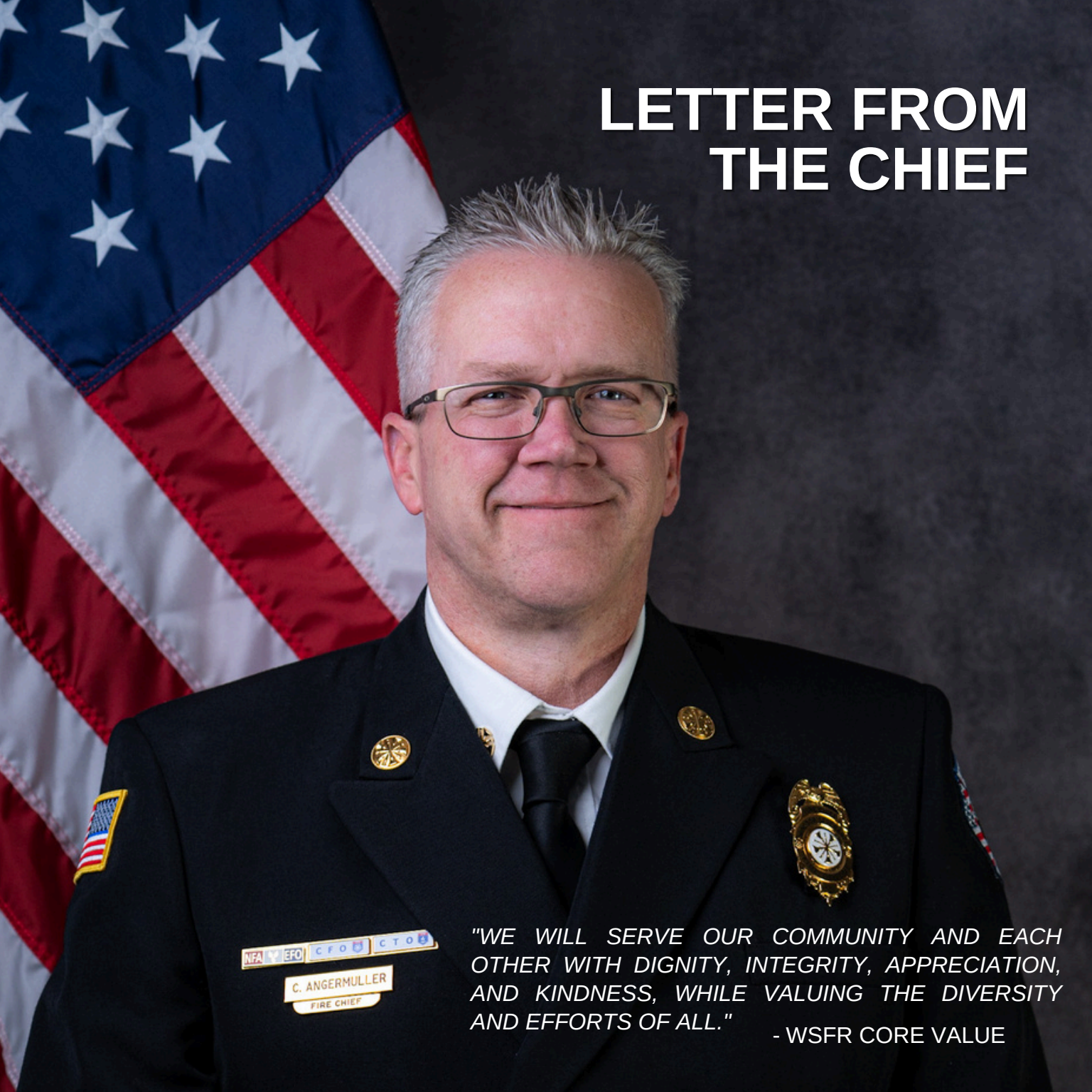




WSFR 2025 ANNUAL REPORT

READINESS | EXCELLENCE | COURAGE | RESPECT

LETTER FROM THE CHIEF



"WE WILL SERVE OUR COMMUNITY AND EACH OTHER WITH DIGNITY, INTEGRITY, APPRECIATION, AND KINDNESS, WHILE VALUING THE DIVERSITY AND EFFORTS OF ALL."

- WSFR CORE VALUE

FROM FIRE CHIEF CHRIS ANGERMULLER

Dear Community Members,

On behalf of the members of Windsor Severance Fire Rescue (WSFR), I am proud to present our Annual Report, reflecting on another year of dedicated service to our exceptional community.

In 2025, WSFR responded to a total of 5,218 calls for service, representing a 9.1% increase in call volume over 2024. This continued growth reflects the expanding needs of our community. Our personnel embodied our core values of readiness, excellence, courage, and respect on every call that they responded to and in community interactions.

Despite the increasing demand, our firefighters, officers, and civilian staff maintained exceptional standards of service delivery. Their ability to adapt, collaborate, and perform under pressure has ensured that citizens within our district remain safe and well-protected.

This year also reinforced the importance of continued long-term strategic planning, training, and investment in our people and resources. As call volume rises, so does the responsibility to ensure we are prepared for the future. We remain committed to continuous improvement, operational excellence, and fiscal responsibility while keeping community service at the heart of everything we do.

Looking ahead to 2026, WSFR will continue to enhance its services through data-driven decision-making and a commitment to advancing firefighter training programs. The organization will place particular emphasis on developing and building a state-of-the-art regional fire training facility designed to ensure firefighters are thoroughly prepared to address new and emerging challenges encountered in their daily duties.

I am incredibly proud of the men and women of WSFR. Their dedication, integrity, and service mindset define who we are as an organization.

In closing, I want to express my gratitude to the community and our community partners that we serve and to our board of directors for their continued, unwavering support of WSFR and its mission. Thank you for your continued support and for taking the time to review our Annual Report.

Respectfully Submitted,



A photograph of three firefighters standing in a field at sunset. They are wearing yellow fire-resistant jackets and olive green cargo pants. To their right is a red Freightliner fire truck with a Colorado license plate that reads 'A19-W68'. The sky is filled with orange and yellow clouds from the setting sun.

**EVER-EVOLVING,
WE ARE READY TO SERVE...**

**"WE WILL ANTICIPATE THE NEEDS OF OUR
COMMUNITY THROUGH PREPAREDNESS,
EDUCATION, AND CONTINUAL
IMPROVEMENT."**

- WSFR CORE VALUE



"If anything is certain, it is that change is certain. The world we are planning for today will not exist in this form tomorrow."
- Philip Crosby

Windsor Severance Fire Rescue takes great pride in our service agility, strong community involvement, and rich department history. We continually adapt to the evolving needs of those we serve, delivering service with excellence, efficiency, and professionalism. As long-standing, responsible, and neighborly members of our community, we are committed to providing exceptional service in your time of need. Equally important, we strive to foster an outstanding workplace that attracts and retains the very best talent.

In 2025, WSFR proudly welcomed a new fire engine—a 2025 Pierce Velocity—into our fleet. The apparatus was christened in a traditional wet-down ceremony using our historic 1925 REO Speedwagon before being pushed into its new home at Fire Station 3. A comparison of the two engines highlighted just how much the fire service has evolved over the past century in terms of capability, safety, and efficiency.

We are honored to share meaningful moments like these with our community. Traditional ceremonies, our annual Open House, and fun events such as Nerf-gun battles in the park help us build the family-focused, community-based service agency we are proud to represent.

Please enjoy the 2025 WSFR Annual Report as an overview of our activities and accomplishments from the past year. We take great pride in serving our community, and remain grateful for the trust you place in us. Providing these services responsibly is important to us, and we sincerely appreciate your continued support. We could not do this work without you.





Accreditation



WSFR Fire Chief Chris Angermuller was selected as the 2025 recipient of the Center for Public Safety Excellence (CPSE) Cliff Jones Ambassador Award. This recognition goes to an individual who goes above and beyond in their support of accreditation, credentialing, and CPSE as a whole, based upon observations and interactions throughout the previous year.

Chief Angermuller embraced the credentialing process by earning his designations for Chief Fire Officer (CFO) in 2016 and Chief Training Officer (CTO) in 2018. He has shown a strong commitment to CPSE's mission through his role as a CFAI Peer Team Leader and CPC Peer Reviewer. From 2022 through 2024, Chief Angermuller spent 2,004 hours of his personal time completing 501 application reviews for the Commission on Professional Credentialing.

In addition to his dedicated service to WSFR, Chief Angermuller has provided professional development for others through mentoring as an advocate for the credentialing and accreditation process. He also served as coordinator for the Rocky Mountain Accreditation and Professional Credentialing Consortium.

WSFR is proud of Chief Angermuller and is grateful for his service to our community, our agency, and the fire service as a whole. Congratulations Chief!



All about us...



"Honesty and transparency make you vulnerable.
Be honest and transparent anyway."

- Mother Teresa

WSFR is committed to transparency with our community. As a special district operating with public funds, we believe it is essential to share both the details of our operations and the projected resources required to continue delivering the high-quality services our community has come to expect. Building trust through openness and accountability is essential to our organization.

Earning and maintaining your confidence is critical to our success. As a forward-looking agency, WSFR is committed to identifying and projecting future needs to support thoughtful planning and responsible fiscal decision-making. Inadequate planning can carry significant costs, and as stewards of public funds, we work diligently to minimize that risk through proactive, data-informed planning.

To support this commitment, WSFR has conducted comprehensive planning efforts and published several key documents on our website for public review. The [Documents & Reports](#) page includes our current Strategic Plan and Community Risk Assessment, along with access to our Budget, Annual Program Appraisals, Annual Resource Needs Assessment, and the 2026-2036 WSFR Staffing Needs Assessment.

We invite you to learn more about WSFR by visiting our [website](#) and reviewing these materials and the other information on our site.



RESOURCE NEEDS
ASSESSMENT

WINDSOR SEVERANCE FIRE RESCUE
2026-2036





RESPONSE STATISTICS

"WSFR commits to the well-being and growth of our members while striving for greatness as we evolve to community needs and foster strong and lasting relationships grounded in trust and humility."

- WSFR Vision Statement

Incident Types for 2025

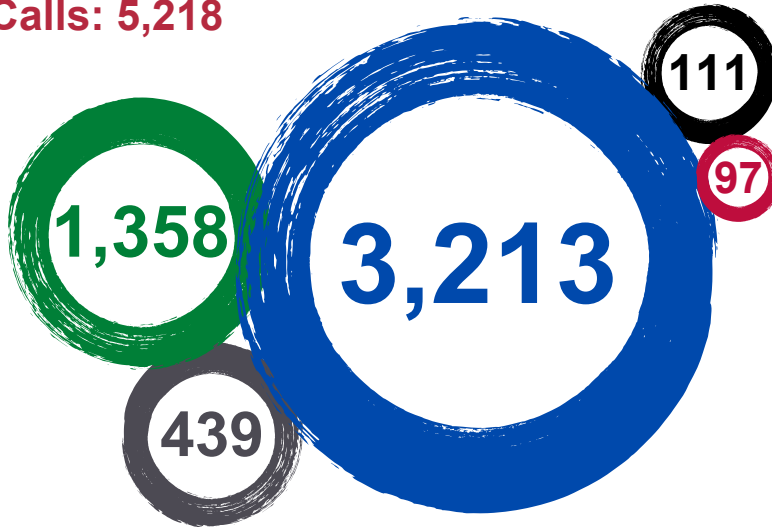
WSFR responds to a wide variety of emergencies. On average, fire crews respond to fourteen calls for service each day making WSFR one of the busiest fire departments in Weld County. Incident response surpassed 5,000 calls for service for the first time in our history in 2025!

Total Calls: 5,218

Did you know?

Service Calls involve things like getting a child out of a locked car, removing smoke from a kitchen, and rescuing animals.

Good Intent Calls generally mean that no major emergency was found once the fire department arrived on scene.



EMS Calls

Fires

Service | Good Intent

False Alarms

Other

Answering the call....



Community growth, expanding service needs, and our effort to prevent emergencies before they happen impact WSFR each year. Effective planning, additional training to safely respond to new hazards, and partnerships with local government and developers are all imperative to keep our community safe while ensuring the most efficient use of our valuable resources.



A photograph of four firefighters standing under a white tent at an outdoor community event. Three men and one woman are dressed in dark blue uniforms with patches, while the woman is wearing a red polo shirt. They are all smiling. The tent has a logo for Windsor Severance Fire Rescue on the top valance. In the background, a white van with a Colorado Eagle logo is visible. A table in the foreground is covered with a black cloth and holds various items including a firefighter's helmet, a pair of boots, informational brochures, pens, and plastic bags. A large logo for Windsor Severance Fire Rescue is prominently displayed on the table.

COMMUNITY RISK REDUCTION





Educating Our Community

FIRE SAFETY AS A PRIORITY FOR KIDS

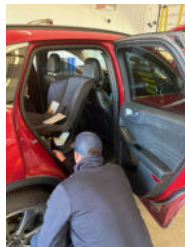


WSFR remains committed to building a safer community through comprehensive fire safety education, injury prevention, and public outreach. Working alongside trusted partners—Weld Re-4 schools, UCHHealth, Safe Kids Worldwide, Clearview Library District, and the Towns of Windsor and Severance—our team connected with over 16,000 residents and visitors throughout the year.

During Fire Prevention Month, our team visited elementary classrooms across the district, where 1,774 students in preschool, first, and third grades explored critical fire safety concepts. Young learners discovered the sounds that keep them safe, learned about lithium battery safety, and worked with their families to design home escape plans. This scaffolded approach ensures each grade level builds on previous knowledge, creating a foundation of safety awareness that grows with our students.

Beyond the classroom, WSFR's community presence expanded significantly. Our child passenger safety technicians performed 50 car seat checks, ensuring families travel with confidence and proper protection. Community members of all ages engaged with our crews at helmet safety events, Touch-a-Truck experiences, Safe Sitter training sessions, and Senior Fall Prevention workshops. From parades to summer concerts, these face-to-face interactions strengthened neighborhood connections while delivering essential safety guidance tailored to each audience.

As we move into 2026, WSFR is poised to deepen our impact through innovative programming and expanded community partnerships, ensuring every resident has access to the knowledge and resources that save lives.



**SAFE
K:DS**
WORLDWIDE®



Emergency Preparedness

WHAT IS COMMUNITY RISK REDUCTION?

The National Fire Protection Association defines Community Risk Reduction (CRR) as “programs, actions, and services used by a community which prevent or mitigate the loss of life, property, and resources associated with life safety, fire, and other disasters within a community.”



Emergency preparedness is vital to a safe community and we want to take this opportunity to share some available resources to help ensure that our residents are informed. Northern Colorado has an emergency notification system called NOCO Alert, that allows residents to receive information regarding potentially dangerous situations in their areas which can include emergency response, law enforcement activity, or weather events. Scan the QR code to sign up today!



Additionally, WSFR continues to work with technology partner First Due to develop the Community Connect resource. This allows our residents to securely share valuable life safety information with us that is specific to them and their families. Residents can provide details about their homes, household members, pets, medical and functional needs, and more. When we are dispatched to an emergency at your home, responders will have the shared information before arriving on the scene. This will help us serve you more effectively if you have an emergency. For more information or to sign up, please visit our website or scan the Community Connect QR code below.





Engaged....
 WSFR can regularly be found at public events throughout our district. Whether it's our Open House or events hosted by others, we are always proud to be involved as we truly believe in a strong sense of community!



Engaged In The Community

STATS AND FIGURES

466

Plan Reviews

1,465

Business Inspections

216

Business Emergency Pre-Plans

16,000

Public Education Contacts



Prevention By The Numbers

Property Value Lost

\$2,002,302

Property Value Saved

\$16,012,345



FINANCIAL RESPONSIBILITY



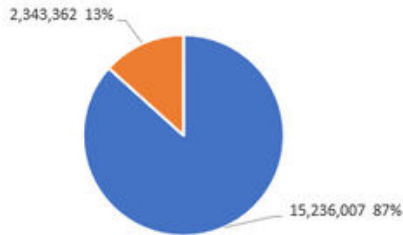
"The price of greatness is
responsibility."

- Winston Churchill

Photo by
First Due Photography

2025 REVENUES

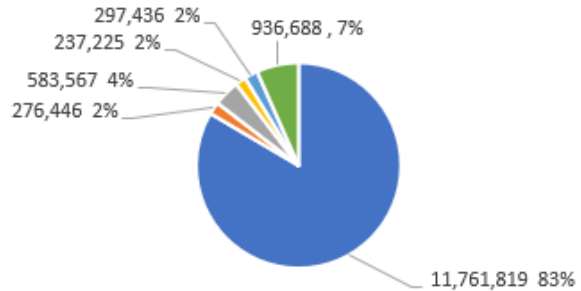
\$17,579,369



■ Property and Oil & Gas Taxes ■ Other Sources

2025 EXPENSES

\$14,093,181



■ Personnel ■ Buildings & Land ■ Vehicles & Equipment
■ Communications & IT ■ Travel & Training ■ Managerial Expenses



OIL & GAS REVENUE

Oil and gas tax revenue dropped 52% between 2024 and 2025, driven primarily by falling production market prices. Oil and gas assets are reassessed annually, exposing the District to extreme revenue volatility. This sharp decline highlights the risks of relying on this source for both operational expenses and primary capital funding.



PERSONNEL COSTS

In 2025, personnel costs rose by 5% compared to 2024, as a result of a compensation study conducted by the District. WSFR aims to ensure competitive wages to retain employees. Additionally, there was an increase in benefits rates. Personnel costs accounted for 83% of total operating expenses, which aligns with the national average, typically ranging from 80% to as high as 90%.



IMPACT/PLAN REVIEW FEES

In 2025, WSFR collected approximately \$287,000 in impact fees. These fees are applied to new developments within the District's boundaries and are received monthly. The funds are specifically designated for capital costs, such as new facilities and vehicles, to meet the demands of the newly developed areas. Impact fees saw a 8.8% decrease from 2024 to 2025, driven by slowing growth. This has also resulted in a 5.6% decrease in plan review and inspection fees.





SUSTAINABILITY



Over the past year, total revenue for the Fire District decreased by 25.73%, or approximately \$6.1 million, compared to the prior year. This decline is primarily attributable to legislation that changed how property valuations, including oil and gas properties, are assessed, resulting in lower property values and reduced taxable revenue. In addition, grant revenue declined by 99% due to one-time backfill funding received in 2024 under SB22-238, which was not applicable in 2025.

Total expenses for the District decreased by 3.30%, despite a 5% increase in personnel costs. This reduction reflects the District's ongoing efforts to control costs while adapting to newly enacted legislation that restricts property tax revenue growth, all while remaining prepared to meet the service needs of residents. These efforts support the District's fiscal stability in 2026 and beyond and allow for continued strategic investments in new fire stations and equipment.

Total cash on hand decreased by approximately 0.6%, changing from \$25,564,743 to \$25,403,848. This relatively stable cash position reflects reduced property tax revenue compared to the prior year, offset by continued expenditures in support of the District's capital improvement plan, which enables the District to effectively serve its residents. WSFR's current 10-year Capital Plan has projected fiscal outlays in excess of \$35 million to ensure our ability to respond to the growing needs of our community.

Despite the significant revenue decline, the District generated net income of approximately \$3.5 million.



VISIT OUR FIRE MUSEUM

Hours

Saturday: 12:00 PM - 4:00 PM
121 N. 6th St.
Windsor

- The WSFR Museum staff interacted with over 3,057 community members at the museum or at local events.
- The museum staff volunteered over 850 hours in 2025.
- Over 30 items were added to the museum collection.
- “The History of Windsor Severance Fire Rescue 1902-1977” was completed and is for sale at the museum.



A dramatic scene of a fire in a room. The ceiling is made of dark square tiles, and a smoke detector with a red light is visible on the left. Large, intense orange and yellow flames are rising from the right side, filling the upper half of the frame. The text "TRAINING & EDUCATION" is centered in a white-bordered box over the fire.

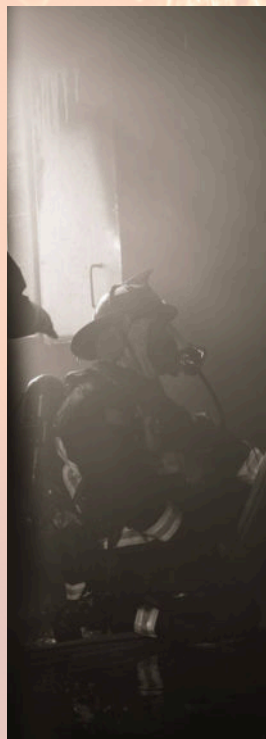
TRAINING & EDUCATION

"WE WILL PURSUE MASTERY
OF TECHNICAL KNOWLEDGE,
SKILLS, AND ABILITIES."

- WSFR CORE VALUE

The Training Division continued its commitment to developing high-quality, operationally ready personnel through a diverse range of programs and collaborative initiatives. This year included a successful Acting Officer Bootcamp designed to prepare emerging leaders for company-level responsibilities, along with nine members completing Blue Card Incident Command training—strengthening our bench of capable incident commanders. Members also earned multiple new professional certifications across various disciplines, reflecting both individual dedication and organizational support for continuous advancement.

Hands-on training remained a priority, highlighted by multi-evolution live burn exercises that enhanced tactical proficiency and fireground decision-making. Additionally, joint training with our auto-aid partners further improved interoperability, communication, and coordinated response capabilities across district boundaries. Collectively, these efforts advanced our readiness and reinforced our commitment to delivering exceptional service to the community."



**"FOR THE THINGS WE HAVE TO
LEARN BEFORE WE CAN DO THEM,
WE LEARN BY DOING THEM."
- ARISTOTLE**



A photograph of a fire truck with a large American flag mounted on top. The truck is a Pierce model, with 'Pierce' and 'WFS' logos visible on the back. The back of the truck also has 'KEEP BACK 343 FEET' written on it. Four firefighters in dark uniforms and caps are standing in a line to the right of the truck. The scene is outdoors on a clear day with trees in the background.

LOOKING AHEAD

2026 - New Projects

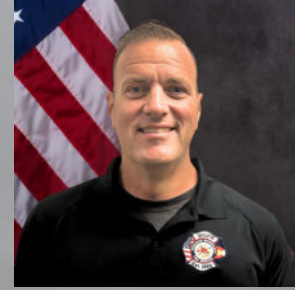


WSFR has several projects in process for the upcoming year! We are scheduled to continue with updates to our vehicle and apparatus fleet through the planned replacement of two staff vehicles and one front-line fire engine. The new fire engine will respond from Fire Station 4 when we take delivery in October.

The most impactful project is the construction of a dedicated training center. WSFR worked to secure nearly ten acres of land in the industrial park in southeast Windsor. This will become the home of a classroom building with offices for the WSFR training staff members and a live-fire training tower to be used for all aspects of firefighter training scenarios. These facilities will be constructed with expansion in mind to allow WSFR to grow the facility as needed in the future while minimizing the immediate financial impact to the District. We anticipate this facility will effectively serve WSFR for decades to come!



FROM OUR BOARD OF DIRECTORS



On behalf of the Windsor Severance Fire District Board of Directors, it is our distinct privilege to present this annual letter summarizing the achievements and operations of the Fire District throughout 2025. This past year was defined by our unwavering commitment to public safety, strategic facility improvements, and enhancing our service delivery to ensure the highest level of protection for our community.

We are deeply grateful for the dedication of Chief Angermuller, the entire leadership team, and every firefighter, and administrative professional. Their courage, expertise, and commitment are the foundation of our success.

Key 2025 Achievements and Operational Highlights focused on three strategic pillars: increasing community safety, modernizing infrastructure, and advancing operational readiness.

In 2025, our district saw a significant increase in demand for services, underscoring the critical need for continued strategic investment.

- **Increased Call Volume:** The overall call volume increased by 10% in 2025, a challenge our crews met with professionalism and efficiency.
- **Response Time Improvement:** We are highly pleased with our strategic partnership with UC Health regarding ambulance services and their impactful efforts to reduce response times for medical emergencies across the district.
- **Equipment Update:** A new Type 3 engine was put into service at Station 3, significantly improving our capacity to respond to wildland and other specialized incidents.

In 2025, we took critical steps to define the future of the district and ensure compliance with the latest safety standards.

- **Strategic Plan Approved:** The Board approved the 2025 - 2030 Strategic Plan, which will serve as our roadmap for the next five years of operational and financial development.
- **Code Adoption:** We successfully adopted the 2024 International Fire Code, setting a high standard for fire prevention and building safety. Additionally, we assisted in implementing and adopting the Statewide Wildfire Resiliency code, strengthening our community's protection against wildland fires.
- **Capital and Resource Planning:** Staff completed a comprehensive 10-year capital plan as well as a thorough staff and resource needs assessment, providing the Board with essential data for future decisions.

Sound financial management and necessary investments in our physical assets ensure long-term operational stability. The following demonstrate the commitment the Fire District and the Board has to our community:

- Successful planning and negotiation resulting in the purchase of land for development of the training center, ensuring continued mastery of necessary skills
- Entered into a purchase agreement for a new engine target for delivery in 2028 pursuant to our capital plan and fleet management strategy
- Continued success utilizing the lateral hiring process, which accelerates the onboarding of experienced personnel

For the coming year, the Board of Directors is prioritizing two key initiatives: beginning the design and construction of the new training center and maintaining fiscal responsibility while addressing legislative hurdles. We are currently working to overcome challenges stemming from new state legislation that restricts our community's voter-approved rights to collect mill levies. The Board, in collaboration with Chief Angermuller and our Administration, is actively assessing what steps are necessary to ensure the continued delivery of the essential emergency services that our community depends on and expects from this Fire District.

Thank you for your ongoing support and trust in the Windsor Severance Fire District. Together, we work to minimize risks and enhance the safety of our community.

Sincerely,



Andrew Rosen
President



Mike Medhurst
Vice President



Trent Hansen
Treasurer



Debbie Lutz
Secretary



Nathan Rea
Director



WSFR

BOARD OF DIRECTORS

President: Andrew Rosen
Vice President: Mike Medhurst
Treasurer: Trent Hansen
Secretary: Deborah Lutz
Director: Nathan Rea

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