded to a total of 7,097 calls for service, including structure fires, medical emergencies, fire alarms, and fuel spills. These incidents are addressed daily by one Battalion Chief, two paramedic engine companies, and three and one-half ambulances staffed and on duty. Each day, KFD maintains a minimum on-duty staffing level of 15 firefighters and paramedics, supplemented by one to three student volunteers who assist in responding to calls for service.

Not all incidents can be effectively managed with standard fire engines or ambulances. To address specialized and non-routine emergency responses, KFD deploys a variety of specialized apparatus. These resources include a wildland fire engine, two wildland mini-pumpers, an aerial ladder truck, and a dedicated swift water rescue unit.



The water rescue team consists of nine trained personnel, with three members staffed on duty each day. This team was established to respond to water-related emergencies at Keizer Rapids Park as well as other waterways throughout the Keizer area.

Advance Life Support Ambulance Service

In 1990, the citizens of Keizer approved the establishment of an Advanced Life Support (ALS) paramedic ambulance service operated by the Keizer Fire District. Shortly thereafter, KFD placed its first ambulance into service, providing both emergency and non-emergency medical transports to Salem Hospital. By 2025, the District had expanded its ambulance operations to include three 24-hour ambulances and one 12-hour ambulance, collectively completing nearly 4,200 patient transports this year.



To support growing service demands and enhance operational reliability, KFD purchased two additional ambulances from Braun Northwest in April 2025, increasing the fleet from four to six ambulances. This expansion ensures that two ambulances remain in reserve status, allowing uninterrupted service when front-line ambulances are out of service due to maintenance or repair.

In May 2025, KFD further invested in patient care by acquiring three new LifePak 35 cardiac monitor/defibrillators to replace units that were nearing ten years of service. This investment reflects the District's ongoing commitment to maintaining modern, reliable, and up-to-date life-saving equipment for the community.

Auto-Aid Response

with Salem Fire Department and Marion County Fire District #1

In 2025, Keizer Fire District (KFD) partnered with the Salem Fire Department and Marion County Fire District #1 to implement an automatic aid dispatch system. Prior to this collaboration, emergency responses were handled solely by the jurisdiction in which the incident occurred, regardless of the location or availability of fire and EMS resources. Agency boundaries were strictly observed, and neighboring departments responded only when specifically requested.

Under the automatic aid system, emergencies are now dispatched to the closest available fire engine, regardless of jurisdictional boundaries. This approach has effectively eliminated response borders and has already demonstrated measurable benefits to the citizens of Keizer by reducing response times and improving overall service delivery. The system has been particularly advantageous during structure fire responses. National standards require a minimum of 15 firefighters on scene for a residential structure fire—a benchmark that is challenging for KFD to meet independently given its limited staffing resources. Through the automatic aid agreement, neighboring agencies now routinely dispatch additional firefighters to major incidents within the District, significantly enhancing operational capacity, firefighter, and community safety.



Training

In 2025, the District's training program continued to focus on maintaining a highly skilled and prepared workforce. Personnel completed 6,956 hours of training across fire, EMS, and specialty response disciplines. Key fire training included mayday scenarios, firefighter self-rescue, vehicle fire prop evolutions, extrication, wildland operations, hazardous materials refresher training, and vertical ventilation.

EMS training highlights included instruction from our hospital partners on myocardial infarction (MI) identification, stroke updates, cardiac specialty care, burn treatment, trauma care, and pediatric clinical simulations conducted as part of a joint OHSU and Harvard research study. Additional specialty training included water rescue team operations, mental health training for first responders, and critical incident debriefs.

This year also saw a notable increase in joint training with our partner agencies; Salem Fire Department, Marion County Fire District #1, and Keizer Police Department, strengthening coordination and interoperability during emergencies.

District personnel collectively achieved 32 new certifications through the Oregon Department of Public Safety Standards and Training (DPSST) over the course of the year. The District verifies fire training through DPSST, and personnel recertify every two years with both DPSST and the Oregon Health Authority to ensure firefighters and EMS providers maintain the training and qualifications required to serve the community safely and effectively.



Commitment to Safety

In 2025, the Safety Program remained focused on strengthening workplace safety, regulatory compliance, and risk reduction throughout the organization. Key areas of emphasis included OSHA compliance, injury and illness tracking and prevention, enhancement of incident decontamination procedures, cancer prevention initiatives, quarterly facility safety inspections, and updates to our internal emergency response procedures. These efforts were aimed at promoting a safer work environment, improving operational readiness, and supporting the long-term health and wellbeing of our personnel.

In addition to ongoing program initiatives, considerable attention was given to pursuing safety-related grant opportunities to improve equipment and facility safety measures. An application was submitted through the FEMA Assistance to Firefighters Grant (AFG) program to fund the purchase of a new turnout gear extractor, SCBA washer, and turnout gear drying cabinet. Unfortunately, this grant cycle was impacted by the federal government shutdown, resulting in the suspension of grant reviews and awards. As a result, we plan to pursue future funding opportunities for this important equipment.

We were also successful in securing a Station Safety Grant through the Special Districts Association of Oregon (SDAO), which provided funding support for enhanced front lobby security improvements. This project will strengthen facility security measures and help improve the safety of personnel, visitors, and community members accessing our facilities.



Conflagration



Wildfires are a growing statewide problem, and managing them takes the coordinated effort of agencies across the state. Keizer Fire District has long recognized that responsibility, and our personnel continue to answer the call when firefighting resources are needed.

When called, KFD crews deploy to support statewide wildfire response efforts - working alongside Oregon State Fire Marshal, Oregon Department of Forestry, and numerous other wildland partners joining firefighters from agencies across Oregon to protect lives, homes, and communities.

The scale and frequency of Oregon wildfires continues to grow, and no single agency can manage that challenge alone. Keeping wildfires small and away from communities requires early action, shared resources, and a willingness to send help even when it means deploying far from home.

When we are called, we respond - not because we are required to, but because it is the right thing to do. Our community has always supported our District, and honoring that support means showing up for others the same way we show up for Keizer. That is the nature of conflagration response - neighbors helping neighbors, across county lines and across the state.

Keizer Fire in the Community

- Fire Station Tours
- Car Seat Clinics
- Career Days at Local Schools
- Annual Fire Prevention Open House
- Hands-Only CPR at local Schools
- KeizerFEST
- National Night Out
- Fall Prevention Lessons
- AED Loaner Program
- Blood Pressure Checks
- Fireworks Permits
- Breakfast with Santa
- Candy Cane Drive-Thru
- Read Across America
- Smoke Alarm Installations
- Fire Inspections
- KeizerFEST Pancake Breakfast
- Engine Tours and Visits
- Trick or Treating at the Fire Station
- Fire Prevention Education
- Wilfire Preparedness Open House
- Emergency Preparedness Education

