



AGENDA

City Council Work Session

Tuesday, April 7, 2026

5:00 PM

City Hall - Council Chambers

1. CALL TO ORDER

- a. FOLLOWING THE CITY COUNCIL REGULAR MEETING:

The Council may choose to reconvene the work session after the adjournment of the regular meeting if the business of the work session is unable to be completed in the allotted time.

2. DISCUSSION

- a. Fire Staffing Update

3. UPDATES

- a. Staff Reports

4. ADJOURNMENT

City Council Work Session: April 7, 2026

AGENDA ITEM: Fire Staffing Update	AGENDA SECTION: DISCUSSION
PREPARED BY: Kip Springer, Fire Chief	AGENDA NO. 2.a.
ATTACHMENTS: Rosemount Fire Service Evaluation Final (3-27-26)V2 Stu	APPROVED BY: LJM
RECOMMENDED ACTION: Discussion only.	

BACKGROUND

Citygate Associates will be present to provide a final update on the Fire Department staffing study. The study includes a thorough analysis of the data related to the City's fire response historically. It also includes operational, equipment, facility, and staffing opportunities to consider moving forward.

This item will receive formal consideration and approval at the regular City Council meeting.

RECOMMENDATION

Discussion only.



CITYGATE
ASSOCIATES

Fire Department Service Evaluation

Final Report Presentation

City of Rosemount, MN

April 7, 2026

Policy Choices

- **No federal/state laws or regulations** in the U.S. mandating fire service **staffing levels, response performance, or outcomes**
 - If fire services are provided, state and federal safety regulations apply
- **Level of fire service provided** is a **local policy decision**
 - Communities have the level of service they can **afford** or which they **choose to fund**
 - Level of service provided **may not be** the level of service desired

Outcome Goals Drive Fire Service Deployment

- The **goal of fire service deployment** is to deliver **desired outcomes**
 - Typical desired **urban/suburban** community outcomes
 - Prevent **death and/or permanent impairment** from medical emergencies where possible
 - Confine **building fires** to the room or compartment of origin
 - Typical desired **rural** community outcomes
 - Prevent **death** from medical emergencies where possible
 - Confine **building fires** to the building of origin
- Delivering desired outcomes depends on **adequate staffing, apparatus/equipment, training, and response time**

Deployment Strategies

- Fire service deployment is essentially about the **speed** and **weight** of response
 - **Speed** refers to single, neighborhood-based first response units to mitigate routine-to-moderate emergencies for the outcome desired
 - **Weight** refers to multiple-unit responses (First Alarm) needed to control more serious emergencies for the outcome desired
- **Specialty units** are deployed in addition to / in lieu of engines, such as ladder and other units to mitigate special hazards
 - Hazardous material release/spill
 - Technical rescue

Capstone Observations

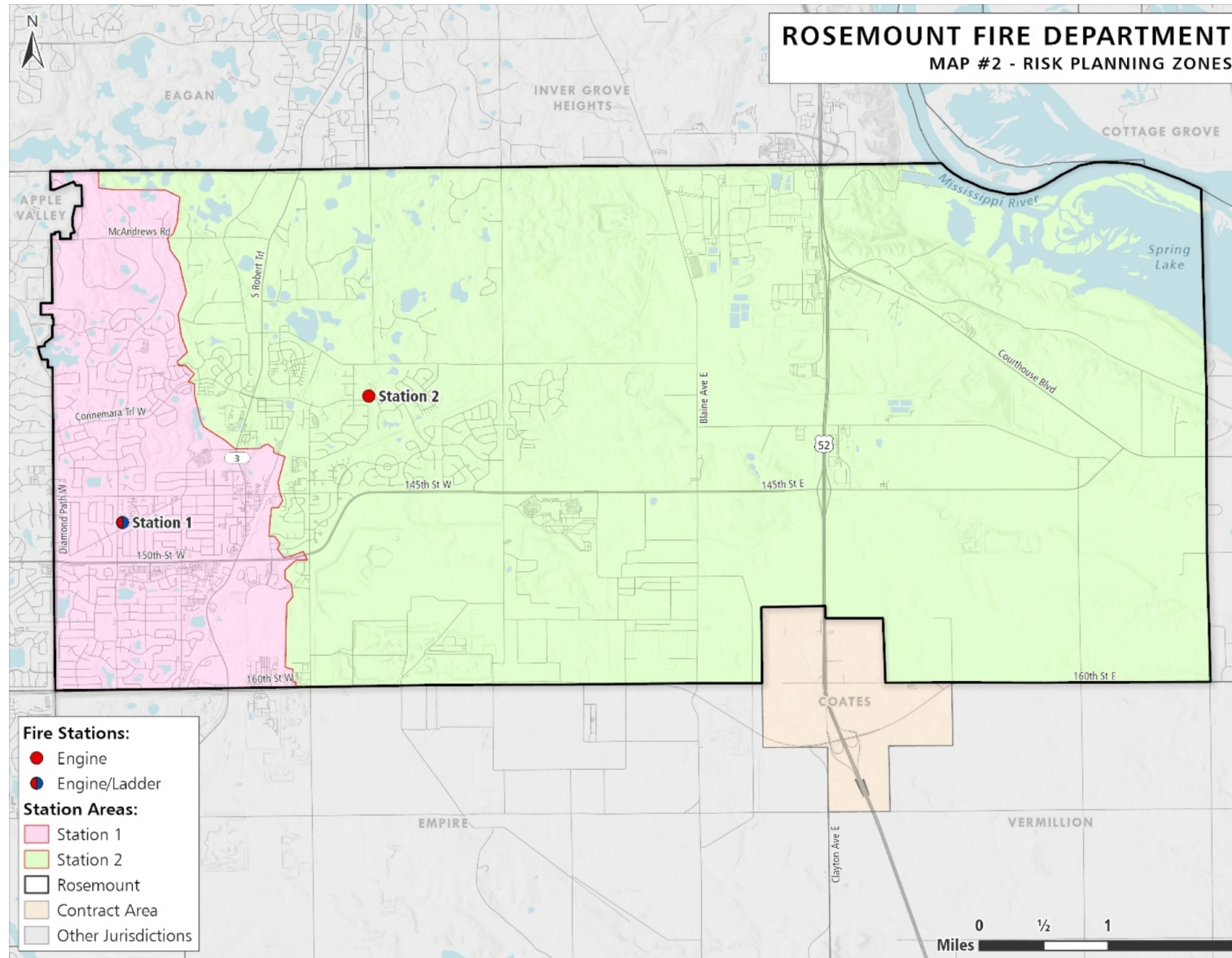
- **Three fire service delivery challenges**
 - **Response times** delayed by unstaffed stations
 - **Fire Station facilities** for on-duty crews
 - **Inadequate Fire Prevention Programs** – limited staffing
- **Expanding** the Department to meet the challenges:
 - In-station staffing to improve response times
 - Anticipating Fire Station 3
 - Increasing the fire inspection mission

Department Strengths

- Outstanding personnel, full and part-time
- Culture of duty, community focused and cooperation
- Best practices driven
- Great functional structures with procedures / policies
- Existing apparatus and a small station remodel will allow immediate expansion of 24-hr based staffing
- Desire a roadmap to grow services

Risk Assessment

Risk Planning Zones



Values to Be Protected

- People – 29,272 residents
 - Consolidated in the western portion of the service area
 - Nearly 27% of the population is under 10 or over 65
 - Daytime population decreases by more than 22%
 - An estimated increase to 38,000 population by 2050
- Buildings
 - Over 10,000 residential housing units
 - Over 470 businesses employing nearly 7,200 people
 - 92 maximum and high-risk occupancies

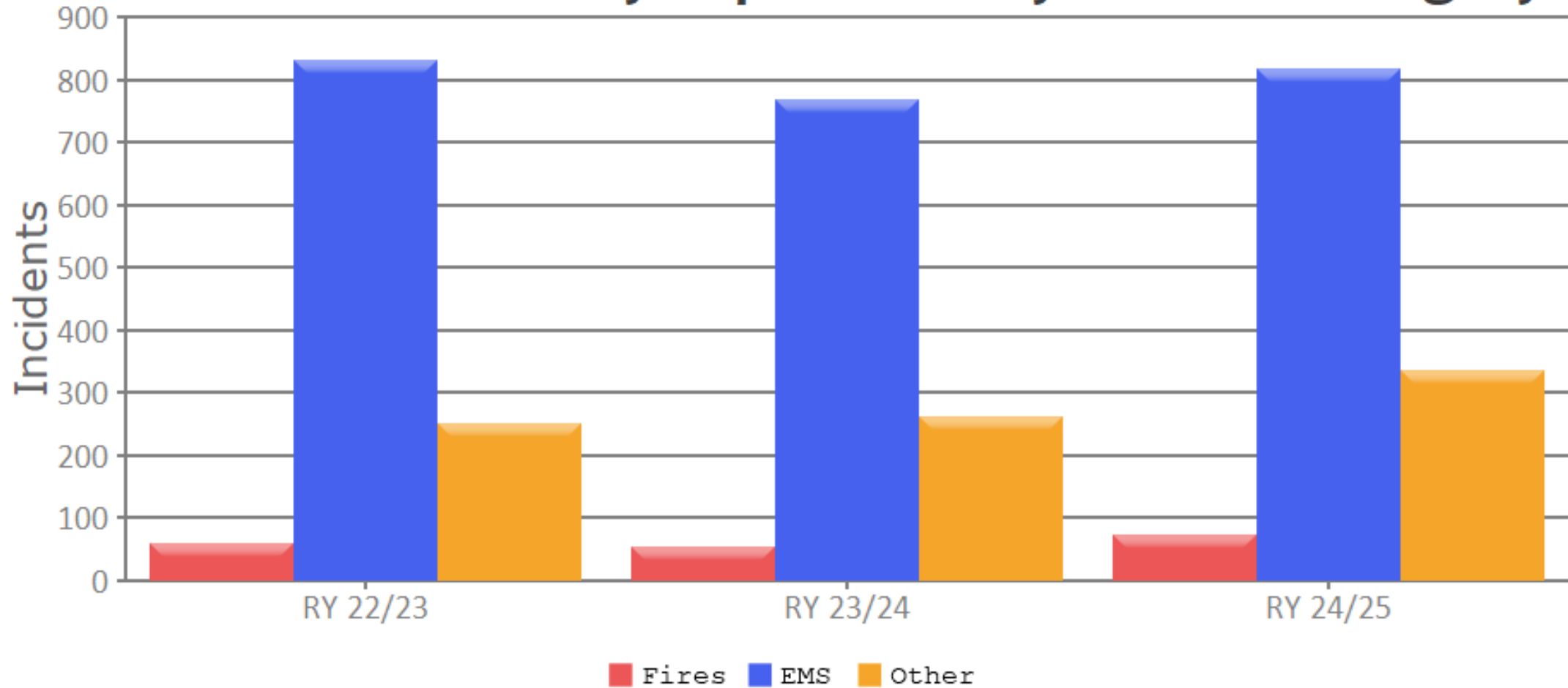
Community Risk Assessment Findings

- Primary hazards
 - Building fires
 - Emergency medical
 - Hazardous materials
 - Extensive industrial base in the eastern portion of service area
 - Increasing proximal population density

Service Demand

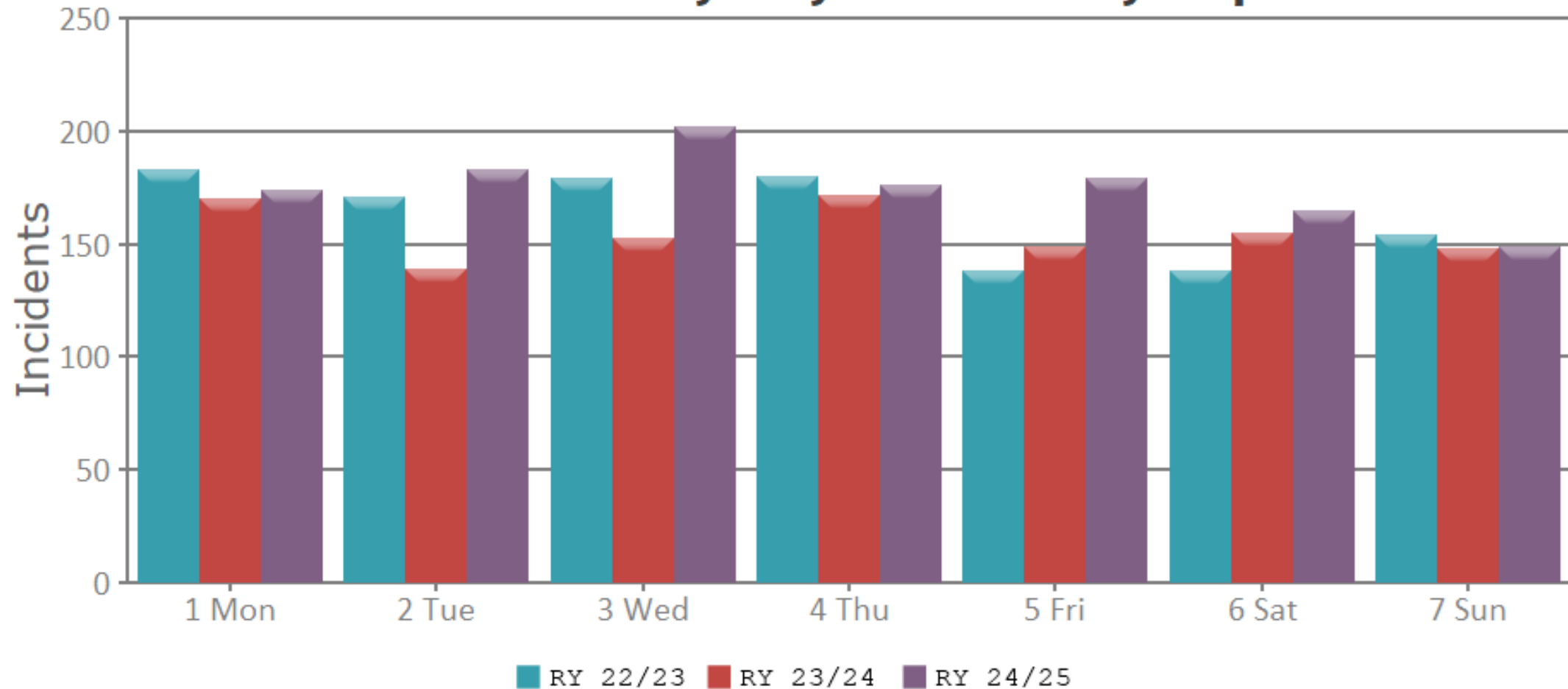
Service Demand by General Category

Number of Incidents by Report Year by Incident Category



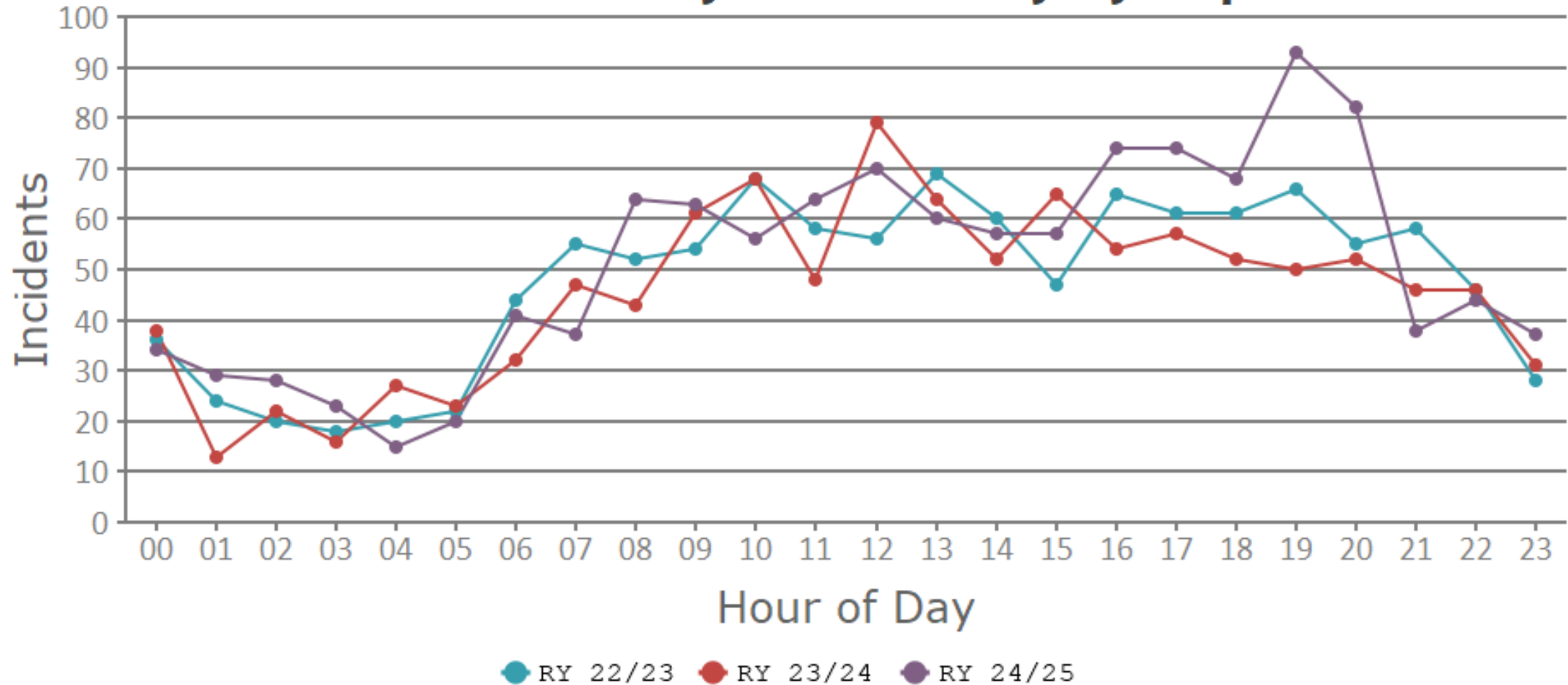
Service Demand by Day of Week and Year

Number of Incidents by Day of Week by Report Year



Service Demand by Time of Day

Number of Incidents by Hour of Day by Report Year



Service Demand by NFIRS Incident Type

Incident Type	RY 22/23	RY 23/24	RY 24/25	Total
EMS call, highest priority	732	661	554	1,947
Vehicle accident with injuries	86	81	87	254
Gas leak (natural gas or LPG)	48	38	64	150
Medical assist, assist EMS crew			139	139
Smoke detector activation, no fire - unintentional	12	66	60	138
Dispatched & canceled in route	12	62	57	131
Unintentional transmission of alarm, other	93			93
Building fire	32	31	25	88

Response Performance

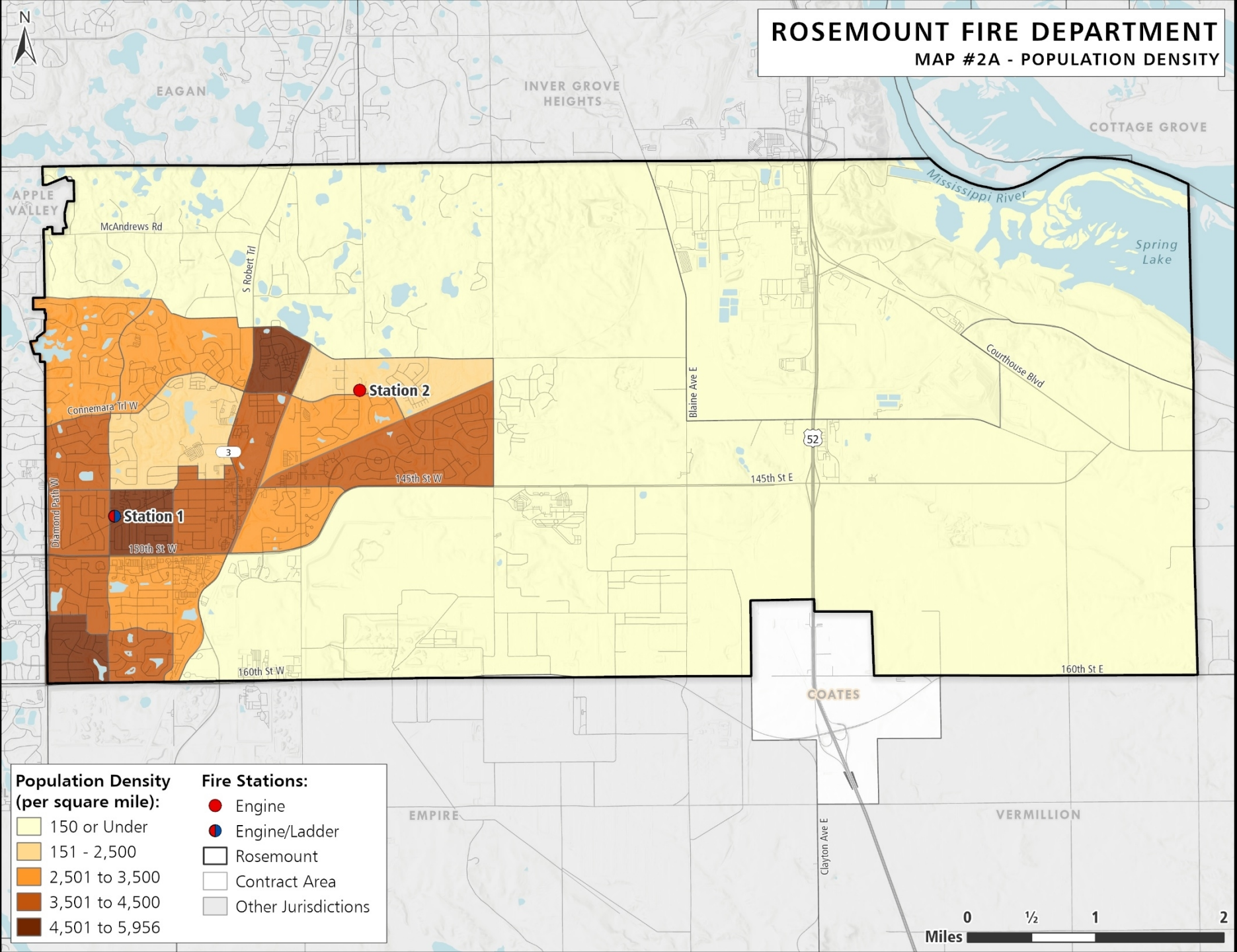
Response Performance Goals

Response Component	Best Practice		90 th Percentile Performance RY 24/25	Performance Versus Best Practice and Citygate
	Time	Reference		
Call Processing / Dispatch	1:30 0:64 Critical	Citygate NFPA	-	-
Crew Turnout	2:00 1:00	Citygate NFPA	-	-
First-Unit Travel	4:00	Citygate NFPA	-	-
First-Unit Call-to-Arrival	7:30	Citygate	10:47	-3:17
Effective Response Force (ERF) Call-to-Arrival	11:30	NFPA	19:07	-7:37

Travel Time Coverage Analysis

ROSEMOUNT FIRE DEPARTMENT

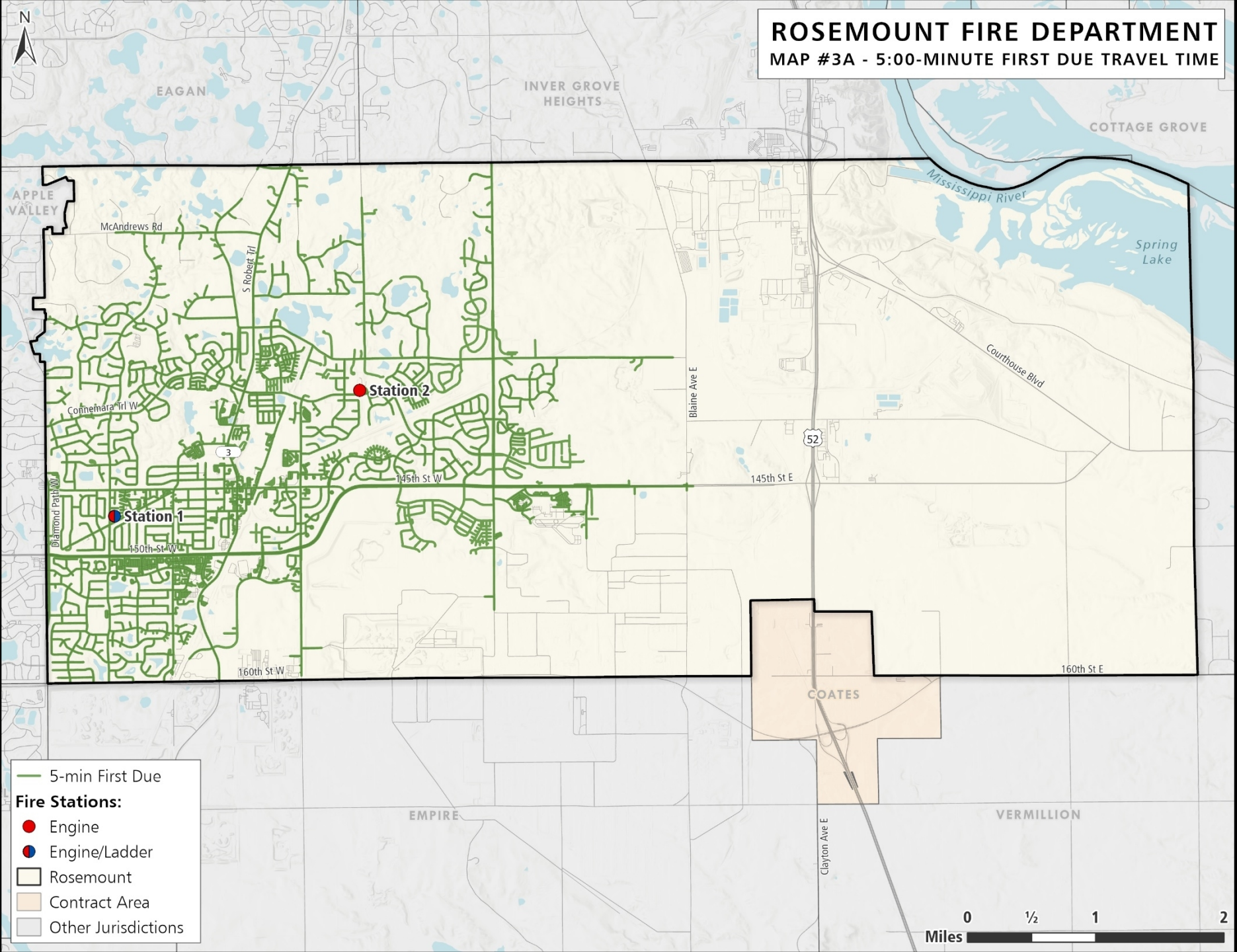
MAP #2A - POPULATION DENSITY



Population Density (per square mile):	Fire Stations:
150 or Under	● Engine
151 - 2,500	● Engine/Ladder
2,501 to 3,500	□ Rosemount
3,501 to 4,500	□ Contract Area
4,501 to 5,956	□ Other Jurisdictions

ROSEMOUNT FIRE DEPARTMENT

MAP #3A - 5:00-MINUTE FIRST DUE TRAVEL TIME



— 5-min First Due

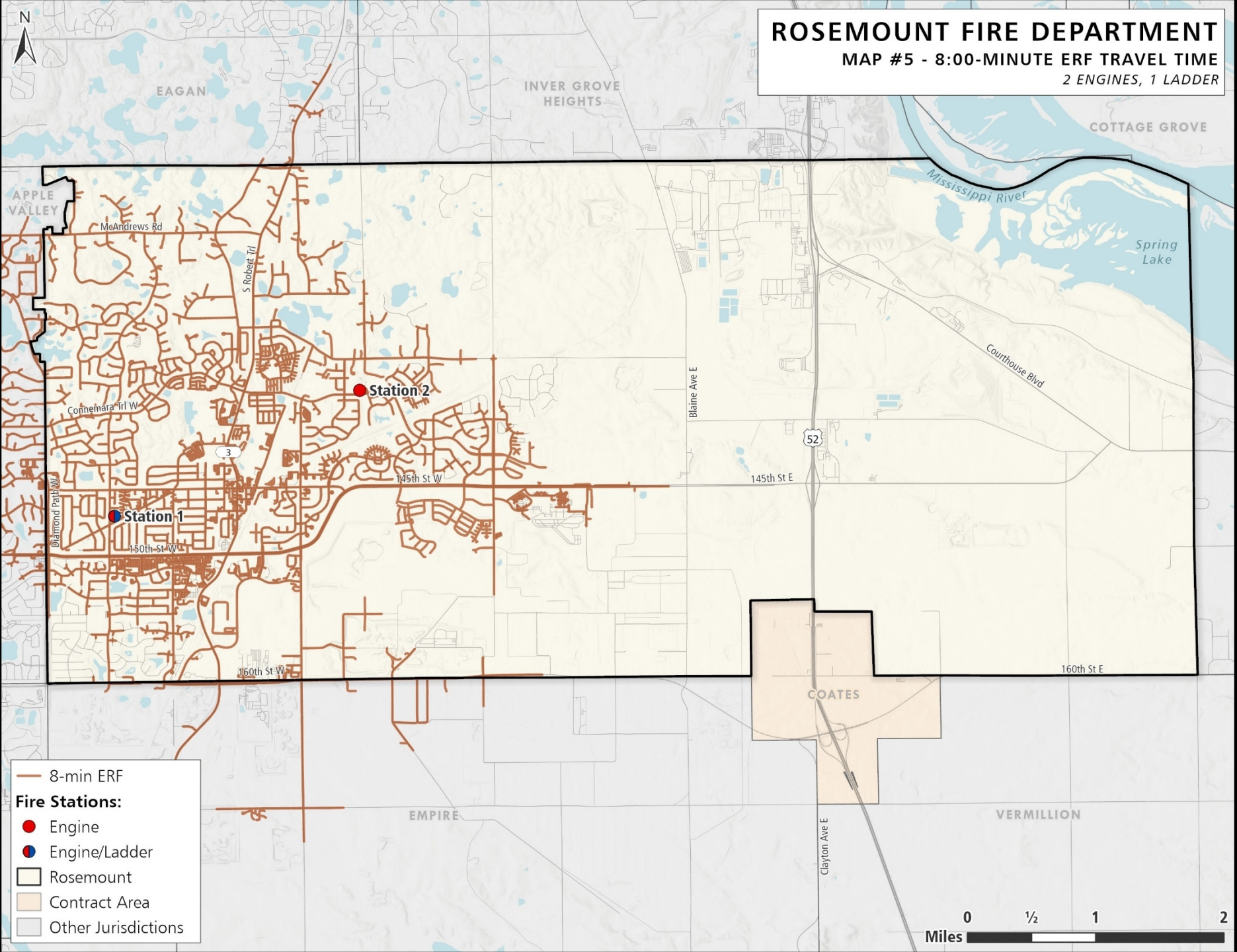
Fire Stations:

- Engine
- Engine/Ladder
- Rosemount
- Contract Area
- Other Jurisdictions



ROSEMOUNT FIRE DEPARTMENT

MAP #5 - 8:00-MINUTE ERF TRAVEL TIME
2 ENGINES, 1 LADDER



Road Miles Coverage in Populated Areas

Map No.	Travel Time Measure	Road Miles >=151 Pop. per Sq. Mi.	Miles Covered	Percent of Total Miles Covered
3	4:00-Minute First-Due	105.83	96.72	91.4%
3a	5:00-Minute First-Due	105.83	104.64	98.9%
3b	5:00-Minute First-Due, incl. Auto/Mutual Aid	105.83	104.64	98.9%
4	ISO 1.5-Mile Station Spacing	105.83	90.89	85.9%
5	8:00-Minute ERF: 2 Engines, 1 Ladder, 1 Auto/Mutual Aid Resource	105.83	65.80	62.2%
6	8:00-Minute Truck	105.83	104.30	98.6%
7	8:00-Minute BC (Future from Station 2)	105.83	104.36	98.6%

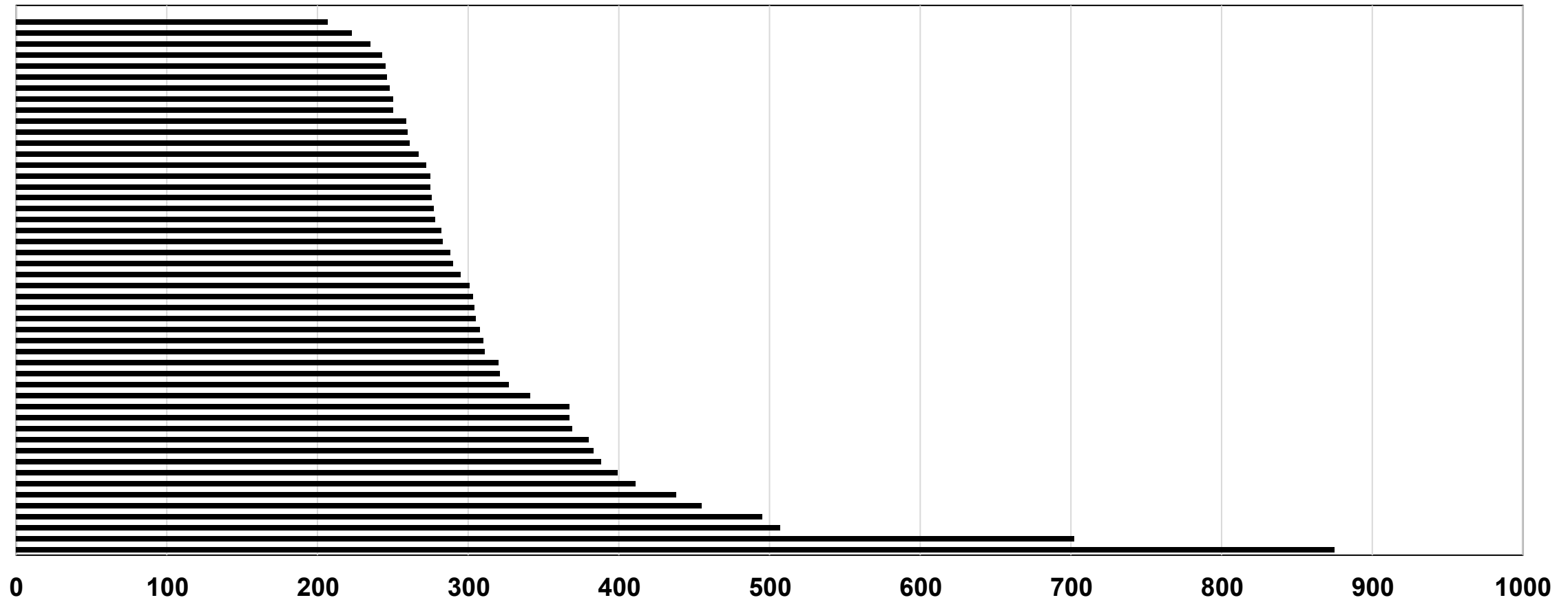
Department Staffing

Staffing Plan Observations

- Paid-on-Call dedication is robust, and many are engaged
- Training hours are high
- Callback response is uncertain, especially weekdays
- Dispatch of closest station to single-unit calls is prudent and reduces strain on members

Paid-on-Call Responses to Incidents

Individual Responses RY 24/25



Deployment Summary

Deployment Findings

- **Dispatch of closest station** to single-unit calls is prudent and reduces strain on paid-on-call members
- **Duty crew daytime staffing is prudent**
 - Most service requests occur between 8:00 a.m. and 8:59 p.m. each day
 - Paid-on-Call availability is reduced by employment / commuting
 - Remodel time needed for capital improvements
 - Crew quarters at Fire Stations 1 and 2

Deployment Recommendations

- Adopt response time measures for evaluation and growth
- Over 4 phases add career and 3-person part-time staffing at both Station 1 and Station 2 to provide 6 personnel staffing 24 hours per day, 7 days per week within the City
- As fire crew staffing increases at stations, have the fire crews take mild EMS 1st responder calls to free up police
- As funds permit, develop crew space for 4 personnel at Station 1 and 4 personnel plus a chief officer at Station 2

Headquarters Services Assessment

Headquarters Services Recommendations

- The addition of a Fire Inspector is prudent to assist with new construction projects and inspect existing businesses to reduce hazards that impact public and firefighter safety
- Add an administrative Battalion Chief to assist with administrative, payroll, and training functions
- Add an Administrative Assistant for office support functions to operations and fire prevention

Headquarters Services Recommendations (cont.)

- Facilities gaps
 - Add station crew quarters
 - Remodel of Fire Stations 1 and 2
 - Plan a future Fire Station 3 for eastern residential growth
- Add spaces for training props
 - Multi-Family
 - Hazardous materials
 - Technical rescue

Phasing Plan

Near Term Staffing Plans

- Reduce dependency on paid-on-call staffing
- Continue utilizing paid-on-call personnel augmented with 3-person staffing at a minimum of 1 station to provide 0600 to 2200 hours service until overnight crew quarters can be constructed at Fire Station 2
- Second step is crew quarters at Fire Station 1
- Add staffing at Station 1 to deliver equitable access to all neighborhoods, 24/7 for positive outcomes

Added Personnel Steps

Station	Full-Time and Part-Time Personnel					Total On-Duty Staffing
	Full-Time Battalion Chief	Full-Time Captain	Full-Time Lieutenant	Full-Time Emergency Vehicle Operator)	Part-Time Firefighter	
1			1	1	1	3
2	1	1		1	1	4
3			1	1	1	3
Total	1	1	2	3	3	10

Build Out Staffing Future Years

Step/Position	Added Career Personnel	Total Career Personnel
Present		1
Phase 1: Administration		
Deputy Fire Marshal	1	
Administrative Assistant	1	
Total Count and Costs	2	3
Phase 2: Station 2		
Total Count and Costs	9	12
Phase 3: Station 1		
Total Count and Costs	6	18
Phase 4: Station 3 (If Needed)		
Total Count and Costs	6	24



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ASSOCIATES

ROSEMOUNT

Thank You!

City Council Work Session: April 7, 2026

AGENDA ITEM: Staff Reports	AGENDA SECTION: UPDATES
PREPARED BY: Logan Martin, City Administrator	AGENDA NO. 3.a.
ATTACHMENTS:	APPROVED BY: LJM
RECOMMENDED ACTION: Information only.	

BACKGROUND

Police Department

Pursuit policy update

Public Works

Project Updates

Parks & Recreation

Project Updates

Community Development

Project Updates

RECOMMENDATION

Information only.