



# Buckeye Valley Fire District

*"Buckeye Valley Fire District is dedicated to safely serving with integrity, professionalism, compassion and innovation."*

## STAFF REPORT

**SUBJECT:** Fire Board Goals and Objectives update

**PREPARED BY:** Joe Hester, Deputy Chief

**Background** On October 27, 2020 a Special Fire Board Meeting was conducted for the purposes of updating the Fire Board Goals and Objectives for Fiscal Year 20/21.

**Results** The Fire Board force ranked the items below, there was one variation on one of the forms (item 3-4 reversed) the subsequent results reflect the consensus amongst the majority of the Fire Board Members.

AOI	Description	Rank Priority 1 (Top) – 7 (Last)
Consolidations	Explore consolidations with other Fire and EMS agencies to ensure future sustainability.	1
Financial Controls	Create innovative fiscal controls while displaying financial discipline at all levels.	2
Diversity of Revenue Funds	Explore outside revenue opportunities.	3
Employee Retention	Formulate a competitive compensation package which focuses on both tangible and intangible benefits.	4
Health and Wellness improvements	Increased emphasis toward cancer prevention and performance standards.	5
Professional development	Enhanced importance on training opportunities.	6
Succession training and planning	Identify individuals and mentor them for success for the next level.	7



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## GOAL #1: Consolidation Explorations

<b>Objective</b>	Explore consolidations with other Fire and EMS agencies to ensure future sustainability.
<b>Target Completion Date</b>	Ongoing
<b>Assigned To</b>	Fire Chief, Executive Staff, Labor Board of Directors
<b>Critical Tasking/Performance Indicators</b>	<ul style="list-style-type: none"><li>- <b>Identify Potential Targets</b></li><li>- <b>Create exploratory plans.</b></li><li>- <b>Present to Fire Board</b></li></ul>
<b>Funding</b>	TBD

## GOAL #2: Financial Controls

<b>Objective</b>	Create innovative fiscal controls while displaying financial discipline at all levels.
<b>Target Completion Date</b>	Ongoing
<b>Assigned To</b>	Fire Chief, Executive Staff, Labor, Board of Directors
<b>Critical Tasking/Performance Indicators</b>	<ul style="list-style-type: none"><li>- <b>Fully onboard financial tracking system</b></li><li>- <b>Identify cost avoidance.</b></li><li>- <b>Implement a Procurement Policy &amp; Contract Management System.</b></li></ul>
<b>Funding</b>	TBD

## GOAL #3: Diversity of Revenue Funds

<b>Objective</b>	Explore outside revenue opportunities.
<b>Target Completion Date</b>	Ongoing
<b>Assigned To</b>	Fire Chief, Executive Staff, Board of Directors
<b>Critical Tasking/Performance Indicators</b>	<ul style="list-style-type: none"><li>- <b>Explore private-public partnerships.</b></li><li>- <b>Explore expansion of service lines (i.e., fleet, wildland, medical services)</b></li><li>- <b>Aggressively pursue federal, state &amp; local grants</b></li></ul>
<b>Funding</b>	TBD



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## GOAL #4: Employee Retention

<b>Objective</b>	Formulate a competitive compensation package which focuses on both tangible and intangible benefits.
<b>Target Completion Date</b>	May 2021 & Ongoing
<b>Assigned To</b>	Fire Chief, Executive Staff, Labor, Board of Director
<b>Critical Tasking/Performance Indicators</b>	<ul style="list-style-type: none"><li>- <b>Formalize wage/benefit philosophy and update policy.</b></li><li>- <b>Convene an ad hoc committee to explore intangible benefits</b></li></ul>
<b>Funding</b>	TBD

## GOAL #5: Health and Wellness

<b>Objective</b>	Increased emphasis toward cancer prevention and performance standards.
<b>Target Completion Date</b>	Jun 2021
<b>Assigned To</b>	Fire Chief, Executive Staff, Labor, Board of Directors
<b>Critical Tasking/Performance Indicators</b>	<ul style="list-style-type: none"><li>- <b>Create a tobacco cessation policy / program.</b></li><li>- <b>Wellness Incentive / recognition program</b></li><li>- <b>Review / update engineering and work practice controls</b></li></ul>
<b>Funding</b>	TBD

## GOAL #6: Professional development, Succession training and planning

<b>Objective</b>	Enhanced importance on training opportunities. Identify individuals and mentor them for success for the next level.
<b>Target Completion Date</b>	Jul 2021
<b>Assigned To</b>	Fire Chief, Executive Staff, Labor
<b>Critical Tasking/Performance Indicators</b>	<ul style="list-style-type: none"><li>- <b>Enhance Engineer and Captain academy.</b></li><li>- <b>Explore Intern mentoring program.</b></li></ul>
<b>Funding</b>	TBD