

ANNUAL REPORT

Spring Fire Department / Harris County ESD No. 7



20
24

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FIRE Update CHIEF'S



2024 was an incredible year for the Spring Fire Department. As this Annual Report illustrates, Spring Fire continues to innovate with the safety and health of our community and our firefighters as top priorities.

This year, we formally launched our [strategic plan](#) – our promise to both our team and the community we serve. We partnered with gear manufacturers to design and implement new, safer hoods for our firefighters, added Safety Officers to all shifts and tested the feasibility of staffing an additional District Chief on each shift. After extensive meetings with our personnel, we introduced a new firefighter salary scale to enhance both recruitment and retention.

As we work toward international accreditation, several members of our leadership team achieved [major professional milestones](#). We also welcomed dedicated Directors for Community Risk Reduction and Finance.

Spring Firefighters responded to 6,588 calls for service in 2024, and our team demonstrated remarkable resilience during Hurricane Beryl. Our Risk Reduction, Communications and Outreach teams distributed carbon monoxide alarms and provided generator safety education in the hurricane's hardest-hit neighborhoods.

Choosing [honorees](#) for our annual awards banquet is no easy task because so many on our team go above and beyond every day. As you read on, you'll see how our people continue to raise the bar and make us all proud.

The future looks bright. In 2024, construction began on the [W.W. "Cotton" Weaver Training Center](#), the new [Station 72](#) and the renovation of [Station 77](#). With those projects moving toward completion, we're entering an exciting new chapter of service excellence.

At year-end, Spring Fire comprised 137 career firefighters, 2 part-time firefighters, 14 volunteers and 31 support personnel – reflecting our continued growth alongside the community we serve.

And, most importantly: 2024 continues our success because every one of our team members went home safely at the end of each shift.

It is a true honor to serve the Spring community.

For any questions or feedback, please contact us at www.SpringFD.org/contact-us. We look forward to hearing from you.

Thank you, and God bless,

Scott Seifert | Fire Chief



BOARD PRESIDENT'S REPORT



2024 was a year of progress and purpose for Harris County Emergency Services District No. 7 (HCESD7), as we continued our mission to provide exceptional fire protection, rescue, emergency medical services and injury prevention to the Spring community.

As Chief Seifert detailed, this year brought major accomplishments – but it also brought profound loss. The passing of [Commissioner Gayle Fuller](#) was a heartbreak for all of us. Gayle's unwavering dedication, fierce advocacy for both our firefighters and taxpayers and her deep love for this board left a legacy. Her wisdom and presence are deeply missed.

In her honor, Commissioners David Mills, Bob Schmanski, Keith Willingham and I remain steadfast in our commitment to community safety and fiscal responsibility. Every vote we cast is grounded in our shared values and driven by a passion for protecting Spring.

We're excited about the significant progress made on our major construction projects. In 2025, we will open both a rebuilt fire station and a partially renovated fire station. The W.W. "Cotton" Weaver Training Center project is well underway and will be a cornerstone for our future readiness.

There are many ways to connect with us that don't require an emergency. Follow @SpringFDTX on your favorite social platforms. Join us on Nextdoor or Ring's Neighbors App. [Schedule](#) a smoke alarm inspection, CPR class or fire station tour. Bring your child's car seat in for a free safety check. Attend one of our many [safety events](#). You can even bring a lost pet to any Spring Fire Station to be scanned for a [microchip](#) – all of these services are free of charge.

We invite you to reach out to any member of the Board with questions or comments. We welcome your voice.

In your service,

Melanie Gander

President, Harris County Emergency Services District No. 7



AT A GLANCE



HCESD7, dba Spring Fire Department, serves as the primary provider of emergency response for approximately 176,000 residents across 62 square miles in unincorporated Northern Harris County. Created by local voters in May 1997, HCESD7 succeeded Harris County's first Rural Fire Prevention District (RFPD1) established in April 1978.

Before RFPD1, fire suppression and prevention efforts were sustained through community donations, livestock auctions and local fundraising events. In those early days, volunteer firefighters often paid out of pocket to fuel fire trucks – demonstrating a deep, personal commitment to public safety.

From 1997 until May 2020, the Spring Volunteer Fire Association operated under contract with HCESD7 to deliver fire suppression, rescue, EMS and prevention programs. In April 2020 HCESD7 became the direct service provider for the Spring community.

The HCESD7 Board of Commissioners remains committed to fiscal stewardship and strategic planning. As Spring's population continues to expand, our commissioners take an active role in guiding how the department adapts to meet present and future demands.

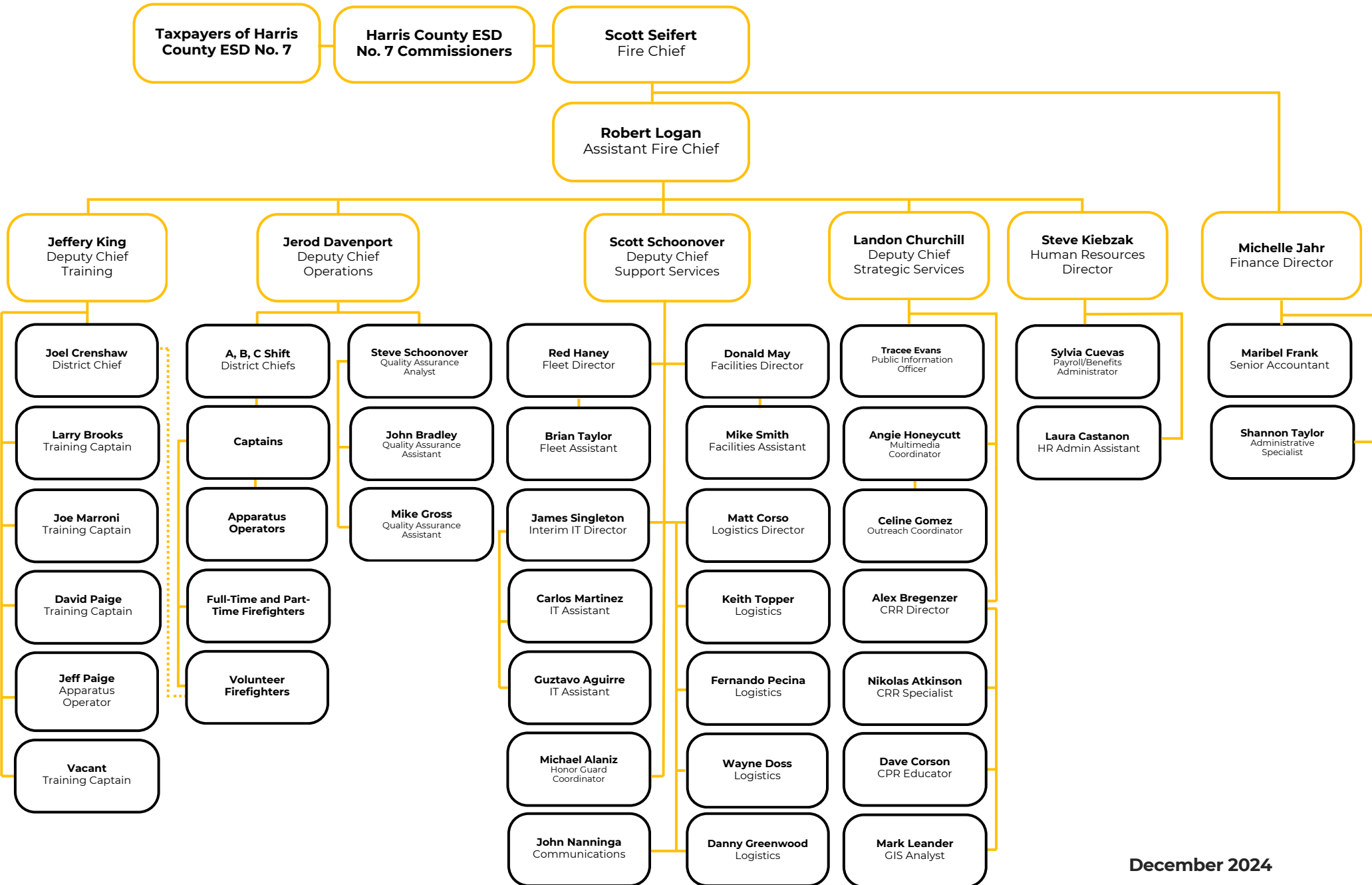
The Board meets monthly to review and approve budgets and capital improvement projects. Emergency Services Districts (ESDs) are political subdivisions of the State of Texas, authorized under Article 3, Section 48-e of the Texas Constitution and Chapter 775 of the Texas Health & Safety Code.

HCESD7 meetings are held on the third Thursday of each month at 6:30 p.m. at Spring Fire Department Administration, located at 656 East Louetta Road, Spring, Texas 77373.

These meetings are open to the public and community participation is always welcome.



SPRING FIRE ORGANIZATION CHART



December 2024



BOARD OF COMMISSIONERS



PRESIDENT MELANIE GANDER

A registered nurse with Memorial Hermann Health System, Melanie serves as the Director of Operations for the systems Trauma Service Line. She has been honored for her efforts for better care and resources for the mentally ill and victims of sexual assault.

A Spring resident since 2005, Melanie Gander earned her Bachelor of Science in Nursing from the University of Texas Health Science Center in Houston and her Master of Science in Healthcare Administration from the University of St. Francis.

Melanie and her husband, Jason, a Houston Firefighter Paramedic, have two children. When not at work, Melanie can be found on the sidelines at their sons' soccer games.



VICE PRESIDENT GAYLE FULLER

Gayle Fuller was a Spring resident since 2005, and was elected as a commissioner of the Harris County Emergency Services District No. 7 in 2010. She has served her fellow citizens in the United States of America, the State of Texas, and retired after decades of service with Harris County. Her banner of service matches the motto of the Father of Texas, Sam Houston, "the measure of a life is its service."

She passed away in September of 2024.



SECRETARY KEITH WILLINGHAM

Keith Willingham has called Spring home since 1975. Keith was a student at Spring High School when he signed on as a Spring volunteer firefighter. He has remained active in our community ever since as a project manager and owner of a Spring insurance agency.

This proud Texas A&M University graduate also served as President and Financial Officer for the Old Town Spring Improvement District. Keith and his wife, Jackie, love spending time with their daughter, Kaitlyn, son-in-law, Anthony and beautiful granddaughter.



TREASURER DAVID MILLS

For over a decade, David Mills has put his Bachelor of Science in Construction Science to work as the owner/operator of a local construction business. A resident of Spring since 2007, he has served on the Encanto Real Utility District Board and is now part of improving emergency response for his community.

After the death of their daughter in a 2017 car accident, David and his wife, Wendy, founded the Kailee Mills Foundation, a national effort focused on seatbelt safety awareness



ASSISTANT TREASURER BOB SCHMANSKI

After graduating from Oklahoma State University with a degree in Fire Protection and Safety, Bob moved to Texas where he has spent most of his professional career in the insurance industry helping organizations minimize risk. He holds a Certified Fire Protection Specialist designation from the National Fire Protection Association and has served in many volunteer capacities in the fire service since 1980.

This proud Eagle Scout is the Chartering Organization Representative for the Ponderosa Volunteer Fire Association's Boy Scout Troop 62. Bob and his wife, Dana, have two children, Jared and Madison.



EXECUTIVE STAFF



Leading this outstanding organization is a blessing and a duty to my community.

– Fire Chief Scott Seifert

FIRE CHIEF SCOTT SEIFERT

Scott Seifert's interest in the Spring Fire Department began in 1985, but he could not be a volunteer then because he lived outside the district boundaries. Fast forward a few years while working at a local nightclub, Scott finally achieved his dream of becoming a volunteer at Spring Fire Station 71 then in Old Town Spring. Since he worked nights, his station officers asked him to help enhance daytime response times. Within weeks of beginning training, he was serving as an incident commander at a house fire. His successful efforts fueled his desire to serve and keep training.

As a Chauffeur/Pump Operator, Scott honed his skills in Incident Command and Vehicle Extrication. After earning his Captain and District Chief badges in 1997 and 2002, Scott served as Assistant Fire Chief before becoming Fire Chief in 2015.

A proud graduate of Texas A&M Engineering Extension Service's Fire Service Chief Executive Officer (FSCEO) program, Scott has also earned the Certified Fire Executive (CFE) designation from the Texas Fire Chief's Academy (TCFA). He is frequently called on to teach new and future fire service leaders through TCFA, SAFE-D and the State Firefighters' and Fire Marshals' Association.

A graduate of Klein High School, Scott is the proud dad of three daughters, Ashlyn, Isabela and Alyssa, grandfather of Norah, Clara and Matthew and husband of Diana. He enjoys studying leadership, business, emerging technology, professional and personal development.



ASSISTANT FIRE CHIEF ROBERT LOGAN

Robert Logan turned his childhood dream into reality when he embarked on his firefighting journey in 1995. His dedication and commitment saw him rise through the rank of Lieutenant, Captain and Fire Marshal as a volunteer at the Ponderosa Fire Department.

In August 2010, Robert brought his expertise to the Spring Fire Department as the Training Chief. After a stint as Deputy Chief overseeing Personnel and Development, he now serves as the Assistant Fire Chief. Robert's credentials include a paramedic certification, a bachelor's in Fire Science from Columbia Southern University. Robert is currently completing his Executive Master of Public Service and Administration from Texas A&M's Bush School of Government & Public Service.

A Chief Fire Officer (CFO) designee from the Commission on Professional Credentialing, Robert is also a proud alumnus of the Texas A&M FSCEO program and holds the titles of Fire Officer IV and Master Fire Instructor.

Away from his public duties, Robert cherishes spending time with his wife and their two daughters. A true Texan at heart, he enjoys country music, playing his acoustic guitar and cheering for all the Houston sports teams.



DEPUTY CHIEF JEROD DAVENPORT

Jerod Davenport joined the Spring Fire Department in the fall of 1997 while still in high school. Starting as a junior member at Station 72, Jerod rose to the ranks of Deputy Chief. He has earned a bachelor's degree in Fire Administration and also serves as a Lieutenant EMT/Paramedic for The Woodlands Fire Department.

Jerod's qualifications are many. Through the Texas Commission on Fire Protection, Jerod holds the following certifications: Master Structure Firefighter, Fire Officer IV, Hazardous Materials Technician, Master Fire Investigator and Inspector, Driver Operator - Aerial and Pumper, Incident Safety Officer, Fire Life Safety Educator, Wildland Firefighter and Incident Commander. Additional certifications held with the SFFMA include Master Firefighter and Public information officer.

Most of Jerod's spare time is spent soaking up every moment he can with his wife, Stephanie and their three children, Megan, John and Claire. When he has the chance to catch a baseball game, he will cheer on the Houston Astros. Jerod believes with God all things are possible.



DEPUTY CHIEF SCOTT SCHOONOVER

Scott Schoonover joined the Spring Fire Department in 1996 as a junior member at Spring Fire Station 72. He went on to earn the ranks of Captain, Senior Captain, Fire Marshal and Deputy Chief. Scott earned a Bachelor of Science degree in Criminal Justice and Homeland Security and is a graduate of the Leadership Command College and the Texas A&M FSCEO Program.

As Deputy Chief of Support Services, he oversees many divisions including Logistics, IT, Facilities, and Apparatus Maintenance. Scott is a Master Certified Police Officer who holds numerous master certifications with Texas Commission on Fire Protection and the Texas State Firefighters' and Fire Marshals' Association, as well as serving as Secretary/Treasurer for the Texas Chapter of the International Association of Arson Investigators.

As a Spring native and Klein Oak High School graduate, Scott fondly remembers when the Goodyear blimp was housed here in Spring and playing ping pong after school at the old Station 72. He now enjoys spending time with his bride, Kristy, and their five dogs, golfing, listening to Texas country music and cheering on his favorite Texas teams, the Dallas Cowboys and Houston Astros.



DEPUTY CHIEF JEFFERY KING

Jeffery L. King joined the Spring Fire Department in the fall of 2022. Chief King came to Spring with almost twenty-five years of combined experience between the Houston Fire Department and the Cy-Fair Fire Department.

Jeff is an instructor for the Blue Card Incident Command Training and Certification Program. He is also an instructor with UL's Fire Safety Research Institute's modern fire dynamics Boot Camp.

His qualifications are vast, including Master of Science in Emergency Services Management and a bachelor's in Fire Science from Columbia Southern University. He has earned Master Structure Fire, Master Fire Instructor III, Fire Officer IV, Incident Commander, Incident Safety Officer and Driver Operator – Pumper certificates from the Texas Commission on Fire Protection and earned the Center for Professional Credentialing's Chief Training Officer and Chief Fire Officer designations.

Jeff lives in Spring with his wife, Tracy. They enjoy spending time at their lake house with family, including their two daughters, Savannah and Madigan, and their son in law, Savannah's husband, Lane. Madigan is currently working on her master's degree.



DEPUTY CHIEF LANDON CHURCHILL

Landon Churchill grew up in the mountains of Western Colorado and is a passionate advocate of continuous system improvement, community-focused emergency planning and authentic relational leadership.

Landon began his public safety career as a volunteer firefighter with Colorado River Fire Rescue, where he had the opportunity to serve as an engineer, paramedic and lieutenant. He spent time as an educator serving as the EMS program coordinator and adjunct faculty at Colorado Mountain College and as a consultant for his own education company. He joined Spring Fire as Deputy Chief of Strategic Services in 2023.

He is a Center for Professional Credentialing Chief Fire Officer designee and has achieved the TFCA's Chief Fire Executive designation as well. Landon enjoys teaching locally, regionally and nationally. He enjoys spending time with his wife and their three sons, reading, cooking, playing music, chess and exploring the great outdoors.



HUMAN RESOURCES DIRECTOR STEVE KIEBZAK, SHRM-SCP

Steve Kiebzak brings over a quarter century of human resources experience to his role as our HR Director. Since joining our department in 2014, Steve has worked closely with both career and volunteer personnel to support hiring, training, benefits, employee relations and team development.

In addition to Steve's degrees in human resources and psychology, he has earned advanced credentials in Employment Law and Human Resources from Cornell University. Steve is also a SHRM Senior Certified Professional (SHRM-SCP), a certified leadership and development instructor through Achieve Global, and CompTIA-certified in project management.

Steve's expansive experience in training, compensation and benefits, employee relations, talent acquisition and management have been essential to Spring Fire's growth. Originally from upstate New York, Steve now calls Texas home and is a proud Houston Astros fan.

Steve strongly believes in the power of people and lives by this motto: "You can have the best strategy and the best building in the world, but if you don't have the hearts and minds of the people who work with you, none of it comes to life."



FINANCE DIRECTOR MICHELLE JAHR, CPA

Michelle Jahr joined Spring Fire in 2024 as our first Finance Director. Spring Fire held a national search for the right person to lead our finance division and Michelle stood out above the rest. Prior to coming to Spring Fire, she worked as an auditor in Illinois where she specialized in governmental accounting. Her expertise in auditing financial statements, assessing risk, budgeting and making fiscal projections were exactly what Spring Fire was looking for.

Her local government expertise includes Finance Director/CFO positions with a county health department, local governments and a school district with a \$450 million operating budget. Michelle earned her Bachelor of Science degree in accounting while working and raising a family. Prior to becoming a licensed Certified Public Accountant, Michelle was a public aid caseworker. She is often asked how such a major career shift happened, but says she is still helping people. Her people skills enhance her analysis skills because she understands more than just numbers, she understands the human needs.

Michelle and her husband now call Spring home. They love to spend time with their three grown children and seven grandchildren and are avid travelers who like to hike and bike.

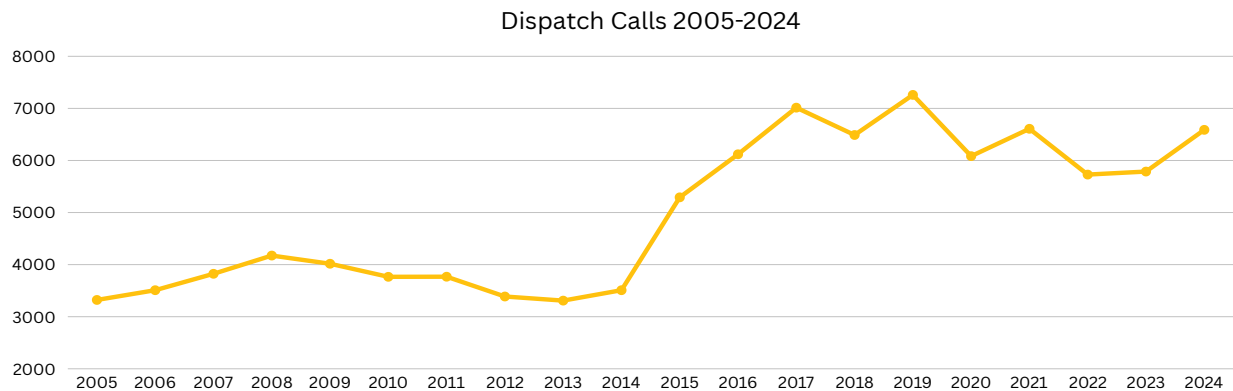


Spring Fire Department Station 75



SPRING FIRE DIVISIONS

OPERATIONS



The Operations division is the largest within Spring Fire, representing the front lines of emergency response. When the community dials 9-1-1 for fire, medical, rescue or hazardous conditions, Operations answers.

2024 was Operations busiest year since 2021. Spring Firefighters responded to 6,588 incidents, including 792 mutual aid calls in neighboring jurisdictions.

The calls Spring Firefighters responded to in 2024 cover a wide range of emergencies:

- Fire-related incidents: 350
- Hazardous materials: 611
- Rescues: 44
- False alarms: 812
- EMS-related calls: 2,514
- Other calls: 1,464

Most frequent EMS incidents: breathing problems, falls and cardiac arrests.

2024 Operations Accomplishments

Promotions

- 16 firefighters advanced to Apparatus Operator, as six new full-time firefighters joined the department

New Equipment

- A new Fotokite aerial drone system was added in 2024

TIFMAS Deployments

- Spring Fire supported six separate wildland deployments across Texas under the Texas Intrastate Fire Mutual Aid System (TIFMAS)

Pre-Incident Planning

- Nearly 1,000 pre-incident plans were completed, improving readiness and response efficiency





2024 Operations Statistics

Busiest Apparatus

- Engine 71 led all units with 1,061 calls across three shifts

Highest Call Volume

- With 1,014 incidents, including calls related to Hurricane Beryl and Independence Day activities, July was our busiest month

Estimated Property Value Saved

- Over \$61 million

Commitment to Quality and Safety

The division's Quality Control Team rigorously reviews every incident report to ensure compliance, accuracy and continued process improvement.

"From our newest cadet to our most senior officers, our team is laser-focused on safety," said Deputy Chief Jerod Davenport. "That commitment drives everything we do."

Meet the Team

The Operations Team led by Deputy Chief Jerod Davenport includes:

- District Chiefs Jimmy Stewart, Chris von Wiesenthal and Kevin Wiseman
- All Spring Firefighters, Apparatus Operators and Captains
- Quality Assurance Analyst Steve Schoonover
- Records Review Team John Bradley and Mike Gross

The Operations division serves Spring 24/7/365 with speed, professionalism and precision. Every member of our team comes to work with the desire to serve, the courage to act and the ability to perform.

"From our newest cadet to our most senior officers, our team is laser-focused on safety."
– Deputy Chief Jerod Davenport



SUPPORT SERVICES

The Support Services Division manages our logistics, facilities, fleet, gear, radios and IT infrastructure – ensuring Spring Firefighters are prepared for your emergency.



Logistics Director Keith Topper
receiving the new Reed Legacy hood

Major 2024 Upgrades

New Gear & Safety Equipment

- Reed Legacy Hoods (pictured above retired Houston Captain Reed holding the new hood)
- New US Digital equipment was installed to improve emergency response with custom alert tones and enhanced back-up systems
- New fire hose nozzles were purchased and deployed
- Specialized blankets for electric vehicle fires were added to first response vehicles
- Multiband radios and lapel mics for Apparatus Operators
- A 2018 Chevrolet Tahoe in the fleet was outfitted to be a front-line safety officer response vehicle
- A new self-contained breathing apparatus (SCBA) washer at Station 75 was added to enhance firefighter safety by streamlining cleaning of critical respiratory systems



Clifford Reed, center, helps
introduce the Reed Legacy Hood

Facility Improvements

- New fences were put in place at Station 76 and the Old Town Spring Training building due to normal wear and tear.
- A new built-in reception desk was added in the entry of the administration building and a finance director's office created.
- Climate control upgrades occurred in the administration building data room and at Station 71, replacing 13 year old systems.
- The fire alarm system at Station 74 was fully replaced as part of broader facility improvements. This included:
 - Installation of a new fire alarm system
 - Integration with updated panel inspections and daily maintenance protocols
 - Compliance with NFPA 72 2016 standards, ensuring proper separation of redundant circuit conductors and safe installation practices
- Repairs made to the detention pond and fence at the James C. Leo property. This was caused from damage from neighboring construction.
- A \$3 million renovation got underway at Station 77
- Construction began on the logistics building and two burn buildings at the W.W. "Cotton" Weaver Training Center



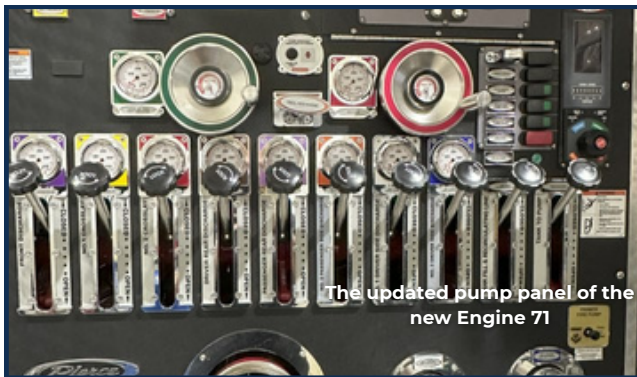
- Construction continued on the new Station 72
- The Department Operations Center was upgraded for better performance during severe weather and emergencies

Technology & IT Enhancements

- New field hardware
- Cybersecurity training for all personnel
- IT system design support for Station 72, Station 77 and the training center
- Worked with vendors on research and development of products to improve emergency scene communications

Fleet Updates

- New Engine 71 placed in service
- Three new Chevrolet Tahoes and four F-150 support vehicles



Meet the Team

The Support Services Team led by Deputy Chief Scott Schoonover includes:

- Interim IT Director James Singleton supported by Technology Specialist Gustavo Aguirre and Carlos Martinez
- Logistics Director Matthew Corso supported by Keith Topper, Wayne Doss and Fernando Pecina along with SCBA Maintenance's Danny Greenwood and Radio Technician John Nanninga
- Fleet Maintenance Director Red Haney, supported by Brian "BT" Taylor
- Facilities Director Donald May, supported by Mike Smith



The Support Services team includes professionals with decades of experience, ensuring every facility, vehicle and piece of equipment operates at peak performance to support safe, effective emergency response.

Together, this team is laying the foundation for strong, sustainable financial stewardship that protects and maximizes the resources entrusted to Spring Fire.

From tools and trucks to technology, our job is to make sure our firefighters have what they need – when they need it.

– Deputy Chief Scott Schoonover



HEALTH, SAFETY, AND PROFESSIONAL DEVELOPMENT

In 2024, the Spring Fire Department's Training Division transitioned to the Health, Safety and Professional Development (HSPD) Division to better reflect the reality of their mission.

While training is a finite exercise that takes place at a specific point in time, professional development is an infinite exercise that takes place over the course of a firefighter's career. So, it was important to acknowledge the role an individual's health, safety and wellness have in their personal growth.

The new member orientation (NMO) for firefighters was revamped into a comprehensive, five-week training program to facilitate a seamless transition into our department. The changes included updating the cadet phase testing program to reflect departmental needs and industry best practices.



Spring Fire personnel took part in an astonishing 22,915 hours of training in 2024. 3,503 of those hours were dedicated to incident command training, a foundational element of a well-managed fireground responsible for ensuring firefighter safety.

Other 2024 Training Highlights included:

- Emergency Medical Training: 2,005 hours
- Firefighter Safety & Health Training: 1,703 hours
- Emergency Vehicle Driver Training: 1,256 hours
- Swiftwater Rescue Training: 2,024 hours (over 110 firefighters trained)
- Structural Firefighting Training: 1,032 hours
- Wildland Firefighting Training: 840 hours
- Leadership Development Training: 432 hours
- Joint Crew Training: 1,223 hours

In 2024, HSPD rolled out a part-time Safety Officer program. The well-received program fortified itself as a fundamental part of fireground operations and firefighter safety.

Safety on the fireground is not the only mission of HSPD. "Our focus is to provide services that support the health and well-being of our members away from the incident scene as well," according to Deputy Chief Jeff King. HSPD is developing a peer support team along with a comprehensive mentoring program. "Every individual within the organization will play a role in the development of other members," added King.

In addition to the peer support team, HSPD has built a chaplaincy program with Firefighter Kenneth Johnson answering the call to serve as our department chaplain. Chaplain Johnson has been instrumental in getting this program off the ground and will play a larger role in HSPD in the years to come.

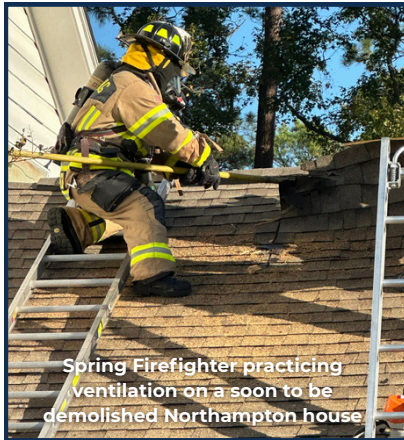




Spring Fire Chaplain Kenneth Johnson bringing a spiritual moment to our 2024 Awards Banquet



The Spring Fire Technical Rescue Team training with their Houston Fire colleagues



Spring Firefighter practicing ventilation on a soon to be demolished Northampton house



Spring Firefighters participated in multiple wildland fire trainings in 2024



Pump training with Engine 77

Additional training initiatives included:

- A two-day “Big Box” fire workshop with the President of the National Fire Sprinkler Association
- A lithium-ion battery incident response course attended by more than 175 area professionals

To improve career development, the promotional process for captain candidates was refined with new components such as professional development points and interviews with both division directors and the chiefs.

Meet the Team

The Health, Safety and Professional Development Team led by Deputy Chief Jeffery L. King includes:

- Captain Larry Brooks
- Captain Joe Marroni
- Captain David Paige
- Apparatus Operator Jeff Paige
- EMS Coordinator Brandon Sanson

The entire fire department is in these individuals' debt for the sacrifices they have made for all members of the Spring Fire Department. We are eternally grateful.

“Spring Fire staff put in an amazing 22,915 total training hours in 2024.”



STRATEGIC SERVICES

As Spring grows, so do the risks our community faces – from lithium-ion battery fires and severe weather to fall-related injuries and kitchen fires. The Strategic Services Division leads Spring Fire's effort to proactively address these challenges through data-driven planning and continuous improvement.



In 2024, Strategic Services focused on:

- [Implementation of Spring Fire's Strategic Plan](#)
- [Community Risk Assessment/Standards of Cover](#)
- [Progress toward International Accreditation](#)
- Preparations for ISO Regrading

Spring Fire's first formal Community Risk Assessment received [honors](#) from the Center for Public Safety Excellence (CPSE).



Data analysis, predictive modeling and proactive risk reduction are part of every modern-day fire department's operation.

– Deputy Chief Landon Churchill



CRR Specialist Nikolas Atkinson conducting a child safety seat check

Meet the Team

The Strategic Services Team led by Deputy Chief Landon Churchill includes:

- Community Risk Reduction Director Alex Bregenzer
- Community Risk Reduction Specialist Nikolas Atkinson
- First Aid CPR/AED Instructor Dave Corson
- Public Information Officer Tracee Evans
- Multimedia Specialist Angie Honeycutt
- Outreach Coordinator Celine Gomez
- GIS Analyst/Accreditation Manager Mark Leander



COMMUNITY RISK REDUCTION

The Community Risk Reduction Division (CRR) was born out of Communications and Outreach in 2023 to enhance Spring Fire's successful smoke alarm, community First Aid CPR/AED classes and child safety seat programs.

Under the leadership of Director Alex Bregenzer, CRR introduced new initiatives in 2024 while upgrading well-known safety programs our community relies on.



Key 2024 CRR Accomplishments

Battery Recycling Program

- More than 100 expired batteries were safely collected and kept out of landfills and homes

Car Seat Safety

- 63 appointments were completed

94 Public Education Courses

- Included CPR/AED certification, Fire Extinguisher and Severe Weather training, Fire Safety, Safe Sitter, and more

CPR Certification

- 649 community members certified, with 96% rating the course 5 out of 5 stars

Smoke & CO Alarm Installations

- 161 smoke alarms, 15 carbon monoxide alarms and 78 replacement batteries installed

Firework Bucket Brigade Safety Campaign

- The Firework Bucket Brigade program is a proactive community risk reduction initiative developed by the Spring Fire Department to address the seasonal spike in firework-related fires—particularly around New Year's Eve, the Fourth of July, and other holidays like Diwali. The program centers on distributing branded 3.5-gallon buckets labeled with firework safety instructions to local firework stands and directly to residents. These buckets serve as safe disposal containers for used fireworks, reducing the likelihood of trash and structure fires caused by improper disposal. By partnering with firework vendors, the department is able to reach residents directly where they purchase fireworks. Additionally, CRR staff conducted door-to-door drop-offs, engaging residents with real-time safety education. Data from 2024's program cycle shows a measurable impact: a 20% reduction in firework-related calls during New Year's Eve 2024 compared to the previous year, with no incidents reported at bucket drop locations in the community. This program earned a statewide honor from the Texas Fire Chiefs Association.



Post-Hurricane Beryl Outreach

- CRR teams canvassed neighborhoods, distributed carbon monoxide alarms and educated residents on generator safety through direct contact and media interviews

COMMUNITY ENGAGEMENT & OUTREACH

In 2024, Community Engagement and Outreach participated in 181 community events, continuing its mission to build strong connections between the department and the people it serves. From school visits to food drives, the team ensures that Spring Fire remains a visible, trusted part of everyday life.

Annual Events

- Back to School Drive
- Toys for Tots
- Share Your Holidays Food Drive
- National Night Out
- Truck or Treat
- Santa Drive Through
- 9/11 Ceremony
- Spring into Safety
- Safetober Fest



Ongoing Engagements

- School programs and summer camps
- Local parades and fun runs
- Free pet vaccination clinics
- Fire station and apparatus tours
- Career days and church outreach

Outreach Partner Organizations

- Gulf Coast Regional Blood Center
- Houston Food Bank
- Mothers Against Drunk Driving
- Toys for Tots
- Old Town Spring
- Local school districts and houses of Worship
- Mutual aid partner agencies



Outreach coordinates our badge pinning ceremonies, promotions and awards.

In 2024, Outreach began the process of combining two signature events – North Harris Firefighter Challenge and Spring into Safety – into a single, large-scale Safety Expo.

PUBLIC INFORMATION

The Public Information Office (PIO) led by Tracee Evans ensures Spring Fire's community is informed and engaged so they are prepared with important information. Spring Fire shared hundreds of timely updates in 2024 across SpringFD.org, social media and through media partnerships.



Public Information Milestones

- Spring Fire personnel made a total of 70 media appearances in 2024, including Assistant Chief Robert Logan who was interviewed on the FOX Weather Channel during Hurricane Beryl
- The Greater Houston area's first Commission on Professional Credentialing Public Information Officer Designation
- New Crisis Communications Plan
- Active and growing presence on [Facebook](#), [X](#) (formerly Twitter), [YouTube](#), [Nextdoor](#), [Instagram](#), [LinkedIn](#) and Amazon's [Ring Neighbors App](#)



In addition to presenting on use of social media in public information to global journalism students at China's Tsinghua University last year, Tracee also presented her FEMA National Disaster & Emergency Management University research to the:

- FEMA Executive PIO Program
- Florida Association of PIOs Symposium
- Houston-Galveston Regional PIO Network (HGRPION)
- National Information Officers Association (NIOA) Region Six

Tracee is a passionate animal rescuer who established our department's [Pet Microchip Program](#) several years ago.

Our firefighters and Tracee have together helped reunite hundreds of lost animals with their Spring families, including 92 in 2024.

Our Outreach Division is continuing the free pet vaccination and microchip clinics. The three clinics in 2024 helped over 150 local animals.



Evans is active in Women in Fire, NIOA, HGRPION, the Spring Historical Society and the Public Safety Communicators. She enjoys learning and teaching new PIOs.

As she is always looking for new and exciting ways to get you the right information at the right time on the right channels, please reach out to her at PIO@SpringFD.org, [Nextdoor](#) or Amazon's [Ring Neighbors App](#).

She'd love to hear your input and ideas.



HUMAN RESOURCES

Firefighting is a physically and mentally demanding profession and our Human Resources Division is at the heart of our commitment to protect and support our people.

In 2024, the HR division led by Director Steve Kiebzak achieved the following major milestones in workforce health and safety:

Next Level Urgent Care Program

Through a new partnership with Next Level Urgent Care, Spring Fire offered all employees, their spouses and dependents access to a premium urgent care membership at no cost. This initiative makes it easier for team members and their families to receive timely, affordable healthcare.

Work Safe, Texas Award

Spring Fire was recognized by Texas Mutual as one of only 200 recipients – out of more than 78,000 policyholders statewide – to receive the prestigious Work Safe, Texas Award. This honor highlights our commitment to workplace safety, particularly through effective management of Texas Workers' Compensation claims.

The HR team implemented a streamlined claims process that ensures injured personnel receive prompt medical care and robust support during recovery through:

- Efficient claims processing
- Proactive member support and advocacy
- Return-to-work programs tailored to individual needs

“These achievements reflect our collective focus on safety, health and well-being,” said Kiebzak. “Through effective claims management, urgent care access and a safety-first culture, we’ve made 2024 a standout year for our workforce.”

Steve brings over 26 years of human resources experience, degrees in human resources and psychology and advanced credentials in Employment Law and Human Resources from Cornell University, to work for our team every day. Steve is also a SHRM Senior Certified Professional (SHRM-SCP), a certified leadership and development instructor through Achieve Global and CompTIA-certified in project management.

Steve believes in the power of people and lives by the motto: “You can have the best strategy and the best building in the world, but if you don’t have the hearts and minds of the people who work with you, none of it comes to life.”

Meet the Team

The Human Resources team led by Director Steve Kiebzak, SHRM-SCP includes:

- Payroll & Benefits Administrator Sylvia Cuevas
- HR Administrative Assistant Laura Castanon

Together, the collective expertise and experience of the Human Resources team play a vital role in ensuring full compliance with employment laws and regulations. This knowledge base contributes to cultivating a positive workplace culture, while also supporting the department’s broader strategic objectives through thoughtful and effective people management practices.

“Great HR builds a culture where people want to work, grow, and stay, making us not just a workplace, but an employer of choice.”

– HR Director Steve Kiebzak



FINANCE

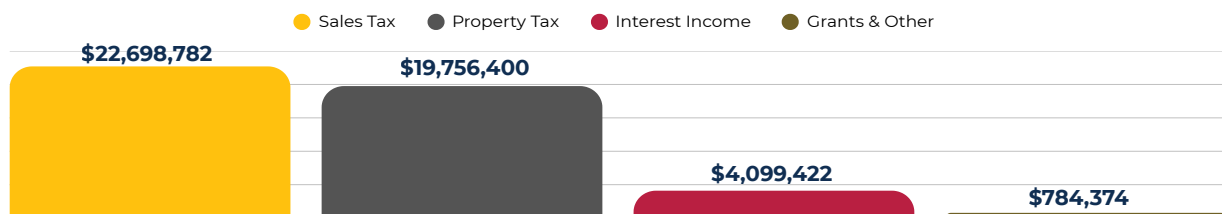
The Spring Fire Department is funded in multiple ways. The two primary funding sources are a one penny sales taxes on items purchased here in Spring and property taxes, currently set at 9.5 cents per \$100 valuation. As per policy, HCESD7 keeps a year's operating costs in reserve.

In 2024, the federal government awarded a SAFER grant to HCESD7. The goal of SAFER is to enhance the local fire departments' abilities to comply with staffing, response and operational standards established by the NFPA. The grant is covering the salaries and benefits of nine new Spring Firefighter's first three years of service.

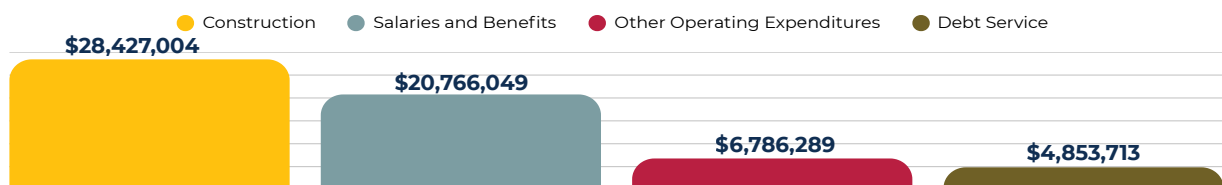
Spring Fire's needs and resources are aligned as never before thanks to Director Jahr's decades of experience in governmental accounting. She streamlined processes to reduce or eliminate data entry, held multiple budget workshops and training courses and located additional funds for capital projects, debt service and the annual budget using an interest earning approach that maximizes every tax dollar.

Finance Director Michelle Jahr has her head in numbers every day. In just a few short months, she brought all accounting functions in-house, strengthened internal financial controls and put purchasing and budgeting processes in place to improve Spring Fire's financial management.

2024 Spring Fire Department Revenue



2024 Spring Fire Department Expenses



Construction moved full-steam ahead on the W.W. "Cotton" Weaver Training Center in 2024 and got underway on the new Spring Fire Station 72 and major renovation of Spring Fire Station 77. Spring Fire also took delivery of a new Engine 71 and the Pierce factory began building a new Engine 78.

In 2025, she plans to focus on projections and a multi-year spending plan.

Meet the Team

The Finance Team led by Director Michelle Jahr includes:

- Senior Accountant Maribel Frank
- Administrative Specialist Shannon Taylor



BUILDING THE FUTURE

Spring Fire made major progress in 2024 on three transformative construction projects that will strengthen the department's capabilities for years to come.



Former Spring Fire Chief W.W. "Cotton" Weaver under the entrance sign to the training center

After years of planning the new W.W. "Cotton" Weaver Training Facility is well underway. Phase I of the facility includes:

- Flood prevention infrastructure
- Over 50,000 square feet of logistics space
- Two live-fire burn buildings



Construction progress on the Logistics Building at the W.W. Cotton Weaver Training Facility.

This training facility will be a cornerstone of Spring Fire's readiness for decades. During a tour at the end of 2024, former Chief Weaver called the facility "incredible" and an "honor."



Former Chief W.W. "Cotton" Weaver tours the construction

New Station 72 (Northcrest at Northampton Entrance)

- Will nearly double in size to almost 12,000 square feet
- New features include space for an EMS crew, a fitness center, and a public community room for classes and meetings
- During construction, Engine 72 and Tanker 72 remain in service out of Klein Fire Station 35

Station 77 Renovation (Cypresswood)

- \$3 million in renovations
- Partial foundation replacement and interior redesign
- Engine 77 is operating temporarily from Station 75 during renovations



CELEBRATING DEDICATION & MILESTONES

HONORING OUTSTANDING SERVICE

Each year, Spring Fire recognizes the exceptional dedication and contributions of its team members. The 2024 awards banquet honored those who exemplify the department's values through courage, compassion and professionalism.

2024 Fire Chief's Award

Firefighter Brian Powers was presented with the Fire Chief's Award for being the "consummate community volunteer." With over four decades of service, Powers is a steadfast mentor and role model.

"He's always there when needed," said Fire Chief Scott Seifert.

"Many of today's career firefighters began their journey under his guidance," District Chief of Volunteers Joel Crenshaw added. "His true calling is teaching new volunteers how to become Spring Firefighters."

Spring's 2024 Firefighters of the Year by Shift

A-Shift Kenneth Johnson

- Recognized as "a firefighter to exemplify," Johnson took a leadership role in launching Spring Fire's Chaplaincy Program

B-Shift Brandon Braswell

- A firefighter since 2021, Braswell is a respected colleague and a student of the profession, earning widespread admiration

C-Shift Colton Russell

- Praised for his daily dedication and mentorship of newer firefighters, Russell embodies the team spirit of Spring Fire

Volunteer Firefighter of the Year Darian Goodlander

- Now a career firefighter at Spring, Goodlander stood out during the Recruit Academy as the first to arrive and last to leave



Firefighter Brian Powers being presented with the Fire Chief's Award by Fire Chief Scott Seifert



Darian Goodlander and Chief Joel Crenshaw



CELEBRATING MILESTONES

Spring Fire regularly honors service milestones to show appreciation for every member's time, dedication and service to our community.

We recognized these key service anniversaries in 2024:

30 Years of Service

- District Chief Joel Crenshaw started as a volunteer firefighter while still in high school and today oversees all volunteers and volunteer recruits



District Chief Joel Crenshaw and Fire Chief Scott Seifert

20 Years of Service

- Captain Rocky Langone began as a volunteer and now leads as a shift captain

15 Years of Service

- Apparatus Operator Mark Hutchison's fire career started as a volunteer

10 Years of Service

- Captains Michael Alaniz, Walter Juarez, William Lara, David Paige, Ryan Rebarcak and Larry Wilkinson
- Apparatus Operator Kevin Wise
- Firefighters Colby Bates, Richard Rakus, Gary Bowker and Stoney Parker
- HR Director Steve Kiebzak

5 Years of Service

- Apparatus Operators Jakob Ballard, Brandon Fielder, Kyle Flores, Steffon Marsh and Chris Mouton
- Firefighters Luis Arzate, Jonathan Hart, Brad Koenig, Mathieu LaFreniere, Joshua Taylor and Colten Walla
- Maintenance Assistant Mike Smith

“These firefighters set a standard for excellence and commitment that benefits our department and the entire community.”

– Fire Chief Scott Seifert



LEADERS ACHIEVE MAJOR CREDENTIALS

In 2024 Spring Fire had more Commission on Professional Credentialing® (CPC®) designees than any fire department in the Greater Houston area. Our 2024 Commission on Professional Credentialing® (CPC®) designees include:

- Deputy Chief Jeff King added Chief Fire Officer (CFO) to his Chief Training Officer (CTO) designation first received in 2017.
- Deputy Chief Landon Churchill earned Chief Fire Officer (CFO)
- PIO Tracee Evans achieved the first CPC®-Public Information Officer (PIO) designation in the Greater Houston area

Assistant Chief Robert Logan achieved the department's first CPC® Chief Fire Officer (CFO) designation in 2017.

Texas Fire Chiefs Association (TFCA) Designees included Assistant Chief Robert Logan, Deputy Chief Landon Churchill and Captain David Paige. They all earned the Certified Fire Executive (CFE) designation.

These officers joined prior TFCA graduates, Chief Scott Seifert, Deputy Chief Scott Schoonover, District Chief Jimmy Stewart and Captain Larry Wilkinson in completing the rigorous two-year program. Captain Wilkinson also finished the TFCA Battalion Chiefs Academy.

"It's incredible to be surrounded by so much passion for public service," said Seifert. "These achievements reflect our unwavering dedication to serving the Spring community with the highest standards of professionalism and signify the value we all place on serving Spring to the best of our abilities."



Assistant Fire Chief Robert Logan receiving recognition from the Texas Fire Chiefs Association



SPRING FIRE STATIONS SERVING YOU



The Spring Fire Department is committed to delivering exceptional emergency services to the community of Spring and its surrounding areas. With nine stations strategically located within a 62-square-mile territory, our firefighters are prepared to assist you 24 hours a day, 365 days a year.

Please refer to our interactive [Coverage Area](#) map to find the Spring Fire Station nearest you.

