



WINDSOR SEVERANCE FIRE RESCUE

2026 - 2036 STAFFING NEEDS ASSESSMENT

An overview of WSFR's 10-year plan to maintain safe, effective service for our growing community.

33

Critical Positions Needed by 2036

27 operational (firefighter/EMT) positions + 6 administrative positions to meet growing service demands and align with national fire service standards as our district continues to grow.

27

Operational Positions

6

Administrative Positions

FIRE RESPONSE

25%

 faster overall scene time with 4-person crews

- 6% faster getting water on the fire - every second reduces damage
- 25% faster ground ladders & ventilation - critical for survival inside a structure
- 6% faster primary search - getting to victims faster saves lives
- 4-person crews experience less cardiovascular strain, improving firefighter safety and longevity

Source: NIST Residential Fireground Field Experiments, 2010 (60 full-scale exercises)

EMS RESPONSE

EMS calls make up the majority of WSFR's call volume. Crew size directly impacts patient outcomes.

- **Apartment patient removal:** 4-person crew completes task 24 seconds faster
- **Multi-system trauma:** 4-person crew is nearly 2 minutes faster - critical when WSFR's goal is trauma center transport within 10 minutes of arrival
- **Cardiac arrest:** 4-person crew completes all post-arrest tasks 31 seconds faster
- 4-person crews keep engines in service when a crew member accompanies a patient to the hospital - a 3-person engine typically goes out of service for 30-45 min

WHERE WE STAND

81%

 Station 1 call reliability today

- Projected to drop to ~75% by 2029 without action - meaning 1 in 4 calls requires response from a more distant station
- Adding a squad at Station 1 in 2029 is projected to bring reliability back to 85-90%

NFPA 1710 Standard

- The national standard requires all engines and ladders to be staffed with a minimum of 4 members. WSFR's plan achieves this on all apparatus by 2035.

THE GOAL: 4-PERSON MINIMUM STAFFING ON ALL ENGINES & LADDERS BY 2035



WSFR is phasing toward this standard over 10 years - beginning with the Tower at Station 1 in 2027, adding a new Squad in 2029, and completing the plan with the opening of Station 5 and full district coverage in 2035.

2027

Tower reaches 4-person staffing

2029

New Squad at Station 1

2035

Station 5 opens

10-YEAR HIRING ROADMAP

2027	2028	2029	2030	2031-33	2034	2035
+3 Firefighter/EMTs + Ops Battalion Chief • 2 PT admin	EMS/Training Lieutenant & CRR Assistant go full-time	+9 Firefighter/EMTs to staff new Squad at Station 1 • IT FT	Fire Inspector/ Emergency Management position added	No critical positions planned	Training Administrative Assistant	+15 Firefighter/EMTs to fully staff new Station 5

WHY ADMINISTRATION MATTERS TOO

- 1 Operations can't grow without admin support. Without added positions, critical projects are being delayed or cancelled due to overloaded staff.
- 2 Staff are regularly working after hours and on days off to keep up. WSFR is committed to changing this - not accepting "do more with less."
- 3 Burnout leads to turnover. Losing experienced staff to better-resourced agencies costs more than hiring ahead of the need.
- 4 Administrative positions support CRR, training, HR, EMS, IT, and fleet - the backbone of a high-performing fire district.

WITHOUT THIS PLAN

- ▶ Service gaps begin by 2029. Longer response times and reduced coverage as call volume outpaces staffing.
- ▶ Station 1 reliability drops to ~75% - 1 in 4 calls requires a longer cross-district response.
- ▶ 3-person crews continue on all apparatus, meaning slower fire attack, slower EMS response, and higher cardiovascular strain on firefighters.
- ▶ Administrative overload leads to mental health strain, reduced retention, and inability to sustain essential services.
- ▶ WSFR remains out of compliance with NFPA 1710 minimum staffing standards as the community grows.

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This plan is published and updated annually on the WSFR website for full community transparency.

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