

A photograph of firefighters at a house fire. The scene is filled with bright orange flames and thick white smoke. In the foreground, a firefighter in a dark uniform with reflective yellow-green stripes is seen from the back, with the name 'JOHNSON' on their vest. To the right, another firefighter is partially visible with 'KREU' on their vest. In the background, other firefighters are working near a house with a window. The overall atmosphere is one of intense action and emergency response.

WSFR 2023 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 INTERIM FIRE CHIEF DARREN JAQUES

I had the distinct honor of serving as the Interim Fire Chief this past year, and I am happy to report that WSFR has welcomed Chris Angermuller as our new Fire Chief in 2024. We are excited for him to join our fire family, and we are looking forward to this new chapter in WSFR history. Thank you for the trust, support, and encouragement that you provided to WSFR and to me this past year. I witnessed first-hand that the success of any fire department does not rest on the shoulders of only one person; rather, upon the giants of those who serve alongside and who help to carry the load. I am the proud recipient of such support and service, and I am quick to acknowledge that WSFR is great because of its members who share a common goal, a common purpose, and a common love for the fire service and for those we serve.

It is no secret that the communities of Windsor and Severance have experienced significant growth over the past several years. WSFR has worked diligently through intentional planning and preparedness to be ready and able to respond to every emergency and need that you or your neighbors may face.

WSFR used its time in 2023 to enhance many areas of organizational management and service delivery. I am extremely proud to report that WSFR received ongoing international Accreditation status through the Center for Public Safety Excellence and utilized the National Fire Protection Association to complete a comprehensive safety assessment of the organization. WSFR also spent significant time working with the Weld County Regional Communications Center and several fire agencies to improve radio and computer-aided dispatching and to implement closest-unit response with our neighboring fire departments to help ensure the quickest, safest, and most appropriate response to emergency incidents.

WSFR experienced nearly a 12 percent increase in call volume, hosted a record number of visitors to our Museum, Open House, and other community events, and reached thousands of children and adults through various training and educational events throughout the year. WSFR enjoyed its first full year of having our newest Fire Station #4 in service. This fire station provided immediate and validated improvements in emergency response which provided benefit to our entire fire district. As our communities continue to grow, we are already looking ahead and strategically planning the addition of services to meet this increased demand.

While 2023 provided us with both challenges and opportunities, I am thankful to enter 2024 with an amazing amount of pride and confidence in the men and women of WSFR who will continue to rise to every challenge and capitalize on every opportunity with the utmost professionalism, respect, and commitment to our mission of providing professional service and compassionate care from our family to yours.

Thank you for allowing us to be a part of such a wonderful community and for the opportunity to serve you every day.

Respectfully,



WINDSOR SEVERANCE

**EVER-EVOLVING...
WE REMAIN 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

Anticipate, adapt, and adjust; words that summarize 2023 for WSFR! We continue to work to stay ahead of the service expectations of our community by evaluating the information we have to anticipate needs, adapt to changes, and adjust our plans. This is done to most effectively and efficiently provide the outstanding service we are committed to providing!

In April we celebrated a new Engine 3, designed with our specific equipment needs in mind so firefighters are as efficient as possible in responding to emergencies. It's also a design that can easily be repeated for future units while adjusting to changing needs. Two additional engines have been ordered as the wait time is over 3 years.

Following the delivery of Engine 3 was WSFR's first Dive Rescue truck to support our dive team. This truck provides ample storage space, including specific areas for each diver's equipment and room to don their gear quickly. It also serves as a tow vehicle for our rescue boat.

The Weld County Regional Communications Center has upgraded the system used to dispatch emergency units which includes adding location services to know exactly where responders are to identify which unit will have the quickest response time. This considers data such as vehicle location, time of day, traffic patterns, and road construction.

September was the first anniversary of opening Fire Station 4, our second busiest station. It has proved valuable in decreasing response times to the southern portion of our district.

We are thankful for the continued support of our community as we couldn't be successful without you!





Accreditation Status



During the week of February 28th, WSFR staff members traveled to the Center for Public Safety Excellence Conference in Orlando, intending to maintain Accredited Status. WSFR's operations, policies and procedures, and performance as a public safety agency were previously evaluated by a team of professionals from CPSE in late 2022. While that peer team was recommending approval, the commission, comprised of public safety leaders from across North America, would have the final decision following an interview with WSFR staff members and the Board President.

Following the hearing, WSFR was awarded Accredited Status for the second time. We are very proud of this accomplishment and are thankful for our fire department's highly skilled team members who work day in and day out to provide the highest level of service to our community.



"We don't do what we do because we are accredited, we're accredited because we do what we do"
- Norma Jean Valdez



FINANCIAL RESPONSIBILITY

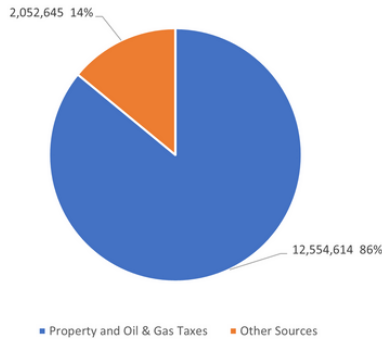


**"The price of greatness is
responsibility."**

- Winston Churchill

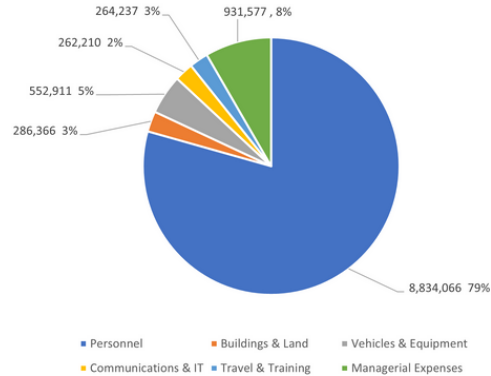
2023 REVENUES

\$14,607,259



2023 EXPENSES

\$11,131,368



125%



OIL & GAS REVENUE

Tax revenues from Oil & Gas increased 125% from 2022 to 2023 which highlights the volatile nature of this revenue for the District. While this funding source helps the District with operational expenses, it is primarily used as the funding source for capital expenditures to adjust to its year-to-year volatility.

25%



PERSONNEL COSTS

In 2023, personnel costs increased 25% over 2022. This was primarily due to an increase in wages to adjust for continued inflation. Seventy-nine percent of total operating expenses were allocated to personnel costs which is on par with the national average range of 80% to 90%.

67%



IMPACT/PLAN REVIEW FEES

During 2023, WSFR collected approximately \$303,000 in impact fees which are assessed on new developments in the District's territory. These fees are restricted to capital costs, such as new facilities and vehicles, associated with meeting the demands of the newly developed areas. Fees decreased 67% from 2022 due to a decline in development as the economy tightened in 2023. Plan review fees also decreased as a result.

During the last year, total revenue for the Fire District increased 12% over the prior year to a total of \$14.6 million. The increase in revenue is related to a 28% increase in total tax levy revenue, and a 226% increase in interest earnings. The movement of cash balances from low-interest earning bank accounts to a higher yield investment account resulted in a significant increase in revenue. This increase helped to offset reduced revenue from plan reviews and inspections, and impact fees the District realized in the prior year.

Total expenses for the district only increased 14% over the prior year even with the 25% increase in personnel costs. This increase in total expenses helps demonstrate how the district has worked hard to control costs and remain prepared to meet our citizens' needs. These efforts help us remain fiscally stable now and into the future. It also enables our ability to take advantage of strategic activities, funding new fire stations and equipment while preparing us to weather economic storms by providing a sound financial foundation.

Due to the slight increase in revenues offsetting the increase in expenses, the district still maintained a net income of approximately \$3.5 million, which is a \$160,000 increase from the prior year.





RESPONSE STATISTICS

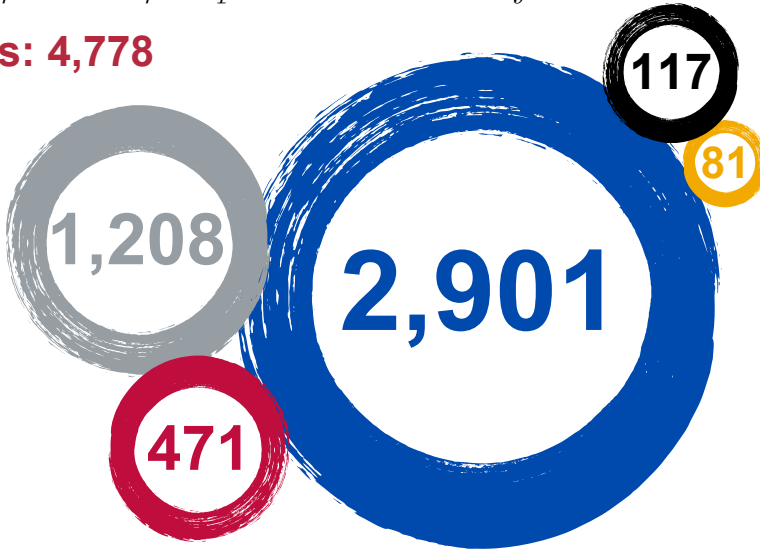
"Building a culture of unwavering commitment to our community and each other while striving for greatness."

- WSFR Vision Statement

Incident Types for 2023

WSFR responds to a wide variety of emergencies. On average, fire crews respond to thirteen calls for service each day making WSFR one of the busiest fire departments in Weld County.

Total Calls: 4,778



WSFR saw an 11% increase in call volume from 2022!


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.

Other Fires
Service and Good Intent
False Alarms
EMS Calls

Answering the call. Now and in the future.

Community growth continues to impact WSFR resulting in increased calls for service 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.

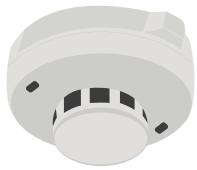




FIRE PREVENTION & PUBLIC EDUCATION



**WINDSOR SEVERANCE
FIRE RESCUE**



Community Risk Reduction Program

FIRE SAFETY AS A PRIORITY FOR KIDS

Collaborating with the Weld RE-4 School District as well as local charter and private schools, WSFR's Life Safety Division taught age-appropriate fire safety lessons to nearly 1,500 students in 2023. Every preschool, 1st, and 3rd-grade student was educated about the sounds of safety, what to do when they hear a smoke alarm, and why it is important to remember those things and teach their families. Using a curriculum specific to each age group, the message resonates and is built upon our previous year's messages. We also partnered with Safekids.org teaching Strap & Snap Helmet Safety to all district 3rd graders, hosted 2 Summer Session Programs for various fire and life safety trainings for kids 8-12, and taught quarterly Safe Sitter babysitting classes as well as many others. We look forward to including middle and high school students in 2024.



Learn more about
Community Risk Reduction
(CRR)



Engaged In The Community

STATS AND FIGURES

518

Plan Reviews

1,026

Business Inspections

165

Emergency Planning for Businesses

12,197

Public Education Contacts



Prevention By The Numbers

Property Value Lost

\$1,263,289

Property Value Saved

\$7,646,824



Community Risk Reduction Program

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. Weld and Larimer counties have emergency notification systems for residents to receive information regarding potentially dangerous situations in their areas. Weld County uses Code Red and Larimer County uses NOCO Alert. Scan the QR codes to sign up for one system or both!



Additionally, WSFR continues to work with technology partner First Due to further develop the valuable 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 at www.wsfr.us or scan the Community Connect QR code below.



Grant Funding & Financial Partnerships

WSFR uses a secure Knox Box key system for businesses throughout our district which allows fire department access to facilities during after-hours emergency response. WSFR partnered with neighboring departments and was awarded a FEMA grant to replace the system's current mechanical keys with electronic keys. The eKeys allow us to share our secure lock codes with neighboring fire departments in shared response areas to improve emergency response without having to share a mechanical key. This improves response efficiency and overall security.

The grant was shared with Loveland Fire Rescue Authority, Front Range Fire Rescue, Berthoud Fire Department, and WSFR. The total for the grant was \$567,049 and WSFR was awarded \$186,704 of that amount to update the equipment in our apparatus and businesses. This covers 623 businesses and 16 apparatus/support vehicles that will now have KeySecure / KeyDefenders installed for WSFR.



WSFR was awarded a \$10,000 grant from the El Pomar Foundation which is located in Colorado Springs. This generous gift was used to purchase wildland firefighting protective equipment for WSFR firefighters. The El Pomar Foundation has granted \$1.4 Billion to organizations in Colorado in working to fulfill their mission to improve the well-being of the people of Colorado. Thank you to the El Pomar Foundation for supporting WSFR!



Oxy Petroleum generously provided WSFR with a \$20,000 gift to allow us to purchase important equipment to safely operate on the scene of motor vehicle accidents. Stabilization equipment is vital when working to free trapped occupants from vehicles that are unstable following a collision. Safety and efficiency are paramount and the equipment WSFR is now able to purchase greatly enhances our ability to quickly and safely free trapped occupants and provide medical care as quickly as possible. Thank you to Oxy Petroleum for being a community partner!



A firefighter in full gear is working at a fire scene. Sparks are flying around them, and a fire hose is visible. The scene is captured in a low-angle shot, emphasizing the firefighter's presence.

TRAINING & EDUCATION

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

- WSFR CORE VALUE

FACT -

In 2023, WSFR firefighters completed over 18,500 training hours comprised of recruit training, in-service training, certification training, and specialized courses.

Regional Training

WSFR engaged in inter-governmental agreements with surrounding fire departments for closest unit dispatch on high-acuity calls such as structure fires and vehicle extrication. These agreements allow for the closest, most appropriate fire apparatus to be dispatched to these types of calls regardless of which fire department they are responding from.

With these agreements in place, the WSFR training division partnered with Greeley Fire Department, Front Range Fire Rescue, Loveland Fire Rescue Authority, and Eaton Fire Department to complete realistic, multi-company trainings simulating a response to residential structure fires. The focus of the trainings was to provide each agency familiarity with the response capabilities, radio terminology, strategy and tactics, and available equipment of their partners.

WSFR is committed to continuing to work with our regional partners in 2024 and beyond while also ensuring that we are completing high quality, internal trainings with a focus on providing the highest level of service to our customers within Windsor Severance Fire Rescue.



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





PARTNERSHIPS & COMMUNITY

"Providing professional service and compassionate care from our family to yours."

- WSFR Mission Statement



Community.....

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



VISIT OUR FIRE MUSEUM

Hours

Thursday: 6:30 PM - 8:30 PM *

Saturday: 12:00 PM - 4:00 PM

*During summer Concert in the Park Series

121 N. 6th St., Windsor

- The WSFR Museum welcomed over 1,700 visitors in 2023
- Museum staff interacted with over 5,000 community members at local events
- The museum staff volunteered over 750 hours in 2023
- With the help of local companies, our 1951 Ford Howe fire engine was restored to its original look; the "Denver White" color scheme





LOOKING AHEAD

FOR SEVERANCE
EST. 1902

Pierce

WFS

KEEP BACK 343 FEET

Pierce

Welcome Fire Chief Chris Angermuller!

The year was completed with a national search to find WSFR's next Fire Chief. After an extensive evaluation process, we had to look no further than western Colorado. Chris Angermuller was selected from a highly qualified group of candidates to serve as Fire Chief beginning in January 2024.

Chief Angermuller comes to WSFR after serving as the Deputy Fire Chief for the Grand Junction Fire Department since 2019. During his time with Grand Junction Fire, he also worked as the Interim Fire Chief with their partner agency, the Clifton Fire Protection District. Before his time on the Western Slope, Chief Angermuller worked with the Kingman Fire Department in Arizona and the Overland Park Fire Department in Kansas. He has a Master's Degree from the University of Kansas and is currently working to complete a Doctorate Degree in Public Administration. He also has graduated from the Executive Fire Officer Program at the National Fire Academy.

Chris has been married to his amazing wife Nikki for 22 years. Their son Alex is 22 and is currently working to complete his college education. Family and an effective balance of personal and professional time are important to the Angermullers. They enjoy many outdoor



activities including golf, hiking, and kayaking. Chief Angermuller and his family are excited to join the Windsor and Severance communities and look forward to meeting everyone. We are thrilled to welcome them to the WSFR family!



FROM OUR BOARD OF DIRECTORS



This past year was one marked by growth, transition, and a continued commitment to providing the highest quality service to our rapidly growing community. As your elected representatives we are bound by WSFR's Mission, Vision, and Values to ensure the community needs are planned for, strategies to meet these needs are faithfully executed, and trust and accountability are publicly ensured so the women and men of WSFR can perform their duties with the safest, most efficient and highest quality standards and equipment possible.






We live in and serve a community whose population continues to grow at a rate greater than the rest of the nation. In 2023, WSFR responses increased, achieving a record high 4,778 calls, nearly a 12% increase over 2022. To keep up with the growth the fire department must increase staff, equipment, stations, and skills. With the addition of Station 4 in 2022, WSFR has placed resources in more strategic locations from which to respond. We are currently studying the feasibility of adding Station 5 as part of our commitment to anticipating community needs.

The year also marked a year of transition in leadership. We are grateful to the membership for maintaining focus as the Board of Directors conducted the search process for a new Fire Chief. A tremendous amount of gratitude goes to Deputy Chief Darren Jaques who served as Interim Fire Chief most of the year, paving the way for the success of our new Fire Chief. In his role, Chief Jaques instilled the perfect combination of vision, leadership, and engagement. The Board is forever indebted to Chief Jaques and all our members for their service, both during this transition and every day they serve in their roles at WSFR.

As we look to the future, we do so from a position of strength to continue anticipating and planning ways to meet the needs of a growing community. This is possible because 2023 was a year that made a strong organization even stronger. We have a Strategic Plan developed by internal and external stakeholders; a strong financial performance due to a culture of sound stewardship; a solid and strategic financial investment strategy; a partnership with UHealth for an even more efficient medical response; a record year for fire inspections; new training opportunities; record-setting community outreach interactions and fire museum visits; and re-accreditation from the Center for Public Safety Excellence, placing WSFR as one of only 300 departments in the world to receive and maintain such accreditation.

While 2023 was a year of strength-building for WSFR, none of it would have been possible without the solid foundation of the women and men of WSFR who have worked to get us to this point and beyond, the taxpayers who fund the Fire District, and the strategic and capital planning for our future. We appreciate you taking the time to read this annual report to get a snapshot of how WSFR is working diligently to best serve our community, now and for the future.

Sincerely,

				
Andrew Rosen President	Robert Thorn Vice President	Trent Hansen Treasurer	Mike Medhurst Secretary	Deborah Lutz Director



WSFR

BOARD OF DIRECTORS

President: Andrew Rosen

Vice President: Robert Thorn

Treasurer: Trent Hansen

Secretary: Mike Medhurst

Director: Deborah Lutz

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Severance



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Station 4
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Windsor



Fire Museum
121 N 6th St.
Windsor