

A photograph of the interior of a red fire truck. The truck is parked in a garage. The image shows the driver's side door, a large side mirror, and a red metal frame structure. A yellow fire jacket and gloves are hanging on the frame. A fireman in full gear is visible in the background. The truck has a white stripe with a yellow border. A silver metal step is visible in the foreground.

City of  
Platteville

Proposal for  
Fire Department  
Comprehensive  
Analysis

May 15, 2020

FL106



Public Administration  
Associates, LLC

In Association with



**Five Bugles  
Design**<sup>™</sup>



## ***Public Administration Associates, LLC***

May 14, 2020

### **Re: Proposal for Fire Department Comprehensive Analysis**

Mr. Adam Ruechel, City Manager & Mr. Ryan Simmons, Fire Chief  
City of Platteville  
75 N. Bonson Street  
Platteville, WI 53818

Dear City Manager Ruechel and Fire Chief Simmons,

On behalf of Public Administration Associates, LLC (PAA) and Five Bugles Design, we are pleased to submit the following proposal for the City's consideration in response to the City's Fire Department Comprehensive Analysis Scope of Services dated April 20, 2020.

PAA has been honored to work with Platteville on several projects in the past and would be quite honored to assist the City again in this important public safety project. We are also particularly excited to team up with Five Bugles Design, an award-winning national architecture, engineering, energy efficiency and construction management firm that has been involved in more than 200 Public Safety and Emergency Service projects. PAA's expertise in municipal management and Fire organization/operations coupled with Five Bugles extensive fire station building/site assessment and space needs analytical skills, we believe, represents a great partnership to bring significant value-added services to this project for the City of Platteville.

As you may be aware, PAA has specialized in working with smaller municipalities in Wisconsin on a wide variety of organizational audits/management studies, executive recruitment, and human resource-related studies since its founding in 1998. We have a track record of success and we encourage you to contact any of the 150 plus Wisconsin cities, counties, villages and towns that we have served. We have completed some 20 comparable Fire Department studies and will be finishing another for the Village of Little Chute later this month.

Likewise, Five Bugles is a nationally recognized team of experts in emergency service design with more than 40 projects in the last 3 years and over 200 throughout the United States credited to our staff.

PAA and Five Bugles Design would be extremely privileged to work with the City of Platteville. We know that our PAA and Five Bugles consultants, who will work with the City on this project, can and will provide significant value to Platteville based on their extensive Fire/EMS organization and public safety facility experience and expertise.

Sincerely,

*Kevin M. Brunner*

Kevin M. Brunner  
President

A handwritten signature in black ink, appearing to read "Robert Krzyzanowski".

Robert Krzyzanowski  
Director of Emergency Services



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# PUBLIC ADMINISTRATION ASSOCIATES, LLC (PAA): SCOPE OF SERVICES (Items 1-5)

Our proposal describes a comprehensive study of the current and future fire service in the City of Platteville. The study analyzes demands for service, current and future performance capacity, operational alternatives, policy issues, and options for more effective and efficient service (Items 1-4). In particular, it explores the service option that requires a new fire service facility (Items 5-8). The proposal follows the outline listed in the RFP Scope of Services.

## 1. Future Service Delivery

Items one through four of the Scope of Services deal with the **demand** for fire services and the **capacity** of the department to provide these services over a period of time.

A properly functioning department seeks to **align** fire service demand with fire service capacity.

The baseline for this study is the **current** demand for services and the **current** delivery capacity. This examination addresses items raised in items one and three. It identifies specific data that will be used in our analysis.

The primary source of information about current demand is department trend call data. In particular, our study will analyze call volume, type of call, call locations, response time, and personnel utilized for the past five years. We are particularly interested in several items: (1) personnel turnout and response time for an all-volunteer department, (2) the extent of overlapping incidents since this has a major impact on department capacity, (3) geographic distribution of incidents and (4) water supply. Other demand factors will be identified.

Current **demand** for services should be correlated with population, age structure, geographic distribution of population, types of construction, and regional obligations. Much of this information is available in census data and municipal records.

Other issues about current demand relate to **policy decisions**. Several major issues that the study will consider are as follows:

- a. Should the department be staffed by an all-volunteer force, a dedicated paid-on-call force, a mixed full-time and volunteer force, or an entirely full-time force? What are the advantages and disadvantages?



# PUBLIC ADMINISTRATION ASSOCIATES, LLC (PAA): SCOPE OF SERVICES (Items 1-5)

- b. Should the department be responsible for emergency medical services?
- c. How much money is the City prepared to pay for fire services?

Current **delivery capacity** utilizes data from several sources. First, it takes into account the response data described in the current demand section. It then reviews such items as (1) equipment, (2) facilities, (3) staffing levels, (4) training, (5) standard operating procedures, and (6) recruitment.

Analysis of **future service delivery** is based on **projections** of future demand, especially population growth and population aging. It includes **proposed models** of service capacity to accommodate demand changes. For example, these models could include the following: responses to exurban population growth, assumption of emergency medical services by the department, full time staffing, and shared/joint departments.

**Based on all the information gathered, the study will make a recommendation of the most appropriate model.**

## 2. Operational Alternatives

The RFP asks for operational alternatives for current service. This section will be driven by the analysis of the fit between current service demand and delivery capacity. As benchmarks, it will utilize **best practice standards** from a variety of sources. Many of these standards are available from the ISO insurance ratings for departments, the National Fire Protection Association (NFPA), and State of Wisconsin regulations. For example, standards for consistent response times will be applied to the department. Standard operating procedures (SOPs) and training practices will be carefully examined. The balance between fire prevention and fire suppression activities will be reviewed.

## 3. Right Size

Identifying the “right size” of the department and its facilities depends on several factors.

- a. Regular planning needs to occur to identify any changes in demand, to apply best practices benchmarks, and to adjust service capability with long range, medium range, and short range perspectives.



## PUBLIC ADMINISTRATION ASSOCIATES, LLC (PAA): SCOPE OF SERVICES (Items 1-5)

- b. The demand for services over a suitable period of time must be calculated, not exceeding twenty years.
- c. Staffing, training, planning, and operating procedures should meet best practice standards.
- d. Equipment and facilities should be determined based on demand for services and best practice standards.
- e. The City Council will need to make long range determinations of what services and service levels it is willing and able to support.

#### **4. Operating Costs**

The study will make cost projections based on the major models for service capacity that are developed, taking into account staffing, equipment, facilities, and operating procedures.

#### **Deliverable Work Products to Platteville**

A comprehensive report will be provided to the City of Platteville that will combine all of the information and data collected as enumerated in the four items above. Recommendations will be made for the City to consider based upon the PAA consultant findings and application of best practices. An electronic copy of this comprehensive report (which will also include the work performed by PAA in item 5 described below as well as Five Bugles work on items 6 through 8 of the Scope of Services) as well as sufficient bound copies as may be required by the City will be provided.

**PAA will provide the above described scope of services at a total cost of \$16,500.** Any direct out of pocket costs incurred by PAA to provide these services to include necessary consultant travel mileage (from the consultant's office/home to and from Platteville at the current IRS reimbursement rate) overnight lodging and reproduction costs will be billed at the actual incurred costs and are not subject to any markup.

#### **5. GIS Mapping**

##### **Location**

The current fire station location will be reviewed by developing maps utilizing Geographic Information Software. The maps that will be developed for this analysis include historical calls for service (demand) and response time.



## PUBLIC ADMINISTRATION ASSOCIATES, LLC (PAA): SCOPE OF SERVICES (Items 1-5)

Travel distance for Insurance Service Office (ISO) will also be developed as well as response travel time estimations using industry standard formulas. The location of current department paid on call staff will also be mapped and correlated to land use, to be used in consideration of determining impacts of future station location. All travel time mapping takes into consideration actual street travel including natural and man-made barriers impacting routing. Land use /zoning maps will also be reviewed and appropriated risk profiles developed to also be considered in station location effectiveness. Comprehensive plans will be reviewed and local official interviewed to develop a growth profile for the area and estimate future service demand areas.

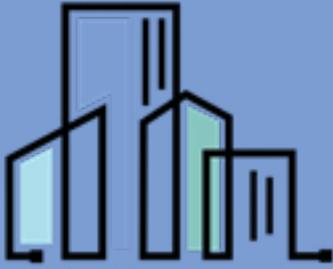
Taking into consideration all the information gathered, this data will be compared to national standards and best practices such as ISO and appropriate NFPA standards to determine the effectiveness and efficiency of the current location. Utilizing the modeling methods previously listed, alternate locations will be evaluated and mapped to determine opportunities for improving service effectiveness and efficiency.

Location considerations will also consider joint uses; however, travel time will be a dominate factor in any joint usage as the fire service is fixed facility based. This data may be helpful and relevant for other similar uses such as Emergency Medical Services and less impacting on other potential uses.

Necessity for a new location may also be determined independent of geographic location/effectiveness. Space needs which are also being reviewed may indicate a new location is needed based on availability and potential use of land requiring a relocation.

### **Deliverable Work Products to Platteville**

PAA will produce any and all required Time and Distance maps of the Platteville Fire Service Area from the current Fire Station location and all identified study alternative locations. In addition, mapping of response data and community risk will also be provided. These maps will either be incorporated as appropriate in the Platteville Fire Department Analysis Report that will incorporate items 1 through 4 as stated above or as a separate Appendix to that report.



## PUBLIC ADMINISTRATION ASSOCIATES, LLC (PAA): SCOPE OF SERVICES (Items 1-5)

**PAA will provide the above described scope of services at a total cost of \$5,250.** PAA Associate Dr. Mamadou Combaly, Professor of Geographic Information Systems (GIS) at UW-Oshkosh will provide the above described GIS maps and services. Any direct out of pocket costs incurred by PAA to provide these services to include necessary consultant travel mileage (from the consultant's office/home to and from Platteville at the current IRS reimbursement rate) overnight lodging and reproduction costs will be billed at the actual incurred costs and are not subject to any markup by PAA.

**Total cost of PAA Services to be Provided to the City of Platteville for RFP Items 1-5 is \$21,750 plus any necessary out of pocket costs as described.**



# PUBLIC ADMINISTRATION ASSOCIATES, LLC (PAA)

## ORGANIZATION & MANAGEMENT STUDIES PERFORMED BY PAA FOR WISCONSIN MUNICIPALITIES

*Fire and/or EMS Related Studies are shown in this color*

- County Administration Study, Sauk County, 2020
- **Fire/EMS Organizational Study, Village of Little Chute, 2019-2020**
- DPW Organizational Analysis; Village of Waunakee, 2020
- DPW Organizational Analysis/Staffing Study; Village of Germantown, 2020
- Classification/Compensation Study; City of Park Falls, 2020
- Organizational Audit/Staffing Study and Employee Personnel Policies. City of Park Falls, 2020
- City of Marinette Legal Services Study/Reorganization, 2019
- Organizational Audit/Staffing Study, Village of Port Edwards, 2019
- Organizational Audit/Staffing Study and Employee Personnel Policies. Village of Merton, 2019
- Organizational Audit/.Staffing Study, Town of Osceola, 2019
- Organizational Audit/Feasibility Study for Creation of City Administrator Position, City of Mineral Point, 2019
- Streetlighting Fee Feasibility Study, City of Oak Creek, 2019
- Classification/Compensation Study, City of Sturgeon Bay, 2019
- Organizational Audit/Feasibility Study for Creation of City Administrator Position, City of Park Falls, 2019
- Organizational Audit and Classification Study, Town and Village of Somers, 2019
- **Lodi Fire/EMS District Organization and New Station Location Study, 2019**
- Employee Personnel Manual Development, Village of Williams Bay, 2019
- Community Collaboration Planning Project-Cities of Marinette and Menominee, MI and Marinette and Menominee, MI School Districts, 2018
- Organizational Analysis and Classification/Compensation Study, City of Clintonville, 2018
- **Sturgeon Bay-South Door County Fire Service Study, 2017**
- **Town of Sevastapol Fire Study, 2016**
- **Oconto Towns EMS and Fire Study, 2016**
- Town of Buchanan Organizational Study, 2014
- **Town of Buchanan Fire Study, 2013**
- Organization and Administrative Study, City of Lodi, 2013
- Organizational Analysis and Compensation Study, Town of Ledgeview, 2011
- **Organizational Assessment, Village of Pulaski, 2009**
- **Organizational Assessment, Village of Ashwaubenon, 2009**
- **Organization and Administrative Study, Verona WI Fire District, 2008**
- Organizational Review, Town of Grand Chute WI Police Department, 2007
- Organization and Administrative Study, Village of Bonduel, 2006
- Organization and Administrative Study, Weyauwega, 2005
- **Personnel Study of Fire/Rescue Department, Somerset, 2005**
- Organization and Administrative Study, Turtle Lake, 2004



# PUBLIC ADMINISTRATION ASSOCIATES, LLC (PAA)

## ORGANIZATION & MANAGEMENT STUDIES PERFORMED BY PAA FOR WISCONSIN MUNICIPALITIES

*Fire and/or EMS Related Studies are shown in this color*

- Organization and Administrative Study of Clerks and Treasurers Offices, City of Racine, 2004
- **Organization and Administrative Study, Chippewa Falls, 2004**
- Management Study of the Village of Hammond, 2002
- **Management Study of the Village of Howard, 2002**
- Analysis of Public Works Department for the City of Antigo, 2002
- Management Study of the City of Omro, 2001
- Management Study of the City of Chilton, 2000
- Management Study of the City of Oconto, 2000
- Management Study of the Town of Empire, 2000
- Management Study of the Village of Egg Harbor, 1999
- Administrative Study of the Village of Ephraim, 1999
- **Management Study of the Village of Oregon, 1998**
- Organization and Management Study of the Police Department, City of Horicon, 1998
- Management Study of Public Works Department, City of New London, 1998
- **Organization and Administration Study of the Village of Denmark, 1997**
- Management Study of the City of Fox Lake, 1997
- Management Study of the Engineering, Community Development, and Assessment, City of Mequon, 1997
- Organization and Administration Study of the Village of Elkhart Lake, 1997
- **Organization and Administration Study of the City of Verona, 1997**
- **Organization and Administration Study of the City of Kewaunee, 1996**
- **Organization and Management Study of the Village of Howard, 1996**

### **References from Recent Municipal Consulting Projects (2019-2020)**

Michael Bablick, Mayor, City of Park Falls, Wisconsin  
Phone: 715-762-2436 Ext. 229

James Brooks, Lodi Fire/EMS District Director  
Phone: 608-445-1974 (C)

James Fenlon, Village Administrator, Village of Little Chute  
Phone: 920-423-3850 (C)

Steve Kreklow, Village Administrator, Village of Germantown  
Phone: 414-405-8556 (C)

Steve Genisot, Mayor, City of Marinette  
Phone: 906-399-8854 (C)



## **PUBLIC ADMINISTRATION ASSOCIATES, LLC (PAA)**

### **References from Recent Municipal Consulting Projects (2019-2020)**

Jason Peters, Assistant Administrator, Village/Town of Somers  
Phone: 262-859-2822 (O)

Ron Reinowski, President, Village of Merton  
Phone: 262-719-7165 (C)

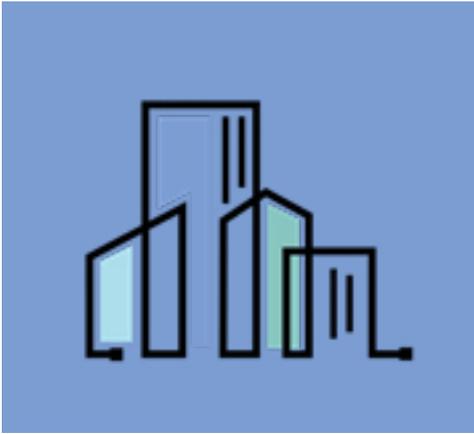
Dr. Lanny Tibaldo, Town Chairman, Town of Lawrence  
Phone: 920-619- 6257 (C)

Josh Van Lieshout, City Administrator, City of Sturgeon Bay, WI  
Phone: 920-746-2900 (O)

Andrew Vickers, City Administrator, City of Oak Creek  
Phone: 414-766-7060 (O)

James Weiss, Village Administrator, Village of Williams Bay  
Phone: 262-245-2700 (C)

Joe Zurfluh, Village President, Village of Port Edwards  
Phone: 715-697-3216 (C)



# PUBLIC ADMINISTRATION ASSOCIATES, LLC (PAA)

**CITY/VILLAGE/TOWN/COUNTY CLIENTS OF PAA SINCE 1998**

**State of Wisconsin unless otherwise noted**

**Note: The number beside the municipality is the number of times  
PAA has assisted the municipality.**

## Cities

Abbotsford (2)  
Adams (2)  
Algoma  
Antigo (3)  
Ashland (2)  
Baraboo (2)  
Berlin  
Brillion  
Chilton  
Chippewa Falls (2)  
Clintonville (2)  
Columbus  
Crystal River, Florida  
Delavan (2)  
DePere (3)  
Durand (3)  
Eagle River  
El Paso, Illinois  
Elroy (3)  
Evansville (3)  
Fond du Lac  
Fort Atkinson  
Fox Lake (3)  
Geneseo, Illinois  
Hartford  
Hillsboro (2)  
Horicon (2)  
Hudson (2)  
Independence, Iowa  
Jefferson (4)  
Kewaunee  
Lake Geneva (2)  
Lancaster (4)  
Marinette (3)  
Marquette, Iowa  
Mauston (3)  
Menominee, Michigan  
Mequon  
Menasha  
Merrill  
Milton

Mineral Point (2)  
Minonk, Illinois (3)  
Monona (3)  
Monroe (2)  
New Lisbon  
New London (4)  
Niagara  
Oak Park Heights, MN  
Oconto (2)  
Omro  
Park Falls (2)  
Pine Island, MN  
Platteville (5)  
Prairie du Chien (2)  
Princeton (2)  
Racine  
Reedsburg (2)  
Rhineland  
Rice Lake  
Richland Center  
Shawano (4)  
South Haven, MI  
St. Croix Falls  
St. Francis  
Stanley  
Sturgeon Bay (6)  
Thorp  
Tomah (2)  
Verona (3)  
Washburn (2)  
Waukesha  
Waupaca  
Waupun  
Wautoma  
Wauwatosa (2)  
Weyauwega (3)  
Whitewater (3)

## Villages

Ashwaubenon  
Bayside (3)  
Bellevue

Belleville  
Bonduel  
Clinton (2)  
Colfax  
Cross Plains (2)  
Darien  
Denmark (2)  
East Troy  
Edgar  
Egg Harbor (2)  
Elkhart Lake  
Ellsworth  
Elm Grove  
Ephraim  
Fox Point (2)  
Germantown  
Grafton (2)  
Greendale (2)  
Hales Corners  
Hammond  
Hartland (2)  
Howard (3)  
Johnson Creek (3)  
Kewaskum  
Little Chute (4)  
Lodi (3)  
Marshall  
Maple Bluff  
McFarland (2)  
Merton (2)  
New Glarus (4)  
North Fond du Lac (3)  
Oregon  
Osceola (2)  
Port Edwards (2)  
Paddock Lake (2)  
Palmyra  
Pardeeville  
Prairie du Sac  
Pulaski  
Rothschild  
Sherwood



# PUBLIC ADMINISTRATION ASSOCIATES, LLC (PAA)

**CITY/VILLAGE/TOWN/COUNTY CLIENTS OF PAA SINCE 1998**

**State of Wisconsin unless otherwise noted**

**Note: The number beside the municipality is the number of times  
PAA has assisted the municipality.**

Slinger (2)  
Somerset  
Spring Green  
Suamico (2)  
Sussex  
Thiensville (2)  
Turtle Lake  
Twin Lakes (2)  
Union Grove (2)  
Waterford  
Waunakee  
W. Milwaukee (3)  
Williams Bay  
Wind Point (3)  
Winneconne (3)  
Whitefish Bay (2)  
Wrightstown (3)

## **Counties**

Chippewa (3)  
Green Lake  
Iowa  
Monroe  
Polk (3)  
Price  
Shawano  
Wabasha, MN (2)  
Washburn

## **Towns**

Algoma (2)  
Beloit  
Buchanan (4)  
Cedarburg (2)  
Clayton  
Empire  
Fox Crossing (Menasha) (4)  
Gibraltar (2)  
Grand Chute (3)  
Greenville (2)  
La Pointe  
Lawrence (2)  
Ledgeview  
Linn  
Oconto  
Rib Mountain  
Richfield (2)  
Somers  
Weston



**Five Bugles  
Design™**

## **FIVE BUGLES DESIGN: SCOPE OF SERVICES (Items 6-8)**

### **FACILITIES ANALYSIS CONDITION REPORT & POSSIBLE STATION CONVERSION**

#### **Five Bugles Design Scope of Work**

The following represents our understanding of the scope of services required of Five Bugles Design for this project, items 6, 7 and 8 of the RFP.

#### **Services**

1. Facility review of the existing facility and respective site. This portion of the work would provide a review of how well the existing Station and its site is currently functioning for the department as relates to workflow, security and safety. Our team will provide:
  - Full condition analysis and on-site inspections of the facility and site.
  - Identifying fire and safety regulation compliance issues and possible solutions.
  - Written condition analysis of the building and systems.
  - ADA Compliance of the facility.
  - Possibilities and challenges in renovating or converting the facility.
2. Programming/Space Needs Analysis. Our team will meet with the department and staff as required to review current space usage, deficiencies and projected growth. A space program will be developed that details existing space need and projected space needs for the next 20 years.
  - Conduct stakeholder/department interviews to confirm individual space program needs, support space requirements, area adjacency requirements, security concerns, future expansion accommodations, etc.
  - Prepare conceptual “bubble diagram” options for additions and/or remodel or new plans showing global space needs and adjacencies.
  - Prepare a conceptual site plan diagram using aerial photos/maps to evaluate potential building expansion locations/orientation, utility service impacts and parking/circulation impacts.
  - Review/discuss advantages and disadvantages of each option with Owner and select preferred floor plan and site plan alternatives for further refinement.



## FIVE BUGLES DESIGN: SCOPE OF SERVICES (Items 6-8)

### **FACILITIES ANALYSIS CONDITION REPORT & POSSIBLE STATION CONVERSION**

3. Project cost estimates will be developed for options developed. Estimates will include all known costs required to develop a completed project.
4. Our team will make two presentations to the elected officials and/or public hearings to present the conclusions of our work.
5. Obtain existing site drawings for review and visit site to confirm existing conditions and future opportunities.
6. Shared Facility - Our team will review the feasibility of a shared facility that houses fire, training center and a potential retail/commercial space as described in the RFP.

#### **Project Understanding**

1. The City is requiring an assessment of the existing fire station and exploration of the renovation/conversion option.
2. The Department has need of a comprehensive facility review and space needs analysis in order to develop a master schematic plan to meet future fire department needs.
3. Five Bugles Design is proposing that a facilities conditions report would be prepared by Five Bugles Design. We would be responsible for space needs analysis and conceptual design options, including a shared facility, (maximum of three options) exploring remodeling and additions to the existing fire stations and/or complete replacement options.

#### **Exclusions**

The following services are excluded from this proposal

1. Any and all work not specifically included in the above "scope of work" is excluded.
2. Hazardous materials sampling and abatement design.
3. Architectural, Structural, Mechanical and Electrical engineering services are not included in this proposal, if it is determined that these services are required on the project, the services can be furnished upon a supplemental agreement.
4. Survey, soil borings, commissioning and construction testing are not included in this proposal, if it is determined that these services are required on the project, the services can be furnished upon a supplemental agreement.



# FIVE BUGLES DESIGN: SCOPE OF SERVICES (Items 6-8)

## FACILITIES ANALYSIS CONDITION REPORT & POSSIBLE STATION CONVERSION

### Assumptions

1. Five Bugles Design personnel will have access to the site, owner’s personnel and information in support of existing condition investigations.
2. Environmental issues (including, but not limited to the presence of asbestos and lead) will be addressed by others.
3. Drawings of the existing conditions are available via hard copy.

### Proposal Fee

We trust the above scope of work meets the City of Platteville’s requirements. We are proposing to perform the scope of work presented in this proposal for a lump sum fee. The proposed fee for the project is detailed below.

| <b>PROPOSAL FEE</b>  |                    |
|--|--------------------|
| Task   | Proposed Fee       |
| Five Bugles Design (Lump Sum)  |                    |
| Task 1 - Existing Facility Assessment Item 6   | \$4,000.00         |
| Task 2 - Feasibility Study for Programming Services, Space Needs Analysis and Schematic Design Items 7 & 8 | \$12,750.00        |
| <b>TOTAL</b>   | <b>\$16,750.00</b> |

### Fee Notes:

1. Reimbursable Costs such as costs of travel, mileage, travel related expenses and printing of presentation materials and reports will be invoiced at Cost to the Client, but will not exceed \$750.00.
2. Should Five Bugles Design be required to perform additional services beyond those outlined above, Five Bugles Design shall be compensated on an hourly or fixed sum basis for a mutually agreed scope of services.

Our fee and schedule proposal is valid for 60 days. If we do not receive a signed notice to proceed before that date, we reserve the right to re-evaluate our proposal

# PROJECT TIMELINE

The proposed schedule, as proposed in the RFP and shown below, is acceptable to Five Bugles Design. Certain efficiencies may be gained depending on the availability and timely delivery of GIS data/mapping. This can be determined after the selection process.

|                                  |                    |
|----------------------------------|--------------------|
| <b>Project Begin</b>             | June 15, 2020      |
| <b>Draft Report Transmittal</b>  | July 28, 2020      |
| <b>Draft Report Presentation</b> | August 11, 2020    |
| <b>Final Report Transmittal</b>  | September 8, 2020  |
| <b>Final Report Presentation</b> | September 22, 2020 |
| <b>Project End</b>               | October 13, 2020   |

# FIRE SERVICE SPECIALISTS

## **BUILDING ON A VISION**

As a division of Wendel, Five Bugles Design was formed to provide planning and design services to the public safety service industry. We understand that emergency service buildings are truly a unique building type. Our focused design team is comprised of members whom, both collectively and individually, are among the most experienced fire station design professionals in the United States.

## **UNMATCHED FIRE STATION/EMS FACILITY STUDY AND DESIGN EXPERIENCE**

The Five Bugles Design team has experience in public safety and emergency service projects throughout the country. We are a team with a record of meeting and exceeding expectations. The team includes an award-winning architectural staff, emergency service specialists who “speak the language of the public safety industry” and experts in public safety project management.

## **COLLABORATIVE. FOCUSED.**

## **CLIENT DRIVEN.**

## **COMMUNITY CONSCIOUS.**

We are a collaborative culture inspired by challenge. In our office, you’ll find a strong team environment and committed approach to knowing our clients, their needs, and the communities they serve. We dive deeply into our clients’ world to provide solutions that go far beyond the obvious. Making a positive and lasting impact on the people and communities we serve is at the core of what we believe.

## **IN-HOUSE EMERGENCY SERVICE SPECIALISTS**

The Five Bugles Design team includes a number of Emergency Service Specialists. These individuals are retired fire service personnel with extensive backgrounds in the management and operations of fire departments of all types and sizes (career, paid-on-call, combination). Most importantly, they have built stations for their own departments and understand the challenges created by the necessity of blending facility demands with budgetary concerns.

Our Emergency Service Specialists use their decades of fire service experience to lead our unique programming process. They will direct a conversation that explores your individual operational and facility challenges, breaks those challenges down into their respective building components and then work with our experienced architects and planners to define and quantify those elements with the goal of creating an accurate depiction of the built environment that will ultimately become your new or renovated facility.

# PROGRAMMING

## UNIQUE PROGRAMMING AND PLANNING PROCESS

### SPACE NEEDS ANALYSIS

Five Bugles Design has developed some of the most comprehensive programming tools in the industry. These tools encourage active participation from members of the staff and community. We view programming as the fundamental basis of our design and attribute much of our success to our in-depth process. It is our intent that the programming process captures functional requirements of all of the community's response delivery systems.

Our process begins by conducting a programming session - typically a two-hour meeting - which will provide us an excellent understanding of your department's operation requirements and future goals.

### INTERACTIVE SPACE NEEDS PROGRAMMING SESSION

Our proprietary fire station planning software allows our architects and planners to conceptually develop a program and space needs assessment in real-time during our planning and discussion sessions with you. We incorporate the tools of this software into our initial and ongoing planning discussions to immediately determine the raw square-foot costs of your proposed facility. The software serves as a check and balance to make sure all required spaces are accounted for including mechanical rooms, storage areas, mezzanines, floor area for equipment, apparatus, and operations.



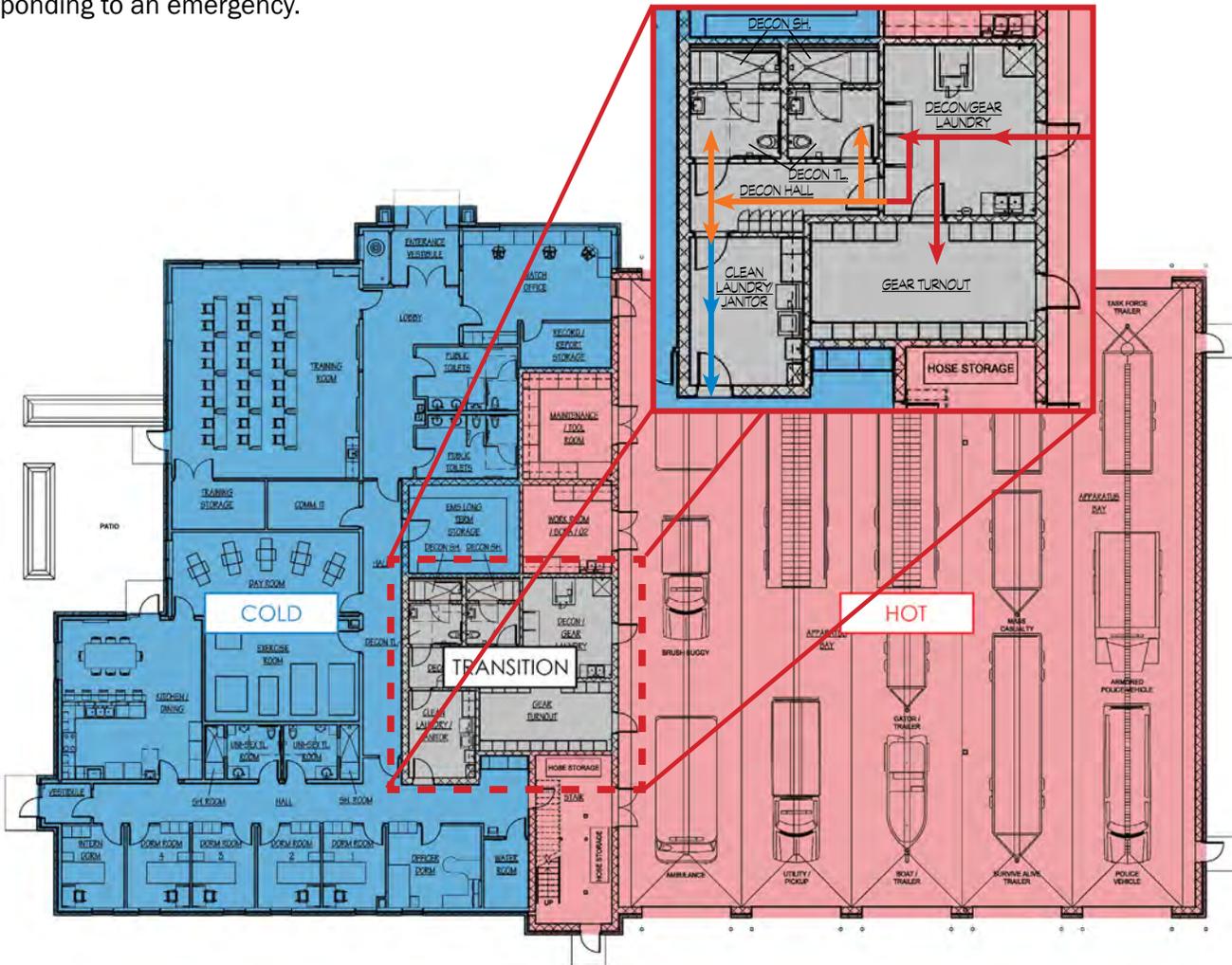
# PERSONNEL DECONTAMINATION

## EMERGING TRENDS

Over the past decade, there has been an increase of cancer diagnoses for those men and women in the fire services, as well as for their loved ones at home. In an attempt to help keep firefighters and their families healthy, we have created a personnel decontamination process which separates the fire station in to zones (hot and cold), and therefore helps to reduce the spread of cancer-causing contaminants.

This process includes decontaminating trucks, gear, and of course, the people. Restricting contaminants to the hot zones and having staff transition to the cold zones ensures that they are free of those contaminants after responding to an emergency.

Our award-winning team members have proven their expertise in the design and development of decontamination spaces. By constantly pushing the limits and creating (not just following) the emerging trends, we are regularly given the opportunity to speak to our peers and emergency services professionals at conferences throughout the country, as well as published articles in national publications showcasing our unique and user focused decontamination processes.



# TRAINING

Five Bugles Design has extensive experience in regional training facilities as well as creating staff training opportunities within a fire/EMS station.

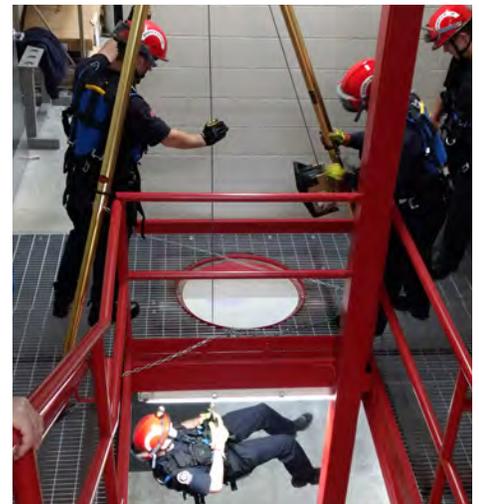
At the core of any successful and efficient fire protection program is fire department training. Community expectations for delivery services over the last decade have grown to a level never anticipated. Emergency medical services, hazardous materials, confined entry rescue, fire ground management techniques, communications, domestic terrorism and international terrorism are not hypothetical scenarios, but realities. Designing these high risk but low frequency training opportunities into the new fire station is critical to a department's level of ability to face the new challenges these situations present.

The Five Bugles Design team is a national leader with its innovative approach of incorporating training programs into building design. In our discussions during the initial programming and space orientation phase of the building process we spend a great deal of time talking about the department's existing training program. We take this time to gather as much information as possible and then offer design solutions that will provide for in-house training. Firefighters will be on hand during training sessions if a major emergency occurs.

One of the training opportunities that we have included in numerous fire stations is the use of a training tower for both drying fire hoses and for practicing in a multistory internal/ external training platform.

## Design features may include:

- Orienting the tower to allow access on three sides.
- Windows or window openings with covers to simulate second story ladder rescue.
- An internal stairway to extend hand lines to an upper story.
- A standpipe pump-in connection system on the outside of the tower and standpipe connections at each level of the tower.
- The building sprinkler system pump-in station is also used to simulate sprinkler water and pressure support.
- A lone sprinkler head at the lowest level of the tower to train how to isolate a single sprinkler head while allowing the remaining system to be operational.
- Smoke opening connections on all floors of the hose tower to simulate rescue under zero visibility conditions.
- Repelling tie off connections at the highest level to simulate repelling rescues.
- A manhole on the second floor of the tower to allow confined entry training.
- Window or roof access at the top of the tower to allow firefighters to use ropes to raise and lower fire department equipment.



# SUSTAINABLE DESIGN



Standard design features include:

- Natural Light
- In-Floor Heat
- Building Envelope Exceeds Building Code Requirements
- Other exciting technologies: Photovoltaics, Solar Walls, Water Reclamation Systems, Green Roofs, White Roofs, Geothermal, Wind Power, Purchasing Renewable Energy Credits from Local Energy Co-Ops, Etc.

## **SUSTAINABLE DESIGN AND LEED CERTIFICATION**

From the inception of our company one of our greatest strengths has been our emphasis on sustainable, green, and energy-efficient building design. We were “designing green” years before it became the popular thing to do.

With this approach we have, for example, been able to achieve heating and cooling costs which are greatly lower than average.

We firmly believe that one reason for our success is our concern for energy conscious design as a priority for each design and project. Should the City or District contemplate a LEED - Self Performing station we are able to provide a LEED Certified building or design in accordance with sustainable principles/concepts at the level which meets your facilities energy requirements and desires.

All core members of our team have multiple project experience in both LEED certified and LEED self-performing emergency services facilities as well as comprehensive energy modeling and day-lighting studies.



### **LEED Projects include fire stations in:**

- Buffalo, MN
- Marshfield, WI
- Menomonie, WI

### **LEED Self Performing projects in:**

- Milton, WI
- Fitchburg, WI
- Middleton, WI
- Marathon City, WI
- Chippewa Falls, MN
- Red Wing, MN
- Eau Claire, WI

# CURRENT PROJECT EXPERIENCE

## PROJECTS IN PROGRESS OR COMPLETED IN THE PAST 5 YEARS.

### *PROJECTS DESIGNED AS A SHARED FACILITY*

| <b>PROJECT TYPE</b>   | <b>COMPLETION</b>     |
|---|-----------------------|
| Ashland, WI Fire Department   | 2015                  |
| <b><i>Bloomington, IL Fire Department</i></b>                         | <b><i>2017</i></b>    |
| Bloomington, MN Fire Department                                       | 2017                  |
| Boyceville, WI Fire Department  | Ongoing               |
| Champaign, IL Fire Department   | Ongoing               |
| Chippewa Falls, WI Fire Department                                    | 2017                  |
| Chisago City, MN Fire Department                                      | 2017                  |
| <b><i>Chisholm Public Safety Building</i></b>                         | <b><i>Ongoing</i></b> |
| <b><i>Cloquet, MN Area Fire District</i></b>                          | <b><i>2017</i></b>    |
| <b><i>De Forest, WI Fire Department</i></b>                           | <b><i>2015</i></b>    |
| <b><i>Eau Claire, WI Fire Department</i></b>                          | <b><i>Ongoing</i></b> |
| <b><i>Elk River Public Safety Facilities Study, Elk River, MN</i></b> | <b><i>Ongoing</i></b> |
| <b><i>Golden Valley, MN Fire &amp; Police Department</i></b>          | <b><i>2017</i></b>    |
| Greenville, WI Fire Department  | Ongoing               |
| Hudson, WI Fire Department  | 2017                  |
| Inver Grove Fire Department   | Ongoing               |
| Janesville, WI Fire Department  | 2016                  |
| <b><i>La Crosse, WI Fire Department</i></b>                           | <b><i>2017</i></b>    |
| Lehi, UT Fire Department  | 2016                  |
| <b><i>Lewiston, MN Fire Department</i></b>                            | <b><i>2016</i></b>    |
| Middleton #3, WI Satellite Fire Station                               | Ongoing               |
| Monticello, MN Fire Department  | 2017                  |
| <b><i>Mount Horeb, WI Fire &amp; Police Department</i></b>            | <b><i>2016</i></b>    |
| <b><i>Normal, IL Fire Department</i></b>                              | <b><i>Ongoing</i></b> |
| Red Wing, MN Fire Department  | 2019                  |
| <b><i>River Falls Fire Station</i></b>                                | <b><i>Ongoing</i></b> |
| St. Peter, MN Fire Department   | 2019                  |
| Superior, WI Fire Department  | Ongoing               |
| Town of Superior, WI Fire Department                                  | Ongoing               |
| <b><i>Verona, WI Fire and EMS Department</i></b>                      | <b><i>2015</i></b>    |
| Virginia, MN Fire Department  | 2016                  |
| <b><i>Wausau, WI Public Safety Department</i></b>                     | <b><i>Ongoing</i></b> |
| Williams Bay, WI Fire Department                                      | Ongoing               |

# SHARED FIRE DEPARTMENT & RELATED EXPERIENCE

## Station Highlights:

- 15,233SF
- Career Satellite Station: Fire & EMS
- 4 Drive-through apparatus bays
- Training Center
- Training Tower
- State-of-the-Art Decontamination zone
- Exercise Room
- Dormitories with pass-through gear lockers
- Kitchen
- Dining Room
- Day Room

\$4,600,000

New Construction

2020

Tracey Kujawa, Chief  
Wausau Fire Department  
606 E Thomas Street  
Wausau, WI 54403  
715.261.7901  
tracey.kujawa@ci.wausau.wi.us

## WAUSAU FIRE STATION NO. 2 & SCHEMATIC DESIGN FOR POLICE STATION ADDITION & A NEW CENTRAL FIRE STATION Wausau, WI

A new addition for the police department and a new central fire station were studied by Five Bugles Design. However the first facility that was constructed was Station Number 2. The City of Wausau selected the Wendel / Five Bugles Design team to design a replacement facility for the existing station no 2 which serves the city's west side. Through GIS study the ideal site location for this new station was located on Highway 52. Due to the predominance of this location, this new station was designed to serve as a gateway into the Downtown.

This satellite station features complete living quarters with 6 dorm rooms, a training room, a training tower, and exercise room, as well as a state-of-the-art decontamination area and four drive-through apparatus bays.

Though public access will be limited to this station, it was designed to have a community zone with access to public toilets and the training room while the rest of the station will remain secure from the public.

Bid in April of 2019, construction began in the Summer of 2019 with final completion to be in the Spring of 2020.



### Station Highlights:

- 24,680SF
- Volunteer Station: Fire & EMS
- 6 Drive-through apparatus bays dedicated to Fire
- Training Center
- State-of-the-Art Decontamination zone
- Exercise Room
- Shell-out space for future living quarters

**\$6,200,000**

**New Construction**

**2019**

**Joel Gregozeski, ICMA-CM  
Administrator - Town of Greenville, Wisconsin  
W6860 Parkview Drive Greenville, WI 54942  
(920) 757-5151  
joelg@townofgreenville.com**

# SHARED FIRE DEPARTMENT & RELATED EXPERIENCE

## **GREENVILLE FIRE & SAFETY Greenville, WI**

The Town of Greenville selected the Wendel/Five Bugles Design team to provide a feasibility study and assist in referendum support for replacing their existing central fire station. While working with another architectural firm, the Town experienced a 70/30 failed referendum in 2015. Our team was then hired to reconsider the Town's needs while reducing the size and cost of the proposed station. The result of these reductions and our informational campaign resulted in a successful 58% supported referendum in the Fall of 2018.

Immediately following the successful referendum, the Wendel/Five Bugles Design began design of the new 24,680 S.F. volunteer fire station.

This new facility will include a training room, training tower, administrative offices, exercise room, state-of-the-art decontamination area and six drive-through apparatus bays.

With an eye on the future, the project also includes building out the exterior shell for future living quarters (2,290 sf) to be completed when the need arises. Future living spaces will include six dorm rooms, a day room, kitchen and dining room, until then this shelled out space will serve the department as a training space.

Construction is underway after bidding in the Spring of 2019 and slated to complete in December of 2019.



### Station Highlights:

- Career department providing 24/7 response to four communities
- Combined Fire and EMS facility
- EMS response includes 4 ambulances

\$10,000,000-\$13,000,000  
(Estimated)

New Construction

2018

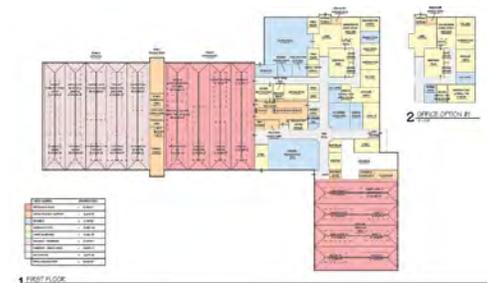
Kevin Schroeder, District Fire Chief  
2801 Dewey Ave  
Cloquet, MN  
218.499.4274  
kschroeder@cloquetafd.com

# SHARED FIRE DEPARTMENT & RELATED EXPERIENCE

## NEW FIRE & EMS STATION Cloquet, MN

The Career Fire Department of Cloquet Area Fire District serves several cities and townships from leased space in three aging stations. Five Bugles Design was contracted to do a pre-design study for the district with the intent of consolidating services into a new headquarters facility. Services included programming, schematic design and site analysis.

Being one of the largest districts in the area has helped Cloquet Area Fire District obtain a number of grants to purchase large training equipment such as a mobile live burn trailer, training tower, ventilation trailer and driving simulator which in combination with training rooms and a training tower will occupy 11,500 sf of the 42,000 sf facility. As a career department all staff are cross trained as firefighters and ALS paramedics.



# SHARED FIRE DEPARTMENT & RELATED EXPERIENCE

## FIRE & EMS STATION

### Chippewa Falls, WI

The City of Chippewa Falls selected Five Bugles Design to provide a comprehensive G.I.S. Site Selection Study as well as Architectural Design Services for the City's new Central Fire Station. Located on the City's east side, its location with immediate access to two highways provided the opportunity to adequately serve the growth on the South side of Chippewa, but also reach the industrial park on the City's North side.

This facility is home to the Fire administration, as well as the Fire Secretary and the Fire Inspection Department.

The City's rich history and culture was reflected throughout the facility's architectural design.

Beautiful exposed wood beams in both the entry lobby and the predominate training tower were designed to reflect the Northwoods feel that is so proudly displayed at local businesses.

A large bronze bell is proudly displayed at the front of the station. This bell was forged in 1882 and was used by citizens and firefighters when smoke or fire was detected as an alarm system. The departments crest was also cast into stone medallions and installed into the station's exterior. Finally, a bronze sculpture is showcased in the lobby which symbolizes the front line of action.

The project was completed in April 2017, on time and under budget.

### Station Highlights:

- 20,000SF
- Central Station
- Career Station: Fire & EMS
- 6 Drive-through apparatus bays
- Training Center
- Training Tower
- Dormitories with pass-through gear lockers
- Kitchen
- Dining Room
- Day Room
- Exercise Room

**\$4,000,000**

**New Construction**

**2017**

**Lee Douglas**

**Fire Chief**

**211 Bay Street**

**Chippewa Falls, WI 54729**

**715.723.5710**



# SHARED FIRE DEPARTMENT & RELATED EXPERIENCE

## Station Highlights:

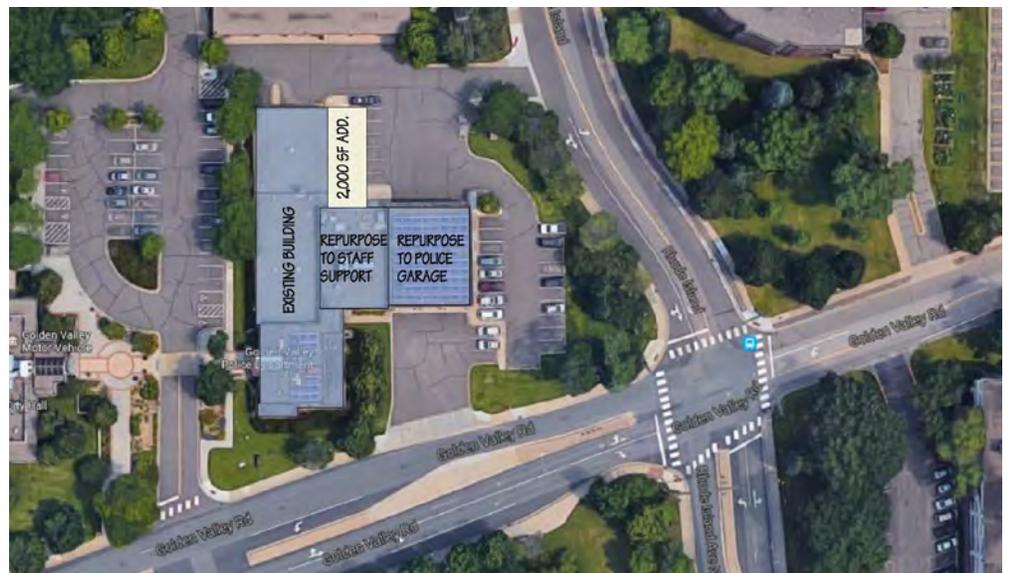
- Facilities study
- Response time study
- Space needs recommendation

2017

John Creilly, Fire Chief  
 7800 Golden Valley Road  
 Golden Valley, MN 55427  
 763.593.8065  
 jcreilly@goldenvalleymn.gov

## GOLDEN VALLEY FACILITIES STUDY Golden Valley, MN

The Golden Valley Fire Department, like many of the Minneapolis Metro departments is currently operating a three station model. Five Bugles was commissioned to study this 35 year operational model and recommend potential changes that would allow the department to better serve the community for the next 25 years. Ultimately recommendations included closing one station, construction a new headquarters station and renovating the third station.



### Station Highlights:

- 33,000SF
- Central Station
- Career Station: Fire & EMS
- 8 Drive-through apparatus bays
- Training Center
- Dormitories with pass-through gear lockers
- Kitchen
- Dining Room
- Day Room
- Shielded Patio
- Exercise Room
- Station Alerting System

**\$6,000,000**

**New Construction**

**2016**

**Joe Giver (Fire Chief Retired)**  
**5625 Barbara Drive**  
**Fitchburg, WI 53711**  
**608.444.9200**

# SHARED FIRE DEPARTMENT & RELATED EXPERIENCE

## MUNICIPAL CAMPUS: FIRE, EMS, CITY POLICE

### Verona, WI

Following a study of their existing facility and with consideration to their rapidly growing community, it was determined that the City of Verona needed to replace their existing fire station. The new facility would allow their volunteer station to become a career station with additional paid-on-call staff. This station also has the unique partnership with the Fitch-Rona EMS; a private paramedic EMS program that serves both the Verona and the nearby Fitchburg area with ALS delivery services.

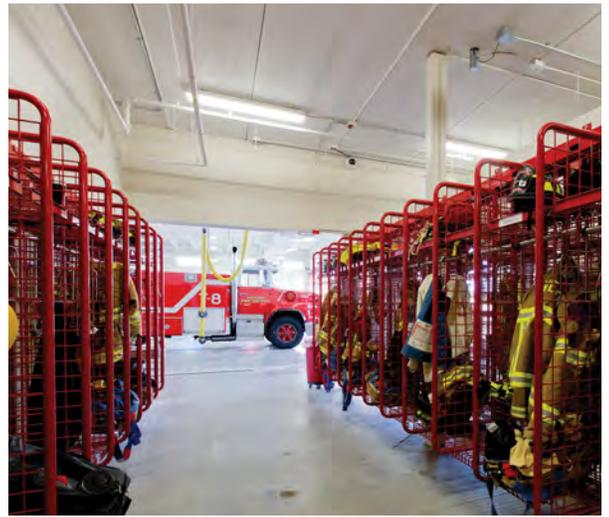
During the study, it was determined that the existing location was ideal for the new station. However, the existing station needed to remain in use during construction and still allow the best orientation for the new station to serve the community in the future.

apparatus bays in the existing station to remain in use until the new station was complete, while the administration offices were relocated to trailers onsite, allowing for continued 24/7 response throughout construction.

The architectural design was the result of numerous public presentations and open house forums throughout the design process. Community leaders stated that they wanted this new station to be, "...the standard of construction that we wish to see as the community grows."

This project was bid in April of 2013 and opened to the public July 1, 2015.





### Station Highlights:

- 33,000SF
- Central Station
- Career Station: Fire & EMS
- 8 Drive-through apparatus bays
- Training Center
- Dormitories with pass-through gear lockers
- Kitchen
- Dining Room
- Day Room
- Shielded Patio
- Exercise Room
- Station Alerting System

**\$6,000,000**

**New Construction**

**2016**

**James Ponkauskas,  
Deputy Fire Chief  
303 Milton Avenue  
Janesville, WI 53545  
608.373.3433  
ponkauskasj@ci.janesville.  
wi.us**

# SHARED FIRE DEPARTMENT & RELATED EXPERIENCE

## FIRE & EMS STATION

### Janesville, WI

The City of Janesville hired Five Bugles Design to replace its aging Central Fire Station. While the location of the existing station on Milton Avenue was determined by GIS study to be the most desirable location, the site was too small. The size of the site and how to continue operation of the existing station during construction became the projects primary consideration.

Through extensive planning, it was determined that in order to position the new facility in this location, the City needed to purchase several adjacent properties and remove the residential homes upon them as well as vacate a small street on the northwest side of the property.

By razing these facilities, the new station was able to be placed to the north of the existing facility, which allowed the continued 24/7 operations throughout construction.

The new 33,000SF station reflects the original station in its architectural styling, further reflected by the reuse of a fire pole from the original station.

This station bid early in 2015 and opened to the public April 1, 2016. Though this project had its challenges, the end result beautified the intersection of Milton and Centerway, allowing it to truly become the Gateway to Janesville's Downtown.





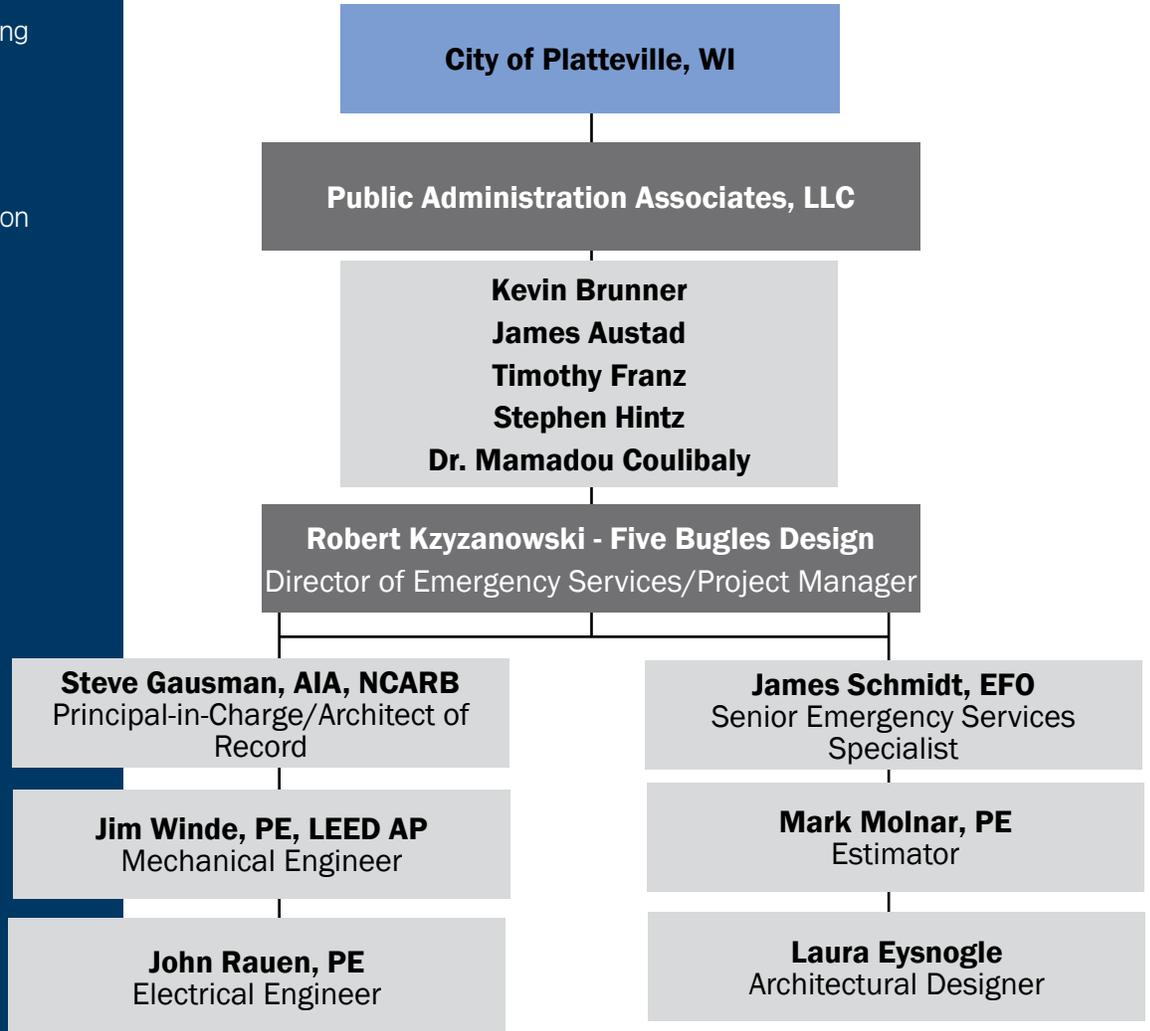
## SERVICES

Building Assessment  
Feasibility Studies  
Predesign  
Master Planning  
Architectural Design  
GIS - Site Analysis & Planning  
LEED® Sustainable Design  
Conceptual Design  
Design Development  
Construction Drawings  
Construction Administration  
Interiors

# Staffing Plan

## PAA/FIVE BUGLES TEAM OVERVIEW

### ORGANIZATIONAL CHART





## Kevin Brunner

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### Public Administration Associates: President/Partner

President/Partner Kevin Brunner has over thirty-two years of experience serving Wisconsin local governments. He served as manager/administrator in Saukville, Monona, De Pere and Whitewater and worked as an assistant Administrator for the city of Appleton and Kenosha County. He recently retired from public service after serving as Director of Central Services/Public Works for Walworth County. Brunner became a Partner in PAA in September 2017.



Kevin was the recipient of the 2007 Manager of the Year and 2012 Service Innovation awards, both from the Wisconsin City and County Management Association (WCMA). Brunner is a past president of the WCMA and served on the League of Wisconsin Municipalities and Alliance of Cities Boards of Directors. He is a MPA graduate of Michigan State University and the University of Virginia Senior Executive Institute.



## James Austad

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### Public Administration Associates

Fire/EMS Consultant/Associate James Austad is the Director of the Fire Protection Program at Fox Valley Technical College. He is a 28 year veteran of the fire service, spending 22 years with the Oshkosh Fire Department. He was the battalion chief in charge of the emergency medical services division of the Oshkosh Fire Department. Austad received an associate's degree in fire protection from Fox Valley Technical College, a bachelor's degree in business management from Silver Lake College, and a master's degree in public administration from the University of Wisconsin Oshkosh. He also is a graduate of the National Fire Academy Executive Officer Program. Austad has recently worked on the PAA Sevastopol, Door County, Buchanan, five Oconto County Townships, Sturgeon Bay, Lodi and Little Chute Fire Department studies.



## Timothy Franz

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### Public Administration Associates

Fire/EMS Consultant/Associate Timothy Franz is the recently retired fire chief of the Oshkosh Fire Department and has been in the fire service for over 30 years. Franz has an associate's degree in fire protection from Fox Valley Technical College and a bachelor's degree in fire science from the University of Cincinnati. He also is a graduate of the National Fire Academy Executive Fire Officer Program. Franz is a past president of the Wisconsin State Fire Chiefs' Association and has served as a consultant on various fire and emergency management studies. Recently, he has worked on PAA Fire/EMS studies for Verona, Sevastopol, Door County, Buchanan, five Oconto County Townships, Sturgeon Bay, Lodi Area and Little Chute.



## Stephen Hintz

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### Public Administration Associates

Senior Consultant/Associate Stephen Hintz served on the faculty of the University of Wisconsin Oshkosh from 1972 to 2001 where he taught personnel, budgeting, and municipal management in the Master of Public Administration program. For twenty years, he served as executive secretary of the Wisconsin City/County Management Association. Hintz holds a Ph.D. in political science from Yale University. He has been consulting with municipalities on recruitment and management issues since 1980. In 1998, Hintz was elected to the Oshkosh Common Council and was the Mayor of Oshkosh from 2002 to 2004. In 2001, he received the prestigious Sweeney Academic Award from the International City/County Management Association for his lifelong work in promoting public administration. Hintz has completed over 20 different Fire and/or EMS organizational studies during his consulting career.

# Dr. Mamadou Coulibaly

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## Public Administration Associates - Associate

Dr. Mamadou Coulibaly is a specialist in the application of Geographic Information Systems (GIS). Coulibaly is an Associate Professor of Geography at the University of Wisconsin-Oshkosh where he teaches and conducts research on information processing, data analysis, mapping, and solutions to environmental and socioeconomic problems. He received his Ph.D. from the Southern Illinois University at Carbondale in 2004. Coulibaly has previously worked on mapping for PAA on the Lodi (2019) and Little Chute Fire Department (2020) Studies.



# Robert Krzyzanowski

## Director of Emergency Services/Project Manager

As the Director of Emergency Services for Wendel, home of the award winning Five Bugles Design, Robert oversees all emergency services construction projects throughout the Midwest, from groundbreaking to ribbon cutting, as well as assisting with design throughout the country for all of Wendel's offices. He has almost 20 years of experience working on public projects, and has been involved in over 25 fire station projects in the past three years and over 60 during his career.

Robbie's experience includes a variety of emergency service buildings of various sizes – from a 2,880 square foot addition to the Lafayette Fire Station in Chippewa Falls, Wisconsin, to the 43,000 square foot fire station in Verona, Wisconsin. This vast array of experience allows him to assist owners in constructing buildings that meet their specific space needs and building type requirements.

## Project Experience

### Fire/EMS Design Experience

Ashland, Wisconsin  
Bellevue, Wisconsin  
Bloomington, Illinois  
Bloomington, Minnesota  
Chippewa Falls, Wisconsin  
Chisago City, Minnesota  
Chisholm, Minnesota  
Cloquet, Minnesota  
Eau Claire, Wisconsin  
Elkhart Lake, Wisconsin  
Farmington, New York  
Fitchburg, Wisconsin  
Greenville, WI Fire Department  
Inver Grove Heights Fire Department  
Janesville, Wisconsin  
Jefferson, Wisconsin  
Kenosha, Wisconsin  
La Crosse, Wisconsin  
Ladysmith, Wisconsin  
Lehi, Utah  
Lewiston, Minnesota  
Marathon City, Wisconsin  
Marshfield, Wisconsin  
Middleton, Wisconsin  
Milton, Wisconsin  
Monroe, Ohio  
Mount Horeb, Wisconsin  
Normal, Illinois  
Red Wing, Minnesota  
Rib Mountain, Wisconsin  
River Falls, Wisconsin  
Stewartville, Minnesota  
Stoughton, Wisconsin  
Suamico, Wisconsin  
Superior, Wisconsin  
Verona, Wisconsin  
Wausau, Wisconsin

### Education

Associate Degree, Drafting and Design Technology, Winona Technical College  
Winona, Minnesota (1998)

### Continuing Education

Project Management Bootcamp  
PSMJ Resources, Inc.  
Presented by Alan Bollinger  
St. Paul, Minnesota

LEED for New Construction  
Como Park Zoo and Conservatory  
Saint Paul, Minnesota

### Awards

Chippewa Falls Fire Station  
2018 Firehouse Station Design Award

Eau Claire Fire Station  
2018 Firehouse Station Design Award

2017 Station Design Judge  
Firehouse Magazine  
Station Design Awards

Verona Fire and EMS  
2016 Firehouse Station Design  
Shared Facilities Notable

### Years of Experience

19 years



# Steven Gausman, AIA, NCARB

## Principal-in-Charge/Architect of Record

In 2009, Steven joined Wendel (formerly Architectural Design Group, LLC) as the Executive Vice President and co-founded the division Five Bugles Design. In January 2012 Steve became Owner-Principal at Wendel. Prior to joining Wendel and forming Five Bugles Design, Steve served as a Senior Principal and Director of Architecture for SEH Inc. During his tenure, he started the firm’s architectural practice and grew it to include eight offices spanning from Michigan to Colorado. Over the last decade, Steve’s focus has been primarily on the design of emergency service facilities.

## Project Experience

### Fire/EMS Design Experience

- Ashland, Wisconsin
- Bellevue, Wisconsin
- Bloomington, Illinois
- Bois Forte Tribal, Minnesota
- Cedar Falls, Iowa
- Chippewa Falls, Wisconsin
- Chisago City, Minnesota
- Chisholm, Minnesota
- Cloquet, Minnesota
- De Forest, Wisconsin
- Eagan, Minnesota
- Eau Claire, Wisconsin
- Elkhart Lake, Wisconsin
- Fargo, North Dakota
- Fitchburg, Wisconsin
- Greenville, WI Fire Department
- Inver Grove Fire Department
- Janesville, Wisconsin
- Jefferson, Wisconsin
- Kaukauna, Wisconsin
- Kenosha, Wisconsin
- La Crosse, Wisconsin
- Ladysmith, Wisconsin
- Lake City, Minnesota
- Lehi, Utah
- Lewiston, Minnesota
- Marathon City, Wisconsin
- Marshfield, Wisconsin
- Merrill, Wisconsin
- Middleton, Wisconsin
- Middleton, Town of Wisconsin
- Milton, Wisconsin
- Mound, Minnesota
- Mount Horeb, Wisconsin
- Normal, Illinois
- Red Wing, Minnesota
- Rib Mountain, Wisconsin
- Richmond, Minnesota
- River Falls, Wisconsin
- Sauk Rapids, Minnesota
- St Cloud, Minnesota
- Stewartville, Minnesota
- Stoughton, Wisconsin
- Superior, Wisconsin
- Verona, Wisconsin
- Wausau, Wisconsin

### Principal

#### Licenses & Certifications

American Institute of Architects, AIA  
Wisconsin

National Council of Architectural  
Registration Boards - NCARB

#### Education

Bachelor of Architecture  
North Dakota State University  
Fargo, North Dakota

Bachelor of Science  
North Dakota State University  
Fargo, North Dakota

#### Continuing Education

2016 Safety Assessment Program  
(SAP) Evaluator

LEED Commissioning  
University of Wisconsin – Madison

LEED/Green Building Process  
University of Wisconsin – Madison

#### Awards

Verona Fire and EMS  
2016 Firehouse Station Design  
Shared Facilities Notable

Janesville Fire Station  
2016 Firehouse Station Design  
Career Notable

#### Years of Experience

39 years

# Laura Eysnogle, CID, Associate AIA

## Project Designer

Laura joined the Wendel team with 12 years of experience in public sector interior design, space planning, and architectural design. She works with clients from project conception through the ribbon cutting phases balancing the importance of efficiency and durability with adaptability and aesthetics. With a background in all community and public sector projects, Laura understands the need for spaces to perform in their most efficient manner and to be a good steward of the tax payer's dollar yet still provide the community with a facility that they can be proud of. Laura feels that the most rewarding part of her job is listening to clients, working to successful solutions, and finally watching as the community embraces their new facility. Laura's experience includes a variety of projects from a 65,300sf renovation / 67,650sf addition to a high school to strategic planning for the 1.6 million assignable square feet for a major research university to the new 14,000sf Laramie #3 Fire Station. Her experience in new construction, renovations and strategic planning has allowed her the opportunity to consider projects from every aspect. What was the project yesterday, what is it today, and what will it be tomorrow.

## Project Experience

Town of La Pointe Emergency Services Building, WI  
Monroe Township Fire Station, OH  
Suamico Fire Station, WI  
Chisholm Emergency Services Building, MN  
La Crosse Fire Department, WI  
Wisconsin Rapids Fire Department, WI  
City of Laramie, Fire Station #3 (New Building), Laramie, WY  
City of Cheyenne, Board of Public Utilities New Office Building, Cheyenne, WY  
City of Eau Claire, South Entry Replacement, Eau Claire, WI  
City of Laramie, Fire Station #3, New Building, Laramie, WY  
City of Cheyenne, Board of Public Utilities New Office Building, Cheyenne, WY  
Lake Dillion Fire & Rescue, New Public Works Facility, New Fire Station Study & Conceptual Design, Lake Dillion, CO  
Cottage Police Public Works & Parks & Recreation Facility Remodeling, Furniture Selection & Procurement Assistance, Cottage Grove, WI  
City of Eau Claire, South Entry Replacement, Eau Claire, WI  
Plate Valley Fire Protection District, New Fire Station Study & Conceptual Design, Kersey, CO  
School District of Ashland, High School Addition & Remodeling, Middle School Addition & Remodeling, Furniture Selection & Procurement Assistance, Ashland, WI  
School District of Bloomer, Referendum Assistance, Middle School Addition & Remodeling, Bloomer, WI  
School District of Cashton, Middle/High School Addition & Remodeling, Elementary School Addition & Remodeling, Furniture Selection & Procurement Assistance, Cashton, WI

## Licenses & Certifications

Certified Interior Designer  
Wisconsin Registered Interior Designer

## Education

University of Wisconsin-Stout,  
Bachelor of Fine Arts: Interior Design

## Affiliations

Eau Claire Chamber of Commerce -  
Leadership Eau Claire, Class of 2019

Girls on the Run Assistant Coach,  
Spring 2019

Active member of the Young  
Professionals of the Chippewa Valley

## Years of Experience

12 years





# James Schmidt

## Emergency Services Specialist

James Schmidt's career began in 1979 as a Fox Valley Technical College (FVTC) cadet firefighter at the Town of Grand Chute and Oshkosh Fire Departments. In 1982, Jim was hired by the City of Marshfield Fire and Rescue Department as a Firefighter/Emergency Medical Technician. He worked his way up the ranks and as a Deputy Fire Chief responsible for a number of programs and duties including emergency response and management of career Fire/EMS personnel, coordination of the Fire Investigation Program, Special Operations Training/Response (Hazardous Materials, Elevated Rescue, Confined Space Rescue, Trench Rescue), and the development of a Regional Training Center.

In 2007, Jim was promoted to Fire Chief and is most proud of the relatively small part he played in changing the culture of the department. In addition, under Jim's direction, the department was able to add staff and build Wisconsin's first Gold LEED Central Fire Station in Marshfield. Shortly after completing the National Fire Academy's Executive Fire Officer (EFO) program, Jim was able to continue moving the department forward by reducing the city's Insurance Services Office (ISO) rating and embracing many state and federal grant opportunities to help off-set the costs of new Personal Protective Equipment (PPE), a Medium Duty Rescue Truck, Selfcontained Breathing Apparatus (SCBA's), and SCBA Air Compressor.

In 2013, Jim retired as the Fire Chief of the City of Marshfield but has remained active in the fire service. Jim joined the Town of Rock Volunteer Fire Department as a Safety Officer/First Responder and authored the department's Standard Operating Guidelines, became a State Representative for the Wisconsin Technical College Fire Service Training section, accepted an interim Fire Chief position with the Rothschild (Combination) Fire Department (2015), Interim Fire Chief with the Town of Rome (Volunteer) Fire Department (2016). In addition, Jim started a consultant business specializing in assisting communities in the fire chief hiring process, mentoring new fire chiefs and upper level managers, and the consolidation of fire departments.

## Project Experience

Wausau, WI – Fire Station Design, Police Station Remodel  
Chisholm, MN – Fire Station Design, City Hall Design, Joint Training Facility Design  
Bloomington, MN – Fire Station Designs (Five)  
Greenville, WI – Fire Station Design & Referendum Assistance  
St. Peters, MN – Fire Station Design  
Town of Superior, WI – Fire Station Design  
River Falls, WI – Fire Station & EMS Station Design  
Williams Bay, WI – Fire Station Design  
Elk River, MN – Fire Station Designs (Three), Police Station Remodel, Joint Training Facility Design

### Licenses & Certifications

Executive Fire Officer  
Emergency Medical Technician  
Wisconsin State Fire Inspector  
Hazardous Material Response Technician  
Wisconsin Fire Service Instructor I

### Education

Associate Degree  
Fire Science Technology  
Fox Valley Technical College  
Appleton, WI

Business Administration  
Lakeland College  
Plymouth, WI

Executive Fire Officer (EFO)  
Program Graduate  
Emmitsburg, MD

### Professional Associations

(Past and Present)  
International Association of Fire Chiefs  
National Fire Protection Association  
Wisconsin State Fire Chiefs Association  
North Central Fire Chiefs Association  
International Association of Arson Investigators  
Wisconsin Association of Hazardous Materials Responders  
Wisconsin Emergency Medical Technician Association  
Wisconsin Technical College System  
Fire Service Advisory Board on Education and Training - Co-Chair

### Years of Experience

40 years