



SALEM FIRE DEPARTMENT

HEADQUARTERS

152 MAIN STREET, SALEM, NH 03079

PHONE: 603-890-2200 FACSIMILE: 603-893-3789

www.salemnh.gov

Salem Fire Department Facility Plan

Original Draft: 5/01/2022 - Updated 9/7/2022 - Next Review Date 5/1/2023

This plan was developed to address the Station/Facility needs of the Salem Fire Department for the foreseeable future. The plan was designed to ensure the Department can meet the needs of the Community while being fiscally responsible. It should be understood that this plan is a living document that needs to change and adapt based on the needs of the Community, Department, and industry standards. This plan is intended to address new construction and major remodels/renovations of the Salem Fire facilities. Routine maintenance and smaller facility projects will be addressed through the budget and CIP process and are not included in this plan. The plan is broken down into four sequential phases as determined by the Administration of the Fire Department. The timeframes for these phases will be established by the Towns Municipal Building Advisory Committee (MBAC) as part of a larger Town wide facility plan. However, it is the strong feeling and recommendation that phases one and two should be completed as soon as possible and in close succession.

Phase 1: Construction of a Station 4- West:

- Timeline:
 - Start date ??/??/????
 - Completion Date: ??/??/????
- Scope: Build a 14,000-15,000 square foot Westside Station (bays approx. 8,000 sq ft; living space approx. 6,000 sq ft).
- Cost Estimate: as of 9/7/2022 is \$10,500,000-11,250,000 using \$750 per Sq Ft:
- Cost of land is estimated between \$500,000 and \$1 million; see appendix A of this document for information on land.
- Purpose: To better serve the West-side of Salem and increase our call handling capacity as the Community grows. In addition, it will help address some of our space issues at the Central Station. Further it will allow our organization to grow and adapt to the changing needs of the Town more easily. Further justification for the need of this station can be found in appendix B of this document.
- Additional Information: This station will be designed to house 5 on-duty members made up of Firefighters/Officers/AEMTs/Paramedics. It is intended to be 5 apparatus bays to house an aerial ladder truck, rescue/ambulance, back-up rescues/ambulances, fire engine/pumper, utility pick-up truck vehicle, and our mechanical/fleet division. Additional needs include office and tool space for the mechanical division, training/conference room, equipment/operational needs storage and backup fire alarm dispatch office.

- *Additional Considerations:* There are 3 ways to staff this station which can be found summarized below and in detail in Appendix F. It should be noted that we can staff a 4th station with current staffing while not ideal it is possible. However, it could have an impact on the delivery of our Advanced Life Support services. As such, we feel that staffing should not be a consideration in the MBAC facility process, as any additional staffing will be dealt with through future budget processes if/when necessary. It is important to point out that no part of our 4-phased plan is contingent upon additional staffing or equipment.
 - Possible staffing- Option #1: By adding 4- firefighters (a total one per shift/group) We would lose 1- full-time staffed Rescue (ambulance); reduction from 3 to 2 full-time Rescues (ambulances).
 - Possible staffing- Option #2: By adding 8- firefighters (a total two per shift/group) We would lose 1- full-time staffed Paramedic Intercept vehicle; but maintain 3- full-time staffed Rescues (ambulances).
 - Preferred staffing- Option #3: By adding 3- additional firefighters per group for a total of 12 we would be able to manage the anticipated impacts and future growth in the Community will place on the Department.
 - See Appendix F- For Details

Phase 2: Remodel of Station 1, Main Street- Central:

- *Timeline:*
 - Start date **??/??/????**
 - Completion Date: **??/??/????**
- *Scope:* Construct/Remodel Central Station. Assuming we keep the same footprint, we would be looking at rebuilding the apparatus bays approx. 5,440 sq. ft., add a second floor above the bays of approx. 5,440, for an approx. total of 11,000 sq. ft of new construction and then renovation approx. 7,000 sq. ft.; Total Station sq. ft would be approx. 18,000.
- *Cost Estimate:* as of 9/7/2022 is \$13,500,000 using \$750 per Sq Ft.
- *Purpose:* To replace/update the Central Station that was built in 1967. The building is outdated and under sized; it does not meet current industry stands for both safety and function. For additional justification see appendix C of this document.
- *Additional Information:* This station will be designed to house 7 on-duty members 24/7 made up of Firefighters/Officers/AEMTs/Paramedics plus Dispatch. Plus, the Administrative Staff of 6-7 members daily, Monday through Friday during business hours. It is intended to be 3-4 apparatus bays to house a fire engine/pumper, rescue/ambulance, back-up fire engine/pumper, medic intercept vehicle, battalion chief/shift commander vehicle, squad/heavy rescue-special operations vehicle and utility pick-up truck vehicle. Additional needs include, training/meeting room(s), EOC, Administration office space, and fire alarm dispatch center.
- *Additional Considerations:* None.

Phase 3: Remodel and Addition to Station 3, Lawrence Road- South:

- Timeline:
 - Start date ??/??/????
 - Completion Date: ??/??/????
- Scope: Construct an addition and remodel the existing space.
- Cost Estimate: as of 9/7/2022 is \$4,680,000 using \$750 per Sq Ft.
- Purpose: To add additional space and remodel the South Station that was built in 1974. The building is outdated and under sized; it does not meet current industry stands for both safety and function. For additional justification see appendix D of this document.
- Additional Information: This station will be designed to house 5 on-duty members made up of Firefighters/Officers/AEMTs/Paramedics. It is intended to be 3 apparatus bays to house an aerial tower ladder truck, rescue/ambulance, fire engine/pumper, and utility pick-up truck/forestry unit. Additional needs include indoor garage storage, possibly a stand-alone 4-5 bay garage, for operational and support trailers that need to be kept indoors. Square footage needs and price would need to be updated and added to this document. We would need to add an apparatus bay of approx. 1,240 sq. ft. to the existing 2 apparatus bays, remodel about 2,500 sq ft of living space, and add about 2,500 sq feet of living space.
- Additional Considerations: None.

Phase 4: Remodel and Addition to Station 2- North:

- Timeline:
 - Start date ??/??/????
 - Completion Date: ??/??/????
- Scope: Construct an addition and remodel the existing space.
- Cost Estimate: as of 9/7/2022 is \$4,200,000 using \$750 per sq. Ft..
- Purpose: To add additional space and remodel the North Station built in 2005. This building is currently lacking space. To meet future needs it will need to be updated and expanded. For additional justification see appendix E of this document.
- Additional Information: This station will be designed to house 5 on-duty members made up of Firefighters/Officers/AEMTs/Paramedics. It is intended to be 3 apparatus bays to house a fire engine/pumper; rescue/ambulance, back-up fire engine/pumper or possibly a tanker in the future, utility/forestry truck. Additional needs include garage storage possibly a stand-alone 2-3 bay garage for operational and support trailers that need to be kept indoors. Square footage needs and price would need to be updated and added to this document. We would need to remodel about 3,000 sq ft and add on about 2,600 sq ft of living space.
- Additional Considerations: None.

Appendix A: Background on Land Options:

The Town is seeking to construct a new Fire Station to remedy a gap in response times to properties in the western area of Salem, generally west of I-93. This Station (“West-side Fire Station”) is envisioned to provide fire and EMS protection to underserved properties.

The Town is seeking a property with 4-5+ acres of developable acreage, along a collector or greater roadway, optimally located to serve the greatest number of properties in 4 minutes within the West Fire Station District (District 4).

Following a review of property tax maps, a list of seven (7) candidates’ sites were selected in 2021 and flagged for further review. In 2022, two (2) additional sites were reviewed as well. These sites included both individual and assemblies of parcels and both greenfield and redevelopment status. The location is essential for the delivery of efficient fire and EMS responses in a timely manner.

Appendix B: Justification for Station 4- West:

The ability to construct a new Fire Station on the West-side of the Community would enable the Town to service approximately 1,800 homes, businesses, commercial and industrial property, which equates to \$1.2 Billion of assessed value; improved health and safety for visitors and employees; better protect our significant financial investment in apparatus and specialized equipment currently stored out in the elements; and improve overall Fire Department efficiency. This new Station will improve fire and emergency medical response times for the west-side of the Community, as response times to this area of the Town are lengthy and can often be 7 to 9 minutes or more. Approximately 1,000 calls or 18-20% of the Fire Department’s total monthly/annual call volume occurs within the West Side District.

Appendix C: Justification for Remodel and Addition to Station 1, Main Street- Central:

Fire Station No. 1- Central, was constructed in 1967 as the main station for the Salem Fire Department and is located in the central part of the Community, hence the name Central Station. Of historical interest, there has been a Fire Station located in the Main Street/Depot/Millville Steet neighborhood for 117 years.

The original building underwent an expansion during the late 1980’s with a second-floor addition expanding the living quarters to the south, bringing the current size to approximately 12,350 square feet. In general, Central Station is in fair to poor condition. The finishes and many of the building systems are at, or near, the end of their useful life. The building, including the surrounding site, is at capacity with most noticeably a shortage of storage space and meeting space. The newer fire trucks barely fit into the apparatus bays due to the limited overhead clearance. The area provided for training is undersized, as well as the space available for equipment and equipment maintenance. There is virtually no room for expansion on the current site, so any construction would need to be done within the current footprint and go vertical with additional stories/floors.

Appendix D: Justification for Remodel and Addition to Station 3, Lawrence Rd.- South:

Fire Station No. 3 was built by Channel Builders of Wilmington, Massachusetts in 1974. It is a load bearing masonry building with a brick façade.

It is comprised of a two-story section with offices and living quarters, and a single-story apparatus bay. The second floor of the living quarters is an 8-inch thick, hollow core, concrete slab. The second level has a single office, a bathroom, and five rooms used as sleeping quarters. The first level has a day room, storage closet, kitchen, dining area, and a bathroom with shower facilities. The roof of the two-story portion is framed using prefabricated wood trusses, while the roof of the apparatus bay is supported by metal decking on open web steel bar joists. In 2015 a fire alarm and sprinkler system were added to the Fire Station including a new 8-foot wide by 12-foot-long sprinkler room that is attached to the building at the rear corner between the apparatus bay and the living quarters.

The two-story portion is approximately 43 feet wide by 30 feet deep and the two bay apparatus area is approximately 38 feet wide by 62 feet deep. The current station is at capacity. Should an addition be considered there is room on the existing site for expansion. The station is connected to both Town water and sewer.

Appendix E: Justification for Remodel and Addition to Station 2, North Main St.- North:

Fire Station No. 2- North was constructed in 2005 by Opechee Construction as a Sub or Satellite Fire Station for the Salem Fire Department and provides emergency response coverage to the North part of the Community. It is currently at capacity with the 3 on-duty members assigned to the Station on a daily basis.

The building consists of a single level, wood framed building that houses the living quarters, kitchen, laundry area, break room and offices. This section is approximately 33 feet wide by 51 feet long. This section has a flat roof with pitched roofs around the perimeter and a series of gabled dormers.

The apparatus bay is 53 feet wide and 66 feet long, and is constructed of load bearing split face masonry block with a central steel beam and mid-span column support. The gable style pitched roof is constructed of prefabricated wood roof trusses.

The building is connected to the Town-wide water system, but relies on a septic tank and leach field for sewage. The current site provides ample opportunity for building expansion.

Appendix F: Additional Staffing Options & Staffing Models:

Current Staffing Model

• Total of 17 Members on-duty-

- **Full-time Staffed Apparatus-** 1- Fire Engine, 1- Tower Ladder truck, 3- Rescues (ambulances), 1 Medic- ALS Paramedic Intercept Vehicle, 1- C5 Shift Commander.
- **Cross-staffed-** 1- Fire Engine/1- Rescue (ambulance).

NOTE: Cross-staffed apparatus are staffed by members assigned to other apparatus as well. Example- the members of Station 2- North are assigned to cross-staff an Engine and a Rescue (ambulance). They respond with the apparatus needed/requested, which means the other apparatus stays in quarters and is unavailable to respond.

Station 1- 152 Main Street- Central (9 Members assigned to this Station)

Staffed Full-time

1. Engine 1- 1-Officer, 2- Firefighters/EMTs
2. Rescue 1- 2- Firefighters/EMTs
3. Rescue 4- 2- Firefighters/EMTs
4. Medic 1- 1- Firefighter/Paramedic (Paramedic Intercept Vehicle)
5. C5 Shift Commander- 1- Battalion Chief/EMT

Cross Staffed Apparatus-

6. Squad 1 - Heavy Rescue- Special Operations Technical Rescue Unit

Station 2- 279 North Main Street- North (3 Members assigned to this Station)

Cross Staffed Apparatus- (all apparatus is cross staffed by the 3- members assigned to Sta. 2)

1. Engine 2- 1- Officer, 2- Firefighters/EMTs
2. Rescue 2- Cross Staffed
3. Forestry 2- Cross Staffed

Station 3- 170 Lawrence Road- South (5 Members assigned to this Station)

Staffed Full-time

1. Tower Ladder 1- 1- Officer, 2- Firefighters/EMTs
2. Rescue 3- 2- Firefighters/EMTs

Cross Staffed Apparatus-

3. Engine 3

Future Option #1- Hire a total of 4- Firefighters (1 per Group)

• Total of 18 Members on-duty-

- **Full-time Staffed- 1- Fire Engine, 1- Tower Ladder truck, 2- Rescues (ambulance), 1 Medic- ALS Paramedic Intercept Vehicle, 1- C5 Shift Commander.**
- **Cross-staffed- 2- Fire Engines/2- Rescues (ambulances).**
- **Reduction of 1 full-time staffed Rescue (ambulance) from 3, to a new total of 2- full-time staffed Rescues (ambulances).**

NOTE: Cross-staffed apparatus are staffed by members assigned to other apparatus as well. Example- the members of Station 2- North are assigned to cross-staff an Engine and a Rescue (ambulance). They respond with the apparatus needed/requested, which means the other apparatus stays in quarters and is unavailable to respond.

Station 1- 152 Main Street- Central (7 Members assigned to this Station)

Staffed Full-time

1. Engine 1- 1-Officer, 2- Firefighters/EMTs
2. Rescue 1- 2- Firefighters/EMTs
3. Medic 1- 1- Firefighter/Paramedic (Paramedic Intercept Vehicle)
4. C5 Shift Commander- 1- Battalion Chief/EMT

Cross Staffed Apparatus-

5. Squad 1 - Heavy Rescue- Special Operations Technical Rescue Unit

Station 2- 279 North Main Street- North (3 Members assigned to this Station)

Cross Staffed Apparatus- (all apparatus is cross staffed by the 3- Members assigned to Sta. 2)

1. Engine 2- 1-Officer, 2- Firefighters/EMTs
2. Rescue 2- Cross Staffed
3. Forestry 2- Cross Staffed

Station 3- 170 Lawrence Road- South (3 Members assigned to this Station)

Cross Staffed Apparatus- (all apparatus is cross staffed by the 3- Members assigned to Sta. 3)

1. Engine 3- 1- Officer, 2- Firefighters/EMTs
2. Rescue 3- Cross Staffed

Station 4- Location TBD- West (5 Members assigned to this Station)

Staffed Full-time

1. Tower Ladder 1- 1- Officer, 2- Firefighters/EMTs
2. Rescue 4- 2- Firefighters/EMTs

Future Option #2- Hire a total of 8- Firefighters (2 per Group)

• Total of 19 Members on-duty-

- **Full-time Staffed- 2- Fire Engines, 1- Tower Ladder truck, 3- Rescues (ambulances), 1 ~~Medic-ALS Paramedic Intercept Vehicle~~, 1- C5 Shift Commander.**
- **Cross-staffed- 1- Fire Engine/1- Rescue (ambulance).**
- **Reduction of 1 full-time staffed Medic-1 Paramedic Intercept Vehicle; would need to deliver ALS using a different model.**

NOTE: Cross-staffed apparatus are staffed by members assigned to other apparatus as well. Example- the members of Station 2- North are assigned to cross-staff an Engine and a Rescue (ambulance). They respond with the apparatus needed/requested, which means the other apparatus stays in quarters and is unavailable to respond.

Station 1- 152 Main Street- Central (6 Members assigned to this Station)

Staffed Full-time

1. Engine 1- 1-Officer, 2- Firefighters/EMTs
2. Rescue 1- 2- Firefighters/EMTs
3. ~~Medic 1- 1- Firefighter/Paramedic (Paramedic Intercept Vehicle)~~
4. C5 Shift Commander- 1- Battalion Chief/EMT

Cross Staffed Apparatus-

5. Squad 1- Heavy Rescue- Special Operations Technical Rescue Unit

Station 2- 279 North Main Street- North (3 Members assigned to this Station)

Cross Staffed Apparatus- (all apparatus is cross staffed by the 3- Members assigned to Sta. 2)

1. Engine 2- 1-Officer, 2- Firefighters/EMTs
2. Rescue 2- Cross Staffed
3. Forestry 2- Cross Staffed

Station 3- 170 Lawrence Road- South (5 Members assigned to this Station)

Staffed Full-time

1. Engine 3- 1-Officer, 2- Firefighters/EMTs
2. Rescue 3- 2- Firefighters/EMTs

Station 4- Location TBD- West (5 Members assigned to this Station)

Staffed Full-time

1. Tower Ladder 1- 1-Officer, 2- Firefighters/EMTs
2. Rescue 4- 2- Firefighters/EMTs

Future Option #3- Hire a total of 12- Firefighters (3 per Group)

• Total of 20 Members on-duty-

- **Full-time Staffed- 2- Fire Engines, 1- Tower Ladder truck, 3- Rescues (ambulances), 1 Medic- ALS Paramedic Intercept Vehicle, 1- C5 Shift Commander.**
- **Cross-staffed- 1- Fire Engine/1- Rescue (ambulance).**

NOTE: Cross-staffed apparatus are staffed by members assigned to other apparatus as well. Example- the members of Station 2- North are assigned to cross-staff an Engine and a Rescue (ambulance). They respond with the apparatus needed/requested, which means the other apparatus stays in quarters and is unavailable to respond.

Station 1- 152 Main Street- Central (7 Members assigned to this Station)

Staffed Full-time

1. Engine 1- 1-Officer, 2- Firefighters/EMTs
2. Rescue 1- 2- Firefighters/EMTs
3. Medic 1- 1- Firefighter/Paramedic (Paramedic Intercept Vehicle)
4. C5 Shift Commander- 1- Battalion Chief/EMT

Cross Staffed Apparatus-

5. Squad 1- Heavy Rescue- Special Operations Technical Rescue Unit

Station 2- 279 North Main Street- North (3 Members assigned to this Station)

Cross Staffed Apparatus- (all apparatus is cross staffed by the 3- Members assigned to Sta. 2)

1. Engine 2- 1-Officer, 2- Firefighters/EMTs
2. Rescue 2- Cross Staffed
3. Forestry 2- Cross Staffed

Station 3- 170 Lawrence Road- South (5 Members assigned to this Station)

Staffed Full-time

1. Engine 3- 1-Officer, 2- Firefighters/EMTs
2. Rescue 3- 2- Firefighters/EMTs

Station 4- Location TBD- West (5 Members assigned to this Station)

Staffed Full-time

1. Tower Ladder 1- 1-Officer, 2- Firefighters/EMTs
2. Rescue 4- 2- Firefighters/EMTs