

# City Council FY 09/10 Strategic Plan

## Priority Goals – Fire Department

### Goal: Organizational Effectiveness

*Strategy: Build an increasingly proactive organizational culture, which values and empowers employees to provide excellent internal and external customer service to a diverse community. Identify and secure additional resources in order to provide a high-level of service.*

Objectives	Six Month Measurements July 1 – December 31, 2009	Twelve month Measurements January 1, 2010 – June 30, 2010	Fiscal Impact
1. Operational Effectiveness			Funded
a. Department Analysis	Review the Department Policies, Procedures, Guidelines, Rules and Regulations.	Finalize and implement changes/updates to Department Policies, Guidelines, Rules and Regulations.	
b. Data Review	Gather and review data.	Complete a Standard of Coverage Assessment.	
c. Develop an organizational restructuring model for efficiency.	Look at how we respond to emergency incidents and adjust the staffing and the amount of equipment appropriately.	Evaluate the new model.	
d. Decrease the number of working structure fires by 10%.	Look for trends in fires within each district and identify solutions.	Implement solutions to decrease structural fires.	
2. Compliance			Funded
a. Program Review	Ensure programs are OSHA, ANSI and NFPA compliant.	Complete a compliance report.	
b. Training Review	Ensure Local, State and Federal mandated training is completed and/or maintained as required.	Implement a Master Training Calendar that incorporates all mandated training.	
3. Emergency Operations			Funded
a. Mutual-Aid and Auto-Aid	Update and enhance Mutual-Aid agreements. Update and enhance Auto-Aid agreements with Salinas Rural Fire Protection District. Develop Auto-Aid agreements with North County Fire Protection District and CAL-Fire.	Implement updated/enhanced Mutual-Aid Agreements. Develop and implement new Auto-Aid Agreements.	
b. Emergency Responses	Review emergency response data.	Update emergency responses to ensure operational effectiveness, firefighter safety and recommended NFPA compliance.	
4. Training			Funded
a. State Training Mandates	Update training and training manuals to ensure State of California Training Mandates are met.	Implement new training program that ensures Training Mandate Compliance.	
b. Fire Prevention Training	Conduct fire prevention training to suppression personnel to enhance fire prevention activities.		

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**Goal: Public Safety**

*Strategy: Increase public safety by engaging the community*

<b>Objectives</b>	<b>Six Month Measurements July 1 – December 31, 2009</b>	<b>Twelve month Measurements January 1, 2010 – June 30, 2010</b>	<b>Fiscal Impact</b>
1. Community Outreach			Funded
a. Develop youth programs for employment in the fire service.	Compile and evaluate program options that educate youth/young adults in the community about the Salinas Fire Department. The intent of each program is to inspire local young adults into pursuing the fire service as a career.	Implement programs to integrate youth programs into the fire department that improve their chances of employment into the fire service.	