

Last night (September 2, 2014) we began to develop the goals for each initiative. We also developed a SWOT analysis and identified our strengths, weaknesses, opportunities, and threats (underlined).

The initiatives are in BOLD, the goals are numbered and some objectives are lettered. This is simply the beginning of the goal development; we will tighten up the goals at our next meeting on the 16th of this month. This should be the last strategic planning meeting held on the same night as the Township Board meeting.

I wish to personally thank everyone for their participation thus far! Now that we have a vision we are definitely moving forward toward the same goal! See you all on the 16th.

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Fire Chief
Bedford Township Fire Department

Strengths

Condition of apparatus
Variety of Skills
Average age of firefighters
Current level of training

Weaknesses

Staffing
Condition of stations
Outdated equipment
No cost recovery
Technology

Opportunities

Fire Chief knowledgeable with grants/ideas
Change in staffing
Training
Ability to "soft bill"
Community ownership

Threats

Specialized training
Economy
Bad public relations/lack of facts
Morale (bad)
Increased workload
Community partnerships
Time
Industrial risks

Facilities and Equipment

- 1) Assemble a plan for Self Contained Breathing Apparatus (SCBA)
- 2) Assemble a building committee to replace stations 1 & 2 (in near future) (action Plan) (through studies)
- 3) Apparatus replacement program

Advanced Life Support

- 1) Feasibility study for Bedford
- 2) Investigate Community with fire department based EMS
- 3) Impact on local EMS services on remaining county

Recruitment & Retention

- 1) Increase recruitment opportunity and diversity
 - a. Explore different talent pools (athletes)
 - b. Increase frequency of recruitment
 - c. Promote incentives for existing certifications
 - d. Adjust/adopt outreach vehicle
- 2) Focus retention goals of candidate
 - a. How do we identify good candidates?
 - b. Is this a stepping stone?
 - c. Where do they see themselves in five years?
 - d. How do we shift the tide?
 - e. How does expectation affect retention?
 - f. Shift work as a solution? Decrease workload?
 - g. How do you bridge the gap in loss of experience efficiently?
- 3) Utilization of Explorers as pipeline of invested recruits
 - a. History of long term members/longevity
 - b. Trained by our staff and our equipment
 - c. Personal drive/interested involvement, captive audience
 - d. Legacy hires who have been here since birth/youth

Improved Technology

- 1) Utilizing existing response program
- 2) Incorporate dispatch software
 - a. Computers/iPads in vehicles

Public Education

- 1) Senior living home safety
- 2) School age student training
- 3) Pre-school safety Education
- 4) Community Emergency Planning

Improved Response Time

- 1) Improve response time to low end of national average for paid-on-call department
- 2) Staffing
 - a. During low turnout times
- 3) Study of station locations for best response for Township needs

Training

- 1) Increase training opportunities for Officers
- 2) Increase the number of certified instructors
- 3) Formal recordkeeping for all personnel and events/training sessions
- 4) Provide training to handle low frequency/high impact incidents