



## **Strategic Plan 2021 - 2025**

### **Overview**

The Strategic Plan helps ensure that Fire District #13 continually assess the services we provide, the costs of providing those services and to anticipate new development and impacts to our district and its operations. The Strategic Plan contributes to development of the annual Work Plan where specific objectives and timelines will be established to monitor strategies and desired outcomes.

The leadership of Fire District #13, along with the Fire Commissioners, believes in the importance of purposeful strategic planning. This document is a rolling five-year plan to validate goals and strategies. Each year, the Strategic Plan will be reviewed and updated to reflect new information.

### **Summary of Goals and Strategies**

The Fire District #13 Strategic Plan has four primary goals. Each will be managed through a series of high-level strategies and are supported by specific action steps. In the context of this plan, goals are defined as overarching visionary statements that guide the future direction of the District. The strategies listed beneath each goal provide focus to develop action plans for achieving the goal.

#### **Goal 1: Plan for the future of Fire District #13**

#### **Goal 2: Participate in community events and fire / EMS education**

#### **Goal 3: Manage facility and equipment resources**

#### **Goal 4: Provide opportunities for our personnel**

### **Strategies for Each Goal**

#### **Goal 1: Plan for the future of Fire District #13**

- Maintain the Business Plan, Five-Year Strategic Plan and annual Work Plan
- Maintain key fire / EMS partnerships and professional relationships
- Evaluate services provided with the needs of our district demographic
- Maintain the Capital Facilities Plan
- Monitor district development projects for service impact
- Review levy rates and other financing options to support necessary projects



## **Goal 2: Participate in community events and fire / EMS education**

- Explore opportunities to participate in community events
- Use technology for information to aid community knowledge and enhance recruiting
- Provide public safety education sessions for both children and adults

## **Goal 3: Manage facility and equipment resources**

- Annually assess fleet and equipment needs
- Annually assess facilities / station needs
- Provide oversight and ensure accountability for expenditures and budget

## **Goal 4: Provide opportunities for our personnel**

- Review compensation and benefits for paid staff
- Review stipend rate and benefits for volunteer staff
- Evaluate educational opportunities that align with District needs
- Provide mentoring and provide roadmaps for officer development
- Incorporate District best practices in recruiting efforts

## **FORECASTING MAJOR PROJECTS**

1. Upgrade first-line equipment (fire engine, ambulance, command vehicle)
2. Facility needs & assessments

## **AREAS OF MAJOR CONCERN**

1. Town Center Development Project
2. Pandemic response / continuity of staffing and funding
3. Other in-district development projects