

STOREY COUNTY FIRE PROTECTION DISTRICT



Capital and Staffing Improvement Plan

2025-2030

**Be Nice-Solve Problems
Serve Community**

Submitted by:
Jeremy B. Loncar, *Fire Chief*

Overview

The Storey County Fire Protection District is committed to enhancing its operational capabilities through strategic investments in capital projects and staffing improvements over the next five years. This plan outlines key initiatives aimed at addressing critical infrastructure needs, modernizing equipment, and ensuring optimal staffing levels to meet the growing demands of the community. As the population of Storey County continues to increase and the risk of emergencies evolves, these investments are essential to maintaining a high standard of service, ensuring the safety of our residents, and improving the District's overall readiness.

Key Initiatives:

1. Infrastructure Development

To support the growing community, the District will prioritize the construction, renovation, and upgrading of essential facilities. This includes new fire stations in areas with increased demand, the replacement of outdated facilities, and improvements to existing infrastructure. These capital projects are designed to ensure that the District has strategically located and well-equipped facilities to respond quickly and efficiently to emergencies.

2. Equipment Modernization

Over the next five years, the District will focus on modernizing its fleet and equipment to keep pace with advancements in technology and the increasing complexity of emergencies. This includes upgrading firefighting apparatus, investing in specialized rescue equipment, and replacing aging vehicles that are critical to operations. By embracing state-of-the-art tools and technology, the District aims to enhance response capabilities, improve safety for both personnel and the public and ensure long-term operational sustainability.

3. Staffing Enhancements

As the community grows, so does the need for increased staffing to maintain adequate service levels. The District's staffing improvement plan includes adding firefighters, paramedics, and support personnel to key stations, particularly those serving high-demand areas. The recruitment of additional line staff will allow the District to transition more stations from two-person to three-person staffing models, improving the efficiency and effectiveness of emergency responses. This initiative also includes the hiring of specialized staff, such as mechanics, finance officer, and fire prevention officers, to provide critical support and alleviate workload pressures on existing personnel.

4. Leadership Development and Career Progression

In tandem with staffing increases, the District will focus on leadership development and career progression for its personnel. This includes promoting qualified staff to key leadership roles, such as captains and battalion chiefs, and ensuring that every team is led by experienced and well-trained leaders. By investing in the professional growth of its workforce, the District can foster a culture of excellence, accountability, and innovation, positioning itself as a leader in fire service management.

5. Community Risk Reduction and Education

As part of the five-year plan, the District will expand its community outreach and fire prevention programs. Increased staffing for fire prevention and public education initiatives will allow the District to engage with residents, providing essential knowledge on fire safety, disaster preparedness, and emergency medical response. This proactive approach aims to reduce the overall risk to the community by preventing emergencies before they occur and fostering a safer environment for all.

6. Collaborative Partnerships and Regional Support

The District recognizes the importance of collaborating with neighboring agencies and regional partners to enhance service delivery. Over the next five years, efforts will be made to strengthen mutual aid agreements, participate in regional training exercises, and leverage partnerships for grant opportunities. By fostering strong relationships with local, state, and federal partners, the District can access additional resources, share expertise, and improve its capacity to respond to large-scale incidents.

Conclusion:

Through these targeted investments in infrastructure, equipment, staffing, and community engagement, the Storey County Fire Protection District will be well-positioned to meet the growing demands of the region. This five-year strategic plan reflects the District's commitment to providing exceptional emergency services, safeguarding public safety, and ensuring that both current and future residents of Storey County can rely on a capable and responsive fire service.

2025-2030 Storey County Fire Protection District Capital Improvement Plan.

Apparatus / Heavy Equipment	2024/2025	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	Notes
Type III Engine at FS #71 (Replacement)			\$565,000				Move the current unit to FS #73
Type II Engine at FS #72 (Replacement)		\$590,000					
Type I Engine at FS #75 (Replacement/Industrial spec)				\$1,400,000			
Wildland Division vehicle			\$75,000				
Prevention Vehicle (3-year replacement plan) 4 units		\$55,000	\$56,000			\$65,000	Auction old units
Training Officer Vehicle (New)			\$70,000				
Battalion Chief Vehicle (3-year replacement plan)			\$85,000			\$90,000	
Haz Mat Unit #75					\$1,500,000		
Ambulance Replacement (2-year replacement plan)	\$370,000		\$380,000		\$390,000		Approximate 2-year delivery
Ladder Truck 71	\$1,250,000						
Mechanic Service Truck		\$175,000					
Repaint / Refurbish Squad 75			\$80,000				
Replace Water Tenders #72, 71, 74, 73		\$450,000	\$455,000	\$460,000	\$465,000		
Heavy Rescue (N Districts)					\$750,000		
Excavator (Replacement)				\$275,000			Surplus old unit
Transport & Trailer	\$300,000						
Side by Side (WL Division)		\$55,000					
Dozer #71					\$350,000		
	\$670,000	\$1,325,000	\$1,766,000	\$2,996,000	\$2,135,000	\$155,000	

Information Technology	2024/2025	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	Notes
Install Station Alert & <i>Exterior Cameras</i>		\$85,000	\$60,000		\$70,000		
Virtual Sand Table Trainer		\$108,000					Seeking FEMA Training Funds
	\$0	\$193,000	\$60,000	\$32,000	\$70,000	\$0	

Facilities	2024/2025	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	Notes
New Fire Station 71 VC	\$8,500,000						Partially grant funded (Federal)
EOC improvement (FS # 71)			\$500,000				Possible DHS EOC Grant funding
Replace Station 74				\$13,000,000			
New Fire Station 73				\$13,000,000			Developer agreement & District funds
New Fire Station 75 (New) Training Center		\$8,000,000					Explore bond options
Training Tower (North Districts)			\$625,000				
Exhaust removal System (Station 72)		\$200,000					
Replace Station #72 House					\$9,000,000		
Fuels Management Quarters (Dist. 72)			\$2,000,000				
Fire Mechanics Shop / Reserve App Building (75)		\$250,000	\$7,500,000				
Connect FS# 72 to New App bays		\$150,000					
	\$ 8,500,000	\$ 8,600,000	\$ 10,625,000	\$ 26,000,000	\$ 9,000,000	0	

Deleted: \$3,000,000

Equipment / Misc.	2024/2025	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	Notes
Electric Extrication Tools				\$66,000	\$70,000		Partial FHS Grant Funding
Fire Vent Training Trailer		\$145,000					
Mobile Training Tower		\$100,000					Used regional unit
Forcible Entry Prop (South Districts)		\$68,000					
Mechanics Equipment & tools		\$30,000					
Generator at Station 72		\$50,000					
Zoll X Series Monitors			\$84,000	\$86,000	\$88,000	\$90,000	
Stryker Gurner & Autoloader		\$60,000					
SCBA Compressor FS # 71		\$62,000					
		\$465,000	\$84,000	\$152,000	\$158,000	\$90,000	

2024/2025	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030
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Total	\$11,632,000	\$10,573,000	\$12,535,000	\$29,180,000	\$11,363,000	\$490,000
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*Items in RED and *Italicized* are newly added and have not been presented or received board approval.

2025/2026 Capital Requests

Strategy 1: Acquisition of a Type 3 Engine

As part of the District-wide initiative to replace aging apparatus, the Storey County Fire Protection District seeks the acquisition of a new Type 3 wildland brush engine to replace the 2002 model (B71). This acquisition will modernize the fleet, ensuring operational readiness and enhanced wildfire response capabilities. The purchase will be part of the FY 2025/2026 budget, with an estimated cost of \$525,000, addressing the critical need to phase out older units and maintain reliability in our fleet.

Objectives

- Objective 1: Fleet Modernization**
Replace the aging 2002 Type 3 brush engine (B71) with a new unit, ensuring the fleet remains equipped to handle wildfire incidents efficiently and safely.
- Objective 2: Ensure Operational Readiness**
Improve response capabilities by replacing outdated equipment that is at increased risk of mechanical failure, ensuring that frontline apparatus is always reliable and available for deployment.
- Objective 3: Minimize Long-Term Maintenance Costs**
By replacing older units, the District will reduce maintenance and repair costs associated with outdated apparatus, which often require more frequent service and part replacements.
- Objective 4: Improve Wildland Firefighting Capabilities**
The addition of a new Type 3 engine will provide the District with improved technology and firefighting capabilities, enhancing safety for personnel and increasing efficiency during wildland firefighting operations.

Justification

The 2002 Type 3 wildland brush engines are nearing the end of their service life. Replacing these units is essential to maintaining reliable and safe firefighting capabilities. This replacement will leave only one older engine in service, significantly reducing the risk of downtime due to mechanical issues.

As wildland fires continue to present significant threats, having a dependable and modernized fleet is critical. The new engine will ensure that the District is prepared to respond quickly and effectively to wildfires, especially in high-risk areas of the community.

While the upfront cost of the new engine is \$525,000, this investment will reduce the ongoing maintenance expenses incurred by the aging apparatus, leading to long-term cost savings for the District.

Due to ongoing market disruptions and supply chain delays, the projected delivery date for the new engine is 2028. Planning for this acquisition now ensures the District secures the necessary apparatus to maintain its operational capabilities in the future.

Implementation Timeline

- **FY 2025/2026:** Request funding for the new Type 3 engine as part of the FY 2025/2026 budget.
- **2025:** Begin procurement process for the engine, accounting for potential supply chain disruptions and market volatility.
- **2028:** Anticipated delivery of the new engine, with the remaining older Type 3 engine continuing to serve until the new unit is fully operational.

Strategy 2: Acquisition of a Mechanic Service Truck

To enhance fleet maintenance and operational efficiency, the Storey County Fire Protection District proposes the acquisition of a dedicated mechanic service truck. This vehicle will support the work of a mobile mechanic, who will supplement services provided by the County shop. The service truck will allow the mechanic to perform on-site maintenance and repairs at fire stations, reducing vehicle downtime and conserving manpower.

Objectives

1. Objective 1: Reduce Vehicle Downtime

Equip the mobile mechanic with a fully outfitted service truck to conduct on-site repairs and routine maintenance, reducing the time vehicles spend out of service and improving overall fleet readiness.

2. Objective 2: Enhance Operational Efficiency

By allowing the mechanic to service vehicles at fire stations, the District will conserve manpower and avoid the logistical challenges associated with transporting vehicles to a centralized location, enabling quicker turnaround times for repairs and maintenance.

3. Objective 3: Supplement County Shop Services

The mechanic service truck will supplement, not replace, the services currently provided by the County shop. This collaboration will help alleviate the burden on the County shop and streamline the workload for both entities, ensuring that both Fire District and County vehicles are maintained efficiently.

4. Objective 4: Improve Maintenance Coverage for Growing Fleet

As the District's fleet continues to expand, the mobile mechanic and service truck will help meet the increased demand for regular maintenance and emergency repairs, ensuring that all vehicles remain in peak operating condition.

Justification

With the expansion of the District and the acquisition of new vehicles and equipment, the demand for maintenance and repairs has significantly increased. The mechanic service truck will allow the District to keep pace with the growing fleet, reducing the strain on existing resources.

The service truck will enable the mobile mechanic to perform repairs and preventive maintenance at the stations where vehicles are stationed. This reduces the amount of time vehicles are out of service and eliminates the need to transport equipment to centralized locations, conserving resources and ensuring quicker repairs.

The mechanic and service truck will work in collaboration with the County shop, providing additional capacity without replacing existing services. This will help balance the workload

between the two entities and ensure timely maintenance for all vehicles, particularly during periods of high demand.

By having a mobile mechanic equipped with a service truck, the District will be better positioned to address the needs of its growing fleet. This will improve the overall readiness of the vehicles and equipment, enhancing the District's ability to respond to emergencies efficiently.

Implementation Timeline

- **FY 2025/2026:** Request funding for the acquisition of a fully equipped mechanic service truck as part of the FY 2025/2026 budget.
- **Early 2026:** Upon approval, purchase and equip the service truck for the mobile mechanic.
- **Ongoing:** Monitor the effectiveness of the mobile mechanic and service truck in reducing vehicle downtime and improving fleet maintenance efficiency. Adjust resources as necessary to ensure continued operational improvements.

Strategy 3: Acquisition of a Side-by-Side UTV for the Wildland Division

As part of the Storey County Fire Protection District's ongoing initiative to enhance the operational capabilities of the Wildland Division, the District seeks to acquire a side-by-side Utility Terrain Vehicle (UTV). This vehicle, with an estimated cost of \$55,000 (including necessary outfitting), will serve as a critical tool for supporting wildland fire suppression, hazardous fuels reduction projects, and wildland staff mobility across difficult terrain.

The UTV will be included in the FY 2025/2026 budget to address the need for versatile and efficient transport within the District's Wildland Division, increasing the effectiveness and reach of its fire mitigation and fuels management efforts.

Objectives

- Objective 1: Enhance Fuels Reduction and Management Operations**
The side-by-side UTV will provide SCFPD with a reliable and versatile vehicle to support hazardous fuels reduction projects in hard-to-access areas, improving the District's ability to mitigate wildfire risks.
- Objective 2: Improve Staff and Equipment Mobility**
The UTV will facilitate the transportation of wildland staff and equipment to project sites, allowing rapid deployment in challenging terrain and reducing the reliance on larger, less efficient vehicles.
- Objective 3: Increase Wildland Fire Suppression Capabilities**
The UTV will enhance the Wildland Division's ability to quickly respond to emerging wildland fire incidents, transporting essential tools, equipment, and personnel directly to the fire line.
- Objective 4: Support Public Outreach and Community Projects**
The UTV will also be used in community engagement efforts, supporting public outreach programs such as fuels reduction education, Ready, Set, Go! campaigns, and You Call We Haul services.

Justification

The acquisition of a side-by-side UTV is essential to SCFPD's ongoing hazardous fuels reduction efforts and wildland fire suppression capabilities. The UTV's design enables access to remote areas that are difficult to reach with traditional vehicles, ensuring that personnel and equipment can be deployed efficiently and effectively.

This vehicle will significantly enhance the mobility of the Wildland Division, reduce reliance on older apparatus, and improve the District's ability to manage high-risk fuels in difficult-to-access areas. Additionally, the UTV will provide long-term cost savings by minimizing wear and tear on larger vehicles and reducing downtime associated with transporting staff and equipment.

The estimated upfront cost of \$55,000 represents a valuable investment that will improve operational efficiency, ensure quicker deployment in emergency situations, and reduce long-term maintenance expenses by decreasing reliance on the oldest vehicles in the fleet.

Implementation Timeline

- **FY 2025/2026:** Include funding for the side-by-side UTV in the FY 2025/2026 budget.
- **Early 2025:** Begin the procurement process, specifying necessary features (e.g., off-road capabilities, firefighting attachments) to ensure the vehicle meets the Wildland Division's operational requirements.
- **Mid-2025:** Complete outfitting of the UTV and conduct staff training to maximize its usage in fuels reduction and wildland fire suppression efforts.

Strategy 4: Acquisition of Tractor and Trailer

To further support SCFPD's operational and logistical needs, the acquisition of a new tractor and trailer is proposed. This new equipment will replace SCFPD's current 1997 International tractor and the 1972 Hyster lowboy trailer, which have become outdated and less reliable for critical transportation and equipment. The estimated cost for the tractor and trailer will not exceed \$450,000. This acquisition, planned for the FY 2025/2026 budget, is essential for ensuring safe, efficient, and dependable transport of heavy equipment to support SCFPD's mission and operational readiness.

Objectives

1. **Objective 1: Enhance Transport Capabilities for Heavy Equipment** Provide SCFPD with a modern, reliable tractor and trailer for transporting heavy equipment, ensuring rapid response capabilities and safe deployment to high-risk areas.
2. **Objective 2: Increase Operational Safety and Efficiency** Reduce maintenance risks and downtime associated with older equipment by replacing outdated units with a new tractor and trailer, improving safety for operators and personnel.
3. **Objective 3: Support Regional and Local Fire Response Efforts** Enable SCFPD to respond more effectively to fires within Storey County and neighboring areas by ensuring that heavy machinery can be swiftly transported where needed.
4. **Objective 4: Optimize SCFPD Fleet Management** Facilitate fleet modernization, reducing maintenance costs associated with aging equipment and ensuring consistent readiness across SCFPD's response resources.

Justification

The new tractor and trailer are essential to SCFPD's ability to transport heavy equipment efficiently and safely. Outdated equipment has limited reliability, increasing the risk of delays and mechanical issues. By upgrading to a new tractor and trailer, SCFPD can improve response times and reduce repair costs, benefiting both daily operations and emergency response readiness.

Replacing older units with modern equipment will enhance safety and efficiency for SCFPD personnel tasked with operating and maintaining heavy machinery. The increased reliability will reduce the need for costly repairs and decrease downtime, enabling SCFPD to remain mission-ready.

The projected investment of \$450,000 aligns with SCFPD's long-term fleet management goals, focusing on fleet modernization to support fuels management, wildfire mitigation, and regional fire response.

Implementation Timeline

- **FY 2025/2026:** Allocate budget for the tractor and trailer acquisition within the FY 2025/2026 budget.
- **2025:** Initiate procurement process, identifying specifications that meet SCFPD's operational demands and safety standards for the transport of heavy equipment.

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Strategy 5: Replacement of Water Tender #73

As part of SCFPD's ongoing fleet modernization initiative, the replacement of Water Tender #73, a 1981 International, is proposed. This vehicle has served SCFPD for decades but has reached the end of its operational life, with frequent maintenance needs and limited reliability. The replacement water tender, with an estimated cost of approximately \$375,000, will ensure continued support for SCFPD's firefighting capabilities, particularly in areas where hydrant access is limited or unavailable. This acquisition is planned for inclusion in the FY 2025/2026 budget.

Objectives

1. **Objective 1: Improve Water Supply Reliability for Firefighting Operations** Equip SCFPD with a modern water tender that ensures a dependable and sufficient water supply in areas lacking hydrant access, critical for wildfire and structural fire response.
2. **Objective 2: Enhance Operational Efficiency and Reduce Downtime** Replace the aging water tender to decrease repair costs, reduce downtime, and enhance the overall reliability and readiness of SCFPD's water supply resources.
3. **Objective 3: Increase Safety for Operators and Personnel** Provide SCFPD with a vehicle equipped with modern safety features, reducing risks associated with operating an outdated water tender during high-stakes fire response situations.
4. **Objective 4: Support Regional Firefighting Capabilities and Mutual Aid** Strengthen SCFPD's water supply resources to support both local and regional firefighting operations, reinforcing mutual aid efforts and ensuring efficient resource deployment across incidents.

Justification

The replacement of Water Tender #73 is essential to maintaining SCFPD's firefighting effectiveness, particularly in remote or rural areas where water supply is critical. The 1981 International has become increasingly unreliable, with repair costs rising as it ages. A new water tender, with an estimated cost of \$375,000, will enhance SCFPD's capacity to deliver a continuous water supply, supporting fire suppression efforts and improving overall safety.

Investing in a new water tender aligns with SCFPD's fleet modernization goals, ensuring that frontline equipment meets operational and safety standards. The enhanced reliability will decrease the likelihood of mechanical issues during incidents, providing greater confidence in SCFPD's firefighting resources and allowing the District to respond effectively to fires both within Storey County and in mutual aid contexts.

Implementation Timeline

- **FY 2025/2026:** Allocate budget for the replacement of Water Tender #73 in the FY 2025/2026 budget.

- **2025:** Initiate procurement process, specifying essential features for water supply reliability, operator safety, and compatibility with SCFPD's operational requirements.

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Strategy 6: Installation of Exhaust Removal System at Fire Station 72

In alignment with the National Fire Protection Association (NFPA) guidelines, the SCFPD proposes the installation of an exhaust removal system in the new apparatus bays at Fire Station 72. This system, with an estimated cost of \$200,000, is designed to reduce firefighters' exposure to harmful exhaust emissions, enhancing safety within the station environment. Installing this system is critical for maintaining compliance with health and safety standards and supporting the long-term well-being of district personnel.

Objectives

1. **Objective 1: Improve Firefighter Health and Safety** Protect firefighters and station personnel from hazardous exhaust emissions, reducing exposure to carcinogens and airborne pollutants in accordance with NFPA safety recommendations.
2. **Objective 2: Comply with National Fire Protection Association (NFPA) Standards** Ensure that Fire Station 72 meets NFPA guidelines for safe air quality and exhaust containment within apparatus bays, supporting the district's commitment to industry best practices.
3. **Objective 3: Enhance Long-Term Operational Sustainability** Provide a durable, high-efficiency exhaust removal solution that minimizes maintenance costs and promotes a clean working environment, contributing to the station's long-term operational effectiveness.
4. **Objective 4: Support District-Wide Health Initiatives** Align with district health and wellness goals by investing in infrastructure that supports safer, cleaner working conditions, further demonstrating SCFPD's commitment to its workforce.

Justification

Exposure to diesel exhaust emissions has been linked to numerous health issues, including respiratory conditions and cancer. In light of this, NFPA has established guidelines recommending exhaust removal systems in fire stations. The installation of such a system at Fire Station 72 will reduce the health risks associated with prolonged exposure to exhaust fumes, thereby promoting a safer work environment for all personnel.

The exhaust removal system is a proactive measure to ensure compliance with NFPA standards and to mitigate health risks for current and future staff. This investment aligns with SCFPD's commitment to maintaining the highest safety standards and protecting the well-being of its employees. Additionally, installing a high-efficiency system supports long-term sustainability, reducing ongoing maintenance costs and minimizing air quality concerns within the station.

Implementation Timeline

- **FY 2025/2026:** Allocate funding for the exhaust removal system in the FY 2025/2026 budget.

- **Early 2025:** Begin the procurement and installation process, ensuring the system meets all NFPA guidelines and district specifications.
- **Mid-2025:** Complete installation and conduct testing to confirm optimal performance and compliance.
- **Ongoing:** Monitor the system's effectiveness and schedule routine maintenance to ensure continued safety and compliance.

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Strategy 7: Acquisition of Fire Vent Mobile Training Prop and Forcible Entry Prop

To enhance on-site training capabilities within Storey County, SCFPD proposes the acquisition of a Fire Vent mobile training prop and a Forcible Entry prop with a combined budget not to exceed \$213,000. The Fire Vent trailer, being mobile, can be transported to various fire stations throughout the district, allowing flexible, location-based training. The Forcible Entry prop is a semi-fixed facility trainer that can be easily relocated as needed. By investing in these training resources, SCFPD can significantly reduce downtime and reliance on the Carson City training center, thereby saving time and costs associated with off-site training.

Objectives

1. **Objective 1: Enhance In-District Training Capabilities** Provide SCFPD personnel with on-site access to specialized training props, ensuring consistent skill development and reducing dependency on external training facilities.
2. **Objective 2: Improve Operational Readiness** Facilitate frequent, realistic training in critical skills such as ventilation and forcible entry, essential for preparing personnel to respond effectively to structural fires and emergency situations.
3. **Objective 3: Reduce Training Costs and Downtime** Minimize travel and associated costs by conducting more training within the county, allowing personnel to maintain operational readiness with less time spent off-site.
4. **Objective 4: Increase Training Accessibility Across Stations** Utilize the mobility of the Fire Vent trailer to ensure all fire stations have access to essential training tools, fostering district-wide competency and standardization in key fireground skills.

Justification

Currently, SCFPD relies heavily on the Carson City training center for specialized skill development in ventilation and forcible entry. This dependence incurs additional costs, travel time, and scheduling challenges, which can impact operational readiness. Acquiring a Fire Vent mobile training prop and a Forcible Entry prop will allow SCFPD to conduct essential training sessions in-district, increasing training frequency and flexibility while decreasing downtime and costs.

The Fire Vent trailer's mobility offers flexibility, allowing training to be conducted at multiple locations to accommodate all personnel. The Forcible Entry prop, though semi-fixed, is designed to be easily relocated, supporting adaptability in training setups. By having these training tools available in Storey County, SCFPD will maximize training efficiency and support continuous skills development across the District.

Implementation Timeline

- **FY 2025/2026:** Allocate funding for the acquisition of the Fire Vent mobile training prop and the Forcible Entry prop within the FY 2025/2026 budget.

- **Early 2025:** Begin procurement process for both training props, ensuring they meet SCFPD specifications and training requirements.
- **Mid-2025:** Deploy the props across district stations, ensuring readiness for immediate use and scheduling initial training sessions.
- **Ongoing:** Assess training outcomes and monitor the props' effectiveness in meeting SCFPD's training goals, adjusting resources and training programs as needed.

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Strategy 8: Acquisition of a Used Mobile Training Tower

To enhance in-district training capabilities and improve operational readiness across Storey County, SCFPD proposes the acquisition of a used Mobile Training Tower with a budget not to exceed \$100,000, including refurbishment costs. The Mobile Training Tower will provide a versatile, on-site training resource for fire personnel, allowing realistic, scenario-based training in various fireground operations, including ventilation, ladder operations, hose advancement, and forcible entry. This investment will reduce reliance on external training centers and increase accessibility to essential training tools for all SCFPD personnel.

Objectives

- Objective 1: Enhance In-District Training Capabilities**
Provide SCFPD personnel with a fully equipped Mobile Training Tower to conduct on-site, scenario-based training exercises, ensuring consistent skill development without the need to travel to external facilities.
 - Objective 2: Improve Operational Readiness**
Facilitate frequent, realistic training in fireground operations, including vertical ventilation, ladder placement, hose advancement, and rescue techniques, essential for preparing personnel to respond effectively to emergencies.
 - Objective 3: Reduce Training Costs and Downtime**
Minimize travel time and costs associated with using external training centers by conducting more training sessions within the county, allowing personnel to maintain operational readiness while reducing downtime.
 - Objective 4: Increase Training Accessibility Across Stations**
Utilize the mobility of the training tower to ensure all district stations have regular access to essential training tools, fostering district-wide competency and standardization in fireground skills.
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Justification

Currently, SCFPD relies on external training centers for specialized skill development, particularly in fireground operations such as ventilation and rescue techniques. This reliance incurs additional travel costs, scheduling challenges, and time away from stations, which can impact operational readiness.

Acquiring a used Mobile Training Tower will allow SCFPD to conduct essential training sessions in-district, increasing the frequency, flexibility, and accessibility of critical training exercises. The mobile nature of the tower provides the flexibility to conduct training at multiple locations throughout the county, ensuring that all personnel receive consistent and standardized training.

This investment will support continuous skills development while reducing overall training costs and downtime. Refurbishing a used training tower offers a cost-effective solution to improve training infrastructure without the need for a new, higher-cost facility.

Implementation Timeline

- **FY 2025/2026:** Allocate funding for the acquisition and refurbishment of the Mobile Training Tower in the FY 2025/2026 budget.
- **Early 2025:** Begin the procurement process for a used training tower, ensuring it meets SCFPD's specifications and operational requirements.
- **Mid-2025:** Complete refurbishment and deploy the Mobile Training Tower across district stations, ensuring readiness for immediate use and scheduling initial training sessions.
- **Ongoing:** Monitor training outcomes and evaluate the tower's effectiveness in meeting SCFPD's training goals, making adjustments as needed to optimize its use.

2025-2030 Storey County Fire Protection District Staffing Improvement Plan.

Staffing	2024/2025	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	Notes
Firefighter/AEMT FS# 73 (X3)					\$520,000		Possible FEMA SAFER Grant
Firefighter/Medic FS# 73 (X3)					\$570,000		Possible FEMA SAFER Grant
Battalion Chiefs (North Districts X3)						\$820,000	
Captain FS# 74 (X3)		\$705,000					Brings 74 to 3-Person Staffing
Captain FS# 72 (X3)			\$715,000				Brings 72 to 3-Person Staffing
Firefighter/AEMT FS# 77 (X3)						\$530,000	Possible FEMA SAFER Grant
Firefighter/Medic FS# 77 (X3)						\$570,000	Possible FEMA SAFER Grant
Fire Captain FS# 77 (X3)						\$710,000	Possible FEMA SAFER Grant
Training Officer (Captain)		\$235,000					
<i>Finance Officer</i>		<i>\$165,000</i>					
Fire Mechanic		\$165,000					
Total	\$660,000	\$1,270,000	\$715,000	\$0	\$1,090,000	\$2,630,000	

*Positions in **Red** and *Italicized* have been added and will require Board of Fire Commissioner approval.

**Costs associated with each position are estimates and exact amounts will be provided within the budget at the time of approval.

2025/2026 Staffing Requests

Strategy 1. Proposal to Hire a Dedicated Fire District Mechanic

The Storey County Fire Protection District will hire a dedicated mechanic to assume full responsibility for the maintenance, repair, and service of the District's growing fleet of vehicles and equipment. Starting January 1, 2026, the Fire District will no longer utilize the Storey County Shop for maintenance or repair services. This transition will enhance fleet management, reduce operational costs, and ensure the District's emergency response capabilities remain at optimal levels.

1. **Objective 1: Improve Fleet Maintenance and Reliability**
By hiring a dedicated mechanic, the Fire District will ensure that all vehicles and equipment receive regular, scheduled maintenance. This will reduce downtime, improve operational readiness, and prevent the high costs associated with deferred repairs.
2. **Objective 2: Transition Away from County Shop Services.**
Ending reliance on the Storey County Shop will allow the Fire District to establish full autonomy over fleet maintenance. This will eliminate delays caused by competing priorities and streamline repair processes, ensuring vehicles and apparatus remain ready for deployment.
3. **Objective 3: Reduce Maintenance Costs**
The addition of an in-house mechanic will decrease reliance on external repair services, minimizing downtime and lowering overall maintenance expenses for the District. Being mobile will also assist the district in reducing costs by eliminating the use of additional staff in relocating apparatus between the shop and the stations.
4. **Objective 4: Optimize Fleet Management Practices.** Implement a tailored fleet management system that prioritizes preventive maintenance, tracks repair schedules, and ensures the long-term reliability of the Fire District's growing fleet.

Justification

1. **Growing Fleet Needs**
The Fire District's fleet has grown significantly over the last several years with the addition of specialized apparatus, heavy equipment, and auxiliary vehicles. The demands of maintaining this diverse and expanding inventory now require consistent attention to ensure both reliability and quick response to emergency needs.
2. **Relieving Burden on the Storey County Shop**
Currently, the Storey County Shop provides maintenance support for Fire District vehicles, creating a strain on their resources. Hiring a dedicated mechanic for the Fire District will help alleviate this burden and allowing County Shop personnel to focus on other County vehicles and infrastructure needs. This will also reduce wait times for repairs, improving vehicle uptime and emergency response capacity.
3. **Enhanced Fleet Management**
A full-time mechanic would allow for better scheduling of preventive maintenance, reducing the likelihood of costly repairs due to neglect or deferred maintenance. By ensuring our equipment remains in optimal condition, we can improve operational efficiency, reduce downtime, and extend the lifespan of our fleet.

4. Cost Savings

The District anticipates that having an in-house mechanic will help reduce overall maintenance costs. External repair services and long downtimes contribute to higher expenses and operational inefficiencies. A dedicated mechanic will mitigate these factors and provide long-term savings through consistent, on-demand service.

Implementation Timeline

- **FY 2024/2025:** Conduct a workload and fleet maintenance assessment in collaboration with the Storey County Shop.
- **Early FY 2025/2026:** Hire and onboard a qualified mechanic with expertise in emergency apparatus and specialized equipment.
- **January 1, 2026:** Cease reliance on Storey County Shop for vehicle maintenance and repair services. All maintenance operations will transition fully to the Fire District's in-house mechanic.
- **Ongoing:** Regular performance reviews to ensure the mechanic is effectively managing workload, reducing vehicle downtime, and providing cost-saving benefits.

Strategy 2: Captains at Fire Station 74

In the FY 2023/2024 budget year, the Storey County Fire Protection District received approval to hire three Firefighter/AEMTs, with the potential to hire an additional three if awarded the FEMA SAFER Grant. This staffing increase aligns with the District's strategic objective of enhancing operational readiness and improving staffing levels across our stations, focusing particularly on bringing Station 74 to full staffing capacity. Three current staff members will be promoted to the position of Captain to create these firefighter vacancies.

Objectives

1. **Objective 1: Increase Staffing at Fire Stations 71 and 74**
Hire three new Firefighter/AEMTs and an additional three with the option of securing a FEMA SAFER Grant to meet operational needs and enhance emergency response capabilities. Not completely dependent on SAFER award.
2. **Objective 2: Conduct Comprehensive Training for New Hires**
Ensure that all newly hired Firefighter/AEMTs successfully complete a 14-week regional academy training in Carson City, equipping them with the skills necessary to perform effectively in the field.
3. **Objective 3: Promote Leadership within the Fire District**
Upon securing the additional staffing at Station 74, promote qualified personnel to Captain positions to maintain effective leadership and oversight of the expanded team.
4. **Objective 4: Improve Staffing Levels Across the District**
Bring the majority of fire stations, including Stations 71 and 74, from two-person to three-person staffing, enhancing operational capacity and ensuring a more robust emergency response.

Justification

1. **Enhanced Operational Capacity**
Increasing staffing at Stations 71 and 74 will significantly improve the District's capacity to respond to emergencies efficiently and safely. This aligns with the overall goal of improving staffing levels across the District to meet the increasing demand for services.
2. **Alignment with Strategic Staffing Goals**
This initiative supports the District's long-term staffing strategy by moving toward the industry-standard three-person staffing model at key stations, enhancing response times and operational effectiveness.
3. **Potential Grant Funding through FEMA SAFER**
The District is actively pursuing the FEMA SAFER Grant, which will allow for the hiring of additional personnel without placing undue financial strain on the District. Securing these funds would enable the assignment of three additional line staff to Fire Station 74, further strengthening our response capacity.

4. Leadership Development and Promotions

Expanding the team at Station 74 will necessitate promotions to Captain positions, ensuring that experienced leadership is in place to effectively manage the growing team and maintain operational excellence.

Implementation Timeline

- **July 2025:** Conduct testing for Firefighter/AEMT and Captain positions in August 2024.
- **Fall 2024:** Newly hired candidates will undergo a 14-week regional academy training in Carson City.
- **Ongoing:** Promote qualified personnel to Captain positions at Station 74 to maintain effective leadership.

Strategy 3: Hiring a Finance Officer

As part of the SCFPD strategic initiative to enhance financial oversight, transparency, and autonomy, SCFPD seeks to hire a dedicated Finance Officer. This role will ensure that SCFPD's financial management aligns with the specialized demands of the fire service, improving budgetary control, reporting accuracy, and fiscal planning. The Finance Officer position will be included in the FY 2025/2026 budget, with an estimated annual salary and benefits package of \$185,000. This move supports SCFPD's goals of maintaining independence from the County Comptroller's Office, allowing the District to tailor financial practices to its operational needs.

Objectives

1. Objective 1: Improve Financial Oversight and Accountability

A dedicated Finance Officer will provide direct oversight of SCFPD's finances, ensuring timely, transparent reporting and strengthening internal financial controls to support the District's long-term financial health.

2. Objective 2: Enhance Budgetary Control and Planning

The Finance Officer will oversee budget preparation, management, and adjustments tailored to SCFPD's specific operational and strategic goals, supporting accurate forecasting and efficient resource allocation.

3. Objective 3: Increase Financial Independence from the County Comptroller's Office

By hiring a dedicated Finance Officer, SCFPD will reduce its reliance on the County Comptroller, allowing for quicker decision-making, customized reporting, and better alignment with SCFPD's unique fiscal requirements.

4. Objective 4: Support Strategic Financial Initiatives

The Finance Officer will lead initiatives to secure grants, manage capital projects, and oversee compliance with financial regulations, enabling SCFPD to pursue growth while ensuring adherence to fiscal policies and procedures.

Justification

1. Specialized Financial Oversight

SCFPD's financial needs are distinct, with a focus on funding capital projects, securing grants for wildland firefighting and community risk reduction, and managing a diverse budget covering operational costs, emergency response, and training. A dedicated Finance Officer with expertise in fire service budgeting will provide tailored oversight and streamline these processes.

2. Operational Independence and Efficiency

As SCFPD's operations grow, dependence on the County Comptroller's Office can lead to increased burdens on the County Comptroller's Office and delays in budget adjustments, and modifications to payroll processing. An in-house Finance Officer will ensure SCFPD can respond swiftly to financial needs, especially during emergencies or project-based funding requests.

3. Enhanced Compliance and Financial Integrity

A dedicated Finance Officer will bring direct accountability for adhering to fire-specific grant requirements, budgeting standards, and audit protocols. This role will mitigate compliance risks and enhance financial integrity through regular audits, risk assessments, and policy reviews customized to SCFPD's operations.

4. Improved Budget Management and Planning

With direct oversight, the Finance Officer can monitor specific SCFPD spending trends, support cost-saving initiatives, and improve budget forecasting based on SCFPD's operational data. This enhanced planning will allow SCFPD to strategically allocate funds to meet both immediate and long-term needs.

Implementation Timeline

- **FY 2025/2026:** Include funding for the Finance Officer position in the FY 2025/2026 budget.
- **Q1 2025:** Develop the job description, qualifications, and recruitment strategy, focusing on candidates with experience in municipal or fire service finance.
- **Q2 2025:** Begin recruitment and selection process to hire a qualified Finance Officer.
- **Q3 2025:** Onboard the Finance Officer, with initial responsibilities including budget planning for the upcoming fiscal year and streamlining financial processes to support SCFPD's operational goals.

Strategy 4: Establishing Promotional Opportunities for Fire Inspector I Positions to Promote to Fire Inspector II

As part of the Storey County Fire Protection District's commitment to career development and retention, the District proposes creating a promotional pathway for current Fire Inspector I employees to advance to Fire Inspector II positions. This initiative will recognize the expertise and dedication of current personnel, encourage professional growth, and improve inspection capabilities within the District.

This promotional opportunity will be offered to two eligible Fire Inspector I employees with an estimated 10% salary increase upon promotion. This plan will be included in the FY 2025/2026 budget to support SCFPD's ongoing commitment to internal advancement and succession planning.

Objectives

1. **Objective 1: Encourage Career Development and Retention**
Providing a clear promotional pathway for Fire Inspector I personnel will encourage long-term commitment to the District, reduce turnover, and foster a culture of professional growth.
2. **Objective 2: Strengthen Inspection and Code Enforcement Capabilities**
Promoting experienced Fire Inspectors will enhance the District's ability to perform critical inspections, enforce fire codes, and provide education to the community, improving overall fire prevention efforts.
3. **Objective 3: Improve Operational Efficiency**
By promoting internal candidates who are already familiar with SCFPD's operations, policies, and community needs, the District will reduce training time and ensure continuity in inspection services.
4. **Objective 4: Support Succession Planning**
Creating advancement opportunities for Fire Inspectors supports long-term succession planning, ensuring that the District has qualified personnel ready to take on higher-level responsibilities in the future.

Justification

1. **Professional Growth and Retention**
SCFPD recognizes the importance of providing career advancement opportunities to its employees. Offering internal promotions demonstrates the District's commitment to retaining talented personnel by recognizing their skills, certifications, and contributions.
2. **Enhanced Code Enforcement and Community Risk Reduction**
Promoting Fire Inspectors will improve the District's capacity to perform fire code enforcement, plan reviews, and inspections, contributing to community risk reduction and ensuring compliance with fire safety standards.
3. **Cost-Effective Solution**
Promoting internal candidates is a cost-effective way to fill higher-level positions. The

proposed salary increase of approximately 10% for two positions represents a manageable budget adjustment while ensuring the District retains experienced personnel.

4. **Continuity of Service**

Internal promotions provide continuity within the District's operations. Employees who are already familiar with SCFPD's processes, policies, and community risks can transition seamlessly into higher roles, ensuring uninterrupted service delivery.

Implementation Timeline

- **FY 2025/2026:** Include funding for Fire Inspector II promotions in the FY 2025/2026 budget.
- **Q2 2025:** Notify eligible employees of the promotional opportunity and begin the review and evaluation process.
- **Q3 2025:** Complete the promotion process and adjust salaries accordingly.
- **Q4 2025:** Conduct onboarding and additional training for promoted Fire Inspectors to ensure a smooth transition into their new roles.