

# City of Rogers Fire Department



## Fiscal Year Goals for FY 2020

### Supporting the 2018 – 2023 Strategic Plan

Fire Chief Tom Jenkins

Deputy Chief William Hyde	Deputy Chief Cliff Thompson	Deputy Chief Dusty Meredith
Battalion Chief Eddie Thompson	Battalion Chief Dusty Qualls	Battalion Chief David Whitlow
	Battalion Chief Jeremy Hoyer	

**2020 ROGERS FIRE DEPARTMENT  
FISCAL YEAR GOALS AND PLAN OF WORK**

The purpose of this document is to collect and organize the goals and plan of work for the 2020 fiscal year. This document directly supports the mission, vision, and values of the department as listed below:

Vision Statement

*It is the vision of the Rogers Fire Department to be an established authority, nationally recognized in every risk-related discipline.*

Mission Statement

*It is the mission of the Rogers Fire Department to provide exceptional risk-related services to our customers.*

Statement of Values

1. *Our employees are our most valuable resource.*
2. *Relationships with internal and external agencies are integral to our success.*
3. *Reducing risk to all of our customers and employees is paramount.*
4. *We embrace character, integrity, and ethical behavior.*

This plan is a template of priorities that have been developed through the department's annual strategic planning process and includes priorities created within the various divisions, units, and teams of the department. The items specified in the following pages have been identified as keeping with the overall goal of the department to continue to provide exceptional risk-related service while developing and implementing progressive policies and procedures that improve the department's service delivery to its customers.

The department's priorities remain:

1. Care for, train, and ensure the safety of our employees
2. Develop our organization to lead the fire service
3. Deploy and manage our resources effectively
4. Reach out to our community

RESPONSIBLE DIVISION/UNIT	GOAL DESCRIPTION	TARGET COMPLETION	DISPOSITION
<i>Leadership and Administration</i>	Complete all necessary NFPA 1582 physicals according to policy and in compliance with 29 CFR 1910.120 and implement improvements in the health screening technology to further identify members with diabetes and cancer risk(s)	1Q	
	Complete a Yearly Activity Report for 2019	1Q	
	Establish additional policies and practices for cancer prevention and contamination reduction	2Q	
	Increase efforts to recruit a diverse workforce	2Q	
	Advocate for improvements and changes to the city's compensation policy that allow RFD to remain competitive for recruitment and retention and employees, including ARFF and higher education	2Q	
	Produce Annual Compliance Report for the CFAI	3Q	
	Complete Fire Station 8 Construction	3Q	
	Quarterly facilitated leadership discussion with company officers to improve department capacity	4Q	
	Complete CFAI self-assessment and standard of cover for upcoming accreditation cycle.	4Q	

RESPONSIBLE DIVISION/UNIT	GOAL DESCRIPTION	TARGET COMPLETION	DISPOSITION
<i>Field Operations</i>	Establish enhanced gross decontamination procedures for fire incidents	1Q	
	Deploy chainsaws and safety equipment to fire apparatus	1Q	
	Replace at least ten (10) sets of personal protective clothing and continue efforts to issue two sets of bunker gear.	1Q	
	Establish roles/responsibilities for the position of battalion chief aide	1Q	
	Place a new ambulance into service at Fire Station 5	2Q	
	Place a ATV 6 in service at Fire Station 6	2Q	
	Transition Peak Volume Medic unit to 5 <sup>th</sup> staffed medic unit	3Q	
	Update staffing strategy in conjunction with the addition of Engine 8	3Q	
	Complete construction of a new brush pumper	4Q	

<b>RESPONSIBLE DIVISION/UNIT</b>	<b>GOAL DESCRIPTION</b>	<b>TARGET COMPLETION</b>	<b>DISPOSITION</b>
<i>Training</i>	Complete construction of new multi-story burn and training building	1Q	
	Implementation of software to improve tracking of training data (Target Solutions)	1Q	
	Improve reliability and function of training SCBAs	1Q	
	Send at least six (6) members to ERDI-1 Dive Training	1Q	
	Improve security of the narcotic storage in the medical supply room	1Q	
	Send ARFF-assigned FEO's to specialized driving school	2Q	
	Complete paramedic training and certification for at least two (2) current paramedic students	2Q	
	Send at least three (3) members to NASA structural collapse training	2Q	
	Purchase new and make improvements of various props on the training campus	2Q	
	Facilitate outside instruction in the topic areas of Leadership and EMS	3Q	
Host a regional recruit academy for the NWA Fire Training	3Q		

	Officers Association and Northwest Arkansas Community College		
	Host a ISFSI Live Fire Instructor training course	3Q	
	Have a presence at nationally recognized training venues: Fire Rescue International – Atlanta, GA (3Q) FDIC – Indianapolis, IN (2Q) National Fire Academy – Emmitsburg, MD (ALL)	ALL	
	Identify and begin training for at least three (3) new paramedic students	3Q	
	Have the Special Operations Team evaluated by outside assessors	4Q	
	Complete internal one week FEO Academy	4Q	
	Complete all rescue certification classes and a structural collapse operations-level class	4Q	

RESPONSIBLE DIVISION/UNIT	GOAL DESCRIPTION	TARGET COMPLETION	DISPOSITION
<i>Communications</i>	Add additional iPad mobile data units to reserve or secondary response units	1Q	
	Facilitate an upgrade to the fire station alerting system	2Q	
	Provide at least one formal fire training opportunity for dispatchers	3Q	
	Implement recall program for off-duty firefighters and staff officers	3Q	
	Complete reprogram of radios to allow for Springdale and Benton County agencies to be interoperable	3Q	
	Standardize iPad internet access configurations in frontline and reserve units	3Q	
	Evaluate back-up radio system options using conventional configurations.	4Q	

RESPONSIBLE DIVISION/UNIT	GOAL DESCRIPTION	TARGET COMPLETION	DISPOSITION
<i>Risk Reduction</i>	Hire, equip, train, and assign a new Fire Inspector hired as part of the FY20 budget	1Q	
	Review policy and inspection distribution of buildings and hydrants throughout city	1Q	
	Update and publish informational documents regarding inspection processes	1Q	
	Evaluate safety education program	1Q	
	Coordinate and reinforce relationship with RPD CID for fire investigations	1Q	
	Implement weekly work session for marshals	1Q	
	Complete installation of door control for enhanced building security	2Q	
	Review fire inspection processes for efficiency and potential improvements	2Q	
	Mechanical education and licensing for inspectors	2Q	
	Revise pertinent policies	2Q	
	Review website content and considerations for adjustment	2Q	
	Review and revise position specific task books	3Q	
	Plumbing education and licensing for inspectors	3Q	



	Implement safety education program modifications	3Q	
	Provide enhancements to (builder, investor, business owner) awareness tools (website, materials, etc.)	4Q	
	Evaluate risk reduction efficiencies and effectiveness	4Q	
	Electric education and licensing for inspectors	4Q	

RESPONSIBLE DIVISION/UNIT	GOAL DESCRIPTION	TARGET COMPLETION	DISPOSITION
<i>Emergency Medical Services</i>	Begin training for at least three new paramedic students	1Q	
	Begin the upgrade to LUCAS devices	1Q	
	Complete the upgrade to X series monitors	1Q	
	Begin the remodel of Narcotic storage and tracking	2Q	
	Revise EMS equipment carried on all Fire Companies	2Q	
	Complete paramedic training and certification for current medic students	2Q	
	Train new Master Paramedics in AHA and NAEMT disciplines	3Q	
	Renew the department in all current AHA classes	3Q	
	Finish outfitting all units all units with Stop the Bleed Kits	3Q	
	Revise the HPCA policy to include heads up CPR	3Q	
	Revise RTF policy to meet current industry best practices	3Q	

	Identify three new paramedic prerequisite students	4Q	
	Implement new medications and track usages for 6 months to determine effectiveness	4Q	
	Complete ALERRT AAIR course for department	4Q	
	Complete evolutions in Cardiac Cath Lab for all department paramedics	ALL	
	Continue community outreach/education in Hands Only CPR and Stop the Bleed	ALL	

RESPONSIBLE DIVISION/UNIT	GOAL DESCRIPTION	TARGET COMPLETION	DISPOSITION
<i>Physical Resources</i>	Reorganize spare parts and oil supply situation in the maintenance bay.	1Q	
	Establish a relationship with a third-party vendor to reduce the amount of filters and other spare parts stored for preventative maintenance.	1Q	
	Attend at least one outside fire apparatus-related training course.	2Q	
	Evaluate the readiness of fire station back-up generators and create a program to improve their readiness.	3Q	
	Provide assistance to the Physical Resources Committee regarding the creation of an Incident Support Unit (ISU) and new brush pumper.	4Q	
	Place three new pumpers, one new ladder and one new rescue unit into service.	2Q	
	Surplus retired apparatus as approved by department leadership	3Q	