

1C. 2007 Goals & Objectives

Adopted
5 Feb 2007



Goals & Objectives: Developed based upon the adopted Vision and Mission of the District:

GOAL 1: Effectively deploy our resources

- Obj 1.1:** Ensure we meet Targeted Levels of Service 90% of the time. (VanCamp)
- Obj 1.2:** Create an incentive and schedule for people to be available consistently to meet our targeted levels of service during business hours. (VanCamp)

GOAL 2: Ensure we have qualified volunteers available to respond

- Obj 2.1:** Have at least five dedicated and strategically placed volunteers (at least one officer, three EMS and at least one of which is qualified driver/operator) on every night and weekend shift. (Kessel)
- Obj 2.2:** Establish roles for volunteers uninterested in taking shifts, resulting in at least 80% retention or those volunteers. (Kessel)
- Obj 2.3:** Have at least 18 qualified, non-officer, drivers at all time. (Kessel)

GOAL3: Implement alternative and flexible training programs

- Obj 3.1:** Establish one monthly on-shift training event to replace one Monday night drill meeting each month. (Thompson)
- Obj 3.2:** Ensure 50% of Officers meet ITAC competencies. (Thompson)
- Obj 3.3:** Establish and adopt the minimum fire fighter competencies for District 8. (Thompson)

GOAL 4: Instill a positive attitude and promote teamwork and trust

- Obj 4.1:** Establish clear expectations and provide 24-by-7 mentorship to all captains to help them to engage, train, and motivate their teams on shifts. (VanCamp)
- Obj 4.2:** Have an education or team building program/activity for each shift quarterly. (Prince)

GOAL 5: *Establish and communicate realistic expectations to our volunteers and provide the leadership, training & accountability required*

Obj 5.1: Communicating realistic expectations in the form of Job description, policies and procedures, and establish annual performance reviews for the staff and captains. (VanCamp)

GOAL6: *Increase volunteer recruitment*

Obj 6.1: Maintain a total roster of 45 active and qualified volunteers. (Thompson)

Obj 6.2: Establish and use a minimum of five non Incident Readiness & Response volunteers. (Prince)

GOAL 7: *Increase community involvement & support with education, preparedness and prevention*

Obj 7.1: Develop Citizen's support by helping people understand our Vision and Mission, goals and objectives. (Prince)

Obj 7.2: Use the Community Risk Assessment and identify the number one Disaster issues and implement a community preparedness program and with at least 50 people participating. (Prince)