

City of Rogers Fire Department



Fiscal Year Goals for FY 2019

Supporting the 2018 – 2023 Strategic Plan

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**2019 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 2019 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 2018	1Q	
	Create an updated department recruitment brochure and video for use on social media	1Q	
	Complete the yearbook project to recognize the department's 130 th anniversary	1Q	
	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 special teams and higher education	2Q	
	Produce Annual Compliance Report for the CFAI	3Q	
	Complete Fire Station 8 Construction	4Q	
	Quarterly facilitated leadership discussion with company officers to improve department capacity	4Q	

Responsible Division/Unit	Goal Description	Target Completion	Disposition
<i>Field Operations</i>	Implement Wildland Fire policy and procedure	1Q	
	Replace at least ten (10) sets of personal protective clothing and continue efforts to issue two sets of bunker gear.	1Q	
	Determine long-term staffing strategy for the Peak Volume Medic unit	2Q	
	Complete a needs assessment for a second Physical Resources Technician position	2Q	
	Place a new ambulance into service	2Q	
	Place a back-up Battalion Chief vehicle into service	3Q	
	Place Fire Station 8 into service with appropriate staffing strategy	4Q	
	Complete construction of a new brush pumper and Incident Support Unit	4Q	

Responsible Division/Unit	Goal Description	Target Completion	Disposition
<i>Training</i>	Send ARFF-assigned FEOs to specialized driving school at DFW Airport	1Q	
	Send at least three members to TEEX Leadership Conference	1Q	
	Upgrade CPR manikins to AHA standards	1Q	
	Complete paramedic training and certification for at least four (4) current paramedic students	2Q	
	Identify and begin training for at least three (3) new paramedic students	2Q	
	Send at least two paramedics to the Medical Special Operations Conference	2Q	
	Send at least three members to ISFSI Live Fire Instructor	2Q	
	Send at least three members to NASA structural collapse training	3Q	
	Facilitate outside instruction in the topic areas of Leadership and EMS	3Q	
	Upgrade various props on the training campus to more	3Q	

	reliable construction		
	Complete construction of new multi-story burn and training building and establish a cadre of instructors for the facility	4Q	
	Host a regional recruit academy for the Northwest Arkansas Fire Training Officers Association and Northwest Arkansas Community College	4Q	
	Complete all rescue certification classes and a structural collapse operations-level class	4Q	
	<p>Have a presence at nationally-recognized training venues:</p> <ul style="list-style-type: none"> ○ Fire Rescue International – Atlanta, GA (3Q) ○ FDIC – Indianapolis, IN (2Q) ○ National Fire Academy – Emmitsburg, MD (ALL) ○ Pinnacle EMS Conference (2Q) 	ALL	
	Update Rescue Task Force and Active Shooter resources	4Q	
	Have the Special Operations Team evaluated by outside assessors	4Q	

	Improve reliability and function of training SCBAs	4Q	
	Complete internal FEO Academy	4Q	

Responsible Division/Unit	Goal Description	Target Completion	Disposition
<i>Communications</i>	Improve connectivity and function with iPad-based mobile data solution	1Q	
	Finalize update airport alerting system	1Q	
	Complete AWIN transition for all subscriber radios	2Q	
	Provide at least one formal fire training opportunities for dispatchers	3Q	
	Implement recall program for off-duty firefighters and staff officers	3Q	

Responsible Division/Unit	Goal Description	Target Completion	Disposition
<i>Risk Reduction</i>	Transition business license process to Community Development Department	1Q	
	Evaluate safety education program	1Q	
	Deliver arson education to fire marshals and police detectives to foster cooperation with RPD	1Q	
	Complete transition of remaining hand-written forms to electronic devices	1Q	
	Develop information booklet for distribution to general contractors	1Q	
	Implement ½ day monthly work sessions for fire marshals	1Q	
	Complete transition for architects and engineers to standardize symbols on plans	2Q	
	Provide enhanced efficiency to fire inspection assignments and processing	2Q	
	Complete mechanical education and licensing for building inspectors	2Q	
	Develop safety education program	2Q	
	Finalize arson response protocol with RPD	2Q	
	Complete plumbing education and licensing for inspectors	3Q	

Responsible Division/Unit	Goal Description	Target Completion	Disposition
<i>Emergency Medical Services</i>	Evaluate a low acuity transport ambulance program with Mercy Health	1Q	
	Improve relations with internal stakeholders (EMS Program Managers, Command Staff, practicing paramedics) <ol style="list-style-type: none"> 1. Select and acquire new power cots. (Stryker, Ferno) 	1Q	
	Improve relations with external stakeholders. (Mercy, NWMC-BC) <ol style="list-style-type: none"> a. Partnering on community outreach b. Involving category specific hospital coordinators with our Master Medics (Trauma, STEMI, Stroke, Sepsis) c. Data sharing 	1Q	
	Deploy and train members on Recert 2.0 for license renewals.	1Q	

	Assess process for storing and acquiring durable medical equipment.	2Q	
	Explore interactive learning options for EMS training.	2Q	
	Acquire medium fidelity simulation manikin for simulation training.	2Q	
	Enhance focus on community CPR education and outreach.	2Q	
	Select and acquire new power cots for ambulances	2Q	
	Implement and adjust new QI/QA process for Field Operations paramedics	3Q	
	Evaluate CVA assessment and protocol	4Q	
	Expand cardiac arrest data collection and foster partnership with CARES registry	4Q	

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	